

Industrial Relations - DISPUTES  
1982

JAN. — DEC.

*Sowetan*

# Azapo warns the bosses: Be fair!

5/1/82

By NKOPANE  
MAKOBANE

THE Azanian Peoples Organisation (Azapo) yesterday warned all managements in South Africa that no further exploitative and unfair practices would be tolerated by blacks.

Mr Jefferson Lengane, Azapo secretary for Labour said in a statement Azapo pledged solidarity with 11 employees of Metro Managing Services in Booyens who were fired this week for allegedly staying away from work and with their colleagues who went on strike. Azapo demanded their reinstatement.

"We warn Metro and her allies that they should not forget we can use our economic power to bring them down. They should scratch their heads a few years back and remember the Fatties and Monies and the ongoing Wilson and Rowntree boycotts," he said.

He added that labour strife and unfair practices were common for black workers in the preceding year and it appears Metro is geared to repeating the unfortunate and abhorrent practice by being the first company to take action against employees.

(151)

11/10/51  
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Handwritten notes

The meeting follows discussion amongst workers, many of them, over several days, immediately held by the community council.

Workers were approached to certain positions in preference to employees within the Board and this issue is being held in suspense in the work room.

The council, which passed over control of the administration since October 1 last year, adverted 29 vacancies recently for local housing, finance, community services and administration staff structure.

At a meeting held in December, the workers, who felt the appointments were unfair, also complained that:

- (1) The question of educational qualifications was a requirement to certain members whilst to others it was waived aside;
- (2) Not all board employees were automatically appointed to certain newly created positions whilst others were called by apply.

The meeting will be held in the local administration board offices.

# Firms face labour tension

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By STEVEN FRIEDMAN

WHEN East London firms reopen next week they face new labour tension over the effect of homeland independence on workers' unemployment benefits — and some employers fear this could be an issue in other cities too.

The influential Federated Chamber of Industries has intervened and suggested tentative options for employers concerned with possible unrest. It is understood these ideas have support among some top Government officials.

The tension in East London has been sparked by the fact that, as a result of Ciskei independence on December 4, Ciskei citizens are no longer entitled to benefits from the Unemployment Insurance Fund (UIF).

This news caused widespread tension in East London and workers resolved at a meeting to approach employers and demand the refund of their UIF payments.

Worker leaders, also, say there is no guarantee jobless workers will receive benefits from Ciskei.

Withdrawal of money from the UIF is not allowed by law.

# Christian youth group, hyper reach accord

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Weekend Post

7/1/87

Weekend Post Reporter

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

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

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

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

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

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

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

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

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

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

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

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

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

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## KENNISGEWING 16 VAN 1982

DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956AANSOEK OM VERANDERING VAN DIE  
REGISTRASIEBESTEK 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 Garment 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van vakvereniging.*—Garment Workers' Union of South Africa.

*Datum waarop aansoek ingedien is.*—30 Oktober 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Swartes in diens in die Kleremakersbedryf in die landroosdistrik Port Elizabeth.

*Posadres van applikant.*—Posbus 6779, Johannesburg, 2000.

*Kantooradres van applikant.*—Garment Centre, Endersstraat 75, Johannesburg.

Die aandaag 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.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.  
(15 Januarie 1982)

## NOTICE 16 OF 1982

DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956APPLICATION FOR VARIATION OF SCOPE  
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 of an application for the variation of its scope of registration has been received from the Garment 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, the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of trade union.*—Garment Workers' Union of South Africa.

*Date on which application was lodged.*—30 October 1981.

*Interests and area in respect of which application made.*—Black persons employed in the Garment Manufacturing Industry in the Magisterial District of Port Elizabeth.

*Postal address of applicant.*—P.O. Box 6779, Johannesburg, 2000.

*Office address of applicant.*—Garment Centre, 75 Enders 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.

D. R. PRETORIUS, Assistant Industrial Registrar.  
(15 Januarie 1982)

## KENNISGEWING 17 VAN 1982—NOTICE 17 OF 1982

## SUID-AFRIKAANSE VERVOERDIENSTE—SOUTH AFRICAN TRANSPORT SERVICES

STAAT VAN BEDRYFSUITGAWE, APRIL TOT NOVEMBER 1981  
STATEMENT OF WORKING EXPENDITURE, APRIL TO NOVEMBER 1981

Diens/Service	Begroting Estimates 1981/82	November		April tot November April to November	
		1980	1981	1980	1981
	R	R	R	R	R
Spoorweë/Railways					
Vervoerdiens/Transportation services:					
Administrasie- en algemene koste/Administrative and general charges	171 800 000	10 655 104	14 117 867	88 633 486	115 658 000
Onderhoud van spoorbaan en werke/Maintenance of permanent way and works	613 300 000	41 652 174	51 506 943	316 115 252	406 439 000
Onderhoud van rollende materiaal/Maintenance of rolling stock	476 800 000	35 628 775	42 372 288	259 040 922	322 573 000
Beweegkragbedryfskoste/Motive power operating expenses	686 300 000	47 151 761	60 823 709	366 218 091	458 062 000
Verkeers- en voertuigloopkoste/Traffic and vehicle running expenses	742 400 000	50 860 665	64 623 114	391 282 979	503 401 000
Bestelidens/Carriage services	77 900 000	5 587 062	7 446 404	41 216 750	51 487 000
Waardevermindering/Depreciation	200 090 000	16 089 931	17 305 451	127 985 311	136 443 000
Hoervervangingskoste/Higher Replacement Costs	272 840 000	11 687 000	23 044 000	93 496 000	180 632 000
Subtotaal/Sub total	3 241 430 000	219 322 472	281 239 776	1 683 988 791	2 175 233 000

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Diens/Service	Begroting Estimates 1981/82	November		April tot November April to November	
		1980	1981	1980	1981
	R	R	R	R	R
Anwending van netto inkomste/Appropriation of net revenue					
Oorplasing van Bedryfsreserwes/Transfer of Working Reserves	21 100 000	—	—	—	—
Groototaal/Grand total	5 432 660 000	359 981 052	457 784 783	3 006 057 018	3 654 186 011
Bedryfsresultaat/Results of working:					
Totaal inkomste—Alle dienste/Total revenue—All services	5 432 660 000	359 981 052	457 784 783	3 006 057 018	3 654 186 011
Totaal uitgawe—Alle dienste/Total expenditure—All services	5 429 100 000	378 464 829	467 193 900	2 920 761 955	3 638 294 307
Surplus	3 560 000	—	—	85 295 063	15 891 704
Tekort/Deficit	—	18 483 777	9 409 117	—	—

Kantoor van die Hoofbestuurder, Johannesburg.  
Office of the General Manager, Johannesburg.  
(15 Januarie 1982)/(15 January 1982)

**KENNISGEWING 18 VAN 1982**

**DEPARTEMENT VAN POS- EN  
TELEKOMMUNIKASIEWESE**

**STAATSGROND PER OPENBARE TENDER TE KOOP  
AANGEBIED**

Hiermee word kennis gegee dat bogenoemde Departement ondergenoomde staatsgrond per openbare tender te koop aanbied en tenders vir die koop daarvan vra kragtens die bepalinge van die Wet op die Beskikking oor Staatsgrond, 1961:

Onderverdeling 2 van die Plaas Soetveld No. 69, geleë in die distrik Koppies, groot 991 m<sup>2</sup>.

Tenders sluit om 11h00 op 15 Februarie 1982. Tenderforms is verkrygbaar by die Posmeester-generaal, Posbus 2648, Pretoria, 0001, of Kamer 2210, Poskantoorhoofkantoor, Vermeulenstraat 178, Pretoria, 0002, Tel. (012) 293-2332, of by die Streekdirekteur, Departement van Pos- en Telekommunikasiewese, Privaatsak X20502, Bloemfontein, 9300, Tel. (051) 83611x377.

(15 Januarie 1982)

**KENNISGEWING 19 VAN 1982**

**DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
INTREKKING VAN REGISTRASIE VAN 'N  
VAKVERENIGING**

Ek, Diederik Rudolph, Pretorius, Assistent-nywerheids-registrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die National Association of Furniture and Allied Workers of South Africa met ingang van 29 Desember 1981 ingetrek het.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.  
(15 Januarie 1982)

**NOTICE 18 OF 1982**

**DEPARTMENT OF POSTS AND  
TELECOMMUNICATIONS**

**STATE-OWNED LAND OFFERED FOR PURCHASE  
BY PUBLIC TENDER**

Notice is hereby given that the above-mentioned Department offers for purchase by public tender the undermentioned State-owned land and invites tenders for its purchase in terms of the provisions of the State Land Disposal Act, 1961:

Subdivision 2 of the Farm Soetveld No. 69, situate in the District of Koppies, measuring 991 m<sup>2</sup>.

Tenders close at 11h00 on 15 February 1982. Tender forms are obtainable from the Postmaster General, P.O. Box 2648, Pretoria, 0001, or Room 2210, Post Office Headquarters, 178 Vermeulen Street, Pretoria, 0002, Tel. (012) 293-2332, or from the Regional Director, Department of Posts and Telecommunications, Private Bag X20502, Bloemfontein, 9300, Tel. (051) 83611x377.

(15 January 1982)

**NOTICE 19 OF 1982**

**DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
CANCELLATION OF REGISTRATION OF A  
TRADE UNION**

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the National Association of Furniture and Allied Workers of South Africa with effect from 29 December 1981.

D. R. PRETORIUS, Assistant Industrial Registrar.  
(15 January 1982)

KENNISGEWING 27 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
AANSOEK OM VERANDERING VAN DIE REGISTRA-  
SIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak in gevolge 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 Automobile and Allied Workers 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—National Automobile and Allied Workers Union.

*Datum waarop aansoek ingedien is.*—1 Desember 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Alle persone wat in diens is in—

(i) die Motormonteermywerheid in die landdrostrikte Bellville, Durban, Oos-Londen, Port Elizabeth, Stellenbosch en Uitenhage en die munisipale gebied Pretoria;

(ii) die Buiteband- en Rubbermywerheid in die landdrostrikte Port Elizabeth en Uitenhage; en

(iii) die Batterymywerheid en die Tapytmywerheid in die landdrostrik Port Elizabeth.

“Motormonteermywerheid” beteken die nywerheid waarin werkgewers en hulle werknemers met mekaar geassosieer is vir die montering van motorvoertuie uit nuwe onderdele op 'n monterbaan, en dit omvat die vervaardiging of fabrisering of submontering van motorvoertuigdele of -onderdele of kombinasies daarvan, wanneer dit deur die werkgewer onderneem word, hetsy dit op 'n monterbaan of elders gedoen word, en alle werksaamhede wat daarmee gepaard gaan of daaruit voortspuit, ongeag die persele waar die werk verrig word.

“Buiteband- en Rubbermywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende aktiwiteite te verrig:

Die vervaardiging van rubberlym, buitebande, binnebande, bande (hetsy vervoer- of kragtransmissiebande), slange, volsoolrubber of ander versoolmateriale, batterybakke, klappe, vormbande, skuur- en korrosiebestande voering vir pompe en so meer, dokbuffers, buigsame monstasie, uitsluitlik of hoofsaaklik van rubber, vir enjins of masjinerie, en enige ander artikels wat uitsluitlik of hoofsaaklik uit rubber bestaan, indien dit deur 'n werkgewer vervaardig word wat die vervaardiging van bogenoemde artikels onderneem, en dit omvat alle werksaamhede wat met enige van voornoemde aktiwiteite gepaard gaan of daaruit voortspuit, maar dit omvat nie die vervaardiging van skoel en die vervaardiging van komponente van skoel wanneer dit in 'n bedryfsinrigting vervaardig word wat skoel produseer nie.

“Batterymywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van droësel- en loodbatterye.

“Tapytmywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van gevormde en ander tapyte vir motorvoertuie.

NOTICE 27 OF 1982

DEPARTMENT OF MANPOWER  
LABOUR RELATIONS 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 National Automobile and Allied 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, at the Department of Manpower, 449 Manpower House, 215 Schoeman Street, 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 Automobile and Allied Workers Union.

*Date on which application was lodged.*—1 December 1981.

*Interests and area in respect of which application made.*—All persons who are employed in—

(i) the Motor Assembly Industry in the Magisterial Districts of Bellville, Durban, East London, Port Elizabeth, Stellenbosch and Uitenhage and the municipal area of Pretoria;

(ii) the Tyre and Rubber Manufacturing Industry in the Magisterial Districts of Port Elizabeth and Uitenhage and

(iii) the Battery Manufacturing Industry and the Carpet Manufacturing Industry in the Magisterial District of Port Elizabeth.

“Motor Assembly Industry” means the industry in which employers and their employees are associated for the assembly of motor vehicles from new components on an assembly line and includes the manufacture or fabricating or sub-assembly of motor vehicle parts or components or combinations thereof when carried on by the employer, whether performed on an assembly line or elsewhere, and all operations incidental thereto or consequent thereon irrespective of the premises where the work is performed.

“Tyre and Rubber 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:

The manufacture of rubber solution, tyres, tubes, belts (whether conveyor or power transmission), hoses, camelback or other retreading materials, battery case flaps, air bags, abrasion and corrosion resistant linings, pumps and the like, dock fenders, flexible mountings, engines or machinery wholly or mainly from rubber and other articles consisting wholly or mainly of rubber if manufactured by an employer engaged in the manufacture of above-mentioned articles, and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include the manufacture of footwear and the manufacture of components of footwear when manufactured in an establishment producing footwear.

“Battery Manufacturing Industry” means the industry in which employers and employees are associated for the manufacture of dry cell and lead batteries.

“Carpet Manufacturing Industry” means the industry in which employers and employees are associated for the manufacture of moulded and other carpets for motor vehicles.



*Posadres van applikant.*—Posbus 4097, Port Elizabeth, 6014.

*Kantooradres van applikant.*—Lotusgebou 102, Cottrellstraat, Port Elizabeth.

Die aandaag 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 voorskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.

(15 Januarie 1982)

*Postal address of applicant.*—P.O. Box 4097, Port Elizabeth, 6014.

*Office address of applicant.*—102 Lotus Buildings, Cottrell Street, Port Elizabeth.

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.

(15 January 1982)

KENNISGEWING 28 VAN 1982

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 bekendgemaak dat die Nasionale Vervoerkommissie die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor.

Vertoë ingevolge artikel 6 (1) van Wet 51 van 1949 ter ondersteuning of bestryding van 'n aansoek moet die Direkteur-generaal: Vervoer (Direktoraat Burgerlugvaart); P.O. 193, 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 vertoë rig, van plan is om die verrigtings by te woon of om daar verteenwoordig te word.

Die kommissie sal reël dat kennis van die datum, tyd en plek van die verrigtings skriftelik gegee word aan die aansoeker en al die persone wat aldus vertoë gerig het en wat verlang om aldus verteenwoordig of teenwoordig te wees.

BYLAE A

LYS VAN AANSOEKE OM DIE TOESTAAN VAN LISENSIES

(A) Naam en adres van applikant. (B) Naam waaronder die lugdiens geëksploiteer gaan word. (C) Besonderhede van lugdiens. (i) Gebiede wat bedien gaan word. (ii) Route(s) wat bedien gaan word. (iii) Basis(se). (iv) Soort verkeer wat vervoer gaan word. (v) Frekwensie en roosters waarvolgens die diens geëksploiteer gaan word. (vi) Soort opleiding wat verskaf gaan word. (vii) Besonderhede en beskrywing van soort werk wat onderneem gaan word. (viii) Tarifskaal. (D) Lugvaartuig wat gebruik gaan word.

(A) G. Uys, Posbus 3111, Windhoek, 9100. (B) Gus Uys Vliegskool. (C) Vliegopleidingslugdiens. (iii) Windhoek/Eros. (vi) *Ab initio* tot die standaard van handelsvlieënier. (viii) Cessna 150L R50 per uur en Cessna 152 R55 per uur. (D) Cessna 150L ZS-IFM en Cessna 152 ZS-KDR en ZS-KDS.

BYLAE B

LYS VAN AANSOEKE OM HERNUWING VAN LISENSIES

(A) Naam en adres van applikant. (B) Naam waaronder die lugdiens geëksploiteer word. (C) Soort lugdiens ten opsigte waarvan hernuwing aangevra word en die nommer

NOTICE 28 OF 1982

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 Director-General: Transport (Directorate Civil Aviation), 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 applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing.

SCHEDULE A

SCHEDULE OF APPLICATIONS FOR THE GRANT OF LICENCES

(A) Name and address of applicant. (B) Name under which the air service is not to be operated. (C) Particulars of air service (i) Area to be served. (ii) Route(s) to be served. (iii) Base(s). (iv) Types and classes of traffic to be conveyed. (v) Frequency and time-tables to which the service will be operated. (vi) Types of training to be provided. (vii) Particulars and description of types of work to be undertaken. (viii) Tariff of charges. (D) Aircraft to be used.

(A) G. Uys, P.O. Box 3111, Windhoek, 9100. (B) Gus Uys Flying School. (C) Flying Training Air Service. (iii) Windhoek/Eros. (vi) *Ab initio* up to the standard of commercial pilot. (viii) Cessna 150L R50 per hour and Cessna 152 R55 per hour. (D) Cessna 150L ZS-IFM and Cessna 152 ZS-KDR and ZS-KDS.

SCHEDULE B

SCHEDULE OF APPLICATIONS FOR RENEWAL OF LICENCES

(A) Name and address of applicant. (B) Name under which the air service is being operated. (C) Class of air service in respect of which renewal is sought and number

## KENNISGEWING 20 VAN 1982

## DEPARTEMENT VAN MANNEKRAG

## WET OP ARBEIDSVERHOUDINGE, 1956

## AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK 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 African Tobacco 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 na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van vakvereniging.*—African Tobacco Workers Union.

*Datum waarop aansoek ingedien is.*—2 November 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Swartes in diens in die Tabakvervaardigingsnywerheid in die landdrostrik Rustenburg.

“Tabakvervaardigingsnywerheid” beteken die nywerheid waarin werkgewers en werknemers in bedryfsinrigtings met mekaar geassosieer is vir die vervaardiging, bereiding, verpakking en versending van sigarette, klein sigare, snuif, snuifblaar, gekerfde of roltabak en sluit in alle werksaamhede wat gepaard gaan met of voortvloei uit enige van voornoemde werksaamhede.

*Posadres van applikant.*—York House 217, Rissikstraat 57, Johannesburg, 2001.

*Kantooradres van applikant.*—York House 217, Rissikstraat 57, 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.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.

(15 Januarie 1982)

## NOTICE 20 OF 1982

## DEPARTMENT OF MANPOWER

## LABOUR RELATIONS 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 African Tobacco 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, 449 Manpower Buildings, 215 Schoeman Street, 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 Tobacco Workers Union.

*Date on which application was lodged.*—2 November 1981.

*Interests and area in respect of which application is made.*—Black persons employed in the Tobacco Manufacturing Industry in the Magisterial District of Rustenburg.

“Tobacco Manufacturing Industry” means the industry in which employers and employees are associated in establishments for the manufacturing, preparation, packing and despatching of cigarettes, cigarillos, snuff, snuff leaf, cut or roll tobacco, and includes all operations incidental to or consequent on any of the aforesaid activities.

*Postal address of applicant.*—217 York House, 57 Rissik Street, Johannesburg, 2001.

*Office address of applicant.*—217 York House, 57 Rissik 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.

D. R. PRETORIUS, Assistant Industrial Registrar.

(15 January 1982)

KENNISGEWING 34 VAN 1982  
 DEPARTEMENT VAN MANNEKRAG  
 WET OP ARBEIDSVERHOUDINGE, 1956  
 INTREKKING VAN REGISTRASIE VAN 'N  
 VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheids-registrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Grave Diggers and Cemetery Employees' Unions met ingang van 7 Januarie 1982 ingetrek het.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.  
 (15 Januarie 1982)

DEPARTEMENT VAN GEMEENSKAPS-  
 ONTWIKKELING  
 STAATSDRUKKERY  
 AMPTELIKE PUBLIKASIES ONTVANG  
 GEDURENDE OKTOBER 1981

*Pryse van alle binnelandse publikasies is onderhewig aan 4% verkoopbelasting*

**BLOU BOEKE**

RP 77/1981—Verslag van die Direkteur-generaal vir die jaar geëindig 31 Desember 1980. Plaaslik R7,98, buitelandse R10.

**STATISTIEKE VERSLAE**

Verslag 07/02/13—Huwelike en egskeidings—Blankes, Kleurlinge en Asiërs, 1979, Suid-Afrika. Plaaslik R2,02, buitelandse R2,50.

Verslag 12/01/14—Padverkeerongelukke 1980. Plaaslik R2,02, buitelandse R2,50.

Verslag 15/01/06—Sensus van elektrisiteit, gas en stoom, 1979. Plaaslik R2,02, buitelandse R2,50.

**DIVERSE**

Bulletin 66: Tin resources of South Africa: Classification and Inventory. Plaaslik R2,02, buitelandse R2,50.

Gebinde dele van die *Staatskoerant*, Maart, April 1981.

Stylwysings: Plaaslik R0,72, buitelandse R0,90.

Kieswet vir Indiërs, 1977: Prosedurehandleiding vir Verkiegings. Plaaslik R4,52, buitelandse R5,70.

**KAARTE**

*1:50,000 SA Topo*

2831CA—Nkandla. Eerste Uitgawe. Herdruk.  
 2832AA—Hluhluwe Reserve. Tweede Uitgawe. Herdruk.  
 3023DA—Bristown. Eerste Uitgawe. Herdruk.

*1:50,000 SWA Topo*

2514BD. Eerste Uitgawe. Nuwe.  
 2516AC—Aandster. Eerste Uitgawe.  
 2516CA—Kumbis. Eerste Uitgawe.  
 2314AD en BC. Eerste Uitgawe.  
 2314CB en DA. Eerste Uitgawe.  
 2314CD en DC. Eerste Uitgawe.  
 2414AB en BA. Eerste Uitgawe.  
 2716DD—Rosh Pinah. Eerste Uitgawe.  
 2717AA—Haaswater. Eerste Uitgawe.  
 2717AB—Totem. Eerste Uitgawe.  
 2717CD—Ai-Ais. Eerste Uitgawe.

*1:250,000 SA Geologiese Reeks*

2416—Mariental.  
 2928—Drakensberg.  
 3028—Kokstad.

Pryse van kaarte: Binnelands R1, oorsse R1,25.

Kaarte verkrygbaar vanaf die Staatsdrukkery, Pretoria, en die Hoof-direkteur van Opmetings en Kartering, Rhodeslaan, Mowbray.

Publikasies word posvry versend vanaf Pretoria en Kaapstad.

NOTICE 34 OF 1982  
 DEPARTMENT OF MANPOWER  
 LABOUR RELATIONS ACT, 1956  
 CANCELLATION OF REGISTRATION OF A  
 TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Grave Diggers and Cemetery Employees' Union with effect from 7 January 1982.

D. R. PRETORIUS, Assistant Industrial Registrar.  
 (15 January 1982)

DEPARTMENT OF COMMUNITY  
 DEVELOPMENT  
 GOVERNMENT PRINTING WORKS  
 OFFICIAL PUBLICATIONS RECEIVED  
 DURING OCTOBER 1981

*Prices for all inland publications are subject to 4% sales tax*

**BLUE BOOKS**

RP 77/1981—Report of the Director-General for the year ended December 1980. Local R7,98, abroad R10.

**REPORTS**

Report 07/02/13—Marriages and divorces—Whites, Coloured, Asiatics, 1979, South Africa. Local R2,02, abroad R2,50.

Report 12/01/14—Road traffic accidents 1980. Local R2,02, abroad R2,50.

Report 15/01/06—Census of electricity, gas and steam, 1979. Local R2,02, abroad R2,50.

**MISCELLANEOUS**

Bulletin 66: Tin resources of South Africa: Classification and Inventory. Local R2,02, abroad R2,50.

Bound Volumes of the *Government Gazette*, March, April, May, 1981. Style Alterations: Local R0,72, abroad R0,90.

Electoral Act for Indians, 1977: Procedure Manual for Elections. Local R4,52, abroad R5,70.

**MAPS**

*1:50,000 SA Topo*

2831CA—Nkandla. First Edition. Reprint.  
 2832AA—Hluhluwe Reserve. Second Edition. Reprint.  
 3023DA—Bristown. First Edition. Reprint.

*1:50,000 SWA Topo*

2514BD. First Edition. New.  
 2516AC—Aandster. First Edition.  
 2516CA—Kumbis. First Edition.  
 2314AD and BC. First Edition.  
 2314CB and DA. First Edition.  
 2314CD and DC. First Edition.  
 2414AB and BA. First Edition.  
 2716DD—Rosh Pinah. First Edition.  
 2717AA—Haaswater. First Edition.  
 2717AB—Totem. First Edition.  
 2717CD—Ai-Ais. First Edition.

*1:250,000 SA Geological Series*

2416—Mariental.  
 2928—Drakensberg.  
 3028—Kokstad.

Prices of maps: Inland R1, abroad R1,25.

Maps are available from the Government Printer, Pretoria, and the Director of Maps Survey, Rhodes Avenue, Mowbray.

Publications are sent post free from Pretoria and Cape Town.

# ed for town

~~221~~ RDM 20/1/82

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# Overdue prices lead to red faces

Mail Reporter

THERE were red faces at the SABC early yesterday when the stock exchange prices — due to be broadcast for the first time since being taken off the air two weeks ago — failed to arrive in time for the 6.20am slot.

"An SABC official said a "small human error" had led to the prices not arriving before deadline.

The early morning stock exchange report — comprising the previous day's closing prices — was discontinued two weeks ago because the SABC felt it had a "minority audience".

"A lot of complaints were received from the public, especially country people who didn't get a newspaper regularly, or soon enough for the prices to be accurate," said Mr Eric van der Merwe, public relations officer for the SABC.

The organisation then reinstated the morning stock exchange report which supplements the midday prices broadcast at 4.30pm on the Afrikaans Service.

"I hope they will arrive in time today," he said.

# Union wins settlement in long dispute

~~1481~~ 151 ~~153~~ RDM 20/1/82

AN EAST Rand labour dispute, which was due to lead to a crucial Industrial Court case later this week, has been settled.

By STEVEN FRIEDMAN

The dispute — between the Metal and Allied Workers' Union (Mawu) and the (German-owned East Rand firm Litemaster — also threatened to involve West German union action.

But, in a settlement announced yesterday, the company has agreed to re-employ 22 workers it fired last October and to open recognition talks with the union.

The dispute flows from an incident last October when 22 of the company's workers were fired. The union alleged that the company was trying to "lock out" workers and that it refused to negotiate with Mawu on the firings.

The union took the matter to the Industrial Court, arguing that refusal by an employer to negotiate with a representative union was an "unfair labour practice".

Had the court upheld this view, all employers who refused to negotiate with majority unions would have fal-

len foul of the court — a decision which would have had country-wide labour relations ramifications.

During the dispute, the union said it would inform German unions of its side of the dispute and ask them to intervene.

Yesterday, however, a joint statement by the two sides announced a settlement which will lead to the re-hiring of all 22 of the fired workers and negotiations on a formal union recognition agreement at Litemaster.

The company employs about 280 black workers and Mawu claims majority membership.

## Statement

Yesterday's statement says an agreement on the dismissals has been reached between the two sides "following extensive negotiations".

A union spokesman said yesterday that the agreement to re-hire the workers was "unconditional". This meant, he said, that "they will all be returning to the jobs they used to hold".

The two sides have agreed, however, not to release details of the terms under which the 22 will be taken back.

Negotiations on a formal recognition agreement will begin within the next few days.

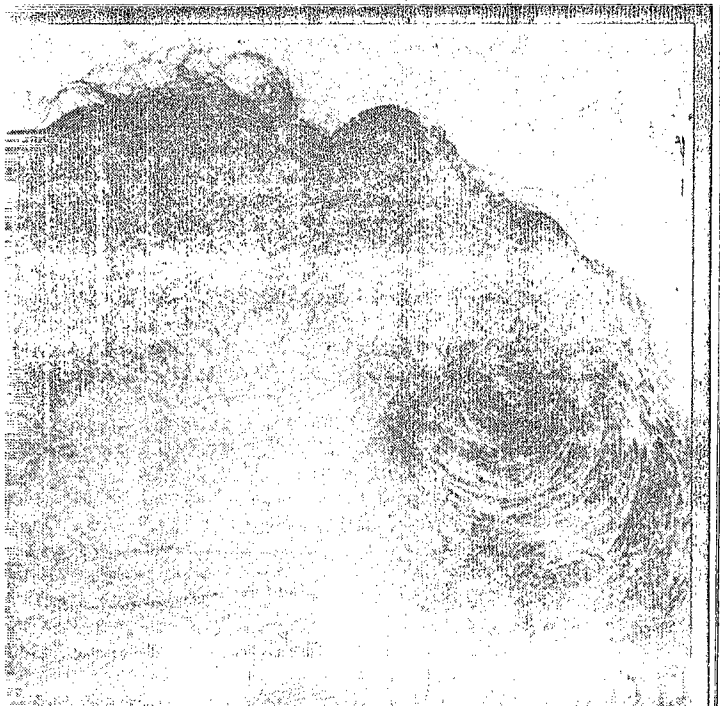
# Black pupils forced to sign

RDM 20/1/82

By HARRY MASHABELA

BLACK parents are being made to sign statements absolving schools and the Government from blame in the event of their children being injured during school activities or trips.

The children are also required to declare that they will abide by the regulations of the Department of Education and Training and the rules of their schools.



# Union claims victory in dismissals dispute

Star 20/1/82

448  
151  
120

By Tony Davis  
Labour Reporter

In the face of an Industrial Court hearing next week, the Metal and Allied Workers Union has won the reinstatement of 22 workers who were dismissed by an East Rand engineering firm last October.

The union had accused the management of Litemaster Products in Wadeville, Johannesburg, of an "unfair labour practice," after the firm had refused to negotiate with Mawu.

The dispute started in October after workers rejected a 10c an hour wage increase offer and demanded 50c.

A total of 22 workers, including union shop stewards, were subsequently dismissed.

Mawu claimed a majority representation among Litemaster's 280 workers and said the firm had refused to negotiate with it and wanted to follow his own code of employment practices.

By taking Litemaster to the Industrial Court, Mawu hoped to force the firm to the negotiating table.

A victory for the union would have set precedents in the areas of a company's commitment to an employment code and make it an unfair labour practice in cases

where company decisions prejudiced existing worker rights.

A joint statement issued by Mawu and Litemaster says the firm agreed to re-engage all the dismissed workers.

A company spokesman confirmed that recognition talks would be held with Mawu soon.

A Mawu organiser today described the dispute as a significant victory for the union because they managed to get all the workers re-hired.

Mawu was scheduled to hold talks with management today at the Femco firm in Brits which had a strike by about 600 workers over retrenchments last week.

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# 'Crucial' labour dispute settled

Own Correspondent

JOHANNESBURG. — An East Rand labour dispute, which was due to lead to a crucial Industrial Court case later this week, has been settled.

The dispute — between the Metal and Allied Workers' Union and the German-owned East Rand firm, Litmaster, threatened to involve West German union action.

However, in a settlement announced yesterday, the company has agreed to re-employ 22 workers it fired last October and to open recognition talks with the union.

## 'Unfair practice'

The union alleged that the company was trying to "lock out" workers and that it refused to negotiate with Mawu on the firings.

The union took the matter to the Industrial Court arguing that refusal by an employer to negotiate

with a representative union was an "unfair labour practice". The case was due to be heard on Friday.

Had the court upheld this view, all employers who refused to negotiate with majority unions would have fallen foul of the court — a decision which would have had country-wide labour relations ramifications.

## German unions

During the dispute, the union said it would inform German unions of its side of the dispute and ask them to intervene.

The company employs about 280 black workers and Mawu claims majority membership.

A joint statement released yesterday says an agreement on the dismissals has been reached between the two sides "following extensive negotiations".

UNION SETTLEMENT ~~7/22/82~~

The dispute between the Metal and Allied Workers Union and the German-owned East Rand firm Litmaster over the dismissal of 22 employees last October is resolved with the reinstatement of the dismissed employees.

(15)

HPC

FOR DEATHS

see gg 0001

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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABEL**

*Naam van vakvereniging.*—National Union of Dairy Industry Employees.

*Datum waarop aansoek ingedien is.*—16 November 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Blankes in diens in die Suiwelnywerheid in die Republiek van Suid-Afrika.

“Suiwelnywerheid”, sonder om enigsins die gewone betekenis van die uitdrukking te beperk, beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die verwerking van melk tot gepasteuriseerde melk, gesteriliseerde melk, kondensmelk, melkpoeier, afgeroomde melk, afgeroomdemelkpoeier, kaseien, room, bottervet, karringmelkpoeier, botter, kaas, proseskaas, maaskaas, kaassmeer, roomys en verwante produkte, afgeroomde kondensmelk, karringmelk, joghurt, gerekonstitueerde melk, gerekonstitueerde afgeroomde melk, wei-poeier, suurroom, gerekonstitueerde room, ghee, UHT-melk en verwante UHT-produkte, met inbegrip van die verspreiding en vervoer, hetsy deur middel van massavervoer of andersins, van vars- en/of nywerheidsmelk of bogenelde produkte.

*Posadres van applikant.*—Posbus 541, Bloemfontein, 9300.

*Kantooradres van applikant.*—Union Court 9, Unionlaan, Bloemfontein.

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, Nywerheidsregistraat.

(29 Januarie 1982)

**TABLE**

*Name of trade union.*—National Union of Dairy Industry Employees.

*Date on which application was lodged.*—16 November 1981.

*Interests and area in respect of which application is made.*—White persons employed in the Dairy Industry in the Republic of South Africa.

“Dairy Industry”, without in any way limiting the ordinary meaning of the expression, means the industry in which employers and employees are associated for the processing of milk into pasteurised milk, sterilised milk, condensed milk, powdered milk, skim milk, powdered skim milk, casein, cream, butterfat, powdered buttermilk, butter, cheese, processed cheese, cottage cheese, cheese spread, ice cream and related products, condensed skim milk, buttermilk, yoghurt, reconstituted milk, reconstituted skim milk, whey powder, sour cream, reconstituted cream, ghee, UHT milk and related UHT products, including the distribution and transportation, whether by bulk transport or otherwise, of fresh and/or industrial milk or the above-mentioned products.

*Postal address of applicant.*—P.O. Box 541, Bloemfontein, 9300.

*Office address of applicant.*—9 Union Court, Union Avenue, Bloemfontein.

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.

(29 January 1982)

**MEMOIRS VAN DIE  
BOTANIESE OPNAME VAN  
SUID-AFRIKA**

Die memoirs is individuele verhandelings, gewoonlik ekologies van aard, maar soms handel dit oor taksonomiese of ekonomiese-plantkundige onderwerpe. Nege-en-dertig nommers is reeds gepubliseer waarvan sommige uit druk is.

Verkrygbaar van die Direkteur, Afdeling Landbouinligting, Privaatsak X144, Pretoria.

Verkoopbelasting moet by binne-landse bestellings ingesluit word.

**MEMOIRS OF THE  
BOTANICAL SURVEY OF  
SOUTH AFRICA**

The memoirs are individual treatises usually of an ecological nature, but sometimes taxonomic or concerned with economic botany. Thirty-nine numbers have been published, some of which are out of print.

Obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria.

Sales tax must accompany inland orders.



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andidates to write the centre but the practi- conducted at centre. -ation fee is R20.

Die eksamen vir die Amateurradio-operateursertifikaat sal op 6 Mei 1982 van 19h00 tot 22h00 by aangewese sentrums afgeneem word. Die eksamengeld beloop R15.

Eksamenleerplanne en -aansoekvorms is te kry by die Posmeester-generaal, Telekomunikasië-afdeling, Kamer 328, Poskantoorhoofkantoor, hoek van Bosman- en Vermeulenstraat (Privaatsak X74), Pretoria, 0001. Alle in-skrivings moet bogenoemde adres teen 3 Maart 1982 bereik en moet vergesel gaan van 'n kwitansie wat aandui dat die vereiste eksamengeld by 'n poskantoor betaal' is. (29 Januarie 1982)

KENNISGEWING 56 VAN 1982

WET OP STANDAARDE, 1962

GEWYSIGDE PERMITTELDE

Kragtens die regulasies afgekondig by Goewermentskennisgewing R. 138 van 24 Januarie 1975 het die Raad van die Suid-Afrikaanse Buro vir Standaarde met die goedkeuring van die Adjunk-minister van Finansies en van Nywerheid, Handel en Toerisme, die volgende gewysigde gelde ten opsigte van permitte om 'n standaardmerk op die opgegewe kommoditeite aan te bring vasgestel met krag vanaf die gespesifiseerde datum(s):

Spesifikasie No. Specification No.	Titel Title	Eenheid Unit	Gelde per eenheid Fee per unit
1289-1980.....	Met krag vanaf 1 Januarie 1982/With effect from 1 January 1982 Basismengolie (hoë viskositëitsindeks)/Base blending oil (high viscosity index)	10 000 £	R6,05 (maksimum 770 eenhede/maximum 770 units)

I.W.—Hierdie kennisgewing vervang Kennisgewing 950 van 1981 wat in Staatskoerant 7952 van 11 Desember 1981 verskyn het, wat betref die bogenoemde spesifikasie. (29 Januarie 1982)

The examination for the Amateur Radio Operator's Certificate will be conducted at appointed centres on 6 May 1982 from 19h00 to 22h00. The examination fee is R15.

Examination syllabuses and application forms are obtainable from the Postmaster General, Telecommunications Division, Room 328, Post Office Headquarters, corner of Bosman and Vermeulen Streets (Private Bag X74), Pretoria, 0001. All entries must reach the above-mentioned address by 3 March 1982 and must be accompanied by a receipt indicating that the prescribed examination fee has been paid at a post office. (29 January 1982)

NOTICE 56 OF 1982

STANDARDS ACT, 1962

AMENDED PERMIT FEES

In terms of the regulations promulgated by Government Notice R. 138 of 24 January 1975, the Council of the South African Bureau of Standards with the approval of the Deputy Minister of Finance and of Industries, Commerce and Tourism, has determined the following amended fees in respect of permits to apply a standardization mark to the commodities listed below with effect from the date(s) specified:

N.B.—This notice supercedes Notice 950 of 1981 which appeared in Government Gazette 7952 of 11 December 1981, in respect of the above-mentioned specification. (29 January 1982)

KENNISGEWING 58 VAN 1982

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, 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 South African Hairdressers Employees' Industrial 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging.—South African Hairdressers Employees' Industrial Union.

Datum waarop aansoek ingedien is.—24 Augustus 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—(a) Persone wat in diens is in die Haarkappersbedryf in die landroosdistrikte Benoni, Boksburg, Brakpan, Die Keap, Durban, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Oos-Londen, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Springs en Vereeniging; en

NOTICE 58 OF 1982

DEPARTMENT OF MANPOWER

LABOUR RELATIONS 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 South African Hairdressers Employees' Industrial 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union.—South African Hairdressers Employees' Industrial Union.

Date on which application was lodged.—24 August 1981.

Interests and area in respect of which application is made.—(a) Persons employed in the Hairdressing Trade in the Magisterial Districts of Benoni, Boksburg, Brakpan, Durban, East London, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Springs, The Cape and Vereeniging; and

(b) Blankes in diens in die Haarkappersbedryf in die land-drostdistrik Potchefstroom.

"Haarkappersbedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is in een of 'n kombinasie van die praktieke wat oor die algemeen en gewoonlik uitgevoer word deur en bekend is as die professie van skoonheidskundiges of kosmetiste of kosmetoloeë of haarkappers, en sluit die volgende of een of 'n kombinasie van die volgende in, maar word nie daardeur beperk nie:

Skikking, tooiing, golwing, krulling, reiniging, sny, skeer, skroeiing, bleiking, kleuring, of soortgelyke werk aan die hare van 'n persoon of die pruik of haarstuk van 'n persoon met die hande en/of 'n meganiese of elektriese apparaat of toestel, of deur gebruik te maak van kosmetiese preparate, antiseptiese middels, tonikums, vloeimiddels, rome of op 'n ander wyse, massering, reiniging, stimulering, manipulering, oefening, verfraaiing, die pluk van wenkbroue of soortgelyke werk aan die kopvel, gesig, nek, arms, hande, aan die boonste deel van die liggaam, of die manikuring van 'n persoon se naels.

*Posadres van applikant.*—Kamer 25, Vierde Verdieping, Criterion Place, Jeppestraat 156, Johannesburg, 2001.

*Kantooradres van applikant.*—Kamer 25, Vierde Verdieping, Criterion Place, Jeppestraat 156, 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 ingevolgt artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feit dat soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolgt 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.  
(29 Januarie 1982)

(b) White persons employed in the Hairdressing Trade in the Magisterial District of Potchefstroom.

"Hairdressing trade" means the trade in which employers and employees are associated in any one or a combination of practices generally and usually performed by and known as the profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not limited by the following or any one or a combination of the following:

Arranging, dressing, waving, curling, cleansing, cutting, shaving, singeing, bleaching, colouring, or similar work upon the hair of any person or the wig or hairpiece of any person by means of the hands and/or mechanical or electrical apparatus or appliance, or by use of cosmetic preparations antiseptics, tonics, lotions, creams or otherwise, massaging, cleansing, stimulating, manipulating, exercising, beautifying, eyebrow plucking or similar work on the scalp, face, neck, arms, hands on upper part of the body, or manicuring the nails of any person.

*Postal address of applicant.*—Room 25, Fourth Floor, Criterion Place, 156 Jeppe Street, Johannesburg, 2001.

*Office address of applicant.*—Room 25, Fourth Floor, Criterion Place, 156 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) 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.  
(29 January 1982)

## KENNISGEWING 59 VAN 1982

DEPARTEMENT VAN SAMEWERKING EN  
ONTWIKKELING

SENTRALE EGSKEIDINGSHOF.—SITTINGS

Die Sekretaris van Samewerking en Ontwikkeling het kragtens artikel 13 (6) van die Swart Administrasie Wet, 1927 (Wet 38 van 1927), en artikel 10 (4) van die Swart Administrasie Wet, 1927, Wysigingswet, 1929 (Wet 9 van 1929), bepaal dat sittings van die Sentrale Egskeidingshof om 09h00, of so spoedig daarna as wat gerieflik is op onderstaande plek en datums 'n aanvang sal neem:

Walvisbaai, Dinsdag, 20 April 1982.  
Klerksdorp, Dinsdag, 11 Mei 1982.  
Klerksdorp, Dinsdag, 24 Augustus 1982.  
Walvisbaai, Dinsdag, 7 September 1982.  
Klerksdorp, Dinsdag, 16 November 1982.

Kennisgewing 652 van 1981, gedateer 28 Augustus 1981 ten opsigte van alle plekke en datums wat na die datum "2 Maart 1982" daarin verskyn, word hierby ingetrek.

(29 Januarie 1982)

## NOTICE 59 OF 1982

DEPARTMENT OF CO-OPERATION AND  
DEVELOPMENT

CENTRAL DIVORCE COURT.—SESSIONS

The Secretary for Co-operation and Development has, in terms of section 13 (6) of the Black Administration Act, 1927 (Act 38 of 1927), and section 10 (4) of the Black Administration Act, 1927, Amendment Act, 1929 (Act 9 of 1929), determined the following as a place at which dates on which the Central Divorce Court will commence sessions at 09h00 or as soon thereafter as may be convenient:

Walvis Bay, Tuesday, 20 April 1982.  
Klerksdorp, Tuesday, 11 May 1982.  
Klerksdorp, Tuesday, 24 August 1982.  
Walvis Bay, Tuesday, 7 September 1982.  
Klerksdorp, Tuesday, 16 November 1982.

Notice 652 of 1981, dated 28 August 1981 is hereby withdrawn in respect of all places and dates which appear therein after the date "2 March 1982".

(29 January 1982)

Jan 2/2/87 (151) (186)  
**Sweet success**  
**for Fosatu union**

**Labour Reporter**

The Fosatu-affiliated Sweet, Food and Allied Workers' Union has won a significant recognition agreement with a company belonging to one of Natal's sugar giants.

The union has signed an agreement with the Noodsberg Sugar Company, part of the E G Smith Sugar Group in Natal.

It followed seven months of talks and

includes bargaining rights over wages and working conditions, shop steward elections and access of union officials to the plant.

The Sweet, Food and Allied Workers' Union is not a member of the council in line with Fosatu objections to the industrial council system. It has a membership of more than 500 among Noodsberg's 600 workers, according to a union spokesman.

# Surprise turn in Leyland wage dispute

Stan 3/2/82

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By Drew Forrest

In a surprise move, Leyland SA has asked the Government to appoint a statutory conciliation board after declaring a dispute with Fosatu's National Automobile and Allied Workers' Union (NAAWU).

The application, which follows the breakdown of wage

talks, is believed to be the first in recent years by an employer, and raises the possibility of a legal lockout by Leyland.

If the Minister does not establish a conciliation board within a certain time, or the board fails to settle the dispute, the company could lawfully lock out the 2 000 workers at its two Cape plants.

NAAWU regional secretary Mr Joe Foster, said Leyland management first threatened to declare a formal dispute late last year when workers rejected its offer of a R1.76 minimum hourly wage.

They wanted R1.80.

Management intended the new rate, representing an increase of 30c over the previous minimum, to apply for 12 months from January this year.

At a general meeting

in January, however, the workers accepted the R1.76 figure on condition that the company undertook in the agreement to renegotiate wages in June.

This was rejected by management, which then declared the dispute.

"Management's action is ridiculous," said Mr Foster. "They have said they intend to review wages in appropriate circumstances, but refused to write this into the wage contract."

A Leyland spokesman, Mr Arne Pitlo, said in response that the company "was not prepared to negotiate with the union through the medium of the Press."

In May last year Leyland was hit by a lengthy strike over wages at both its Blackheath and Elsies River plants.

# CWIU begins talks

THE Chemical Workers' Industrial Union (CWIU) yesterday began major wage negotiations with Colgate-Palmolive in Boksburg, in what is seen as a major breakthrough for workers, as the company had earlier refused to negotiate directly with the union.

The CWIU is affiliated to the Fédération of South African Trade Unions (Fosatu), which helped the union win the right to negotiate wages and working conditions directly with the company.

The wage proposal was sent to the company early in December and includes requests for:

- ② An increase of R1 per hour for all hourly paid employees. Colgate's present minimum is R1,70 per hour, but workers who have recently been employed and are on probation confirmed that on acceptance of the job the company offered them R1,40 per hour.
- ② A cost of living allowance to be paid after six months, calculated according to the rate of inflation.
- ② A service allowance of R1,50 a week for every completed year of service.
- ② The changing of working hours

By SELLO  
RABOTHATA

so that the Sunday night shift and Saturday morning shift are eliminated.

① To negotiate the rules of the Colgate Pension Fund before June.

② An undertaking by the company that no redundancy is anticipated and that if redundancy does arise retrenchments will be negotiated with the union.

② An annual bonus of one month's salary. At present the company does not pay the bonus to any worker whose services have been terminated or who has resigned before the December holidays.

Colgate-Palmolive apparently have a tendency to employ a lot of workers and that towards the end of the year all surplus staff are retrenched and do not get the bonus.

KENNISGEWING 78 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
INTREKKING VAN REGISTRASIE VAN 'N VAK-  
VERENIGING.—WESTERN PROVINCE MOTOR AS-  
SEMBLY WORKERS' UNION

Ek, Matheus Willem Johannes le Roux, Nywerheids-  
registrator, maak hierby kragtens artikel 14 (1) van die  
Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien

(5 February 1982)

NOTICE 78 OF 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
CANCELLATION OF REGISTRATION OF A TRADE  
UNION.—WESTERN PROVINCE MOTOR ASSEMBLY  
WORKERS' UNION

I, Matheus Willem Johannes le Roux, Industrial Regis-  
trar, hereby notify in terms of section 14 (1) of the Labour  
Relations Act, 1956, that as I have reason to believe that the

32 No. 8011

STAATSKOERANT, 5 FEBRUARIE 1982

ek rede het om te vermoed dat die Western Province Motor  
Assembly Workers' Union gelikwieder is, sy registrasie  
ingetrek sal word tensy redes daarteen binne 'n tydperk van  
30 dae vanaf die datum van publikasie van hierdie kennis-  
gewing aangevoer word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(5 Februarie 1982)

Western Province Motor Assembly Workers' Union has  
been liquidated, 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.  
(5 February 1982)

# Minimum wage suggested to Govt

345 385  
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ARGUS  
9/2/82

Argus Correspondent

PRETORIA. — The National Manpower Commission has recommended a minimum wage to the Government.

The announcement was made by the commission's chairman, Dr Hennie Reynders, here yesterday. He did not give the amount but said the recommendation was contained in one of several reports submitted to the Government.

The other reports concerned the training of unemployed people, schemes to be used for the purpose and the training of workers in industrial relations.

The Government's reaction was awaited.

## STATISTICS

Statistics showed that the unemployment rate among black men, excluding the homelands, was about 5,5 percent.

The overall rate for men and women was 7,3 percent and this compared favourably with statistics in other Western countries. These figures were also an improvement on those for the same period last year.

While slow growth rate had been predicted for the year, he did not believe that this would substantially increase the unemployment rate.

The commission was involved with three inter-related studies which it hoped to complete and submit to the Government about June.

## TRADE UNIONS

These were a further investigation into the registration of trade unions, their representativeness and recognition, the functions of works councils and the Industrial Court and its functions.

We are also looking into the manpower needs, said Dr Reynders. The Human Sciences Research Council had been asked to do a five-year study on the subject.

KENNISGEWING 86 VAN 1982

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK 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 Transport 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—Transport and Allied Workers Union of South Africa.

*Datum waarop aansoek ingedien is.*—24 November 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Swartes in diens in die Padpassasiersvervoeronderneming in die landdrosdistrikte Albany, Bethal, Bothaville, Brakpan, Carletonville, Die Kaap, Groblersdal, Klerksdorp, Lower Umfolozi, Lydenburg, Middelburg (Tvl.), Newcastle, Odendaalsrus, Oos-Londen, Port Elizabeth, Roodepoot, Uitenhage, Virginia, Vryheid, Welkom en Witbank.

"Padpassasiersvervoeronderneming" beteken die onderneming 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 krag-aangedrewe voertuig (uitgesonderd 'n voertuig in besit en onder beheer van die S.A. Vervoerdienste) wat bedoel is om meer as sewe persone gelyktydig te vervoer, met inbegrip van die drywer van die voertuig, en omvat alle bedrywighede wat daarmee in verband staan of daaruit voortspuit.

*Posadres van applikant.*—Posbus 25271, Ferreirasdorp, 2048.

*Kantooradres van applikant.*—Tweede Verdieping, Estomin House, Simmondsstraat 47a, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 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, Nywerheidsregistrator.  
 (12 Februarie 1982)

NOTICE 86 OF 1982

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OR 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 Transport 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, 449 Manpower Buildings, 215 Schoeman Street, 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.*—24 November 1981.

*Interests and area in respect of which application is made.*—Black persons employed in the Road Passenger Transport Undertaking in the Magisterial Districts of Albany, Bethal, Bothaville, Brakpan, Carletonville, East London, Groblersdal, Klerksdorp, Lower Umfolozi, Lydenburg, Middelburg (Tvl), Newcastle, Odendaalsrus, Port Elizabeth, Roodepoot, The Cape, Uitenhage, Virginia, Vryheid, Welkom and Witbank.

"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. Transport Services) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon.

*Postal address of applicant.*—P.O. Box 25271, Ferreirasdorp, 2048.

*Office address of applicant.*—Second Floor, Estromin House, 47a Simmonds 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.

M. W. J. LE ROUX, Industrial Registrar.  
 (12 February 1982)



# Trespass charges against blind men

Own Correspondent  
DURBAN. — Charges of trespassing were laid against 59 blind workers on Saturday when they refused to vacate their hostel at the Natal African Blind Society's premises in Umlazi.

They are expected to appear in the Umlazi Magistrate's Court today. They were allowed to remain in the hostel pending the trial.

The blind workers had been given an ultimatum to leave the premises by

10am after a dispute over increased deductions from their salaries for food. The society said the increased deductions were necessary because the hostel was running at a loss.

The workers are employed in a factory making baskets and cane furniture.

The factory manager, Mr John Randles, called the police and a charge of trespassing was laid against the workers.

Mr D Ntsele, Kwazulu's Assistant Secretary for Health and Welfare, and Mr J T Zulu, Kwazulu's urban representative, held discussions with Mr Randles for three hours but the charge of trespassing was not withdrawn.

## Food

However, the officials succeeded in persuading him to give the workers food. Food had been withdrawn since Thursday when the workers objected to the increased deductions for food.

According to officials, the land and buildings occupied by the society belong to the Kwazulu Government and the Natal African Blind Society runs the factory on an agency basis.

Reporting back to the workers, the Kwazulu officials told them arrangements were being made to meet the society's committee to find a suitable solution. The meeting would take place after the decision of the court had been handed down.

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(2) Premiums Treated as an Asset - Cont'd:

Year 02 - same as year 01

03, Jan 1: Life Policy	300	Bank
Dec 31:	60	Income Statement
		Life Policy
		Policy written down to surrender value
		(See Note 1 below)
04, Jan 1: Life Policy	300	Bank
Jan 2:	24 000	Debtor (Insurance Company)
		Life Policy
		Income from Life Policy
		being accrual of proceeds receivable
Jan 2:	23 460	Income from Life Policy
		Income Stat
		being closing
Jan 31:	24 000	Bank
		Debtor
		being receipt

Note 1:

At the end of year 03, the balance sheet as a non-current

Note 2:

The death of a partner automatically accounts for the period to be drawn up for the period to ascertain the correct balance sheet as shown as included in the partners' capital account.

## Agreement at last

An agreement in the sugar industry has at last been reached between a company in the Barlow Rand group and a predominantly black trade union.

The agreement provides for direct bargaining on wages and working conditions between the Noodsberg Sugar Company in Dalton, Natal, and the Fosatu-affiliated Sweet, Food and Allied Workers' Union. It makes no attempt to force the union into the sugar industry's industrial council.

A union spokesman said the agreement covering Noodsberg's 600 workers, was signed late last month after a nine-month deadlock.

Initially the company had tried to press the union into the industrial council, the spokesman said. It later made a compromise offer of interim recognition if the union joined the council by the end of this year.

Partnership as legal and some statement would have of the partner so as to The proceeds from the Life insurance and NOT credited direct

ded on the partnership value of R240.

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Spou 23/2/82

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1980  
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29,7  
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-1,6  
5,6  
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Afdelings—Sections	Invoere—Imports		Uitvoere—Exports	
	1981	1980	1981	1980
XI. Tekstiele en tekstielartikels Textiles and textile articles	789,0	529,8	389,4	359,4
XII. Skoelstel, hoofdeksele, sambrele, sonsambrele, swepe, ryswepe en onderdele daarvan; bereide vere en artikels daarvan gemaak; kunsblomme; artikels van menschaar; waaiers Footwear, headgear, umbrellas, sunshades, whips, riding-crops and parts thereof; artificial flowers; articles of human hair; fans	89,9	52,3	14,1	17,0
XIII. Artikels van klip, van gips, van sement, van asbes, van miika en van dergelike stowwe; keramiese produkte; glas en glasware Articles of stone of plaster, of cement, of asbestos, of mica and of similar materials; ceramic products; glass and glassware	176,0	119,8	43,3	55,3
XIV. Pêrels, edel- en halfedelstene, edelmetale, gewalste edelmetale, en artikels daarvan; nagemaakte juweliersware; myntstukke Pearls, precious and semi-precious stones, precious metals, rolled precious metals, and articles thereof; imitation jewellery; coin	80,8	60,3	2 183,7	2 845,9
IV. Onedelmetale en artikels daarvan Base metals and articles of base metal	875,0	697,9	1 570,8	1 594,3
XVI. Masjinerie en meganiese toestelle; elektriese toerusting; onderdele daarvan Machinery and mechanical appliances; electrical equipment; parts thereof	4 901,2	3 525,0	280,3	263,3
XVII. Voertuie, vliegtuie en onderdele daarvan; vaartuie en sekere verwante vervoer-toerusting Vehicles, aircraft, and parts thereof; vessels and certain associated transport equipment	2 667,6	1 841,2	156,5	131,9
XVIII. Optiese, fotografiese, kinematografiese, meet-, kontrole-, presisie-, mediese en chirurgiese instrumente en apparaat; uurwerke en horlosies; musiekinstrument; televisiebeeld- en klankopnemers en -weergewers, magneties; onderdele daarvan Optical, photographic, cinematographic, measuring, checking, precision, medical and surgical instruments and apparatus; clocks and watches; musical instruments, television image and sound recorders and reproducers; parts thereof	678,6	468,0	28,4	24,3
XX. Diverse vervaardigde artikels Miscellaneous manufactured articles	153,0	101,7	23,5	27,0
XXI. Kunswerke, versamelaarsstukke en antieke Works of art, collectors' pieces, and antiques	22,6	16,3	4,8	6,7
Ander ongeklassifiseerde goedere en betalingsbalansaansuiwerings Other unclassified goods and balance of payments adjustments	4 627,5	4 301,2	8 927,7	10 417,8
<b>Groototaal—Grand total</b>	<b>18 440,1</b>	<b>14 381,3</b>	<b>18 094,3</b>	<b>19 915,4</b>

(26 Februarie 1982)/(26 February 1982)

KENNISGEWING 137 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVARHOUDINGE, 1956  
INTREKKING VAN REGISTRASIE VAN 'N  
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Funeral Undertakers' Union (Cape) nie as 'n vakvereniging funksioneer nie, 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, Nywerheidsregistrateur.  
(26 Februarie 1982)

NOTICE 137 OF 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
CANCELLATION OF REGISTRATION OF A  
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Funeral Undertakers' Union (Cape) is not functioning as a trade union, 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.  
(26 February 1982)

KENNISGEWING 114 VAN 1982  
 DEPARTEMENT VAN MANNEKRAG  
 WET OP ARBEIDSVERHOUDINGE, 1956  
 AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Matheus Willem Johannes le Roux, Nywerheidsregis­trateur 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 Trawler and Line Fishermen's Union. Be­sonderhede van die aansoek word in onderstaande tabel verstrek.

GOVERNMENT GAZETTE, 26 FEBRUARY 1982

No 8053 17

Enige geregisteerde 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—Trawler and Line Fishermen's Union.

*Datum waarop aansoek ingedien is.*—27 November 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werknemers in diens in die Treiler- en Lynvisnywerheid en werknemers in diens in die nywerheid wat te doen het met die skoonmaak, opopsy, skoonsny, pak en verpakking in dose van vis in die landdrostdistrikte Vredenburg en Die Kaap.

“Treiler- en Lynvisnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die doel van visvang en alle werksaamhede wat daarmee gepaard gaan.

*Belange en gebied ten opsigte waarvan registrasie gehou word.*—Werknemers in diens in die Treiler- en Lynvisnywerheid in die landdrostdistrik Die Kaap soos daardie gebied saamgestel is op 8 Junie 1944.

*Posadres van applikant.*—Posbus 4110, Kaapstad, 8000.

*Kantooradres van applikant.*—Industria House 211, Victoriaweg 350, Soutrivier, Kaapstad.

Die aandaag 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 voorgeskrif by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregis­trateur.

(26 Februarie 1982)

NOTICE 114 OF 1982  
 DEPARTMENT OF MANPOWER  
 LABOUR RELATIONS ACT, 1956  
 APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Matheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied to section 7 (5) of the above-mentioned Act, give notice of an application for the variation of its scope of registration. Particulars of the application are reflected in 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

*Name of trade union.*—Trawler and Line Fishermen's Union.

*Date on which application was lodged.*—27 November 1981.

*Interests and area in respect of which application is made.*—Employees engaged in the Trawler and Line Fishing Industry and employees engaged in the industry concerned with the cleaning, cutting, trimming, grading, packing and boxing of fish in the Magisterial Districts of Vredenburg and The Cape.

“Trawler and Line Fishing Industry” means the industry in which employers and employees are associated for the purpose of catching fish and all operations incidental thereto.

*Interests and areas in respect of which registration is held.*—Employees engaged in the Trawler and Line Fishing Industry in the Magisterial District of The Cape as was constituted as at 8 June 1944.

*Postal address of applicant.*—P.O. Box 4110, Cape Town, 8000.

*Office address of applicant.*—211 Industria House, 350 Victoria Road, Salt River, Cape Town.

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.

(26 February 1982)

RB plc

*Verteenwoordigende lede:*

Mnr. L. A. D. Danckwerts (Sitrusvrugtenywerheid).  
Dr. E. Brock (Eier- en Pluimveenywerheid).  
Mnr. A. van Niekerk (Sagtevrugtenywerheid).

*Adisionele verteenwoordigende lede:*

Mnr. C. A. Atkins (Visnywerheid).  
Mnr. G. H. Braak (Vee- en Vleisnywerheid).  
Mnr. J. J. M. J. van Vuuren (Suiwelnywerheid).  
Mnr. F. J. Lourens (Avokadonywerheid).

*Representative members:*

Mr L. A. D. Danckwerts (Citrus Fruit Industry)  
Dr E. Brock (Egg and Poultry Industry).  
Mr A. van Niekerk (Deciduous Fruit Industry).

*Additional representative members:*

Mr C. A. Atkins (Fish Industry).  
Mr G. H. Braak (Live-stock and Meat Industry).  
Mr J. J. M. J. van Vuuren (Dairy Industry)  
Mr F. J. Lourens (Avocado Industry).

**ALGEMENE KENNISGEWINGS****KENNISGEWING 112 VAN 1982****DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistateur, 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 Textile Workers. Besonderhede van die aansoek word in onderstaande tabel verrek.

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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

**TABEL**

*Naam van vakvereniging.*—National Union of Textile Workers.

*Datum waarop aansoek ingedien is.*—24 September 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Alle persone wat in diens is in die—

(a) Tekstielywerheid in die landdrosdistrikte Benoni, Estcourt, Mooirivier, Nigel, Pietermaritzburg, Pinetown en Springs;

(b) Tou-, Lyn- en Twynnywerheid in die landdrosdistrikte Durban en Springs;

(c) Breinywerheid in die landdrosdistrikte Camperdown en Estcourt;

(d) Tapytywerheid in die landdrosdistrikte Camperdown en Pinetown;

“Tekstielywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is om een of meer van die volgende werksaamhede te verrig:

(a) Wolwas, ruwol kam, was, skoonmaak of mengel, katoenontpitting, veselbewerking (natuurlike of kunsvesels of mengsels daarvan), kleuring, bedrukking of afwerking, kaarding, spin, opskering, weef, optolling, vou, vleg, kleedskering, pluising of afwerking van garings of materiale, en alle werksaamhede wat met sodanige werksaamhede en vervaardiging gepaard gaan of daaruit voortspruit, insluitende verkoop, aflewering, distribusie, opberging en administrasie;

**GENERAL NOTICES****NOTICE 112 OF 1982****DEPARTMENT OF MANPOWER****LABOUR RELATIONS 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 section 7 (5) of the above-mentioned Act, give notice an application for the variation of its scope of registration has been received from the National Union of Textile Workers. Particulars of the application are reflected in the joined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

*Name of trade union.*—National Union of Textile Workers.

*Date on which application was lodged.*—24 September 1981.

*Interests and area in respect of which application made.*—All persons employed in the—

(a) Textile Manufacturing Industry in the Magisterial Districts of Benoni, Estcourt, Mooi River, Nigel, Pietermaritzburg, Pinetown and Springs;

(b) Cordage Rope and Twine Industry in the Magisterial Districts of Durban and Springs;

(c) Knitting Industry in the Magisterial Districts of Camperdown and Estcourt;

(d) Carpet Manufacturing Industry in the Magisterial Districts of Camperdown and Pinetown;

“Textile Manufacturing Industry” means the industry in which employers and employees are associated for the carrying on of one or more of the following activities:

(a) Wool scouring, combing, washing, cleaning or blending of raw wool, cotton ginning, fibre working (natural or man-made or mixtures thereof), dyeing, printing or finishing, carding, spinning, warping, weaving, winding, plaiting, braiding, cutting, raising or finishing of yarns or fabrics, and all operations incidental to or consequent on such operations and manufacture, including sale, delivery, distribution, storage and administration;

(b) die vervaardiging, hetsy in die geheel of gedeeltelik, volgens enige proses van welke aard ook al, van alle klasse—

(i) komberse, kombersstof, reiskomberse, tjalies of kafferbaai, hetsy effe of gepluis of gekleur of bedruk of andersins behandel;

(ii) seildoek, bande of webband of aansmelt-tussenvoerings;

(iii) vlokkië, watte of opstospel;

(iv) tekstielgoedere vir hospitaal- en farmaseutiese gebruik, insluitende watte, alle klasse verbande, verbandlinne, gaas, deppers, snykundige wonddekking en sanitêre doekies;

(v) handdoeke, handdoekstof, doek of materiaal of nuweprodukte van sodanige handdoeke, handdoekstof, doek of materiaal, deur middel van spin, weef, kleur, bedruk of afwerk of volgens enige ander proses van welke aard ook al;

(vi) kamwolartikels of -stowwe;

(vii) vilt en onderlaagvilt;

(viii) garings of draad gespin van natuurlike of kunsvesel of enige kombinasie daarvan, van welke aard ook al;

(ix) motortekstielgoedere, insluitende sitplekoortreksels, sitplekgordels en stoffering;

(x) tapyte.

“*Tou-, Lyn- en Twynnywerheid*” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in die geheel of gedeeltelik vir die vervaardiging van matstof, matjies, tou, lyn, sakke, nette, netstof of going wat in geheel of gedeeltelik bestaan uit hennep, jute, nylon of enige plaasvervanger daarvan of enige kombinasie daarvan, insluitende galagonneerde of gevlekte pakings gemaak van natuurlike en sintetiese vesels en smeermiddels, maar uitgesonderd toue, kabels en matjies gemaak van draad, maar insluitende alle werksaamhede wat daaruit voortspruit of daarmee in verband staan.

“*Breinywerheid*” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om kousware, ander gebreide klere en allerlei gebreide produkte te vervaardig, en alle werksaamhede wat met sodanige werksaamhede en vervaardiging gepaard gaan of daaruit voortspruit, insluitende verkoop, aflewering, distribusie, opberging en administrasie.

“*Die Tapytnywerheid*” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in die geheel of gedeeltelik vir die vervaardiging van alle klasse matte of tapyte of tapytgaring en sluit in alle werksaamhede wat daaruit voortspruit of daarmee in verband staan.

*Posadres van applikant.*—Posbus 18109, Dalbridge, 4014.

*Kantooradres van applikant.*—Warcingsgebou, Imperialaan 9, Pinetown, 3600.

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, Nywerheidsregistrator.

(26 Februarie 1982)

(b) the manufacture, either in whole or in part, by any process whatsoever, of all classes of—

(i) blankets, blanketing, travelling rugs, shawls or kaffir sheeting, whether plain or raised or dyed or printed or otherwise treated;

(ii) duck, tapes or webbing or fusible interlinings;

(iii) flock, wadding or padding;

(iv) textile goods for hospital and pharmaceutical use including cotton wool, all classes of bandages, lints, gauze, swabs, surgical dressing and sanitary towels;

(v) towels, towelling, cloth or material or by-products of such towels, towelling, cloth or material by means of spinning, weaving, dyeing, printing or finishing or by any other process whatsoever;

(vi) worsted articles or materials;

(vii) felt and underfelt;

(viii) yarns or threads spun from natural or man-made fibre or any combination thereof whatsoever;

(ix) automotive textile goods, including seat covers, seat belts and upholstery;

(x) carpets.

“*Cordage Rope and Twine Industry*” means the industry in which employers and employees are associated wholly or partly for the manufacture of matting, mats, cord, rope, bags, nets, netting or hessian consisting wholly or mainly of hemp, jute, nylon or any substitute therefor or any combination thereof, including braided and plaited packings made of natural and synthetic fibres and lubricants, but excluding ropes, cables and mats manufactured from wire but including all operations incidental thereto or consequent thereon.

“*Knitting Industry*” means the industry in which employers and employees are associated for the purpose of manufacturing hosiery, other knitted clothing and miscellaneous knitted products, and all operations incidental to or consequent on such operations and manufacture, including sale, delivery, distribution, storage and administration.

“*The Carpet Manufacturing Industry*” means the industry in which employers and employees are associated wholly or partly for the manufacture of all classes of rugs or carpets or carpet yarns, and includes all operations incidental thereto or consequent thereon.

*Postal address of applicant.*—P.O. Box 18109, Dalbridge, 4014.

*Office address of applicant.*—Wareings Buildings, 9 Imperial Lane, Pinetown, 3600.

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.

(26 February 1982)

## KENNISGEWING 138 VAN 1982

## DEPARTEMENT VAN MANNEKRAG

## WET OP ARBEIDSVERHOUDINGE, 1956

## AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregisrateur, 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 Building Society Officials' Association 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van vakvereniging.*—Building Society Officials' Association of South Africa.

*Datum waarop aansoek ingedien is.*—13 Januarie 1982.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Persone in diens in die Bouverenigingsonderneming in die Republiek van Suid-Afrika.

“Bouverenigingsonderneming” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is met die doel om die sake van 'n geregistreerde bouvereniging te dryf.

“Vereniging” beteken 'n bouvereniging geregistreer ingevolge die Bouverenigingswet, 1965.

*Belange en gebied ten opsigte waarvan registrasie gehou word.*—Blankes in diens in die Bouverenigingsonderneming in die Republiek van Suid-Afrika.

“Bouverenigingsonderneming” beteken die onderneming waarin werkgewers en hulle werknemers met mekaar geassosieer is met die doel om die sake van 'n geregistreerde bouvereniging te dryf.

“Bouvereniging” beteken 'n vereniging van persone met as hoofdoel die voorskiet, uit fondse verkry uit die uitreiking van aandeel aan en die aanvaarding van deposito's van die publiek of uit subskripsies deur lede, van geld vir enige doel teen sekuriteit van die beswaring met 'n verband van stedelike vaste eiendom.

“Geregistreer” beteken voorlopig of finaal geregistreer ingevolge die Bouverenigingswet, No. 24 van 1965.

*Posadres van aplikant.*—Posbus 61518, Marshalltown, 2107.

*Kantooradres van aplikant.*—Maritime House 515, Lovedaystraat 26, 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, Nywerheidsregisrateur.

(26 Februarie 1982)

## NOTICE 138 OF 1982

## DEPARTMENT OF MANPOWER

## LABOUR RELATIONS 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 section 7 (5) of the above-mentioned Act, give notice of an application for the variation of its scope of registration has been received from the Building Society Officials' Association 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, the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of trade union.*—Building Society Officials' Association of South Africa.

*Date on which application was lodged.*—13 January 1982.

*Interests and area in respect of which application made.*—Persons employed in the Building Society Undertaking in the Republic of South Africa.

“Building Society Undertaking” means the undertaking in which employers and their employees are associated the purpose of conducting the business of a registered building society.

“Society” means a building society registered in terms of the Building Societies Act, 1965.

*Interests and area in respect of which registration held.*—White persons employed in the Building Society Undertaking in the Republic of South Africa.

“Building Society Undertaking” means the undertaking in which employers and their employees are associated the purpose of conducting the business of a registered building society.

“Building Society” means an association of persons principal object of which is the making, out of funds derived from the issue of shares to and the acceptance deposits from the public or from subscriptions by members of advances for any purpose upon the security of the mortgage of urban immovable property.

“Registered” means provisionally or finally registered terms of the Building Societies Act, No. 24 of 1965.

*Postal address of applicant.*—P.O. Box 61518 Marshalltown, 2107.

*Office address of applicant.*—515 Maritime House, Loveday 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) applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged. If as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at 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.

(26 Februarie 1982)



allowed access to the factory to 'organise the workers'.

He was incensed by her attitude, particularly as there had been a recent complaint to the industrial council which had held a full inspection of the factory premises and found no breach of the agreement or any transgression of law.

Mr de Kok also denied that he intended dismissing any employee for being a union member. He said that when the urgent application was taken to court late on February 11, all his employees were already paid and not a single one had been dismissed.

In reply to Mr de Kok's affidavit, Miss Cullinan said from the tenor of his response to her telephone call she got the impression that he was not aware of the recent labour legislation reforms following the Wiehahn Commission report and that he thought that the union was not a lawful organisation.

She admitted that he was incensed but submitted that his attitude was due more to his hostility to the trade union than to anything she had said to him.



**NEW YORK**—Karen Rogers guides Hilaris to victory in the first race at Aqueduct even though the horse had broken a bone in his right foreleg and had begun stumbling. Hilaris suffered his injury about 20 m from the finish, but won by a nose. He had to be destroyed after the race.

**Agreement between union and sugar firm**  
Mercury Reporter  
A RECOGNITION agreement has been reached between the C G Smith Noodsberg sugar mill and the Sweet, Food and Allied Workers' Union which excludes industrial council bargaining. Union officials of this Fosatu-affiliated union said this was the first time in the Natal sugar industry that factory level negotiations would set workers' wages and working conditions. The Industrial Council for the Sugar Industry had in the past been the only bargaining system accepted by the industry for setting conditions and wages. The industrial council system has been highlighted by labour experts as an area of future conflict between the independent unions and management. Fosatu (Federation of South African Trade Unions) and the majority of other independent trade unions have rejected the industrial council system as having 'secured privileged conditions for the minority of workers at the expense of the majority of black workers'. But, Mr R A Norton, the managing director of C G Smith, said this was not a rejection of the industrial council system by the company. He said they still favoured a two-tier system where 'hot water' issues were dealt with at factory level and main collective bargaining would be carried out at the industrial council level. The Noodsberg mill was a special case, he said.

**Orders of divorce**  
ORDERS of Divorce granted in the Supreme Court were:  
Lynette Ann Ash (b Tillim) v Joseph Ash, 3 Summerville) v Andries Hugo Botha, Joseph Johann Marie Anne Franken (b Thyssen), Hugh Stanley F Barbara Ann McMenamin.  
Thelma Arline Cuthbertson (f Nelson b Anderson) v Mary Josephine Anne Davies (f T. Andrew Victor Davies, Ferdinand du Pisanis v Pennington Carroll (b Cox), Ester Rosetta Hayward (b Smale) v E Anna Magdalena van der Spuy (b Kleinhans) v J Spuy, Jennifer Ruth van den Berg (b Neville) v van den Berg, Peter Gordon Weir v Charlotte Y. der, Lesley Mary Raw (b Cozens) v Denzil J. Jordaan (b Van Niekerk) v Louis Daniel Jordaan Nobel-Nielsen) v Rory Bruce Paddon.  
Flora Helen Stridom (f Murdoch b Allen) v Edmu Frank Maurice v Peggy Estella Maurice (b Big Jean Viljoen (b Daniels) v Michael John Viljoen, C van der Merwe (b Richter) v Charles Edward van Millichip Lalivaux (f Schiemann f Turner b Lailivaux.  
Susan Ann Harmon (b Spriggs) v Frank Charles John Powell v Anna Petronella Powell (f Charles Donald Kussal v Romelia Kussal, Catharina Elizabeth (f Potgieter b Botes) v Douglas Hardy, Jacobus S. Iiams b Kok, v Gerhardus Johannes de Jager, Peter Rheeder v Kevin John Moran.  
Kenneth Hugh Wohlters v Jennifer Wohlters (b ander Machelahn Harris v Marian Audrey Harris ris), Gail Lorna Nell (b Parsons) v Coenraad Johan Elsa Susanna Pretorius (b Nel) v Michiel Christiaan Anne Nankivell (f Ulyate b Price) v Ivan Nankivell.  
Jan Johannes Diedericks v Hendrica Catharina Claassen b Vogel), Leslie Arthur Winterboer v Winterboer (f Gellweir b Marnewick), Susan Anne Daniel Peter Saunders, Hilda Johanna Combrink, Jacob Combrink, Alida Friderica Geldenhuys (f Johannes Jacobus Geldenhuys, Shunnum Nonsany

# Marley and Cliff's music falls foul of the censors

**Mercury Reporter**  
The censors yesterday placed a broadcast and distribution ban on two of South Africa's best-selling reggae music long-players — *Survival* by Bob Marley and the Wailers, and *Jimmy Cliff's Give the People What They Want*. Both titles are included in the latest list issued by the Directorate of Publications in Cape Town. *Survival*, described by record retailers yesterday as 'an evergreen', has been on sale for more than two years, while *Give*

*the People What They Want* was first released in this country about three months ago. When asked why action had not been taken against these records at the time of their release, a spokesman said that 'the Directorate does not conduct pre-censorship, but acts on complaints it receives. In the case of these two records it was recent police complaints that initiated our investigations'. He added that it was not necessary for people who

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# City Council chided over electricity

**Municipal Reporter**  
IN THE light of Government restrictions on local authority spending, Durban City Councillor Clarence Cheek wants the council to leave the renovation of the old station to private enterprise and concentrate on providing an adequate electricity supply to the city. Says Mr Cheek: 'Year after year we fail to vote a big enough amount for the Electricity Department, yet there is an annual 3 percent population growth in

the city and if we don't continue to make adequate provision for a rapidly growing undertaking, it could have serious repercussions in the future. 'This is an undertaking that any responsible local authority would make adequate capital financial provision for, bearing in mind that this is one that grows with the city. And if the stage were reached where we could not meet our commitments the Electricity Commission would come down on us in terms of the Electricity Supply Act.'

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**IN PORT**  
POINT SHEDS: B C Croesus; D Watergous; E T. World Navigator; L M Pontalva; M Ext. Theos; James Lykes; O P Bosa S; Q Union River; R J. MAYDON WHARF: 2 San John Bay; 34 Devon C; Koran Zircon; 7A Sezela; 8 Marcalan; 9 Leo Trader; 14 Bright Melbourne.  
PIER No 1: 101 S A Huguenot; 102 Capitan Lenos; Iyo Venture; 104B Louber; 105 Farnassus; 106. CONTAINER TERMINAL: 108 Berg; 203 Asconia Africa.  
BLUFF: Lord Byron; Altair; Euro Sky; ISLAND A Aegen Fride; E B H; Thorheide. OUTSIDE: Oriental Envy.  
ARRIVALS: Benheim from U S A; Nedloyd D Dalmar and Gina from Continent.  
DEPARTURES: Nil.

Brandon he would like to work with the choirs again and he will have the opportunity to conduct the Honegger work after completing a season with the SABC Symphony Orchestra in Johannesburg.

Mrs Brandon says of the composer: 'Honegger is a name not immediately recognised here, but mention Pacific 2000 or The Steel Works and most people can recall their tremendous orchestral descriptions in sound of the famous American transcontinental express train and the foundry.'

**Big response**

She describes the music for King David as 'a mixture of contemporary, impressionist and romantic with even a few bars of a Bach-type chorale woven into the structure.'

There has been a big response from singers who are well into rehearsal for the presentation and according to Mrs Brandon are thoroughly enjoying the challenge of a new work.

The performance will be on Sunday July 4 at 3 p.m.

Mercury  
Order on 157  
27/2/67  
Durban  
company  
1889  
extended

**Court Reporter**

A SUPREME Court rule, calling on a Durban factory to show cause why the company should not be interdicted and restrained from dismissing workers because they had joined a recognised trade union, was extended until March 5 when the matter came before a Judge yesterday.

The application by the Metal and Allied Workers' Union, as first applicant, and 90 employees of Hendock (Pty) Ltd, all of whom were members of the trade union, followed a dispute between the union's local organiser, Miss Mary Ann Cullinan, and the company's managing director, Mr H S J de Kok.

**Policy**

In papers before Mr Justice Kumebein Miss Cullinan said Hendocks manufactured screws and metal chairs at 279 Paisley Road, Durban. The company employed about 120 workers of whom more than 80 percent had become members of the trade union by December 1981.

In accordance with the union's policy, she wrote to Mr de Kok requesting a meeting to ascertain the company's attitude to recognising the union as representative of its workers.

On Wednesday, February 10 she spoke on the telephone to Mr de Kok. She told him that certain provisions of the Industrial Conciliation Agreement governing employment conditions in his factory were not being adhered to and that such transgression of the law was of direct interest to the union.

He had replied that he did not care if he were breaking the law and he would not have the union involved in employment relations in his factory.

**Incensed**

About 530 p.m. that day she attended a meeting with factory members where she was informed that Mr de Kok intended dismissing workers who were union members.

In an answering affidavit, Mr de Kok said throughout the telephone conversation with Miss Cullinan she adopted an aggressive attitude and virtually demanded to be

allowed access to the factory to 'organise the workers'.

He was incensed by her attitude, particularly as there had been a recent complaint to the industrial council which had held a full inspection of the factory premises and found no breach of the agreement or any transgression of law.

Mr de Kok also denied that he intended dismissing any employee for being a union member. He said that when the urgent application was taken to court late on February 11, all his employees were already paid and not a single one had been dismissed.

In reply to Mr de Kok's affidavit, Miss Cullinan said from the tenor of his response to her telephone call she got the impression that he was not aware of the recent labour legislation reforms following the Wiehahn Commission report and that he thought that the union was not a lawful organisation.

She admitted that he was incensed but submitted that his attitude was due more to his hostility to the trade union than to anything she had said to him.

Some days you just can't



NEW YORK—Karen Rogers guides Hilaris to victory in the first race at Aqueduct even though the horse had broken a bone in his right foreleg and had begun stumbling. Hilaris suffered his injury about 20 m from the finish, but won by a nose. He had to be destroyed after the race.

Mercury Agreement between and sugar

Mercury Reporter  
A RECOGNITION agreement has been reached between the C G Smith Noodsberg sugar mill and the Sweet, Food and Allied Workers' Union

Marley and Cliff's music falls foul of the censors

Mercury Reporter  
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**SAVOUR TAKE AWAY**  
2 CREEFF PLACE, ADDINGTON  
Past Hospital & South Beach

Open 7 days a week  
\* HOME-MADE PIES & PASTIES DAILY.  
\* VARIETY OF STEAK & CHICKEN DISHES.  
\* DELICIOUS FISH & CHIPS.  
\* BEEF CURRY & RICE.  
\* HAMBURGERS.  
\* SANDWICHES TOASTED/  
PLAIN

\* VARIOUS OTHER DISHES  
\* ROAST ON SUNDAY TIL 6 p.m.

**DURBAN DRIVE-IN**  
R3.00 Per Car. Phone 378551  
850 Peter Falk, Wings on Centre In  
"THE BRIMMY'S JOB"  
No Age Restriction.  
9.20 Jack Nicholson, Jessica  
Lange in  
"THE POSTMAN  
ALWAYS RINGS  
TWICE"  
No Censor 2-18

**UMBILO DRIVE-IN**  
650  
**CALIFORNIA DOLLS**  
Peter Falk  
9.10  
**PATERNITY**  
(No. 2-18)  
Burt Reynolds

**CACTUS DRIVE-IN**  
5mpc on the Plaza  
"TONIGHT AT 10 P.M."  
ENTER THE MA (No. 2-14)  
Franco Nero,  
Susan George, Karate  
2nd SHOW:  
"THE MAN WITH  
BOGART'S FACE"  
Robert Sacchi, Olivia Hussey

METRO 2 WEST ST. 37-9291  
EST ST. 37-9320  
FRINCE OF THE CITY (No 2-18)  
TATES (No 2-18)  
Mon-Thurs 2.15 p.m., 8.15 p.m.  
Fri. 2.15 p.m., 5.30 p.m., 8.30 p.m.  
Sat. 10 a.m., 2.15 p.m.,  
6 p.m., 9 p.m.  
Detective Thriller.  
Treat Williams.

Metro West Street, Oscar Alwaih Street.  
30 a.m. - 12 noon, 1.30 p.m. - 4.30 p.m.  
Sat. 9.30 a.m. - 12 noon.  
Bookings 31-9561, 32-2611 or 32-2644.

## KENNISGEWING 158 VAN 1982

DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 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 Electricity Workers' Association. 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van vakvereniging.*—Electricity Workers' Association.

*Datum waarop aansoek ingedien is.*—5 November 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Swartes in diens in die Elektrisiteitsvoorsieningsonderneming soos ondernem deur die Elektrisiteitsvoorsieningskommissie in die Republiek van Suid-Afrika.

*Posadres van applikant.*—Posbus 40099, Cleveland, 2022.

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.

(5 Maart 1982)

## NOTICE 158 OF 1982

DEPARTMENT OF MANPOWER  
LABOUR RELATIONS 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 Electricity Workers' Association. 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of trade union.*—Electricity Workers' Association.

*Date on which application was lodged.*—5 November 1981.

*Interests and area in respect of which application is made.*—Black persons employed in the Electricity Supply Undertaking as undertaken by the Electricity Supply Commission in the Republic of South Africa.

*Postal address of applicant.*—P.O. Box 40099, Cleveland, 2022.

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.

(5 March 1982)

## AGROANIMALIA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958–1968 en bevat artikels oor Dierproduksie en -tegnologie, Dierversorging en -ekologie, Fisiologie, Genetika en Teelt, Suiwelkunde en Voeding. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskryf vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres teen R1,50 per eksemplaar of R6 per jaar, posvry (Buitelands R1,75 per eksemplaar of R7 per jaar).

Verkoopbelasting moet by alle binnelandse bestellings ingesluit word.

## AGROANIMALIA

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1958–1968 and deals with Animal Production and Technology, Livestock Management and Ecology, Physiology, Genetics and Breeding, Dairy Science and Nutrition. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at R1,50 per copy or R6 per annum, post free (Other countries R1,75 per copy or R7 per annum).

Sales tax must accompany all inland orders.

# Unwise to ignore unions—Minister

ARGUS 11/3/82 (15) (154) (151)

THE Minister of Manpower, Mr Fanie Botha, today pointed out that it was not illegal to negotiate with unregistered unions and asked whether it was wise to ignore them when they represented an appreciable part of an employer's workforce.

Speaking at a meeting of the executive committee of the Afrikaanse Handelsinstituut in Cape Town today, on labour relations and methods and procedures for negotiation with trade unions, Mr Botha said the State did not want to prescribe structures for negotiation.

Referring to unions that did not want to register and registered unions that did not want to be included in the

ordered legal system, Mr Botha said communication and liaison with them was not prohibited.

He asked whether, if such unions represented an appreciable part of the labour force, it would be wise to ignore their spokesmen.

## KEY ROLE

Mr Botha said that effective and meaningful communication between employer and employee had a key role to play in the goal of healthy labour relations.

Every manager should gain the trust of his employees, identify dissatisfaction and grievances timeously and do something to solve problems.

Disturbed labour rela-

tions could have far-reaching socio-economic and even political implications and prevention was better than cure, Mr Botha said.

## LIAISON

In his address, Mr Botha emphasised the importance and necessity of effective and regular liaison between employers and union representatives, saying that attitudes, honesty, candour and fairness played big roles.

He said that all levels of management should be involved in the liaison process. Labour relations experts claimed top management in South Africa spent far too little time building and maintaining healthy labour relations.

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# It's down to REAL business at Kimberley

Tribune Reporter

**THE** signing of a recognition and procedure agreement between the Kimberley division of De Beers Consolidated Mines and two major trade unions effecting black mine workers is a significant development in South African labour relations.

The agreement, which affects semi-skilled and unskilled black miners at Finsch, Koffiefontein and the four De Beers' Kimberley mines, is seen by labour relations commentators as the first serious attempt to unionise black workers since 1946.

It is also the first time in South Africa's labour history that a mining company has entered into an agreement with and given recognition to unions representing black mine workers.

The last attempt to unionise black mine workers, by the African Mine Workers' Union, ended in 1946 when over 60 000 African miners on the Witwatersrand mines struck work.

As a result of police action, 12 Africans were reported killed and over 1 000 injured and the union was effectively crushed by the arrest of its leaders and the intimidation of its members.

Because of the constraints of the compound system on the mines — where access to mine workers from the outside is virtually impossible — the unregistered unions have been unable to do any significant organising of black miners since then.

Registered unions organising white and coloured labour on the mines were effectively prohibited by law from organising black miners — their registration was based on ethnic purity — and most of them have used their unions as a power-base to exclude black miners and prevent them from taking control of skilled positions in the industry.

The recognition and procedure agreement signed last month between De Beers and the South African Boilermakers' Society and its affiliate, the Federated Mining, Explosives and Chemical Workers' Union, is, against this background, a radical departure from the constraints imposed on the organisation of black miners in the past.

Essentially, the SA Boilermakers' Society, a registered Tuca affiliate whose membership has been confined to a relatively small group of skilled white artisans, has been allowed to open its doors to black membership as a result of a change in labour legislation.

It has formed an affiliation with the Federated Mining, Explosives and Chemical Workers' Union, formed in 1976 for De Beers' coloured employees and together they represent 50 percent of the labour force on the mines concerned.

Another significant feature of the agreement according to the Boilermakers' Society general secretary Ike van der Watt, is the assurance built into it that other unions will also now be free to organise mine workers.

Procedures of access to the miners forms an integral part of the agreement, says Mr van der Watt, and any union, even those with limited membership on the mines concerned, will be recognised as part of a union caucus under the agreement.

#### Other significant aspects of the agreement are:

- ⊙ Wages and conditions of service for those categories effected will now be decided by negotiation between management and the unions.
- ⊙ Management and the unions will act jointly to resolve grievances and disputes.
- ⊙ The unions will be allowed to appoint an agreed number of union stewards for the purpose of implementing and monitoring the agreement and any other agreement signed in the future.

# Minister encourages liaison with unions

CAPL Times 12/3/82 (151)

Staff Reporter

THE law does not prohibit communication and liaison with unregistered trade unions, Mr S P Botha, Minister of Manpower, has told the Afrikaanse Handelsinstituut.

Addressing the institute's executive yesterday,

the minister outlined the existing legal structures for negotiation between employer and employee.

He said there were permanent industrial councils and *ad hoc* conciliation boards, besides which the National

Manpower Commission was investigating the whole question of communication and negotiation channels at entrepreneurial level.

All existing legal structures were based on the principle of self-determination and management in the sphere of labour relations and recognized the policy of minimal interference from government authorities.

Mr Botha emphasized that the parties representing employees on industrial councils and conciliation boards had to be registered organizations.

But, he said, there were at present certain trade unions which refused to register or, although registered, did not wish to use the regulation statutory dispensation. The question facing employers was how to deal with such trade unions.

The minister said hard and fast rules could not be laid down and added: "It is a fact that although unregistered trade unions cannot make use of the machinery prescribed by the Labour Relations Act, communication and liaison with them are not prohibited by the Act."

He questioned the wisdom of ignoring spokesmen of workers belonging to unregistered unions. The decisive consideration in this regard was the importance of maintaining not only short-term but also long-term peaceful labour relations.

## Key role

Effective communication between employer and employee played a key role and "you will readily agree that the cold letter of the law and its impersonal machinery on its own cannot be an absolute guarantee of labour peace", Mr Botha said.

He called on employers to be honest and fair in their attitudes to workers.

13/8/82  
Leyland  
dispute  
settled

Labour Reporter

A UNIQUE labour dispute between Leyland (SA) and Fosatu's National Automobile and Allied Workers Union has been settled, a NAAWU spokesman announced yesterday.

The dispute, at two Leyland Cape Town plants, is the only known one in which employers have declared a dispute against a union — the precursor to a legal lock-out. Usually, unions declare before a legal strike.

Leyland acted after unions accepted a R1,76 an hour minimum wage then demanded a mid-year wage review. Leyland refused and declared a dispute.

The NAAWU spokesman said yesterday Leyland had now agreed to consider the mid-year pay demands.

CAPC Times  
16/3/87 ★

The Cap

## Leyland dispute settled

Staff Reporter

SETTLEMENT has been reached on a wage clause in a new agreement between Leyland management and the National Automobile and Allied Workers' Union, (Naawu).

The agreement has been approved by the Minister of Manpower, Mr S P Botha.

Leyland management declared a dispute when agreement could not be reached over the inclusion of a clause that would give workers the right to re-negotiate wages during June.

Mr Joe Forster, branch secretary of Naawu, said the workers had accepted the 30-cents-an-hour wage increase at the beginning of this year.

"The minimum wage of R1,76 an hour is now going to be paid. The workers were prepared to hold out if the clause giving them the right to negotiate wages during June was not included in the agreement," he said.

It was felt that if this clause were not added, Leyland could refuse to review wages in the middle of the year.

Proposals were submitted by Naawu at the end of last year, and when no agreement was reached by the beginning of this year, Leyland declared a dispute, and applied for a conciliation board.

Workers will be back-paid.



CINCINNATI TIMES 17/3/82  
**Leyland: We did not  
agree to renegotiate**

Staff Reporter

A SETTLEMENT between Leyland management and the National Automobile and Allied Workers' Union (Naawu) did not include a clause allowing renegotiation of wages during June, according to the managing director, Mr D Beck.

He said: "In January, after wage rates had been agreed, the union asked for a clause to be inserted in the agreement giving them the right to negotiate wage increases in June."

Mr Beck said Leyland had refused to accept the

addition of such a clause, declared a dispute and applied for a conciliation board, which was approved by the Minister of Manpower, Mr S P Botha.

"At the beginning of last week, the union withdrew the clause and agreement was reached without the addition of it," Mr Beck said.

Once the agreement had been signed with the union, Leyland had cancelled the application for a conciliation board, and wage increases would be implemented "as Leyland had been willing to do so several months ago".

**Union**  
*Opp. Unit 26/13/82*  
**plans**  
*11/27*  
**boycott**  
*151*

**DURBAN.** — The Chemical Workers' Industrial Union plans to boycott all Henkel SA products from tomorrow.

This follows the failure of a bid to settle a dispute between management and the union on Wednesday.

The employees struck on March 9 over their compulsory pension scheme and the refusal of management to negotiate with the CWIU over wages and work hours for shift work.

"The union is giving Henkel a final opportunity to reconsider its position and will call a consumer boycott with effect from Saturday."

In a press statement yesterday, a Henkel spokesman said a meeting had been held on Wednesday to find common ground for solving some of the labour problems.

**'Demand'**

"In 1981 the company's agreement to negotiate wages with the CWIU was met by a demand from the union to increase wage costs by up to 150 per cent."

The company's request to the union for a more reasonable revised proposal was refused by the union and therefore the company implemented its own increases.

The union's request to change the pension fund to a savings fund could not be met outright, as such a move would not result in any additional benefits for employees. — Sapa

**Belange en gebied ten opsigte waarvan aansoek gedoen word.**—Swartes in diens in die Chemikalieënnywerheid en die Springstof- en Verwante Nywerheid in die landdroosdistrikte Durban, Kempton Park, Newcastle, Pinetown, Potchefstroom en Somerset-Wes.

“Chemikalieënnywerheid” beteken die nywerheid waarin werkgewers en hulle werknemers met mekaar geassosieer is vir die doel van die bereiding, vervaardiging, bottel, toedraai en/of verpakking van chemiese produkte of stowwe, mediese preparate vir diere- of menslike gebruik, toiletpreparate, kosmetiese middels, parfuum of reukwater, antiseptika, reukweermiddels, insekdoders, ontsmettingsmiddels, bakpoer en/of bestanddele daarvan, stysel, gelatien, geursel- en kleursellessens vir voedingsmiddele, gekonsentreerde vrugtesap (sinteties of ander), vloeibare en droë kleurstowwe, wassoda, vlapoer, bleikmiddels, byvoer en tonikums vir diere, vlieëspuitstof, DDT-mengsels, wasmengsels, bysoda, ammoniak, skuurpoer en -pasta, skuurseepp, verf, emalje, beskermende lae, distemper, lakvernis, vernis, politoer, verdunningsmiddels, karbolineum, stopyerf, smeerolie, vrugte-, bessie-, kruie-, bas of blaar-olie-ekstrak, teakolie, terpentyn en substitute, lynolie en substitute, dipvloeistof, leersmeer, ink, kantoorym, gom, remvloeistof vir hidrouliese aandrywing van motortransmissiestelsels, blousel, brandspiritus, bensine, seep, kerse, lyn, asyn, pigment, chemiese houtverduursamingsmiddels en bloedplasma.

“Springstof- en Verwante Nywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die vervaardiging van knalpatrone, knalpatroonbuise, springstowwe, lont, brandout- en doppietroonknip, kunsmis, karbid, skuurmiddels, sure, chemikalieë of chemiese verbindings, sianied en sianogeenprodukte, reinigingsmiddels, swamdoders, industriële alkohol, koolstofetetrachloried, etileenoksied, natriumfluoried, formaldehid, asetileen, metanol, aseton, propeenitriet, chlooralkali, natriumkarbonate, natriumkristalle, natriumhipochlorietoplossings, chloorparaffienplastisermiddels, suurstof, soda-as, geneeskundige preparate, veerbrandmerkvlloeistowwe, veearsenyingsmiddels en chloor, en die raffinering en skoonmaak van olie, en omvat ook alle prosesse wat daaruit voortvloei.

**Posadres van applikant.**—Posbus 4990, Johannesburg, 2000.

**Kantooradres van applikant.**—Kamer 91, 10de Verdiepings, Pasteur Chambers, Jeppestraat, 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 lende wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lende 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.  
(26 Maart 1982)

**Interests and area in respect of which application is made.**—Black persons employed in the Chemical Manufacturing Industry and the Explosives and Allied Industry in the Magisterial Districts of Durban, Kempton Park, Newcastle, Pinetown, Potchefstroom and Somerset West.

“Chemical Manufacturing Industry” means the industry in which employers and their employees are associated for the purpose of the preparation, manufacture, bottling, wrapping and/or packing of any chemical products or substance, medical preparations for animal or human uses, toilet preparations, cosmetics, perfumes or scents, antiseptics, deodorants, insecticides, disinfectants, baking powder and/or its constituents, starch, gelatine, essences of flavouring or colouring matter for foodstuffs, concentrated fruit juices (synthetic or otherwise), liquid and dry dyes, washing soda, custard powder, bleaching agents, animal feeding supplements or tonics, flyspray, DDT mixtures, washing compounds, caustic soda, ammonia, scouring powder and paste, scouring soap, paints, enamels, protective coatings, distempers, lacquers, varnishes, polishes, thinners, carbolineum, putty, lubricating oil, oil extract from fruit, berry, herb, bark or leaf, teak oil, turpentine and substitutes, linseed oil and substitutes, dip, dubbin, ink, office paste, gum, brake fluid for fluid drive of automotive transmissions, washing blue, methylated spirits, benzene, soap, candles, glue, vinegar, pigments, chemical wood preservatives and blood plasma.

“Explosives and Allied Industry” means, without in any way limiting the ordinary meaning of the term, the manufacture of detonators, detonator tubes, explosives, fuses, igniter cord and primer clips, fertiliser, carbide, abrasives, acids, chemicals or chemical compounds, cyanide and cyanogen products, detergents, fungicides, industrial alcohol, carbon tetrachloride, ethylene oxide, sodium fluoride, formaldehyde, acetylene, methanol, acetone, propene nitrite, chloride of lime, sodium carbonates, sodium crystals, sodium hypochlorite solutions, chloroparaffin plasticisers, oxygen, soda ash, medical preparations, stock branding fluids, veterinary remedies and chlorine, and oil refining and cleaning, and includes any process incidental thereto.

**Postal address of applicant.**—P.O. Box 4990, Johannesburg, 2000.

**Office address of applicant.**—Room 91, 10th Floor, Pasteur Chambers, 191 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.

M. W. J. LE ROUX, Industrial Registrar.  
(26 March 1982)

KENNISGEWING 204 VAN 1982  
DEPARTEMENT VAN VERVOER  
WET OP LUGDIENSTE, 1949 (WET 51 VAN 1949),  
SOOS GEWYSIG

Hierby word ingevolge die bepaling van artikel 5 (a) en (b) van Wet 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekend-

NOTICE 204 OF 1982  
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

151  
1980 1980 1980 1980  
RDM April 1980

# Dispute declared in unions' wage row

By STEVEN FRIEDMAN  
Labour Reporter

REGISTERED trade unions in the giant metal industries yesterday declared a dispute with metal employers represented by the Steel and Engineering Industries Federation on workers' pay demands — the first step on the road to a legal strike.

The dispute will now be handled by a special procedure set out by the industries' industrial council and the procedure will get under way at a council executive meeting today.

A legal strike or lock-out will become possible if the dispute is not settled by the time the present industrial council agreement, which covers over 450 000 workers of all races, expires at the end of June.

This is the first time a dispute has been declared in the industries since the mid-1970s. On two occasions then the dispute was settled before a legal strike ballot was called, but both union and employer sources believe it will be more difficult to settle the dispute this time because of strong wage pressure from black unskilled workers.

The dispute was declared after a meeting of the council yesterday at which unions rejected a new Seifsa wage offer. Yesterday's council meeting followed one in March in which the two sides deadlocked over Seifsa's unwillingness to grant "across the board" increases.

Seifsa's director, Mr Sam van Coller, said last night that Seifsa had offered unions a 25c

across the board increase for all workers at yesterday's meeting.

He said it had also offered a new minimum rate of R1,38 an hour — an increase of 25c over the present rate.

Mr Van Coller said Seifsa had also offered a new minimum rate of R4,15 for artisans as compared to the present rate of R3,82. It had also offered a full investigation into aspects of overtime work and had undertaken to finance basic courses in arithmetic and literacy for unskilled workers.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, confirmed this account of Seifsa's offer. But he said that while the offer "appeared reasonable to those without a knowledge of the industry" it was "unacceptable" to union members.

He said the offer would give skilled workers in effect a five to 6% increase because these workers would not benefit from an increase in the minimum rates.

The unions were also unhappy about granting higher-paid workers the same increase as those lower down the scale.

He added that the offer was also "totally unacceptable" to black workers who were demanding a major effort to close the wage gap and boost unskilled wages.

"Black workers feel the time has come for a showdown on their demands and they will not settle for this offer," Mr Nicholson said.

A dispute will now be discussed at an executive meeting of the industrial council today and attempts to continue to resolve it will continue. If these fail, mediation or arbitration could be introduced if both sides agree.

# Workers sacked for leaving early

TWENTY-EIGHT workers were yesterday dismissed at Parachute Industries (Pty) Limited in Wynberg because they had decided to knock off work an hour earlier on Thursday last week.

According to the workers, they had knocked off at 3.30pm on that day because it was normal practice for them to knock off an hour earlier on the last day of the week. They also claimed that management had only informed them that Thursday was a normal working day during tea-time at 3pm.

A workers' representative said: "We normally knock off at 3.30pm every Friday of the week. Since last week Friday was the beginning of a long weekend we decided to treat Thursday like a Friday in a normal week, espe-

cially because we had been made to work on Tuesday last week which was a holiday. Founders' Day.

"Some of our colleagues were supposed to be going on holiday and we were still expected to work until 4.30pm. This was unfair just as much as our dismissal is. When we knocked off on Thursday we were told to fetch our wages on Tuesday at 11am."

The workers said this was not their only grievance with the company and added that they had to report to the white woman supervisor when they wanted to go to the toilet. Another grievance was that the company always gave old workers the same increments as new employees so that some of the new employees were earning as much as older ones.

The workers also claimed that most of the 28 who were fired were employees with long service at Parachute Industries. The workers complained of victimisation by management as they also claimed that the new manager had told them they had to work on a new system and not that of the old manager.

The SOWETAN could yesterday not obtain a comment from the company's management.

(151) SOWETAN 14/4/82

KENNISGEWING 203 VAN 1982

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK 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 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 na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—South African Chemical Workers' Union.

*Datum waarop aansoek ingedien is.*—1 Desember 1981.

NOTICE 203 OF 1982

DEPARTMENT OF MANPOWER

LABOUR RELATIONS 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 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, 449 Manpower Buildings, 215 Schoeman Street, 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 Chemical Workers' Union.

*Date on which application was lodged.*—1 December 1981.

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Staw

## Metal industries pay talks fail—unions declare dispute

By Drew Forrest  
Industrial council pay talks covering almost 500 000 workers in the metal industries broke down for the second time yesterday — and the trade unions on the council have declared a dispute.

The union move sets in motion the dispute procedure of the metal industries industrial council, and a council meeting scheduled for today marks its first stage.

If the council fails to settle the dispute, the parties could initiate

procedures for a legal strike or lockout — but they would have to wait for the expiry of the present agreement on June 30 before taking industrial action.

At yesterday's talks the 14-strong union caucus rejected the pay offer of the employer organisations on the council, which are all members of the Steel and Engineering Industries Federation (Seifsa).

A Seifsa statement said employers offered increases in scheduled wage rates ranging from 14.6 percent for

artisans (from R3.62 to R4.15 an hour) to 22.1 percent for the lowest grade of worker (from R1.13 to R1.38).

The unions are understood to have held out for a bottom rate of R1.03 an hour. Their original demand was for R1.75 rising to R2.00.

There was also sharp disagreement over guaranteed increases, with the unions apparently demanding between 50c an hour for artisans and 30c for the lower grades; and employers offering 25c for all categories.

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KENNISGEWING 247 VAN 1982

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

VERKIESING VAN 'N LID VAN DIE BEROEPSRAAD VIR GENEESKUNDIGE TEGNOLOGIE

Ingevolge regulasie 8 (1) van die regulasies vir die verkiesing van lede van die Raad, afgekondig deur Goewermentkennisgewing R. 2279 van 3 Desember 1976, word hierby bekendgemaak dat die volgende persoon geldig genomineer is as 'n kandidaat vir verkiesing tot lid van die Beroepsraad vir Geneeskundige Tegnologie vir die vyfjaar-tydperk eindigende op 30 April 1983:

Maritz, Margaretha Maria: George.

Aangesien die getal persone wat aldus deur gereguleerde geneeskundige tegniese genomineer is nie groter is as die getal persone wat gekies moet word nie, word die aldus genomineerde persoon, soos hierbo gelys, geag behoorlik gekies te wees as 'n lid van die Beroepsraad vir Geneeskundige Tegnologie vir die vyfjaar-tydperk eindigende op 30 April 1983.

N. M. PRINSLOO, Kiesbeampte, Oranje-Nassaugebou 6115, Schoemanstraat 188, Posbus 205, Pretoria, 0001. (16 April 1982)

NOTICE 247 OF 1982

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

ELECTION OF A MEMBER OF THE PROFESSIONAL BOARD FOR MEDICAL TECHNOLOGY

In terms of regulation 8 (1) of the regulations for the election of members of the Council, published under Government Notice R. 2279 of 3 December 1976, it is hereby notified that the following person has been validly nominated as candidate for election as a member of the Professional Board for Medical Technology for the five year period ending on 30 April 1983:

Maritz, Margaretha Maria: George.

As the number of persons so nominated by registered medical technicians does not exceed the number of persons to be elected, the person so nominated, as listed above, is deemed to be duly elected as a member of the Professional Board for Medical Technology for the five year period ending on 30 April 1983.

N. M. PRINSLOO, Returning Officer, 6115 Oranje-Nassau Buildings, 188 Schoeman Street, P.O. Box 205, Pretoria, 0001.

(16 April 1982)

KENNISGEWING 248 VAN 1982

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Funeral Undertakers' Union (Cape) met ingang van 2 April 1982 ingetrek het.

M. W. J. LE ROUX, Nywerheidsregistrateur. (16 April 1982)

NOTICE 248 OF 1982

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Funeral Undertakers' Union (Cape) with effect from 2 April 1982.

M. W. J. LE ROUX, Industrial Registrar. (16 April 1982)

AGROCHEMOPHYSICA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Biochemie, Biometrika, Grondkunde, Landbou-ingenieurswese, Landbouwerkunde en Ontledingstegetrieke. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskryfte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inlating, Privaatsak, X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres teen R1,50 per eksemplaar of R6 per jaar, posvry (Buitelands R1,75 per eksemplaar of R7 per jaar).

Verkoopbelasting moet by binnelandse bestellings ingesluit word.

AGROCHEMOPHYSICA

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1958-1968 and deals with Biochemistry, Biometry, Soil Science, Agricultural Engineering, Agricultural Meteorology and Analysis Techniques. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at R1,50 per copy or R6 per annum, post free (Other countries R1,75 per copy or R7 per annum).

Sales tax must accompany inland orders.



# Mining union declares dispute

Wage talks in Johannesburg between mining unions and their employers broke down yesterday with the unions declaring a dispute.

S for 17/4/82

The Council of Mining Unions which represents about 25 000 white miners, announced that it would apply for the establishment of a conciliation board to arbitrate in the wage dispute.

In a statement, the Chamber of Mines stated that it had asked the council to "substantially lower" its wage demands of 15 percent for the year and that it was willing to consider increasing its offer of five percent on standard rates.

(151)

The breakdown in talks appeared inevitable in the light of earlier talks on Tuesday when the employers offered three percent to the council's demands for 16 percent.

(scribble)

A spokesman for the unions who attended yesterday's talks said the Chamber of Mines opened the short meeting by giving a "lengthy lecture" on current economic difficulties.

(scribble)

"They told us they wouldn't even meet us half-way on our wage demands," the spokesman said.

(scribble)

"In light of their statement that they couldn't even meet us half-way, we declared a dispute."

(scribble)

A similar dispute was declared two years ago but was resolved before a conciliation board was established.

HOUSE OF ASSEMBLY

The government was not against trade unions and no union was forced to register, the Minister of Manpower, Mr Fanie Botha, said yesterday.

Replying to the manpower budget vote debate, the Minister said: "We have no problems with unions. We have problems with certain militant people who try to lead unions in the wrong direction. It is union members who must decide who their leaders are. They must beware of militants."

Unions were meant to achieve better working conditions for their members and not "to be used as a tool in the liberation struggle", as someone said to him.

"I hope the day won't come that unions are used by certain people to sow unrest. There is no feeling on the part of the government against the

Govt 'won't force unions to register'

CAME Times 26/4/82 (151) (154)

existence of unions and against the large number of unions which play a useful role in our economic life."

Earlier in the debate, Mr Botha said South Africa had performed dramatically in the field of labour stability and peace among its 5,5 million factory and service workers last year.

There had been a period of adjustment and reform in labour relations over recent years which could now be considered complete.

Stability and peace in the labour field could be measured by the fact that

12 new labour unions were established last year while 246 000 workers of all races had officially entered the registered labour market

The government could look back at a few years during which the basis for labour prosperity and peace had been laid.

"It has been worthwhile and the results are such that we can feel satisfied," he said.

The government was faced with the difficult task of bringing first and third world workers together without the third world workers being put in a situation of neglect.

"In the main, we have succeeded," he said. As basic cornerstones of the labour policy the government had set four criteria:

- To promote labour stability and peace.
  - To train and retrain the mass of South Africans.
  - To keep the productivity of the labour corps as high as possible.
  - To guarantee the welfare and security of South Africa's workers. In all these fields South Africa had achieved dramatic successes.
- Success in training and retraining could be seen

in the fact that last year 1 440 additional artisan training contracts were entered into.

The private sector had trained an additional 76 000 workers.

"A total of 133 000 additional people were trained last year," Mr Botha said.

"We could hardly train any more if we wanted to," he said.

Productivity had shown equally dramatic improvements and as far as job security was concerned, the fact that there were 24 000 fewer unemployment payments than the previous year illustrated progress.

"We experienced success because there was confidence in what the government set out to do and because we had cooperation from all sides," he said. — Sapa

COURSE of study (e.g. B.A.; B.Com.; M.Med.):  
STUDIEKURSUS:

B. Com

No. of Answer Books handed in  
Aantal antwoordboeke ingelower

4

Number of this book  
Nommer van hierdie boek

4

NOTICE TO CANDIDATES  
WAARSKUWING

1. Candidates must not use both sides of the paper for their answers. The left-hand pages may be used for rough work, but the examiners will only give credit for answers written on the right-hand pages.
2. Candidates are reminded to indicate their names on all loose sheets accompanying an answer to an examination question.
3. No candidate may have with him in the examination room any books or notes whatsoever unless specially instructed by the Registrar by written notice to bring such with him, when he may take into the room the books indicated but no other books or notes.
4. A candidate attempting to help or obtain help from any other candidate, or having any unauthorised books or notes in his possession will be liable to be disqualified and to be further dealt with as may be determined by the Senate.
5. A candidate must not take out of the examination room any examination books supplied by the University.
6. Pages must not be extracted from this book.

1. Eksamenantwoorde mag net aan één kant van die papier geskryf word. Kladderwerk mag op die agterkant van 'n bladsy gedoen word, maar die eksaminator sal vir eksamendeleindes alleen in aanmerking neem wat op die voorkant geskryf is.
2. Kandidate word herinner om hulle name op alle los blaaië wat 'n antwoord op 'n eksamenvraag versesel, te skryf.
3. Geen kandidaat mag boeke of aantekeninge van watter aard ookal by hom in die eksamenkamer hê nie tensy die Registrateur deur skriftelike kennisgewing las gegeroet om bepaalde boeke mee te bring.
4. 'n Kandidaat wat probeer om 'n ander kandidaat te help of om hulp van 'n ander kandidaat te verkry, of wat ongeoorloofde boeke of aantekeninge in sy besit in die eksamenkamer het, stel homself bloot aan diskwalifikasie en sulke verdere stappe as wat die Senaat nodig mag ag.
5. Geen eksamenskrifte deur die Universiteit verkaf, mag uit die eksamenkamer weggenom word nie.
6. Geen bladsye mag uit hierdie eksamenskrif geskeur word nie.

... yesterday.

The packs will be available from certain hardware stores and garages and are designed largely for the occasional user, for whom MacPhails find it difficult to cater.

will cost the consumer about 66,6% more than if it was delivered in 70kg bags while coal will cost about 91% more than if delivered in a 70kg bag.

The MacPhails spokesman said householders had been

ing coal to Soweto pack form.

The company it will not run out. The Competition Commission currently investigate and its distribution of coal to Soweto pack form.

# Big freeze is real thing

By ADA STUJIT

WINTER, it seems, is here to stay.

The cold nights experienced all over the country, are expected to continue, as the weather bureau said yesterday.

The Witwatersrand's present daytime temperatures range between 15 and 17°C and today's weather will again be clear and cold in the early morning. Temperatures are expected to go up to about 17°C towards the early afternoon and to drop off sharply to about 4°C during the night.

In Pretoria, today's temperature is expected to go up to about 20°C and drop to about 4°C tonight.

The Automobile Association warned drivers in the Witwatersrand and Pretoria areas to be cautious of frosty, slippery roads in the early morning hours.

Monday night's lowest temperature - 4°C was registered in Sutherland in the Cape Province.

A weekend of wintry weather in the Eastern Cape has been killing off swallows in the Gamtoos Valley.

A local farmer said yesterday he had never seen swallows dying in such numbers. Many were lying on the ground, weak with cold.

A Grahamstown expert on wild birds, Mr C J Skead, said most of the European swallows - which were particularly susceptible to the cold - would die in extreme cold if they did not leave on their northern migratory routes soon.

Sapa reports that wintry weather, with severe winds and intermittent rain, battered most of the East Cape coast yesterday. Hurricane force winds gusting up to 163 km/h forced closure of the East London harbour and a yacht sank at its moorings.

# Municipalities urged to trim their budgets

By JOUBERT MALHERBE  
Pretoria Bureau

LOCAL authorities had to curb spending and trim budgets to the bone, the Administrator of the Transvaal, Mr Willem Cruywagen, said in Pretoria yesterday.

He warned the annual meeting and conference of the Institute of Municipal Treasurers and Accountants that local authority spending would in future be subject to control by the State.

Painting a gloomy economic picture, Mr Cruywagen urged local authorities not to shift greater financial burdens on to taxpayers.

"The days of compiling ambitious budgets and then increasing rates and tariffs to make the budget balance are over," he said.

Referring to the proposed additional sources of income for local authorities, Mr Cruywagen said the money still had to come from taxpayers eventually - "and a large portion of the public is

already suffering financial pressure.

In his presidential address Mr P Mathee said local authorities could not expect that their budgets should automatically increase to keep up with inflation rates.

He also criticised the recommendation from the Commission into the Finance Sector that the public sector be given the right to provide services conditionally "belonging to the State".

There was no room for the private sector to provide such services more efficiently, he said.

But Prof J S H G of the University of Pretoria said municipalities render services as well as private business cause municipal institutions were "not to end tomorrow."

# Prisoner flees in pyjama

Mall Reporter

A LONG-TERM prisoner wearing pink striped hospital pyjamas and a grey dressing gown escaped from the Hillbrow Hospital in Johannesburg yesterday.

Johnny Majola was serving a sentence of 18 years for robbery with aggravating

circumstances. He is a year-old Zulu, 1,6m tall and weighs 70kg.

A Prisons Department spokesman said Majola's record should not attempt to hide him but show his whereabouts to the nearest police station.

# Pink Eye outbreak

Mall Reporter

SIXTY cases of conjunctivitis - "pink eye" - have been confirmed in the Hammanskraal district, the superintendent of the Jubilee Hospital, Dr G Malan, said yesterday.

He said the hospital had treated only 10 cases at the weekend but this had increased to 60 over Monday and Tuesday. New cases of "pink eye" were being treated at the hospital every day.

All patients had been treated and discharged.

Dr Malan said he did not know what caused the outbreak but he said it was not through the community or virus.

"People must take their personal hygiene seriously and must not share their towels or facecloth. Anybody who suspects he has it must come in for treatment," Dr Malan said.

# LABOUR

## Negotiation row, union plans action

Labour Reporter

FOSATU'S Sweet, Food and Allied Workers Union yesterday threatened the Industria company Buffalo Salt with a consumer boycott if it continued to "refuse to negotiate" with the union.

SWFAWU accused Buffalo of firing working who identified with the union - and replacing them with temporary workers. Buffalo also allegedly told union general secretary Mrs Maggie Magubane to talk to the Department of Manpower when he tried to discuss the sackings with management.

Buffalo's managing director, Mr N Abrahams, yesterday rejected these charges. It was "utterly untrue" workers had been sacked for identifying with the union, or that he was unwilling to discuss the dispute.

He said a boycott would only hurt the workers when business was worsening - although the union said it was "concerned about" these workers.

SWFAWU said yesterday that Fosatu's Transvaal regional congress had recently unanimously condemned Buffalo for allegedly "taking full advantage" of Government policy.

It claimed Buffalo was leaving workers without any livelihood by firing them when they supported the union.

SWFAWU said Buffalo was deliberately using "ploys" to delay negotiations.

"Should the company refuse to negotiate, the union will be forced to use its ultimate weapon" - to request "that the company's products 'not be bought to fill its coffers while a growing number of unemployed go hungry," the union said.

Mr Abrahams confirmed the retrenchment of some workers - "because business was slack, and not because of union sympathies."

"It is a lie to say we have replaced them."

He also blamed the union for refusing to talk.

# Decentralisation

By GERALD REILLY  
Pretoria Bureau

THE Government must "drastically the raw deal" given to metropolitan the decentralisation plan mooted at the Hope conference last year by the Minister, Mr P W Botha.

THE Progressive Federal Party's ic spokesman, Mr Harry Schwarz, yesterday the PFP rejected the Government intention of discouraging metropolitan by what amounted to the pit of established industries.

Mr Botha had said at the conference year that the costs of infrastructure and public services in the area

THE Henk Work local again

The night ● Wo pany' t'w ● A f CWIL

● A F ated, ● A v kel a work spark

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# Priest charged under Group Areas Act

Mall Reporter

A JOHANNESBURG priest and an Indian woman are to stand trial in the Rand Supreme Court on charges under the Group Areas Act.

They were both charged under the Group Areas Act.

He was charged with unlawfully accommodating Mr Raghubathi Naidu and his wife, Mrs Dhana Naidu, in

alternative charge

maintaining on the after being evicted. The charges against Naidu were

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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatks X117, Pretoria, 0001).

## TABEL

*Naam van vakvereniging.*—Boland Inmaakwerkers Vereniging (Paarl).

*Datum waarop aansoek ingedien is.*—18 Februarie 1982.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Gekleurdes in diens in die Vrugte-en-groente-inmaaknywerheid in die landdrosdistrik Paarl.

“Vrugte-en-groente-inmaaknywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in ’n fabriek waar enigene 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 sousse wat deur hitte teen bedorf gevrywaar word in lugdig verselde houers uitsluitlik of gedeeltelik van blik of glas gemaak;

(b) glans- en gekristalliseerde vrugte (behalwe gedroogde of gemaalde vrugte), onwaterde vrugte en groente of vrugte en groente wat op soortgelyke wyse verwerk is (behalwe son- of oondgedroogde sagtevrugte), verpak in lugdig verselde houers uitsluitlik of gedeeltelik van blik of glas gemaak, of in ander soorte houers, en gepreserveer volgens ander metodes as die hierbo beskryf;

met inbegrip van alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit en wat deur enige sodanige werkgewer of werknemer verrig word.

*Posadres van applikant.*—Palominostraat 3, Paarl, 7646.

*Kantooradres van applikant.*—Palominostraat 3, Paarl.

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 procedure voorgeskryf by subartikel (2) moet gevolg word in verband met ’n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregisrateur.

(23 April 1982)

## KENNISGEWING 252 VAN 1982

ALGEMENE KENNISGEWING VAN BEPERKING TEN OPSIGTE VAN DIE ONTTREKING VAN WATER VIR BESPROEINGSDOELEINDES UIT DIE BO-BUFFELSRIVIER IN DIE OMGEWING VAN KING WILLIAM'S TOWN

1. Weens die heersende droogtetoestand beperk ek, Cornelius Visser van der Merwe, in my hoedanigheid van Minister van Omgewingsake, kragtens die bevoegdheid my verleen by artikel 9A van die Waterwet, 1956 (Wet 54 van 1956), hierby, met ingang van die publikasie hiervan en tot

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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of trade union.*—Boland Inmaakwerkers Vereniging (Paarl).

*Date on which application was lodged.*—18 February 1982.

*Interests and area in respect of which application is made.*—Coloureds 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 their employees are associated in factories engaged in the manufacture of any of the following products:

(a) Jam, marmelade, 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 in 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 employer or employee.

*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.

M. W. J. LE ROUX, Industrial Registrar.

(23 April 1982)

## NOTICE 252 OF 1982

GENERAL NOTICE OF CURTAILMENT IN RESPECT OF THE ABSTRACTION OF WATER FOR IRRIGATION PURPOSES FROM THE UPPER BUFFALO RIVER IN THE VICINITY OF KING WILLIAM'S TOWN

1. On account of the prevailing drought conditions, I, Cornelius Visser van der Merwe, in my capacity as Minister of Environment Affairs, hereby, by virtue of the powers vested in me by section 9A of the Water Act, 1956 (Act 54 of 1956), with effect from the publication hereof and until

# Pay talks collapse at Sigma

By Drew Forrest

Confrontation is looming at the giant Sigma Motor Corporation in Pretoria after the collapse of pay talks yesterday.

After negotiations lasting eight weeks, Fosatu's National Automobile and Allied Workers' Union (Naawu) rejected Sigma management's final offer of a R1.91 hourly bottom rate.

The company has unilaterally advised the 3 200 workers affected that the new rates offered will take effect after May 8.

Declaring that Sigma "must accept responsibility for paying less than a living wage to its workers," the union announced that a general meeting of members would be held next

week in Mamelodi to discuss the dispute.

Sigma's personnel director, Mr "Mof" Lemmer, disputed Naawu's interpretation of the living wage concept. "In our view, we are paying in excess of this," he said.

This is the second time pay talks have broken down since Naawu was recognised at the height of last year's strike at Sigma. The 1981 increases were also unilaterally awarded after deadlock over the union's R2 minimum wage demand.

Naawu's original proposal in this year's negotiations was a R3.50 minimum, which it will also press for in forthcoming talks with the eastern Cape motor giants.

● In Rosslyn, about 900 workers are out on strike at Asea Cables over the dismissal of a shop steward.

The strike began at 2.15 pm yesterday because the head steward of the SA Allied Electrical Workers' Union was dismissed.

The reason given for his dismissal was incompetence but union officials said he had been dismissed because he was so heavily involved in union affairs.

● Industria, west of Johannesburg, has been hit by its second wage strike in a week — and employers fear labour unrest may be spreading to the West Rand.

About 60 workers at an Abercom subsidiary, Almaks Engineering, have been on strike since Wednesday over a demand for a R1 an hour increase, according to an Abercom spokesman.

He said there would be no increases before the talks in the metal industries' industrial council and that if workers were not back by Monday the company "would begin hiring elsewhere."

CAPR TIME  
y, April 24, 1982 3

## Sigma Dispute declared

Own Correspondent  
JOHANNESBURG. — The National Automobile and Allied Workers' Union (Naawu) declared a dispute with the Sigma Motor Corporation yesterday when agreement could not be reached on a new minimum wage for workers at the company's Pretoria plant.

The union demanded a minimum R2 an hour, but Sigma would go no higher than R1,91.

The declaration of a dispute has set in motion a procedure which could result in Sigma workers calling a legal strike — or being legally locked out by management.

A Naawu statement yesterday said Sigma's rejection of a R2 an hour minimum wage meant the company had to "accept responsibility for paying less than a living wage".

A statement by Sigma said that in view of the "difficult economic circumstances" it could not afford to pay more than R1,91.

# Sugar industry row aired in Court

## Mercury Reporter

THE Industrial Court yesterday began a week-long sitting in Durban to consider the distinction between farm labourers and industrial workers in order to resolve a dispute within the sugar industry which has been going on since 1950.

The Sugar Manufacturers' and Refining Employers' Association and the National Union of Sugar Manufacturers and Refining Employees have asked the Court to consider whether workers loading sugar cane to be transported to the mills fall within the Sugar Industry's Industrial Council rules.

## Excluded

The hearing is being presided over by the president of the Industrial Court, Mr B J Parsons, and the deputy president, Dr D B Ehlers.

In terms of South Africa's labour legislation, farm labourers are excluded from industrial council agreements.

Advocate K R McCall, appearing for the Sugar Manufacturers' and Refining Employers' Association, told the Court that in the days of private tram



THE Court in session in the cane ... (far left) deputy president Dr D B Ehlers and (left) the president, Mr B J Parsons.

lines there had been a dispute as to whether locomotive drivers and mechanics transporting cane were engaged in agriculture or industry.

'A ruling had been obtained from a Government law adviser which said they were employed in farming operations and therefore were excluded from the industrial council agreement,' he said.

'The engineering union

had never been happy with the ruling and in 1969 the industrial council had again taken counsel from a Durban attorney who had disagreed with the previous ruling of the Government law adviser.

'The Industrial Council for the Sugar Industry has always acted on the basis that the industrial agreement commences from the time that the cane goes

over the weighbridge in the miller's yard.

'Everyone within the physical boundaries of the mill yard is treated as if he were subject to the agreement.'

When one went outside the boundaries of the mill yard the dispute began.

Mr McCall told the Court that this specific dispute began last year over workers loading and

unloading sugar at the Chaka's mill site.

'The dispute was referred to the industrial council but was not resolved there and the union made its original application to the industrial Court.'

The hearing continues today. Advocate M Pillimer appeared for the National Union of Sugar Manufacturing and Refining Employees.

# Simba pilferage row erupts

(151)

~~180~~ Star  
12/14/82

The giant Simba Quix firm on the East Rand yesterday denied "forcing" seven workers to resign for pilferage.

Seven men complained to The Star, the manager for the western Transvaal depot of Simba Quix frequently deducted money from their pay for missing packets of chips. Workers said "cartons were short-packed

somewhere between the packaging department and stores."

Spokesmen for the seven salesmen-drivers, Mr Y Sopyy Dawood and Mr Mily Makda Ebrahim, said they had repeatedly complained about "short-packing."

Simba's group personnel manager, Mr U R Combrink, denied the claims and said shortages were deduc-

ted only when salesmen could not give satisfactory explanations.

Mr Dawood said he was coerced into resigning last week when he was held responsible for loss of goods worth R2 030.

Six others resigned in sympathy. They said pilferage among some supervisors and packers was blamed on salesmen.

Industrial Council: Industrial Council for the Building Industry (Port Elizabeth)  
 Registration: Yes  
 Founded:  
 Area of Operation: Port Elizabeth  
 Officials: Secretary: B. Despard  
 Address: P.O. Box 534 Port Elizabeth 6000  
 Telephone:

Year	Membership			
	African	Asian	Coloured	White
1980				38
1979				38
1978				38
1977				38
1976				38
1975				38
1974				..
1973				38
1972				..
1971				..
1970				..
				Total

PORT ELIZABETH OPERATIVE PLUMBERS EMPLOYEES ASSOCIATION



# Mining council to take Botha to court

By STEVEN FRIEDMAN  
Labour Correspondent

THE Council of Mining Union is to take the Minister of Manpower, Mr Fanie Botha, to court in a case which could have important implications for labour law, a CMU source said yesterday.

The Council represents all white workers on mines which belong to the Chamber of Mines.

The CMU's decision stems from an application for a conciliation board it made to the Minister in December.

In it, the unions alleged the mines committed an unfair labour practice by discriminating between different classes of workers on sick pay.

This, the source, said, had arisen out of claims that some mine managers "arbitrarily" docked the pay of workers who had been sick.

The term "unfair labour prac-

151  
20/4/82  
R20H

... was introduced into labour law after the first Wiehahn Commission report and is designed, Government spokesmen say, to protect workers. The law allows the Minister to take action on various disputes if an unfair labour practice is alleged.

Earlier this week, the council received a reply from the Department of Manpower which, CMU men believe, rejected the view that discrimination between workers on sick pay could be an "unfair labour practice".

"The department agreed to appoint a conciliation board, which means that they recognise that a dispute exists. But the Minister stipulated that the board would not be discussing anything which is an alleged unfair labour practice."

"We have consulted lawyers on the issue and they believe that the Minister is therefore saying that discrimination of this nature could never be an unfair labour practice, even if the allegations are true."

"Our lawyers believe that we have good grounds for arguing that the Minister has not properly applied his mind to this issue and we are therefore going to court," a CMU unionist said.

He argues that the issue is not whether the mines did discriminate as the unions allege they did, but whether the alleged action could be an unfair labour practice. The case could, therefore, enable the courts to spell out further what constitutes an unfair labour practice.



MR FANIE BOTHA  
faces court action

Telephone: (011) 211 494

Year	Membership		
	African	Asian and Coloured	White
1970	..	..	1 197
1971	..	..	1 288
1972	..	..	1 288
1973	..	..	1 288
1974	169	1 270	1 439
1975	147	1 262	1 309
1976	202	975	1 177
1977	232	964	1 196
Total			991

<sup>Jan</sup>  
<sup>3/5/82</sup>  
 No strike, but dispute goes on ~~(15)~~ (15) (19)

Workers at the giant Sigma Motor Corporation in Pretoria have rejected strike action as a weapon in their pay dispute with management.

But at a report-back meeting in Mamelodi last week, members of Fosatu's National Auto-

mobile and Allied Workers' Union voted to boycott the Sigma canteen as a mark of their discontent.

Pay talks at Sigma broke down with management making a final offer of a bottom rate of R1,91 an hour and the union holding out

for a minimum R2 an hour "living wage."

This was the second time Sigma wage negotiations ended in deadlock since the union was recognised at the height of last year's strike at the corporation.

Black Allied Workers Union  
Cape Explosives Industrial Workers Union  
Chemical and Allied Workers Union  
Chemical Workers Industrial Union

Chemical Workers Union  
Durban Rubber Industrial Union

Engineering and Allied Workers Union of S.A.  
Engineering Industrial Workers Union of S.A.

Federated Mining, Explosives and Chemical Employees Union  
Industrial Staff Association

General Workers Union  
National Union of Engineering, Industrial & Allied Workers

National Union of Motor Assembly & Rubber Workers of South Africa  
S.A. Chemical Workers Union  
South African Allied Workers Union (SAAWU)

Steel, Engineering and Allied Workers Union  
Unbongtwini Industrial Workers Union  
Weskaps Plotstot & Chemiese Operateursvakbond

Non-Meta

Building & Glass Workers Union  
National Glass Workers Union

National Transport Workers Union  
Base Metal Workers Union

Machine  
Amalgam  
Black & Electrical Workers Union

Electrical & Electrical Workers Union  
Engineers & Electrical Workers Union

General Iron & Metal Workers Union  
Motor & Motor Workers Union

Motor & Motor Workers Union  
National Steel Workers Union

South African Allied Workers Union (SAAWU)  
Steel, Engineering and Allied Workers Union

United African Motor and Allied Workers Union  
Transvaal, Radio, Television and Allied Workers Union

Steel

Motor & Motor Workers Union  
National Union of Motor Assembly & Rubber Workers of South Africa

S.A. Chemical Workers Union  
South African Allied Workers Union (SAAWU)

Steel, Engineering and Allied Workers Union  
Unbongtwini Industrial Workers Union

Weskaps Plotstot & Chemiese Operateursvakbond

# Sigma workers boycott canteen

THE two-month-long wage dispute at Pretoria's Sigma Motor Corporation took a dramatic turn over the weekend when about 500 employees threatened to boycott food at the canteen for a week in protest against management's stand that negotiations on the wage issue were closed.

By **NORMAN NGALE**

Mr Leon Shirley, Sigma's senior public relations manager, said on Friday that their minimum hourly payment of R1.91 for unskilled labourers was final and as far as the company was concerned the issue was no longer negotiable with the National Automobile and Allied Workers' Union (NAAWU) which represents more than 3 000 employees at the plant.

which is not strategic. We hope to resume the talks with management this week."

The minimum monthly wage for unskilled labourers, according to Mr Shirley, was R372 and a 19 per cent increase effective from May 8 would be payable on May 21.

In a statement released on Friday, NAAWU said: "We reached a deadlock with management on April 23 after weeks of negotiating. We rejected their proposed 19 per cent increase which they say is a living wage. Sigma wants to push us into a striking situation

Meanwhile Sapa reports from Port Elizabeth that the managing director of Volkswagen, where about 5 600 black workers have been on strike since April 29, says he is hopeful that the problem will be settled and the plant will return to normal production this week.

In a statement re-

leased at Uitenhage, Mr Peter Searle issued a warning that prolonged and continued worker action such as experienced in the past week would seriously jeopardise future investment plans and employment possibilities.

He said that management was prepared to talk to representatives of the employees at any time, provided the workers first returned to work.

Referring to the demand of the striking black labour force that all 316 workers re-trenched on April 21 be reinstated, Mr Searle said he was satisfied, after re-examining the records of all workers concerned, that there were no cases of unfair retrenchment. He said that from a pure business point of view the number of people re-trenched should have been considerably higher.

Adverts

ICS

# Union accuses KwaZulu of stalling

Mercury Reporter  
THE South African Allied Workers' Union yesterday accused KwaZulu's Department of Works of stalling meetings for nearly two months.

This charge was made following attempts to raise long-standing grievances held by temporary and casual labourers at KwaZulu's Department of Works.

The chairman of the workers' committee, who asked not to be named, said about 500 temporary and casual workers had complained of low wages — some he claimed were being paid as little as R3.29 a day.

## Letters

He also said a number of the workers had complained that they had been employed as temporary workers for more than five years.

They should have been transferred to permanent staff after three months' probation, he claimed.

Saawu's branch chairman and national treasurer, Mr Isaac Ngobo, said yesterday he had sent a number of letters to the KwaZulu Minister of Works requesting a meeting to discuss the workers' grievances.

He said after several weeks of negotiating he was referred to the Secretary of the Department of Works, Mr Tony Johns, who agreed to meet him last Wednesday.

When workers' committee members and Saawu officials arrived at Ulundi they were told the meeting would have to be cancelled unless Mr Ngobo agreed to meet alone Mr Johns without the presence of the delegation.

## Cancelled

'We had no choice but to forget the meeting,' said Mr Ngobo. 'What had to be said concerned the whole of the delegation and not only me.'

'I simply cannot understand the motive behind Mr Johns's request especially after Chief Buthelezi has recently made several statements in favour of trade unions.'

KwaZulu Department of Works's secretary, Mr Johns, said yesterday that he had cancelled the meeting last week because the appointment had been made with Mr Ngobo and 'nobody else'.

He said the workers' representatives at the meeting had not been from the official works committee so he had told them to raise their grievances through the accredited channels.

# Work stoppage in Parow —deadlock

AR&US  
5/5/82

*[Handwritten initials and marks]*

THE DEADLOCK between management and 90 workers at Parow Galvanizing General over a clause in the proposed agreement obliging management to consult the workers' committee before dismissing any worker, is continuing.

The General Workers' Union, to which the workers belong, said this was a perfectly reasonable clause which had been agreed to by all firms which recognised the union. The clause was to protect workers against unfair dismissals, said the union.

Mr I B Dodds, a spokesman for management, said yesterday management would not agree to the clause. As far as management was concerned the workers had dismissed themselves by going on strike and would have to re-apply for their jobs. They would be selectively re-employed, he said.

## UNREGISTERED

Mr Dodds said management was not prepared to talk to the General Workers' Union because it is unregistered in terms of the Industrial Conciliation Act. "We recognise the right of workers to belong to the union but we will not talk to any

union which is unregistered," he said.

A spokesman for the General Workers' Union said while registration was an important issue, it was not the cause of the dispute.

"It is meaningless to recognise that workers have a right to belong to the union if they can't exercise that right as they see fit. We are an open legal organisation recognised by managements at a number of major firms, including those in the steel and engineering industry. Many managements and even the Minister of Manpower are indicating they must look at the representivity of unions, rather than at whether they are registered.

## PROOF

"In the case of Parow Galvanizing General, we provided ample proof that we were representative," she said.

The workers have not signed off or collected their pay. They say they will not accept selective re-employment either.

"They remain committed to winning their demand for the setting up of adequate channels through which grievances can be taken up," said a union statement.

# Diamond

## ruling

## crucial to

## industry

By Drew Forrest  
The South African Diamond Workers' Union has again taken employers in the diamond-cutting industry to the Industrial Court and the case could have crucial implications for South African labour law.

In a case heard in Johannesburg this week, the all-white union alleged the employers had circumvented an industrial council agreement which protects skilled white workers in the industry.

The agreement provides that where skilled workers are put on short time because of poor business, unskilled workers in the same factory must not cut stones above a certain size.

To circumvent the agreement employers are establishing separate plants for unskilled workers, the union claims.

The union is asking the court to amend the agreement or make a parallel determination to prevent the alleged practice.

It is understood the employers are arguing that the court has no right to interfere in "domestic legislation" by amending a promulgated agreement at the request of one party.

Said one source: "What is at stake is the future of the industrial council system. If the court rules that it has jurisdiction to amend industrial agreements at the request of one dissatisfied party, the effects will be very wide-ranging."

151

~~151~~

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Staw  
6/5/68

CAPC Times 8/5/82

# Fosatu ~~151~~ bodies fail in appeal

**Own Correspondent**  
JOHANNESBURG. — The Minister of Manpower, Mr Fanie Botha, has turned down an appeal by Fosatu-affiliated unions against an official's decision to grant them government registration on a racial basis.

His move is certain to embroil government labour reforms in new controversy. They come six months after an Act which removed all race references from labour law was enacted.

A senior Department of Manpower official said yesterday that the minister was unable to take the new Act into account — but added that in spite of the removal of race, it was still possible to register unions racially under the new Act.

## Supreme Court

And Fosatu's general secretary, Mr Joe Foster, said yesterday that his organization would appeal to the Supreme Court against the minister's decision.

Early last year the Industrial Registrar granted several Fosatu unions registration, which entitles a union to official bargaining rights.

But he also stipulated that they be granted these rights for specific race groups only — blacks in the case of most of the unions.

Fosatu, which has a non-racial constitution, is committed to accepting non-racial registration only and it appealed to the minister against the decision.

At the time, Fosatu said the decision undermined

the credibility of government labour reforms. The move was also attacked by international unions.

A senior Manpower Department official confirmed yesterday that the minister had turned down the appeals.

He had done so because the Registrar had taken his decision when the old law was in force and this law forced the registrar to take race into account, he said. The minister therefore had "no option" but to uphold the decision.

Fosatu unions could, he said, now apply to extend their registration to other races and this would be "easier" to obtain under the new law.

"But even under the new law, if an already-registered union objects to their registration, we would have to take race into account," he said.

## Pressure

Pressure for the department to take this stance has come from established unions who want to protect their official bargaining rights.

Mr Foster said Fosatu's lawyers rejected the department's argument that the Registrar was forced to take race into account.

"There is nothing in the law that forces him to do that. As they themselves say, if he is forced to do that under the old law, he must still do it under the new law, despite the fact that it says nothing about race.

"They are saying that the whole registration system is still racial, despite the reforms, and we are obliged to test that in court," he said.

**Hotel gun incident: City man, 41, fined**

A BLUENBERGSTRAND man who hit a security guard in the mouth with the butt of a gun after being requested to leave the premises of the hotel. Constable P M du Toit testified that he had arrested a mobile police constable on the Grand Parade and asked the latter to hand him the bag with the gun. Pelisser then drew the gun and pointed it at Constable Du Toit's head. Constable Du Toit said he managed to remove the gun and pointed it at Constable Du Toit's head. Pelisser then drew the gun and pointed it at Constable Du Toit's head. Constable Du Toit said he managed to remove the gun and pointed it at Constable Du Toit's head.



**Funeral for Villeneuve**

BERTHIERVILLE, Canada — General services for the 32-year-old Belgian grand prize — Sapa-At Saturday after his funeral. Villeneuve died on Saturday. Villeneuve was held here for the 32-year-old Belgian grand prize — Sapa-At Saturday after his funeral.

**Side Shades**

ONLY EACH \$5.35

for string shades. One size only. Ideal for bedrooms.

side shades in gold, pink, green, blue, etc.

to \$49.95

to \$39.95

to \$19.95

to \$11.95

to \$6.95

For all purposes in plans or heavy hotels. Add Tax

**Lamps & Shades**

SHADES

What is most confusing is why they went their jobs back if they are forced to work in this environment."

A spokesman for the National Occupational Safety Association (NOSA) said he was aware of conditions at Parow Galvanizing but in terms of the Workers' Compensation Act said he was not allowed to divulge details.

side shades in gold, pink, green, blue, etc. to \$49.95 to \$39.95 to \$19.95 to \$11.95 to \$6.95

**No settlement expected in metals dispute**

JOHANNESBURG. — Own Correspondent

The unions have demanded a 20 percent increase for artisans and a 15 percent increase for unskilled workers of R1.75 an hour. Employer sources on the East Rand have suggested that they are willing to increase their offer in order to achieve a settlement. There is support for this among some East Rand firms whose workers have struck, saying they cannot wait for the end of council negotiations. But sources yesterday said it was likely Setliza would increase his offer. "I am negotiating in a heavy engineering firm. Heavy engineering firms seem prepared to give more, but light engineering employers seem determined to stand fast," a unionist said. "But my latest information is that there may be no change in the Setliza offer at the meeting."

An employer source said categorically that Setliza had decided to remain firm on its previous offer. He added that employers would be easier to reach agreement on black unskilled wages than on artisan wages. "It is the white unions who seem to be anted increase would raise skilled pay by only 10 percent."

The spokesman said he was aware of conditions at Parow Galvanizing but in terms of the Workers' Compensation Act said he was not allowed to divulge details.

**Unfortunate**

The spokesman said: "Apart from the very unfortunate incident in which a worker was killed and which was fully investigated by the factory inspector, there have been no reported broken limbs in the last three years. As for the ungainly cases of 'T' which nearly half-a-million workers — but industry men do not expect a settlement. The unions have declared a dispute with employers, which means they can hold a legal strike ballot if the deadlock is not broken by the end of June. The deadlock — which has delayed a wage agreement in the industries — has also led to strikes by black metal workers on the East Rand. Some sources believe employers, represented by the Steel and Engineering Industries Federation, may increase their last offer at today's meeting. "I am negotiating in a heavy engineering firm. Heavy engineering firms seem prepared to give more, but light engineering employers seem determined to stand fast," a unionist said. "But my latest information is that there may be no change in the Setliza offer at the meeting."

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AT THE BOTTOM OF THE PAGE



# Pay query led to sackings union

**Labour Correspondent**  
MOST of the 20 workers at a Vrededorp depot run by Perskor's Republican News Agency (RNA) were fired last week — because, their union claims, they asked why money was repeatedly deducted from their pay packets.

But a spokesman for the company said yesterday the workers had been sacked because they refused to work after complaining about their pay.

A spokesman for the Commercial, Catering and Allied Workers Union (Ccaawusa), said yesterday 14 of the depot's workers had visited the union office to complain that they had been fired. Two other workers were also sacked and the other four were on leave, he said.

"The workers say they were sacked after questioning the fact that money had been deducted from their pay packets.

"Recently, when workers

were late because of the train accident in Soweto, money was deducted — this also happened when they went to see Perskor management to complain about their pay," the spokesman said.

On Friday, the workers had gone to see the manager, a Mr Meyer, to ask why a new deduction had been made. "They were all fired as a result," he said.

"Some time ago, the depot manager discovered that six workers were union members and fired them all," the spokesman claimed.

An RNA spokesman described the union's allegations as rubbish.

He confirmed that the workers had been fired on Friday, but said this was because they were unhappy about their pay and therefore refused to work.

Some had also been late for work, he said.

He denied that all the workers present on the day of the incident had been fired.

# New hopes for metal industry wage deadlock

Labour Correspondent

HOPES for a settlement of the wage dispute in the giant metal industries rose sharply yesterday as employers and registered unions agreed to resume full negotiations on Monday.

And union sources said employers had indicated they could make a new wage offer when the talks resume.

The talks broke down early last month, and registered unions on the metal industries' industrial council declared a dispute with employers represented by the Steel and Engineering Industries Federation.

This would allow them to hold a legal strike ballot if the dispute were not settled by the end of June.

The council's agreement sets minimum pay and work conditions for nearly 500,000 workers of all races.

Yesterday the council's executive met to discuss the dispute in terms of a dispute procedure.

A statement issued after the meeting said the two sides had agreed to return to the negotiating table.

A meeting of the full council, comprising full delegations from Seifsa and the unions, would be held on Monday.

It said both sides agreed that the best course of

action would be for the parties to return to the negotiating table at the earliest possible opportunity.

"Both sides agreed that the full negotiating body, the national industrial council, be reconvened on Monday in a further attempt to reach agreement."

"The prompt reconvening of the council indicates the desire of the parties to resolve the dispute through the negotiating procedures of the council," the statement said.

Union sources said Seifsa had not made any new wage proposals yesterday, but would give unions its new proposals on Monday morning.

"There was a definite change in the atmosphere of the meeting. I believe we could settle the dispute on Monday," a source said.

The delay in finalising a new wage award has prompted some strikes by black workers on the East Rand.

Unions declared the dispute after rejecting a Seifsa offer of guaranteed increases of 25c an hour for all workers and rises in minimum rates of 14-22%.

"They have said this offer is unacceptable and that it is up to employers to change their offer if the deadlock is to be broken."

# GWU in recognition dispute with SATS

Cape Times 12/5/82

By PHILLIP VAN NIEKERK

A RECOGNITION dispute which could alter the course of labour relations in South Africa is emerging between the South African Transport Services (SATS) and the unregistered General Workers' Union (GWU).

While the dispute involves only about 1 000 workers, mainly in the East London and Port Elizabeth docks, it has started to capture the attention of trade unions and the media overseas and the Minister of Transport, Mr Hendrik Schoeman, has already been drawn into it.

This is because it is the first time that a predominantly black union operating outside the official bargaining system has applied to a State employer for recognition.

Tension at the two ports began about a year ago after Railways quayside workers at East London, and later Port Elizabeth, joined the GWU. At both ports, along with Cape Town, the union had already organized the stevedores and been recognized by the SA Stevedoring Service Company (Sasso) and Renies Grindrod Cotts.

## 'Harassment'

Mr David Lewis, general secretary of the GWU, claims that the response of the SATS management, apart from rejecting the union's approaches for negotiation, has been harassment and intimidation of union members. He says police have questioned workers, threats of dismissal have been made and the chairman of the Port Elizabeth workers committee, Mr Jeremy Tolwana, was dismissed early this year.

Mr Lewis believes the SATS could be provoking a strike — in which they would be afforded an excuse to sack the entire workforce at the two ports — in an attempt to rid the SATS of GWU members.

## Too late for classification

**MINIATURE** neutered male, cross-Dobermann, long tail, tawny marking on chest from Lansdowne Station area. Telephone 63-8629 from 6pm and 61-2686 from 6pm onwards. Reward offered.

**BLACK** Lassie-type Collie dog with white neck and chest, lost Clearmont area. Reward. Telephone 45-2648. She. Age 4. 8/30.

The SATS has rejected any possibility of dealing with the GWU. Last month, Mr Hendrik Schoeman told the annual congress of the Artisan Staff Association that the SATS refused to recognize any "outside trade union" or to let them represent railway workers.

The SATS standpoint is that there is already a union to represent their workers — the Black Staff Association, which, after one year of existence, claims to represent 50 000 workers.

Mr Lewis dismisses the Black Staff Association as the "SATS black personnel department dressed up and registered as a trade union".

## Discipline

"The SATS workers want to be represented by a union of their own choice, a right which has been recognized in present government policy," he says.

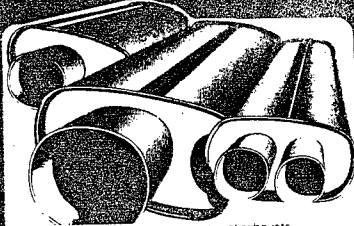
"What must be noted is the extraordinary discipline of our workers, who have not allowed themselves to be provoked into striking."

There would be profound implications for industrial relations in South Africa if the SATS, one of the largest employers in the country and a State corporation, chose to recognize a workers committee affiliated to an unregistered, "progressive" union. There could also be serious implications if the present situation were to continue.

Close working contact between the quayside workers and the stevedores means that in the event of a strike they would be united, with the power to effectively shut both ports, affecting Cape Town and Durban as well. In addition, interest shown in the dispute by the powerful International Transport Workers Federation (ITF) and its affiliate unions, who have pledged support for the GWU, raises the possibility of blocking of South African goods.

The question is how the private sector and in particular the stevedoring companies, who have been silent until now, will react to the mounting tension at the two ports — which could prove a serious threat to industrial peace.

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- PAARL Jan van Riebeeck Street Tel 2 9250
- GRASSY PARK 5th Avenue Tel 72 6448

- WORCESTER 163 High Street Tel: 3170
- STELLENBOSCH 137 Bird Street Tel 72767
- GEORGE Corner Courtenay & Mouze Streets Tel 6297
- KAYNA Union Street Tel 7 3235
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K RAND N

CAPE TOWN 12/15/78

# Gwusa gets world support

Own Correspondent

GENEVA. — The General Workers Union of South Africa has won international backing in its dispute with the South African Bottling Company of Port Elizabeth, the Coca-Cola franchise holder.

Gwusa has launched a nationwide boycott of Coca-Cola products with the support of the Geneva-based International Union of Food and Allied Workers' Association, which groups 175 unions with nearly 2 million members in 19 countries.

The dispute began in October when 220 Gwusa members went on strike over poor working conditions and lack of recognition for their union.

A spokeswoman for IUF yesterday did not rule out the possibility of an international boycott against Coca-Cola products.

The IUF helped Gwusa gain recognition at the Rowntree Mackintosh factory.

Leading British trade unionists demonstrated outside the South African Embassy demanding the release and dropping of charges against the president of the South African Allied Workers' Union (Saawu), Mr Thozamile Gweta. Saawu vice-president Mr Sisa Njikalana, and Saawu member Mr Sam Kikine.

The three were charged on May 5 in terms of the Terrorism Act.

In York, anti-apartheid demonstrators urged shareholders arriving for the AGM of Rowntree Mackintosh to consider carefully the company's operations in South Africa.

1974 affiliated to IUF other unions formed in

ed by 1977/78 and with

Registration: Yes  
 Founded: 1936  
 Area of operation:  
 Officials: Secretar  
 Address: 201/4 City  
 Corporate  
 Cape Town  
 8001

Telephone: (021) 433658

1980/81  
 Fosatu Annua  
 Report

	White	Total
x	320	418
x	294	322
x	305	331
x	201	222
x	347	377
\$	445	
	460	
Ship		

Year	Afric
1980	
1979	
1978	
1977	
1976	
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KENNISGEWING 301 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
AANSOEK OM VERANDERING VAN DIE REGISTRA-  
SIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevoelge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ont-vang is van die National Union of Leather Workers. Beson-derhede van die aansoek word in onderstaande tabel ver-strek.

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 Man-nekrag, Mannekraggebou 449, Schoemanstraat 215, Preto-ria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—National Union of Leather Workers.

*Datum waarop aansoek ingedien is.*—26 Februarie 1982.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Blankes en Kleurlinge in diens in die deel van die Leer- en Aanverwante Nywerhede in die landdrostrik Malmesbury wat te doen het met die vervaardiging van gordels en handsakke wat uitsluitlik of hoofsaaklik gemaak word van leer of materiale wat dieselfde konstruksie- en funksionele eienskappe as leer het en 'n plaasvervanger daarvoor is by die vervaardiging van sodanige gordels en handsakke, waarby die vervaardiging van gordels van materiaal egter uitgesluit is.

*Posadres van applikant.*—Posbus 3039, Port Elizabeth, 6056.

*Kantooradres van applikant.*—Mountweg 27, Port Eliza-beth.

150 NOTICE 301 OF 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Regis-trar, 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 Leather Workers. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the applica-tion is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, 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 Leather Workers.

*Date on which application was lodged.*—26 February 1982.

*Interests and area in respect of which application is made.*—White and Coloured persons employed in that section of the Leather and Allied Industries in the Magisterial District of Malmesbury concerned with the manufacture of belts and handbags made wholly or mainly of leather or materials having the same constructional and functional qualities as leather and being a substitute therefor in the construction of such belts and handbags but excluding the manufacture of belts from fabrics.

*Postal address of applicant.*—P.O. Box 3039, Port Eliza-beth, 6056.

*Office address of applicant.*—27 Mount Road, Port Elizabeth.

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, Nywerheidsregistateur.  
(14 Mei 1982)

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.  
(14 May 1982)

KENNISGEWING 302 VAN 1982

Ingevolge artikel 34 (2) van die Bouverenigingswet, 1965 (Wet 24 van 1965), word onderstaande saamgestelde opgawe vir algemene inligting gepubliseer:

SAMEVATTING VAN MAANDELIKSE OPGAWES DEUR PERMANENTE BOUVERENIGINGS VIR DIE MAAND GEËINDIG 31 MAART 1982  
SUMMARY OF MONTHLY RETURNS BY PERMANENT BUILDING SOCIETIES FOR THE MONTH ENDED 31 MARCH 1982

	Getal Number	Bedrag Amount	Bedrag Amount
		R	R
Getal verenigings/Number of societies.....	11		
Aandeelkapitaal/Share capital:			
Onbepaalde/Indefinite.....		3 866 556 618	
Vasteternyn/Fixed period.....		2 153 102 961	
Totaal/Total.....			6 019 659 579
Algemene reserve/General reserve.....			237 952 530
Deposito's/Deposits:			
Transmissie/Transmission.....		119 170 182	
Spaar/Savings.....		2 939 095 192	
Vaste/Fixed.....		4 359 874 660	
Totaal/Total.....			7 418 140 034
Opgeloopte rente/Accrued interest.....			70 412 624
Kollaterale kontantdeposito's/Collateral cash deposits.....			66 334 809
Opgeloopte rente/Accrued interest.....			388 821
Lenings en oortrekkings/Loans and overdrafts.....			60 306 984
Voorskotte teen verband/Mortgage advances:			
Alle voorskotte/All advances.....			11 275 937 657
Toegestaan maar nie uitbetaal nie/Granted but not paid out.....			500 518 033
Likwiede bates/Liquid assets:			
Kontant en deposito's onmiddellik opvraagbaar/Cash and deposits withdrawable on demand.....		523 258 827	
Lenings aan diskontohouse en wissels/Loans to discount houses and bills.....		60 835 385	
Onbeswaarde effekte/Unencumbered securities.....		428 264 657	
Opgeloopte rente/Accrued interest.....		8 510 243	
Totaal/Total.....			1 020 869 112
Statutêre minimum bedrag/Statutory minimum amount.....			866 064 310
Voorgeskrewe beleggings/Prescribed investments:			
Likwiede bates/Liquid assets.....		1 020 869 112	
Deposito's (behalwe die wat as likwiede bates geld)/Deposits (other than those ranking as liquid assets).....		100 072 039	
Lenings aan diskontohouse (behalwe die wat as likwiede bates geld)/Loans to discount houses (other than those ranking as liquid assets).....		—	
Leningsheffings van die Regering van die Republiek/Loan levies of the Government of the Republic		9 254 287	
Onbeswaarde effekte (behalwe die wat as likwiede bates geld)/Unencumbered securities (other than those ranking as liquid assets).....		557 232 242	
Opgeloopte rente/Accrued interest.....		16 137 147	
Totaal/Total.....			1 703 564 827
Statutêre minimum bedrag/Statutory minimum amount.....			1 328 919 578

(14 Mei 1982)/(14 May 1982)

# Metal <sup>45/12</sup> <sup>CAK-12/13</sup> industry <sup>(15)</sup> dispute settled

DURBAN — A wage dispute between employers and unions of the giant Metal Industries' Industrial Council was finally resolved yesterday when they agreed on minimum increases of between 16 and 26,5 percent.

Only one union party to the council has rejected the increases, claiming that the agreement further denigrates industrial councils in the eyes of black workers.

The registered unions declared a dispute in April after they had rejected wage offers made by the employers' body, the Steel and Engineering Industries Federation of South Africa (Seifsa).

After an executive meeting of the industrial council last week it was agreed to return to the negotiating table in an attempt to resolve the dispute.

The general secretary of the Steel Engineering and Allied Workers' Union of South Africa, Mrs J. Hlongwane, said they had rejected the increases and had asked that the union not be cited as party to the agreement.

The Steel Engineering and Allied Workers' Union, rejecting Seifsa's earlier wage offers of an increase of 25c an hour, had demanded an increase of 50c an hour for unskilled workers, which would bring the minimum wage up to R1.63 an hour.

Mr A O de Jager, the Industrial Council's general secretary, said yesterday the increases in minimum schedule rates in the agreement range from 16 percent for skilled workers to 26,5 percent for unskilled workers.

**NEWS**

**Board meets on mining dispute**

By Drew Forrest

A Government-appointed conciliation board meets today in a bid to break the six-week deadlock over pay in the mining industry.

The board is a crucial step on the road to lawful strike action. If it cannot settle the dispute, mining unions may stage a strike ballot after 30 days.

The Council of Mining Unions (CMU) representing 25 000 white miners including members of the Mine Workers' Union, will seek to drive up the Chamber of Mines' earlier offer of a 5.5 percent pay increase. The CMU has demanded a 15 percent rise.

**DISPUTE**

And in the metal industries, the industrial council meets today on the dispute between 13 members of the Metal and Allied Workers' Union (Mawu) and their former employer, the Flekser metal company in Wadeville.

If the council cannot resolve the dispute, it will automatically be referred to the Industrial Court as an unfair labour practice.

The applicants claim as unfair the initial dismissal of three workers and the subsequent dismissal and re-employment of the entire 240-strong workforce after a strike.

According to Flekser management, the three were fired after disciplinary action following a refusal to work.

10 000  
7 899  
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12 x 25 = 300  
1 1/2 x 25 = 37 (nearest R)  
R637

10 00  
10 00

Proceeds

Contribution by Creditor

Proceeds

Liquidation a/c  
Motor Car a/c  
Property a/c  
Shares a/c

Schedule of Apportionment

Gross value c  
R8 per each c  
Master's fees

Concurrent claim 31

Rates to which

15 August X8 -  
15 August X7 -  
15 August X6 -

(R25 per month)

Rates:



# Bid to settle mines dispute

By STEVEN FRIEDMAN  
Labour Correspondent

THE Chamber of Mines and unions representing white miners meet at an official conciliation board today in a new attempt to settle the dispute over white wages in the industry.

The unions, represented by the Council of Mining Unions, have declared a dispute with the Chamber. The conciliation board has been appointed by the Minister of Manpower in terms of the official disputes-settling machinery in labour law.

If the conciliation board fails to settle the dispute within 30 days, unions may call a legal strike ballot.

The two sides deadlocked after the Chamber offered white union men a 5% increase — the CMU is demanding 15%.

Unionists say the Chamber said it was not prepared to negotiate further unless unionists dropped their demands to substantially below 9.5%, and that the appointment of a conciliation board was therefore "the only way to get

the Chamber back to the negotiating table". At a recent meeting, the Chamber indicated to unionists that 5% was not its final offer, thus raising hopes of a settlement.

"At the same meeting they repeated that they wanted us to drop below 9.5%. That means they are clearly still thinking about an increase of 6%-8% — which is totally unacceptable," a CMU unionist said.

Informed sources say it is unlikely that the dispute will end in a strike by white workers. They point to the fact that previous wage disputes in the industry — in the Seventies — were settled despite tough bargaining stances on both sides.

It is not clear at this stage what effect the deadlock will have on the mines' annual increase for black workers.

There is no negotiation on the gold and coal mines over black wages — the increase is determined by the Chamber. But the increase, which is normally announced in mid-year, is usually determined with the white increase in mind and is not usually announced until negotiations with the unions have ended.

- African Garment Workers Union (Natal)
- African Leather Workers Union (Transvaal)
- African Trunk & Box Workers Union
- Black Allied Workers Union
- Garment Workers Industrial Union (Natal)
- Garment Workers Union of South Africa
- Garment Workers Union (Western Province)
- General Workers Union
- General Workers Union of South Africa
- National Union of Clothing Workers
- National Union of Leather Workers
- National Union of Textile Workers
- South African Allied Workers Union (SAAMU)
- S.A. Canvas & Ropeworkers Union
- S.A. Canvas & Ropeworkers Union (Cape)

## Textiles, Clothing, Leather and Footwear

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

## Tobacco

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

Analgam  
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Wood & W

Trunk & B

Transvaal

Textile W

Textile W

Tanning, I

Tailoring

S.A. Canvas & Ropeworkers Union

S.A. Canvas & Ropeworkers Union

South African Allied Workers Union (SAAMU)

National Union of Textile Workers

National Union of Leather Workers

National Union of Clothing Workers

General Workers Union

General Workers Union of South Africa

Garment Workers Union (Western Province)

Garment Workers Union of South Africa

Garment Workers Industrial Union (Natal)

Black Allied Workers Union

African Trunk & Box Workers Union

African Leather Workers Union (Transvaal)

African Garment Workers Union (Natal)

African Tobacco Workers Union

National Union of Cigarette & Tobacco Workers

Rustenburg Tabakwerkersvereniging

Tobacco

Sweet Workers Union

Sugar Industry Employees Union

South African Allied Workers Union (SAAMU)

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

S.A. Electrical Workers Association

Western Province Sweet Workers Union

Witwatersrand Baking & Confectionery Industrial Union

Witwatersrand Brewing & Employees Union

# Hopes rise in mines dispute

1974 affiliated for other unions for  
 1974 affiliated by 1977/78 and with

**Labour Correspondent**  
 HOPES of a settlement of the wage dispute between the Chamber of Mines and unions representing white miners rose yesterday after a conciliation board meeting between the two parties.  
 A Chamber statement afterwards said the two sides had agreed to continue talks at "a later date".  
 No date has been set for a second meeting but a union source said he expected it "very soon".  
 He added: "I think it is likely we will soon be able to agree on a new wage increase."  
 Unions represented by the Council of Mining Unions declared a dispute after rejecting a 5% pay offer.  
 The unions want 15%.

Meanwhile, the three mine officials' associations tabled their own wage demands at a meeting this week. The Chamber will respond at a meeting planned for June 11.  
 Mr Robert Botha, general secretary of the Tucsa-affiliated Mine Surface Officials Association, said yesterday his union had demanded a 9% pay increase. The other two want a 15% rise.  
 In a memorandum tabled at the talks, the MSOA said an increase of about 16% would at least accommodate the rate of inflation expected in 1982. Anything less would "involve members of the association in a most difficult position in the year to come."  
 He said inflation had eroded real earnings of union members "to the point where employers will have to revise earnings more fundamentally".

Registration: \_\_\_\_\_  
 Founded: 1939  
 Area of Operation: \_\_\_\_\_  
 Officials: Sec  
 8001  
 Cape T  
 Corpor  
 Address: 201/4

Telephone: (021) 433658

Report  
 Fosatu Annual  
 1980/81

Year	Membership		
	African	Asian and	White
1980			460
1979			445
1978			..
1977		347	377
1976		201	222
1975		305	331
1974		294	322
1973		320	418
1972			
1971			
1970			
			Total

*Verwagte in 1982*

150

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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABEL**

**TABLE**

*Naam van vakvereniging.*—Building Construction and Allied Workers' Union.

*Name of trade union.*—Building Construction and Allied Workers' Union.

*Datum waarop aansoek ingedien is.*—11 Maart 1982.

*Date on which application was lodged.*—11 March 1982.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Swartes in diens in die—

*Interests and area in respect of which application is made.*—Black persons employed in the—

(a) Sementproduktenywerheid in die landdrosdistrikte Kempton Park, Krugersdorp en Nigel;

(a) Cement Products Industry in the Magisterial Districts of Kempton Park, Krugersdorp and Nigel;

(b) Keramieknywerheid in die landdrosdistrik Kempton Park;

(b) Ceramics Industry in the Magisterial District of Kempton Park;

(c) Swaarklei- en Verwante Produktenywerheid in die landdrosdistrikte Kempton Park, Sasolburg en Vanderbijlpark;

(c) Heavy Clay and Allied Products Industry in the Magisterial Districts of Kempton Park, Sasolburg and Vanderbijlpark;

(d) Padmaakbedryf in die landdrosdistrik Sasolburg; en

(d) Roadmaking Industry in the Magisterial District of Sasolburg; and

(e) Klipvergruisingsnywerheid in die landdrosdistrikte Kempton Park en Krugersdorp;

(e) Stonecrushing Industry in the Magisterial Districts of Kempton Park and Krugersdorp;

maar met uitsondering van dié in diens van plaaslike owerheide en die Suid-Afrikaanse Vervoerdienste in bogenoemde nywerheide en bedryf.

but excluding those employed by local authorities and the South African Transport Services in the above industries.

“Sementproduktenywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om een of meer van die volgende artikels te vervaardig:

“Cement Products Industry” means the industry in which employers and employees are associated in establishments for the purpose of manufacturing one or more of the following articles:

Stene, teëls, dakpanne, blokke, pilare, potte, pype, pyp-toebehore, lugroosters of enige ander artikel waarvan sement of kalk of beide sement en kalk die vermaamste bindmiddel vorm en wat nie deur middel van oondbrand gehard word of enige ander verhitingsproses ondergaan nie, behalwe om die hardword van die bindmiddel te bespoedig, en dit omvat ook alle werksaamhede wat met enige van voornoemde bedrywighe in verband staan of daaruit voortspruit.

Bricks, tiles, roof tiles, blocks, pillars, pots, pipes, pipe fittings, ventilators or any other articles of which cement or lime or both cement and lime form the principal binding material and which are not hardened by means of burning in a kiln or subjected to any other heat process except for the purpose of accelerating the hardening of the binding agent, and includes all operations incidental to or consequent on any of the aforesaid activities.

“Keramieknywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings waar werknemers in diens is vir—

“Ceramics Industry” means the industry in which employers and employees are associated in establishments where employees are employed for—

(a) die vervaardiging van een of meer van die volgende artikels: Elektriese porseleinisolators of -toebehore, erdegoed, pottbakkersware, oondware, sanitêre ware met wit of gekleurde glasuur, laboratoriumuitrusting, badkamertoebehore, muur- of vloerteëls (uitgesonderd steengroefteëls) wat in die vervaardigingsproses verhard word deur dit in 'n oond te bak of enige ander verhitingsproses te laat ondergaan en wat van klei gemaak is of waarvan klei of enige ander hittevasse of isolerende mineraal, erts of materiaal of 'n kombinasie van klei en sodanige ander mineraal, erts of materiaal die hoofbestanddeel uitmaak; of

(a) the manufacture of any one or more of the following articles: Electrical porcelain insulators or fittings, crockery, pottery, ovenware, white or coloured glaze sanitary ware, laboratory equipment, bathroom fittings, wall tiles or floor tiles (other than quarry tiles) which in the process of being manufactured are hardened by burning in a kiln or by any other heat process and which are made from clay or of which clay or any other heat-resisting or insulating mineral, ore or material or a combination of clay and any such other mineral ore or material forms the principal component; or

(b) die ekstraheer, ontginning, winning of bereiding van die klei of hittevasse of isolerende mineraal, erts of materiaal wat gebruik word by die vervaardiging van enige van die artikels in paragraaf (a) genoem, indien uitgeoefen deur werkgewers wat by sodanige vervaardiging betrokke is;

(b) the extraction, mining, winning or preparation of the clay or heat-resisting or insulating mineral, ore or material used in the manufacture of any of the articles referred to in paragraph (a) if carried on by employers who are engaged in such manufacture;

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighe in verband staan of daaruit voortspruit.

and includes all operations incidental to or consequent on any of the aforesaid activities.

“Swaarklei- en Verwante Produktenywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings waar werknemers in diens is vir—

(a) die vervaardiging van een of meer van die volgende artikels (uitgesonderd keramiekware):

Bakstene, silikasandstene, steengroefteëls, dakpanne, plate, hol blokke, vuurvaste produkte, suur- of vuurvaste erdewerk, erdepype, erdepyp toebehore, lugroosters, isoleerprodukte of enige ander artikel wat in die vervaardigingsproses verhard word deur dit in 'n oond te bak of enige ander verhitingsproses te laat ondergaan en wat van klei gemaak is of waarvan klei of enige ander hitte-vaste of isolerende mineraal, erts of materiaal of 'n kombinasie van klei en sodanige ander mineraal, erts of materiaal die hoofbestanddeel uitmaak;

(b) die ekstraheer, ontginning, winning of bereiding van die klei of hitte-vaste of isolerende mineraal, erts of materiaal wat gebruik word by die vervaardiging van enige van die artikels in paragraaf (a) genoem, indien uitgeoefen deur werkgewers wat by sodanige vervaardiging betrokke is;

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywigheide in verband staan of daaruit voortspruit.

“Padmaakbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die doel om paaië of strate te maak of persele of terreine gelyk te maak, te gruis, met beton te bedek of te asfalteer, en dit omvat ook enige werkwinkel waar gereedskap, voertuie of toerusting wat in enige of al bogenoemde werksaamhede gebruik word, gemaak, herstel, nagesien of opgeknop word, en dit omvat verder alle werksaamhede wat met enige van voormelde bedrywigheide in verband staan of daaruit voortspruit.

“Klipvergruingsnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die vergruiging van klip;

(b) die uitgrawe of winning van klip ter vergruiging indien uitgevoer deur werkgewers wat by die vergruiging van sodanige klip betrokke is;

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywigheide in verband staan of daaruit voortspruit.

*Posadres van applikant.*—Posbus 25271, Ferreirasdorp, 2048.

*Kantooradres van applikant.*—Kamer 36, Tweede Verdieping, Estromin House, Simmondsstraat 47a, 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, Nywerheidsregistrator.

(28 Mei 1982)

“Heavy Clay and Allied Products Industry” means the industry in which employers and employees are associated in establishments where employees are engaged in—

(a) the manufacture of any one or more of the following articles (other than ceramic ware):

Bricks, silica-sand bricks, quarry tiles, roof tiles slabs, hollow blocks, refactories, acid-proof or fire-proof earthenware, earthenware pipes, earthenware pipe fittings, ventilators, insulating products or any other article which in the process of being manufactured is hardened by burning in a kiln or by any other heat process and which is made from clay or of which clay or any other heat-resisting or insulating mineral, ore or material or a combination of clay and such other mineral ore or material forms the principal component;

(b) the extraction, mining, winning or preparation of the clay or heat-resisting or insulating mineral, ore or material used in the manufacture of any of the articles referred to in paragraph (a), if carried on by employers who are engaged in such manufacture;

and includes all operations incidental to or consequent on any of the aforesaid activities.

“Roadmaking Industry” means the industry in which employers and employees are associated for the purpose of making roads or streets, or levelling, gravelling, covering with concrete or asphaltting premises or sites and includes any workshop where tools, vehicles or equipment used in any or all of the above-mentioned activities are made, repaired, checked or overhauled and further includes all operations incidental to or consequent on any of the aforesaid activities.

“Stonecrushing Industry” means the industry in which employers and employees are associated for—

(a) the crushing of stone;

(b) the quarrying or winning of stone for crushing if carried on by employers who are engaged in crushing such stone;

and includes all operations incidental to or consequent on any of the aforesaid activities.

*Postal address of applicant.*—P.O. Box 25271, Ferreirasdorp, 2048.

*Office address of applicant.*—Room 36, Second Floor, Estromin House, 47a Simmonds 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.

M. W. J. LE ROUX, Industrial Registrar.

(28 May 1982)



## KENNISGEWING 381 VAN 1982

DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
INTREKING VAN REGISTRASIE VAN 'N  
VAKVERENIGING

Ek, Matheus Willem Johannes le Roux, Nywerheidsregis-  
trateur, maak hierby kragtens artikel 14 (1) van die Wet  
op Arbeidsverhouding, 1956, bekend dat, aangesien ek  
rede het om te vermoed dat die Oil and Petrol Employees  
(Unskilled Labourers) Union nie as 'n vakvereniging funk-  
sioneer nie, 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, Nywerheidsregis-  
trateur.  
(4 Junie 1982)

## NOTICE 381 OF 1982

DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
CANCELLATION OF REGISTRATION OF A  
TRADE UNION

I, Matheus Willem Johannes le Roux, Industrial Regis-  
trator, hereby notify in terms of section 14 (1) of the Labour  
Relations Act, 1956, that as I have reason to believe that the  
Oil and Petrol Employees (Unskilled Labourers) Union is  
not functioning as a trade union, its registration will be  
cancelled unless cause to the contrary is shown within  
period of 30 days from the date of publication of this notice.

M. W. J. LE ROUX, Industrial Registrar.  
(4 Junie 1982)

## AGROANIMALIA

Hierdie publikasie is 'n voortsetting van die Suid-  
Afrikaanse Tydskrif vir Landbouwetenskap Jaargang  
1 tot 11, 1958-1968 en bevat artikels oor Diere-  
produksie en -tegnologie, Diereversorging en  
-ekologie, Fisiologie, Genetika en Teelt, Suiwel-  
kunde en Voeding. Vier dele van die tydskrif word  
per jaar gepubliseer.

Verdiensteike landboukundige bydraes van oor-  
spronklike wetenskaplike navorsing word vir plasing  
in hierdie tydskrif verwelkom. Voorskrifte vir die  
opstel van sulke bydraes is verkrygbaar van die  
Direkteur, Landbou-Infingting, Privaatsak X144,  
Pretoria, aan wie ook alle navrae in verband met die  
tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres  
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(Buitelands R1,75 per eksemplaar of R7 per jaar).

Verkoopbelasting moet by alle binnelandse  
bestellings ingesluit word.

## AGROANIMALIA

This publication is a continuation of the South  
African Journal of Agricultural Science Vol. 1 to 11,  
1958-1968 and deals with Animal Production and  
Technology, Livestock Management and Ecology,  
Physiology, Genetics and Breeding, Dairy Science  
and Nutrition. Four parts of the journal are  
published annually.

Contributions of scientific merit on agricultural  
research are invited for publication in this journal.  
Directions for the preparation of such contributions  
are obtainable from the Director, Agricultural  
Information, Private Bag X144, Pretoria, to whom  
all communications in connection with the journal  
should be addressed.

The journal is obtainable from the above-men-  
tioned address at R1,50 per copy or R6 per annum,  
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Afrikaanse Tydskrif vir Landbouwetenskap Jaargang  
1 tot 11, 1958-1968 en bevat artikels oor Akkerbou,  
Ekologie, Graskunde, Genetika, Landbouplantkunde,  
Landskapbestuur, Onkruidmiddels, Plantfisiologie,  
Plantproduksie en -tegnologie, Pomologie, Tuinbou,  
Weiding en Wynbou. Vier dele van die tydskrif word  
per jaar gepubliseer.

Verdiensteike landboukundige bydraes van oor-  
spronklike wetenskaplike navorsing word vir plasing  
in hierdie tydskrif verwelkom. Voorskrifte vir die  
opstel van sulke bydraes is verkrygbaar van die  
Direkteur, Landbou-Infingting, Privaatsak X144, Pre-  
toria, aan wie ook alle navrae in verband met die  
tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres  
teen R1,50 per eksemplaar of R6 per jaar, posvry  
(Buitelands R1,75 per eksemplaar of R7 per jaar).

Verkoopbelasting moet by binnelandse bestellings  
ingesluit word.

## AGROPLANTAE

This publication is a continuation of the South  
African Journal of Agricultural Science Vol. 1 to 11,  
1958-1968 and deals with Agronomy, Ecology,  
Agrostology Genetics, Agricultural Botany, Land-  
scape Management, Herbicides, Plant Physiology,  
Plant Production and Technology, Pomology, Horti-  
culture, Pasture Science and Viticulture. Four parts  
of the journal are published annually.

Contributions of scientific merit on agricultural  
research are invited for publication in this journal.  
Directions for the preparation of such contributions  
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tioned address at R1,50 per copy or R6 per annum,  
post free (Other countries R1,75 per copy or R7 per  
annum).

Sales tax must accompany inland orders.

**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 Manpower, Mannekragebou 449, Schoemanstraat 215, Pretoria (posadres: Privatsak X117, Pretoria, 0001).

**TABLE**

**Naam van vakvereniging.**—South African Laundry, Dry Cleaning and Dyeing Workers' Union.

**Datum waarop aansoek ingedien is.**—8 Desember 1981.

**Belange en gebied ten opsigte waarvan aansoek gedoen word.**—Swartes in diens in die Wassery-, Droogskoonmaak- en Kleurbedryf in die landroosdistrikte Alberton, Benoni, Boksburg, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark en Vereeniging.

“Wassery-, Droogskoonmaak- en Kleurbedryf” beteken, sonder om die gewone betekenis van die uitdrukking eensins te beperk, die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig:

(a) Die was, stryk, pars, skoonmaak, afwerking, kleur of heelmaak van artikels volgens die bestelling van kliente in 'n bedryfsinrigting, en sluit die skoonmaak, was, heelmaak en/of restaurasie van tapete in;

(b) die bestuur van—

(i) depots;

(ii) bedryfsinrigtings met munt- of skyfiewasautomate waar persone toegelaat word om artikels te was, skoon te droog, te stryk, te pars, af te werk of te kleur;

(iii) bedryfsinrigtings waar artikels namens persone gedroeg, gestryk of gepars word;

(iv) 'n besigheid as 'n subkontraakteur;

(c) die gebruik van voertuie of persone per voet met die doel om bestellings vir die was, skoonmaak, stryk, pars, kleur of heelmaak van artikels te soek, aan te vra of te werf, en sluit die insameling, ontvangs of aflewering van sodanige artikels in;

(d) die verskaffing van artikels te huur indien genoemde artikels deur die verskaffer daarvan gewas, gestryk, gepars, gekleur en/of heelgemaak word na die gebruik van sodanige artikels deur die huurder.

Die aktiwiteite in paragrawe (a), (b), (c) en (d) vermeld, sluit alle werksaamhede in verband daarmee of voortspruitende daaruit in, maar sluit nie die volgende in nie:

(i) Wassery in 'n privaatwoning namens 'n inwoner of inwoners daarvan;

(ii) 'n wassery wat deur 'n opvoedkundige inrigting gedryf word uitsluitlik vir of ten behoeve van inwonende leerlinge of studente van 'n bepaalde inrigting;

(iii) 'n wassery wat deur 'n inrigting, geregistreer kragtens die Wet op Welsynorganisasies, 1947, gedryf word uitsluitlik vir en ten behoeve van die bepaalde inrigting;

(iv) werkgewers wat betrokke is by en wie se werknemers werksaam is in die voorpars, pars, afwerkingspars en/of napars 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;

(v) werkgewers wat betrokke is by en wie se werknemers werksaam is in die heelmaak van artikels, soos onderneem deur besighede wat gedryf word uitsluitlik vir die doel van die verstelling, herstel of heelmaak van artikels, of deur die Kleremakery-op-maatnywerheid; en

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, 449 Manpower Buildings, 215 Schoeman Street, 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.**—8 December 1981.

**Interests and area in respect of which application is made.**—Black persons employed in the Laundry, Dry Cleaning and Dyeing Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark and Vereeniging.

“Laundry, Dry Cleaning and Dyeing Trade” means, without in any way limiting the ordinary meaning of the expression, the trade in which employers and employees are associated for the purpose of carrying on one or more of the following activities:

(a) The washing, ironing, pressing, cleaning, finishing, dyeing or mending of articles to the order of customers in an establishment, and includes the cleaning, washing, mending and/or restoration of carpets;

(b) the conducting of—

(i) depots;

(ii) coin or token-operated laundrettes in which persons are permitted to wash, clean, dry, iron, press, finish or dye articles;

(iii) establishments in which articles are dried, ironed or pressed on behalf of persons;

(iv) business as a subcontractor;

(c) the using of vehicles or persons per foot for the purpose of canvassing, inviting or soliciting orders for articles to be washed, cleaned, ironed, pressed, dyed or mended, including the collecting, receiving or delivering of such articles;

(d) the supplying of articles on hire, if after the use of such articles by the hirer the said articles are washed, ironed, pressed, dyed and/or mended by the supplier thereof.

The activities mentioned in paragraphs (a), (b), (c) and (d) include all operations incidental thereto or consequent thereon, but do not include—

(i) laundering which is carried out in a private home on behalf of a resident or residents thereof;

(ii) a laundry which is operated by an educational institution solely for and on behalf of resident pupils or students of a particular institution;

(iii) 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;

(iv) employers who are engaged and whose employees are employed in the under-pressing, pressing, finishing-pressing and/or off-pressing by machine or by hand of garments, when carried on as part of or in connection with the manufacture and/or making of such garments in the Clothing Industry or Bespoke Tailoring Industry;

(v) 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

(vi) die skoonmaak en/of kleur van artikels wat van pels gemaak is, soos wat in verband met die besigheid van 'n pelshandelaar onderneem word.

Vir die doeleindes van hierdie omskrywing beteken—

“artikel”, sonder om die gewone betekenis van die uitdrukking enigins te beperk, 'n voorwerp wat ingelewer word met die doel om gewas, droogskoongemaak of gekleur te word, en sluit dit tapyte, tapytstof, gestoffeerde meubels en/of gordyne in;

“klant”, benewens sy gewone betekenis, 'n persoon vir wie was-, stryk-, pars-, skoonmaak-, afwerk-, kleur- of heelmaakdienste gelewer word, asook 'n persoon wat gebruik maak van die fasiliteite wat beskikbaar gestel word vir die was, skoonmaak, droogmaak, stryk, pars, afwerk of kleur van artikels deur middel van munt- of skyfiemasjiene in 'n bedryfsinrigting, 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 van Suid-Afrika, die Transvaalse Provinsiale Administrasie of 'n plaaslike owerheid behoort, indien en solank as wat sodanige hospitaal of soortgelyke inrigting voormelde dienste van 'n wasery ontvang wat aan genoemde Regering, Provinsiale Administrasie of plaaslike owerheid behoort;

“bedryfsinrigting” enige gebou, grond, kamer, perseel, struktuur, tent, toe wa of voertuig waarin of waarop, of in verband waarmee een of meer werknemers werksaam is in 'n aktiwiteit in verband met die was-, skoonmaak- en kleurberoepe en sluit enige plek in waar was- en/of stryk- en/of skoonmaak- en/of kleur- en/of pars- en/of afwerkingsfasiliteite deur middel van outomatiese of halfoutomatiese prosesse verskaf word vir gebruik deur enige persoon, en sluit dit verder enige depot en/of perseel in wat deur 'n subkontraakteur beset of gebruik word;

“afwerking” die pars, stryk, stoom of tuimel van artikels in fatsoen, met die hand of deur middel van 'n blok, kalender, mangel, vormer, fatsoneerder of enige ander pars- of stoommasjien of deur middel van enige ander pars- of afwerkingsproses van watter aard ook al.

*Belange en gebied ten opsigte waarvan registrasie gehou word.*—Swartes in diens in die Wassery-, Droogskoonmaak- en Kleurbedryf in die landdroesdistrikte Alberton, Benoni, Boksburg, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Port Elizabeth, Pretoria, Randburg, Randfontein, Rodepoort, Sasolburg, Springs, Vanderbijlpark en Vereeniging.

“Wassery-, Droogskoonmaak en Kleurbedryf”, sonder om die gewone betekenis van die uitdrukking enigins 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 kliente 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 werv, 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.

(vi) the cleaning and/or dyeing of articles made of as undertaken incidental to the business of a furrier.

For the purpose of this definition—

“article” means, without in any way limiting the ordinary meaning of the expression, any object which is admitted for the purpose of laundering, dry cleaning or dyeing and includes carpets, carpeting, upholstered furniture and/or curtains;

“customer”, in addition to its ordinary meaning, means a person for whom washing, ironing, pressing, cleaning, finishing, dyeing or mending services are carried out, as well as a person who makes use of the facilities made available for washing, cleaning, drying, ironing, pressing, finishing or dyeing articles per coin or token machines in an establishment, company, firm, business, institution, hotel or hospital, whether payment for or in respect of such service is effected 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 of South Africa, the Transvaal Provincial Administration or a local authority, if and for so long as such hospital or similar institution receives the aforementioned services from a laundry belonging to the said Government, Provincial Administration or local authority.

“establishment” means any building, land, room, premises, structure, tent, van or vehicle in or on which or in connection with which one or more employees are engaged in any activity involved in the laundering, cleaning and dyeing occupations and includes any place where washing and/or ironing and/or cleaning and/or dyeing and/or pressing and/or finishing facilities are provided for use by persons by means of any automatic or semi-automatic processes, and further includes any depot and/or premises occupied or used by a subcontractor;

“finishing” means any pressing, ironing, steaming or tumbling of articles to shape by hand or by means of a block, calender, mangle, former, shaper or any other pressing or steaming machine or by any other pressing or finishing process whatsoever.

*Interests and area in respect of which application is held.*—Black persons employed in the Laundry, Dry Cleaning and Dyeing Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Port Elizabeth, Pretoria, Randburg, Randfontein, Rodepoort, Sasolburg, Springs, Vanderbijlpark and Vereeniging.

“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.



Die aktiwiteite in paragrawe (a), (b) en (c) vermeld, sluit die werksaamhede in verband daarmee of voortspruitende daaruit in, maar sluit nie die volgende in nie:

(i) 'n Wassery wat deur 'n opvoedkundige inrigting gedryf word uitsonderlik 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 uitsonderlik 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 heelmak van artikels, soos onderneem deur besigheids wat uitsonderlik gedryf word vir die doel van die verstelling, herstel of heelmak 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 registreer 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, indiens 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.

“Bedryfsinrigting” beteken enige plek waarin of in verband waarmee een of meer werknemers werksaam is in 'n aktiwiteit in verband met die was-stryk-, skoonmaak- of kleurberoop 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 half-outomatiese 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 heelmak 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, kalander, 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.—Tweede Verdieping, Estromin House, Simmondsstraat 47a, Johannesburg.

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 under-pressing, pressing, finishing-pressing by machine 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.

“Establishment” means any place in or in connection with which one or more employees are engaged in any activity involved in the 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, calender, 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.—Second Floor, Estromin House, 47a Simmonds Street, Johannesburg.

KENNISGEWING 349 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Matheus Willem Johannes le Roux, 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 South African Laundry, Dry Cleaning and Dyeing Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

NOTICE 349 OF 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF A TRADE UNION

I, Matheus 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 South African Laundry, Dry Cleaning and Dyeing Workers' Union. Particulars of the application are reflected in the subjoined table.

30 No. 8225

STAATSKOERANT, 4 JUNIE 1982

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.  
(4 Junie 1982)

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.  
(4 Junie 1982)

KENNISGEWING 356 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, 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 ont-  
vang is van die National Union of Textile Workers. Beson-  
derhede van die aansoek word in onderstaande tabel ver-  
strek.

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 Man-  
nekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria  
(posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—National Union of Textile  
Workers.

*Datum waarop aansoek ingedien is.*—24 September  
1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen  
word.*—Alle persone in diens in die Tekstielnywerheid in  
die landdrostdistrik Inanda.

“Tekstielnywerheid” beteken die nywerheid waarin  
wergewers en werknemers met mekaar gassosieer is om  
een of meer van die volgende werksaamhede te verrig:

(a) Wol was, ruwol kam, was, skoonmaak of mengel,  
katoenafpluising, veselbewerking (natuurlike of kunsvesels  
of mengsels daarvan), kleuring, bedrukking of afwerking,  
kaarding, spin, opskering, weef, optolling, vou, vleg,  
kleedskering, pluising of afwerking van garings of mate-  
riale, en alle werksaamhede wat met sodanige werksaam-  
hede en vervaardiging gepaard gaan of daaruit voortspruit,  
insluitende verkoop, aflewering, distribusie, opberging en  
administrasie;

(b) die vervaardiging, hetsy in die geheel of gedeeltelik,  
volgens enige proses van welke aard ook al, van alle  
klasse—

(i) komberse, kombersstof, reiskomberse, tjalies of  
kafferbaal, hetsy effe of gepluis of gekleur of bedruk of  
andersins behandel;

(ii) seildoek, bande of webband of aansmelt-tussen-  
voerings;

NOTICE 356 OF 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Regis-  
trar, 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 Textile Work-  
ers. Particulars of the application are reflected in the sub-  
joined table.

Any registered trade union which objects to the applica-  
tion is invited to lodge its objection in writing with me, c/o  
the Department of Manpower, 449 Manpower Buildings,  
215 Schoeman Street, 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 Textile Work-  
ers.

*Date on which application was lodged.*—24 September  
1981.

*Interests and area in respect of which application is  
made.*—All persons employed in the Textile Manufacturing  
Industry in the Magisterial District of Inanda.

“Textile Manufacturing Industry” means the industry in  
which employers and employees are associated for the car-  
rying on of one or more of the following activities:

(a) Wool scouring, combing, washing, cleaning or blend-  
ing of raw wool, cotton ginning, fibre working (natural or  
man-made or mixtures thereof), dyeing, printing or fin-  
ishing, carding, spinning, warping, weaving, winding,  
plaiting, braiding, cutting, raising or finishing of yarns or  
fabrics, and all operations incidental to or consequent on  
such operations and manufacture, including sale, delivery,  
distribution, storage and administration;

(b) the manufacture, either in whole or in part, by any  
process whatsoever, of all classes of—

(i) blankets, blanketing, travelling rugs, shawls or  
kaffir sheeting, whether plain or raised or dyed or printed  
or otherwise treated;

(ii) duck, tapes or webbing or fusible interlinings;

- (iii) vlökkies, wateërsel of opstospel;
- (iv) tekstielgoedere vir hospitaal- en farmaseutiese gebruik insluitende watte, alle klasse verbande, verbandstamme, gaas, deppers, snykundige wonddekking en sanitêre doekies;
- (v) handdoeke, handdoekstof, doek of materiaal of vervaardigde produkte van sodanige handdoeke, handdoekstof, doek of materiaal, deur middel van spin, weef, kleur, bedruk of afwerk of volgens enige ander proses van welke aard ook al;
- (vi) kamwolartikels of -stowwe;
- (vii) vilt en onderlaagvilt;
- (viii) garings of draad gespin van natuurlike of kunsvesel of enige kombinasie daarvan, van welke aard ook al;
- (ix) motortekstielgoedere, insluitende sitplekoortreksels, sitplekgordels en stoffering;
- (x) tapyte.

*Posadres van applikant.*—Posbus 18109, Dalbridge, 4014.

*Kantooradres van applikant.*—Wareingsgebou, Imperialaan 9, Pinetown, 3600.

Die aandaag 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 lende wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lende 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, Nywerheidsregistrator.  
(4 Junie 1982)

- (iii) flock; wadding or padding;
- (iv) textile goods for hospital and pharmaceutical use including cotton wool, all classes of bandages, linings, gauze, swabs, surgical dressing and sanitary towels;
- (v) towels, towelling, cloth or material or by-products of such towels, towelling, cloth or material by means of spinning, weaving, dyeing, printing or finishing or by any other process whatsoever;
- (vi) worsted articles or materials;
- (vii) felt and underfelt;
- (viii) yarns or threads spun from natural or man-made fibre or any combination thereof whatsoever;
- (ix) automotive textile goods, including seat covers, seat belts and upholstery;
- (x) carpets.

*Postal address of applicant.*—P.O. Box 18109, Dalbridge, 4014.

*Office address of applicant.*—Wareings Buildings, 9 Imperial Lane, Pinetown, 3600.

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.  
(4 June 1982)

KENNISGEWING 357 VAN 1982

DEPARTEMENT VAN GEMEENSKAP-  
ONTWIKKELING

AGRÉMENT-RAAD VAN SUID-AFRIKA

(Goedkeuring van nuwe boustelsels en -produkte)

Kennis geskied hierby dat die Agrément-raad van Suid-Afrika 'n verandering aan 'n sertifikaathouer se lys van geregistreerde lisensiehouers wat sy gesertifiseerde produk mag vervaardig/monteer/aanwend/oprig, soos omskryf en gespesifiseer in die toepaslike sertifikaat, geregistreer het soos in die aangehegte Bylae hiervan uiteengesit.

BYLAE C

AGRÉMENT-RAAD VAN SUID-AFRIKA

*Skraping*

*Sertifikaathouer.*—Gypsum Industries Beperk.

*Nommer en titel van sertifikaat waarvoor lisensie uitge-reik was.*—79/74, Gypsum Industries se Rhinoshield-bou-stelsel.

*Naam en adres van lisensiehouer wat geskrap is.*—Amity Building Services, Wentzelstraat 6, Steenberg, 7945.

*Byvoegings*

*Sertifikaathouer.*—Gypsum Industries Beperk.

*Nommer en titel van sertifikaat waarvoor lisensie uitge-reik was.*—79/74, Gypsum Industries se Rhinoshield-bou-stelsel.

NOTICE 357 OF 1982

DEPARTMENT OF COMMUNITY  
DEVELOPMENT

AGRÉMENT BOARD OF SOUTH AFRICA

(Approval of new building systems and products)

Notice is hereby given that the Agrément Board of South Africa has registered a change in a certificate holder's list of registered licensees who may manufacture/assemble/apply/erect his certificated product described and specified in the relevant certificate, as set out in the Schedule hereto.

SCHEDULE

AGRÉMENT BOARD OF SOUTH AFRICA

*Deletion*

*Certificate holder.*—Gypsum Industries Limited.

*Number and title of certificate for which licence was issued.*—79/74, Gypsum Industries Rhinoshield Building System.

*Name and address of cancelled licensee.*—Amity Building Services, 6 Wentzel Street, Steenberg, 7945.

*Additions*

*Certificate holder.*—Gypsum Industries Limited.

*Number and title of certificate for which licence has been issued.*—79/74, Gypsum Industries Rhinoshield Building System.

ectors say that in spite of the downswing in the domestic economy during the financial year, the industrial interests of the group as a whole sustained and even improved on the previous year's performance. These are industries which are very sensitive to the economic cycle.

Transvaal Sugar Corporation, the sugar producer and miller, contributed a major portion of the group's income from its industrial enterprises. Last year its income was approximately the same level as in the previous year.

On the other hand, the business sector in which the Bonuskor group of companies operate declined during the year but the board is satisfied with Bonuskor's performance.

### Dunlop offer undersubscribed

JOHANNESBURG. — Dunlop South Africa's rights offer of 2,7 million 50c shares at 575c a share met 74 percent subscriptions from shareholders and announcements, Standard Merchant Bank said.

The balance of the offer will be taken up by the underwriters.

The offer was to raise about R15m for modernization and expansion. — *Editor*

### AB appointment

JOHANNESBURG. — Mr P Lailvaux has been appointed general manager of South African Breweries' recently formed footwear division which incorporates all the interests of Shoe Corporation, Footwear and Clicheigh.

Mr Lailvaux was managing director of SA Footgear for the past eight years. — *Sapa*

## London slow, mixed

LONDON. — Gold shares ended mixed after the bullion price rallied from overnight losses but business was slow, dealers said.

An easier bias was evident in the higher-priced producers, with Vaaltears and Kloof both ending higher.

### CLOSING MIDDLE PRICES

Mining		Industrials	
Ascor Corp	25	Kinross	5848
Anglo Van	29p	Kloof	321-37
Anglo	15	Mar-eval	163c
Anglo	85	Libann	513-18
Anglo Phx	48c	Lorane	93c
Anglo	68p	Lydenburg	112p
Anglo	10	Mar-eval	163c
Anglo	8	Messina	200p
Anglo	95p	Mind Wits	375p
Anglo	20p	Nt cont	300p
Anglo	15	New Wits	228c
Anglo	53p	P Brand	521-18
Anglo	8-14	P Stevens	520-38
Anglo	541-12	Tongatst	88p
Abercon	120p	SA Browns	183p
RDP Nmpck	365p	Sagol Ltd	355p
CNA Inv	230p	Sasol Npv	131
Grinn A	235p	Std Ch	419p
OK Inv	70p	Tv Co	17-12
Grinn O	325p	Un Sil	45p
Hullitts	315p	Unsil	105p
Imp Cld	120p	Ver Ref	250p
Ntd Eng	95-12	Unsil	588p
Ntd Civa	250p	Unsil	105p
Rennies	140p	Ver Ref	250p
SG Jus	650p		
Rax True	255p		

the only highlight of the shortened week, and was well-received in a market which was not sure what to expect.

However, the 10.9% dividend yield the share is sitting on remains insufficient to attract any material overseas orders.

Yesterday, Anglo added 15c to the 15c it firmed on Thursday to close at 1040c. It was one of three rises on the mining houses board. Gold Fields rose 50c to 5300c and Gencor, 30c to 1540c.

Of the producers, the Free State mines fared poorly.

President Steyn lost 200c to 2475c, President Brand 100c to 2700c, and St Helena 50c to 2950c. Freguls (2375c), Harmony (1150c), Welkom (765c) and Western Holds (3550c) all eased 25c.

The diamond stocks did a little better, with De Beers firming a marginal 2c to 470c, Anamint 100c to 5300c, and Theron 5c to 850c.

On the industrial board, Barlow Rand continued to recover some of the ground lost following its disappointing profit announcement. Yesterday it added 9c to 729c — just 6c down on a week ago.

Others in firm included Fed Volks, 25c to 365c, and Blue Circle, 5c up at 310c.

The rises were, however, heavily outnumbered by falls. Among them, CG Smith eased 25c to 1300c, Darling & Hodgson 5c to 585c, Picfin 25c to 450c, W & A 10c to 550c, and Waverly 5c to 140c.

The food sector, which attracted a lot of interest throughout the week, was quieter with two rises and one fall. ICS and I & J rose 5c apiece at 285c and 150c respectively, while Tiger Oats eased 25c to 1375c.

● Monis and Fattis remained suspended pending further developments — which are expected on Monday.

ing \$2.10 lower.

South African financials were mixed but London-based houses eased, RTZ losing 4p to 417p.

Platinum was 2p to 4p lower and coppers were easier where changed as the metal price continued weak.

Mrs Kate Jewell

# Call for new system of collective bargaining

CAPE TOWN 5/6/82

THE price of getting political change through the workplace was not one that any reasonable manager or hard-pressed worker or even society at large should have to pay, Mrs Kate Jewell, assistant director of the University of Cape Town's Graduate School of Business, said in Cape Town.

Mrs Jewell was one of the speakers at a symposium organized by the Institute of Personnel Management on "Collective Bargaining — Which system? The Industrial Council? Plant Level? Both systems?"

The other speakers were Mr Jack Roos of the Cape Chamber of Industries and Mr David Lewis, General Workers Union.

"We should be working towards bargaining systems that gives us the best of both worlds — the advantages of industry-wide or national bargaining backed up with the support and responsiveness to immediate in-house issues that plant level links are able to provide," Mrs Jewell told delegates.

This, in turn, depended on three things, one of which was the need to progress further along the road to closing the wage gap, to reducing the skill and opportunity gap, to equalizing education and housing, and to freeing blacks to compete on an equal footing in the workplace without the shackles of influx control.

### Trade unions

"The new trade unions themselves and some enlightened managers are moving us fast along the road to closing the wage and opportunity gap."

"However, no-one needs me to tell them that to deal with those vital changes in our environment we need something more fundamental and far-reaching. A change in our whole political and social structure."

Mrs Jewell said some people thought the change was going to be forced through the workplace.

"To wit: One Mr Frank Le Roux of the Conservative Party of Brakpan who said in Parliament recently that 'when the National Party's ship sank the Minister of Manpower would be remembered as the person who shot the biggest hole in it from the inside'. He, more than any other member of the cabinet, had said goodbye through his labour reforms to the policy of separate development."

He might be right, she added, but the price we would

have to pay for political change through that route is, I think, too high."

### Conditions

Two other conditions for securing a bargaining system that gave the best of both the Industrial Council system and plant level bargaining were: The need to transform the Industrial Council system — to decentralize it, to de-bureaucratize it and to encourage shop floor links, and the need to change those attitudes and practices of management which still saw shop floor demands as a challenge to their autonomy and "strength" rather than a perfectly legitimate exercise of individual rights.

"What we need to do is to single out the best of both systems and work towards a new system for South Africa that incorporates those qualities."

Perhaps, most significantly, Mrs Jewell said, the Industrial Council offered mediation on any problems in the industry through a medium that was acceptable and credible to the warring parties because they had created it.

However, under any circumstances plant level links were critically important to the stability of an industry.

"In South Africa it is even more vital both because of the short-term problems of lack of representativeness of industrial councils and also because national level bargaining could not easily deal with the problems of the unskilled and semi-skilled worker."

Without plant level bargaining managers were also unable to press for productivity improvements to match the wage increases imposed on them by industrial council agreements — the recent 25 percent metal industry wage increase agreement being a case in point.

## Financial rand

JOHANNESBURG. — Standard Bank's financial rand quotation, followed by percentage discount in brackets. 79½ — 80 (13,69 — 13,33). — *Sapa*

## RDM indices

Coal 1294.8.  
Diamonds 849.3.  
Gold 390.9.  
Metals 181.0.  
Mining houses 441.8.  
Industrial 527.4.

Unless otherwise stated, all financial news in this issue was compiled by Paul Doid and sub edited by E V Honeyman.

Danny Watt, said yesterday RM3's working costs were "less than six rand a ton", and with an expected recovery of 70% and costs of R5 a ton the scheme needs a gold price of R222 an ounce to break even.

The plant will concentrate firstly on the higher grade "A" dump, a landmark on Johannesburg's south-western skyline, and at a treatment rate of 4500 000 tons a year the huge dump will be flattened in four to five years.

The removal of the dump will leave a considerable area of land available for development, and a Johannesburg City Council official said the area would probably be zoned as commercial property, with "good ratable potential".

The "A" dump contains an estimated 12 tons of gold, while the slimes dam is believed to contain another ton.

Mr Brown said there was an element of gold lock-up in the plant, and this would probably settle at about 90 kg, worth about R1 000 000 at the current gold price.

### Gold price

A spokesman for RM3 said the "C" dump was now being used, which had values of less than 0.5 g/t, but sand from the higher grade "A" dump would be brought into the plant from the end of this month.

"With the gold price low we have to go for the

any added together will be come it.

A significant element in next year's sand trade is to be on ing, in holders turned offer to RMP a substia their RM3 of available) nient r and at duction has an years.

Full Mr W no urg further two are at — wait un has been successful before next p He do the ne built an, "The co out all plant in RM3 s slimes and sta last me will ev a mon a ton of s would be Power have all 250 000 u use in th

## Australia and NZ drop all trade!

CANBERRA. — Australia and New Zealand released draft proposals aimed at trade barriers between them by 1995 — a market of their 18m people.

The drafts, called proposals for a Relationship (CER), were issued to allow consultation before they are released.

Australian deputy prime minister said final decisions and endorsement were expected in August to enable come into force early next year.

Under the proposals, tariffs will be five years, export incentives abolished, Zealand's import licensing scheme Sapa-Reuter

## Unit trusts Meta

JOHANNESBURG. — Yesterday's quotations for Mutual Funds are:				LONDON. — (Continuing on the)	
Buyers	Sellers	Yield		Copper:	
Old Mutual	32.27	31.56	8.20	265	100c
Naf	19.26	19.58	8.23	743.00	Months 766
Seg	32.55	31.45	8.48	744.00	Canada 744-22
UAL	32.41	31.45	8.48	759.00	90.00
Sats	152.89	144.57	8.25	711	Tin: Sta:
Santam	31.52	29.16	10.39	6520.30	9.50
Totus	12.28	12.28	11.88	11.88	11.88
Sanlam	15.56	12.74	10.86	11.88	11.88
Intertrust	91.70	87.17	11.02	6520.30	9.50
Goldbank	24.22	24.11	7.10	12.00	12.00
Standard	29.37	29.30	8.42	81.00	81.00
Std Income	83.96	82.00	13.58	11.88	11.88

— *Sapa*

## Exchange rates Barclays

DOM 5/6/82 (151)

# Horwood pension talk stirs up Natal workers

By STEVEN FRIEDMAN  
Labour Correspondent

FRESH worker pension unrest, sparked by a speech by the Minister of Finance Mr Owen Horwood, threatens several Natal industries — and Natal unionists and employers fear the unrest could escalate if the speech is not clarified.

Workers interpreted reports of the speech to mean the Government was planning to reintroduce a law — dropped last year — to "freeze" their pension contributions.

It appears, however, that although new pension legislation is planned — perhaps in 1983 — the "freezing" provision is not in the pipeline.

Concern about the speech led to a strike on Thursday by about 800 workers at Romatex subsidiary Van Dyck carpets, where workers demand-

ed the refund of their pension money.

The Rand Daily Mail's Durban correspondent reports that strikers agreed to return on Monday, but have warned of further unrest if the issue is not settled by June 17.

Natal sources also report threatened unrest at two paper mills and several textile plants. They say plants organised by Posatu's National Union of Textile Workers are not affected as NUTW has negotiated the withdrawal of workers' pension contributions at its plants.

And yesterday a Federated Chamber of Industries source said there was mounting concern among Natal employers about fresh unrest and said the FCI was likely to issue a clarifying statement in an attempt to allay worker fears. It is understood that some

Natal employers are unhappy with Mr Horwood's speech and believe it has harmed labour relations.

The speech was made to a pension industry meeting in Durban last month.

In it Mr Horwood said he had instructed the Registrar of Financial Institutions to discuss measures in last year's Bill "which need not be deferred" and to draft legislation "as soon as possible".

He mentioned specifically plans to introduce special frozen savings accounts at post offices, banks and building societies for workers who wanted to make use of them.

Informed sources insist the speech ruled out reintroducing compulsory "freezing". The idea of the special accounts is, they say, to allow workers to opt for building up a pension in a "frozen" account if they wish.

Engineering  
n  
Chairs

Memor  
Recor  
Regis  
Found  
Area  
Offic

Address: 1 Central Court  
125 Gale Street  
Durban  
4001  
Telephone: (031) 69215

Posatu Annual  
Report Nov.  
1980/81

Year	African	Asian and Coloured	White	Total
1980				8 400
1979				..
1978				..
1977	7 000			7 000
1976	6 700			6 700
1975	3 900			3 900
1974	3 900			3 900
1973				
1972				
1971				
1970				



"No!" say Carletonville miners to the pay increase offered by the Chamber of Mines.

## More white miners reject pay offer

Star 7/6/82 (151)

Carletonville's white miners last night followed the lead of their Eastern Transvaal colleagues when they rejected the Chamber of Mines' latest pay offer.

Packed shoulder to shoulder in the Carletonville Civic Centre, about 1500 miners heard the controversial secretary of the Mine Workers' Union, Mr Arrie Paulus, say: "There are two choices — we fight or we accept."

"Fight!" was the thunderous reply.

The rowdy meeting was the second in a series called by the Council of Mining Unions to consider the Chamber's offer of an eight percent pay increase.

The offer was

made at a conciliation board hearing convened to settle the long-running wage dispute between mining unions and the Chamber.

A failure to reach agreement at the next session of the board — provisionally set for June 24 — could open the way for a legal strike on the mines.

Speaking for the CMU, Mr Paulus said there was an imperative need for white worker solidarity on the pay issue.

To roars of approval, he urged mine officials to "stand together with the union men in 1982." Officials should not do other men's work, as they did in the 1979 minewor-

kers' strike, he said.

"If we get nothing, as sure as there's a sun in heaven," Mr Paulus said.

Echoing his sentiments, the general secretary of the Amalgamated Engineering Union, Mr Tommy Neethling, said: "If the officials don't support us, God help them."

Amid frequent calls for a strike, one worker warned that industrial action could lead to the loss of benefits, as in the 1979 strike, or eviction from company housing.

"A person must be ready to get hurt if he wants to fight," Mr Paulus said.



Mineworkers' Union general secretary Mr Arrie Paulus addressing white miners in Carletonville last night.

● Pictures by Clive Lloyd.

Star 8/6/82  
Court to  
rule in  
metal  
dispute

The Industrial Court is to rule on the long-running industrial dispute between 13 metalworkers and their former employer, the Flekser metal firm in Wadeville.

The case had to pass through the official dispute-settling channels before being referred to the court.

A meeting of the metal industries' industrial council ended in deadlock last week and, according to a council spokesman, the dispute has been referred.

The workers, all members of Fosatur's Metal and Allied Workers' Union, have accused the company of a number of unfair labour practices.

#### DISMISSAL

They claim the dismissal of three workers in March and the firing and selective re-engagement of the 240-strong black work force during the strike which followed was unfair.

The workers have also alleged that management refused to negotiate with a representative union.

Flekser is understood to believe that the union did not have majority support at the time of the strike. It has also said the three workers were dismissed after disciplinary action following a refusal to work.

The immediate object of the suit is to secure the reinstatement of the applicants, but legal sources say a favourable judgment in the action could pave the way for the re-hiring of about 40 workers who lost their jobs after the strike.



(151) RDM 8/6/82

# Hope for end to mine dispute

## Labour Correspondent

UNIONS representing white mine workers and the Chamber of Mines are due to meet again on June 25 in a fresh attempt to resolve their wage dispute — and there are signs that the dispute could be settled at the meeting.

The unions, represented by the Council of Mining Unions, declared a dispute with the chamber after rejecting its offer of a 5% wage increase. The unions are demanding a 15% wage rise.

The Minister of Manpower, Mr Fanie Botha, agreed to a CMU request to set up an official conciliation board to try to settle the dispute.

In terms of labour law the unions may call a strike ballot if the conciliation board cannot settle the dispute within 30 days.

The board met once last month and after the meeting, union sources said a settlement looked possible.

Yesterday, a CMU source said the chamber had made a

new offer at the meeting and unions were taking this back to their members. Another meeting was scheduled for June 25.

He declined to give details of the chamber's latest offer.

Observers believe that the unions could agree to accept the offer — or one close to it.

They note that several mine wage disputes have been called in the last few years and none have ended in strike ballots.

Staw 8/6/82  
 Court to  
 rule in  
 metal  
 dispute

151

2289

M. K. K.

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Labour Reporter

INCREASINGLY strained labour relations between the South African Transport Services and the General Workers' Union in the Port Elizabeth and East London harbours threaten "extraordinarily severe consequences" at four major ports if they erupt into open conflict, the union warns in an open letter to Dr Kobus Loubser, general manager of SATS.

The dispute, over SATS's refusal to recognise GWU shop-steward committees in the two Eastern Cape harbours as representative of the railway workers, is almost a year old.

In the letter to Dr Loubser, the union claims that the railway workers' decision to join the GWU "has met with an extraordinarily brutal response" from the railways administration, particularly the Railway Police.

DISMISSED

The chairman of the workers' committee in Port Elizabeth, Mr Jeremiah Tolwana, was dismissed from the SAR & H with 24 hours notice after 13 years' service.

Moreover, "scores" of workers have been detained and interrogated by the Railways Police about the union, says the letter.

"The workers have been subjected to a reign of terror and abuse.

"But in the face of the most extraordinary provo-

# Union warns of 'severe consequences'

AUGUS 9/6/82

Handwritten initials and scribbles: (57), 290, 7/82

cation. They have not wavered in their commitment to the union and have exhibited an exemplary commitment to negotiation and conciliation," it adds.

The GWU general secretary, Mr David Lewis, said the conflict in the two Eastern Cape ports had now affected Cape Town and Durban harbours.

AT GUNPOINT

The abduction at gunpoint last week of union organiser, Cindy Mngadi, in Durban, by men claiming to be security policemen, is seen by the union to be an attempt at intimidation.

In Cape Town, union organisers have been told by the Railways Police that they are not allowed to collect subscriptions from the stevedores who are GWU members.

"We've been doing this freely and peacefully for two years now. It is unlikely that the stevedores are going to accept this," said Mr Lewis.

in the event of a serious conflict."

The GWU is affiliated to the International Transport Workers' Federation (ITF), which represents transport workers throughout the non-communist world.

If conflict erupts, it might "spill beyond the confines of South Africa" says the letter.

The manager of the public relations division of the SAR & H, Mr T van den Berg, said SATS would not negotiate with the GWU because they were not nationally representative of railway workers.

The "extraordinarily severe consequences" of open conflict in the harbours are spelt out in the union's letter to Dr Loubser.

GOOD REASON

It says there is good reason to believe there will be police intervention.

"We are genuinely worried at the possibility of bloodshed," it says.

In an area as volatile as PE, police intervention will generate an angry response from other workers in the city, it adds.

It also points out that the union is representative of the stevedores throughout the country.

Both major stevedoring firms, Rennie's Grindrod and South African Stevedoring Services Company, have recognised GWU and the union says they enjoy a "productive and harmonious relationship" with them.

The letter says the stevedores are "outraged at the harsh treatment meted out to their fellow dockers and will undoubtedly lend their support

# Railways bound by gentleman's agreement

RAILWAYS management was bound by a "gentleman's agreement" to negotiate only with recognised staff associations, the SA Transport Services' assistant general manager, Dr Anton Moolman, said yesterday.

Dr Moolman was speaking at a Press conference called to explain the SATS refusal to deal with the independent General Workers' Union (GWU), which claims majority support among SATS workers in the Port Elizabeth and East London docks.

The dispute has attracted international interest. The GWU says it threatens labour peace in the docks — although Dr Moolman questioned this.

## IMPOSSIBLE

Dr Moolman said it would be "totally impossible" if every employee group on the railways had separate representation. Through the 11 recognised staff associations, management could deal coherently with all SATS employees.

Emphasising that the policy would hold "until the situation changed entirely", Dr Moolman said the GWU would not be recognised even if it won full support in the Cape Town and Durban docks.

Mr Moolman said there was no indication that railways police had harassed workers because of their GWU membership, as the union claims.

He also denied union claims that GWU members were being forced to pay dues by stop order to the rival Black Staff Association, after formally resigning from it.

"For administrative reasons, we cannot keep chopping and changing," he said.

"Workers therefore have to maintain stop orders for a 12-month period."

RDM (10/1/78)  
**Fears rise over strike threat** (151)

By STEVEN FRIEDMAN  
 Labour Correspondent

FEARS of a legal strike by white mine workers over pay demands have heightened sharply and a strike is now a real possibility, union and management sources in the industry said yesterday.

The fears have heightened after well-attended miners' meetings in Witbank and Carletonville rejected the latest Chamber of Mines pay offer of 8% and called for strike action.

The calls have come from members of all white mine unions, not only the Mine Workers' Union, whose members struck in 1979.

Last month, unions representing white mine workers — the Council of Mining Unions — declared a dispute with the Chamber of Mines after rejecting its 5% pay offer. At an official conciliation board called to settle the dispute, the Chamber raised its offer to 8% and another meeting is scheduled on June 24.

If the dispute remains unresolved 30 days after the conciliation board was appointed, mine unions may call a legal strike ballot.

Yesterday management and union sources, while agreeing that the dispute could still be settled — even after a strike ballot was called — expressed fears that "things may be different this time".

And a management source said employers feared that a strike by miners "could take on an ugly racial tinge — miners could decide that we are offering them a small increase in order to give blacks a big one". This, he added, was not correct.

A senior CMU source said yesterday the two meetings had been "the best attended for years" and added: "I have never seen such worker anger. They are determined to strike unless we get a 15% increase".

A management source said that some mining houses took the threat of a strike "very seriously".

"We know that there has been a lot of rhetoric followed by no action in previous years, but this time we fear they may mean business," he added.

This possibility was, he said, "extremely worrying".

Handwritten notes on the left margin:

1919  
 18180  
 10101  
 95  
 202  
 246  
 9  
 2160

1550  
 101  
 95  
 220

By PHILLIP  
VAN NIEKERK

THE FRAGILE labour peace at the East London and Port Elizabeth docks — where the South African Transport Services (Sats) has refused to recognize the unregistered General Workers' Union (GWU) — was rapidly deteriorating, the general secretary of the GWU, Mr David Lewis, warned yesterday.

And two prominent industrialists, Mr Fred Ferreira, industrial relations director of Ford SA, and Mr Brian Mathew, executive director of the Midland Chamber of Industries, said they were seriously concerned at the situation and called for an amicable resolution to the dispute.

Mr Ferreira said: "It would be a pity if the Sats management were to continue to underestimate the seriousness of the situation developing in this area, particularly in the light of potential international ramifications."

#### Willingness

He said the country could not afford to have its harbour activities crippled through potential strike action and urged the Sats to at least show willingness to discuss the issues involved.

The dispute has attracted international attention and the GWU, which claims a majority membership among railway dockers at the two ports, has issued an open letter to Dr Kobus Loubser, general manager of Sats, calling for negotiation, alleging a "reign of terror" by Railways Police against GWU members and warning of "extraordinarily severe consequences" if a confrontation developed.

At a press conference this week, the assistant general manager of Sats, Dr Anton Moolman, ruled out any chance of the GWU being recognized, even if it won full support at the Cape Town and Durban docks as well.

#### Sats 'policy' stand

Dr Moolman said railways management was bound by a "gentleman's agreement" to negotiate only with the 11 recognized staff associations. It would be totally impossible to deal coherently with Sats employees if every employee group had separate representation.

This policy would hold until the situation had changed entirely — mean-

ing the GWU would have to become nationally-representative of Railways workers before Sats would talk to them.

Dr Moolman denied that Railways Police had harassed workers because of their GWU membership.

Commenting on resentment by 546 GWU members whose subscriptions to the Sats Black Staff Association (BSA) are still being deducted from their wages in spite of having resigned from that body in March, Dr Moolman said that for administrative reasons the workers had to maintain stop orders for a 12-month period.

#### Management 'lackey'

Meanwhile, the BSA has denied a claim by the GWU that it is a lackey of Railways management. Mr N M Mbewu, president of the BSA, said he "would like to thank the Minister of Transport Affairs for his stand in refusing to negotiate with unions other than the only body which is truly representative of employees of Sats".

Mr Mbewu said his association was conversant with working and service conditions of Railways staff and was the best qualified to negotiate on their behalf.

Mr Lewis said Mr Mbewu's statement was an attempt by Railways management to portray the recognition dispute as an inter-union conflict.

Mr Lewis repeated an earlier claim — denied by Mr Mbewu — that the BSA was the Sats personnel department dressed up and registered as a trade union.

Labour peace  
'fragile' at  
Cape docks



# Transport union row could threaten vital supply lines

ARGUS 14/6/82  
151

**Labour Reporter**  
TOP industrialists in South Africa are deeply concerned about the current deadlock between the General Workers' Union (GWU) and the South African Transport Services (SATS).

THE GWU has asked SATS to recognise shop-steward committees representing railway workers employed in the Port Elizabeth and East London harbours.

The union says it represents 95 percent of the railway workers in PE and 75 percent in East London, but the SATS management say they will not negotiate with a union that is not nationally representative.

Mr Brian Matthew, Director of the Midlands Chamber of Industries, which represents about 90

percent of industry in the Port Elizabeth-Uitenhage area, said he hoped the matter would be resolved amicably.

He said it was not the policy of the Midlands Chamber of Industries to tell others how to run their businesses, but businessmen in PE were concerned about the possible disruption of important supply lines.

## International

Mr Fred Ferreira, general manager of Ford Motor Company (SA) said it was important for SATS management to find a peaceful solution to the dispute. "Whatever the merits of the GWU case is, they do have a legitimate claim to some form of negotiation," he said. "A heavy responsibility rests on the SATS management not simply to dismiss that claim, but to negotiate the matter," he added.

He said he was concerned at the possible international ramifications, should the dispute erupt into open conflict.

Captain G J Stockley, chairman of the SA Stevedoring Employers' Association, said the stevedore employers had a very healthy relationship with their workforce, who were also members of the GWU. "We hope the railways management can follow the example of industrial relations in our industry," he said.

Referring to incidents where GWU organisers had been stopped from collecting union subscriptions from the stevedores in the East London and Cape Town ports, he said the employers were planning to talk to the Railways management to explain to them the need for this to continue. "We would not like to think a small thing like this could

become a major flash-point", he said.

He hoped the stevedore employers would be able to defuse the situation and find a solution acceptable to both parties.

## Attention

Mr R Ironside, the acting managing director of General Motors (SA) and vice-chairman of the Federated Chamber of Industries, said it was obvious that matters in the PE and East London harbours concerning the GWU needed attention. "If SATS were to listen to what the union is saying, it would lead to a point where the two parties would be able to accommodate each other," he said.

Because the dispute had not been resolved it had the potential for spreading and causing major disruption, said Mr Ironside. "This would affect most employers in the area", he added.

ARGUS 15/6/82 (270) (151)

# 'Gentleman's agreement' condemned

**Labour Reporter**  
THE general secretary of the General Workers' Union, Mr David Lewis, has condemned the "gentlemen's agreement" between the South African Transport Services (SATS) management and the Black Staff Association, calling it "unacceptable when extended to workers who have never been party to this agreement and who have chosen another union."

Mr Lewis was responding to a statement issued by Dr Anton Moolman, SATS assistant general manager at a Press conference last week, where he said the SATS management would negotiate only with the Black Staff Association and not with "outside unions" because of a "gentlemen's agreement."  
The GWU has asked the Railways Administration to recognise shop steward committees, re-

presenting railway workers in the East London and Port Elizabeth harbours.  
"The SATS administration claims to adhere to the principle of freedom of association, yet they have press-ganged workers into joining a union which refuses to accept workers' resignations, while the Administration continues to deduct BSA subscriptions from GWU members," said Mr Lewis. This was

contrary not only to acceptable industrial relations practice, but to stated Government policy, he added.  
Mr T van den Berg, a spokesman from the public relations division of the SAR & H said last week that BSA subscriptions were still being deducted from workers' wages, although they were no longer members, because the stop-orders took 12 months to expire.



By STEVEN FRIEDMAN  
Labor Correspondent  
DISSENT/ACTIVISM among  
mine underground officials

# Miners clash over pay rise move

(151) 1004 16/6/82

mine underground officials  
agreement their union, the  
Underground Officials' Asso-  
ciation (UOA), agreed to sign  
with the Chamber of Mines,  
rival union sources claimed  
yesterday.

The union's general secre-  
tary, Mr. Doertheize, said  
"some" members were un-  
happy but said they were "a  
misinformed minority".  
The UOA's Klerksdorp branch  
had passed a motion of no  
confidence in signing the  
agreement and lashed out at

his rivals charging that their  
meetings were "a three-ring  
circus".  
Late last week, the UOA  
and the chamber signed an  
agreement granting under-  
ground officials a 10% pay  
increase on minimum wage  
rates — not actual pay.

While mine unions, repre-  
sented by the Council of Min-  
ing Unions (CMU), are de-  
manding a 15% increase and  
their members are threaten-  
ing to embark on a legal  
strike, the chamber is offering  
them 8%.

The support of under-  
ground officials is essential  
to white miners if they strike  
legally — during the 1979  
miners' strike officials did  
nothing.

Observers therefore be-  
lieve that the UOA's decision  
may undermine the bargain-  
ing position of the CMU  
unions.  
A CMU source said yester-  
day mine unions were "very  
angry". CMU unions also say  
the UOA agreed with the  
chamber that its members  
will receive increases grant-

ed to white miners, if they  
are bigger.  
This means that they ex-  
pect us to take up the fight  
with the chamber. It's a  
fight," some CMU unionists  
complain.

But they allege that under-  
ground officials are unhappy  
with their association's deci-  
sion to accept the offer.  
Many underground officials  
have complained that the  
association — particularly in  
areas like Witbank and  
Klerksdorp, a union source  
said yesterday.

Mr. Doertheize said yesterday  
the reason for signing the  
offer was made by a majority  
of the UOA executive. "It re-  
flected the wishes of most of  
members," he said.

He confirmed that the  
UOA "would approach the  
chamber to ask for any extra  
rise given CMU unions."  
The chamber has a better right  
to have 9% over the next  
two months time. The longer  
negotiations drag on, the  
more members lose out.  
"Which our members get their  
pay packets we will see, who  
is happy and who is not."

Star mine 102

# Mine unions clash on strikes

186 211

By Drew Forrest  
An inter-union row has erupted over the refusal of a mine officials' association to back mining unions in the event of a lawful strike.

At the centre of the rumpus is the Underground Officials Association (UOA), which last week broke ranks with other officials' bodies and the Council of Mining Unions (CMU) by accepting a Chamber of Mines offer of a nine percent

increase in minimum pay rates.

The CMU is in dispute with the Chamber, which has offered white miners an eight percent rise. A failure to settle at a conciliation board meeting on June 24 could lead to a lawful strike on the mines.

The UOA general secretary, Mr Doc Coertze, said he would not advise his members to refuse miners' work if they struck.

"The CMU is making

a big mistake in demanding 15 percent when the industry is in the doldrums," he said.

"We feel we are doing the CMU a favour by settling early. Now the Chamber can't offer it less than the nine percent we received."

In an angry reaction, a CMU source branded the UOA leadership "scabs who obviously don't know the first thing about trade unionism."

At a meeting in

Klerksdorp last night, the CMU chairman, Mr Arrie Paulus, told about 1 800 miners — who unanimously rejected the Chamber's offer — that the UOA had not done its arithmetic if it thought a 15 percent demand unreasonable.

Members of the UOA claimed after the meeting there was widespread rejection of the settlement in the Klerksdorp area.

Most officials would not do the work of strikers, they said.

Total Total		Handelsbanke Commercial banks	Diskontohuise Discount houses	Aksepbanke Merchant banks	Algemene banke General banks	Totaal Total
(R1 000)		(R1 000) (7 780 495)	(R1 000) (1 881)	(R1 000) (453 286)	(R1 000) (1 878 734)	(R1 000) (10 114 396)
	12. Ander lenings en voorskotte/Other loans and advances:					
	Ongedek/Unsecured:					
391 436	Lopend/Current	3 112 441	—	197 670	781 821	4 091 932
1 389 621	Agterstallig/Overdue	2 673	—	2 050	3 171	8 946
	Gedek—lopend/Secured—current:					
(1 781 05)	Deur effekte, aandele of obligasies/By stocks, shares or debentures	153 035	1 052	40 771	15 460	210 095
242 014	Deur verbande op stedelike eiendom/By mortgages over town property	587 951	829	87 654	346 070	1 021 675
1 996 261	Deur verbande op plaasland/By mortgages over farm property	710 698	—	6 564	167 515	884 777
1 244 858	Deur verpanding van inkassowissels/By pledge of bills for collection	65 108	—	308	85	65 501
5 264 184	Deur borges en medehoofskuldensare/By sureties and co-principal debtors	—	—	—	—	—
37 872 652	Persoonlike lenings/Personal loans	190 986	—	235	128 743	319 964
	Ander/Other	1 998 460	—	71 281	191 142	2 260 883
	Op 'n ander wyse/By other means	914 219	—	45 397	237 981	1 197 597
3 796 082	Gedek—agterstallig/Secured—overdue	4 571	—	1 356	4 616	10 543
	Faktoring/Factoring:					
	Lopend/Current	40 353	—	—	2 130	42 483
4 755 704	Agterstallig/Overdue	—	—	—	—	—
	13. Handelsware—huurkontrakte (lopand en agterstallig)/Merchandise leases (current and overdue)	566 804	—	61 352	2 493 244	3 121 400
	14. Saldo's verskuldig deur takke en S.A. hoofkantoor/Balances due by branches and S.A. head office	1 714 120	—	—	127 547	1 841 667
424 324	15. Verpligtings van kliente uit hoofde van uitstaande aksepte, per kontrak/Client's liability on acceptances outstanding, per contract	504 559	—	952 521	353 083	1 810 163
(2 503 317)	16. Aneublement, toeboere en uitrusting/Furniture, fittings and equipment	138 834	45	6 312	53 019	198 210
1 145 216	17. Bankpersele/Bank premises	449 940	100	—	28 828	478 868
547 520	18. Vaste eiendom behalwe bankpersele/Fixed property other than bank premises	91 220	—	15 907	77 491	184 618
235 701	19. Ander bates as bovermelde/Assets other than the foregoing	668 127	21 253	81 680	97 005	868 065
396 198	20. Totale bates/Total assets	21 704 382	975 315	2 541 548	12 651 407	37 872 652
131 636	21. Totale buitelandse bates (ingesluit by totale bates)/Total foreign assets (included in total assets)	364 016	—	20 666	58 618	443 300
45 865						
1 081						
186 559						
(944 439)						
745 579						
198 860						

Opmerking/Note:

(a) Waar bedrae tot 'n bepaalde graad van benadering gegee word, sal die aangegewe totaal nie noodwendig gelyk wees aan die som van sy samestellende bedrae nie/Where figures are given to a certain degree of approximation, the total shown does not necessarily equal the sum of its constituent items.

(b) "O" dui 'n bedrag minder as R500 aan en "—" geen bedrag./"O" indicates an amount less than R500 and "—" no amount whatever.

(18 Junie 1982)/(18 June 1982)

KENNISGEWING 409 VAN 1982

DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
AANSOEK OM REGISTRASIE VAN 'N  
VAKVERENIGING

Ek, Matheus 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 Durban Municipal Workers' 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaat-sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging.—Durban Municipal Workers' Union.

Datum waarop aansoek ingedien is.—10 Maart 1982.

NOTICE 409 OF 1982

DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF  
A TRADE UNION

I, Matheus 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 Durban Municipal 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union.—Durban Municipal Workers' Union.

Date on which application was lodged.—10 March 1982.

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*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Alle persone in diens in die Plaaslike Owerheids-onderneming, soos onderneem deur die Munisipaliteit van Durban, in die munisipale gebied van Durban.

“Plaaslike Owerheidsonderneming” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van 'n handeling, skema, diens of ander aktiwiteit wat deur 'n plaaslike owerheid onderneem word ooreenkomstig die bevoegdheid aan sodanige plaaslike owerheid verleen by die toepaslike munisipale ordonnansie of enige ander toepaslike wetgewing.

“Plaaslike owerheid” het dieselfde betekenis as wat in artikel 1 van die Wet op Arbeidsverhoudinge, 1956, daaraan geheg is: Met dien verstande dat dit nie administrasie ingestel kragtens die Wet op die Administrasie van Swart Sake, 1971 (Wet 45 van 1971), insluit nie.

*Posadres van applikant.*—p/a Leandy & Vennote, Posbus 35, Durban, 4000.

*Kantooradres van applikant.*—p/a Leandy & Vennote, Vyfde Verdieping, Allied-JBS-gebou, hoek van West- en Fieldstraat, 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 voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(18 Junie 1982)

*Interests and area in respect of which application made.*—All persons employed in the Local Authority Undertaking, as undertaken by the Municipality of Durban in the municipal area of Durban.

“Local Authority Undertaking” means the undertaking in which employers and employees are associated for the carrying out, continuing and finishing any act, scheme, service or other activity which is undertaken by a local authority in accordance with the powers vested in such local authority by the applicable municipal ordinance or any other applicable legislation.

“Local Authority” has the same meaning as assigned to it in section 1 of the Labour Relations Act, 1956: Provided that it does not include administrative boards established in terms of the Black Affairs Administration Act, 1971 (Act 45 of 1971).

*Postal address of applicant.*—c/o Leandy & Partners, P.O. Box 35, Durban, 4000.

*Office address of applicant.*—c/o Leandy & Partners, Fifth Floor, Allied JBS Buildings, corner of West and Field Streets, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union in respect of 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.

(18 June 1982)

KENNISGEWING 411 VAN 1982

SUID-AFRIKAANSE RESERWEBANK

Staat van bates en laste op die 31ste dag van Mei 1982

Laste		Bates	
	R		R
Kapitaal .....	2 000 000,00	Goud .....	2 889 767,33
Reserwefonds .....	30 801 904,94	Buitelandse:	
Note in omloop .....	2 626 156 932,00	Wissels .....	40 152,15
Deposito's:		Beleggings .....	33 810,49
Regering .....	17 047 904,49	Ander bates .....	480 768,51
Provinsiale administrasies .....	93 593 564,52	Totaal aan goud en buitelandse bates .....	3 444 498,36
Bankiers .....	1 198 555 888,15	Binnelandse:	
Ander .....	95 332 652,34	Gediskonteerde wissels .....	434 290,00
Ander laste .....	2 272 796 017,26	Lenings en voorskotte:	
		Regering .....	—
		Ander .....	1 042 825,50
		Sekuriteite:	
		Regering .....	542 697,47
		Ander .....	49 700,51
		Ander bates .....	822 273,77
	<b>R6 336 284 863,70</b>		<b>R6 336 284 863,70</b>

Verhouding van goudreserwe tot verpligtings teenoor die publiek min buitelandse bates 59,9 persent.

Pretoria, 9 Junie 1982.

G. P. C. DE KOCK, Hoof...

KENNISGEWING 417 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Matheus Willem Johannes le Roux, Nywerheidsregisrateur, 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 Natal Liquor and Catering Trades Employees 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privatsaak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—Natal Liquor and Catering Trades Employees Union.

*Datum waarop aansoek ingedien is.*—28 April 1982.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Swartes in diens in die—

- (i) Drankbedryf;
- (ii) Bedryf van verblyfsondernemings; en
- (iii) Teekamer-, Restaurant- en Spyseniersbedryf in die provinsie Natal.

“Drankbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die dryf van 'n onderneming, hetsy tydelik of permanent, op persele waar drank verkoop word en in verband daarmee—

(i) versie word dat een of meer van die volgende lisensies of spesiale magtigings kragtens die Drankwet, 1977, gehou moet word:

- (a) Hoteldranklisensie;
- (b) drankwinkellisensie;
- (c) maaltyd-wyn-en-bierlisensie;
- (d) geleentheidslisensie;
- (e) restaurant-dranklisensie;
- (f) sportterrein-dranklisensie;
- (g) spesiale magtigings verleen kragtens artikel 23;
- (h) teaterdranklisensie;
- (i) tydelike dranklisensie;
- (j) wyn-en-bierlisensie;
- (k) wynhuislisensie; en
- (ii) 'n kantienlisensie, kragtens die Drankwet, 1977, gehou word.

“Bedryf van verblyfsondernemings” beteken die sake wat gedoen word deur werkgewers en werknemers wanneer hulle, hetsy tydelik of permanent, 'n onderneming dryf kragtens Deel I, item 1.A.1, van die Ordonnansie op Lisensies, 1973 (Natal).

“Teekamer-, Restaurant- en Spyseniersbedryf” beteken die sake wat gedoen word deur werkgewers en werknemers wanneer hulle, hetsy tydelik of permanent, 'n onderneming dryf kragtens Deel I, item 1.C.1, van die Ordonnansie op Lisensies, 1973 (Natal).

*Posadres van applikant.*—Posbus 290, Durban, 4000.

*Kantooradres van applikant.*—Agtste Verdieping, Maxwell Centre, 71/73 Lornestraat, Durban.

NOTICE 417 OF 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Matheus 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 Natal Liquor and Catering Trades Employees 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

*Name of trade union.*—Natal Liquor and Catering Trades Employees Union.

*Date on which application was lodged.*—28 April 1982.

*Interests and area in respect of which application is made.*—Black persons employed in the—

- (i) Liquor Trade;
- (ii) Trade of Accommodation Establishments; and
- (iii) Tearoom, Restaurant and Catering Trade in the Province of Natal.

“Liquor Trade” means the trade in which employers and employees are associated for the purpose of conducting any business, whether temporarily or permanently, on premises where the sale of liquor is carried on and in connection with which—

(i) one or more of the following licences or special authorities issued under the Liquor Act, 1977, are required to be held:

- (a) Hotel liquor licence;
- (b) liquor store licence;
- (c) meal time wine and malt licence;
- (d) occasional licence;
- (e) restaurant liquor licence;
- (f) sportsground liquor licence;
- (g) special authorities granted under section 23;
- (h) theatre liquor licence;
- (i) temporary liquor licence;
- (j) wine and malt liquor licence;
- (k) wine house licence; and

(ii) a bar licence, issued under the Liquor Act, 1977, is held.

“Trade of Accommodation Establishments” means the trade carried on by employers and employees when conducting, whether temporarily or permanently, a business in terms of Part I, item 1.A.1, of the Licence Ordinance, 1973 (Natal).

“Tearoom, Restaurant and Catering Trade” means the trade carried on by employers and employees when conducting, whether temporarily or permanently, a business in terms of Part I, item 1.C.1, of the Licence Ordinance, 1973 (Natal).

*Postal address of applicant.*—P.O. Box 290, Durban, 4000.

*Office address of applicant.*—Eighth Floor, Maxwell Centre, 71/73 Lorne Street, Durban.

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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.  
(18 Junie 1982)

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) 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 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.  
(18 June 1982)

KENNISGEWING 418 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
AANSOEK OM REGISTRASIE VAN 'N  
VAKVERENIGING

Ek, Matheus 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 Eastern Province and Border Engineering and General Workers' Union. Besonderhede van die aansoek om 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—Eastern Province and Border Engineering and General Workers' Union.

*Datum waarop aansoek ingedien is.*—23 Maart 1982.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Persone in diens in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede in die landdrosdistrikte Port Elizabeth en Uitenhage.

“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede” beteken die nywerhede waarin werkgewers en werknemers met mekaar geassosieer is vir die produksie van yster en/of staal en/of allooie en/of die verwerking en/of raffinering van metale (uitgesonderd edelminerale en edelmetale) en/of allooie van droes en/of skrot en/of residu's; die onderhoud, vervaardiging, oprigting of samestelling, bou, verandering, vervanging of herstel van 'n masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik van metaal (uitgesonderd edelmetaal) gemaak is, of dele of komponente daarvan en struktuurmetaalwerk, met inbegrip van staalwapenswerk; die vervaardiging van metaalgoedere hoofsaaklik van sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of allooie en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die skraping, afbeitelning en/of verskaling en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met die herstel van skepe onderneem word, maar sluit nie die Motornywerheid in nie.

NOTICE 418 OF 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
APPLICATION FOR REGISTRATION OF  
TRADE UNION

I, Matheus 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 Eastern Province and Border Engineering and General Workers' Union. Particulars of the application are reflected in the subject 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of trade union.*—Eastern Province and Border Engineering and General Workers' Union

*Date on which application was lodged.*—23 March 1982.

*Interests and area in respect of which application is made.*—Persons employed in the Iron, Steel, Engineering and Metallurgical Industries in the Magisterial Districts of Port Elizabeth and Uitenhage.

“Iron, Steel, Engineering and Metallurgical Industries” means the industries in which employers and employees are associated for the production of iron and/or steel and/or alloys and/or the processing and/or refining of metals (other than precious minerals and precious metals) and/or alloys from gross 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, but does not include the Motor Industry.

(X2)

"Motorvoertuig", sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk en behoudens die bepalinge van enige abakeningvasstelling gemaak ingevolge artikel 76 van die Wet op Arbeidsverhoudinge,

(a) monteer-, oprigtings-, toets-, hervervaardigings-, herstel-, regstel-, opknappings-, bedradings-, stoffeer-, spuitverf-, verf- en/of vernuwingswerk uitgevoer in verband met—

- (i) die onderstelle en/of bakke van motorvoertuie;
- (ii) binnebrandmotore en/of transmissiekomponente van motorvoertuie;
- (iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;
- (b) motoringenieurswerk;
- (c) die herstel, vulkansering en/of versool van buitendeke;
- (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 dienststasies;
- (g) die onderneming wat hoofsaaklik of uitsluitlik gedryf word in verband met die verkoop van motorvoertuie of motorvoertuigonderdele en/of -reserwedele en/of -bybehore (hetsy nuut of gebruik) in verband daarmee, 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 motorsloopwerwe;
- (i) die onderneming van vervaardigingsbedryfsinrigting waarin motorvoertuigonderdele en/of -reserwedele en/of -bybehore en/of komponente daarvan vervaardig word;
- (j) voertuigbakbouwerk;
- (k) die verkoop van trekkers, landbou- en besproeiingsuitrusting (nie in verband met die vervaardiging daarvan nie) in die Republiek van Suid-Afrika, maar uitgesonderd die landdrostdistrik Kimberley, ten opsigte van die verkoop van—
- (i) landbou- en besproeiingsuitrusting; en
- (ii) trekkers, behalwe wanneer onderneem deur bedryfsinrigtings wat in aansienlike mate betrokke is by die verkoop en/of herstel van ander motorvoertuie.

Vir die toepassing van hierdie omskrywing beteken—  
 "motoringenieurswerk" die vernuwing van binnebrandmotore of onderdele daarvan vir gebruik in motorvoertuie in bedryfsinrigtings wat hoofsaaklik of uitsluitlik hierdie soort werk verrig, afgesien daarvan of sodanige bedryfsinrigting betrokke is by die demontering en herstel van motorvoertuie of nie;

"motorvoertuig" enige wielvoertuig wat met meganiese krag (uitgesonderd stoom) of elektrisiteit aangedryf word en wat bedoel is vir karweiwerk en of vir die vervoer van persone en/of goedere en/of vrugte, en ook sleepwaens en woonwaens, maar nie ook uitrusting wat ontwerp is om op vaste spore te loop, sleepwaens wat bedoel is vir die vervoer van vrugte van 27 273 kg of meer of vliegtuie nie; en

"voertuigbakbouwerk" enigeen van of al ondergenoemde werksaamhede wat uitgevoer word in 'n voertuigbakboubedryfsinrigting, maar nie ook voertuigbakbouwerk wat in verband met die montering van motorvoertuie deur monteringsinrigtings verrig word nie:

- (a) Die bou, herstel of opknapping van kajuite en/of bakke en/of enige bobou vir enige tipe voertuig;
- (b) die vervaardiging of herstel van onderdele vir kajuite en/of bakke en/of enige bobou, en die montering, regstel en installering van onderdele in kajuite, of bakke of op die bobou van voertuie;

"Motor Industry", without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956, means—

(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 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 part of an establishment in which is conducted the assembly of or repairs to motor vehicles;
- (h) the business of motor graveyards;
- (i) the business of manufacturing establishments in which are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;
- (j) vehicle body building;
- (k) the sale of tractors, agricultural and irrigation equipment (not connected with the manufacture thereof) in the Republic of South Africa, but excluding the Magisterial District of Kimberley, in respect of the sale of—
- (i) agricultural and irrigation equipment; and
- (ii) tractors, except when undertaken by establishments substantially engaged in the sale and/or repair of other motor vehicles.

For the purposes of this definition—  
 "automotive engineering" means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged, whether such establishment is engaged in the dismantling and repair of motor vehicles or not and

"motor vehicle" means any wheeled conveyance propelled by mechanical power (other than steam) or electrically and designed for haulage and/or for the transportation of persons and/or goods and/or loads and includes trailers and caravans but shall not include any equipment designed to run on fixed tracks, trailers, designed to transport loads of 27 273 kg or over, or aircraft; and

"vehicle body building" means any or all of the following activities carried on in a vehicle body building establishment, but does not include vehicle body building done by assembly establishments incidental to the assembling of motor vehicles:

- (a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure for any type of vehicle;
- (b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles;



(c) die aanbring van kajuite en/of bakke en/of enige bobou aan die onderstel van enige tipe voertuig;

(d) die bestryking en/of versiering van kajuite en/of bakke en/of enige bobou met 'n preserveermiddel of versiermiddel;

(e) die uitrus, meubilering en afwerking van die binnekant van kajuite en/of bakke en/of die bobou;

(f) die bou van sleepwaens, uitgesonderd die vervaardiging van wiele en asse daarvoor;

(g) alle werksaamhede wat in verband staan met of voortvloei uit die werksaamhede in paragrawe (a), (b), (c), (d), (e) en (f) vermeld.

Vir die toepassing van hierdie omskrywing omvat "voertuig" nie 'n vliegtuig nie en omvat "Motorywerheid", soos hierbo omskryf, nie die volgende nie:

(i) Die vervaardiging van motorvoertuigonderdele en/of -bybehore en/of -reserwedele en/of -komponente in bedryfsinrigtings wat gewoonlik metaal- en/of plastiekgooedere van 'n ander aard op 'n aansienlike skaal vervaardig en daarvoor aangeleë is, of die verkoop van motorreserwedele en -bybehore deur monteerinrigtings vanuit sodanige bedryfsinrigtings;

(ii) die montering, oprigting, toets, herstel, regstel, opknapping, bedrading, bespuiting, verf en/of vernuwing van landboutrekkers, behalwe waar dit uitgevoer word in bedryfsinrigtings wat gewoonlik 'n soortgelyke diens ten opsigte van motorkarre of vragmotors of motortrokke lewer;

(iii) die vervaardiging en/of onderhoud en/of herstel van—

(aa) uitrusting vir siviele en werktuigkundige ingenieurswerk en/of onderdele daarvan, afgesien daarvan of dit op wiele gemonteer is of nie;

(ab) landbou-uitrusting of onderdele daarvan; of

(ac) uitrusting bedoel vir gebruik in fabriek en/of werkwinkels: Met dien verstande dat, vir die toepassing van (aa), (ab) en (ac), "uitrusting" nie geag word motorkarre en/of vragmotors en/of motortrokke te beteken nie;

(ad) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of komponente daarvan gemaak van staalplate wat 3,175 mm dik of dikker is, wanneer uitgevoer in bedryfsinrigtings wat aangeleë is vir en gewoonlik betrokke is by die vervaardiging en/of onderhoud en/of herstel van uitrusting vir siviele en/of werktuigkundige ingenieurswerk op aansienlike skaal;

(iv) monterbedryfsinrigtings, wat beteken bedryfsinrigtings waarin motorvoertuie gemonteer word uit nuwe komponente op 'n monterband, en ook die vervaardiging en/of maak van motorvoertuigonderdele of -komponente wanneer uitgevoer in sodanige bedryfsinrigtings, maar omvat dit nie ook voertuigbouwerk nie, behalwe vir sover dit uitgevoer word in verband met die montering van motorvoertuie, uitgesonderd woonwaens en sleepwaens.

*Posadres van aplikant.*—Posbus 4338, Port Elizabeth, 6016.

*Kantooradres van aplikant.*—Suite D, Govco Centre, Nielsenstraat 9, Korsten, Port Elizabeth.

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 procedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.  
M. W. J. LE ROUX, Nywerheidsregistrator.  
(18 Junie 1982)

(c) fixing cabs and/or bodies and/or any superstructure on the chassis of any type of vehicle;

(d) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;

(e) equipping, furnishing and finishing off the interiors of cabs and/or bodies and/or superstructure;

(f) building of trailers, but excluding the manufacture of wheels or axles therefor;

(g) all operations incidental to or consequent on the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f).

For the purpose of this definition, "vehicle" does not include an aircraft and "Motor Industry" as defined in section 1 does not include the following:

(i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale, or the sale of motor spare parts and accessories by assembly establishments for such establishments;

(ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors except where carried out in establishments rendering similar service in respect of motorcars, motor lorries or motor trucks;

(iii) the manufacturing and/or maintenance and/or repair of—

(aa) civil and mechanical engineering equipment, and/or parts thereof, whether or not mounted on wheels;

(ab) agricultural equipment or parts thereof; or

(ac) equipment designed for use in factories and/or workshops: Provided that for the purposes of (aa), (ab) and (ac), "equipment" shall not be taken to mean motorcars, motor lorries and/or motor trucks;

(ad) motor vehicle or other vehicle bodies and/or superstructures and/or parts or components thereof made of steel plate of 3,175 mm thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;

(iv) assembly establishments, which means establishments in which motor vehicles are assembled from new components on an assembly line and includes the manufacture and/or fabricating of any motor vehicle parts or components when carried on in such establishments, but does not include vehicle body building except in so far as it is carried on incidental to the assembly of motor vehicles other than caravans and trailers.

*Postal address of applicant.*—P.O. Box 4338, Port Elizabeth, 6016.

*Office address of applicant.*—Suite D, Govco Centre, 9 Nielsen Street, Korsten, Port Elizabeth.

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.  
(18 Junie 1982)

Elke nominasievorm ten opsigte waarvan een van hierdie bepalings nie nagekom is nie of wat nie teen voormelde datum by onderstaande adres ontvang is nie, is ongeldig:

N. M. PRINSLOO, Kiesbeampte, Posbus 205, Pretoria, 0001; of Oranje-Nassaugou 6115, Schoemanstraat 188, Pretoria, 0002.

1982-06-04.  
(18 Junie 1982)

#### KENNISGEWING 400 VAN 1982

##### DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

Die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad vaardig hierby kragtens artikel 32 (1) gelees met artikel 61 (4) van die Wet op Geneesherre, Tandartse en Aanvullende Gesondheidsdiensberoepe, 1974 (Wet 56 van 1974), die reëls vervat in die Bylae hiervan uit ter vervanging van die reëls afgekondig by Kennisgewing 266 van 1981.

#### BYLAE

##### REÛLS BETREFFENDE DIE REGISTRASIE VAN MEDIESE WETENSKAPLIKES

1. Die raad kan enige persoon wat die raad oortuig dat hy aan die vereistes uiteengesit in (1) en (2) hiervan voldoen, as 'n mediese wetenskaplike registreer:

(1) Dat hy 'n kwalifikasie behaal het, toegeken nadat hy deur 'n inrigting of eksaminerende liggaam wat van tyd tot tyd by besluit van die raad goedgekeur is as bevoeg om sodanige kwalifikasie toe te ken, geëksamineer is;

(2) dat hy minstens drie jaar aanneemlike ondervinding, in 'n laboratorium of inrigting wat deur die raad goedgekeur is, opgedoen het.

2. Persone wat geregistreer was as mediese laboratorium-wetenskaplikes kragtens die bepalings van Kennisgewing 266 van 1981 word gegag as mediese wetenskaplikes kragtens hierdie reëls geregistreer te wees.

3. Waar, in die geval van 'n aansoek om registrasie, die kwalifikasie waarop die aansoek gebaseer is, nie reeds deur die raad goedgekeur is nie, moet die applikant gesaghebbende inligting aan die raad laat verstrek betreffende die opleiding wat vir sodanige kwalifikasie vereis word, waarna, indien sodanige opleiding deur die raad as bevredigend beskou word, sodanige kwalifikasie goedgekeur kan word.

(18 Junie 1982)

#### KENNISGEWING 401 VAN 1982

##### DEPARTEMENT VAN MANNEKRAG

##### WET OP ARBEIDSVERHOUDINGE, 1956

##### INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, Matheus Willem Johannes le Roux, Nywerheidsregistrateur, maak hierby, kragtens artikel 14 (1) van die Wet op Arbeidsverhouding, 1956, bekend dat, aangesien ek rede het om te vermoed dat die Sweet Workers' Industrial Union (Natal) gelikwede 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, Nywerheidsregistrateur.  
(18 Junie 1982)

Every nomination form in respect of which any of the provisions has not been complied with, or which is received by the aforesaid date at the address given below will be invalid:

N. M. PRINSLOO, Returning Officer, P.O. Box 205, Pretoria, 0001; or 6115 Oranje-Nassau Buildings, Schoeman Street, Pretoria, 0002.

1982-06-04.  
(18 June 1982)

#### NOTICE 400 OF 1982

##### THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

The South African Medical and Dental Council hereby terms of section 32 (1) read with section 61 (4) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974), makes the rules contained in the Schedule hereto in substitution for the rules published under Notice 266 of 1981.

#### SCHEDULE

##### RULES FOR THE REGISTRATION OF MEDICAL SCIENTISTS

1. The council may register as a medical scientist any person who satisfies the council that he has complied with the requirements set out in (1) and (2) hereof:

(1) That he has obtained a qualification granted after examination by any institution or examining authority approved by resolution of the council from time to time competent to grant such qualification;

(2) that he has obtained at least three years' acceptable experience in a laboratory or institution approved by the council.

2. Persons who were registered as medical laboratory scientists under the provisions of Notice 266 of 1981 shall be deemed to be registered under these rules as medical scientists.

3. Where, in the case of an application for registration the qualification on which the application is based has not already been approved by the council, the applicant shall be required to cause the council to be furnished with authoritative information as to the training required for such qualification, whereupon, if the standard of such training is considered satisfactory by the council, such qualification may be approved.

(18 June 1982)

#### NOTICE 401 OF 1982

##### DEPARTMENT OF MANPOWER

##### LABOUR RELATIONS ACT, 1956

##### CANCELLATION OF REGISTRATION OF A TRADE UNION

I, Matheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Sweet Workers' Industrial Union (Natal) 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.  
(18 June 1982)

KENNISGEWING 402 VAN 1982  
 DEPARTEMENT VAN MANNEKRAG  
 WET OP ARBEIDSVERHOUDINGE, 1956

AAANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, 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 African Transport Workers' 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 Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—African Transport Workers' Union.

*Datum waarop aansoek ingedien is.*—29 Maart 1982.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Swartes in diens as algemene werkers, sekuriteits-beamptes, ambagsmanne, laaiers, voertuigdrywers, bedieners van mobiele hystoestelle en wagte in die Nywerheid vir die Vervaardiging van Seep, Kerse, Eetbare Olies of Vette in die landdrosdistrik Oos-Londen.

“Nywerheid vir die Vervaardiging van Seep, Kerse, Eetbare Olies of Vette” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer is of aan registrasie onderworpe is, met die doel om een of meer van die volgende werksaamhede te verrig:

(i) Die uitpersing van olie;

(ii) die bereiding, vervaardiging, bottel, toedraai of verpakking van bleikpoeier, suiweringmiddels, seep, wassoda of ander reinigingsmiddels, kerse, huishoudelike of kook-olies, eetbare olies of vette;

en omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit maar omvat nie die Visverwerkingsnywerheid nie.

“Visverwerkingsnywerheid” beteken 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 van die volgende werksaamhede te verrig:

(i) Die bottel, inmaak, bereiding, preservering (met inbegrip van preservering deur middel van bevriesing of diepvriesing), 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.

*Posadres van applikant.*—Posbus 19, Johannesburg, 2000.

*Kantooradres van applikant.*—Sede Verdieping, Cape York House, Jeppestraat 252, Johannesburg.

NOTICE 402 OF 1982

DEPARTMENT OF MANPOWER  
 LABOUR RELATIONS 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 African Transport 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

*Name of trade union.*—African Transport Workers' Union.

*Date on which application was lodged.*—29 March 1982.

*Interests and area in respect of which application is made.*—Black persons employed as general workers, security officers, artisans, loaders, vehicle drivers, mobile hoist operators and watchmen in the Industry for the Manufacture of Soap, Candles, Edible Oils or Fats in the Magisterial District of East London.

“Industry for the Manufacture of Soap, Candles, Edible Oils or Fats” means the industry in which employers and employees are associated in establishments which are registered or liable for registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of carrying on any one or more of the following activities:

(i) The expressing of oil;

(ii) the preparation, manufacture, bottling, wrapping or packing of bleaching powder, detergents, soap, washing soda or other cleaning agents, candles, household or cooking oils, edible oils or fats;

and includes all operations incidental to or consequent on any of the aforesaid activities but does not include the Fish Processing Industry.

“Fish Processing Industry” means the industry in which employers and employees are associated in establishments which are registered or liable for registration in terms of the Factories, Machinery and Building Work Act, 1941, 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 fish meal;

(iv) the manufacture or bottling of fish oil;

and includes all activities 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.

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.

(18 Junie 1982)

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.

(18 June 1982)

# Loubser sidesteps ITF inquiries into police harassment

~~1/18/82~~ ~~2/18/82~~ ~~3/18/82~~ ~~4/18/82~~ ~~5/18/82~~ ~~6/18/82~~ ~~7/18/82~~ ~~8/18/82~~ ~~9/18/82~~ ~~10/18/82~~ ~~11/18/82~~ ~~12/18/82~~ 18/6/82  
E. Post

By SANDRA SMITH  
THE head of the Railways, Dr Kobus Loubser, has told the International Transport Workers' Federation (ITF) that allegations of police harassment of Port Elizabeth dock workers should go through official channels.

The General Manager of the South African Transport Services was responding to an ITF query about alleged harassment by railway police of members of the General Workers' Union (GWU).

A SATS spokesman said Dr Loubser made it clear that official channels for grievances existed within the SATS and that other methods could not be recognised.

However, union sources claim that Dr Loubser also said in a telex to the ITF, which is based in London, that he would investigate any allegations of unnecessary police involvement in union activity.

More than 840 Port Elizabeth dock workers have signed an open letter to the Port Manager calling on SATS to stop railway police from allegedly harassing GWU members.

More than 260 of the sig-

natories have been questioned by the railway police in connection with their membership of the union.

In the letter the men say they "are sick of being bothered by police at work".

These are the latest developments in a conflict between the SATS and the GWU. SATS has refused to recognise the union, which has warned of possible bloodshed in the Port Elizabeth and East London harbours.

The GWU claims to represent a majority of black dock workers in the Port Elizabeth port.

The Cape Midlands Commanding Officer of the railway police, Lt-Col C J H Peiser, said today he would not comment on the allegations and had not received a copy of the letter.

Employer representatives in Port Elizabeth have also warned of possible economic repercussions if the SATS continues to refuse to meet GWU representatives.

An SATS spokesman said the letter would be ignored and not forwarded to Dr Loubser as it contravened official grievance procedure.

The spokesman said: "We cannot have discussions with representatives of unions we do not recognise."

The letter to the Port Manager said: "We are surprised by the police interference in our affairs, which are no secret."

GWU members were also "not happy at being taken away from work" to be questioned about their resignation from the Black Staff Association.

The letter alleged a Mr Magatya (clock number 1851) was interrogated by railway police last Monday. He was said to have been assaulted.

The letter claims another worker, Mr Alport Zonke (clock number 1472), had been visited by six railway policemen and warned to resign from the GWU.

Mr V Mgquba (clock number 73) was questioned about the names of five workers he recorded at a workers' meeting.

A list of 846 names, "clock numbers" and signatures accompanied the letter to the Port Manager. Workers who were illiterate signed next to their names with thumbprints.

4/18/82  
M. M. M.  
R. M. M.  
P. M. M.  
S. M. M.  
T. M. M.  
G. M. M.  
H. M. M.  
S. M. M.

Responsibility /

# Union challenged to prove pay support

Star 18/6/87  
By Drew Forrest

The Underground Officials' Association (UOA) has been challenged to hold a meeting "anywhere" to see if its members accept its recent wage settlement with the Chamber of Mines.

The challenge — issued by the Council of Mining Unions (CMU) chairman Mr Arrie Paulus, follows allegations of deep discontentment with the wage agreement among UOA members in the Eastern and Western Transvaal and the Free State.

The UOA last week accepted a chamber offer of a 9 percent increase in minimum pay. By so doing it broke ranks with the CMU, which is in dispute with the chamber,

and other officials' associations.

The general secretary of the UOA, Mr Doc Coertze, has also said he would not support the CMU unions if their dispute led to a lawful strike on the mines.

Rival unions allege that the UOA executive narrowly voted to accept the offer without consulting its members.

Mr Coertze could not be contacted yesterday. But he has told The Star that only a minority of older workers on the highest scheduled rates were dissatisfied.

The crucial conciliation board meeting between the CMU and the chamber — deadlock in the meeting could lead to a legal strike on the mines — will be held on June 22, it was learnt yesterday.

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KENNISGEWING 403 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, 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 East London Transport 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 na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging.*—East London Transport Workers' Union.

*Datum waarop aansoek ingedien is.*—28 Desember 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Swartes en Gekleurdes in diens as busdrywers, motorvoertuigdrywers, wagte, sekuriteitswagte, parkeerterreinoppasser-kassiers, algemene werkers en werkswinkelwerknemers in die Plaaslike Owerheidsonderneming soos onderneem deur die Munisipaliteit van Oos-Londen.

“Plaaslike Owerheidsonderneming” beteken die onderneming waarin werkgewers en hulle werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van 'n handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word.

“Plaaslike owerheid” beteken 'n stadsraad, dorpsraad, gesondheidskomitee of die Transvaalse Raad vir die Ontwikkeling van Buitestedelike Gebiede of 'n afdelingsraad.

*Posadres van applikant.*—Posbus 410, Oos-Londen, 5200.

*Kantooradres van applikant.*—Kamer 49, Vierde Verdieping, CNA-gebou, Uniestraat, Oos-Londen.

Die aandaag 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

NOTICE 403 OF 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS 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 East London Transport 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

*Name of trade union.*—East London Transport Workers' Union.

*Date on which application was lodged.*—28 December 1981.

*Interests and area in respect of which application is made.*—Black and Coloured persons employed as bus drivers, vehicle drivers, watchmen, security constables, car park attendants, cashiers, general workers and workshop employees in the Local Authority Undertaking as undertaken by the Municipality of East London.

“Local Authority Undertaking” means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority.

“Local Authority” means a town council, village council, health committee or the Transvaal Board for the Development of Peri-Urban Areas or divisional council.

*Postal address of applicant.*—P.O. Box 410, East London, 5200.

*Office address of applicant.*—Room 49, Fourth Floor, CNA Buildings, Union Street, East London.

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,

26m 3/1/82

# Decision overruled and man's job safe

Labour Correspondent

A MEETING of the Johannesburg Municipal Combined Employees Union yesterday overturned an attempt to expel Lenasia librarian Mr Terry Jeevanantham from the union and in the process saved his job.

Mr Jeevanantham, who has served three terms on the union's executive, had been expelled from the JMCEU by its executive for criticising the union's leadership.

In terms of a closed shop agreement between the JMCEU, which is affiliated to the Trade Union Council of SA, and the Johannesburg City Council, he would have lost his job if he had been expelled.

The closed shop means that certain coloured and Asian council workers must belong to the union to keep

their jobs.

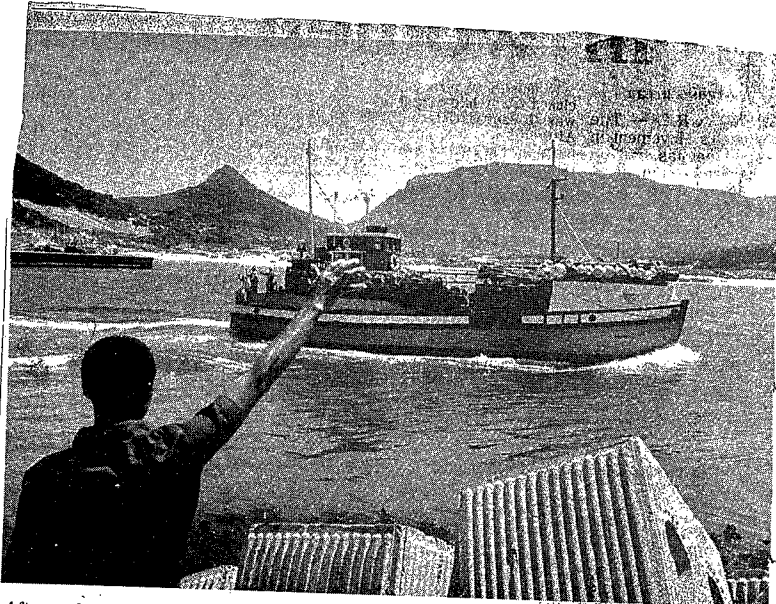
The union's constitution allowed Mr Jeevanantham to appeal to the general membership against the executive's decision and his appeal was considered at a meeting yesterday.

At yesterday's meeting members decided by 119 votes to 40 to overturn the expulsion.

A delighted Mr Jeevanantham said yesterday: "I believe the turning point came when one member addressed the meeting and pointed out to them that if they voted to expel me, they would be voting to have me fired as well."

He said he had not expected to win the vote because he had feared that many of his supporters, blue-collar workers from the townships, would not be able to get off work to attend the meeting.





After a delay of almost 24 hours one of the Hout Bay crayfish catchers sets out for a six-week fishing trip. Fishermen refused to go to sea yesterday because of a wage dispute. A well-wisher stands on the pier to see them off.

ARBUS 4/11/82 (151)

## Fishermen settle pay dispute

### Labour Reporter

TWO crayfish trawlers left Hout Bay harbour today after being delayed for a day because of a wage dispute between the crews and their employers.

A spokesman for the committee representing the fishermen said the employers, S A Sea Pro-

ducts, had not met the demand for a daily wage increase from R6 to R10, but had agreed to raise the commission on crayfish caught.

On one trawler, commission will increase from R1,10 to R1,50 a man per 100 crayfish caught and on the other, from R1,10 to R2.

The reason for the difference in the commission, according to the fishermen, is that one crew cleans and packs the crayfish.

The committee spokesman said the fishermen were "quite happy" with this increase.

Mr W Visagie, the financial manager of S A

Sea Products in Hout Bay, confirmed the matter had been settled.

When asked to confirm the increases, Mr Visagie said: "I am still not prepared to discuss company business with newspapers. All I will say is that the matter is settled and the boats are going to sea."

4/11/52  
Skr  
15

# Union overrules expulsion order

By Tyrone August

Members of the Johannesburg Municipal Combined Employees' Union have overruled an attempt by the executive committee to expel a Lenasia librarian, Mr Terry Jeevanantham.

Members decided by 119 votes to 40 at a general meeting on Tuesday to reverse an executive committee decision to expel him.

Mr Jeevanantham's expulsion would have meant that he would have lost his job with the municipality because of the JMCEU's closed shop agreement with the Johannesburg City Council.

Because of the closed shop agreement only union members may work in certain jobs with the municipality.

"In September, I was expelled by the executive because I criticised it as undemocratic," Mr Jeevanantham said yesterday.

"The constitution, however, allowed me to appeal to the general membership against the executive's decision. This was why yesterday's meeting was called."

Mr Jeevanantham said he was worried that many of his supporters would not have been able to attend because they could not get off work.

"The outcome of yesterday's meeting has assured me members of the union believe I have their interests at heart," he said.

USI 120 SWS 411182

# Textile workers find 'truce'

Labour Reporter

The long dispute between the Veldspun Textile plant in Uitenhage and the National Union of Textile Workers seems to have

been resolved though unionists describe it as an uneasy truce.

Officials of the Fosatu affiliate met the Veldspun management again yesterday to dis-

cuss the programme of re-engaging about 214 workers who were dismissed in August over a retrenchment dispute.

About 1000 workers

were dismissed originally, and it is understood that the NUTW will still try to press management to take on more of the former workers in the future.

Sixty workers were taken back this week. More are being rehired later this month, and early next year.

But the NUTW is still critical about the method used to re-engage workers.

Veldspun is a subsidiary of Romatex which is a part of the Barlow Rand group.

The dispute has seen:

- A proposed Fosatu appeal to the Zimbabwe Prime Minister, Mr Robert Mugabe, requesting an embargo of Barlow Group products.

- A boycott of white businesses in Uitenhage.

- Student criticism of the head of Barlow, Mr Mike Rosholt.

# Strike threat by hospital clerks

Argus Correspondent

JOHANNESBURG. — About 500 clerks at Baragwanath Hospital and Soweto clinics this week submitted a memorandum to the Director of Hospital Services, Dr Hennie Grove, demanding more pay.

The clerks, who refused to work in protest for two hours last Friday and two hours on Tuesday, demanded a 50-per-cent rise and threatened to strike if their demands were not yet.

## CONCERNED

A spokesman for the clerks said yesterday they would continue to work, "because we are more concerned with the patients. We do not want to be seen as irresponsible people, but we want our demands to be met".

Dr Chris van der Heever, superintendent at the hospital, said new salary scales for nurses came into effect on Friday.

"Some administrative staff were upset that the salaries had not likewise being adjusted and a mass meeting was held where demands for increases were made. Negotiations are continuing," he said.

# New pay bid to end motor dispute

ARGUS  
9/4/82

## Labour Reporter

A NEW minimum wage offer has been made to workers in three motor manufacturing firms in Port Elizabeth.

The three companies, Volkswagen, Ford and General Motors, apparently made the offer last week to representatives of the National Automobile and Allied Workers' Union (Naawu).

Mr Freddie Sauls, general secretary of Naawu, today confirmed that an offer had been made, but declined to give further details until workers at the three plants had discussed the matter.

## Issues

He said the offer covered minimum wages and "other issues". Workers were meeting this week to discuss it.

Mr Rubin Els, public relations officer for Volkswagen, said the companies were still negotiating with the union.

"No agreement has been reached yet. We have been negotiating a settlement," he said, declining to comment further.

Management spokesmen from General Motors and Ford were not available for comment.

Industrial relations in the motor manufacturing industry have been tense for much of this year.

## Downed tools

In July, 10 000 workers downed tools in support of a minimum wage demand of R2,50 an hour. The companies respond-

ed by closing the factories for about a week after the workers had decided to return to work.

Management stuck to their offer of a 7.5 per cent increase to R2,15 an hour and a formal dispute was declared at the Industrial Council.

Naawu soon withdrew from the Industrial Council wage talks and asked instead for in-plant bargaining to settle the issue.

Eternis Paribus  
Price  
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Inferior Good  
Substitutes  
Complements  
Perfect Competition  
'Rise' in Demand (or Supply)  
'Increase in quantity Demanded'  
Maximum Price  
Minimum Price  
Rent Control  
Minimum Wages Legislation  
International Trade  
Transport Costs  
Tariff  
Economic Rent.

# Car industry dispute: end may be in sight

**Labour Reporter**  
The five-month-old car industry wage dispute in the Eastern Cape may be settled in the next few days, say industry sources.

Hopes for a settlement have risen after talks last Thursday between the National Automobile and Allied Workers Union and the Eastern Province Automobile Man-

ufacturers Associations.

Last night union officials from Ford, General Motors and Volkswagen met to discuss the latest offers from employers, and there will be mass meetings in Port Elizabeth and Uitenhage tomorrow and on Thursday night with workers.

During the drawn-out dispute, Naawu withdrew from the indus-

trial council for the region and negotiations then proceeded informally through the employers' association.

Workers had demanded a R2,50 minimum hourly wage, which employers rejected.

The three auto giants in turn offered a minimum of R2,20 an hour, which workers rejected, but which was put into effect after Naawu withdrew from the council.

The dispute caused thousands of workers at the three companies to down tools, resulting in closures of assembly lines and other areas of operation.

The firms accused Naawu of being unrealistic in its wage demands, but the union said workers required a minimum living wage.

There have been behind-the-scenes talks in the last few months and current offers may provide a settlement.

## Fired workers demand relief

# Major ruling awaited from labour court

By STEVEN FRIEDMAN  
Labour Correspondent

A KEY case heard by the Industrial Court in Johannesburg yesterday will test the right of fired workers to demand temporary reinstatement from the court if they allege the sackings were unfair.

Mr D R van Schalkwyk reserved judgment — but if he finds for the workers who brought it, many other employers who retrench or fire workers during a dispute may be faced with claims for interim reinstatement.

The case has been brought by the Metal and Allied Workers' Union and 52 migrant members fired by an Olfantfontein company, Stocks and Stocks, against the firm and its holding company, Stobar Reinforcing.

The court yesterday heard arguments from both sides which, if upheld, would have crucial implications for labour relations.

Mr M Brassey, for the companies, argued that Section 35 of the Metal Industrial Council agreement, which sets out procedures employers must observe before firing or retrenching workers, was "void for vagueness".

He said it had no legal force because it did not spell out what an employer had to do to fairly dismiss workers.

Section 35 was hailed as a major breakthrough when it was introduced some years ago and this argument has major implications for the metal industries.

The company also says it is not subject to the metal industrial council agreement.

And Mr H Cheadle, for the union and the workers, submitted it was an "unfair labour practice" to "unilaterally sack a whole work force to avoid retrenchment negotiations with a representative union.

The case is one of the first to be brought to the court in terms of recent new powers.

A change to Section 43 of the Labour Relations Act (LRA) allows the court to reinstate fired workers, while a dispute over an alleged "unfair labour practice" is being decided — a right once held by the Minister of Manpower.

The union and workers allege they were fired without warning by the employer in an attempt to avoid negotiation over retrenchment so that the company could carry out a "disguised retrenchment" by sacking all the workers and re-hiring only some. They also say the company breached Section 35.

The company denies this and alleges the workers broke their employment contract and were sacked after a go-slow action despite warnings to end it — which they deny.

Mr Cheadle said the workers had a "clear right" to interim reinstatement.

In terms of Section 43, an employer had to show a fired worker had been given a chance to put forward his view and, unless an employer could prove he had done this, the court should grant interim reinstatement.

Mr Brassey argued that, to qualify for relief, the workers had to show that there was no other satisfactory remedy for them.

They also had to establish a "clear right" to it and could not do so if there was a dispute of fact with the company, which there was.

## Gunman 'only wanted to frighten' his former wife

By JOUBERT MALHERBE  
Pretoria Bureau

"I NEVER wanted to kill my former wife — I only wanted to frighten her," a Pretoria man told a magistrate this week when he appeared in court on a charge of attempting to murder her.

Mr Abraham Joone, 28, of Zambesi Drive, Sinoville, choked with emotion when he told the magistrate he fired at his former wife last Saturday because he wanted her to experience the same anguish he suffered when she became involved with another man while he was doing operational service.

Mr Joone is charged with attempting to murder his former wife, Mrs Petronella Joone.

Mr Joone was granted bail of R1 000 after he told the court he would lose his job if he was detained until next week when the case is heard.

The prosecutor, Mr T Dickerson, called Mrs Joone after opposing the bail application and she told the magistrate, Mr J Diener, that her ex-husband had threatened her twice since they were divorced on September 8 this year.

Last Saturday he collected their child at Mrs Joone's flat to take him to a fireworks display at Loftus Versfeld that evening.

That afternoon Mrs Joone went to a softball competition where she was later called and told her former husband was waiting for her in the parking lot.

She was told he had fetched her because their child had been injured after falling off a pavilion.

When Mrs Joone went to the car, Mr Joone allegedly threatened her with a firearm and told her to get into the car.

She refused and returned to the softball game, but Mr Joone allegedly followed her and fired a shot in her direction. Mrs Joone was not hit and Mr Joone was apprehended after allegedly firing another shot into the ground.

He told the court he had been to the house of a relative before going to the softball competition. When he saw the pistol lying in a cupboard, he decided to use it to give his former wife "a fright".

"I did not want to kill her," Mr Joone said.

His advocate, Mr B P Geach, said his client only realised the gravity of his conduct after having spent a few nights in police cells.

Bail conditions were that Mr Joone refrains from interfering with State witnesses, including his former wife.



Counterfeit travellers' cheques and \$100 notes  
Sergeant J N Visser shows some examples and ad-

## 'EVE'

WHY don't South Africans muck in when it comes to recycling trash? Read EVE tomorrow and find out.

Also in this issue is a look at a dangerous new drug, mothers and bonding, how to get your money's worth, hard sell in New York, recipes and fashion.

Don't miss this exciting issue of EVE tomorrow.



ARGUS, TUESDAY NOVEMBER 9 1982

# Chamber warns of 'politics'

Consumer Reporter

9/11/82  
ARGUS  
(51)  
(12)  
(12)

(or Supplied)

SOME strikes and disputes in the past year appear to have had some political motivation, the executive committee of the Cape Chamber of Industries says in its annual report.

The chamber points out that levels of productivity in this country are comparatively low, and that unemployment is likely to rise because of the downturn in the economy.

It warns that because of these factors it is increasingly important that industrial disputes be resolved without strike action which is harmful to both sides.

## Strife

A particularly regrettable feature of some strikes during the past year was that they related to disputes over matters for which the companies concerned were not responsible and over which they had little or no control.

In some cases the disputes involved inter-trade union strife.

"This has become increasingly evident with the emergence of new unions in recent times," the report says.

There have also been indications of political motivation underlying some of the action taken against employers.

"Such disputes are accordingly more difficult to resolve than straightforward differences between management and labour on issues such as wages, hours of work and general conditions of employment.

With the economy already experiencing the initial indications of a cyclical downswing and with unemployment rising, it has become increasingly important that industrial conflict should be resolved by way of orderly negotiations between the parties, using the processes of conciliation available to them."

The report says the chamber is doing its best to promote sound em-

ployer-employee relations at all levels.

It is doing this by issuing guidelines to member firms and by arranging for them to exchange information about their experiences.

Its policy of encouraging the resolution of conflict through conciliation will be expanded during the coming year.

● See page 19.

Ceteris Paribus  
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# s left no says union

Len has tentative of Sigma Mamelodi fight to dis- wave of is. han 500 e laid off January- another 348 for one e were also nements. ing the trenchment between Sig- union pro- ce pay in length of ment as cur. of "last- initiated a

four-day work week in July and introduced the three-day week last month.

A Sigma spokesman said the firm had a policy this year of reviewing its economic position on a monthly basis. Unproductive workers also came under scrutiny on a regular basis.

Some industry sources fear that in the event of any worker militancy at Sigma the firm could use the occasion to lay off more workers — a case of "disguised redundancy."

Sigma's recognition agreement with Naavu followed a prolonged dispute, which saw its entire workforce out on strike in April.

# Newsman employers in talks

Labour Reporter The South African Society of Journalists held day-long talks yesterday with newspaper publishing employers in a bid to preserve the industry's conciliation board.

Both the Argus Printing and Publishing Company and South African Associated Newspapers (SAAN) informed the SASJ recently they were withdrawing from the board at the end of the agreement this year.

The SASJ attacked the move, saying it would bring to an end some 40 years of peaceful collective bargaining between employers and journalist representatives at the board level.

Argus and SAAN are understood to want regionally based negotiations with journalists on wages and working conditions as opposed to national talks through the conciliation board.

Yesterday's talks brought no immediate end to the dispute and the SASJ is looking at legal recourse through the country's industrial legisla-

# Firm sacked 78 unfairly, says union

The Metal and Allied Workers' Union (Mawu) has told the Industrial Court that Stobar Reinforcements dismissed its 78-man workforce in August without sufficient giving the workers a chance to state their case.

This was said by the union's counsel yesterday in an application to reinstate the workers it alleges were unfairly dismissed, pending determination of the dispute by the Industrial Court.

Labour experts see the case as significant, because it brings into question the industrial agreement which spells out disciplinary procedure to be followed in any dispute in the metal industry.

Mr Martin Brasser, appearing for Stobar Reinforcements, argued that section 35 of the industrial agreement, which spells out the disciplinary procedures, was void because it was too vague to be put into effect.

Mr Halton Chesdle, appearing for Mawu and 51 of the dismissed workers, said that if section 35 was void, the entire industrial agreement would have to be declared void — which was "inconceivable."

The Stobar management has alleged

that all the workers at the plant in Elandsfontein staged a go-slow on August 16-20, and were retrenched after worker representatives were informed that the situation was becoming intolerable.

Mr Chesdle said Stobar had failed to follow the disciplinary measures set out in the agreement. The company had also failed to investigate the alleged go-slow before acting against the workers.

"The only evidence Stobar management has produced are the production figures for the week of the alleged go-slow. These low figures do not take into account the drop in the number of orders and the earlier decision by management to cut down on the number of working hours," Mr Chesdle said.

An important reason for the low production figures was the economic downswing, which a director of the firm had admitted was affecting production.

Mr Chesdle said the dismissal of the workers was an unfair labour practice and a form of disguised retrenchment.

Mr Brasser said Stobar had been prepared to enter into negotiations with a recognised trade union, as spelt out in the industrial agreement.

But the industrial council had no jurisdiction in the dispute because Stocks and Stocks — the controlling company of Stobar Reinforcements — was registered with the Building Industrial Council.

Stobar was therefore not obliged to enter into any negotiations with the industrial council because it was not a party to an agreement with Mawu.

The hearing was adjourned indefinitely.

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<p><b>PLAIN AND PATTERN TERYLENE</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td>cm drop</td> <td>1,49</td> <td>202 cm drop</td> <td>2,99</td> </tr> <tr> <td>cm drop</td> <td>1,99</td> <td>230 cm drop</td> <td>2,99</td> </tr> <tr> <td>cm drop</td> <td>2,49</td> <td>275 cm drop</td> <td>3,99</td> </tr> </table>	cm drop	1,49	202 cm drop	2,99	cm drop	1,99	230 cm drop	2,99	cm drop	2,49	275 cm drop	3,99	<p><b>ITALIAN CONOLY VOILE</b> White and Arctus 270 cm White and Arctus <b>7,99</b> per metre</p>
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# FRESH MEAT

## Settlement at 11th hour

VANCOUVER — British Columbia dockers, ordered back to work

(151)  
**Firms offer  
new deal**

A NEW minimum wage offer has been made to workers in three motor manufacturing firms in Port Elizabeth.

The three companies, Volkswagen, Ford and General Motors, apparently made the offer last week to representatives of the National Automobile and Allied Workers' Union (Naawu).

# SASJ alleges unfair labour practice

JOHANNESBURG. — The Southern African Society of Journalists is to institute legal action against newspaper employers who have threatened to withdraw from the SA Newspaper Press (Editorial) Conciliation Board from the end of the year.

The SASJ said the withdrawal constituted an unfair labour practice in terms of the Labour Relations Act.

This follows a meeting of the board on Tuesday

at which representatives of SA Associated Newspapers, the Argus company and Sapa refused to unconditionally retract their letters of withdrawal from the board.

The SASJ council regretted it had been forced to have recourse to the law in order to maintain a system of collective bargaining which has operated successfully for nearly 40 years." — Sapa

# Agreement signals car industry peace

By SANDRA SMITH  
A FOUR-MONTH dispute in the Eastern Province motor manufacturing industry was finally resolved last night when workers decided to accept an employer package entrenching job security and increasing minimum wages.

The resolution of the conflict, which closed all three motor plants and led to the withdrawal of the National Automobile and Allied Workers' Union (Naawu) from the industry's industrial council, ends months of negotiations.

The main thrust of the

agreement concerns lay-off and short-time provisions.

Naawu's general secretary, Mr Freddy Sauls, said today that significant gains had been made in improving workers' job security.

Another important aspect of the agreement was the acceptance of the principle that employers should wholly fund a separation allowance fund.

The agreement makes provision for negotiations between Naawu, the Iron, Steel and Allied Industries Union, and Ford, General Motors and Volkswagen, on general conditions every two years, and on wages

every six months.

In terms of the package presented to the unions by the Eastern Province Automobile Manufacturers' Association (Epama) last week, the minimum hourly wage from December 1 for grade one employees will rise from R2 an hour to R2,15.

In February, workers will also receive an across-the-board increase ranging from 10c for grade one employees, to 20c for those in grade eight.

New provisions have been made for separation allowances in the event of retrenchments.

Workers with two years' continuous service will receive an equivalent of five days' pay.

A temporary lay-off provision has also been made to cater for employees on short-time who receive less than four day's pay.

Additions to annual leave have also been negotiated whereby those with more than 10 year's service will receive six additional days' full pay.

Workers also accepted the establishment of a committee made up of employer and worker representatives to investigate the grading system.

CAPE TIMES 13/11/82

# Motor disputes end in E Cape

PORT ELIZABETH. — The lengthy dispute in the East Cape motor industry is over, but it could start again early next year.

Workers employed at Ford, General Motors and Volkswagen have mandated representatives of the National Automobile and Allied Workers' Union (Naawu) to accept an offer made to the union last week by the companies' managements.

Last night Naawu's general secretary, Mr Fred Sauls, said the two-year agreement which would become effective from December 1 would cover lay-off, severance and long service pay.

The agreement does not cover wages.

In future, minimum wages in the industry would be renegotiated every six months, he said.

In terms of the agreement:

- A structure for separation pay — where workers are retrenched

because of cut-backs in production — will ensure that workers get one week's wages for every completed two years' service.

At present the companies need give only one day's notice to hourly workers.

- A structure for lay-off pay — to ensure that workers who have to work short-time get some compensation — entitles workers with less than two years' service to claim up to 36 hours in wages. Those with between two and five years' service will be entitled to up to 45 hours' pay, those with between five and 10 years service will be entitled to 63 hours' pay and those with over 10 years' service will be entitled to 90 hours' pay yearly.

- A structure for long-service pay will allow workers with two years' service one extra day of paid leave, two days for those with three to four years' service, three days for those with four to five years' service, four days for those with five to 10 years' service and six days for those with more than 10 years' service.

ENJOY THE

# PE motor workers accept deal

Own Correspondent

PORT ELIZABETH — The lengthy dispute which led to major mid-year disruption in the Eastern Cape motor industry is over — at least until early next year.

Members of the main trade union represented at Ford, General Motors and Volkswagen, have at report-back meetings accepted the latest proposals by employers.

A national executive member of the National Automobile and Allied Workers' Union (Naawu) and fulltime shop steward at Volkswagen, Mr John Gomo, said the last of a series of report-back meetings was held with Volkswagen workers on Thursday.

Members there had accepted the offer made to the union by management last week as other workers had done earlier.

The two-year agreement that has been reached will cover lay-offs, severance pay and long-service pay.

The workers have accepted the establishment of a joint union-management committee to restructure the companies' systems of grading workers.

The agreement does not cover wages.

Wages will be reviewed by negotiation every six months for the duration of the current two-year contract.

This will bring the hourly minimum wage for those who were employed in August to R2,30.

In July, about 10 600 Naawu members downed tools in support of a minimum wage demand of R2,50 an hour, when wage negotiations via the industrial council reached a deadlock.

When the industrial council decided to refer the dispute to arbitration, Naawu withdrew from the council and requested separate in-plant negotiations.

The companies refused this and since then talks have continued through the Eastern Province Automobile Manufacturers' Association (EPAMA).

Naawu's rival union the non-registered Motor Assemblers' and Component Workers' Union of South Africa (Macwasa), has been invited to talks with EPAMA but favours separate in-plant negotiations.

Macwasa organiser Mr Dennis Neer said yesterday he could not yet comment on the agreement.

A spokesman for the all-white Iron and Steel Workers' Union, said the union was likely to accept it.

D. Onkaya 13/11/82

# Praise for motor industry union

(157)

PORT ELIZABETH — All parties involved in the East Cape motor manufacturing industry's dispute, in particular the National Union of Automobile and Allied Workers' Union (Naawu), had acted "very responsibly" in the dispute's resolution, Mr Rod Ironside, chairman of the Eastern Province Automobile Manufacturers' Association (EPAMA) said yesterday.

Mr Ironside, who is also assistant director of General Motors, was responding to the news that meetings of Naawu members at Ford, GM and Volkswagen had mandated the union to accept the EPAMA's proposals for an agreement for the industry.

The lengthy dispute over minimum wages for the industry sparked off a strike in mid-July by more than 10 000 Naawu members employed at the three companies.

After it was decided to refer the dispute in the industrial council to arbitration, Naawu withdrew from the council talks, requesting separate in-plant negotiations with the companies.

The companies refused to negotiate except as a body, through the EPAMA.

Mr Ironside said the union's acceptance of the agreement was an "encouraging step towards the realities of the present situation" and "gives a new face to the situation".

He said he looked forward to the extension of "this pragmatic and realistic approach".

Ford's director of industrial relations, Mr Fred Ferreira, also described the union's acceptance as encouraging "since this means a solution of the dispute which was officially declared".

"We believe the contract is equitable and contains elements which would contribute to stability in the auto-manufacturing labour force in the Eastern Cape," said Mr Ferreira. — DDC.

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# Council workers' row referred for arbitration

151 Reporters  
THE dispute between Durban City Council and the Durban Municipal Employees Society over the grading of foremen and assistant foremen has been referred to the Industrial Court for arbitration, union sources said yesterday.

The row threatened to erupt into a mass walk-out by middle management in September.

The general secretary of the society, Mr J J Maree, said yesterday the Conciliation Board which sat on Tuesday failed to settle the dispute and it was decided to refer the matter to the Industrial Court for arbitration.

Because the dispute involves employees working in essential services, who are not allowed to strike by law, and because it was not settled by the Conciliation Board consisting of an equal number of employee and employer representatives, it is compulsory to refer it to arbitration.

The dispute revolves around the special higher grades created about 18 months ago for 41 foremen and assistant

foremen in a section of the electricity department. *Maree's Bill*

The special grades were introduced because the 41 employees work with high tension live voltage, they are called out regularly in all conditions and work long hours carrying out emergency repairs.

The society had asked the council to upgrade all the wages of foremen and assistant foremen to the higher grades but the council decided instead to downgrade the special grades.

Mr Maree said council representatives had offered to hold the 41 employees at their present wages over two wage increases until the rest of the foremen and assistant foremen caught up, but this was not acceptable to the society.

He charged that the wages of municipal employees in Durban were not on a par with comparable municipalities such as Cape Town and Pretoria.

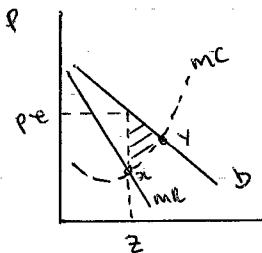
The Town Clerk, Mr Gordon Haygarth, who was a member of the Conciliation Board, refused to comment yesterday saying the board's proceedings were secret.

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Labour  
 guide

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# Accusations against EL firm 'less than fair'

E Post 24/11/82

By KEITH ROSS

EAST LONDON — Accusations made against Wilson-Rowntree at the Anglican Synod in Port Elizabeth this week, were today described as "less than fair" by the company's managing director, Mr Peter Preston.

The accusations were made in a document on "The Wilson-Rowntree Campaign" by the Diocese of Cape Town's Board of Social Responsibility.

It traces the history of the "unfair dismissal" of nearly 500 workers, "at the beginning of this year" by Wilson-Rowntree.

It claimed there had been continual harassment of workers and their trade union by the Ciskeian authorities and Wilson-Rowntree management.

The document said: "Wilson-Rowntree, together with other employers benefit from the repression of independent trade unions and the cheap labour provided by the Ciskei — a service that has been refined by the creation of the Manpower Development Centre in Ciskei.

"This is a computerised screening process which weeds out workers who have been active in trade unions to ensure a submissive labour force for employers."

These accusations, how-

ever, were made without any attempt to get the viewpoint of Wilson-Rowntree, according to Mr Preston.

"We have no knowledge of the Diocese of Cape Town Board of Social Responsibility," he said.

"Certainly they have never contacted us to hear our side of the story, and we fail to see how they can comment on the rights and wrongs of this particular industrial dispute with any degree of impartiality or authority.

"We believe, with regret, that they have been less than fair."

Mr Preston denied his company had given a list of workers to Lt-General Sebe, or to anybody in the Ciskeian police.

"We have not harassed the dismissed workers, or their trade union," he said.

"We are not using, and have never used the services of the Manpower Development Centre in Ciskei.

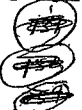
"We do not, and have never used, cheap labour. Our wage rate and fringe benefits are well in excess of those currently being paid in industry in South Africa. We have no knowledge of the other claims

"The 470 workers lost their jobs at the beginning of 1981 and not at the beginning of this year."

● See Page 5

# 3 motor union officials held

Capk Times 30/11/82



Own Correspondent

JOHANNESBURG. — Three officials of the Motor and Allied Components Workers' Union of South Africa (Macwusa) were arrested outside the Government Education and Trade Centre at Olifantsfontein yesterday.

One of the unionists, Mr Donisie Khumalo, organizing secretary for Macwusa and the General Workers' Union of South Africa, has been arrested twice this year.

He will appear in the Pretoria Regional Court today to face a charge of inciting a strike at the De Luxe Dry Cleaning Company at Koedoespoort earlier this year.

Yesterday Mr Khumalo said he and two organiz-

ers, Mr Solly Masemola and Mr Solomon Maluleka, went to the centre in the morning where they had an appointment with the head, Mr M Smit.

They could not trace Mr Smit and on leaving the centre were arrested.

According to Mr Khumalo, the union car was searched and they were then taken to the Olifantsfontein police station where summonses were issued to the men.

According to the summonses, they have to appear in the Kempton Park Magistrate's Court on December 30 on a charge of trespassing.

Yesterday Mr Smit denied he had an appointment with them, saying workers at the centre

were precluded from joining the union because they were State employees.

Asked whether there had been any labour unrest at the centre, Mr Smit said two workers were fired from the centre last month and warned not to enter the premises again.

Mr Smit said he had gained the impression recently that some workers at the centre wanted to organize a union but there was no "agitating".

"One does not always know how noble the intentions of these unions are," Mr Smit said.

When told of Mr Smit's denial that he had an appointment with them, Mr Khumalo said: "What else can he do? He has to deny it."

(C1)

# Workers on sugar farm 'fired after downing tools'

*main 30/1/78 2*

**Labour Reporter**  
ABOUT 100 workers at a Mtubatuba sugar farm were fired yesterday after they had downed tools in support of their demand for the re-instatement of a dismissed colleague, union sources said.

Mr Mathew Oliphant, the general secretary of the National Federation of Workers' affiliate, National Iron, Steel, Metal and Allied Workers' Union, said workers at Mr

Peter Hitchins' farm had stopped work when one of their colleagues had been dismissed.

He linked the dismissal to a letter sent by the union to all the farms in the area calling for a minimum wage of R180.

Mr Hitchins had told his workers he was not going to comply to the union's call, Mr Oliphant said.

Tension had been building up since then and when the worker had

been fired, others had stopped work, he said.

They claimed their colleague had been unfairly dismissed, he added.

He said the striking workers had been told to collect their wages at mid-day yesterday.

Mr Oliphant said when he had contacted Mr Hitchins he had been told that there had been legitimate reasons for dismissing the worker but was not prepared to discuss them.

# Bid to settle sugar dispute

157

Mercury 11/22/82

Labour Reporter

TALKS continued yesterday in a bid to settle the dispute at the Hitchens farm, which led to about 100 labourers downing tools on Monday.

And it is understood that the labour unrest spread to other farms in the area yesterday when workers staged sympathy strikes.

In what is believed to be the first labour action by farm workers for decades, the labourers at Mr Peter Hitchens farm struck in support of a demand for the reinstatement of a dismissed worker.

Mr Matthews Olliphant, the general secretary of the National Society for the Allied Workers' Union, said Mr Hitchens

told him that he had tried his best to solve the matter, but he was not prepared to take back the dismissed worker.

Mr Hitchens said he had decided to close down his farm from last night and the labourers would be told to create the compounds and go back to their homes with the promise of re-employment if the farm reopened, he said.

Mr Olliphant said other members of the union had been watching the situation at the Hitchens farm and had decided to strike in sympathy.

Later, Mr Hitchens told the Mercury that he had spoken to his labourers yesterday but they were still not working. He said he would be waiting to see what today brought.

rbm 3/2/82

# Teltron asks police to hold union leader

(17) (5)  
A COMMERCIAL, Catering and Allied Workers' Union organiser, Mr Max Ngubeni, was held briefly by police on Wednesday while pamphletting workers outside the electronics firm Teltron — at the company's request.

A company spokesman confirmed this yesterday, but said Teltron had asked police to intervene only because Mr Ngubeni was acting aggres-

sively towards an elderly company security guard — which Mr Ngubeni denied.

"We are sorry the police had to be called in. Throughout this dispute, we have been trying desparately to keep them out of it," he said.

The spokesman said Mr. Ngubeni had not been arrested, but had been taken to a police station by police, who checked his union literature and then released him.

Union members held a strike at Teltron recently and most of them were replaced by new workers when several attempts to settle the dispute failed.

The union said last week it would now attempt to recruit the new workers at the plant.

The union secretary, Mrs Emma Mashinini, said Mr Ngubeni was across the street from Teltron's Johannesburg plant on Wednesday, distributing pamphlets invit-

ing workers to attend a union meeting at the weekend.

Mrs Mashinini said the company security guards arrived and took Mr Ngubeni inside the plant. They called the police who then took him to John Vorster Square, inspected his pamphlets, and released him.

Mrs Mashinini said Teltron had harrassed Mr Ngubeni "despite the fact that he was involved in perfectly legal work outside their premises".

**LOST**



**LITTLE** Darius Mabile was found wandering around the Johannesburg Railway Station by policemen who took him to the Orlando Home. He is about ten, and has sight problems. He says his mother is in Mofolo, Soweto, but he also has relatives in Brits. Anybody who can help is asked to phone Mrs Joyce Diakavu at Johannesburg 836-5381 or see her at 52 Prichard Street.

# Parking causes racial problems

151

TEMPERS flared this week when the United Breweries' weekly-paid black workers were refused permission to use parking facilities at the company's Ga-Rankuwa depot.

According to workers, trouble started when white employees started putting their names on some of the sheltered parking bays.

The black employees said a white man told them they were "kaffirs" and that facilities were only to be used by whites and monthly paid staffers.

By ALINAH DUBE

"What surprised us most was that the company did not inform us officially that we, weekly paid workers, should stop using the facilities," said one of the workers. They said much as they knew there was reserved parking for management, they would not allow themselves to be discriminated against by members of the staff, who looked down upon them.

The SOWETAN was told the trouble was sparked off by the

employers who put up their names on respective parking lots after shelters were erected. The area had been without shelters in the past.

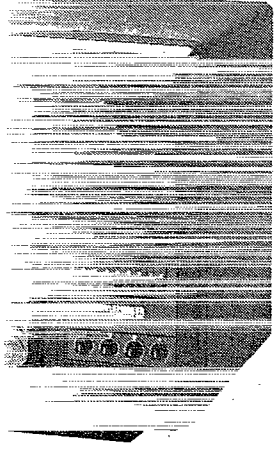
"We never had these problems before. We welcomed the move by the company to have our cars protected but we also feel entitled to know when changes are made in policy," they said.

The workers said they were informed by a white worker that monthly staffers were paying for the parking

and that preference had to be given to them. This, they said, was unfair, as arrangements could be made for them to also contribute "for the safety of our cars".

Attempts to get the management's side of the story was unsuccessful when a personnel manager, a Mr Maleka, said the matter was not worth reporting. He said he was not allowed to make Press statements and referred reporters to a general manager, whose name he would not disclose. Attempts to get hold of him were unsuccessful.

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# Store pays R1 000 each to sacked three

By STEVEN FRIEDMAN  
Labour Correspondent

CLOTHING store group Foschini have paid three fired black workers R1 000 compensation each after the intervention of the Commercial, Catering and Allied Workers Union (Ccawusa).

This decision comes in the wake of growing worker militancy in major chain stores and follows suggestions that the sacking of the three workers could prompt conflict between workers and management at Foschini.

Foschini offered the compensation as a substitute for meeting the union's demand that the three workers be taken back. It refused to reinstate them because, it said, it believed their sacking was justifiable.

The payout also comes as the union and major stores are negotiating on an agreed

labour relations system and Foschini's chief executive, Mr Hugh Mathew, said the company had reached this agreement with the union partly because it did not want to hamper these talks.

Ccawusa general secretary, Mrs Emma Mashinini, revealed the agreement yesterday after the union received three cheques for the fired workers.

She said Foschini insisted the workers had been fired justifiably and refused to take them back. But it had offered the money because it conceded that the correct procedure was not followed, Mrs Mashinini said.

"We are not entirely happy with this. We don't believe companies should be able to wash their hands of fired workers by paying them out. But it was the decision of the Foschini workers that we should accept it," she said.

Mr Mathew said the workers were suspended before being fired and the money represented back pay for them while they were suspended, as well as notice pay.

"This must not be seen in isolation, but in the context of our negotiations with the union on mutually acceptable terms and conditions which will still take some time.

"We did not want to prejudice these talks by creating an impasse but at the same time we refused to take these workers back," he said, adding that the settlement "is not meant to set a precedent".

Meanwhile, members of Ccawusa who were fired from electronics distributors Teltron after a recent strike finally admitted defeat yesterday and collected their pay from the company.



# sands and rights

UA RABOROKO  
Americans have signed a Declaration in anticipation of Human Rights Day on December 10.

Discussions in Sunday newspapers drew the authorities' and the issue, and drew up a list of

led by a wide range of people including Ackerman, Mr Sydney Mazzoli, Dr Nthato Motlana, Mr George Bizos and Mr

SOWETAN reads that the appropriate that public support be expressed in newspaper endorsed by about 1 000 people

drawn from all walks of life and well known in the South African whose standing is impeccable

Advertisement is to ask every- one to lend names and reputa- tion

convey a message to those in- stead of highly respected and country care about human rights, and are prepared to say so

organisers express support for the rights of individuals; freedom of expression; political affairs of the country; and country of birth.

people are equal before the law; right to access to the courts; and until proven guilty.

rights for all, without discrimination on the basis of colour, language, sex, religion, national or social origin,

rights to the attainment and enjoyment of fundamental rights. We urge all to do the same," the

# Taxi feuders agree to truce

REPRESENTATIVES of three feuding taxi associations in Soweto met with the local Divisional Commissioner, Brigadier D J J Jacobs, yesterday and agreed on "temporary peace" during the festive season.

In an impromptu meeting called by members of the two taxi associations, West Rand and Soweto, representatives agreed to respect the truce until a further meeting is held next year.

At the next meeting, which will also be at Protea all taxi associations will be represented.

Brig Jacobs warned all taximen who will ignore the agreement that his men will be "merciless".

"I do not get any pleasure from prosecuting anybody but if people just break the law purposefully we will act," said Brigadier Jacobs.

The meeting according to Brig Jacobs, was called by the two associations, and a third group, after minor incidents of violence were reported recently.

The violence is a sequel to the "taxi war" where hundreds of taximen clashed in a pitched battle early this year over control of certain routes.

# Sigma boots out workers after strike

(S) By ALINAH DUBE  
ABOUT 20 workers, among them a National Allied Workers' Union (Naawu) shop steward, have been dismissed by the Sigma Motor Corporation in Pretoria.

The workers told The SOWETAN this week that their services were terminated after they asked management for reasons why a shop steward, Mr Simon Madisha, was fired last week.

Personnel Director Mr J J Lemmer, on Monday confirmed the dismissal of the workers. He said the workers would not return to their posts after several warnings from management that they would be fired if they failed to obey the rules.

Mr Madisha said trouble was sparked off by the negotiations with the company concerning an employee who had stayed away from work. His employer told him his services were terminated.

"I was shocked by this sudden move and when I demanded reasons for my dismissal, an official said I concentrated on solving the union's problems during company hours," he said.

Tension mounted as news of his dismissal spread. His colleagues went on strike, demanding that the authorities furnish reasons for his dismissal. Management retaliated with threats of more dismissals.

The sympathising workers were later told to go home for ignoring instructions.

But Mr Lemmer said Mr Madisha had had previous warnings about his unsatisfactory performance and had refused to attend to his job when instructed.

"His colleagues wanted to know what had happened. They refused to return to their work and were suspended for the day. The company then reconsidered its stand and terminated their services," Mr Lemmer said.

He said the company was replacing the dismissed workers with some of the people retrenched earlier this year.

says: "Quality gains for you."



# Union moves in textile industry

CAPL Turiks 9/12/82 (S) (W) (S)

Labour Reporter

A BELLVILLE textile firm, Table Bay Spinners, has begun negotiations leading to recognition of the National Union of Textile Workers (NUTW), the union's first breakthrough in the Cape textile industry.

And the union has announced its intention of becoming an important

force in the industry.

The NUTW, an affiliate of the Federation of South African Trade Unions (Fosatu), is the most powerful emerging union in the textile industry and has a strong base in Natal.

The Cape textile industry is dominated by the rival Textile Workers' Industrial Union (TWIU), an affiliate of the more conservative Trade Union Council of South Africa (Tuca). The TWIU serves on the local industrial council for the textile industry.

The NUTW is registered, but has not yet decided to serve on an industrial council, preferring to bargain on the shop floor.

Mr Joe Foster, the general secretary of Fosatu, said the NUTW had

a membership of more than 30 percent among the 400 workers at Table Bay Spinners — the first Cape factory the union has organized.

He said management had arranged for the deduction of stop orders and the union had presented the company with a list of proposals for a recognition agreement. These would be discussed further in the new year.

He said the workers had become "completely fed up" with union officials who "spend their time having tea with management".

A spokesman for the company said they believed in talking to whichever union had the support of their workers.

There were, however, a number of points to be cleared up.

57  
Triomf in  
dispute (157)

Labour Reporter

Cuba's SA Chemical Workers Union has accused the management of Triomf Fertilizer in Potchefstroom of unlawfully victimising workers last month.

A statement issued by the union says it has applied to the Industrial Court for an order against Triomf over the alleged victimisation.

Triomf had also dismissed about 80 of the plant's 800 workers of whom the majority were union members. Included were their entire branch executive committee.

The statement says the action amounted to unfair labour practice. A Triomf spokesman said particulars of the claims had been forwarded to the chairman, Mr Louis Luyt, for possible comment.

Sugar (15)  
union  
breaks  
10/2/82  
new ground

Labour Reporter

THE registered National Union of Sugar and Manufacturing and Refining Employees yesterday signed its first recognition agreement with a factory outside the sugar industry.

A joint statement released yesterday said the union had entered into a recognition and procedural agreement with Hulett Engineering at Mount Edgecombe.

The agreement was signed yesterday by the union's general secretary, Mr Selby Nsibande, and the managing director of the company, Mr J. E. Greig.

The statement said in part: 'Both parties are confident that the agreement will form the basis of an effective and co-operative relationship between them, based on the desire to jointly resolve problems which may arise without the need to resort to unlawful industrial action.'

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## Overtime

~~138~~ ~~137~~ 137  
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11/2/82  
Women

### Labour Reporter

TODAY for the first time women shop workers can be forced to work overtime if their stores decide to stay open late. This is because of the removal of a discriminatory clause in the Wage Board determination covering the distributive trade.

In the past, women workers had the right to refuse to do more than one hour's overtime except in the case of stocktaking, but the Wage Board in making its recent determination dropped this clause on the grounds that it was sexually discriminatory.

The Durban spokesman for the Distributive and Allied Workers' Union and the National Union of Distributive Workers yesterday said their members, most of whom were women, were 'outraged' but there was nothing they could do about it.

### Transport

Going home to the townships after 5 pm on a Saturday posed a real problem for women workers because it was very dangerous, she said.

'Employers promise to provide transport but they rarely do,' she added.

The general manager of the Durban Chamber of Commerce, Mr Ken Hobson, said most of the larger stores would be open until 5 pm today and next Saturday as well.

Most of the smaller stores would probably follow suit, he said.

~~151~~ (151)  
10/12/82  
**Leyland and union  
sign agreement**

By STEVEN FRIEDMAN  
Labour Correspondent.  
MOTOR firm Leyland (SA)  
has signed a full recognition  
agreement with Fosatu's  
National Automobile and Allied  
Workers Union — and  
has also reached a wage  
agreement with it which will  
bring minimum pay to R2 an  
hour for the first time.  
The agreement affects  
Leyland's manufacturing  
plant near Cape Town and  
was announced yesterday in  
a joint statement by the company  
and the union.  
News of the agreement  
comes as NAAWU and Leyland  
are discussing recognition  
for the union at the company's  
Elandsfontein plant.  
In the statement, Leyland's  
industrial relations director,  
Mr A J Haylett, and

NAAWU's Western Cape regional  
secretary, Mr Joe Foster, say the new agreement  
has "many changes" compared to the existing one between  
the two sides. It would be a "permanent document".  
Changes to the old agreement include the introduction of  
negotiation and grievance procedures, access for union  
officials, and shop steward committees.  
The two sides have also agreed on a retrenchment  
and training policy.  
The new wage agreement, which will come into force on  
January 1, raises pay by 24c an hour in the lowest grades  
and 20c across the board in all others.  
Negotiations were concluded in a spirit of co-operation  
the statement said.

*Copy of document  
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sent to you - they  
are doing?*

# Journalists face employers in key test case

151  
10/01  
12/12/80

By STEVEN FRIEDMAN  
Labour Correspondent

IN A major test case yesterday, the industrial court was asked to rule that any employer who failed to negotiate "appropriately" with a representative trade union was guilty of an "unfair labour practice".

It was also asked to find that an employer could not refuse to bargain if a union failed to meet preconditions set by the employer before negotiating.

And it was asked to temporarily order an employer who allegedly refuses to negotiate with such a union to resume bargaining.

If the court upholds these points, its decision will have far-reaching implications for the rights of unions throughout industry.

The case has been brought by the president of the SA Society of Journalists, Mr David Bleazard, and other SASJ members against publisher SA Associated Newspapers, two SAAN papers, and the SA Press Association.

The action concerns the withdrawal of SAAN, Sapa, and Argus Printing and Publishing Ltd from the unofficial conciliation board on which they bargain pay with the SASJ. Argus is not opposing the action.

And, in what is believed to be an unprecedented move, a full bench of the court is hearing the case in Johannesburg. Its president, Mr B J Parsons, is presiding and both the other members are hearing the case.

The newspaper companies withdrew from the board after asking the SASJ to agree to a resolution accepting regional pay differences and that editors would have maximum discretion in awarding pay increases.

In papers before the court, they say they were forced to withdraw from the board because the SASJ refused to accept this.

They deny they refuse to bargain, saying they are prepared to negotiate with SASJ branches. They also say they are entitled to leave the board.

The SASJ members charge that the two issues were raised by SAAN "to forestall further bargaining of a type which it sees as

unpleasant" and to end a negotiating forum which has preserved "harmony" for more than 40 years.

Counsel for the SASJ, Mr M Brassey, yesterday cited letters between top SAAN and Argus executives in which they discussed leaving the board — partly because of "militancy" by journalists — several months before formally raising the issues which led to their withdrawal.

The SASJ is asking the court to use powers recently granted it to restore the status quo in "unfair labour practices" disputes by temporarily ordering SAAN and Sapa to rejoin the board until the dispute is resolved.

Mr Brassey argued yesterday that the court did not have to be fully satisfied of the merits of the SASJ case in order to do this.

Unlike civil court actions, he argued, the onus was on the party against whom the order was brought to satisfy the court it should not grant one.

Mr Brassey quoted extensively from American cases holding that it was an unfair labour practice to refuse to bargain. He argued that the right to bargain was also "implied" by the Labour Relations Act.

"If the court finds there is no duty to negotiate, we on this side can pack up our bags and go home," he said.

He said SAAN's willingness to negotiate at individual newspapers did not mean it was willing to bargain. It could not seek out a new bargaining forum which covered less workers than were represented by a recognised union.

He also charged that SAAN, while setting preconditions for negotiations with the SASJ, had set none for the black media workers' union, Mwasa, and was thus "discriminating" against the SASJ.

Mr W Lane, for SAAN and Sapa, will reply today. But yesterday he raised two technical points against the application.

A status quo order can only be obtained after an official conciliation board has been applied for, and Mr Lane said the SASJ members' application for a board was "defective". He also argued that white-collar workers were not "labour" and could not be victims of an "unfair labour practice".

# UNION TAKES ACTION AGAINST POTCH FACTORY

SOWETIAN, Tuesday, December 14, 1982

Page 5

## Legal battle for 60 workers

THE South African Chemical Workers' Union says it has taken legal action against Triomf Fertilizer (Pty) Limited for the dismissal of about 60 of its 800 workers from its Potchefstroom factory.

The union said the vast majority of those dismissed were union members and included the entire branch executive committee of the union. The ostensible reason for the dismissal was retrenchment. The union members consider

### BY SELLO RABOTHATA

that the dismissals constitute unlawful victimisation of union members, or, in any event, amount to unfair labour practices and has accordingly taken legal

action in this regard. A statement released by the union read that this action by Triomf had brought to a head a year long recognition dispute between the

company and the union. Despite the union's strong representation at the company, and despite the recommendation of the Institute of Industrial Relations, the company has not accorded the union any form of recognition. The union has applied to the Industrial Court for a "status quo" order

which, if successful, will force the company to reinstate those dismissed pending the outcome of Conciliation Board proceedings. Should the union be successful it will be the first time in South African legal history that there has been mass re-instatement under court order.

Triomf in the interim has decided not to let the matter stand pending the Industrial Court decision. It has forwarded the names of those purportedly dismissed to the Western Transvaal Administration Board. The effect of this is that those who are migrant workers will be endorsed out of the area before the legal

machinery can be put into motion. The union is also, through its lawyers, protesting to the Minister of Manpower against certain acts of harassment carried out by the Security Police at Potchefstroom against members of the branch executive committee.

11/12  
15/1



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# Journalists do not burn factories

E. Post 15/12/82

JOHANNESBURG — "Journalists are gentlemen and do not burn down factories and could therefore not be involved in labour unrest," the legal representative of the South African Associated Newspaper group (Saan) told an Industrial Court.

Mr Willie Lane, who is appearing for Saan and the South African Press Association (Sapa) in their dispute with the South African Society of Journalists (SASJ), said this in reply to the SASJ's claim that Saan's action in withdrawing from the extra-statutory Conciliation Board was an "unfair labour practice" which could lead to labour unrest.

Mr Lane contended that the term "unfair labour

practice" as it appeared in the Labour Relations Act referred specifically to "labourers" and not to white collar employees.

He said the Industrial Court would "risk making a fool of itself" if it ordered an employer to bargain "in good faith".

It was impossible to judge what "good faith" entailed and the companies would not know how to comply with the order. There was no way to prove whether they were complying.

Mr M Brassey, for the SASJ, claimed it was clear that as far as the Act was concerned, the term labour referred to white and blue-collar workers.

"Where would one draw

the line between employees and workers — does one choose between the classes, the 'gentlemen' versus the 'workers', or does one decide on race?" he asked.

Referring to an Appeal Court decision, he said the Appellate had ruled that a managing director could be termed a "worker" in terms of the Workmen's Compensation Act.

A full bench of the court reserved judgment in the case, which stems from the withdrawal of Saan, Sapa and the Argus company from the Conciliation Board on which they negotiate, pay and conditions with the SASJ.

A key issue in the case is whether refusal to bargain with a majority union can be ruled "unfair". — Sapa

# Judgment is reserved in SASJ dispute

Labour Reporter

Judgment was reserved yesterday in a dispute between the South African Society of Journalists and SA Associated Newspapers and the SA Press Association.

In a sitting before a Full Bench of three industrial court judges, the court heard the SASJ's demands that newspaper industry employers return to negotiations at the conciliation board level.

The SASJ asked the court to restore the status quo and order Saan and Sapa back to the conciliation board until their current dispute was resolved.

The hearing, which lasted two days, is seen as a test case by labour experts in that it seeks to bring employers to bargain in good faith with a representative trade union, and to restore the status of a long-standing conciliation board.

The case was brought against Saan and Sapa, as well as the Argus Company, by the president of the SASJ, Mr. Dave Bleazard, and other union members in the publishing groups.

Argus adopted a watching brief, agreeing to accept any decision the court came to.

The SASJ argued that the employers had refused to negotiate bona fide, and their withdrawal from the conciliation board at the end of this month could result in an end to the many years of

labour peace in the industry.

Counsel acting jointly for Saan and Sapa, Mr. W. Lane, argued that it was the SASJ that had come to the negotiating table with pre-conditioned and had refused to consider a request for regionalised negotiations.

While the SASJ sought to prove that the employers' withdrawal from the board amounted to an unfair labour practice, all the employers wanted was a change in the framework for determining labour practices. This in itself did not amount to unfair labour practice.

Employers had seen 1983 negotiations leading to another deadlock and arbitration as the SASJ was not acting in good faith — and the employers then withdrew from the board, Mr. Lane told the court.

## OBLIGATION

Because newspaper-based journalist chapels gave the SASJ its mandate to negotiate, employers felt that direct regional negotiations were preferable to further deadlocks through centralised bargaining.

Mr. M. Brassey, counsel for the SASJ, told the court that the employers had an obligation to negotiate through the conciliation board. Saan showed a desire to forestall further collective bargaining of a type which the group saw as "unpleasant and demanding," Mr. Brassey said.

# SASJ plea to court: Judgment reserved

*CAPT Times - 15/12/82*

**Own Correspondent**  
**JOHANNESBURG.** — The Industrial Court would "risk making a fool of itself" if it ordered an employer to bargain "in good faith" with a union, the court was told yesterday.

It was also told there was nothing in labour law which made it an "unfair labour practice" to refuse to negotiate with a representative trade union.

Mr W. Lane, appearing for South African Associated Newspapers and the South African Press Association in a test case brought by the Southern African Society of Journalists, told the court the term "unfair labour practices" did not deal with relations between unions and employers, but only between workers and employers.

A key issue in the case is whether refusal to bargain with a majority union can be ruled "unfair".

Mr Lane also argued that "unfair labour practices" did not apply to white-collar workers such as journalists, but "the working class" who, the legislators feared, "might burn down buildings or cause public disorder".

A full bench of the court yesterday reserved judgment in the case, which stems from the withdrawal of SAAN, Sapa and the Argus company from the conciliation board on which they negotiate pay and conditions with the SASJ.

The firms say they withdrew because the SASJ refused to bargain on regional pay differences and the principle of across-the-board in-

creases. The SASJ charges this was a "contrived" reason and that the firms withdrew from a body which had "ensured harmony" for more than 40 years because they wanted to avoid a type of bargaining they found unpleasant.

It has asked the court to award it a temporary order forcing the companies to resume bargaining with it. Argus is not opposing the application.

In reply to arguments by Mr M. Brassey, for the SASJ, Mr Lane said the court could not order SAAN and Sapa to perform a specific act such as bargaining "in good faith", as it could not enforce such an order.

It was impossible to judge what "good faith" entailed and the companies would not know how to comply with the order. There was no way to prove whether they were complying and the court would risk "making a fool of itself".

Mr Lane also charged that the SASJ was unwilling to bargain in "good faith".

He said the companies were forced to withdraw from the board because the SASJ adopted an "unyielding attitude" and refused to compromise.

He said the SASJ's use in the case of confidential letters between SAAN and Argus executives without saying where it obtained the letters was "positive evidence of a lack of good faith". He said the letters did not show the companies "contrived" to leave the board.

He disputed Mr Brassey's contention that the

court should grant an order restoring the bargaining status quo unless the companies could satisfy it that such an order should not be granted.

An order would "interfere with the running of the business" of SAAN and Sapa and could only be granted if the SASJ proved it had a right to one.

"Unfair labour practices", Mr Lane argued, applied only to blue-collar workers and the case showed the "dangers" of extending the term to other workers because even newspapermen such as deputy editors who were in positions of authority would be covered by any order granted.

He described the SASJ's case as "ill-conceived and profitless" and urged the court to dismiss it.

In a reply, Mr Brassey reiterated aspects of the SASJ case and said there was United States precedent for defining "good faith". He also disputed that producing confidential documents in court constituted "bad faith".

Firm  
fails  
Mercury  
over  
closed  
shop test

**Labour Reporter**

A NATAL furniture manufacturer, Grafton Everest, has failed in its attempt to get the Industrial Court to test the controversial closed shop principle which forces workers to belong to a particular union.

And as a result it could be called on by the furniture industries' industrial council to fire three long-service employees if they persist in their refusal to join Tuca's National Union of Furniture and Allied Workers.

In his written judgment, the Court's deputy president, Dr D B Ehlers, said that Grafton, which had asked the Court to rule that closed shop forcing its workers to belong to the Tuca union was an unfair labour practice, did not bring its application properly.

The court action follows the Natal furniture industry's industrial council turning down Grafton's application for an exemption from the closed shop provision on behalf of its three employees who are allegedly members of the SA Allied Workers Union.

**Irregular**

In the judgment, Dr Ehlers said the company's court application was 'irregular' as Grafton had not followed the procedures laid down in the Labour Relations Act.

In terms of the Act, Grafton should have referred the dispute to the industrial council before bringing it to court and further, the company had the right to appeal against the council's decision to the Minister of Manpower.

Dr Ehlers also upheld the argument put forward by the industrial council that Grafton's application had been brought in terms of the wrong clause in the Act.

The Court's ruling allows Grafton to either appeal to the Supreme Court against the judgment or to refer the matter to the Court again.

A company spokesman said they would be meeting with their legal representatives in the new year to discuss which procedure to follow.

A union source said the three workers would probably be given a further 90-day period to join the union before Grafton was asked to dismiss them.

An industrial council spokesman said the matter would first be discussed by the full council before any decision was taken. No meeting had yet been arranged.

17/12/82  
**Scrap**  
**new Act,**  
**says**  
**union**

**Mail Correspondent**

**DURBAN.** — Fosatu's Metal and Allied Workers' Union (MAWU) has called on the Government to scrap the new intimidation Act before "it does any more damage to industrial relations".

Since the Act was introduced, some months ago numerous strikers have been charged under it, but it is believed only one worker has been convicted.

During the June strikes at Richards Bay, 22 members of MAWU and the Transport and General Workers Union were charged with intimidation.

The charges against eight of them have been dropped and the rest are still pending.

A spokesman for the Legal Resources Centre said only a Uitenhage worker had so far been convicted under the new Act. He was fined R200 (or four months' imprisonment).

Last week Intimidation Act charges against two MAWU leaders were dropped at a Brits Regional Court when two State witnesses did not appear.

In the statement released last week MAWU said the Act was "clearly now being used by police in industrial unrest to curb the growing power of unions".

The union alleged that the police would "require a far more convincing case before prosecuting" if the new Act was not so "wide and arbitrary".

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talks 151  
for ~~178~~ ~~181~~

# sacked bakers

CITY LATE  
21 DEC 1932  
Labour Reporter

OFFICIALS of the Bakery Employees' Industrial Union were negotiating the re-employment of 28 contract workers who were dismissed from Good Hope Bakery last week after going on strike. Mr Joe Daniels, general secretary of the union, said yesterday.

The workers were paid off on Friday after downing tools in protest against the dismissal of a fellow worker.

Mr Daniels said the trouble started when one worker asked to be transferred to another department. The foreman refused to transfer him and threatened to dismiss him.

## WARNING

After warning him the factory manager dismissed him, according to Mr Daniels. All the other African workers stopped work in sympathy.

Mr Daniels said the union wanted to do "everything possible" to save the jobs of the contract workers.

He denied an earlier statement by another union official who said the union sent other workers to take the place of those dismissed.

"We would not send people to take the places of our members. We did not send labour out there and we will not while we are negotiating," Mr Daniels said.

## THE FIRST

It was the first strike in the union since it was established in 1910.

An agreement was being negotiated with the management whereby the dismissed workers could reapply for their jobs, he said.

Mr E Kalligiannis, manager of Good Hope Bakery, said he had no comment to make at this stage.

157  
~~157~~  
~~157~~  
**80 are sacked** 2/12/80

About 80 workers at Cargo Carriers in Elandsfontein have been dismissed after a dispute over the dismissal of two shop stewards.

A spokesman for Fossatis Transport and General Workers Union said the workers, mostly union members, were told yesterday to collect their pay at the Industrial Council today.

He said the shop stewards were dismissed after they tried to negotiate with management over the transfer of two workers.

## Race row: SAB reacts

THE South African Breweries is investigating an incident in which its black and white staff were involved in a dispute over parking facilities at its Car Kankuwa plant earlier this month.

An SAB public relations manager, Mr Gary May, said yesterday a committee had been appointed to investigate the matter.

Misunderstanding at the depot arose after weekly-paid black workers were allegedly refused access to sheltered parking bays by their white colleagues.

One white is reported to have called the black workers "kaffirs" and told them that the facilities were only to be used by whites and monthly-paid staff.

According to workers, white employees had placed their name tags on some of the sheltered parking spaces to ensure that they had sole rights to use the facilities.

Mr May said that the white man, who had insulted the black staff, had not been traced.

"The company will take strong action against people insulting other workers," he added.



# R9 bonus - workers claim 'company treats us like kids'

By LEN KALANE

AN UPROAR has erupted at a steel engineering plant in Chandor, Krugersdorp, where workers claim they have been given R9 grocery vouchers as their Christmas bonus.

The giant steel company, Salmac, situated in Chenik Street, employs a labour force of about 130 black workers, who also told **THE SOWETAN** that racial discrimination was rife, as were unfair working conditions.

Said one employee: "The colour of your skin determines your future with this company."

Attempts to join a trade union have also been frustrated, the workers say.

One added: "There is a representative committee here which is toothless, and on the side of management. We don't have a genuine spokesman and management refuses to listen to our grievances."

The last straw, said the workers, was when they were given the R9 vouchers as a "Christmas present".

The workers held several meetings yesterday, discussing the prospect of going on strike.

A spokesman said: "We are fathers of families. How on earth do they expect us to survive with the R9 vouchers. They are treating us like kids. They have now pushed us too far..."

The workers listed several grievances saying black workers earned peanuts at the factory, starting from R1.48 an hour, white

coloureds and whites earned R3.46 and R4.50 an hour respectively for equal work.

Promotion was also based on colour, said one employee. "This has caused a lot of dissatisfaction around here and the situation can explode at any minute."

The workers claim:

- White supervisors speak to people "as if they own us".
- If you lose the "pass-

in" ticket, R20 is deducted from your pay.

• If you report late for work, one hour of your time is deducted from your pay, even if you are only two minutes late.

• There are unexplained deductions from pay packets, and

• There is no overtime unless the supervisor favours you.

Said a spokesman: "According to the financial report, the

company had a triple turnover for this year. They are now saying 'thank you' with a R9 grocery voucher. There is no man with pride who can accept this kind of humiliation unchallenged."

The workers said all attempts to address management had fallen on deaf ears.

Nobody in management wanted to talk to **THE SOWETAN** and the general manager, Mr I A Eldson-Dew, was said to be out for the better part of the day.

Merry Christmas  
Merry Christmas  
Merry Christmas  
Merry Christmas  
Merry Christmas

big bag of  
as savings on

# SETS from DION

**Beacon  
MILKY TREATS  
MILK CHOCOLATE  
SELECTION 250 g**

● 250 g box assorted centres in delicious milk chocolates  
● An ideal Christmas gift, or after-dinner delicacy

WERE 1,79

**1 49**

DION'S LOW PRICE

DAIRY BOX

DAIRY BOX

**DAIRY BOX  
250 g**

● Too good to keep to yourself ● Assorted milk chocolates

DION'S LOW PRICE

**1 99**

DAY BY DAY

**BISCUITS 500 g**

● Assorted Dutch and Continental cookies

DION'S LOW PRICE

**2 19**

**CALLARD &  
BOWSER'S  
TOFFEE  
CUBES 200 g**

● The renowned Callard & Bowser's assorted toffees. Attractive gift packaging

DION'S LOW PRICE

**3 29**

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CRACK A CRACKER!**

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43 All Leading Neighbourhood Stores

**Tom's HAPPY  
DAYS 200 g**

● A handsome and unpretentious gift box with an assortment of solid dark and milk chocolate

DION'S LOW PRICE

**4 99**

## Triomf admits to errors in sackings

22/12/87  
Labour Reporter

The giant Triomf Fertiliser Company has admitted to administrative errors in the retrenchment of workers at its Potchefstroom plant in November — described by a trade union as an unfair labour practice.

Earlier this month Cusa's SA Chemical Workers Union applied to the industrial court for an order against Triomf for unfair labour practice and unlawfully victimising workers.

SACWU said Triomf had retrenched about 60 workers at the Potchefstroom fertiliser plant, including senior union members.

Triomf had also refused to look at union recognition, although SAGWU was representative at the plant, the union claimed.

In a statement released from Dr Louis Luyt's office yesterday, the chairman of Triomf said a full investigation was ordered into the retrenchments to determine if there had been any administrative errors.

The retrenchments had been necessary because of the current economic troubles, the statement said.

It was found in the investigation that administrative errors had occurred in the retrenchments and these were corrected by management.

A Triomf spokesman was unable to comment on the nature of these errors.

## Police plea for help in rape case

Crime Staff

Hillbrow police, investigating the rape of two 17-year-old girls at the Wilds three weeks ago, have appealed for help in tracing a man believed to have been a witness to the attack.

On Thursday December 2 at about 5 pm the girls were strolling

*CR*  
*Strike of*

# Dismissed workers to be *Argus* re-employed

**CITY DATE** 27-12-1932

Labour Reporter  
MOST of the 28 Good Hope Bakery workers who were dismissed recently will be re-employed, according to Mr Joe Daniels, general secretary of the Bakery Employees' Industrial Union.

The workers were paid off after downing tools in protest against the dismissal of two fellow workers.

Mr Daniels said he had had a "long meeting" with management last week, who had agreed to re-employ all except three.

"The union is not happy with this and we are still negotiating," he said.

Mr F Kalligiannis, the manager of Good Hope Bakery, was not available for comment. A spokesman at the bakery said he was away on holiday for about three weeks.

The spokesman said he knew "nothing" about the negotiations.

A milling worker with whom one of the dismissed workers has been staying said many had left Cape Town to see their families.

*151*  
*186*

## Dismissals

~~14/12/82~~  
lead to

(15) 22/12/82  
legal

*Merriman*  
action

### Labour Reporter

THE S A Allied Workers' Union has started legal proceedings against the Eskort Bacon Co-operative at Estcourt based on a claim that the company's dismissal of three workers in October was an unfair labour practice.

The union's national organiser, Mr Herbert Barnabus, yesterday said the company had alleged the workers were stealing meat, but an investigation by the union found this to be unfounded.

Earlier this month a letter had been sent to the company regarding the dismissals.

Mr Barnabus said the union had not received a reply and the matter was handed over to the union's attorneys.

Eskort Bacon Co-operative's general manager, Mr V I Fincken, said he was not prepared to comment but added that the company had also instructed its attorneys to investigate the matter.



Some of the workers at Cargo Carriers in Elandsfontein being addressed by the general secretary of the Transport and General Workers' Union, Miss Jane Barret, yesterday. On the far right is Mr. John Manchidi, one of the union leaders who was dismissed.

# 60 Cargo workers sacked

Mail Reporter

MORE than 60 workers were dismissed yesterday after a week-long dispute at Cargo Carriers in Elandsfontein, one of the country's largest goods transport and truck rental companies.

Representatives of the employees were told yesterday morning the workers had "dismissed themselves" and arrangements had been made for them to collect their wages.

The dispute began with the sacking last week of two shop stewards of the Transport and General Workers' Union who had intervened on behalf of two workers who had refused to be transferred to another division within the plant.

The workers gathered outside the huge plant yesterday and were addressed by union leaders.

Mr. Jan Strydom, the company's industrial relations manager, told the Rand Daily Mail a problem had arisen in the tyre plant when two workers

refused to be transferred to another workshop "20 metres away".

He said the workers were offered the same wages and working conditions. They would also be doing exactly the same kind of work. "By their own request", they had left the company.

Mr Strydom said the manner in which the two shop stewards intervened had "caused havoc". They had left their work benches and gone to the tyre plant without the permission of the plant manager. "In fact, they brushed past him," he said.

"They were dismissed because of their attitude and insubordination." If the union leaders had gone about the issue "in the right way", the problem would have been sorted out.

Mr Strydom said he had a meeting with about 80 workers on Monday. They had demanded that the two stewards be re-employed, but this was turned down.

He said he did not know at first the two were stewards — a claim denied

by the workers. In any case, the union was not recognised by the company. The issue of recognition was still being studied.

Mr Strydom said he had offered to speak to management about the workers' demand, but they had wanted an immediate answer.

They were given a deadline to return to work, but only about 10% did so.

The workers had been told their wages would be issued at the main gate at 5pm on Monday. They gathered at the gate but refused to accept their pay. They again refused to accept it at 8.45am yesterday.

It had been decided to close all workshops until January 3. This was not unusual, as the company always worked on a skeleton staff at the end of the year.

Mr Strydom would not say whether he was prepared to meet union officials. He said this had not been decided yet.

Union officials said four members, including the two stewards, had gone

to the tyre plant during their lunch hour to try to solve the problem.

The union denied there was any rule about workers moving from one workshop to another. They claimed Mr Strydom had said the decision on the two dismissed workers was final.

Had he not said this, they would have given him more time to make a decision on the dismissed union leaders.

They claimed Mr Strydom had said they should leave as the company wanted to employ new staff in January.

They denied it was company policy to either close down at the end of the year or to "go slow".

Mr Strydom said it was normal practice for the workshops to close during the holiday period. He said the company would start employing workers in January.

The 60 were welcome to re-apply. Their applications would not be prejudiced by their involvement in the present dispute.

PICTURE: STEVEN GOLDBLATT

(151) 22/12/82 BOM

ARGUS 27/12/82

# Dismissed workers to be re-employed

Labour Reporter

MOST of the 28 Good Hope Bakery workers who were dismissed recently will be re-employed, according to Mr Joe Daniels, general secretary of the Bakery Employees' Industrial Union.

The workers were paid off after downing tools in protest against the dismissal of two fellow workers.

Mr Daniels said he had had a "long meeting" with management last week, who had agreed to re-employ all except three.

"The union is not happy with this and we are still negotiating," he said.

Mr E Kalligianis, the manager of Good Hope Bakery, was not available for comment. A spokesman at the bakery said he was away on holiday for about three weeks.

The spokesman said he knew "nothing" about the negotiations.

A milling worker with whom one of the dismissed workers has been staying said many had left Cape Town to see their families.

Cape Times 29/12/82

# Join pay talks, newspapers told

**Own Correspondent**  
JOHANNESBURG. — An industrial court yesterday ordered the publishers of the country's main English-language newspapers and the SA Press Association not to withdraw from the conciliation board on which salaries and working conditions are negotiated with the Southern African Society of Journalists.

In a judgment handed down in Pretoria, the court also ordered that the publishers — SA Associated Newspapers Ltd, the Argus Printing and Publishing Company Ltd, the Pretoria News (Pty)

Ltd, Cape Times Ltd, Eastern Province Newspapers Ltd and Sapa — meet with the SASJ within a month to negotiate.

Reasons for the judgment will be given later. The SASJ's application for costs was dismissed.

The president of the SASJ, Mr David Bleazard, said last night: "It is a vindication of our view that the employers' intended withdrawal from the board without good reason constituted an unfair labour practice."

He said the withdrawal would have meant the collapse of collective bargaining machinery

between journalists and their employers, which had served the newspaper industry well for nearly 40 years.

The judgment followed a hearing earlier this month at which representatives of the SASJ asked the court to rule that the employers' intention to withdraw from the conciliation board was an "unfair labour practice".

In what was believed to be an unprecedented move, a full bench of the court heard the matter. It was regarded as a major test case which could have far reaching implications for the rights of unions throughout industry.

The employers said they intended withdrawing from the board after the SASJ refused to accept regional pay differences and that editors would have maximum discretion in awarding salary increases.

### Powers

In papers before the court, the employers denied they had refused to negotiate and said they were prepared to bargain with SASJ branches. They also said they were entitled to withdraw from the board.

The applicants representing the SASJ asked the court to use powers recently granted to it to restore the status quo in "unfair labour practices" disputes by temporarily ordering the respondents to remain on the board until the dispute was resolved.

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.

(1)	Internal	External
	(2)	(3)
2	13	
3	10	
4	9	
5	9	
8	12	
Examiners' Initials	SG	

you are registered (e.g. B.A., B.Sc.)

Subject ECONOMICS IB  
(to be copied from the heading on the Examination Book)

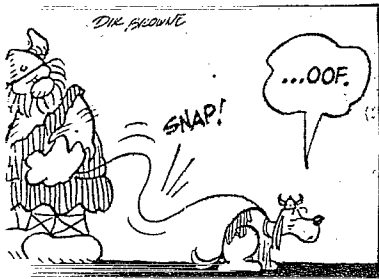
Paper No. DNE  
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### NOTE CAREFULLY

- The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for work.
- Enter at the top of each page and in column (1) the block on this cover the number of the question you are answering.
- Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

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

By Dik Browne



# Journalists' union wins Industrial Court action

CAPE TOWN—The Industrial Court yesterday ordered Argus Printing and Publishing Company, South African Associated Newspapers and the SA Press Association to remain members of the SA Newspaper (Press) Editorial Conciliation Board and to negotiate with the Southern African Society of Journalists, reports Sapa.

Welcoming the court's decision, the SASJ stat-

ed: "It is a vindication of our view that the employers' intended withdrawal from the board, without good reason, constituted an unfair labour practice."

"Withdrawal would have collapsed the collective bargaining machinery between journalists and their employers which has served the newspaper industry well for nearly 40 years."

"The SASJ hopes the court's decision will encourage a more constructive attitude towards negotiations on the part of the employers."

Labour lawyers regard the judgment as embodying the principle that employers are bound to bargain in good faith with employees where there has been a long-standing negotiating relationship, reports Tony Davis.

The order to resume negotiations, made by a full bench of three Industrial Court judges on the basis of two days' evidence and argument, comes a few

days before the expiry of the current agreement between the SASJ and employers.

Counsel for Saan and Sapa argued that they had withdrawn from the board because they had foreseen forthcoming wage talks heading for deadlock. They contended the SASJ was not negotiating in good faith.

The Argus did not contest the case, indicating in advance of the hearing it would accept the court's decision.

Reasons for the judgment have still to be given. The SASJ's application for costs was dismissed.

The managing director of Saan, Mr Clive Kinsley, today declined to comment on the court's decision.

The order merely reopens negotiations. Points of issue between the SASJ and employers on wages and working conditions have still to be resolved. — Sapa.

## rights - Sash

29/12/82  
this or do not know how to have their rights endorsed in their reference books.

There are no section 10 rights for people living within a homeland or on a white-owned farm outside the prescribed urban areas.

Section 10 (1) (a) qualifications are given to those who have

lived in one town since birth.

A person is entitled to section 10 (1) (b) rights if he has worked in registered employment for the same employer in the same town for 10 years or has lived lawfully and continuously in the same town for 15 years.

Section 10 (1) (c)

rights are granted to the wife and unmarried daughter or son living with a person who has 10 (1) (a) or (b) qualifications.

All contract workers in the country are denied urban rights even if they have worked in their present jobs for more than 10 years or lived legally in hostels for more than 15 years. They are required to return to the rural area each year to renew their contracts.

The Transvaal Horticultural Society  
Johannesburg (Municipal Area)

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# Koeberg training questioned

19/9/82 (151) (Handwritten initials)

C. Times

Labour Reporter

THE local branch of the Electrical and Allied Trade Union of SA has questioned the safety training of unskilled workers at the Koeberg power station.

The statement follows the alleged sacking of the union's local chairman, Mr Brian Williams, by the French Nuclear Energy Contractor (NEC). Mr Williams was one of several workers investigating the hazards of nuclear exposure for workers at the plant.

The union queried whether the thousands of women doing cleaning work were properly trained in safety procedures in the event of a fault occurring in reactor number one, which would become operational while they were still on the site.

A spokesman for the Electricity Supply Commission (Escom) said all Escom staff working at the Koeberg power station went through "appropriate safety courses".

However, the radiation course was restricted to workers who worked in or near nuclear radiation. The spokesman said he could not speak on behalf of contractors at the plant, "but I would imagine that when Escom signs contracts they insist that the contractor complies with certain safety standards".

The spokesman emphasized Escom's concern for industrial safety and said

figures showed their safety record was "far better" than the national average.

The NEC site manager, Mr F Rivoire, has declined to comment and workers at the plant say that since Mr Williams's dismissal, notices have been sent around warning them not to divulge any information to "outside or third parties".

The union statement argues that the cost of properly training the thousands of unskilled workers and the fact that it might hold up the programme could count against their being trained.

"We are merely asking what training they are getting, whether it is adequate and, if not, why not?"

## 'Secrecy'

Professor Arnold Abromowitz, acting chairman of Koeberg Alert, said that if Mr Williams had been dismissed because of attempts to find out more about worker safety at Koeberg, it was another instance of the obsessional need for secrecy found in the nuclear industry.

"As long as the reactor is operational, and particularly when fuel is brought in, there is a hazard for all on the site. The simple question Mr Williams was asking is whether the workers are receiving correct instruction in how to deal with such a situation."

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CAPE Times 16/9/82

# Causes of Cape labour strife

Industrial Reporter

A SHORTAGE of unskilled labour in the Cape is causing social, political and economic problems, according to the Minister of Manpower, Mr S P Botha.

The latest issue of the Cape Chamber of Industries weekly bulletin released yesterday says the minister told businessmen at a meeting in the City this month that the shortage necessitated the importation of contract labour from Transkei and Ciskei, which led to problems including squatting. The minister referred to illegal strikes and negotiating problems, the bulletin said.

## Bargaining

He noted that some unions had a strong preference for bargaining at plant level and many employers had entered into such agreements.

"There was no legal objection to this, but the industrial council system was being attacked and undermined in certain quarters."

Mr Botha provided statistics showing that time lost from strikes and the average duration of strikes in South Africa compared well with other industrialized countries.

The country needed industrial-relations specialists, he said, leaders and managers who were capable of handling problems and managing change; it also needed workers who were loyal to their organizations.

# SATS still not talking to dockers

Labour Reporter

THE deadlock between South African Transport Services and about 800 Port Elizabeth dockers who have been on strike since 400 were dismissed two weeks ago, is unresolved.

## Union call for talks on staffing

Labour Reporter

THE General Workers Union has asked to appear before the South African Transport Services Committee of Investigation into staff associations.

A meeting of 586 dismissed and striking dockers in Port Elizabeth yesterday elected a delegation to see the committee.

"The willingness of SATS to investigate its labour relations structure is one critical ingredient in the resolution of the current conflict and we would welcome the opportunity to make representations," a union spokesman said.

### "RESOLUTION"

He said the workers hoped the committee would permit "sober and dispassionate reflection" by both parties and that it "would promote a much-needed" resolution of the dispute.

Mr Leon Els, public relations officer of SATS, said the committee was appointed in May "to look at the staff and labour structures inside our organisation."

The Minister of Transport, Mr H Schoeman, said last week that SATS had appointed the committee to ensure that the labour relations structure "fully meets present day needs".

SATS still refuses to negotiate with the men or their union.

The General Workers Union (GWU), to which the dismissed men and strikers belong, claims to represent about 80 per cent of the workers in the harbour.

A spokesman for the GWU said about 860 dockers in Port Elizabeth joined the union at the end of last year, but with retrenchments and transfers, membership had dropped to about 770.

The SATS workforce in the Port Elizabeth docks before the dismissal of 425 workers was about 960.

Commentators, including leading industrialists, say the dispute revolves around the question of freedom of association.

A spokesman for the South African Stevedoring Company Ltd, which has a recognition agreement with the GWU in the four major South African ports, has appealed to SATS to talk with their "relevant elected workers representatives."

### PUZZLE

However, SATS have said they will deal only with the Black Staff Association (BSA), an in-company union formed in 1981, which claims a membership of 67 000.

The BSA's membership claim of 67 000 has been described as "astonishing" by a UCT industrial sociologist, Mr Johan Maree.

"It is a very big puzzle to me how they could have achieved such growth over 18 months." Pointing out that 546 members had resigned from the Black Staff Association recently, he said this was a strong indication of workers rejection of the organisation.

"No workers have yet expressed themselves in favour of the organisation," said Mr Maree.

The secretary of the Cape Midlands region of the BSA, Mr J Fonya, today refused to give BSA membership figures in the Port Elizabeth docks.

However, a Port Elizabeth correspondent reports that, according to Mr Fonya, the BSA represents 277 workers in the harbour.

# T-shirt man might get job back

15/10/86  
Mercury Reporter

THERE is a chance that former Barclays Bank employee Mr Bradley Potgieter, a Black Consciousness leader, sacked after being convicted of wearing a banned T-shirt, could be offered his job back.

Since his dismissal a fortnight ago the bank has withdrawn its order that forbade employees participating in political activities.

Barclays Natal general manager Mr J H McKenzie said yesterday the reinstatement of Mr Potgieter might be reconsidered in view of the bank's turnaround policy.

This would be up to the group personnel manager, Mr I S Rudman, to decide.

Mr McKenzie expected to hear from Mr Rudman today.

## Policy

But I'm not certain Mr Potgieter would want his job back — or that he has even applied to get it back.

Mr McKenzie said he would have no objections to rehiring Mr Potgieter if head office offered him his previous post as savings clerk back and if he accepted it.

He was pleased that the air concerning the bank's policy with regard to the political activities of its staff members had finally been cleared.

Employees were fully entitled to join any recognised group — and blacks were free to belong to Inkatha, the Zulu cultural organisation.

But the bank could still not condone the behaviour of employees who 'get up and start beating a political drum' because it was inevitable that some clients could disagree with whatever stand was being made.

(57) (151) Jan 20/7/82  
**Bank to clarify stand**

Barclays Bank has withdrawn its controversial "no politics" circular to staff and will replace it with a new one. The new directive clarifies the bank's attitude to employees' activities outside working hours.

The managing director of Barclays National Bank Ltd, Mr A R M Aldworth said today the bank had never stopped its officials joining recognised political parties or participating in lawful activities in the affairs of such

organisations or the community.

Mr Aldworth stressed that the foreword to the staff manual had long encouraged officials to participate in community life.

But it also pointed out that they were relied on "not to undertake voluntary work of a controversial nature or work which would interfere with their bank duties."

"The dismissal or resignation of staff members in Natal or elsewhere in recent months

is not related solely to any disregard of the bank's requirements in the above context," he said.

"However if a member of the staff's involvement in outside activities (of whatever nature) clashed with the bank's proper demands, then clearly we might have to reconsider that employee's position."

A statement reflecting the bank's philosophy is being incorporated into its staff communications in place of existing directives.

471

out of the market, - and thus gain a greater share themselves. This can take place through merger, - which could lead to greater efficiency and thus lower costs [but whether this would be passed on to the consumer is debatable] or measure advertising, - or fighting and thus a B decrease in prices come off better, - or method of collection that in fact there was the consumer should

Carl T. Mills 20/9/82

# Accord

## heads off court action

Labour Reporter

A SUPREME Court action testing whether recognition agreements are legally binding has been headed off by an agreement between the company and the trade union involved.

The National Union of Textile Workers (NUTW) and the Natal textile firm David Whitehead said in a joint statement yesterday that their dispute had been "amicably" resolved.

The court action by the NUTW followed a strike at the factory on July 1. The union charged that the company had broken the recognition agreement which the union said was legally binding.

The withdrawn Supreme Court hearing was scheduled for today. "Both parties have agreed to settle their differences in the interest of future relations and the well-being of their employees," the statement said.

The union and the company have agreed that the recognition agreement is legally binding and that a strike ballot will be held in future disputes if a strike is anticipated.

The company agreed to re-employ 45 dismissed workers and the union accepted that the present wage rates would hold till June 30, 1983.

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# Warning as City Council votes on foremen

**Municipal Reporter**  
DURBAN City Council voted yesterday to down-grade seven Electricity Department foremen — in the face of warnings that this could lead to bitter resentment among the men, who all have long service records with the corporation.

The council — which also decided that the men would be paid overtime at a lower rate than they have enjoyed since May — introduced special grades for electricity foremen two years ago, after a job evaluation had shown that their working hours and conditions were more arduous than those of other corporation foremen.

Unless the matter is solved by arbitration, the seven men will not get another increase for the next two or three years.

The down-grading follows pressure from the Durban Municipal Employees Union for all foremen to be equally graded and those in other departments promoted to the higher grade.

## Pressure

There was also pressure from the Municipal Services Commission, which has opposed the special grades since their inception and says they should be withdrawn.

Yesterday Mr Lew Phillips told the council that outside consultants appointed to investigate the Electricity Department were recommending improved management.

The foremen were essential to good management and even if the grades were cancelled for future foremen they should be allowed to retain the grades as personal to themselves.

If we have made a mistake in creating the grades, we must pay, he said.

## Mistake

Mr Peter Corbett said the proposal not to reduce the down-graded men's salaries immediately, but rather to hold back on future increases until their salaries were in line with other foremen, was a cheap device to get out of an obligation.

Mr Peter Mansfield said this was not so. The decision was being made with the welfare of the city in mind.

The situation had been forced on the council by the union's insistence that all foremen be equal.

Mr Gys Muller said the foremen had worked damn hard and it would be a terrible mistake not to give them another increase for two or three years. This was not the way to encourage loyalty.

The recommendation to cancel the grades was carried by 18 votes to 11.

# Wage dispute gets mediator

By MZIKAVISE EDOM

A MEDIATOR is to be appointed to try and settle a dispute between Unilever Brothers and its employees over the proposed wage increase due to be implemented early next month.

About 1 000 workers at the company's Boksburg branch downed tools last Thursday in demand of higher wages.

The workers are demanding a 38 percent wage increase, but the company said it was only prepared to give them a 15.7 percent increase.

The increase is proposed to be implemented on October 1 provided the company reaches an agreement on a "reasonable increment" with the workers union before the end of the month.

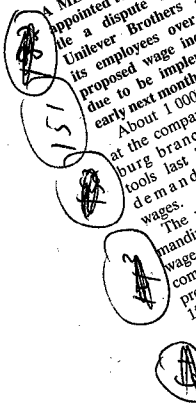
Unilever is a British company which manufactures mainly soap and fat products. Most of the workers at the Boksburg branch are members of the Food and Beverage Workers Union, which is affiliated to the Council of Unions of South Africa (Cusa).

Talks between the union and management over the proposed wage increment started in July this year, but since then there has been a stalemate. The workers initially demanded a 73 percent increase before settling for the 38 percent they are now demanding.

Last Thursday, management and union representatives met again but no agreement was reached.

Mr Pirosshaw Camay, general secretary of Cusa, said that the union and management decided to appoint a mediator to try and settle the dispute.

"Talks have been dragging on for months without reaching any agreement. We hope that with a mediator an agreement will be reached before the end of the month," Mr Camay said.



*Some four*  
2/9/82



## Sacked shop stewards paid out

~~1977~~ Labour Reporter ~~1977~~ due to continue yesterday and today (15) 2.1.1982

EIGHT shop stewards who were dismissed after the strike early in July at the Tongaat-Hulett's subsidiary David Whiteheads, were yesterday paid out a total of R17 100 in an out-of-court settlement.

The Fosatu-affiliated National Union of Textile Workers had applied to the Supreme Court for the reinstatement of the shop stewards. The hearing was

But last week the company and the NUTW finally agreed on an 'amicable' out-of-court settlement after nearly a month of negotiations.

Although the shop stewards have not been reinstated, in terms of the settlement they yesterday received cheques ranging from R1 350 to R3 905 — the equivalent of about five months' wages.

# Tucsa distress over unregistered unions

AK&S 21/9/82



# unions-

## Labour Reporter

STEP by step unregistered trade unions were being placed on an equal footing with registered unions, to the extent that an increasing number of unionists were beginning to question the value of registration.

This was said yesterday by Mr R H Botha, secretary of the Mine Surface Officials' Union of SA, at the Trade Union Council of South Africa (Tucsa) conference in Cape Town.

Mr Botha was speaking to a motion calling on the Minister and the Director-General of Man-

power to ensure that race was not a consideration in initial registration or in extending the scope of existing registered trade unions.

He said registered unions accepted the discipline of confining themselves to certain constituencies in terms of the Labour Relations Act, but unions which did not bother to register were free to poach where they pleased and disrupt not only other unions but the whole structure of labour relations.

The only disadvantage unregistered unions suffered was not being able to use stop-order facilities without the permission of the Minister.

Mr Botha's union had changed its constitution to delete the word 'white', but when it had tried to enrol black mine surface officials, it was told it had to apply for an extension of the union's scope.

The Industrial Registrar would not grant this until the union was representative of workers it wished to include in its constitution.

The motion, which included a clause calling on the Minister to consult Tucsa unionists before any changes in labour legislation were made, was passed unanimously.

In another motion before the conference, Mr Ike van der Walt, general secretary of the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society, called on the Government to prevent employers dismissing workers engaged in legal strike action.

Mr van der Walt said it was common practice for employers to threaten striking workers with dismissal, whether the strike was legal or not.

The right of workers to withhold their labour for a just cause should be protected, he said. The motion was adopted.

● Dr Anna Schiepers was unanimously elected for a second term as Tucsa president. There were no other nominations.

Mr E V van Tonder, secretary of the SA Typographical Union, Mr Botha and Mr L A Petersen, secretary of the Garment Workers Union (Western Province), were elected first, second and third vice-presidents.

There were no other nominations for the positions of first and third vice-presidents. Mr Des East, of the Motor Industry Combined Workers Union, stood against Mr Botha for second vice-president.

# Trade union registration investigation

A.B.G.  
21/9/82  
(151)

## Labour Reporter

IT WOULD be completely incompatible with the Department of Manpower's principle of voluntarism to force any trade union to register, Dr P J van der Merwe, director-general of the Department of Manpower, said today.

Dr van der Merwe was addressing delegates at the annual conference of the Trade Union Council of South Africa (Tucsa).

There were differences of opinion as to what the approach should be, but since the whole question of registration was being investigated by the National Manpower Commission, it appeared desirable to wait for the commission's report, he said.

## CRITICISM

Dr van der Merwe said much criticism had been levelled against the department at the time that expired before registration was granted. However, the unions were not altogether free of blame as far as delays were concerned.

The department was concerned about the lack of co-operation from unions with regard to the submission of the prescribed documentation

and statistics to the Industrial Registrar

"With the exception of a few unions, the department has to request unions repeatedly for the submission of the statements concerned.

"Failure of this nature is a criminal offence, and though the department is reluctant to go to the extreme of prosecuting unions for not complying with the Act in this regard, such a step will, however, have to be considered if a material improvement is not evident in future," Dr van der Merwe said.

## HAZARDS

Referring to occupational safety and health hazards in the workplace, Dr van der Merwe said they could "no longer be dealt with by authoritarian types of legislation".

A tripartite effort was necessary to improve the quality of life of the workers, making use of the expertise of government, labour and employers.

A draft Bill dealing with occupational health and safety had been drawn up by the Department of Manpower and would be introduced in the next parliamentary session.

Dr van der Merwe said the workmen's compensation office encountered "vast difficulty" in processing and assessing claims for compensation.

This was because of the failure of employers to report accidents and submit relevant documentation to the Workmen's Compensation Commissioner.

It was also due to the employers' failure to register their businesses and pay their assessments.

Dr van der Merwe thanked the trade union movement for its "co-operation and support". Without that the department would not have been able to make the progress it had.

# Call for ban on firing of strikers

Labour Reporter

A MOTION calling for legislation to prevent employers from firing workers involved in a legal strike was backed unanimously by the Trade Union Council of South Africa (Tuca) at its annual conference in Cape Town yesterday.

Mr Ike van der Watt, general secretary of the SA Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society, who introduced the motion, said the strike was the worker's principal weapon in his own protection.

He asked the government to protect the right of workers to withhold their labour "in a just cause" and not to allow employers to fire workers engaged in a legal strike.

## 'Threats'

At present very few strikes are "legal" in terms of the Labour Relations Act. According to the Tuca president, Dr Anna Scheepers, out of 342 known strikes last year, only two were legal.

Mr Robbie Botha, general secretary of the Mine Surface Officials' Association of South Africa (MSOA), said threats of a strike in the mining industry were met with immediate threats by employers of summary dismissal.

For the second time this year, the MSOA had recently declared a dispute with the Chamber of Mines, a step which could eventually lead to a legal strike.

Mr Botha said strike action was not considered lightly, but sometimes it became necessary. The threat of dismissal, however, forced many union members on the mines to vote against striking because they feared losing their jobs and being evicted from their houses.

"This is direct interference with the democratic right of trade union members to strike," he said.

## 'Poaching'

● Later, Mr Botha criticized the government for allowing unregistered trade unions to gain an equal footing with registered unions, and tabled a last-minute motion urging the National Manpower Commission to speed up its study of trade union and employer registration.

He attacked unregistered unions for "poaching members where they please" and "disrupting the whole labour relations structure".

"Many unions are beginning to fear that registration is nothing but an encumbrance," he said.

# Walk-out looms over electrical grade row

Mercury 22/9/82

1512 274 346

**Municipal Reporter**  
A DURBAN City Council decision to downgrade foremen in the Electricity Department will affect 42 men and could lead to a mass walk-out at middle-management level, according to a spokesman for the men.

The spokesman, who asked not to be named, said it was the third raw deal the men had had in the past year.

Special higher grades had been created for them 16 months ago because their work with high tension live voltages was dangerous, they were called out regularly in miserable conditions, and worked incredibly long hours carrying out emergency repairs.

### Long service

They were all long service employees — you don't become a foreman after a few years. Many had given the corporation loyal service for between 30 and 44 years and were now totally disillusioned. This was having a detrimental effect on the morale of their juniors and was obviously not in the interest of the city. He knew of many foremen who intended leaving in January if the matter was not settled by arbitration.

At Monday's council meeting, Management Committee chairman, Mr Neil MacLennan, said the higher grades had been a mistake.

Yesterday the Mercury learned that they had had a ripple effect. Those in grades above the electrical foremen pressed for increases because they felt there should be a wider earning gap and the powerful Durban Municipal Employees Union wanted all foremen in the corporation raised to the same level as the electrical foremen.

The Municipal Services Commission, which opposed the higher gradings at their inception, advised the council to downgrade 42 men rather than upgrade 110 others. It appears that while a general upgrading would cost about R75,000 a year, the ripple effect would be far more costly.

One foreman told the Mercury: 'We fought for a

higher grade and a R91 increase for several months. Eventually the Management Committee insisted on a job evaluation, to which we were totally opposed. Our jobs were compared with foremen in the City Engineer's Department, such as plumbers and painters, and comparisons were also made with senior positions in our own department.

The evaluation report showed that we had to work with live electricity from 220 volts to 175 000 volts. We had the heavy responsibility of high tension switching, without benefit of extra pay.

The job assessors advised the council to give senior foreman a monthly increase of R146, their assistants R110 and B grade foremen R102.

### Split

The first raw deal came a month after the pay packets were increased. All municipal employees were given an across-the-board 30 percent increase, except the electricity foremen who got only 12 percent.

Union secretary J J Marée said that two years ago the corporation artisans had been split into different grades and the painters had succeeded in getting the Industrial Court to rule that artisans in all the departments had to be on equal grades. The union felt the same should apply to foremen.

'But', he emphasised we don't want anybody downgraded. We want the others upgraded.

If the matter is not settled by arbitration it will go to the Industrial Court.

sessments

PE dispute

misread

Labour Republic

THE president of the SA Council of Transport Workers, Mr D C Benade, said yesterday that the International Transport Workers' Federation (ITF) threat to "black" South African goods over the Port Elizabeth dockworkers' strike showed they had misread the situation.

In an interview, he said he refused to support the General Workers' Union in the dispute, as it was a new arrival on the scene at SA Transport Services. "We feel the need in this country for certain rules."

# Unions 'won't be forced to register'

CARE Times 22/9/82

Labour Reporter

THE Director-General of Manpower, Dr Piet van der Merwe, told the annual conference of the Trade Union Council of South Africa (Tuca) in the City yesterday that his department had no intention of forcing trade unions to register.

Amid calls by Tuca

delegates for compulsory registration of unions, he said this was incompatible with the basic philosophy of the department of maximum self-governance by employers and employees.

Mr Robbie Botha, of the Mine Surface Officials' Association of SA, said on Monday that registration

was becoming an embarrassment and unregistered unions were poaching where they pleased and "disrupting the whole labour relations structure".

Mr D C Benade, of the Tramway and Omnibus Workers' Union, told Dr Van der Merwe that a policy of forced registration could have prevented the General Workers' Union (GWU) dispute at the Port Elizabeth docks by stopping the GWU from operating in the South African Transport Services — an industry where there already was a registered union.

Dr Van der Merwe replied that the issue of registration was highly sensitive and was still being investigated by the National Manpower Commission. "But a system of compulsory registration will be strongly criticized in international circles," he warned.

In reply to criticism that the cost of factory building was escalating because of safety requirements, Dr Van der Merwe said he was not prepared to lower safety standards to a level below which the workforce would suffer.

He also accused employers of being lax in reporting injuries properly and registering their businesses in terms of the Workmen's Compensation Act.

About 9 000 summonses had to be issued against employers every year for failing to report accidents in the proper manner, and thousands of court orders had to be issued against employers for failure to pay their as-



**tuca  
conference**

# KwaZulu row looms over union membership

Labour Reporter

A MAJOR clash looms between the KwaZulu Government's Department of Works and the National Federation of Workers following a dispute over union membership.

The National Federation of Workers' national organiser, Mr Magwaza Maphalala, said 300 workers at Esikhawini — a township near Richards Bay —

had been instructed by the foreman to resign from the union.

Earlier this year a similar dispute arose between the S.A. Allied Workers' Union when the union had attempted to raise long-standing workers' grievances over appallingly low wages.

The secretary for the department, Mr Tony Johns, refused to meet Saawu officials, saying the workers should raise their grievances through the accredited channels.

Mr Maphalala said the workers had joined the union after they had got tired of laying complaints through the accredited channels without anything being done.

Workers were still being employed as temporary workers in spite of some of them having worked for more than 10 years, he said.

He claimed that the union's organiser at the KwaZulu Government site, Mr Richard Simelane, had been harassed by police and had recently been dismissed for his union activities.

Mr Johns said the workers at Esikhawini had complained to Mr Simelane collecting union dues from them without giving receipts.

Subsequently, Mr Simelane had been dismissed and had been held by the police in connection with the workers' complaints, he said.

But a police spokesman said there was no record of Mr Simelane having been held or of his having been charged.

Mr Johns also said that no KwaZulu Government employee was allowed to be a member of a trade union.



Rom 23/9/82

## Barlow Rand suggestion an 'insult'

# Veldspun lay-offs: union 'didn't agree'

By MARTIN FEINSTEIN  
Education Reporter

IT was an "insult" for the giant Barlow Rand group to suggest the National Union of Textile Workers (NUTW) had agreed to the retrenchment of workers at the Veldspun textile company in the Eastern Cape, union organiser Mr John Copelyn said yesterday.

He was speaking to more than 180 students at a meeting at the University of the Witwatersrand to protest against the firing of more than 1 000 workers after they had gone on strike at Veldspun, a Barlow Rand subsidiary.

The meeting was called by the Economic Research Committee, a student group which, in a pamphlet, has taken the university chancellor — Barlow Rand executive director Mr Mike Rosholt — to task over the Veldspun dispute.

Mr Copelyn was reacting to a Barlow

Rand statement on Tuesday in which the company said the union had approved the layoffs, and that student intervention in the dispute would be "counter-productive".

He said the NUTW had been presented with the layoffs as a *fait accompli*, and had not approved them in any way.

Veldspun's dealings with the union had not resembled real negotiation, Mr Copelyn said, and yet Barlow Rand had said the student pamphlet was damaging to negotiations.

"What negotiations?" he asked.

He said Barlow Rand had only responded "seriously" to the union's representations once the dispute had been publicised by students and the Press.

On Tuesday Barlow Rand said the union had signed an agreement with Veldspun that it would not represent striking workers, and that strikers would be subject to "instant dismissal".

But Mr Copelyn said there was also an agreement that disputes would be referred to an outside arbitrator.

"Veldspun management has carefully arranged things so that there cannot be arbitration," he said.

He also claimed that untrained workers who replaced the dismissed Veldspun workers were doing dangerous jobs.

He said a man in a dye shop had turned a tap the wrong way causing an explosion which killed him and injured four others.

The company has confirmed that one worker has died since the dispute, but has denied that this was the result of inadequate training. Company executives say the dead worker is a woman, not a man. They also deny that four workers have been injured.

Barlow Rand declined an invitation to send a representative to the meeting.

Wits SRC president Mr Lloyd Vogelmann said: "As members of Wits we have every right and duty to question whether (Mr Rosholt's) business practice is the kind of which we can approve."

CAPE TIMES 24/9/82

# Union attacks Barlow Rand press statement

Down Correspondent  
JOHANNESBURG — Fosatu's National Union of Textile Workers yesterday sent a telex to the Barlow Rand group rejecting a press statement in which Barlow Rand gave its account of the dispute at its Uitenhage subsidiary Veldspun.

The telex, addressed to the Barlow industrial relations director, Mr Reinald Hofmeyr, and released to the press, attacks the statement and adds: "If we are in any way misreading your intentions, please clarify. If not, shame on you".

The telex, sent by the union's acting general secretary, Mr John Copelyn, accused Barlow Rand of allowing Veldspun to "supress workers' pay wages 'far below the poverty line', 'unilaterally' retrench workers and of closing all doors to arbitration of the dispute.

Mr Hofmeyr said yesterday that he had replied to the union acknowledging the message and adding

he would "be in touch" with NUTW on its contents.

Earlier this week, Barlow Rand issued a press statement reacting to union and student criticisms of its role in the dispute, in which more than 1 000 workers downed tools in protest at retrenchments at Veldspun and were dismissed.

It said a company survey had found that nine out of 12 Uitenhage and Port Elizabeth textile firms paid lower wages than Veldspun.

It also charged that the union had agreed to the retrenchments that had led to the dispute, but had then endorsed a strike by its members in protest against them.

Barlow Rand also said NUTW's recognition agreement with the company emphasized that the union would not represent striking workers and that strikers would be instantly dismissed. It said the union had broken the agreement.

In the telex, Mr Copelyn said Barlow Rand "cannot have it both ways".

"If you allow your subsidiaries to supress workers with vigour and disregard for human consequences, you cannot proclaim you are uplighting the quality of life of workers

"If you unilaterally retrench workers in conflict with your proclaimed policies, you cannot rescue yourself by trying to suggest that the union which challenges its unfairness has 'agreed' to it.

"If you allow your subsidiaries to close all doors that would have allowed the original dispute to be referred to arbitration, you cannot honestly be heard to say our members have breached the agreement."

Mr Copelyn said NUTW was "still, after six weeks, awaiting your reply to what solution you see to the dispute. It appears from your press statement that your 'solution' is that the workers concerned should suffer in silence".

Minister  
CARE Times  
in 24/9/62  
'dream  
world' 151

Own Correspondent

DURBAN. — Mrs Helen Suzman, PFP opposition spokesman on Community Development, said the Deputy Minister of Information, Mr Barend du Plessis, had to be living in a "dream world" if he thought it was possible to single out workers that were political activists.

"They are all political activists," she said.

Mrs Suzman was responding to reports that at a conference at Yale University in the United States, Mr Du Plessis urged American companies operating in South Africa to get rid of political activists in black unions.

'Nonsense'

"His speech made nonsense of the so-called concessions wrung out of the government as a result of the Wiehahn Commission," she said.

"He should have urged employers to be more concerned with encouraging the development of workers' skills and introducing decent employment practices.

"It was this which ensured industrial peace and prevented wild cat strikes," she said.

"In removing so-called political activists, American companies would become collaborators with the security branch," Mrs Suzman said.



## Tongaat dispute settled amicably

JOHANNESBURG.—The problems experienced recently at the David White head factory in Tongaat when a strike took place on July 1, and which was followed by court action by the National Union of Textile Workers, have been amicably resolved.

This was said in a joint statement issued by the two parties in Johannesburg at the weekend.

The Supreme Court hearing scheduled for September 20 and 21 has therefore been withdrawn and both parties have agreed to settle their differences in the interest of future relations and the well-being of the employees.

### Binding

The main features of the settlement were:

Both parties agree that the recognition agreement between them will be legally binding.

In future disputes a procedure is to be agreed upon involving the holding of a strike ballot in the event of a strike being anticipated.

Those shop stewards not re-engaged have accepted a settlement in the form of reasonable and fair termination payments.

The company will re-employ 45 of those employees not re-engaged after the strike; and

The union accepts that the present wage rates paid will hold until June 30, 1963.

The recognition arrangements provided for in the agreement will once again operate and both parties hope to build a constructive relationship in the future. — (Sapa)

191  
191  
191  
191

26/9/62 Present

# Dispute to be taken to Fosatu

ARGUS  
7/19/82

economic research committee.

Argus Bureau  
PORT ELIZABETH — A trade union representing workers dismissed after a walkout at Veldspun International Textiles is to take up the dispute at national level with its parent group, the Federation of South African Trade Unions.

The acting general secretary of the National Union of Textile Workers, Mr J Copelyn, said from Durban today that this step, the first of its kind by the Union, followed a meeting on Friday with Veldspun representatives at which no progress had been made.

The meeting — one of several — followed a dispute at the company's Uitenhage plant two months ago.

## BOOKLET

The dispute was highlighted last week when an industrial group was mentioned in a booklet produced by a group of University of the Witwatersrand students, the

The booklet said: "A company in the Barlow stable pays starvation wages, refuses to have meaningful negotiations with a majority union, and is practising massive retrenchments mostly of union members."

About 60 Veldspun workers were allegedly fired for refusing to do the work of retrenched colleagues. About 1 500 workers struck in support and were said to have terminated their services, but those who returned were taken back until 800 were left.

## MISLEADING

A Barlow Rand spokesman said this week that claims by student and union critics were biased and misleading.

An attack on Mr A M Rosholt, the group's executive chairman and chancellor of Wits, was "in very poor taste" and a "slur on his integrity."

The union has told Barlow Rand in a letter that if it allowed its subsidiaries "to suppress workers with the vigour, recklessness and disregard for human consequences as in Uitenhage, you cannot proclaim you are uplifting the quality of life of workers."

Mr Copelyn said the union's prime concern at Friday's meeting had been the position of the sacked workers.

## EARNINGS

He said a wage issue had led to the sacking. The 60 workers had refused to do the work of retrenched staff because they would lose substantial earnings. The company had made it clear it did not accept earlier proposals, and would consider new ones.

Mr Copelyn would not speculate on what course of action Fosatu might decide on.

A spokesman for the Romatex Group, which owns Veldspun, confirmed that no progress had been made in resolving the dispute, but said the door was open for further talks.

He said attitudes in the group had hardened because of "inaccurate allegations" by the students and the union.

Veldspun was working with a full labour complement for current needs, comprising workers who had been loyal, and replacements.

The union was the one with the problem, as hundreds of its members had lost their jobs, he said.

# Bank offer to <sup>Str 2/10</sup> reinstate <sup>151</sup> ~~the~~ fired black

**Own Correspondent**  
DURBAN — Barclays has offered to reinstate Black Consciousness leader Mr. Bradley Potgieter, (20) who was dismissed because of the adverse publicity for the bank over his conviction for wearing a banned T-shirt.

The general manager of Barclays (Natal), Mr. J. H. McKenzie, told Mr. Potgieter in a letter today that the bank would be pleased to have him back at his previous salary level on the understanding that he would comply at all times with standard rules applicable to all staff.

The bank's decision comes a day before the deadline set by his attorneys. The matter would then have been taken to the Industrial Court for arbitration.

Mr. Potgieter, chairman of the Durban branch of the Azanian Peoples Organisation, was fired on September 8.

In the wake of his dismissal, Barclays issued a circular to its managers throughout South Africa advising that its 26,000 employees were banned from taking part in politics.

This was withdrawn later after reaction from trade unions and civic leaders.

1982

# Metal unions back anti-Barlow stand

Labour Reporter  
Shop stewards at metal firms belonging to the Barlow Rand group have announced their support for their textile industry colleagues involved in the Veldspun dispute at Uitenhage.

The joint shop stewards' council of the Transvaal branch of the Metal and Allied Workers Union at Barlow Rand plants said it was shocked at the intransigence shown by the group in the dispute.

The council promised its solidarity to the members of the National Union of Textile Workers.

After NUTW officials met the managements of Veldspun and Romatex in Port Elizabeth on Friday, a union spokesman said management's attitude was completely intractable. The meeting ended with no progress towards settling the dispute.

The NUTW sent another telex to the industrial relations head of Bar-

low Rand, Mr Reinald Hofmeyr, warning him about the latest deadlock.

The union spokesman said it was considering taking up the issue with the Federation of SA Trade Unions' central committee when it meets next month.

Fosatu affiliates have in the past taken to the national body only major issues such as the Colgate and Henkel disputes and this report indicates that the seriousness of the Veldspun dispute is increasing.

The Barlow Rand group has a majority holding in the Romatex operation which in turn owns Veldspun. The dispute arose after about 1 000 workers were dismissed at the firm over the issue of retrenchments.

Students at the University of the Western Rand have criticised their chancellor, Mr Mike Rosholt, who is also head of Barlow Rand.



RDM

Sept. 1982

# Macwusa leader slams 'intimidation' of unionists

By JOUBERT MALHERBE  
Pretoria Bureau

THE TRANSVAAL secretary of the Motor Assemblies and Components Workers' Union of South Africa (Macwusa), has strongly criticised his arrest and that of two Macwusa organisers last Friday while they were collecting subscriptions at a Rosslyn plant near Pretoria.

Mr Donsie Khumalo, the Transvaal secretary, and two organisers were arrested outside the premises of Laursen Brothers (Pty) Ltd, a member of the Steel and Engineering Industries Federation (Seifsa), while they were busy collecting contributions from Laursen employees.

Yesterday Mr Khumalo asked: "Is it now Seifsa policy to use the police to intimidate trade unionists?"

According to a statement issued by Mr Khumalo, he and the two organisers, Mr Zolile Mtshilwane and Mr Khorombi Dau, held talks with members of the management of Laursen last Friday afternoon.

After the meeting they were collecting subscriptions from Macwusa members when

they were approached by police and a member of the management who, they claim, knew who they were.

The management official denied that he knew the three unionists and he allegedly told the police he did not want to see members of an unregistered union — such as Macwusa — in front of the Laursen premises.

The three unionists failed to produce their pass-books on demand and police took them to the Pretoria North police station.

They were later released without charges being pressed against them, but a policeman allegedly warned them that they would be arrested for trespassing if they went to Laursen again.

A spokesman for Laursen confirmed yesterday that his company, a division of British Tyre and Rubber Industries, South Africa — refused to hold official discussions with Macwusa "until Seifsa recognises the union".

He denied that Laursen called the police last Friday, but he added that Laursen would not allow Macwusa organisers on their premises.

A police spokesman yesterday confirmed the arrests of the three unionists on Friday.

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## Putco makes way for union bargaining says report

PURCO, the largest bus industry in the country, views trade unionism as a suitable vehicle for the collective expression of employee concerns and ideas.

In its latest publicity brochure, the company says once majority support for a particular union is proved at any depot, negotiations are conducted for the recognition of the union and the election of shop stewards takes place.

"In this way an agreement has been signed with the Transport Allied Workers Union, and shop stewards have been elected at Boksburg, Purcoilton and Wynberg."

A preliminary agreement has also been signed with Transport and General Workers Union which has majority representation at the Springs depot.

The company also recognised liaison committees representing Putco employees, as

these continue to provide effective communication channels between workers and management.

Recent negotiations on wages, and conditions of service, reached an historic milestone by including for the first time representatives of both unions as well as the Central Liaison Committee.

As a member of the South African Bus Employers Association, Putco has made a contribution to the drafting of a model, "trade-union" recognition as a guide for bus operators in the country.

The company provided an essential transport service to half-a-million black commuters on the Reef, in Pretoria and in the Durban areas.

"The Government controls its fares and administers a subsidy which makes up the difference between the economic fare level and that paid by the

passenger," says the brochure.

Part of this subsidy is contributed by commercial and industrial employers, many of whom depend on Putco to provide transport for their workforce.

Purco recognises the passenger as "number one", caters to the needs of the workforce, rather than an elite Ninety-four percent of Purco's drivers are black.

In addition to normal bus company operations, a professional management team copes with procedural complexities in fare increases in an inflationary and politically sensitive climate.

Referring to Purco's future plans, the brochure says that while the workforce in South Africa grows by 18 percent annually, about 50 new buses a month are added to the Purco fleet at a current cost of R70 000 each.

Concerning fare increase,



Purco says it must first apply to the local Road Transportation Board, and then allow 21 days for any objection to be lodged.

The application must be heard by either local board, or the National Transport Commission, together with any objections. This establishes what the tariff — without subsidy — should be.

However, the many procedures which the company has to undergo before the fares are actually implemented often cause delays. Purco's last application was delayed for nearly two years.

The most significant contribution the company makes to the black community is the economic service it operates for school children at a cost of R2.9 million per year.

The other side of the coin is free transport for old age pensioners after they receive their pensions every second month.

Other speakers told about 200 people that there was past when all the problems of the black people, should be blamed on whites.

"We know who our enemy is and that we are fighting for the liberation of our country. But at the same time a start should be made to educate people, working with the public that they should have respect."

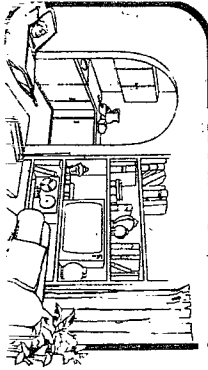
"It is heartbreaking to see the way our elderly people are ill-treated by clerks in township manager's offices and other places. These people should know better because if they do not respect the elderly, how will other races respect us," Mr Mkhembu said.

Turning to problems of the aged, he said it was high time that the community become actively involved in programmes and projects that would be of benefit to them.

He said there was no point in moaning that "the white man is oppressing us".

"I challenged the community to sensibly partake in anything that will help us to uplift and liberate ourselves. The youth in particular should play a major role because no-one is going to fight our struggle," he said.

Another Azapo speaker said it was a pity that blacks were not looked after, in their retirement years, as well as other races.



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## September babes keep rolling in — try your luck

Another Azapo speaker said it was a pity that blacks were not looked after, in their retirement years, as well as other races.

# No cash relief for jobless metal workers

By STEVEN FRIEDMAN  
Labour Correspondent

**SKILLED** and semi-skilled metal workers who are out of work because of the state of the economy have found they cannot claim unemployment money from the metal industries — because of an agreement made some years ago between their unions and employers.

The agreement, which could prompt a white and coloured worker backlash as unemployment mounts, means money paid into the giant metal industries' provident fund by workers can only be paid out when they die or retire — not, as in some industries, when they lose their jobs.

And yesterday four metal workers who have lost their jobs claimed their families were "starving" because they could not find jobs or claim money from the fund.

They claimed they were not consulted by their union, the SA Boilermakers' Society, when the agreement was made and compared their position to that of furniture workers who, they said, were getting unemployment pay from their union. They said "hundreds" of workers were in the same position.

But a union spokesman said the men "have their facts wrong".

In several industries unions and employers have set up funds which enable workers to claim money when they are unemployed.

But as a result of requests by established unions, the Metal Industries' Life and Provident Fund, to which workers in higher job categories belong, does not allow workers to withdraw contributions until they retire or die.

The same provision also applied to the Metal Industries Group Pension Fund, which applies to workers in the lower categories.

But in the wake of last year's pensions unrest employers agreed to allow workers, who have left the industry for six months, to claim their money.

If these workers lose their jobs, they can claim from the Unemployment Insurance Fund for the first six months.

But workers in the top job grades cannot withdraw their money because of established union requests that the money be "frozen" until retirement.

Yesterday the four men, who asked not to be named, said they lost their jobs a few months ago and could not find new ones despite asking at factories almost daily. Three are welders and one is a machine operator. They said the union had been unable to find them jobs and, concerning unemployment relief, had told them "that we can only get our money when we die or turn 65."

One man said he did not qualify for UIF benefits because he had earned more than R1 000 a month, two said they had difficulty claiming from the UIF and the fourth had not applied.

They said they had between five and 17 years' experience in the industry.

A spokesman for the Boilermakers Society said yesterday the men had "got the wrong end of the stick".

He said the union had little trouble placing retrenched members in jobs and denied there were "hundreds" of workers who could not find work. "There is no need for members to starve — the union can find them jobs," he said.

## Razor accused tells of mystery killer

Court Reporter

A MIDDLE-AGED welder accused of cutting the throat of his 28-year-old mistress with a razor blade told a Supreme Court judge yesterday the murder had been committed by another unidentified man.

Mr William Joseph Clulow, 56, of 603 Flemming Hall, Koch Street, Joubert Park, told Mr Justice K van Dijkhorst in the Rand Supreme Court Mrs Elizabeth Ann Perry had been murdered while he was in the toilet.

Mr Clulow pleaded not guilty to the murder charge.

He said he and Mrs Perry had begun living together last December — a week after he met her.

"I was very fond of her. I don't know whether she was in love with me. She cared for me and looked after me. We had no cause for jealousy."

On May 8, Mr Clulow, Mrs Perry and some other men had been drinking in a neigh-

bouring block of flats. He returned to his own flat, followed by Mrs Perry, where they both lay on the bed, fully dressed.

Mr Clulow said he went to the toilet and returned about 10 minutes later. Someone hit him over the head as he entered the room.

He went down on all fours. When he looked up he saw Mrs Perry's naked body on the floor with blood gushing from her throat, he said. He tried to stop the bleeding, but went to get help when he did not succeed.

Mr Herbert Browne testified that he found Mr Clulow and Mrs Perry on the floor of their flat. Mr Clulow had one leg over her body.

He presumed they were having intercourse but, as he turned to leave, he saw blood on Mrs Perry's head. Mr Browne said he grabbed an ashtray and hit Mr Clulow over the head. Judgment will be given today.

## Road deaths soar in the Peninsula

CAPE TOWN. — The road traffic death toll in the Cape Peninsula rose by a startling 160% between 1980 and 1981, the Cape's Medical Officer of Health, Dr R J Coogan, said in his annual report released yesterday.

The number of accidental deaths rose from 323 in 1980 to 636 in 1981, and this rise was largely because of the increase in road traffic deaths — 365 in 1981 compared to 140 in 1980.

Railway accidents claimed the lives of 62 people in 1981 compared to 46 in 1980.

More people died of poisoning (10), burns (32), drowning (38) and falls (74) than the previous year. The only decrease in accident deaths were those from electrocution and asphyxia.

There were 43 suicides in Cape Town in 1981 compared to 49 in 1980. — Sapa.



Knight in shining bee-armor whose car was invaded yesterday

## More than

Mail Reporter

A JOHANNESBURG woman in her bonnet yesterday — in fact, about 8 000 bees, not only bonnet of her car, but in the

"The bees were constantly in and out through the open window and it looked as though it was making a hive," a distressed Mrs Morwood of Bellevue said yesterday.

Mrs Morwood said when she

# 'Bank's actions show I was dismissed for political reasons' claims Durban man

By DANIEL BALFOUR

THE man at the centre of the Barclays Bank "no politics" storm, said yesterday he had been dismissed three weeks ago for "political reasons."

This week the bank told 20-year-old black consciousness leader Bradley Potgieter they would be pleased to have him back.

Mr Potgieter dismissed because of adverse publicity for the bank after he was convicted of wearing a banned "black power" T-shirt, threatened to take legal action if he were not reinstated.

"When I was fired the bank told me it was not because of politics but because of my conviction. But

then they sent out a circular which showed they did not want political-active people in the bank.

"After the fuss that caused they withdrew the circular — so the next logical step was for them to reinstate me, which they did.

"As far as I'm concerned it all shows that my dismissal was for political reasons," Mr Potgieter said.

"But I'll be pleased to go back. There are no ill feelings and I'm glad Barclays has decided to let me back again."

He starts work again tomorrow.

"I've been moved to the main branch in Durban and to a new department. The bank told me they wanted me to be able to make a fresh start and I have no complaint about that," he said.

Mr Potgieter was convicted on August 24 in the Durban Regional Court of wearing a banned T-shirt and of putting up a poster advertising a Sharpsville commemoration service without the permission of the building owners.

He has appealed against the convictions, for which he was sentenced and discharged.

After the court case Mr Potgieter was told the bank would wait

for the outcome of his appeal before taking any action.

But he was later called to the regional head office where he was told that his services had been terminated with immediate effect because of the adverse publicity.

Mr Potgieter, chairman of the Xhosa Peoples Organisation known in Durban as the Inkatha, said the bank had offered him unconditional reinstatement failing which he threatened to take the matter to the Industrial Court for arbitration.

Spokesmen for Barclays Bank in Durban and Johannesburg refused to comment on the matter this week.



● Bradley Potgieter — will have a fresh start in his banking career tomorrow.



● Dr Mario Milani — "back to square one" on tender issue

# Talks called to resolve dispute over tender

259 266  
S. Express 3/19/87

## delays worth R40m

THE Department of Community Development and the Vereeniging Town Council will meet this week to try to resolve the dispute over a tendering

mix-up that could cost the town millions. The Sunday Express reported last month that an unauthorised telex message — sent by a mystery department official — extended a contractor's deadline for a R40-million tender for town centre development by one month.

**COUNCIL WANTS GOVT ANSWERS**

the contractors had that the situation is being not warrant construction of too building it would not been built.

"If, for example, we a complex with 30 shop space and 4 000m<sup>2</sup> of office space would not extend it we were sure it would be used.

"If we decided that R30-million should be on the building, that is would have happened would not go ahead and something worth R1 million more just for the it," he said.

The contractor, who not to be named because matter was still being stated, claimed the involved would not push cost of the project.

The deputy Director of Community Development, Mr Patrick M... said: "We should matter settled by the month. I can't see of a month pushing of the development any significant

The official who telex message has been named.

Several other contractors' tender deadlines were not extended, although they might have been prepared to spend more on developing the central business area.

Now the emergency meeting has been called because the company which received the extension has been unable to provide financial guarantees within the extended deadline.

The Department of Community Development owns two-thirds of the land concerned and was determined to accept the highest bid for it.

The tender favoured by the department offered R5,6-million for the land and R35-million for the development.

That favoured by the council offered R4,4-million for the land and R44-million for building development.

The chairman of the Vereeniging management committee, Dr Mario Milani, said that because the finan-

By MIKE CADMAN

cial guarantees for the deal had not been provided by September 24 the whole issue was now back where it started.

"We now have to sit down and decide what to do. The department has to decide whether to put the whole contract out to tender again, or to negotiate with those who tendered in the first place."

One of the building contractors involved in the deal said he thought much of the problem had been caused by a misunderstanding of the issues.

"Nobody is losing out on any development at all. The figures quoted for the actual building were purely estimates, and nothing else. If

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(to be copied from the heading on the Examination Paper)  
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2. Blue or black ink must be used for writing answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
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4. Do not write in the left hand margin.

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

# Motor men threaten to take day off

(19) Mercury  
4/10/82

**Labour Reporter**  
A NUMBER of Pinetown motor manufacturing workers are disgruntled at not getting Monday, October 11, as a public holiday to compensate for Kruger Day falling on a Sunday — and have threatened to take a holiday anyway.

Last week it was revealed that due to an 'oversight' the Motor Industries Industrial Council agreement laid down that October 11 would be a public holiday in spite of the Public Holidays Act doing away with compensation for holidays falling on the weekend.

But, according to the divisional secretary of the Motor Industries Employers' Association, Mr. Hennie Maritz, the manufacturing side of the motor industry is excluded from this — a fact which is giving a number of local employers a headache.

Workers at a Pinetown factory have demanded that they be given October 11 as a holiday in line with the rest of the motor industry, an employer source said yesterday.

The president of the employers' association, Mr. Ernie Keevill, said traditionally the manufacturing sector had never had as many public holidays as the sales and service sector of the motor industry.

He said this was largely because the manufacturing industry could not af-

ford to shut down their furnaces, particularly if the public holiday fell in the middle of the week.

Mr. Keevill said he hoped to rectify the 'anomaly' by amending the agreement to bring it in line with the Public Holidays Act when the employers met with the trade unions this week.

But this will depend on whether the manufacturing employers and the trade unions agree to this, he said.

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Compromise ends  
mine pay dispute

Labour Reporter

A labour dispute between the Mine Surface Officials' Association and the Chamber of Mines has been resolved, with the union accepting a bonus equal to half a month's increase in wages in place of the increase on a full month's pay.

The 15 000-member MSOA declared a dispute with the chamber last month because the employers' organisation had refused to grant them a month's increase in wages.

The dispute arose from an earlier difference during annual wage negotiations.

But the chamber would not pay MSOA members at the higher rate for the period of the dispute and the union's general secretary, Mr Robbie Botha, accused the chamber of being vindictive.

In a joint statement

released yesterday the parties revealed they had agreed to a bonus equal to half a month's increase for those MSOA members who had received only the annual increases from July onwards.

Other pressing matters — such as allocation of occupations — have still to be resolved.

...which affect the lives of people and that it is necessary "to make the Gospel relevant to people in their situation in South Africa today".

He said his greatest pain as he entered the presidential chair was the realization that he had to speak the truth, "which can often hurt", and yet also maintain the unity of the Church.

Dr Mgojo will be inducted as president in Johannesburg on October 15

bold letters. "Confrontation" was flashed on the screen.

However, what Dr Boesak had actually said was "Reconciliation comes through confrontation of sin". This is what the seconder of the motion, the Rev Johan Retief, said.

He said Dr Boesak was "clearly referred to as part of the Church's role in the so-called total onslaught against the Republic".

# Mine pay dispute settled

*SAK Times 5/10/82*

JOHANNESBURG — A dispute between the 15 000-member Mine Surface Officials Association and the Chamber of Mines over the implementation of this year's pay rise for mine officials had been settled, a joint statement announced yesterday.

The MSAO had called the dispute in protest at the fact that its compulsory members had received their pay increase a month after other officials.

The MSAO charged that the difference in dates was an attempt to "punish" it for refusing a 9 percent pay increase accepted by the other mine officials' associations.

But the Chamber replied that the MSAO had agreed that its compulsory members would get their increases only a month later.

The two sides agreed yesterday that a bonus equal to half-a-month's increase would be paid to members of the MSAO who were in employment on a mine in June and who received salary increases with effect from the July pay month.

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BY CANN ERICKSON 2782/E

## New Damara election due

WINDHOEK — The Administrator-General of SWA/Namibia, Mr Danie Hough, announced in Windhoek yesterday that he had decided to call a new election for the Damara Legislative Assembly.

The decision is the result of Thursday's Appeal Court decision in Bloemfontein setting aside Damara election results of November 1980.

An election would be held soon, Mr Hough said, and in the meantime, the chairman of the Government Service Commission, Mr Fred Visagie, would act for the Damara Administration. — Sapa

Political comment by A H Heard, G E Shaw, R A Norval, J V Scott and M P Acott. Cartoons by A M Grogan. Headlines and sub-editing by A J Moth and W Odendaal. All of 77 Burg Street, Cape Town.

...Corny and prosaic. This series nevertheless manages to convey old values to younger viewers

Geraldine Branagan opened Video 2 with her haunting melody. "Hold your face a little closer to the candle".

Viewers were then shown a preview of attractive summer fashions, but the ins and outs were totally lost to me because of the indistinct voice of the commentator.

It seems that the mini is with us for the next two seasons at least, but viewers were warned that this fashion would probably fade out towards the end of next year.

JUDY VEITCH

centre was an eye-opener, although regrettably I have learnt that the centre — run by the squatter camp community — has ceased to operate.

Watching with admiration the Galaxy of top disabled sportsmen and women from all over the world gathered at the 1982 Stoke Mandeville Games in England, one got the feeling that this was a place where brotherhood among all races in the world was achieved.

I was pleased with the edited version of the Mainstay Cup final between Motroka Swallows and Arcadia Florida. My only criticism was of the bad camera angles.

JOE GUWA

### Too late for classification

#### DEATHS

- SHAER. — Charles, passed away on October 2. Fondly remembered by Mary, Ann and Betsy.
- SHAER. — Charles, passed away on October 2. Deeply mourned and always remembered by Hony, Jennifer and Trevor.
- VAN DER MERWE. — Michael (Mike), my beloved husband, passed away suddenly on October 2. The love of my life has passed into his Master's higher service but nothing and no-one can take my memories from me. Deeply mourned by his heartbroken wife Marleen.
- VAN DER MERWE. — Mike, aged 48 passed away suddenly on October 2. Deeply mourned and lovingly remembered by his mother-in-law Rose, sister-in-law Sheila and Michael.

VAN DER MERWE. — Mike in loving memory of our dear uncle who passed away October 2. Treasured memories forever. Sadly mourned by Patrick and Estelle.

VAN DER MERWE. — My loving dad (uncle), who passed away suddenly on October 2. Dad, we shared many years of laughter and fun together. I will miss your teasing, your laugh and smile, but you will always remain a part of me forever and my love for you will never die. Deeply mourned by "Dumedi" (Karen)

VAN DER MERWE. — Mike, our loving uncle, passed away suddenly on October 2. Will always be missed by Reg, Sue and Bronwyn. Always a kindly dad, always a helping hand, severe; the tear in our eyes we can wipe away but the ache in our hearts will always stay.

**SONIC SILENCERS**

58 1541  
84 1175  
71 7063  
55 9892/3  
43 3792, 22 2400

Goodwood  
Bellville  
Wynberg  
Salt River  
Cape Town

**SNAPPY SERVICE!**

VISA  
CREDIT CARDS WELCOME



# Talks today over union recognition

~~151~~ ~~264~~  
Mercury  
Labour Reporter

6/10/82

THE Umhlanga municipal workers' committee will be meeting the borough's Town Clerk today in a bid to win the right to belong to the unregistered Municipal Workers' Union.

Hopes for a settlement of the recognition dispute, which sparked off a one-day strike last month, nose-dived last week when the Town Council decided to negotiate with the union only if it registered.

Umhlanga's Mayor, Mr Ken O'Connor, said the

council had obtained legal advice before taking their decision and as far as they were concerned it was in line with Government policy.

He said as far as he knew there was no existing registered association which the workers could join, but they could raise their grievances through their 'induna'.

'All our employees have the right to be heard,' Mr O'Connor said, 'but I believe that they do not need an association at this stage.'

Grand (KwaZulu) 4, N Porter (KwaZulu) 2, K. Hahyer (KwaZulu) 1  
 Superbikes (Class B) 1 J Thomas (KwaZulu) 2, R. G. (KwaZulu) 3, P. Bruns (KwaZulu) 4, J. Seneby (Luzulu) 5, P. Fleming (KwaZulu) 6  
 Superbikes (Class A) 1 R Prince (Moto Guzzi) 2, M. Robers (KwaZulu) 3, J. Chapman (KwaZulu) 4, D. Abbott (Moto) 5, C. G. Gutter (KwaZulu) 6  
 Superbikes (Class V) 1 R Gray (KwaZulu) 2, M. G. (KwaZulu) 3, K. Zeyner (Durban) 4, B. Hudson (Durban) 5, P. Smith (Durban) 6  
 Longo-Solani Plus Grand Prix Race 1 V van der Merwe (Graham) 2, 1 V van der Merwe (Graham) 3, C. Corbin (BMW) 4, J. van Niekerk (BMW) 5, A. Esterhuysen (Africa) 6, V. Parsons (Africa) 7, C. R. Law (Africa) 8  
 Class Modified Saloon Car Race 1 W. Hebburn (Glen) 2, F. E. (Glen) 3, B. M. (Durban) 4, C. A. (Durban) 5, C. B. (Durban) 6, M. (Durban) 7, C. A. (Durban) 8, G. (Durban) 9, I. (Durban) 10, A. (Durban) 11

bike champion, said riders have long felt that run-off areas were inadequate, and would like something to be done.  
 Riders were likely to have talks again with the racing authorities on this issue.  
 Keith's brother Dave, who has won two championships crowns this year, said yesterday Kyalami had been designed as a car racing track and would never be totally safe for bike racing.  
 "But we all know that - we all know the risks we're taking, and we have to accept them."

# Textile workers press for council

**DURBAN** - The National Union of Textile Workers (NUTW) is to push for the formation of an industrial council covering all clothing and knitting factories in Hammarsdale.

This could make the NUTW the first Fosatu union to join an industrial council since the federation's recent policy decision to join councils under certain conditions.

Fosatu unions initially rejected the councils in spite of invitations to join from a number of employer bodies.

The decision to move toward an industrial council was taken by hundreds of workers representing NUTW's Natal members at their annual meeting near Hammarsdale yesterday.

Another resolution attacked the "very low wages" paid by Hammarsdale's clothing and knitting factories.

"These wages are even lower than those set by the Government wage determination because the Department of Manpower has given these five companies an exemption from that determination."

Acting general secretary Mr John Copelyn said the determination laid down R18,50 a week as a fair wage but these companies had been allowed to pay R15,58.

The workers resolved to ask Fosatu to help the union to attack the procedure for granting exemptions.

Yesterday's meeting also agreed to call on Zimbabwe's Prime Minister, Mr Robert Mugabe, to boycott yarn and fabric from Barlow Rand companies.

Their action followed the firing of 1 000 workers at Barlow Rand's Veldspun International factory at Uitenhage after they had gone on strike in protest at lay-offs.

Students from the University of the Witwatersrand recently compiled a booklet accusing the company, headed by the university's chancellor, Mr Mike Rosholt, of paying "poverty wages" and practising "brutal retrenchments".

Workers yesterday also called for the boycott of wool shops in Uitenhage and supported the shop stewards of other Barlow Rand companies should meet to plan joint action.

# Satan in songs, say V

**DURBAN** - "Demoniac messengers" such as "I will sing because I live with Satan" could be heard when some records were played backwards, according to a speech delivered at a Jehovah's Witness convention which ended in Durban at the weekend.

"Decide to smoke marijuana" was another message which was claimed, could be heard when a popular 1980 hit was played backwards, according to the speech entitled, Beware Of Music That Debases, which was prepared by the Watchtower Bible

Tract Society in America. and read by Mr G W Sherwood at the convention.  
 Sherwood did not mention the titles of the offensive songs, but said the technique was called "backward masking".

In the speech it was claimed many musicians - none were named - openly admitted their worship of Satan and the demons, and this demonic influence often showed up in their music.

Album covers depicting people dressed to look like witches, demons and devils, or pictures or drawings with a leaning towards the mysti-

# dents in Sandton area

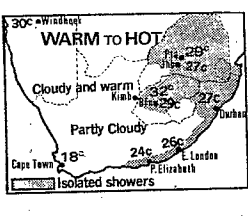
the Johannesburg General Hospital.  
 In a head-on collision on Witkoppen Road in Sandton on Saturday night, a woman was knocked down by a speeding car.  
 She was dead when the ambulance arrived soon afterwards.  
 A man was run over on the

William Nicol Highway on the outskirts of Johannesburg. He was found to be dead when the ambulance arrived.  
 The spokesman said it had been a hectic weekend. The Sandton ambulance depot had received 24 calls during Saturday afternoon alone, he said.

# Weather Mail

THE Weather Bureau's forecast for today: -  
**TRANSVAAL:** - Cloudy and cool over the east with occasional rain, otherwise partly cloudy and mild to warm with isolated thunder showers, but scattered over the west.  
**FREE STATE AND CAPE north of the Orange:** - Partly cloudy and warm with scattered thunder showers, but only isolated over the north-east Free State, where it will be mainly cloudy and cool.  
**CAPE south of the Orange:** - Partly cloudy and mild to warm over the interior with scattered thunder showers except over the west, where it will be fine and hot. Along the coast it will be fine and mild to warm, but partly cloudy along the south and east coast areas.  
**NATAL:** - Cloudy and cool with light rain in places and fog patches over the escarpment in the morning. It will clear partly in the south later, where it will become warmer.

Temperatures are Celsius measurements expected for each city.  
**Rand Daily Mail Weather Station**  
 Sunday  
 October 10, 1982  
 Temperatures:  
 09:00 14:00 21:00  
 13°C 18°C 12°C  
 Humidity:  
 90% 62% 78%  
 Max temp: 19°C  
 Min temp: 11°C  
 Rain 24 hours to 20:00: 0,1 mm  
 Sunset today: 18h12  
 Sunrise tomorrow: 05h40



# SOUTH AFRICA YESTERDAY

Temperatures at 14:00			
City	°C	City	°C
Bloemfontein	23	Johannesburg	22
Cape Town	23	Nelspruit	19
Durban	18	Port Elizabeth	16
East London	19	Skukuza	16

SOUTH AFRICA: Hottest at 14:00: Uptington 31°C. Coldest at 08:00: Middelburg, Cape 0°C.  
 TRANSVAAL: Hottest at 14:00: Rustenburg 24°C. Coldest at 08:00: Standerton 7°C

# THE WORLD YESTERDAY

City	Min	Max	Weather
Amsterdam	8	12	Rain
Athens	16	25	Clear
Berlin	7	15	Cloudy
Bombay	8	15	Cloudy
Buenos Aires	12	21	Clear
Chicago	14	19	Rain
Hong Kong	24	28	Clear
Jakarta	18	26	Clear
Lisbon	16	22	Clear
London	10	16	Clear
Los Angeles	17	20	Clear
Miami	8	20	Cloudy
Mexico	28	29	Clear
Montreal	8	11	Rain
Moscow	2	7	Snow
New York	16	19	Cloudy
Paris	10	14	Cloudy

**POLLUXED**  
 THIS SHOWS THE LEVELS OF POLLUTION IN THE CITIES OF SOUTH AFRICA AND PROVIDES FOR THE 14 HOUR PERIOD FROM THE YESTERDAY

VERY BAD  
 BAD  
 UNSATISFACTORY  
 LOW

# Malan: SA won't be pulled into mess

**UNDER** no circumstances would the Government allow South Africa to be destabilised by hostile elements in the sub-continent, the Minister of Defence, General Magnus Malan, said last night.

Gen Malan said certain steps in Southern Africa were intent on destabilising the region - and wanted to drag SA into the same mess in which they now found themselves.

Replying to accusations from certain countries that SA was playing a destabilising role in the sub-continent, Gen Malan said SA would lose the most in the event of instability in Southern Africa.

Were this SA's goal it would not do so gradually (drugs-gewijs) it would destabilise all of Southern Africa in one fell swoop.

What SA was striving for was stability and economic growth, and certain countries such as Malawi, Swaziland and Botswana - although differing from SA politically - were prepared to co-operate economically in order to promote a common prosperity.

Gen Malan said the lessons of Africa had shown that if a revolutionary war was lost, the result was chaos. Gen Malan said there was also a new realisation in the United States of the complexities of the South African situation and that this country had become a specific target of the Soviet Union because of this. - Sapa.

# WEDNESDAY

## ST JOHN'S

**Santon plans to all illegal advertising**  
 THE Chairman of the Sandton Committee, Mr Ricky Valente, tigers' signs in Sandton are a law. The Council will be against offenders. He said signs on trees in the area, he particularly complained about inside. He warned that any signs or posters on pavement in the sub-continent, the violation of municipal by-laws, followed complaints from

## SCRABBLE

**AFTERNOON** sessions of scrabble on Wednesday at Patterson Family Centre, 4th Avenue, Norwood. All welcome. For further information, Katz at 786-8645.

## FESTIVAL

**THE International Military Festival** started on October 6 at Ellis R has been postponed until October 10. A spokesman for the decision to postpone the made because the field was suitable for the performance. Tickets for the festival are on sale on October 16, and getting tickets now have a go do so. The festival was scheduled yesterday.

## FURNITURE

**AN EXHIBITION** of furniture at Eastgate Shopping Centre in 23 to the courtyard. A number of shops will be displaying their room, garden, bedroom and furniture.

## ST JOHN'S

**ST JOHN'S Ambulance** says report that the most unique of the year was the completion which, together with the others, constitutes a consolidated administrative unit. The hall's completion hassles was the return of work by members of the staff at headquarters.

# MATTER OF FACT

For a copy of the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.  
 If you have broader com-

# PFP can give PW

**Mail Reporter**  
 NOW that the Prime Minister has opened the door to reform, he must go through it, and PFP voters can give him the message that he can do it with confidence, a PFP candidate said yesterday.

political situation must seem depressing for the Prime Minister, Mr F W Botha, especially in view of the Germiston by-election result where the National Party scraped through by a mere 308 votes.

# Council for Blind Investigates Grievances

**Post-Report**  
The chairman of the National Council for the Blind Professor Theod. Pau, held talks with the manager of the Mount Pleasant factory of the Blind Mr. D. W. Glendinning, Wed. after the sackings of six workers this week.

Long-standing grievances of blind workers at the factory are reported to have come to a head with the sackings of a supervisor and instructor and six workers, the calling of police to remove workers from the premises and fist fights between Mr. Glendinning and employees.

The series of incidents began last week when a worker and Mr. Glendinning are reported to have had a fist fight.

disagreement which led to the worker was told to leave the factory to "cool off." A supervisor and instructor who intervened were later sacked.

The worker continued to report to work, and colleagues say two days after the incident police were called to remove him.

Other workers interviewed, however, a police spokesman said he has received no reports of police being called to the factory.

When employees were paid on Friday, about one of them were reported to have found amounts missing from their pay packets.

A fight again broke out between Mr. Glendinning and workers.

On Monday morning six workers were given ten minutes wages. Fourteen of their colleagues walked out in sympathy with the dismissed workers.

Unexplained deductions from their pay packets are one of the blind workers' long-standing grievances.

Neither Mr. Glendinning or Prof. Pau could be contacted for comment today.

GENERAL NEWS

# Union makes plea on stop-order ban

14/10/82  
15/10/82  
16/10/82

STC 13/10/82

**Labour Reporter**  
The Fosatu-affiliated Metal and Allied Workers Union will apply to the Minister of Manpower to overrule an industrial council decision which bars it from obtaining stop-order payments. Mawu says it hopes the Minister will provide for compulsory stop-order deductions from

its members in spite of the council ban.

The national industrial council for the engineering industry imposed the ban in March this year.

Mawu said it was seeking ministerial action to help it at an East Rand firm where it had a majority membership.

The ban was an arbitrary measure supported by only a small minority group in the industry to "try to bring Mawu into line," the union said.

Mawu said it had brought the matter to the attention of the Steel Engineering Indus-

tries Federation of SA (Seifsa).

The head of Seifsa, Mr Sam van Colief, said the federation was discussing the stop-order issue with parties to the industrial council.

The facility provides funds to the union as employers deduct dues from union members' pay.

SALES OFFICES

Textile  
K. P. M.  
union  
13/10/32  
members  
in court

Post Reporter

TWO members of the National Union of Textile Workers (NUTW) — a shop steward, Mr T Toga, and former shop steward, Mr W Grootboom, appeared in the Uitenhage Magistrate's Court today charged with intimidation.

They were not asked to plead and no evidence was led.

They were released on bail of R50 each and the case was postponed to October 27.

Mr W J Smit was on the Bench. Mrs L Baker appeared for the State. Mr P J Schoonraad appeared for the accused.

~~13/10/32~~

ITF warning to Sats  
Capt Tink 13/10/82 (4/8) (15/1)  
on dock workers (2/8)

Labour Reporter

INDUSTRIAL peace in the SA Transport Services (Sats) could no longer be taken for granted, according to a written submission by the International Transport Workers' Federation (ITF) to the committee of inquiry into Sats's labour relations.

The recent events in the Port Elizabeth docks — where more than 400 workers had been sacked after embarking on a go-slow in support of demands that Sats recognize their union committee — were a "sign" that the times had changed.

The submission said that for much of its history, Sats (formerly the SA Railways and Harbours) had benefited from "a quiescent non-white workforce which for the most part accepted whatever wages or conditions were laid down for it".

It said the government's recent labour legislation was "an acknowledgment of the urgent need to make some concession to the growing and irresistible demand, particularly by black workers, for the right to share in the making of decisions which bear on their working lives and conditions of employment".

Neither the General Workers' Union (GWU) nor the ITF was bent on disturbing industrial peace. The threat to peace came from management's "serious underestimation of the dockers' determination to be their own masters in the choice of their representatives".

The ITF called on Sats to talk to the GWU at the earliest opportunity.

nom 74/10 62

# Union in bid to curb jobs lay-offs

(157)

By STEVEN FRIEDMAN  
Labour Correspondent

SHOP stewards of the Metal and Allied Workers Union (MAWU), representing 29 000 workers at 71 East and West Rand factories, have decided to demand joint negotiations with their employers on a procedure to protect workers threatened by retrenchments.

MAWU said in a statement that a meeting of its Witwatersrand shop stewards council had decided to seek a meeting on October 30 with all employers at plants where MAWU has members and to ask that negotiations take place jointly.

It said the meeting had bitterly attacked employers for laying off "thousands" of workers while continuing to make "very large" profits and claimed

that firms were ignoring a retrenchment procedure suggested by MAWU.

It said the drought — which prevented migrant workers' families growing food — and the West Rand Administration Board's refusal to allow contract workers to take new jobs had made it more difficult for retrenched black metal workers' families to survive.

About 70% of the union's members on the Rand are contract workers.

Employers could not be reached for comment yesterday, but this week the outgoing president of the Steel and Engineering Industries Federation. Mr Bill Bramwell, said metal employers had tried to keep retrenchments to a minimum.

MAWU said thousands of metal workers had been retrenched "and con-

demned to starvation", but that engineering companies who had announced year-end or interim results had "still been able to show very large profits".

It said the meeting had rejected the argument that these profits were needed to create more jobs. It accused most metal companies of investing "heavily" in new machinery which would "make even more workers redundant".

Workers said while three large companies had paid workers redundancy pay, other major companies had paid none at all.

Most employers were refusing to try "short-time" working instead of retrenchments because they said this would increase overheads and cause skilled workers to leave them, MAWU said.

# Attempt to end Veldspun dispute

E-Post 14/10/82  
Post Reporter

REPRESENTATIVES of Barlow Rand, Romatex and Veldspun International met officials of the National Union of Textile Workers (NUTW) yesterday in an attempt to resolve the dispute at the Veldspun textile company in Uitenhage.

More than 1 000 workers were dismissed in August when they downed tools. Their action followed the sacking of 60 colleagues who refused to do the work of retrenched workers.

The issue rose to national prominence when the NUTW accused Barlow Rand — the major shareholder of Romatex, which owns Veldspun — of ignoring unfair labour practices of its subsidiaries.

The NUTW's national organiser, Mr J Copelyn, said today that negotiations were "at a delicate stage" and the union hoped to get written proposals from Veldspun to put to its members during the next week.

It reported back to the dismissed workers today.



OK is to  
keep up  
pay talks

Labour Reporter

Talks between the OK Bazaars and the Commercial, Catering and Allied Workers Union are continuing despite the union's rejection earlier of a wage offer.

Talks were held in Johannesburg yesterday and more are expected soon.

The union had rejected a proposal by OK that workers accept a series of pay increases but agree to postpone wage negotiations until February 1984.

Cocwusa spokesmen said the wage package was totally unacceptable.

#### PACKAGE

Union organiser Mr Mongezi Radebe said they were not willing to conceal facts of the negotiations from the community.

"Talks are continuing and while we reject the package deal there are some areas worth considering," he said.

Wage terms include pay increases in stages for one group of workers in larger urban centres such as Johannesburg, Cape Town and Durban, while a second group would receive increases in the more rural areas.

# Talks may end dispute at textile plant

*D. Dispute 5/14/78*

PORT ELIZABETH — A meeting between officials of the National Union of Textile Workers (NUTW) and the management of Veldspun International was held in Uitenhage this week in an effort to resolve the two-month-old dispute at the company.

In August, about 1 000 workers were dismissed

after they downed tools in sympathy with 60 others who were fired for refusing to do the work of 25 retrenched colleagues. At the time the company said they regarded the workers as having dismissed themselves by breaking the terms of their contracts.

Most of the workers have still not collected their termination pay. They insist they are on strike and have not dismissed themselves

Last week the union said it appeared the company would be willing to re-employ workers

but had indicated that shop stewards might not be taken back.

The NUTW officials were mandated by a meeting of Veldspun workers to demand that all workers, including shop stewards, be re-employed.

Yesterday a company spokesman said nothing had been resolved at the meeting and it was "very probable" that at least one more meeting would take place.

A spokesman for the NUTW declined to give details of the talks. — DDC.







# Expulsion vote soon on critical unionist

**Labour Correspondent**  
**MEMBERS** of a union for Johannesburg coloured and Indian municipal workers will decide at a meeting early next month whether to expel an executive member for criticising union leaders — and if they do, he will also lose his job.

The union's leaders have been accused of arranging the meeting at a time and place, which will ensure that workers opposed to the expulsion will be unable to attend — a charge the union denies.

This is the latest development in a row within the 500-member Tucca-affiliated Johannesburg Combined Municipal Employees Union (JCMEU).

The dispute has focused new attention on the "closed shop".

Recently the Rand Daily Mail reported that an executive member of the JCMEU, Lenasia librarian Mr Terry Jeevanantham, had been expelled from the union by its executive for issuing a pamphlet during recent union elections criticising union leaders.

But the union's rules allow expelled members to appeal to a general meeting of members against the executive's decision.

If he is expelled, he will

also lose his job at the library, because only union members may work there.

The executive decides on the time and date of the meeting and Mr Jeevanantham's lawyers asked it to arrange for the meeting to take place in the townships on a Saturday. Mr Jeevanantham says his supporters are blue-collar workers, who cannot attend meetings in the city centre during the week.

Late last week, the executive decided the meeting would be held at the city hall on November 2 at 3pm.

Mr Jeevanantham alleged this was "a deliberate attempt to make sure my supporters cannot attend". He added: "The chances of my fighting the expulsion — and keeping my job — are now very slim."

Union chairman Mr George Huntley, an official in the council's housing department, said: "The council has agreed that all workers will be given time off to attend the meeting. We are also laying on buses to ensure that all members attend."

"We want every member to be there so we can expose Mr Jeevanantham's claims of support. We believe he is a sensation-seeker, who has no support."

He said Mr Jeevanantham would also be asked at the meeting to prove the claims made in his pamphlet.

**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.

(1)	Internal	External
	(2)	(3)
2	19	
Examiners' Initials		

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**NOTE**

1. The...
2. Er...

3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

### WARNING

No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.

Candidates are not to communicate with other candidates or with any person except the invigilator. No part of an answer book is to be torn out.

All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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



# Workers in court on intimidation charge

By STEVEN FRIEDMAN  
Mail Reporter

THREE Metal and Allied Workers Union shop stewards at a Wadeville company, Litemaster, have appeared in Germiston Magistrate's Court charged under the new Intimidation Act.

The charges follow allegations that they tried to "intimidate" fellow-workers into joining Mawu. It is the first time the Act has been used against unionists where a strike has not occurred.

According to a union organiser, Mr Moses Mayekiso, workers had claimed that the company — which recognises Mawu — had helped police to prosecute the three. But this was denied yesterday by the managing director, Mr John

Houston.

Mr Mayekiso said the men were arrested on Friday after a group of workers complained that the three threatened them with violence if they did not join Mawu. They appeared in court on Monday and were released on R300 bail each.

Mr Mayekiso said workers had accused management of co-operating with police, because the workers who complained were allegedly transported to a police station in a company car.

But Mr Houston said yesterday he knew of only two claims-of intimidation at the plant, both of which were still being investigated by management.

He denied that management had helped police bring charges and said he

knew "nothing" about the company transporting the workers.

Mr Houston said one complaint had been made by a rival metal union, Cusa's Steel, Engineering and Allied Workers Union. But the union general secretary, Mrs Jane Hlongwane, denied this.

Mr Houston released a statement by Mr Richard Ntuli, the chairman of Litemaster's shop stewards committee, in which he confirmed that he and Mr Mayekiso had warned workers against "intimidating" non-unionised workers and members of other unions at a meeting on Monday night.

But Mr Ntuli's statement says he had cautioned against intimidation, "despite the fact that no proof of it actually having taken place exists".

Handwritten notes: (Mawu) 1982 157



## Weather Mail

THE Weather Bureau's forecast for today: —  
TRANSVAAL: — Mainly cloudy and cool with scattered showers.

FREE STATE and CAPE south of the Orange: — Fine and warm over Gordonia, otherwise partly cloudy and mild to warm with isolated thundershowers, except over the eastern Free State where it will be cloudy and mild with scattered showers.

CAPE south of the Orange: — Partly cloudy and warm, but cloudy and cooler over the south with occasional rain on the south coast, but there will be scattered showers over the south and east Karoo as well as over the eastern Cape.

NATAL: — Cloudy and mild with isolated showers or thundershowers.

SOUTH WEST AFRICA: — Fine and warm to hot, but partly cloudy over the east.

Temperatures are Celsius maxima expected for each city.

Rand Daily Mail Weather Station

YESTERDAY  
October 19, 1982

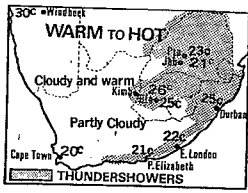
Temperatures:  
09h00 14h00 21h00  
15°C 21°C 15°C

Humidity:  
70% 60% 80%

Max temp: 21°C  
Min temp: 14°C

Rain 24 hours to 20h00:  
Nil

Sunrise today: 18h17  
Sunset tomorrow: 05h30



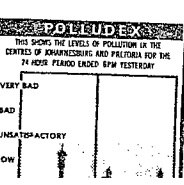
### SOUTH AFRICA YESTERDAY

Temperatures at 14h00

Location	Temp (°C)	Location	Temp (°C)	Location	Temp (°C)
Bloemfontein	20	Jan Smuts	20	Potchefstroom	23
Cape Town	20	Natalspruit	25	Pretoria	25
Durban	25	Pieterburg	18	Sikuzulu	25
East London	25	Port Elizabeth	27	Standerfontein	13

### THE WORLD YESTERDAY

City	Min (°C)	Max (°C)	Weather
Amsterdam	8	12	Cloudy
Athens	16	25	Clear
Berlin	10	16	Clear
Brussels	7	12	Rain
Buenos Aires	9	18	Clear
Chicago	8	21	Sunny
Hong Kong	22	28	Rain
Jerusalem	18	23	Clear
Libon	10	16	Clear
London	12	18	Cloudy
Madrid	12	20	Clear
Los Angeles	7	23	Clear
Mexico	12	25	Clear
Miami	19	26	Rain
Montreal	6	10	Cloudy
Moscow	8	14	Cloudy



## Court hears of row over Falklands war

HARARE — An Argentine businessman Mr Orlando Salvo denied court charges on Monday that he tried to kill two members of the British Military Advisory and Training team (BEMAT) during a row over the Falklands war.

Mr Salvo, 32, is charged with attempting to murder Sergeant Keith Lamb and Staff Sergeant Anthony Lancaster after a row outside a Harare nightclub on May 29. Sgt Lancaster told the magistrate about a car chase through Harare during which shots were fired at the soldiers' car and Sgt Lancaster was wounded. When the British troops left the nightclub they bought

a newspaper which reported British advances on Port Stanley in the Falklands.

Sgt Lancaster said they were approached by Mr Salvo who asked why they were happy with the progress of the war.

A row developed and the two soldiers decided to leave. Mr Salvo's defence lawyer, Mr John Traicos, said the two Britons had started the argument and Mr Mendez had been insulted.

Mr Mendez pursued the soldiers intending to stop them so the argument could be resolved, he said.

Mr Mendez admitted firing two shots in the air out of the car window, Mr Traicos said. The trial continues. — UPI.

## R59m loan for Nigeria

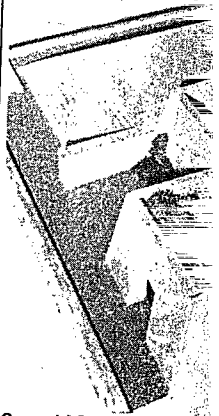
WASHINGTON — The US Export-Import Bank announced yesterday that Nigeria was borrowing R59-million to help finance R78-million in US equipment for two dams and water distribution facilities in the Ilesa and Ejigbo townships. — Sapa-AP.

POLITICAL comment in this issue by Benjamin Pogrand, Bernardi Wessels; newsbits by Mike Stant; headlines and sub-editing by Chris Smith; cartoons by Tony Grogan; Dave Gaskill, art of 171 lbs, 3 ft, Johannesburg.

## Dead man is identified

A MAN who died in the No 1 Military Hospital, Voortrekkerkopje, after being shot in the head, has been identified as Rifleman Jan Hendrik Stander, 20, of No 2, Villa Lucia, Wonderboom, Pretoria. Rifleman Stander died in the hospital on Monday after being found with a bullet wound in the head in his flat at the weekend.

Police took possession of a firearm and foul play is not suspected. — Sapa.



General J C Lemmer, MC, and a man in a military uniform, identified as the proposed monument to General J C Rousseau, right, chairman of the proposed monument to or in the execution of their

## MATTEL OF FACT


TO CORRECT specific errors of fact write to the Editor at PO Box 1138, Johannesburg, or telephone the Editor's secretary at 710-2500 between 9am and 5pm on weekdays.

## Doctor sent to jail

Mail Reporter

A JOHANNESBURG Regional Court magistrate yesterday ordered a suspended sentence previously imposed on a medical practitioner be brought into effect. Dr Morris Gnesin, 63, of Greenside East in Johannesburg appeared before Mr J J L Juther. In February 1979 Dr Gnesin was convicted on five counts of procuring abortions, and was fined R1 000 on each count, plus 45 months, of which 25 months were suspended for 5 years.

# Fosatu to *Stas 20/10/82* seek ban on Barlow



By Tony Davis, Labour Reporter

The Federation of South African Trade Unions has decided to take action against the Barlow Rand group as a result of a labour dispute at one of its subsidiaries in Uitenhage.

At the federation's central committee meeting near Johannesburg at the weekend, members announced their support of their textile affiliate — the National Union of Textile Workers — in the Veldspun dispute.

The committee resolved that:

- Fosatu general secretary, Mr Joe Foster, would write to Zimbabwe's Prime Minister, Mr Robert Mugabe, urging him to ban all imports from the Barlow Rand group.

- Shop stewards in Fosatu affiliates at Barlow firms would establish a joint policy of industrial relations with their employers.

The committee supported the call to reinstate all the workers who were dismissed at Veldspun during a dispute arising over retrenchments.

The NUTW has held several meetings with Barlow Rand officials and Veldspun management in recent weeks in an attempt to resolve the dispute.

The Fosatu central committee also criticised the Government on the issue of racial registration for its affiliates.

Fosatu affiliates would remain unregistered if the Industrial Council Conciliation Act was to be administered in a "racially divisive manner," the committee ruled.

The committee also criticised the Government over a pending Natal Supreme Court case in which four Fosatu affiliates are appealing against their racial registrations.

# 4 more charged under new Act

**Labour Correspondent**  
FOUR more members of the Metal and Allied Workers Union at the Wadeville company, Litemaster, appeared in the Germiston Magistrate's Court yesterday on Intimidation Act charges and were released on R300 bail each.

Three union shop stewards at the plant appeared in the court earlier this week under the same charges and were also granted R300 bail. They were arrested after claims by a group of workers that they were "intimidated" by the men in an attempt to persuade them to join MAWU.

And MAWU's Germiston shop stewards' council met last night to discuss the implications of the new Intimidation Act.

The union fears that the Act is designed to hamper union activities and that the authorities want to use it increasingly against union members. This will be discussed at the meeting, said a union organiser, Mr Moses Mayekiso.

He added that Litemaster workers will meet on Sunday to discuss the arrests at the plant.

According to Mr Mayekiso, the four workers were arrested at their homes on Wednesday morning and held at Elsburg police station.

It is understood that the management at Litemaster held a meeting on Wednesday with union shop stewards, workers who had alleged intimidation and workers who were accused of it in an attempt to defuse the simmering row at the plant.

The company recognises MAWU at the plant.

All seven Litemaster workers arrested are to appear in court again on November 4. Their arrests mean the union has now paid out R2 100 in bail money.

POLITICAL comment in this issue by Benjamin Pogano, "Newswatch" by Mike Steyn, headlines and subediting by Paul Hordoy, cartoons by Dave Gaskill and Tony Grogan, all at 171, Main Street, Johannesburg.



# Workers ordered to quit union or forego increase

*Sowetan 25/10/82*  
*151*  
MORE than 200 workers at the Auto Plastic Company in Rosslyn, Pretoria, have been told to "resign from the union or get no increment."

Workers at the plant said they were told by a certain manager that it was high time they terminated their membership with the union "if you want to get increments on your salaries". Most of them, they said, belonged to the National Automobile Workers Union (Nawu).

"We cannot understand the attitude adopted by this company towards its employees. There are so many wrong-doings by the bosses who take advantage of the desperation of the people to keep their jobs," one concerned worker said.

He said the management was aware that most of the workers

would be forced to resign from the union for fear of victimisation.

Women employees at the company said they were recently surprised when one manager dismissed a woman who had been on maternity leave after saying there was no longer a vacancy for her.

"Such actions, we think, are meant to discourage women from having babies. It is obvious that we'll all have to think twice about going on maternity leave if it is going to cost us our jobs," said a woman who asked not to be named.

At the Rosslyn plant. The SOWETAN was referred to a Mr van Rensburg, the managing director, who was said to be at the head office. A receptionist at the head office, however, wanted to know what her boss was wanted for and said

the problem had nothing to do with him.

She said: "Mr van Rensburg is a managing director, and has nothing to do with the personnel." She slammed down the telephone.

A spokesman for Nawu in Pretoria, Mr P

Adler, said his union was not aware of such behaviour, but would get an organiser to attend to the workers' grievances.

"Such behaviour should never be tolerated by workers," he said.

# World backing for fired dock workers

Labour Correspondent

THE giant International Transport Workers Federation (ITF) has instructed its general secretary to mobilise transport unions throughout the Western world to support dockers in Port Elizabeth harbour, who were fired by SA Transport Services recently.

The dockers, members of the General Workers Union, were fired after embarking on a go-slow in support of demands that S.A.T.S. talk to the union on recognition, which it had been demanding for 11 months.

The GWU belongs to the London-based ITF, which has

intervened in the dispute in an attempt to persuade S.A.T.S. to talk to the union.

A Press release issued by the ITF, says its executive board decided at a meeting in Bremen, West Germany, last week to instruct general secretary Mr Harold Lewis to "take whatever measures he feels appropriate to enlist the aid of the ITF's affiliates in support of the GWU."

"The Board sees in that dispute a question of principle, namely whether the S.A.T.S. dockworkers are to be granted the fundamental rights of freedom of association and collective bargaining," the ITF says.

in a book soon as one of the five most wonderful gardens in South Africa.

Among Professor Wilson's noted works are her four volumes on the Nyakusa people of Tanzania and her two volumes of South African history, published by Oxford Press.

She recently edited the autobiography of her friend and former colleague at the University of Fort Hare, ANC leader Professor Z K Matthews, entitled "Freedom for my People".

Throughout her life Professor Wilson wrote at length about and publicly denounced "unfair and unjust South African legislation" especially the homeland policy.

She also denounced migrant labour and the effect it had on the family unit.

Her friend Professor Audrey Richards, head of the department of social anthropology at Cambridge University, described her as "serious, rather alert, a little aloof and having a great beauty which never left her."

STW 27/10/82

# Pay decision irks newsmen

The decision by two major newspaper groups to end negotiations on pay and working conditions with the Southern African Society of Journalists was unfair labour practice, the SASJ national council said today.

In a statement issued in Johannesburg by the president, Mr David Bleazard, the council accused the employers of withdrawing recognition of the union and trying to destroy it.

It described the SASJ as a non-racial, unregistered union representing nearly 800 journalists.

SA Associated Newspapers and the Argus Company announced recently that they intended to withdraw 16 newspapers from the Newspaper Press (Editorial) Conciliation Board at the end of

the year. "The SASJ said: "Withdrawal will be an insult to journalists and a backward step in labour relations."

"It will end nearly 40 years of peaceful collective bargaining between journalists and their employers at the conciliation board."

"The decision violates accepted labour practice worldwide and the present trend in South Africa towards negotiation with representative trade unions."

"It is also a threat to Press freedom. The freedom of the Press is inseparable from the freedom of journalists to organise as they please and to bargain collectively."

"The SASJ council believes the issue over which SAAN and Argus have chosen to withdraw from the board is a pretext."—Sapa.

Refugees from South Africa were forcibly abducted from Swaziland and Mozambique, and a leading exile from Malawi was reported to have been kidnapped in Zambia.

Harsh and dangerous prison conditions and ill-treatment of prisoners was reported from several African countries, often in the cases of prisoners held without trial.

Torture was reported from Ethiopia, South Africa, Uganda, Zaire and other countries.

Death penalties imposed by courts were carried out in at least 13 African countries last year.

"They were again especially frequent in South Africa where 96 people were hanged," Amnesty says.

The organisation says it is also concerned by the imprisonment, banning or banishment of prisoners of conscience in South Africa, the use of detention without trial and allegations of torture and harsh prison conditions.

got a foretaste this year will enjoy on

# Tuan tl

By Olga Horowitz  
The Teddy Bears picnic will be small compared with the party at the Johannesburg Zoo on Sunday to celebrate the 10th birthday of Tuan, the husk orange-utang.  
All the zoo personnel are excited about the event. Balloons will flow from the roof of the ape enclosure to honour the occasion.

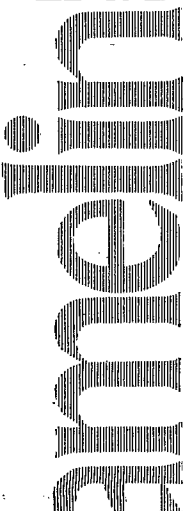
# Cheap

► From page 1

was launched on the market promised further discounts of from 20c to 40c a kilogramme.

Some supermarkets have done a roarin trade in cut-price meat. A survey of meat prices at one supermarket chain shows

# A LASTING GIFT FOR YOUR CHILD.... THE FINEST EDUCATION.



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# Benoni litterbugs warned

East Rand Bureau  
Benoni is determined to maintain its image as the "jewel of the East Rand."

Mr Alan Barrable, chairman of the management committee, told last night's monthly council meeting that litter was becoming a problem, but the council was not prepared to allow this problem to get out of hand.

"Irresponsible people are being careless and undisciplined and we need to condition them to be more conscious of litter," Mr Barrable said.

He said people caught littering would initially be given a warning. If the problem continued the town council was considering taking legal action against offenders.

"We are proud of our image as being the 'jewel of the East Rand' and we want to maintain this image," Mr Barrable said.

One hundred and twenty rubbish bins are

# Dingo claim insults jury — prosecutor

By Ernest Shirley, Own Correspondent

BRISBANE — Lindy Chamberlain's account of a dingo having taken her baby daughter, Azaria, was an affront to the intelligence of the murder trial jury, the Crown prosecutor at the trial of the woman and her husband said yesterday.

Mr Ian Barker, QC, told the Darwin Supreme Court jury that Mrs Chamberlain's story was a lie and had changed significantly in the telling. If a dingo was on trial, the case would have been laughed out of court, Mr Barker said.

Delivering his final address to the jury, he said the accused couple tried to paint a picture of a dingo preying like a tiger in an Indian village.

Mrs Chamberlain has even suggested that a dingo must have planned its attack on a nine-week-old daughter.

Mr Barker said a defence case was that dingo took the child from a campsite buried it, dug it, carried it some distance and then favoured the child leaving her jumpers relatively undamaged and booties still in the garment.

"If that was the case we are dealing here with a dexterous and very tidy dingo," Barker said. He said was a preposterous story "seized upon by the accused to explain what is otherwise inexplicable explanation."

Murder was the alternative and only person who could have committed the murder was Mrs Chamberlain.

The Sydney barrister, expressing the view that it was "prejudicial" to the crown, also referred to damage found on the collar of the baby jumpsuit which, he said, was clearly caused by scissors.

"It was done by a

**Dock unrest**  
*2/10/62*  
**findings**  
**next year**

**Labour Reporter**

A South African Transport Services committee of investigation which is looking into the dispute at the Port Elizabeth harbour between SATS and the General Workers' Union, is not likely to submit its findings until next year.

More than 400 dock workers were dismissed at the beginning of September for refusing to abandon a go-slow protest against SATS' unwillingness to hold talks with the union.

The committee has already received written submissions from the GWU, the International Transport Workers' Federation, the Federated Chamber of Industries and various SATS staff associations, a SATS spokesman said.

● The YTF announced this week it would mobilise support from its Western nation members for the dismissed Port Elizabeth dock workers.

# SATS report is still not complete

## Mall Correspondent

PORT ELIZABETH — The committee investigating the labour relations structure of the SA Transport Services is not likely to report on its findings for "at least a month or two", a spokesman for the SATS said yesterday.

And although all expected representations about the situation in the Port Elizabeth harbour had been received, an interim report was unlikely to be released, he said.

The committee would probably await the completion of all its investigations before making any reports. In August hundreds of dockworker members of the General Workers Union (GWU) were dismissed by the SATS after refusing to call off a go-slow; they had begun in an effort to win the right to be represented by the GWU.

The dismissed workers welcomed the announcement in September of the SATS committee of inquiry as a chance to air their grievances with regard to the Black Staff Association (BSA).

The SATS insists that the BSA adequately serves the needs of its black employees.

The SATS spokesman also confirmed that the committee had received representations from the London-based International Transport Workers Federation (ITF) which announced this week it had instructed its general secretary "to enlist the aid of ITF affiliates in support of the GWU."

Stev 23/1/82

## Closed shop endangers his job

Lenasia residents expressed their support for a trade union official who is in danger of losing his job with the Johannesburg City Council.

A resolution, passed unanimously, noted "with alarm and concern the Johannesburg Municipal Combined Employees' Union executive's attempt to ex-

pel Mr Terry Jeevanantham for criticising the union's leadership as undemocratic."

Mr Jeevanantham, a librarian at the Lenasia Library for seven years, would lose his job because of the union's closed-shop agreement with the city council.

"We wish to state that he has served the best interests of this community for the past seven years and we

would take extreme exception to him being dismissed from the library service. The

closed-shop principle is being used by the union to stifle criticism, and we therefore wish to state our opposition to it."

The union executive is asked to stop its expulsion bid. If not, action to oppose the dismissal through community organisations will be considered.



# SAAN, Argus withdrawal unfair — SASJ

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**JOHANNESBURG.** — The decision of two major newspaper groups to end negotiations, on pay and working conditions, with the Southern African Society of Journalists constituted an unfair labour practice, the National Council of the SASJ said yesterday.

In a statement issued here by the president of the SASJ, Mr. David Bleazard, the council accused the employers of withdrawing recognition of the union and attempting to destroy the SASJ.

It described the SASJ as a non-racial, unregistered union representing nearly 800 journalists.

SA Associated Newspapers (SAAN) and the Argus Company recently announced that they intended to withdraw 16 newspapers from the SA Newspaper Press (Editorial) Conciliation Board at the end of the year.

The SASJ said: "Withdrawal will be an insult to journalists and a backward step in labour relations in the newspaper industry.

"It will end nearly 40 years of peaceful collective bargaining be-

tween journalists and their employers at the Conciliation Board.

"The decision violates accepted labour practice worldwide and the present trend in South Africa towards negotiation with representative trade unions.

"It is also a threat to press freedom. The freedom of the press is inseparable from the freedom of journalists to organize as they please and to bargain collectively."

The council said it viewed the employers' decision "with disgust".

"The SASJ council believes the decision constitutes an unfair labour practice and is in breach of the spirit of the Conciliation Board's constitution.

"The SASJ council believes the issue over which SAAN and Argus have chosen to withdraw from the board is a pretext.

"Neither employer has given the SASJ any good reason why it should accept a regionalized salary structure which has been consistently rejected by the SASJ membership over the years." — Sapa

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

	Internal	External
(1)	(2)	(3)
5 (a)	11	
5 (b)		
8	6	
9 (a)	11	
Examiners' Initials		

**NOTE CAREFULLY**

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

**WARNING**

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
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3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

5701 29/11/82

# Terms for rehiring accepted

151

By SANDRA SMITH

MEMBERS of the National Union of Textile Workers (NUTW) who were among more than 1 000 people dismissed from Veldspun International in Uitenhage decided yesterday to accept management proposals for the reinstatement of 214 of those laid off.

A dispute arose and attained national prominence when the workers were sacked in August and the NUTW accused Barlow Rand of allowing its subsidiaries to adopt unfair labour practices.

Barlow Rand is the major shareholder of Romatex, which owns Veldspun.

After lengthy negotiations the group offered to re-employ up to 214 of the workers over a period of four months.

The NUTW's general secretary, Mr Obid Zuma, said today the workers had accepted the proposals with

reservations.

He said at a meeting with management representatives the NUTW had been told a list of those to be re-employed would be included in a letter setting out the proposals.

However, this had not been received by the NUTW and at yesterday's meeting a decision was taken to take the matter up with management representatives.

A letter from Veldspun, Romatex and Barlow Rand had said those to be re-employed would be informed by the company.

Mr Zuma said workers feared certain employees would be victimised and they therefore wanted to know who Veldspun intended taking back.

He said there was also uncertainty about the fate of sacked shop stewards, as it was believed they would not be considered for re-employment.



# Six fired after protest

1512  
Solomon 29/10/78

By NORMAN NGALE

SIX Kmetcon Welding school employees in Pretoria North, who walked out of their jobs on Wednesday have been fired, according to the school's manager.

The six, five of whom claimed to have been welding instructors at the school — a claim which was, however, refuted by the manager, who only identified himself as John — said they had walked out in protest against the manager's attitude.

Mr. Solomon Msayi, the spokesman for the men, said the manager was rude and often insulted them. The men vowed they would not return to work until the manager had changed his attitude.

The manager said yesterday that he had consulted the Industrial Council about the matter and was advised that, according to the law, the employees had fired themselves by staging an illegal strike.

*Southey*  
29/10/82

# Union seeks court order

**THE NATIONAL Union of Wine, Spirits and Allied Workers is to make an application in terms of Section 43 of the Labour Relations Act against a liquor manufacturing company in Wadeville, near Germiston.**

The application is to be made against Distillers Corporation as a result of the dismissal of a shop steward. The company is part of Cape Wine and Distillers.

### **DISMISSED**

The union claims that the shop steward was unfairly dismissed, as laid down procedures relating to dismissals were not followed. The firm has refused to re-instate the worker, hence the union is seeking a reinstatement order.

This will test the effectiveness of Section 43 which, in its new form, has not yet been tried in court. Section 43 accepts the argument that workers are entitled to reinstatement if they are dismissed unfairly.

RSM 20/11/37

# Veldspun accord to end controversial dispute

By STEVEN FRIEDMAN  
Labour Correspondent

THE dispute between Barlow Rand's Uitenhage textile company, Veldspun International, and Fosatu's National Union of Textile Workers, seems set for settlement -- at least for the moment.

The dispute was sparked when about 900 workers at the firm, which recognises NUTW, were fired after striking in protest at retrenchments.

This led to a lengthy campaign which included a Fosatu call to workers to boycott white shops in Uitenhage and a request to Zimbabwe's Prime Minister, Mr Robert Mugabe, to ban importation of Barlow Rand textiles to his country.

Students at Wits University held a meeting and issued pamphlets in which Mr Mike Rosholt, Barlow Rand executive chairman and Chancellor of Wits, was criticised.

Recently the company offered NUTW a package whereby 214 workers would be rehired in stages, which would mean that some

would be re-employed next year. Workers met to discuss this offer on Thursday. Mr Harold Bruce, head of industrial relations at Romatex, Veldspun's holding company, said yesterday he had been informed by the union that workers had accepted the offer in principle.

He added, however, that NUTW had told Romatex that "a few details need to be ironed out" and a meeting to do this was planned for Wednesday. Mr Bruce said he was confident the dispute would be settled at the meeting.

The NUTW general secretary, Mr Obed Zuma, confirmed that workers had accepted, but he said that, when the offer was made, management had agreed to give the union a list of workers who would be rehired. This had not been done by Thursday, he said.

Mr Bruce said he could "see no problem" about providing the list.

It is understood that, while an agreement is almost certain, workers have reserved the right to press for more reinstatements and continued calls for negotiation on this issue are likely.



# Strike talks continue at cannery

EAST LONDON — Talks between management and union officials to resolve a dispute at the Langeberg cannery here — closed after work stoppages this week — will resume this morning.

Officials from the African Food and Canning Workers Union, representing workers at the cannery, met with the cannery management yesterday afternoon to discuss events which led to the closure of the factory on Thursday.

Mr Bonisile Norushe, organising secretary of the union's local branch, said yesterday's talks had been conducted in a "cordial atmosphere".

In an interview earlier yesterday Mr Norushe denied that union officials had refused to talk to Langeberg management.

Union officials had not been aware of the work stoppages at the plant and had not engaged in discussions with management on the issue, he said.

Union committee members in the factory, however, had held talks with the management. "But it was not a matter of them refusing to talk to management. They were willing and wanted to continue with the talks," said Mr Norushe.

"If union officials had been alerted to the work stoppages and had been given the opportunity to talk to management the closure might never have occurred, he said.

Cannery manager, Mr J. R. Burg, was reported in yesterday's Daily Dispatch as saying that management had been unable to discuss the stoppage with union officials.

"They refused to talk to us, despite a direct call to the officials. We had no option but to close down," Mr Burg said.

He said workers had

demanding an 80 per cent wage increase and the "release of a prisoner being held on criminal charges".

Mr Norushe said workers had asked management to issue an appeal to the Minister of Justice for the release of Mr Oscar Mpetha, the 72-year-old Nyanga civic leader who has been instrumental in the formation of the union, and is facing charges of murder and terrorism.

The workers, he said, were angry about the callous way in which Mr Burg had referred to Mr Mpetha.

"The workers object to this in the strongest terms as it shows what attitude management in this country have towards workers.

"The workers 80 per cent wage demand is also in response to management's claim that they are earning too much," said Mr Norushe.

Mr Burg was reported in yesterday's article as saying the cannery would be closed until Monday. Work stoppages on Wednesday and Thursday as well as the refusal by plant's 800-strong work-force to go back to work until their demands were met had led to the decision to close the plant.

Mr Burg could not be reached for further comment yesterday. — DDR

D. Dispatch 30/10/82

18/6/82  
151  
15/10/82

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

All answer books

Number of books
Number of titles

Surname.....

First Name(s).....

Date.....

Degree/Diploma you are registering.....

Subject.....  
(to be copied)

Paper No.....  
(to be copied)

**NOTE CAREFULLY**

1. Enter at the top of the block the number of the question you have answered. Blue or black ink only. Red ink is not allowed. Underline the number which you have entered.
2. Names must be written in full (e.g. grade, examination, etc.).
3. Do not write

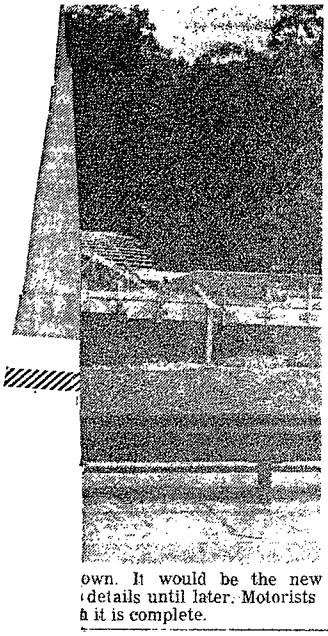
column (1) number of the question for which an answer is accepted only for the separate sheet additional to the answer book.

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	Internal	External
(1)	(2)	(3)
1 (b)		
Examiners' Initials		

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



own. It would be the new details until later. Motorists h it is complete.

### Make off with R12 000

ling men yesterday robbed an adustria North, Raadepoort, of a of R12 000.

lamson (38) of Krugersdorp said out of his car when the three men and threatened him with knives. ed my briefcase with the factory's ped in "a waiting car."

investigating and no arrests have

### boys go on rampage

at St John's Hostel in Tamboers- a went on a rampage this week s and allegedly stashing the tyres s car after their "house parents" ere fired.

ine three carriers which applied for the route — SAA, Comar, and United Air — were told of the decision yesterday, about six months after it was expected.

The airlines maintained that the fast growing communities on the lower Natal south coast and the large tourism industry, boosted by the opening of the Wild Coast Holiday Inn and casino on the Transkei-Natal border, needed a scheduled service by medium-size airliner to the Reef.

The managing director of Holiday Inns, Mr Nigel Matthews, said he was furious and hoped the carriers would re-apply, as no appeal is allowed.

"Holidaymakers and residents deserve a better deal than this. We had been counting on a scheduled operation and will now have to increase the number of charter flights," Mr Matthews said.

The managing director of United Air, Mr John Morrison, said the decision was "a major blow and makes no sense."

The company had applied for the service for seven years, and was already operating charter flights with its four-engine Viscount.

Town clerks of communities on the lower south coast of Natal were holding an emergency meeting last night and might try to enlist the aid of members of Parliament to reverse the decision.

No member of the NTC was available for comment last night but airline executives believe the commission decided there was not enough traffic to warrant a scheduled service.

## Re-hire proposal accepted

Labour Reporter

Workers dismissed by the Veldspun textile plant in Uitenhage have tentatively accepted a management proposal to re-engage 214 who were sacked during a dispute in August.

About 1 000 workers were dismissed during the dispute, which arose from the issue of retrenchments.

Veldspun is owned by Romatex, which is controlled by the Barlow Rand group.

Barlow's chief executive, Mr Mike Roshoff, has been criticised for the actions of the Uitenhage subsidiary.

At a meeting this week former Veldspun workers accepted terms negotiated by the Fosatu-affiliated National Union of Textile Workers which included the re-employment of 214 of their number.

However, workers are expected to press for further hirings at a later stage.

The proposals provide for 60 to be rehired immediately, 50 in the middle of next month, about 50 in the middle of January and the remainder in February.

Workers rejected a management provision that Veldspun would contact workers who would be re-hired.

They demanded the union meet Veldspun again and secure a list of those affected.

## Scope: censor plea

CAPE TOWN — The Directorate of Publications had appealed against a Publications Committee decision that the October 15 edition of Scope magazine (Vol 17, No 42) printed by Republican Press, Durban, is not undesirable.

that "How a Baby is made" by Per Holm Knudsen, is undesirable.

Five novels in the "Crusaders" series — Volumes 2, 3, 4, 5 and 10, by Chick Publications, Chino, California, as well as "varsity," volume 41, No 12, October 6, 1982, by the

was an offence to import or distribute the following undesirable publications (names of authors or producers in brackets):

Satan: His Psychotherapy and Cure by the Unfortunate Dr Kasser, JSPS (Jeremy Leven).

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**End to Veldspun  
dispute soon**

THE Veldspun dispute, which led to a union and student campaign against Barlow Band in general and company chief Mr Mike Rosholt in particular, should be settled this week.

Veldspun and the National Union of Textile Workers are ready to sign a deal which will see the rehiring of 214 of the 900 workers fired during a strike. Whatever its merits, the dispute has been something of an embarrassment for Barlow's, whose high-profile commitment to enlightened labour practices has made it an obvious target of campaigns such as that at Veldspun.

But, signs are that this week's deal will only call a temporary halt to the dispute — workers are likely to push for more rehiring soon.

For their part, Barlow's men say their high-profile approach will not change.

# Bosses

snub

metal

union

talks

Argus Correspondent

**JOHANNESBURG** — Metal industry employers have been condemned by the Metal and Allied Workers' Union (Mawu) for remaining on an "unrepresentative" negotiating body and refusing to deal directly with Mawu.

This was the follow-up to a proposed meeting on Saturday between the Fosatu-affiliated union and more than 80 industry employers.

The meeting was to have been held at Katlehong township near Germiston.

Only one employer turned up and the meeting was cancelled.

Mawu, however, planned to hold another meeting, a union spokesman said.

## CONDEMNED

A statement by the union condemned employers for not attending, saying employers preferred to negotiate through the Industrial Council, which was an "unrepresentative body".

Meeting employers where Mawu had members would have ensured representative talks, the statement said.

Members on the Industrial Council represented only a small minority of the workers in the industry, the statement claimed.

Mawu also condemned the Power Steel, Engineering Industries Federation of South Africa for telling its members not to attend Saturday's meeting.

The Mawu spokesman said members were concerned that there would be lay-offs at many metal firms on the East Rand next month. Shop stewards were being urged to seek retrenchment agreements with their employers.

# Pay strike threat at Baragwanath

SW 2/11/82 (151)

About 500 clerks at Baragwanath Hospital and Soweto clinics today submitted a memorandum to the director of hospital services, Dr. Hennie Grové, demanding more pay. The clerks are demanding a 50 percent increase. They staged two-hour protests last Friday and yesterday and have threatened to go on strike if their demands are not met. A spokesman for the

clerks said today they did not want to be seen as irresponsible people, but wanted their demands to be met.

Dr. Chris van der Heever, superintendent at the hospital, said new salary scales for nurses came into effect last Friday.

"Some administrative staff were upset by the fact that their salaries had not likewise been adjusted."



30/7/82 (20) (15) (20) ROM

# Railwaymen will stick to pay demands

**Pretoria Bureau**  
RAILWAY union leaders will not water down pay demands in the wake of the drastic cost-cutting campaign launched by the South African Transport Services on Wednesday.

The union men are due to meet the Minister of Transport Affairs, Mr Hendrik Schoeman, in the near future for a series of meetings on

next year's pay increases. The one black, one Indian, two Coloured and seven white unions are expected to press for increases which will match the inflation rate.

Nor will the cost-cutting campaign, designed to avoid disastrous financial losses at the end of the current financial year, mean wholesale sackings, according to the union leaders.

The "no redundancies" assurance was given the country's 280 000 black and white railway workers by the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich.

He said leaders of railway unions were serving on an economy committee in the general manager's office to initiate and monitor economy measures, which had

been discussed with them. The squeeze on costs, Mr Zurich said, had been forced on the Railways by the worsening recession.

"We are in the red for the first three months of the financial year to the extent of R85 000 000. If losses were to continue at this rate for the rest of the financial year, the country's transport system would end up in a state of deep crisis."

Mercury  
**Workers**  
get  
~~interim~~  
**solution**  
2/7/4

**Mercury Reporter**  
THE subject of a two-week strike last year over union recognition has had a sequel.

Richards Bay Minerals, has finally signed an agreement with the unregistered National Federation of Workers.

The entire black workforce of 800 downed tools in June last year. The company refused to recognise the National Federation of Workers, who claimed to represent more than 50 percent of the workers.

The general secretary of the National Federation of Workers, Mr. Matthews Oliphant, said the recognition agreement was an interim one. It would expire at the beginning of next year. If the union proved it represented more than 50 percent of the workforce before then, the agreement would be immediately replaced by a full recognition agreement.

Mr. Oliphant said it had been agreed that shop stewards would deal with day to day grievances but only the union could negotiate working conditions and wages.

Considering the union had been negotiating for recognition since June last year and that it was unregistered, the signing of this agreement must be seen as a significant victory, Mr. Oliphant said.

A statement released yesterday by Richards Bay Minerals' personnel manager, Mr. Francis Uys, confirmed the signing of an interim recognition agreement in respect of hourly paid employees.

# Volkswagen go-slow hits production

151  
~~152~~  
~~153~~  
1204  
3/17/82

By STEVEN FRIEDMAN  
Labour Correspondent

PRODUCTION has been hit at Volkswagen's Uitenhage plant by a worker go-slow, causing hundreds of workers to be sent home.

And union sources claim similar action has been taken at the other two motor plants in Port Elizabeth — only days after workers returned to the plants after a 10-day stoppage.

The Volkswagen unrest has been prompted by the Eastern Cape motor industry's pay dispute — and a key factor is believed to be worker demands to negotiate directly with employers, rather than through the industry's industrial council.

A go-slow and strike in two departments prompted the company to send home 2 000 workers on Thursday. The 1 000 final assembly line workers were sent home yesterday because of a go-slow and will not work on Monday.

And the National Automobile and Allied Workers Union said go-slows at the two Port Elizabeth firms had caused the early shutdown of one Ford plant yesterday and "serious production problems" at General Motors. Both companies denied this.

Worker sources also say there is a go-slow at a Uitenhage motor components plant, where NAAWU and the company are locked in a pay dispute.

Workers returned to all three plants earlier

this week after a stoppage which NAAWU labelled a lock-out and employers a strike. It was prompted by a deadlock on workers' pay demands which has not been resolved.

Volkswagen spokesman Mr Ruben Els confirmed a stoppage in the body and press shops on Thursday had resulted in 2 000 workers being sent home.

Because of a continuing go-slow, final assembly line workers were sent home yesterday after four hours. They would not be able to work on Monday because there was not enough production.

"Workers now seem to be demanding direct negotiations with managements, rather than through the industrial council," he said.

NAAWU organiser Mr Les Kettleidas confirmed this but added: "It's not that they want us off the council. But they're getting nowhere with the official talks, so they want to tackle individual companies."

He claimed a go-slow at Ford had forced the closure of the truck plant at noon yesterday. There had also been stoppages in two departments, he said.

Union shop stewards told the Rand Daily Mail's PE correspondent that workers claimed they had been "locked out".

But a Ford spokesman said the disruption in one department was unrelated to the dispute and was caused by technical factors.

At General Motors shop stewards claimed a go-slow had affected production to such an extent that the company had threatened to close the plant on Monday. A GM spokesman denied this, however.

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# Union wins battle

**Mall Correspondent**  
**DURBAN.** — Richards Bay Minerals, the subject of a two-week strike last year over union recognition, has finally signed an agreement with the unregistered National Federation of Workers.  
 The entire black workforce of 800 downed tools in June 1981 when the company refused to recognise the NFW, which claimed to represent more than 50% of the workers.  
 The general secretary of the NFW, Mr Matthews Oliphant, said the recognition agreement was an interim agreement which would expire at the beginning of next year.  
 But if the union proved it represented more than 50% of the workforce before then, the agreement would be immediately replaced by a full recognition agreement.  
 Mr Oliphant said it had been agreed that shop stewards would deal with day-to-day grievances but only the union could negotiate working conditions and wages.  
 A statement released yesterday by the personnel manager of Richards Bay Minerals, Mr Francis Uys, confirmed the signing of "an interim recognition agreement in respect of hourly-paid employees".



Hospital authorities are urgently trying to contact the family of this man, Mr Derek Nelson, 40-50, who was taken to the Johannesburg Hospital on Wednesday, July 7, after he was found wandering around, bleeding profusely, in Albert Street, Johannesburg. Mr Nelson is suffering from a head injury and is in a serious condition. His home address, which was traced by car keys Mr Nelson had in his possession, is 4 Radoma Court, Cavendish Road, Bellevue, Johannesburg. Anyone who can assist should contact the hospital at 643-0111.

Picture: GREG ENGLISH

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## BE WON

660 — so up it goes to R5 000. NOTE: No 661, PO Box 1465, Johannesburg in the foyer of the Rand Daily Mail office of the Rand Daily Mail, corner of the Jackpot No 661 will be midnight on August 11. See Page 11.

### DAILY MAIL JACKPOT

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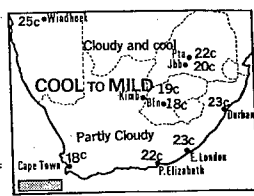
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DAILY MAIL DAILY MAIL DAILY MAIL

## Weather Mail

THE Weather Bureau's forecast for today: —  
**TRANSVAAL:** — Fine and mild but cold in the morning. It will be cloudy in the morning over the north and east.  
**FREE STATE and CAPE north of the Orange:** — Fine and mild to warm but cold in the morning.  
**CAPE south of the Orange:** — Mainly fine and mild to warm, becoming partly cloudy and cooler later over the Peninsula. Bergwinds and high temperatures will occur along the west coast.  
**NATAL:** — Fine and mild to warm.

Temperatures are Celsius (maximums expected for each city).  
**Rand Daily Mail Weather Station**  
 YESTERDAY  
 Friday, July 30, 1982.  
 Temperatures:  
 02h00 14h00 21h00  
 9°C 19°C 10°C  
 Humidity:  
 50% 15% 40%  
 Max temp: 20°C  
 Min temp: 6°C  
 Rain (24 hours to 20h00): Nil  
 Sunrise today: 5h41  
 Sunset tomorrow: 06h46



### SOUTH AFRICA YESTERDAY

Temperatures at 14h00

City	Temp (°C)	City	Temp (°C)	City	Temp (°C)
Bloemfontein	16	Jan Smuts	19	Potchefstroom	19
Cape Town	19	Nelspruit	22	Pretoria	21
Durban	21	Pieterburg	21	Skukuza	26
East London	17	Port Elizabeth	17	Standerton	20

**SOUTH AFRICA:** Hottest at 14h00: Alexander Bay 28°C. Coldest at 08h00: Underberg -3°C  
**TRANSVAAL:** Hottest at 14h00: Skukuza 25°C. Coldest at 08h00: Bethal -3°C

### POLLUDEX THE WORLD YESTERDAY

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Picture: GREG ENGLISH

# Union wins battle

## Mail Correspondent

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## DAILY MAIL DAILY MAIL SATURDAY JACKPOT

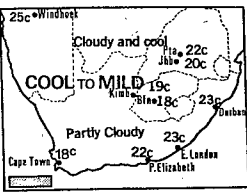
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Rand DAILY MAIL DAILY MAIL DAILY MAIL

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**YESTERDAY**  
 Friday, July 26, 1982.  
 Temperatures:  
 09h00 14h00 21h00  
 9°C 18°C 10°C  
 Humidity:  
 50% 15% 40%  
 Max temp: 20°C  
 Min temp: 5°C  
 Rain 24 hours to 20h00:  
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 Sunrise tomorrow:  
 06h40



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## THE WORLD YESTERDAY

**POLLUX**  
 THIS SHOWS THE LEVELS OF POLLUTION IN THE ...  
 Min Max Weather

**By SUZANNE BRENNER**  
**SINGER** George Benson will be the next attraction at Sun City, a spokesman for Southern Sun said yesterday.

Benson is one of the top black American singers today, and the biggest star in Africa, which is among the top five markets in the world for Benson recordings.

All his album releases have gone gold or double gold in this country.

The deal to bring Benson to the Super Bowl was signed in New York on Friday night.

He will appear from August 28 to September 5.

"We are very excited about it," Hazel Feldman, general manager of Sun City Entertainment, said.

She would not say how much Benson would be paid but said it was a substantial sum.

Benson is currently on a tour of North America. Mr. He, the business manager, Mr.



George Benson  
 ... business is booming  
 Kem Fritz, said: "We have done bigger business this year than ever."  
 "We did two sell-out per-

# Dockworkers' battle may cripple SA ports

A UNION recognition dispute at South Africa's four main harbours is threatening to erupt into a major issue with serious local and international implications.

The dispute between South Africa's Transport Workers Union (T.W.U.) and the non-racial General Workers' Union (G.W.U.), is being closely monitored by labour relations experts and major companies.

Many employers, including Ford, the Midland Group and the National General Motors, have called on S.A.T.S. to "at least talk to the G.W.U."

There are fears that if the situation deteriorates, dockworkers at the four harbours may strike. The black dockworkers and local business owners and local police are sympathetic to the non-racial unions affiliated to the G.W.U. that if they strike, the other unions will refuse to handle goods to or from South Africa harbours.

There is concern the dispute could have wider non-union implications and lead to unrest in nearby townships, particularly in the Eastern Cape.

The issue has attracted the attention of trade unions in Germany, the United Kingdom, the Netherlands and Holland who have written to S.A.T.S. voicing their disapproval to the G.W.U. stance.

Although S.A.T.S. officials say they have threatened a ban on the handling of South African goods if the situation deteriorates.

The International Transport Federation has adopted a more moderate but nonetheless critical stance in letters to the S.A.T.S.

The Cape Town based G.W.U. has been organising stevedores at the four ports since 1970. It has East London since 1979 and has secured union recognition agreements with stevedore employers — all private companies.

Last year black dockworkers — who earn from R140 to R300 a month and who work closely with stevedores — began joining the union.

G.W.U. general secretary Mr Dave Lewis said the "umbrella" of the conflict is in the Eastern Cape, particularly Port Elizabeth.

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## FOREIGN UNIONS PROMISE SUPPORT

BY CHARLENE BERTHAMO

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LONDON — Banks and building societies in Britain are working together to bring down the cost of borrowing.

Mortgage rates will come down by 1 1/2% from September 1 and bank interest charges will be cut by 0.5% to 11% next week.

The moves, announced on Friday, should pump hundreds of millions of pounds into the economy as the Bank of England's interventional money markets during the past few weeks.

The banks held back from bringing down their rates all week and the move — which will cut the cost of borrowing to industry by about \$500-million before tax — was not expected until next week at the earliest. — OPL

## DON'T BE MISLED NOT ALL SEALYS ARE POSTUREPEDI!



**DO YOU HAVE A BACK PROBLEM?**  
 An Orthopaedic Surgeon once said: "Never stint on your shoes and your mattress — Because, when you're not in your shoes you're on your mattress!"

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**Paving & Pools**  
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# Firestone SA *E. Post* recognises *2/8/82* national union *(151)*

Post Reporter

A RECOGNITION agreement between Firestone South Africa and the National Automobile and Allied Workers Union (Naawu) signed at the weekend is a step towards the establishing by the union of industry-wide bargaining in the tyre industry.

This was said in a statement by the union announcing the agreement, which provides for an interim relationship until a more comprehensive agreement is negotiated.

In Firestone plants where Naawu has reached 30% membership, the agreement provides for the recognition of the union, the election of shop stewards and the provision of stop-order facilities.

The union does not have 30% membership at Firestone's Port Elizabeth plant but expects to have soon, a Naawu official said today.

"The union is satisfied the agreement provides an important first step in establishing a mutually acceptable framework of collective bargaining at Firestone," the statement said.

Together with a recognition agreement at Goodyear, it was a step towards establishing majority representation in the tyre industry, and initiating "a new era of industry-wide bargaining in this industry".

S

down by Zanu (PF) spokesmen.

Both Zanu and Zanu (PF) sources predicted last week that a meeting between the two leaders was in the offing in spite of Mr Mugabe's shrill threats against the Zanu leadership.

Mr Mugabe claimed the Zanu leadership was secretly behind widespread dissidence and banditry and the kidnapping of the six foreign tourists in the Lupane area, adding he held them responsible for the fate of the hostages.

Mr Nkomo would not elaborate on the contents of the peace programme hammered out at yesterday's talks.

"We met and agreed to follow a certain course which would be made known to the country as we go along," he said.

The talks, which included the Deputy Prime Minister, Mr Simon Muzenda, and the Minister of State (Security), Mr Emmerson Mnangagwa, had been "frank" and "a good sign for the future," said Mr Nkomo.

Though security forces still appear no closer to finding the kidnapped tourists, intensive military operations in western Matabeleland are resulting in numbers of suspected dissidents and national army deserters being captured.

Intense air and ground activity continued yesterday but apparently over a wider area than in the past 10 days of the follow-up operation.

Though it is now almost certain the three bodies found in the Eastern Highlands are those of three missing British tourists, police have not yet "positively" identified the bodies.

A post-mortem was expected to be held today.

# Major tyre firm recognises union

ARGUS 3/8/82  
151

Labour Reporter

A MAJOR tyre firm has signed a recognition agreement with the National Automobile and Allied Workers' Union (Naawu), bringing the union a step closer to establishing industry-wide bargaining in tyre manufacture.

Firestone SA has agreed to recognise Naawu in their Brits plant, where the union has about 80 per cent membership.

The agreement provides for the recognition of the union, the election of shop-stewards and the provision of stop-order facilities in plants where the union has over 30 per cent membership.

Naawu's membership at the Port Elizabeth plant is just under 30 per cent, according to the union's regional secretary in PE, Mr Les Kettelidas.

However Naawu is hoping to be in a position to elect shop-stewards at the PE plant, "soon", the union said in a statement.

The union already had majority membership in the Good Year Tyre plant in Uitenhage, where it was recognised by management, and was organising at the General Tyre plant in PE, said Mr Kettelidas.

Workers in the tyre industry in the Eastern Cape presently have their wages and working conditions determined by an

Industrial Council (IC) covering the industry in the region.

Mr Kettelidas said the union did not yet know whether it would sit on the IC.

"When we become sufficiently representative we'll consider what form collective bargaining will take," he said.

A management spokesman for Firestone confirmed that an "interim" recognition agreement had been negotiated for the Brits plant, but said it would not apply to PE until the union had over 30 per cent membership there.

Naawu already represents more than 10 000 automobile workers in Port Elizabeth and Uitenhage.

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# R170 000 mailbag theft - mar

Argus Correspondent

PRETORIA — A post office official has been arrested over the alleged theft of R170 000 iron mailbags.

The money disappeared from mailbags between November last year and July this year. The man was arrested by Railway Police detectives here last week.

The chief of the Railway Police in Northern

Transvaal, Colonel Danie Malan, said R14 000 went missing from a mailbag, which was transported between Delmas and Pretoria in November last.

The man allegedly struck for the second time two weeks ago when R156 000 disappeared from a mailbag being transported from Bethal to Pretoria.

Police believe the money, meant for several

banks here, was removed from the mailbags. The bags were then sealed and handed in at the main post office here.

Colonel Malan said the official was arrested last week after nine months' investigation. Detectives found R59 000 in the man's possession.

Colonel Malan said his men were also investigating the disappearance of

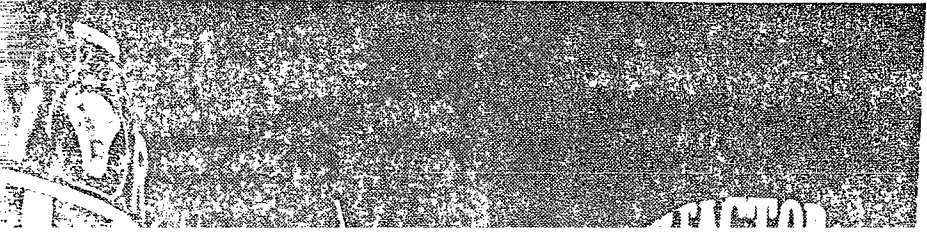
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**Life,** Leave the roar of the lion for the electric roar of nights in London. From the magic lights of the West End to dancing nights at the Dorchester. The sophistication of Annabells to the neon vibrancy of Piccadilly Circus. Stroll among the hurrying hoi polloi, mingle with the sprigs of aristocracy and cruise with the punk rockers. That's nightlife. And in London that's wildlife. If you book now, British Airways has a special winter sale. Go for 14 days in

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# Workers dispute clock cards

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

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

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

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

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

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

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

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

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

(151) (176) ROM 4/8/87

# Another Fosatu union gains recognition in tyre industry

Labour Correspondent

FOSATU'S National Automobile and Allied Workers' Union has been recognised by the Firestone tyre company, which means Fosatu unions now have bargaining rights at four tyre firms and are negotiating these at a fifth.

The unions are now to co-ordinate efforts in the industry as a probable prelude to setting up industry-wide bargaining.

Three Fosatu unions are recognised in the industry and, in a statement yesterday, the federation said its unions would now work together to create a uniform and "acceptable" pay structure in the industry.

Fosatu says Naawu is now recognised at Firestone and Goodyear, its Chemical Industrial Workers' Union (CIWU) at General Tire subsidiary Piggot and Maskew, and its Metal and Allied Workers' Union at Tensile Rubber, another GT company, CIWU is also negotiat-

ing an agreement with Dunlop Tyres.

A Naawu statement says the Firestone agreement grants the union preliminary recognition pending a fuller agreement.

It grants Naawu shop steward rights and other facilities in Firestone plants where the union has more than 30% membership.

A full agreement is likely to follow within a few months.

Firestone's managing director Mr Peter Morum confirmed the agreement and said another granting Naawu full wage bargaining rights was likely soon.

He said the company was still negotiating with the Motor Assembly and Components Workers' Union of SA, which claims majority membership at the plant. The Naawu agreement would not affect these talks, Mr Morum said.

*Pleas*  
**Union  
bid to  
mediate  
fails**

Labour Reporter

THE Natal regional secretary of Fosatu, Mr John Mawbey, yesterday attempted to intervene in the dispute between the Sweet, Food and Allied Workers' Union and the Cato Ridge company, Vleissentraal, in a bid to open negotiations.

This follows a strike by about 100 workers after the company dismissed five of their colleagues. The workers were subsequently all dismissed.

The Fosatu-affiliated SFAW, which claims to represent the workers, has attempted to negotiate with the company since the strike, with little success.

Mr Mawbey said he had telephoned the company in an attempt to set up a meeting to discuss the dispute but the proposal was turned down.

Vleissentraal's manager, Mr H E Hart, yesterday said he had refused to meet Mr Mawbey because he did not consider that he had a dispute with the union.

A SFAW spokesman said the shop stewards' committee had tried to talk to the management yesterday but they had been told none of the old workers would be taken back.

They were told that their money would be available today, he said.

SPCA

DOM 618 127  
Collapse averted  
as motor bosses  
offer an extra 5c

By STEVEN FRIEDMAN  
Labour Correspondent  
AN IMMEDIATE collapse in negotiations between warring East Cape motor employers and worker leaders was averted yesterday as employers made a fresh wage offer — an extra 5c an hour — at a meeting of the motor industry's industrial council.

And yesterday Ford's truck plant and General Motors' vehicle assembly plant resumed production after being closed on Wednesday by a worker walk-out, company spokesmen said. The Volkswagen plant is still closed.

Last night, Fosatu's National Automobile and Allied Workers Union was putting the new offer to workers at Volkswagen, Ford and General Motors, but the odds appeared against them agreeing to accept it.

The industrial council is to meet again on Monday to continue discussions.

It is understood employers have offered a R2,20 an hour minimum wage — 5c more than their previous offer. This is the first change in their offer since a 10-day work stoppage halted production at all three plants last month.

They also offered yesterday to replace a four-year-old supplementary unemployment benefit scheme — which is funded jointly by workers and management — with benefits for laid-off workers funded by management only.

Naawu originally demanded a R3,50 an hour minimum, but has since substantially scaled down its demands.

This week the other union on the council, the all-white SA Iron, Steel and Allied Workers Union, revealed for the first time it was demanding increases averaging 20% for its members, most of whom are in the highest job grades.

Its deputy general secretary, Mr H Ferreira, said the union supported Naawu on some issues raised in the dispute, but not on others. His demands aimed at compensating for inflation "and what we have lost in previous agreements".

Yesterday, the industrial council met against a background of continued worker action on the wage dispute and signs that Naawu could quit the council — the only one on which a Fosatu union has agreed to serve.

Employers were expected to push for arbitration of the dispute and Naawu indicated it would reject this and possibly leave the council as a result.

The council's chairman, Mr Fred Ferreira, said after a lengthy meeting that it had been agreed to continue talks on Monday.

● The Iron and Steel union has backed Naawu's demand that workers be paid for the period of last month's stoppage and raised the issue at yesterday's meeting, informed sources said.

# Plans to step up boycott

(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)

A NATIONAL convention to intensify a boycott of SA Bottling products, called after the dismissal of 250 striking workers at the plant in Port Elizabeth, will take place in Johannesburg at the weekend.

The dismissed workers went on strike in October for higher salaries and better working conditions.

When SA Bottling refused to re-employ them, the General Workers' Union of SA (Gwusa) organised a boycott of the company's products.

The union decided to call

a convention of trade unions, church, civic, student and sporting bodies to launch the boycott nationally after talks with SA Bottling broke down in June.

Trade unions, the South African Council on Sport, the South African Council of Churches and the Congress of South African Students, are among the bodies who have been invited to the convention.

It was originally to have been held in Port Elizabeth but delegates recommended that the venue be

changed because of financial considerations.

Gwusa's organising secretary, Mr Government Zini, said today regional committees would be set up to co-ordinate the boycott of companies bottling Coke products at this weekend's convention.

A Gwusa delegation is to hold talks with SA Bottling management tomorrow. Mr Zini said if an agreement on re-employing the dismissed workers was not reached, a door-to-door campaign would be launched in Port Elizabeth.



# Thumbs down for Cato Ridge union's bid for recognition

Labour Reporter week.

VLEISSENTRAAAL has turned down the Fosatu-affiliated Sweet Food and Allied Workers' Union's application for recognition at its Cato Ridge skin and hide factory because it was 'not necessarily in the interests of the workers'.

According to a letter received by the union this week from the company's head office in Pretoria, the decision was made at a recent senior management meeting where 'all the arguments for and against union recognition were taken into account'.

In the midst of last week's strike by about 100 employees at the Cato Ridge factory, local management had refused to negotiate with the union on the grounds of the impending arrival of the letter.

The workers had downed tools in support of the dismissal of five colleagues who they claimed had been dismissed for being union organisers in the factory.

They were all subsequently fired but the union is to apply to the Supreme Court for their reinstatement later this

Vleissentraal's general manager, Dr J A Lombard, when asked to elaborate on the contents of the letter yesterday, said they were doing 'everything that was necessary and possible' for the company's workers.

He said the company had formal and informal structures to negotiate with their workers and did not feel it necessary to introduce another bargaining situation.

A union spokesman said workers did not feel they had a workable relationship with the management 'which is why they joined the union'.

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

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## NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

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

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

ARGUS 12/882  
**SATS row:**  
~~151~~ 151  
**Warning on world action**

**Labour Reporter**  
AN international Transport Workers' Federation (ITF) representative warned yesterday that transport workers in the non-communist world would take international action against managements in the transport sector that refused to talk to representatives of the workers' choice.

Mr Harold Dunning, European representative of the ITF, is in South Africa to visit two affiliate unions — the Transport and Allied Workers' Union in the Transvaal and the Cape Town-based General Workers' Union.

Referring to the current dispute between the General Workers Union (GWU) and the South African Transport Services (SATS) over the recognition of workers' committees representing railway workers in the East London and Port Elizabeth ports, Mr Dunning said the ITF was not adopting a "hostile" attitude to SATS.

**CIVILIZED**  
"We want the workers and employers to talk in a civilized manner. But we don't like being told by management who is going to represent the workers," said Mr Dunning.

SATS has so far refused to recognise the GWU workers' committees in the two Eastern Cape ports, saying it will deal only with an in-company union — the Black Staff Association (BSA).

More than 1300 railway workers in these ports belong to the GWU.

Mr Dunning said in its 80-year history, the ITF had become well-known for taking international action in support of workers' rights when it had been impossible to settle problems on a national level.

"These are not simply empty words. There are numerous cases when affiliate unions have refused to handle ships registered under 'flags of convenience' because of the failure of those ship-owners to ensure the safety of their crew or minimum pay."

The level of awareness of labour affairs in South Africa among transport workers in other countries was "very high", said Mr Dunning.

"They are pleased at some of the changes taking place in the labour field in South Africa, but there is still a great deal of concern about certain things here."

One of most powerful trade union federations in the non-communist world, the ITF has affiliate unions in more than 50 countries and represents about 10 million workers.



**GODSPEED** means farewell wishes as well as the name of her horse to Miranda Collings, 16, of Somerset West. Miranda, who won the junior section of the supreme equitation championship at the Rand Show this year, received as her prize an overseas trip during which she will attend the world dressage championship in Lausanne, Switzerland, and the three-day event championship in Lumuhlen, West-Germany. She leaves South Africa on August 22 and will be accompanied by her mother who won the other half of the prize which went to the supreme champion and her instructor.

It, who was armed with a heavily loaded rifle and was in the shed at... incident was con- Russian Makarov pistol... today by Lieuten-

# Labour disputes: New legislation

*Chrk Times 13/8/82 (51)*

**Own Correspondent**  
PRETORIA. — New legislation to streamline the machinery and procedures for settling labour disputes would be published in today's Government Gazette, the Minister of Manpower, Mr Fanie Botha, announced last night.

The changes would be contained in the draft amending the Labour Relations Bill, 1983, which would be published today for general comment and information, he said.

The bill was first published in January this year, but had to be published again because of certain changes made to it.

The amendments relate to Section 35 of the Act, which deals with the appointment of conciliation boards, and are aimed at providing an official forum for the settlement of disputes in industries and

areas where no industrial council has jurisdiction, and where one of the parties is an unregistered trade union or unregistered employer's organization.

The members of such a body can, under the present system, apply for a conciliation board in their own right, but the union or organization is legally excluded from doing so.

## Proof

"The amendments and the publication of the bill for comment are further proof of the government's declared policy of consultation with all interested parties," said Mr Botha.

"It is also proof of the government's policy of helping to maintain sound labour relations and to bring about the settlement of disputes which can disrupt the country's economy."



# Crash probes differ

QUITO — Mechanical failure caused the plane crash in which Ecuadorean President Jaime Roldos died nearly 15 months ago, a parliamentary commission of inquiry has found.

The commission overruled earlier findings by the Ecuador and US air forces that the crash was due to pilot error.

President Roldos, his wife and seven other people died when the aircraft crashed into a mountain on May 24 last year. — Reuter.

# Firms fined

OVERALLS

Labour Reporter  
Several employers in the Transvaal clothing industry have been fined in court this year for not providing new workers with overalls.

An article in the latest issue of the Garment Workers Union publication, Garment Worker says employers in the industry are obliged to issue two overalls to new employees within three months of their engagement.

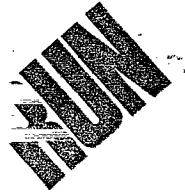
A women's clothing manufacturing firm in Johannesburg, Pasamihl, was recently found guilty of failing to provide the overalls. The company was fined R353 for workers claims and another R100 suspended for two years.

The article cites similar successful prosecutions of other employers, with fines ranging from R50 to R100 for admission of guilt.

The firms are, E James and Sons, Mayglen, Much to Much and Twiga Fashions.

One firm, Paradise and Cleopatra, paid R404 in worker claims and the Public Prosecutor withdrew the case.

The article adds that under the terms of the agreement for the Transvaal clothing industry, workers are obliged to wear the overalls while at work.



# ★ Tomorrow in The Star

EUGENE MARAIS, the Afrikaans poet, journalist and writer, had a long-standing feud with President Kruger. This little-known fact is divulged in a new book (in English) on his life. The first of a three-part review tomorrow . . . the poet versus the politician.



PROPERTY SPECIAL . . . Because of the shortage of building society funds there will be a shortfall on white housing of 9 000 this year — or 750 houses a month.

## The Smit file

The Smits were brutally murdered at their Springs home in November 1977, shortly before the general election in which Dr Smit was standing as National Party candidate in Springs. The murders remain unsolved, but police investigation continues.

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# Labour disputes: New Bill

17/6/82  
13/3/82

151

Argus Correspondent

JOHANNESBURG. — Far-reaching proposals aimed at resolving labour disputes were published in today's Government Gazette. They are intended to streamline mediation and arbitration.

The significant proposed amendments to the Labour Relations Bill are:

● Allowing unregistered trade unions and employer bodies access to machinery to settle disputes.

● The Minister would have the authority after consultation with involved parties to appoint a mediator to arbitrate in a dispute.

● The Minister could establish conciliation boards to resolve a dispute if he thought a speedy settlement was in the national interest.

The Draft Labour Relations Amendment Bill, 1982, is published for comment.

Trade unions see the amendments as a positive response by the department to labour unrest.

## "SCOPE"

At present, a registered union must apply for an extension of scope if it wishes to organise members in any area outside the bounds defined in its registration certificate.

Under the new scheme, unions would have to prove representivity of workers in an area.

The scope issue has been a sore one for affiliates of the Federation of SA Trade Unions (Fosatu), because appeals for the appointment of a board to mediate have been turned down on the basis that the unions did not have the extended scope to organise in certain regions.

A Fosatu spokesman said: "The Government appears to have been responsive to the kind of problems our unions have faced, and we hope they are moving away from the formalities imposed in the registration system."

## RESISTANCE

However, there is likely to be some resistance to the proposals from unregistered unions.

Largely black unregistered unions have been critical of any involvement in Government-created institutions, rejecting outside arbitration and preferring collective bargaining on the shop floor.

Under the proposed amendments, an unregistered union would have to prove more than 50 percent membership of workers at a plant to establish representivity to be able to apply for a conciliation board.

Edgars

accepts  
trade  
union

14/8/82

activity from

difference with

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

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

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

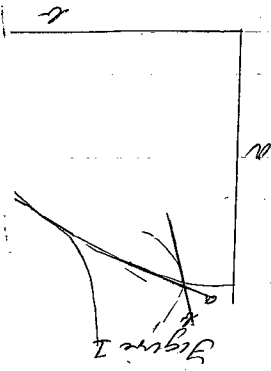
Mrs Mashinini, who recently spent five months in detention, without trial, under security laws, has returned to her union work after a European trip, during which she was in hospital.

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

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

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

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



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Question 5

151 RGM 17/9/82

# Docks dispute adds to city's misery

By STEVEN FRIEDMAN  
Labour Correspondent

FEARS of new labour unrest in Port Elizabeth — this time at the docks — are growing among employers, and the Midland Chamber of Industries yesterday called for an independent delegation to try to settle the simmering dispute between the General Workers' Union and SA Transport Services.

The fears come as the motor industry dispute continues in the city. The chamber's director, Mr Brian Matthew, said yesterday employers were concerned that "the whole labour situation seems to be deteriorating".

In another development, it

was revealed that SATS general manager Dr Kobus Louber has refused to answer a letter from the International Transport Workers' Federation (ITF), alleging police harassment of GWU members.

The moves are the latest in the row between SATS and the GWU, in which the railways refuse to recognise the union at Port Elizabeth and East London docks. There are fears the dispute could grow into a major confrontation.

The ITF wrote to Dr Louber after he agreed to investigate specific claims of police action against union members. It made several

charges, including one that Railway Police had hung up a union member by his legs.

SATS refused to answer Press queries on the allegations, saying it would reply directly to the ITF.

Yesterday a SATS spokesman confirmed an ITF claim that Dr Louber had refused to reply to the letter because it was released to the Press. But he said he was honouring his promise to investigate the claims.

The ITF said it was surprised at Dr Louber's reaction, "as the letter was released to the Press only after giving him ample time to receive and consider it".

The ITF would write to Dr

Louber again after it received a report — apparently from a senior official who recently visited South Africa.

Meanwhile, the Midland Chamber has called for a delegation of city councillors and labour experts to meet SATS and the union to find a solution to the dispute.

Its call follows a recent letter from about 600 dockers appealing to the port manager to open discussions with the GWU workers' committee.

The letter said workers were not seeking a confrontation with SATS but added: "If SATS does not agree to the workers' request, they will be

forced to conclude that there is no point in further efforts to initiate discussions.

"A conflict of this scale will inevitably spill into the already tense black townships of Port Elizabeth," the letter added.

"We call upon the leaders of the city and all those concerned with PE's well-being to intervene urgently to try to persuade SATS to negotiate a solution to this potentially dangerous conflict."

A SATS spokesman said the railways would not reply to the letter because it had been submitted through the GWU rather than the "correct channels".

157  
17/8/82 Stan

# GWU bid to settle dispute

**Labour Reporter**  
The General Workers Union in Port Elizabeth has called on business leaders to urge SA Transport Services to agree to talks aimed at settling a 10-month-old dispute with the union.

The SATS has refused to hold talks with the union, which claims membership among railway workers at Port Elizabeth docks.

The employers have said they will deal only with a black staff association, although the GWU already has recognition agreements with stevedore employers at four ports.

The union has given SATS until next Monday to reply to its

appeal. If it receives no reply it will assume SATS is not interested in talks.

A GWU spokesman said the union had appealed to business leaders to convince SATS of the need for talks as a threat of international sanctions had been voiced.

The International Transport Workers Federation has already warned SATS about its unwillingness to hold talks with the GWU.

The Port Elizabeth area is dependent on the motor and component industries and an international boycott could be disastrous.

Business leaders in the motor industry and commercial interests have voiced concern over the dispute.

~~220-450-1175~~  
**SATS chief refused  
to answer overseas  
labour body's letter**  
(151) E. Post 17/8/82

Post Reporter

THE South African Transport Services has allegedly refused to reply to a letter from the powerful International Transport Workers Federation (ITF) dealing with police harassment of dockworkers — because the letter was released to the Press.

In a statement released yesterday, the ITF revealed that the head of SATS, Dr Kobus Louber, had told the ITF he could not reply to their letter because it was released to the Press.

The statement went on to say the letter was only released to the Press "after allowing ample time for him to receive and consider it".

This is the latest development in a recognition dis-

pute between the SATS and the General Workers Union, in which the ITF has expressed solidarity with dockworkers belonging to the union.

In a lengthy correspondence with Dr Louber, the ITF queried alleged harassment by railway police of GWU members in the Port Elizabeth docks.

The SATS has refused to consider calls for the recognition of the dock workers' committee, and allegations of harassment by Railways police, as these had not been conducted through "the correct channels".

A SATS spokesman said today Dr Louber had not gone back on his undertaking to investigate allegations of police harassment, and had appointed someone to investigate the claims.



Anne Hogan, leave the Johannesburg which two policemen were acquitted. Mrs E Hogan is in the foreground further back. ● Reports — Page 3

## Anti-bird device tested

CAPE TOWN. — A new anti-bird device, which could prevent bird strikes similar to the one involving a Boeing 737 this week, is being tested by the South African Air Force.

A nylon ribbon spanned at a certain tension next to a runway causing an irritating high-pitched noise as being tested at the Vestergaard Air Force base near Cape Town.

At Waterkloof Air Base in Pretoria, falcons are used to scare birds away from the runways.

At London's Heathrow Airport, methods range from firing flares to broadcasting tape recordings of bird distress calls.

Flight SA 312 was forced to shut down one engine when a bird was sucked into the jet engine. The aircraft circled Table Bay for more than an hour, using more than 1,000kg of fuel so it could land. — Sapa.

● See Page 3

## Govt could lose in jockey row

*204  
7/8/82*

**Racing Editor —**

THE Government could lose more than R1 000 000 a week in tax revenue if an agreement is not reached this week on the jockeys' riding fees dispute.

A conservative estimate is that the Government receives at least R500 000 a meeting from taxes on the sport.

Jockeys have requested an increase in riding fees from R20 to R40 per mount.

The Witwatersrand Association of Racing Clubs will meet on Thursday to discuss the matter. There are fears that racing could be paralysed if the increase is not granted.

This possibility escalated yesterday when Mr Gerald Turner, chairman of the Transvaal Jockeys Association, said "all the jockeys throughout the country are now united in their stand for an increase."

Mr Turner said the fees have been increased by only R5 since 1975.



GERALD TURNER firm on new riding fees

If an amicable solution is not reached, the Transvaal jockeys will hold a special meeting on Saturday September 4.

This would almost certainly paralyse the Turfontein meeting on that day.

The Rand Daily Mail established yesterday that South African jockeys lag far behind their British counterparts in remuneration.

● See Page 22

## So who said the Irish are such mugs?

**London Bureau**

LONDON. — The Irish in Britain Representation Group is claiming its first victory in a campaign to force the withdrawal from sale of joke Irish mugs — with handles on the inside.

A London retailer, the Covent Garden General Store,

has stopped selling the mugs and returned outstanding stocks to the manufacturers.

The decision was taken following approaches from shoppers, the store's manager said.

She said the store had been selling the mugs in small quantities for some time.

"But we decided it was not

in good taste and the staff agreed," she said.

The IBRG, which last month failed to persuade the Attorney-General to prosecute sellers of the mugs, is delighted with the Covent Garden store's decision, according to London committee chairman, Mrs Bridget Gavin.

## Gold and dollar both strong

LONDON. — The dollar rose unexpectedly yesterday. Gold was also strong.

Gold was fixed at \$341.75 in London in the afternoon and at \$337.25 in the morning. Friday's second fixing was \$338.

● Report — Page 13

## Men light for turns against the red light

**AKHALWAYA THE MINNIE**

are to be allowed against the red light intersections.

was given at of the Johannesburg Transport Commit-

from today at only the following intersections:

- Barry Hertzog Avenue left into Judith Road, Emmarentia.
- Wessels Street left into Jorissen Street.
- Braamfontein.
- Joubert Street extension left into St Andrews Road,

against a red light, even if there are no pedestrians or cross traffic.

Mr Pearce said no time limit had been set for the experiment, although he expected it to be no more than six months.

The chairman of the Johannesburg Transportation Committee, Mr Jan van

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SPECIAL

NDH  
(151) 8/8/82  
'Militant' union wins recognition in Natal

**Labour Correspondent**

THE unregistered SA Allied Workers Union (Saawu) has won its first formal recognition agreement in Natal.

The union has been recognised by a British-owned ink firm Coates Brothers at its Isipingo plant.

The company was hit by a strike two years ago and talks between the two sides have been going on for some time.

A joint statement by Saawu and the company says that both sides have affirmed their belief in "industrial relations and industrial peace".

The agreement is believed to be a precursor to further written accords between the company and Saawu.

Saawu's general secretary, Mr Sam Kikine, this week hailed the agreement as "a victory for both the company and the workers". He said Saawu regarded Coates Brothers as "a progressive company".

Mr Kikine has appeared in court to face charges under the Terrorism Act after being detained without trial for some months. He was then released on bail. He was hospitalised during his detention.

The company's managing director Mr G P Jordan said yesterday the agreement was "nothing momentous — it simply reflects the direction in which most employers are now moving".

He declined to elaborate further, saying the two sides had agreed not to enlarge on the statement.

Saawu's strongest branch is in East London, where it is known to have won three recognition agreements.

The union has been the subject of repeated official action, particularly in East London, and many employers in that area refuse to deal with it, claiming it is "too militant".

Saawu's president and vice-president, Mr Thozamile Gqweta and Mr Sisa Njikelana, are awaiting trial on charges under security laws and its East London chairman, Mr Eric Montonga, has been in detention for eight months.



# SATS union row <sup>2. Post</sup> under the spotlight

Post Reporter

THE Labour Affairs Committee of the Midland Chamber of Industries today discussed the Port Elizabeth harbour clash between the South African Transport Services (SATS) and members of the General Workers Union.

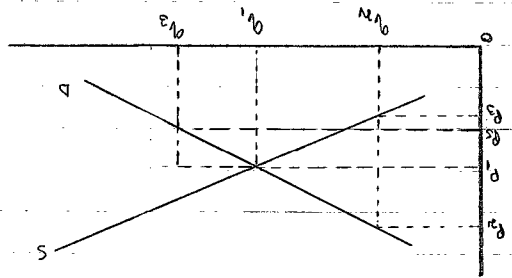
Beforehand, the chamber's executive director, Mr Brian Matthew, said the overall labour situation, including the dispute in the motor manufacturing industry which has crippled production for more than a month, would be discussed.

A report on the situation in the harbour, where the GWU has given the SATS an ultimatum to meet its workers' committee by Monday, would also be received.

Academics, opposition spokesmen and the chamber have called on the SATS to do so.

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In a good year output rises to  $q_2$ . In a bad year output falls to  $q_1$ . In order for the price to remain at  $p_1$  the government must put a buffer stock reserve, so quantity  $q_2$  is put onto the market must by quantity  $q_1 - q_3$  up at price  $p_1$  and put it into buffer stock reserve. Now in a bad year output falls to  $q_2$ . In order for the price to remain at  $p_1$  the government must put  $q_2 - q_1$  on the market, therefore quantity  $q_1$  goes on market at price  $p_1$ . In this way government has been able to stabilise the system, although farmer income & varies.



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long run. If however the demand was inelastic the price fluctuations would be unstable and the price fluctuations would increase over time. The government may wish to stabilise the price and they can do this by buying and selling in the agricultural field.

Question 6 (cont.)

*Cape Times 18/8/82*  
**SATS refuses to reply to letter from ITF**

PORT ELIZABETH. — The South African Transport Services (Sats) has allegedly refused to reply to a letter from the powerful International Transport Workers Federation (ITF) claiming police harassment of dockworkers — because the letter was released to the press.

In a statement released on Monday, the ITF said that the Sats head, Dr Kobus Loubser, had refused to reply to the letter. The ITF was "very surprised" as the letter was released to the press only "after allowing ample time for him to receive and consider it".

"This is the latest development in a dispute between the Sats and the General Workers Union, in which the ITF has ex-

pressed solidarity with dockworkers belonging to the union.

In lengthy correspondence with Dr Loubser, the ITF queried alleged harassment by Railways Police of GWU members in Port Elizabeth.

The ITF had written that it was sure the Sats would not dispute that "these questions are of public concern, involving the policy and practices of a State-owned enterprise of great size and importance".

The Sats had refused to consider calls for the recognition of the dockworkers' committee or allegations of harassment by police, as these had not been conducted through the "correct channels." — Sapa

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127 & lost 19/8/82

# PE Mayor's help sought in dispute

By SANDRA SMITH  
THE Midland Chamber of Industries has formally asked Port Elizabeth's Mayor, Mr H van Zyl Cillie, to intervene in the dispute between the South African Transport Services (SATS) and the General Workers Union (GWU).

The union, which represents nearly 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond.

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognised SATS channels.

The Transport Services have also said there will be no negotiations with any worker body other than its own staff associations.

The Chamber of Indus-

tries, Opposition spokesmen and academics have called on the SATS to hold talks with the union and have warned of international repercussions if negotiations do not take place.

On Monday, the Chamber of Industries called for a delegation comprising the Mayor and labour relations experts to find a solution to the dispute.

Mr Van Zyl Cillie today confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential.

It is believed he was asked to intervene urgently and hold talks with top SATS management on the issue.

"I am very concerned about the labour unrest in the Eastern Cape and am doing everything in my power to try to reach a favourable conclusion in this matter," he said.

# Millers and workers unhappy over decision

Labour Reporter

ABOUT 700 farm labourers in the sugar industry in Natal have been reclassified as industrial workers following a recent industrial court decision — a move which could significantly alter their conditions of employment and wages.

The decision followed a week-long sitting in Durban earlier this year in a bid to resolve a dispute within the sugar industry which has been going on since 1950.

But, millers and the union said yesterday the dispute was likely to continue as the Court's judgment left 'too many grey areas'.

The decision to shift the dividing line between industrial workers and farm labourers outside of the actual factory premises could also spill over into other agriculture-based industries and spark off labour disputes.

South Africa's farm workers at present are excluded from labour legislation and therefore have no access to any legal bargaining structures, including trade unions.

## Disputes

But, although the workers who load and unload cane for transhipment to the mill now fall under labour legislation, the Court ruled that conditions of employment 'other than on an agricultural basis' would have to be negotiated.

This ruling is likely to lead to further disputes when sugar millers and the union wrestle over higher wages and improved conditions of service for these employees.

C G Smith's personnel director, Mr William Horlock, said the judgment was like launching a new model of car along a road with no sign-posts or directions.

He said millers were considering the possibility of appealing against the judgment because the issue has tremendous implications for the industry.

Mr Selby Nsibande, general secretary of the National Union of Sugar Manufacturing and Refining Employees, said the judgment was not 'constructive' as there were still a number of grey areas.

*Moroccy*  
*20/8/82*  
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20/8/72

# Railmen tell SATS deadline is Monday

Labour Reporter

ABOUT 600 railway workers at Port Elizabeth docks say that if the South African Transport Services has not begun discussions by Monday, they will make no further attempts to talk.

The workers — all members of the General Workers' Union — have been locked in a recognition dispute with SATS for a year.

The GWU says it has made numerous attempts to discuss the dispute, but management has not responded.

#### NOT DECIDED

Mr David Lewis, general secretary of the GWU, said yesterday the workers had not decided what to do on Monday if SATS still refused to talk, but they would make no further efforts to negotiate.

"However, they won't refuse to talk if SATS initiates discussions with them."

Mr Brian Matthews, director of the Midland Chamber of Industries, has appealed to the mayor of Port Elizabeth, Mr H van Zyl Cillie, to "set up a diplomatic shuttle" between the GWU and SATS.

He said: "If people don't talk, the end result could be conflict, and there is enough strife in this area already in terms of labour unrest."

The chamber had appealed to the mayor to chair a discussion between the GWU and SATS and get dialogue off the ground.

Mr Cillie said today he had been talking to both the GWU and SATS, but declined to comment.

"It is a very sensitive issue at the moment, and it would not be wise to say too much about it."

Mr W B Holtes, chief executive of the South African Foreign Trade Organisation, said if there were a strike, inland cargo for export would be channelled through other ports, which might prove attractive alternatives to Port Elizabeth.

"Port Elizabeth already has a development problem and is struggling to get more products through its port."

Mr Holtes added he did not want to get involved in the dispute.

# Firm may recognise union

By JOSHUA RABOROKO

ONE of the country's strongest emerging black trade unions, the Motor Component Workers Union of SA (Macwusa), has submitted a draft recognition agreement to a major motor company representing over 300 workers in Pretoria.

The union's Transvaal

secretary, Mr Donse Khumalo, told The SOWETAN yesterday that after a meeting this week the company, Loursen Motor Component Manufacturer, promised to study the draft.

Mr Khumalo said that some of the points outlined in the draft include:

- access into the company premises by union officials;
- the recognition of an elected committee to have full bargaining rights;
- that no union members should be victimised by management at any time;
- the right by union members to unionise

more workers;  
• and the full recognition of the union.

"We are looking forward to management giving us full recognition rights so that we should be able to represent all the workers at the plant," Mr Khumalo said.

Mr Khumalo said his union represented over

150 151 152  
CAPE TIMES 21/8/82  
**Railmen hand  
in ultimatum**

Staff Reporter  
WORKERS at the Port Elizabeth docks have given the South African Transport Services (SATS) until Monday to talk to their committee — after which they will consider "further action."

This ultimatum was contained in a letter by more than 600 railways dockers to the port manager, a move which could bring the lengthy recognition dispute between the SATS and the General Workers Union (GWU) to a head.

The union has warned that if the dispute does erupt into a strike, stevedores at four ports, in-

cluding Cape Town, would probably be drawn into it. It could also generate international solidarity action from the International Transport Workers Federation (ITF).

The Midland Chamber of Industries has called for a deputation of industrialists and councillors to meet the SATS and the GWU in an attempt to break the deadlock, and PE employers — already hit by large-scale conflict in the motor industry — are edgy at the prospect of a major strike at the docks.

In a statement, the GWU said the conflict had been "brewing for 10 months now and has involved an unprecedented level of victimization and police harassment.

"The union's considerable efforts at negotiation have failed. The effect of the deadline is that if the SATS does not respond to the worker's request, we will be forced to conclude there is no point in making further efforts to initiate discussions with them."

A GWU spokesman said that after Monday the workers would be meeting to decide what to do if the SATS standpoint did not change. Nothing had been planned yet, he said.

A spokesman for the SATS said their policy had not changed and they were not prepared to react to the letter.

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# Union dispute with SATS on the brink

Post Reporter

AN ultimatum to the South African Transport Services to meet representatives of Port Elizabeth dock workers expires at midnight — with SATS still adamant it will not respond to approaches not conducted through the "correct channels".

The SATS stance has been criticised by the Midland Chamber of Industries, the Port Elizabeth Chamber of Commerce, Opposition spokesmen and academics who have warned of international repercussions if negotiations don't get underway.

The General Workers' Union (GWU), which represents about 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS.

Last week about 600 of the union's members signed a letter to the Port Elizabeth Port Manager giving SATS until today to respond

to their request for a meeting.

They have said they will decide on action if there is no response.

SATS' Public Relations Officer, Mr Leon Els, said today no meeting with the GWU representatives would be considered.

Workers' grievances should be made through the Black Staff Association or through direct approaches to the Midlands System Manager or the General Manager.

"Our position does not change and we are still waiting for people to make representation through the channels available," Mr Els said.

The Secretary of the Port Elizabeth Chamber of Commerce, Mr A J Gilson, said the repercussions of industrial action by the dockers could have ramifications beyond Port Elizabeth as GWU was linked with the International Transport Workers' Federation.



rather than a consumption expenditure 12.

Thirdly, I would like to examine medical education. The medical schools have to face several problems, and many of these will influence the health services of our country.

Firstly, there is a shortage of medical schools in the United States.

Secondly, there is a shortage of medical specialists.

Thirdly, there is a shortage of medical specialists with the S.A. Medical Council.

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Forty-ninthly, there is a shortage of medical specialists with the S.A. Medical Council.

Fiftiethly, there is a shortage of medical specialists with the S.A. Medical Council.

or a substantial investment in buildings or medicine or equipment, governments throughout the third world persist in building prestige hospitals. For example, a multi-storey hospital in Addis Ababa stands empty, because when it was completed it was found that it would cost more than the entire health budget of the country to staff it properly.

It is also common to find expensive buildings in rural areas, but uncommon to find them fully equipped and staffed.

A colleague of mine, from an independent Southern African state recently complained that he was suffering from the effects of too much aid! This aid, had taken the form of a massive grant to build a prestige hospital. This hospital would require all the doctors in the territory to staff it and the running costs would be beyond the reach of his country's limited finances. What then are the options?

Oscar Gish in his book "Planning the health sector: the Tanzanian experience", gives two examples of the options available to health planners. Using the same investment of 6 million Tanzanian shillings planners could construct one regional hospital or 15 health centres.

The operating cost would be similar but the in-patient admissions, out-patient visits and population covered at the 15 health centres would be vastly higher than at the one regional hospital. Similarly Gish highlights the differences in cost per in-patient day of dispensaries, rural health centres, district hospitals, regional hospitals and national hospitals.

Unfortunately such information is often lacking but when it is available the choice is clear.

Education plays a major role in influencing the structure of health services, although I would not presume to stress the importance of equal educational opportunities to an audience at U.C.T.'s three specific types of education are of importance;

Firstly, Health Education. Here I quote the Secretary for Health, Dr. Johan de Beer, who stated: "The extent to which we will be able to reach the potential blessings of even the most forward looking health legislations will largely depend on the success we achieve when we attempt to establish or extend appropriate health education services" 16.

Secondly, I believe that we must educate those in the private sector, in order to convince them that Health is indeed, a production investment,

# PE dock workers warn of industrial action

By STEVEN FRIEDMAN  
Labour Correspondent

A MAJOR confrontation between the SA Transport Services and workers at Port Elizabeth docks loomed yesterday as the harbour's port manager failed to meet a worker deadline for union recognition talks.

In another development in the strife-torn Eastern Cape labour relations yesterday, the National Automobile and Allied Workers Union (NAAWU) held talks with motor employers in a fresh attempt to break the industry's wage deadlock.

Sources at the meeting said "good progress was made", and that another meeting would be held soon.

The meeting was called by the NAAWU, which claims majority support among SATS workers at the docks, has been asking the Railways for talks for 11 months. Recently, about 600 union members at PE harbour wrote to the port manager, asking for a meeting on recognition. It set yesterday as the deadline. Last week, a SATS spokesman said the administration would not reply because the request had been channelled through the union. The union said yesterday its doors "remain open as always to the SATS management", but stressed that workers would not initiate discussions again. Workers will meet later this week to discuss SATS' refusal to answer their letter.

after NAAWU, which recently withdrew from the industry's industrial council, approached employers to ask for direct factory bargaining on workers' pay claims.

Informed sources said yesterday employers were not willing to negotiate individually with the union, but had indicated that they were prepared to discuss joint bargaining with NAAWU outside the official council system.

A confrontation in the docks appeared almost inevitable yesterday as the General Workers Union (GWU) warned that workers believed they were "left with no alternative but industrial action".

But the union urged business leaders to continue their efforts at finding a solution.

The GWU, which claims majority support among SATS workers at the docks, has been asking the Railways for talks for 11 months. Recently, about 600 union members at PE harbour wrote to the port manager, asking for a meeting on recognition. It set yesterday as the deadline. Last week, a SATS spokesman said the administration would not reply because the request had been channelled through the union. The union said yesterday its doors "remain open as always to the SATS management", but stressed that workers would not initiate discussions again. Workers will meet later this week to discuss SATS' refusal to answer their letter.

There is also a lack of health care and solutions to these problems 19.

Initially, we may need to reform the selection process for medical students. At present most medical students throughout the world are chosen on the basis of their intellectual ability. Scant attention is paid to value characteristics, or personality characteristics. The School of Medicine of Bar Gurion University of the

of health care and solutions to these problems 19.

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# Dockers' <sup>ARGUS 24/88</sup> warning <sup>21</sup> to SATS <sup>22</sup> on action

Labour Reporter

THE refusal of the South African Transport Services (SATS) management to speak to the Port Elizabeth dockers who belong to the General Workers' Union has left the workers with no alternative to industrial action, Mr David Lewis, general secretary of the GWU, said yesterday.

The warning comes after SATS's refusal to open discussions with the workers after a deadline, which was issued to the Port Elizabeth Port Manager by 600 dockers last week, expired yesterday.

## MANY TIMES

In a statement on behalf of the union Mr Lewis said the workers had made "countless efforts" to talk to their employers but had been unsuccessful.

Mr Lewis said the workers would not try to initiate any further discussions.

"However, our doors remain open, as always, to SATS and we shall be happy to talk to them at any time without preconditions," he said.

"The workers will meet this week to discuss the Port Manager's refusal to speak to them and plan a further course of action."

## 1 000 WORKERS

"It must, however, be emphasised that the workers believe they have been left with no alternative to industrial action."

The GWU, which represents more than 1 000 SATS dockers in the Port Elizabeth and East London ports, had tried for 10 months to hold talks with SATS, he said.

The union was aware of attempts by industrialists, and Port Elizabeth civic leaders to find a solution to the present impasse and urged them to persevere in their efforts.

# No reply to ultimatum by dock workers

*Cape Times 24/8/82*  
*(15/12/82)*

By PHILLIP VAN NIEKERR

THE South African Transport Services (SATS) has failed to respond to an ultimatum by more than 600 railway dockers to meet with their union committee.

There are now increasing fears of a strike in South Africa's ports.

The ultimatum, contained in a letter to the Port Elizabeth port manager, was delivered after numerous unsuccessful attempts by the General Workers' Union (GWU) to deal with SATS on behalf of its membership at the Port Elizabeth and East London docks.

The deadline for a response was yesterday afternoon. A GWU spokesman said the workers would meet this week to discuss the refusal and plan further action.

He said the workers believed they had been left with little alternative to industrial action.

A spokesman for SATS said yesterday that the letter had not been sent through the "normal channels" and therefore they had to ignore it.

The GWU spokesman said: "Our doors remain open as always to the SATS management and we shall be happy to talk to them at any time without pre-conditions. However, the workers, who have made countless unsuccessful attempts to talk with their employers, will not again attempt to initiate discussions."

Mr Brian Mathews, executive director of the Midland Chamber of Industries, said the chamber's informal attempts to break the impasse were

continuing. The chamber believed a dockers' strike, which could spill into other ports, would cause serious difficulties for industry.

"The important principle in this dispute is that a worker has the right to belong to a union of his choice. This principle has been recognized in the government's new labour dispensation."

● Metal and Allied Workers' Union shop stewards in seven Witwatersrand factories owned by the Barlow Rand group are to ask the group for joint talks with all of them, aimed at negotiating a uniform union recognition agreement at all seven plants.

## First time

This is believed to be the first time a union has asked a major group to negotiate a number of recognition agreements simultaneously.

● Production at Ford's plants in Port Elizabeth returned to normal yesterday following Friday's walk-out by 400 workers over the company's refusal to reinstate more than 500 retrenched workers.

The walk-out came soon after Ford had reopened its plants following a 10-day closure.

The regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettle, said the union was hoping to set up a meeting today to discuss the retrenchments.

The company's industrial relations director, Mr Fred Ferreira, confirmed that all the workers had returned, but would not comment on the possibility of a meeting with Naawu.

● Stevedore firm lays off 240, page 3

# GWU ask <sup>E. Post</sup> Minister to probe <sup>24/8/82</sup> dispute (51)

Post Reporter

THE General Workers' Union (GWU) is to ask the Minister of Transport Affairs, Mr H Schoeman, to investigate the 10-month-long dispute between the union and the South African Transport Services (SATS) in Port Elizabeth.

This follows reports that the Minister said last night he was prepared to investigate the dispute if the GWU approached him.

He is also reported to have said he understood the problem was that SATS' Black Staff Association had a closed shop agreement with the Transport Services and would not allow it to deal with any other union.

Mr Schoeman was at a Cabinet meeting today and unavailable for comment.

A GWU spokesman said today the union had noted the Minister's offer to investigate the dispute and would request an investigation immediately as the situation at the docks was "very tense".

Yesterday a SATS spokesman reiterated the employer's stance that workers should express grievances or suggestions through the Black Staff Association or by direct approaches to SATS management.

An ultimatum to SATS to meet representatives of Port Elizabeth dock workers expired yesterday.

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## Salcast foreman killed

By SELLO  
RABOTHATA

A FOREMAN employed by Salcast (Pty) Limited in Benoni was shot dead and several others have received death threats after about 600 employees were retrenched last week.

The man was Mr Ezekiel "Ngdlangadla" Moremi (43) of 12037 Barwa Street, Daveyton. Another man was also said to have been killed when he knocked off from night shift, but this

could not be confirmed.

Company officials said they did not know of any of these incidents. One said: "I can neither deny nor confirm this." She said reporters should speak to a Mr Van der Merwe, who was not in. Another said he did not think the killing had anything to do with the recent retrenchments.

Although management seems to be in the dark over the matter, employees told The SOWETAN that

those who had been retrenched were bitter about it. Some blamed the superiors or "indunas".

The employees' hostel in Vosloorus, built by the company, was also reported to have been damaged.

One employee said: "Two of the supervisors in a department have since disappeared and we are worried about them. Many others fear they will also be victimised."

424 (151)  
**Mawu asks Barlows**  
**for recognition** ROM  
24/8/82

Labour Correspondent  
METAL and Allied Workers  
Union shop stewards in seven  
Witwatersrand factories  
owned by the Barlow Rand  
group are to ask the group for  
joint talks to negotiate a uni-  
form union recognition  
agreement at the plants.

Shop stewards commit-  
tees in each plant will submit  
preliminary recognition  
agreements to management  
and will request Barlow  
Rand to negotiate an agree-  
ment jointly with them, a  
union statement said.

Meanwhile, Fosatu  
National Union of Textile  
Workers has accused Barlow  
Rand of breaking its internal  
employment code and of "be-  
ing indifferent to unfair la-  
bour practices in its  
subsidiaries".

The charges flow from a  
dispute at the Uitenhage  
plant of Veldspun where the  
union charges 1,000 workers

were "locked out illegally"  
after 60 workers were sacked  
— allegedly for refusing to do  
the work of 25 retrenched  
colleagues.

Veldspun is owned by Ro-  
matex, in which Barlow  
Rand has a majority share.

Barlow Rand has an inter-  
nal employment code for all  
its subsidiaries and NUTW  
claims that Veldspun's action  
violates this.

Barlow Rand industrial re-  
lations chief Mr. Reynald  
Hofmeyr said yesterday the  
group had decided to refer  
the matter to Romatex, who  
were dealing directly with  
the union on its charges.

He said it was unlikely that  
Romatex would comment  
publicly.

Barlow Rand's head office  
was not directly responsible  
for day-to-day management  
at Veldspun but was watch-  
ing developments at the com-  
pany, Mr Hofmeyr said.

# Minister refuses to talk to docks union

Labour Reporter

THE Minister of Transport Affairs, Mr Hendrik Schoeman, has said he is not prepared to negotiate with the General Workers' Union, which represents more than 1 000 railway workers in the Port Elizabeth and East London docks.

Yesterday it was reported that Mr Schoeman was indicating a "willingness to investigate the dispute".

In a statement released by Mr Leon Els, public relations officer of the South African Transport Services (SATS), on behalf of the Minister, he said Mr Schoeman's comments should not be read out of context, but against the background of his whole interview with the newspaper.

## "MADE CLEAR"

"The Minister made it quite clear from the outset that he would negotiate only with his own personnel or their recognised representatives, namely the SATS staff associations, and not with any outsiders.

"It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not," the statement read.

SATS knew of no complaints from any of its staff regarding salaries or service conditions and any strike which might be called would be for reasons other than the normal ones, it added.

## APPEAL

Mr David Lewis, general secretary of the General Workers' Union, made an urgent appeal to the Minister yesterday, asking him to intervene in the year-old dispute between SATS and the 1 000 dockers which threatens to erupt into a strike which, he said, could have international ramifications.

A spokesman for the Minister confirmed that the Minister had received a telegram from Mr Lewis and said the Minister would reply to him directly.

Top industrialists and civic leaders in Port Elizabeth, including the director of the Midland Chamber of Industries, Mr Brian Matthews, and the Mayor, Mr H van Zyl Cillie, have expressed concern about the dispute and have appealed to the two parties to open talks.

SATS had no comment to make on these appeals, Mr Els said.

# Plea to minister on dockers row

CAPE TIMES 25/4/82

Staff Reporter (S)

THE GENERAL Workers' Union (GWU) has sent an urgent request to the Minister of Transport, Mr Hendrik Schoeman, to investigate the union's dispute with the SA Transport Services (Sats) at the Port Elizabeth docks.

The request was made following a report by the Cape Times Port Elizabeth correspondent that Mr Schoeman would be prepared to look into the dispute if approached by the GWU, indicating a softening in Sats' attitude to the union.

Mr Schoeman was busy at a cabinet meeting yesterday and was not available to verify his reported statement or state his response to the GWU's approach.

On Monday, a deadline set by GWU dockworkers for Sats to open talks with their workers' committee expired without response. The union said the workers believed there was no alternative left to industrial action.

Sats has been refusing to deal with the GWU for more than 10 months and Mr Schoeman himself told a meeting of the Artisan Staff Association in April that he would never deal with an unregistered trade union.

Mr David Lewis, general secretary of the GWU, said that following Mr Schoeman's reported remarks they were hopeful of a resolution to the dispute "even at this late stage".

The dispute has captured international attention and industrialists, fearing the effects of a dockers' strike which could affect Cape Town, East London and Durban as well, have urged Sats to meet the GWU.



# Minister will not intervene

S. Post 25/8/82

## 'No talks on PE docks dispute with outsiders'

By SANDRA SMITH

THE Minister of Transport Affairs, Mr Hendrik Schoeman, today denied reports that he said this week he would investigate the dispute at the Port Elizabeth harbour between the General Workers Union (GWU) and the South African Transport Services (SATS).

The Minister was reported to have said he would investigate the 10-month long dispute if approached by the GWU.

The report added that the Minister said he understood the problem was that the Black Staff Association would not allow SATS to recognise any other union.

On hearing of the Minister's reported statement on Tuesday, the GWU immediately teleaxed him urgently requesting an investigation into the dispute.

A statement released by SATS today on behalf of the Minister said reports

"alleging that the Minister had stated he was prepared to negotiate with the GWU... are definitely incorrect".

The statement added: "The Minister has indicated that his comments should not be read out of context but against the background of his whole interview with a newspaper.

"He made it quite clear from the outset that he would negotiate only with his own personnel or their recognised representatives, namely the SAR Staff Associations, and not with any outsiders.

"It is self-evident that one would listen to your own people's grievances, whether there is talk of a strike or not.

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions and that any strike which may be called for would be for reasons other than the normal."

● The Minister's reported statement came after an ultimatum from Port Elizabeth dockworkers to SATS to open talks with their representatives expired on Monday.

# SATS snubs outsiders

Own Correspondent

## PORT ELIZABETH

The SATS Transport Services yesterday issued a statement saying that the Minister of Transport Affairs, Mr. H. Schoeman, was prepared to negotiate only with his own personnel and their recognized representatives, the SAR Staff Association, and not with any "outsiders".

The full SATS statement reads: "Over the last few days there have been several newspaper reports alleging that the Minister of Transport Affairs had stated that he is prepared to negotiate with the General Workers' Union."

"These reports are definitely incorrect."

"The minister has indicated that his comments should not be read out of context but, against the background of his whole interview with the newspaper:

"He made it quite clear from the outset that he would only negotiate with his own personnel or their recognized representatives, namely the SAR Staff Association and not with any outsiders."

### 'No staff complaints'

"It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not."

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions and that any strike which may be called for would be for

reasons other than the normal."

On Tuesday Mr. Schoeman was quoted as saying in an interview that he would be prepared to investigate the dispute between SATS and the General Workers' Union (GWU) if the union contacted him.

The report did not state that Mr. Schoeman indicated he would be willing to negotiate with the GWU.

The minister made no mention of negotiation with any party, nor did the report.

### Official solution

In the interview Mr. Schoeman said: "I have discussed (the dispute) with officials of the Railways and it seems they are going to solve it themselves."

"I don't know how serious it is but I understand it is a problem between our union and this other union."

"These workers want another union."

When asked whether, in the light of warnings of the seriousness of the situation and recent urgent calls on SATS to open talks with the GWU, he was not prepared to intervene, he said: "I would be prepared to investigate the dispute if the union contacts me."

Mr. Schoeman also said that although the SATS Black Staff Association was still young, over 70 percent of black employees had joined it.

Mr. Schoeman was not available for comment yesterday.

# Sats: minister won't talk to outsiders

PORT ELIZABETH — SA Transport Services (Sats) yesterday issued a statement saying that the Minister of Transport Affairs, Mr H. Schoeman, was prepared to negotiate only with his own personnel and their recognised representatives, the SAR Staff Association,

and not with any "outsiders".

The Sats statement read in part: "Over the last few days there have been several newspaper reports alleging that the Minister of Transport Affairs had stated that he was prepared to negotiate with the General Workers' Union,

These reports are definitely incorrect.

"He made it quite clear from the outset that he would only negotiate with his own personnel or their recognised representatives, namely the SAR Staff Association and not with any outsiders."

The Sats statement comes after a report on Tuesday which quoted Mr Schoeman as saying in an interview that he would be prepared to investigate the dispute between Sats and the General Workers' Union, (GWU) if the union contacted him.

The report did not state that Mr Schoeman indicated he would be willing to negotiate with the GWU. The Minister made no mention of negotiation with any party and nor did the report.

In the interview Mr Schoeman said: "I have discussed (the dispute) with officials of the Railways and it seems they are going to solve it



**MR SCHOEMAN**  
themselves."  
Mr Schoeman was not available for comment yesterday. — DDC.

# Clash looms between council and workers

Mercury 26/8/82

(151) ~~151~~ ~~151~~  
Labour Reporter

A ROW is brewing between the Umhlanga Town Council and municipality workers as the council yesterday failed to meet the workers' deadline over union recognition.

The workers had given the council until yesterday to make a decision on the recognition of the Municipal Workers' Union of SA — or face further action.

The national organiser of the National Federation of Workers, to which the union is affiliated, Mr Magwaza-Maphalala, said the workers had set this deadline after a meeting last weekend to consider three months of recognition negotiations.

The union began negotiations with the municipality in April and sent in its constitution. The Town Clerk had been invited to a meeting to prove that the union had a majority membership among the black workers, he said.

He added that although a draft recognition agreement had been sent in June no agreement had yet been reached.

## Decided

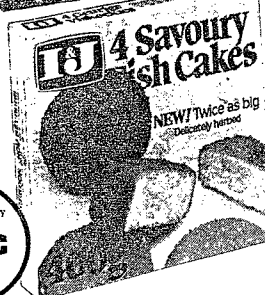
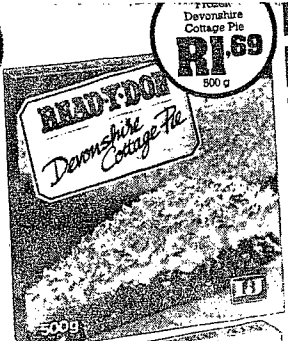
The workers, he said, were 'disillusioned' with the council and felt that a decision should be made one way or the other. They would be meeting later this week to discuss further action.

They had also decided that until a recognition decision is made the shop stewards committee would not meet with the municipality to discuss any other matter, he said.

Umhlanga's Town Clerk, Mr Brian Watson, confirmed he had been informed by the union of the workers' deadline but said it was unlikely that a decision would be made on recognition before the end of September because of the coming municipal elections.

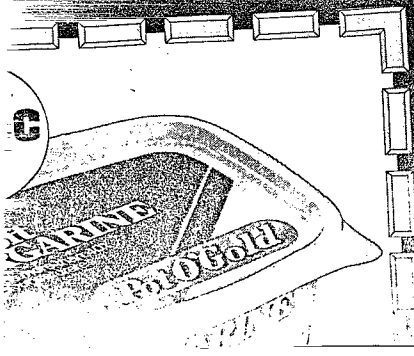
Mr Watson said the recognition agreement had been discussed in committee and council members had asked whether the union had negotiated with any other authorities as they were not prepared to be 'guinea pigs'.

Savoury  
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**OK**  
GREY MILLS, KAYE EDDIE 13162/100040

**argarine.**  
the flavour.



Having to fly around the bunge of Africa  
an estimated additional 6 hours' flying time payments on a new

# Chanting Colgate workers protest at increased workload

R20M (151)  
26/8/82

By STEVEN FRIEDMAN  
Labour Correspondent

ABOUT 100 singing and chanting Colgate Palmolive workers marched through the company's Boksburg plant yesterday in protest at the demotion of a colleague and in support of claims that management was doubling the workload in its boilerhouse without hiring new staff.

It is believed to be the first time workers have undertaken protest action of this sort in the area.

As workers left the plant for lunch, onlookers on one of the East Rand's main roads watched as they marched through the grounds, sang union songs and displayed a poster reading "Boilerhouse Fosatu".

The protest lasted about 20 minutes.

Worker leaders wore T-shirts bearing the emblem of Fosatu, the Federation of SA Trade Unions. The Chemical

Workers' Industrial Union, to which Colgate workers belong, and which the company has recognised, is affiliated to Posatu.

Management did not appear to intervene in the march and there were no incidents.

In a statement issued after the protest, CWIU members at Colgate accused management of doubling its operations in the boilerhouse and refusing to acknowledge workers' demands that it hire additional staff.

They said the grievance had first been raised in April. They also charged that a union member had been demoted and his place taken by a non-member.

Colgate's industrial relations chief, Mr Derek Magid, said yesterday the protest was "irrelevant and unnecessary". The complaints raised by workers were still going through the grievance procedure negotiated between the company and CWIU.

## No talks as harbour confrontation looms

Labour Correspondent  
A MAJOR confrontation at the Port Elizabeth docks appeared almost inevitable yesterday as the Transport Minister Mr Hendrik Schoeman issued a statement back-tracking on his earlier offer to intervene in the dispute between SA Transport Services and the General Workers Union.

Yesterday the GWU issued a statement saying confrontation was now "likely" and warned that the SATS refusal to talk seemed set to "shatter three years of labour peace in the country's harbours".

A statement by Mr Schoeman that he was prepared to intervene gave rise to hopes

of averting confrontation and the union cabled him to formally ask him to step in.

Yesterday Mr Schoeman claimed he had "made it quite clear from the outset that he would only negotiate with his own personnel" and that he would only negotiate with all of their recognised representatives, namely the SATS' staff associations, and not with any outsiders.

A SATS spokesman confirmed that the statement meant the railways would not talk to the union.

Yesterday the GWU backed, saying the issue "is the Minister's apparent about-face but SATS' refusal to talk to an independent union".

# Sandt opens

The Advertisemen  
Rand Daily Mail re  
... for

# Refusal of talks with GWU seen as insult

26/8/82  
(15) ~~17~~  
E. Post ~~17~~

By SANDRA SMITH

THE South African Transport Services' (SATS) refusal to hold talks with representatives of Port Elizabeth dockworkers is considered an insult to major employers in the country who have urged the SATS to behave in a "reasonable and mature fashion".

This was said in a statement by the General Workers Union (GWU), which represents about 1,000 dockers in Port Elizabeth, and has tried to meet SATS representatives for about 10 months.

The statement comes after a denial by the Minister of Transport Affairs, Mr H. Schoeman, yesterday that he had said he would be prepared to investigate the dispute if approached by GWU.

The GWU statement said the important issue was not the Minister's "apparent about-face" but the SATS's continued refusal to talk with an independent union.

A confrontation was now likely because of the employers' "obstinate refusal" to discuss the establish-

ment of a structure through which the workers could channel grievances.

The attempt by SATS to "turn back the clock of time" on labour reform would lead to a confrontation which would shatter three years of labour peace in the country's harbours, the statement said.

The SATS' attitude exhibited "a scandalous disregard for the economic and political stability of the country's most depressed and volatile region".

It would discredit the efforts of "all those seeking negotiation rather than confrontation as a solution to this country's problems".

The Minister said we are outsiders. We are certainly outside of SATS' control, but we are representative of SATS dockers in Port Elizabeth and East London," the statement said.

Like all other workers, the SATS dockers had grievances which they wanted to discuss with their employers.

SATS's refusal "flies in the face of Government labour policy", it added.

RDM 27/8/82 (151) 189 300 765 546

# Metal council rules face major legal test

By STEVEN FRIEDMAN  
Labour Correspondent

**WORKERS** at a Durban metal plant are considering seeking a court order declaring that the rules of the country's biggest industrial council pension fund, which affects nearly half a million workers, have no legal force for black workers.

The move would have major implications for industrial relations in the metal industries. If the action succeeds, lawyers say, it will mean the metal industrial council agreement is also not applicable to blacks.

Industrial councils are a cornerstone of the country's official bargaining system. The metal council is the biggest, fixing minimum wages and work conditions for more than 450 000 workers of all races.

The possible court action is

the latest development in an ongoing attempt by workers at Defy Metal Industries to have their contributions to the metal industries pension fund refunded.

The workers, most of whom belong to the SA Allied Workers' Union, struck over this demand and have been negotiating it with Defy for about nine months.

But Defy cannot meet the demand as the fund's rules do not allow workers to withdraw their money unless they have retired or have left the industry for six months.

Earlier this year, the company applied unsuccessfully to the council for an exemption from its rules.

Talks continued, but on Friday Defy told the union nothing further could be done, short of breaking the law.

A Saswu representative said yesterday that the union had decided this week to consider three courses of action.

They would either appeal to the Minister of Manpower against the council's decision not to grant an exemption, ask the company to establish a non-contributory pension fund or seek the Supreme Court order.

The application for the order would argue that the agreement setting up the pension fund should not have been extended to black workers because the unions which negotiated it were not representative of them.

A course of action would be chosen next week.

"The workers believe they were not consulted about setting up the fund. They also have no control over how it invests its money or detailed knowledge of how it is administered. They therefore do not want to belong to it.

"The company's attitude is sympathetic, but the council has adopted a no-compromise stance. The workers therefore feel they must take

further action," he said.

The director of the Steel and Engineering Industries Federation, Mr Sam van Collier, yesterday confirmed that Defy had been refused an exemption. He said exemptions were granted to companies only on the basis of guidelines established by precedent.

Defy general manager Mr Ron Colley confirmed yesterday that talks had been taking place on the issue.

Defy had honoured its commitment to the workers and Saswu to keep them informed of its attempts to persuade the fund's board of management to change its rules, but it had ultimately been faced "with a situation over which we have no control".

The company believed communication with workers and the union had improved and that it had done everything it could to settle the issue, Mr Colley said.

Plant level bargaining is unlikely to replace industry-wide negotiations in South Africa in the near future.

As a result of recent dispensations in labour law and the emergence of black trade unions, employers have been caught up in the dilemma of how best to conduct negotiations.

While established unions and many employers are satisfied with the "tried and tested" system of industrial councils to decide on wages and working conditions in the labour arena, emergent unions have demanded plant or shop level negotiations.

This ticklish problem for managements is discussed in a new study of recognition agreements by Professor Johan Piron of Unisa's School of Business Leadership.

In "Recognition or Rejection?" Professor Piron says union demands for recognition often indicate an opposition to the industrial council system.

Emergent unions chose plant level recognition agreements as an alternative to the council system which operates on a regional industrial level, Professor Piron says.

This system is satisfactory for many established unions which also operate on that level but not for emergent unions which are seeking redress

# Employers in dilemma on negotiations

Union demands for recognition often indicate opposition to the industrial council system, thus presenting managements with a ticklish problem. Labour Reporter Tony Davis looks at a new study by a Unisa professor.

from managements at plant level.

While the established unions usually represent skilled workers, emergent unions represent unskilled or semi-skilled workers and these unions feel their members' rights cannot be adequately protected at council level, he argues.

Many black workers are not protected by their skills and the unions seek through a plant level recognition agreement to protect their members.

Some plant level negotiations are seen to reflect political aspirations and at the same time emergent unions may reject industrial councils because of their long-standing association with only white-member unions.

Professor Piron says that whether or not one agrees with such views, they do carry weight in industrial relations and have to be dealt with.

On agreements with only registered trade unions, Professor Piron says this should not be made a requirement.

The question of whether a union supports the statutory system of collective bargaining hardly affects its ability to represent the employees of the company.

He also discusses the difficulty of the criterion of representivity and the concept of "50 plus 1" percent for a union to be accorded recognition.

If a union with only 10 percent membership

in a plant can bring that plant to a standstill in the event of a strike, then the management should not be too fast in refusing to deal with the union.

A recognition relationship can only be successful if it operates on the level of "good faith," says Professor Piron. Emphasis on legal obligations by the parties involved and the threat of legal intervention tends to polarise attitudes.

There are a number of weaknesses to the industrial council system, according to Professor Piron. These include:

- It does not always meet worker needs at the plant level.

- It is a "slow-moving machine" and

does not always involve the parties concerned as much as it should.

- Because the council system meets the needs of centralised collective bargaining, it is not programmed to meet certain shop floor needs.

- Professor Piron argues that there are also weaknesses in relying solely upon plant level bargaining as there is little done in regard to medical aid or pension issues, and the system is young and in "dire need" of expertise and experience.

- "The industrial council system which will not go away or be pushed away in the near future," he says.

- Plant level agreements can also encourage inter-union rivalry for membership at a company.

- In his conclusion, Professor Piron recommends that the recognition practice be allowed to develop more extensively before any attempt is made to legislate such agreements. Once the practice has been allowed to develop further then legislation could be introduced in line with current practice.

- Professor Piron spoke on the subject of recognition agreements at a seminar organised in Johannesburg this week by Unisa's Institute of Labour Relations.

Star  
27/8/82  
151



# Call for stronger Rowntree boycott

27/8/82 (151) (121) ~~USA~~ *Some*

THE Johannesburg-based Worker's Support Committee has called for the intensification of the Wilsons Rowntree sweets boycott which started in East London more than a year ago after about 500 workers were fired for having gone on strike.

By SAM MABE

According to pamphlets distributed throughout the country calling for the support of the boycott, the fired workers cannot find work anywhere in East London, "because of actions by both the bosses and the Ciskeian authorities."

The pamphlets read: "Being fired from work is no fun. It is a threat every worker has to face at some stage. As most of our parents, families,

neighbours and friends are workers, we can understand and share the hardships and humiliation suffered by workers who have been kicked out of their jobs.

"Presently there are approximately 450 Wilson Rowntree workers who were fired 15 months ago. Most of us know that these workers were unfairly dismissed and subsequently called

for the boycott of all Wilson Rowntree sweets and chocolates.

"This," the pamphlets go on, "is to force management to bow down to the workers demands which are; the recognition of their union, the SA Allied Workers Union (SAAWU) and the unconditional reinstatement of all dismissed workers."

A spokesman for the Workers Support Committee said: "This is one boycott we are not going to stop until the workers' demands have been met. For the period that

the boycott has been going on, although they won't say so, we know that management has felt the pinch.

"For every person who abstains from buying all products of Wilson Rowntree, a meaningful contribution has been made in the workers' struggle for their rights and fair treatment on the factory floor.

"And if we all cooperate in this effort, nothing will beat us. We will realise our aspirations as citizens of this country and shall all be happy to make a contribution for the betterment of our country," said the spokesman.

Union  
E. Post  
27/8/81  
why were  
the cops  
called in?

MEMBERS of the Chemical Workers' Industrial Union (CWIU) at Colgate-Palmolive in Boksburg yesterday called on the company to account for the presence of Security Police during their protest march on Wednesday.

The workers said that when they were taking a petition to management on Wednesday special branch police were seen parked in the visitor's car park.

The industrial relations officer for the company, denied any knowledge of their presence.

A statement released by the workers said: "Management neglected decisions taken at a meeting with worker leaders. This caused grave dissatisfaction among workers who then decided to draw up a petition and took it to the personnel department themselves. The direct causes involve several minor and two major grievances which are a violation of the recognition agreement entered into by management and the CWIU."

The two major grievances were:

- Management doubled its operations in the boiler house but had refused to acknowledge pleas from the boiler attendants to take on additional labour.
- A fellow member, who had been operating a plant for the last three years, had been transferred to a lesser position on the grounds that he was nervous. This was done in favour of a non-union member.

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not believe it is  
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to decide if a  
-venture by an  
-entrepreneur is  
or unfeasible. I  
-ly opposed to  
-tiple," he said.

**BUSINESS**  
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-venture in Cape  
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-there would  
-ny business in

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-ce of its objec-  
-e scheme.

velopers have to  
-the Province  
-errule the

ince to appoint the con-  
-sultants responsible for  
-the design of the pool to  
-investigate its present  
-problems and if necessary  
-relocate the  
-outlets.

Councillors criticising  
-the appointment of the  
-same consultants said it  
-was unfair that taxpay-  
-ers would have to foot  
-the bill to get the pool  
-altered when the consul-  
-tants had been responsi-  
-ble for the design of the  
-pool.

**"UNJUSTIFIED"**  
-Dr F Sonnenberg said  
-the design of the pool  
-was not satisfactory and  
-it was not justifiable to  
-expect taxpayers to foot  
-the bill to have it put  
-right.

"Surely we should have  
-made absolutely sure  
-these faults would not  
-occur before we built the  
-pool," said Mr Solm  
-Yach.

Defending the expendi-  
-ture of R70 000 on im-  
-mediate improvements to  
-the Muizenberg Pavilion,  
-the chairman of the  
-council's amenities and  
-health committee, Mr  
-Emil Riese, said nobody  
-would have believed just  
-how successful and popu-  
-lar the pavilion would  
-become and it was now  
-necessary to spend  
-more money to cope with  
-the crowds.

# 'End of docks labour peace'

*AR 6/5 27/8/82*  
**Labour Reporter**  
THE attempt by the  
-South African Transport  
-Services (SATS) to turn  
-back the clock on labour  
-reform would lead to a  
-confrontation and shatter  
-three years of labour  
-peace on the country's  
-docks, Mr David Lewis,  
-general secretary of the  
-General Workers' Union,  
-said last night.

Reacting to the state-  
-ment released yesterday  
-by SATS on behalf of the  
-Minister of Transport Af-  
-fairs, Mr H Schoeman,  
-Mr Lewis said SATS's at-  
-titude "exhibited a scant  
-disregard for the econo-  
-mic and political stabl-  
-ity of the country's  
-most depressed and vola-  
-tile region."

*AR 6/5 27/8/82*  
**Mr Leon Els, public re-  
-lations officer of SATS,  
-said yesterday that the  
-Minister would not dis-  
-cuss the dispute in the  
-Port Elizabeth and East  
-London docks between  
-SATS and 1 000 railway  
-workers, despite an ur-  
-gent appeal by the GWU  
-for him to intervene.**

**CONTROL**  
-Mr Lewis said "SATS  
-have said they will not  
-deal with outsiders. We  
-are certainly outside of  
-SATS control, but we are  
-representative of SATS  
-dockers in Port Elizabeth  
-and East London and it is  
-in the instructions of  
-these SATS employees  
-that we have requested  
-discussions with manage-  
-ment."

Like all other workers,  
-the dockers had griev-  
-ances which they wanted  
-to discuss with their em-  
-ployer, he added.

He warned that a con-  
-frontation was likely be-  
-cause of SATS's "obsti-  
-nate refusal" to discuss  
-the establishment of a  
-structure through which  
-workers could channel  
-their grievances.

The workers would no  
-longer accept a refusal  
-to talk, he said.

"SATS's attitude will  
-discredit all those who  
-seek negotiation rather  
-than confrontation as a  
-solution to this country's  
-problems," Mr Lewis  
-said.

## Consumer Reporter

**A SUPERMARKET**  
-chain has cut the price of  
-frozen chicken to R1,28 a  
-kg until the end of this  
-month.

This is the latest shot  
-in a chicken price war  
-which started a month  
-ago and which may now  
-be nearing its end.

Yesterday Pick 'n Pay  
-cut the price of frozen

## Chicken price cut

chicken by 9 c from  
-R1,38 a kg to R1,29.

Now Grand Bazaars  
-has retaliated by cutting  
-its price by 10 c to R1,28  
-a kg.

"We are selling at a  
-loss, but we cannot let  
-Pick 'n Pay get away  
-with this. We will hold  
-our price down as long as

'they do,'" an executive  
-promised.

Both firms are selling  
-fresh chicken at R1,49 a  
-kg. Four weeks ago fresh  
-chicken was R1,79 a kg  
-and frozen R1,69 in most  
-supermarkets.

Producers claim that  
-they are selling at a loss,  
-and say the price must  
-go up soon.

# Reinstate 1 500' — UWC

Association of  
-iversity of the  
-Cape has called  
-unconditional  
-reinstatement of 1 500  
-of Fort Hare  
-and a lecturer  
-after a boycott  
-recently.

day class boy-  
-believed to have  
-rked by power  
-in hostels which  
-preparation for

**CONTRACT**  
-suspension of a  
-in Land Survey-  
-Jonathan Jack-  
-lowed a Press  
-he made criti-  
-university ac-  
-gedly in contra-  
-his contract.

In a statement yester-  
-day, the association said  
-it seriously questioned  
-"the university authori-  
-ties' handling of the stu-  
-dent crisis, the involve-  
-ment of the Ciskeian  
-police in internal univer-  
-sity matters and the sus-  
-pension of a colleague  
-for expressing concern  
-over student affairs.

**GRIEVANCES**  
-"Furthermore, the sus-  
-pension of meetings of  
-the Black Staff Associa-  
-tion can be regarded as  
-a serious infringement of  
-academic freedom," the  
-statement read.  
-"We feel students have  
-a legitimate right to ex-  
-press their grievances  
-with respect to campus

affairs and the denial of  
-healthy negotiation be-  
-tween students and ad-  
-ministration appears to  
-be a serious catalyst for  
-confrontation."

The association called for  
-"immediate and un-  
-conditional" reinstatement  
-of Mr Jackson and all  
-the students and for the  
-"normalisation of all  
-student and academic ac-  
-tivity" at the university.

The public relations offi-  
-cer of the University of  
-Fort Hare, Mr Norman  
-Holliday, said yesterday  
-the university could not  
-discuss the status of Mr  
-Jackson until the Ciskei  
-Supreme Court had heard  
-an application from four  
-students to have their

dismissal declared  
-invalid.

**"BRUTAL"**  
-Mr Holliday admitted  
-the case had no connec-  
-tion with an internal de-  
-cision by the university,  
-but still declined to  
-comment.

A statement by the  
-Fort Hare Support Com-  
-mittee formed by stu-  
-dents at UWC, pledged  
-support and said the stu-  
-dents had "taken note of  
-the brutal manner in  
-which the Fort Hare au-  
-thorities, in collaboration  
-with the Ciskei police,  
-have handed genuine  
-student grievances."

Fort Hare students in  
-Cape Town will hold a  
-meeting in Guguletu to-  
-night to discuss the  
-formation of a parents-stu-  
-dents committee to  
-handle the issue.

Insist on  
**MORRIS'S**  
**Droë Wors**  
Obtainable throughout the  
-Peninsula or at  
-Morris the Butcher  
-265 LONG STREET  
**TELEPHONE:**  
-22 0667  
-(For deliveries)

**VILLE** mother  
-no paid R20 to a  
-stable to be al-  
-to Table Bay  
-was found guilty  
-to Town magis-  
-terday of brib-

Stelle Dunn, 25,  
-and guilty.  
-ation. Mr J J

## Woman guilty of bribing policeman

on July 30 she paid a  
-Constable Plaaitjes R20  
-she had received from a  
-Chinese man.  
-Her children were

journed until September  
-24.  
-Mrs Dunn was released  
-on R50 bail. One of the  
-conditions was that she  
-remain with her parents.

GREAT NEWS... JURGENS  
-CAN TAKE YOU ANYWHERE

**JURGENS** **MAGNIFICENT B**

# Body frisks fan fury

30/8/82  
ABCUT 300 employees of the Edgars Group yesterday signed a petition to protest about body searches conducted on black women suspected of having stolen clothing items.

The petition was signed at the report-back meeting about negotiations between management and the Commercial Catering and Allied Workers' Union of South Africa.

"We cannot take this indecency on our wives, mothers and sisters any longer, and if it continues we shall be left with no alternative but to strike," a spokesman for Ccawu said.

He cited an incident recently at one of the group's city stores where an employee was ordered to undress while she was menstruating.

The meeting was also told that their union was now recognised by management and it had successfully negotiated for salary increases following a strike by the group's employees in May this year.

The meeting also heard that the probation period had been decreased and that promotion money and increases would be separated.

An announcement was also made that an education committee would negotiate with Damelin College on evening classes for employees.

# otha meet

Last night Dr Kissinger met several prominent South African leaders at a meeting organised by the US Ambassador in South Africa. It is understood Chief Gatsha Mchalezi attended the meeting

## MOTLANA, TUTU

Among the people Dr Kissinger will meet are prominent Soweto residents Dr B Motlana and Bishop Desmond Tutu.

Dr Kissinger will leave South West Africa tomorrow and is also expected

to visit Zimbabwe and Zambia.

On the question of a Cuban withdrawal from Angola Dr Kissinger said he understood there would be "no legal linkage" between a withdrawal and a solution to the South West African conflict.

"However, a factual relationship is assumed and this means there will have to be a Cuban withdrawal linked to positive developments in Namibia," he said. — Sapa.

from the immediate area. Hopes were still alive that the hostages would be boosted when a centenary team in the Lupanankai area was held by 12 armed men who demanded money to be used "for the white people in our company". Yesterday Mr Nkomo

travelled the 170 km north to Lupane from Bulawayo and told 1 000 at a rally to spread the word that the tourists should be released.

He said he had appealed to the government to withdraw the army to create an atmosphere conducive for the tourists' release.

## Labour Reporter

MORE than 800 dockers in Port Elizabeth have decided to hold a "go-slow" from today to try to get the South African Transport Services to open discussions with them.

The workers, members of the General Workers' Union, have tried unsuccessfully for the past 10 months to negotiate with SATS about establishing a local committee through which to channel workplace grievances.

Mr David Lewis, general secretary of the GWU, said the SATS dockers believed they had been left with no alternative but to engage in industrial action after SATS ignored a deadline to open discussions with them.

## RELUCTANCE

"They will embark on a go-slow starting today and will meet after a week to reassess the position," Mr Lewis said.

"The workers wish to reiterate that it is with extreme reluctance that

# Go-slow

## by PE dockers starts

they have decided to embark on this course of action and that they are still willing to discuss the issue with their employers at any time."

A go-slow will mean that cargo will take considerably longer to load and discharge than if the workers were working at their normal pace.

## Nobel death

NEW YORK. — A Nobel prize winner for chemistry, Dr Stanford Moore, was found dead in his flat after apparently committing suicide, police said. He had an incurable nerve disease. — Sapa-Reuter.

## AUCTION SALES

# R40 000 INS

BRAND NEW QUALITY FURNITURE — LOUNGE SUITES — DINING ROOM SUITES — BEDS AND MATTRESSES — ROOM DIVIDERS — TABLE UNITS — BEDROOM SUITES — Acting on instructions of Campbell and White, claim has been removed from a large furniture store and will be cleared by public auction on **TUESDAY 31st WEDNESDAY 1st 92 REGENT**

Including: Cottage dining room suites — 2k, radio — Van Dyk shaggy and patterned carpet — two small office safes — electric typewriter — cash registers — calculators — quantity of motor car — Nashua 1215 dry photocopier — brand new lantern torches — factory hot lawnmowers — vacuum cleaners — sewing Benz wheels and Hub caps — Pedestals — front bureau — 30 metre rolls of carpeting



★ Goods accepted and collected for auction  
★ Auctioneers Kenny Finberg and Eddie C.

# OPPOSITE

# NOVEMBER BUY-INS TOMORROW

WHITE RHINO



# Few supporting PE docks <sup>AKGAS</sup> 3/18/87 go-slow — PRO

Labour Reporter

THERE was no effect on work in Port Elizabeth docks yesterday after a go-slow was declared by South African Transport Services dockers, said SATS public relations officer Mr Leon Els today.

Only a few workers were supporting the go-slow, he claimed.

"There is absolutely no disruption in PE harbour. Only about 20 workers are working at a slower rate," said Mr Els.

However, Mr David Lewis, secretary of the General Workers' Union, said the SATS statement was "stupid and downright misleading to industrialists and the general public, who could be seriously affected by the escalation of this dispute".

"SATS have known for months that our membership figures stand at close on 900. It is not true that only 20 workers are supporting the go-slow.

"SATS are guilty of severely misleading the public by perpetuating the myth that the go-slow is not strongly supported."

## PAMPHLETS

In the past two months more than 340 workers have signed letters to the port manager asking him to open discussions with them and complaining about alleged police harassment. All said they were members of the GWU.

Anonymous pamphlets were distributed at the docks yesterday. They were said to have come from "old dockworkers" and claimed that the GWU and Mr Lewis were provoking a strike.

The union was also disturbed at the "extraordinary police presence" in the harbour yesterday, he added.

# Provocation by police, claim city dockers

w/s Angus 4/9/82  
Labour Reporter

Cape Town stevedores have accused the Railways Police of provoking conflict in Cape Town docks and so spreading the dispute in Port Elizabeth harbour.

The stevedores, who belong to the same union as the 400 dismissed South African Transport Services dockers in Port Elizabeth — the General Workers' Union — say that yesterday they were questioned by the police about a general meeting they plan to hold today.

151 152  
About 900 SATS dockers in Port Elizabeth stopped work on Wednesday after SATS dismissed 400 workers.

The GWU stevedores' committee in Cape Town met its management yesterday to express concern about the situation in Port Elizabeth harbour.

The committee plans to hold a meeting to report back to the workers today.

SATS could not be contacted for comment.

# Stevedore support pledge to dockers

Labour Reporter

STEVEDORES in Port Elizabeth have decided that if the dispute between the South African Transport Services and 800 dockers is not resolved soon, "they will be compelled to take action in support of the dockers," a spokesman for the General Workers' Union says.

Meanwhile, the South African Stevedores Employers Association (SASEA) has said it hopes SATS will "endeavour to resolve the confrontation by communicating with their relevant worker-elected representatives."

The stevedores' committee met management yesterday to discuss the recognition dispute between the GWU and SATS which has resulted in the dismissal of 400 dockers.

The GWU spokesman said it was "with great reluctance" that the stevedores had decided on support action.

"The relationship between the stevedoring companies and the GWU has been responsible for three years of uninterrupted labour peace in the four major ports. This peace has now been shattered by SATS in a manner which obliges the stevedores to lend their support!"

Captain G. J. Stockley, chairman of SASEA, said in a statement that the stevedoring industry had experienced a harmonious relationship with its workers through the GWU for three years.

Meanwhile, the GWU has denied claims by SATS that the docks are working normally.

Mr David Lewis, general secretary, said: "We estimate that at least 700 SATS workers are out



amount last month  
 \$140 (57)  
**Union Sets**  
**Iscoor Payout**  
 (200) 7/2/82  
 The Black Allied Workers' Union in Natal recently won an out-of-court settlement against Iscoor.  
 The union took legal action against the steel corporation because of deductions for a burial fund and a facilities fund from Bawu members' pay cheques. Iscoor paid more than R27 000 back to Bawu.

- ..... e) If so, when  
 ..... d) has this been granted.  
 ..... c) for what additional area  
 ..... b) to whom  
 ..... a) where
- for extensions in scope. If so,  
 Act, could you please indicate if your union has made any application  
 In the light of the 1979 amendments to the Industrial Conciliation

Federation of Salaried Staff Associations of South Africa	
Pulp and Paper Industry's Joint Committee	
Rand Water Board Unions Joint Committee	
South African Council of Mining Unions	
South African Federation of Leather Trade Unions	
South African Council of Transport Workers	
South African Federation of Chemical and Allied Workers Union	

4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED:

# Docks

AKG's 9/9/82

## dispute:

## Talks

## today

Labour Reporter

THE management of South African Stevedores Ltd meet senior officials of the Department of Manpower in Pretoria today to discuss the dispute between the South African Transport Services (SATS) and the General Workers' Union in Port Elizabeth harbour.

Port Elizabeth stevedores told their management this week they would begin a sympathy strike tomorrow if the dispute between the 800 dockers and SATS management was not resolved.

### STRIKE

The dockers have been on strike for more than a week after SATS fired 400 workers for taking part in a go-slow.

The SATS workers have recommended to the stevedores that they postpone tomorrow's planned strike pending the outcome of talks with the Department of Manpower.

The stevedores will meet today to discuss the recommendation and will give their decision to management.

### 'RESOLUTION'

'As long as there is a possibility, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to talk that they will embark on industrial action,' said a spokesman for the General Workers Union.

Mr Leon Els, public relations officer for SATS, said he assumed the stevedore management was going to contact SATS management, as well as meeting the Department of Manpower.

However, everything at the docks was going 'according to plan', he said.



# SACWU CWU agree to wage hike

By SELLO  
RABOTHATA

THE TRANSVAAL Chemical Manufacturers Association and various workers' unions recently came to an agreement on a number of issues in a bid to improve working conditions in the chemical industry.

The association, together with the South African Chemical Workers Union (Sacwu) and the Chemical Workers Union, issued a joint press statement which, among other things, reflected a wage agreement of an increase of 50 percent for weekly paid workers.

They agreed to:

- increase minimum wages in the industry for the period ending June 30, 1983 to R65 per week from the present R43 per week;
- reduce the existing differential of one to 10 to one of one to eight between the lowest and the highest paid categories of workers;
- further increase minimum wages by 10 percent as from July 1 next year which means the minimum wage will then be increased to R71.50 per week;
- negotiate a new agreement which will be effective from February 1 1984;
- ensure that employers give reasonable written notice to workers before working short time;
- bring public holidays granted into line with the provisions of the Public Holidays Act.

- increase sick leave provisions by allowing up to 30 days accumulation of sick leave over a three year period;
- accept that, providing a union has a minimum of four paid-up members in an establishment, it may appoint one shop steward to represent the workers. For every 50 workers or part thereof additional shop stewards may be appointed. Such accredited shop stewards will be granted three days paid leave for the purpose of attending trade union courses or seminars;
- allow council agents to interview alone workers who wish to make representations to them; and;
- appoint a Disputes Committee comprising one representative from each party to resolve disputes.

# IsCOR payout settles lengthy union dispute

10/9/82  
Mercury

Labour Reporter

ISCOR has paid out more than R27 000 to members of the Black Allied Workers' Union — settling a four-year dispute over compulsory membership of a benefit fund, union sources said.

The dispute revolved around a 10c deduction from workers' wages at IsCOR's Newcastle plant which was paid into the Inggayazivele Club — a benefit fund which provided recreational and other facilities.

Bawu's general secretary, Mr B E Khumalo, said the workers had protested against the formation of the fund, but this had been ignored by IsCOR.

'The workers complained that they had not benefited from the fund and that they still had to pay to use the recreational facilities,' he said.

The union had taken up the issue, but after it had not received any response from the company it instructed its attorneys to begin legal action, he said.

Recently, IsCOR forwarded a cheque for R27 930,64 to the attorneys to be paid out to Bawu members.

It is understood that the fund has been closed.

IsCOR's general works manager, Mr C J van Vuuren, confirmed it had been closed and that workers had been paid out their contributions, but denied that the union was responsible.

But Bawu's attorneys said yesterday that in their correspondence with IsCOR they had said they were acting on behalf of the union, and at one stage the company had even challenged the right of Bawu to represent workers.

# Workers set terms for VW

151  
10/9/82  
Post

## Post Reporter

A MEETING of Volkswagen members of the National Automobile and Allied Workers' Union has given the company's management until September 23 to arrange for in-plant negotiations leading to a house agreement.

The decision was taken by the workers at a mass meeting yesterday to discuss VW management's refusal to enter into in-plant negotiations with Naavu.

A union spokesman said today similar approaches would be made to Ford and General Motors.

The workers meeting follows the refusal of VW management on September 7 to begin in-plant negotiations with the union on pay and separation allowances.

The company insists that negotiations be through the EF Automobile Manufacturers Association.

Naavu has been trying to get in-plant agreements with VW, Ford and GM since the union's withdrawal from the industrial council for the industry.

157  
201

# Talk or else, union tells motor firms

119181  
246

**Mall Correspondent**

**DURBAN.** — The National Automobile and Allied Workers' Union has given the big three motor manufacturers

— Ford, General Motors and Volkswagen — two weeks to open plant-level wage negotiations or face further labour action.

This is the latest development in the simmering Eastern Cape wage dispute which in July broke out into a mass strike by 10 000 members of Naawu.

The wrangle between the union and the companies was triggered off by Naawu's

walkout from the industrial council last month when it was decided to refer the dispute for arbitration.

Earlier this week Naawu delivered a working document for in-plant negotiations to Volkswagen, together with a demand that talks be opened by Wednesday.

VW ignored the deadline, saying it would only negotiate through the Eastern Province Automobile Employers' Association.

Similar documents were sent to Ford and GM. The companies have been given until September 23 to open talks.

# Firms set to defy board on wages

151  
12/9/82  
Finance  
Reporter

CIVIL engineering workers in the Richards Bay-Empangeni area are likely to be paid a minimum wage of R1,01 an hour from the end of this month, despite the fact that the Wage Board will probably lay down a statutory minimum of 89c.

Even now, contractors in the area are paying 89c an hour which is well above the existing statutory minimum of 75c.

The 30-odd South African Federation of Civil Engineering Contractors members in the area decided recently to go for a R1,01 minimum wage because they felt the cost of living for black workers there was just as high, if not higher in some respects, as in Durban.

There had also been some labour unrest in the district — mainly because of money — and it was established that workers' needs were geared to a rand an hour, particularly as some employers in the area pay well above that rate.

## Avoid unrest

Contractors felt they had to get to the R1 an hour level to avoid further labour unrest and made application through the Natal branch of Safcec to campaign for urgent change to the wage policy in respect of Richards Bay-Empangeni.

The chairman elect of the Zululand sub-branch of Safcec, Ian Massey, said this week that when the request for a rate of R1,01 was put to the Safcec national executive it was turned down.

"They said no, 89c an hour minimum was all they were prepared to go along with," he said.

As such it is likely that the Wage Board will agree to a statutory minimum of 89c for the area and contractors, should they stick to the decision to pay R1,01 irrespective of the gazetted minimum, will be faced with the problem of paying the extra without any labour index recovery.

Massey said he had spoken to some of the main contractors.

"We were all in agreement that we should pay R1,01 and why we should be paying that. We are trying to get on to a living wage for workers where we can talk about productivity being linked to any increase thereafter."

"If they are only prepared to go to 89c then as far as we are concerned, we will have an agreed minimum rate for the area. That's the way we all feel. I think we'll be proved right in the long run."

The Zululand sub-branch is due to have a meeting in the next two weeks when a decision on whether to pay 12c an hour more than the likely statutory minimum will be taken.

Massey believes the contractors will elect to pay R1,01.



# Miners' dispute over back pay

Labour Reporter

The Mine Surface Officials' Association has declared a second dispute with the Chamber of Mines — this time over the issue of back pay.

The second dispute follows one in July between the MSOA and the Chamber which was resolved after the association accepted a 12 percent wage offer.

The general secretary of the MSOA, Mr Robbie Botha, said his association had applied for the conciliation board because the chamber had refused to pay his members for the month of June.

Two other officials' associations had earlier accepted a nine percent offer by the Chamber while the MSOA fought for the 12 percent increase.

But when the two other bodies also received the 12 percent they were also paid for June while the MSOA members did not receive any retrospective increase.

Mr Botha described the chamber's action as "vindictive" and proof of being unwilling to change its stance — so the MSOA had called for the board to be established.

However, a statement from the Chamber of Mines said the MSOA had accepted the condition that the 12 percent increase would be effective only from the July pay month.

Mr Botha said he was willing to take the case to the industrial court if necessary.

● Several other areas of dispute are still to be discussed by the MSOA and the Chamber.

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, Nywerheidsregistateur.  
(18 Junie 1982)

#### KENNISGEWING 404 VAN 1982

#### DEPARTEMENT VAN GEMEENSKAPS- ONTWIKKELING

#### KENNISGEWING VAN ONTEIENING

Aan:

DIE PERSONE HIERONDER GENOEM EN AAN ALLE  
BELANGHEBBENDE PARTYE

1. Geliewe kennis te neem dat die Minister van Gemeenskapsontwikkeling, kragtens die bepaling van artikel 38 (i) (a) van die Wet op Gemeenskapsontwikkeling, 1966 (Wet 3 van 1966), op 23 Maart 1982 goedgekeur het dat die onroerende goed, geleë te Grahamstad, Kaaprovinsie, en genoem in die Bylae hieronder ten behoeve van die Gemeenskapsontwikkelingsraad (hierna die Raad genoem) ingestel by artikel 2 van genoemde Wet op Gemeenskapsontwikkeling, onteien word en dat die betrokke onroerende goed hierby onteien word.

2. Die onteiening word van krag op 25 Junie 1982 welke datum die eiendomsreg ten opsigte van die onteiene goed op die Raad oorgaan.

3. Ingevolge die bepaling van die Onteieningswet, 1975 (Wet 63 van 1975), word u hierby versoek om binne 60 dae vanaf die kennisgewingsdatum aan my by die adres onderaan hierdie kennisgewing gemeld, 'n skriftelike verklaring te lewer of te laat lewer waarin die volgende aangedui word:

(a) Wat die totale bedrag is wat u as vergoeding eis en hoeveel van die totale bedrag wat u eis elk van die onderskeie bedrae beoog in artikel 12 (i) (a) van die genoemde Onteieningswet verteenwoordig asook volledige besonderhede van die samestelling van die afsonderlike bedrae;

(b) volledige besonderhede van alle verbeterings op die grond hierby onteien wat, na u oordeel, die waarde van die grond raak;

(c) waar van toepassing moet u die volgende besonderhede verstrek:

(i) Indien die grond voor die kennisgewingsdatum vir sake- of landboudoeleindes verhuur is by wyse van 'n ongeregistreerde huurkontrak, die naam en adres van die huurder, vergesel van die huurkontrak of 'n gewaarmerkte afskrif daarvan indien die kontrak op skrif is of volledige besonderhede van die kontrak, indien dit nie op skrif is nie;

(ii) indien die grond voor die kennisgewingsdatum deur u as eienaar verkoop is, die naam en adres van die koper, tesame met die koopkontrak of 'n gewaarmerkte afskrif daarvan;

(iii) indien dit grond is waarop 'n gebou opgerig is wat onderworpe is aan 'n retensiereg ten gunste van 'n bouer uit hoofde van 'n skriftelike boukontrak, die naam en adres van die bouaannemer, sowel as die boukontrak of 'n gewaarmerkte afskrif daarvan; en

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.  
(18 June 1982)

#### NOTICE 404 OF 1982

#### DEPARTMENT OF COMMUNITY DEVELOPMENT

#### NOTICE OF EXPROPRIATION

To:

THE UNDERMENTIONED PERSONS AND TO ALL  
INTERESTED PARTIES

1. Please take notice that on 23 March 1982, the Minister of Community Development approved, in terms of the provisions of section 38 (i) (a) of the Community Development Act, 1966 (Act 3 of 1966), that the immovable properties, situate at Grahamstown, Cape Province, and described in the Schedule be expropriated on behalf of the Community Development Board (hereinafter referred to as the Board) established under section 2 of the said Community Development Act, and that the immovable properties in question are hereby expropriated.

2. The expropriation takes effect on 25 June 1982 on which date the ownership in respect of the expropriated properties, passes to the Board.

3. In terms of the provisions of the Expropriation Act, 1975 (Act 63 of 1975), you are hereby requested to deliver or cause to be delivered to me within 60 days from the date of notice, at the address stated at the bottom of this notice, a written statement in which the following are indicated:

(a) The total amount claimed by you as compensation and how much of the total amount claimed by you, represents each of the respective amounts contemplated in section 12 (i) (a) of the said Expropriation Act as well as full particulars as to how the separate amounts are made up;

(b) full particulars of all improvements on the land hereby expropriated, which, in your opinion, affect the value of the land;

(c) where applicable, you must furnish the following particulars:

(i) If, prior to the date of notice, the land was leased for business or agricultural purposes by unregistered lease, the name and address of lessee, as well as the lease or a certified copy thereof if it is in writing, or full particulars of the lease if it is not in writing;

(ii) if, prior to the date of notice, the land was sold by you as owner, the name and address of the buyer, as well as the contract of purchase and sale or a certified copy thereof;

(iii) if it is land on which a building has been erected which is subject to a builder's lien by virtue of the written contract, the name and address of the builder, as well as the building contract or a certified copy thereof; and

*Cape Times 19/6/82*

# Loubser pledge on 'harassment'

Own Correspondent      ciation.

PORT ELIZABETH. — The London-based International Transport Workers' Federation (ITWF) received assurances this week from the head of the SA Transport Services, Dr Kobus Loubser, that he would investigate allegations of Railway Police harassment of dock workers.

The investigation would be done if evidence was provided, a spokesman for the organization said from London yesterday.

A telex was sent by Dr Loubser on Wednesday, only a day before a letter signed by 846 dock workers was handed to the Port Elizabeth port manager, providing three specific allegations of harassment of General Workers' Union members.

Of the signatories, 264 put their names to a list of workers who said they had been questioned by the police about their union membership and refusal to belong to the SATS Black Staff Association (BSA).

## Surprise

In the letter, the workers expressed surprise at police interference in their affairs. They had written to the general manager calling for the recognition of their union and "now we see the police questioning us about joining the union".

The SATS management has elected to ignore the letter because it comes from a union it does not recognize. Management has repeatedly said it will deal only with the in-house Black Staff Asso-

The ITWF spokesman said the organization was going to take Dr Loubser up on his word as it "presumed Dr Loubser was ready to consider evidence". If he was not prepared to take note of the allegations by union members, the allegations would be put to him by the federation.

The spokesman said that Dr Loubser's telex, in reply to ITWF questions about Railway Police harassment of union members, said: "I would be only too pleased to institute investigations should you produce any evidence showing activities have gone beyond normal bounds and practices."

## Second time

Dr Loubser's telex refused for the second time a request from the general-secretary of the organisation, Mr Harold Lewis, for an interview to discuss the tension in East Cape ports over the SATS refusal to recognize the union.

Mr Lewis had told Dr Loubser that his organization, of which the General Workers' Union was an affiliate, "includes almost all major port workers' unions throughout the free, non-communist world".

It therefore had "a great body of experience in industrial relations structures and problems which could make a considerable contribution to discussions and settlement of the dispute between SATS".

Dr Loubser could not be reached for comment.

S. Post 2/16/82

# Dossier on GWU harassment

By SANDRA SMITH

THE International Transport Workers Federation (ITF) is to compile a dossier of alleged harassment and assault of members of the General Workers Union (GWU) by the railway police in Port Elizabeth.

The dossier will then be submitted to the head of the South African Transport Services (SATS).

This is in response to a telex from the SATS general manager, Dr Kobus Loubser, last week in which he said he would investigate allegations of police harassment if evidence was submitted to him.

Dr Loubser's telex is reported to have said: "I would be only too pleased to institute an investigation should you produce any evidence showing activities which have gone beyond the normal bounds and functions" of the railway police.

More than 800 Port Elizabeth dock workers signed an open letter to the Port Manager and Dr Loubser last week in which they claimed 260 of the signatories had been questioned by police about their membership of the GWU.

An SATS spokesman said the letter would be ignored as it contravened official grievance procedure.

The ITF has decided to compile a dossier and forward it

to the SATS.

The GWU belongs to the London-based ITF, which has been corresponding with Dr Loubser in an attempt to persuade SATS to negotiate with the GWU, which claims to represent a majority of dock workers in the Port Elizabeth harbour.

In a further development the GWU has reacted strongly to a warning from the head of the Federal Consultative Committee of Railway Staff Associations, Mr Jimmy Zurich, to the GWU to "leave railway workers alone".

Mr Zurich said the GWU was a maverick union for which there was no space in the railways and claimed that reforms aimed at total equality by 1987 between white and black SATS employees had already begun.

In response the GWU said Government claims had already been made in the international forum that discrimination in the workplace had been eliminated.

"Now we have the major employer talking about 1987. There is not even evidence that steps are being taken to eliminate the differentials," a GWU spokesman said.

The spokesman said he feared Mr Zurich's attitude in "telling black workers they cannot join the union of their choice" did not augur well for future peaceful race relations among railway staff.

# Stevedores in accord with 2 Durban firms

Post Reporter 151

AN agreement has been reached between the General Workers Union (GWU) and two Durban stevedoring companies.

The agreement means that GWU committees are now recognised in the four major South African ports, according to a joint statement issued today by the SA Stevedoring Employers Association (SASEA) and the GWU.

As such they represent the overwhelming majority of workers employed in the South African stevedoring industry, the statement says.

A spokesman said the

agreement had been concluded between a workers' committee representing more than 2 000 stevedores in Durban harbour and their employers, the SA Stevedore Services Company and Rennie's Grindrod Cotts Stevedoring.

The spokesman said the committee, elected under the auspices of the GWU and management, had concluded an agreement substantially similar to those reached in East London, Port Elizabeth and Cape Town harbours.

The agreement extended to the committee full rights of negotiation and incorporated a mutually acceptable disputes procedure.

"The relationship between stevedores and management in Cape Town, Port Elizabeth and East London has been productive and harmonious and has procured more than two years of uninterrupted industrial peace in the three Cape ports," the spokesman said.

"SASEA and the GWU are confident that similar harmony will extend to the Durban docks," he said.

The agreement takes place against a background of increasing tension in the Port Elizabeth and East London docks.

Here the SA Transport Services (SATS) has refused to recognise the GWU.

# Car industry threatened by dispute

22/6/87  
Star  
270  
151

By Tony Davis,  
Labour Reporter

The dispute between the General Workers Union and the South African Transport Services threatens the motor assembly and components industries in the eastern Cape.

Employers fear that the unwillingness of the SATS to deal with the union could mean international boycotts and economic ruin for their area.

The SATS has refused to hold talks with the GWU, which claims worker membership at the docks at Port Elizabeth and East London. Now the SATS faces overseas union pressure.

Pressure on the SATS to deal with the union has also come from area industrialists who have called for talks between the two parties.

The SATS has remained determined to deal only with the Black Staff Association, which has a greater membership than the GWU.

Last week the Port Elizabeth office of the union sent a letter to the harbour's port manager detailing alleged Railway Police action taken against its members.

The letter was accompanied by the sig-

natures of 846 GWU members in the SATS.

Also last week the International Transport Workers Federation added its muscle to the GWU letter by stating it was examining the allegations of police interference.

The Port Elizabeth-Uitenhage area has one major industry — car manufacturing — which is supported by regional component industries.

Employers in the area say that if the SATS is hit by an international embargo through overseas unionists in America and Europe, their industries would be crippled.

The motor industry is already in a slump, with car sales down over earlier months. Firms such as Ford and Volkswagen have put workers on short time, with no weekend or overtime work.

## MINIMUM WAGE

VW had to retrench 316 workers last month because of flagging business. Motor firms also face the highest yet minimum wage demands from unions.

The Fosatu-affiliated National Automobile and Allied Workers Union is pressing for a R3,50 hourly minimum at industrial council negotiations.

The wage talks, coupled with the downturn in sales, have manufacturers worried.

For the SATS, having to deal with the GWU — an unregistered union which has been tainted by some employers as "radical" — is a very serious matter.

The railways and harbours are strategic industries and the SATS prefers to deal with a staff association with which it already has good relations.

The embargo threat for the SATS could come from the International Transport Workers Federation which has six million members worldwide.

The federation has said its main interest is to see the SATS agree to talks with the GWU.

The GWU is critical of the Black Staff Association, especially after Railways Police reportedly questioned union members on their recent resignations from the association.

The GWU is also not impressed with the move last week by the SATS to reclassify black workers from "casual" to "regular" employees which would effectively give them better job security.

Printed by Zheng

# Showdown today over miners' pay

By STEVEN FRIEDMAN  
Labour Correspondent

THE long-simmering dispute over white miners' wages — between the Council of Mining Unions and the Chamber of Mines — comes to a head today when the two parties meet at an official conciliation board.

By late yesterday, there was little prospect of a settlement and the possibility was growing that the CMU will call a legal strike ballot.

A series of miners' meetings have now all rejected the Chamber's offer of an 8% increase and called for a strike if miners are not granted the 15% rise granted to civil servants.

While the Chamber does not comment on negotiations, industry sources say there is no prospect of employers agreeing to 15%.

A management source said the only prospect of avoiding a strike ballot lay in "the hope that some formula between our 8% and their 15% can be found which can be sold to both sides". But most sources are pessimistic.

According to industry sources, at least one mining house believes the 8% offer is already too high.

Fears of a confrontation between white miners and the Chamber began when the CMU declared a dispute with the Chamber, rejecting an offer of 5%. The Chamber had initially offered 3% and the unions had demanded 16%.

In terms of the disputes procedures in labour law, the Minister of Mines, Mr Fanie Botha, agreed to a union request for an official conciliation board to attempt to settle the dispute.

At the board's last meeting, the Chamber increased its offer to 8%, and the unions agreed to take this back to white miners prior to today's conciliation board meeting.

Since then, miners' meetings throughout the country have rejected the offer outright and called for strike action if their demands are not met.

Unionists say attendance at meetings has been "the biggest in years" and claim that even underground officials — whose support would be essential to them in the event of a strike — have attended and attacked their union, the Underground Officials Association, for signing a wage agreement with employers.

If a conciliation board fails to settle a dispute within 30 days, unions are entitled to call a legal strike ballot and unionists say such a ballot will be held if today's meeting ends in deadlock.

This would set the stage for a legal strike.

# Dockers union industry forge new deal

RRG u's 23/6/82

Labour Reporter

A RECOGNITION agreement has been reached between a General Workers' Union workers' committee in the Durban harbour, representing more than 2 000 stevedores, and the stevedoring employers, the SA Stevedoring Services Company and Rennie-Grindrod Cotts Stevedoring.

The agreement makes the GWU the first unregistered union to represent workers on a national and industry-wide basis.

In a joint statement, the South African Stevedoring Employers Association (SASEA) and the GWU said the agreement extended to the committee full rights of negotiation and incorporated a mutually acceptable dispute procedure.

## EFFECTIVE

"The Durban agreement effectively means that GWU committees are now recognised in the four major ports in the country and as such represent the overwhelming majority of workers employed in the stevedoring industry," said the statement.

The GWU and SASEA have concluded similar agreements in the East London, Port Elizabeth and Cape Town ports.

"The relationship between stevedores and management in the three Cape ports has been productive and harmonious and has secured more than two years of industrial peace.

"SASEA and the GWU are confident that similar harmony will be extended to the Durban docks," said the statement.



By Jerry McCabe,  
West Rand Bureau

Miners are worried about two factors they feel threaten their careers. It is a toss-up which of the two — possible loss of jobs or a possible strike — is of more concern.

Several Carletonville miners yesterday said the decline in the gold price had obvious implications for their future in the mine.

Yet the possibility of white miners being called upon to strike in support of a pay demand seems to be of more concern.

"We are three-way losers," said Mr Johnny Mizen, an electrician on the Western Deep Mine.

"Either they retrench us because of the drop in the gold price or they fire us for striking. And if we don't strike, the miners that do strike will make our lives hell."

Another miner, who did not want his name mentioned, said the main talking point on the mines was whether there would be a strike.

# Miners face painful choice: strike or jobs

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*23/6/82*

"Most of my friends don't want to strike. They have a job and are earning money to support their families," he said.

There is pessimism among miners following news of drastic cuts at the West Rand Consolidated Mine at Krugersdorp.

In Carletonville, rumours of impending retrenchments on several mines could not be confirmed.

Some men from the Elandsrand mine have apparently been transferred to mines in the Orange Free State and there is also talk of miners from the Deel-Kraal mine being transferred or retrenched.

Mr Siegfried Tass, the owner of a beer hall and restaurant patronised by miners, said

wholesale retrenchments would drastically affect the town.

"Already I can feel the effect of all this uncertainty. In the past my pub used to be packed with miners at lunchtime. Now only a few come in," he said.

Mr Tass said the falling gold price had affected all local businesses. "We used to get plenty of travellers who did business with mines but now they no longer come to Carletonville. The mines no longer buy anything from them," he said.

Miners are bitter about the fact that mines have recently employed British and Polish immigrants on three-year contracts.

"When they have to dismiss staff they cannot retrench these

people. The older miners with many years of service are told to go," said one miner.

No matter how one tries to keep the conversation off the threat to miners' jobs, talk inevitably comes back to striking.

Not one miner spoken to was eager to strike but all felt the consequences of not striking were even worse.

Mr Tass said one of his miner friends had told him he intended buying a gun to protect himself from strikers.

"He said he refused to strike. No one would prevent him from working — even if he had to use force," Mr Tass said.

Another miner said the day his union told him to strike he would resign. "I don't want to strike but I will, and as soon as I have worked my notice I will look for a job elsewhere," he said.

"I have a wife and three young children to consider and striking plays no part in my life."

# Miners threaten court action

Cape Times 24/6/82 (151)

Own Correspondent  
**JOHANNESBURG.**

**— The Mine Surface Officials Association says it is planning an unprecedented industrial court action against the Chamber of Mines.**

The action would centre on alleged violations by the mines of an agreement on black job advancement and on MSOA complaints about the Chamber's attitude to the present round of wage talks.

The MSOA claims mines are promoting blacks and coloured people at pay rates lower than those whites would be paid. This "discriminates against non-whites and undermines white job security".

A circular to MSOA officials by the general secretary, Mr Robert Botha, says the association will go to the court if the Chamber does not meet its requests on these issues by Friday.

A Chamber spokesman declined to comment on

the MSOA's claims.

When the court was established, observers believed its key function would be to rule on cases in which whites were "unfairly" replaced by blacks. If the MSOA goes ahead its action will provide a test of the court's attitude to these issues.

In the document, Mr Botha repeats claims that mines have been guilty of "thousands" of violations of an agreement to consult MSOA members when blacks are promoted to officials' jobs.

He says the Chamber was asked to put a stop to the "violations" and it re-issued its circular advising mines of the agreement, but the MSOA wrote to it on June 18 saying this was "insufficient".

The association demanded an "explicit undertaking" from the Chamber that the agreement would be adhered to and reminded the Chamber that it had to notify the MSOA of each appointment made in accordance with the agreement.

Each notification

should contain the minimum salary attached to the job and the actual salary of the promoted man. "The minimum salary for the non-white appointment must at all times be not less than that which would have been applicable to a white attached to the post".

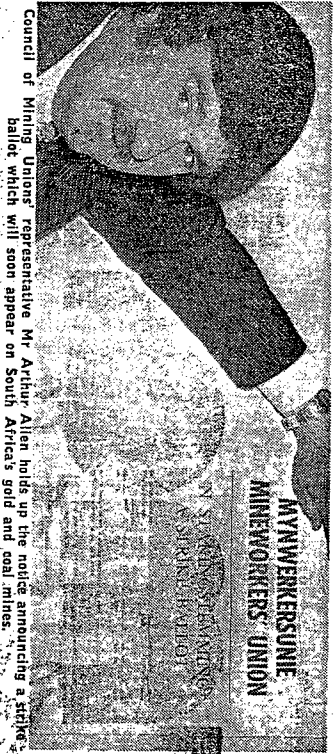
On wages, the MSOA alleges that the Chamber's offer of a 9 percent increase on minimum pay rates is "incomplete because it relates only to "designated" and not to "non-designated" jobs — the majority, it says, of officials' jobs.

It says the Chamber told it "non-designated" jobs would be taken care of by individual mining groups' schedules but that it has not been given these.

● The SABC reported yesterday that the Council of Mining Unions would hold a strike ballot on July 7, according to Sapa. The decision had been taken at a special meeting of the council following the breakdown in pay talks with the Chamber.

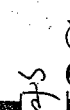
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**9 pc wage increase offer is rejected**



Council of Mining Union representative Mr. Arthur Allen holds up the notice announcing a strike ballot which will soon appear on South Africa's gold and coal mines.

# Miners to hold strike vote as pay talks break down



Stow 24/6/82

By Drew Forrest

Trade unions representing about 22 000 white coal and gold miners yesterday moved closer to a legal strike when they set a date for strike ballots.

The eight unions on the Council of Mining Unions (CMU) decided unanimously at a meeting in Johannesburg to hold joint legal strike ballots on July 7.

The decision, which has no precedent, follows the breakdown on Tuesday of consultation board talks between the unions and the Chamber of Mines.

During this second session of the board, the CMU rejected the chamber's slightly improved offer of a nine percent wage increase on standard rates and productivity bargaining later in the year.

The chamber has accused the CMU of a refusal to move significantly from its earlier demand for a 15 percent increase, while the unionists say they are prepared to take any reasonable offer back to their members.

After yesterday's meeting, the CMU chairman, Mr Arrie Paulus, said notices would be posted at every shaft announcing the date and the reasons for the strike ballot.

Ballot boxes would be placed in the Mine Workers' Union meeting halls on all gold mines as well as prominent points on the collieries to enable members of various unions to vote at the same time.

Organisers would bring the ballot boxes to a central point in Johannesburg, where the votes from each union would be counted separately — a process which Mr Paulus said would be completed by 11 am on July 8.

If the vote goes in favour of a strike that means more than 50 percent of one mine's miners want one — the CMU will decide on how to proceed from there on, Mr Paulus said.

The militant mood of white miners was the clear message of the countrywide report-back meetings held over the chamber's earlier eight percent wage offer, he said.

"The CMU has, however, invited the chamber to contact us at any stage — before or after the ballot — to reopen talks.

● See page 97

# The diplomat and the diggers

# Rainy day deadlock

By Tony Davis,  
Labour Reporter.

Deadlock in conciliation board talks - this week between the mining unions and the Chamber of Mines

came as no surprise, because of the gulf between the unions' wage demands and the employers' counter offers.

The eight unions, representing 22,000 white miners through the Council of Mining Unions, had demanded a 15 per cent wage increase.

But the Chamber of Mines would go no better than nine per cent, an increase of one per cent over its previous offer.

The conciliation board earlier this month failed to resolve the dispute, as had the

regular wage talks held in April.

The talks were dominated by the strong personalities of individuals in the two negotiating teams.

The Chamber of Mines is the vast umbrella body representing nearly all employers in the gold industries.

The main visible authority in the wage negotiations for the chamber is its industrial relations adviser, Mr Johann Liebenberg.

Mr Liebenberg is no stranger to wage talks, having been involved in labour matters since 1968, when he was involved with the industrial council for the motor industry.

And he is also no stranger to diplomacy, having worked for the South African diplo-

matic during the 1960s.

Mr Liebenberg's appreciation for union interests comes naturally as his father was once president of the white-miner of Labour and Artisan Staff Association.

Facing the refined Mr Liebenberg and his negotiating table were the heads and representatives of the eight-member CMTU.

The chairman of the council, Mr Arrie Paulus, who is also secretary for the Mine Workers Union, has made no bones in the past about his or his members' attitude towards the Chamber.

Mr Paulus, even in his occasional forays into political spheres, has always had the interests of his members at heart. Recent mine rallies have shown the extent of his reputation as the chamber's wage counter offers.

Another potent force in the CMTU is the SA Electrical Workers Union secretary, Mr Ben Nicholson.

"The diminutive unionist was away in Europe for the second but had previously made his views known to the chamber about the wide difference in the two wage figures.

Mr Nicholson had plenty of practice in negotiating skills from his many years of involvement on industrial councils.

Now the rainy days are here and where is the money?" asked Mr van der Walt.

Mr Tommy Neehling is the secretary for the 32,000-member Amalgamated Engineering Union and another opponent of the chamber in the negotiations.

Mr Neehling said that at the start of negotiations in mid-April the chamber had said the gold price would not be used as a bargaining lever.

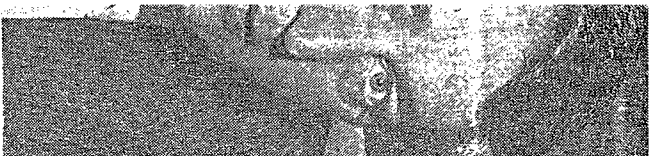
Society, the chamber's eight per cent counter offer was totally unacceptable.

He noted that when the gold price was over R700, the chamber granted the large wage increases, but stated that it would not be put away for times of decline in the industry.

"Now the rainy days are here and where is the money?" asked Mr van der Walt.

Mr Tommy Neehling is the secretary for the 32,000-member Amalgamated Engineering Union and another opponent of the chamber in the negotiations.

Mr Neehling said that at the start of negotiations in mid-April the chamber had said the gold price would not be used as a bargaining lever.



Mr Arrie Paulus... made no bones a bargaining lever attitude.

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**Miners plan action  
over jobs for blacks**

**Labour Correspondent**  
THE Mine Surface Officials Association says it is planning an unprecedented industrial court action against the Chamber of Mines.

The action would centre around alleged violations by the mines of an agreement on black job advancement and on MSOA complaints about the chamber's attitude to the present round of wage talks.

A circular to MSOA officials by general secretary Mr Robert Botha — which has come into the Rand Daily Mail's possession — says the MSOA will go to the court if the chamber does not meet its requests on these issues by tomorrow.

A spokesman for the chamber declined to comment on the MSOA's claims.

When the court was established, observers believed its key function would be to rule on cases in which non-blacks were "unfairly" replaced by blacks.

If the MSOA goes ahead, its action will provide a test of the court's attitude to this issue.

In the document, Mr Botha repeats claims that mines have been guilty of thousands of violations of an agreement to consult MSOA members when blacks are promoted to officials' jobs.

He says the chamber was asked to see that the "viola-

tions" ceased, but that at a meeting on June 10, it asked for more time to investigate.

The chamber re-issued its circular advising mines of the agreement, but the MSOA wrote to it on June 18 saying this was "insufficient".

It demanded an "explicit undertaking" from the chamber that the agreement would be adhered to and reminded the chamber that it had to notify the MSOA of each appointment made in accordance with the agreement.

Each notification should contain the minimum salary attached to the job and the actual salary of the promoted man. "The minimum salary for the non-white appointee must at all times be not less than that which would have been applicable to a white attached to the post".

Sources close to the MSOA stress it is not against black job advancement — it has opened its ranks to blacks — but that it claims mines are promoting blacks and colouring at pay rates lower than that whites would be paid.

On wages, the MSOA alleges the chamber's offer of a 3% increase on minimum pay rates is incomplete because it relates only to designated and not to non-designated jobs — the majority, it says, of officials' jobs.

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Star 24/6/52

## More miners say yes to 9 pc rise

**Labour Reporter**  
A second mining officials' body, the Sa Technical Officials Association, has accepted the Chamber of Mines wage offer.

They join the 15 000-member Underground Officials Association in accepting the nine percent wage offer.

This move by a second officials' body tends to weaken the

support for the eight-member Council of Mining Unions which has a dispute with the chamber over wages.

Only the Mine Surface Officials Association has not accepted the chamber's offer, having described it "incomplete" and the association is considering asking their employers to the industrial court.

● See Pages 7 and 25.

# SATS reverses decision to deduct subscriptions from workers' pay

By SANDRA SMITH  
DEDUCTIONS from the salaries of more than 540 Port Elizabeth dockworkers, who resigned from the South African Transport Services (SATS) Black Staff Association in March, have been stopped.

Earlier this month SATS issued a statement saying the workers, who had joined the General Workers Union (GWU), would have to continue paying the subscriptions for 12 months after resigning from the association.  
The union claimed recently that since the resignation of 546 workers

from the association, they had been called into the offices of the railway police and questioned about their GWU membership.  
In a letter to the Port Manager last week workers also alleged railway police had harassed and assaulted some GWU members.  
The SATS has refused to take up the grievances in

the letter as it did not conform to official grievance procedure.  
The Cape Midlands Systems Manager, Mr J D Engelbrecht, said today any worker could approach him with grievances, and that he had not received any direct approaches from the signatories of the letter.

A SATS spokesman today confirmed the stoporders would be discontinued from the end of this month "because of workers' requests".  
General secretary, Mr Dave Lewis, said the move allowed SATS had finally acknowledged the workers could no longer be forced to belong to an

organisation they rejected.  
"We are pleased reason is starting to prevail. It is a small step, and we hope now the SATS will start adopting a more reasonable attitude to the issue of freedom of association."  
In a further development in the conflict between the union and SATS, the GWU's

right to collect members' subscriptions in the Cape Town docks has been restored.  
Earlier this month railway police officials told the Saco company, in whose premises the subscription collection took place, that the GWU could no longer collect the money.  
At a meeting yesterday

between the Cape Town Stevedoring Association, the SA Stevedoring Employers Association (SSEA) and stevedore representatives from Cape Town, Port Elizabeth, East London and Durban, Saco had been reversed.  
Saco's chairman, Captain G. Soudler, said in an interview today the decision followed discussions with the SATS.  
A SATS spokesman confirmed that the stevedore committee could continue collecting subscriptions in Cape Town.

# 50 000 almost left <sup>Star 24/6/92</sup> (57) at the bus stops

By Themba Maseko  
About 50 000 commuters in Johannesburg boarded their buses for home yesterday unaware that they had very nearly been stranded.

For four hours yesterday, until just before the buses were due to transport passengers from Johannesburg to Alexandra township and north-eastern areas, drivers and management argued over whether buses should run.

At 10 am more than 200 drivers at Putco's Wynberg depot met to discuss their grievances with management.

The drivers were demanding:

- The dismissal of the depot's manager, Mr F Vorster.
- Free travel for staff members' wives and children.
- Free travel for cripples.
- Free travel for employees off duty.
- A free service for Alexandra's residents from the township's number 2 square to the Wynberg depot.
- Loans to staff.
- Information about

changes at the depot.

The workers are members of the Transport and Allied Workers' Union (Tawu), recognised at the depot because it has a membership of more than 50 percent.

Tawu's president, Mr Wilson Manana, was barred from attending the meeting.

Emotions flared when the workers were told management first wanted to meet shop stewards and the liaison committee alone.

Shop stewards later told workers they had reached a deadlock with management on the issue of Mr Vorster's dismissal. He had allegedly been firing workers at random and making life intolerable at the depot.

Management at length agreed to address the workers. A Putco official said all other grievances would be given consideration but the workers' demand that Mr Vorster be fired was not negotiable.

He said workers could not tell the company who to hire or fire. This principle does not apply only to

Putco but to all companies throughout the world," he said.

Putco was a "reasonable" company and would restore "happiness" at the depot as soon as possible, he said.

The meeting ended amicably with management assuring workers there would be no victimisation. Workers, through their shop stewards, accepted that staff appointments were not open to negotiation.

Putco, which transports about a million commuters daily, has been sharply criticised for fare increases.

Critics argue the increases are unwarranted because the company receives a substantial Government subsidy.

Putco's drivers often threaten strike action when their demands are not met.

But Putco's major headache is the stoning of buses, which has almost become a tradition on June 16 in the last six years.

The lives of drivers are at stake on such occasions.



E. Post  
25/6  
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# GWU hits at stand by SATS trade unions

By SANDRA SMITH  
THE General Workers' Union today strongly criticised a statement by the Federal Council of the South African Transport Services Staff Associations supporting the refusal of SATS management to negotiate with the union.

At its half-yearly meeting in Johannesburg yesterday the council expressed pleasure at the strong stand taken by the Minister of Transport, Mr Hendrik Schoeman, and the General Manager of the SATS, Dr Kobus Loubser.

The council said there were 11 registered and recognised trade unions which catered for all SATS workers.

Today a spokesman for the GWU said the union represented a majority of dockworkers in Port Elizabeth and East London and therefore had a bigger constituency than some unions represented on the Federal Council.

He said these unions, in-

stead of being able to boast of "decades of labour peace" and catering for all employees, "can boast of nothing at all with respect to African workers".

"These workers have never been represented and their voice has never been heard through this council.

"In addition, any organisation in South Africa which attempts to prevent dialogue between workers and management is, in so doing, posing a very severe threat to industrial peace," he said.

It was certainly not the legitimate activity of a trade union and was "very peculiar".

Dr Loubser had himself referred to the Federal Council unions as "sweet-heart unions", he said, and "we cannot divorce any statement they might make from the SATS position itself".

He added that the council's attitude to dialogue between the GWU and SATS management had no place in South Africa.

# Pay offer: 'Some may lose out'

By STEVEN FRIEDMAN  
Labour Correspondent

THE Mine Surface Officials' Association (MSOA), the only mine officials' group which has not accepted a wage offer from the Chamber of Mines, must accept the offer today — or its members will lose out on a pay increase for at least a month, mine employer sources said yesterday.

But the MSOA says its members will receive an increase dated from June 1 no matter when it reaches agreement with the chamber and that it is therefore not jeopardising their interests by refusing to accept the offer.

And informed sources said last night there was "little or no prospect" of the MSOA accepting the chamber's offer today.

At the same time, today is also the deadline for a threat by the MSOA to take the chamber to the industrial court over alleged violations of an agreement with the association on black job advancement and on aspects of its wage bargaining arrangement with the mines.

It is also understood that the Chamber is "highly unlikely" to accede to the MSOA'S

requests on these issues.

The two other officials' associations, representing underground and technical officials, have accepted an offer which will guarantee their members a rise equal to at least 9% of the minimum pay rate in their job category.

Employers are keen to see the MSOA also settle because that would strengthen their bargaining position in relation to the 22 000-member Council of Mining Unions, which is to hold a strike ballot on the wage issue.

But the MSOA says it cannot even consider the Chamber's offer because it is "incomplete". The Chamber, it says, has made an offer to its members in "designated jobs" but not to the majority in "non-designated jobs".

In a letter to union officials, the MSOA's general-secretary, Mr Robert Botha, assured members that the pay increase would come into effect from June 1 "irrespective of how long it takes for the Association and the Chamber to reach agreement".

But an employer source said yesterday this was "misleading". If the MSOA did not accept the offer today "its members will lose at least a month's increased pay — there is no question of backdating the increase if the dispute drags on".

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# SATS drops bars on dockers' union

Labour Correspondent

25/6/82  
TWO decisions by SA Transport Services, which were seen as an attempt to hamper the activities of the unregistered General Workers' Union, have been reversed.

This is the latest development in the recognition row at two Eastern Cape ports where the GWU claims majority support among SATS dockers.

The first decision to be reversed prevented the GWU from collecting dues from members employed by private stevedoring companies at Cape Town harbour.

The union is recognised by stevedoring employers and has arranged with them to collect dues at a building in the harbour area. But SATS

stopped this because the building is on SATS property.

A union spokesman said yesterday that SATS had dropped its bar on dues collection. A SATS spokesman confirmed yesterday that they had agreed to a request to allow dues to be collected at the building.

In the second decision, SATS has now stopped deducting union dues from GWU members who have resigned from its Black Staff Association.

SATS had said it was forced to continue deducting dues because they had signed "stop orders" authorising deductions for a year and that it was administratively impossible to stop deductions before the year was up.

# Court rules on sacked 7 workers

Pretoria Bureau

A FULL Bench of three judges of the Transvaal Division of the Supreme Court has handed down a far-reaching decision establishing the rights of workers against alleged victimisation.

The judgment upholds the right of fired workers to reinstatement if the courts believe this is warranted.

The court upheld the appeal of seven workers at a factory in Springs, Stag Packings Pty, against a ruling by Mr Justice Nestadt, who had turned down their application for reinstatement at the company.

The workers, who were fired and claimed they had been dismissed because they were members of the National Union of Textile Workers, had asked the court last July to declare their dismissals null and void and order their reinstatement.

But in the Rand Supreme Court Mr Justice Nestadt had ruled against them, citing a long-standing common law principle that the courts should not compel an "unwilling employer" to re-hire dismissed workers.

In a 24-page judgment Mr Justice Dijkhorst, with Mr

Justice Franklin and Mr Justice Ackermann concurring, upheld the appeal by the workers and their trade union.

He said the lower court had "falsely elevated" the common law principle to the status of a rule of law.

The judge said a very important consideration was the allegation that the workers had been dismissed solely by reason of their trade union membership.

"If that allegation is established, the respondents will have been proved to have acted illegally in contravention of the Labour Relations and the Wage Acts," the judge said.

The court found that the Acts gave trade unions juristic personality and status by registration and regulation of good labour relations in trade and industry.

"Both Acts contain provisions to prevent victimisation of employees because of trade union membership. It may well be that these objects are frustrated if a remedy of reinstatement is not granted," Mr Justice Dijkhorst said.

Mr I Mahomed SC (with Mr M S M Brassey) represented the workers and Mr B Galgut SC (with Mr E Ginsburg) represented Stag Packings Pty.

## Wage dispute sequel

### Mercury Reporter

THE Fosatu-affiliated Chemical Workers Industrial Union has applied to the Minister of Manpower for the establishment of a conciliation board following a dispute over wage negotiations at Triomf's Richards Bay factory.

In terms of the 1981 Labour Relations Act a legal strike could be called by the union should the conciliation board not settle the dispute.

Earlier this month the union held a meeting with the company in an attempt to open half-yearly wage negotiations provided for in their recognition agreement.

Triomf's factory manager, Mr D J Macleod confirmed that they had been notified of the union's application and that they had filled in the required forms sent to them by the Department of Manpower.

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Mercury 26/4/82

of each state

# Union move in dispute at Triomf

Mail Correspondent

DURBAN — The Fosatu-affiliated Chemical Workers Industrial Union has applied to the Minister of Manpower for the establishment of a conciliation board following a dispute over wage negotiations at Triomf's Richards Bay factory.

In terms of the 1981 Labour Relations Act a legal strike could be called by the union should the conciliation board not settle the dispute.

Earlier this month the union held a meeting with the company in an attempt to open half-yearly wage negotiations provided for in their recognition agreement.

The company "regretfully" refused to begin negotiations for a wage increase because the fertiliser industry was not yet certain what its profits would be this year.

Triomf's factory manager, Mr. D. J. Macleod, confirmed that they had been notified of the union's application and that they had filled in the required forms sent to them by the Department of Manpower.

# Railways, union, in dispute <sup>CARE TIMES</sup> 26/6/82 <sup>(445) (151) (270)</sup> over recognition

By PHILLIP VAN NIEKERK, Labour Correspondent

A DRAWN-OUT recognition dispute with a trade union representing a tiny section of its total staff has brought the labour practices of the South African Transport Services (SATS), formerly the SA Railways, into the public eye.

More than a year ago the unregistered General Workers' Union first applied for recognition at the Port Elizabeth and East London docks. Despite evidence that the union is representative of railway dockers at the two ports, pressure from industrialists, pressure from overseas unions and the possible threat of industrial action which could spill over into other ports, SATS management has adamantly refused to deal with the union.

It was inevitable that the new era of independent black trade unionism which is transforming industrial relations throughout the country should one day touch on the country's largest employer. But the state-owned SATS, which employs about 240 000 people, is not just another employer.

## Scrapped

That the SATS is very much a law unto itself, with the power to regulate the status of its own employees, was illustrated recently when a regulation classing all black, coloured and Asian SATS workers as "casuals" was scrapped. This ruling had cut all but white workers off from the legal protection of the SAR and H Services Act of 1963 which governs work conditions on the railways.

For the first time a measure of job security — the right not to be fired without reason at 24 hours' notice — has been granted to some of these workers. But many, notably black contract workers and those with less than two years' service, are still excluded, and black, coloured and Asian workers will not enjoy the same security that is guaranteed by law to white railway workers.

The GWU, while condemning the change as "hopelessly inadequate and blatantly discriminatory", claimed it had been prompted by their own ongoing legal moves to challenge the regulation.

## Was fired

In January this year, the chairman of the GWU's Port Elizabeth railway dockers' committee, Mr Jeremy Tolwana, was fired without reason at 24 hours' notice. The union prepared to bring the matter to court as a test case which would affect the status of more than 100 000 workers, but the SATS headed them off by paying Mr Tolwana a month's wages without admitting any liability.

The SATS denied the change was connected with the court action, saying it followed two years of talks with black worker representatives, including the SATS's Black Staff Association (BSA).

Mr Jimmy Zurich, the president of the Federal Consultative Committee of Railway Staff Associations, which is composed of the 11 railways staff associations, said SATS management aimed at total equality between white and black workers by 1987. Reforms had already started, but the enormous cost involved was dictating the timetable.

While this amounts to an admission that substantial discrimination exists in the SATS, it would indeed be significant if all SATS workers were upgraded to the same status as whites. As a cornerstone of the "civilized labour policy" begun in the 1920s and 1930s, the railways have played an important role in economically uplifting once-impoverished Afrikaners.

cal clout of white railway workers, whose votes can sway a number of constituencies, has ensured good terms of service from the state in the form of cheap housing, overtime pay, pension benefits, medical aid, lump sum retirement payments and travel concessions. But, as Mr Graham McIntosh, MP for Maritzburg North and a PFP spokesman on transport, says, "black, Indian and coloured workers do not get the same deal."



Mr Graham McIntosh, MP... on "gross racial discrimination" by the railways

Mr McIntosh points to housing as one example of "gross racial discrimination" practised on the railways. "Black SATS employees are forced to live in vast single-quarter accommodation when family housing can and ought to be provided and when white workers receive incredible housing benefits.

"If one looks at old reports, one is amazed at what the railways did for white workers who were in the same socio-economic bracket as most blacks are now. But very little has been done to uplift black workers, many of whom can still be fired with little notice after years of loyal service to the SATS."

While the SATS has acknowledged the need for reform after decades of white privilege, its refusal to talk to the GWU seems out of step with the government's own labour reforms. As Mr Fred Ferreira, the industrial relations director of Ford SA, said: "It seems totally senseless for an impact to develop when the issues involved appear to be essentially questions of principle which are totally consistent with current perspectives on labour relations in South Africa."

SATS management's standpoint is that the GWU is not nearly representative of black SATS workers, that it does not want to deal with a multitude of unions representing small "splinter" groups and that it has a "gentleman's agreement" to deal only with the 11 existing staff associations, one of which is the Black Staff Association (BSA).

## Claim right

Though the GWU's 1 000 dockers constitute a minuscule slice of the total SATS labour force, they claim a majority among railway dockers at the two ports. As such, they believe it is their right to be represented by the union the majority have chosen and not the BSA which they regard as having been foisted upon them by management.

One industrialist who would be closely affected if any industrial unrest broke over the issue expressed the hope that the SATS would eventually "come to their senses". They were just a "little slower than everyone else", he said. "But even if the railways do not always run on time, they always get to their destination in the end."

In the meantime, as one Johannesburg newspaper has put it, a time-bomb is ticking at the Port Elizabeth and East London docks...

... they would unleash a ...  
spate of destructive forces. ... integrity

REF ID: A66426  
26/6/49  
**Union strikes deal**

Labour Correspondent

In a sequel to a strike and consumer boycott earlier this year the Henkel chemical company and Fosatu's Chemical Workers Industrial Union (CWIU) yesterday signed a recognition agreement granting the union full bargaining rights at the company's Durban plant.

There is also provision for possible further agreements between the two parties at other Henkel plants.

The agreement follows a lengthy dispute between CWIU and the company which is 50% German-owned. The dispute followed a strike and the firing of workers who took part.

CWIU called a consumer boycott of Henkel products and German unions also intervened. The dispute was finally settled with an arrangement that the workers who were fired would be re-hired and the two sides would negotiate on various issues, including recognition.



# Henkel and union sign agreement

Mercury Reporter

HENKEL, the subject of a month-long dispute earlier this year, have signed a recognition agreement with the Fosatu-affiliated Chemical Workers' Industrial Union (CWIU).

The dispute arose in March following the dismissal of about 250 workers at the company's Prospecton plant who had downed tools over wages, pensions and the new

shift system. A CWIU spokesman said the recognition agreement provided for shop stewards' rights; and recognition of collective bargaining procedures, union officials' salaries and stop-order facilities.

It also obtained an undertaking from the company to consult with the union before making any major changes in work practice and conditions of employment. He said

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26/6/82

# Gold mine strike could cost R144-m a week

Argus Correspondent, Johannesburg

THE possibility of a strike by 22 000 white miners next month holds a dire threat for the Chamber of Mines.

Miners in the gold and coal industries who are represented by the eight member unions of the Council of Mining Unions are scheduled to conduct a strike ballot on July 7. The results are expected to be known by noon the following day.

The chamber has seen strike action by miners before. In 1979 members of the Mine Workers' Union voted to strike at the O'OKpie mine over the issue of recruitment of coloured workers.

The wildcat strike spread to other parts of the country before it was broken by the chamber and strikers were dismissed.

Strike centres included Westonaria, Rustenburg and Klerksdorp.

In the current dispute, the situation is different. If a strike occurs next month it will be a legal strike as conciliation board talks have failed to resolve the wage grievances of the mining unions and the chamber.

But in terms of the miners' conditions of employment, the situation is the same. Employment contracts are automatically terminated if miners conduct either a legal or illegal strike.

These terms affect all members of the Council of Mining Unions, but not the officials' associations.

At this stage the chamber and the Council of Mining Unions have adopted an open-door policy for talks to ensure the possibility of further negotiations should the need arise.

But if the situation reached the strike stage, what would this mean for the chamber?

In the event of a strike by the eight unions — this is assuming all the mining unions will support a strike — then production in the gold and coal mines would be crippled.

For the gold mines this means that producers in the Evander, central west, Stilfontein, Klerksdorp and Free State areas would be affected.

For the coal producers, their production in northern Natal, the Transvaal and the Free State would be hit.

It is difficult to ascertain the economic costs of such a mining general strike, but a week's strike could cost gold mines about R150-million in lost revenue based on a figure of 300 dollars for an ounce of gold.

This figure is based on the lower monthly gold production figure of 52 000 kilograms, taken from the June 1981 to May 1982 period.

The 52 000 kilograms figure would amount to 30 000 kg a week, or 417 968 ounces. Taking the 300 dollars an ounce figure, and taking into account the exchange for the American dollar, this would work out to roughly R144-million.

A week's losses in the gold industry would be much higher because it could take from a few days to a couple of weeks to get production back to full capacity again.

But in the event of a majority of miners voting against any form of strike action this would signal a return to negotiations by the chamber and council.

ler third.

Picture by  
Dave Hughes.

*See*  
**Call for**  
*29/6/87*  
**board to** (151)  
**resolve**  
**pay row** (151)

**Labour Reporter**

The refusal of the Triomf management in Richard's Bay to negotiate a half-year increase has led the Chemical Worker's Industrial Union to call for the establishment of a conciliation board.

A spokesman for the Fosatu-affiliated union said that the Triomf management told the union it would not begin wage negotiations because of the economic situation in the fertiliser industry.

The CWIU has a recognition agreement with Triomf, under which wage negotiations are provided.

The union's spokesman confirmed its application for a conciliation board to resolve the dispute. Workers at the plant had boycotted the canteen in protest.

The union also signed an agreement with the management of Henkel in Durban on Friday which provides for full negotiating rights.

The Henkel group nearly faced a boycott by the CWIU in March after the union had accused the firm of refusing to negotiate with it.

The union's bid to gain recognition at the Henkel operations in Johannesburg has been stalled as the firm is moving its Isando plant to Alrode, Alberton.

The CWIU also expects to sign a recognition agreement soon with the management of Dunlop Industrial Products near Benoni.

**Did you  
get the  
right coal?**

Is your anthracite burning with a long, orange flame?

Chances are that it is not anthracite at all, but coal.

Several consumers have complained that they have received coal instead of anthracite

151 29/6/82

# Anglo and black unions sign

Labour Correspondent

THE Anglo American group's industrial companies have signed full recognition agreements with two black unions and another six are "under negotiation", Anglo says in its annual report, published yesterday.

No details were given of the industries affected by the agreements.

Anglo added that black union membership increased significantly last year but was still low in relation to the total workforce.

It said it hoped that the Government's National Manpower Commission — which is investigating key aspects of the official labour system — would recommend, against registering unions "on racial terms."

The authorities' decisions in some cases to register unions on a racial basis "has influenced some black unions in their refusal to join the established industrial councils, so making the councils less representative and 'effective,'" the report said.

For the second successive year, Anglo called for facilities for the theoretical training of artisans to be opened to all races.

It said that more technical training could be carried out immediately if theoretical training facilities, "that are under-utilised in the public sector, were to be opened to all races, so enabling the private sector to increase the number receiving practical training correspondingly".

SAFETY TIMES 20/1/62  
**Dispute  
declared**

Own Correspondent

JOHANNESBURG — The 15 000-member Mine Surface Officials' Association has declared a dispute with the Chamber of Mines over the Chamber's wage offer, which has been accepted by the other two officials' associations.

It will now appeal to the Minister of Manpower, M. Fanie Botha, for an official conciliation board to try to settle the dispute and may take the Chamber to the Industrial Court if efforts to resolve the dispute fail.

Its move comes as mining unions, represented by the Council of Unions, prepare for a strike ballot on their wage dispute with the Chamber.

The union's general secretary, Mr. Robert Botha, said the MSOA was also planning separate action against the Chamber over alleged violations by mine managements of an agreement on promotion of white, coloured and Asian workers to officials' posts.

He declined to specify what action would be taken, adding that an announcement would be made later.

The declaration of a dispute is usually the first step towards a legal strike. However, Mr. Botha said the MSOA did not plan to strike if the conciliation board failed to resolve the deadlock.

# Dispute declared in mine pay deadlock

## Tin mine offer of 9% accepted

By STEVEN FRIEDMAN  
Labour Correspondent

THE 15 000-member Mine Surface Officials' Association (MSOA) has declared a dispute with the Chamber of Mines over the Chamber's wage offer, which has been accepted by the other two officials' associations.

The MSOA will now apply to the Minister of Manpower, Mr Fanie Botha, for an official conciliation board to attempt to settle the dispute and may take the Chamber to the industrial court if efforts to reach a settlement fail.

The move comes as mining unions, represented by the Council of Unions, prepare for a strike ballot over their wage dispute with the Chamber.

And the MSOA's general-secretary, Mr Robert Botha, said that the union was also planning separate action against the Chamber over alleged violations by mine managements of an agreement on the promotion of white, coloured and Asian workers to officials' posts.

The declaration of a dispute is usually the first step on the route to a legal strike. But Mr Botha said yesterday that the MSOA did not plan to strike if the conciliation board failed to resolve the deadlock.

"The declaration of a dispute merely enables us to carry out our stated intention of taking industrial court action against the Chamber," he said.

Mr Botha said the MSOA had declared the dispute because it believed that the Chamber's offer of a 9% increase on

minimum pay rates was "incomplete" as it did not cover the majority of jobs represented by the union.

A Chamber spokesman would not comment yesterday.

The outgoing president of the Chamber, Mr Lyn van den Bosch, said yesterday at the Chamber's annual general meeting:

"During the past decade, the mainly skilled white workforce in the industry has enjoyed a real increase in wages and, taking into account subsidised housing and other generous benefits, has probably fared better than employees in any other sector."

But, "given the extremely serious plight of the mining industry and the national economy" it was not possible "to maintain the high level of wage increases to which employees have been accustomed. Mr Van den Bosch added.

Labour Correspondent

THE Council of Mining Unions, which is to hold a strike ballot on its dispute with the Chamber of Mines over white wages on gold and coal mines, yesterday accepted an offer of a 9% wage increase from the Roobeig tin mine.

A statement by the Goldfields group, which owns the Roobeig mine, said the CMU had accepted an offer of a 9% increase on "standard rates of pay" at a meeting with the board of Roobeig Tin yesterday. The CMU has rejected the chamber's offer of a 9% increase on gold and coal mines.

CMU spokesmen could not be contacted last night but are likely to argue that an agreement with the tin mine does not affect their stance on the gold and coal mines, where conditions may be different.

The agreement is thus unlikely to have a direct effect on the unions' stance towards the chamber's offer. They are demanding a 15% rise. Roobeig is the country's biggest tin mine and is situated in the Waterberg area.

## Relaxing of racial job bars 'a priority'

Labour Correspondent

TALKS between the Chamber of Mines and white unions on relaxing racial job bars and a new labour relations system for the mines have made only "slow" progress, the chamber's outgoing president, Mr Lyn van der Bosch, told it's annual meeting yesterday.

And a mining house executive, Mr Basil Hersov of

Anglo Vaal, yesterday called for the removal of all racial labour bars on the mines and said this should be treated as "a priority" by the chamber and unions in the year ahead.

White workers' fears would have to be allayed, he said.

The chamber is holding talks with the unions on a new labour relations structure.

Mining is the only major private sector industry which

still has statutory bars on black job advancement.

Mr Van den Bosch yesterday revealed that the talks centred around key issues such as the present bargaining system, "freedom of association and the future of the closed shop, and the need to allay employees' fears about future job security".

"To date a number of meetings have been held with the 11 employee organisa-

tions but progress in reaching a consensus on the resolution of these major issues has unfortunately been slow," he said.

In his speech replying to Mr Van den Bosch's presidential address, Mr Hersov said the removal of all racial labour bars was "essential not simply on moral and political grounds but to ensure the efficient allocation of human resources".



# White miners to vote in strike ballot

Argus Correspondent

JOHANNESBURG — Nearly 22,000 white miners will vote "yes" in a strike ballot being held next week, warned mining leader, Mr. Arrie Paulus, today.

Mr. Paulus, chairman of the 22,000-member Council of Mining Unions, delivered this warning after a meeting of the council's executive in Johannesburg.

He said that more than 90 percent of the members of the eight white-member unions would support a "yes" vote.

But he accused mine managements and the Chamber of Mines of intimidating miners and even trying to prevent workers from voting.

Workers were told of the consequences of supporting a strike and voting as they would lose their jobs and other benefits.

## THREAT

Mr. Paulus said that mine managements had threatened that in the event of a strike, all the strikers would be dismissed and that some would be taken back selectively.

But he warned that if one worker was not taken back if that situation developed the strike would go on.

The Chamber of Mines has stated that managements may have drawn workers attention to the consequences of a strike but it was wrong to say that miners were threatened.



WOM 2/7/82

# Mine men call crisis meeting on pay dispute

By STEVEN FRIEDMAN  
Labour Correspondent

THE Council of Mining Unions is to hold an emergency meeting today to discuss developments in its wage dispute with the Chamber of Mines, CMU secretary Mr Tom Neethling said yesterday.

But CMU sources said there had been no sign of a break in the deadlock between the unions and the Chamber of Mines and that plans to hold a strike ballot next Wednesday were continuing.

The unions are demanding a 15% increase. The chamber says its latest offer, of 9%, is final.

Mr Neethling said the meeting would discuss the chamber's pay rise for black miners, "problems in certain

mining areas" relating to the wage dispute and other issues connected with it.

Union sources said yesterday there had been no contact between the CMU and the chamber since negotiations broke down at a conciliation board meeting last week.

It is understood that any moves to resume talks in an attempt to avert a strike will occur only after the ballot, which unionists expect to produce an overwhelming pro-strike vote.

The CMU is unlikely to call a strike immediately after the ballot. It is more likely to wait in case the chamber wants to resume negotiations.

Union sources stressed that today's meeting does not herald new moves towards a settlement.



711 213 151

# Miners go to the ballot box

5/7/82 (J.P.) Star

# Countdown to a crippling strike

By Tony Davies  
Labour Reporter

Almost 22 000 white miners will vote on Wednesday to decide whether the country's gold mines and collieries will stage a legal strike.

The Council of Mining Unions, which represents the white miners in eight trade unions, is confident the miners will vote for a strike.

This is a significant ballot as mine workers and skilled artisans are united in their opposition to the Chamber of Mines.

At the core of the dispute is the breakdown in wage talks with the chamber.

The employers' umbrella organisation offered nine percent in response to the CMU's 15 percent demand.

The council had declared a dispute and two subsequent sittings of a conciliation board failed to resolve their differences.

In the event of a "yes" the miners will be legally entitled to strike.

The rundown to Wednesday's vote has been characterised by bitterness, with unions accusing mine ma-



Mr "Arrie" Paulus . . . predicts miners will vote for a strike.

agements of intimidating workers and threatening them if they vote for a strike.

CMU officials claim their members are being denied the right to vote at all.

The council's chairman, Mr Arrie Paulus, last week predicted that more than 90 percent of the 22 000 miners would vote in favour of a strike.

A "yes" vote does not necessarily mean there will be a strike but will prove the miners' support for the CMU's wage demands.

White miners fear if there is a strike many mines will be able to hold out for weeks or

even months with black labour and members of the white officials' associations, which accepted the nine percent wage offer.

They also fear mining houses will take advantage of a strike to dismiss them and replace them with black labour.

The dispute comes at a time when the Chamber of Mines and the CMU are still discussing the implementation of the Wiehahn labour reforms for the introduction of black miners to previously restricted jobs on the mines.

Because of the contract conditions between white miners belonging to the CMU

and the chamber, even a legal strike will result in the termination of their employment.

Miners also stand to lose their mine homes and other benefits.

The chamber insists mine managements are trying to warn white miners they stand to lose everything if they go out on strike.

The CMU has warned that if striking workers are fired they will all have to be re-engaged, not just a selected few, or they will continue strike action.

In the July issue of the chamber's "Mining News," a front page editorial warns: "Don't kill the goose."

The editorial states that a strike will further damage South Africa's ailing economy and harm the mining industry.

Retrenchments are becoming more frequent in the mining industry and Government statistics have shown white miners are the highest paid group in the economy, the editorial says.

Are the miners' wage claims justified?

Unionists say they are asking only to meet cost-of-living requirements and that even civil servants were given 15 percent increases.

...ould be caused.  
...ed to the attack  
... "that is where  
... quick

...leave was in the best interests of all concerned, he said.  
... Until two weeks ago Kwa-Zulu had been in control of Ingwavuma for 10 years and affidavits showed control had been exercised in a proper manner.

...Confusion in the area could lead to violence and bloodshed and although the order might delay negotiations between the South African and Swaziland governments, tension would be reduced if the status quo was restored.

...Earlier Mr W de Villiers SC, for the State, said bloodshed, tension and confusion would result if control was given back to KwaZulu.

...Mr De Villiers said the aim of the Government in exercising the area was so that the people could be told of the position and their views sought. Only then would a final decision be made.

...A Chief, Ntunja Mgomeluzulu, had claimed in an affidavit that he fled with his followers after being told he would have to become a Zulu subject.

...Though army and police in the area were under SA control, their support could be undermined if the department did not resume control.

...Already the local commanding officer, a Commander van der Spuy, had complained that the army had lost the support of the local population since the dispute began, he said.

...Mr Buys said the black KwaZulu magistrate, a Mr Mhlongo, would not be able to exercise power over whites in the area and could not fulfil many functions as set out Mr Van Zyl, the white SA magistrate.

...With the two men sharing the administration, a deadlock was almost inevitable. Total chaos, even bloodshed, could result, he said.

□ To Page 2

# Minister intervenes in miners' pay row

By STEVEN FRIEDMAN  
Labour Correspondent

THE Minister of Mineral and Energy Affairs, Mr F W de Klerk, has intervened personally in an attempt to avert a strike by white mine workers — and the Chamber of Mines yesterday made a new offer to mining unions which is likely to lead to a postponement of the unions' planned strike ballot.

Union sources said last night that the Council of Mining Unions and the Chamber had met yesterday and that the Chamber had made the unions a new offer. They said the meeting was a "direct result" of Mr De Klerk's intervention.

They added that the unions' executives would meet this morning to decide whether to postpone the ballot in order to take the new offer back to their members.

The CMU has planned a strike ballot for tomorrow after rejecting a 9% wage offer from the Chamber. At meetings around the country, union men demanded a 15% increase. The ballot's calling has raised fears of a strike by white mine workers which could seriously hit gold and coal production.

It was learned yesterday that Mr de Klerk has twice contacted both the Chamber of Mines and the Council of Mining Unions urging them to "rethink" their dispute.

In a telex message sent last week, Mr de Klerk urged a rethink "in the national interest" and given the challenges facing the economy.

Approached last night, Mr de Klerk confirmed that he had sent the telex and added that he had "twice been in contact with both sides". On both occasions, he had contacted the CMU and Chamber simultaneously and his messages to them had been identically worded, he said.

Mr de Klerk declined to comment on the content of the messages.

A Chamber spokesman confirmed that the telex had been received and added that "we have taken note of it".

Yesterday, the two sides met at Chamber headquarters in an attempt to settle the dispute. Union sources said that the Minister's telex, which they also confirmed receiving,



Mr F W de Klerk, personally intervened in the pay dispute.

had prompted the meeting.

At the meeting, they said, the Chamber had made a new offer which would be discussed by union executives this morning.

"The likeliest outcome is that the Council will decide to postpone the ballot to give all unions the opportunity to take the offer back to their members. It is essential that we have the fullest possible mandate from our members on any offer," a CMU unionist said.

He declined to say what the new offer was or whether he believed union men were likely to accept it.

Observers believe, however, that prospects for a settlement have improved significantly as a result of the meeting.

## 's Rossi dashes Brazil's great hopes

— Italian centre-forward ripped up the World Cup in Barcelona last night with a burst of scoring that put Brazil out of the finals.

Returned to action only last year, he was the key to Italy's 3-2 win over the three-time champions.

It was at that semi-final meeting with Argentina's Nou Camp Stadium and, almost unthink-

ably, sent the Brazilians home empty handed.

Brazil, the most exciting team in the World Cup and needing only a draw to qualify, were widely regarded as certainties. Rossi, with the invaluable assistance of a dithering Brazilian defence, ignored that script.

Three appalling defensive errors presented Rossi with gift goals in the fifth, 25th and 74th minutes.

Rossi's is the third hat-trick in the current championship, with West Germany's Karl-Heinz Rummenigge and Poland's Zbigniew Boniek being the

others.

From Bahrain it is reported that television authorities in the Gulf countries did not transmit yesterday's the Brazil-Italy match because it was refereed by an Israeli.

The countries affected were Qatar, Bahrain, Kuwait, Oman, the United Arab Emirates and Saudi Arabia.

Soccer is the main sport in these states, which have been broadcasting the World Cup games live from Spain. — Sapa-Reuter.

● See Back Page

## Winning bond sold in Jo'burg

THE monthly R50 000 bonus bond prize has been won by the holder of bond number 1008374101 bought at Johannesburg Post Office, it was announced in Pretoria yesterday.

The second prize of R30 000 went to bond number 0708468731, bought at Durban. Third prize of R15 000 was won by bond number 5207837173, bought at Hillcrest. — Sapa.

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# Minister in bid to avert miners' strike

Own Correspondent  
JOHANNESBURG — The Minister of Mineral and Energy Affairs, Mr F W de Klerk, has intervened personally in an attempt to avert a strike by white mine workers.

The Chamber of Mines yesterday also made a new offer to mining unions which is likely to lead to a postponement of the unions' planned strike ballot.

Union sources said last night that the Council of Mining Unions (CMU) and the Chamber of Mines had met yesterday and that the Chamber had made unions a new offer. They said the meeting was a "direct result" of Mr De Klerk's intervention.

The unions' executives would meet this morning to decide whether to postpone the ballot to allow time for the new offer to be taken back to their members, the sources added.

The CMU planned a strike ballot for tomorrow after rejecting a nine percent wage offer from the Chamber. At meetings around the country, union men demanded a 15 percent increase.

The calling of the ballot has raised fears of a strike by white mine workers which could seriously hit gold and coal production.

It was learned yesterday that in a telex message sent last week, Mr De Klerk urged both the Chamber of Mines and the CMU to "rethink" their dispute "in the

national interest" and "given the challenges facing the economy".

Mr De Klerk last night confirmed that he had sent the telex. He had also twice "been in contact with both sides". On both occasions, he had contacted the CMU and Chamber of Mines simultaneously and his messages to them had been identically worded, he said.

Mr De Klerk declined to comment on the content of the messages.

A Chamber spokesman confirmed that the telex had been received.

"We have taken note of it," he added.

Yesterday, the two sides met at Chamber headquarters to try to settle the dispute. Union sources said the minister's telex had prompted the meeting.

## New offer

At the meeting the Chamber made a new offer which would be discussed by union executives this morning, the sources said.

"The likeliest outcome is that the council will decide to postpone the ballot to give all unions the opportunity to take the offer back to their members," a CMU member said.

He declined to say what the new offer was or whether he believed union men were likely to accept it.

Observers believe, however, that prospects for a settlement have improved significantly as a result of the meeting.

# Stone-filled w



The wall in the new nursery extension Kirstenbosch Gardens, made from rows of wire baskets filled with stones.



Eleven Cape Town schoolchildren arrive with money for National Santa Year. They are escorted by the Johannesburg Traffic Department. In the back row from left) Jeanette Holt, 15, and Shaun Esson, 14.

State steps into mines row

# Strike ballot is in the air

By Tony Davis  
Labour Reporter

White mine unions meet in Johannesburg today to decide whether or not to cancel tomorrow's strike ballot — as a result of the intervention by the Minister of Mines and Energy Affairs, Mr F W de Klerk, in their dispute with the Chamber of Mines.

Mr de Klerk teleaxed the Council of Mining Unions and the chamber to indicate his disappointment at the lack of progress in the wage talks, and said he hoped they would get together to resolve their differences, mining sources said today.

Yesterday the CMU

and chamber met in Johannesburg to discuss the dispute for the first time since the breakdown in conciliation board talks last month.

The mine unions had earlier rejected totally the chamber's 9 percent wage offer and demanded a rise of 15 percent.

The CMU executive meets this afternoon to discuss the chamber's apparent willingness to renegotiate.

The CMU chairman, Mr Arrie Paulus, said today that its executive would have to decide whether or not the strike ballot should go ahead tomorrow.

Mr Paulus has already said that he expects an overwhelming

majority of the 22 000 white miners which the CMU represents to support a strike.

Union sources said the chamber would have to better their 9 percent offer if they expect a settlement.

The ballot at South Africa's gold mines and collieries is planned to be conducted from 6 am to 6 pm.

Scrutineers chosen by members of the eight-union CMU will conduct the balloting, and the sealed vote boxes will be returned in the evening to the Johannesburg offices of the secretary of the CMU, Mr Tommy Neethling.

The results should be known by noon on Thursday.

Since the breakdown in the wage talks, both parties have indicated that their doors are open for further negotiations.

The chamber had appealed to members of the mine unions to accept the 9 percent offer because of the present economic hardships in the mining industry.

But at a number of public rallies organised last month by the unions, workers showed total rejection of the chamber's offer.

## NEED

Mr de Klerk has also pointed out the need for new talks "in the national interest."

The miners are entitled to conduct a legal strike ballot because of the breakdowns in negotiations and conciliation board talks.

But in terms of contracts of employment signed by CMU members, the chamber can terminate their services if they go on a legal or illegal strike.

The CMU had accused mine managements of resisting its attempts to organise tomorrow's strike vote, and even of "intimidating" members at some mines.

A chamber spokesman said that at this stage it had no comment to make on the present talks.

Mr de Klerk's intervention in the dispute has a precedent. During the 1979 strike by the Mine Workers' Union against the Chamber, the then Minister of Mines, Mr Fanie Botha, appealed to both sides to resolve their differences, though he refused to be drawn into the actual dispute despite MWU requests.

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Mercury

# Increase wages, Umzinto told

Mercury Reporter

THE Department of Manpower has warned the Umzinto North Town Board to upgrade the wages of its black labourers after complaints of growing dissatisfaction.

This is the second time that the department has intervened in a row over pay between the Indian-controlled local authority and its black labour force.

Last year the board granted black workers a 10 percent pay hike after receiving an ultimatum from the department to upgrade wages within 48 hours or face prosecution.

A deputation from the black workers' liaison committee this week met Town Clerk Enoch John and demanded an immediate increase of R30 a month for all black workers irrespective of whether they were on a scale or not.

They also pointed out that their take-home pay was insufficient to enable them to live 'decently'.

Since the last increase about a year ago the price of food and other goods had increased rapidly, so much so that even their net take-home pay was insufficient to meet the food bill let alone other household expenses, they said.

In a report tabled at a closed meeting of the board yesterday, Mr John disclosed that the leader of the deputation, Mr Gilbert Mquadi, had informed him that the black workers had threatened strong action when making their pay demands.

The report also disclosed that a senior official of the Department of Manpower had informed the Town Clerk of the dissatisfaction

among black workers.

'He said he felt it his duty to alert me that trouble was brewing among the black employees who appeared to be dissatisfied and disgruntled about their take-home pay and that the board should give serious consideration to increasing their pay.

'If this were not resolved amicably between the black workers' liaison committee and the town board, then at the instance and request of the liaison committee it may be necessary for my department to set up a conciliation board to settle the dispute.'

The chairman of the board's works committee, Mr Ismail Moolla, told the Mercury last night that he would support the upgrading of black workers' pay on condition they showed greater efficiency.

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14/11/80  
Sappi  
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Mercury 7/7/80

Mercury Reporter  
PULP and paper giant, Sappi, employing a black labour force of 14 000, has made significant changes to the company's pension rules following a year of negotiations with worker representatives.

Negotiations have been on the go since workers at Sappi's Tugela mill downed tools during last year's wave of strikes sparked off by the proposed Pensions Preservation Bill.

In the light of the discussions, the trustees of the fund have recently agreed to amend the rules in order to accommodate some of the grievances raised by Sappi workers.

The trustees raised the interest rates on members' contributions from 4 percent to 6 percent compound interest, the retirement age has been changed from 65 to 55 and a funeral benefit has been introduced which pays out R500 to the widow.

The company also agreed to make it possible for workers to get education and housing loans.

Addressing the problem of a three- to six-month delay in getting tax clearance before pension moneys can be paid out, the company agreed to pay a maximum of R600 to a worker immediately on leaving the company which would then be deducted from his pension money when cleared.

But, a union source said, a major worker request that the fund be made voluntary was refused by the company.



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# Chamber, miners settle pay dispute

Own Correspondent

*CAR TIMES 7/1/82*  
*(ISL)* *(S)*  
JOHANNESBURG. — The Chamber of Mines and the Council of Mining Unions yesterday agreed on a 12 percent pay increase for union men on gold and coal mines, thus averting at the eleventh hour a planned CMU strike ballot and the threat of a damaging strike by white mine workers.

The settlement was reached after dramatic last-minute meetings between the two sides and came less than a day before the ballot was due to begin.

It was announced to waiting newsmen at the Chamber's Johannesburg headquarters yesterday as smiling CMU and Chamber delegations emerged from a meeting at which the compromise was finally hammered out.

The agreed figure is halfway between the 9 percent the Chamber had said was the maximum it could afford to pay and the 15 percent the 22 000 union men had demanded.

### 'Could have been catastrophic'

A joint statement by the CMU and Chamber said the settlement had "averted a threatened strike which could have proved catastrophic to the national economy and to the mining industry in particular".

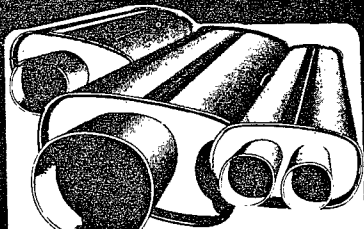
The increase would come into effect from the July pay month, the statement added.

The statement also said the CMU had called off the strike ballot. The unions will report back to members on the terms of the agreement.

The agreement came after the Minister of Mineral and Energy Affairs, Mr F W de Klerk, had appealed to both parties to settle their differences, and after talks initiated by the Chamber.

But it is understood that settlement moves were under way before Mr De Klerk's intervention.

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- STELLENBOSCH: 137 Bird Street. Tel 7 2767
- GEORGE: Corner Courtenay & Meade Streets. Tel 6261
- KNYSNA: Union Street. Tel 2 3235
- OUDTSHOORN: Corner Voortrekker & Plumbe Streets. Tel 3218
- ATHLONE: Kipfontein Road. Surrey Estate. Tel 638 2641

du Plessis

Mr Du Plessis is to succeed Mr De Klerk in the Department of Mineral and Energy Affairs.

### New ministers

The new ministers are all present deputy ministers. They are Mr Sarel Hayward who becomes Minister of Environmental Affairs and Fisheries. Mr Greyling Wentzel, who takes over the Agriculture portfolio, and Mr Danie Steyn, who as Minister of Education and Training will be responsible for black education.

The three promoted deputy ministers have been replaced by Mr Hennie van der Walt, a nominated MP who becomes Deputy Minister of Development and Land Affairs. Mr Gert Kotze, MP for Malmesbury, who becomes Deputy Minister of Agriculture, and Mr Eli Louw, MP for Namaqualand, who becomes Deputy Minister of Finance.

The three newly-created deputy ministries will be filled by Mr Wiley, Deputy Minister of Environmental Affairs and Fisheries. Mr Barend du Plessis, MP for Florida, as Deputy Minister of Information, and Mr Amie Venter, MP for Klerksdorp, who becomes Deputy Minister of Industry.

*CAR TIMES 7/1/82*

**B** *322*

from page 3

nard Carey, 38, were next. Each had said he was "truly sorry". Colonel Puren, former chief of Moise Tshombe's Congo air force, added simply: "I am contrite, my friend."

But it was too late to avail and the four men accepted their death sentences in stunned silence.

Their defence counsel's eloquence must have given them some courage as the Scottish barrister said they had never broken any country's laws before.

He painted a picture of four men totally misled by Colonel Hoare into believing they were participating in a simple, bloodless operation to overthrow a vicious, communist-controlled regime.

Brooks, a printer, had been the youngest foreman at 23 and the youngest works manager at 27 when employed in Zimbabwe but had times had befallen him and he had needed the R10 000 he was offered.

A devout Christian, he had served society by coaching paraplegic sports teams, was a serving member of Lions International, raised money for charity and worked for Medic Alert.

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G V C G V C S S C 3 V



A last-minute agreement yesterday averted a threatened strike ballot by white miners today. The mining unions' Mr Arrie Paulus (right) shakes hands with Gencor's Mr Naas Steenkamp. Chamber of Mines industrial relations adviser, Mr Johan Liebenberg, looks on.

By Tony Davis  
Labour Reporter

Intervention by Mr F W de Klerk, Minister of Mineral and Energy Affairs, in the wage dispute between white mining unions and the Chamber of Mines was responsible for yesterday's settlement, union sources say.

The chamber and the eight-member Council of Mining Unions yesterday jointly announced that the mining unions had accepted a 12 percent pay increase.

Today's planned strike ballot at gold mines and collieries has been called off.

Last week the Minister teleaxed the chamber and urged it to resolve the dispute.

The Minister also sent a telex to the CMU.

#### INACTIVE

The chamber's industrial relations adviser, Mr Johan Liebenberg, told a Press conference yesterday the chamber

# Minister gets credit for accord

151/271  
135  
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had approached the mining unions last week but not directly as a result of the Minister's request.

Mining unionists, however, feel it was Mr de Klerk's initiative that forced the chamber to abandon its nine percent offer and to renegotiate with the CMU.

The CMU had demanded a 15 percent increase and some members felt that it was not worth strikers, to hold to that figure.

"We also had the national interest and the economy in mind

at all times," a CMU member said.

#### PAY TALKS

The chamber opened pay talks in April with offers of three and five percent which the CMU described as "ludicrous".

The CMU had expected a successful strike vote in the event of no settlement being reached by today.

In addition to the 12 percent increase all union members who have been in continuous service with the chamber from May this

year to the end of June will receive a R200 bonus.

Pro rata payments will go to those with less service.

This figure was introduced as the wage talks dragged on from the May pay month.

#### CATASTROPHIC

The chairman of the CMU, Mr Arrie Paulus, said he thought Union members would accept the 12 percent increase and that there would be a series of report back meetings with miners in the near future.

He said CMU members trusted their negotiators and accepted that the negotiating team would reach a satisfactory settlement on their behalf.

A joint statement by the chamber and the CMU said the compromise had averted a threatened strike which could have proved catastrophic to the national economy and to the mining industry.

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# Demands by car workers turned down

*(151)*  
*E. Post 7/7/62*  
*(346) (192) (151)*

By SANDRA SMITH  
MORE than 1 500 General Motors workers decided last night to await the outcome of the next sitting of the Industrial Council for the Automobile Manufacturing Industry in the Eastern Cape before considering further action.

The workers, all members of the National Automobile and Allied Workers' Union (Naawu), were attending a report-back meeting in Gelvandale on a sitting of the Industrial Council last month.

Naawu's regional secretary, Mr Les Kettleidas, said the employers on the council — Ford, Volkswagen and General Motors — would not agree to most of the workers' demands.

- A demand for a minimum hourly wage of R3,50 was met by an offer from the employers of R2,15 for grade 1 workers.

- The employers would not accede to a shortening of the working week from 44 to 40 hours.

- Would not appoint trainees on full wages.

- Declined to make overtime work voluntary, saying workers would be

compelled to work the first 10 hours overtime.

- Were not prepared to increase their contribution to supplementary unemployment benefit schemes, but would meet worker contributions on a 50-50 basis. They also declined to take over funding of the schemes.

- Would not agree to a demand to increase annual leave from three to four weeks, and increase public holidays to include Family Day and Goodwill Day.

- They also refused to increase attendance allowances.

- Declined to grant severance pay on the basis of one month's pay for each completed year of service, suggesting instead that workers with 15 to 20 years' service be given 25 days' pay. Those with more than 25 years' service would receive 35 days' pay.

After heated debate the workers decided to wait until report-back meetings had been held by Ford and Volkswagen workers, and the results of the next Industrial Council sitting on July 14 were known before considering further action.

*Not in vest*



# Vehicle workers demands rejected

Argus Bureau of R2,15 for Grade 1  
PORT ELIZABETH. — workers.

Eastern Cape employers have refused to agree to workers' demands over wages and working conditions at a sitting of the Industrial Council for the Automobile Manufacturing Industry.

Mr Les Kettledas, regional secretary of the National Automobile and Allied Workers' Union, said the employers represented on the council — Ford, Volkswagen and General Motors — would not agree to most demands.

He was speaking to more than 1 500 General Motors workers, all members of Naawa, at a report-back meeting in Gelvandale on the council sitting.

## DECISION

After heated debate the meeting decided to consider further action after report-back meetings to Ford and Volkswagen workers, and the council had sat again, on Wednesday.

Mr Kettledas said that of the industrial council sitting:

● A demand for a minimum hourly wage of R3,50 was met by an offer

● The employers would not cut the working week from 44 to 40 hours; would not appoint trainees on full wages, and declined to make overtime work voluntary, saying workers would be compelled to work the first 10 hours overtime.

● The employers were not prepared to increase their contribution to supplementary unemployment benefit schemes, but would meet worker contributions on a 50-50 basis. They also declined to take over funding of the schemes.

● They also refused to increase annual leave from three to four weeks and include Family Day and Goodwill Day among public holidays.

● They refused to increase attendants' allowances.

● They declined to grant severance pay on the basis of a month's pay for each completed year of service, suggesting instead that workers with 15 to 20 years' service be given 25 days' pay, those with more than 25 years' service would receive 35 days' pay.

# Motor men in firm stand on pay

Post Reporter

NEARLY 10 000 workers in the three motor manufacturing plants in the Port Elizabeth/Uitenhage complex have delivered an ultimatum to the employers in a series of meetings this week to meet their demand for R3,50 an hour "or suffer the consequences".

The last in a series of five report-back meetings on the progress of the Industrial Council of the Automobile Manufacturing Industry in the Eastern Cape was held in Kwanobuhle in Uitenhage last night.

Nearly 5 000 Volkswagen workers — all members of the National Automobile and Allied Workers' Union (Naawu), a Fosatu affiliate — attended the meetings yesterday.

General Motors and Ford workers held meetings in Gelvandale on Tuesday and Wednesday.

Workers at all five meetings rejected the employers' offer of R2,15 an hour and their refusal to grant severance pay on the basis of one month's wages for each completed year of service.

The employers have suggested that workers with 15 to 20 years' service be given 25 days' pay, those with between 20 and 25 years' experience 30 days' pay and those with more than 25 years' service 35 days' wages.

The demand for R3,50 an hour — taking over from Fosatu's previous R2 an hour "living wage" — is being made nationally throughout the motor manufacturing industry.

While feelings ran high at all of the meetings, it was decided to wait for the outcome of the next sitting of the Industrial Council next week before taking further action.

18%  
Artisans  
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backing  
9/7/87  
officials (19)

Labour Reporter

An artisan mining union yesterday voiced its support for a mining officials association in its dispute with the Chamber of Mines.

The executive committee of the 26 000 member SA Boilermakers Society declared its unanimous support for the Mine Surface Officials Association (MSOA).

The resolution cuts across the usual antipathy which exists between the mining unions and mining official associations.

A statement from the boilermakers said the MSOA had the right to negotiate the best terms for its members.

Two other mining official associations last month accepted the Chamber of Mines' nine percent increase offer.

But the MSOA declared a dispute with the chamber over the wage offer and called for the establishment of a conciliation board to resolve the dispute.

The general secretary of the association, Mr Robbie Botha, described the chamber's offer as "incomplete" as it omitted many members.

The MSOA has also attacked the Chamber of Mines for alleged violations by mine managements in connection with the promotion of blacks to official positions.

# Drivers fired after alleged insults from supervisor

# 'We are not smelly kaffirs'

151  
Sowetan  
9/7/82



"DIRTY KAFFIRS": Mr Maoto and Mr Ntseto.

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

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

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

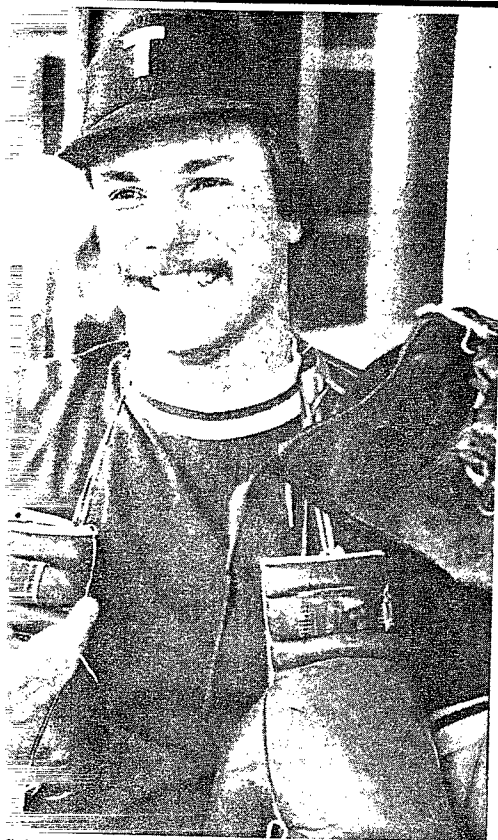
They went to deliver goods and on their return they were accused of not cleaning their vehicles and told "you smell bad, just like the dirt in your van."

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

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

Mr Wooley denied that the workers were called kaffirs.





Picture: RAYMOND PRESTON

fight them in the ring, then fight them on the baseball diamond. Boxer Mike Koranicki isn't getting many fight offers, so to keep decided to pitch for his first love — baseball. He will turn out for a position side against the Giants at the Wanderers on Sunday.

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## Minister accused of hitting woman

By ANDRE VILJOEN  
Mail Africa Bureau

HARARE — There were angry exchanges in the Zimbabwean House of Assembly yesterday when a white MP, Mr Donald Goddard, accused the Minister of Parliamentary and Legal Affairs, Dr Eddison Zvobgo, of beating up a middle-aged white woman after a traffic accident.

Mr Goddard, a Republican Front MP, said Dr Zvobgo had dragged her from a car and hit her in the face. "She was left pale, shaken, weeping and bloody-nosed," said Mr Goddard, who asked that appropriate action be taken against the Minister.

The Minister of Home Affairs, Mr Herbert Ushewokunze, told the House the woman did not want to press charges as the "man with her was not her husband".

part in the debate, but as the Speaker left the House, he shook his finger at Mr Goddard and shouted: "She is a prostitute. She nearly killed me. That is why I beat her."

The government yesterday fobbed off parliamentary questions about the secrecy surrounding a High Court judgment this week in a case in which a detained RF MP, Mr Wally Stuttaford, claimed damages of about R27 000 for alleged assault and torture by government security agents.

The Minister of Justice, Mr Simbi Mubako, told Republican Front MPs it was not in the public interest for any of the proceedings to be made public.

The government ordered that the judgment be kept secret in terms of the emergency powers regulations in the

## Mine pay demands are set to continue

By STEVEN FRIEDMAN  
Labour Correspondent

DESPITE the settlement of the wage dispute between the Chamber of Mines and the Council of Mining Unions, the mines still face wage demands from the three mine officials' associations.

The 15 000-member Mine Surface Officials Association (MSOA) has declared a dispute with the Chamber on wage demands and a CMU union, the SA Boilermakers Society, has unanimously passed a motion of support for the MSAO's stand.

It said the dispute involved the association's right "to negotiate the best agreement for its members".

Boilermakers' general secretary Mr Ike van der Watt said the dispute between the Chamber and MSAO still posed a threat to "the stability of the mines".

And the 14 000-member Underground Officials Association (UOA) which last month reached agreement with the Chamber giving its members an increase equal to at least 9% of their minimum wage has approached the Chamber asking for the same increase won by the CMU unions.

The 2 000-member SA Technical Officials Association which reached the same agreement as the UOA is likely to also want a 12% rise for its men.

The two associations were sharply criticised by CMU unions for accepting the increase. CMU unionists said they believed the officials' associations "expect us to do the hard bargaining while they sit back and wait to reap the rewards".

UOA secretary Mr Doc Coetzee said his union reached the agreement with the Chamber "because they said they could not possibly afford more — now they suddenly seem to be able to afford it after all".

He said the Chamber told the UOA it could expect an answer next week "and if that answer is no we will certainly take the matter further".

However the surface officials did not accept the increase offered the officials' associations and the MSAO has declared a dispute on the issue.

It charges that the mines have made an offer to a minority of MSAO members and have delayed discussions on the associations' demand for an overhaul of its wage bargaining agreement with the Chamber.

## R4 700 CA

There was no correct solution received for Jackpot Post your entry on a postcard to "Mail" Saturday 7, 1980. Unstamped entries may be left in the Jackpot Building, 171 Main Street, Johannesburg, or at the Risak and Jeppe streets. The closing date for Thursday, July 15, 1982. For rules to

### ACROSS

- 1 Personality must obviously be a powerful influence in the life of a
- 4 One may simply not notice a ...
- 7 Beautifully ... gardens would add charm to country mansion.
- 8 Gives new colour to.
- 9 It's normal enough to analyse ...
- 15 It's a rather unusual person who shows total indifference to ...
- 16 One might be struck by the colour of ...
- 17 Person concerned would not want ... to be bigger than necessary.
- 18 Bad weather might create some difficulty for ...

### DOWN

- 1 Fierce competition might force ... to cut its costs.
- 2 Girl's name.
- 3 Beautiful flowers.
- 5 Substance composing elephant tusks.
- 6 Man might consider gutting job that ... his full strength.
- 9 To ... naturally involves energetic action.
- 10 ... may cause a person to stumble.
- 11 Support for sail.
- 12 ... leads a man to take certain things for granted.

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## Expert warns

Mail Reporter

SOUTH Africa's suicide rate could reach the 4 000-a-year mark if counselling services were not improved, a leading official of Suicides Anonymous said yesterday.

Mr S Bloomberg, a founder-chairman of the organisation, said there was a lack of services and experienced people who could give immediate advice to people contemplating suicide.

He was commenting on a report released in Britain this week which predicted that an "alarming" 4 000

men, women, and would commit suicide in the country this year.

Mr Bloomberg was also a need to improve the failure rate of the ment to deter committing suicide.

He said very little had been spent on such search in South Africa since 1970, a country disrepute.

"The moment someone comes obvious, you're finding that there are many unhappy people ... said.

He received the

## Thieves ring up R

By ANN PALMER

BURGLARS cut through the high-impact glass of a Bedfordview jewellery shop and escaped with R40 000 and R50 000 in diamonds and gold rings on Thursday night.

Mr Gerald Kamberg, manager of Gerald's in the Bedford Centre, Kirby Street, Bedford Gardens, said

the night after the alarm triggered.

"I arrived 10 minutes after the alarm went off and one of the display cases with a hole in it ... trays of expensive ... been removed."

He was sure ... had been involved as had cut through the ...

# Gwusa calls convention to discuss boycott

Post Reporter

**AFTER** reaching deadlock in negotiations with the SA Bottling Company last month on the re-employment of 250 workers dismissed after a strike last year, the General Workers' Union of South Africa has decided to call a national convention on the issue.

The dismissed workers went on strike in October for higher salaries and better working conditions.

When SA Bottling refused to re-employ them, Gwusa organised a boycott of the company's products in the Eastern Cape.

The union decided to call a convention of trade unions, church, civic and sporting bodies to discuss a national boycott after negotiations with SA Bottling last month broke down.

A Gwusa spokesman said the company had agreed at the beginning of last month's negotiations to send the union a letter saying it was willing to take back all the dismissed workers.

On June 22, however, management told Gwusa representatives the company had decided not to send the letter as it would

place them at a disadvantage.

The union then submitted a plan for staggered re-employment of the dismissed workers. At a meeting on June 26 the company offered to take back eight workers immediately and the rest as vacancies arose.

Gwusa demanded a guarantee that 15 workers would return every month if the union called off the boycott and at that stage negotiations broke down, the Gwusa spokesman said.

SA Bottling's managing director, Mr. P. H. Gutsche, today refused to comment.

The Gwusa spokesman said trade unions, the South African Council of Sport and the South African Council of Churches would be among those invited to the convention.

Approaches had also been made to the International Justice and Peace organisation and Mr. Andrew Young, mayor of Atlanta, where the Coca-Cola company headquarters are.

The International Union of Food and Allied Workers Association in Geneva has called on West German and British labour organisations to support the boycott.

# Tough line likely at wage talks

By SANDRA SMITH

SOME of the toughest wage bargaining in motor manufacturing history is expected to take place when the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape resumes talks in Port Elizabeth tomorrow.

The employers on the council — Ford, General Motors and Volkswagen — have taken a firm line on union demands for a minimum hourly wage of R3,50 and severance pay on the basis of one month's wages for each completed year.

The motor companies have offered a minimum of R2,15 an hour and a severance agreement providing 25 days' pay after 15 to 20 years.

The unions involved in negotiations are the SA Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers Union (Naawu), a Fosatu affiliate.

After five meetings last week at which the employers' stand was discussed, about 10 000 workers delivered an ultimatum that their demands be met or else factories would suffer the consequences.

A similar situation arose during negotiations in 1980 when workers demanded a R2 an hour minimum, which was met by an initial offer of R1,40 escalating to R2 over 18 months.

A three-week work stoppage at Volkswagen in Uitenhage took place during negotiations. Settlement at R1,45 an hour starting minimum was reached.

During these talks the employers accepted the principle of a "living wage" as opposed to the previously accepted poverty datum line as a goal for black minimum wages.

140A 151 182 RDM 13/7/82

By STEVEN FRIEDMAN  
Labour Correspondent  
FOSATU's Chemical Workers Industrial Union wants the Triomf Fertiliser chief, Mr Louis Luyt, to intervene personally in a wage dispute between his company's Richards Bay management and the union.

# Union asks Luyt to help in dispute

A meeting between Triomf and CWIU on the issue ended in deadlock yesterday.

The union has already declared a dispute with the company and asked the Department of Manpower to appoint a conciliation board. This is the first precursor to a legal strike — there has only

been one such strike by black workers in the country's labour history.

The dispute has already prompted a boycott of the company's canteen by workers.

The union claims Triomf, which recognises CWIU at the plant, has refused to negotiate a mid-year increase.

The company denies this, saying it discussed worker demands for the increase with union representatives

but told them it could not give any mid-year rise because of the state of the fertiliser industry. It is also "not traditional" for the company to give mid-year increases.

A CWIU spokesman said that, at a meeting yesterday, Triomf representatives said they could not make workers a wage offer "because they had no mandate from the company to do so".

The union had then asked management to request Dr

Luyt, as company chairman, to take part in the talks.

"But at the same time, they also refused to do that — they said they were paid by the company to negotiate with us and if they called him in they would not be doing what they were paid for," CWIU's spokesman said.

He said Triomf "appear to be trying to provoke a confrontation by refusing to negotiate — we are suspicious, because that is exactly

what other employers in the area did recently when Richards Bay was hit by pension strikes".

CWIU's spokesman said the union had written to Mr Luyt some weeks ago asking him to intervene in the dispute but had received no reply. It had also not yet received a response from the Department of Manpower on its request for a conciliation board. Comment from Triomf at Richards Bay could not be obtained.



# Worker claims garage owner threatened him with violence

Joy at getting a job turns sour



FIRE: Mr Levy Lekalakala's reference book seized.

By SELLO RABOTHATA

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

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

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

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

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

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

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

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All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

# Dismissed drivers <sup>(42)</sup> <sup>(151)</sup> reinstated

Three drivers employed by **Wetton Business Machines** who claimed that they were dismissed last week after an argument with their supervisors, have been reinstated in their jobs.

The **SOWETAN** reported last week that the drivers alleged that when the argument occurred last Monday the supervisors abused them by calling them "dirty kaffirs" and subsequently dismissed them. The argument arose over the uncleanness of the delivery van used by

the drivers. <sup>Sowetan</sup> The company has initiated a top-level internal inquiry into the incident and Mr John Murphy, the managing director, said yesterday that speedy action had been taken.

"As a company we are very mindful of our employees' relations and incidents of this sort are given immediate attention.

"I have questioned both parties and it is difficult to establish all the true facts. However, both parties are at fault

to some extent. <sup>13/7/82</sup>

"It is unfortunate that the drivers did not report their grievances to their works committee, which is there to deal with just such a matter as this. The supervisors, however, were also deficient in the way they dealt with the matter and we have taken the necessary disciplinary action."

Mr Murphy said that, due to the conflicting statements of the two drivers when he interviewed them, it was not clear that the abusive

language referred to in the newspaper report had in fact been used by the supervisors during the argument.

"Be that as it may, I am satisfied that the supervisors did not dismiss the drivers, although the drivers were under the impression that they had been dismissed and did not turn up for work the following day," he said.

"I hope this clears up any confusion or misunderstanding that may have been caused by this unfortunate incident."

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4. Do not write in the left hand margin.

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E. Post 14/7/82  
ITF steps  
in over  
PE dock  
workers'  
claims

Post Reporter

THE International Transport Workers Federation (ITF) has written to the General Manager of the SA Transport Services (SATS), Dr Kobus Louber, about allegations of interrogation of Port Elizabeth dock workers by railway police.

The workers alleged to have been interrogated and assaulted are all members of the General Workers Union (GWU) which SATS has refused to recognise.

The letter from the London-based ITF follows a similar letter signed by more than 800 Port Elizabeth dockers to the port manager last month calling for an end to alleged railway police harassment of GWU members.

The ITF letter alleged one worker was hung upside down by the legs by railway police and told he would be "taken naked to Transkei" at night if he did not "co-operate".

It also claimed workers had been offered money to give police information on the GWU.

A SATS spokesman said today Dr Louber received the ITF letter on Monday and that a reply would be made direct to the federation.

Union <sup>151</sup>

147/82  
sends <sup>82</sup>

151  
appeal

Mercury  
to Luyt

**Mercury Reporter**

THE Fosatu-affiliated Chemical Industrial Workers' Union (CWIU) has appealed to industrial magnate Louis Luyt to intervene in their dispute with Triomf's Richards Bay plant.

The union's appeal follows further talks on Monday with Triomf in an attempt to resolve a dispute initiated by the company's refusal to negotiate a mid-year wage increase.

After Monday's talks deadlocked when Triomf management said they had no mandate to negotiate wage increases, the CWIU teleaxed Triomf's chairman, Mr Luyt, asking him to intervene, a union spokesman said.

Although the union last month applied for the establishment of a conciliation board to investigate the dispute, discussions have been continuing between the two parties.

The firm's factory manager, Mr D J Macleod, said they always were prepared to discuss the matter with the union but its position had not changed.

We restated our position yesterday but we seem to be talking at cross purposes, he said.

The union has condemned Triomf's refusal to open wage negotiations.



# SATS boss will reply to harbour men's charges

By STEVEN FRIEDMAN  
Labour Correspondent

THE general manager of the SA Transport Services, Dr Kobus Loubser, will reply directly to the International Transport Workers Federation (ITF) on its allegations about the treatment of harbour workers by Railways police, a SATS spokesman said yesterday.

The ITF has written to Dr Loubser making shock allegations about the interrogation by Railways police of SATS workers — who belong to the General Workers Union (GWU) — at Port Elizabeth harbour.

The ITF alleges that one worker was hung upside down by his legs by Railways police and told he would be "taken naked to the Transkei" at night if he did not "co-operate".

It also charged that workers had been offered money to give police "the information they wanted" about the union, that Railways police had told a worker to give up his union membership, and that one worker had been told he would "not be around by September".

The GWU has been recruit-

ing SATS workers at PE and East London harbours and the SATS refuses to recognise the union. Dr Loubser has undertaken to investigate the ITF claims.

The SATS spokesman said Dr Loubser received the ITF's letter on Monday afternoon.

He said Dr Loubser would now refer the letter to SATS assistant general manager (staff), Dr Anton Moolman.

"Once Dr Moolman has commented on the allegations, Dr Loubser will reply directly to the ITF," he said.

151  
Reply 14/10/82

MR JIM Power is an unlikely-looking missionary. Burly, grey-haired and a keen pipe-smoker, he looks more like a businessman from America's midwest.

But, on a recent tour of South Africa, he was very much the labour relations missionary as he spoke to employers and unionists throughout the country and gave courses on his speciality — mediating in labour disputes.

Mr Power is Director of Mediator Training and Development at the Federal Mediation and Conciliation Service in Washington DC, a US Government agency set up in the late 1940's.

And his message was that mediation — which has been used only rarely here in labour disputes — could help SA employers and unions to build a bargaining structure. How does mediation work?

Mr Power stresses it is no handy substitute for bargaining. "It's not to be confused with arbitration."

An arbitrator is called in by the two sides to actually decide on a settlement. Both agree to be bound by his decision and, once arbitration starts, negotiation ends.

Mediators have no power to dictate a settlement — any agreement is the result of bargaining between the two sides. Their job is not to replace bargaining, but to help it along when it breaks down or threatens to do so.

"A mediator's real dedication is to bargaining — and ultimately to building a relationship between the two sides which will enable them to settle issues by negotiation. Our real successes are when we can tell the two sides they don't need us any more," says Mr Power.

Which leads him to two observations with a direct message for South Africa, where official attempts to control bargaining have often been criticised.

"Our experience is that, when the two parties try negotiation, the result of their bargaining is usually in the

# A case for middlemen

Could professional mediators help to bring warring management and unions to the bargaining table in South Africa? Labour Correspondent STEVEN FRIEDMAN talks to a leading American mediator who believes they can.

public interest."

This means labour law should be kept to a minimum to leave open the maximum range of issues for negotiation. "All labour issues should be negotiable and the more laws there are, the less is open to negotiation."

The second is that the right to strike is essential to bargaining. "If strikes are allowed there is always an urgent incentive to settle disputes. Far from hindering negotiations we believe the strike right helps them along by ensuring that both sides are serious," says Mr Power.

In the US, mediation has been established for decades and the country has 240 mediators.

Because of the Federal status of the mediation agency, US mediators can quickly identify potentially difficult negotiations.

US labour relations are governed by union-management contracts and the two parties notify the government when contracts are due to expire.

The mediation service looks at these and decides which negotiations may run into difficulties. It then assigns a mediator to them.

But both parties must agree to mediation. Sometimes they may refuse a mediator and then call him in later in the talks, says Mr Power.

About 120 000 contracts expired last year and the mediation service intervened in about 20 000. It was involved

directly — holding joint management-union sessions — in about 11 000.

The mediator's key task is to identify the issues and then find issues which could get talks going again.

"Often one side knows what it wants, but doesn't know how to say it. Often, one or other side will support a possible solution but won't suggest it for fear of being seen to back down."

"Invariably a great deal of personal anger has been generated. One side might reject a solution simply because it's been proposed by the other — as third parties we can suggest anything without losing face," says Mr Power.

So mediation requires special skills and a thorough knowledge of labour relations. Most US mediators must have at least 8 years' practical experience at the bargaining table and they are then trained thoroughly.

And a particular type of personality is needed as well.

"A mediator must try not to be seen as the source of the solution to a dispute — he must avoid direct judgments and statements. He must always defer to the parties — if they want to kick him out he must go and if a settlement is reached he must never claim credit for it. And confidentiality is essential.

"It's a self-effacing job but with great responsibilities. We have a high rate of heart trouble among our mediators," says Mr Power. But there is "great person-

al satisfaction" in the job and US mediators "are now respected members of the industrial relations community".

Although some US employers and unionists are suspicious of mediators, many of the critics don't hesitate to use their services, he says.

He tells of an employer who "never ceases to criticise us in theory — but when his workers threaten a strike, he's on the phone demanding a mediator".

How successful are American mediators? According to Mr Power, about 12% of the disputes they handle end in strikes "and out of around 11 000 disputes, that's a pretty good record".

And one of their key achievements, he believes, is to demonstrate the importance of negotiating disputes — this, he believes, is partly responsible for the decline in violent strikes in the US.

Thus the US mediation agency doesn't only intervene in disputes. It also runs informal labour relations training for management and shop stewards.

Could mediation work here? Labour law does provide for mediation, but the Government does not have a corps of trained mediators.

And the mediator must be appointed by the Government — a factor which would deny him the confidence of black workers.

So any mediation service here would have to be privately run by a joint manage-

ment-labour body to ensure it was seen to be neutral.

Private mediation has been tried here in three disputes — and has helped settle two. But the mediator has always been called in after a strike, firings, and consumer boycott — well after much of the damage has been done.

There are strong factors against the success of a mediation service here.

Labour relations are still in their infancy and there is great labour-management hostility, often with police intervention.

This is complicated by a political system which invariably charges labour relations with black-white tensions.

Joint management-labour bodies have not had much success here.

The most likely situation, critics argue, is that those employers who would be willing to accept mediation wouldn't want it and that the hard-liners who do need it wouldn't want it.

At the same time, many of the emerging unions may see mediation as a ploy.

And, because it would have to be private, a mediation service would not enjoy the resources of official mediation services. If it got those resources from business, it would be seen as a management-controlled body.

But Mr Power believes mediation can take root in South Africa.

"I received a tremendous response from both union and management people during my tour. Both sides are obviously looking at ways of building industrial relations and see mediation as an important possibility."

Only "traditionalists on both sides" were hostile, he says.

He concedes that most of his audience would have been those already committed to the idea of bargaining, but mediation, he argues, has an important role to play in plants where unions have been recognised.

"Incidents on both sides has led to messy disputes in factories where unions are recognised and mediators may have a role there.

"You have to start somewhere. If mediation succeeds in plants where labour and management are already talking, that example may win converts."

He also believes there are excellent potential mediators here. "Two or three people have tried it here and succeeded. In one meeting I addressed there were seven unionists who hadn't been talking to each other for years. The man who got them all in the same room would make a first-class mediator."

Although no other country has a private mediation service, Mr Power believes one could work. "There are many private arbitrators in the States and some have mediated successfully."

The key issue, he stresses, is a commitment to bargaining. "And where that exists in South Africa, he believes, mediation can play a key role in building union-management relationships."

151  
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151 302

# Worker, firm in feud over compensation

By SELLO RABOTHATA

AN elderly Dobsonville man yesterday alleged he was fired from work after he was injured and not given any compensation for seven years of service.

Mr Bernard Mohai of Dobsonville hostel also told The SOWETAN that on his discharge from Leuf Lumenite (Pty) Limited, Roodepoort, he was given his

weekly wages, R49.32, his leave pay, R116.59 and a bonus of R56.26. The total amount he received was R205.34 after R16.83 had been deducted for pension and pay as you earn (Paye).

He said: "On April 24, 1980, I was injured while on duty. An iron container had fallen on my leg and I spent eight months in hospital. On my discharge from hospital I went back to

work.

"In May this year I was transferred to the grinding department and when I said I would not be able to do the job, I was told I had only that last chance otherwise I would be fired. I had to consult a doctor who confirmed that I could not do the job. I am very bitter at this because I was dissatisfied when they paid me out and I was also not paid any compensation

for my injury."

The company's personnel manager, Mr W Rupieper, said he remembered Mr Mohai's case and that a doctor had certified him unfit to work on his feet as he would not be able to carry excessive weights. So Mr Mohai was given various jobs in the foundry. When he seemed to be having problems he was asked if he still wished to work for the company but he



**FIRED: Mr Bernard Mohai.**  
Pic: BONGANI MNGUNI

decided to resign instead.

He said: "When he decided to resign he was paid everything due to him. He was also paid his workman's compensation. I have the record with me."

# International call for talks with union

By PHILIP VAN NIEKERK

THE INTERNATIONAL Transport Workers' Federation (ITF) has appealed to the South African Transport Services (Sats) — which is locked in a recognition dispute with the General Workers' Union — to talk to the union.

In a sign of international concern over the dispute at the Port Elizabeth and East London docks, the ITF general secretary, Mr Harold Lewis, has sent a personal letter to Dr Kobus Loubser, general manager of Sats.

In the letter, Mr Lewis offers the services of the ITF, which has considerable international experience in dealing with disputes, to "help find a way out of what is a very dangerous impasse".

Referring to the in-house Railways' Black Staff Association (BSA), the letter says the evidence indicated it was not acceptable to the PE and East London dockworkers.

"The mere fact that the workers have joined the GWU in large numbers makes it clear they want the GWU and not the BSA to represent them.

"You have the power to formally ignore their wishes and impose on them and other black workers a negotiating structure giving monopoly to the association, but to what purpose?"

The letter also contains allegations of Railways police harassment of Sats workers at the PE docks, including the claim that one worker was "hung upside down by his legs by Railways police and told he would be taken naked to the Transkei if he did not co-operate".



# Mine unions agree to new pay offer

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Labour Correspondent  
THREE unions representing about 33 000 mine officials yesterday reached agreement with the Chamber of Mines on an average 13% pay increase — and minimum pay rates will rise by 12%.

One of the associations, the Mine Surface Officials Association, had declared a dispute with the chamber after rejecting a 9% pay offer as "incomplete" because it did not cover all MSOA members.

Despite the settlement, the general secretary of the MSOA, Mr Robert Botha, said in a statement yesterday the union would now begin talks on other issues which had formed part of its dispute and could declare a new dispute if the issue was not resolved.

These included "the refusal by employers to allow the MSOA to negotiate the best possible conditions for its members, the vagueness of the original 9% offer and the failure by employers to consult the MSOA on changes in job patterns".

The other two unions, the Underground Officials Association and the SA Technical Officials Association, had earlier accepted an offer by the chamber which raised minimum pay rates by 9%.

But they approached the

chamber for new pay increases after the Council of Mining Unions, representing 22 000 mine workers, accepted a 12% wage increase.

Their revised increases will come into effect from the June pay month, but the MSOA's will come into effect from July because it refused the first offer.

The chamber said in a statement yesterday that officials' minimum salaries will be raised by 12%, but that guaranteed actual salaries will rise on average by 13%.

The general secretary of the UOA, Mr Doc Coertze, said the offer his union had originally accepted had led to 9%-14% rises in his 14 000 members' actual pay because mines had also granted officials merit increases.

The new increase would lead to rises of up to 18% for some officials.

Mr Botha said the fact that his members would miss a month of their increase was a "petty penalisation" of the MSOA for rejecting the first offer.

Despite this, he said, the MSOA "has come out the winners in the dispute" and, in a reference to its declaring a dispute, added: "We carried the can for the others and proved that positive action works".

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### NOTE CAREFULLY

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# Injured soldiers satisfactory

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Argus Correspondent  
PRETORIA. — Three SWA/Namibia Territory Force soldiers seriously injured in an accident in the operational area are in a "satisfactory condition under the circumstances."  
Sergeant D H Tap, Corporal K Jakobs and Rifleman M C Boshoff were flown to Pretoria yesterday and admitted to No 1 Military Hospital after their truck overturned — killing one man — and

injuring and bruising 24 occupants near Okahandja.  
Six other men are being treated for their injuries in the Windhoek military sickbay.  
Corporal Michael Daniel Otto, 21, of Walvis Bay was killed. He leaves his wife Mrs M F Otto of Markaria Flats, Walvis Bay.  
A board of inquiry has been appointed to establish the cause of the accident

# Call to recognise Workers' Union

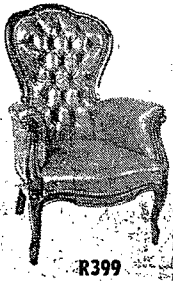
ARGUS 21/7/82  
THE Federation of South African Trade Unions (Fosatu) has called on the South African Transport Services (SATS) to immediately open negotiations leading to the recognition of the General Workers' Union (GWU).  
In a statement after a central committee meeting in Johannesburg, Fosatu condemned the "strong-arm, intimidatory

tactics used by SATS and its sister bodies in the State in the attempt to suppress a representative union."  
The statement added: "The SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers."  
"OSTRICH-LIKE"  
"SATS has already been warned of the grave consequences of suppressing the representative voice of the dock-based railway workers by unions, employers and overseas organisations."  
"SATS must, as a result of its intransigent and ostrich-like attitude, an attitude out of step even with the stated policy of the Government, bear direct responsibility for any industrial unrest at the docks."  
"APPALLED"  
"Fosatu strongly supports the GWU in its struggle for recognition from SATS. We call on SATS to immediately open negotiations leading to the recognition of the GWU."  
The statement added that Fosatu was "appalled at the disruptive tactics of certain unions" which led to the breakdown of discussions at the unity summit recently.

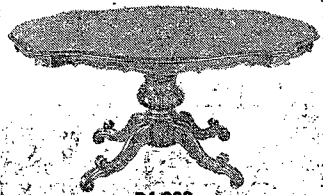
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**Miners claim  
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pay victory**

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**Fosatu  
gives GWU  
support**

**Labour Reporter**  
The Mine Surface Officials Association (MSOA) has claimed a victory in its dispute with the Chamber of Mines by winning a 12 percent minimum increase for its members.

The association declared a dispute with the chamber last month and rejected a nine percent offer, describing it as "incomplete."

If then applied for the establishment of a conciliation board to resolve the dispute. After Friday's settlement the application fell away.

But the general secretary of the association, Mr Robble Botha, warned that the dispute could flare again

if other labour issues were not resolved.

The MSOA has criticised the chamber over the appointment of blacks to officials' positions.

The 12 percent increase also applies to the two other officials' associations — the SA Technical and the Underground Officials — which had earlier accepted the nine percent offer.

A Chamber of Mines statement said members of the associations would receive an average 13 percent increase on their salaries.

The increase will be effective from July for MSOA members and from June for the other associations.

The 100 000 member Federation of South African Trade Unions (Fosatu) has announced its support for the General Workers' Union in its dispute with the South African Transport Services (SATS) and called on the State body to open recognition talks immediately with the union.

Fosatu accused the SATS of using intimidatory tactics against General Workers' Union members and warned that the black staff association, with which the SATS dealt, was unacceptable to the majority of workers.

The message of support came from a Fosatu central committee meeting held in Johannesburg at the weekend.

By SANDRA SMITH

A FORMAL dispute was today declared by the Industrial Council for the Eastern Cape Motor Manufacturing Industry, the latest development in a situation which has seen motor plants shut for a week.

Ford now plans to reopen its Cortina and engine plants on Monday.

With the exception of Ford's two other plants, the entire industry in the East Province, shut for more than a week, should then be back in production.

Today a third meeting of the council was adjourned to enable the parties — two unions and the employers — to decide on what form the dispute should take.

Partial production began at Uitenhage's Volkswagen plant yesterday and production is expected to resume on Monday at the General Motors plant in Kempston Road.

Ford's director of Industrial Relations, Mr Fred Ferreira, said today the company hoped to get the cut-and-sew seat section going today.

Most workers in these plants are members of the Motor Assembly and Component Workers Union (Macwusa) which has not supported the strike.

At a meeting last night Ford workers decided to return on Monday — even if

# Dispute now declared in the motor industry

the gates remained locked. Yesterday the council followed the procedure for the declaration of a formal dispute after deadlock was reached between the parties on the issue of minimum hourly wages.

Naawu has asked for an increase for grade one workers from R2 to R2,50 an hour, increasing by 25c every six months for 18 months.

Ford, GM and VW have refused to budge from an offer of R2,15 an hour.

The dispute involves more than 11 000 Naawu members. Although the dispute involves the SA Iron, Steel and Allied Industries Union, its members have not been on strike.

GM has informed shop stewards that paintshop workers and material handling start-up crews should

return tomorrow and the rest of the 4 000 strong workforce on Monday.

However, at a meeting in the West End Community Centre last night GM workers decided that everyone should return on Monday.

Ford is waiting for an assurance from Naawu that all its members will return "so that production can proceed in an orderly fashion", before announcing when the plants will open, Ford's director of public affairs, Mr Dunbar Bucknall, said today.

However, Naawu officials insist that the restart must be negotiated with shop stewards.

Three industrial council meetings are required for declaring a dispute. Two were held today and the final meeting was adjourned at 10.30am until August 5.

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Union wins rights 15/

Labour Correspondent

A WADEVILLE electrical company, Litemaster, has signed a recognition agreement with Fosatu's Metal and Allied Workers' Union (MAWU) which grants the union the right to bargain over pay and work conditions.

The agreement comes at a time when almost all East Rand metal employers have resisted MAWU demands to bargain directly on these issues and insisted that bargaining take place before an industrial council.

The recognition agreement is a sequel to an industrial court action brought by MAWU against Litemaster, which is partly German-owned. As part of an out-of-court settlement, the company agreed to open recognition talks with the union.

Besides bargaining rights, the agreement also governs grievances, strike and lock-out, dismissal, health and safety and retrenchment procedures, and other issues.

Litemaster's managing director, Mr John Houston, said the agreement was "a significant step forward for relationships" at the firm.

Meanwhile trailer manufacturers Henred Fruehauf, who recently signed a wage agreement with MAWU at its two East Rand plants, has signed a pay agreement with MAWU at its Durban factory.

# Car plant dispute is official

Labour Reporter

Employers and unions in the Eastern Cape motor industry yesterday declared a dispute — opening the way for legal strike action by workers or a lock-out by employers.

Two meetings of the industrial council in Port Elizabeth yesterday failed to resolve the wage issues and a formal dispute was declared.

However, both sides agreed to hold further talks on August 5. The current wage agreement lapses on July 31.

Despite the recent talks both sides have yet to come closer in wage offers and demands since they started meetings in April.

The National Automobile and Allied Workers Union has called for a R2,50 hourly minimum wage, rising to R3,50 over a period, while employers have offered R2,15.

Production at Volkswagen in Uitenhage is under way while there is partial production at General Motors.

Ford, however, has said it will not take on workers until Naawu gives an assurance of a return to work.

The union, on the other hand, has accused Ford of locking out its members.

A Ford spokesman said yesterday the Cortina and engine plants could reopen next week.

Those two plants are largely staffed by the rival Motor Assemblers and Component Workers' Union.

At a meeting in Port Elizabeth this week, Macwusa officials accused Naawu of working "within the system" because of its membership in the council, while Naawu accused Macwusa of being "opportunistic" by not supporting the strike.

● The Central Statistical Services in Pretoria reports that the trade volume of car dealers has suffered a setback.

After taking into account 16 percent inflation, trading revenue for July 1981 to June 1982 showed a small net real gain of 2,5 percent.

The seasonally adjusted sales for April to June 1982 were R2 230 million against R2 217 million for January to R1 958 million for April to June 1981.

But adjusted for 16 percent inflation, this means that sales have dropped by 4,4 percent from the first to the second quarter of 1982.



# Natal firm asks Court to test 'closed shop'

Mercury  
27/7/82

~~NUFA~~  
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## Mercury Reporter

A NATAL furniture company has asked the Industrial Court to test the controversial 'closed shop' provision, which forces workers to belong to a trade union.

The case is being brought by Grafton Everest against the furniture industries' Natal Industrial Council and National Union of Furniture and Allied Workers (NUFAW), an affiliate of the Trade Union Council.

It concerns a council agreement which forces all Indian, black and coloured furniture workers to belong to NUF AW.

The closed shop has been extended only recently to blacks.

The closed shop is firmly supported by most established unions but has been attacked by emerging unions and employers, who see it as a violation of workers' freedom of association.

It is understood that Grafton Everest brought the case after three of their workers — one who has worked for the company for 25 years — refused to join NUF AW because they supported the unregistered South African Allied Workers' Union. The council told the company they must dismiss the three workers.

The company has now taken the case to the Court, arguing that to fire workers because they refuse to join a union is an unfair labour practice and runs counter to the principle of freedom of association.

## Tested

NUFAW's secretary, Mr Mohan Lalaram, yesterday confirmed that the case had been brought by the company but said 'it was the right of any employer to ask the Minister of Manpower for an exemption from the closed shop agreement'.

It is understood that the company has not asked for an exemption because this would mean that the closed shop principle would not be tested in court.

The Natal Industrial Council for the furniture industry declined to comment when contacted yesterday.

The Registrar of the Industrial Court confirmed the case, but said a date had not yet been set because 'we are waiting for the parties to agree on a mutually satisfactory date and then come back to us'.

# Union seeks court order for 300 workers

By JOSHUA RABOROKO

**THE GENERAL Workers' Union of SA (Gwusa) intends seeking a Supreme Court order for recognition and rights to organise over 300 black workers employed by a Pretoria laboratory concern.**

The union's Transvaal secretary, Mr. Donnie Khumalo, yesterday told The SOWETAN that several attempts to seek these rights at Norbrian Laboratories had drawn a blank.

Mr Khumalo said that the union had successfully organised over 200 workers, and approached the management for recognition. Management asked the union to submit full proof of representative character.

"While this was happening we learnt with regret that some of our members were being victimised and we again demanded to see management and highlighted the issue of victimisation.

"We also made a formal application to them concerning recognition, but were shocked when they replied that we were not the right union for their workers and as such they refused to have any dealings with us."

Mr Khumalo also said that it was on these grounds that the union intended seeking court action because in terms of Section 78 of the Labour Relations Act workers were entitled to join any union of their choice.

"Our members have refused to serve on the consultative committee which the management has formed," he said.

The union is intending to hold a meeting with workers soon to explain their plight. More workers have decided to join the union, he said.

The group personnel manager of the company, Mr W Burski, said that they had carefully considered the tactics of Gwusa and had come to the conclusion that they did not have the interests of the workforce at the plant at heart.

Inter alia, it was found that the union was not registered, but this is not the reason why we can't deal with them," he said.

# Union turns the screw

*Some talk*  
By JOSHUA Z  
RABOROKO

THE Durban-based Dano Textile Industry has decided to solve the dispute between workers and management by agreeing to reduce the number of workers it had planned to retrench.

This has been confirmed by the Midland (Natal) branch secretary of the National Union of Textile Workers, Mr Jabu Gwala, who said the union "welcomed the move."

About 1 000 workers went on strike at Dano last week over the dismissal of a colleague and the union intervened on behalf of the workers.

After talks with the union the management agreed to re-employ the man, according to union sources.

During the talks the union also protested to the management about the proposed plans to retrench several hundred workers.

In the agreement between management and the union, it was promised that only between 70 to 80 workers would be retrenched.

Mr Gwala said that the firm also promised that those who would be retrenched would be given preference when new vacancies were available.

The Dano management declined to comment on the issue.

# Union for coloureds

Labour Reporter

A registered trade union is seeking recognition from the Chamber of Mines to represent coloured workers on the mines.

The union's first talks with the chamber were held this week and plans were made for further talks.

The Federated Mining, Explosives and Chemical Workers' Union is closely tied to the SA Boilermakers' Society and shares the same secretary.

~~Letter~~ (157)  
~~Letter~~ Mawu gets  
Star  
agreement  
28/7/82  
with firm

Labour Reporter

The Metal and Allied Workers' Union has won a recognition agreement with a large East Rand electrical firm.

The agreement between Mawu and Litemaster in Wadeville provides for negotiations on wages and working conditions.

Litemaster also agreed not to dismiss any workers during the first 24 hours of any work stoppage and a procedure for retrenchments was worked out.

The firm's managing director, Mr John Houston, described the agreement as a significant step.



# Union wins long struggle

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Mercury 29/7/82

Mercury Reporter  
THE longest recognition  
dispute in recent labour  
history has ended.

The British-owned multi-  
national, Revertex, has  
recognised the Fosatu-affiliated  
Chemical Workers Industrial  
Union at its Jacobs plant.

The four-year battle between  
the company and the union  
ended with the signing of  
an agreement on Tuesday.

This provides for shop  
steward recognition, union  
access, wage negotiations  
and retrenchment procedures.

The company has also  
agreed to a one-year wage  
agreement giving workers  
a 20 c an hour increase  
from July 1.

It provides for a further  
8 percent increase in  
December.

In a statement the union  
said its battle at the plant  
had involved 'support action  
by unions involved with  
the parent company'.  
They had been one of the  
first to expose 'the inade-  
quacies of the E E C code  
system of company report-  
ing'.

It added that it viewed  
the signing of the agree-  
ment as a significant vic-  
tory.

Revertex's production  
director, Mr Derek Jones,  
confirmed the agreement.