# INDUSTRIAL RELATIONS _ DISPUTES

1983

JANUARY — JUNE

# Magnum company workers waiting for pay

Mercury 4/1/83

(151)

Mercury Correspondent

JOHANNESBURG—More than 40 employees of Fearless Alarm Systems, one of the Magnum Group companies which was recently liquidated, have not received their weekly pay-checks

And their situation is more desperate with the news yesterday from Magnum's liquidators that their contracts expired on January 1

They were last paid at Christmas when the liquidators put up R135 000 of their own money to pay out staff of the collapsed Magnum empire

At Fearless Alarm's Johannesburg offices yesterday, the staff were huddled in groups, talking No one was working

Mr Wolfgang Stehr, Fearless Alarm's manager for manufacturing, said the liquidators had said they could not help

'Now we don't know what to do Where is our money coming from?'

## Still working

The company's receptionist, Mrs Jacqueline Fontein, desperately needs her pay Her husband, Mr Lazarus Fontein, has been in Rietfontein Hospital for six months with a lung infection

'I need the money to pay the medical bills I don't know what to do No one seems able to help'

Mr John Khumalo, a technician from Alexandria, has a wife and three children to support

'I'm not prepared to go,' he said 'I'm going to wait for my wages' He would keep on working, in spite of the news that his contract had expired

Other employees felt the same

'We have an obligation to the public,' they said 'We can't stop working, we must keep checking the properties we are guarding'

# A settlement is reached on Triomf retrenchments

Star 6/1/83

**Labour Reporter**

A settlement has been reached in the dispute between the SA Chemical Workers Union and the Triomf fertiliser firm over the retrenchment of workers last November at the company's Potchefstroom factory

The union, which is affiliated to the Council of Unions of South Africa, had accused Triomf of having unlawfully victimised workers

About 60 workers, mainly union members, were retrenched by Triomf, and the SACWU applied to the industrial court to take action against the company

Triomf's chairman, Mr Louis Luyt, ordered an investigation into the lay-offs and last month said in a statement that there had been administrative errors in the retrenchments

The secretary of the SACWU, Mr Danny Rau, said this week he had met Mr Luyt to discuss the dispute and the negotiations [illegible] resulted in a settlement

In a joint [illegible] the union and Triomf said a settlement had been reached but no details would be released

The union had also protested about the manner in which the laid-off workers were allegedly later removed from their hostels by administration board officials and Triomf security staff

# ROW BREWS OVER PUTCO SACKING

**A PUTCO employee yesterday claimed that a white foreman sacked him after saying: "You, kaffirs, are always sick because you eat dirty food."**

A distraught Mr Johnson Sibande, who worked as a workshop assistant at the bus company's depot in Selby, was fired on Tuesday this week after he failed to report to work for two weeks

He told **The SOWETAN** he was sacked despite having produced a doctor's letter stating he had been receiving treatment during his absence

Said Mr Sibande "The foreman took the doctor's letter and vowed I wouldn't be paid He said that we "kaffirs" were always ill because we ate dirty food like mageu, and then fired me I tried to explain to him that the letter proved I had been ill but he would not listen "

Mr Sibanda said he had unsuccessfully tried to recover the letter from the foreman, a Mr Strydom "The foreman says the letter belongs to Putco but I told him I wanted it as proof," he said

A Putco official said yesterday Mr Sibande was sacked because he had been absent from work on several occasions. "His allegations about a foreman calling blacks "kaffirs" cannot be supported. We have investigated this and found it to be untrue."

(151) FM 7/1/83

# REASONS AWAITED

**Publishers** of SA's major English-language newspapers have been ordered by the Industrial Court to resume negotiations with the Southern African Society of Journalists (SASJ)

The court ruled that the Argus Printing and Publishing Company, SA Associated Newspapers and the SA Press Association should remain members of the conciliation board at which wages and working conditions have traditionally been negotiated with the SASJ

The court refused the SASJ's application for costs

When the reasons for the judgment are given later this month it will be possible to assess its wider implications for labour relations in SA However, some labour lawyers already regard the judgment as highly significant They believe it embodies the principle that employers are bound to bargain in good faith with employee organisations where a long-standing relationship between them exists

The judgment follows a hearing last month at which the SASJ asked the court to rule that the employers' intention to withdraw from the conciliation board was an unfair labour practice

The Argus company did not contest the case, and indicated that it would accept the court's decision The other employers said they had been forced to withdraw from the board because the SASJ refused to accept regional pay differences They expressed a willingness to negotiate with SASJ branches

# Court says 51 must be rehired

CAPE TIMES 11/1/83

151

**Own Correspondent**

JOHANNESBURG — In a decision likely to have far-reaching implications for South African labour relations, the Industrial Court has ordered the reinstatement of 51 workers dismissed last year by an Olifantsfontein company

It was the first time the court had ordered the reinstatement of sacked workers

The case was brought by the Metal and Allied Workers' Union (Mawu), a Fosatu affiliate, and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing

The respondents had asked for the temporary reinstatement of the workers, alleging their sackings were unfair

In a statement yesterday Mawu hailed the "historic judgment" The chairman of Stobar's shop stewards' committee, Mr Robinson Ramasodi, said "We are very, very happy to have won this order, not only for ourselves, but because it will help all workers."

The union and workers alleged in court that they were fired without warning in an attempt by the company to avoid negotiations over retrenchments so that it could carry out "disguised retrenchment" by dismissing all the workers and then rehiring only some

Mr H Cheadle, for the union and the workers, argued that it was an "unfair labour practice" to dismiss an entire work force to avoid retrenchment negotiations with a representative union

Mr M Brassy, for the companies, submitted that Section 35 of the Metal Industrial Council agreement, which set out procedures employers must follow before dismissing or retrenching workers, was "void for vagueness".

Reasons for the judgment will be given later There was no order on costs

Labour sources said last night that the order was "heartening", but that it was difficult to say exactly what its effect on labour relations would be before the resons for the judgment were known

One source said the order seemed to show that the court was "doing what it was set up to do"

# Court orders 51 back to jobs

By CHRIS FREIMOND

IN A landmark decision that is likely to have far reaching implications for South African labour relations, the Industrial Court has ordered the reinstatement of 51 workers dismissed last year by an Olifantsfontein company

It was the first time the court had ordered the reinstatement of sacked workers

The case was brought by the Metal and Allied Workers' Union (MAWU) — a Fosatu affiliate — and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing

The respondents had asked for the temporary reinstatement of the workers because they alleged their sackings were unfair

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Mr M Brassy, for the companies, submitted that Section 35 of the Metal Industrial Council agreement which sets out procedures employers must follow before dismissing 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

Reasons for the judgment will be given later The court made no order on costs

Top labour sources said last night that the order was "heartening", but it was difficult to say exactly what its effect on labour relations would be before the resons for the judgment were known

One source said the order seemed to show that the court was "doing what it was set up to do".

# Company told to reinstate 51 workers

By Tony Davis, Labour Reporter

The Industrial Court has ordered an Elandsfontein firm to reinstate 51 workers who were dismissed during a dispute last August.

The decision is viewed as highly significant as this is the first time the court has made such an order and it confirms the right of dismissed workers to demand temporary reinstatement from their previous employers

Fosatu's Metal and Allied Workers' Union made an urgent application to the Industrial Court last September after the management of Stocks and Stocks dismissed the workforce of 78 men after a week's go-slow dispute

The court met in Johannesburg in November where Mawu claimed the workers had been dismissed without sufficient reason and without being able to state their grievances to management

Stocks and Stocks, and the holding company Stobar Reinforcing, had failed to fully investigate the go-slow before dismissing workers, counsel for the 51 men stated

Disciplinary procedures laid down in the metal industry's industrial council agreement were described as being too vague

Judgment was reserved but was awarded this month to the 51 workers, ordering the temporary reinstatement of the men by the firm in terms of Section 43 of the Labour Relations Act

The chairman of Mawu's shop stewards' committee at Stobar, Mr Robinson Ramasodi, said they were pleased with the decision

# Settlement reached in asbestos dispute

Mercury 12/1/83

Labour Reporter

A DISPUTE between the asbestos company Turnall Ltd and members of the South African Allied Workers' Union dating back to March last year was settled yesterday

A joint statement released by the union and the company said an out-of-court settlement had been reached

This was between the management of Turnall and certain workers formerly employed by the company following lengthy negotiations

'The settlement was reached with neither party conceding the validity of the case of the other,' the statement said

The dispute arose last March after a work stoppage when 33 workers formerly employed by Turnall Ltd alleged the company had refused to negotiate with them and was guilty of selective re-employment

The company denied these charges, and the workers made a request to the Industrial Court to be reinstated

# Luyt settles labour dispute

By CHRIS FREIMOND

THE chairman of Triomf Fertilizer company, Dr Louis Luyt, intervened personally to settle a labour dispute involving retrenchments at the firm's Potchefstroom plant

Dr Luyt's intervention enabled the matter to be settled out of the industrial court A spokesman for the South African Chemical Workers' Union (SACWU), whose members were involved, said yesterday a settlement condition was that details were kept from the media

But the union — affiliated to the Council of Unions of South Africa (Cusa) — said SACWU was "very happy" with the settlement Late last year SACWU applied to the industrial court for an order against Triomf for allegedly "unlawfully victimising workers" and for the reinstatement of the sacked workers The union claimed

- The company had committed an "unfair labour practice" by retrenching about 60 of 800 workers at its Potchefstroom plant — including SACWU's entire branch executive committee,
- The company had tried to have workers removed from the area in terms of influx control laws, and,
- Company security guards had assaulted workers

The settlement coincides with last week's historic industrial court ruling ordering an Olifantsfontein company to reinstate 51 dismissed workers

The case was brought by the Metal and Allied Workers' Union (Mawu) — a Fosatu affiliate — and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing

The respondents had asked for the temporary reinstatement of the workers because they alleged their sackings had been unfair

Top labour sources this week described the order as "heartening", but said it was difficult to say exactly what its effect on labour relations would be

# Asbestos row settled

Star 12/1/83

Labour Reporter

An out-of-court settlement was reached yesterday between a Durban asbestos firm and the South African Allied Workers Union over a dispute dating back to last March

A joint statement released by the two sides said that Turnall Ltd and members of Saawu's building affiliate who were former employees of the firm had reached the out-of-court settlement after lengthy negotiations at the recommendation of the president of the Industrial Court

The settlement was reached with neither side conceding the validity of the other's case

Turnall dismissed about 50 workers in March last year allegedly over demands for union recognition

# Magnum

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move against whatever personal assets Mr Summerley holds by applying for the sequestration of his estate

Last night at least one Lamborghini car — owned by the Magnum group and driven by Mr Summerley — was safely locked up in a Johannesburg sports car company's garage

The garage is owned by a personal friend of Mr Summerley, but an employee said he was not allowed to comment on the car or allow pictures of it to be taken without the permission of the owner, who is out of town on business

It is believed that another older, Lamborghini is being sought by the liquidators who maintain that it, too, could be an asset of the Magnum group

-ned annually to a pharmacist who
- an outstanding contribution to the
- ...al profession in South Africa
-rland, a retail pharmacist from Dur-
-. the award for initiating the in-depth
-..." study into the future of pharmacy
Africa

## -nel Maggs

-L-KNOWN Pretoria businessman,
-Eugene O'Connell Maggs, 83, has died
Pretoria home after suffering from
-...ia Born in Port Elizabeth and edu-
- Cape Town, Colonel Maggs also at-
the London School of Economics and
in both World Wars He was a member
Board of the South African Reserve
and on the boards of various other
-s concerns A Pretoria resident for
years, Colonel Maggs' family home in
-eet, Arcadia, was given to the British
-y He is survived by his widow, three
and six grandchildren

## -: in tonight

-: the top amateur photographers in
Africa Mr Terry Carew, will be guest
at the Springs Colour Slide Club's
-...g of the year tonight He will give
-ated lecture on "Aspects of Photo-
- in the Founder's Hall of St Michaels
-...an Church in Seventh Street The
starts at 7 45

## -lton Jaycees

-ugural meeting of the newly-formed
Jaycees will be held at 6 30pm on
-y January 17, in the Rivonia Room of
-ion Holiday Inn Interested members
public between the ages of 18 and 40
- e most welcome For further details
John Ford, phone 832-2933

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-) MAIL is YOUR column about hap-
- in YOUR area Pass on any snippets
-al or community interest you come
to the News Editor's Secretary, Rand
-ail P O Box 1138, Johannesburg 2000
- her on 710-9111 or 710-2510 after
For Pretoria the number is (012) 38861
East Rand 56-2534

# destiny'

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-ap-
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war,
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rably turning into a bronze monument of herself She is living out a legend in the Falklands which will go down in history and in myth.

"Years after she and her politics have crumbled, they'll carve Magnificent

# 18 entry days left for Mail Iron Men


By LARRY LOMBAARD

ASPIRANT qualifiers for the Rand Daily Mail Nutri-Sport Iron Man triathlon on February 26 have 18 days left in which to enter

The energy-sapping event — rated among the toughest endurance tests in the world — has attracted 107 entries so far The closing date is January 31

Competitors will canoe once around Hartbeespoort Dam, a distance of 28km, cycle 90km to Voortrekkerhoogte and then run a 42,2km marathon on the Old Pretoria Road to the finish in Sandton They must finish within 13 hours of starting at 5am

The competition has a R20 000 sponsorship The winner receives two tickets to Hawaii, valued at R8 000, where he can compete in the Hawaii Iron Man competition if he wishes to

The second prize is an overseas trip valued at R3 000 The third man home will receive a prize valued at R3 000 There are also prizes for the two age-group categories, the Masters section between 35 and 40, and the veterans of over 40 The first three receive R1 000, R750 and R500, with the same money breakdown going to the first three women

● The Sandton Holiday Inns has offered special rates to competitors over the weekend of the competition — R39 a person for bed and breakfast (double bedroom) for two nights, or R24 a person per night for a double room only, or R40/person per night for single accomodation

● Entry forms can be obtained from Promotions Department, Rand Daily Mail, P O Box 1138, Johannesburg 2 000, or telephone 710-2263

## MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays

# Mawu says 140 were dismissed

By CHRIS FREIMOND

MOVES are under way to request the governments of Botswana Zambia and Zimbabwe to consider banning the import of products from a South African company because of its alleged exploitation of black workers

In a statement yesterday the Metal and Allied Workers Union (Mawu) said it was declaring a dispute with an Alberton company, Screenex Wireweaving Manufacturers, because it had dismissed its entire work force of about 140 after a dispute over retrenchments

A union spokesman said the matter might be taken to the Industrial Court In the meantime the workers had called on Fosatu — to which Mawu is affiliated — to ask the governments of neighbouring countries to which Screenex products were exported to reconsider allowing the trade to continue

Screenex makes wire screens mainly for the mining industry Its customers are believed to include mines in neigbouring states, De Beers, Anglo American and Gencor

According to Mawu, Screenex has refused since the middle of last year to negotiate with the union

The union says 11 workers were effectively retrenched on December 10 in spite of an agreement that all contracts would be renewed

The remaining workers stopped work and were told they would be fired if they did not resume work the following Monday, when most were due to start their leave

A Mr Freissle at Screenex yesterday denied that the company had a dispute with Mawu "We don't have any of their members here," he said

He also denied the work force was fired last year, but confirmed that after the stoppage workers were told that they would be replaced if they did not resume work

He said the company was not concerned by possible moves to stop exports to neighbouring states Screenex exported very little, he said

# Weath

THE Weather Bureau's fore

TRANSVAAL — Partly clo
thundershowers, but somewh
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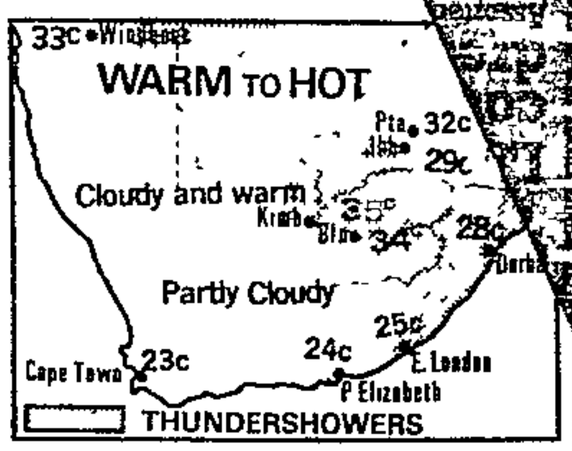
FREE STATE and CAPE north o
cloudy and hot with isolated th
north, but cloudy in the mornin
Free State
CAPE south of the Orange — Fine
hot, but cloudy along the south and s
the morning with light rain clearing
NATAL — Cloudy and cool with lig
partly in the south and becoming warm
SOUTH WEST AFRICA — Partly cloudy
scattered thundershowers over the centre
isolated in the south-east
BOTSWANA — Partly cloudy and hot with is
dershowers, but scattered over the north-west

Temperatures are Celsius maximums expected for each city

**Rand Daily Mail Weather Station**

YESTERDAY
Wednesday, January 12 1983
Temperatures
09h00 14h00 21h00
25°C 32°C 24°C
Humidity
38% 25% 42%
Max temp 33°C
Min temp 19°C
Rain 24 hours to 20h00
Drops




## SOUTH AFRICA YESTERDAY

Temperatures at 14h00

| | °C | | °C | | °C |
|---|---|---|---|---|---|
| Bloemfontein | 31 | Jan Smuts | 32 | Potchefstroom | 32 |
| Cape Town | 20 | Nelspruit | 32 | Pretoria | 34 |
| Durban | 26 | Pietersburg | 32 | Rustenburg | 36 |
| East London | 20 | Port Elizabeth | 21 | Skukuza | 36 |

SOUTH AFRICA. Hottest at 14h00 Ellisras 38,8°C. Coldest at 08h00 Sutherland 5 6°C
TRANSVAAL Hottest at 14h00 Ellisras 38 8°C Coldest at 08h00 Standerton 15 3°C

## POLLUDEX

THIS SHOWS THE LEVELS OF POLLUTION IN THE CENTRES OF JOHANNESBURG AND PRETORIA FOR THE 24 HOUR PERIOD ENDED 6PM YESTERDAY

VERY BAD

## THE WORLD YESTERDAY

| | Min °C | Max °C | Weather |
|---|---|---|---|
| Amsterdam | 3 | 8 | Cloudy |
| Athens | 4 | 15 | Clear |
| Brussels | 4 | 10 | Cloudy |

# Carpenter loses dismissal case

RDM 14/1/83 151

Pretoria Bureau

A PRETORIA company director, Mr J M van der Merwe, was cleared in the Pretoria Magistrate's Court yesterday of irregularly dismissing an employee.

Mr Van der Merwe had pleaded not guilty before Mr C S van Loggerenberg to irregularly ending the employment of Mr N G Bezuidenhout last May

Mr Bezuidenhout told the court he had been employed by Zymer Ltd as a carpenter He had worked several hours overtime without pay and had been unfairly dismissed from his job

A company foreman, Mr Piet van der Merwe, told the magistrate he had asked Mr Bezuidenhout to help other employees complete a job

Mr Bezuidenhout had told him he was tired and was going home.

The foreman said he had told Mr Bezuidenhout that if he did not want to co-operate, he should get himself another job. He had not meant by this comment that Mr Bezuidenhout had been dismissed, he said

Mr J M van der Merwe said that, as far as he knew, his company paid employees for working overtime

151 140A 189

FM 14/1/83

:DUSTRIAL COURT

# A landmark ruling

ne Industrial Court ruling that 51 workers -missed by Stobar Reinforcing last year ust be reinstated, appears to have pro- - implications for labour relations in A

Although the written judgment in the :: is still awaited, it is already clear that court has made a landmark ruling This the first time it has reinstated dismissed orkers in terms of Section 43 of the La- Relations Act, which provides for in- im relief of an aggrieved party involved certain types of labour disputes The :t can order reinstatement, via a status order, pending another hearing at ich the dispute will be heard

In the Stobar case, the court has ordered the workers have to be reinstated with ect from October 1 last year through to ary 29 this year on terms and condi- no less favourable than they enjoyed ior to dismissal

The case was brought to the court last year by the Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu), and 51 workers dismissed by Stobar Reinforcing, a wholly-owned subsidiary of the Stocks group

Stobar maintained that the workers had broken their contracts, and therefore had effectively dismissed themselves, by having embarked on a go-slow The workers denied that they had resorted to such action The workers and the union argued that it was an unfair labour practice to unilaterally sack a whole workforce to avoid retrenchment negotiations with the union — a charge which the company denies

For anyone trying to assess the significance of the court's ruling, it is possibly wise to focus not on these and other accusations and denials made by the parties, but to examine arguments presented by the union and the workers for reinstatement

Their case rested on two main arguments firstly they submitted that an employer must have reasonable grounds for dismissing an employee and must have conducted a thorough investigation into the alleged misconduct before sacking a worker Secondly, they argued that a worker faced with dismissal should be given an opportunity by an employer to present his side of the matter

It must again be emphasised that because the court's written judgment is still being awaited, it is not yet possible to give a thorough assessment of its ruling However, it is extremely significant that the court has granted reinstatement in the light of the arguments presented by the union This has some important implications

☐ The whole concept of unfair dismissal is becoming an important issue in SA labour law Employers will, in future, have to be far more cautious in their approach towards dismissing employees, especially when those employees are represented by a

face to face

FM 14/1/83

DIRK MUDGE

# Towards nationalism

**Dirk Mudge resigned this week from the Ministers' Council of the National Assembly in Namibia, of which he was chairman He is also chairman of the Democratic Turnhalle Alliance, and has declared that he will remain in the Namibian political arena**

***FM* You have said that SA policy within Namibia is increasingly to support the rightwing Why do you think this is?**

Mudge I've learned that everything the SA government does in Namibia is in the interests of the ruling party in SA Presumably this is behind it As a politician I comprehend this, as a Namibian I cannot accept it

**Do you expect new internal elections to be held, or will the Administrator-General rule, possibly with an advisory council, until a settlement?**

Because of my resignation, the Ministers' Council will dissolve, and my colleagues won't be prepared to elect a new one

I have no idea whether there will be a new National Assembly The Adminstrator-General will have to take over all legislative and executive functions

There are rumours about new elections But the DTA won't take part unless they lead somewhere, towards finality and stability

We've had three elections in the last five years without getting there Our priority is still elections that will get us international recognition, elections under UN Resolution 435 if the UN can repair its biased image

If these continue to be remote, we must consider internal elections But this time we shouldn't be rushed into them It has done us a lot of harm on previous occasions

And the commission of inquiry into corruption must table its report beforehand, so that people know where they stand with the people they're electing

**Would you participate while AG8, the current ethnic constitution, is in force?**

The Republican Party, the white party in the DTA, is withdrawing from the white Legislative Assembly in protest against AG8 We've tried for amendment to it and didn't get it, which put us in the middle, between SA and popular expectations

Now we're effectively getting out of the whole system of government, because we can't achieve what we promised

**Is the DTA moving away from being an ethnic-based alliance towards a more unitary centralised political organisation?**

For all practical purposes we are a political party, with our ethnic member parties functioning as branches This makes us more representative than other parties because we have roots in all the ethnic groups

The ethnic structure of the DTA is a technical factor Member parties are not independent units The DTA's aspect as an alliance mustn't be overemphasised

**Many observers believe the DTA has moved into a far more strongly Namibian nationalist position over the past few years, partly because of SA actions Is this the case?**

Yes, I believe that if all groups, black and white, are going to participate in a common political structure, we need a common ideology, a philosophy to make that possible And that is Namibian nationalism

union which has the resources and expertise to challenge employers' actions in court,

☐ Companies will have to ensure that they have equitable disciplinary, dismissal and dispute-settling procedures in order to prove that a dismissal was not conducted in an arbitrary, unfair manner;

☐ Employers who face litigation over alleged unfair dismissals will not only have to contend with high legal costs, but also the possibility of having to pay large amounts of money in back-pay In the Stobar case, the amount the company will have to pay is being negotiated between it and the union There are indications that a settlement will total between R25 000 and R40 000,

☐ Even when, as in the Stobar case, reinstatement may only be a prelude to the holding of an unfair labour practice hearing, the company's chances of recovering this back-pay if it wins the unfair labour practice hearing are slim Tracing dozens of migrant workers living in various homelands to recover the back-pay would obviously be extremely difficult, and

☐ Finally, the ruling is yet another indication that the Industrial Court is beginning to occupy an important position in labour relations in this country Mawu's victory at the court will doubtless prompt many unions and employees to approach the court for rulings on other important labour issues

Discussions are being held between the company and the union in the wake of the court decision As the *FM* went to press, there were signs that they were heading for a settlement If such a settlement is reached the union will obviously not pursue its unfair labour practice case against the company

SOWETO FM 14/1/83

## Unity talks soon

Greater Soweto or tripartite Soweto? This highly contentious issue is up for discussion on January 18, when Soweto's three community councils meet West Rand Administration Board (Wrab) and Co-operation and Development Department officials to discuss whether the three councils that represent Greater Soweto should be scrapped in favour of one Greater Soweto Council

The existing community councils are David Thebehali's Soweto council, Joseph Mahuhushi's Diepmeadow council and Isaac Mashoa's Dobsonville council Soweto is the giant, with 76 000 houses Diepmeadow has 26 000 and tiny Dobsonville, near Roodepoort, 4 000

Co-operation and Development commissioned an investigation of the issue in 1981 Last year the Smuts report came out, recommending amalgamation of the three

In the light of the Black Local Authorities Act passed last year, black community councils will get near-municipal powers This means that ultimately a number of the functions of Wrab will fall under the authority of the Soweto council — or councils

Elections for community councils are due to take place in November this year and, presumably, unification must take place by then, if ever

David Thebehali, head of the Soweto Council, and Wrab chairman John Knoetze are in favour of unification The Dobsonville and Diepmeadow chairmen, predictably, are not. It's a tangled issue. The existing councils were created by the Community Councils Act and have only existed in their present form since 1978 But it's easier to create administrative machinery than to abolish it

Knoetze says that a decision will probably be taken in the very near future. "No city as developing as Greater Soweto is at the moment can afford the luxury of three administrations There must be one administration — one electrical engineer, one chief executive officer," he says, adding "I have not got the staff. I'm to transfer between a third and a half of my staff to Soweto alone to make it a viable administration"

Thebehali argues "Most of the Greater Soweto facilities are in Soweto For exam-





HEDLEY BYRNE NATIONAL 8789

# Stewards reinstated

FIVE TRADE union shop stewards were reinstated at the Gallo Music Company branch at Germiston this week after a recent dispute over union recognition.

The men, all members of the Commercial, Catering and Allied Workers' Union, were reportedly dismissed for intimidating other workers.

A CCAWUSA spokesman said the union represented a majority of workers at the firm and hoped to enter into recognition talks with management at a later stage. Gallo spokesmen were not available for comment.

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Sowetan 14/11/83

# LABOUR BRIEFS

Star 14/1/83

## Unionists get their jobs back at Gallo

151

Five trade union shop stewards were reinstated at the Gallo music company branch in Germiston this week after a dispute about union recognition

The men, members of the Commercial, Catering and Allied Workers' Union, reportedly were dismissed for intimidating other workers. A spokesman said the union represented the majority of workers at the firm and hoped to negotiate with management at a later stage. Gallo spokesmen were not available for comment.

### DEMANDS

● Most strikes in 1981 were for higher wages, according to the recently released annual report of the Department of Manpower.

The report describes 283 strikes and 59 work stoppages as part of the "growing pains" linked with the new labour dispensations. There were in 1981 two important pieces of legislation — the Labour Relations Act and the sixth Wiehahn Commission report, which dealt with the mining industry. Employers and employees had to learn that they could no longer delay facing the demands of labour in South Africa, the report said

# Dispute is declared after 100 dismissed

Star 15/1/83

Labour Reporter

The Metal and Allied Workers' Union has declared a dispute with the management of an Alberton wire weaving firm for dismissing its workforce of more than 100 workers following a recent dispute over retrenchments

The Fosatu-affiliated union has accused Screenex of having dismissed the workers and replacing most of them with migrant workers

A Mawu statement said the company had been unable to replace its skilled staff and had refused to hold talks with the union since mid-1982

## REQUEST

The affected workers had asked Fosatu to request that the neighbouring governments of Botswana, Zimbabwe and Zambia reconsider importing wire products made by Screenex, the statement said Clients of the firm include mines in Southern Africa

Mawu would also notify the Industrial Council about the dispute

A Screenex spokesman has said that workers were dismissed only after they had refused to return to their jobs after the dispute at the end of last year, and the firm was replacing workers

# Union trespass case ends in acquittal

**Pretoria Bureau**

AN ORGANISER of the General Workers' Union of South africa (Gwusa) was yesterday acquitted of a trespassing charge by the Kempton Park Magistrates court

Mr Solomon Maluleke, 30, was arrested with two other Gwusa officials outside the State Trade Centre at Olifantsfontein on November 29 The charges against the other two men were withdrawn when they appeared in court earlier this month

Mr Maluleke, Gwusa's Transvaal secretary, Mr Donsie Khumalo, and another Gwusa organiser, Mr Solly Masemela, were arrested at the centre when they went there to see the head, Mr M Smit, with whom they had an appointment

They failed to trace him and when they left the centre they were arrested, taken to the Olifantsfontein police station and charged with trespassing

Mr Khumalo is facing a charge of inciting workers at the De Luxe Dry Cleaners in Pretoria to strike Judgment in that case will be given in the Pretoria Regional Court on January 21

# Union declares war with wire factory

## Company dismissed entire workforce after dispute

By SELLO RABOTHATA

**THE Metal and Allied Workers Union (Mawu) has declared a dispute with Screenex Wire Weaving Manufacturers (Pty) Limited following retrenchments, and is to notify the industrial council about the matter in the near future.**

Mawu, an affiliate of the Federation of South African Trade Unions (Fosatu), said the Alrode company dismissed its entire workforce after their leave had started, following a dispute over retrenchments The owners of the company, Messrs Freissle and Rosenbusch, are also alleged to have refused to speak to the union since the middle of last year

"They have not answered letters and telexes They have stated that they will not, in any way, deal with the union," the union said

"Following discussions with the workforce, all but one of whom are Mawu members, the management agreed to renew all migrant labour contracts However, just before closing, they cancelled 11 call-in-cards and refused to discuss this with the workers or the union The union tried on many occasions to speak to management but failed when workers reported for work on January 3, this year Management called the police and six workers were arrested Only one was later charged with trespassing"

Mawu said the company had now hired about 73 migrant workers and was hiring coloured and Indian workers to replace the skilled operators who have all been dismissed Workers say that the company cannot produce anything without its old workforce Most of them have very long services and are the only ones who can set and operate the machines

The Mawu members intend to ask all the company's customers whether they are prepared to buy from a company which treats its workers in this way and exploits the migrant labour laws and racial differences The major customers are mines, in neighbouring States and locally

The SOWETAN could not get a comment from the company as the personnel manager was said to be in a meeting

Sowetan 17/1/83

# Retrenchment anger

# Migrant contract workers sent home

151

Sowetan 19/1/83

By SELLO RABOTHATA

**ABOUT 84 contract workers, mainly from Transkei, employed by Clifford Harris Construction company near Vereeniging have been forced back home after being retrenched before the expiry of their contracts.**

The Orange Vaal branch of the General Workers' Union of South Africa the union representing them, is to seek a Supreme Court order restricting the company from dismissing the workers

The union claims the company retrenched its migrant workers before the expiry of their minimum three-month contract

## CONTRACTS

The contracts are to expire in March, they said

The workers were retrenched last week hardly a week after their arrival from different homelands

Retrenched workers allege

- They were dismissed before their contracts expired, they were not paid for the outstanding period of their contracts, they were given no notice prior to dismissal, they were not transferred to other branches as promised by the recruiting officer and they were left "in the lurch" because they were not transported back to their homelands

Angry workers who had thronged the union offices said Hardly any reasons were given for the termination of our contracts which expire only in March We are sick and tired of being toyed around with by the employers just because we live in the homelands I do not know whether they are taking advantage of the labour-dry homelands but they send us from pillar to post while our children are dying

## UNION

The secretary-organiser of GWU in the area Mr Phillip Masia, said his union had tried to negotiate with management at the company but there seemed no sign of agreement as to the re-instatement of the workers concerned Most of the workers left the area last Wednesday — a day after their retrenchment

We are now going to take the matter to court because the company's management is adamant they will not re-instate them We must brief our lawyers so that we can start preparing for the court action Management does not seem prepared to take the workers back or to pay them for the outstanding period "he said

Mr Masia said GWU was not the kind of union that would buy retrenchment packages from employers because of the economic downswing The economic downturn is the employers' and not the workers' worry He said the workers who had already left for their homelands would be called back for re-instatement or to collect their dues

19/1/83 151

# SASJ wage talks deadlock

The South African Society of Journalists and major newspaper employers yesterday failed to reach agreement on salaries and working conditions for 1983 at a meeting in Johannesburg, the SASJ council said in a statement

The statement, released by the president, Mr David Bleazard, said "The meeting followed an Industrial Court order compelling the Argus group, South African Associated Newspapers and the South African Press Association to negotiate with the SASJ

"The meeting closed with the SASJ demand at a 15 percent increase in the junior grades structure and 15 percent across the board for seniors, plus 4 percent for seniors awarded at the discretion of editors"

The meeting was adjourned until February 3 — Sapa

Star

Ind. Sociology

# CAPE TOWN ANSWER BOOK

80+16 96

429

**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 (2) | External (3) |
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Degree/~~Diploma~~ you are registered (e.g B A, B Sc) B Bus Sc.

Subject ECONOMICS 1a
(to be copied from the heading on the Examination Paper)

~~Paper No~~ SECTION 1
(to be copied from the heading on the Examination Paper)

## NOTE CAREFULLY

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2. 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.
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.

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

# Royal Zulu staff win wage ruling

Mercury 21/1/83

Pietermaritzburg Bureau

THE master of the Royal Zulu and 16 former staff members yesterday succeeded in obtaining a judgment against the vessel for wages and allowances to the value of nearly R50 000 in the Admiralty Court in Pietermaritzburg yesterday.

In terms of the order granted, Captain A F Pearson will receive R10 184,70 for wages and allowances which accrued to him while he was master of the ship, and 16 other members of the staff are to be paid a total of R38 046,62.

The Royal Zulu was sold by auction last year for R126 500 after numerous attachments against her.

The staff who succeeded in obtaining judgment against the ship yesterday included the chief engineer, chief steward, barman, catering manager and a nurse-hostess. They were employed on the ship when she began operating as a cruise vessel last year

Several other claims against the ship are pending

Home made

RECOGNITION FM 21/1/83

# Manpower says 'yes'

(151)

Recognition agreements between employers and emerging trade unions can play a constructive role in labour relations, says Manpower Director-General Piet van der Merwe This view is significant, because it is in contrast to the hostile attitude of some employers towards managements who concluded the first of such agreements only a few years ago

**Manpower's Van der Merwe ... agreements can be positive**

Van der Merwe's remarks about recognition agreements appear in the recently released report of his department for 1981 Although much of the statistical information appearing in the report is already fairly well known, the report is significant because it reveals government attitudes on some important labour issues

He says although most recognition agreements fall outside the framework of the Department of Manpower's labour legislation, "they can play a positive role in ensuring orderly labour relations at the level of the undertaking The eventual contribution made to sound labour relations by these agreements will depend on how newly established trade unions apply them

"Once greater expertise and proficiency in negotiation, bargaining, organising and trade union management have been acquired, however, the benefits of making use of the statutory conciliation and bargaining machinery may become clear"

Van der Merwe reiterates government's view that the industrial council system plays a decisive role in maintaining orderly labour relations He adds that it must keep pace with the demands of the time He points to criticism by some that the councils have dealt with disputes far too slowly and that there has been a communications gap between the councils and workers on the factory floor

"If this criticism is justified, the councils must eliminate the alleged shortcomings so as to strengthen and extend this proven bargaining system"

He says that in many respects the private sector reacted slowly to the rapid changes in the labour field "In some cases employers and employees did not have experience or training in dealing with labour relations and the necessary preparation was lacking But both parties are realising that they dare no longer delay facing the demands of the time

"The comprehensive changes brought about in the country's labour dispensation mean that the science of management in SA has taken on new dimensions The ability to manage, whether in a trade union, employers' organisation or business is becoming increasingly important Unfortunately, the present dispensation is often not fully understood and the need for a completely new approach in management style is not always recognised"

Van der Merwe emphasises that legislation can only create possibilities and provide guidelines "The private sector has to bring about almost daily changes in practice," he says

# STOBAR SETTLES

(151) FM 21/1/83

A settlement has been reached between Stobar Reinforcing and the Metal and Allied Workers' Union (Mawu) in the wake of the Industrial Court ruling that the company must reinstate 51 workers it dismissed last year

The court ordered *(Current affairs*, January 14) that the workers should be reinstated with effect from October 1 last year Following talks with Mawu, Stobar has announced that it will re-employ the workers and pay them a percentage of back pay Neither of the parties are revealing details of the agreement, but the *FM* understands that the dismissed workers are receiving a fairly substantial portion of back pay

"We are satisfied that a measure of understanding has been reached with Mawu and that the agreement will form the basis of sound labour relations with the union in future," says a spokesman for the company

CAPE TIMES 22/1/83

# Unionist acquitted of incitement

151

Own Correspondent

PRETORIA — The Transvaal secretary of the General Workers' Union of South Africa (GWUSA), Mr Donsie Khumalo, was acquitted yesterday of a charge of inciting workers at a Pretoria dry-cleaning firm to strike

He was acquitted after the magistrate, Mr A J le Roux, had said he found the evidence of the State witnessess "contradictory, conflicting and vague", while Mr Khumalo's evidence was convincing

The magistrate also accepted that Mr Khumalo wanted to have facilities for the workers at De Luxe Dry-cleaners in Koedoespoort improved and rejected the State's claim that Mr Khumalo had gone to the company's premises after he had incited a strike.

The three main State witnesses — who claimed that Mr Khumalo had incited them to strike at a meeting in a church hall in Mamelodi the evening before the strike in September 1981 — were very vague and even incoherant in their evidence, Mr Le Roux said

The security police arrested Mr Khumalo on the De Luxe premises after he went there during the strike in an attempt to help settle the dispute

Last week trespassing charges against Mr Khumalo and another GWUSA organizer, Mr Solly Masemola, were withdrawn in the Kempton Park Magistrate's Court.

Another GWUSA organizer, Mr Solomon Maluleke, was acquitted on the same trespassing charge

Mr M Brassey appeared for Mr Khumalo

# 'Go-slow' Putco drivers arrested

(151)

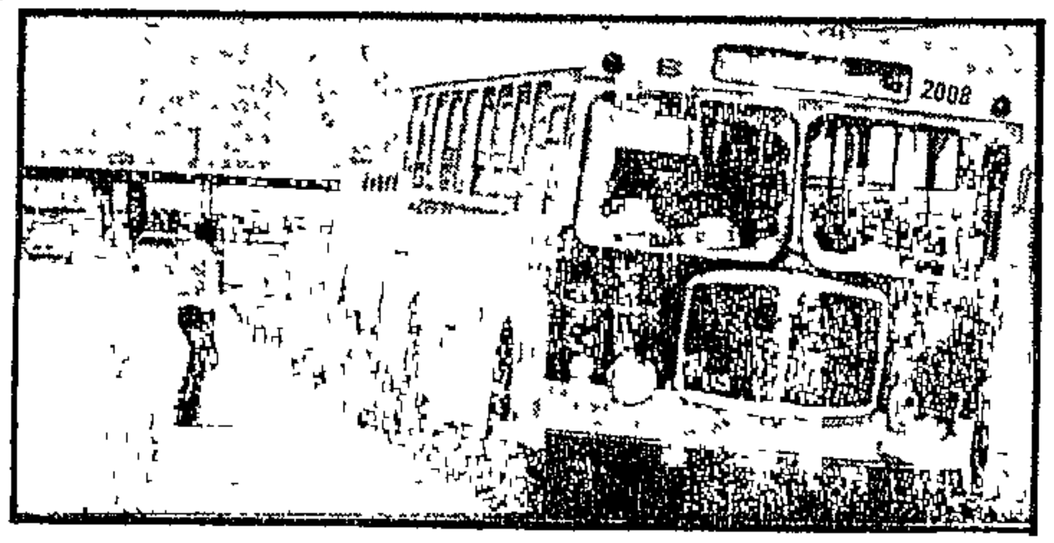
GCP By DERRICK LUTHAYI 23/1/83

PUTCO bus rides for scholars will be more expensive tomorrow. In some cases, fares will double

Hardest hit are students from Kwa Thema and Edenvale where fares have gone up from R1 to R2 and from 50c to R1 for a five-day ticket respectively

Mr Pat Rogers, the company's public relations officer, said the fares have been raised because the subsidy for students has been reduced

In Soweto, Dobsonville, Alexandra, Western, Bosmont, Riverlea, Eldorado Park, Kliptown and Ennerdale, fares have been increased by half Passengers are all to pay R1,50 a week instead of R1



A BUS with two busted windows and a bus driver with a busted eye

It happened at Vosloorus on Friday when irate commuters stoned Putco buses involved in a go-slow.

Fifty-two buses were damaged during the commotion

And the repair bill is estimated at R30 000

Fifteen Putco drivers are to appear in the Boksburg Magistrate's Court tomorrow on charges of obstructing traffic

Nearly all the 175 drivers from the local depot went on a go-slow strike in protest against what they claim to be excessive disciplinary actions by supervisors.

One driver, Mr Samuel Sibeko (above), was hit in the face by a stone.

Drivers told GCP they decided to strike after supervisors told them to demand bus fare from pensioners

# Fired dockers await report

Labour Reporter

ABOUT 600 dockers in Port Elizabeth, fired by the South African Transport Services last September, are anxiously awaiting a report by a committee of investigation into staff associations

Mr David Lewis, general secretary of the General Workers' Union, said the dockers were fired after taking part in a go-slow

The committee was appointed by SATS in October following an upheaval in the Port Elizabeth docks

**IN MARCH**

The four-man committee, under the chairmanship of Mr J P Verster, retired assistant general manager of SATS (Staff), has finished collecting evidence and will be ready to send its report to the Minister in March, according to Sats spokesman Mr Leon Els

The GWU — representing the dismissed dockers — the International Transport Workers' Federation, to which the GWU is affiliated, the Midland Chamber of Industries and SATS staff associations presented written evidence to the committee

"All the groundwork has been completed, and now the committee are following up certain things which have come to light," Mr Els said

**URGENT**

Mr Lewis said the union had expected the matter to be treated more urgently as "600 workers are anxiously awaiting the outcome of this inquiry and hope to be reinstated"

It did not require an in-depth investigation to ascertain that Sats had been guilty "of violating the most basic labour relations principles," he said

The workers have been without income for about five months, according to Mr Lewis

# Call for IR peace panel

S-Tribune

INDEX 151

## MMF's Burns says national, independent mediation, conciliation service is urgently needed

30/1/83

**By MIKE PEIRSON**
**Finance Editor**

AN URGENT call has been made by executive director of the Manpower and Management Foundation, Dr John Burns, for a national mediation, arbitration and conciliation service within industry, operating completely independently of the public sector and its institutions.

Dr Burns said the service would offer help to both public and private employees and employers through a panel selected from various sectors.

"Above all," he said, "it should have, and maintain, the highest degree of credibility, trust and acceptance in the labour world"

The next step, he said, was to decide what organisation was best equipped and ready to organise such a service He would not hesitate to establish the necessary structure for such a service if this were the most effective way of tackling the idea

He maintained that the concept of conciliation and its methods in the field of industrial relations contained in the 1956 Labour Relations Act is neither defined nor explained, a fact which, among others, accounted for the relatively underdeveloped state of the law and practice of conflict conciliation in South Africa

"Furthermore," he added, "the increasing statutorisation of conflict conciliation machinery in the field of labour has resulted in the ever-decreasing use of it by employers and trade unions

"This is unfortunate since the new labour dispensation offers an ideal opportunity for a dynamic development of all the conciliation machinery which the common law and practice have available

"Various forms of labour unrest, such as strikes, retrenchments and the black distrust of State machinery, all underline the urgent need for the service"

CAPE TIMES 2/2/83 (157)

# Industrial disputes: Legislation tabled

Labour Reporter

NEW legislation designed to streamline the settling of industrial disputes was tabled in Parliament yesterday

The Labour Relations Amendment Bill, 1983, introduced by the Minister of Manpower, Mr Fanie Botha, differs only marginally from the draft Amending Bill which was published in August last year for general comment The bill was first published in January last year

In terms of the bill, unregistered unions and employer groups will be granted direct access to conciliation boards, the government's official dispute settling machinery

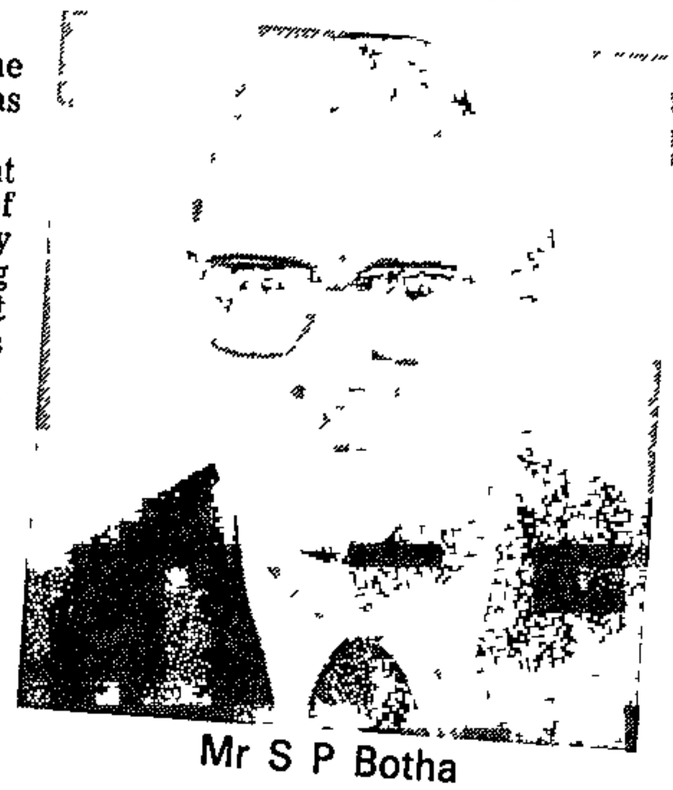
## Current legislation

Under current legislation, individual members of these organizations can apply for a conciliation board in their own right, but their union is legally excluded from doing so

The bill empowers the Minister of Manpower to establish a conciliation board on his own initiative without consulting the parties concerned This is if, in his opinion, the dispute should be settled without delay "in the public and national interest"

The bill aims to speed up disputes in essential services and disputes where an unfair labour practice is alleged

In these cases the parties can refer their disputes to direct arbitration without going through a conciliation board or an industrial council



Mr S P Botha

A further proposed amendment allows the Minister to appoint a mediator acceptable to all parties if he thinks it will help settle the dispute

Apart from financial and business affairs, the bill also aims to lift the secrecy on industrial court proceedings. The bill further makes provision for the registration and control of labour brokers and greater protection for workers hired out by them

# Retrenched staff complain over pay

2/2/82

By JIMMY MATYU

TWO of 40 women retrenched from the Provincial Hospital at the end of last month claimed yesterday that their bonus and leave pay had been withheld without any reason

They also said they were never told why the hospital had decided to retrench them

The women, Mrs Elizabeth Mbomboyi and Miss Daniswa Mtau, described their retrenchment as "unfair"

Miss Mtau had been in the employ of the hospital for five years and Mrs Mbomboyi for seven years

The medical superintendent of the Provincial Hospital, Dr L C Cilliers, confirmed today that the women had been retrenched, but denied any money had been withheld from them

He said 20 black women and 20 white women had lost their jobs

"These women were not appointed permanently," he said "This was made known to them when we employed them We took them as domestics in the wards when we could not get nurses But this year we have a better intake of nurses"

Dr Cilliers said the hospital authorities had given the reason for the retrenchment to the advisory committee of the women which was appointed by them It was the duty of the committee to inform them, he said

"Some of these people did not really meet the requirements of our services and, besides coming to work late, had bad illness records and some did not have the ability to work with patients" he said

"In fact, those claiming to have been here for long periods were here because we were very tolerant and wanted to help them"

On the question of bonuses and leave, Dr Cilliers said there were fixed rules People received bonuses in the month of their birthdays Leave pay was a privilege and people could not be paid for leave they had not taken

Dr Cilliers explained that leave pay was controlled by Provincial regulations He said he would speak to the administration about this to see if any improvement could be introduced

Mrs Mtau said "The hospital authorities know full well that unemployment has reached an alarming rate Where do they think we will get work now at this time of the year?

Mrs Mbomboyi said W were told at the beg- of last month that we won' be retrenched and we we are entitled to a month notice pay"

She said they were by the paymaster that pension money would "following"

This was confirmed Dr Cilliers

# Chamber to meet miners

Sowetan 4/2/83 (151)

By JOSHUA RABOROKO

**IN A MOVE that might pave the way for significant change in the mining industry, the Chamber of Mines has agreed to negotiate a recognition agreement with an emerging black trade union, the National Union of Mineworkers (Num).**

The union, an affiliate of the Council of Unions of South Africa (Cusa), is to negotiate wages and conditions of employment for the entire mine industry in the country during a meeting to be held in Johannesburg this week

The Chamber's decision to talk to Num has been seen by union sources as signifying an end of the tradition of only white union leaders being involved in collective bargaining in the mining industry

White unions in the mining fields have traditionally monopolised the wage negotiations in a joint approach whereas thousands of black miners have not been represented by any union

However, it remains to be seen whether a black union, with different interests and goals, will sit around the table with white mine owners in the collective bargaining system

Num's general secretary, Mr Cyril Ramaphosa, has said that his union would not "join forces" with the Confederation of Associations and Mining Unions formed by white union heads to create a multiracial union in this industry

After its inception last year the confederation apparently turned down a membership application from the coloured, Asian and black Federated Mining, Explosives, and Chemical Employees' Union

Mr Ramaphosa said the confederation was a "white front"

His union hopes to sign a significant recognition agreement with the chamber and a subsidiary agreement with each mine management group

"We would like to discuss wages and working conditions with the union, and discipline, grievances and retrenchment procedures with mine management," he said

These recognition agreements will be vital in the sense that "we will then be able to fully represent our members"

Another Union spokesman said that the recognition agreement would be "a major breakthrough" for Num

# PE dockers end Sats dispute

CAPE TIMES 8/2/83 (151)

Labour Reporter

HUNDREDS of Port Elizabeth dockers who were fired in September last year have decided to collect their pay, signalling an end to their 18-month dispute with the SA Transport Services (Sats)

But their union, the General Workers' Union (GWU), has promised to "persevere in our efforts to accord the workers of Sats genuine representation in the unions of their choice"

The dockers were fired when they went on a go-slow after the Sats management had consistently refused to deal with their union committee

A statement released on behalf of the GWU by the union's general secretary, Mr David Lewis, said the workers had had no income for six months

The statement said their decision had been taken "in the light of the failure of the Sats committee investigating labour relations to issue its report"

"The conflict with Sats is a monument to the intransigence of South Africa's largest employer and indicates that the basic principle of freedom of association has not been accepted by the government"

Mr Leon Els, public relations officer for Sats, replying to a GWU allegation that attempts to communicate the workers' decision to the Sats authorities had met with no response, said the money was available at any time for the workers to collect

He said the Sats labour relations committee report was expected to be released by March

# Conciliation board for unregistered unions

ARGUS 8/2/83 151

Labour Reporter

UNREGISTERED unions will be allowed to apply for conciliation boards to resolve disputes if the new Labour Relations Bill becomes law

The Bill, which has been tabled in Parliament, also allows the Minister of Manpower to establish conciliation boards "on his own initiative if he is of the opinion that a dispute should be settled without delay in the public or national interest"

The Minister would not be obliged to consult the parties concerned in this case

Under current legislation, unregistered unions do not have access to official machinery for settling disputes, but members of these unions can apply for a conciliation board

The proposed amendment means that unions will be able to represent members in their own name

The purpose of the amendment, according to the explanatory memorandum on the Bill, is 'to create an official forum' for the settlement of disputes to be used by both registered unions, in industries and areas where no industrial council exists, and unregistered, representative unions

Another proposed amendment enables unions workers and employers in non-essential industries to apply for direct arbitration in a dispute

At the moment only disputes in essential industries can be referred for arbitration

In the event of a dispute between an employer and an individual employee, it is proposed that the matter be referred to the Industrial Court for a decision

RY CANDIDATE MUST enter in
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Date

Degree/Diploma/Certificate for which you are registered (e g B A, B Sc) BA

Subject Ecn 1A
(to be copied from the heading on the Examination Paper)

Paper No
(to be copied from the heading on the Examination Paper)

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EDSON 15255

8/2/83

## TUESDAY, 8 FEBRUARY 1983

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†Indicates translated version

*For written reply*

151 Hansard Q Col. 33

### Registration of trade unions

8/2/83

16 Dr A L BORAINE asked the Minister of Manpower

How many trade unions applied between 1 January and 31 December 1982 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER

(a) None

(b) None

(c) None

(d) Four

### Western Cape: Black labour

Hansard Q. Col. 34

18 Dr A L BORAINE asked the Minister of Manpower

(1) How many applications for employment of Black labour in the Western Cape were refused in 1982,

(2) how many potential Black workers were affected by these refusals?

The MINISTER OF MANPOWER

(1) 509

(2) 2 232

8/2/83

### Unemployed persons

Hansard Q. Col. 33 – 34

19 Dr A L BORAINE asked the Minister of Manpower

(a) How many Whites, Coloureds and Asians, respectively, were registered as unemployed in each inspectorate area as at the latest date for which figures are available and (b) in respect of what date are the figures given?

The MINISTER OF MANPOWER

(a)

| *Inspectorate* | *Whites* | *Coloureds* | *Asians* | *Total* |
|---|---|---|---|---|
| Johannesburg | 3 600 | 2 687 | 370 | 6 657 |
| Cape Town | 1 352 | 3 557 | 10 | 4 919 |
| Durban | 2 082 | 1 796 | 5 274 | 9 152 |
| Pretoria | 708 | 54 | 22 | 784 |
| Port Elizabeth | 851 | 3 506 | 36 | 4 393 |
| Bloemfontein | 915 | 491 | — | 1 406 |
| East London | 319 | 174 | 5 | 498 |
| Kimberley | 170 | 735 | 4 | 909 |
| George | 112 | 189 | — | 301 |
| Total | 10 109 | 13 189 | 5 721 | 29 019 |

(b) 31 December 1982

8/2/83

### Unemployment Insurance Fund

Hansard Q Col. 33 – 36

22. Dr A L BORAINE asked the Minister of Manpower

(1) Whether an amount was set aside from the Unemployment Insurance Fund to establish a fund to assist motor industry workers who refused to join strikes but are unable to work because their places of work are

# Sentence for 'death' letter

151

Mercury 10/2/85

Court Reporter

A 32-YEAR-OLD-black man who sent a 'death threat letter' to a black supervisor of the firm where they were both employed was sentenced to two years' imprisonment by Mr H W Weitz in the Durban Regional Court yesterday for contravening the Intimidation Act

The entire sentence on Themba Willmot Zwane was suspended for five years

Zwane, a shop steward with the S A Allied Workers' Union, admitted he had sent a letter containing a threat against the life of Mr Thamsagna Luthuli

The Court was told that Mr Luthuli was a supervisor at O T H Beier and Co in September last year

## Betrayed

The letter claimed that Mr Luthuli did not 'behave' at work and was a white man's informer

It also said that Mr Luthuli betrayed his community and his fellow workers to the white people

It also said. 'All crooks like you are dead Where is Mr Griffiths Mxenge, a famous lawyer? Is he not dead? Why did he die? And who killed him?'

The letter warned Mr Luthuli to stop betraying his people.

The letter also said that Mr Luthuli should stop using buses to go to work and that he should apologise to the African National Congress

The letter ended 'Stay in peace, brother, I am from the ANC.'

# Gwusa petrol backfire

11/2/83 151 Sowetan

By ALINAH DUBE

**TWO members of the General Workers' Union of South Africa (Gwusa) have been dismissed by Jagmar Spares in Pretoria for allegedly misusing the company's petrol.**

Mr Jacob Selloane and Mr Joel Shabangu were employed as drivers and they were shocked when a manager accused them of stealing petrol from the company this week.

The manager, Mr J Joubert, told him the men were dishonest and that the company would not keep them

Mr Joubert, however, told **The SOWETAN** that he did not know what the men had done, but he confirmed that there were irregularities involved in the administration of petrol

FM 11/2/83 (140c) (151)

LABOUR DISPUTES (165)

# Sudden settlement

Did the Industrial Court ruling in the case of Stobar Reinforcing have a bearing on the sudden settlement of a similar labour dispute at Vleissentraal's Cato Ridge plant in Natal?

The Vleissentraal management says no But representatives of the Fosatu affiliated Sweet Food and Allied Workers Union say they detected a discernible shift in management's position following the court's decision In terms of Section 43 of the Labour Relations Act the court ordered the temporary reinstatement of 57 dismissed Stobar workers pending another hearing

In an out of court settlement last week Vleissentraal agreed to take back 30 of the 85 workers originally dismissed ending a dispute that had lasted almost seven months In terms of the agreement, 10 of the workers were to be signed on immediately and the balance taken back over a period of three months

The dispute at Vleissentraal has been particularly acrimonious In July last year five workers, including three shop stewards, were retrenched Plant workers, who refused to go back to work until they were reinstated, were fired

Vleissentraal also sought to evict the former employees from their hostel accommodation The union's response was to seek an Industrial Court hearing At the same time it brought an action in the Supreme Court for the reinstatement of five workers on the grounds that they had not been retrenched, but dismissed because of union activity But before the matter could come before the court Vleissentraal signalled that it was prepared to negotiate

Union organiser, Jay Naidoo, believes the Stobar ruling could have played a role, along with a number of other factors "They realised that we had a strong case and it was possible that they would lose the court action, with costs In the light of that they thought it was better for them to settle"

Head of Vleissentraal's hides and skins department, Hendrik Hart, says "The union approached us, that's why we negotiated Had they approached us earlier we would have taken them on As it is, they have been taken back on our terms This is no victory for the union"

Did the judgment in the Stobar case have any influence on their decision to negotiate? "It wasn't even mentioned," says Hart

# Police quizzing sets off mine row

14/2/83 Star 157

Labour Reporter

A serious row has broken out in the mining industry following Security Police questioning of union officials on Anglo American mine property this month

Security Police on two occasions questioned three officials of the Cusa-affiliated National Union of Mineworkers at Anglo's Vaal Reefs gold mine

The union in a statement accused mine management of "collaborating" with the Security Police and warned that NUM officials and members would not be intimidated by such harassment

"This form of collaboration with the Security Police makes a mockery of the collective bargaining process and we demand that mine managements declare there are no links between themselves and the Security Police," the statement said

Anglo American has confirmed that Security Police did question NUM officials, but denied that the police were invited in

"We are taking steps to request the Security Police to advise our mine managers of their desire to visit our properties — as is the case in all other visitors," an Anglo statement said

"Anglo American deplores any intervention of third parties in legitimate union-management relationships as experience has shown that this can heighten the potential for conflict"

## NUM alleges intimidation

# SP visits spark off union row with Anglo

14/2/83 RDM

By STEVEN FRIEDMAN
Labour Correspondent

SECURITY Policemen visited Anglo-American's Vaal Reefs mine at Klerksdorp twice last week to question organisers of the black National Union of Mineworkers (NUM), thus prompting a row between the union and Anglo.

The NUM has been granted access to mines by the Chamber of Mines and is negotiating recognition agreements covering Anglo mines with the chamber.

The organisers were at the hostel to recruit members. Anglo, unlike other mining houses, has granted the NUM organising facilities at its hostels

In a statement, the NUM has branded the police action as "intimidation" and "harassment" and accused mine management of inviting Security Police to the mine.

Anglo has replied with a statement denying police were invited and criticising their action by implication

"Anglo-American deplores any intervention of third parties in legitimate union-management relationships as experience has shown that this can only heighten the potential for conflict," it said

It was also asking the SP to tell mine managers in advance of their desire to visit the mines — the procedure for all visitors

The NUM says three of its organisers, Mr Wilfred Saloyi, Mr Jeffrey Magido, and Mr Mbuyiselo Mtshotsha, were called to a Vaal Reefs hostel manager's office last week "only to find the office full of Security Police"

The hostel manager had then "conveniently moved out of the offices", leaving the police to question the organisers

The union said it had "reason to believe the Security Police were invited" by management and added they "obviously received management's blessing to enter mine property and harass and intimidate organisers"

The NUM charged that "mine managements obviously realise they have failed dismally in intimidating workers from joining the union and are now trying strong-arm tactics by calling the SP"

It said workers were "on our side and will not tolerate the blatant intimidation of organisers"

"Collaboration" between the SP and managements "makes a mockery of collective bargaining"

The NUM demanded that mine managements "declare unequivocally that there is no link between them and the SP" if they desired a relationship based on good faith

Anglo said it had become aware of two separate visits by SP to hostels on Vaal Reefs

"In both cases, members of the SP asked to see, and were put in touch with, officials of the NUM who were conducting union business at the time with facilities provided by management"

"In neither case did management invite the SP to be present," it said

Labour Week — Page 4

The Star Tue

# Miners talk to bosses

Star 15/2/83 (151)

Labour Reporter

The Chamber of Mines met the Confederation of Associations and Mining Unions in Johannesburg yesterday to discuss the employers' recognition of the new organisation

The confederation — successor to the Council of Mining Unions — briefed the chamber on its constitution and objectives

Chamber representatives will now go back to their executive committee to discuss recognition

The confederation told the chamber it was willing to represent mining unions of all races, but only if they were registered.

Union sources said the confederation should not be spending too much time on this issue because the Labour Relations Amendment Bill, when passed, would make this a non-issue.

Emergent mining unions, such as the Cusa-affiliated National Union of Mineworkers, have already rejected registration.

● The National Union of Mineworkers meets the chamber on Friday to discuss recognition on two mines

# Union plans court action on job losses

Labour Correspondent

A BLACK trade union the United African Motor and Allied Workers Union, is planning court action against the Datsun-Nissan motor company in the wake of retrenchments at its Rosslyn plant near Pretoria last month

About 100 workers were retrenched and the union is considering action alleging the workers were victims of an "unfair labour practice' or were dismissed ' unfairly"

Comment from the company could not be obtained yesterday

News of the planned legal action came yesterday in a statement issued by union general secretary Mrs Dora Nowatha calling retrenched workers to a meeting at the union's offices in central Pretoria

In the statement, the union called on "all union and non union members who were retrenched by Datsun-Nissan Rosslyn to report to (the union office, to discuss the pending court action they intend taking with regard to unfair dismissal and unfair labour practices"

It urged the fired workers to report to the union office "as soon as possible as the matter is very important and urgent

Mrs Nowatha said yesterday that no papers had been served on the company and the union had not yet decided whether to proceed in the industrial court or in the ordinary courts

This would be decided, she said, after consultation with the retrenched workers and with the union's legal adviser

# Employers obliged to bargain court

Star 16/2/83

By Tony Davis
Labour Reporter

Employers are obliged to bargain in good faith with representative trade unions where there has been a long history of such a relationship

This significant fact arises from the Industrial Court judgment released at the weekend into last year's case between the South African Society of Journalists and the South African Associated Newspaper group, the SA Press Association and the Argus Printing and Publishing Company.

At the end of December the court ruled in favour of the SASJ and ordered the employers back to the industry's conciliation board

In the judgment the three presiding court members found that in certain circumstances it was the duty of employers to negotiate with a representative union

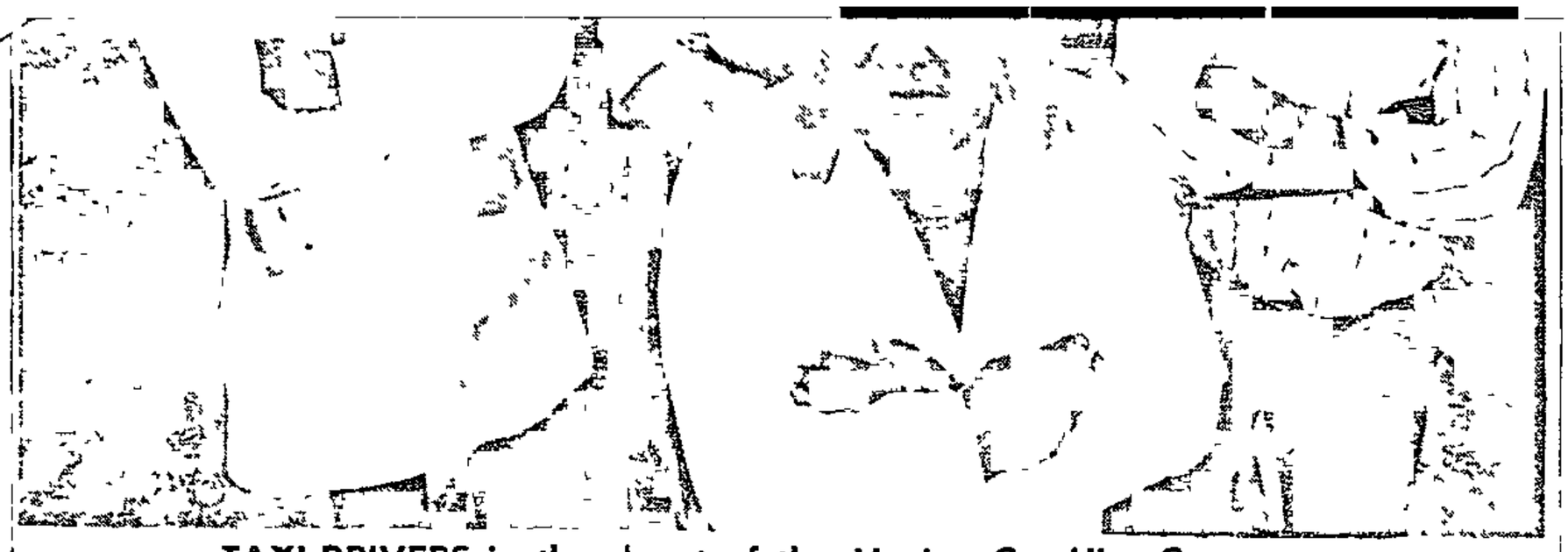
The SASJ had held negotiations with employers for close to 40 years and the intention of the publishing groups was to change this practice, the court found

The judgment states that unlike American labour laws, there is no local equivalent for compelling parties to negotiate in good faith

However, if any parties refused to comply with an order laid down by the court, this would constitute an offence

The judgment also makes an important ruling by observing that white collar workers such as the SASJ applicants were also classified as "labour" under South African labour laws

Therefore such categories of workers were also entitled to initiate cases of unfair labour practices against employers



TAXI-DRIVERS in the depot of the Marine Car Hire Company.

ARGUS 16/2/85

# Drivers angry at new taxi charges

Labour Reporter

ANGRY taxi drivers at Marine Car Hire refused to work this morning because, they claimed, the owners of the company were charging them more a kilometre before increasing passenger fares

About 20 drivers gathered outside the depot on the Foreshore, waiting to see the manager of the company, Mr G Todd, before they started work

The company employs about 50 drivers

According to the drivers, Marine Car Hire and Cedar Taxis have been charging them 37 c a kilometre since Monday, instead of 35 c

The passenger fare increases have not been gazetted and are still 40 c a kilometre.

"In the past three years our salaries have dropped The companies keep on charging us more and more a kilometre,' said a driver

Another said. "We can no longer make ends meet We all have debts and are behind with our rents

### BUS FARE ONLY

"If we get a call to go to the airport and the customer is not there we have to pay for those kilometres out of our own pockets"

One man, who lives in Atlantis, said he earned only enough to pay his bus fare home last night

Another, who lives in Belhar said he had earned so little in the past few months he was three months behind with his rent

# NIS tapping my phone, says CP man

Argus Correspondent

PRETORIA. — A former member of the Transvaal Provincial Council's executive committee has claimed his telephone and those of other people were being tapped by the National Intelligence Service

Dr Servaas Latsky, leader of the Conservative Party in the council, also claimed yesterday that NIS members had been sent to question people who had asked questions at National Party meetings

He said the Government had spent money on cricket tours, all new provincial hospitals had to be approved by the Minister of Health, and when he spoke out at a NP federal meeting, he was disciplined

Dr Latsky said the arrogant attitude of the Government had caused fricton in the country

### RIDICULOUS

He said there was no money for schools or the public service, but the Government could spend "ridiculous' amounts on cricket tours whose players were professionals

On February 27 last year the four Transvaal MECs met at his home at the suggestion of the leader Mr Fanie Schoeman where they planned their strategy for an NP executive meeting

They had agreed that they would try to keep party unity But he was told if this failed he could "laat waai'

At the executive meeting he had tried to speak, but was not given a chance

Before the federal council meeting in Bloemfontein he was told not to speak

# Jawbone dug up at 'house of horrors'

Argus Bureau

LONDON — Police investigating the house of horrors' case have found a jawbone

And yesterday 30 police cadets, including eight girls, discovered a 15 cm thighbone among other human remains in the wasteland behind the garden

The jawbone, which has some teeth, was unearthed in the back garden and will help forensic scientists identify one of the 13 victims believed to have been dismembered and buried at the house

### CHEQUE BOOK

Men's clothing and a cheque book were also uncovered in the cadets' painstaking search of the frozen wasteland

A builder whose work has been stopped by the investigation said he found a poem under the floorboards

"It was a very touching little poem about loneliness and the hostile world Mr Mark Tekinalp said

The house opposite the horror scene was sold at an auction yesterday for R55 000 — slightly higher than expected.

# Bookie's cheque bounced, judge told

Argus Correspondent

JOHANNESBURG — The estate of bookmaker Mr Andrew Papageorge has been placed under provisional sequestration by a judge in the Rand Supreme Court

The judge made the order after he heard that a cheque for R10 200 had bounced

In an urgent application yesterday Mr Alan Forbes, told Mr Justice Esselen that he was owed this amount by Mr Papageorge, whose cash cheque was this week returned by the SA Bank of Athens There were no funds in the account

Mr Forbes said Mr Papageorge was a bookmaker at Witwatersrand Tattersalls

### LOSSES

It appeared Mr Papageorge had put all the bets placed with him for Rain Forest on Count du Barry in the Richelieu Guineas at Milnerton on February 5

As a result of his losses Mr Papageorge was unable to pay his debts

Mr Forbes said Mr Papageorge's home in Randhart was deserted and a car was missing

Furniture was still in the house

Mr Forbes said Mr Papageorge owned three racehorses, one of which was stabled with Mrs D J Barnard She was owed about R2 000 for stabling and training fees

The two other horses were at the Fourways veterinary clinic which was owed about the same amount for stabling fees

The rule nisi is returnable on March 15

damages by the Supre Court in Port Elizabet

Mr Alex Josephs, Missionvale, Port Eli beth, sued Mr J Smith, Rowallan park, f R4 000 damages arisi from an incident in busy Sidwell shopp area on August 24, la year

Mr Josephs said th on that day his car wheels flung gravel f a driveway on to Smith s car

### FISTS

Mr Smith approac him and said "Kaffir, sal jou wys"

Mr Smith then hit h twice with his fists, g ing him two black ey splitting his lips a cracking a nasal bone

There were bystander and he felt humiliat and ashamed.

Mr Justice Kanne meyer awarded hi R1 750 for contumeli R750 for pain and suffe ing, and costs

Mr H J van der Linde peared for Mr Josephs

# Beachfron site rents will go up

Staff Reporter

THE EXECUTIVE Co mittee of the City Co cil has decided to g ahead with the propo rent increases for bung low sites in Clifto Camps Bay and Bako but with more benefic rents rebates for pensi ers

After meeting a de gation from the Clifto on-Sea and District B galow Owne Association yesterda the committee adopt the Housing Committe recommended increas — up to 800 percent some cases — to phased in over thr years

However, the comm tee decided on a ne scale of rents rebates pensioners in the are from 90 percent on i comes up to R300 month decreasing by percent for each R100. 20 percent on incomes to R1 000

The recommendat still have to be rat by a full council meet

# Brain-clot boxer dies

CHARLESTON (We Virginia) — An amat boxer who fought aft injuring his head in a c accident has died

Michael Pitzer 17, Princeton West Virgin died last night eight da

# Unionists fined

**THE NATIONAL Union of Mineworkers has condemned the arrest by police and conviction in court of two union organisers at Vaal Reefs, near Klerksdorp last week.**

The two union organisers, Mr Jeffrey Magida and Mr Muyiselo were fined R15 after being convicted in the Klerksdorp Commissioner's Court on a charge of not having a lodger's permit

The organisers had earlier been questioned by Security Police while organising workers in preparation for a meeting between the union's national executive and the Chamber of Mines to which the mine management is affiliated

The union and the chamber were due to sit at the weekend to discuss recognition which is seen by sources as a "major breakthrough for black unions" in the mining industry

The union's general secretary, Mr Cyril Ramaphosa, said the union deplored the action of the police in union matters and maintained that the members were intimidated.

151

Sowetan 21/2/83

# Steel union presses for new pay pact

Star 22/2/83

151

**Pretoria Correspondent**

The powerful South African Iron, Steel and Allied Industries Union, representing 38 000 workers countrywide, has rejected demands from employers who want the existing wage agreement to be extended

Proposals for new agreements, including wage increases and severance pay, were being drawn up now and would be served on employers through the Industrial Council on February 28, Mr Henry Ferreira, acting general secretary of the union, said in Pretoria today

He said many employers, including SEIFSA, had applied for an extension for the present agreement for another six months This would mean no increase or changes in working conditions

"We have to move with the times," Mr Ferreira said in explaining why the severance pay clause had become so important

He said many of the large iron and steel works, such as Iscor, had laid off hundreds of workers over the past few months Under the present agreement retrenched workers need only be paid one day's wages

Under the new clause workers could be paid according to length of service and salary scale if they were retrenched, he said

The new agreement will be effective from July if employers accept it

Proposals on wage demands had already been forwarded to the union's head ofice by the end of last year and at a meeting of the union's executive it was decided demands would be presented and negotiations with employers called for

The executive had also decided there would be no giving way to pressure from any employers, no matter how big the concerns

But there is "no confrontation — yet," Mr Ferreira says

# Law Minister is sued for assault

(151) Star 23/2/83

A man who says he was strangled, punched and kicked by five Brixton policemen while being questioned about his brother is suing the Minister of Law and Order, Mr Louis le Grange, for R1 500 for unlawful arrest and R1 500 for assault

Mr Merlin Jack, of Dube Village, Soweto, told a Johannesburg magistrate yesterday the policemen made him undress "so there would be no evidence on my clothes should I bleed"

He said a sack was placed over his head and his hands were tied behind his back

Mr Jack said he was taken to the Brixton police station in October 1981 to be questioned about his brother, who was wanted in connection with a car theft. He said that when he could not tell them his brother's whereabouts he was assaulted.

He suffered a broken rib and severe bruising

# Dispute threat as steel giant seeks pay freeze

22/2/83

By STEVEN FRIEDMAN
Labour Correspondent

THE giant Steel and Engineering Industries Federation of South Africa, whose members employ nearly 500 000 workers, has told trade unions on the metal industries' industrial council that it is opposed to negotiating any pay increase for steel workers until October at the earliest.

This would mean at least a six-month "freeze" on annual pay rises for metal workers

According to union sources, Escom has also asked unions to accept a wage "freeze" because of the state of the economy.

But yesterday, the private sector's biggest white union, the 38 000-member SA Iron, Steel and Allied Workers' Union, rejected Seifsa's and Escom's stance and said it planned to table demands dealing with pay and retrenchments

Other unions on the metal council have already said they are not prepared to defer pay demands and a wage dispute in the industry may be on the cards

Seifsa's request to the unions came in a letter tabled at the council in which it asked them to agree to an extension of the industry's legally-binding wage agreement for six months.

Iron and Steel said its management committee had decided at a meeting yesterday to reject Seifsa's and Escom's request.

Its acting general secretary, Mr Henry Ferreira, said Iron and Steel's branches were in the process of submitting demands to the union and that these would be put to metal employers next month

Seifsa's director, Mr Sam van Coller, said yesterday "We have told the unions we are prepared to meet again in October to re-assess the situation in the light of the state of the industry."

He said any increase in employers' costs would "jeopardise the ability of employers to keep individual employees in work".

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, said metal unions on the council were determined to win for their members at least some "compensation for rises in the cost of living".

# Policemen deny assault claims

Star 24/2/83 (151)

Two Brixton policemen yesterday denied that they had strangled, punched and kicked a Soweto man who is suing the Minister of Law and Order for R1 500 for unlawful arrest and R1 500 for assault

Warrant Officer C Landman and Warrant Officer J Ngomezulu, two of five policemen who allegedly arrested and assaulted Mr Merlin Jack (35), of Dube Village, on October 11 1981, told a Johannesburg magistrate that he went with them voluntarily to find his brother, who was wanted in connection with car theft

They said they took Mr Jack to the Brixton police station after failing to locate the wanted man, and he spent the night there voluntarily

Mr Jack has alleged that the policemen made him undress at the police station, tied his hands behind his back, assaulted him and put a sack over his head

Dr P Davis, who treated him two days later, said he suffered a fractured rib, severe bruising and haemorrhaging of the left eye — all of which were "likely to result from an assault"

The case continues today

# New union formed

Natal 24/2/83

Mercury Reporter

MORE than 200 Durban nightwatchmen decided this week to break off in-house negotiations with their management and form their own trade union

Mr Isaac Ngcobo, Natal branch chairman of the South African Allied Workers Union, said that the nightwatchmen were despondent about promised wage increases that had not materialised

They had dissolved their liaison committee to form the new union — to be named the Watchmen and Allied Workers' Union.

He said the new union would be affiliated to SAAWU

But Mr Tom Connolly, guards director of Fidelity Guards (Pty) Ltd, which has taken over Durban Nightwatchmen (Pty) Ltd, said there was no truth in the workers' complaints, and he could produce minutes of meetings held with the liaison committee to prove it

Mr Connolly, who is also the Natal divisional chairman of the newly registered South African National Security Employers Association, said wage legislation laid down in July 1981 had provided for a minimum wage for workers, and that was effective until July 27 this year

Rand Daily
JOHANNESBURG, FRIDAY, F

uspected Hillbrow 'jawbreaker'

# Drama as Ax curses

By GEOFFREY ALLEN

CHAINS and yelling obscenities, ey Ax, the alleged Hillbrow rap- ulldozed his way from the dock in egistrate's court yesterday and d down to the cells refusing to trial on a charge of assault.

ok all the efforts of six policemen and stern from a prosecutor to bring back into court nacled man who heard that a Sterkfontein trist considered him "probably a certifiable psychopath"

Later he stood subdued as a five-year jail sentence was passed on him for assaulting a prison warder

But as he again surged from the dock after sentence Ax winked at his sister Mrs Jenny Johnson who was sitting among the spectators and then pointed an angry finger at a social worker yelling at him Jou vark

Mrs Johnson sounded reproving as she exclaimed breathlessly Rodney!

Then as she left the court she threatened a Rand Daily Mail photographer 'I'll stick that camera " She then ran across the street towards him still shouting threats but was coaxed away by social worker Mr Mathys de Koning

The first of the many trials which Rodney Ax has still to face was a day of high drama

He first appeared in the magistrate's court where he had been found guilty of assaulting prison warder Sergeant Antonie [illegible] Wyk [illegible] rubber [illegible] was told by the magistrate Mr G P Button that his crime was 'so serious' that he would be moved to the higher regional court for sentence

Twenty minutes later Ax was led into the regional court and spoke [illegible]

## ison e only ace r you'

EOFFREY ALLEN

ed Hillbrow rapist Ax is 'probably a psychopath but is nd trial because he what he was doing rampage of alleged ault and armed

as the finding of Dr an a psychiatrist at n Hospital where amined in Novem year

dict on Ax's state of given yesterday in which he was found assaulting a prison a bid to escape

nesburg magis- A H Barlow, jailed e years for assaul Antonie van night of Decem-

is also charged her escape from med he had as- Van Wyk during to escape from

# Chain store conflict looms

RDM 25/2/83

Labour Correspondent

PROSPECTS for bargaining in major chain stores suffered a key blow yesterday when OK Bazaars announced that it was "suspending" recognition negotiations with the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA)

OK said it had taken this action pending the outcome of a strike at three of its Port Elizabeth stores, in which it alleges CCAWUSA had refused to make use of a disciplinary procedure agreed on with OK

Recognition negotiations between CCAWUSA and major chain stores are at an advanced stage and the possibility of other stores also suspending talks with the union cannot be ruled out

This could raise the prospect of serious conflict in the industry

Yesterday CCAWUSA S general secretary Mrs Emma Mashinini, rejected crucial aspects of OK s statements and said allegations it made against the union were "simply not true"

OK said that, during the strike by 113 of its 637 workers in Port Elizabeth, it had "indicated its willingness to handle the matter in terms of the disciplinary procedure which provides for any worker to appeal against dismissal if this is believed to be unfair

OK charged it had been involved in detailed discussions with the union on the PE strike and that Mrs Mashinini had said workers would return on Wednesday, pending the lodging of an official appeal with OK

But the sit-in had resumed and attempts by the union to persuade workers to abandon it had failed

The OK views with concern the failure of workers to deal through the union which purports to represent them It has appealed to the union executive to use the mutually agreed procedures and is awaiting their response

Further discussion on the recognition agreement has been suspended pending the outcome of the current dispute," OK said

Mrs Mashinini described the statement as "very serious"

She said it was "untrue" that she had told the company that workers would return, but had not honoured this "The workers said point-blank they would not go back and I informed the company of this"

Strip poker doing in

# Dro off i

By GERALD
Pretoria B

DROUGHT will Africa a lion foreign during the season, agri ties in Pretoria

This will offset gain from the gold price and adverse effect of payments

The SA Agri economist Mr lemse said yester tural exports valued at R2

In 1981 the R2 045-million, R588-million R268-million for R245-million for

Agricultural normal year about 20% of all cluding gold

The National ducers' Or (Nampo) estima

# SWA

WINDHOEK of South West A has invited with specialist committees

According to a today, the purpos assist the A government of th mulate general

The chief exe Greebe said in

27/2/83



# Steel men set for pay battle

By BEVIS FAIRBROTHER

THE country's 500 000 iron and steel workers are nervously pacing the sidelines waiting for union representatives and management to start annual pay negotiations.

But this year the workers know they are unlikely to get increases as usual in June

The industry is in a serious financial crisis.

Hundreds of workers have been retrenched and smaller sub-contractors are in danger of closing

"I can't stress strongly enough how serious the situation is," Mr Sam van Coller, director of the Steel and Engineering Industries Federation of South Africa (Seifsa), said.

The federation asked to put off negotiations until October.

Management and unions deny there will be a showdown, but sources believe it is imminent

Workers have refused to accept a six-month "freeze".

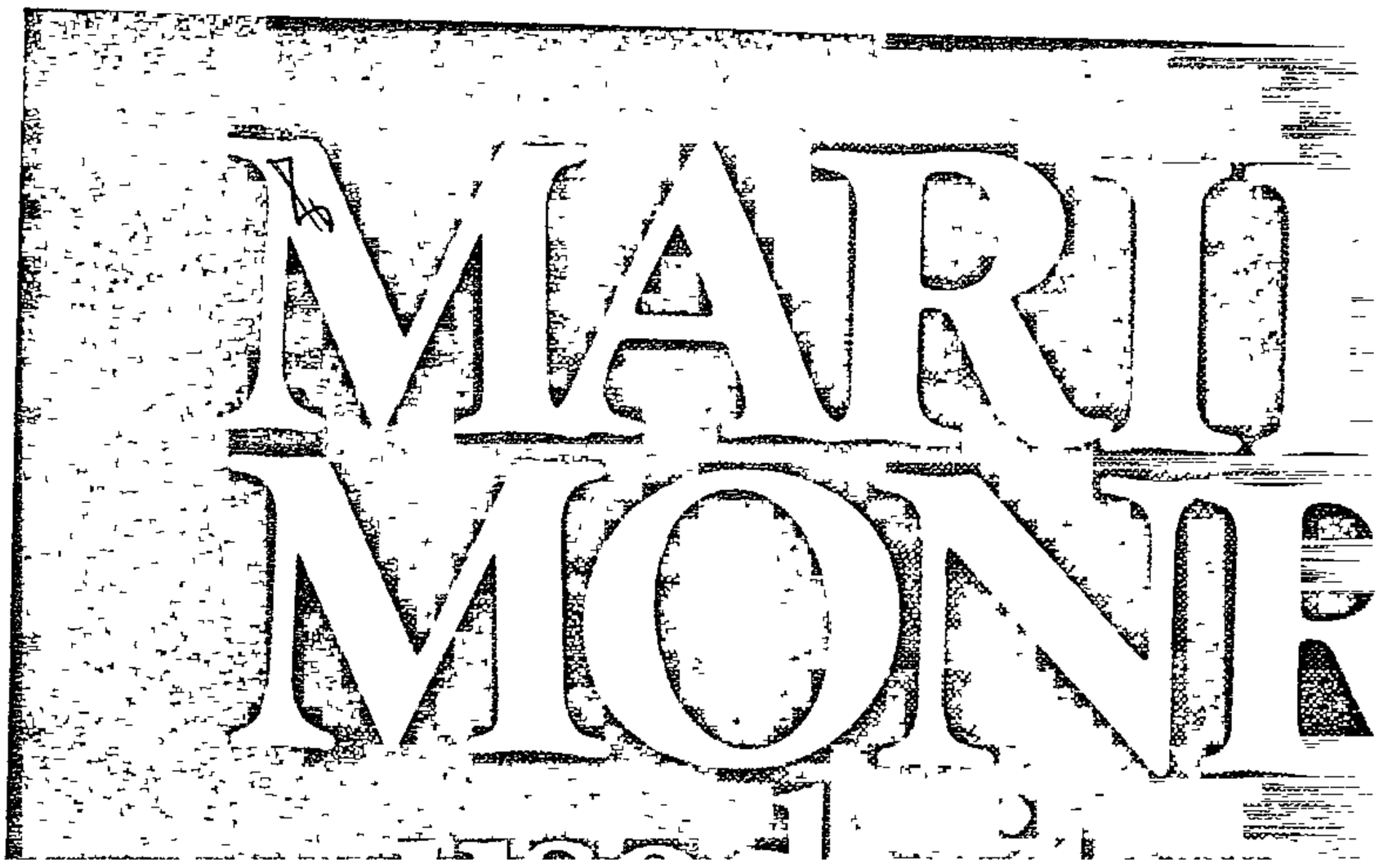
Seifsa has put suggestions to the unions and is waiting for counter-demands

The issues will come under discussion again at the next meeting in March

Smaller companies, essential to the industry, are especially battling

Mr Henry Ferreira, acting general secretary of the SA Iron, Steel and Allied Industries Union, said its members were also feeling the economic crunch.

Dr Rick Turner with his mother and daughters, Jann, then aged eight Kim, four, on the steps where he was murdered outside his h



# Car union seeks sacked workers

27/2/83 Cape Times

By Z B MOLEFE

PRETORIA — Datsun car plant here sacked 100 workers "because there were no jobs because of the recession", then replaced them all the next day.

Now the United Motor and Allied Workers' Union is looking for the sacked workers to gather evidence against Datsun. The union plans taking Datsun management to the Industrial Court.

Most of the retrenched workers were union members, and, says union secretary Dora Nowafha, union lawyers have only trached down 10 sof far.

# City council attacked

Natal 28/2/83

Mercury Reporter

A CLAIM by the Durban City Council that it had introduced parity in salaries was severely attacked by the Durban Integrated Municipal Employees' Society (Dimes), mouthpiece of more than 4 500 Indian and coloured council workers, at its annual meeting yesterday

The society's organising secretary, Mr D K Singh, said the claim was a farce

'Since the introduction of parity some positions have been elevated while many have been lowered' he said, adding that most affected were health inspectors, traffic policemen and truck drivers

Mr Singh said several black city policemen who had held posts as sergeants and constables were re-designated as senior patrolmen and patrolmen because of the new salary scales

The meeting decided to press for more a meaningful representation for Indian and coloured workers

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The meeting decided to press for more a meaningful representation for Indian and coloured workers

Star 1/3/83

# Unions will not postpone pay talks

Labour Reporter

Trade unions in the iron and steel industry are rejecting employer requests to postpone wage negotiations until October this year.

The Steel and Engineering Industries Federation of SA (Seifsa) had asked unions to forgo negotiations for a new agreement which would start in July and instead start talks in October for an agreement covering the first six months of 1984.

But the trade union caucus on the industrial council has told Seifsa in no uncertain terms that employers cannot expect workers to bear the brunt of inflation because they are the least capable of doing so.

The unions intend to submit their proposals for new wage increases to the industrial council in the near future.

In a statement issued by the SA Boilermakers' Society this week, the union warned that freezing wages while not freezing price increases would not serve any useful purpose.

Such a freeze would lead only to a deterioration in the position of workers

The union also warned that this could in turn lead to labour unrest.

● Some 500 000 workers are represented in the iron and steel industry.

# Tough metal wages battle ahead

RDM 1/3/83

Labour Correspondent

FURTHER evidence that tough bargaining lies ahead in the metal industries was given yesterday when the SA Boilermakers Society released a newsletter urging its branches to submit wage proposals — thereby ignoring an employers' request to shelve the pay bargaining scheduled now

The SA Boilermakers Society is the largest metal union

And yesterday the biggest white union in the industries, the SA Iron, Steel and Allied Workers Union, announced that its executive had endorsed a recommendation from the union's management committee that it reject the employer request for a wage "freeze"

The Steel and Engineering Industries Federation (Seifsa) recently formally requested unions on the Metal Industrial Council to agree to a postponement of wage negotiations for at least six months

Major metal unions on the council have rejected this request

In the newsletter to members, the boilermakers say the union "cannot accept this suggestion" and "must insist on the usual negotiations which begin in March or April"

It says any delay in compensating workers for "the loss in value of the rand" would only aggravate what was seen as a sensitive situation The union adds that it does not believe that postponing wage negotiations "will really act as a means of reducing costs"

The rapidly rising price of essential foodstuffs, which the drought was sure to bring, would hit workers hardest, the union said

Freezing wages would lead to labour unrest "which is a major contributor to inflation, increased unemployment and a further recession"

- The SA Iron, Steel and Allied Workers Union yesterday announced the appointment of a new general secretary, Mr Henry Ferreira

He replaces one of the stalwarts of the white union movement, Mr Wessel Bornman, who has served as secretary of the all-white SA Confederation of Labour

# Record cash payment for fired workers

Labour Correspondent

AN OLIFANTSFONTEIN company, Stobar Reinforcing, has paid R38 000 in back pay to 51 Metal and Allied Workers Union members fired last year, according to Fosatu Worker News, journal of the Federation of SA Trade Unions

This follows a recent landmark Industrial Court ruling in which the court granted the workers a "status quo" order, instructing the company to reinstate them temporarily while their dispute with it was being resolved

It is believed to be the biggest cash settlement paid by an employer to dismissed workers in the current series of disputes over dismissals and retrenchments

The court's order temporarily reinstating the Stobar workers was made in early January and was the first such order made by the Industrial Court

The case arose out of dismissals last August Management charged that the workers had been fired for engaging in a "go slow" The union disputed this and alleged that the firings were "disguised retrenchments"

# Man shot in escape attempt

Dispatch 1/3/83 (151)

EAST LONDON — A man was shot in the back and legs when he broke free and fled after he had been arrested by an off-duty policeman

Sergeant L Odendaal, of Jan Smuts Avenue, was woken at 12 45 am on Sunday by a barking dog He went outside and saw a man in his neighbour's yard

"The man was carrying a fowl and a bundle of clothing," the police public relations officer for the Border, Major W W Brown, said yesterday

"The owner of the next-door property came out and identified the fowl and clothes as his A patrol car was then called, but before the suspect could be taken to the charge office he broke free and ran off He ignored warnings to stand still and consequently four shots were fired," Major Brown said

The man was re-arrested and taken to Frere Hospital where his condition was satisfactory, Major Brown added — DDR

# Unions attack Tswana ban bid

By STEVEN FRIEDMAN
Labour Correspondent

AN IMPENDING law to prevent all South African trade unions from operating in Bophuthatswana has serious consequences for at least two emerging unions, unionists said yesterday.

And one unionist said this could bring workers in Bophuthatswana into conflict with the authorities.

One union, the Food and Canning Workers' Union, already has majority membership at a Bophuthatswana factory.

The other, Fosatu's National Automobile and Allied Workers' Union, has been organising workers in Rosslyn, near Bophuthatswana.

A NAAWU spokesman said yesterday that one motor company, BMW, had a plant in Bophuthatswana and added that there were signs that other Rosslyn employers were contemplating opening plants across the border.

The Bophuthatswana move had "serious policy implications" for NAAWU, he said.

Mr Rowan Cronje, Minister of Manpower in Bophuthatswana, said in an interview reported yesterday that he planned an Industrial Conciliation Act which would grant workers in Bophuthatswana limited union rights.

But, according to Mr Cronje, the law would bar South African-based unions from Bophuthatswana. He added, however, that workers living in the territory and working in South Africa would be allowed to join South African unions.

This affects Pretoria workers, many of whom live in the Ga-Rankuwa township, which is in Bophuthatswana.

Both NAAWU and the Metal and Allied Workers' Union have members in Bophuthatswana. A representative of the Food and Canning Workers' Union confirmed yesterday the union had recruited a worker majority at a bakery in Bophuthatswana.

It was owned by a major food company which, she said, appeared to be delaying a union recognition decision.

"Any move to bar us would be a problem. But workers fellow-workers, not union officials, and it is difficult to see how the authorities are going to stop this without creating conflict," she added.

A NAAWU spokesman said that, while the planned law seemed not to affect union members who worked in Pretoria, it posed a threat to its future organising plans.

"We would obviously want to organise the BMW plant in Bophuthatswana, as well as those employers who are planning to move there from Rosslyn," he said.

# Sun City workers 'unhappy'

By PATRICK LAURENCE
Political Editor

A DELEGATION of Sun City workers has seen President Lucas Mangope twice in the past four months to discuss their grievances, Mr Rowan Cronje, Bophuthatswana's Minister of Manpower and Co-ordination, said yesterday

The first meeting took place late last year, shortly after Mr Cronje had been appointed Minister of Manpower and Co-ordination, and the second on Tuesday. Both took place at the request of a group of workers who have dubbed themselves the "Delegation of 21"

At the time of the first meeting the workers' committee system at Sun City was "not working effectively," Mr Cronje said

After that he took up the matter and twice had "protracted discussions" with both workers and management at Sun City and "negotiated a new structure" for employee-employer relations at the hotel complex Elections were held for new worker committees Four "first-tier' worker committees were elected and then the four committees elected representatives to a "second-tier" central committee

"The elections were conducted and the votes counted in the fairest way It was decided that in future management would only deal with democratically elected leaders"

These committees then held regular meetings with management under an "independent chairman", Dr Jeremy Anderson of the Pilanesberg Game Reserve, and cordial relations were established Only two members of the original "Delegation of 21" were elected to the new committees The "Delegation of 21", however, was still dissatisfied and had asked for the second meeting with President Mangope

Mr Cronje declined to comment on the outcome of that meeting, but it is understood that they failed to enlist President Mangope as an ally in their quarrel with Sun City's management

Mr Peter Bacon Group General Manager of Southern Suns, which is a part owner of Sun City with the Bophuthatswana Government, said yesterday "As far as I am concerned staff-management relations are of the highest order '

He added "Labour turnover is well below the industry average, which is pretty good considering that we employ 2 300 Tswana nationals at Sun City We are satisfied that management-staff relations are good We have a mechanism to ensure that differences are resolved"

Mr Bacon knew of the existence of the Delegation of 21 but had "no idea" of what their grievances were as he had not been present at the meetings with President Mangope

He described Mr Cronje's assessment that the worker committee system was not functioning effectively at the time of the emergence of the Delegation of 21 last year as "fair comment"

fully suspended sentence

## 'Major' step

Mercury Reporter

4/3/83

THE Sweet Food and Allied Workers' Union has concluded negotiations with a sugar company which they regard as 'a major breakthrough'

Union official Mr Jay Naidoo told the Mercury yesterday the most important feature of the new agreement was that it had created a new structure for negotiating wages and working conditions on a corporate basis

# Fosatu union breaks into sugar industry

By STEVEN FRIEDMAN
Labour Correspondent

SUGAR corporation CG Smith and Fosatu's Sweet, Food and Allied Workers' Union have signed a ground-breaking agreement.

The accord will allow the union to bargain on wages and conditions at any CG Smith mill where it has a worker majority, will set up a new negotiating organisation within the corporation, and has been reached despite an official industrial council agreement covering some CG Smith mills

A unique feature is that CG Smith hope the new negotiating group will become a sub-committee of the industrial council, even though SFAWU has not joined the council — this is possible through a little-known clause in Section 25 of the Labour Relations Act allowing a council to delegate any of its functions, such as bargaining in an area, to a committee which includes non-council members

It will mean that agreements between the union and CG Smith can be published in the Government Gazette and it would be a crime to infringe them

Announcing the agreement yesterday, a SFAWU organiser, Mr Jay Naidoo, said SFAWU already had a recognition agreement allowing it to negotiate pay at CG Smith's Noodsberg mill, not covered by the council

It had now gained a majority at Umzimkulu mill at Port Shepstone

The two sides had now signed an agreement creating a negotiating organisation for CG Smith mills The worker representatives would be six union shop stewards for every mill at which SFAWU gained a majority

At present, stewards at the two mills where it has gained a majority will be represented and about 1 000 workers will be covered by agreements signed Mr Naidoo said the union regarded this as a "major breakthrough"

It not only gave it bargaining rights throughout CG Smith, but meant SFAWU had obtained a firm footing in the sugar industry

SFAWU has been locked in a battle with the National Union of Sugar Manufacturing and Refining Employees (NUSMRE), which sits on the council Mr Naidoo said the entire workforce at Umzimkulu had resigned from this union to join SFAWU

CG Smith's personnel director, Mr Barry Horlock, described the agreement as "ground-breaking" He believed it was the first recognition agreement giving a Fosatu union bargaining rights across an entire corporation SFAWU had agreed that other unions could take part in the new organisation Mr Horlock said management also hoped to see the new body become the basis for a council sub-committee

# Union's 'sabotaged' by State

By JOSHUA RABOROKO

Sowetan 4/3/93

**THERE IS increasing evidence that the country's migrant labour laws are being used against workers in an attempt to curb trade union strength.**

According to the Federation of South African Trade Unions (Fosatu), members of the more than 10 000-strong Metal and Allied Workers' Union (Mawu) involved in a dispute with Screenex company have found themselves confronted not only by a stubborn management but also by the might of the East Rand Administration Board (Erab)

Following discussions last year with workers at the factory near Elandsfontein, management agreed to renew all migrant labour contracts However, just before closing time they cancelled 11 call-in cards

Screenex refused to discuss the issue with workers or the union and when workers reported for work in January, the management called in the police Six workers were arrested and one was later charged with trespassing, according to Fosatu

The company has not hired 73 new migrant workers and Mawu members have been threatened with eviction

"It appears that the Government is prepared to use the country's migrant labour laws against workers exercising their rights to withhold their labour "

Workers have slammed the German-owned company for not complying with the EEC code of conduct and for exploiting local workers

# BUS DRIVERS THREATEN GO-SLOW

Cape Herald 5/3/83 (151)

**City Tramways bus drivers are dissatisfied with the company's latest wage offers and are threatening to start a go-slow, reliable sources claimed this week.**

However, both the bus company and the union are keeping mum on a move that could cause a major disruption in Cape Town's public transport service

**By RYLAND FISHER**

Tramways drivers, who did not want to be identified, told Cape Herald this week that at a meeting recently the drivers rejected the company's wage offer of six percent and said that if it was not increased, they would take other action

## THREATENED

At the meeting, they threatened to go-slow if their demands were not met

The drivers are apparently now waiting for a report-back from their union on their rejection of City Tramways' offer of six percent now and six percent once the fares are increased

According to one driver, the general feeling is that the company should increase the wages

## CREATE

"We felt that we could not wait for an increase until they raise their busfares It seems that the company is trying to create a polarisation between the bus drivers and the public

"They want to tell the public that they have to increase the busfares because they cannot afford to pay us more So we get the blame for busfare increases," one driver said

Cape Herald asked Mr D C Benade, secretary of the Tramway and Omnibus Workers' Union, about the go-slow.

He said he was "not prepared to discuss matters which were discussed at a closed union meeting"

## INFORMATION

Asked for information on the offers made by City Tramways and the feeling of the workers towards these offers, he said "We are negotiating at the moment and cannot make public statements which maybe could cause an upset"

A spokesman for City Tramways said "As far as our wage talks are concerned, we have made a six percent offer as we stated in our application to increase our busfares

"We are not prepared to go into a public discussion on these negotiations which are meant to be confidential"

# Staff is angry at lay-offs

Labour Reporter

Johannesburg staff at the Guardian National Insurance group were up in arms last week over lay-offs

Angry staff complained that employees with long service at the group were being laid off with little advance notice

A spokesman for Guardian said the lay-offs were the result of a company "reorganisation" as the group was integrating two major sections of its operations He would not comment on the number of employees who were laid off

SUGAR giant C G Smith, a Barlow Rand subsidiary, broke new ground last week when it signed an agreement with Fosatu's Sweet, Food and Allied Workers' Union giving it bargaining rights in any C G Smith mill where it recruits a majority.

The only similar agreement is that at Putco, which gives two unions the right to bargain at any depot where they have a majority.

A further possibility is that the bargaining committee set up by this agreement could form the basis of an industrial council sub-committee

The union is not a party to the council, but Section 25 of the Labour Relations Act allows a council to set up sub-committees of non-members

The sugar council includes several leading established unions who, CG Smith says, are prepared to accept this arrangement, which would give the agreements at the new body added legal force

The agreement also means Sfawu has gained a firm footing in the industry, despite its charge that some employers have backed a rival union run by the amazing Mr Selby Ntsibande

He allegedly set up his union with employer financial support, but then sought to enhance his credibility with a burst of militancy

He is now continuing this campaign by boycotting the council, thus delaying a final decision on the future of the C G Smith arrangement

LABOUR WEEK

By STEVE FRIEDMAN

# Bophuthatswana gets off to dicey start

"INDEPENDENT" homelands are not famous for welcoming trade unions

In addition to the threat to the power of their leaders which unions present, massive unemployment makes these "states" desperate to attract industry and they may see hostility to unions as a selling point to industrialists

So the news that Bophuthatswana will introduce a law on unions similar to South Africa's means it will be the only homeland to sanction unionism

And unions who have organised Pretoria workers who live in Bophuthatswana will be relieved to hear that these workers will not be affected by the new law

Unionists have twice been arrested in Bophuthatswana for holding meetings of these workers

But the law will bar South African unions from operating in Bophuthatswana

At the moment, the practical effect of this will be limited Only one factory in the territory — a Premier Group bakery at which the Food and Canning Workers' Union has a majority — is organised

But future implications could be serious There are signs that some employers in the "border area" of Rosslyn may move to Bophuthatswana and that unions which are organising in Rosslyn would want to recruit workers there

This means emerging unions will have to make some major policy compromises if they want to operate in the territory

The law could cause conflict in these factories It seems, for example, that Premier would recognise FCWU at the bakery, but fears Bophuthatswana reaction

And a Food and Canning unionist says its bakery was organised not by union officials but by workers themselves There is little the authorities can do to stop this without actually causing conflict

The law also seems set to repeat many features of local labour law opposed by black unions and even lags behind official South African thinking in, for one, its opposition to bargaining at individual factories.

And it is not clear if the new law will force unions to register

It also poses a threat to the Rightwing Mine Workers' Union, which operates at platinum mines in the territory and would either have to abandon its members there or enrol them in a multiracial union

As in South Africa, these attempts to control unionism may well create more conflict than they eliminate

# COOK FIRED FOR 'WITCHCRAFT'

(151) Sowetan 7/3/83

**A MAN who worked as a cook at a restaurant in Bedfordview was fired from his job because his colleagues complained to their boss that he was bewitching them.**

The man, Mr Joseph Khumalo, who denied that he was a witch, told **The SOWETAN** he was fired unfairly under pretext that there was staff reduction, when in fact somebody was employed in his place after he had left.

He had been working for Dino's Restaurant for the last four years and was working on a renewable annual contract The last contract was terminated after three months

Mr Khumalo said he took the matter up with the Industrial Council where he was told that his boss had the right to fire him in spite of the fact that he had signed a contract with him

His boss, Mr Costa Paizes, yesterday said he was not prepared to go into details of why he fired Mr Khumalo except to say that it was due to a number of reasons well-known to Mr Khumalo

He however confirmed that among other reasons, it was because his colleagues had complained that Mr Khumalo was practising witchcraft and that they were afraid he would poison their food

"My conscience is very clear about what I did and I can look Joseph in the eye anytime", said Mr Khumalo's former employer.

"I have many blacks who have been working for me for up to 13 years and I trust them as much as they trust me. These guys are Zulus, they are superstitious and I became concerned when some of them did not come to work because they were scared of this man.

The legal unit of the Council of Unions of South Africa (Cusa) is looking into Mr Khumalo's case

## Sun City accused of racism

# Workers claim they'll stay put

**SIX FORMER Sun City employees and their families have been given until today to leave their plush homes following a dispute with the management of the complex.**

The evictions come after months of talks between the management and the six employees — who constituted a workers' representative committee — on alleged racial discrimination within the complex

The six are Ms Signe Molefe, Messrs Abe Ntlatleni (chairman), Ronald Maganu, William Maganu, Pixley Shabangu and Laban Sinosi They have vowed to defy today's ultimatum to leave the houses, which are owned by the company

According to the six, trouble started after workers complained about racial discrimination at the entertainment complex Black workers were paid less than whites who did the same job, they claimed

Their grievances included inferior training given to black staff, job reservation and retrenchment of black staff

"These grievances were discussed with the management at several meetings but nothing was done to remedy the situation We then decided to present our grievances to President Lucas Mangope, who promised to look into the issue," Mr Ntlatleni told **The SOWETAN.**

Mr Ntlatleni said Mr Mangope's attitude changed when he was told that one of the workers had told Committee of Ten chairman Dr Nthato Motlana about workers' grievances at Sun City As a result, they claimed, they were sacked from their jobs

The future in the homeland of the six and their families is not known Mr Ntlatleni is to meet President Mangope today to discuss the issue.

Mr Peter Wagner, Sun City's regional manager, yesterday denied that racial discrimination existed in the complex

"These allegations are totally false. The Bophuthatswana Government is also not involved in the sackings," he said

LABOUR

# Unions are 'cooling it'

This is the first of three articles on the South African labour scene, by HUGH ROBERTON and PIPPA GREEN.

AFTER 10 years at the vortex of an extraordinary economic and political upheaval, South Africa's trade unions seem to have entered a more tranquil period

Some unionists describe it as "a time for consolidation", others as "a process of stock-taking" but, whatever the terminology, they mean the same thing fewer strikes, less strident confrontation and a more conciliatory tone in wage negotiations

All agree that the recession is the reason for the transformation And as it bites deeper, union leaders and labour specialists think that the labour scene will — with inevitable exceptions, some probably boisterous — become even calmer

## Independents

Not that it will stop unorganised workers from joining independent unions A local trade unionist has described the conditions of many of these workers as so vulnerable during the recession that they have little to lose by joining organisations which they control and can identify with

It is at the unionised factories, though, where the recession tests the collective strength of the workers

"There will be fewer strikes in 1983, a general cooling down," says an industrial sociologist at the University of the Witwatersrand "Many unions have undergone phenomenal growth in recent years and they need time to consolidate The recession is giving it to them"

## Retrenching

The biggest single problem facing unions at the moment are opportunistic employers, says Johnny Copelyn of the Durban-based National Union of Textile Workers, which has seen more than 1 000 members retrenched in the past six months.

"We are now involved in more legal tussles with employers than at any other time and I gather that this is a fairly common experience The recession has made some employers more aggressive They're taking chances, especially by reneging on informal agreements reached during the boom

"In a recession, strike action is obviously a far less viable option and it is difficult for unions to do much more than fight this out through litigation"

A Johannesburg labour consultant confirmed the trend, but described it as "dangerously short-sighted" and the typical response of employers who lack experience in dealing with organised labour

"Labour relations are built on trust and mutual confidence When the economy picks up again, those employers who are now trying to turn the clock back will find out that there is a price tag to their lack of foresight"

Ten years of hard work by the unions have established, in some instances, a situation where management treat their workforce with a new type of respect In many factories, workers have fought for and won the right to be consulted on certain decisions which previously would have been taken by management alone

## Negotiation

The General Workers' Union in Cape Town, the FOSATU-affiliated Metal and Allied Workers' Union and National Automobile and Allied Workers' Union, are some of those that have negotiated detailed retrenchment procedures with management

At two Cape Town engineering factories, organised by the General Workers' Union, workers have volunteered to either give up their jobs or take long unpaid leave in cycles to protect contract workers who would have to return to the homelands if they were left jobless.

"It's been a remarkable exercise in worker-management co-operation, an impressive display of worker solidarity," says the managing director of a Cape Town company where workers have offered to work half-time and at half their wages in order to spread available jobs and funds more widely.

But at wage negotiations in the past year, factory committees have often had to "fight for every cent" according to some unionists

The recession has not brought any relaxation in Security Police harassment, according to union leaders, consultants and industrial sociologists. They went so far as to describe the Security Police as one of the biggest obstacles to sound labour relations

## Harassment

Union leaders accuse the Security Police not only of harassment by way of detentions, questioning and threats but also of seeking to undermine the union movement in the eyes of management

"They go on the childlike assumption that anyone challenging authority is a communist or at best an agitator," says a union leader who has been detained but who does not wish to be identified "They go to management and try to denounce this or that leader as a troublemaker though they have not a shred of evidence

Security Police activity in the labour field is beginning to prove counter-productive, according to some union leaders and consultants

"It has given enormous credibility to radical union leaders It has enhanced the status of independent unions in the eyes of the workers

**Tomorrow: The major federations**

# Sit-in goes on

D. Dispatch 9/3/83

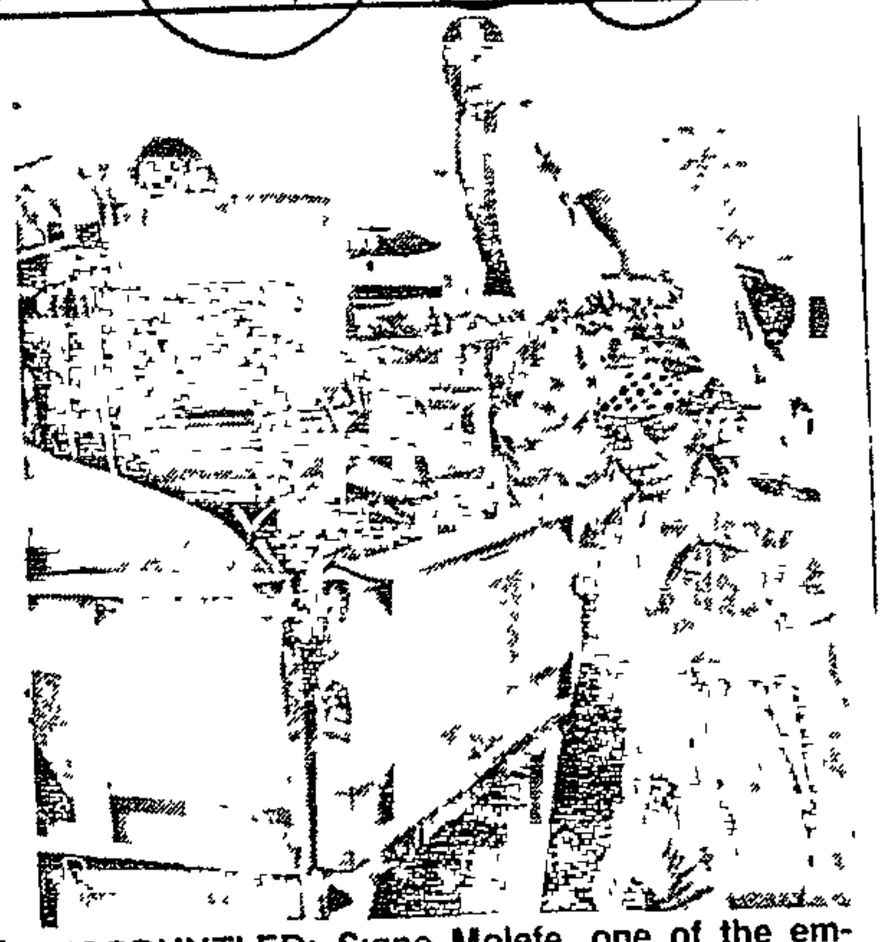
PORT ELIZABETH — Sixty-six of the 113 striking OK-Bazaars workers in the Eastern Cape returned to work this week, but the rest have decided to continue their sit-in

The workers have refused to accept the results of a management investigation into the dismissal of Mrs Betty Dali, nor its decision to reaffirm her sacking

They have demanded that Mrs Dali be reinstated, and that management recognises the "unfairness" of her dismissal for alleged insubordination. — SAPA

Sowetan 10/3/83 151

# Sun City kicks out workers



DISGRUNTLED: Signe Molefe, one of the employees fired by Sun City, with her furniture Pic ROBERT MAGWAZA

**FOUR of the seven Sun City employees who were fired this week moved out of their homes in the plush suburb of Mogwase, near Rustenburg, following a deadline set by the company for them to leave the houses.**

By LEN KALANE

The other three employees and their families have refused to vacate the houses, which are owned by Sun City, saying management would have to physically evict them out of their homes

There was tension on Tuesday this week —the D-day for the evictions — when the families waited for the company officials to arrive But none arrived Instead, the families' spokesman Mr Abe Ntlatleni received an urgent message that the head of the Bophuthatswana Government — under which the area falls — wanted to meet him But Mr Ntlatleni refused to meet President Lucas Mangope

The saga started after six of the sacked employees — who constituted a workers' representative committee — complained of racial discrimination at the entertainment complex According to the six, lack of response from the company resulted in them presenting their grievances to President Mangope

An investigation was launched by the Bophuthatswana Government and the seven workers subsequently lost their jobs last week when, they claimed, President Mangope learnt that one of the workers had discussed the grievances with the Committee of Ten chairman, Dr Nthato Motlana

• **LATE FLASH The three defiant families were evicted by Sun City officials from their home late yesterday afternoon. They have left the township and will today seek legal advice from a Johannesburg company of lawyers.**

# Impasse faces union in labour dispute

10/3/83 (151) RDM (346) (LRR)

By STEVEN FRIEDMAN, Labour Correspondent

IN A highly unusual move, an Alberton metal company has refused to take part in the procedures laid down by labour law for settling disputes over alleged "unfair labour practices"

The company, Screenex Wireweaving, is involved in a dispute with the Metal and Allied Workers' Union over the alleged firing of 140 workers in January, after a dispute over retrenchments.

MAWU has declared a dispute with Screenex, alleging it is guilty of an "unfair labour practice", which could see the dispute referred to the industrial court

But the Labour Relations Act lays down that an "unfair labour practice" dispute must first be referred to the industrial council in the industry affected, which must try to settle it within 30 days. So the parties must appear before the council, which will try to settle the dispute If it fails, then the issue can be referred to the court

On March 1 Screenex wrote to the council refusing to attend a meeting

It says MAWU is "at liberty" to proceed to the industrial court and the company "reserves its rights" if the union does so

It says MAWU's charges against the company are "vague" and Screenex's failure to negotiate at the council should not be seen as an admission of accurate union allegations Repeated attempts to obtain Screenex comment have failed.

MAWU general-secretary Mr Ginger de Jager said yesterday the matter was "sub judice". Asked if any employer had refused to discuss a dispute over an alleged "unfair labour practice" at the council, he said in one instance an employer refused to appear before the council, but made submissions in writing

In cases where either party refused to appear at all, the council found itself in a legal quandary, he said The Act gave the council subpoena powers, but the Industrial Registrar had to agree before a subpoena could be issued — and this would jeopardise the chances of resolving the dispute within the 30 days

● MAWU has also reacted to the dispute by asking Southern African governments and mining houses to which Screenex sells equipment not to buy its products

(151) Mercury

# Job names changed to keep pay low

14/3/83

Labour Reporter

CERTAIN shops around the country, including shops in Durban, are classifying employees as shop assistants instead of sales assistants to avoid paying them higher wages under the new Wage Determination for the trade

The minimum wage for shop assistants is nearly R150 less that that for sales assistants

This allegation was made by the National Union of Commercial, Catering and Allied Workers' Similar claims were also made by the Durban branch of the Commercial, Catering and Allied Workers' Union, who said they were aware of shops in Durban classifying sales assistants as shop assistants and were investigating the matter

The secretary of the Nuccaw, Miss D Hartwell, said in Cape Town yesterday that the minimum wages in Durban for a qualified shop assistants (who must have four years' experience) was R244 a month

## Difference

The minimum wage for sales assistants (who must have five years' experience) was R392 a month

This was laid down by Wage Determination 406, Miss Hartwell said

The difference between a shop assistant and a sales assistant is described by Miss Hartwell in the latest issue of the bulletin for employees in the distributive trade, New Era

In shops where customers 'serve themselves', such as shoe or clothes shops, the assistants are nevertheless sales assistants and not shop assistants because in these circumstances they must still be able to inform and advise the customer about the article and ascertain the price the customer is prepared to pay

A shop assistant is handed the articles a customer has selected from the shelves of a shop, as in food supermarkets Shop assistants may or may not be able to take payments

## Till operator

In the bulletin Miss Hartwell added that a till operator in a self-service shop must be paid according to the shop assistant rate except that such a worker must start on a shop assistant's third year wage

The secretary of the Commercial Distributive Trade Industrial Council in Kimberley, Mr Gerald Barnes, said 'The matter is being investigated and will be the subject of discussion at our next negotiating meeting — until then I feel I cannot comment,' he said

# Metal unions demand 14% pay increase

RDM

16/3/83

157

By STEVEN FRIEDMAN
Labour Correspondent

TRADE unions on the Metal Industries Industrial Council, which sets minimum pay and conditions for about half a million yesterday tabled demands for an average 14% pay increase

The unions, who tabled their demands at yesterday's meeting of the council in Johannesburg, are also asking for redundancy and lay-off pay to be included in the industry's legally binding industrial agreement for the first time

But employers, represented by the Steel and Engineering Industries Federation (Seifsa), are sticking to their view, which they made public some weeks ago, that there should be no metal pay rises at all for the next year

According to union sources, Seifsa was unwilling yesterday to agree to a meeting to discuss these demands until May This was rejected by unions and no date for a negotiating meeting has been set.

Unionists say employers are trying to delay negotiations in order to "put pressure" on the unions to accept a wage freeze The current wage agreement expires in mid-year and, if bargaining commenced in May, there would be little time to conclude a new agreement before the old one expired

Yesterday's meeting confirms earlier signs that tough wage bargaining can be expected in the metal industries this year A breakdown in negotiations, with unions declaring a dispute with employers, seems a distinct possibility

According to union sources, the demands tabled yesterday are for different raises in the various job categories, but these average out at around 14%

This is roughly the same as the rise in the cost of living over the past year

Unionists have said they believe their members must be compensated for "the loss in purchasing power" of the rand over the last year

Employers say the metal industries are facing their worst slump in decades and that increases would jeopardise employers' ability to keep workers in jobs

The unions have also asked that the agreement guarantee retrenched workers one week's pay for every year they have worked for their present employer.

They also want workers who are laid off temporarily to receive at least 25% of their pay for the period they are laid off

These demands indicate a growing interest in retrenchment by unions on the council, who have not demanded protection for retrenched workers before

Emerging, mainly black, unions, have been demanding protection for retrenched workers since the current recession began.

The metal unions have also asked employers for improvements in workers' fringe benefits.

# Seifsa postpones wage increases

(151) Star 17/3/8

Labour Reporter

Employers and trade unions in the engineering industry failed to come to an agreement yesterday on the issue of wage increases for some 500 000 workers

At a meeting of the Industrial Council in Johannesburg, the trade union caucus presented employers with demands for wage increases of about 14 percent for workers in various job categories

But the Steel and Engineering Industries Federation of SA (Seifsa), representing industry employers, has called for wage talks to be postponed for at least six months because of the current recession

The unions rejected this plea and presented their wage demands at yesterday's council meeting

While union spokesmen said they saw the meeting as a start in wage negotiations, they were told by Seifsa that employers were unwilling to discuss the subject until May

Employers have agreed to canvass union members who will be notified of a decision by the end of April, sources said

"They gave us the impression that they really didn't want to negotiate any new wages at this time," a union spokesman said

Unionists said their demands also included protection for retrenched workers in the form of lay-off pay-outs

After Seifsa's announcement earlier this year that employers would seek a delay in the annual negotiations, trade unions banded together to voice their opposition They said workers were in no position to bear the brunt of the recession by not receiving increases this year

Annual negotiations in the engineering industry usually start in March or April

# Mining unions seek pay rise

RDM 18/3/83 (157)

By STEVEN FRIEDMAN
Labour Correspondent

NEGOTIATIONS between the Chamber of Mines and mining unions on demands by the unions for a 13,1% wage increase for white workers this year will start on March 31

But mine unions and officials' associations have failed in their attempt to make this year the first in which wages for union men and officials would be negotiated at the same time

And the chamber has also agreed to discuss the possibility of forming a mine industrial council with registered mine unions

This is the outcome of a meeting yesterday at which the chamber gave its answer to requests from the new Confederation of Mining Associations and Unions (CAMU) for recognition

CAMU was formed last year It brought together mining unions and two of the three officials' associations in the same body for the first time and was seen as an attempt to increase non-black worker bargaining power on the mines by unifying the demands of union men and officials

The chamber has always negotiated pay separately with union men and officials

At meetings earlier this year, CAMU asked the chamber to recognise it and to negotiate this year's pay increase with it But the chamber was known to be opposed to bargaining with union men and officials at the same forum

Unionists allege that the chamber warned the two officials' associations who joined CAMU that they would lose their recognition as officials' unions if they persisted in their demands to negotiate in the same body as union men

After yesterday's meeting, the chamber issued a statement saying CAMU would not negotiate officials' pay this year "As in the past the 1983 salary review for officials will be conducted separately between the chamber and the three officials' associations," it said

Union sources said they agreed to separate this year's pay talks "under threat of action against the officials' associations"

4M 18/2/83 The Star Fri

# Joint pay talks not accepted by mines

Labour Reporter

Despite a recent alignment in the ranks of mine unions and officials' associations, the Chamber of Mines yesterday refused to hold joint wage talks

The Chamber told the Confederation of Associations and Mining Unions (Camu) that it would negotiate next year's wages in the same style as it had in the past — separate negotiations with the three mine officials' associations, and separate talks with the unions

Camu was formed last year in place of the Council of Mining Unions which did not include the Mine Surface, Technical and Underground Officials' Associations in its ranks Two of the associations subsequently joined Camu

The 1983 negotiations are due to start at the end of this month The unions are looking for a 13 percent salary rise.

# 'Undermined' Rhodes worker leaders resign

19/3/83 E. Post (151)

Weekend Post Correspondent

GRAHAMSTOWN — The entire executive of the Rhodes University Black Workers Association (Rubwa) has resigned in protest against several recent decisions by the university administration which, Rubwa say, have undermined their credibility with their members

Rubwa chairman Mr M G K Nombewu and the other eight executive members have now called on Rhodes to moderate its stand on several issues before they consider withdrawing their resignations

Mr Nombewu said his association found it impossible to represent the issues of Rhodes black workers and interpret the universty's regulations at the same time

The current row apparently started last November when Rubwa asked the administration to change the black staffers' pay date from the 15th to the 21st of each month The assistant accountant turned down the request after six of the 47 departments objected

Then, in December last year, a worker from Smuts Hall, Mrs V Hoboshe, was fined after beng accused of stealing five old spoons Mrs Hoboshe denied the charge and Rubwa backed her appeal — which was unsuccessful

In a second case, two men were accused of stealing five bars of soap from the university laundry

Both received "warning letters", which apparently serve the same function as a suspended sentence

A black mark is placed in their records, according to Rubwu, and further transgression means dismissal

Rhodes Vice-Chancellor Dr Derek Henderson met the Rubwa executive on January 12 and two weeks later the association received a detailed, written reply In the letter, Dr Henderson set out the university's decisions, which he said were final

In an interview published in Grocott's Mail yesterday, Dr Henderson said he could not go into specific details, but said confidently he did not expect any further problems, despite the mass walkout of the Rubwa executive

Star 19/3/83. (1889)

# Unions peg wage claims lower than inflation rate

(151)

Labour Reporter

Trade unions in the engineering industry are calling for wage increases lower than the rate of inflation

In a statement issued this week by the SA Boilermakers Society in response to planned negotiations affecting about 500 000 workers the unions say their wage demand is pegged at about 12,6 percent, against the inflation rate of about 15 percent

The Steel and Engineering Industries Federation of South Africa (Seifsa), representing employers, had called for an extension of the current agreement and to postpone new wage negotiations for about six months

"The Boilermakers Society and other unions firmly rejected that recommendation and insisted that negotiations should go forward as usual," the statement says

Seifsa agreed to canvas its members on the unions' stance

# Judgment in Press case a 'vital step for unions'

(151) RDM 16/2/83

By STEVEN FRIEDMAN
Labour Correspondent

IN A judgment with implications for bargaining throughout industry, the Industrial Court has ruled that, in some circumstances, employers can be ordered to bargain in "good faith" with a union

But it has stopped short of ruling that labour law automatically compels an employer to negotiate with a representative trade union

These points are contained in the court's full judgment on the case in which it ordered newspaper employers to temporarily return to an unofficial conciliation board on which they negotiate with the Southern African Society of Journalists

The SASJ had applied for the order after the employers — SA Associated Newspapers, Argus Printing and Publishing and the SA Press Association — withdrew from the board Although the order was granted in late December, the court's reasons were only released this week

The judgment was handed down by the court's deputy president, Dr D B Ehlers Its president, Mr B J Parsons, and Mr D R van Schalkwyk concurred

Labour lawyers said yesterday the judgment was a key first step for unions seeking to have their right to bargain enforced by the court, even though it did not rule that employers had an automatic duty to bargain

It could open the way to other orders compelling employers to bargain

In another important step, the court also ruled that it may grant workers temporary orders restoring the "status quo" in a dispute, even if there is doubt about whether they have established a prima facie case in law that the employer has been guilty of an "unfair labour practice"

In the SASJ case, it granted the union its order even though it says there is "some doubt" about whether it had established a prima facie right to it

It did so partly because it found the damage to the SASJ, if the order was not granted, would be greater than the damage to employers if it was

On the key question of the duty to bargain, the SASJ had asked the court to find that there was such a duty implied by the country's labour law and it had also quoted American case law in support of this

The court ruled that "one should be cautious" in relying on foreign sources, although they could be of assistance

In the SASJ case, the "crucial point" seemed to be that a practice which had been in force for some 40 years had been changed and this was likely to have "at least some inequitable consequences"

But the court also rejected the argument that it could not order employers to negotiate in "good faith" as it would be difficult to enforce this order.

"The refusal of an order which is aimed at bona fide negotiation simply because it would be obviously difficult to ensure compliance would tend to frustrate the very purpose for which the court was approached," it ruled

# Bus drivers end threat of go-slow

Cape Herald 19/3/83 (151)

CITY Tramways drivers have backed down on a threatened go-slow which could have caused a major disruption of the city's public transport service.

The go-slow threat was first made when the drivers rejected the bus company's wage offer of a six percent in May and 12 percent if busfares are increased.

## AGREEMENT

Drivers felt that their wage increases should not be based on busfares increases to the public

At a meeting on Sunday, the drivers decided to accept the company's latest offer of six percent in May and 12 percent in November regardless of any increase in busfares

The agreement would stand for a year instead of the normal 15-month agreement.

The company had also promised to consider a 40-hour working week and an improvement in working conditions, drivers said after Sunday's meeting

The decision to accept this offer means that the threatened go-slow is automatically off.

One driver said: "We are not really satisfied with this offer. We want a better deal, but we had to accept their offer. If we pushed for anything more, they would hit the public harder and we would have to bear the brunt"

## ANGRY

"We cannot afford to face an angry public. We are not insured when we go out on the road," he said.

He said the bus company was "making enough profits to give us a reasonable increase"

City Tramways had recently applied for an average 12 percent busfares increase.

# Managers told to accept black mining unions

(151) RDM 19/3/83

Mr D A Blair Hook (above), mine manager, planning and services for Vaal Reefs gold mine, has been elected president of the Association of Mine Managers of South Africa Mr R P MacNaughton, manager of Libanon gold mine, is vice-president

By BRENDAN RYAN
Mining Editor

MINE MANAGERS should accept the circumstances of unionisation of black mineworkers in good grace and not cause antagonism by resisting change

That is the opinion of Mr R P G Steyn, outgoing president of the Association of Mine Managers of South Africa

He told the association's annual meeting in Johannesburg yesterday that five unions were recruiting black, coloured and Asian employees on the mines If South Africa followed international trends there was a great deal of unionisation ahead, much of which would be in the mining industry

"It would be a naive observer who expected only good to flow from the new moves which allow black mineworkers to organise — and a confirmed pessimist who expected it to be all bad

"There will certainly be problems to start with, and invariably a certain amount of shows of power

"Would it not be better to acknowledge the circumstances and accept them in good grace, than to cause antagonism by resisting the change?"

In South Africa 24% of white workers were union ised compared with of 12% for black workers Black workers in the mining industry were 11% unionised compared with 58% in the motor industry and 30% in the metal, pulp and paper industries

Mr Steyn said the decision by the Chamber of Mines to consider the recognition of unregistered unions demonstrated the mining industry's desire to "keep the game alive and practical" in industrial relations

"We are going to have to move and make changes, to keep abreast of changing circumstances"

Turning to the question of skilled manpower Mr Steyn said the expansion of the South African economy had resulted in a high turnover of staff On the mines in 1981-82 there was an average turnover of 45,2% for union men and 37,4% for officials

"It is obvious with this level of turnover it is virtually impossible to build up an experienced team," he said

"The mining industry places great emphasis on training and considerable expenditure is incurred annually to train black and white employees in the various disciplines

"However, it is doubtful whether we are getting an adequate return on this investment while various parasitic organisations with no training commitment spring up, utilising expertise poached from the mines to provide and attempt to sell these services back

"In the final analysis the skills shortage can be traced back to a simple case of supply and demand and the continued failure of the South African training system to provide sufficient skills at the right level to meet the needs of the economy"

In spite of a non-racial training policy and legislation, the shortage of skilled artisans remained acute

Figures released by the Department of Manpower showed a shortage of 27 562 people — an increase of 151% since 1979 In the professional, semi-professional and technical occupations there was a shortage of 37 509 people — an increase of 73,4% since 1979

Mr W W Malan, president of the Chamber of Mines, said that to resist changes in the industrial relations scene would be futile and not in the best long-term interests of the mining industry or its employees

"The White population is no longer able to produce the country's growing requirements of skilled manpower It is therefore inevitable that increasing numbers of blacks will have to be drawn into the skilled, supervisory and managerial ranks

"The Bureau for Economic Research at the University of Stellenbosch has estimated that by the year 2 000, a million jobs traditionally done by whites will have to be done by blacks

"In all our deliberations on ways and means of overcoming our skilled manpower shortages we will obviously not lose sight of the needs of our white labour force, such as the need to feel secure in the working environment and also the need to progress in that hierarchy of jobs on our mines," he said

(151) ~~HSA~~ ~~184~~

# Workers' battle is over as union signs agreement

Tribune Reporter

20/3/83

TWO Durban industrial companies this week signed recognition agreements with a trade union representing more than 1 500 black workers

This is seen as a breakthrough for the workers, who battled for 18 months to get Defy Corporation and Wireohm (Pty) to recognise their representatives, the Metal Iron and Steel Workers' Union

Sam Kikine, general secretary of the South African Allied Workers Union (SAAWU), said yesterday this was the first time in South Africa two companies simultaneously signed a recognition agreement

"This is a breakthrough for the South African labour force, especially in the metal industry, and means the industry is progressing," said Mr Kikine

# Defy and Saawu sign deal in Durban

Star 21/5/83

**Labour Reporter**

The South African Allied Workers Union (Saawu) signed a recognition agreement with the Defy Corporation in Durban on Friday which covers workers at two factories in the industrial suburb of Jacobs

Mr Ron Collie, for Defy, confirmed that the agreement formalised a previously informal relationship between the company and Saawu

**MEMBERSHIP**

The agreement also provides that the union must sign up more than half the workforce among hourly paid workers to receive recognition at Defy, Mr Collie added.

Defy and Saawu earlier this year signed another agreement which provides for alternative measures to be taken in the event of any pending retrenchments.

Saawu's general secretary, Mr Sam Kikine, said the union was also seeking recognition at Defy's operations in Newcastle

2/3/83 (151) RDM.

THE BATTLE lines are now drawn in official metal and mining wage negotiations.

Metal unions have tabled demands for a 14% rise, but employers are against any increases at all and want to delay negotiations

Unionists claim this violates a new agreement to negotiate on issues within 45 days

Mine unions want 13,1%, but the Chamber of Mines is likely to offer much less Disputes could well be on the way in either or both industries

But white mine unions' hopes that the Chamber would agree to negotiate the pay of union men and officials jointly have already been dashed, at least for this year

The unions, who believe an alliance with officials would strengthen their bargaining position, claim they agreed to separate talks because the Chamber "threatened" two officials' associations who wanted joint bargaining

But perhaps the most significant event of this week's opening wage talks is that the Chamber has agreed to discuss forming an industrial council with registered unions on the mines

These unions want a council, but black mine unions are opposed to the idea

So the prospect of yet another battle over the council system now looms on the mines

Word is that the Chamber is loath to accept any bargaining forum which excludes the new black unions a stance which would avoid such a battle but could anger registered unions

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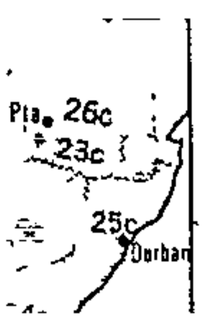


# Saawu rights victory at Defy

RDM 22/3/83

Labour Correspondent

THE unregistered SA Allied Workers Union has won its biggest recognition agreement yet — bargaining rights at the Durban plant of household appliance firm, Defy

The agreement was signed on Friday and follows a year of informal dealings between Defy and Saawu, Defy's general manager, Mr Ron Colley, said yesterday

It comes at a time when the union s East London-based president and vice-president, Mr Thozamile Gqweta and Mr Sisa Njikelana, have been detained by Ciskeian security authorities

Although Saawu has won several recognition agreements in the Durban area and is recognised at three Eastern Cape plants, Defy's site at Jacobs, outside Durban, is the largest at which the union has won representation rights

Some 1 300 workers are employed at the Jacobs site, which houses Defy s appliance and wiring plants

The agreement signed on Friday is similar to one between Defy and Fosatu's Metal and Allied Workers Union at the company's East Rand plant

Defy and Saawu have been negotiating informally since the company was hit by a strike over workers' demands to withdraw their pension contributions from the metal industries' pension fund

Mr Colley said yesterday the agreement signed on Friday was largely procedural and dealt with election of shop stewards and other general recognition issues

But Defy and SAAWU already have a retrenchment agreement at the plant and have signed other agreements on factory issues

The agreement does not provide specifically for wage bargaining between Defy and SAAWU but it is expected this will take place if the union requests it

# More unity likely after rival unions hold talks

22/3/83 RDM

By STEVEN FRIEDMAN
Labour Correspondent

IN an "historic move which heralds increased unity between union groups which were once bitter rivals shop stewards of the Federation of SA Trade Unions Metal and Allied Workers' Union have met stewards of the General Workers Union to discuss common problems at the giant Dorbyl group

The meeting was held at the weekend and will be followed by attempts by the two unions to negotiate jointly retrenchment pay for members with Dorbyl

MAWU said in a statement yesterday stewards of the two unions were sharply critical of Dorbyl's unwillingness to pay retrenched workers severance pay

The joint meeting between the two stewards groups is the most concrete evidence so far of co-operation between the GWU and Fosatu unions such as MAWU

It is understood that there has also been informal co-operation between other Fosatu unions and both the GWU and the Food and Canning Workers' Union

Union sources expect this to lead to an alliance between these unions when emerging unions meet in Cape Town to discuss unity on April 10

In its statement MAWU described the first-ever meeting between shop stewards of the two unions at Dorbyl as "historic" and said the meeting had discussed 'common grievances against the Dorbyl group'

The major issue was the refusal of Dorbyl to pay retrenchment pay The statement said stewards were 'disgusted with Dorbyl which earns millions in profits but does not think at all for the workers it retrenches'

It claimed the group had earmarked R40 million for projects at one of its companies alone, but was unwilling to compensate retrenched workers

It said that where factories had been closed Dorbyl had paid workers only one day s pay for each year of service which 'compared very badly with other big metal groups which paid one week's pay for each year

Dorbyl is expected to reply to the statement today

MAWU also said yesterday it had held its first national shop stewards council meeting for Barlow Rand companies at the weekend Stewards from Transvaal and Natal firms in the group had attended

It said recognition talks with Barlow firms were "deadlocked over several points' and accused the firms of setting "unreasonable preconditions' to recognition

Comment from Barlow Rand could not be obtained yesterday

# 'Blind led blind' inquest

CAPE TOWN — The composition of the watch on SAS President Kruger at the time of the collision with SAS Tafelberg could be described as a case of "the blind leading the blind', according to the Deputy Attorney-General of the Cape, Mr Frank Kahn

He said at the inquest into the death of Chief Petty Officer Donald Webb yesterday that he would argue that at the time of the collision President Kruger had an inexperienced first officer of the watch leading another inexperienced second officer of the watch

The first OOW was in turn taking orders from the Principal Warfare Officer (PWO) who was himself not qualified

The officers of the watch on board President Kruger at the time of the collision were Lieutenant Peter Smith (the PWO) Sub Lieutenant R E Pickstock (first OOW) and Sub-Lieutenant A J Meintjies (second OOW)

Commander J F Wainwright, of the Tactical and Torpedo Anti-Submarine School said in reply to a question by Mr Kahn that the competence of officers of the watch was decided by the captain of the ship

Mr Kahn then asked him if he would accept that the three officers were in charge of the ship when it collided

Cmdr Wainwright "That is fact"

In answer to a question from Mr Kahn earlier, Cmdr Wainwright 'said Lt Smith, the PWO on President Kruger, had under his control, passed a course which aimed to produce a man capable of acting as a PWO on a frigate

However, he had entered certain reservations about the Lt Smith's personality in his report at the end of the course

Cmdr Wainwright said he would have expected Captain Wim de Lange of President Kruger to have read the course report

He said he had stated in his

# Mandrax tablets worth R31

Mail Correspondent

CAPE TOWN — Police in the south western districts made one of their biggest drugs hauls ever at a roadblock between Graaff-Reinet and Willowmore at the weekend

They found Mandrax tablets worth more than R300 000 hidden in a secret compartment attached to the chassis of a light delivery vehicle and hidden in the vehicle's canopy

Major Eddie Snyman police liaison officer for the area, said policeman stopped the vehicle at about 8 45pm on Saturday night In searching it the men found 31 700 tablets, which sell at about R10 each on the black market

# Pat Senior's funeral today

Mail Reporter

THE Johannesburg Art Gallery will close at 1pm today for the funeral of the former director of the Art Gallery, Mrs Pat Senior

The funeral will take place this afternoon

Mrs Senior, who was killed by a bus last Thursday, will be cremated at the Braamfontein cemetery crematorium at a 2pm service.

Donations may be made to the Pat Senior Memorial Fund for the purchase of art works for the gallery

22/3/83

The Star Tuesday ~~March~~

# Rival unions join to fight pay issue

(151)

Labour Reporter

Two rival trade unions met at the weekend to discuss common complaints against a major engineering and automotive components group

The meeting is seen as a significant alignment against an employer

The General Workers' Union (GWU) and the Metal and Allied Workers' Union (MAWU — an affiliate of the Federation of SA Trade Unions) met in Johannesburg at the weekend to discuss industrial relations problems with the Dorbyl group

A statement said the talks concerned Dorbyl's unwillingness to negotiate retrenchment pay

MAWU complained that in cases of retrenchment Dorbyl had paid out only one day's pay for each year of service while other major employers paid at least one week's pay for each year

The GWU-MAWU meeting resolved to call for a joint meeting with Dorbyl's board of directors before the end of March to negotiate retrenchment pay

A spokesman for Dorbyl in Johannesburg said the unions' statement would be looked into before any public reply might be issued

● Fosatu's first national shop steward council for Barlow Rand companies also met at the weekend The meeting discussed difficulties in concluding recognition agreements with Barlow subsidiaries

(b) No

(aa) Refer to part (a)(i) to (a)(v) of the reply

(bb) Three

(cc) One White controller per route

(dd) For economic reasons

(151) Hansard

**Transport Services: staff associations**

Q. Col. 743 - 744 21/3/83

513 Mr G B D McINTOSH asked the Minister of Transport Affairs

(1) Whether the position of non-White staff associations in the South African Transport Services is being investigated if so,

(2) whether the investigation is being conducted by a commission of inquiry if so, (a) who is the chairman and (b) what are the terms of reference of such commission, if not, by whom is the investigation being conducted?

The MINISTER OF TRANSPORT AFFAIRS

(1) The whole question of staff representation in the Transport Services which affects the position of all staff associations is currently being investigated

(2) No, but by a committee of inquiry

(a) Mr J P Verster former Assistant General Manager (Manpower)

(b) In the light of the constantly changing labour situation, to examine, report upon and submit recommendations on the whole question of staff representation in the South African Transport Services with specific reference to—

(i) the position of senior officers in such a staff representation system

(ii) guidelines whereby efficient consultative and negotiating machinery with due regard to the principle of identity of interests could be provided for all employees, and

(iii) the practical application of such guidelines

Hansard Q. Col. 744 21/3/83

**Transport Services annuities**

515 Mr G B D McINTOSH asked the Minister of Transport Affairs

Whether he has exercised his discretion in terms of section 13(1) of the Railways and Harbours Service Act, No 22 of 1960 to grant an annuity to any non-White employee of the South African Transport Services dismissed after 20 years' service for reasons other than fraud or theft, if not, why not, if so in how many cases?

The MINISTER OF TRANSPORT AFFAIRS

No The provisions of section 13(1) of the Railways and Harbours Service Act, 1960 (Act 22 of 1960) are only applicable to members of the New Railways and Harbours Superannuation Fund

Pension benefits to Coloured, Indian and Black employees are payable in terms of the Railways and Harbours Pensions for Non-Whites Act 1974 (Act 43 of 1974)

Maize Hansard 21/3/83 Q. Col. 744-745

**Maize**

517 Mr R W HARDINGHAM asked the Minister of Agriculture

(1) What is the estimated carry-over of maize from the 1982 maize crop,

(2) what is the estimate in respect of maize production for 1983?



The MINISTER OF AGRICULTURE

(1) Approximately 1 2 million tons

(2) 4 698 Million tons (first official estimate, based on conditions at the end of February 1983)

**Waterdown Dam**

525 Mr F K MOORCROFT asked the Minister of Environment Affairs and Fisheries

(1) Whether a decision has been taken to hand over the Waterdown Dam near Queenstown to Ciskei, if so

(2) whether an alternative dam to serve White riparian owners downstream from the Waterdown Dam has been planned if not why not if so where will it be situated?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES

(1) No

(2) Falls away

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**TUESDAY, 22 MARCH 1983**

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†Indicates translated version

*For written reply*

Hansard Q Col. 745 - 746 22/3/83

**99-year leases**

139 Mr G B D McINTOSH asked the Minister of Co-operation and Development

How many 99-year leases have been registered in each of the Black townships administered by the (a) Port Natal Administration Board and (b) Drakensberg Administration Board?

The MINISTER OF CO-OPERATION AND DEVELOPMENT

(a) None

(b) None

*Note*

*Port Natal Administration Board*

The leasehold system is applicable in respect of two urban Black residential areas only and the reasons why no rights of leasehold have been registered are as follows

Tongaat (Hambanati)—Land not yet transferred in the name of the Administration Board

Durban (Lamontville)—Survey of residential area not yet finalised

*Drakensberg Administration Board*

The leasehold system is applicable in respect of five urban Black residential areas only and the reasons why no rights of leasehold have been registered are as follows

Pietermaritzburg (Sobantu) Matatiele Greytown—Land not yet transferred in the name of the Administration Board

Kokstad Land not yet transferred in the name of the Administration Board and problems are also being experienced with the replanning of the Black residential area

Cederville—Land not yet transferred in the name of the Administration Board

**Removal of Blacks** 22/3/83 Hansard Q Col 746 - 750

241 Mr P R C ROGERS asked the Minister of Co-operation and Development

(a) How many Blacks were moved from urban areas in the Republic to Black states in 1982 and (b)(i) from which urban areas and (ii) to which Black states were they moved in each case?

The MINISTER OF CO-OPERATION AND DEVELOPMENT

(a) 1 647

(b) (i) en (ii)

# Unions fail to reach accord

(151) Sowetan 22/3/83

**REPRESENTATIVES of the Confederation of Metal and Building Unions and the Iron Steel and Allied Industries Union failed to come to an agreement at a meeting held recently on when negotiations for new wage agreements should be held.**

According to the South African Boilermakers' Society, unions asked that negotiations should begin before Monday, March 28. The employers felt that they needed until May 12 before they could fix an actual date on which negotiations could begin

The employers, represented by the Steel and Engineering Industries of South Africa (Seifsa), had to consult all their members before a date could be set The unions felt this was unacceptable

A statement by the boilermakers' society said "It will be remembered that Seifsa suggested that the existing agreement should be extended until the end of the year and that negotiations should begin in October, and cover only the first six months of 1984 The society and other unions firmly rejected that recommendation and insisted that negotiations should go forward as usual

"We are now waiting until March 28 for a reply from the employers on the timing of the negotiations. A specific wage increase has been calculated to roughly 12,6 percent That is well below the current inflation rate which is probably 15 percent by now "

SOWETAN, Wednesday, March 23, 1983



# Old rival unions meet

(151)

**SHOP stewards from one-time rival unions, the General Workers Union (GWU) and the Fosatu affiliated Metal and Allied Workers Union (Mawu) met for the first time to discuss common grievances against the giant Dorbyl group at the weekend.**

The major issue at the meeting, which was described as historic, was the refusal of the company to pay retrenchment pay Shop stewards said they were disgusted with the company, which earned millions of rands in profits every year while not considering the workers it retrenched

The meeting heard that while the Dorbyl group was spending tens of millions of rands every year on various projects where factories had been closed, the company had sometimes paid retrenched workers only one day s pay for each year of service

Shop stewards said this compared very badly with the other big groups in the metal industry most of which paid at least one week's pay per year of service The meeting resolved to recommend that all the company s shop stewards should ask their managements to arrange a joint meeting with the board of directors before the end of March to negotiate this issue

Also held at the weekend was Fosatu's first national shop steward council meeting for the Barlow Rand companies which was attended by the federations shop stewards from the Transvaal and Natal

The meeting concentrated on the problems faced by the federation in trying to negotiate recognition agreements with the group s companies

Negotiations have reached deadlock over several points according to the shop stewards council especially the 'unreasonable preconditions which companies are insisting on to restrict collective bargaining'

D. Dispatch 24/3/83

# Employer stabbed

EAST LONDON — A man was stabbed yesterday by one of his employees, after a fight broke out between them, the public relations officer for police in the Border, Major W W. Brown, said yesterday.

Mr C Tharratt of Gonubie had an argument with one his truck drivers when a fight broke out and Mr Tharratt was stabbed in the stomach

He was taken to Frere Hospital where he underwent surgery Major Brown said his condition appeared not serious

(151)

A 41-year-old man was detained and the police are still investigating the incident, Major Brown said — DDR

# Firm to pay out R40 000 for 'unfair practices'

RDM 24/3/83

By STEVEN FRIEDMAN
Labour Correspondent

A SPRINGS textile firm, Braitex, has paid the National Union of Textile Workers — affiliated to the Federation of SA Trade Unions — R40 000 in the biggest cash settlement yet of a court action in which a union has accused an employer of an "unfair labour practice"

The company will also reinstate 15 retrenched workers and offer them jobs which should fall vacant

The settlement could have important implications for labour relations as it includes several unique features and was made an order of the industrial court on Tuesday

This means the court has approved these procedures, which include measures preventing management from changing work conditions or retrenching workers without negotiation with a majority union

The agreement also provides for a ballot to be held to determine which of two unions' workers want to represent them

The ballot will also attract interest in labour circles because it pits the NUTW, a major Fosatu union, against a union affiliated to the rival Council of Unions of SA

The settlement follows a long and bitter dispute between Braitex and the NUTW which began after the company recognised the union in 1981

The NUTW claimed that Braitex "unilaterally" scrapped workers' bonuses shortly after signing the agreement and breached an agreement to negotiate with it

It also claimed that retrenchments of 11 workers in June last year and 60 in December were carried out without consulting workers, explaining the basis on which workers were selected for retrenchment or granting them severance pay

In its replying papers, Braitex denied most of the charges

In the settlement, Braitex agrees, without admitting liability, to pay the union R40 000 within one month in full settlement of claims arising out of the retrenchment and the scrapping of the bonus, as well as agreeing to reinstate 15 of the retrenched workers

It also agrees, "to avoid any allegation of favouritism", to hold an independent secret ballot within two weeks to determine whether workers support the NUTW or its Cusa-affiliated rival

4

# Judgment for textile union

Labour Reporter

The National Union of Textile Workers won a significant industrial court determination in Johannesburg this week

The union, a Fosatu affiliate, took the Springs textile firm Britex to court for allegedly taking unilateral decisions on wage increases and retrenchments

The industrial court confirmed a settlement between the two parties and made it binding

The judgment is seen as a slap in the face for the textile industrial council, which has opposed factory floor bargaining The union, which is not a member of the council, won on the principles of factory-level talks, stop-order facilities and access for union officials

Britex agreed to pay R40 000 to the workers without accepting any liability and immediately to reinstate 15 workers who were retrenched last year

The union had subpoenaed the Textile and Yarn Fabric Manufacturers' Association The court upheld the subpoena and the association had to present correspondence between itself and Britex from the time that the dispute started

The documents showed the association's opposition to factory-floor bargaining and its advice to Britex to withhold certain privileges from the union

The court also confirmed a settlement between the union and Britex which provided for certain procedures These were grievance, disciplinary, dispute, negotiating and retrenchment

Retrenchment procedure includes one month's advance notice regarding any retrenchments, the principle of last-in, first-out, subject to special circumstances, alternate measures, severance pay and preferential rehiring

Star 24/3/83

Sowetan 25/3/83

# Union, chamber dispute

(151)

A DISPUTE about sick pay benefits between gold mine workers and the Chamber of Mines was heard yesterday in the Pretoria Supreme Court

The council of Mining Unions applied to the court to review a decision by the Minister of Manpower, Mr Fanie Botha, to refer the dispute to the conciliation board, on condition that it was not viewed as an unfair labour practice

The dispute arose from an agreement between the Chamber of Mines and trade unions that sick pay would not be paid out for the first three days of sick leave

However, the mine manager had discretion to pay out for the three days after referring to the miners' work record

The court heard the agreement was reached to discourage workers from taking days off for long weekends

The council asked the court to rectify the minister's decision by directing the conciliation board to view the dispute as an unfair labour practice

The court heard that the miners threatened to strike if the dispute was not settled — Sapa

...sical director Marilyn Taylor is an unusual musi-
...c Indian Hindu temple horn, known as the Nathas-
...rs ago she came to South Africa for a holiday
...nent — and ended up staying She was finally
well-travelled Nathaswaram on Wednesday, after
...ger of the Baxter Theatre, Mr John Slemon,
...with him from a business trip to England

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The Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers, has instead "now welcomed the CWD wholesale suppliers into the retail trade", Dr Pretorius said, "by granting it — a total stranger to retailing — a maximum of 300 outlets, while other wholesalers are permitted to retain present totals

"The discrimination against the small retailer is taken further by allowing grocers a maximum of 35 off-consumption wine licences This is in direct conflict with the Cabinet decision of 1979, whereby a maximum of up to 5 retail outlets were laid down"

# City SAP man killed

**Staff Reporter**

A CAPE TOWN policeman, Sergeant Jan Andries "Andre" Nell, 23, was killed in a skirmish with Swapo guerillas in the operational area, the Commissioner of Police, General M C W Geldenhuys, said yesterday

Sergeant Nell was stationed at Sea Point police station and lived in the police single-quarters

His father, Mr G H E Nell, of Parow, a retired policeman, said last night that his son had been serving his fourth term of border duty

Sergeant Nell matriculated from the Tygerberg High School in 1977 and joined the police force the following year

Mr Nell said last night that their late son has one sister, Mrs Ohna Bodkin

Funeral arrangements had not been completed

# Mwasa workers lose jobs

Cape Times 26/3/83

JOHANNESBURG — More than 150 members of the Media Workers' Association of SA (Mwasa) employed by The Star, were advised yesterday that they had broken their employment contracts and had therefore dismissed themselves The Star said last night

The newspaper said that the employees had broken their contracts by refusing to resume work after a stoppage that began on Thursday

The workers were seeking the reinstatement of a Mwasa member who was dismissed last week after threatening the life of a supervisor, according to The Star

The man had been given a final written warning last September over "serious disciplinary offences", The Star said

The newspaper's management had agreed to suspend the dismissal pending the outcome of an appeal, but refused to let the man resume work in the meantime Mwasa wanted him reinstated as a condition for calling off the stoppage

In an attempt to break the deadlock and get the employees back to work, the management had offered to advance to yesterday the start of the appeal against the worker's dismissal This offer had been rejected

Production of The Star began later than usual but was completed on schedule Staff from numerous departments helped operate the machines in the inserting room

A Mwasa spokesman last night announced that an emergency meeting would be held to discuss the issue at the Donaldson Community Centre, Orlando East, Soweto — Sapa

# Bid to halt Star strike

Sowetan 28/3/83

151

By SAM MABE

**MEMBERS of the Media Workers Association of South Africa (Mwasa), yesterday expressed concern over reports that the union had used bomb threats against management at the Star newspaper where 150 workers went on strike last week.**

At a meeting held at the Orlando DOCC where the strike which started on Thursday over a dismissed Mwasa member was discussed, members accused management of using false allegations as an indirect way of inviting the intervention of the Security Police

The strike by 150 workers in the inserting department was sparked off by the dismissal about two weeks ago, of a Mwasa member who allegedly threatened a black supervisor who is a member of the predominantly white rival union, the South African Typographical Union (Satu)

The dismissed worker, whose employment was to be terminated on Wednesday, is believed to have been physically removed from the premises of the Star when he ignored his dismissal and started working on Thursday

Other workers downed tools in solidarity with him and demanded that he be re-instated before they could start working again On Friday afternoon, they were informed by management that by refusing to resume work, they had broken their contract of employment and therefore dismissed themselves

Staff from other departments of the newspapers helped to operate machines in the inserting room

After an unsuccessful meeting between management and Mwasa officials, management agreed to suspend the dismissal of the worker pending the outcome of an appeal against the dismissal, but would not allow the workers to resume work in the interim

Mwasa on the other hand, is demanding the worker's re-instatement as a pre-condition for resuming work

The fate of the 150 "self-dismissed" workers will be decided at today's meeting between Mwasa officials and management It is believed that Mwasa is likely to demand management's withdrawal of the "self-dismissal" letter before any negotiations can be entered into

# Move to end Star dispute

Star. 28/3/83

(157)

The Star's manager will meet the national executive of the Media Workers' Association of South Africa (Mwasa) today in a bid to resolve the newspaper's labour dispute with works department union members.

Mr Jolyon Nuttall said the dismissal of more than 200 workers remained in effect and alternative measures were being taken to ensure The Star's production. The workers were dismissed at the weekend for refusing to return to their jobs.

# Black unions join pay struggle

30/3/83

Political Editor

WAGES for black mine workers will no longer be set by agreement between members of the Chambers of Mines

Instead, say the chairmen of the three major gold mine companies, they will be subject to employer negotiations with black unions

The chairmen — Mr Dennis Etheredge of Vaal Reefs, Mr Gerald Langton of Western Deep Levels and Mr Nicholas Oppenheimer of Elandrand, foresee a new era of negotiated wages springing from the advent of trade unions for black workers

An Anglo American news release says "The past year has seen the formation of at least four unions which emphasise membership of black and coloured mineworkers"

It adds "Two of these unions requested, and were granted, access to recruit on its member mines by the Chamber of Mines"

In their reviews for 1982 the three chairmen refer to the operation of consultative committees for the past five years as a system of communication between mine workers and employers

(151) Sowetan 31/3/83

# Garment union guns for big increases

**THE PROPOSALS by the Port Elizabeth branch of the Garment Workers' Union of South Africa, to have the wages for the garment workers in the region increased by as much as 20 percent, got full support from members.**

At an annual general meeting of the branch last week, branch secretary Mrs Katie Gelvan explained the proposals to members These include

- A 20 percent increase on July 1 this year, followed by two and half percent on December 1 and a five percent as from June 30, 1984
- A reduction in some qualifying periods
- Pay for public holidays fall on a Sunday.
- Annual paid leave to be increased should be increased to 15 working days
- Workers should be given 30 minutes grace per week before losing their attendance bonus

# Hotel auditor held over 'lost R10'

151

Express 3/4/83

A MAN who has spent nine years counting and checking sums of up to R20 000 every night says he was held in jail for three days after R10 went missing

The case against him was subsequently withdrawn, but when 33-year-old night auditor Ezekiel Tshwaane Phahlamohlaka returned to his job at Johannesburg's President Hotel, he was dismissed for 'incompetency'

His pleas that he had recently been awarded a 100% competency certificate were, according to him, ignored

Mr Phahlamohlaka, who has worked at other top Johannesburg hotels, said this week. "I've been labelled a thief and incompetent Now I have to start from scratch — after nine years — and build a new reputation"

He described the humiliation of having to remove his Holiday Inn jacket and tie in the reception area, in front of other staff members and guests, and being led off by a detective to John Vorster Square

The night he was arrested he had balanced and checked R17 000

His troubles began during the early hours of Thursday, March 17, on his usual 11pm to 7am shift He had checked and balanced the takings and locked the money away

"Just before knocking off the night manager, Mr Detlef Spering, asked if he could search my colleague and me because R10 had gone missing We agreed I would have stripped naked if he had wanted me to The money wasn't found

"The assistant front office manager, Mr J Watson, was called and we were searched again

"I was told the R10 had been seen before I did the banking and was missing when I had finished

"The R10 was found in the float and hotel security were called and statements taken

"A detective from John Vorster Square arrived

"Other staff members kept asking me what was going on I felt so humiliated Now it looks like I stole all the money that's been going missing

"I was locked in a cell at about 3pm Staff members at the hotel told my family I was scared"

Mr Phahlamohlaka remained in jail until March 21, when he was due to appear in court charged with the theft of R10 "About 3pm I was told I could go home and 'cancelled' was written on my file"

When he went back to work he was dismissed for incompetency

Mr D Rosenbleck, the hotel manager, said "We've heard nothing from the police Perhaps I will make inquiries"

He added that Mr Phahlamohlaka may be re-employed

# No Star jobs for Mwasa strikers

CAPE TIMES 6/4/83 (151)

JOHANNESBURG — The 209 workers who went on strike at the Star newspaper in Johannesburg recently would not be re-employed, the manager, Mr Jolyon Nuttall, said yesterday

He said in a statement "Management of the Star today told members of the national executive of the Media Workers' Association of South Africa that none of the 209 workers, who broke their contracts recently by refusing to work, would be employed again by the newspaper They had automatically dismissed themselves"

The employees refused to work on March 17 and 18 unless a fellow Mwasa member, who had been dismissed for threatening the life of a black supervisor, was reinstated pending an appeal against his dismissal

Management agreed to suspend the dismissal of the employee, Mr Oupa Msimang, pending the appeal, but not to permit him to resume work

The appeal was heard last week by the manager of the Star, Mr Jolyon Nuttall He upheld the decision to dismiss Mr Msimang The worker had received a final warning last September for serious disciplinary offences

## 'Extremely painful decision'

Mr Nuttall's statement read

"The decision not to re-employ all or some of the 209 workers, dismissed recently by the Star for refusing to work and thereby breaking their contracts of employment, has been extremely painful

"It has been taken in the knowledge that personal hardships may well result and that long service by some of those involved will remain severed

"Our decision is based on the belief that industrial peace and harmony become remote prospects not only at the Star and in the newspaper industry but in South Africa as a whole, if agreements are not observed and if contracts are broken

"As the country's leading daily newspaper, the Star is an essential service in the provision of information

## 'Severe disruption'

"For two days, the workers involved caused severe disruption to that service by repeatedly refusing to work In the process, they broke the terms of the national agreement between their union — the Media Workers' Association of South Africa — and the Argus Company

"Sound labour relations must be based on faith in, and adherence to, formally concluded agreements and procedures Wildcat stoppages and illegal strikes undermine this base

"The management of the Star believes it is necessary to stand firm at this time, if there are to be fruitful years ahead" — Sapa

Richard Lewis 6—2, 6—3 ● See Back Page

# Agreement on pay for journalists

Star 9/4/83

An agreement on journalists' salaries and working conditions for 1983 was reached in Johannesburg yesterday between the Southern African Society of Journalists and major English-language newspaper employers, the parties said in a joint statement

This followed a recent agreement between the SASJ, the Argus Company, SA Associated Newspapers and the SA Press Association that they would remain members of the SA Newspaper Press (Editorial) Conciliation Board, their negotiating body

The parties said "The agreement incorporates an increase of 12,5 percent in the total salary bill for senior journalists granted by the employers in January and provides new increases for junior journalists

"Junior journalists will receive an increase of R50 or 10 percent, whichever is the greater, effective six months after their most recent increase

"Senior journalists are guaranteed a minimum increase of seven percent on their July 1982 salaries, effective from January 1, 1983, if they have not already received such an increase

"The parties agreed to continue discussion on outstanding issues during 1983," the statement added — Sapa

# France will cut only sports links with SA

Star 9/4/83

PARIS — France will maintain diplomatic and commercial ties with South Africa "despite its appeal to French sporting bodies to end links with the white-ruled Republic" an External Relations Ministry spokesman said yesterday

The spokesman was commenting on a government request to French sports federations to forbid teams from taking part in South African events

The request, made public yesterday by Sports Minister Edwige Avice, sparked protests from sports officials, who questioned the right of the government to ban sportsmen from South Africa while France pursued an aggressive trade policy with Pretoria

"It seems easier to send commercial representatives to South Africa than rugby men," said Mr Albert Ferrasse, French Rugby Federation president He added that the federation would defy the request and go ahead with a planned June tour

France, which is trying hard to redress a huge trade deficit, is South Africa's sixth largest trading partner

The Ministry spokesman said the French Embassy would remain in South Africa and continue to use its influence "in assisting victims of apartheid"

Sports administrators described the government stance as "absolutely hypocritical" — Reuter

## Just a chance of rain today

There was a slight possibility of rain over the Reef this afternoon, a Weather Bureau spokesman in Pretoria predicted today

He said the weather would be partly cloudy and warm with a slight chance of thunderstorms later

Transvaal rainfall in March was much lower than the annual average At Jan Smuts Airport there was 56,2 mm against an average of 78,6 mm

# Horror find in old trunk

SOMERSWORTH, NEW HAMPSHIRE — An American couple opened a trunk left in their care by a friend 25 years ago only to find the mummified remains of five babies, police said today

Medical examiner Dr Henry Ryan told reporters he could not make tissue tests to determine ages because the remains were "powdery and crumbling"

Police did not name the couple who opened the trunk while spring cleaning their home Its original owner had been located and was co-operating with investigations, police added — Reuter

The tarmac outside ... became so hot that th... of fire hose were dest... the rear section of on... gine melted

The fire spread so ... that efforts had to be ... trated on preventing it f... spreading to other buildings

Firemen battled on th... fronts and managed to cont... the blaze

"There was nothing th... could be done to stop the flam... once they had got a hold Th... building simply burnt like a ci... der" said Mr R G Nicholso... president of the Witwatersran... Agricultural Society (WAS), ye... terday

Unsung heroes of the dram... included Dorothy Segatto, Pa... Davies and Peter Richardso... who were working in the aren... office when the fire started

### DOCUMENTS

Choked by dense smoke, the... carried documents and files... trophies and electronic equip... ment into cars until forced by firemen to evacuate the building

The damaged buildings were earmarked for use by the University of the Witwatersrand, which planned to expand the commerce faculty and an additional library into the showgrounds in 1985

# violent death of Saul Mkhize

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cial to us and we must have reasonable answers regarding fears for the future We are in your hands but prefer to be in Driefontein where we have lived for many, many years"

Four months later Dr Koornhof answers, reminding people of the dam and stating that only the terms of the move are negotiable

November Mr Mkhize presents Legal Resources with a mandate signed by 307 landowners to act for them to oppose the move On November 3 the "Swazi section" of Driefontein is taken in buses to the relocation site at Lochiel, kaNgwane Armed police watch them board buses On November 9 some of the "Zulu section" is taken to Babanango Once again police are present In all only 51 of an estimated 500 landowners go to view their proposed homes, but a fair number of tenants go

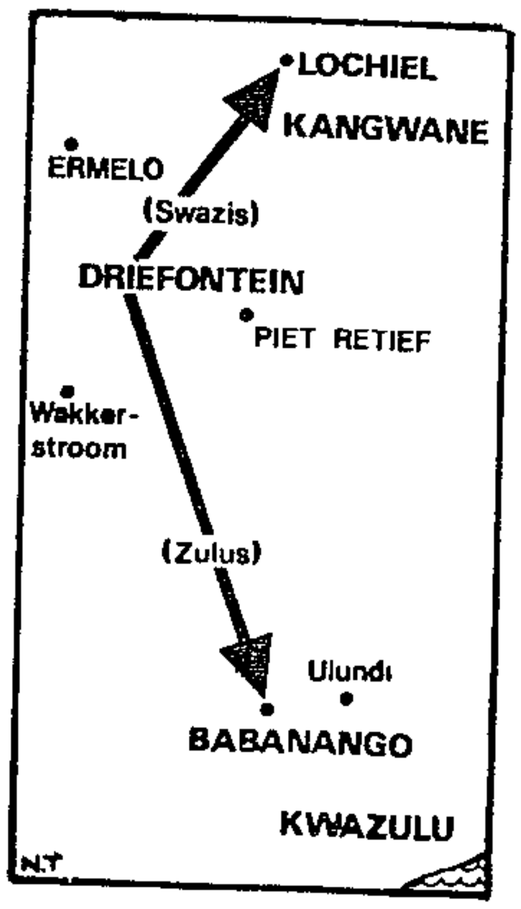
December Saul Mkhize and his committee meet Bishop Desmond Tutu of the South African Council of Churches, to "persuade him to use his influence to halt the removals" Because of dissatisfaction with the community board, which now appears to accept removals, at a meeting on December 26 the Council Board of Directors of Driefontein is formed Saul Mkhize is elected chairman Residents report increased police activity, including pass arrests and searches and fining of women for not wearing undergarments

March 12 People report that men in camouflage uniforms have checked passes and said that when the Development Trust comes the next week people should say they wish to move

April 2 The Council Board of Directors calls a meeting to discuss the resettlement developments A crowd of between 300 and 500 gathers at the Cabangani Primary School between 9 30 and 10 00 am Police arrive just before the meeting is due to commence They tell chairman Saul Mkhize the meeting is illegal

Reports of subsequent events vary But within minutes of the meeting's exchange with the police, Saul Mkhize is felled by a police bullet and dies shortly thereafter

April 16 Saul Mkhize is to be buried at Driefontein A question mark hangs over the finality of his resting place and the future of his community



151

FOSATU'S Paper, Wood and Allied Workers' Union has gained an advance in its attempt to bargain outside an industrial council

It has been recognised by Carlton Paper in Wadeville, which means two of the four paper employers have agreed to bargain outside the council

There has been employer association pressure on firms not to bargain outside the council

Clearly, the paper union feels more able to resist pressures to join a council than Fosatu's Metal and Allied Workers' Union, which recently joined one

RDM 11/4/83

# Trade unions 'move away from strikes to legal action'

151

Labour Reporter

**A CHANGE of emphasis in trade union industrial action strategy had been noticed by academics, industrial relations practitioners and union watchers during the past year**

This new trend, which seemed to be becoming increasingly common, was a swing from strike and work stoppages to legal action Unions were, more and more frequently, turning to both the ordinary and industrial courts to settle disputes and fight for workers and trade union rights

This new order was the subject of a recent publication, *Industrial Relation Trends*, by Prof Willie Bendix of the Stellenbosch School of Business and Mr Eddie Nicholson, a manager of an industrial relations practice

They suggested that the business of labour relations was fast becoming equated with that of labour legislation because of the unprecedented number of labour-related cases heard by industrial and ordinary courts recently

There had been some significant examples of this trend during the past year

In the Stag Packaging case a full bench of the Supreme Court overruled a lower court judgment and allowed seven workers, allegedly dismissed for trade union membership, to apply for reinstatement.

More recently members of Fosatu's Metal and Allied Workers' Union were granted temporary reinstatement at Stobar Reinforcing when the Industrial Court issued a status quo order after the union claimed the company had committed an unfair labour practice by dismissing all employees and selectively rehiring some of them

And four Fosatu unions are presently awaiting a Supreme Court judgment after their appeal against a decision by the Minister of Manpower not to allow them to bargain officially for all race groups and to allow race to be one of the aspects of trade union registration

Significantly the matter has been taken to court, rather than Fosatu unions protesting the decision by deregistering, as many observers expected them to do at the time

Prof Bendix and Mr Nicholson believe that 'unions see industrial court action as an alternative to strike action and as a means of redressing traditional inequities and bargaining imbalances'

Trade unionists, however, especially those of the newer unions, see the matter differently

Alec Erwin, the trade union federation's former general secretary and present national education secretary, does not think unions are using the courts as an alternative to strike action

'Legal action is just one of a range of strategies that unions have adopted to gain and ensure worker rights Fosatu will only go for a court action if it is linked to a planned organisational drive'

It seems likely however that Fosatu unions will become more involved in Industrial Court cases in the years ahead Their changed attitude towards union registration, which drew criticism from some unregistered unions, and the decision by some Fosatu unions, notably the Metal and Allied Workers' Union, to join industrial councils could lead to increased industrial court action in the settling of disputes

Mike Morris of the unregistered, independent General Workers' Union agreed that the Industrial Court was just one strategy open to trade unions, but believed the current recession had led to the increased use of the court in settling disputes and protecting workers' rights

'The economic climate has put unions on the defensive This has pushed the Industrial Court, as a union tactic, to the fore'

Mr Morris said some unions always resorted to the courts as a means of settling disputes, but believed this was due to a lack of organisation in the unions concerned

'For some unions the court is the only weapon they have

'It is important to remember that the status of the Industrial Court is ambiguous at the moment Unions are therefore testing it all the time, and testing new labour legislation, for example unfair labour practices, by taking it to the Industrial Court'

Durban lawyer Richard Lyster, who has represented trade unions in legal disputes, believed the creation of the Industrial Court was an attempt by the Government to come to terms with 'what is perceived as a move away from traditional and reactionary labour practices'

'The carrot of the Industrial Court, of temporary reinstatement orders, of orders for p wages after d held out to w union alike t them to deal disputes in a rather than by

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# 'rade unions 'move away 'om strikes to legal action'

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'The carrot of the Industrial Court, of temporary reinstatement orders, of orders for payment of wages after dismissal is held out to worker and union alike to persuade them to deal with their disputes in a court of law rather than by striking

Mr Lyster said recent decisions from the Industrial and Supreme Court had dismissed some perceptions of them as being tools of management and of having an establishment bias in their decisions

He warned however, that 'it would be naive to believe that the union movement does not perceive the Industrial Court clearly in its South African context that is as a functionary of the State aimed at maintenance of the status quo and the steady growth of capital'

151 RDH 11/4/83

UNION registration, perhaps the hottest labour issue in the early days of the new labour dispensation, has abated somewhat as an issue

Since then, the difference between emerging unions who registered and those who did not have diminished

But there are still controls over registered unions which do not apply to their counterparts A Government official can decide who these unions can represent, in which industries they may bargain officially and so on

Generally, he does this after objections from already registered unions who do not want the new unions encroaching on their turf

On the other side of the coin, unregistered unions cannot have union dues deducted by employers without Ministerial permission

A consensus between major employer groups and emerging unions developed in

D. Dispatch 13/4/83

# Saawu goes to court

151

EAST LONDON — For the first time, the South African Allied Workers' Union (Saawu) has gone before an Industrial Court to resolve a dispute

The unregistered trade union brought an injunction for a restitution order against Fry's Metals at Berlin as the first step in getting dismissed workers re-employed

Judgment on the order is expected to be made by the chairman of the court, Dr D B Ehlers, within the next week

The vice-president of Saawu, Mr Sisa Njikelana, confirmed it was the first time the union had applied for an Industrial Court hearing

Neither Mr Njikelana nor the branch manager of Fry's Metals here, Mr R F Currie, would comment on the case, saying they would have to wait until judgment was passed

The assistant registrar of the Industrial Court, Mr P M Joynt, said from Pretoria that the next step in resolving the dispute would be the convening of an Industrial Council — DDR

Sowetan 14/4/83

# Shock claims by store staff

(151)

**SEVERAL workers at a Roodepoort supermarket claim that employees suspected of stealing were made to strip down to their underwear — in full view of customers.**

The workers also claimed that almost half of the workforce at the supermarket, Wilrow Park Shop 'n Bag, were not registered and said the management there had refused to register them

However, a woman claiming her name was "George" and that she was the manager/owner of the shop, yesterday refused to confirm or deny the allegations "I won't confirm or deny the allegations until you furnish me with the names of your informants," she told **The SOWETAN.**

"If I can find those workers who told you this, I am going to kill them Don't try to phone again because I am going to catch you," she told this reporter, and hung up.

The workers' grievances include

- The assault of workers by the supermarket owner,
- the delaying of the workers' salaries and "mysterious" deductions from their wages, and,
- workers forced to work during public holidays

One worker said "About six workers have so far left the supermarket after they were assaulted by the employer We are very unhappy but there is nothing we can do because we have families to support

"We are treated like dogs We always struggle to get our pay as if we did not work for it The manager dilly-dallies when it is time to pay and, unless you try some tricks, chances of getting your pay are nil," he added

# Mine wage talks in bid to end deadlock

By STEVEN FRIEDMAN
Labour Correspondent

EMPLOYERS and white unions in the mining industry will meet tomorrow in a final attempt to reach a wage deal to prevent unions calling a dispute with the Chamber of Mines.

A dispute is the first step towards a legal strike

Meanwhile, unions and employers in the giant metal industries have agreed to meet on April 26 to formally begin negotiations on pay

Employers, represented by the Steel and Engineering Industries Federation, are against any increases at all and established unions want a 14% rise Emerging unions are still formulating their demands

On the mines, unions and employers reached deadlocked at a meeting held at the end of last month when the Chamber of Mines said it would not make a formal wage offer unless unions moderated their demands

Unions say they have asked for a 13,1% rise, but employers say the unions' total demands, including fringe benefits, are over 20%

"We hope Friday's meeting is able to settle the wage issue We don't believe that, in the present climate, the country can afford a confrontation in the industry," a mine unionist said yesterday

Meanwhile the SA Boilermakers Union has attacked employer calls for unions to forego wage rises because of the recession and drought.

An article entitled "Recession and drought are not our doing" in the union's journal "The Crucible", says that the drought was making the lives of union members harder as well as affecting the economy

It adds unions are often unable to assess whether employers are able to pay increases because unions are not given "factual information on which the employers' claims rest"

"Very little" compensation was provided for retrenched workers at present and the negotiations should be aimed at helping and protecting them.

# Ruling against Govt on unions

16/4/83 (157) E. Post

MARITZBURG — A full bench of the Natal Supreme Court has ruled that the Government does not have the right to limit the racial composition of a trade union

In May, 1982, the Minister of Manpower, Mr Fanie Botha, upheld a ruling by the Industrial Registrar that the Metal and Allied Workers' Union, the Transport and General Workers' Union, the Chemical Workers' Union, and the National Union of Textile Workers could not register as non-racial trade unions

The presiding judge, Mr Justice Leon, with Mr Justice Booysen and Mr Justice Law concurring, said "I find myself quite unable to accept that without evidence we must infer that different races necessarily have different interests

"In my opinion, the contrary is true and industrial interests will usually be common to all employees irrespective of race In the absence of any evidence supporting these submissions on this topic I find their contentions to be wholly unacceptable"

In 1980, the unions applied to the Industrial Registrar for registration

They failed to say from which race groups their members were drawn and they were registered with the condition that they could not admit white members

In April, 1981, the unions appealed against the ruling and a year later this was rejected by the Minister

This was in spite of the fact that the Minister had granted permission for their non-racial registration beforehand

He had in fact, exempted the four unions from some of the provisions of the Labour Relation Act

The unions submitted that a racial group did not, in terms of the Act, constitute an "interest" and the Minister and the Registrar could not use race as a criterion in determining the interests served by them or the interests for which they should be registered

In allowing the four appeals Mr Justice Leon said the Registrar "plainly erred in imposing the limitation"

He ordered the Registrar and the Minister to pay the costs

An all-white Pretoria union, Munisipale Werknemers, which objected to the non-racial composition of the TGWU, was ordered, as a respondent, to share the union's costs — Sapa

D. Dispatch 16/4/83

# Industrial court action denied

(151)

EAST LONDON — The South African Allied Workers Union (Saawu) yesterday denied it had taken a Berlin company, Fry's Metal, either to an industrial court or the industrial council

In a statement confirmed by the union president, Mr Thozamile Gqweta, Saawu said that four workers were dismissed and that later the management fired the entire workforce, following a work stoppage

Saawu said that in accordance with principles it could not participate in industrial councils but was prepared to negotiate with Fry's Metal only on a shop-floor basis

The four workers had filed the case in their individual capacities, the statement said — DDR

# Unions win battle on race ruling

Mercury 16/4/83 (151)

**Pietermaritzburg Bureau**

THE racial qualification placed on the registration of four trade unions by the Industrial Registrar was set aside in the Supreme Court in Pietermaritzburg yesterday

The trade unions successfully appealed against the decision by the Industrial Registrar to place a racial qualification on their registration when they registered in 1980

The appeal by the Metal and Allied Workers' Union, the Transport and General Workers' Union, the Chemical Workers' Industrial Union, and the National Union of Textile Workers is regarded as a test case which is likely to have an effect on the future registration of trade unions

In upholding the appeal by the unions, Mr Justice Leon, with Mr Justice Law and Mr Justice Booysen concurring, said the Industrial Registrar had erred in imposing the race limitation on the registration of the unions

He granted an order setting aside the racial qualification imposed on the registration

The decision by the Industrial Registrar to limit the registration to a particular race was supported by the Minister of Manpower, Mr Fanie Botha

'We are unable to accept the argument that different races necessarily have different interests In my opinion, the contrary is true and industrial interests will usually be common to all employees, irrespective of race,' Mr Justice Leon said.

The Judge accepted the contention by the unions that the industrial interests of all races were the same and upheld the appeal against the Industrial Registrar and the Minister of Manpower

# 'Final' 8% offer for white mine unions

16/4/83 (151) RDM

By STEVEN FRIEDMAN
Labour Correspondent

THE Chamber of Mines yesterday offered white mine unions ar 8% pay rise which the unions will now take back to their members

The chamber has also offered to increase employer contributions to the Mine Employees' Pension Fund by 1%, according to a chamber statement issued yesterday

Mine unionists said yesterday they 'could not recommend this offer to our members but would take it back to white mine workers over the next two weeks Another meeting is planned for April 28

The unions say they have demanded a 13 1% increase, though mine employers say their demands come to around 23% when requests for fringe benefits are included

It is understood that the unions have already withdrawn some of their demands

Yesterday's meeting was held following indications that the unions planned to call a dispute on the issue — the first step on the road to a legal strike

Unions had planned to call a dispute after the chamber refused to make a wage offer until unions moderated their demands

The chamber's statement yesterday said union men had been offered an 8% pay rise on standard rates which would come into effect at the beginning of the May pay month as well as the increased employer pension contribution

A union source said yesterday that his and other unions would be holding meetings of their general membership over the next two weeks

"It will be up to them to decide but the offer is less than the minimum we planned to settle for and we will not recommend that our members accept it" he said

It is understood that the unions which earlier withdrew some demands for improved fringe benefits reduced their demands again at yesterday's meeting

It is also understood that the chamber told the unions yesterday that the 8% was its "final offer'

Last year's mine pay negotiations led to a dispute and was only settled shortly before unions were to hold a strike ballot

However the union demands are lower this year and the chamber's offer is higher factors which reduce the likelihood of another dispute.

## Barbarians on the box

TV Editor

"SPORT '83' will open at 2pm today

Live coverage will include athletics from Bloemfontein and the Holiday Inn Trial at Turffontein There will also be recorded coverage of rugby with Scotland versus the Barbarians at Murrayfield, Scotland and of last Sunday's SA Open men's doubles final

On TV2 at 9 30 tonight there will be a programme of special interest for karate fans This is a 60-minute feature on the tour of Hong Kong, Japan and Taiwan in November last year by a Springbok karate team

## 21 mourners shot, killed

KAMPALA — A Ugandan Special Forces policeman went berserk and shot dead 16 people at the funeral of a colleague before committing suicide, police said yesteday

A further five people have since died of wounds inflicted in the shooting at Asureti village, near Soroti, in Eastern Uganda, last Friday Two of the dead were policemen — Sapa-Reuter

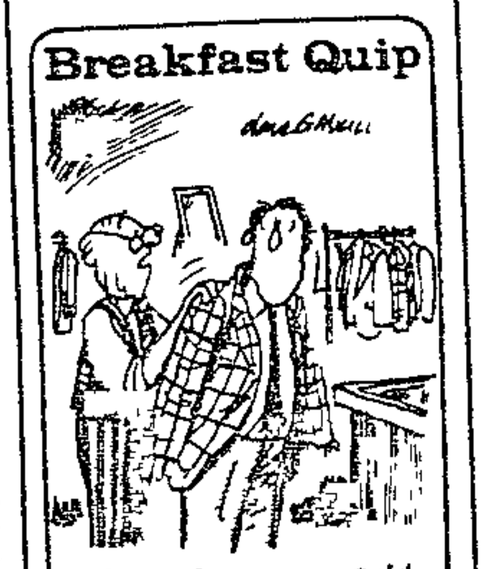
## Looking at heart disease

HEART disease is the biggest killer of South Africa's whites and Indians

In an attempt to focus public attention on heart disease, the Rand Daily Mail is following the progress of a Johannesburg heart attack victim, John Smith (not his real name)

The latest report on Mr Smith's progress appears on Page 7

**Breakfast Quip**



"Or perhaps sir would like our flak-jacket, specially designed with Hillbrow shopping in mind?"

## Shippers battle for key to the problem

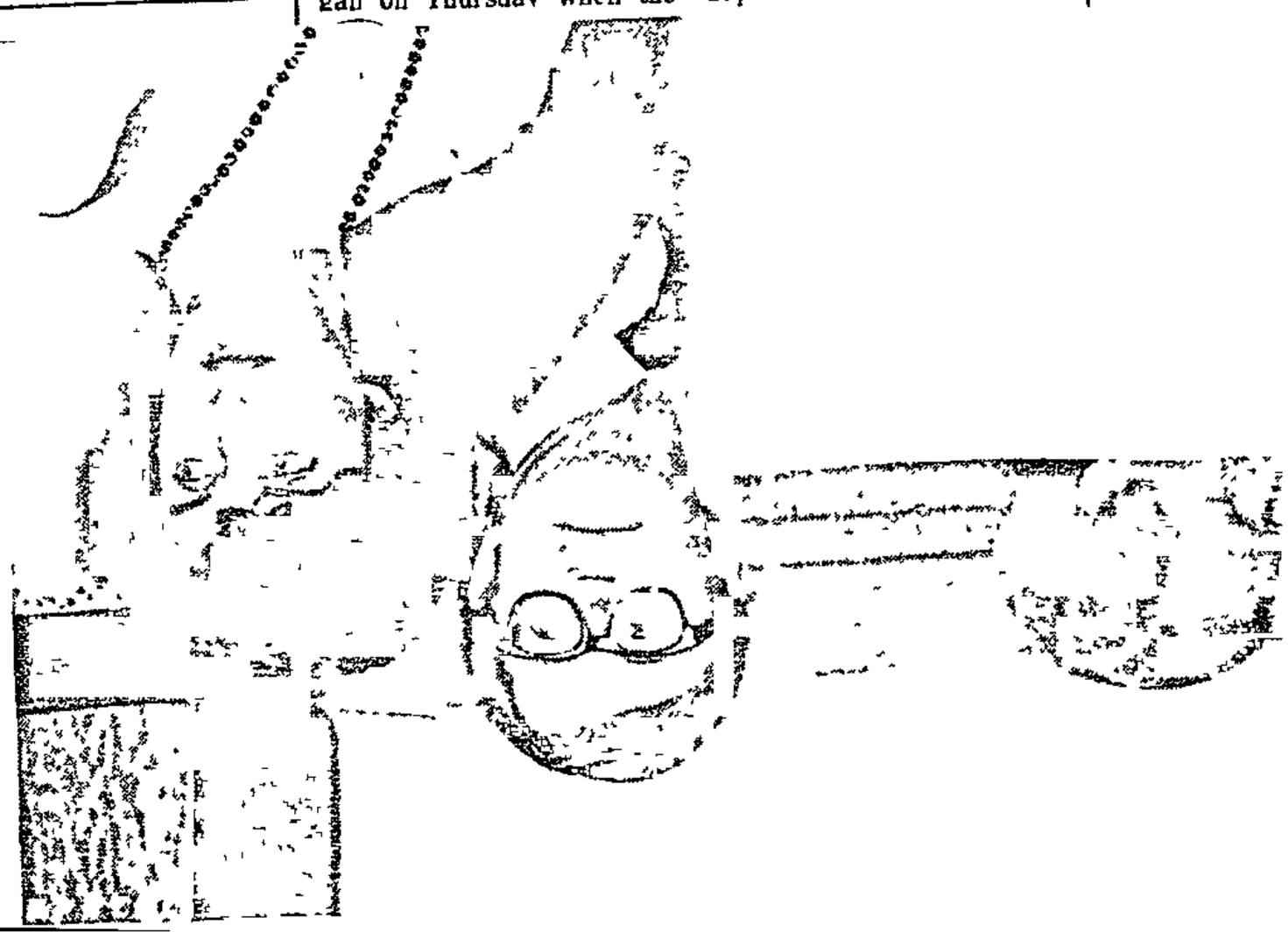
DURBAN — The "key game' usually conjures up spouse-swopping hijinks — but there's a new version that is driving agents and workers in the Durban dockyard around the bend

On the one hand they have 500 new cars, and on the other they have a large bag into which 500 keys have been dumped Finding the right key for the right car is the name of the game

The cars were off-loaded on Wednesday and the fun began on Thursday when the cars were to be unlocked and driven away The game continued yesterday and the end is not yet in sight

Only 45 cars were delivered yesterday More were unlocked but could not be moved because they were boxed in by others still without keys

Shipping agents who must deliver the cars to Alfa distributors are faced with vehicles valued at R3-million neatly parked on the pier unable to be driven away — Sapa



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## 'Live' rail lines set for 1985

**Mail Reporter**

WORK on the electrification of railway lines between Port Elizabeth and Johannesburg should be completed by June 1985

South African Transport Services said the phase between Bloemfontein and Noupoort, linking up with De Aar, would cost R22-million

ers refusing to return until increases attitude

# White miners seem split on eve of key pay talks

(151) RDM 18/4/83

**Labour Correspondent**

KEY pay negotiations on white wages in the mining industry resume today with union members apparently split on whether to accept a Chamber of Mines offer of an 8% pay rise

Unions have demanded a 13,1% increase, together with increases in fringe benefits which mine employers say would increase union demands to nearly 23%

The Chamber originally refused to make unions an offer until they "moderated" their demands, but, at a meeting two weeks ago, offered mine union men an 8% rise on standard pay rates and a 1% increase in employer contributions to the Mine Employees' Pension Fund

Unions have been taking this offer back to their members and are due to give the Chamber their answer at a meeting today

Unionists believe the outcome of the mining talks could have a key bearing on the current metal industry pay talks

Yesterday the chairman of the Confederation of Associations and Mining Unions Mr Arrie Paulus refused to say what white workers reaction to the offer had been

"I am not going to follow the route the Chamber has taken, which is to negotiate through the Press before we have reached agreement," he said

But a union source said the reaction of unions and white workers to the Chamber offer had been "mixed"

Some union executives believed the offer should be accepted while others did not Some had had telegrams from regional committees urging them to hold out for more

Among workers the reaction "seems to have followed a regional pattern" In some mining areas, workers believed the 8% was all they were likely to win in the negotiations, while others favoured holding out

"It will only become clear tomorrow when the union caucus meets what stance we will take" the source said

A mine unionist said yesterday a key issue persuading some unions to hold out for more was their demand for an extra week's leave

Observers believe it is unlikely that the mine negotiations will result in the same confrontation as last year, when the dispute between the Chamber and the unions was settled on the eve of a union strike ballot

## LABOUR

# Workers at Barlow want joint talks

(151) (189) RDM 19/4/83

Labour Correspondent

THE Federation of SA Trade Unions wants the giant Barlow Rand group to negotiate a joint recognition agreement with it for all Barlow companies in which it has majority worker support

But yesterday Barlow's industrial relations director, Mr Reinald Hofmeyer, said it was "open to serious doubt" whether this was feasible

The decision to ask for a joint agreement was taken at the second Fosatu national Barlow Rand shop stewards council, which brought together 45 stewards from 14 of Barlow's paper and metal factories in Natal and the Transvaal

The meeting had also discussed "on-going disputes between Fosatu members and some Barlow companies", a Fosatu statement said

It said the stewards council would ask for joint recognition negotiations to begin in May

Mr Hofmeyer said Barlow Rand was "unaware" of "ongoing disputes" between Fosatu members and Barlow companies

"Joint negotiations on a recognition agreement will be feasible only if unanimity can be reached between the managers of all the companies concerned and the union organisers involved

"Whether this is feasible in a group as diversified and geographically dispersed as our own is open to serious doubt," Mr Hofmeyer said

# Cusa disputes ballot result

**Labour Correspondent**

A BALLOTT at an East Rand plant, in which workers were asked to choose between Fosatu-affiliated and Cusa-affiliated textile workers unions has ended in a crushing victory for Fosatu's National Union of Textile Workers

But Mrs Evelyn Seloro, general secretary of Cusa' Textile Workers Union (Transvaal), disputes the ballott's validity and says she asked her members to boycott it

The ballott was held at textile firm Braitex to comply with a settlement between it and NUTW which has been made an order of the Industrial Court.

In terms of the settlement, the company agreed to hold a ballott between the two unions to determine which had worker support

NUTW's victory means it wins recognition, bargaining rights and protection for members against retrenchment.

In a recent ballott, which was scrutineered by the chief shop stewards of both unions, 153 workers voted for Fosatu's NUTW and 9 for Cusa's TWU (Transvaal) Forty-five workers did not vote because they were not on shift at the time

Both unions said this occurred because management unilaterally held the ballott ahead of time, without informing union officials

A Braitex spokesman refused to comment yesterday "We are not interested in talking to the Press They write nonsense about us"

Mrs Seloro said yesterday that her union had contested the ballott's validity, but apparently without success

"We asked our members to boycott it because it was not held with our knowledge. The steward who scrutineered it should not have done so," she said

# 24% wage hike after mediation

RDM 19/4/83

Labour Correspondent

IN AN unusual move, wage negotiations between a newspaper distribution company and the Commercial, Catering and Allied Workers Union have been settled with the help of mediation

Allied Publishing, which recognises the union, has now reached a wage agreement with it which will see minimum pay for the company's 1 500 workers rise by 23,8% and wages for the highest paid rise by 16,3%

The union's general secretary, Mrs Emma Mashinini, hailed the agreement, saying it was "excellent, bearing in mind that employers always raise the recession when we negotiate wages"

Mediation, in which a third party intervenes to settle a dispute, but does not try to dictate a settlement to either side, is attracting increased interest from local managements, although some unionists and managements reject the idea

The Government is also introducing a mediation service in labour law, but the Allied mediation took place independent of this service

Allied's managing director, Mr R J Mitchell, said the negotiations had begun about a month ago and that the two sides had initially been far apart

"The union initially demanded a 57% rise which we could not accede to and we decided that a third party could help to bring the two parties together"

The mediator, Mr Paul Pretorius, had been called in a week ago and had "done an excellent job in bringing the two parties together", Mr Mitchell said

He stressed, however, that the negotiations had "taken place extremely amicably, even when we were in dispute"

According to the union, the new agreement will push minimum wages up to R64,35 a week for workers who started at Allied after January 1 this year The minimum for other workers will be R65,10

It said the increases ranged between R12,50 and R19,50 a week.

Mr Mitchell confirmed these figures

(157) (~~140~~) RDM 19/4/83

# Unions hail court ruling a 'victory'

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions has hailed as a "crucial victory" a Natal Supreme Court decision which allows four of its unions to obtain non-racial Government registration certificates

Fosatu argues that the court decision "totally rejected" the State's argument that race could be seen as an "industrial interest"

The court's judgment is seen by labour observers as a serious blow to registered unions who have sought to use the official machinery to prevent new unions bargaining for white or coloured workers

Fosatu has also appealed to the Government to now grant all its unions non-racial registration, despite the fact that a case in which two more of its unions are appealing against racial registration is still to be heard by the Transvaal Supreme Court.

Fosatu took the case to the Supreme Court after the Minister of Manpower, Mr Fanie Botha, upheld a decision by the industrial registrar to register six of its unions on a racial basis

The registrar took this decision two years ago after registered unions objected to the Fosatu unions' application to be registered non-racially

They argued that, because the Fosatu unions had no white members and some had no coloured members, they were not entitled to non-racial registration

Fosatu argued that, although the industrial registrar has the right to register unions for specific "interests", race could never be regarded as an "interest" and should not be a factor in considering registration

In a judgment on Friday, Mr Justice Leon, with Mr Justice Booysen and Mr Justice Law concurring, set aside the unions' racial registration

The court found that there were cases in which race could be regarded as an "interest" for registration purposes

But it did not follow from this that "the mere difference in race justifies the inference that each race has different industrial interests"

It rejected the argument of counsel for the Minister that different races automatically have different interests, finding that "industrial interests will usually be common to all employees irrespective of race"

As no evidence had been led to indicate that special circumstances allowing race to be taken into account existed in the case of the four unions, the Registrar had "plainly erred" in registering the unions racially

Fosatu said in a statement that it had rejected racial registration "in line with Fosatu's policy of non-racialism"

It said it now awaited the State's decision "on whether they wish to proceed with the case due to be heard in the Transvaal Supreme court in respect of the racial registration of the Paper Wood and Allied Workers Union and the Sweet, Food and Allied Workers Union"

19 APR 1983 SOWETAN

# Metal union wins battle for higher wages

151

**THE METAL and Allied Workers' Union (Mawu) members have won significant wage increases after negotiations with management at Litemaster (Pty) Limited in Wadeville.**

By SELLO RABOTHATA

The company agreed to an increase of 20 cents per hour with immediate effect and a further 10 cents in July The increase has been welcomed by workers at the company as a significant move towards a living wage The chairman of the company's shop steward committee, Mr Richard Ntuli, said "In the face of continually rising prices, workers are struggling more than ever "

Mr David Seabi, Mawu's general secretary, welcomed the increase and said "This increase and those recently negotiated in Durban by Mawu are highly significant because they show that even in this recession, companies can afford to pay increases

**PROFITS**

The vast majority of companies are still showing big profits Many companies have retrenched more workers than necessary and are now speeding up production. They did this before the recession, when production increased much faster than the wage bill We can never accept that workers must carry the whole burden of the recession Workers and their families are starving — shareholders are not "

Meanwhile at local general meetings held by the Fosatu locals of Katlehong, Benoni and Kempton Park last weekend, members strongly supported the Mawu call for a minimum wage of R90 per week in the metal industry The union's demands for the negotiations of the metal industry's industrial council, which start this month, were fully endorsed at the meetings

Besides the demand for a minimum wage of R90 per week, the meetings demanded an across the board increase of R80 per week In order to fight the growing and critical problem of unemployment and starvation, workers demanded that the working week be reduced to 40 hours with no loss of wages and that overtime be banned during times of retrenchment

They also noted that in many factories managements have speeded up production with fewer workers and is talking about higher efficiency and "getting rid of the dead wood" Workers said they knew that management would try not to re-hire the retrenched workers when the economy improved, as they had done this after the last slump and then tried to get the remaining workers to do more work for the same wages

Workers were strongly in favour of the proposal that no exemption from the conditions of the industrial council agreement should be given without the prior approval of the majority of the workers involved

# Motor company in labour dispute

The Star 20 APR 1983

Labour Reporter

A dispute over alleged victimisation of union members and company refusal to deal with a representative trade union is to be heard in the Industrial Court in Johannesburg on Monday

The case is between the Fosatu-affiliated National Automobile and Allied Workers' Union (Naawu) and the management of Alfa Romeo

Naawu has applied under section 43 of the Labour Relations Act for the reinstatement of three of its members, recognition of the union and an order restraining Alfa from imposing a works council on workers

The union has claimed that Alfa refused to deal with Naawu and initiated a works council in response to Naawu's presence

An Alfa Romeo spokesman said the company preferred to await the decision of the Industrial Court before commenting on the matter

# Naawu takes dismissal row to court

**THE dispute between the National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo over the dismissal of the union members will come before the Industrial Court on Monday.**

By MONO BADELA

The Transvaal regional secretary of Naawu, Mr Taffy Adler, told The SOWETAN yesterday the union had launched an urgent application in terms of the Labour Act to the Industrial Court requesting among other things the reinstatement of its victimized members.

The union also requested an order restraining Alfa Romeo from imposing the Works Council on its workforce The union demanded that Alfa Romeo officially recognise the union as representative of its employees at the Wynberg depot.

Mr Adler said the union had also taken up the matter with Alfa Romeo's head office in Italy for breaches of the European Economic Community (EEC) code of conduct.

He said the union began recruiting workers at the warehouse and workshop depot in Alfa in Wynberg in November 1982. By January the union felt it was sufficiently representative to approach management. A meeting between the union and Alfa took place on January 27, 1983 at which the union requested recognition, stop orders, access to the plant and the election of shop stewards.

Mr Adler said the company refused to give information regarding the number of workers in the plant, and refused to consider the application forms offered as proof of union membership The company said that it would make inquiries about whether workers wanted the union "by its own means".

The following week Alfa commenced interviews between the workers and the company personnel officer. Mr Adler claimed that these were part of an attempt to set up a works council as an alternative to the union

The union protested at the pressure exerted on workers by these interviews, but received no co-operation from management On February 10 a council of four was elected Mr Adler maintained the election procedure was "highly irregular" and that the works council did not represent the wishes of workers.

# Fosatu hails Supreme Court ruling

151

20 APR 1983

**THE Federation of South African Trade Union's (Fosatu) central committee this week heralded the Natal Supreme Court's judgment that race could no longer be considered an industrial interest.**

A statement released by the general secretary, Mr. Joe Foster, said the judgment delivered by a full bench marks a crucial victory in Fosatu's two-year battle against the State's insistence on giving affiliates certificates restricting them in terms of race.

"In line with Fosatu's policy of non-racialism, it rejected racial registration and appealed to the Minister of Manpower to overrule the registrar. However, the Minister turned down Fosatu's appeal which led the Federation to taking the matter to the Supreme Court The judgment totally rejected the State's argument that race could be seen as an industrial interest and furthermore ruled that costs be paid by the State," the statement said.

The central committee now awaits the State's decision on whether they wish to proceed with the case to be heard in the Transvaal Supreme Court concerning racial registration of two Fosatu affiliates It hopes the State will heed the Natal decision and drop the case and remove all references to race from registration certificates

The federation also welcomed the fact that after a very difficult and disrupted meeting, seven unions committed themselves to building a new federation

# FOSATU MEETS

FORTY-FIVE shop stewards representing metal and paper factories from Natal and the Transvaal held a meeting at the weekend to discuss on-going disputes between union members and some Barlow Rand companies.

The meeting was the second held under the auspices of the Federation of South African Trade Unions' (Fosatu) shop stewards council and was attended by 15 representatives from 14 Barlow Rand companies. They resolved that all disputes should be reported to the company's shop stewards executive committee.

Mr B Fanaroff, of the Metal and Allied Workers Union (Mawu), said: "The meeting agreed to ask for joint negotiations of a recognition agreement to cover factories where Fosatu has more than 50 percent membership. Negotiations should be between the company and a negotiating committee containing representatives of each factory plus union officials. The council will ask for negotiations to start in May.

"Shop stewards also agreed to demand the rules and constitutions of the Barlow Rand and Nampak pension funds. Enthusiastic support was given to Mawu's proposals on wages and working conditions, especially the demands for R90 per week minimum wage and one month notice on dismissal. These will be raised with the Barlow management at a later stage."

20 APR 1983

SOWETAN

157

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14 LABF
15 DMWG
16 DFWG
17 LMWG
18 LFWG
19 MSTK
20 REGL
21 DUML
22 RCWG
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# Union dispute: Anglo knocked

2 APR 1985

STAR

Labour Reporter

151

The Metal and Allied Workers Union (Mawu) has criticised Anglo American's gold division over the union's dispute with Screenex, an Albertson wire firm which does business with the mining giant

The Fosatu-affiliated union is taking Screenex to the industrial court because the Alrode firm dismissed its workforce earlier this year after a dispute over retrenchments

Mawu wrote to Anglo's gold division asking what the group thought about dealing with Screenex

"They have not even had the courtesy to reply to our letter," a union spokesman said yesterday

The union was also investigating worker allegations of underpayment at Screenex

An Anglo American spokesman said it was policy not to publically comment on a private letter

# Shock claims as union acts against firm

By STEVEN FRIEDMAN
Labour Correspondent

SHOCK claims that the Frame textile group threatened to fire workers who did not join a union affiliated to the Trade Union Council of SA (Tucsa) and that management actively recruited members for this union have been made in papers filed to the Industrial Court

And, in a unique action which could set an important precedent, the court is to be asked to restrain a Frame company from recognising the Tucsa union, the Textile Workers' Industrial Union, or extending facilities to it

The National Union of Textile Workers — an affiliate of the Federation of SA Trade Unions — has brought an action against a Frame company and the TWIU alleging the company has been guilty of several "unfair labour practices"

Yesterday, the Frame group's joint managing director, Mr Selwyn Lurie, said the union's allegations required "careful consideration"

He said Frame had not yet decided whether to fight the action

Spokesmen for the TWIU could not be reached yesterday

The dispute concerns a Frame subsidiary, Consolidated Frame Cotton Corporation and its Frametex plant in Pinetown

In papers submitted to the Department of Manpower requesting the appointment of a conciliation board and in papers to the court the NUTW alleges the company agreed last year to recognise whichever union obtained majority support among workers as the sole bargaining agent at the plant

It claims the company also agreed not to favour either union

The NUTW says it submitted 2 429 forms to the company from workers who had joined it The plant, it says, employs 3 680 workers

But it says Frametex rejected over 1 000 forms on various grounds — the NUTW disputes these rejections — and claimed the Tucsa union had majority support

The NUTW claims Frametex has allowed the Tucsa union to recruit workers during work hours and that management has recruited members for it

It says it asked Frametex to hold a secret ballot to determine which union workers supported but that it rejected this "without good reason"

It has submitted 32 affidavits from Frame workers who say they were pressured by management into joining the Tucsa union

# Putco signs Fosatu pact

**PUTCO, the giant bus company, has signed a recognition agreement with the Transport and General Workers' Union (TGWU) which is an affiliate of the Federation of South African Trade Unions (Fosatu), a statement released by the company said yesterday.**

The agreement covers negotiating procedures, discipline and grievances, retrenchments, victimisation, the election and functions of shop stewards, and other issues involving labour and management In terms of the agreement, Putco will recognise TGWU in any of its divisions — the company has about a dozen — where the union can prove more than 50 percent support

So far the agreement applies to Springs only, but the TGWU has shown strength also in Durban where its head office is located TGWU signed a preliminary agreement with Putco as far back as November, 1980 — before the union was registered

SOWETAN MAIL 22 APR 1983

# Putco grants union status

RDM 22/4/83 151

**Labour Correspondent**

THE Putco bus company has recognised the Federation of South Africa Trade Unions' Transport General Workers — the union's first full recognition agreement in the Transvaal

TGWU, which organises chiefly transport and municipal workers, said in a statement yesterday it hoped the new agreement would lead to a softening of employer attitudes towards it

It claims Transvaal employers have been resisting it, preferring to deal either with their own "in-company" unions or with those affiliated to the Trade Union Council of SA

The agreement grants the union full bargaining rights and retrenchment, dispute, grievance and disciplinary procedures at any Putco depot where it represents a worker majority

At present, it claims a majority at Putco's Springs depot and a "large membership" at Putco in Durban

Up to now, TGWU has been operating at Putco under a preliminary recognition agreement negotiated two years ago The signing of the agreement means TGWU will now take part in Putco's annual wage negotiations at the end of May

It also means Putco has now granted full recognition to both TGWU and the Cusa-affiliated Transport and Allied Workers Union (TAWU), both of which are now entitled to bargaining rights at depots where they win majority support

TAWU claims majority support at several Putco Transvaal depots

In its statement, TGWU, which organises workers chiefly in the transport industry and municipalities, said it was currently negotiating three other recognition agreements in the Transvaal

But it charged that goods transport employers and municipalities had been "very resistant to the union"

# Eurovision is going for a song

By IAN REID

SONGSTERS please note Today the annual Eurovision Song Contest takes place in Munich and Radio 5 will be broadcasting live the full coverage of the contest, starting at 8pm SAST

Twenty countries are taking part this year — Austria, Belgium, Britain, Cyprus, Denmark, Finland, France, Norway, Sweden, Germany, Greece, Israel, Italy, Luxembourg Netherlands, Portugal Spain Switzerland, Turkey and Yugoslavia

Past winners include Bucks Fizz with "Making Your Mind Up', Abba with "Waterloo' and Vicky Leandros with "Come What May"

# Pay sweetener for sugar men

Labour Correspondent

THE giant CG Smith sugar company has concluded a wage agreement with Fosatu's Sweet, Food and Allied Workers' Union

A union statement said the agreement gave workers a more substantial rise than that granted by the sugar industry's industrial council

The company recently negotiated a ground-breaking recognition agreement with the union giving SFAWU bargaining rights in any CG Smith mill where it wins a worker majority

A key aspect of the agreement was that the union could bargain on pay with CG Smith outside the industrial council

The union statement said the pay negotiations — which covered two mills at which it has a majority Umzimkulu and Noodsberg — began on March 8 and were 'tough

It said it had won a 13% increase for lower paid workers and 7,5% for the higher paid grades This compared with an "across the board" increase of 7,5% negotiated at the industrial council

"We are not satisfied with what we got but we feel we have achieved a better deal than the unions that sit on the council said union branch secretary Mr P Ngcobo

# Harvard campaign

CAMBRIDGE — Students at Harvard University have launched a campaign to place class gifts into an account until the university stops business dealings with companies which have investments in South Africa

More than 140 members of the 1 550-student senior class donated R2 600 to Endowment for Divestiture on the first day a spokesman said

The money collected will be held until the university rids itself of the stock in the companies or for 20 years, when it will be turned over to a private charity

The spokesman said R272-million of Harvard's R2 000-million endowment is invested in companies which do business with South Africa

He said 155 companies were involved — UPI

# Fewer leave Zimbabwe

HARARE — Fewer emigrants left Zimbabwe in January this year than in January last year or the year before, while more immigrants arrived this January than last

There were 1 487 emigrants this January, compared with 1 949 last January and 2 193 in January 1981

Njelele Water Board were about R12-million last year

But the dam is very low now Tshipese has had rain only twice since last May and the Njelele s level has sunk to 28% By October it will be empty if the drought is not broken by unseasonal winter rains

Under normal circumstances each participating farm in the Njelele Water Board scheme would receive 8 400 cubic metres of water per ha each year But quotas for the period April to October have been cut to 3 300 and farmers face further cuts if the drought persists

The irrigation scheme is controlled by the Department of Water Affairs office at Tshipese Each Thursday the farmers call the office to apply for their quotas for the following week, and that supply now costs them R47,46 per ha per year for their full quota plus tax

The "water year" is from April 1 to March 31 and the bill is called for at the end of each year Using these figures, Minister Fanie Botha's annual water bill would be about R23 400

The dam was built in 1947

# Weather Mail

THE Pretoria Weather Bureau s forecast for today

**TRANSVAAL** — Mainly fine and warm but hot over the northern Transvaal and the lowveld It will however become cloudy and cooler over the lowveld tomorrow evening

**FREE STATE, NORTH CAPE** — Fine to partly cloudy and warm over northern and north-eastern OFS but it will be colder over southern and central OFS

**CAPE** — Mainly cloudy and cold over the southern parts with occasional rain or showers but it will be fine to partly cloudy and cool elsewhere It will become somewhat warmer along the western and south western coastal areas

**NATAL** — Fine to partly cloudy and warm becoming cloudy and cooler from the south with occasional rain

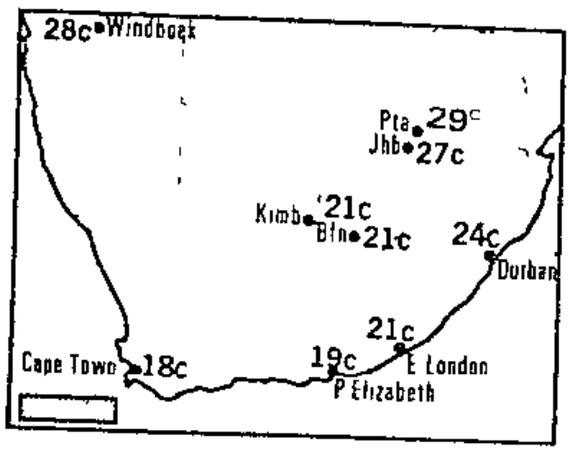
**SWA** — Fine and warm to hot

**BOTSWANA** — Fine and warm to hot

TEMPERATURES ARE CELSIUS MAXIMUMS EXPECTED FOR EACH CITY

**Rand Daily Mail Weather Station**

Friday
April 22, 1983
Temperatures
09h00 14h00 21h00
20°C 27°C 18°C
Humidity
40% 20% 40%
Max temp 27°C
Min temp 13°C
Rain 24 hours to 20h00
Nil
Sunset today 17h46
Sunrise tomorrow
06h26




## SOUTH AFRICA YESTERDAY

Temperatures at 14h00

| | °C | | °C | | °C |
|---|---|---|---|---|---|
| Bloemfontein | 27 | Jan Smuts | 27 | Potchefstroom | 29 |
| Cape Town | 18 | Nelspruit | 27 | Pretoria | 28 |
| Durban | 28 | Pietersburg | 27 | Skukuza | 32 |
| East London | 21 | Port Elizabeth | 24 | Standerton | 27 |

SOUTH AFRICA Hottest at 14h00 Twee Rivieren 33°C Coldest at 08h00 Standerton 5°C

TRANSVAAL Hottest at 14h00 Messina 32°C Coldest at 08h00 Standerton 5°C

## THE WORLD YESTERDAY

| | Min °C | Max °C | Weather | | Min °C | Max °C | Weather |
|---|---|---|---|---|---|---|---|
| Amsterdam | 9 | 16 | Clear | Los Angeles | 15 | 21 | Clear |
| Athens | 11 | 24 | Cloudy | Miami | 24 | 26 | Clear |
| Berlin | 5 | 15 | Cloudy | Montreal | 1 | 5 | Cloudy |
| Brussels | 8 | 13 | Clear | Moscow | 9 | 16 | Cloudy |
| Buenos Aires | 10 | 18 | Clear | New York | 5 | 15 | Clear |
| Chicago | 2 | 16 | Cloudy | Paris | 6 | 14 | Cloudy |
| Hong Kong | 22 | 28 | Clear | Rio de Janeiro | 20 | 30 | Cloudy |
| Lisbon | 7 | 16 | Rain | Rome | 11 | 23 | Cloudy |
| London | 7 | 13 | Cloudy | San Francisco | 14 | 16 | Cloudy |
| | | | | Stockholm | 6 | 15 | Cloudy |
| | | | | Tokyo | 12 | 15 | Rain |
| | | | | Toronto | 2 | 6 | Cloudy |

# R8 200 CAN BE WON

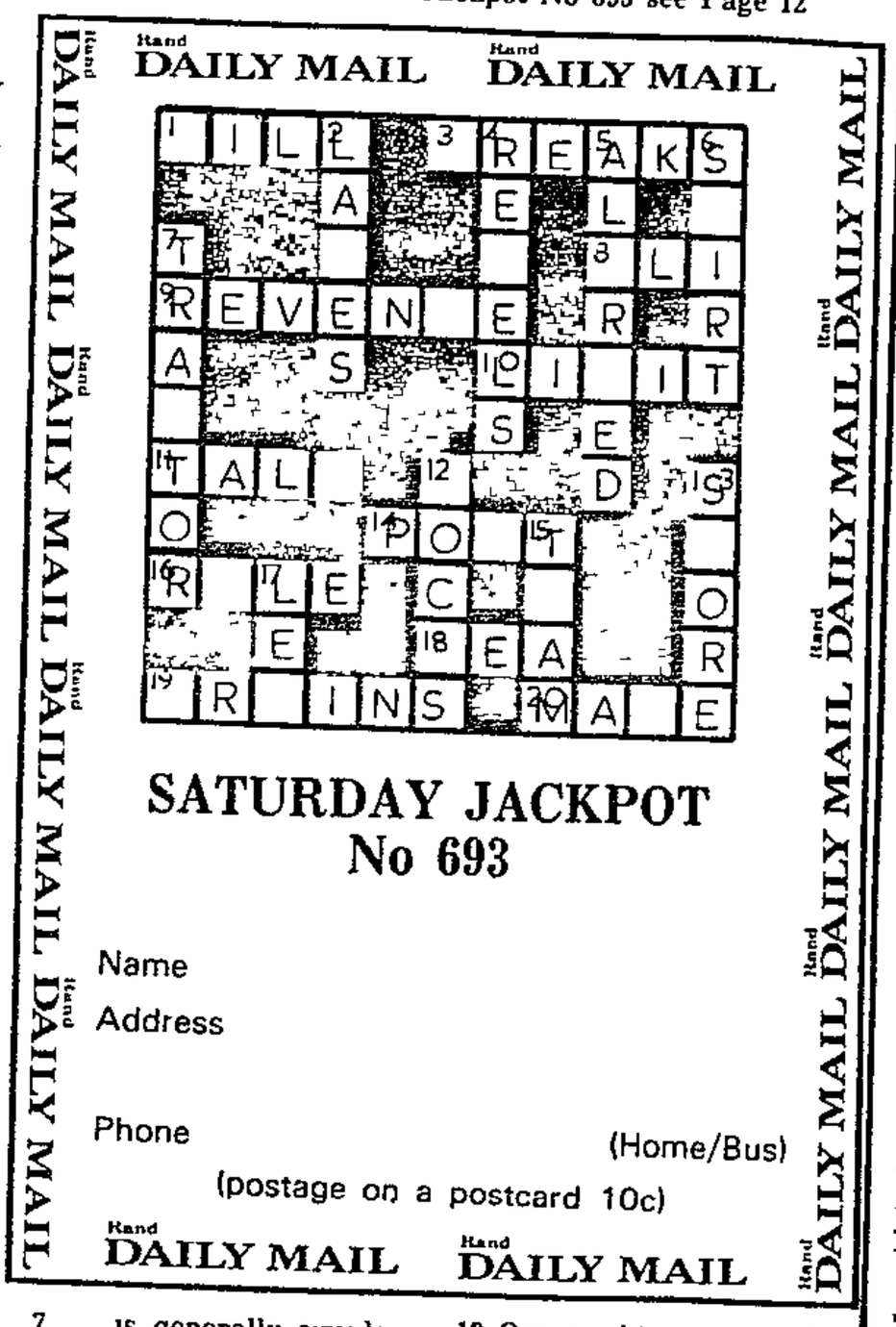
There was no correct solution received for Jackpot No 692 — so up it goes to R8 200 NOTE Post your entry on a postcard to "Mail" Saturday Jackpot No 693, PO Box 1485, Johannesburg 2000 Unstamped entries may be left in the Jackpot box in the foyer of the Rand Daily Mail Building, 171 Main Street, Johannesburg, or at the city office of the Rand Daily Mail, 29 Kerk Street, between Loveday and Harrison Streets The closing date for Saturday Jackpot No 693 will be midnight on Thursday, April 28, 1983 The solution and the winners' names will be published on Saturday, April 30, 1983 For rules to Jackpot No 693 see Page 12

ACROSS

1 may be the dominating feature of a town
3 There would be constant among the foliage as fierce gusts tear through forest
8 Baba
9 Ruthless pursuit of could bring lasting trouble in its train
10 Boundary or utmost extent
11 It's indeed a remarkable that would stay in one's mind a long time afterward
14 might undergo significant changes as long years pass
16 One might go over and over an important in order to familiarise oneself with it
18 New Zealand parrot
19 There could be times when simply cannot cope
20 might give much pleasure to the eye

DOWN

2 Film chase round a series of should provide many thrilling shots for the cameraman
4 The wilder are, the more likely to attract public attention
5 Struck with fear
6 It's surprising what variety could be given to a simple garment, such as a
7 is generally simple enough to understand
12 are sometimes highly impressive
13 One might see several levels in
15 The course of a might be up and down
17 Meadow




SATURDAY JACKPOT
No 693

Name

Address

Phone (Home/Bus)

(postage on a postcard 10c)

Rand DAILY MAIL Rand DAILY MAIL

t Inanda being
ansport

# uatters
# ieless

23/4/83

If these people were ...ing rentals what moti ...n would there be?
...r Kearney said he had ... shown hand-written ...eipts given by the land ...s to the squatters
we know the State s ...y is to keep down the ...bers of blacks in ur ... areas If Indian land ...ds are being used to ...ry out Government ...icy this is promoting ...d relations between In ...ns and Africans
Spokesmen for the ...uatters said they pro ...osed to travel to ...erulam on Monday to ...ead their case with the ...cal commissioner of the ...partment of Co Oper...ion and Development

## Fine for threat

Mercury Correspondent

JOHANNESBURG—An Alberton private detec... e was fined R400 in the Johannesburg Magis...rate's Court yesterday after he was found guilty of threatening the life of tennis star Johan Kriek
Alfred Patrick O'Driscoll, 44, of Petersfield Street, Raceview, was found guilty of contravening the Intimidation Act

# 3 held after killing of senator

HARARE—Three men had been arrested in connection with the killing of Zimbabwean Senator Paul Savage, 70, his daughter Colleen, 20, and their British visitor, Miss Sandra Bennett, 38 the Zimbabwe Government announced yesterday

The arrested men were identified by a Government spokesman, Mr Justin Nyoka, as being dissidents loyal to the run-away opposition leader, Mr Joshua Nkomo

One of the men had admitted being involved in the killings and had also told of the involvement of seven other dissidents who had since crossed the border into Botswana the spokesman said Police investigations in liaison with Botswana authorities were under way

## Court

The spokesman said police had also established that a dissident injured during the shooting at the Savage homestead about 130 km south of Bulawayo was taken to a traditional healer near the Botswana border and later taken into Botswana for further treatment in Francistown where he was in hospital

The traditional healer and his son had been arrested for helping the dissident to leave the country Steps were being taken to ensure the man s return to Zimbabwe and to arrest him the spokesman said All the men arrested so far would appear in court soon

The victims were gunned down at their home One dissident believed to have been accidentally shot dead, was taken away in a vehicle belonging to the senator and when the vehicle broke down, he was buried in a shallow grave — (Sapa)

# Salvaged skiboat back home

Mercury Reporter

# Sugar union 'gets better deal from direct talks'

23/4/83

Labour Reporter

SUGAR industry wages have been negotiated outside the Industrial Council for the first time — and union members feel they've ended up with a better deal because of this

The agreement was between the giant C G Smith sugar company and the Fosatu affiliated Sweet Food and Allied Wokers' Union

After more than a month of negotiations wage increases ranging from 13 percent on the lower grades to 7 5 percent on the higher grades have been agreed on

Union branch secretary Petros Ngcobo said the union was 'not satisfied with what we got but we feel we have achieved a better deal than the unions that sit on the industrial council'

Mr Ngcobo said unions which sat on the council had settled for a 7 5 percent across the board increase

He also said the food ration allowances at the Noodsburg and Umzimkhulu mills had been increased by R5

Mr B Horlock, C G Smith's group personnel director, said he was pleased with the agreement.

He said however, that there had been a last minute 'technical problem' with the Natal Sugar Industry Employees' Union, who were meant to be party to the agreement, but he felt sure that the matter could be solved

# Sentenced for slapping baby

Court Reporter

A MAN who slapped his four-month-old daughter on the buttocks because he became irritated with her crying was sentenced to 12 months imprisonment — suspended for five years — by Mr N Kruger in the Durban Magistrate's Court yesterday

William Louis Bianchina 22 pleaded guilty to striking the child at his flat at Illovo Beach on February 15

The Court was told he had been drinking and was tired and became angry when the child cried

He admitted a conviction for driving under the influence of liquor

Mr Kruger said he had committed a serious offence and he had to impose a sentence which would deter Bianchina and like minded people

The Court heard that the child had been removed from the care of Bianchina and his wife Mr Kruger said it seemed that they were too young and immature to have a family

Mr C Cornell appeared for the State

## Former astronaut Glenn aims for fli...

NEW CONCORD—Former astronaut Sen John Glenn gives the thumb... his wife Annie stands at his side as he officially announces his car...

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Mr Alex... that emi... would not ... more wat... would no... ing a 40 km ...
'We hope ... the situat... proved be... takes place

## R250 whis...

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Gavin ... Twist S... guilty to a ... lifting aft... tle of ... store on ... noon
F... into the ... beers W... he ... bottle of ...
He put ... trousers ... body ... bulge —

## Cor...

BLOEMr... Bloemfo... ment C... ed by 4 ... foreign ... support... ment's ... dustrial ... dece...

window of
a number of
were stolen It was the fifth time Mr Smith had fallen foul of thieves

● Picture by Trevor Samson

# ,o in smash-and-grab

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complex had

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off at 3 20 am
nutes

It is not yet known what the thieves used to break the glass. They made one hole a little larger than a man's fist and another hole a few millimetres wide

It is believed they used some sort of device to scoop the watches out of the window The whole operation took only a few minutes

A security guard at the nearby Rosebank Mall saw the gang speeding off in a getaway car

Mr Smith said that there had been three previous attempts to smash the thick security glass

In another theft from Smith's Jewellers about 18 months ago, a gang broke in and took jewellery valued at R40 000 Police are investigating

The SAMDC yesterday agreed unanimously to investigate the situation and might even decide to extend its powers to enable it to examine doctors books

April 1983

# Miners meet on pay offer

Labour Reporter

Mining industry unions held report-back meetings for members yesterday and again today to gauge worker response to the Chamber of Mines' eight percent wage offer

The unions, represented by the Confederation of Associations and Mining Unions (Camu), have asked for a 13,1 percent increase and will meet again this Thursday to attempt to reach accord

The Chamber of Mines recently also offered to increase employer contributions to the Mine Employees' Pension Fund by one percent The Chamber has claimed the union wage demands, when coupled with other benefits amount to more than a 22 percent rise

Last year's wage talks were resolved with a 12 percent hike after a threatened strike ballot by the unions

Mr J D van Zyl, managing director of a large pharmaceutical wholesaler in Cape Town, a member of the SAMDC, and vice-president of the SA Pharmacy Board, told a meeting of the council that it would be surprised to know how many doctors were involved in drug dispensing and purchasing for profit

The council has proof of about 828 dispensing doctors in the country but Mr van Zyl estimated that there were between 1 000 and 2 000

Doctors could buy large quantities of drugs from drug manufacturers at lower prices than were available to pharmaceutical wholesalers, he said

The doctors were assured of a market for their drug supplies because they prescribed the drugs they had in stock

"We must speak to the drug manufacturers who are charging frightful prices for medicines At the moment, with up to five middlemen involved in drug marketing, medicine is grossly overpriced," Mr van Zyl said

# 44 arrested in Ca raid on squatter s

Own Correspondent

CAPE TOWN — Forty-four people were arrested in a pre-dawn raid on the K T C squatter site in Cape Town today

The raid started at 4 10 am Those arrested are to appear in the Langa Commissioner's Court to face charges under a 1968 location regulation as amended The regulation "governs the control and supervision of urban black residential areas and relevant matters"

The law says it is an offence for a registered person to occupy a site, a dwelling or accommodation other than specified in his permit or certi

Those foun for the first t liable to be R20, and for a offence up to R

The regulat used for the f last week a K T C squatters.

# tor ricted death by

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Bureau

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court yester-

# Wife in danger, court told

Own Correspondent

DURBAN — Mr Alan Tinkler, who is charged with killing his daughters, Kelly (4) and Lauren (2), was mentally sick to the extent that society should be protected from him and he should be placed in a mental institution, the Supreme Court here heard yesterday

Giving evidence, a psychiatrist, one of a three-man panel appointed by the court to report on Mr Tinkler's mental condition, said he disagreed with the findings of the others

Mr Tinkler (32), a former director of a Johannesburg engineering firm, has pleaded not guilty to murder, claiming he was suffering from paranoia at the time and so was not capable of appreciating the wrongfulness of his actions

The psychiatrist said Mr Tinkler suffered from morbid jealousy and paranoic delusions about his wife's alleged infidelity with a Mr Morris Burger

His wife and Mr Burger would be in serious danger, the psychiatrist said

At the time of the shooting, Mr Tinkler was suffering from depression, anxiety and the harmful cumulative effects of being an extremely heavy drinker

In addition to the strain of his marital problems, the psychiatrist said, Mr Tinkler was subject to many other stresses After an emotionally stressful childhood, his process of mental disintegration had intensified with the death of his deeply loved mother, he said

"I believe there was no way he could stop himself from acting as he did," the psychiatrist said

The hearing is continuing

# Man fo guilty killing attorn

Own Corre

CAPE TOWN McCarthy (27) tim of circu compelled to be tangled in a mosexuality, preme Court

# Mawu wins recognition agreement

By Tony Davis, Labour Reporter

25 APR 1983

The Metal and Allied Workers Union has won a recognition agreement in the Richard's Bay area which marks a significant breakthrough for the union

The union, an affiliate of the Federation of South African Trade Unions, signed an agreement with the management of Baystone Sales last week

A joint statement by the union and company, which is half-owned by the Grinaker Group, said the agreement represented the first in the area for Mawu under the recent labour dispensation

"The discussions have been constructive throughout and the foundation has been laid for the future regulation of the management-worker relationship through a process of negotiation, involving the freely chosen representatives of both parties rather than by unilateral coercion or a paternalistic style," the statement said

## MAJORITY

Baystone's managing director, Mr Toeks Botha, said the firm would negotiate with the union as it represented a majority of the work-force

Mawu has been involved in a number of labour disputes in the Richard's Bay area over the past few years and has complained of police harassment

The recognition agreement provides for wage and working conditions negotiations, grievance and disciplinary procedures, as well as procedures for retrenchment and disputes

4M 26 APR. 1983 The Star

# Dispute at Alfa in court

Labour Reporter

Judgment was reserved yesterday in an industrial court case in Johannesburg brought by the National Automobile and Allied Workers Union against the Alfa-Romeo management

The Fosatu-affiliated union alleged that Alfa had laid off active union members, established a works council to counteract the union's activities and refused to deal with Naawu at its Wynberg spares and workshop departments

Alfa's legal representatives asked whether the union was a party to a dispute and had a right to bring an action on behalf of three of its members and whether the court had the right to hear a case relating to alleged victimisation

They argued that the issue should be put to the Appellate Division for a decision

Naawu's legal representatives said these issues had already been decided

The industrial court was adjourned to consider the disposition of the case

# Union's court action against car factory

Labour Correspondent

AN INDUSTRIAL court action by the National Automobile and Allied Workers' Union against the motor firm Alfa Romeo was adjourned yesterday to allow the court to consider points raised by the company's lawyers

The union is alleging that Alfa imposed a works council on workers as a substitute for the union, despite worker opposition to the council, and that it retrenched workers without consulting them It charges that these are unfair labour practices

Alfa alleges that workers support the works council, that the union does not have support in its Wynberg spares department where it is demanding recognition, and that it is not compelled to consult workers about retrenchments

Yesterday the company's lawyers asked the court to consider.

- Whether NAAWU is entitled to bring an action on behalf of three individual members,
- Whether the union is a party to a dispute at issue in the case, and
- Whether the court had the right to hear a victimisation case

Company representatives argued that this point should be put to the Appelate Division and union lawyers argued that the case should proceed because these issues had already been decided

The court has adjourned until further notice to consider these issues

dnesday April 27 1983 STAR (151)

# Employers may budge on freeze in wages

By Tony Davis, Labour Reporter

Metal, steel and engineering industry employers appear willing to budge from their stance of not granting wage increases until later in the year

Yesterday's meeting of the National Industrial Council for the Steel, Engineering and Metalurgical Industry in Johannesburg was adjourned until May 24 after employers and unions agreed to go back to their members on the wage issue.

However, the Steel and Engineering Industries Federation of SA (Seifsa), which represents employers, must present the unions with their proposals before the next meeting.

Union sources said employers were warned that, unless they were prepared to budge from their position of no new wage talks until later in the year, no agreement would ever be reached.

Employers had called for more talks in June, but this was described by the unions as "delaying tactics" as they had already had the chance during past weeks to consult their members on the negotiations

The council said yesterday lengthy consideration had been given to both sides on industry problems under present economic circumstances

Employers had introduced the wage talks freeze due to the downswing in the economy, while unions had pressed for increases to match the rise in the consumer price index of about 14 percent

Negotiations affect about 500 000 workers nationally

It was the first time the Fosatu-affiliated Metal and Allied Workers' Union attended council wage talks and it asked employers where profits from the past five years had gone

The sizeable contingent of Mawu members insisted on addressing the negotiating teams.

# Seifsa agrees to make wage offer

By STEVEN FRIEDMAN
Labour Correspondent

KEY pay negotiations in the metal industries, which affect about 500 000 workers, adjourned yesterday after the Steel and Engineering Industries Federation (Seifsa) agreed to make unions a wage offer

This means Seifsa has abandoned its earlier stance that the state of the industries was such that there should be no negotiated rises at all for at least six months

It is almost certain, however, that Seifsa's offer will fall well short of union demands for at least a 14% rise

It is understood that Seifsa adopted the same stance for much of yesterday's meeting of the metal industries' industrial council — which was called to negotiate the industries' annual pay agreement

But union sources said it agreed towards the end of the meeting to consult its members and then come back to the unions with an offer

Another meeting will take place on May 24 and a document setting out the employer position in the negotiations will be sent to the unions before then

Both Seifsa and the unions will now go back to their constituents to discuss their next moves

However, Seifsa, which represents employer associations in all sectors of the metal industries, told unions at yesterday's meeting that some sectors of the industries would not be able to make unions an offer

Union sources believe steel producers are most likely to stick to the view that a wage freeze is necessary

Unionists also pointed out yesterday that the metal pay agreement expires in mid-year and that the May 24 date would leave "very little time" to negotiate an increase

They said Seifsa had originally wanted the next negotiating meeting to be held in June — a move they described as "a delaying tactic to increase pressure on the unions" but had then agreed to the May date

Seifsa's director, Mr Sam van Coller, yesterday referred the Rand Daily Mail to a statement released by the industrial council

The council statement said both unions and employers had voiced viewpoints on wages at yesterday's meeting which took the current state of the industry into account

The statement said both sides had agreed to return to their constituents before meeting again on May 24 and that employers had agreed to present unions with a document outlining their position before the meeting

It said "a large number" of delegates had attended the talks

Yesterday's negotiations were the first which were attended by Fosatu's Metal and Allied Workers' Union, which has applied to join the council but has not yet been admitted as a member

It is understood that a large MAWU delegation took part in yesterday's talks

# Six strikers held — union

RDM 27/4/83

**Labour Correspondent**

SIX members of the African Food and Canning Workers' Union were yesterday arrested in Queenstown and will face Intimidation Act charges in court this morning, their union said yesterday

The workers were all involved in a strike at a co-operative creamery in the town, which attracted attention when AFCWU alleged that workers had been assaulted by foremen before the strike and that one had been shot in the leg

Yesterday, a police spokesman in Queenstown denied all knowledge of the arrests

AFCWU members at the Eastern Cape Agricultural Co-operative Creamery struck recently, and all were fired According to AFCWU, the six arrested workers are members of the union who worked at the creamery

The union alleged at the time of the strike that foremen had assaulted workers, which the creamery denied

At the time of the strike, the union's chairman at the creamery, Mr Tandi Madikane, was arrested and charged under the Intimidation Act with one other worker, but these charges were subsequently dropped, according to the union

But it says Mr Madikane was arrested again yesterday, together with five other workers — Mr Zanemvula Tyholo, Mr Tayitele Mjongile and three others whose full names are not available

It said it had learned they were due to appear in court today to face intimidation charges

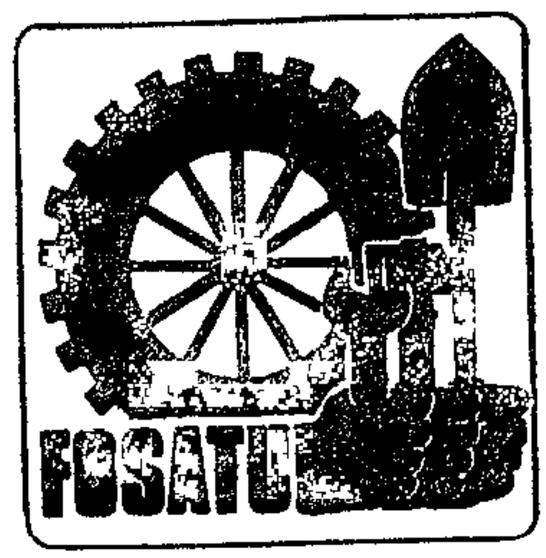
According to AFCWU, several of the fired strikers, including Mr Madikane, have been questioned for up to five hours by police in the past week

It said most of the strikers fired by the creamery had been replaced by new workers but that some had returned to work

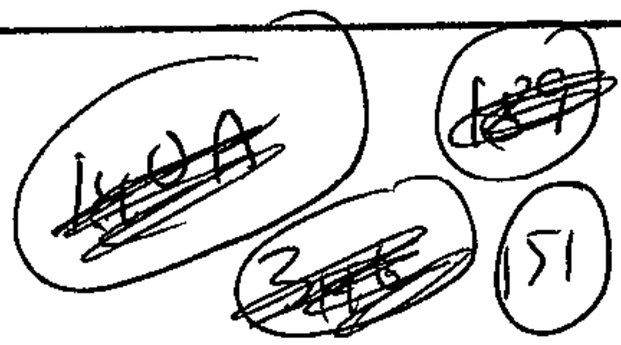
"Only those who had been working there for a short time have returned and the longer-service workers are still refusing to do so," a union spokesman said

S A L D R U
SCHOOL OF ECONOMICS
U.C.T.

# PRESS STATEMENTS




27/4/83




**MAWU**

*METAL & ALLIED WORKERS UNION OF SOUTH AFRICA*

Delegates of MAWU yesterday for the first time attended a meeting of the metal industry Industrial Council to negotiate the annual industry-wide wage increases.

At the meeting, MAWU established some important precedents:

+ The whole National Executive Committee of MAWU attended, all of whom are workers in the industry. The Branch Secretaries and the General Secretary also attended.

+ The union did not nominate a spokesman. Instead, all members of the MAWU delegation participated.

Although MAWU is not yet a member of the Industrial Council, the delegation was accorded full speaking rights.

MAWU's opening speech emphasized that metal industry employers had made record profits over the last five years, but as soon as the recession had hit, workers were the ones who had to pay for it, through retrenchment and increased productivity. Now SEIFSA wanted to freeze wages MAWU completely rejected this.

In replying to the unions, SEIFSA reiterated their position that they did not want to negotiate at all.

Speaker from MAWU then put 3 questions to SEIFSA.

+ It seemed that employers do not care about the retrenched workers and the dependants of metal industry workers who are literally starving in the rural areas because of the drought and unemployment. What was SEIFSA's attitude.?

+ Where was the money from the record profits of the last five years?

+ If SEIFSA said employers had no money to pay increases, were they prepared to produce the books of account of their members to prove this?

MAWU speakers also accused SEIFSA of "playing games". They said employers had tried for years to get MAWU to attend, and now that MAWU was present SEIFSA was refusing to negotiate.

After a long and very difficult meeting, SEIFSA representatives agreed to recommend to SEIFSA companies to change their position. They agreed to put forward a counter-proposal in writing by 18 May and to meet for negotiation on 24 May.

**27.4.83** FOSATU

# Economics have central political role

Cape Times 28/4/83 (151)

**Labour Affairs reporter PHILLIP VAN NIEKERK says wage bargaining will be tough by people for whom unemployment and poverty are burning issues**

THE claims by a University of Natal economist, Mr Charles Meth, that the government's productivity figures are all wrong could create quite a stir between employers and trade unions already squaring up for the toughest round of wage bargaining in years

Both the government and employer groups have made calls for a wage freeze based on the continuing recession But with inflation still soaring, it is not going to be easy to convince workers to accept an effective drop in income

In the metal and mining industries, in particular, a clash of demands has already become apparent

The argument commonly put forward to justify a wage freeze is that real wages rose during the past few years without a corresponding increase in productivity During lean times it is thus to be expected that workers pull in their belts a little

Mr Meth's claims represent a fundamental challenge to this view He found that the South African economy grew at a much higher rate during the 70s than official figures show and that most productivity figures based on the national accounting statistics are wrong In his analysis, workers earned their wage increases and a good deal besides

Seen together with the research findings of UCT economist, Mr Charles Simkins, that unemployment grew steadily from 11 percent to 21 percent during the 70s they paint a very different picture of what has been happening to the South African economy to the conventional version

Of course, there is by no means unanimity over the findings, and Mr Meth's work has already come under fire from economists of differing persuasions But the prospect of employers and trade unionists meeting across the bargaining table, each with their own figures backing up different claims on productivity, wages, inflation and so on proves that economic statistics are not necessarily hard and fast facts, and can be distorted to lend weight to opposing claims

## Problems

Yet spokesmen from the government and the private sector have continually spoken out against the country's low record of productivity and claimed that wage increases for workers have not been fully "earned" Their self-confidence has belied the fact that measuring productivity is a process fraught with problems

It is not necessary here to go into the complex economic issues involved, or the pros and cons of Mr Meth's methodology It is important, though to note that as the mainly black trade unions grow in strength, basic economic issues, and their political implications, are likely to move increasingly to the fore

In most Western countries elections are fought primarily over economic issues such as inflation, unemployment and social welfare In South Africa, because the electorate is drawn from the most economically privileged section of society and because of the over-riding predominance of the race issue, economic policies tend to take a back seat

## Further the cause

And the public debate over economics has by and large been restricted to the "free marketeers", who represent one side of the spectrum

Mr Meth's work was done in co-operation with the Federation of South African Trade Unions (Fosatu) and his conclusions can be said to further the cause of organized labour But this makes him no more suspect than the large number of economists who are attached to banks or other big business corporations and who are constantly quoted in the business columns of the press

The growth of black trade unions, whose constituency includes those people for whom unemployment and poverty are burning issues, will not only broaden the debate, but deepen its political implications as well

Mr Bobby Godsell Anglo American's industrial relations consultant, pointed out in Stellenbosch on Tuesday night that black workers do already have a "vote" in one key area of their lives

On the shop floor they participate in "politics" through the collective bargaining process, which is the "habit and practice of compromise' And they have the power to go on strike and disrupt the normal functioning of society if they are dissatisfied

Mr Godsell said that "perhaps the patterns of interaction compromise and partnership which are developing on the shop floor can provide a model for co-operation in society at large" They could provide a different kind of model as well

Far from being merely "shop floor" issues, the matters which will be brought to the negotiating tables this year are of central political importance affecting the lives of the majority of people in this country They would be recognized as such in any democratic society

# Automobile Union case adjourned

SOWETAN 28 APR 1983

**THE case between the National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo has been adjourned to enable the court to consider certain points which were brought up by Alfa Romeo legal representative .**

The dispute over the dismissal of the union's 13 members is being heard in the Industrial Court in Johannesburg The union requested, among other things, the reinstatement of its members which, it said, were being victimised

The points debated in court were

- Whether the union had the right to bring a legal action on behalf of three individual members;
- Whether the union was a party to a dispute in this case, and
- Whether the Industrial Court had the right to hear a case on victimisation

Alfa Romeo legal representative argued that this point should be put to the Appelate Division for a decision The Naawu representative argued that this item had already been decided upon and that the case should proceed. The court adjourned until further notice to consider the position

151

# Women sacked 'for refusing to strip'

151 RDM 28/4/83

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at Pep Stores in Vereeniging are forced to strip to undergo security checks — and yesterday their union claimed that five of its women members had been fired for refusing to do so

The Commercial, Catering and Allied Workers' Union (Ccawusa) said the five were fired the day after they refused to strip naked It said workers have been forced to strip at the store for some months, that this is continuing and that it is "humiliating and degrading"

A company official confirmed yesterday that workers were forced to strip for "security reasons" But he said the five women were fired for "refusing to obey orders", not for refusing to strip

He also denied a claim by the union that workers are forced to remove their underwear He said they only had to remove some garments

Ccawusa's Vereeniging organiser, Mr Mongezi Radebe, claimed yesterday that workers had been forced to strip naked since January when a new manageress was transferred to the store from Orkney.

He said five women at the store had refused to strip on April 19, and had been fired on April 20

He said management had defended the stripping instruction on the grounds that the store had suffered "heavy stock losses"

Mr Radebe said management had also defended asking women to remove their underwear "because they claimed that some workers came to work without underwear and left wearing the firm's underwear"

He said management had since claimed that the women were not fired for refusing to strip, but for "disobeying an order" and because "they didn't do their best"

"But I examined the store's disciplinary book and could find no other reason for their firing than their refusal to strip," Mr Radebe said

He said the stripping rule was "contrary to any acceptable human standards" and the union planned to take further action against Pep Stores

A spokesman for Pep Stores confirmed yesterday that workers were forced to strip However, the five women had been fired for refusing to obey orders, not because they had refused to strip

"It is not true that they are forced to take their underwear off — that's just their story," he said

# Warning on strip searches

29 APR 198

STAR

Labour Reporter

The chairman of the holding company of a retail group has warned that disciplinary action would be taken against anyone overstepping the line when conducting staff security checks.

Mr C Wise, chairman of Pepkor, which controls the Pep Stores chain, was reacting to union claims that workers at a Pep store in Vereeniging were being subjected to humiliating strip searches.

The Commercial, Catering and Allied Workers Union this week said workers at the store had to strip naked in front of supervisory staff, apparently because of clothing thefts at the branch.

The union's Vereeniging organiser, Mr Mongezi Radebe, said five Ccawusa members at the branch were dismissed earlier this month for refusing to undress.

Mr Wise said he was investigating. The worker searches as claimed by the union were against the chain's general policy and philosophy.

FM 29/4/83

165 151 195

LABOUR LAW

# Focus on firings

Is an employer who is faced by a work stoppage entitled to dismiss workers *en masse*? Can an employer, who has formulated a dismissal procedure, be forced to hold individual hearings for *all* the employees involved in the stoppage, either before they are fired, or at a later appeal stage in the procedure?

Answers to these questions may emerge from a legal challenge made by the Media Workers' Association of SA (Mwasa) against the dismissal of 209 employees of *The Star* newspaper last month

Having failed to persuade the newspaper's management to reinstate the employees, members of Mwasa have now decided to take legal action

As previously predicted by the *FM*, the impasse between the newspaper and Mwasa seems likely to be one of the most protracted labour disputes this year

A group of Mwasa members filed papers at the Industrial Court last Friday in an attempt to obtain the reinstatement of the 209 workers, who were dismissed after they took part in a two-day work stoppage They had refused to work unless a fellow Mwasa member was reinstated, pending an appeal against his dismissal

*The Star*'s management has maintained that the worker whose dismissal sparked off the stoppage had been given a final written warning in September last year as a result of disciplinary offences He was fired last month after he was alleged to have threatened the life of a supervisor and his dismissal was confirmed at a later appeal hearing Mwasa has since accepted this ruling

However, management appears to have taken the view that because their newspaper performs an essential service, there is an onus on employees to honour contracts and agreements It has therefore taken a tough stand against the workers who participated in the stoppage Mwasa has maintained that such drastic action was unwarranted

By last week, however, after talks between newspaper employers and Mwasa leaders, it became clear that *The Star* did not intend rehiring the sacked workers It was willing to consider some kind of severance payment for those who had worked for the newspaper for a long time The *FM* understands that the newspaper's management had decided to pay about R70 000 to dismissed workers, but that payment has been stalled by Mwasa's court action

Mwasa is seeking reinstatement in terms of Section 43 of the Labour Relations Act This section provides for the granting of interim relief to an aggrieved party — for example, reinstatement of a dismissed worker — pending a later hearing on the dispute


***Star* on sale ... tough management line**

The Mwasa case appears to hinge on three main arguments

- Management precipitated the stoppage due to the irregular manner in which it dismissed the individual whose firing led to the subsequent labour unrest,
- Management's entire handling of the events during the dispute amounts to an unfair labour practice, and
- In the dismissal of the 209 workers, management did not adhere to its dismissal procedure

Management denies these charges and tells the *FM* that it intends contesting the application

Large-scale dismissals of employees are not unusual in SA They have often been seen by many employers as a legitimate response to what they perceive to be irresponsible worker actions Given the fact that unions are making increasingly successful use of Section 43, the case is likely to be watched closely by both employers and unions

# Mine pay talks end in stalemate

**Labour Correspondent**

WHITE mine unions will meet today to decide on whether to declare a dispute with the Chamber of Mines after rejecting its 8% pay offer at a negotiation meeting yesterday

The unions met the chamber yesterday to continue talks on this year's wage increase for white miners

The chamber has offered white union members an 8% increase on standard pay rates and a 1% rise in employer contributions to the Mine Employees' Pension Fund

The unions are demanding a 13,1% increase with fringe benefit improvements which mine employers say bring the total demand to nearly 23% The unions have withdrawn some of these demands

At yesterday's meeting the unions rejected the 8% and the chamber refused to increase its offer.

Declaring a dispute with the chamber is one option the unions will consider at today's meeting

"The unions argue the 8% doesn't come near to compensating members for rises in the cost of living and that the chamber can afford to pay more," a unionist said yesterday

He said a key issue which unions would have to discuss was that declaring a dispute would take time and would delay increases

"We may decide to ask members whether they want to accept this delay," he said

Another unionist said unions would be better able to accept the offer if the chamber agreed to a demand for a week's extra leave for union men

"This is a burning issue among our members who find it very difficult to accumulate leave," he said

Informed sources believe that even if a dispute is declared, it is unlikely that the negotiations will end in confrontation

A spokesman for the chamber said yesterday the chamber preferred not to comment on the negotiations until it had received a reply to its offer from the unions

# Miners' union lags on dispute

Labour Correspondent

NEGOTIATIONS on white miners' pay remained unresolved yesterday as mine unions decided to delay a final decision on the Chamber of Mines' 8% offer until Wednesday

The unions met yesterday to discuss whether to declare a dispute on the offer, which the chamber has said is final

But a union source said yesterday it was decided to delay a decision until the weekly meeting of the Council of Mining Unions, which is due on Wednesday

The delay reflects divided opinions among union members, some of whom favour accepting the offer on the grounds that the economic climate is unfavourable for a dispute

But unionists say there are still "strong voices" urging rejection of the offer from union members who argue that both gold and coal mines are able to afford more than an 8% increase

The unions are demanding a 13,1% increase with fringe benefit rises which employers say originally brought demands up to 23% Some demands have now been withdrawn

The chamber is offering an 8% rise on standard pay rise together with a 1% increase in employer contributions to the Mine Employees' Pension Fund

stitution of the TIC would be pre- ation and adoption at the meeting

See ● See Page 8

# na puts paid htwad Bill . . .

30/4/83

Bureau

with tight-fisted Bill xpensive for his wife

of charges for almost

get a television set — bbed together and charged them 80 c a ricity it used

ied daughter, Lorna, ged her eight cents ower

day, when his wife, for a lift in his car he the petrol

the 65-year-old "Mr vealed this week when granted a divorce by

astham said it was in- 32-year marriage had

Bricklayer Mr Broadhurst was a "very selfish and insensitive man," said the judge He gave his wife only R30 a week to feed and clothe them and their three children

He spent his free time on golf, bowls and cars His wife said he was a scrounger who lived off his children She had to take a job as a wages clerk to make ends meet

Once, when she wanted the living room ceiling whitewashed, he charged her R8 to do the job

He never bought her a birthday present — one of his daughters bought presents for him to give

Mr Broadhurst opposed the divorce because it would mean his wife could claim a share of their home which would have to be sold to pay her

He denied he was mean and claimed he was "the henpecked worm in the house"

# father, like son at Le Mans

EIM — acing ace etti, his 20- Michael and third driver Porsche 956 ans 24-hour ce this year, here (42), of Na- nsylvania, be only the second time he has driven a Porsche competitively The first time was last Sunday at the Riverside international endurance race in Riverside, California The car was unable to complete the race

"The car feels good There are no surprise breakaways," Andretti said of the 260 000 dollar machine to be used at Le Mans

Andretti said the third member of the team was yet to be chosen and he declined to speculate on who it might be

The race takes place on June 18 — AP

Police do not suspect a crime

# Mawu in pay talks advance

STAR 30 APR 1

Labour Reporter

The past week saw the Metal and Allied Workers Union make inroads into the metal, steel and engineering industry's annual negotiations for the first time, despite the fact the union is not a member of the industrial council

Tuesday's meeting saw employers appear to reconsider their stand of not negotiating on any future increases until later this year

Mawu's delegation, which included the general and branch secretaries, insisted on addressing the council and refused to nominate a spokesman

The Fosatu-affiliated union stressed in its speeches that employers had made profits in the recent past, but there were no offers from them

The union argued that if there was no money for increases, then the unions should have the opportunity of examining the employers' books

# UCT row over

CAPE TOWN — A major row has erupted at the University of Cape Town between the authorities and students after the latter defied instructions not to print a speech by the Minister of Co-operation and Development, Dr Piet Koornhof, to political studies students earlier this week

Varsity, the official UCT student newspaper, yesterday published a special broadsheet in protest against the speech

In an almost unprecedented step, the vice-chancellor, Dr Stuart Saunders, has said the publication has been withdrawn from circulation A statement by the university authorities said that under the Harvard Rules it was unethical and contained information given in privileged circumstances off the record

"This issue was published against a specific instruction from the vice-chancellor"

However, president of the Students' Representative Council, Mr A Richman, said 6 copies of the edition already been distributed among students

The special e claims Dr Koornhof to prevent them

# Music ushers

30 APR STAR

By Michael Tissong

Soweto's multimillion-rand project, the So Homemakers' Festival, draws to a close this after what the organisers called a successful ru

The trade fair was the township's first on large scale After a tentative start on Frida week, the turnstiles clicked crazily on the first end as more than 23 000 people turned up

During the week attendance slacked off but ofpeople kept coming — for a chance to win in prizes, the home improvement demonstrat education and careers guidance talks and

# Ferrasse h grim messa for Mr Bot

30 APR 1983

From James Tomlins in Paris and Alan Robinson in London

STAR

French rugby chief Mr Albert Ferrasse is taking a South Africans next month It is "Abandon the or face a growing French freeze"

Superficially Mr Ferrase is on a rugby er his mission — fully backed by President Francois much wider implications for Franco-South Afric

# run SA dry?

30 APR 1983

STAR

MP — priority over ity, says an official es, is the supreme au- even the monarch is

the only remaining deep pool in the district. By nature, these animals do not move very far from their pool when searching for food at night

They have eaten all the food

sentries along their farm boundaries to keep the large animals away

A farm worker was recently trampled to death when he fell in the path of an aggressive

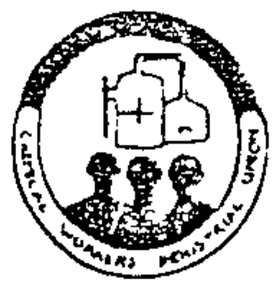
and Bordeaux/ of these Trust land matters and is watching the situation carefully

"There are two possible solutions — to shoot the animals to

an emergency guarantee for the winter Mr Selley is possibilities

May 1983 F0547U

151



CWIU

CHEMICAL WORKERS INDUSTRIAL UNION

PRESS RELEASE

Negotiations deadlocked today between the Chemical Workers Industrial Union and Bonus Fertilizer (Pty) Ltd. (Richards Bay) over the company's refusal to reinstate 93 of its 110 employees which it claims to have fired

The company's attempt in March to retrench 40 workers without consulting the union led to the union declaring a dispute which was temporarily resolved when the company agreed not to take any unilateral action or retrench any workers until retrenchment procedures had been negotiated.

In gross violation of this agreement the company locked its gates against workers and informed them they had been fired.

Meantime the company has only employed a few temporary workers making it clear that this is a crude attempt to avoid negotiating with the union and paying out any retrenchment pay.

The company refuses to negotiate any further and consequently the union has no option but to commence legal proceedings against the company.

4.5.83

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NAAWU

PRESS RELEASE

The case between NAAWU and Alfa Romeo was adjourned today to enable the court to consider the following points which were brought up by Alfa Romeo legal representative.

1. Whether the union had the right to bring a legal action on behalf of three individual members.

2. Whether the union was a party to a dispute in this case.

3. Whether the industrial court had the right to hear a case on victimization.

Alfa Romeo legal representative argued that this point should be put to the appellate division for decision. NAAWU representative argued that all these items had been already decided, and that the case should proceed.

The court has adjourned until further notice to consider the position.

25.4.83

# Miners' pay talks go on

(151)

Industrial Week 3/5/83

A DECISION will be made tomorrow by the powerful Council of Mining Unions with regards to the acceptance or rejection of a Chamber of Mines offer increase miners pay packets by eight percent, writes **Lynn Carlisle**

Arrie Paulus, chairman of the Council, said following a meeting with members of the Chamber on Friday that the matter would be thoroughly discussed tomorrow and a decision made

Earlier last month it was believed that miners were hoping for an offer more in line with the consumer price index-nearly 15%

"We met today but did not arrive at a decision The matter will be put before a Council executive meeting on May 4," said Paulus

The Chamber, in its annual review of mining pay rates, has also offered to increase the employer's share of contributions to the Mine Employees' Pension Fund by one percent

Earlier the Council announced that it would consider the offer and hoped to have come up with a decision last Friday

# Azapo in row over firings

**THE Azanian People's Organisation (Azapo) is to mount an international campaign to pressurise the Southern Suns group to re-instate its six sacked employees.**

Azapo's first target is the hotel group's multi-million rand casino complex — a major foreign investment by the group — which is to be built in New Jersey in the United States in the near future

The black consciousness organisation, in a bid to highlight the plight of the fired workers, has written to the Chicago and New Jersey municipalities to review their decision to allow the group to build the giant complexes there.

The workers later alleged that they were fired by Chief Lucas Mangope after they had told him they had discussed their complaints with Dr Nthato Motlana

Azapo's publicity secretary, Mr Ishmael Mkhabela, confirmed yesterday that they had contacted the overseas municipalities on the matter

"We have also informed them in our letters about the expulsion and circumstances leading to the dismissal of the workers," Mr Mkhabela added

15

E 5 MAY 1983 SOWETAN

# Union and store for strip talks

5 MAY 1983

Labour Reporter

STAR

Senior management from Pep Stores will meet officials of the Commercial, Catering and Allied Workers Union to discuss allegations that employees were made to strip in front of supervisors because of property theft at the chain's Vereeniging branch.

The union claimed five of its women members had resigned from the group's Vereeniging branch because of frequent strip searches.

Mr C Wise, chairman of Pepkor which controls the Pep chain, said talks would be held with the union to sort out the dispute. Appropriate measures would be taken if anyone had overstepped the bounds.

"Our company philosophy is strongly people-oriented and our personnel policy is non-discriminatory," Mr Wise said.

However, some security measures had been introduced at some of Pep's smaller branches because of stock losses.

# 8 pc for miners

5 MAY 1983

151

**Labour Reporter**

The Chamber of Mines and mining unions agreed yesterday on an eight percent wage increase A joint statement said the employers had also agreed to increase their contributions to the Mine Employees' Pension Fund from 10½ to 11½ percent

The unions had asked for a 13,1 percent pay rise The chamber refused to budge from eight percent and said union demands amounted to an effective 22 percent

"We have made a sacrifice in accepting the increase," a union spokesman said

# White miners accept 8% offer and avert dispute

(151) RDM 3/5/83

By STEVEN FRIEDMAN
Labour Correspondent

WHITE mine unions yesterday agreed to accept the Chamber of Mines' 8% pay offer, thus averting a wage dispute between white workers and employers

Mr Arrie Paulus, chairman of the Council of Mining Unions (CMU), said yesterday the unions had accepted the offer, which includes a 1% rise in employer contributions to the Mine Employees' Pension Fund "in the national interest".

In an apparent reference to pending wage negotiations between the chamber and the black National Union of Mineworkers, he said he hoped "that others will follow our example"

A joint statement by the chamber and the CMU said the increase would come into effect from the May pay month

And mine employer sources yesterday hailed the "moderation and responsibility" of the unions who, they said, had chosen not to declare a dispute at a time when the country was facing economic hard times

The decision to accept the chamber's offer was taken at a meeting of the CMU yesterday

The unions had originally demanded a 13,1% increase, together with rises in fringe benefits which employers claimed increased the demands to nearly 23% Some of these demands were later withdrawn

The chamber offered 8% after originally refusing to make an offer until unions "moderated" their demands

At a meeting last week the unions rejected the 8%, but the chamber insisted this was its final offer

It is understood that union members were divided on the 8%.

The chamber must now begin negotiations with the three mine officials' associations and these talks are due to begin soon They are not, however, expected to be concluded for some weeks

The (black) NUM and the chamber are also expected to negotiate pay this year

# Court rules on sacked Saawu four

5/5/83

By STEVEN FRIEDMAN
Labour Correspondent

A DISPUTE between the SA Allied Workers' Union and an Eastern Cape metal smelting firm has taken a new turn — the Industrial Court has ordered the smelter to reinstate four Saawu members whom it fired in February

This is believed to be the first time Saawu, which is against taking part in "Government institutions" has made use of the court

The firings prompted a work stoppage which placed Saawu's recognition agreement at the smelter in the balance and led to the firing of 73 members of the union at the plant

An Industrial Court action for the reinstatement of the 73 workers is also pending

The smelter — at Berlin — is owned by Fry's Metals, a Wadeville-based company which bought it recently from battery manufacturers Chloride

Chloride was the first company to recognise Saawu and the recognition agreement at the smelter remained in force when Fry's took over

But in February the firing of the four workers led to a dispute during which, the union alleges, Fry's said it was not bound by the agreement

Workers allegedly struck as a result and the 73 were fired

The union then undertook two separate actions — one for the reinstatement of the four and another on behalf of the 73

Last Thursday the court issued an order instructing Fry's to reinstate the four temporarily pending the outcome of the case The order was issued in terms of Section 43 of the Labour Relations Act which allows the court to order reinstatement of workers until a dispute before it has been settled

Fry's managing director, Mr George Griffiths, said yesterday the four would not be physically reinstated, but would be paid for the period of the order

He said the company intended to oppose the action asking for the reinstatement of all the workers

F5 M D. DISPATCH

# Reinstate workers, says court order

151

EAST LONDON — The industrial court has ordered Fry's Metals to reinstate four members of the SA Allied Workers Union (Saawu) fired from its smelter at Berlin in February

The court issued the order on Thursday under legislation which allows it to order the reinstatement of workers until a dispute before the court has been settled

The firings in February prompted a work stoppage which placed Saawu's recognition agreement at the smelter in doubt and led to the firing of a further 73 Saawu members there

An industrial court action for the reinstatement of the 73 workers is also pending, but no date for it has been set

The managing director of Fry's Metals, Mr George Griffiths, said yesterday that the four workers ordered reinstated by the court would not be physically reinstated, but would be paid for the period of the order

He said the company intended to oppose the action asking for their reinstatement, and the second action asking for the reinstatement of the 73 other workers

Fry's recognition agreement with Saawu was "in limbo" pending the outcome of the two actions — DDC-DDR

# Plant denies victimising dismissed black workers

(151)

5/5/83 E. Post

Post Reporter

THE marketing manager for Alfa-Romeo in South Africa, Mr R McCleery, said today workers in the plant were definitely not "victimised", as claimed by the National Automobile and Allied Workers' Union (Naawu)

In the meantime, a partly-heard Industrial Court case, the sequel to the dismissal of 16 black workers at the motor assembly plant in Wynberg, Johannesburg, in February, has been postponed indefinitely

Sixteen workers lost their jobs because of retrenchment However, Naawu took up the dismissal of only three of them with the Industrial Court

Mr McCleery said today workers in various departments were retrenched because of the downturn in the economy

"It was a normal business decision," he said

He was unable to say if another worker was hired in the parts warehouse the day before the 16 men lost their jobs, as claimed by Naawu

Mr Freddie Sauls, regional secretary of the National Automobile and Allied Workers' Union (Naawu), said today the workers were "victimised" because they refused to join the works committee at the plant

The men whose cases were referred to the Industrial Court were Mr Thomas Mathole, Mr Hendrik Poo and Mr Lazarus Njoepe, all of Alexandra Township, near Johannesburg

Mr Sauls said the case was partly heard and was postponed indefinitely

9 MAY 1983

# Court threat in union row

Labour Reporter

A paper union has threatened a Barlow Rand subsidiary with legal action as a result of in-plant elections at the Klipriver firm

A statement issued at the weekend by the management of Premier Paper said that in-plant elections were being held and that workers in some sections had returned former union shop stewards unopposed.

However the Paper, Wood and Allied Workers' Union has said that workers have denied participating in any in-plant elections and still demand union representation at Premier Paper

The union was considering taking the firm to the Industrial Court as Premier's unwillingness to deal with a representative trade union constituted an unfair labour practice, a union spokesman said

Talks between worker representatives and Premier management were expected to take place within the next few days, according to the firm

● Premier Paper cancelled its recognition agreement with the union after a week-long strike by about 350 workers over wage demands last month

RDM. 9/5/83

# Unions use court to settle disputes

A WHILE ago, a chief employer labour priority was avoiding strikes Now it is staying out of the industrial court

Since the recession began, Fosatu and to a lesser extent, Cusa, have been using the court to seek redress against employers in cases where the unions believe they have no other avenue

But now there are signs that other emerging unions plan to use the court.

Members of the SA Allied Workers Union and the Media Workers' Association of SA have filed papers before the court, asking it to reinstate workers fired during work stoppages

Saawu's case concerns a stoppage at a Berlin smelter — sold by battery firm Chloride to Fry's Metals — which led to the sacking of 73 workers and threatens one of the union's oldest recognition agreements

The court has already granted an order temporarily reinstating four Saawu members whose sacking sparked off the stoppage

The Mwasa case concerns the sacking of workers at The Star newspaper for striking

Both are key cases, because they may test for the first time the circumstances in which employers can fire strikers, a practice which is common here but less so in other Western countries

But the cases are also significant because both unions have opposed using Government labour machinery

The court is a key element in the official labour set-up, and in some cases — such as Saawu's — disputes which come before it have to be processed by an official industrial council first

Both Saawu and Mwasa say their members, rather than the union itself, are using the court but the distinction is a fine one

The two cases show the court is winning a credibility among black unions which once seemed unlikely and which even seems to override suspicions about taking part in "the system"

Courts are only used in cases where unions feel they have no other avenue, so its workload will reduce when the economy picks up and unions feel better able to settle disputes in other ways

While some employers are disgruntled about the court's new role in settling disputes, it is worth noting that this year has seen few of the boycotts and campaigns which might have been expected during the recession

ROH 151

9/5/83

A FOSATU union and a Barlow Rand company are once again at loggerheads

This time the battleground is Barlow subsidiary Premier Paper, which cancelled its recognition agreement with the Paper, Wood and Allied Workers Union after a week-long strike.

Although workers have returned, the battle continues, with Premier insisting it will only negotiate with "worker representatives" and workers insisting they will only bargain through the union

The union now plans to take the matter to the industrial court

At the same time, two other disputes between Barlow companies and a Fosatu union are bubbling and a battle between the two sides could be looming

Meanwhile, Fosatu's National Automobile and Allied Workers Union has concluded a wage deal with motor firm Sigma, which seems to contrast with most other current wage negotiations

The settlement raises pay by 15% for the lowest grades and will push up Sigma's wage bill by about 13% It is also the first wage deal between the two to be settled without a dispute

Naawu says Sigma's willingness to pay this when it has announced heavy losses is "in marked contrast" with the attitude of most other employers

Fosatu 13

E 9 MAY 1983 (151)

# Zig-zag warnings

**The Johannesburg Traffic Department is experimenting with zig-zag markings on approaches to certain pedestrian crossings**

**The zig-zag markings, which will be painted on pedestrian crossings in Johannesburg's Parkview, Rosettenville, Linden and Industria, are aimed at increasing driver awareness on entering a controlled area and making crossings more conspicuous**

**According to overseas research, says a department spokesman, this type of marking has been successful**

# Firm told to cut union tie

Labour Reporter

The Industrial Court, meeting in Durban on Friday, ordered the management of Frametex, a subsidiary of the giant Frame textile group, to discontinue a recognition agreement with the Textile Workers' Industrial Union

This follows an appeal by the rival National Union of Textile Workers, an affiliate of the Federation of SA Trade Unions, which claimed that the firm had recognised the other union despite the fact that the NUTW had a majority membership at the mill

Last week the Frame group announced that it would not challenge the union's action before the Industrial Court The NUTW has also called for the Minister of Manpower to appoint a conciliation board where it will lodge its claim for recognition or a ballot test-of-strength with the other union, which is affiliated to the Trade Union Council of South Africa

The court judgment called on the firm to restore the labour status quo

# Union alleges unfair practices

Labour Reporter

Allegations of unfair labour practices made by a trade union against a Transvaal vehicle company will be heard by the Industrial Court next week

The union, affiliated to the Council of Unions of South Africa, is expected to produce 30 witnesses

The union's grievances against the firm include refusing to negotiate with a representative, registered trade union, unfair dismissal of union members, interfering with worker freedom of association, making disparaging remarks about a trade union

If the union is successful in its case it could establish some of the claims as unfair labour practices

The company has declined to comment at this stage

# Schools must help save water

Pretoria Bureau

Transvaal schools have been asked to save water and electricity but will be entitled to use their usual central heating systems this winter, says the Transvaal Education Department

"The policy of the TED is that schools must save water and electricity as far as possible at all times," the Director of Education, Professor J H Jooste, told The Star

Schools must also adhere to water restrictions of local authorities

Only those schools which use electric heaters may have to cut back on their use of electrity

(151)

# How mediation settles disputes

E-Post 9/5/83

**Professor ROUX VAN DER MERWE, of the University of Port Elizabeth's Industrial Relations Unit, addressed a labour conference in Durban at the weekend. This is an abbreviated version of the professor's explanation of mediation procedure.**

MEDIATION is a voluntary dispute-settlement process where negotiating parties make use of a third-party neutral to assist them in reconciling differences, and in coming to an agreement

It is a voluntary, non-binding process of persuasion, which leaves the parties entirely free to settle on such terms as they see fit, to negotiate further, or to take strike or lock-out action if no further options can be identified

Two negotiating parties may decide to go to mediation when they recognise that an "impasse crisis" has arisen This may occur when

- Both parties clearly have a lot to lose by confrontation, but a settlement appears out of their reach
- Negotiations are stalled and no one will move

The parties are wide apart on the issues being negotiated, and this gap needs to be narrowed before a settlement becomes likely, here the mediator can assist the parties realistically to assess their demands and expectations

It is necessary to assist one or both of the negotiating parties to "get off the hook" with its constituents, to be able to retreat from a stated position without losing face

Arbitration also involves a third-party neutral and acceptable to both parties, but by contrast the parties give him the right to make a binding decision

**The process of mediation:**

It is important, if mediation is to have a chance of success, that the parties know beforehand what to expect of the process, and are realistic about what it can do

Because it is part of negotiation, it will try to effect a compromise, and both parties should enter the process expecting to achieve less than their total demands And as labour negotiations usually take place in a conflict situation, the mediator should not be expected to "open the opponent's eyes" to a consensus solution

Ultimately, unless mediation fails, the parties must compromise, weighing up the gains of agreement against the penalties of disagreement

**When to go to mediation.**

Mediation is only an option when both parties agree to it Because labour conflicts are about power, the situation may arise where one or both parties do not seek agreement, but are prepared to risk conflict in order to demonstrate the extent of their power

Assuming however, that the parties recognise that conflict is likely to be damaging, then they may agree to use mediation

At what stage in the negotiations should such a decision be taken? One suggestion is that the mediator goes in only when "the pressures are on, the fires burning"

"If we get in too early, the parties get tired of us and by the time the pressures build up, we might have lost some relevance"

Ideally, the parties should already have made considerable efforts to negotiate, and the dispute should have been thoroughly explored

They should have become well aware of the penalties of disagreement, for example a strike, followed by loss of jobs for union members, and loss of production for an employer

Another important point is that mediation only becomes relevant where collective bargaining is already well-established, where the relationship between the parties has a history, and both parties want to retain it if possible

**How to go to mediation**

The process starts by the parties agreeing to go to mediation, usually as a step in a dispute procedure An acceptable third party is identified and approached, and if he agrees, mediation can begin

Some procedural agreements specify who shall be approached when there is a dispute This has its merits, as the parties may be less able to think rationally about whom to approach when they are locked in a dispute, and busy slanging each other

In terms of Section 44 of the Labour Relations Act, the parties may ask the Minister to appoint a mediator but this provision has seldom been used More often, an independent industrial council chairman may informally act as a mediator when negotiations are stalled

Most recently, with the establishment of the Independent Mediation Service of South Africa (IMSSA), a body now exists which on approach from the parties will submit a list of approved and experienced mediators from which the parties may choose

# Union fights for mums

**THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) is negotiating maternity agreement for its over 30 000 women members with several major stores in the country.**

The union's regional organiser, Mr William Dichaba told The SOWETAN last week they wanted the maternity agreement to be included in the recognition agreement with stores such as Woolworths, OK Bazaars and CNA

Most women, married or single, employed by major stores have no maternity benefits and there is no law protecting them during and after pregnancy

According to Mr Dichaba most pregnant women have no maternity leave, suffer a drop in salary if they are re-employed do not benefit from annual bonus were re-employed on condition their performance was good and they often suffer a lot of misery during pregnancy

The union wants its members to be given maternity leave of up to a year to be regarded as unbroken service when resuming work

It also wants an assurance from management that workers will be safe when they go on leave and that they will not be transferred to another store

Mr Dichaba stressed that pregnant women who have been contributing to the Unemployment Insurance Fund are entitled to money after five or six months

10/5/83

Industrial Week

# Miners accept pay deal

151

AN EXECUTIVE meeting of the Council of Mining Unions last week accepted a Chamber of Mines pay increase offer amounting to 9% following several rounds of negotiations

Council chairman Arrie Paulus said the increase would be seen in pay packets at the end of this month

The Council had been hoping for bigger increases believed to be more in line with the consumer price index of nearly 15% But some of the mines -particularly the non-gold producers - have been going through tough times since last year

"In effect the increase we have accepted amounts to 9% because 8% is in the pay packet and employers will increase by 1% their share of contributions to the Mine Employees' Pension Fund," said Paulus

ALPAVING

10 MAY 1983

# Unrest simmering at Barlow Kew factory

Labour Reporter

Labour unrest is simmering at the Kew factory of the Barlow Manufacturing Company

Members of the Metal and Allied Workers' Union (Mawu) want the management to finalise a recognition agreement and propose new wage scales.

But managing director Mr R A Williams said that the company had to await the outcome of wage negotiations between the the Steel and Engineering Industries Federation of SA, and trade unions

Mr Williams said that, while negotiations for a recognition agreement had been going on for some time, the company would be happy to resolve the matter and was awaiting proposals from the union

Mawu's shop steward council for Barlow Rand firms met at the weekend and criticised the company for delays over the agreement and for refusing to continue talks with shop stewards at the Kew factory

Last week there was a brief work stoppage at the factory

# Firm to deal with a union it once fought

151

NDM

10/3/83

**Labour Correspondent**

IN A sequel to a bitter labour dispute two years ago, an unregistered trade union, the National Iron, Steel, Metal and Allied Workers Union, has won full recognition from a Richards Bay company, Richards Bay Minerals

The union announced this in a Press statement yesterday and said it would now ask the company, which employs over 950 workers, to commence negotiations on workers demands for a R3 an hour minimum wage

The official industrial council minimum for the metal industry is less than half this figure

Members of NISMAWU, which is affiliated to the National Federation of Workers, were involved in a bitter dispute with the company after a strike at its plant

However, the dispute was eventually settled and the two sides have been negotiating since then

The signing of the agreement follows an earlier decision by the company to grant the union interim recognition

In its statement, NISMAWU said it viewed the agreement as "a breakthrough for the union, as well as a victory for the unions that have refused to register" with the Government

The statement thanked union members "who have consistently fought hard for the past twenty four months to have NISMAWU fully recognised by their employer"

It said the recognition agreement gave its members the right to elect shop stewards and to negotiate on work conditions and wages

# Row brews at Barlow plant

By MONO BADELA

SOWETAN 10 MAY 1993

**A NEW row is brewing between the Fosatu affiliated Metal and Allied Workers' Union (Mawu) and another Barlow Rand company over wage demands and non-enforcement of the company's Code of Conduct.**

This time the battleground has shifted from the Barlow subsidiary Premier Paper Mill to Barlow Kew where the dispute was sparked off last week by selective wage increases. The factory is on a four day week because of the economic slump

According to a spokesman for the Barlow Rand Shop Stewards Council, workers were now demanding to know why the slump affects some workers only

At a special meeting for shop stewards at the weekend workers are reported to have complained that since the four day week system was introduced, management had speeded up production so that the same number of stores and machines were now made in four days as used to be made during a five day week

The workers are also unhappy that only some workers work a four-day-week and that the white, coloured and Indian employees are not affected by the short time The situation at the factory was described as "extremely tense " At one stage two welders stopped working for two hours

## MEETING

On Monday last week a special meeting was held with the local management and the managing director where it is alleged management walked out

Plans to strike following the failure of last week's meeting with the management were abandoned on Tuesday and workers plan to approach management again this week

Mawu has been recognised at Barlow Rand for more than a year now, but there is still no signed recognition agreement This was because, according to the spokesman, negotiations for a preliminary agreement deadlocked after seven months when management insisted that the union could not discuss wages with the management

The Barlow Rand Shop Stewards Council is complaining that not all Barlow's companies act like Barlow Kew and Premier Paper Mills and the head office was not enforcing the Code of Conduct on it's subsidary companies.

RDM 10/5/83

# Barlows threatened with labour unrest

By STEVEN FRIEDMAN
Labour Correspondent

ANOTHER dispute between a Barlow Rand company and a union affiliated to the Federation of SA Trade Unions is simmering and unionists say they fear labour unrest at the Kew plant which is the site of the battle

According to Fosatu's Metal and Allied Workers Union, workers at Barlows Manufacturing in Kew, which employs some 500 workers, are threatening to strike because, they say management has granted "unilateral" increases to some workers but not others and is refusing to negotiate wages with workers

MAWU says a meeting of Fosatu's Barlow Rand shop stewards council at the weekend persuaded workers not to strike immediately, but to seek a new meeting with management yesterday But a union spokesman said management had refused to meet union shop stewards yesterday

However, the company's managing director, Mr Robbie Williams, yesterday denied the union's allegations He said management had "at no stage' refused to negotiate with the union and said no meeting had been requested yesterday

"If workers had requested a meeting we would have agreed It is our policy to meet worker representatives when they request this," he said

MAWU says Barlow Manufacturing workers requested a rise from the company but had been refused at a meeting last week. They charged management "walked out" of the meeting refusing to discuss the wage issue any further

MAWU says workers charge that the company can afford increases because it recently decided to give increases to some workers, though not to others

It says they also allege that, although the plant is working a four-day week production is the same as it was when it was on a full working week

It said the company had said it did not have money to pay increases, but had refused to disclose to workers production figures and whether it was making a profit or a loss

The union says workers told the shop stewards council that they wanted to strike but were advised to make a final attempt to talk to management

Mr Williams said the company had been negotiating a recognition agreement with MAWU but that the union had broken off these talks in mid February

"We are still prepared to discuss recognition, but they are not The ball is now in their court', he said

Despite this, Mr Williams said the company was willing to negotiate with the union and had discussed wages with shop stewards last week

"We told them we could not discuss a rise until we knew the outcome of the metal industrial council negotiations But we did not walk out'

He said the company had received no union request to negotiate since last week

Mr Williams confirmed the company had been unwilling to disclose its figures, which were confidential

He denied that workers had been given a selective increase These workers were reclassified into a higher job grade and their pay rose accordingly

## UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers
Orange-Vaal General Workers Union
General and Allied Workers Union

### AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
Farmworkers Union
Food and Canning Workers Union
National Certified Fishing Officers Association
Orange-Vaal General Workers Union
Trawler and Line Fishermen's Union

### MINING AND QUARRYING

Amalgamated Engineering Union of S.A.
Amalgamated Union of Building Trade Workers
Amalgamated Society of Woodworkers of S.A.
Black Allied Workers Union
Black Mineworkers Union
Federated Mining Explosives and Chemical Employees Union
Iron Moulders Society of S.A.
Mine Coloured Staff Association of South Africa
Mine Surface Officials Association of South Africa
Mine Workers Union
S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society
S.A. Electrical Workers Association
S.A. Engine Drivers, Firemens and Operators Association
S.A. Technical Officials Association
Underground Officials Association of S.A.

### MANUFACTURING

#### Food & Beverages

African Food and Cann
Amalgamated Engineeri
Bakery Employees Indus
Black Allied Workers U
Boland Inmaakwerkersve
Brewery Employees Unic
Cadbury In-Company Uni
East London Meat Trade
Food and Cannning Work
Food, Beverage & Allie
General Workers Union
General Workers Union
Natal Baking Industry
Natal Sugar Industry E
National Milling Worke
National Union of Dair
National Union of Oper
National Union of Suga
National Union of Wine
Operative Bakers, Conf
Pretoriase Baknywerhei

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**Employee not guilty of assaulting**

11 MAY 1983

(151)

EAST LONDON — An East London man who was alleged to have threatened his former employer with a knife was found not guilty to the charges of malicious injury to property, theft and assault when he appeared in the magistrate's court here yesterday

Mr Mpangeli Dipa, 29, pleaded not guilty

Mr Dipa told the court that on March 11 he went to Mr Martinus Jooste and asked for money owed to him He had been discharged the previous day and when he went to collect his money on March 11, Mr Jooste shortpaid him

He said "Mr Jooste hit me with a steel rod and then locked himself in his office before I could retaliate"

Mr Dipa said he broke Mr Jooste's window, pulled the keys out of Mr Jooste's car and then jingled" the keys in front of him, before he ran away

He was arrested by the police and Mr Jooste's car keys were handed back

Mr Jooste told the court that he paid Mr Dipa the exact amount owed to him, and denied assaulting him

The court could not reject Mr Dipa's or Mr Jooste's evidence, although they could find weaknesses in Mr Jooste's, the magistrate, Mr A Nel, said.

Mr Dipa was subsequently found not guilty on all three charges — DDR

# Boilermakers want union unity

RDM 12/5/83

Labour Correspondent

DISUNITY and a lack of co-operation between unions in the giant metal industries and elsewhere are hampering them in their negotiations with employers, says a leading metal union

In a newsletter released yesterday, the SA Boilermakers Society a member of the Trade Union Council of SA (Tucsa), the biggest union in the country, says unions face two problems in their current wage negotiations

The first, it says is a "lack of co-ordination among the unions involved in the negotiations'

This is believed to refer chiefly to the metal industry negotiations where established unions are demanding a 14% increase, but Fosatu's Metal and Allied Workers Union (Mawu) is demanding an increase of around 40% in minimum rates in order to bring them up to R90 a week

Mawu's demands and those of other unions also differ in other crucial respects Last year, there was also a sharp difference between the demands of established unions and those of the Councils of Unions of South Africa (Cusa) affiliated Steel Engineering and Allied Workers Union

The Boilermakers say there is 'a crying need for closer co-operation between the unions' and add that a "united approach to the employer" in negotiations is needed Another obstacle referred to in the article is the "unprecedented economic complications as a result of the drought the worst in living memory"

"We must take into consideration the fact that we are going to have to pay much more for essentials which our families need When employers oppose our demands and plead economic difficulties, they must bear this fact in mind"

(151)

INDUSTRIAL COURT

# Expansion possible

FM 13/5/83

The growing importance of the Industrial Court in labour relations in SA is underlined by the court's rapidly increasing workload It is currently dealing with about 35 cases — about double the number it was hearing this time last year.

Many of these cases concern alleged unfair labour practices and applications for *status quo* orders in terms of section 43 of the Labour Relations Act Unions continue to display a growing awareness of what an effective remedy these orders can provide Section 43 gives interim relief for an aggrieved party, pending a later hearing on the dispute

Some emerging unions, especially those affiliated to the Federation of SA Trade Unions (Fosatu), have been making important gains But it is significant that other emerging unions, which have been more hostile towards government-created bodies or structures, are also beginning to approach the court for redress In the past they have displayed a deap-seated mistrust of State institutions, and the fact that some are now using the court seems to indicate that its credibility is increasing

In recent months the court has been approached by members of the Media Workers' Association of SA (Mwasa) and the SA Allied Workers' Union (Saawu) In the Mwasa case, the dismissal of 209 workers by *The Star* newspaper is being challenged (*Current Affairs*, April 29)

The Saawu case concerns an application for the reinstatement of workers sacked by Fry's Metals in the eastern Cape Last week the court ordered the company to reinstate four workers it dismissed in February Their dismissal prompted a work stoppage which resulted in the firing of a further 73 workers — and an application has also been made to the court for their reinstatement

Meanwhile, Fosatu's National Union of Textile Workers (NUTW) has obtained a court order restraining a Frame Group textile company from recognising a union affiliated to the Trade Union Council of SA (Tucsa) The NUTW had claimed that the company had attempted to intimidate workers into joining a Tucsa union — a charge denied by management Last Friday the court ordered Frametex not to recognise the Tucsa union in preference to the NUTW, and not to grant it facilities denied its rival The NUTW would like a secret ballot to be held to determine which union has majority support

It seems likely that the court, which has three full-time members, may gain further members to deal with the load "You might say that this is on the cards," says one source in the Department of Manpower.

(151)

# Miners' union is flexing its muscles

May 1983

**Labour Reporter**

The National Union of Mineworkers has called on the Chamber of Mines to complete a recognition agreement by the end of the month so it can negotiate wages for its members next month.

The 20 000-member black union, an affiliate of the Council of Unions of South Africa, met last weekend to draw up policies for wages and working conditions

About 100 shaft stewards from the five regions the NUM organises attended the meeting — a clear sign of the growing strength of the union which is less than a year old

The union hoped to complete its recognition agreement with the chamber within the next two weeks, said the NUM's general secretary, Mr Cyril Ramaphosa

If the union is successful with the agreement it will be the first black trade union to hold wage talks with the chamber.

In the past the chamber has announced unilateral wage increases for black miners on the recommendations of its members.

At the weekend meeting mine managements were accused of racial discrimination in job promotions and in the testing and training of black miners.

Existing wage scales for black miners were "disappointingly low" and had to be raised, Mr Ramaphosa said

The union is also expected to negotiate grievance and disciplinary procedures.

Other issues to be raised include privacy, pensions, safety and health and apprenticeship training

(151)

RDM 16/9/83

TODAY should provide important pointers on two disputes between Barlow Rand companies and Fosatu unions.

At Premier Paper — where the Paper, Wood and Allied Union's recognition agreement was cancelled during a recent strike — talks are continuing and an announcement could be made today

The signs are that relative peace between company and union may be restored

And at Barlows' Manufacturing in Kew, Metal and Allied Workers Union shop stewards will meet management today about wage demands Unionists say tensions are still running high at the plant

Relations between Barlow Rand and Fosatu are worth watching Barlows is the group in which Fosatu have developed an active and functioning shop stewards council

This body brings together worker leaders in Barlow companies across industry lines, and has played a key role in advising workers in both disputes

There are obviously several other conglomerates where unions could decide to apply the same strategy if the Barlows' council becomes a significant force

(151)

17 MAY 1983

# Company quits labour court case

Labour Reporter

In a surprise move, counsel for an East Rand truck manufacturing firm yesterday withdrew from an Industrial Court case in Pretoria.

The United African Motor Workers Union, an affiliate of the Council of Unions of South Africa, took the management of Fodens to the court on 35 counts of alleged unfair labour practices.

However, after making undertakings for a settlement, the company withdrew from the case when counsel for the union refused to accept the undertakings.

The principal claims made by the union were that disparaging remarks were made about workers and the union by management; union members were unfairly dismissed; and that the company refused to discuss recognition with a representative trade union.

Yesterday's case brought the plant to a standstill as many of the workers were present at the court

A spokesman for the company said they were awaiting the court's decision on their offer of a negotiated settlement.

# Barlow MD denies walkout

CHARGES by the Metal and Allied Workers Union (MAWU) that senior Barlow Manufacturing management refused to negotiate wage increases have been vehemently denied by MD Robbie Williams writes Kathy Gibson

"That is absolute nonsense," he said. "The issue of wage increases came up at the last meeting with shop stewards, and we are unable to reach an immediate agreement

"We could not discuss a raise until we knew the outcome of the Metal Industrial Council negotiations."

Another meeting with the shop stewards has been scheduled for this week, and the wage issue will be discussed again

"We are always prepared to meet with the workers' representatives," said Williams

"We have had meetings with MAWU to discuss a recognition agreement, and pay increases will be discussed at this next meeting with the shop stewards,"

Williams has strongly denied an allegation by MAWU that management "walked out" of a meeting with representatives

He said that there were no more issues to be discussed and the meeting had ended normally.

He also denied reports that workers were threatening to strike

Walkout threat

Week 17/5/83

# Neutral party to probe strips

(15) Sowetan 17/5/83

**THE controversy surrounding the dismissal of five women last month by a Vereeniging branch of Pep Stores because it was alleged they refused to strip, took another turn this week when Pepkor Limited, the parent company, announced that a neutral person would chair the disciplinary inquiry.**

In an interview, the managing director of Pepkor, Mr Thomas Ball, said: "The inquiry will be chaired by a neutral person still to be nominated Pepkor management and officials from the Commercial, Catering and Allied Workers' Union (Gcawusa) will be represented at this meeting"

Mr Ball said arising out of this investigation the company would seriously consider abolishing the whole system which gave birth to this incident

Mr Ball said his company's personnel policy was based on "non-discrimination and on respect for each individual's dignity" He said it was unfortunate that in a small number of retail branches there was a very serious shoplifting problem and like most retailers they realised this problem called for "unpleasant measures to combat this evil".

These procedures were not applied arbitrarily in that lots were drawn to determine which employees were to be frisked on any particular occasion Searches were conducted by members of the same sex and in a humanitarian and dignified manner, he said

He said until February at the Vereeniging branch when there was a change of management there existed a cordial relationship between management and staff

# Blacks bid for better pay

Labour Correspondent

MINE employers seem set to be faced with tough wage demands from the black National Union of Mineworkers this year if, as expected, it becomes the first black union ever to negotiate pay for black miners.

In a statement yesterday detailing its wage policy, the NUM says it believes any pay rise for black miners "must take into account the purchasing power our members have been denied through all the years when black mine workers were not represented by a union"

This may herald demands which are likely to be resisted by the Chamber of Mines

The NUM also threatens to take employers to the industrial court for allegedly forcing blacks to do work the law does not allow them to do and not paying them accordingly

It says this policy was formulated at the weekend by its national wage policy committee which, it says, consists of 100 shaft stewards from five Transvaal and Free State regions

The NUM, the fastest-growing black union on the mines, is negotiating with the chamber over recognition. If agreement is reached soon, it will take part in wage negotiations this year — the first time black miners will have had a part in negotiating their wages

In its statement, the NUM called on the chamber to note that its "entire membership" expected the recognition agreement to be signed by the end of the month to enable it to take part in wage talks at the beginning of June

It says wage talks should also ensure black miners "a steadily increasing share of the fruits of their labour"

"We note with alarm that wage scales are disappointingly low," the NUM says, adding that it wanted cost-of-living provisions to protect members against inflation

The statement also details a range of "non-economic priorities" the union will take up in negotiations

It says its "highest priorities" were the elimination of "health hazards" which "are taking an alarming toll of our members"

Companies should provide "a safe workplace and adequate health and medical facilities"

It wants discipline and grievance provisions which would "prevent management from threatening workers with discharge in order to coerce them into accepting lesser forms of discipline"

It also alleges that "the bosses give lip service to equal opportunity", while practicising racial discrimination in job placements

NUM also claims that "many of our members are subject to unfair tests" when seeking advancement for higher jobs and that training of workers in "non-craft jobs" should be expanded

It would raise black miners' pension arrangements with employers

# Anger over overseas players in new orchestra

Mercury 18/5/85 (151)

**Municipal Reporter**

MR KEN Varner, national chairman of the South African Musicians' Association, yesterday objected to the large number of overseas players being recruited for Natal's provincial orchestra.

Nearly two-thirds of the orchestra would come from overseas and, Mr Varner said, local musicians were so disheartened they would disband their 32-year-old, 600-member association on May 26

'The Government has consistently ignored our pleas to protect local talent and stop allowing foreign players into the country Now it is happening to us at provincial level we feel we are just hitting our heads against a brick wall'

Mr Varner, a Durban City Councillor, was also unhappy because the city had been asked to give a special grant of R665 000 towards establishing the orchestra, in addition to R200 000 budgeted for running costs

He had had a very unsympathetic hearing from the city's Management Committee and intended raising the matter with the full council

'I can't see why Napac needed to spend R20 000 on a world trip to audition musicians or R90 000 on percussion instruments You could build a decent house for that And why spend R60 000 on two pianos or R184 000 to bring musicians and their families out here?'

Mr David Tidboald, resident conductor of the new orchestra, said Mr Varner's criticisms were unfair

Napac had advertised

● TURN TO PAGE 2

# Councillor in orchestra row

Mercury 18/5/83 (151)

● FROM PAGE 1

in all national papers and trade magazines for local musicians

He and the orchestra manager had visited all the major centres to audition South African players, but although some were acceptable and others had been placed on a list of possible players many had not been up to standard

'Frankly we were very disappointed because our intention all along was to have a higher proportion of South Africans Besides making economic sense it would make for a more stable orchestra,' he said

Mr Tidboald said Napac had also gone to great lengths to contact South Africans working overseas Not one had taken up the offer

He didn't know what the recruiting programme would cost until it was all over

Regarding the amounts being spent on instruments, the orchestra manager had travelled to the Ludwig factory in Chicago and negotiated prices on the spot

Mr George Walker, lead violinist in the disbanded Durban Symphony Orchestra, said it was essential that the new orchestra should be of the highest standard

He could undertand the difficulty Mr Tidboald was having in recruiting South Africans

# Workers meet over pay

18/5/83

**Labour Correspondent**

FOUR mass meetings at the weekend of Witwatersrand metal workers will decide whether to accept or reject an expected wage offer from the Steel and Engineering Industries Federation (Seifsa)

The meetings have been called by the Metal and Allied Workers' Union which claims meetings such as these herald a new era of black worker participation in official pay negotiations in the metal industries

MAWU is taking part in official Metal Industrial Council pay negotiations for the first time this year, although it is not yet a member of the council

At a recent meeting of the council Seifsa agreed to make a wage offer to the unions after initially saying it was against any rises at present But it said some sectors of the industries would be unable to make any offer

The Seifsa offer is to be discussed at a council meeting on Tuesday and Seifsa has agreed to send details to the unions this week

According to a union spokesman, MAWU had called mass meetings in all four of its Witwatersrand locals to discuss the Seifsa offer and to "prepare for next week's negotiations"

He said the meetings would be held on Sunday, by which time the unions hoped to have details of Seifsa's offer The meetings would be open to all metal workers on the Witwatersrand, he said

When it applied to join the council, MAWU said it would not sign any agreements without first obtaining a mandate from its members Established unions on the councils rarely refer decisions on annual wage negotiations back to their entire membership according to MAWU

MAWU said workers in its Germiston/Wadeville, Alberton local would meet in Katlehong township on Sunday and those in its Benoni local would meet in Actonville

Its Isando/Elandsfontein and Johannesburg locals would also meet to discuss the employer offer

# Search row now settled and staff fully reinstated

(151) RDM 20/5/83

Labour Correspondent

PEP Stores yesterday agreed to reinstate six women workers who were fired by one of its Vereeniging stores, allegedly for refusing to strip naked in a security check

All body searches on Pep workers have been suspended pending an inquiry into search methods and Pep's group human resources executive, Mr Hein Ehlers, has agreed to discuss a request by the women's husbands for redress with the company's chairman, Mr Christo Wiese

This was agreed yesterday at a meeting between Mr Ehlers and the Commercial, Catering and Allied Workers Union (CCAWUSA), to which the six women belong

The dispute over body searches at the store attracted attention when CCAWUSA charged that five of its women members had been fired after refusing to strip naked, adding that a sixth woman had been similarly fired

It said the company had defended the searches, saying they were necessary to prevent stock losses The union rejected this

A company official in Vereeniging confirmed then that women were required to strip, but said they did not have to take off all their clothes. He added that the women had been sacked for refusing to obey orders, not for refusing to strip Pep's head office intervened and undertook to investigate the incident

CCAWUSA'S general secretary, Mrs Emma Mashinini, said yesterday that Pep had agreed to reinstate the workers without loss of pay She said they would be placed in stores other than the one they had been fired from

She said the company had undertaken not to victimise them

Mrs Mashinini said body searches would be suspended pending an inquiry and added "Mr Ehlers has agreed to take up with his chairman the request of the women's husbands for redress to compensate for the indignity they suffered"

Mr Ehlers confirmed the agreement, but said body searches had been suspended some time ago — not as a result of yesterday's meeting

He said it had been difficult to establish what exactly occurred at the store "but we decided it would be humane to give the workers the benefit of the doubt and to reinstate them"

Mr Ehlers said there was "a great deal of confusion" about events leading up to the sackings.

He added that Pep had sought a "just and humane" settlement to the dispute

# Firm reinstates 6 workers

Star 20/5/83

(151)

Labour Reporter

A large retail clothing chain has agreed to reinstate six workers without any loss of benefits They had been dismissed for refusing to take part in body searches by supervisory personnel

The reinstatement decision came after a four-hour meeting yesterday in Johannesburg between officials of the Commercial, Catering and Allied Workers' Union and Mr Hein Ehlers, human resources executive for the Pep Stores chain

The body searches were initiated because of staff thefts at some smaller branches, according to Pep Stores management

The union's general secretary, Mrs Emma Mashinini, said Pep had agreed to suspend body searches at its branches

SOWETAN 20/5/83

# Motor workers' indaba

A FIVE-MONTH-OLD dispute between the powerful National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo Motor firm over the dismissal of the union members and activists has been the subject of discussion in Rome, Italy, this week

The general secretary of the Motor Workers' Union, Mr Freddie Sauls, who is based in Port Elizabeth, told The SOWETAN yesterday that a meeting took place in Rome on Monday between Alfa Romeo management, Naawu, the Italian Metal Workers' Federation (FLM) and the International Metal Workers' Federation (IMWF)

# Alfa's dispute with union ends in Rome

20/5/83.

By STEVEN FRIEDMAN
Labour Correspondent

IN AN unusual move a dispute between the motor company Alfa Romeo and a local union has been settled — at a meeting in Rome

As a result of the settlement the National Automobile and Allied Workers Union (Naawu) has won recognition at two of Alfa's Transvaal depots and the reinstatement of three union leaders retrenched by the company according to a union statement released yesterday

In return Naawu will drop its current industrial court action against Alfa

The Rome settlement followed intervention on Naawu's behalf by the Italian Metal Workers Federation, the FLM and the powerful International Metalworkers Federation, of which Naawu is a member

The meeting which led to the settlement took place on Monday and was attended by representatives of both the FLM and the IMF, as well as Alfa's South African chairman Dr Vito Bianco, and Naawu organiser Mr Taffy Adler

The settlement was signed in Rome by Dr Bianco and Mr Adler

In a statement yesterday, Mr Fred Sauls Naawu's general secretary, welcomed the outcome and "the spirit in which the agreement was reached

Mr Sauls said it was "clear" that "the only way to counter the power of the multinational corporations is to establish close links such as those which exist between the unions of the Italian metalworkers and Naawu

He said this would "prevent the companies playing workers in another country off against workers in South Africa'

An Alfa spokesman said the company would not be in a position to comment until its representatives at the Rome meeting returned to South Africa

The dispute between Alfa and Naawu arose when the company refused to recognise the union at its Wynberg depot The union claims it then "foisted a works council on workers against their will but Alfa denied this

The company also denied a charge by Naawu that 16 workers at the depot were retrenched in an attempt to "victimise" worker leaders

According to the Naawu statement, the company agreed at the Rome meeting to recognise Naawu at its Wynberg and Tulisa Park depots

"The company confirms it is not against unions in general and Naawu in particular and will not interfere in any of the union's actions at its plant in Brits and will assist in discussions with workers there"

Alfa had also agreed to reinstate a worker leader, Mr Thomas Mathole who had been retrenched

Two other union leaders at the plant, Mr Lazarus Ngoepe and Mr Hendrick Poo, would be offered temporary work with the undertaking that they would be taken on permanently if business improved, Mr Sauls said

It is understood that the retrenchment of the other 13 workers may be taken up later

# Seifsa pay talks next week

Labour Reporter

Trade union leaders and employers in the metal industry meet again in Johannesburg on Tuesday to attempt to negotiate wage increases affecting about 500 000 workers.

The Steel and Engineering Industries Federation of SA (Seifsa), representing employers, wrote to the unions this week with a suggested wage offer. The unions have demanded increases of about 14 percent. Seifsa's offer is understood to be well below this demand

1204

THE other key industry where the next week or two should be vital is the mines

23/5/83

If a recognition agreement between the Chamber of Mines and Cusa's National Union of Mineworkers is signed soon, NUM will this year become the first union to negotiate black mine wages with the Chamber

Last week it called on the Chamber to sign this week so that wage talks could commence at the beginning of next month

RDM 23/5/83

(151)

TWO potential showdowns — both with implications for the future of bargaining in key industries — are due to take shape this week.

In the metal industries, unions and employers meet tomorrow to continue annual wage negotiations.

Employer federation Seifsa has now made an offer to unions after first pushing for a wage freeze It has offered 3% to those at the top of the scale and 5% to those at the bottom

But artisan unions on the council label this an "insult" and may declare a dispute with Seifsa. This would delay a settlement, but there should be an accord sooner or later

What gives the negotiations more long-lasting import is the fact that Fosatu's Metal and Allied Workers Union is taking part for the first time, though its application to join the council hasn't been accepted yet

Its participation, the first involvement by Fosatu's biggest union in metal's official bargaining system, is a key pointer to the future.

It is firstly a test of the council's ability to meet black worker aspirations.

But it is also a test for the union. Having taken a controversial tactical decision to join the council, it will now have to show that this can pay off.

MAWU members were due to meet at the weekend to discuss their stance at the talks But the union's stated policy is to accept not less than a R2-an-hour minimum wage . . and the present metal minimum is R1,42

So with employers determined to keep rises to a minimum, there is no chance of a wage accord between MAWU and Seifsa

In the current economic climate, there is also little chance of strikes by MAWU members on the wage issue

The union may simply react by issuing angry statements — but the negotiations provide a first crucial test of its role on the council

# Metalworkers reject 5% rise and claim 30%

By STEVEN FRIEDMAN
Labour Correspondent

KEY pay talks in the metal industries — which affect the wages of nearly 500 000 workers — resume today with prospects of a settlement seemingly slim

Yesterday, the Metal and Allied Workers Union said in a statement that mass meetings of its members in nine areas at the weekend had rejected a pay offer by the Steel and Engineering Industries Federation (Seifsa), which would raise the industry's minimum wage by 5%

It said they had branded the offer an "insult" and would continue to press for a R90-a-week minimum wage, an increase of over 30% It said other metal unions would back this demand

It is also likely that artisan unions on the metal industrial council will oppose Seifsa's offer After originally pushing for a wage "freeze", Seifsa has now offered to raise the pay of the highest-paid workers by 13c an hour and that of the lowest-paid by 7c, 3% and 5% respectively

This increase would be implemented on October 1 Annual increases in the industries are usually implemented at the beginning of July MAWU is taking part in the talks for the first time although it is not yet a member of the Metal Council

In its statement, MAWU said that at meetings in Johannesburg, Durban, Port Elizabeth, Katlehong, Thembisa, Benoni, Vereeniging, Witbank and Empangeni it had rejected the Seifsa proposals It said workers had branded the proposals an "insult"and it was clear that Seifsa companies had money, whatever they said

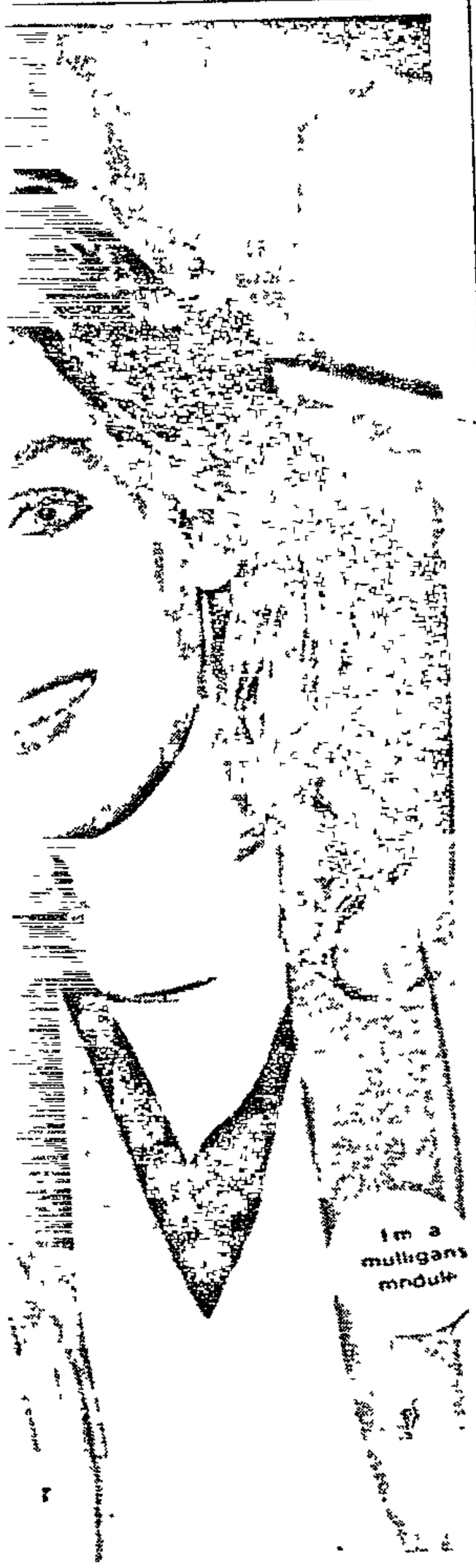
It said the meetings had decided that MAWU should again demand a R90-a-week minimum at today's meeting

"Workers noted the excessive profits achieved by companies like Amic and Dorbyl They proposed that the director of Seifsa be called to the next round of general meetings to explain to workers where the profits of the boom years have gone," the statement said

It added that if a company claimed to be losing money, "its books should be shown to its employees" and if it claimed workers were unproductive, they should be shown production and turnover figures

The director of Seifsa, Mr Sam van Coller, was unavailable yesterday However, employers have insisted during the negotiations that they cannot pay high increases without jeopardising workers' jobs

They say the recession in the industries is the worst for decades and that the drought is likely to worsen the position of metal companies



Disneyworld to take part in the interna- of the Face of the 80s contest on June 4 - is a R100 000 modelling contract with the Ford Model Agency

# Witness: I found glass in my bread

Own Correspondent

CAPE TOWN — A Pollsmoor prisoner testifying in the murder trial of a teenage hairdresser said in the Supreme Court here today that he had found ground glass in his food this morning

State witness Billy McCarthy said that before leaving the prison he had been given food

"When I ate part of the bread at court this morning I bit on something that felt like a stone Then I discovered it was a bit of glass I opened the bread to find it filled with ground glass"

McCarthy said the glass had cut the inside of his lower lip

The accused, Mr Billy van Rooyen (43), of Heideveld, has pleaded not guilty to murdering Miss Debbie Dicks (16) of Observatory on July 29 last year

Miss Dicks died at Groote Schuur Hospital shortly after she was stabbed in the neck, severing her main artery

McCarthy said Mr van Rooyen had told him he had already killed nine women but had been arrested on only three occasions

The case is continuing

Mr Justice de Kock is sitting with two assessors, Mr W S O'Brien and Mr B L O'Leary Mr S Baker appears for the State Mr G B Griesel instructed by Snitcher Cohen and Snitcher represents Mr van Rooyen

# Unions are divided on wage rises

Star 25/5/83

Labour Reporter

Trade unions at the National Metal Industries' wage negotiations held in Johannesburg yesterday were divided over the final settlement of a five and seven percent increase effective from July 1 this year

Unions party to the industrial council accepted the agreement "under protest" while the Metal and Allied Workers Union (Mawu) did not sign the agreement stating it failed to conform to their federation's policy of a basic living wage for workers, and that they did not have their members' mandate on the offer

The agreement reached with the employers, represented by the Steel and Engineering Industries Federation of SA, means a seven percent increment for workers at the bottom of the scale by some 10c an hour and the five percent rise means a 21c hourly increase for those at the top of the scale

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, said that while they had not got what they wanted they had had to come to some agreement because of the economic situation

He said unions had reserved the right to approach employers individually and seek better increases and they had also received the commitment of employers to rationalise future wage negotiations in the industry and an urgent survey of retrenchment provisions.

Labour observers said the largely white-member craft unions at yesterday's talks were fearful of the economic situation and further lay-offs and thus felt obliged to accept Seifsa's offer

They had asked Seifsa to postpone talks until next month when they could canvas their membership but the agreement went ahead It was unlikely their members would accept the settlement because they were committed to the principle of a living wage

Mawu at the weekend had called for a 30 percent increase which would have brought the basic minimum wage up to R90 a week

● The agreement still has to be sent to the Department of Manpower to be approved and gazetted before July 1 to be effective About 500 000 workers are affected by the agreement.

# ...w scheme to farm workers

Star 25/5/83

Reporter

...heme to im- ... skills and ...d living condi- ...arm labourers ...launched in the

...he is being Foundation for ...munity Devel- ...hich combines ...s of the private sectors as well ...d agriculture ...oundation was in February and ... to initiate in 20 ... tricts

tween the private sector, agricultural organisations and a State representative, he said

The foundation subsidises schemes to the tune of 75 percent, with the farmer paying the remainder

Meanwhile a Government-initiated scheme is battling to overcome various problems

The Boskop Training Centre near Potchefstroom, which trains farm labour in conjunction with the SA Agricultural Union, has its

A unique South African coin, an 1898 Kruger "pond" with a single "9", was sold for R132 000 in a recent coin auction — the largest yet held in South

# Kruger coin is sold

# Maaske to run in marathon

Springs runner Louis Maaske who pulled out of The Star/Mazda 1 000 km marathon because of lack of training time, is back in the race

He changed his mind after his employers, Raeburn Manufacturers, decided to pay any expenses not met by the sponsors

He has already trained one of his fellow workers to be his second in the 10-day event which begins in Johannesburg on June 1 and ends in Durban on

# Chamber and union to talk

Star May 1983.

151

Labour Reporter

Recognition talks are being held in Johannesburg tomorrow between the Chamber of Mines and the National Union of Mineworkers

A recognition agreement would extend to the union rights to negotiate wages on behalf of its members at two mines

The NUM is the largest black-member recruiting on the mines

# Boiler union wants talks

151

26/5/83

By STEVEN FRIEDMAN
Labour Correspondent

IN A highly unusual move, the SA Boilermakers' Society, the country's biggest union, will seek pay talks with individual metal companies "as soon as possible" to try to win bigger rises for workers than those negotiated at the metal industrial council this week

The move has been backed by other unions on the council and may put them on a collision course with the Steel and Engineering Industries Federation (Seifsa)

Seifsa, which represents metal employers, has repeatedly urged its members not to negotiate wages with unions outside the industrial council system

The boilermakers were one of the unions who this week reached a pay agreement with Seifsa which will raise pay for about 500 000 workers by between 5% and 7%

The Metal and Allied Workers' Union (MAWU) has dissociated itself from the agreement

In a statement yesterday, the boilermakers joined MAWU in condemning the agreement and said the union had accepted it under protest

It said the 7% rise for workers in the lowest categories was "wholly unrealistic" and would cause hardship for them and their families

"Many of these workers come from areas which are ravaged by drought and their families are more than ever dependent on the wages earned by workers in the industry", it said The 5% rise at the top of the scale did nothing to compensate for the erosion of wages by inflation.

The union said it objected not only to the "inadequate" rises but to the "unsatisfactory and cumbersome" process of negotiation which produced them

It had accepted the offer as "any further delay would have endangered the main agreement and may have left workers without the protection it provides"

But it said it had made clear at the talks that it would continue to negotiate with individual employers to increase wages Other unions in the industry had also agreed to do this

The union said that although employers agreed to negotiate wages at the council again this year "if circumstances permit", it would not wait for that It hoped to negotiate with companies in conjunction with other metal unions

"Our action is not aimed at weakening the council system It is generally agreed that aspects of the system are in need of revision and, if this is done, unions who still regard it with suspicion will have no reason to shun it," the union said

Its object was to ensure that wages were realistic and it appealed to all unions and employers involved "in the present crisis" to approach it "with a sense of their larger responsibility to the country as a whole"

# Philippi firm recognizes GWU

CAPE TIMES 26/5/83 151

Labour Reporter

THE unregistered General Workers Union (GWU) has signed a recognition agreement with Industrial Sands, a Philippi firm that is part of the Consol group of companies

The agreement, which was negotiated over two months, grants the GWU the right to negotiate all aspects of conditions of employment and procedural agreements with the company

A statement by the GWU said they were "heartened" by the attitude displayed by the management and felt sure the agreement would "enhance peaceful industrial relations" at the plant

Mr N Taberner, general manager of the firm, said he was "looking forward to a harmonious relationship" with the firm's employees

# Eisteddfod results

THE following are the results of the Modern Dance, Strings and Junior Vocal sections of the Cape Town Eisteddfod which were held on May 23

**MODERN DANCE**
**(8 years and under)**

**Honours** Mandy Reeves, Peggy Rabb

**(10 years and under)**

**Honours** Sarah Spickernell

**Novice Modern**
**(12 years and under)**

**Honours.** Sandra Abraham

**STRINGS**

**Violin Solo set music**
**(10 years and under)**

**Diploma** Eileen Wigram, Simon Wenger
**Honours.** Monique Pienaar

**(11 years and under)**

**Diploma.** Kate O'Hanlon
**Honours** Lynne Menzies, Simon Wenger

**Violin Solo own choice**
**(10 years and under)**

**Diploma** Simon Wenger
**Honours** Eileen Wigram, Sheryl Katz

**(11 years and under)**

**Diploma** Kate O'Hanlon
**Honours** Lynne Menzies

**Violin cello Solo set music**
**(13 years and under)**

**Diploma** Rowena van der Merwe

**Violin cello Solo own choice**
**(13 years and under)**

**Diploma** Pauline Hillman
**Honours** Rowena van der Merwe, Cecily Hewlett

**Piano Quartet**
**(15 years and under)**

**Honours.** Tanya Wilson, Vanja Karth, Peter Martens, Fiona Berrisford

**(18 years and under)**

**Honours** Rustenburg Girls' High School

**String Quartet**
**(15 years and under)**

**Diploma** Orit Feldman, Jonathan Rubinsztein, Elizabeth Rennie, Gabriel Chapman

**Trios**
**(14 years and under)**

**Honours** Fiona Berrisford Lynne Menzies, Peter Martens, Monique Pienaar, Kim Prescott, Guido de Groote

**Viola Solo own choice**
**(16 years and under)**

**Honours** Alan Rubinstein

**JUNIOR VOCAL**

**Diploma** Craig Morris
**Honours** Reyburn Hendricks

**Girls Solo own choice**
**(12 years and under)**

**Diploma** Sasha van Vuuren
**Honours** Penny McClurg, Heather Burgess

**Girls Duets own choice**
**(13 years and under)**

**Diploma** Penny McClurg, Amanda Bowhill

**Mixed Choirs**
**Open competition**

**Diploma** Strand Chamber Choir

# Mine officials agree on pay rise

Labour Correspondent

MINE officials will receive an 8% pay rise in terms of an agreement between the three unions representing them and the Chamber of Mines, the Labour Relations Council in Johannesburg said yesterday.

This means the agreement between the chamber and the officials is almost identical to that reached between the white mine unions and the chamber recently.

The three official associations — the Mine Surface Officials Association, Underground Officials Association and SA Technical Officials Association — represent about 30 000 workers.

Yesterday's statement said the agreement would mean that minimum salaries would be increased by 8% from the June pay month.

On this occasion, a leading official had been given an assurance that no employee will receive an increase lower than the monetary equivalent of 8% of the minimum or above minimum rate in his or her job category.

The officials associations do not negotiate actual pay with the chamber. The bargain minimum rates for each job category and it is then left to the mines to set actual rates.

Yesterday's agreement means that each official is guaranteed at least a rise equal to 8% of the minimum in his or her category.

The statement said however that as in the past mine managements have the discretion to grant merit increases to individual officials above those agreed between the associations and the chamber.

# Hopes rise in mine talks

**Labour Correspondent**

THE Chamber of Mines and the National Union of Mineworkers the biggest black union on the mines meet today for recognition talks

And the union says only two points raised by it need to be settled before an agreement can be signed

A recognition agreement between the chamber and NUM would give black mine workers the right to take part in wage negotiations for the first time in the mines history

The two sides have been n g ating on recognition f ne time now and it has b generally assumed a r ition agreement is a ore one conclusion

F l agreement however has taken longer than expected The union recently called for the agreement to be signed by the end of the month to enable it to take part in wage negotiations at the beginning of June

The NUM general secretary Mr Cyril Ramaphosa said yesterday the chamber was due to give its answer on two points raised by the union

"We understand that their executive has met to consider these and we will know their attitude tomorrow If they agree there do not seem to be any further obstacles to recognition he said

If the chamber did not agree however NUM would have to take this decision back to its members Mr Ramaphosa said and a final agreement would be delayed

He said the NUM still remained hopeful it would be possible to formally sign an agreement soon

(151)

WHILE talks are in the offing about a R2-an hour minimum wage in the metal industries, a Fosatu union has won the R2 from an Isando company

CDH

30/5/83

Tea and coffee company TW Beckett, an Anglo-Vaal subsidiary, has agreed to pay a R2 minimum after talks with the Sweet, Food, and Allied Workers Union It is the second Transvaal company in which SFAWU has members to agree to this

Getting the minimum up to R2 meant a 62% rise, and Fosatu president Mr Chris Dlamini, a SFAWU member who was involved in the TW Beckett talks, hails this as an 'outstanding achievement" in view of the recession

While food firms are not as affected by recession as others, large wage advances of this sort have been almost unheard of this year

RDM 30/5/83 151

THE challenge to the "closed shop" by Natal furniture firm Grafton Everest is not dead

Last year the company took a Tucsa union and the furniture industrial council to the industrial court because the council wanted it to fire some of its workers for refusing to join the union

The case was seen as a key test of the closed shop, but the court ruled it could not decide on it because it had not been referred to the council first

Grafton is still trying to get the case back to the court, but its efforts are being delayed by a Byzantine legal wrangle about whether the Minister of Manpower has the right to exempt workers from the "closed shop"

So the case may not return to the court for a good while yet

# Scene is set for a hot wage war

30/5/83 (151)

THE annual metal pay battle is temporarily over, but other developments at last week's pay talks may have key implications for metal's bargaining future

The battle is only "temporarily" over because established unions on the metal industrial council such as the SA Boilermakers Society are now going to approach some companies and request direct pay talks

They say they know some employers can pay more than the 5%-7% agreed at the council and hope unions will approach them jointly

This is a key departure from the previous practice of these unions, which has usually been to bargain wages through councils only

It will also bring them into conflict with metal employer federation Seifsa which is as opposed as ever to wage negotiation outside the council

While conflicts between Seifsa and emerging unions on this issue are routine, the entry of established unions to the fray could add an interesting twist to the issue

A further facet is that the Boilermakers issued a statement last week complaining about the "cumbersome" negotiation system in the metal industries The union said it still backed the council system, but revisions to it were necessary

It might simply be backing a demand by unions on the council —which Seifsa agreed last week to discuss — that council wage bargaining be decentralised so that the various metal sectors negotiate pay separately

But it might also be considering some measure of bargaining with individual companies alongside council bargaining

Another key development could be afoot following Seifsa's agreement to discuss with Fosatu's Metal and Allied Workers Union the Fosatu "living wage" concept

Fosatu sees R2 an hour as a minimum "living wage" and the metal minimum is only two-thirds that — hence MAWU's angry rejection of last week's pay deal

But Fosatu unions have also advocated a new method of wage bargaining for the lowest-paid

Instead of haggling over a percentage rise, they have argued, employers and unions should agree on a "living wage" figure and negotiations should then centre around how quickly the goal can be reached

MAWU may put this idea to metal employers

However it is received, bargaining in the industries is clearly entering a fluid period

**Labour Week**

By STEVEN FRIEDMAN

OLD SERVANT

151



# Piet sues boss

## But employer denies he did not pay wages for 17 years

By BLAISE HOPKINSON

**AN illiterate old black man has found himself caught up in a legal tussle with his employer of 17 years.**

Legal aid lawyers acting for Mr Piet Mathebula, 79, claim he was not paid during this period and have demanded over R14 000 in back pay and holiday money.

The former employer, Mr Daniel Dolan, who lives in the exclusive Benoni suburb of Linksview, is perplexed and upset by the demand

He has denied he did not pay Mr Mathebula and will strongly defend any legal action

"I do not wish to say anything that will hurt either Piet or me I have a very high regard for Piet," said Mr Dolan, an engineer, at his home yesterday

"Piet was painfully honest and wouldn't so much as pick up a cigarette if it was not his."

He admitted he was "very shocked" when heard his former servant had chosen to take legal action

"Piet disappeared on Easter Monday I spent the week of my holiday looking for him I checked the hospitals, the police, everywhere," Mr Dolan said.

Mrs Dolan said Mr Mathebula had told them all along he had no family and had nowhere to go

"We were quite prepared to keep him until he died We thought he had nowhere to go," she said.

Legal aid lawyers have sent Mr Dolan a letter of demand and are awaiting a reply

### Promised

The Dolans' lawyer, who asked not to be named, said the claim was "simply not true Piet was paid"

Traced this week by the Sunday Times to a tiny village 50km from the GaZankulu capital of Giyani, Mr Mathebula claimed he had not been paid a cent by Mr and Mrs Dolan

Speaking broken Afrikaans, Mr Mathebula claimed "the missus refused to give me money when I asked for it"

How the legal action originated was explained by a Department of Co-operation and Development commissioner in Benoni, Mr C J Wolmarans

He said "a concerned citizen" brought Mr Mathebula to him.

"I questioned Mr Mathebula and satisfied myself that we had a case and referred it to the legal-aid people

"He must have trusted his employers completely and believed that they would give him his money when he left their employment," Mr Wolmarans said.

Mr Mathebula claims he stopped asking the Dolans for money because they promised to give it to him when he retired

He said he helped Mrs Dolan with the housework and did odd jobs, like cleaning the car and tending the garden.

For this he was fed, given beer and tobacco each week and housed in servants' quarters on the property

He claimed he worked from six in the morning until eight at night.

He did not have a day off and never went on holiday He said he had also never had a day off sick.

"I can't say why I stayed there It was work I must work I could not find other work," Mr Mathebula said

The Department of Co-operation and Development in Benoni arranged for Mr Mathebula to be returned to his family in Venda, which he left more than 20 years ago

There, family and friends now talk about him as "the man who returned from the dead"

Mr Mathebula spends his days sitting in the neat kraal, smoking tobacco, drinking beer and telling the children about life in the city

His trip home ran into a tragic snag when his government escort died in his sleep on the train

A bewildered Mr Mathebula, who had never been on a train before, was taken to the police and finally to the Department of Co-operation and Development commissioner in Louis Trichardt

### Cattle

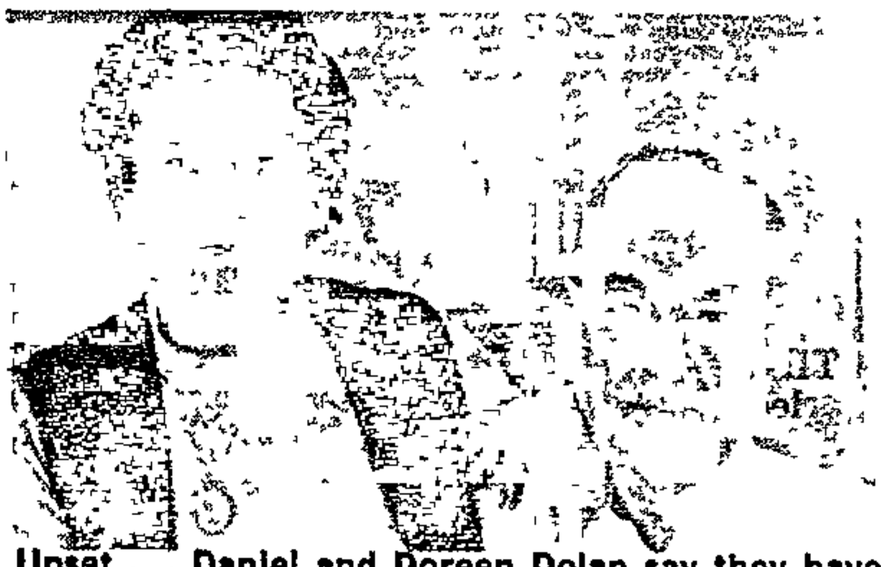
After a 10-day search, government officials found his brother and sister and Mr Mathebula was reunited with his family

"I am very happy to be here I will not move again

"If I get the money then I will buy cattle I am old," said Mr Mathebula as he took a sip from his beer pot

Mr Mathebula, who cannot read or write, said he had a wife and two children but had completely lost track of them It is believed his wife has died

Reunited ... but Piet Mathebula says he has nothing to show after 20 years away from his family



Upset ... Daniel and Doreen Dolan say they have paid their employee Pictures: JUHAN KUUS

GENERAL MEETING

which will be held at the

CATHEDRAL HALL
(St. Georges Cathedral)

Queen Victoria Street
Cape Town

TUESDAY, JUNE 7th, 1983

6.00 p.m.

AGENDA

1. Minutes General Meeting 29/4/1982
2. Negotiations for new agreement
3. Dispute (Industrial Court)
4. Election of Officers
   The following vacancies must be filled:-
   Chairman
   Vice-Chairman
   2 members of Executive Committee
5. General

TRANSPORT WILL BE PROVIDED.

We will get you home. There can be no excuse, you MUST attend this meeting.

Yours fraternally
A.E Frazer
Secretary

(151) June (1983)


Jewellers' & Goldsmiths' Union

*Registered under the Industrial Conciliation Act*

CAPE TOWN BRANCH

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# AN URGENT MESSAGE TO JOURNEYMEN!!!

# YOUR JOBS ARE IN DANGER.

YOUR UNION IS IN DISPUTE WITH THE CAPE JEWELLERY MANUFACTURERS ASSOCIATION (YOUR EMPLOYERS) AND HAVE REFERRED THE CASE TO THE INDUSTRIAL COURT AS AN UNFAIR LABOUR PRACTICE.

THE EMPLOYERS CLAIM THAT ANY PERSON CAN BE DRAGGED IN OFF THE STREET AND ALLOWED TO PERFORM JOURNEYMAN'S WORK WITHOUT HAVING SERVED AN APPRENTICESHIP!!!

They are exploiting the "differential rate" clause in the industrial council agreement which provides that any worker required to do more highly paid work must be renumerated accordingly. The employers claim that this clause includes "Journeyman" and that any person can perform this work so long as he or she is paid the basic minimum rate for this category.

When the union became aware that certain employers were abusing this clause, it proposed that the journeyman be excluded from its provisions and

THEY REFUSED.

Thus the dispute between the union and the employers.

WE ARE CONFIDENT WE WILL WIN BUT WE MUST HAVE THE SUPPORT OF ALL WORKERS IN THE INDUSTRY.

A win for the employers would mean the trade would return to the gutter from which the union has for so many years struggled to raise it. A win for the employers would mean the complete undermining of the status and security of the journeyman.

TODAY THE JOURNEYMAN!!!
YOU TOMORROW?

The Cape Jewellery Manufacturers' Association has sent a letter to all its members advising them that they are no longer required to deduct trade union subscriptions from your wages. The employers are fully aware that this could mean the loss of your sick and distress benefits.

DON'T LET THEM DESTROY YOUR SICK BENEFIT SCHEME WHICH HAS HELPED SO MANY OF OUR WORKERS. PAY YOUR SUBSCRIPTIONS WHEN THE COLLECTOR CALLS.

We know that a number of employers have refused to allow the juggernauts of the industry to ride over them and crush them. They are not prepared to be dictated to by a group of petty little people and they have agreed to continue deducting trade union subscriptions. We appreciate deeply the stand they have taken in their efforts to maintain harmonious relations with their workers. They too are not prepared to see the industry destroyed by a policy of short term gains which can result only in disaster in the long term. Full details of the fight will be given at the General Meeting.

2/6/83 (151)

# Third agreement in Tvl for SAAWU

Labour Correspondent

THE unregistered SA Allied Workers Union has won its first recognition agreement in the Transvaal this year — the third agreement since it began operating in the province, a SAAWU statement said yesterday

SAAWU said its Baking and Allied Workers' Union had signed a recognition agreement with Park Bakery in Isando earlier this month The company, a subsidiary of Fedbake Pty, employs about 270 workers at the plant

According to the statement, the union represents more than 60% of the workers at the plant

"In terms of the signed agreement the union is regarded by the company as the collective bargaining representative of workers for conditions of employment and all matters affecting workers in the company" the statement said

It hailed the agreement, saying its contents 'are regarded by the union as progressive and constitute a step towards creating good industrial relations between the parties'

SAAWU says it has signed two other recognition agreements in the Transvaal — one in 1981 with Oerlikon Electrodes and the other in 1982 with a plant in the Spartan industrial township

3/6/83

# Bakery agrees to recognise union

151

**THE 3 000-strong Bakery and Allied Workers' Union has concluded a recognition agreement with Park Bakery, a subsidiary of Fedbaki Pty, at a meeting held in Isando this week.**

In terms of the agreement, the union, an affiliate of the South African Allied Workers' Union, is regarded by the management as a collective bargaining representative for conditions of employment and other matters affecting workers at the plant

Saawu's national secretary, Mr H Barnabus, told The SOWETAN yesterday that the contents of the agreement were negotiated between the company and the union and were regarded by the union as "very constructive and a progressive step"

"The agreement will also create good industrial relations between the two parties The union will conduct wage negotiations with the management during November and thereafter wage discussions will be held annually," he said

Mr Barnabus said the union was planning to train most shop stewards at the plant in registration procedures

In the event of a deadlock on wage negotiations, the union will follow the mediation and other procedures in order to represent its members fully, he said

The company's general manager, Mr M Farrand, has confirmed the recognition agreement with the union

# Union recognised

(151)

C. Herald 1/8

THE General Workers' Union, an unregistered union, has been officially recognised by the Industrial Sand and Engineering Company, a subsidiary of the Consul group.

Both parties confirmed that a recognition agreement was signed on Friday May 20 after two months of talks.

The agreement affords the union and its representatives the right to take up any matter affecting its members.

These include wages, retrenchment, grievance, discipline and conditions of work. Procedures for these are now to be negotiated.

According to a statement by the General Workers Union they were heartened by the attitude displayed by the management of Industrial Sands.

"We are sure that this agreement will enhance harmonious and peaceful industrial relations at the Phillipi plant," it said.

Mr Norman Taberner, the company's general manager, said that they were looking forward to harmonious and constructive industrial relations with the union and its representatives.

C. HERALD (151) 4/6/83

# SA union goes to Italy to settle dispute

A SOUTH AFRICAN labour dispute has been settled in the Italian capital of Rome.

The National Automobile and Allied Workers Union (Naawu) is now officially recognised by Alfa Romeo.

The South African subsidiary, until last week, had refused to deal with the union.

Naawu had appealed for assistance to the Italian Metalworkers Federation, which organises Alfa workers in Italy, as well as the 14-million strong International Metalworkers' Federation. Both the Italian and South African unions are affiliated to the international federation.

## PRESSURE

The appeal led to pressure being applied on Alfa. A meeting followed in Rome on Monday last week attended by the Alfa parent company, the South African subsidiary, Naawu, the Italian Metalworkers' Federation and the international federation.

Agreement on recognition was achieved at this high-powered gathering.

The Geneva-based general secretary of the International Metalworkers' Federation, Mr Herman Rebhan, had said earlier: "The high-handed reactionary attitude of the Alfa management in South Africa suggests they still think they are living in the Mussolini era when trade unionists were treated like dirt."

The company is the lowest payer of all motor manufacturers in South Africa, according to the Transvaal secretary of Naawu, Mr Taffy Adler.

He said it paid R1,45 an hour while no other motor company paid less than R2,00.

Naawu's struggle at Alfa started when the union applied to management to be officially recognised as representing the workers at the company's Wynberg, Johannesburg plant which houses its workshop and spares department. The majority of the workers had joined Naawu.

But management refused to accept that Naawu represented its employees and set up a Works Committee instead, Mr Adler said.

Two key members of the union were also unfairly dismissed, he added.

This led to Naawu, an affiliate of the Federation of South African Trade Unions (Fosatu), fighting it out in court with Alfa on April 25.

Naawu has agreed to halt court action against the company in return for its being officially recognised by it.

151 6/6/83 RDM

THE recognition negotiations between the Chamber of Mines and the National Union of Mineworkers are rapidly becoming labour's longest-running serial

After a meeting last week, the two sides again stopped short of signing a recognition agreement

They have actually finalised the agreement but the stumbling block is still how many mines the NUM will win bargaining rights on

It says it is entitled to them on 11, the Chamber says it has so far received confirmation from only five that NUM is representative

Since some of the biggest mines are among those left out, the agreement will not be signed unless this point is cleared up

It may be signed this week But predictions on this issue are becoming hazardous, and, on the other hand, it may not

# BMW agreement

RDM 6/6/83

Mail Reporter

THE National Automobile and Allied Workers' Union has signed an agreement with BMW.

Mr Taffy Adler, Transvaal secretary of Naawu, said yesterday the agreement represented a milestone in industrial relations.

The agreement provided that BMW would negotiate wages, working conditions and stop order facilities with Naawu The union would have access to the election of shop stewards as soon as 50% of workers belonged to the union.

The union at present has 40% membership at the plant.

# Mediators called in on pay dispute

26/1/83

Labour Reporter

Mediators have been called in to settle the five-week-old dispute between the Paper, Wood and Allied Workers' Union and the Premier paper mill at Kliprivier

About 350 workers downed tools over wage demands at the Barlow Rand subsidiary in late April, demanding an increase of 40c an hour Management refused to meet the demands and later cancelled a recognition agreement with the union

Workers later agreed to return to their jobs on the promise of wage talks

Their demands were lowered to a 20c hourly rise while management offered a 10c increase Deadlock resulted. Both sides then agreed to bring in mediators

# Novel bid to settle strike

RDM

7/6/83

151

**Labour Correspondent**

MANAGEMENT and workers at Premier Paper's Klipriviier mill are to use an unusual form of mediation in an attempt to settle a wage dispute

The dispute led to a week-long strike at the mill last month after which the company cancelled its recognition agreement with the Paper, Wood and Allied Workers Union

Since then, however, the company has been negotiating with the union's shop stewards Worker leaders at the mill say they still regard the union as the workers' bargaining representative there

During the strike, Premier rejected union appeals that a mediator be called in

But yesterday the company issued a joint management-worker statement saying that both parties had now agreed "to enter into a process of dual mediation"

It said the dispute remained deadlocked

It is understood that Premier has again rejected worker demands for one mediator to be appointed

Instead, two mediators have been appointed — one to represent management, the other to represent workers This form of mediation is believed to be unprecedented

According to the statement, workers are continuing to demand a 40c an hour increase with effect from July

The strike was sparked by a management decision to give selected workers rises of between 30c and 40c an hour to bring them into line with a company wage grading system Workers are demanding that this be extended to all of them

# Man tells court of dismissal

Sowetan 7/6/83

151

**A TEMBISA man yesterday told a Rand Supreme Court judge that he was unfairly dismissed from his job at the giant 3M (PTY) Limited in Elandsfontein after being accused of theft.**

Mr Tau Diale (35) was testifying before Mr Acting Justice Schutz how on January 8 last year two whites at the company took him to the Bedfordview Police Station and laid a charge of theft against him He was accused of stealing video cassettes which were stored in a place called "high security area".

Mr Diale said he had been employed by the company for about 18 months when the incident took place. He had been in charge of the high security area for five days before the video cassettes were discovered missing

He said that on January 8, at about 5pm, when he was leaving for home, a security guard at the company stopped him and said Mr Hanna would like to see him He was later taken to the Bedfordview Police Station by two other white employees At the police station he was surprised when the two told the police they had come to lay a charge of theft against him

After the police had written down what one of the two whites was telling them, he was told to furnish his particulars. Mr Diale alleged that when he got closer to one of the policemen he was slapped on the cheek and when he turned, another bumped him on the buttocks with his knee. The two whites who came with him did not intervene, he said.

UNFAIR DISMISSAL: Mr Tau Diale.

# Union told to submit records of members

STAR 8/6/83

Labour Reporter

The Orange-Vaal General Workers' Union based in Vereeniging has been told to submit membership records to the Department of Manpower or appear in court.

Several unregistered trade unions have been approached over the last few weeks with requests to submit their financial and membership records These were required only from registered unions until recent amendments to the Labour Relations Act.

The union's secretary, Mr Philip Masia, said the union had received a warning from the Department of Manpower that it would be subpoenaed if it did not submit certain information.

Unions which refuse to comply with the department's requirements face a fine or jail term

Senior Department of Manpower officials have said the requests for details are a minimum requirement under the Act and the department is in no way attempting to curb union activities

# East Rand strike over

Sowetan 8/6/83

**THE THREE-day work stoppage that hit the office equipment manufacturing company, Krost Brothers, in the East Rand last week, is now over.**

A spokesman for the workers, Mr Elias Novela, said that during the weekend the management had relented and had reinstated the dismissed workers Instead the 130 workers will be laid off for a month In the meantime the workers would be kept on the payroll, which means that the company will continue to pay their unemployment insurance contributions The workers have been asked to return their UIF cards Permits of the migrant workers whose services were terminated would be restored to enable them not to break their service.

Meanwhile the talks between the management and the shop stewards will continue this week

Star 8/6/83 (151)

# Recognition breakthrough for mine union

By Tony Davis,
Labour Reporter

The National Union of Mineworkers is expected to sign a recognition agreement with the Chamber of Mines in Johannesburg tomorrow for various categories of workers at eight mines

The agreement represents a significant breakthrough for the union — which is less than one year old — and the NUM will soon be negotiating workers' wages for the first time

In the past the mining houses have unilaterally announced annual wages for black mineworkers

The union's general secretary, Mr Cyril Ramaphosa, said he saw the signing as an imporant step in the struggle to organise unrepresented blacks on the mines

The mines represented are the East and West divisions of Vaal Reef, Western Holdings, the Welkom and Saaiplaas Holdings divisions, President Brand, Elandsrand and Kloof

Mr Ramaphosa said the union would be having recognition talks tomorrow with other mine bodies

The union, an affiliate of the Council of Unions of South Africa, was able to start recruiting at mines after the chamber altered its recognition criteria last year to include unregistered trade unions

Sowetan 6/6/83

# man's y hopes 'eprieve

'ly of Vosloorus near Boksburg, has lost . helle, will escape the hangman's noose

By MZIKAYISE EDOM

A shocked and wor- ied Mr Tofie Mogoe- ane, Thelle's younger other, told The SOW- AN yesterday the amily was feeling bad bout Mr Viljoen's refu- ' to grant his brother 'emency

APPEALS

The family still had opes for a last minute eprieve following ap- eals from abroad

As is with the other goerane and her two family will demand that they be given the body of Thelle for burial

Mrs Christinah Mogoerane and his two sons, Thekiso and Thabang and other family relatives, left early yesterday morning for Pretoria to pay Thelle the last visit in the Death Row, before he is hanged

FIRED: Mr Mcebisi Mqhayi worked for company for 20 years.

# Worker takes manager to court

A WHITE canteen manager who fired an elderly supervisor working under him for allegedly defying authority, was yesterday accused — at an Industrial Court hearing in Johannesburg — of exercising "unfair labour practices"

According to records read in court, which was presided over by Mr D R van Schalkwyk, Mr David Balfour, the canteen manager at Van Leer SA (Springs), fired Mr Mcebisi Mqhayi (53) for being absent without his permission

Mr Mqhayi allegedly closed the shop and went to the administrative offices at the local township in spite of Mr Balfour having turned down his requests to go there Three days later Mr Mqhayi was fired after being questioned by the factory's tribunal

Denying the allegation Mr Mqhayi, through his lawyer, said he had gone to the office with the belief that his employer had given him permission, although grudgingly If Mr Balfour had refused him permission he either did not hear because of the noise in the factory or had not understood Mr Balfour's heavy Scottish accent.

Mr Mqhayi's lawyer said in firing the supervisor who had "been with the company for about 20 years" Mr Balfour had made life "difficult and intolerable" for his client

In reply to the accusation the company's defence said Mr Mqhayi had been aware that permission had not been granted but had closed the shop and had gone away

The hearing has been postponed to Friday

# ers in court for murder

her 717 Frieda Street, Hercules, Pretoria home on August 23 last year

The investigating officer Lt Paul Loock testified that after receiving information on August 25 he went to a house in Soshanguve where he arrested Mr Johannes Msiza who was hiding behind a TV set He confessed to having been at the scene of murder with his brother He denied having killed Mrs van Buuren

The accused had then taken him to another house in Soshanguve where he arrested Mr Jonny Msiza who was also hiding He, too, confessed to having been at the scene of the crime Lt Loock said the accused had also told him he had covered Mrs van Buuren with a bedspread because they did not want her to see what they were doing. Both accused, Lt Loock said, had not been assaulted or threatened and had also shown him certain articles allegedly stolen from the house

Mr B J van Buuren, the husband of the deceased, told the court that Mr Johannes Msiza had worked for him He was not working for him at the time of the crime. The accused had left of his own accord after stealing two gallons of petrol from his premises, he said

His son, Mr J H van Buuren, who is also a policeman, testified that after receiving information he had rushed to his parent's home at about 4 pm on August 23 All the doors of the house were locked Together with his father they entered the bedroom where they found his mother in a sitting position near the bed with both hands and ankles bound with a pair of socks

Her head was also covered with a bedspread and a belt was tightly fastened around her face making it impossible for her to breath She was already dead

Doctor J D Loubser, chief state pathologist, testified that he conducted a post-mortem on Mrs van Buuren and said she died from suffocation The hearing continues

# Employee loses suite

(157)

Sowetan 9/6/83

By NKOPANE MAKOPANE

**A RAND Supreme Court judge has dismissed with costs a court action by a Tembisa man against his former company the 3M (Pty) Limited based in Elandsfontein.**

Mr Acting Justice Schultz found that Mr Tau Diale (35) had no case against the company from which he was claiming R5 000 damages for wrongful arrest after being accused of theft and malicious prosecution.

Mr Diale had told the court that on January 8 last year he had been taken to Bedfordview Police station by two white employees of the company

A charge of theft had been laid against him for allegedly stealing 600 video cassettes stored in a "security area "

Sergeant D J du Plessis, the investigating officer, said the charge against Mr Diale had been withdrawn when he appeared at the Edenvale Court because of lack of evidence

# BOKSBURG FIRM DISMISSES 160

Sowetan. 10/6/83

157

By SELLO RABOTHATA

**A BOKSBURG company yesterday fired its whole workforce, about 160 workers, after they approached management demanding a return to a five day week and refusing to accept the dismissal of 36 of their colleagues.**

According to one of the workers at Pitcon Industrial the managing director, Mr John Oscar, had told them he would not be controlled by them. The workers had demanded to revert to a five-day-week after working four days a week since February. They said they were already feeling the pinch of the high cost of living.

**HOURS**

He said: "We noticed that the workload at the company was picking up, that is why we approached him. We also put it to him in hours, asking to work at least 45 hours a week. The managing director instead told us that he was supposed to have a workforce of 120 instead of the present 160 and if he were to accept our demand, 36 of us would have to be fired.

"We proposed that we work at least 43 hours a week so as to accommodate the 36. He then said that we could not control him and that we were all fired. Yesterday when we reported for work at 7am we found a big board on the gate advertising our jobs."

The worker said management yesterday told them to wait at the gate and that a list of names would be called out Those who were called would enter the company's premises and those who were not called, would have to come back today This was not accepted by the workers as they felt others were going to be victimised, so they all left

Mr Oscar, the managing director, told The SOWETAN he had no comment to make

The workers have also approached their union, the South African Boilermakers Society, to intervene on their behalf The union promised to take the matter up with the company today, as the national organiser was not available yesterday.

# Union gets recognition

THE General Workers Union, an unregistered union has been officially recognised by the Industrial Sand and Engineering Company, a subsidiary of the Consul group

Both parties confirmed that a recognition agreement was signed on Friday, May 20 after two months of talks

It gives the union and its representatives the right to take up any matter affecting its members

Wage, retrenchment, grievance, discipline and conditions of work agreements will now to be negotiated

According to a statement by the General Workers Union they were heartened by the attitude dislayed by the management of Industrial Sands

"We are sure that this agreement will enhance harmonious and peaceful industrial relations at the Phillipi plant," it said

Mr Norman Taberner, the company's general manager, said they were looking forward to harmonious and constructive industrial relations with the union and its representatives

# Firm 'fired entire staff'

RDM 11/6/83

By STEVEN FRIEDMAN
Labour Correspondent

A BOKSBURG metal firm, Bitcon Industries, has fired its entire workforce — about 160 workers — because they opposed the retrenchment of 35 workers, a spokesman for the SA Boilermakers' Society said yesterday

He said the company had told workers they could reapply for their jobs on Monday and that two Boilermakers organisers had gone to the factory to negotiate with the company

By late yesterday, the outcome of the dispute was not known

The company's managing director, Mr John Oscar, refused to comment

According to the union spokesman, all the workers at the factory belong to the Boilermakers, an established union which belongs to the Trade Union Council of SA

Established unions are rarely involved in factory-floor disputes similar to that at Bitcon

Workers sources were quoted yesterday morning as saying that the dispute began when workers told management they wanted to go back to a five-day week instead of their present four-day week

They said they were finding it difficult to pay their bills on four days pay and had noticed that business at the company was "picking up".

According to the workers, management said that if the company returned to a five-day week, workers would have to be retrenched

Workers said they offered to work a shorter week to save the jobs of any workers earmarked for retrenchment

However, Mr Oscar had reacted by saying he would not be "controlled" by the workers and dismissed them all

# Union is poised for twin victory

RDM June 1983

**Labour Correspondent**

THE Commercial, Catering and Allied Workers' Union (Ccawusa) has won a second key bargaining foothold at a major chain store — and is expected to make another major gain within a week

The union announced yesterday it had signed a recognition agreement with the Woolworths chain which grants it bargaining rights at all Woolworths stores throughout the country at which it has majority membership

And yesterday it was locked in final negotiations with OK Bazaars which are expected to lead to the signing of a recognition agreement within a week

Ccawusa has already been formally recognised by the Edgars chain

Agreements with OK, Woolworths and Edgars would give the union a substantial permanent presence in major chain stores and could open the way for further agreements with other retail groups

Its general secretary, Mrs Emma Mashinini, said yesterday the Woolworths agreement had been signed on Friday after more than 10 months of negotiation

The union was also negotiating several substantive agreements with Woolworths — particularly one on maternity leave — and wage negotiations with the chain would begin on July 1

At OK Bazaars, Ccawusa and company officials met yesterday to finalise negotiations on a recognition agreement

Mrs Mashinini said she expected the OK agreement to be signed within a week

The two sides are likely to reach a maternity leave agreement which has been described as "the most progressive yet negotiated in this country"

The union is hoping to win a similar agreement at Woolworths

# Mines, black union in historic indaba

(151) S. Express 12/6/83

**Staff Reporters**

A 100-YEAR tradition of unilateral wage decisions for black workers on South African mines ends on Tuesday when the Chamber of Mines and the National Union of Mineworkers (NUM) meet at the negotiating table

Wage levels and discriminatory practices will be two of the issues discussed at the first-ever collective bargaining session between the mines, the biggest employer of labour in South Africa, and a black union

NUM is the first black union to be officially recognised by the Chamber of Mines

Four days of tough negotiations lie ahead, and Mr Cyril Ramaphosa, NUM's general secretary, says his union is fully aware of the chamber's reputation as a tough employer

151 Star 13/6/83

# Metal unions to ask for more

By Tony Davis, Labour Reporter

In the wake of last month's metal industries wage negotiations, various trade unions are seeking further increases from individual employers

Unions were highly critical of the negotiations, which resulted in increases of between five and seven percent — well below union demands

The unions told employers they would continue to press for their demands from individual employers

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said several letters had been sent out to employers requesting further wage talks on behalf of his electrical union members

He said it was likely that employers had budgeted beyond the negotiated minimums and could pay more

The general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, said his union felt it was important that trade unions adopt a joint approach to employers for higher wages

"It is fine to negotiate with employers where there is only one union but there is a problem where there are more unions involved," he said

The Metal and Allied Workers' Union, which was not a signatory to the talks because it said it had no worker mandate to accept the employers' low offer, is still to meet the Steel and Engineering Industries Federation of SA to discuss their concept of a "living wage" for workers

Mawu still expects to enter into some individual company negotiations for higher wages

● About 500 000 workers across the country were affected by last month's negotiations

(151) RDM 15/6/83

THE National Union of Mineworkers has now won recognition on the mines and the industry's new bargaining era is set to commence.

In fact, it will commence today as the NUM and the Chamber of Mines sit down to bargain on wages.

The NUM will release its demands today or tomorrow, so providing a key pointer on how heated the talks will be.

The signs are that it and the Chamber will be far apart. And, as the mines' black increase usually comes into effect on July 1, the Chamber has told NUM that the negotiations must be over by Friday.

Winning agreement in a week should be difficult, to say the least.

## Miners' demands 'unrealistic'

# Conflict looms over key talks on mine wages

151 RDM 14/6/83

By STEVEN FRIEDMAN
Labour Correspondent

CONFLICT between the Chamber of Mines and the black National Union of Mineworkers seemed certain yesterday on the eve of today's history-making black wage negotiation meeting on the mines

Yesterday a war of words erupted between the two sides as NUM released a wide-ranging set of demands for today's talks and the chamber labelled these "unacceptable" and "totally unrealistic"

Among NUM's demands are a 30% pay rise and a call for the scrapping of all race discrimination on the mines The chamber says this latter move would bring it into conflict with the law and risk racial conflict on the mines — an apparent reference to the likely reaction of Rightwing white unions

Last week NUM won recognition from the chamber on eight mines, which meant it could take part in negotiations for this year's black wage increase

This year is the first in which the mines' black pay increase will be negotiated, rather than set unilaterally by the chamber

The talks were due to begin yesterday but were postponed until today at the chamber's request They are due to end on Friday at the latest

In a statement summarising its demands yesterday, NUM said it would ask the chamber to "state unequivocally" that hiring, firing or the job classification of workers would not be subject to race or sex discrimination

It said mines "can easily afford" its 30% demand, "particularly if they are committed to closing the wage gap between black and white".

NUM says it has taken the present "harsh" economic climate into account and that it believes 30% is "a reasonable demand"

In a novel step, the union is also demanding annual "paternity leave" for married migrant workers to enable them to see their families

It also charges that some black mineworkers are doing work legally reserved for whites and demands they receive the same pay as whites doing the jobs

"If the chamber is committed to the removal of job reservation there is absolutely no justification for resisting this demand," it says

NUM also wants the extension of the white miners' pension fund to blacks, changes in the mines' "painfully discriminatory" leave system and to hours of work, protection for workers if new technology is introduced, and other changes

"These demands were formulated by our members and the wage negotiations committee enjoys the full backing of the entire membership," it says

In an unprecedented statement the chamber, which usually does not comment during negotiations, said it was forced to do so this time as "the publicity accorded to NUM's unrealistic demands will lead to false expectations among the union's members on the mines"

It said the 30% demand was "unrealistic in view of the current economic climate and the more moderate settlements reached so far this year with unions in the mining industry and also in other industries where many black employees earn far less than mine workers represented by NUM"

The demand for the end of discrimination had been made although "NUM must know the chamber is working towards this but cannot suddenly and unilaterally act without breaking existing laws and risking interracial industrial conflict"

The chamber added that the union had submitted a "formidable list of demands", including "novel and radical" ideas like paternity leave These and other "complex" issues could not be finalised within a week

Sowetan June 1983

# VICTORY FOR NAAWU

THE National Automobile and Allied Workers' Union (Naawu) has won a recognition agreement from BMW in Pretoria.

The agreement gives the union a major hold on the auto industry in the area, almost matching Naawu's dominance in the eastern Cape.

Naawu's regional secretary Mr Taffy Adler, said the agreement provided for recognition, shop stewards, union access and other basic terms.

However, the union will only be granted permission to negotiate wages when 50 percent of the BMW workforce are Naawu members. The union has about 40 percent membership of the plant's 1 500 hourly-paid workers.

Naawu already has an agreement with Sigma and is involved in talks with Alfa. The union is also recruiting members at the other major Pretoria area auto firm, Datsun.

Mr Adler said the union was also moving into the components firms in the PWV region.

Naawu, an affiliate of the Federation of South African Trade Unions is nationally representative of other auto assembly workers at Ford, General Motors, Volkswagen, Leyland and at various component manufacturers such as Firestone.

# Metal union wants more

By STEVEN FRIEDMAN
Labour Correspondent

GENERAL meetings of the 30 000-strong Metal and Allied Workers' Union have rejected the recent wage rise agreed at the metal industries' industrial council and instructed Mawu leaders to attempt to re-open wage negotiations

A meeting of Mawu shop stewards from throughout the Transvaal at the weekend instructed the union s negotiating delegates to "take any steps that may be necessary" to force the Steel and Engineering Industries Federation (Seifsa) to reopen negotiations and to bargain in "good faith'

According to the union, a similar resolution was adopted by Mawu's southern Natal shop stewards

At a council meeting last month, Seifsa and metal unions on the council agreed on a 5% rise for highest-paid workers and a 7% rise for the lowest paid

Mawu, which attended the meeting, rejected this and said it would canvass its members on their response

It says it asked the council to delay an agreement until it received a mandate from its members, but that this was refused

The weekend's meetings were held to test membership opinion

The resolution which was adopted sharply criticised Seifsa and accused it of using the council to "stifle bona fide negotiation with Mawu"

Seifsa's director, Mr Sam van Coller, said yesterday he preferred not to comment on Mawu's statement until the union had contacted employers formally

However, Seifsa is likely to oppose any move to re-open talks

The resolution rejected Seifsa's 5%-7% offer which established unions accepted and added "We confirm that we still want a living wage"

Mawu members instructed the union's negotiating delegates to "continue to press Seifsa to re-open bona fide negotiations with Mawu" and instructed delegates to take steps to compel it to do so

At the meeting, union members also instructed Mawu leaders to take part in the various negotiations for "house agreements" at individual metal companies which take place under the council's umbrella and to continue to press Mawu's demand for a minimum wage of R90 a week

# Printing dispute has not yet been resolved

(151) Star 15/6/83

The dispute between the management of The Star and the Media Workers Association of South Africa (Mwasa) has not been resolved to the satisfaction of both parties

This was announced yesterday by Mr H W Miller, chairman of the standing committee of the National Industrial Council of the Printing and Newspaper Industry, in the following statement

"The standing committee of the National Industrial Council of the Printing and Newspaper Industry of South Africa met on June 14 in an effort to resolve a dispute between 209 ex-employees of The Star who are members of the Media Workers Association of South Africa on the one hand, and The Star on the other hand

"The dispute was referred to the council in terms of section 43 of the Labour Relations Act 1956 It follows an alleged unfair labour practice on the part of The Star

"The committee regrets that it has been unable to settle the matter to the satisfaction of both parties

"It is, however, satisfied The Star did not act irregularly in relation to the dismissal of an ex-employee, Mr Oupa Msimang The committee is of the opinion that Mr Msimang had been given a final written warning before committing the alleged offence in question and that his case had been handled fairly and judiciously on appeal

"The committee is also satisfied The Star did not act irregularly in regard to its refusal to recognise the further validity of the contracts of employment of those employees who had either gone on strike or, alternatively, had stopped working as a result of the dismissal of Mr Msimang

"However, the committee recognises that certain employees who have been dismissed may not, in fact, have stopped working but may, for one reason or another, have been unable to report for duty The South African Typographical Union has reserved the right to make representations to The Star management on behalf of these persons"

# Closed shop clause suffers a setback

RDM 15/6/83

By STEVEN FRIEDMAN
Labour Correspondent

THE controversial "closed shop" clause — which forces workers to belong to a union — has suffered a set-back in the printing and newspaper industry

Black workers at three Industria plants owned by the giant Nampak group have been allowed by the industry's industrial council to resign from the SA Typographical Union, which they were forced to join in terms of a "closed shop" agreement negotiated at the council

This was announced yesterday by the Paper, Wood and Allied Workers Union (PWAWU), which says workers have opted to join it, and confirmed by Nampak

The workers are allowed to resign because the council has granted Nampak's request that they be exempted from the agreement's "closed shop" clause

According to Nampak, this is only the second time the council has granted an exemption from the "closed shop" for black workers

A letter to Nampak by the council says workers who have resigned from the SATU at the plant will be permitted to do so It adds, however, that new workers will still have to join SATU in terms of the "closed shor clause

It says the letter must be seen as a formal exemption from the "closed shop"

Most industrial council agreements have "closed shop" clauses forcing workers to belong to a union on the council In the past few years, established unions like SATU have had this agreement extended to cover black workers, which means these workers must belong to the union whether they wish to or not

Exemptions from the "closed shop" are rarely granted

A statement by PWAWU yesterday hailed the exemptions and said they applied to three Nampak plants, — Conical, Sacks, and Core and Tubes It said the workers "prefer to belong to PWAWU rather than SATU"

PWAWU said workers alleged they had only had one meeting with SATU — when they joined it. "Since then we have never had a single meeting until we called them to tell them we wanted to resign", they added

The union said workers had also charged that SATU "forced itself on them", had "done nothing for them", and that they "encountered rudeness and unhelpfulness when they visited SATU's offices"

It said workers had begun joining PWAWU late last year When the union achieved majority support at the plant and shop stewards were elected, they approached management and "immediately raised their opposition to SATU"

According to PWAWU Nampak said it was bound by the "closed shop' agreement and could do nothing about this issue But workers had continued to raise the issue and had signed a petition resigning from SATU

The exemption had been granted on May 17 "provided the council was certain workers were opposed to SATU' Workers had now all formally resigned and expected their automatic union deductions to SATU to cease, the union said

Nampak's spokesman confirmed that an exemption had been granted

"Whenever a majority of employees in a company in the Nampak group indicate their desire to resign from their existing union, Nampak, as a responsible employer, would naturally make application for the employees to be exempted from the closed shop clause in the industrial agreement", he added

During the past 18 months, Nampak had twice been granted an exemption — once in October 1981 and once at the three Industria plants, he added

Repeated attempts to obtain SATU comment failed yesterday

# Black miners in vital talks

15/6/83

(51)

Labour Correspondent

HISTORIC wage negotiations between the Chamber of Mines and the black National Union of Mineworkers which began yesterday, have been adjourned until tomorrow, informed sources said yesterday

The two parties met yesterday afternoon and neither issued statements after the meeting

While no details of the negotiations were available last night they are certain to have been tough

On Monday a war of words erupted between the chamber and the NUM after the union released wide-ranging demands, including one for a 30% pay rise and one for the scrapping of all race discrimination on the mines

The chamber reacted by branding the union's demands "unacceptable" and "totally unrealistic"

By yesterday morning, prior to the talks, neither side had shown any sign of moving away from its public position.

This year is the first in which black mine wages are being negotiated, instead of being set unilaterally by the chamber

The NUM won the right to bargain with the chamber when it was granted recognition at eight mines late last week

# Vital move for black unions in metal industry

By STEVEN FRIEDMAN
Labour Correspondent

IN A move regarded as a breakthrough, mainly-black unions in the metal industries are to be given an opportunity to have a say in running the industries' pension fund — whether or not they are registered and members of the metal industrial council

The fund covers nearly 500 000 workers and has assets of well over R500-million It is the biggest of its kind in the country.

A meeting of the industries' board of management — which is made up of employers and unions on the metal council — agreed this week that the 10 unions in the industries who have most members covered by the fund will each be entitled to a seat on its board Employers will hold the other 10 seats

This will apply whether or not the unions are members of the metal industrial council or are registered with the Government.

On the other hand, emerging unions, whose opposition to the fund at one stage threatened its existence, have agreed to apply to serve on the fund's board

This arrangement is believed to be unprecedented and, although black union representatives will be a minority on the fund's board, it is expected that they will be able to exert considerable influence on the fund's direction

This week's meeting at which the agreement was reached follows a period during which the fund's continued existence was in jeopardy

The five-year-old agreement setting it up has been due for renewal and three emerging unions — the Metal and Allied Workers' Union, the Chemical Workers' Industrial Union and the General Workers' Union — refused to agree to renewal unless their demands for changes in the fund's boards were accepted

These were that unions have a majority on the board — they now have half the seats — and that bigger unions hold more seats than smaller ones.

Unions on the council argued that this deadlock could make it impossible for the agreement setting up the fund to be renewed

According to sources at this week's meeting, the agreement setting up the fund will now be renewed for six months, although it could be amended if all parties agree to this

The three unions once again failed to win acceptance for their demand that workers hold a majority of seats on the board, but have agreed to apply to sit on it and will not oppose the agreement's renewal

The sources said the three expressed dissatisfaction with the decision not to grant workers a majority and said they would raise this again soon

The director of the Steel and Engineering Industries Federation, Mr Sam van Coller, yesterday confirmed details of the agreement and said a procedure for determining which 10 unions qualified for seats had been agreed

This procedure was being put into motion now, he said

Emerging unions who win seats on the council are expected to use them to push for major changes to the fund in response to what they say is mounting black worker dissatisfaction with it

Sowetan 16/6/83

# Pass laws criminal - study

**THE ENFORCEMENT of influx control laws and the procedures employed in the Commissioner's Courts, undermine the general standards of criminal justice in South Africa.**

This is the conclusion of a recent study by the Wits University Centre for Legal Studies of the Johannesburg Commissioner's (pass) Court

On the basis of their finding the researchers asked themselves Is it possible to introduce fair-trial procedures into these courts? "The answer is probably 'No' — unless legal representation is introduced in a substantial number of cases either by voluntary organisations or by the Legal Aid Board," the report says

According to the report, figures recently released in Parliament by the Minister of Law and Order and the Minister of Co-operation show that the number of pass law offences in 1982 was 206 022 compared with 162 024 in 1981

The figures show an increase of about 27,15 percent in the number of arrests, according to the study

"The number of blacks tried for pass law offences during 1982 in Johannesburg's pass law courts compared with 24 334 during 1981 shows an increase of about 39,50 percent "

# Mine wages under focus

**WAGE negotiations between the Chamber of Mines and the 20 000-strong National Union of Mineworkers (Num) representing black workers in the industry which is the cornerstone of South Africa's economy, resume in Johannesburg today.**

The negotiations, which started this week, are historic in that for the first time blacks will make representations, instead of being unilaterally set by the chamber

The talks take place after a "cold war" between the chamber and Num following wide-ranging demands by the union for a 30 percent pay rise and the scrapping of race discrimination at all mines

The chamber rejected the union's demands as "totally unrealistic" This reaction came after the two parties had signed a recognition agreement

Sources say these negotiations are essential as employers are aware of the fact that wage disparity between different mines have in the past contributed to labour unrest

Num's general secretary Cyril Ramaphosa told **The SOWETAN** yesterday that the union also demanded that the wage gap between races be narrowed

Num won the right of collective bargaining with the chamber when it was granted recognition at eight mines recently

# Court hears shot frightened thieves

**AN ACCUSED who fatally wounded a delivery man while he was checking money in a cafe got so scared after firing the first shot that he and his co-accused fled with other customers from the shop, the Pretoria Supreme Court heard yesterday.**

**By MONK NKOMO**

Mr Solomon Thendise (18) said when the police gave chase after they had robbed two cafes at Bloedfontein and Almansdrift in KwaNdebele, he had hid near the banks of a river. A shooting battle with the police followed "because they shot and wounded me", Mr Thendise said

Mr Thendise and Mr Jan Kutumela (18) of Tweefontein Hamgether with Mr Kutumela, planned to rob people and cafes in KwaNdelele. At the Rethabile Cafe in Bloedfontein they waited a few minutes on the stoep until a bakery delivery van arrived They entered the cafe while the driver was busy checking money "Jan told me to shoot in the air and not kill the people while he collected the money," Mr Then-



Juluka, South Africa's Afro-rock group have hit hard times in London. The group has been forbidden to appear on British television because they are South African The multi-racial group of six arrived in England this week for a three-week tour followed by a visit to Hamburg where they will perform with Men At Work

# Mine wage talks continue today

EDM 17/6/93 151

**Labour Correspondent**

HISTORIC wage negotiations between the Chamber of Mines and the National Union of Mineworkers are to continue today, a chamber spokesman said last night

The talks resumed yesterday afternoon after lengthy negotiations on Tuesday

The chamber has told the union that the negotiations must be completed today, as the annual black wage increase is usually announced by the beginning of July

However, it is not clear whether this deadline will be extended if today's talks fail

This is the first year in which black mine wages have been negotiated, rather than being set by the chamber alone

The NUM won the right to negotiate pay with the chamber when it recently received recognition on eight mines

Although the union is technically negotiating on pay and conditions for these eight mines only, it is considered likely that any settlement which is achieved will strongly influence the general black wage award

# Black mine union wins pay rise

By Tony Davis,
Labour Reporter

**The historic wage talks between the Chamber of Mines and the National Union of Mineworkers ended last night with the Chamber granting increases for black miners ranging between 13,9 percent and 15,7 percent.**

The union's general secretary, Mr Cyril Ramaphosa, said they were generally pleased with the increases as they met the current inflation rate

The chamber had committed itself at yesterday's talks to do away with racial discrimination in employment practices on the mines, Mr Ramaphosa said.

The chamber also granted wage increases to some 460 000 non-union black mineworkers in the gold, platinum and copper mines which amounted to about three-quarters of the 12 percent increases they received in 1982

The new minimum rates come into affect on July 1 Last year's increases saw labour unrest at numerous gold mines as black miners protested "too small" increases.

## IMMEDIATE

The NUM only last week won recognition from the Chamber at eight gold mines and entered into immediate negotiations with the employer body.

Also involved in the wage talks for the first time was the Federated Mining Union which jointly negotiated the increases with the NUM

Mr Ramaphosa said the main problem with the talks was that there was not enough time to fully debate working conditions

He said the chamber had committed itself to enter immediately into further negotiations on issues which had no cost factor Any issues with cost factors could also be negotitated but only implemented next year.

Percentage increases for black mineworkers have usually been higher than annual increases for white miners as the Chamber has been trying to narrow the existing wage gap.

White miners last month received an eight percent wage package from the Chamber

A Chamber statement said the joint union negotiations affected some 6 000 workers in certain job categories at nine gold mines

151 ROM

# Unions score a big breakthrough

20/6/83

**Labour Week**

By STEPHEN FRIEDMAN

NEGOTIATIONS on the future of the metal industries' pension fund this week produced an agreement whose impact might be felt for a long time to come.

Readers may recall that the agreement setting up the fund, which covers nearly 500 000 workers and has assets of over R500-million, is due for renewal

Three emerging unions, the Metal and Allied, General Workers and Chemical Workers Industrial unions, refused to agree to this unless the fund's board — composed of employers and unionists on the metal council — agreed to changes in the board's composition

These were that worker leaders hold most of the seats and that bigger unions have more seats than smaller ones.

The clash over these demands threatened the fund's continued existence

But last week a formula was found which will allow the fund to continue and the agreement is to be extended for six months

As expected, union demands for a majority of seats were not met

But, in a major departure, the board has agreed that the 10 unions with most members in the fund will sit on the board — whether or not they are registered or sit on the metal council

The fact that mainly black unions, particularly those not on councils, now have a say over a fund worth R500-million is clearly an event of moment

Although the mainly black unions will be in a minority on the board, they may well exert a good deal of influence over decisions

Indeed, this may be the first time black representatives have been given a say over the investment of this much money

But in one key area, union decision-making power will be sorely limited

One of their demands is that pension money be invested to the benefit of the black community They are unlikely to class investing in the Government in that category

But the law stipulates that over half the investments of all pension funds must be in Government stock.

A SMALL dent in the closed shop was achieved last week.

Paper giant Nampak has succesfully applied to the printing industrial council to have black workers at three of its plants who do not want to belong to Tucsa's SA Typographical Union exempted from the closed shop

20/6/83

The workers concerned have already joined an emerging union

But, although this move could act as something of a precedent, it hardly spells the end of the closed shop

The printing exemption was only granted on condition new black workers at the plants be forced to join SATU

Many councils still oppose any requests for exemption from the closed shop And the Government still backs the practice

While many established unions still cling to the closed shop as their only means of gaining black members, most employers say they are against it.

But employer opposition always seems to ignore one crucial factor — that there would be no closed shops if employer associations did not negotiate them with unions on councils

If employers are against minority unions forcing workers to join them, they can simply refuse to negotiate further closed shops

# Union to ask 'living wage'

RDM 20/6/83

Mail Reporter

OFFICIALS from the Metal and Allied Workers' Union's Transvaal branch will meet Seifsa director Mr David van Coller today to discuss demands for a "living wage"

MAWU also intends to tackle Seifsa for signing an agreement for the cable manufacturing industry which excludes the union

"MAWU was disappointed to see Seifsa signed an agreement for the cable manufacturing industry with unions not representative of a majority of workers. In doing so, Seifsa chose to ignore MAWU, which has a much larger membership in the industry than any party unions and has majority membership among employees of four plants," said a MAWU statement issued at the weekend

According to the statement, this is the second time Seifsa and a group of unrepresentative unions have co-operated to exclude MAWU's democratic negotiating principle

When applying to the Industrial Council for membership, MAWU claims it made it clear the union could only negotiate on the basis of report-backs and mandates Neither Seifsa nor the other unions objected

"Now, however, both are concluding agreements in such a way as to block MAWU completely from usefully reporting back or obtaining mandates

"It seems Seifsa is determined to continue negotiating agreements at industry level with unions which represent a minority of workers and do not even report back to their members after negotiation"

All parties to the negotiations admitted that unions other than MAWU were unrepresentative and the decision to go ahead and sign an agreement for the cable industry was a gross example of bad faith, said the statement

At today's meeting, the delegation will point out that MAWU members are serious about the struggle for a living wage and are dissatisfied with a refusal from a highly profitable industry to move to paying living wages, concludes the statement

Asked for comment yesterday, Mr Van Coller said he had not been aware of the outcome of negotiations.

"The matter concerns the Association of Electrical Cable Manufacturers and I am not aware of the details," he said

# Union and trailer firm discuss wages

20/6/83

Mail Reporter

WAGE negotiations will start today between the Metal and Allied Workers' Union and Henred Fruehauf Trailers

It is the first time a union has negotiated wages for a plant in Isithebe, KwaZulu, a statement issued by MAWU said yesterday

Henred Fruehauf Trailers signed a recognition agreement, to include wage bargaining, with MAWU two years ago.

Workers at four Henred plants, at Wadeville, Driehoek, Pinetown and Isithebe will be covered by negotiations on wages and working conditions.

The talks follow a meeting earlier this month, when 26 Henred shop stewards from the four plants discussed common problems

At the meeting, they decided to form a national shop stewards council for the Henred group, to hold national negotiations with the group, to hold an annual general meeting, to support workers at all plants, and possibly to forge links with Henred workers in other countries

The shop steward council meeting also resolved to support workers at Driehoek and Pinetown who had refused overtime work until retrenched workers were rehired, the statement said

# Black miners get new deal

Star 20/6/83 (151)

Labour Reporter

Last week's wage negotiations affecting about 500 000 black mineworkers saw the Chamber of Mines enter into such talks for the first time with black-member trade unions

The National Union of Mineworkers and the Federated Mining Union jointly negotitated wage increases for 6 000 miners at nine gold-mines

While the numbers are small in proportion to the industry, it was an "historic first" as the chamber had always in the past unilaterally announced annual wage increases for black miners

The NUM won recognition from the chamber the previous week and faced several days of hard negotiations to make its presence felt The union announced a 80 percent wage demand, which the chamber had said was "unrealistic"

The NUM was joined in the talks by the smaller Federated Mining Union, which originally was founded for coloured miners by the SA Boilermakers Society several years ago The FMU recently extended its ranks to include black mineworkers

NUM and FMU members — as well as non-union miners — won increases roughly amounting to three quarters of the increases handed out in last year's wage package

All black miners will receive the same monetary increases in each of the job categories as a result of last week's negotiations

The NUM said the chamber had committed itself to removing racial discrimination in employment practices on the mines This concession was a considerable one

A chamber statement said the general increases for black mineworkers were effective from July 1

The NUM, with a membership of about 25 000, is the largest of the new unions Though this is a fraction of the 465 000 black miners in the industry, it is a significant start, taking into consideration that the union has been in existence less than a year

The NUM's general secretary, Mr Cyril Ramaphosa, said negotiations would take place soon with the chamber on working conditions at the mines

# 5 000 miners laid off as recession hits Amcoal

RDM 21/6/83

By BRENDAN RYAN

**ANGLO AMERICAN Coal Corporation laid off 5 000 workers from its collieries in 1982 and about half of them were placed by the group in other jobs**

Amcoal was hit by the depression in world and domestic coal markets as well as domestic steel markets in 1982 and was forced to close several collieries

The chairman Mr Graham Boustred, expects lower earnings in the current financial year than the R113 444 000 attributable profit in the year to March 31

Many of the jobs lost are not likely to be replaced when conditions improve as Amcoal has mechanised more of its operations

Amcoal no longer supplies coking coal to Iscor from its No 5 seam mining operations The Main section of Springbok and the Navigation section of South African Coal Estates were closed last October

Springbok's Hope Section was closed at the end of May this year

Mining of metallurgical coal from the No 5 seam section of Bank was reduced to a single-shift operation in mid-1982 because of depressed conditions in the ferroalloy industry

Coke production from Vryheid Coronation is to be phased down over the next few months and the long-term position of the mine is under discussion

The reduced demand for anthracite coal both in South Africa and on world markets forced Amcoal to close Balgray colliery in February this year and Natal Anthracite is now the group's only producer of anthracite coal

Coal sales by the Transvaal Coal Owners Association to the South African market dropped to 17 900 000 tons in 1982 from 19 200 000 in 1981 and are expected to fall to about 16-million tons in 1983

Amcoal also had to reduce output from some collieries supplying Escom in the second half of its financial year to March

Mr Boustred says in his annual review "Collieries supplying coal to Escom for power generation are expected to remain at lower levels of output throughout the current financial year

"An unknown factor is the possible change in the pattern of power station burning which may have to be brought about by Escom as a result of the serious water shortage now being experienced

"In spite of the planned commissioning of three large new projects later in the 1980s it is unlikely that the group will return to previous employment levels for some years as the collieries closed were extremely labour-intensive, hand-got operations"

Amcoal's managing director, Mr David Rankin says the average number of employees on group collieries in 1982 dropped to 21 289 from 22 860 in 1981

The number of colliery employees in Amcoal peaked at 24 743 in 1977 but dropped to 17 863 in March 1983

He says it is expected that trade unions will represent black employees at wage negotiations in 1984

"Three unions, the National Union of Mineworkers the Federated Mining Union and Black Mineworkers Union have been granted access to mine property for the purpose of recruiting and other unions have requested access

"Discussions are being held with the Underground Officials Association regarding the possible cancellation of job determination No 27 which provides for the reservation of positions of surveyors samplers and ventilation officials exclusively to white employees

"The agreement sought would provide for the appointment of these underground officials irrespective of race but with certain safeguards guaranteeing the interests of members of the association

"The implications of this development for non-racial manning are encouraging as also are discussions with the SA Boilermakers Shipbuilders and Welders Society regarding the issue of licences of exemption to semi-skilled employees for certain specified work, and for the introduction of operators into semi-skilled positions"

# Key advance for OK's working mums

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers Union (Ccawusa) has been recognised by OK Bazaars — and the two sides have also signed a ground-breaking maternity agreement believed to be the most generous yet negotiated by an emerging union.

The maternity agreement has been described as a key advance for working women's rights

The signing of the OK agreement gives Ccawusa, which is also recognised by Woolworths and Edgars, a further important bargaining foothold in the major chainstores

A key feature of the maternity agreement is that it applies to all OK women employees of all races This means, according to Ccawusa general secretary Mrs Emma Mashinini, that a union representing black workers has managed to win a major advance from which white workers will benefit

"The days when we relied on the crumbs from negotiations between white managements and white unions are over," Mrs Mashinini said

Mrs Mashinini said that three agreements between the union and OK, covering recognition, maternity and time off, were signed on Friday

The recognition agreement gives the union wage bargaining rights, a retrenchment procedure, access to company premises and allows for the recognition of Ccawusa shop stewards

It applies to any store where the union has majority membership

But Mrs Mashinini described the maternity agreement as "by far the most important of the three"

This applies to any worker who falls pregnant three months after beginning work at OK or thereafter

Workers will be entitled to up to a year's maternity leave and will be guaranteed a job when they return

In many companies, workers who leave to have a baby must resign and are not guaranteed re-employment

Mrs Mashinini said workers on maternity leave would still be entitled to OK staff discounts, some medical aid facilities, and pension rights

On their return, these workers would benefit from any pay increases negotiated or awarded for their jobs

# Generous Huletts pay-offs

Cape 21/6/83

ABOUT 2 000 workers at four Huletts-Tongaat sugar mills were retrenched yesterday when the mills closed as a result of the drought — but the workers received one of the most generous retrenchment deals since the recession began

They are to be guaranteed 70% of their normal pay for up to six months and the employers' contribution to their pension fund as well as guarantees that they will be re-employed when the mills re-open

The retrenchment is the result of the closure of the company's Amatikulu, Felixton, Darnall and Empangeni mills

Sapa reports that "in the event of early spring rains", the mills would re-open and the retrenched workers would be re-employed

It is believed that the retrenchment deal offered the sugar workers is the most generous granted during the current recession

Some companies do not pay retrenched workers any redundancy pay at all and most settlements in the event of the closure of a factory vary from one week's pay for every week worked to one day for each week

, June 21, 1983

PICKETS: Outside Khotso House at the weekend

# Nampak workforce resigns from union

**IN WHAT may be a significant step, almost the entire workforce of Nampak in Industria resigned last week from the South African Typographical Union (Satu) because the union "had done nothing for them".**

The more than 400 workers will now join the Paper, Wood and Allied Workers' Union (Pwawu), an affiliate of the Federation of South African Trade Unions (Fosatu). Labour experts have described the move as a setback to the controversial "close shop" clause which forces workers to belong to a union.

The black workers were allowed to resign by the Printing and Newspaper Industrial Council The workers were forced to join Satu in terms of a "closed shop" agreement negotiated at the council. The workers were allowed to resign because the council has granted Nampak's request that they be exempted from the agreement's "closed shop". clause. Exemptions from the "closed shop" are rarely granted.

Interviewed workers claimed that Satu "forced itself on them" and "had done nothing for them" They said Satu was imposed on them "by the bosses" and that they only had one meeting with Satu after they joined the union

Satu is essentially a white union which set up parallel structures for blacks in recent years A spokesman for Pwawu said that Satu still maintained separate branches for whites, coloureds, Indians and Africans By contrast Pwawu is a non-racial union open to all workers.

• Members of an organisation calling itself the Passengers and Buyers Movement of South Africa (Pabumsa) this week picketed Khotso House in protest against The Star newspaper's dismissal of 209 workers two months ago.

Carrying placards with threats of action by The Star's black readership, the protesters called on the newspaper's management to unconditionally reinstate all the workers fired after a strike two months ago

# Metal workers seek new wage talks with Seifsa

**Labour Correspondent**

DEMANDS by the Metal and Allied Workers' Union to re-open wage negotiations, which cover nearly 500 000 metal workers, will be put to the board of the Steel and Engineering Industries Federation (Seifsa) next month

This is the outcome of a meeting yesterday between MAWU and Seifsa director, Mr Sam van Coller, on the union's demand that wage talks be re-opened

Mr Van Coller said yesterday that he had listened to the union's arguments for a re-opening of talks and had indicated that these would be conveyed to the Seifsa board, which will meet in the second week of next month

The board's answer would then be conveyed privately to the union, he added

Last month, Seifsa and unions on the Metal Industrial Council agreed on a wage increase which would raise minimum pay in the industries by 7% for the lowest-paid workers and 5% for the highest-paid

Although MAWU attended the meeting at which this was agreed, it rejected the agreement and, subsequently, general meetings of its members called for a re-opening of negotiations

MAWU complained that the parties to the industrial council had not given it an opportunity to consult its members about the 7% offer

It is understood that MAWU has been considering further action in the dispute should the Seifsa board turn down its request to re-open negotiations

D. Dispatch 21/6/83

# Mwasa supported

JOHANNESBURG — Some members of the Passengers and Buyers Movement of South Africa (Pabumsa) held a protest demonstration outside the offices of the Media Workers Association of South Africa (Mwasa) in Johannesburg yesterday

Placards were displayed during the demonstration as a protest against a decision by the management of "The Star" newspaper to dismiss 209 of its black workers

Two of the placards which referred to The Star as "Mr Star" said "Please reinstate 209 workers, Pabumsa and black readers" Also "Please think of those dependent on the 209"

Pabumsa's organiser, Mr Godfrey Matsepe, said during the demonstration yesterday his group would consider encouraging blacks to stop buying copies of The Star if the sacked workers were not eventually reinstated

It was previously reported the workers were sacked earlier this year after they had allegedly refused to resume duties unless a colleague who had already been sacked was reinstated

Meanwhile, the dispute between management of The Star and its former employees will be heard in the Johannesburg Industrial Court today — DDC

# Court's no to textile giant

22/6/83

Labour Correspondent

THE Frame Group of textile companies has failed in an attempt to have the industrial court award costs against a trade union which brought a successful court action against it

The union, the National Union of Textile Workers recently brought an action before the court seeking to restrain Frame from favouring the Textile Workers Industrial Union, which is affiliated to the Trade Union Council of South Africa

It asked the court to prevent Frame from recognising the Tucsa union and granting it facilities which were denied to its rival

In papers before the court, the NUTW alleged that Frame had breached an undertaking to remain neutral in the rivalry between the two unions, that it had granted the Tucsa union facilities denied its rival and that it had exerted pressure on workers to persuade them to join the Tucsa union

Frame informed the court that it would not oppose this application and the court then granted an order to the NUTW restraining the company from favouring the Tucsa union

However, Frame also argued that the NUTW should be forced to pay its costs for the action.

In a judgment handed down recently, the court rejected this argument and dismissed Frame's claim for costs

In keeping with decisions in other disputes before it the court ruled that both the union and Frame should pay their own costs

# Increases for black miners

After several days of negotiation last week the Chamber of Mines released its increases for 465 000 black miners 22/6/83

The increases represent about three-quarters of those paid to black miners last year Workers in the eight different job categories will receive monthly increases

These are different for surface and underground staff and range from an additional R15 to R50 for surface workers and R18 to R57 for the underground staff

Reports in The Star giving various percentage estimates were inaccurate

# Retrenchment talks 'hopeful'

23/6/83

By STEVEN FRIEDMAN
Labour Correspondent

NEGOTIATIONS aimed at securing the reinstatement of workers retrenched at Datsun-Nissan's Rosslyn plant have reached an "advanced stage", a spokesman for the United African Motor Workers' Union (UAMWU) said yesterday.

The union is now trying to get hold of retrenched workers in an attempt to put settlement terms to them

About 100 workers were retrenched by Datsun at the beginning of the year

However, the UAMWU, a member of the Council of Unions of SA which has members at the plant, alleged at the time that some of the circumstances surrounding the retrenchments were an "unfair labour practice"

It threatened to take legal action against the company to secure the workers reinstatement

But no action was taken and since then the company and the union have been negotiating on the retrenchments

Union organiser Mr Job Khumalo said yesterday that a settlement was imminent and added that the union was now trying to trace workers who had been retrenched at the beginning of the year

"Many of the workers live in Bophuthatswana and communication with them is difficult We are desperately trying to get hold of them to put the settlement terms to them and to find out whether they accept them," he said

A final settlement to the dispute was being delayed until the union had had an opportunity to consult the affected workers, Mr Khumalo added.

He appealed to all workers affected by the negotiations to report to the union's office in Pretoria to discuss the company's settlement offer and to indicate whether they accepted it

Section A.

Section June 1983

# EMPLOYEES' FATE IN BALANCE

By JOSHUA RABOROKO

**THE fate of 200 Media Workers' Association of South Africa (Mwasa) members sacked by The Star newspaper hangs in the balance as legal representatives of the two parties argued their case in the Johannesburg Industrial Court yesterday.**

In papers before the president of the court, Mr D R van Schalkwyk, the workers' lawyer, maintained that by dismissing and refusing to re-employ them, management intended to "smash Mwasa at The Star"

Thompson said

The Star lawyers claimed that the workers went on strike because they believed that any member of their union would not be fired by a newspaper management. They contended that all they were arguing about — that proper procedures were not followed or that management precipitated the strike — was totally without foundation.

"This claim is an afterthought," Mr J L Lazarus, counsel for The Star, said. The hearing continues.

The application is a sequel to the dismissal of 209 workers at The Star in March after workers had refused to abandon a work stoppage in support of a colleague who was sacked for disciplinary offences.

The Argus company, proprietors of The Star, challenged the workers' rights to take legal actions which was not provided for in the union's constitution

Members have accused management of unfair labour practices and are seeking redress in terms of Section 43 of the Labour Relations Act

Workers' representatives Mr Clive Thompson said in terms of Section 43, The Star should re-instate retrospectively the workers

He said The Star dismissed the workers en bloc and refused to re-employ them when the precipitating issue had been resolved, not because they stopped work, but because they constituted the bulk of the Mwasa membership at the plant

"By dismissing and refusing to re-employ them, it intended to smash Mwasa at The Star, the flagship of the Argus Printing and Publishing Company Limited.

"Its action amounts to victimisation as contemplated by Section 66(1) of the Labour Relations Act and also an unfair labour practice," Mr

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

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| (1) | (2) | (3) |
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IG

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

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**

Sowetan 23/6/83 (151)

# Mwasa wins big battle in Star dispute

**IN A MAJOR labour move, The Star newspaper has proposed to reinstate with immediate effect 23 of the 209 members of the Media Workers Association of South Africa (Mwasa) who were sacked following a work stoppage at the newspaper in March.**

By JOSHUA RABOROKO

In a submission to the Industrial Court yesterday the newspaper also proposed to pay severence money to the rest of the members pending a court ruling on the matter

However, the court's president, Mr D Van Schalkwyk, has reserved judgment on the matter

In his submission Mr J L Lazarus for the Argus Company, proprietors of The Star, said that his clients were prepared to re-employ four of the members or alternatively they could take their pensions

The four are Mr John Gabela, Mr Wilson Malibanyane, Mr Alex Mulewa and Mr John Matheo

The newspaper has also offered to pay 19 workers while they are not physically employed by the company in an attempt to alleviate their financial hardships The rest of the workers will be paid pending the ruling of the court

He said that in the event of the ruling not being in favour of the workers they could benefit from the UIF He contended that the workers had gone on an illegal strike and as such their dismissal was justified

He also denied that there was any prejudice on the part of the management when dealing with the matter and the company was not economically sound to be able to pay the other workers

The re-employment of the rest of the workers will pose a problem as the company has already employed other workers to replace them

In his reply, Mr Clive Thompson, for the union, said the management was responsible for the labour dispute and as such should be able to bear the brunt They were biased and did not give workers full hearing to represent the workers They did not adhere to the procedural code

His clients, he maintained, have suffered financially as a result of the dispute and could not afford to pay the rent and support their families in these times of recession and high unemployment rate

He demanded that they should be reinstated as this would solve the industrial relations between the union and the management

NEGOTIATIONS

# Dispute threatened

The Metal and Allied Workers' Union (Mawu) is considering declaring a dispute with employers who agreed to this year's pay rises negotiated at the industrial council for the metals industries

The Steel and Engineering Industries Federation of SA (Seifsa) and established unions on the council agreed to a 5% rise for highest-paid workers and a 7% increase for those at the bottom end of the scale The agreement affects about 500 000 employees in the industries

Mawu, which has applied to join the council, attended the meeting and took part in the negotiations However, the union rejected the settlement, saying it wanted to canvass its members on their response Its demand that the agreement be delayed until it had received a mandate from its members was refused

The pay rises negotiated at the industrial council have since been rejected by Mawu members Meetings of Mawu shop stewards have instructed the union's negotiating delegates to "take any steps that may be necessary" to force employers to reopen wage negotiations

Last week the union deplored a wage agreement reached between established unions and the Seifsa Cable Manufacturers Association Again, this agreement was concluded despite Mawu's demand that it be given time to report back to its members The union claims that although it has a much larger membership in the industry than any of the other unions, it was "ignored"

"When it applied to the industrial council for membership, Mawu stated many times that it only negotiates on the basis of report-backs and mandates," says a statement released by the union "Neither Seifsa nor the other unions objected Now, however, both are concluding agreements in such a way that Mawu is completely blocked from reporting back usefully or from obtaining mandates"

Mawu sources tell the *FM* that the union is seriously contemplating declaring a dispute with employers in terms of the council's dispute procedures A decision on this is likely to be taken during the coming week It appears that the declaration of such a dispute would open up three options for the parties mediation arbitration, or possible legal action through the industrial court

Financial Mail June 24 1983

Fm 24/10/83 (151)

MINE LABOUR

# Something for all

Despite fears of a deadlock the first negotiated wage settlement between the Chamber of Mines and unions representing black, coloured and Asian mineworkers has been successfully concluded

It was not surprising that some observers were predicting an impasse in the pay talks The black National Union of Mineworkers (NUM) had gone into the negotiations last week demanding a 30% across-the-board pay rise

However, the agreement reached between the chamber, the NUM and the coloured, Asian and black Federated Mining Union (FMU) gave both employers and the unions some reason for satisfaction Although the unions were negotiating on behalf of only 6 000 employees on nine gold mines, increases granted to about 460 000 other workers on gold, copper and platinum mines are in line with the agreement reached between the chamber and the unions

The unions are able to point out that they have achieved pay rises of between 13,9% and 15,7% on minimum wage rates at a time when the gold price is relatively low In addition, they have obtained a formal commitment from the chamber on the elimination of discrimination based on race in work practices The chamber has opposed such discrimination for some time, but the unions have made a symbolic gain by having obtained such a commitment during the talks

Employers, however, can argue that while the increases are in line with their policy of narrowing the wage gap, they are not excessive in comparison to those granted to white mining employees this year

The actual monthly wage increases granted to blacks, coloureds and Asians range between R15 and R57, depending on job categories

Although these may represent an increase of up to 15,7% on minimum wage rates, in real terms the increases, based on actual wages received by employees, will be lower Because most workers earn more than the basic minimum rate the chamber says it is impossible to give a precise indication, in percentage terms, what the increases will be

But the chamber has taken pains to point out that, like the white employees blacks coloureds and Asians are getting lower increases this year Whites received a 12% rise last year and an 8% increase this year The chamber says that the increases for blacks, coloureds and Asians are also on average three-quarters of the increases they obtained last year

The chamber has told the NUM and the FMU that it is willing to continue discussions this year on other conditions of employment But it has made it clear that agreements on changes will only be implemented immediately if they do not have direct cost implications

UNIONS

# Organising stores

**Recognition** agreements achieved in recent weeks by the Commercial, Catering and Allied Workers' Union (Ccawusa) testify to the union's strong growth Total membership is now about 30 000, having increased by some 10 000 during the past year, according to the union's general secretary Emma Mashinini

This month Ccawusa has signed recognition agreements with Woolworths and OK Bazaars. Of particular interest is the generous maternity leave agreement concluded between OK and the union Workers will be allowed to take up to a year's maternity leave — and will be guaranteed a job when they return

Ccawusa also has recognition agreements with Edgars and Allied Publishing. Mashinini says the union is strongly represented at CNA, Checkers, Makro, 3M SA and Gallo, and is confident of being formally recognised by these companies during the coming year.

A singular feature of industrial relations in SA in the past year has been the growing militancy of black workers in the retail trade. Indeed, Mashinini attributes Ccawusa's growth to "the awareness of the workers themselves and their willingness to stand up for their rights Workers made life easy for the union by organising themselves."

Like many other black unions which have grown rapidly in recent years, Ccawusa has suffered from a shortage of experienced and adequately trained administrative staff It has also been hit by the detention of some of its leaders However, the union now appears to be creating an effective administrative structure Not only will this result in better service to union members, but it will obviously also provide a stable foundation for further growth

Ccawusa's constitution restricts its membership to black workers. However, it seems likely that workers of other race groups may be attracted to the union as it achieves gains such as the maternity leave agreement Will it be willing to change its constitution and accept them as members?

"That is a matter which will have to be decided within Ccawusa," says Mashinini She does, however, point out that the union has agreed to take part in unity talks being held among emerging unions — some of which have members of all race groups

Mashinini ... recognition agreements signed

Financial Mail June 24 1983

# Builders threaten boss

24/6/83 Sowetan

**ABOUT 50 workers at a construction site in Pimville, Soweto, yesterday threatened to demolish houses they had built because their employer has allegedly not paid them for the last four weeks.**

The workers, who include bricklayers, plasterers, painters, labourers and nightwatchmen, said their employer, a Mr Van der Merwe, had on two occasions last week and early this week, offered them R5 each which they rejected.

The houses in Zone 7, believed to cost no less than R45 000, are owned by Soweto's tycoon, Mr Ephraim Tshabalala, who yesterday slammed down the telephone after saying he could not speak to the Press because he was busy

Mr Benjamin Setlhapelo, a site foreman, said the workers had been receiving their wages fortnightly but since the beginning of May they had not been paid although they had been asked to report for duty everyday

"He owes some subcontractors amounts ranging from R600 to R800 and he has offered to give them R100 and they have also refused to accept that. Now I am battling with an angry workforce here.

"These workers want to demolish all the houses we have built so far in retaliation and I have pleaded with them to wait and see if nothing else can be done to get our employer to pay us," he said.

# Matter of fact

(51) SOWETAN 24/6/83

**THE story about the Mwasa dismissals which appeared in yesterday's SOWETAN created a wrong impression.**

The headline, 'Mwasa Wins A Big Battle in Star Dispute', was misleading, and so was the opening phrases of the story "In a major move".

An offer was made to reinstate just over 10 percent of the dismissed workers — and of those, only four physically This cannot be construed as "Mwasa wins a big battle" or "a major move".

This conciliatory step by The Star was in respect of a small percentage of workers to whom the newspaper was prepared to give the benefit of the doubt over participation in an illegal strike on March 24 and 25

The Star did not say that all four of the physically reinstated workers could take their pensions as an alternative Only two of the four qualify The names of the workers listed were also wrong The right names are Mr Wilson Magwanyane, Mr Alex Mokoena, and Mr John Matseu.

The newspaper did not offer to pay the other 19 "in an attempt to alleviate their financial difficulties", but decided to give them the benefit of the doubt No severance money was proposed to the rest of the members "pending a court ruling on the matter" They will be paid only if the court does not reinstate them

Finally, the newspaper did not say "the company was not economically sound to be able to pay the other workers".

(151) Star 24/6/83

# NUM has bright start with 25 000 members

Labour Reporter

Although not yet a year old, the National Union of Mineworkers (NUM) has already made an impact on the mining industry.

The union can claim a membership of only about 25 000 in a 465 000-worker industry but this represents a significant breakthrough

The NUM made mining history earlier this month when it concluded a recognition agreement with the Chamber of Mines for members at eight gold mines, and a week later entered into joint negotiations with the Federated Mining Union and the Chamber for 1983 wage increases

It was established late last year at an annual conference of the Council of Unions of South Africa (Cusa) and Mr Cyril Ramaphosa was chosen as NUM's general secretary.

The next step for the union, now that the difficult matters of recognition and wages had been settled, was to consolidate its gains at mines where the agreement applied, Mr Ramaphosa said

The union needed to train shop stewards who would then organise miners and educate them in their basic rights

The Chamber of Mines was a tough employer, Mr Ramaphosa said, but the NUM won a commitment from it to do away with elements of racial discrimination in employment practices on the mines.

"We also told the chamber we wanted to negotiate issues such as working conditions which we were unable to discuss last week because of the shortage of time"

The chamber had agreed to discuss non-cost issues and come to terms, while those issues that had a cost factor could be discussed now though agreement would be deferred to next year

After several days of negotiation last week the Chamber of Mines announced increases for the industry's 465 000 black miners

They are about three-quarters of last year's and take the form of monthly monetary rises for the eight different job categories

The increases range from R15 to R50 for surface workers and R18 to R57 for underground workers.

Reports in The Star giving various percentage estimates were inaccurate.

(151)

# Ccawusa gains in stature

BLACK shopworkers' union Ccawusa is establishing itself as a permanent fixture on the bargaining landscape

It has now been granted recognition at Edgars, OK Bazaars and Woolworths Further agreements with other major stores and with companies in other areas of commerce may be due soon

The OK agreement is the union's most significant thus far, including as it does a maternity agreement which is a major advance for working women's rights

At a time when most companies still insist women resign from their jobs to have children, the agreement allows up to a year's maternity leave and other benefits for women who leave to have babies

These agreements are a sign not only of Ccawusa's growing presence in the trade, but of the willingness of big employers to reach an accommodation with it

The maternity agreement raises one other issue white women will benefit from this advance, which was negotiated by a black union

This confirms a trend which has been noticeable for some time Mainly black unions are raising issues that established unions have generally ignored

In some cases these affect black workers only but in key areas — like retrenchment — they are of direct concern to some white workers too

In these areas, black unions are setting an agenda from which white workers also stand to benefit

## Labour Week

By STEPHEN FRIEDMAN

RDM 27/6/83

(151)

WAGE disputes rarely, if ever, end in the industrial court

But this is precisely the possibility created by the Metal and Allied Workers' Union's opposition to the metal industries' wage agreement

MAWU, which has rejected the agreement reached at the metal industrial council, may declare a dispute with employer federation Seifsa on this issue

It is able to do this because the council's own dispute procedure has been changed to make such action possible

If this failed to settle the dispute, it would be referred to mediation, arbitration, or the industrial court.

Any attempt to ask the court to pronounce on an agreement reached at the country's biggest industrial council is certain to attract widespread interest

South African black nationalist leader Nelson Mandela is in danger of dying, formed a 24-hour picket outside the South African Embassy in London yesterday.

The demonstrators said up to 100 people would continue picketing around-the-clock to draw attention to the condition of the 64-year-old leader of the banned African National Congress.

## Juluka

LONDON — The South African Afro-rock group Juluka will donate their fees for performing on British Television — so far at least R1 360 — to the Anti-apartheid Movement

This is to comply with a condition laid down by the British Musicians' Union

## Refused

**THE Appeal Court has refused an application by Harry Peter Masimane of Meadowlands Zone 4, Soweto, leave to appeal against his conviction for robbery with aggravating circumstances.**

**Masimane was convicted in the Natal Supreme Court by Mr Justice J A van Heerden on February 18, 1983, and sentenced to eight years' imprisonment.**

**absconded and judgment against him was held over until he had been re-arrested — Sapa.**

Sowetan

## Wages

(151)

THE first phase of the historical wage negotiations between the Chamber of Mines and unions representing coloured and black workers in the mining industry have been successfully completed — with miners in line for increases of between 13 to 15 percent from July 1

27/6/83

This was the first time wage increases were negotiated between the Chamber of Mines and trade unions representing these workers

## Banned

**BELDAM Archer's The Pillow Book — an adult adventure in the art of lovemaking had been found to be undesirable, the Directorate of Publications announced in Cape Town.**

## Tests

LOS ANGELES —Film actor Burt Lancaster is undergoing tests and is under observation in Cedars Sinai Hospital in Los Angeles, a hospital official said at the weekend — Sapa-Reuter



Change

CAPE TIMES 28/6/83 (151)

# Sats to pay unionists R4 000

**Labour Reporter**

SOUTH African Transport Services (Sats) has agreed to pay out R2 000 to each of two trade unionists who were arrested by railway police in the East London docks last year and imprisoned for several days

Miss Nomonde Ngumane and Mr David Thandani, both organizers of the General Workers' Union (GWU), were charged under the Fund Raising Act.

After their acquittal in May last year they sued Sats, as employers of the police, for damages for unlawful arrest and imprisonment and malicious prosecution

In an out-of-court settlement, Sats has agreed to pay the full damages claim as well as the legal costs involved According to lawyers for the two unionists, Sats had not stipulated that it was not accepting liability for the incident

The arrest of the two unionists happened during a labour dispute between the GWU and Sats in the Eastern Cape ports of East London and Port Elizabeth

A spokesman for the Sats public relations department in Johannesburg said they would not be in a position to comment on the settlement till tomorrow

# Sats pays out unionists

D. Dispatch 24/6/83

EAST LONDON — South African Transport Services (Sats) has agreed to pay two trade unionists R2 000 damages each for their wrongful arrest in East London harbour last year

A Sats spokesman, Mr Leon Els, said Miss Nomonde Mgumane and Mr David Thandani — both organisers for the General Workers' Union (GWU) — had been arrested for touting and fund raising while collecting subscriptions from stevedores with their employers' permission

The general secretary of the GWU, Mr David Lewis, said the unionists had sued Sats after being acquitted in May last year They sued the service — as employers of the railway police — for R2 000 each for unlawful arrest and malicious prosecution

He said that Sats had agreed in an out-of-court settlement to pay the damages, as well as legal costs

This was confirmed by Mr Els, who said that at the time of the arrest the railways police though they had bona fide grounds for arrest.

"It was only after further investigation that they found themselves in the wrong so an out-of-court settlement was made"

Mr Lewis said Sats' decision to settle out of court bore out the union's allegations of "police harassment and intimidation of union members and officials" — DDR

# Workers clinch big deal

**THE Commercial, Catering and Allied Workers Union (CCAWU) of South Africa's membership has increased from 10 000 to 30 000 in the past year — indicating that the union is growing from strength to strength.**

According to the union's secretary Mrs Emma Mashinini, recognition agreements signed by the union and managements in recent weeks also testify to this fact.

Ccawusa has signed recognition agreements with Woolworths and OK Bazaars, the most significant being the one at Ok Bazaars where a generous maternity leave agreement was concluded between the union and management this month

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave — thus guaranteeing them a job when they return

Mrs Mashinini said the agreement was a major breakthrough in that women would no longer lose their jobs and other benefits after giving birth

The agreement also states that women will not be given "tough tasks" or jobs that will be a "danger to their lives" while they are pregnant

The union has recognition agreements with Edgars and Allied Publishing and is due to conclude other agreements at CNA, Checkers, Makro, 3M SA and Gallo

"We hope we shall be recognised at these companies so that we can represent our workers fully," Mrs Mashinini said

A significant feature of industrial relations in South Africa's retail trade has been the number of labour unrests which hit companies such as Woolworth and OK Bazaar last year

Mrs Mashinini said that workers' willingness to fight for their rights has played a vital role

# Shock union move for new wage talks

By STEVEN FRIEDMAN
Labour Correspondent

IN A shock move, the black National Union of Mineworkers is to demand that the Chamber of Mines agree to renegotiate key aspects of the recent history-making wage agreement between the two sides.

And, in a move which could spark a conflict between the NUM and the chamber, the union says it "may well" declare a dispute with the chamber if it refuses to renegotiate A dispute is the first step towards a legal strike

The chamber recently reached a pay agreement with the NUM and another union with black members, the Federated Mining Union This was the first time the black miners' pay rise was negotiated

The two sides also agreed they would soon begin talks on other demands raised by the NUM, but that any changes in working conditions agreed between them would only be introduced next year if they had "cost implications"

But yesterday, the NUM's general secretary, Mr Cyril Ramaphosa, alleged the union had discovered since the talks that the chamber had withheld certain vital information at the time of the negotiations

He said he had already conveyed this to the chamber, which refused to re-open talks It had, however, agreed to meet the union to discuss the issue

By late yesterday the chamber had not commented on the NUM charges

Mr Ramaphosa said the union had canvassed members' views since the agreement and had discovered that the members were extremely angry with the agreement

They had instructed the union to go back to the chamber and, if it did not agree to re-open talks, "the declaration of a dispute is very likely," Mr Ramaphosa said

Among the allegations made by the NUM are

- The Chamber refused to negotiate immediately with it on changes to "fringe benefits" on the grounds that these were "novel" ideas which required careful study

But the union says these measures have been introduced on some mines

- The chamber told the union negotiations would have to be concluded in a week to enable it to announce the increase to black mine workers

"But we have discovered that we had a further two weeks before the increase is traditionally announced and that we could have continued talks for that time," Mr Ramaphosa said

- The chamber told the union that lump sum wage increases negotiated at the talks would be extended to all black mine workers

"But we now learn that some mines where we are not recognised are not giving workers the full increase," he said

# Miners, chamber set for wage clash

(151) Star 29/6/83

Labour Reporter

The Chamber of Mines is to meet the National Union of Mineworkers in Johannesburg tomorrow — and a confrontation over the recent wage increases for black miners is expected

The general secretary of the NUM, Mr Cyril Ramaphosa, yesterday accused the chamber of rushing through the wage talks earlier this month

"Our position was weakened by this Now our members are angry about the increases and want negotiations to be reopened," Mr Ramaphosa said

The union has also accused the chamber of being "misleading and selective" in providing information on its members' wages and working conditions

Mr Ramaphosa said a dispute would be declared unless wage talks were reopened

A chamber spokesman would not comment today on the union's allegations

Further negotiations on racial discrimination in employment practices and miners working conditions are still to be discussed by the unions and the chamber

The wage increases for black miners were negotiated for the first time with the NUM and Federated Mining Union earlier this month About 6 000 of the unions' members were covered in the talks

# Mining union to meet management

Sowetan 30/6/83

**THE NATIONAL Union of Mineworkers is to meet senior executives of the Chamber of Mines in Johannesburg today to discuss vital aspects pertaining to a wage agreement recently signed by the two parties.**

The union's secretary, Mr Cyril Ramaphosa, told The SOWETAN yesterday they were forced to resume talks after they had discovered that the chamber had witheld some vital information at the first talks

He had already conveyed this to the chamber which has refused to reopen talks, but has agreed to meet the union to discuss the matter today

Mr Ramaphosa said that if the chamber declined to renegotiate then "we shall declare a dispute which is the first step towards a legal strike"

The chamber recently concluded a wage agreement with NUM and another union with black members, the Federated Mining Union This wage agreement is "historic" in the sense that it was the first time black miners' pay was negotiated by blacks

In terms of the agreement the two parties had also agreed to start talks on other demands which were raised by NUM Changes agreed upon in working conditions are to become effective later

Mr Ramaphosa said a snap survey indicated that most union members were unhappy with the agreement and they asked the union to discuss the matter further with the chamber

A chamber spokesman has confirmed that the meeting will take place today, but that they would not be opening talks

30/6/83 RDM

# Printers oppose 'closed shop'

By STEVEN FRIEDMAN

THE "closed shop' which forces workers to belong to a particular union, has suffered another setback in the printing and newspaper industry

In a secret ballot at Kohler Corrugated Cases in Brakpan this week, black workers voted to be represented by the Paper, Wood and Allied Workers Union, rather than by the SA Typographical Union, which has a "closed shop" at the plant

The company is now likely to approach the industry's industrial council with a request that it be exempted from the "closed shop' provision

A PWAWU spokesman said yesterday the union had approached the company for recognition recently and was turned down — apparently because of the closed shop

The company held the secret ballot after a brief work stoppage earlier this week when workers downed tools demanding the recognition of PWAWU

A union spokesman said 94% of those who had voted had backed the PWAWU

A spokesman for Kohler Limited which owns Kohler Corrugated Cases said the company was bound by the closed shop clause but that, where a new union appeared on the scene policy was to apply for an exemption from the clause if the new union represented a majority of workers

Kohler had already written to PWAWU suggesting talks and was waiting for the union s response