
INDUSTRIAL RELATIONS — STRIKES

1986

JAN — MAY.

Strike ends at Witbank colliery

A strike at Rand Mines Duvha open-cast colliery near Witbank ended today when workers returned to work after agreement was reached between mine management and the National Union of Mineworkers.

The strike began on Monday morning in protest against the arrest of a group of trade unionists at the weekend.

A mine spokesman said a group of 28 was arrested after requests to mine management from employees for protection against intimidators allegedly enforcing the call for a black Christmas.

According to the police 25 people were arrested by mine security personnel last Saturday and were handed to the SAP at Blinkpan police station. They were charged with disturbing the peace at Duvha and found guilty on December 30. They were sentenced to a fine of R100 each or two months in jail.

Striking miners return to work

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3/1/80

CLAIRE PICKARD-CAMBRIDGE

A FOUR-DAY strike by about 950 black miners at Duvha Colliery, near Witbank, ended last night amid reports that some employees arrested for disturbing the peace had been released.

Workers had been demanding the release of colleagues who were convicted on Monday for disturbing the peace on Christmas Eve. Fines were being paid yesterday.

A Rand Mines spokesman would not comment on the conditions of the agreement last night.

Patrick Hamnca, of the National Union of Mineworkers, said however that he understood the 28 arrested workers would not be disciplined by Duvha management if workers were back at work by today.

A management spokesman said the 28 were arrested by mine security personnel after employees complained that they had been using violence in an attempt to enforce a call for a black Christmas by boycotting white businesses.

The arrested men were handed over to the Blinkpan police and were convicted in the Blinkpan Magistrates' Court on charges of disturbing the peace.

Two of the men were released on Wednesday after their fines were paid. It is understood that money for the others had been found, but neither the NUM nor management said they knew who had paid the fines last night.

Hamnca said workers had been demanding that the 28 should be released and their fines paid for by management. They were also demanding that workers should be paid for the period during which they had been on strike and wanted an inquiry into the conduct of one of the mine managers.

A Rand Mines spokesman said yesterday production had been affected but the delivery of coal to the Eskom power station had not been interrupted.

Almost the entire workforce of four Gencor-controlled Impala platinum mines in Bophuthatswana went on strike on Wednesday, according to a statement issued by Gencor yesterday.

Fewer strikes are expected

By Amrit Manga

INDUSTRIAL action and production time lost through strikes should slacken for the first time for five years during 1986.

This expected significant turnaround in industrial relations comes after an increase of 700% in the number of man days lost through strikes over the past seven years.

Forcibly

These are some of the predictions contained in the Annual Report on Labour Relations released by labour consultants Andrew Levy and Associates.

Mr Levy is, however, cautious and qualifies his optimism, saying the levelling-off in the number of man days lost is likely with the possible exception of mining.

Conservative estimates put the number of man days lost through strikes on mines during 1985 at about 250 000. The motor industry also recorded the highest number of strikes for many years, 50% of which were linked to wage demands.

Wage demands continued to be made forcibly notwithstanding the loss of 22% of jobs in the motor industry since 1982.

Mr Levy predicts that the swing towards wages as a strike trigger noticed this year will continue, as will the swing away from dismissals.

Firmer

One of the prime causes for this levelling-off in time lost through strikes will be a shift to shorter work stoppages. "The three-hour stoppage and walkouts for the balance of the shift will continue to become more regular," says Mr Levy.

"At the same time, it is likely that employers will take a much firmer line when faced with strikes."

The report credits employers with greater maturity in handling disputes "They will make fewer tactical and legal errors as they take a tougher stance in cases where workers choose irra-

tional or poor issues to strike over," Mr Levy predicts.

"Disputes will become harder and harder for unions to win, and, unless there is selectivity in choosing the right issues and tactics, severe defeats are likely."

Question marks still hang over two major industries which together employ the bulk of blue-collar workers — the metal and mining industries.

"In both cases unions will seek to improve performances at annual negotiations, and in both cases strong employer resistance can be expected," Mr Levy says.

The iron and steel industry could be the first in-line for widespread action if the Metal and Allied Workers Union persists in its threat to strike over wage demands at 70 factories.

Unlikely

The mining industry is seen as the other major labour conflict area. Both the union and the Chamber of Mines are likely to resort to new tactics in the 1986 encounter.

There is no certainty that the chamber will engage in collective negotiations this year. But, if it does, a much tougher approach will be adopted and chances of last-minute breaks in the ranks will be unlikely.

If there are splits, Mr Levy reckons, they will occur before negotiations when the major houses wrestle to provide a mandate to their negotiators.

The National Union of Mineworkers (NUM), on the other hand, will be faced with a membership whose militancy will be even less containable than this year.

"It is probable that strikes will break out at mines which are beyond the control of the NUM and which will lead to tough responses from employers," Mr Levy says.

The rate of union membership growth, often in excess of 200% a year, is not likely to persist in 1986 either, according to the report.

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20 000 miners dismissed

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7/1/86
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From PHILLIP VAN NIEKERK

JOHANNESBURG — In the largest-ever mass dismissal by a South African corporation, Gencor yesterday fired 20 000 employees from its Impala Platinum Mine near Rustenburg in Bophuthatswana

The jobs of a further 10 000 at the mine are also at stake if they do not return to work.

The mass dismissals have shocked the South African labour movement. The National Union of Mineworkers (NUM) said it would decide on "strategic action"

The president of the Congress of South African Trade Unions, Mr Elijah Barayi, called on Gencor to reinstate the men immediately and said he would discuss "national action" with his executive

'In breach of contracts'

The men were fired for striking over wages, working hours and other grievances

The acting chief executive of Impala, Mr Gary Maude, said yesterday that the dismissals followed "a warning to the workers to the effect that continued participation in an illegal strike would be in breach of their employment contracts"

They were fired from three mines — Wildebeestfontein North and South and Bafokeng South. Those from two other mines — Bafokeng North and Mineral Processes — have been given an ultimatum to return today. About 65 percent of the workers are from Bophuthatswana

Mr Maude said they had attempted to negotiate with elected representatives but "you run into a point where they get completely unreasonable"

'Utmost shock' caused

Mr Maude denied that recognition of the NUM — which, as a South African union, is outlawed by Bophuthatswana labour law — had been raised as an issue by the workers

The NUM claims it has substantial support on the mine. A statement by the NUM last night said the action had caused them "utmost shock" and that the decision was characteristic of "Gencor's despicable manner of dealing with workers' legitimate grievances"

"The fact that South African unions are prohibited by law from operating in Bophuthatswana has presented Gencor with a pretext to commit these atrocities with impunity"

The NUM statement said the main grievances were low wages, long working hours and a refusal by the company to allow the NUM to recruit on the mine

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Thousands more could be dismissed

07/11/86 STAR 152

Mine sackings send platinum price soaring

The firing yesterday of most of the workforce at Gencor's Impala Platinum mines in Bophuthatswana has sent shock waves through international platinum markets, with the price of the metal soaring in Europe and the United States.

In London the metal was fixed at \$349,74 — about \$8 up on the previous day, while in New York the price rose even more sharply, gaining about \$15

Impala is the second largest of South Africa's platinum producers, with current output in the region of 900 000 ounces a year — or close to 45 percent of the country's output, which itself is 70 percent of world output. Any long-term disruption of production will undoubtedly affect world supplies.

But the company has large, although unspecified stocks which will see it through any short term halt in underground production. As a result the soaring price on the international market is thought to be a result of over-reaction.

On the stock market yesterday Impala's share price rose 125c to 3150c in reaction to the international platinum price rise, rather than the news of the firings.

The number of black miners fired could rise above 20 000 if thousands more striking miners fail to heed the company's demand that they return to work today.

The mass firing yesterday is believed to be the biggest in South African history.

Last year Anglo American fired about 18 000 black miners from Vaal Reefs gold mine.

The Gencor workers were employed at three of the Impala mines — Wildebeestfontein North, Wildebeestfontein South and Bafokeng South. Ultimatums have been issued to workers to return to work at Bafokeng North and at a processing plant, Mineral Processes. The mines are situated between Sun City and Rustenburg.

About 65 percent of the total workforce at the Impala mines are Bophuthatswana citizens and the impact of the dismissals on families in the homeland is likely to be severe.

Grievances

The strike, by a total of 30 000 workers over a variety of grievances including wages and working conditions, began on New Year's Day.

According to Gencor, no union has been involved in negotiations to solve the crisis as the National Union of Mineworkers is not recognised in Bophuthatswana and the Bophuthatswana National Union of Mine Employees (Bonume) has not yet gained official recognition.

The NUM claims it has a 50 percent membership at Impala and said in a statement the strike was against low wages, long hours and Gencor's refusal to give the union recruiting facilities.

Gencor said its decision followed unsuccessful attempts to hold meaningful discussions with black employees and their refusal to return to work.

Gencor has been criticised for handling industrial relations problems with heavy handedness. Some describe Gencor as the mining house with the most hardline labour policy. What is your response to this?

Fritz: I do not believe this perception is correct. The National Union of Mineworkers' (NUM) reportedly said the dismissal of workers at Impala Platinum was "characteristic of Gencor's despicable manner" of dealing with workers' grievances. But anybody who believes this is uninformed.

We have a fundamental interest in our employees, and their problems important and give them important consideration.

If one is to have a sense of security and a feeling of belonging, you want to know exactly where you stand. We believe we are just as fair and do not vacillate unnecessarily. It is my experience with people I've worked with that they appreciate a clear position.

Gencor has the top safety and productivity record in the industry and could not have achieved this with unmotivated workers who've been handled heavily handedly.

We also have a large number of long service employees and believe our turnover situation in black labour is lower than in the industry generally.

We have always had a principle of placing our people within the Gencor group in the event of changes and an example is the fact that we did not put anyone on the road following the closure of our Beisa Mine in the Free State.

I say we have not been hardline. We've been firm and definite, but this hardline perception probably arose when we did not change our position after deadlocking with the NUM in the Chamber of Mines negotiations last year. We

Collision course not our intention — Gencor boss

CLAUDE PICKARD-CAMBRIDGE

IMPALA Platinum in Bophuthatswana is presently in the centre of a storm following the largest-ever mass sacking of 20 000 striking workers from the company's mines, in which Gencor has a major interest. Business Day interviews Gencor's executive mining director Johan Fritz on the company's labour policy.

The NUM claims Gencor has set itself on a collision course with the union and is trying to reach the union that strike action will consistently result in dismissals. Is this justified?

This claim is definitely not true. We have not set ourselves on a collision course with the union and have no intention of union bashing. We want to act in the best interest of our customers, shareholders and employees and welcome unions as a means of improving communication with workers.

What is Gencor's attitude towards Bophuthatswana legislation which effectively prevents freedom of association by prohibiting SA unions from operating there?

And what is Gencor's response to news of proposed Bophuthatswana legislation which will prevent more than one union operating in the territory?

We are operating in an independent state. This would be the same as operating in Brazil, Australia or elsewhere and our attitude is to act responsibly in the host country, wherever their laws should be.

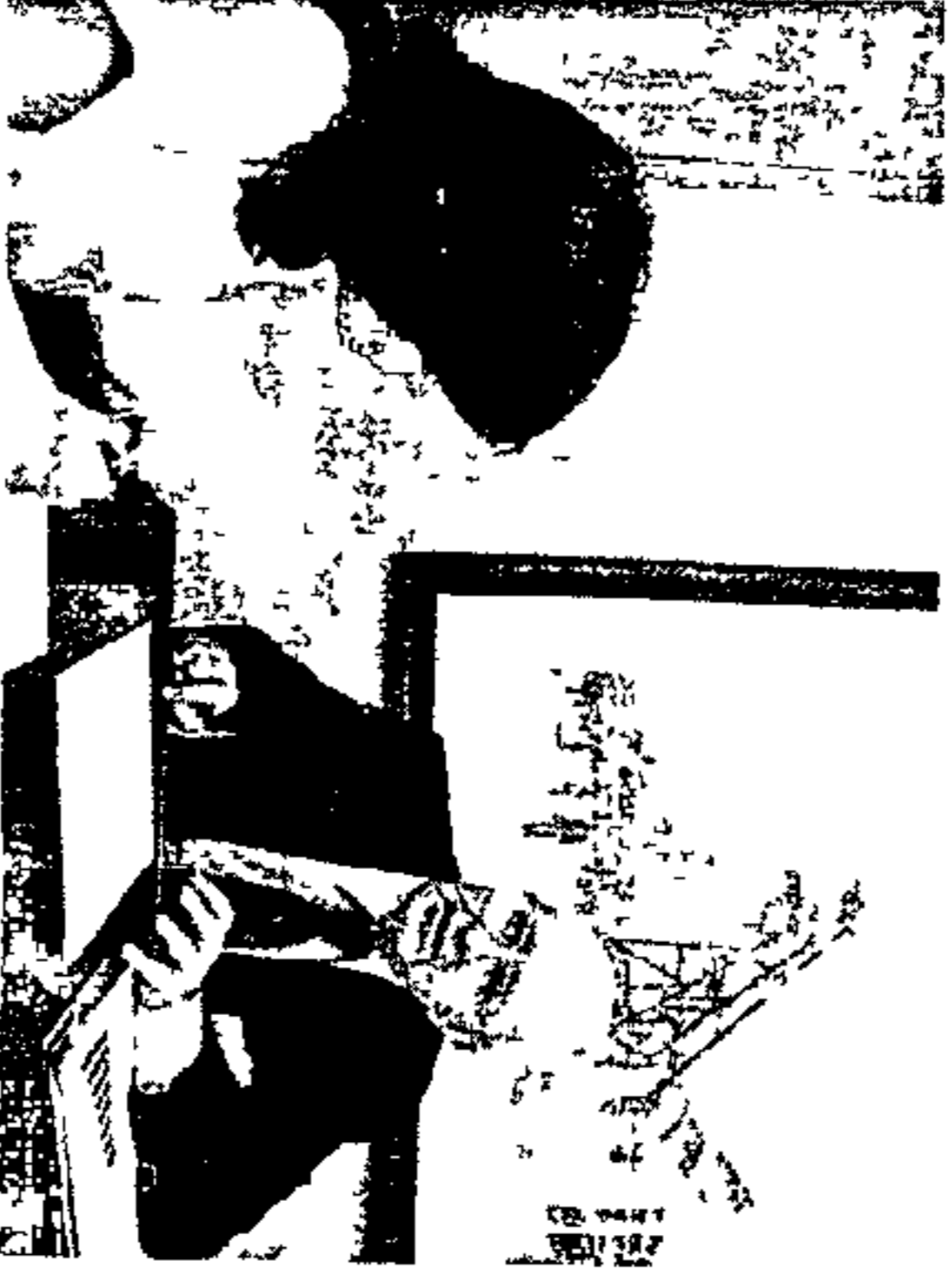
who have just been sacked?

I do not believe this. If I refer this to the case at Impala Platinum the problem is not one of worker militance but of very definite intimidation. Intimidation was so strong that our own employees were disappointed in our ability to protect them.

But I don't want to comment on Impala Platinum because although Gencor has a major interest in it we see Impala as an independent unit with its own spokesman.

Does Gencor believe that dismissing and rehiring workers is often a useful tactic to break a stalemate, or that workers eventually regard dismissal threats less seriously if they believe they will be rehired?

Gencor would not use such a tactic.



Gencor's Johan Fritz talking to Claire Pickard-Cambridge

Strike action will not consistently result in dismissal. Dismissal will only result if circumstances are appropriate.

If we are invited to comment on these laws we do so. Have you been invited to comment on these laws in Bophuthatswana?

We've had the opportunity to comment on various laws, but I would not like to elaborate on this. We are not involved in government decisions. Does Gencor believe an entirely new labour force will necessarily be less militant than workers

mean we are cast in concrete and do not realise things are changing in SA. It means we must look at ourselves more critically and if we can find anything which can be regarded as unfair we'll address the problem.

A wide gap existed between Gencor's wage levels and labour policies and those of Anglo American, Johannesburg Consolidated Investments (JCI) and Rand Mines after last year's annual wage negotiations. Does Gencor wish to move closer to these mining houses on those issues in future?

SA has a shortage of skilled people and an oversupply of the unskilled. Gencor has a steep wage curve to encourage people to try and climb up the ladder. We have a large training programme for this purpose. While our unskilled workers are on rates below the top payers in the industry, our more skilled workers are practically in line with them. It would be far easier if we were to be closer to the three mining houses. We are relatively close to other houses and usually act in unison with them through the Chamber of Mines.

I believe our present wage gap is largely due to the 11th hour decision by these three mining houses to improve their offers during last year's wage negotiations, while we stuck to our guns.

We are probably the most widely based mining house in the country and are involved in many different industries which are competitive in world markets. We can not make a wage decision outside these realities. Is Gencor more concerned about the effect of its actions on the local and international community in the present delicate political and economic situation in SA? Yes, we are more sensitive now and everyone should be, but this cannot be at the expense of our basic principles.

ment on these laws in Bophuthatswana? We've had the opportunity to comment on various laws, but I would not like to elaborate on this. We are not involved in government decisions. Does Gencor believe an entirely new labour force will necessarily be less militant than workers

WEEKLY 11-152
10/11/86

Sacked Bop miners start long trek home

By PHILLIP VAN NIEKERK

MORE than 90 buses stood empty yesterday at the Impala Platinum Mine in Bophuthatswana, destinations chalked on their front windscreens, as drivers wanted to load the last of several thousand workers sacked from the mine at the weekend.

There was a mood of gloom in the near-empty hostels — the evacuation operation started on Tuesday — as men carried their few possessions out in bundles and tatty suitcases.

The mine was crawling with police with teargas cannisters strapped to their belts. A green Toyota truck adapted into an armoured vehicle, a miniature Casspir with gunholes in the back, cruised up and down.

Meanwhile, nearly 50 miners were released on R100 bail yesterday afternoon, days after being detained by mine security and handed over to the Bophuthatswana authorities.

They were among the 23 000 workers dismissed from the mine after taking strike action over a number of issues, including wages, working conditions and the right to join a union of their choice.

The entire workforce at three sections of the mine — Wildebeesfontein North and South, and Bafokeng South — was sacked, along with 3 000 workers from Bafokeng North.

The National Union of Mineworkers (NUM) claimed those detained were mostly "victimised activists".

A representative of the prosecutor's office at the Mogwassi Regional Court said yesterday he did not know what the workers had been charged with but that their case had been remanded to February 10.

Worker leaders interviewed this week claimed they had been "chased" from the mine with teargas, rubber bullets and dogs.

The NUM said 27 workers had been injured in clashes with mine police, but management has denied the figure is so high.

Yesterday the last of the workers were on their way back to the homelands and neighbouring states. Some were bound for destinations as far afield as Malawi, Mozambique, Lesotho and the Transkei.

Workers tied their belongings to the roofs of the buses and gathered in groups to have last chats with their colleagues before setting off on the long trek home.

Mini-van taxi operators appear to have made a small fortune out of the dismissals — plying the small villages of Bophuthatswana, returning local workers to their homes.

Surprisingly, there was no bitterness among the workers approached. Their mood was rather sombre — and they were unbowed by the dismissal, insisting that they had done the only thing they could in the circumstances.

A party of journalists found at one of the hostels was threatened with arrest for trespassing and was accompanied off the premises by mine police.

The mine policeman standing at the entrance to the hostel at Bafokeng South was coordinating the buses for the various ethnic groups — a massive task.

● See story, page 5

PULLS DASH 10/11/86

Impala to begin recruiting miners

(52)

CLAIRE PICKARD-CAMBRIDGE

MOST of the 20 000 workers fired from Impala Platinum in Bophuthatswana this week have been discharged and management is to begin recruiting new workers within the next two days, says Impala's acting EO, Gary Maude

This follows a strike by Impala's total workforce of 30 000 on New Year's Day over wage and working conditions

A police spokesman said 48 Impala mineworkers appeared in the Mogwase Regional Court in Bophuthatswana yesterday on a variety of charges

He said their case had been postponed

to February 10 They had not been granted bail and all were being detained at the Mogwase police station

Maude said he believed the workers were facing criminal charges relating to incidents which resulted in 32 Impala workers being admitted to hospital

He denied National Union of Mineworkers' (NUM) reports that 26 workers had been taken to hospital after clashes with mine security

Impala replacing fired miners

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The replacement of the more than 20 000 mine-workers fired from Impala Platinum mines in Bophuthatswana last week is progressing "satisfactorily", the company said today, despite a local miners' union threat to apply for a reinstatement court order on behalf of the fired workers

Impala's acting chief executive, Mr Gary Maude, said the recruitment of new workers was going according to plan. He would not say how many of the dismissed workers had already been taken back.

Mr Maude said the new workers had to have

the necessary qualifications and experience

About 20 000 miners were dismissed from the Impala mines after going on strike from January 1 over grievances which, according to the National Union of Mineworkers, included bad working conditions and low wages.

Impala said an additional 3 000 workers subsequently resigned from their jobs.

The union threatened at the weekend to take legal action against the company to reinstate the dismissed workers.

**NUM claims 50
injured in clash**

The National Union of Mine workers has claimed more than 50 Foscor and Palabora Mining Company workers were hurt in a strike-related clash near Pimpaborwa this week.

The union said a meeting was attacked at Namakgale township

Lebowa police have not confirmed the allegation and company officials deny mine security personnel were involved

BUSINESS

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More strikes loom

LABOUR AFFAIRS
DICK USHER

INCREASED strike action and demands for a greater say in management by trade unions are predicted by Professor P L Bonner, professor of African History at Witwatersrand University

Writing in the latest issue of *Energos*, he says that South Africa faces a future of escalating unrest as business and labour become more hard-line in their dealings with each other

Tougher union action will come about as a result of threats to neutralise the Industrial Court's powers and a hardening of attitudes towards labour by big business

Professor Bonner says the current profile of strikes in South Africa - 48,6 percent last one day or less and only 10 percent last more than five days - is liable to see drastic change

He sees "protracted trials of strength" between employers and unions in the years ahead

Even before the current recession it was possible to detect hardening attitudes among some major employers to trade unions and this trend had accelerated, he said

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Hope for calmer labour relations

Moves being made to decriminalise strikes in SA

By Sheryl Raine

Moves are afoot to decriminalise strike action in South Africa. The National Manpower Commission (NMC) hopes to release a report containing suggested changes to the strike laws within the next few months.

Mr Joel Fourie, chief director of labour relations in the Department of Manpower, told a labour seminar of the Afrikaanse Handelsinstituut in Vanderbijlpark yesterday that the NMC was investigating changes to section 65 of the Labour Relations Act, which makes strike action under certain circumstances a criminal offence.

The section has been a bone of contention for years.

DISMISSALS

In terms of the law, workers and employers must exhaust all the dispute-settling machinery laid down in the Act before a strike or lock-out can be regarded as legal. The law, however, does not protect legal strikers from dismissal. Workers who strike legally are just as likely to lose their jobs as those who strike illegally.

Most strikes in South Africa during the past six years have been illegal. Though the law allows for the prosecution of illegal strikers, in practice it has been largely impossible and undesirable to apply the law.

Rulings by the Industrial Court have led to the reinstatement of legal and illegal strikers whom the court believed had been unfairly dismissed.

"We recognise that the time has come to re-examine the law," said Mr Fourie.

Labour lobbyists have repeatedly called for the decriminalising of strike action, saying any statute which makes

the withholding of labour a criminal offence interferes with a workers' basic right of freedom of association.

Professor Nic Wiehahn, author of South Africa's labour reforms and director of the Unisa School of Business Leadership, welcomes the move.

He said that at present employers were inclined to hide behind section 65.

"It is fundamentally wrong for the State to be involved with criminal sanctions in disputes between employers and employees," said Professor Wiehahn.

"The criminalising of strikes gave the State a bad image in the eyes of workers. It also brought the police into the relationship between workers and employers, to the detriment of the relationship. By decriminalising unlawful strikes, police presence will become completely unnecessary except when life and property are threatened.

"The removal of the relevant clauses in the act will put trade unions and employers in a better position for bargaining. It will force them to negotiate more effectively to resolve their disputes.

CIVIL LAW

"What is necessary in the law now is a distinction between lawful and unlawful strikes, with an emphasis on civil law. In cases of lawful strikes, an employer should not have the right to dismiss strikers as easily as in the case of unlawful strikes. This would provide an incentive for workers to use the dispute-settling machinery contained in the act and not strike impulsively."

In recent years unions have argued that there is no incentive to use all dispute-settling procedures in order to stage a legal strike if employers, anyway, respond by dismissing workers.

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Workers hold sit-in strike over wages

By Sheryl Raine

About 250 workers involved in a wage dispute at Chesebrough Ponds in Wadeville yesterday staged a sit-in strike and occupied the staff canteen

The Chemical Workers' Industrial Union (CWIU) said in a statement that it was demanding a minimum wage of R3,25 an hour, May Day as a paid public holiday, a 40-hour week, one month's annual bonus and five days a year compassionate leave

Mr Dale Ralph, personnel manager for Chesebrough Ponds, confirmed that about 250 black workers had gone on strike at 7 am yesterday after first downing tools on Tuesday

He denied a union claim that the factory was brought to a standstill

Mr Ralph said negotiations were continuing with union representatives

The company had offered workers a package amounting to an 18,4 percent increase. He said the company was offering to increase the hourly wage from R2,70 an hour to R3,05 and to pay a 4,3 week bonus each year instead of the current two-week bonus

He said the company had agreed to discuss the issue of May Day with the union at a later date. The company had offered to grant five days compassionate leave to workers if travelling was involved, otherwise three days compassionate leave would be given

The union rejected the company's offer

Mr M Ravuku, a CWIU organiser, said workers had voted not to return to work until their demands had been met. The issue would be referred to the branch executive meeting of the CWIU on Saturday when the possibility of tougher action would be discussed


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~~over wages~~

Sports relief



LOW PRICE AND RE

Germiston strikers sleep in once again

By Sheryl Rame

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About 250 members of the Chemical Workers' Industrial Union (CWIU) occupied the premises of Chesebrough-Pond International in Wadeville, Germiston, again last night and slept in the factory for the second time

They went on strike on Wednesday, demanding R3,25 an hour. The present rate is R2,70

Other demands are a month's pay as an annual bonus, a 40-hour week, May Day as a paid public holiday, and five days a year compassionate leave

Yesterday pickets turned away all delivery vans, said Mr Dale Ralph, the personnel manager. There was minor damage to company property

BREAKING THE DEADLOCK

"Management has raised its offer considerably in an effort to break the deadlock," he said. The company is now offering R3,20 an hour and an annual bonus of four weeks' pay

It has agreed to discuss the issue of May Day at a later date, and is offering five days' compassionate leave when travelling is involved, otherwise three days

He said the company was prepared to continue negotiating until a settlement is reached

Mr Meshack Ravuku, a CWIU organiser, said negotiations with management had broken down but would resume. If no settlement was reached today the matter would be referred to a branch executive meeting of the CWIU tomorrow. The possibility of tougher action would be discussed

195 held
in police
raid on
hostel

Staff Reporter

POLICE raided a Langa hostel early on Thursday morning, arrested 195 men and charged them with trespassing

A spokesman for the South African Allied Workers' Union (Saawu), Mr Ramnewana Zuzine, said yesterday the men, employed by Murray and Roberts, had been on strike since last August and had not been told by the company that they had to leave the hostel

Murray and Roberts said yesterday the men had been occupying the hostel illegally.

Mr Zuzine said police had told the workers they were being arrested as they were still in the hostel after going on strike.

'Beaten'

He said he had been told — by six men who had been at the hostel but had escaped arrest — that police had surrounded the Nonciba hostel and had beaten some of the workers with fists and sjamboks as they were being arrested.

A police liaison officer for the Western Cape, Captain Jan Calitz, yesterday confirmed that police had evicted and arrested the workers, but emphatically denied that they had used sjamboks or force

The managing director of Murray and Roberts Buildings (Cape Town), Mr Hector Minott, said in a statement yesterday that since December 20 last year, the hostel had been empty of Murray and Roberts employees.

'Illegally'

"From what we can understand, some former employees returned together with other squatters and took over the premises.

"The people in the hostel at the time were trespassing. They were not Murray and Roberts employees and were living there illegally.

"Early in December Murray and Roberts laid a charge of trespassing because the hostels were full to capacity with Murray and Roberts employees."

Murray and Roberts in August announced their intention to fire the strikers, but Mr Zuzine claimed the workers believed they could remain in the hostel pending the outcome of a dispute between Saawu and management

Mr Minott denied there had been any dispute.

EL firm reinstates workers fired for staying away

Dispatch Reporter **152**
EAST LONDON — Twenty-one workers who were fired after taking part in a stayaway last year have been reinstated

Mr Vumile Danile outgoing branch secretary of the Commercial, Catering and Allied Workers' Union (Cca-wusa), said an agreement had been reached with Henderson Agencies in terms of which most of the 41 workers originally fired would be reinstated with full benefits

A spokesman for Henderson Mr Michael Preston confirmed an agreement had been reached with the union, an affiliate of the newly formed Congress of South African Trade Unions (Cosatu). He would not comment further, however, saying it was "an internal matter"

Mr Danile said it was agreed 21 workers would be taken back over a period of 8 weeks. The firm, a distribution agency here, would pay three weeks wages and

one week's bonus to 14 further workers

Mr Danile said the remaining six of the 41 fired workers had already found jobs when the agreement was reached, and so were not catered for

The eight-week period would be over in the first week of February, and at this stage only six workers remained to be taken back. Management had agreed to offer any new vacancies to the other 14 workers who were not being reinstated im-

mediately. Mr Danile said

The workers were fired on August 22 last year after they participated in a stayaway to protest against the violence in Duncan Village. The stayaway affected large sectors of East London industry and business

Mr Danile said Cca-wusa was pleased at the agreement as it was the first time in East London in the eighties that workers had been reinstated after being fired for a stayaway

Chemical workers in wage dispute

31/1/86 By Sheryl Raine

Talks will continue today in efforts to settle a wage dispute between Matthey Rustenburg Refiners in Wadeville, Germiston, and about 200 members of the Chemical Workers' Industrial Union (CWIU)

Between 150 and 200 CWIU members at Matthey Rustenburg downed tools on Wednesday. They returned to work at about mid-day yesterday, but a formal wage dispute has been declared.

Mr P Charlesworth, works manager at Matthey Rustenburg, said the company was willing to negotiate to reach a settlement.

According to a statement released yesterday by the CWIU, wage negotiations with Matthey Rustenburg, in which Rustenburg Platinum Holdings has a 50 percent share, have been under way since November.

"Several attempts to reach settlement have failed. Workers are demanding a 23 percent increase to bring the minimum wage to R3,30 an hour, May Day as a paid holiday, and the introduction of a long service allowance," the statement said.

PROFITS UP BY 75 PERCENT

Mr Charlesworth declined to give details of the company's offer to the union, but said its wage increase amounted to a percentage just under the inflation rate of 18,4 percent.

The union said Rustenburg Platinum had increased its profits by 75 percent in six months. Mr Charlesworth confirmed this.

The union also claimed that the holding company was poised to make even greater profits with the decreased output from its rival Impala Platinum, after the recent dismissal of 23 000 workers from Impala mines in Bophuthatswana.

Mr Charlesworth declined to comment on pending profits, but said the union's presumption about the profits of Rustenburg Platinum differed from the company's view.

The union said "With inflation at 18,4 percent, workers are refusing to accept increases below this level. Increases below the level of inflation would mean a decrease in worker's living standards."

(17)



Striking members of the Chemical Workers Industrial Union gathered at the gates of Matthey Rustenburg Refiners in Wadeville yesterday (Friday) singing union songs. Negotiations to settle the wage dispute will continue on Monday.

Wadeville wage dispute: talks continue

By Sheryl Raine

Negotiations between Matthey Rustenburg Refiners in Wadeville and the Chemical Workers Industrial Union (CWIU) will continue on Monday in an effort to solve a wage dispute.

Between 150 and 200 members of the CWIU went on strike yesterday for the third time this week in support of wage demands.

Mr P Charlesworth, works manager of Matthey Rustenburg, confirmed that talks would continue with worker representatives on Monday.

A union representative, Mrs Chris Bonner, said workers first demanded a minimum wage of R3,30 an hour, which amounted to a 23 percent increase. She said workers later dropped their demand to

20 percent

"Management has offered to raise the minimum wage from R2,69 an hour to R3,25, a 21 percent increase," she said. Workers on other grades have been offered an 18,5 percent increase.

The union said outstanding issues which will be discussed on Monday included May Day as a paid company holiday and the backdating of increases to January 1.

Workers first struck on Wednesday, refused to work again early on Thursday, but then returned to work at about midday. Yesterday morning workers struck again and refused to work all day.

Throughout the dispute, Mr Charlesworth has stressed that the company is willing to negotiate a settlement.

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STAR 2/12/86

~~152~~

4/2/86 (152) BUS DAY

Treason trial told of wave of strikes

A WITNESS told the resumed treason trial of four United Democratic Front (UDF) affiliates in Maritzburg that a wave of strikes followed the release on bail of one of the accused.

The men's 12 co-accused were acquitted on December 9.

The accused, described as members of the South African Allied

Workers Union (SAAWU) are. Richard Gqweta, 33, of Mdantsane, Ciskei, Sisa James Njikelana, 29, also of Mdantsane, Sam Kikine, of the SAAWU Durban branch; and Duze Isaac Ngcobo, treasurer of SAAWU.

Major P Olivier, former head of the Labour and Trade Union section of the Security Police in the

Border area, said that in a strike at NCI in East London in July 1980, new work-seekers were intimidated by the strikers.

After Gqweta's release, 18 strikes occurred in 1980 and 35 between February and November in 1981.

The trial continues. — Sapa.

UK MPs condemn
Natal sackings (52)

Own Correspondent

LONDON — Nearly 30 labour MPs have signed a motion paying tribute to workers who have been sacked at British Tyre & Rubber's Sarmcol plant at Gmbatu, in Natal, and condemning BTR.

The motion said the Sarmcol workers had struggled for recognition of their union since last April and had now been sacked after two days on legal strike.

The motion declared: "We salute the workers in Gmbatu who are supporting the struggle of their brothers and sisters in South Africa.

"British trade unionists must continue to campaign for maximum pressure to be put on BTR in this country to make them reinstate the Sarmcol workers.

"It is disgusting that a British multinational should be adding to the terrible conditions facing workers in SA. The trade union movement internationally must give every assistance to workers in a struggle in that country for basic trade union and democratic rights."

Unrest increased at factory after union moved in, Court told

Pietermaritzburg
Bureau

THE emergence of the South African Allied Workers' Union at the Wilson Rowntree factory in East London had been followed by unprecedented industrial unrest at the plant, the Supreme Court here heard yesterday

Mr Alistair Lightbody, director of the factory, made the allegation during the trial of four leaders of SAAWU who are facing charges of treason

Mr Lightbody, who was testifying for the State, said before 'SAAWU there had been no work stoppages or strikes at the factory'

'But virtually from the day we received our first correspondence from SAAWU in 1980 there was a marked increase in intimidation and later followed by work stoppages'

Deadlock

One work stoppage in February 1981, Mr Lightbody said, ended in a deadlock between the union and the factory, resulting in 472 workers losing their jobs

Originally the four accused, Richard Gqweta,

Sisa Njikelana, 29, Sam Kikine, 36, and Duze Ngcobo, 36, were part of a group of 16 charged with trying to overthrow the Government with violence in furtherance of the aims of the ANC-led Revolutionary Alliance

Twelve of the accused, who were prominent leaders of the UDF, were acquitted last year when the State withdrew the case against them after deciding no reliance could be placed on the evidence of its chief witness, Mr Isaac de Vries, an expert on the ANC

Repeated

Mr Lightbody told the Court that SAAWU had a 'following that was definitely substantial but there were some irregularities'

These irregularities included discrepancies which arose when a computer check on the 753 names submitted as members of SAAWU showed that some workers were not employed at the factory and that some names had been repeated

Mr Lightbody said that before the appearance of SAAWU the factory dealt with two or three incidents of insubordination

a month

(152)

'An analysis I made in January 1979 showed that relationship between employer and management were harmonious and by 1980 the factory was probably in the "top 10" for terms and conditions of employment,' he said

Audience

But when SAAWU — where accused Mr Gqweta and Mr Njikelani were active in the local branch — became involved with the factory, two to three cases of assault and insubordination were reported every day, said Mr Lightbody.

The resumption of the trial on Monday this week attracted a largely black audience

But the gallery was empty yesterday with just a handful of spectators which included two former accused Mr Archie Gumede, a UDF national president, and Mr Mewa Ramgobin a national treasurer for the UDF.

Mr Clifford Mailer and Mr Marumo Moerane are appearing for the defence, Mr Andre Oberholzer and Mr Christo Meiring appear for the State

The trial continues today

Court orders back-pay, former jobs for strikers

BUS DAY. 5/2/86 152

THE Industrial Court has found a Pinetown company, Natal Die Casting, guilty of an unfair labour practice for firing legal strikers and refusing to negotiate in good faith.

The court has ordered the company to reinstate permanently the 112 Metal and Allied Workers' Union (Mawu) members, fired after going on strike in May, and to back-pay workers for the past six months.

Implications

The order is expected to have important implications for about 70 disputes Mawu has declared with Transvaal factories refusing to negotiate on substantive matters at plant level.

Reasons for the order have not been handed down and it cannot yet be established whether it is a precedent-setting judgment.

Mawu believes the policy of the employer body, Seifsa — which recommends that substantive negotiations be held through the Industrial Council — has now been seriously challenged because Natal Die Casting is a Seifsa member and covered by the main industrial council agreement.

The court's finding that Natal Die Casting committed an unfair labour practice, by refusing to bargain at plant level, appears to run counter to the Hart judgment last year.

CLAIRE PICKARD-CAMBRIDGE

That judgment, which dealt with Hart's refusal to negotiate substantive issues at plant level, did not compel the company to bargain at plant level. The court said then that it wished to uphold the notion of voluntarism in collective bargaining.

Natal Die Casting could not be contacted for comment yesterday.

The ruling differs from the Marievale judgment which found Gencor guilty of an unfair labour practice and ordered the temporary reinstatement of workers fired after a legal strike.

Reinstatement

In the current case the court has ordered permanent reinstatement of legal strikers after receiving an application under section 46 (9) of the Labour Relations Act.

The reinstatement order is effective from February 21. However, the court has warned that applicants who do not indicate by February 7 that they intend reporting for work will be excluded from the terms of the order.

The workers went on strike in May over the company's refusal to negotiate in good faith on a production bonus, travel allowance and long-service bonus.

OK acts to prevent strike

(152)

6/2/86 SPAR

Retail chain OK Bazaars Limited brought an urgent application against the Commercial, Catering and Allied Workers Union to the Rand Supreme Court late yesterday.

An interim order was granted by Mr Justice MS Stegmann that, by agreement, the application was postponed to Tuesday February 11

The general secretary of the union, Mrs ET Mashini, was also cited as a respondent in the application

Counsel for the union made a statement in court

which was not included in the order
He said the union and its general secretary undertook not to incite employees of OK Bazaars to take part in an unlawful strike arising from or connected with any disciplinary proceedings against Ms Fransina Pitse at the Menlyn Hyperama

They also undertook not to instigate or call for support or organise an unlawful strike

The undertaking would operate until the resumption of the hearing on Tuesday or until revoked by the Union on 24 hours' notice, the court heard

Bus Day 6/2/86
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Union vows No OK strike

Supreme Court Reporter

THE Commercial Catering and Allied Workers' Union of SA (Ccawusa) has undertaken not to organise strikes at OK Bazaars stores, pending the hearing of a company application for an interdict in the Rand Supreme Court on Tuesday.

OK Bazaars says a threatened national strike is connected with the case of Fransina Pitze, an employee of the Menlyn Hyperama, who is the subject of internal disciplinary proceedings.

GM Personnel Richard Blackwell says OK Bazaars has 170 stores nationwide with 25 000 employees, of whom 7 887 belong to the union. He says any national strike will have serious consequences for the company. Daily sales at OK Bazaars total R10m, he says.

OK Bazaars says there are no grounds for calling a strike, which will be unlawful, as no dispute has been declared and no conciliation board appointed.

Counsel for the union, Wim Trengove, says it has no intention of taking strike action and allegations to the contrary resulted from the unauthorised statements of a minor official.

ABOUT 50 workers at Expandite in Isando, a subsidiary of Burmah Oil, yesterday entered their second day of a strike over wages.

Mr Denis Thatcher, husband of the British premier, Mrs Margaret Thatcher, is a director of the company.

The workers, members of Chemical Workers' Industrial Union (CWIU), are demanding an increase of R23,00 a week and May Day and June 16 as paid holidays.

Mr T Page, personnel director of the company, said the company was meeting the union. He declined to comment further.

However, a union spokesman said the company was refusing to negotiate until workers returned to work.

Meanwhile about 15

Isando strike enters 2nd day

SOWETAN
workers of Mannys Supermarket in Kroonstad, who went on strike after nine of their colleagues were retrenched, have been dismissed 6/2/86.

Mr Paul Jezile, organiser of the Commercial Catering and Allied Workers' Union (Ccawusa) said the union had declared a dispute with the company.

A Mr Catazorio, manager of the supermarket, declined to comment.



Pass raids ... have now been scaled down, says government

to be dismantled and of how the new mechanism for "orderly urbanisation" will work, have not been announced. Clarity will certainly emerge during the present parliamentary session. Progressive Federal Party (PFP) leader Frederik van Zyl Slabbert has pointed out that any attempt to classify people by race or ethnicity in the new identity books would be unacceptable

Government sources have, somewhat confusingly, also stated that it could take anything from 10 to 20 years to implement the new ID system; and it is possible that blacks will continue to use their pass books as IDs until the new deal is implemented

However, Deputy Information Minister Louis Nel has stated that the new uniform identity document "will not in any way replace the pass system and will not control the movements of any people."

According to Black Sash president Sheena Duncan, it appears that the new ID system could introduce the problem of fingerprinting: "The extension of fingerprinting to other races will do nothing to satisfy blacks who have long resented that as being one of the worst aspects of the present pass laws"

A Department of Home Affairs spokesman says that although the law (since 1981) provides for fingerprinting, no decision has been made on this yet

Despite the fact that the development boards, administrative arms of the pass laws, will be phased out by the July 1 deadline, prosecutions of pass law offenders are continuing in many courts around the country and pass raids have not stopped. They may, however, have been scaled down

Although there has been a drop in the number of pass law prosecutions in recent months (in Johannesburg the number fell from 37 in December to 23 last month), the number of arrests under the trespassing laws rose dramatically over the last few years, Duncan points out. It is to be hoped, she adds, that this is not a new mechanism of control by the authorities.

A West Rand Development Board spokesman says that while they are keeping a "low profile" on arrests and raids, the pass laws are still on the statute book and officials are still obliged to respond to complaints "But we are acting in accordance with the general feeling about the laws," he adds

While the number of pass law arrests

have dropped from 665 in July last year to 139 in December and 75 in January, it seems that the number of white householders being prosecuted for employing "illegals" has risen.

WRAB's response is that it made more sense to prosecute those who were expected to know the laws but disobeyed them, instead

UFAKEI O-NGCOMBOLO ENDORSEMENT

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The vital stamp ... becoming obsolete?

of the person who may be ignorant of them, that is, the black employee

The dropping of the pass laws, which are central to government's influx control policy, was announced in conjunction with the total scrapping of influx control which will lead, according to statements so far, to the unimpeded movement of blacks, more land for building and the legalisation of squatter settlements.

SADCC IN HARARE

Politics dominates

Such are the ironies of southern African politics today, that one of the region's chief aid donors — the US — came in for the harshest criticism at last week's two-day annual meeting of the Southern African Development Co-ordination Conference (SADCC). Its chairman, Peter Mmusi, Vice-President of Botswana, accused the US of co-operating with Pretoria to foment instability in the region

The SADCC's leaders had been angered by two recent developments — the Lesotho coup and Washington's promised aid to Jonas Savimbi's Angolan rebels. But it was significant that political issues should have dominated what set out to be a developmental conference. The Harare summit was never intended to be an aid-pledging session; only small amounts of new assistance were promised, totalling less than US\$50m.

The most important new pledge was the British commitment to provide £10m for the Nacala rail corridor in Mozambique. The US, shrugging off the criticism, is providing \$5.5m to help improve the Beira railway line and reduce SADCC dependence on the South African railways and ports.

More important, perhaps, were the indications of a shift in SADCC's political links. Significantly, three southern African liberation movements — Swapo, the African National Congress and the Pan African Congress — were fully represented for the

first time. This underscored the SADCC's intention of one day drawing SA into the regional organisation.

Possibly still more important was the presence — again for the first time — of delegates from the Soviet bloc. The SADCC secretary general is to lead a team to visit Russia later in the year, amid speculation from Western diplomats that Eastern bloc aid was more likely to be military than economic in content. Mused one Western delegate, "The SADCC lost its way and has become a security organisation rather than an economic union"

It is hardly surprising that the SADCC should now be looking eastwards given the West's repeated refusal to offer economic and military assistance in the region's confrontation with Pretoria. Whether history will show that the Harare summit marked a decisive shift in the SADCC's long-run strategy remains to be seen. But from the strictly developmental viewpoint, Western diplomats are expressing the gravest reservations over the benefits of bringing Comecon countries into the region in this way

The frequently expressed support for comprehensive mandatory economic sanctions against SA also underscores the meeting's pre-occupation with political rather than economic issues. As one delegate put it, "We all know what such sanctions would do to our economies, but there is no alternative"

At the same time, Western delegates were uncomfortable with the US stance over Angola. "It's madness to be supporting rebels who are blowing up railway lines on one side of the region while repairing them on the other," complained a Nordic delegate

The issues may not be quite so simple, but even so, there is little doubt that Western countries along with the US State Department and aid agencies are unhappy to see Washington supporting Unita

The overriding impression of the summit is that it is unlikely to mean much in economic terms. Indeed some diplomats at the conference warned of a downturn in aid inflows to the region in the late Eighties. The reality is that political developments in the region are going to determine economic progress or otherwise, and perhaps the SADCC has got it right in accentuating the political aspect at this juncture

INDUSTRIAL COURT

Legal strikers win

A landmark Industrial Court decision has unequivocally affirmed the right of legal strikers to be protected against dismissal

The decision, in a case involving the Metal and Allied Workers' Union (Mawu) and Pinetown company Natal Die Castings, is a significant victory for the trade union movement. Unlike the court's order of temporary reinstatement of workers who struck legally at Marievale mine last year, this order was made in terms of Section 46 (9) of the

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Labour Relations Act; it is therefore final. It is retrospective for six months from February 21 this year.

The strike that precipitated the hearing occurred on May 1 last year when workers downed tools over the company's refusal to bargain in good faith over a travel allowance, production and long-service bonuses. Some 120 workers were dismissed on May 3.

Details of the court's judgment were not available when the FM went to press. However, the order clearly states that Natal Die Castings committed unfair labour practices by dismissing the workers, and refusing, or failing, to negotiate in good faith with Mawu before and after the strike.

Mawu is crowing over its victory. Aside from the reinstatement of the workers, the union claims that the order has major implications for its continuing battle with the Steel and Engineering Industries Federation of SA (Seifsa) over company-level bargaining.

Major implications

Seifsa is opposed to its members (including Natal Die Castings) bargaining at company level with unions on any issues covered by the metal industrial council's main agreement. The union says the order seriously challenges this policy. Mawu also says the order appears to overturn the court's finding in the test case it fought last year against Hart Ltd. In it the court rejected Mawu's argument. This was that Hart's refusal to bargain on effective wages, above the industrial council minima, and the introduction of a funeral benefit scheme, constituted an unfair labour practice. The union claims that the Natal Die Castings order has "major implications" for the disputes it has declared with metal companies in the Transvaal which, in line with Seifsa policy, have refused to negotiate at company level.

Mawu further claims that the order also affects its pending case against British multinational BTR Sarmcol, in which it will be contesting the dismissal of "lawful strikers." The union predicts this case will be heard in the next few months following the recent decision by the Minister of Manpower to appoint a conciliation board.

Legal sources question Mawu's claim that the Natal Die Castings order overturns the Hart judgment. Clarity will have to await the full Natal Die Castings judgment. ■

AIDS

A viral time-bomb

Recent deaths in Britain — and one in Cape Town — suggest that the virus responsible for Acquired Immune Deficiency Syndrome (Aids) is even more deadly and widespread than previously thought. Infection with the Aids virus can be lethal without the person ever developing Aids, says a leading British authority on the disease.

Evidence is mounting that the Aids virus

SA MEDIA COUNCIL

The South African Media Council is an independent body established to deal with various matters affecting media reporting and comment.

One of the council's functions is to receive and act upon complaints from members of the public who have not been able to get satisfaction by approaching a newspaper or other news medium directly. Complaints must relate to published editorial matter and should normally be lodged within 10 days of publication.

The address is: the Conciliator/Registrar, SA Media Council, PO Box 5222, Cape Town, 8000. Telephone: (021) 46-7317. Inquiries are welcomed.

not only disrupts the body's immune system, but can have many other serious effects. There is increasing evidence that the virus, itself, can penetrate the brain, resulting in brain damage.

Yet these other effects are not acknowledged in statistics about the spread of the Aids virus. The problem is the narrow US definition of the disease. This definition, also used in SA, diagnoses a patient as having Aids only once opportunistic diseases — diseases which take advantage of the body's weakened state — take hold.

According to the Department of Health and Population Development's National Advisory Group on Aids, only 26 people in SA have contracted Aids (19 of whom have died). But, in Johannesburg alone, over 200 people are confirmed as having Aids antibodies in their blood. They probably still have the virus as well and could be spreading it without many being aware of it. It is generally accepted that once infected with the Aids virus, a person remains infected and infectious for life.

The figure 200 may itself be a drop in the ocean as it consists only of those who were referred or volunteered for testing. In Johannesburg and countrywide, the figure is bound to be much higher. The Medical Research Council has now called for a study to determine the spread in SA.

A number of research studies in the UK have shown up the inadequacy of the rigid way the US Centres for Disease Control (CDC) defines the disease.

The CDC defines Aids as the occurrence of an "opportunistic infection," or certain specified malignancies, in a patient who has been infected with the Aids virus and is immune deficient. Not only Aids victims get opportunistic diseases. Other victims are those born with a deficient immune system and transplant recipients who must take drugs to prevent rejection of the new organ. The most common opportunistic diseases are *pneumocystis carinii* pneumonia (PCP) — a parasitic infection of the lungs uncommon among healthy individuals, and *Kaposi's sar-*

coma — a type of cancer mainly of the skin.

The American definition of the disease has its roots in the way the disease was discovered. In the space of a few months, in 1981, a Californian doctor identified several previously healthy young men with PCP. He informed the CDC of his unusual findings and, when other doctors reported similar cases, the CDC declared it had a new kind of disease on its hands. It then agreed on this narrow definition for the purpose of gathering information. At the time, it had no idea what was causing the immune deficiency. The virus was only discovered in 1983 and its wider implications were recognised. But the original definition of the disease was never substantially reviewed.

Cape hospitals representative on the Aids National Advisory Group, Dr Frank Spracklen says he recently had a patient who died without evidence of an opportunistic disease or malignancy. "By definition, this man did not die of Aids — but he *did* die because he was infected with the virus. People can die from gross viral debilitation and severe wasting without their immune system even being affected.

Spracklen adds "At the moment I have a homosexual patient with a severe chest infection. He could die, but we could not classify the disease as Aids because we have not isolated any organism that falls within the CDC definition."

British venereologist Dr John Seale, among others, discovered that the spectrum of diseases caused by the virus is much greater than that covered by the CDC definition. One of the previously masked conditions doctors found was that, shortly after infection, patients become severely ill with an attack similar to glandular fever or influenza. They may then have no symptoms for months or even years. Later, there may be persistent loss of weight, chronic diarrhoea, fevers, military tuberculosis, malaria, bacterial pneumonia and septicaemia — quite apart from the complex opportunistic infections of CDC-defined Aids.

A result of the virus invading the brain is Aids encephalopathy, which can lead to progressive dementia, lack of concentration, depression, memory loss and loss of the use of a patient's limbs. "Infection with the Aids virus can be lethal without the person ever developing Aids," says Seale.

Spracklen says he is seeing more and more manifestations of the syndrome that falls outside the CDC definition. "The CDC definition needs to be looked at in the light of the new clinical evidence we are gathering." ■

LABOUR PARTY

In PW's shadow

The coloured Labour Party (LP) has decided to accept government's reform plan and make the most of it.

This much was clear from leader Allan Hendrickse's favourable reaction to P W

LABOUR SIT-INS

Beefing up strike power

FEATURE

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Worker sit-ins during strikes are a new trade union tactic likely to be used more frequently in future. The phenomenon has been highlighted by the recent strike at Chesebrough-Pond's in Wadeville, where workers occupied the factory for two days and three nights while negotiations over wages and working conditions continued

Three other instances in the past year in which workers employed the sit-in tactic are described in an article due to appear in the *South African Labour Bulletin (SALB)*. The first — which lasted one week — occurred during the Durban bakery strike last July; the second, at the Bosch factory near Brits last September, lasted two days, and the third, at Printpak Gravure in Industria, Johannesburg, dragged on for two-and-a-half weeks last October.

Three of the four strikes resulted in union victories. Only the bakery strike ended without management eventually yielding to union demands or at least moving substantially from its original position

Says the *SALB* "Generally, factory occupations provide an effective means of pres-

sure which workers can use against an employer in pursuit of improved working conditions, or to protect jobs. Workers' physical presence in the workplace gives them control over whether or not production will continue"

Eddie Webster, University of the Witwatersrand professor of Industrial Sociology, says the sit-in phenomenon represents "an attempt by strikers to increase pressure and leverage, particularly to stop the introduction of scab labour into the plant." He argues that it probably developed because, in SA, the right to picket — which serves a similar purpose — is proscribed by security legislation

A member of Chesebrough-Pond's management questions whether the sit-in is a fair and legitimate striker's weapon. But industrial relations consultant Gavin Brown holds that fairness is irrelevant. The question, he says, is whether the tactic is *effective*, and the events of the past few months suggest that it is.

Nevertheless, Brown argues that unions would be advised not to use sit-ins indis-

criminate. The occupation of a factory during a strike increases the risk of confrontation or violence. Furthermore, this risk would increase greatly if used in inappropriate circumstances, for example, where a production stoppage would seriously damage machinery (at, say, a metal foundry), or where there are important industrial security considerations

Further problems could arise, says Brown, if sit-ins are not conducted in a highly disciplined manner — something which it is not always easy to ensure. Any sign of damage to company property or other forms of violence will inevitably lead to confrontation

The sit-ins which have occurred so far have avoided these pitfalls and the disputes have been resolved peacefully. However, the success of this tactic to date inevitably means that it will come to be used in the wrong circumstances, reckons Brown. Meanwhile, he recommends that unless a factory occupation poses "a real and imminent threat" to a company's assets or to other employees, patience and continued negotiation represent the best options for management

Strike called off
after settlement

(152) ~~STAK~~ 6/3/86
The strike by 50 members of the Chemical Workers' Industrial Union (CWIU) at an Isando firm, Expandite, ended yesterday after the union and management reached settlement

A union spokesman said the workers had won an across-the-board R20 weekly increase. This represented an 18,8 percent rise for the lower-paid workers.

Another aspect of the agreement was job security for women workers on maternity leave.

Another demand made by the union was for the recognition of May 1 and June 16 as paid holidays. May 1 is a day of international worker solidarity and June 16 is the day on which the 1976 uprising broke out in South Africa.

The company is a subsidiary of Burmah Oil, of which Mr Denis Thatcher, husband of the British Prime Minister, is a director.

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CAPE TOWN 8/2/86
Agreement in vendor dispute

FOLLOWING discussions between the Argus Company, Allied Publishing and a delegation led by Dr Allan Boesak who represented community organizations, an agreement has been reached after news vendors were dismissed on January 18 for striking over a pay dispute.

In a joint statement in Cape Town yesterday Allied Publishing Limited and the Media Workers Association of South Africa, who represented the vendors, have accepted that a wage agreement signed in November 1985 was still valid, and the dismissed vendors will be taken back in terms of that agreement — Sapa



Striking SA Chemical Workers Union members at the Plascon-Evans plant in Epping yesterday afternoon. The workers have downed tools following a wage dispute.

Wages: Paint workers down tools

Staff Reporter

SOUTH AFRICAN Chemical Worker Union members at the Plascon-Evans Paints (Pty) Ltd plant in Epping 2 downed tools yesterday following a wage dispute at the plant.

While a spokesperson for the union said that about 200 workers were involved in the action, a Plascon spokesman has

put the figure at 128

According to both Sacwu and management, a dispute had arisen following the rejection of an offer of an increase of R50 a month in favour of an "across the board" increment of R150 a month

After a dispute was declared, the Department of Manpower had failed to convene a conciliation board within 30

days and a strike ballot was held on Thursday

Since the strike, an offer of an increase of R52 a month was made by management, but this was rejected by the union

In a telex to the Cape Times, a spokesman for the company, Mr R P Johannsen, said "Negotiations ceased with the company offering a mini-

imum increase of R50 per month per employee and the union demanding an 'across-the-board' increment of R150 per month

"Currently the Plascon minimum wage is the highest in the paint manufacturing industry in South Africa — even before the R50 offered"

Mr Johannsen said the appointment of a conciliation board had been

requested and the outcome of this application was awaited

"To date the negotiations have been conducted in a cordial and businesslike manner and the behaviour of the strikers has been reasonable"

He said 141 employees out of 300 participated in the strike ballot. Of these, 128 were striking, with the remainder having returned to work.

Men sacked after strike

MINERS were bused out
of Consolidated Modder-
fontein Gold Mine this
week after a strike.

The National Union of
Mineworkers said the strike
was over the dismissal of
two union members.

Num claimed the mine
was sealed off by troops. -
Sapa

kick out their headmaster and rename their school "Oliver Tambo High School" - but apparently don't have the knowledge to spell Tambo's first name.

And, in the heartland of South Africa, Soweto, the situation is little better.

In townships vibrating with chants of "Liberation now, education later", the Soweto Parents' Crisis Committee put up a sterling performance to negotiate a provisional return to school.

Now, with many of their demands - or requests - unmet, the SPCC has urged parents not to pay school fees in State-owned schools. Other stories and developments in black education abound.

Whether the Government likes to hear it or not, black education is in a mess. It is politicised like never before. The De Lange Commission's report eloquently showed this beyond question.

And the tragedy is that even if the Government spends millions on free books for black children, it won't help.

Nor will lofty arguments or expensive newspaper ads. They are not facing this problem squarely.

Are we gradually sliding into the position that we have learnt nothing from history? History has a tendency of repeating itself - because nobody listens.

110 miners in court after cop-killings

By HERMAN LETSIE

ONE HUNDRED and ten miners employed at Randfontein Estates Cook Gold Mines appeared in the Westonaria Magistrates' Court on charges of public violence this week.

Their appearance follows recent violent clashes between miners and cops in Bekkersdal, which resulted in nine deaths, including those of two white cops from the Krugersdorp Riot Unit on January 22.

A bail application on behalf of three of the accused was opposed by the State.

Captain Neville Thoms of the Westonaria police told the court bail should not be granted because investigations into the matter had not yet been completed. He said the three accused had no fixed addresses, and would probably incite other miners if released.

Judgment on the bail application was postponed to February 10. The hearing was postponed to April 10.

Men sacked after strike

MINERS were bused out of Consolidated Modderfontein Gold Mines this week after a strike.

The National Union of Mineworkers said the strike was over the dismissal of two union members.

Num claimed the mine was sealed off by troops - Sapa

Unibop may call for boycott

CP Reporter

THE University of Bophuthatswana will reopen for the 1986 semester on Monday - but student sources say there could be "chaos" when it reopens.

Sources say students will demand the unconditional reinstatement of 36 expelled students and five lecturers and administration staff. It is believed students may call for a boycott if their demands are not met.

It is also believed students will seek a declaration of intent from State President Lucas Mangope for the university's total autonomy.

Students say the Government has constantly interfered in university affairs since the campus opened about five years ago.

The 36 students - including the executive members of the SRC - were expelled for their alleged involvement with "political organisations" outside Bophuthatswana and for "threatening national security".

The lecturers and administration personnel were declared "illegal immigrants" and ordered to leave the homeland.

They received letters of expatriation dated December 23 last year and signed by the Secretary of Internal Affairs three weeks ago.

Last year Mangope closed the university for a month after demonstrations against SA Government officials and a boycott of lectures.

★ THE case against the remaining four Maritzburg treason trialists received a setback this week when the defence said the State evidence was "irrelevant".

The accused are Saawu officials Thozamile Gqweta, Sisa Njikelana, Sam Kikine and Isaac Ngcobo.

The trial continues.

152

Hundreds of workers down tools on W Rand

HUNDREDS of the South African Breweries workers in the Krugersdorp plant downed tools yesterday in protest against police action at the funeral of a colleague in Kagiso township on Sunday. (152)

They told The SOWETAN yesterday that they will resume work after 11 of their colleagues, allegedly arrested while attending Mr Ferdinand Serumola's funeral, have been released.

The workers had travelled in two buses to join other mourners at the Kagiso township home of Mr Serumola.

They later joined the procession of cars from the dead man's home to the cemetery. But along the way, police

redirected the two buses to the local police station, they claimed.

The workers said the buses were allowed to drive out of the police station, but they were kept there for more than two hours before being released in small groups.

One of them, Mr Thomas Mosenekeng, said they had earlier asked the company's management to request

the police to stay away from the funeral.

A spokesman for the SAP Public Relations Division yesterday said such an incident was reported and the police were investigating.

Mr Tony Bates, South African Breweries regional director, said:

"Obviously we cannot influence the police in their work and I am therefore not in a posi-

tion to comment on this matter. What I can say is that negotiations between management and the workers' representatives are going on."

Mr Serumola died soon after he was shot on January 28 after youths in the area went on the rampage. He was returning home from work.

SOWETAN 11/2/86

Early 900 on strike at Asea plants in Pretoria

STAL 11/2/86

By Sheryl Raine

Four plants in Pretoria of Asea Electric SA Ltd were hit by strikes involving about 850 workers yesterday when the Metal and Allied Workers Union (Mawu) resumed its fight for company-level bargaining.

Last year the union declared disputes with more than 70 Transvaal companies committed to the Steel Engineering Industries Federation (Seifsa) recommendation that companies bargain only at industry level on substantive issues such as minimum wages and working conditions.

Mawu recently won an Industrial Court decision against Natal Die Casting, which had refused to bargain at company level and had dismissed strikers. Strengthened by this decision, it is believed that the strikes at Asea could be the forerunner of more industrial action as the union starts to put pressure on the metal industry to decentralise negotiations.

A Mawu spokesman said the strikes at Asea were the result of the resumption of a dispute declared last year.

Mr Clive Jandrell, managing director of Asea, confirmed that between 850 and 900 workers were on strike at plants in Rosslyn and Pretoria West.

"When Mawu approached us last year about in-plant bargaining, we indicated that we supported sectoral bargaining on an industry basis," said Mr Jandrell. "However, we continued to negotiate with the union until last week on certain non-substantive issues like night-shift allowances and re-trenchment benefits. These negotiations deadlocked."

"The union has now returned to the issue of plant-level negotiation. As we are members of the metal industry industrial council, we support the collective bargaining process. We have indicated that we would be flexible if sectoral bargaining should be acceptable to the industrial council and Seifsa."

Strikers

STAR
152
11/2/88

protest at arrests

More than 200 members of the Food, Beverages and Allied Workers Union (FBAWU) staged a protest strike at SA Breweries in Chamdor, Krugersdorp, yesterday following the arrest of at least eight unionists at the weekend.

The unionists were arrested on Sunday in Kagiso after the funeral of an unrest victim. The union said 11 people were arrested.

Police said yesterday that eight unionists were being held under Section 50 of the Criminal Procedures Act. In terms of that law they may be detained for 14 days.

A spokesman for SAB said management and shop stewards held talks yesterday.

"More than 200 workers went on strike requesting that the company try to get those that had been arrested, released," he said.

"As a matter of course the company approaches the police and inquires if any of its employees have been arrested."

"Our personnel department also immediately approaches the relatives of those arrested to ensure that they do not have any problems. In this case, both procedures were followed."

Talks with the union are continuing.

13/2/80 STAR (15/2)

Alleged theft: 300 strike in protest against arrest

About 300 workers at the Renown Fresh Meat Corporation in City Deep, Johannesburg downed tools yesterday in protest against the arrest of a colleague for alleged theft

The Sweet Food and Allied Workers Union (SFAWU) reported that the woman, a sweeper, was arrested on Monday by police who were called in by company security personnel. The union has objected to what it called police intervention in union/management matters.

A spokesman for the union said SFAWU had an agreement with the company and a recognised grievance procedure which had not been followed. The union is demanding the worker's release from prison.

The company refused to comment on the strike because "there was no such thing".

In a separate incident about 90 workers at EJ Adcock Wholesalers in Krugersdorp downed tools yesterday in protest against the dismissal of a colleague.

The Black Health and Allied Workers Union (Bhawusa) is demanding that the worker be reinstated pending an appeal against dismissal. Talks on the dispute are continuing.



Mercury 13/2/81
**Factory
workers
end strike
over pay**

Labour Reporter

WORKERS at Vitafoam, a rubber and plastics factory at Mobezi, ended their one-day strike over a pay dispute yesterday after reaching a compromise with management.

Production was halted on Tuesday after the workforce of about 80 downed tools in support of their demand for a R20 a week pay rise. They had rejected the company offer of R14 a week.

Miss Mathombi Zwane, local organiser of the National Union of Textile Workers, said after talks with the management, the company had increased its offer to R15.

'The workers were not too happy, but agreed to compromise their demands and accepted the offer,' she added.

Mr Mike Gibbs, the company's human resources consultant, yesterday confirmed that the dispute had been amicably resolved and all the strikers had reported for duty after lunch.

16
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February 13 1986

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13/5/86
152
STAIR

Paper mill workers hold sleep-in strike

Management and union officials at the at the Carlton Paper Mills in Wadeville, where 130 workers are staging a sleep-in strike, reached agreement yesterday on lower-scale wages but are still deadlocked on other issues.

Workers spent another night sleeping at the Wadeville premises.

"Management agreed to 60c an hour on the lower scale," the shopstewards' secretary of the Paper, Wood and Allied Workers Union, Mr Eddie Phofa, said last night.

The personnel manager for Carlton, Mr Brian Heymans, yesterday confirmed that about 130 workers went on strike at 1 pm on Tuesday.

Mr Phofa said the workers were also demanding a holiday bonus and that May 1 and June 16 be recognised as paid holidays.

The vacation bonus demanded was to be equal to three weeks' pay, or else six percent of annual earnings, he said.

Talks: strike ends

EAST LONDON — Unskilled employees at the University of Fort Hare returned to work yesterday after the university spoke to an elected workers committee

DISPATCH (52) 13/2/8

A university statement said the vice-chancellor, Professor J A Lamprecht, addressed a meeting of about 1 000 workers yesterday morning where it was agreed they would elect a liaison committee to talk to the university authorities

The workers downed tools on Tuesday morning, but according to a statement, most workers had returned to their jobs after a 15-man committee began negotiations — DDR

Striking workers stage 'sleep-in'

MORE than 800 members of the Metal and Allied Workers Union involved in a strike at four plants of Asea Electric Company in Pretoria sleep at the factories in fear of a lock-out.

The workers downed tools on Monday and have not been going home because they fear that they might be locked-out by management, according to workers' sources

The sources also discovered that they intended spending their nights there until tomorrow, in an attempt to pressurise management to negotiate

The company's managing director, Mr Clive Jandrell, yesterday confirmed the incident. Although that was against the company policy, the com-

pany has not taken any action against them

Mr Jandrell said negotiations were continuing between the company and the union. No agreement had been reached so far

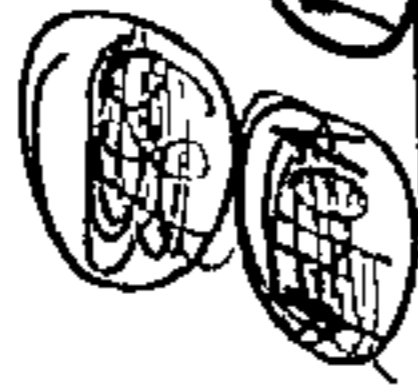
- More than 80 members of the Black Health and Allied Workers Union employed at E J Atcock Pharmaceutical company in Krugersdorp yesterday downed tools after a colleague was dismissed

- The management of a German multinational, August Laepple, and the United African Motor and Allied Workers Union are still negotiating the plight of about 340 workers dismissed after a strike on Monday

SOURCE 12/2/82.

152

152



Sleep-in strikers must quit factories

By Sheryl Raabe

STW 19/2/86
152
The Pretoria Supreme Court yesterday ordered 500 striking workers who this week staged a sleep-in strike for two nights, to vacate the premises of Asea Electric SA Ltd in Rosslyn and Pretoria West at 4.30 pm each working day.

Lawyers acting for the company yesterday lodged an urgent application with the court.

In his interim order Mr Justice A C Human ruled that strikers must leave the premises each working day at 4.30 pm and cannot return until 7 am on the following day.

The application was unopposed. Yesterday the head office of the Metal and Allied Workers Union, whose members are on strike at four Asea plants, was

(1407)
unaware the application had been made or that a ruling had been given.

Mawu members went on strike on Monday in support of the union's fight for company-level bargaining.

Mr Justice Human also issued a restraining order prohibiting any of the strikers from preventing workers in the employ of the company from leaving the premises each working day at 4.30 pm or forcing anyone to stay on the premises after 4.30 pm.

The order restrains the strikers from intimidating or unlawfully threatening the safety or property of Asea personnel. The order also prohibits anyone from creating any disturbance or interfering with the business proceedings at the company's premises.

Advocate A T Trollip appeared for Asea

(31) (152) FM: 152: 1.4/2/86

LABOUR DISPUTES

Not OK in the store

Relations between retailers OK Bazaars and the Commercial, Catering and Allied Workers' Union (Cawusa) are strained. Last week the company launched an urgent application in the Witwatersrand Supreme Court to interdict the union from inciting its employees to participate in an illegal strike

The case, originally heard last Wednesday, was postponed to Tuesday this week. But early in the week attorneys for the two parties were trying to reach an out-of-court settlement. The terms that were being debated centered on:

- The union recording that it had, and has, no intention of calling any unlawful strikes,
- Cawusa undertaking to comply with its recognition agreement with OK; and
- Cawusa agreeing to draft an agenda for a meeting with the company to discuss a number of grievances

In his affidavit to the Supreme Court last week, OK general manager (personnel) Richard Blackwell said the company had heard from another retailer, as well as from two of its suppliers, that a national strike at the chain group's stores was imminent. Press reports also quoted a Cawusa Pretoria branch official as threatening a national strike over the dismissal of an employee from the OK's Menlyn Hyperama

Blackwell stated that there have already been 11 strikes at OK Bazaars stores this year. All were resolved quickly but the company felt they may represent a build-up to a national strike

Blackwell also surmised that the strike activity was related to a power struggle within the union

He pointed out that Cawusa general secretary Emma Mashinini has announced her intention to step down from her post later this year, and, while acknowledging he had no proof, said the strikes may be connected to a succession struggle

In reply, the union denied it planned to call a strike. It also denied Blackwell's allegations about a power struggle and said the "minor" Pretoria official had not had the authority to make the alleged statement.

Clearly, there is serious conflict between the union and the company. Prospects for peace in the near future appear to depend largely on the successful outcome of the talks between the two due to be held soon ■

THE COMMONWEALTH

EPG's expected soon

Three members of the Commonwealth Eminent Persons Group (EPG) are expected in SA next week

They are a former Australian prime min-



Australia's Fraser ... Commonwealth watchdog

ister, Malcolm Fraser, former Nigerian military leader Olusegun Obasanjo, and a president of the World Council of Churches, Nita Barrow

FM sources say the three are expected to be in the country for one or two weeks. The full EPG group is expected to visit the country later. The group comprises Fraser, Obasanjo, Barrow, Lord Anthony Barber, a former British Chancellor of the Exchequer, Archbishop Edward Scott, the Primate of

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142/86

Order against 'sleep in'

MORE than 800 striking Asea Electric workers who staged a "sleep-in" on the factory floor during a dispute have been ordered to vacate the premises following alleged incidents of intimidation and chanting of songs.

This follows a Supreme Court order restraining the Metal and Allied Workers' Union's (Mawu) members from preventing others leaving the premises after working hours and from interfering with production.

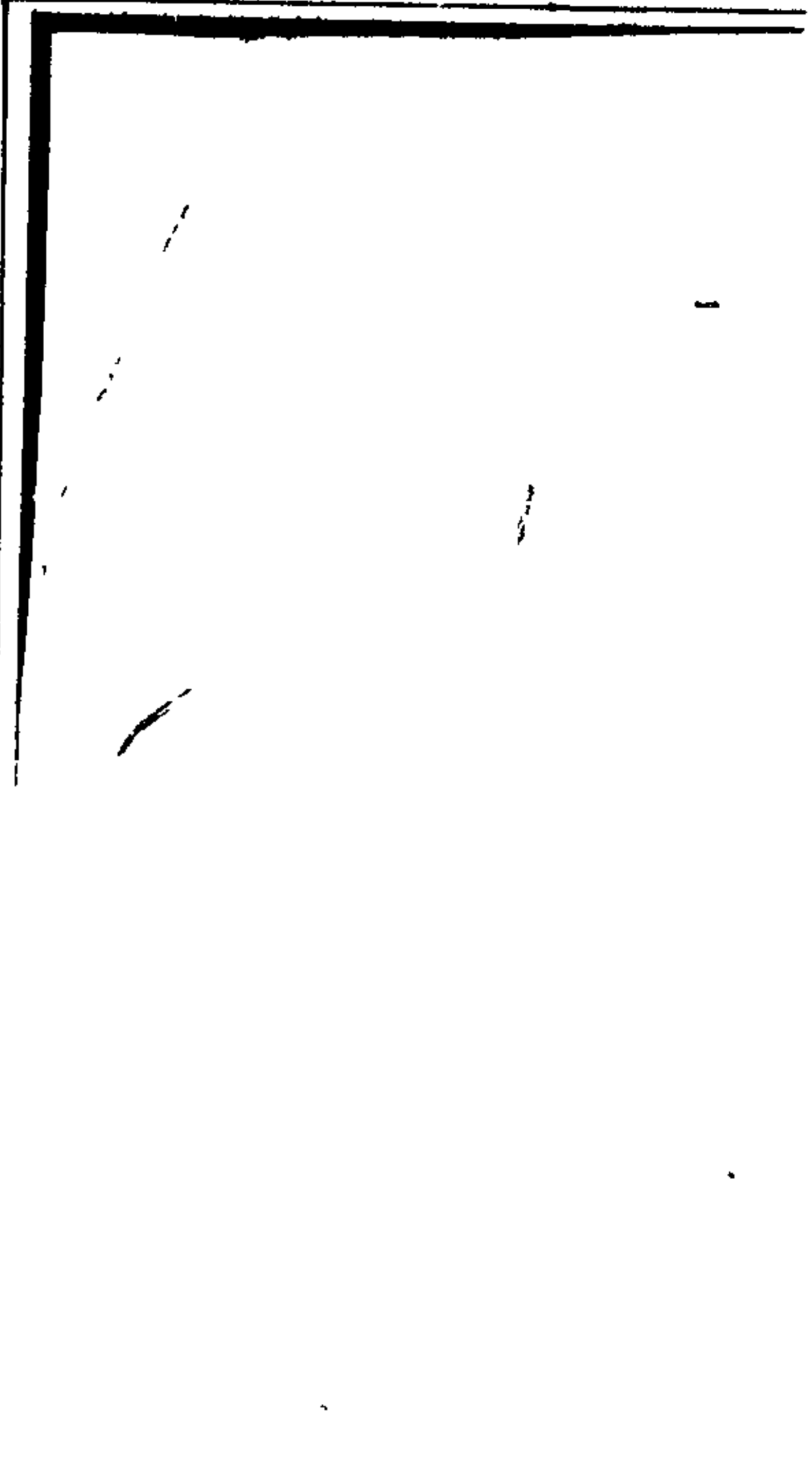
The workers have refused to leave the company and slept on the factory floor since their strike started on Monday. They feared being locked out if they left the company.

The court order does not prohibit the workers from striking at plant-level.

Asea's managing director Mr Clive Jandrell said they applied for the order because it was against the company's policy to have workers sleeping on the factory floor after hours.

Workers at E J Adcock Pharmaceutical company in Krugersdorp were still on strike yesterday demanding the reinstatement of a colleague who was dis-

missed. **SOKJETAN**
• The dispute between the Commercial Catering and Allied Workers' Union (Ccawusa) and OK Bazaars has been settled.



13/1/45
OK interdict
STAR (S) bid dropped

The Rand Supreme Court application by the OK Bazaars (1929) Ltd against the Commercial, Catering and Allied Workers Union was withdrawn yesterday.

This was part of an agreement made an order of court by Mr Justice R J Goldstone.

Last week the retail group brought an urgent application for an interdict restraining the union and its general secretary, Mrs E T Mashinini, from inciting or calling for an unlawful strike. (S)

In terms of the agreement OK Bazaars withdrew the application and each party agreed to pay its own costs

100 pag uonans... will be available to the public... other members follow suit," he said.

5 Plascon factories hit by wage strikes

BUS DAY 14/2/86 (152)

ABOUT 450 workers at five Plascon Parthenon Paint Company factories in the Transvaal and Western Cape went on strike yesterday over a wage dispute.

A company spokesman said the strike followed protracted wage negotiations, during which successive company offers on wages and improved conditions of employment had been rejected by the SA Chemical Workers' Union (Sacwu).

He said the only legal strike was the one at Plascon's Epping plant, Cape Town.

Plascon paid amongst the highest wages in the paint industry and the union's demands were unrealistic, he said.

The union and company have been having intensive negotiations and talks will continue today.

SAPA reports that Sacwu members at Plascon plants in the Transvaal

CLAIRE PICKARD-CAMBRIDGE

downed tools in sympathy with strikers at the Plascon plant in Epping.

Meanwhile, Sacwu workers at another Epping paint factory, Inmont, downed tools in sympathy yesterday with the Plascon workers.

Sacwu branch secretary in the Cape Patricia Dalille said no further offers had been received from Plascon management on an across-the-board increase of R52 per month, which was rejected on Friday.

Workers were demanding an increment of R150 a month.

Reacting to claims that their demands were "unreasonable", Dalille said. "Their attitude is that our demands are bad for the industry.

"But our union has said that we do not negotiate for an industry, but rather we negotiate according to the needs of our workers."

Standard expects budget boost

THE Standard Bank predicts a stimulatory Budget next month which will be characterised by increased social spending.

In the latest issue of the *Standard Bank Review* it says the recent initiative announced by President P W Botha to provide equal education for all will cost more than the country can readily afford right now.

With increased defence needs, Standard is forecasting State expen-

Business Day Reporter

diture increasing by 20% in the budget.

Standard sees no scope for increasing taxation above this year's projected level of R30bn.

It therefore forecasts a budget deficit before borrowing in the region of R5bn "Thus the best option... seems to be to begin the long-awaited programme of privatisation and deregulation, with the various benefits that would entail."

10% State pay rises expected

12/2/86 GERALD REILLY BUS DAY

THE Cabinet has decided on moderate pay increases for public sector workers from April, informed Pretoria sources believe.

Current faith in the economy's ability to climb out of recession this year — Reserve Bank governor Gerhard de Kock claims indications of recovery have already surfaced — has created a climate for increases of 10%, they say.

The restoration of the 30% service bonus cut is also likely, they say. Finance Minister Barend du Plessis has, however, warned against unrealistic salary increase expectations.

Economists point out at least R1bn will be needed if central government and provincial workers, as well as Railways and Post Office staff, are to get 10% increases.

It was also pointed out that, no matter the state of the economy, Cabinet would have had no choice but to adjust salaries after a two-year freeze, with earning levels running at least 30% behind the consumer price index level.

First indication of whether increases will be given is expected tomorrow when Transport Minister Hendrik Schoeman meets the Federal Council of SA Transport Services trade unions in Cape Town.

Economists say if increases are to be given, Schoeman must make provision in his Budget, due to be tabled in the Assembly on Wednesday.

1528

Massive upsurge in strikes this month

By PHILLIP VAN NIEKERK

SOUTH Africa has experienced its most strike-bound January in a decade, reflecting an extraordinary upsurge in worker militancy.

More than 385 000 working days were lost last month due to industrial action, according to strike figures compiled by management labour consultant Andrew Levy.

This is one of the highest monthly rates since 1979, comparing with 5 000 in January last year and the

previous January record of 96 000 in 1984

The main sectors to be hit are mining and retail, with food and chemicals not far behind.

Levy says a much lower proportion of the strikes are about wages and that the political climate is creating fundamental changes to industrial relations which are not yet fully understood by either side.

"The patterns suggest a lot of

grassroots activity with unions not fully in control of their members," says Levy. "Workers are increasingly striking over issues such as racial incidents, and in many cases are refusing to negotiate

"This is about to bring forward a very different attitude on the part of management to handling strikes. We're heading back into the jungle"

Apart from the strike at Impala Platinum, which led to the mass firing of 23 000 workers, some of the companies to be hit include Sasko, Coca Cola, OK Bazaars, 3 M, General Tyres, and even, says Levy, the Parys Biltong Factory

The general secretary of the Congress of South African Trade Unions (Cosatu), Jay Naidoo, said it was impossible to attribute the strike wave to any specific cause but to the

"steadily growing resistance of the workers"

Naidoo said the government's political mismanagement of the economy, for which employers would have to share responsibility, lay at the root of problems on the shop floor.

He said that, in addition, the emergence of Cosatu was steadily politicising the work force and, more specifically, workers were opposing racism on the shop floor

CAME TIMES 14/7/86

Nampak workers in wage-rise demand

Staff Reporter

WHILE about 300 guests, management and senior staff of Nampak Paper in Bellville yesterday toasted the purchase of a R33-million PM4 tissue paper milling machine, angry workers gathered outside the gates and demanded that their wages be increased by 50c an hour.

The Paper, Wood and Allied Workers' Union has declared a dispute with the company which will be heard on Tuesday by the conciliation board for the paper industry.

Management has offered workers an ef-

fective 84c an hour increase. But workers have demanded 50c, saying the increase will not boost salaries to a living wage.

A union representative outside the gates asked: "How much money are they spending on this party but they can't give us 50 cents an hour? They can afford to buy a lot of cars for management, but they say they can't afford to increase our wages."

Nampak officials could not be reached for comment yesterday.

● Nampak instals R33m tissue-wadding machine, page 22

Strike: 165 trespass charges withdrawn

CHE Tmp 16/2/86
152
Court Reporter

CHARGES against 165 Murray and Roberts workers charged with trespassing at their hostel after they had gone on strike were withdrawn yesterday after one worker was acquitted in a test case

Mr Tandisizwe Nguna, 20, of the Murray and Roberts Hostel in Langa,

appeared before Mr M J Groenewald in Athlone Magistrate's Court.

According to evidence the workers went on strike in August last year to express their grievances about rent and conditions at the hostel. They were subsequently dismissed and arrested at the hostel on January 3. They appeared in Athlone Magistrate's Court and were each released on R30 bail.

Mr Groenewald said Mr Nguna could not be convicted of trespassing since he had believed he was employed by Murray and Roberts and had thus not had the necessary intention to trespass. Charges against the other 165 workers were then withdrawn

Mr M P Fourie was the prosecutor Mr E Moosa appeared for all the workers

Support for paint workers' strike

CAT TIMES 14/2/88

152 Staff Reporter

SOUTH African Chemical Worker Union members at Plascon Parthenon plants in the Transvaal downed tools yesterday in sympathy with striking workers at the company's plant in Epping.

Sacwu workers downed tools at the Epping plant on Friday, following a breakdown in negotiations and a failure to convene a conciliatory board resulted in a strike ballot last Thursday.

Meanwhile, Sacwu workers at another Epping paint factory, Inmont (Pty) Ltd, downed tools in sympathy yesterday with the Plascon workers. This was confirmed by an Inmont spokesman.

Sacwu branch secretary at Plascon, Ms Patricia Dalille, said that no further offers had been received from management on an across-the-board increase of R52 per month, which was rejected on Friday.

Workers are demanding R150 more per month.

According to a Plascon statement released in Johannesburg, workers at five plants in the Transvaal and the Western Cape are on strike.

Only the strike at Plascon in Epping is legal.



The 3M workers stick together in their protest against "unfair labour practices".

By **MONO BADELA**

TOP multinational company 3M SA - which boasts that it is among the first ten companies in SA to observe the Sullivan Code - was hit by a strike of 350 workers this week

The workers, all members of the 50 000-strong Commercial, Catering and Allied Workers' Union of SA, downed tools at 3M's Elandsfontein plant - claiming the company practised "unfair labour practices"

A shop steward said the workers' main grievance was that the company, which retrenched about 55 workers in two separate incidents last year, now employed casual labourers - including white schoolboys - to do the work of those dismissed. They also complained that whites and

'Sullivan Code company' hit by workers' strike

CITY P 16/2/86

coloured people were being employed to replace those dismissed

They demand that the company rehire the dismissed workers

After management had initially retrenched about 40 workers last June the company introduced overtime. When the workers complained and refused to work overtime, said the spokesman, 3M started hiring casual workers, including white schoolboys. The spokesman

claimed the white schoolboys were getting more than some of the black workers who had been working for the company for many years

Another 15 black workers were retrenched later in the year

On Tuesday a meeting of workers decided there should be no casual labourers. When they learnt the next day that casuals had been again introduced the previous night, they downed tools on Wednesday

"We will not return to our posts until the management address us," the spokesman said

Workers claimed working conditions were among "the worst", compared to SA companies. They failed to understand how 3M could be rated as among the first ten in observing the Sullivan Code

● 3M PRO D Jansen confirmed that the workers had downed tools and were still on strike

She said reasons for the stoppage "were unclear to management" as the workers "had made no official representation"

● Meanwhile over 800 Metal and Allied Workers' Union members involved in a strike at four Asea Electric Company plants in Pretoria were this week sleeping at the factories for fear of being locked out

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152

Cape Times 17/2/66
52

Plascon threatens strikers with sacking

Staff Reporter
STRIKING workers at the Epping plant of Plascon paints have been given until today to return to work or face dismissal.

In a statement issued on Friday, the company's managing director, Mr Ralf Johannesen, said the decision to issue an ultimatum was "much to management's regret"

"Throughout our dispute procedure, we specifically avoided taking action which would have resulted in hardship to our workers' families. Management has kept an open-door policy

throughout the two-month dispute"

The South African Chemical Workers' Union (Sacwu) is demanding an across-the-board increase of R150 a month. Plascon management's last offer of R52 a month was rejected by the union

Sacwu members at Plascon-Parthenon plants in the Transvaal downed tools on Friday in sympathy with striking workers

According to a Plascon statement released in Johannesburg, workers at five plants in the Transvaal and the Western Cape are on strike

50%

AND MORE

ONLY AT:
STRAND CONCOURSE
GOLDEN ACRE

(ACW28623)

chic chic

Richard Ogden

International Jeweller
of the

Burlington Arcade Piccadilly London

roads, near Cape Town, but no one was injured, the report said - Sapa

AR 6/5 17/2/86 Calm returns after boycott of work, school

The Argus
Correspondent

PRETORIA - Calm returned to Atteridgeville today following a week-end of teargas and of tyre-burning and sjambokking

Buses, trains and taxis ferried commuters between the township and Pretoria

Police in Casspirs patrolled the area while South African Defence Force members manned roadblocks at the township's entrance

Atteridgeville had been hit by a three-day stay-away called to pro-

test against the presence of white policemen and SADF members there and the shooting of two local pupils

The stayaway, which started on Friday, was organised by the local stayaway committee to "demonstrate our rejection of the SADF and the police who have caused us much pain"

On Friday, quilt-wielding police dispersed hundreds of women who were about to march to the local police station. Several women were injured

● Pupils at secondary and high schools in Mamelodi were back in class today following a week-long boycott in protest against the arrest of pupils and the death in unrest of Kleinboo Mahlangu, a Mamelodi High School pupil

CORRIJATE

Feb. 1986

Treason accused 'settled strike peacefully' (152)

MARITZBURG — A strike that resulted from an unfair labour practice was peacefully settled by a man charged with "fermenting a treasonable conspiracy", the Maritzburg Supreme Court heard yesterday.

The court heard that the management of an East London factory called treason accused, Mr Thozamile Gqweta, from Durban to negotiate an end to a strike after a worker was dismissed for stealing two rolls of toilet paper

The details of Mr Gqweta's role in settling the dispute emerged during cross-examination of a State witness, Major Philippus Olivier, head of the trade union and industrial section of the Security Police.

Major Olivier was giving evidence in the trial of South African Allied Workers' Union (Saawu) leaders Mr Gqweta, Mr Sisa Njikelana, Mr Sameul Kikine and Mr Isaac Ngcobo

Major Oliver said Saawu meetings were monitored and "these people went out of their way to paralyse the economy if their demands are not met".

Mr Clifford Mailer, appearing for two of the ac-

cused, read the details of Mr Gqweta's negotiations between the workers and the Johnson and Johnson management from an affidavit by the factory's personnel manager

According to the affidavit the personnel manager, Mr Wayne Munro, said "It is my sincere belief that the strike was precipitated by an unfair labour practice and not by any overt political issue.

"Mr Thozamile Gqweta must get most of the credit for getting the workers to peacefully return to work."

At the start of yesterday's hearing the State was granted an amendment to the indictment, alleging that two of the accused, Mr Gqweta and Mr Njikelana, had close contact with the banned African National Congress in Lesotho in the latter half of 1984 and early 1985, and had discussions with ANC and South African Congress of Trade Union officials

According to the amendment their acts resulted in unrest, work stoppages, strikes and boycotts at various factories in East London and Durban

The trial continues today. — Sapa

17645° 17/2/86 (152) ~~17/2/86~~

Stayaway call after 800 held

The Argus Correspondent

JOHANNESBURG — Residents of all Witbank townships have called a week's work stayaway in protest against the arrest of about 800 people who were rounded up by police at the local stadium yesterday

The 820 people arrested, mostly members of the Unemployed People's Congress, were arrested while discussing their problems at the Arkerville stadium, according to residents

Witnesses said police surrounded the stadium and ordered the people to sit and

move to police vehicles in groups of four

They were later taken to the Middelburg, Bethal and Witbank police stations. They are to appear in court today

Residents say trouble started last Thursday when police conducted a house to house search and arrested scores of people, mostly members of the Witbank Youth Congress. All but one were later released

After the arrests, youths stoned cars and firebombed a policeman's house and a shop

Unrest hurts Randfont

RANDFONTEIN ESTATES (Randfont) has been severely hit by labour unrest, which will cut production by about 17%.

The unrest started early in December. On January 21 nine men, including two policemen, were killed in rioting near the mine property.

The company says: "Recent labour unrest, most notably in the vicinity of Cooke No 2 Shaft, has further adversely affected underground production.

"It is expected that the reduction in underground tonnage will be largely offset by the treatment of low-grade material from surface sources.

"The recovered grade will, as a result, be significantly lower and is expected to average about 4,0g/t for the quarter.

"It is hoped that underground production will have returned to normal by the end of the second quarter of this year"

The reduction in grade is highly significant.

In the September quarter it was 5,2g/t and resulted in gold production of 8 206kg. In December, largely because of labour problems, the grade dropped to 4,8g/t and production was reduced to 7 882 kg despite higher tonnage milled.

The decline of 17% in grade from 4,8g/t in December to 4,0g/t in the current quarter means a loss of production of about 1 340kg. At yesterday's gold price of R22 280/kg, this would mean a loss of about R30m in earnings.

However, the loss will be greater compared with December because the

gold price for that quarter was R1 500/kg higher at R23 828/kg

The combination of a lower price and lower production based on current prices would mean a loss of about 17% in production and 23% in gold income based on yesterday's price.

These figures are approximate and cannot be completely accurate when projected in profits because the cost of treating surface material will be considerably lower and because Randfontein has sold a portion of its gold in forward contracts.

Chairman of Randfontein George Nisbet said yesterday: "We had a production battle in December when the unrest began and our grade fell from 5,2g/t in September to 4,8g/t. We lost a lot of men because of unrest.

"Then in January severe rioting broke out in which two policemen and seven workers were killed."

About 571 men were dismissed after the rioting. It is believed that more men have since left the mine or have been dismissed.

Nisbet said the mine was not short of men, but was short of skills because newly engaged workers had to be trained.

"We cannot overcome a problem like this overnight and we have said that we hope to return to normal by the end of June"

ADAM PAYNE P&S B/P

ARGUS 11/2/86

COMPANIES

Strikes and unrest hit mining companies' profits

STRIKES and unrest is costing South African mining companies millions of rands

The strike at Impala platinum mine last month and disruption of production slashed profits by R45 million, according to the chairman, Mr Ted Pavitt

At the giant Randfontein gold mine, hit by rioting in which nine men were killed in December, could lose about R301million in earnings from a drop in underground production

Impala today reports a 103 percent hike in earnings for the half-year ended December but warns shareholders because of last month's labour troubles not to expect the full year's profits to be significantly better a year ago

The interim dividend is being pegged at 35c in spite of taxed profits reaching R102 million, up from R50 million

The higher profit reflects both the higher revenue and the absence of forward metal purchase and foreign exchange losses

Higher manning levels needed for increased production required additional recruiting to be carried out last year, but despite this the workforce at the end of 1985 still contained a higher proportion of employees who had been with Impala for a "considerable period"

Referring to January's strike, chairman Mr Ted Pavitt says it was disappointing that the majority took part in a work stoppage "and doubly so that organised and often brutal intimidation created a situation in which it proved impossible to resolve the problem using routine procedures"

Some 23 000 workers "either chose to resign or were with reluctance dismissed"

Remanning has now been

successfully completed and it has proved possible to re-engage "a substantial proportion" of former employees who were "coerced into striking against their will"

Production is not expected to be fully back to normal until mid-March at the earliest

● Randfontein today announced that to offset lower tonnage production as a result of the labour unrest, the mine is having to treat low-grade surface material and gold recovery will average about 4 grams a ton

This is a big drop from 5,2 grams a ton in the September quarter and 4,8 grams a ton in the December quarter

Gold income could fall by about 23 percent this quarter from a combination of lower rand price for gold and lower production, according to a mining analyst

Tom Hood

...who selects QCs and bringing separate actions against the Lord Chancellor, but both are Britain for his appearance inquest into the death of Steve Biko.

Plascon Parthenon strikers return to work

WORKERS on sympathy strikes at four Plascon Parthenon or related factories in the Western Cape and Transvaal returned to work yesterday after management at the company's factory in Epping, Cape Town, undertook to resume talks.

The legal strike at Plascon Parthenon in Epping began last week

CLAIRE PICKARD-CAMBRIDGE

after a deadlock in wage negotiations. SA Chemical Workers' Union members at four other Plascon-related factories joined the strike on Thursday in sympathy with the Epping workers' demands.

Plascon Parthenon, Cape, MD

Ralf Johanssen said the company yesterday withdrew its ultimatum to striking Epping workers.

Talks resumed yesterday between the Paper, Wood and Allied Workers' Union and Printpak of Industria, Johannesburg, after about 90 workers called a wage strike on Thursday.

Police hurt in shoot-outs

TWO policemen were injured in separate contacts with men armed with grenades — one had an AK47 rifle — in Port Elizabeth black townships yesterday.

Two men were killed and two arrested.

Captain I P du Plessis, of the CID, was wounded four times in his left leg after being fired on by a man in New Brighton with an AK47.

Constable A Strydom received shrapnel wounds in his legs and arms in a follow-up contact in Port Elizabeth's Soweto district.

Both men are in hospital in satisfactory conditions.

Police Commissioner General P J Coetzee said that early yesterday a man was arrested in Zwide in possession of a hand-grenade and revolver.

In a follow-up action police went to a hut in New Brighton where they were fired upon by a man with an AK47.

The police party returned fire. A man was killed and a second arrested. Du Plessis was injured in this contact.

In another incident in Soweto yesterday, a hand-grenade was thrown at a party of policemen who went to a shack.

Strydom received shrapnel wounds. The police opened fire, killing a man.

Meanwhile calm returned to Atteridgeville, Pretoria, early yesterday after a weekend of teargassing, tyre-burning and sjambokking.

The township was hit by a three-day stayaway called to protest at the presence of white policemen and soldiers in Atteridgeville. — Sapa

AIRLINE MOVEMENT

Tuesday Air Schedule
Johannesburg to Cape Town

Dep	Arr	Flight	
0100	0305	SA399	11
0725	1050	SA301	17
0730	0935	SA305	11
0930	1135	SA303	22
1200	1400	SA347	Jo
1220	1515	SA377	
1420	1620	SA343	05
1430	1635	SA317	07
1600	1805	SA335	09
1800	2005	SA325	11
1810	2135	SA321	12
2020	2225	SA333	16

Cape Town to Johannesburg

0700	1015	SA300	Po
0800	0955	SA304	
1120	1405	SA376	011
1230	1425	SA302	073
1420	1615	SA314	075
1445	1730	SA338	094
1555	1745	SA310	112
1710	2025	SA332	143
1730	1925	SA328	154
1900	2055	SA344	184
2100	2255	SA340	Joh
2315	0110	SA396	122

Johannesburg to Durban

Maize imports to cost R50m



Impala's strike could cost R45-m

STAR 18/2/86

152

By Duncan Collings

The cost to Impala Platinum of its labour problems is likely to be in the region of R45 million at the attributable level and will effectively result in earnings for the full 1986 financial year just about matching the depressed levels of 1985.

Impala said in its interim report for the six months to December 31 (when earnings doubled to 177c a share from 87c) that in view of the expected output for the full year interim dividend was unchanged at 35c.

The company said the "re-manning" process had been completed after the resignation or dismissal of 23 000 workers after the work stoppage in January. It had proved possible, the company said, to re-engage a substantial number of the old workforce, but there were some initial weaknesses in skills and experience with the result that production would not be completely back to normal until mid-March at the earliest.

"Although there has been a serious loss of production, satisfactory arrangements have been made, through the medium of our trading subsidiary, Ayrton

Metals, to maintain supplies to customers."

On the brighter side, demand for the company's principal products maintained a rising trend in the half year, and the company proceeded with a programme of increasing production capability by bringing its facilities into better balance.

Apart from increased volumes, higher metals prices also helped the company despite the fact that a large proportion of output is sold under long-term contract where revenue is protected by cost escalations and is not subject to exchange rate fluctuations.

The 103 percent increase in attributable profits to R101,8 million from R50,2 million reflected both the higher revenue and an absence of forward metal purchases which adversely affected the previous period.

The company says that the immediate priority is a return to full production and capital expenditure for the full year is likely to be lower than originally forecast. In the first six months it totalled R55,3 million (R30,7 million).

Three M workers strike over retrenched employees

By Sheryl Raine 18/2/86

A strike by about 350 workers at Three M (SA) Pty Ltd entered its fourth day yesterday when members of the Commercial, Catering and Allied Workers' Union again refused to work.

The union claims that Three M, which retrenched 55 black workers last year, had not carried out its undertaking to re-employ retrenched workers on a fulltime or temporary basis should jobs arise. Instead, the union claims, an unknown number of new workers had been hired to work overtime at night.

The union is demanding that all new temporary employees be discharged and replaced by retrenched workers.

A Three M representative said "the issue involved was a misunderstanding regarding the employment of temporary workers on overtime".

"Management has confirmed its policy to offer overtime to employees who have been retrenched and only after this will other temporary staff be employed. Our permanent staff refused to work any overtime.

"Agreement has been reached with the union in principle but employees are demanding that they receive pay while on strike," he said.

● About 100 members of the Sweet, Food and Allied Workers' Union (SFAWU) went on strike at Renown Pork Packers in Olifantsfontein yesterday when wage negotiations reached deadlock.

The union is demanding a minimum wage of R138 a week compared with the present minimum of R64. According to a SFAWU spokesman, management has offered R83 a week.

Management was not available to comment on the strike.

18/2/86 (148) (253) (143)
DISPATCH (152)
**Chemical workers
return to work**

Dispatch Correspondent
JOHANNESBURG —
Workers on sympathy
strikes at four Plascon
Parthenon or related
factories in the Western
Cape and Transvaal re-
turned to work yesterday
after management at the
company's factory in

Epping, Cape Town,
undertook to resume
negotiations.

The legal strike at
Plascon Parthenon in
Epping began last week
after a deadlock in wage
negotiations

South African Chemi-
cal Workers' Union (Sac-
wu) members at four
other Plascon-related
factories joined the
strike last Thursday in
support of the Epping
workers' demands

The managing director
for Plascon Parthenon,
Cape, Mr Ralf Johanssen
said the company had
withdrawn its ultimatum
yesterday to striking
Epping workers to re-
turn to work or face dis-
missal

Meanwhile, talks were
resumed yesterday be-
tween the Paper, Wood
and Allied Workers Un-
ion (Pwawu) and Print-
pak in Industria,
Johannesburg, after
nearly 90 workers had
started a wage strike last
Thursday.

The strike follows a
deadlock in wage talks
and a failure to reach
agreement after media-
tion

Industrial Court rules against union

CAP 7145
182/86
152

Staff Reporter

THE South African Allied Workers' Union (Saawu) has been found by the Industrial Court to have committed an unfair labour practice — the first time this has happened in South Africa

The judgment was handed down in Pretoria on February 7 by the president of the Industrial Court, Dr D B Ehlers

Evidence was that on August 12 last year shortly after Saawu began mobilizing support among Murray and Roberts workers, more than 1 250 employees went on strike

When workers struck again on August 26 the company ordered them to return to work next day or face dismissal. When they failed to do this they were dismissed and told to collect their money and leave the hostels in Guguletu on September 1

The company was granted an interim interdict in the Supreme Court on August 30 restraining Saawu from organizing, inciting, directing any acts of

violence, strike action, picketing or impeding access to or egress from any Murray and Roberts premises, hostel or construction site

It was also restrained from holding any meeting at any company hostel and union officials were barred from company property

In papers before the court Saawu denied responsibility for the strike or that its actions were a direct threat to Murray and Roberts fulfilling its contracts

Saawu's organizing secretary, Mr Zolile Mtshelwane, said the union did not encourage illegal strikes

In his judgment, Dr Ehlers said it seemed evident from affidavits by employees who attended meetings, that Saawu's representatives intended to instigate and induce strike action

It appeared likely that union officials intervened in the relationship between the company and its employees

It was also probable that as a result of such conduct, which the union apparently did not prevent or discourage, Murray and Roberts employees were unfairly affected. Their job opportunities, work security and physical, economical, moral and social welfare were prejudiced and jeopardized

The company's business was unfairly affected and disrupted, labour unrest was created and promoted and the company's relationship with its workers detrimentally affected

Mr J J Gauntlett, assisted by Mr J A Shortt-Smith, instructed by Marais Muller appeared for Murray and Roberts. Mr L J Krige, instructed by E Moosa and Associates appeared for Saawu

v
ii

Industrial court makes an unprecedented union finding

Dispatch Correspondent

CAPE TOWN — The South African Allied Workers' Union (Saawu) has been found by the Industrial Court to have committed an unfair labour practice — the first time this has happened in South Africa

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barred from company property.

In papers before the court Saawu denied responsibility for the strike or that its actions were a direct threat to Murray and Roberts fulfilling its contracts

Saawu also denied it had effective control over workers living in the hostel or that it had instigated any illegal action. The strike was a direct result of the company's failure to address genuine deep-rooted grievances, it said

In an affidavit, Saawu's organising secretary, Mr Zolile Mithelwane, said the union did not encourage illegal strikes

In his judgment, Dr Ehlers said it seemed evident from affidavits by employees who attended meetings, that Saawu's representatives intended to instigate and induce strike action

It appeared likely that union officials intervened in the relationship between the company and its employees.

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Cape Times, Wednesday, February 19, 1986

Workers continue 'sit-in'

JOHANNESBURG: — About 100 members of the Sweet, Food and Allied Workers' Union who went on strike on Monday at Renown Pork Packers, Olifantsfontein, slept at the factory on Monday night and continued their "sit-in" yesterday.

The SFAWU members went on strike when negotiations on wages reached deadlock.

The union is demanding a minimum wage of R138 a week compared to the present minimum of R64. A SFAWU spokesman said management's offer is R83.

Negotiations stalled yesterday when the company demanded workers return to work before talks resumed, said a union organizer.

Workers, angry because of periodic police presence at the factory, were refusing to go back to work.

Management has not yet commented on the strike.

— Sapa

153 walk out, now sacked

19/2/8 E-Post

Post Reporter
BKB announced today that all 153 hourly-paid workers who walked out in sympathy with a group of dismissed workers on Monday, had lost their jobs

A spokesman for BKB's main store in Grahams-town Road, Port Elizabeth, said the workers were told today they had lost their jobs on Monday when they walked out in sympathy with 31 workers dismissed for going on a go-slow strike.

The spokesman said: "We have decided not to

re-employ the workers who left the BKB store area of their own free will in sympathy with those who were discharged - irrespective of their worker union status

"Suitable arrangements have been made and the work flow in the store is back to normal," the spokesman said.

Meanwhile, the national secretary for the Motor Assemblers and Component Workers Union, Mr Fikile Kobese, has denied that the 31 dismissed workers had been on a go-slow strike.

War of words starts between Seifsa, unions

THE battle of words has already started between trade unions in the metal industries and employers before the parties meet to discuss vital issues affecting the 300 000 workers in the industry.

The Steel Engineering Industries Federation of South Africa (Seifsa), which represents employers, has declared a dispute with four trade unions affiliated to the International Metalworkers Federation (IMF).

Seifsa said one of the unions concerned was seeking, through dispute action, to persuade individual employers who were its members to negotiate issues at the shop floor level.

However, IMF's secretary Mr Brian Fredericks has accused employers of playing a game in trying to resist proposals their unions have made concerning collective bargaining in the industry.

The talks take place this week.

CUSA

The Council of Unions of South Africa's (Cusa) joint executive committee met at the weekend and made important decisions on the future of the federation. Cusa's president Mr James Mndaweni said they did not like to release details of the meeting at this stage.

Cusa and the Azanian Confederation of Trade Unions (Azactu) meet again on Sunday to discuss various issues, including examining common ground for future co-operation.

The Black Domestic Workers' Association is to hold an important

WORKERS' DIARY — By JOSHUA RABOROKO

meeting in Soweto on Sunday. BDWA's general secretary Mr Terrence Phiri says this meeting will cover matters such as exploitation of members by employers, possible legal action against some employers and further relationships with other organisations.

Members are urged to attend.

NUM

A seminar on effective negotiation is to be held in Johannesburg starting on February 25. Speakers include National Union of Mineworkers (NUM)'s general secretary Mr Cyril Ramaphosa, University of South Africa's Professor Nic Wiehahn, City Press editor, Mr Percy Qoboza, African Bank's Mr Moses Maubane and experts on labour.

The Minister of Manpower, Mr P T C du Plessis, is to talk at a ceremony where awards will be made to top 15 qualifying artisans of 1985. The occasion will be held at the Wanderers Club next Wednesday.

About 90 employees who downed tools after the alleged assault on a worker by a supervisor at a factory in Jacobs have resumed work. The president of South African Allied Workers' Union, Mr Ashley

Shezi, said the workers went back after management had met the workers' committee and promised a subsequent meeting with the workers soon.

The Industrial Court judgment finding Natal Die Casting Company guilty of an unfair labour practice has been sent for review to the Supreme Court. A company spokesman said an application has been made and the company will not reinstate the sacked 112 workers pending the Supreme Court's decision.

Inquest

The inquest into the death of leading trade unionist, Mr Andries Raditsela resumes in the Johannesburg Magistrate's Court next Monday.

The strained relationship between retailers OK Bazaar and the Commercial Catering and Allied Workers' Union will be normalised soon.

The company applied for an urgent Supreme Court order restraining the union from organising a nationwide strike. In reply to the court action the union denied that it intended to call a national strike.

Members of the Black Health and Allied Workers' Union who went on strike at E J Atcock Pharmaceutical company in

Krugersdorp have returned to work after management agreed to reinstate their colleague.

The African Miners and Allied Workers' Union is to join either the Cusa or Azactu, the union's general secretary, Mr Vuyani Madolo, announced this week.

Mr Madolo said this resolution was taken at a special meeting of the union. For a long time they felt they should affiliate to one of the two federations.



CUSA's president Mr James Mndaweni.



MANPOWER Minister, Mr P T C du Plessis ... to talk at ceremony.

Call times 19/2/66

Industrial disputes in City

Staff Reporter

EMPLOYEES at two Cape Town factories were yesterday involved in industrial action, while action is being contemplated at a third following a threat to retrench 60 food processing workers

● At Nampak Paper in Bellville South, 150 members of the Congress of South African Trade Unions-affiliated Paper, Wood and Allied Workers' Union downed tools yesterday morning in support of a demand for a 50c-an-hour wage increase. Management has offered an effective 34c an hour. Nampak's deputy general manager, Mr N Willis, described the downing of tools as an "illegal strike"

● At Plascon-Evans Paints in Epping 2, about 200 employees today enter the 12th day of their legal strike over across-the-board wage increases

Negotiations between the union and management are continuing

A management threat to fire all the strikers on Monday has now been withdrawn pending further negotiations, and the union has lifted solidarity strikes at four other Plascon factories in the Cape and Transvaal

● At Snoek Wholesalers in Lansdowne, the Cosatu-affiliated Retail and Allied Workers' Union is attempting to negotiate the threatened retrenchment of 60 workers next week, and an attempt to achieve management recognition of the union

Workers have been told, however, they were being retrenched because there is "no snoek to pack"

However, the factory manager of Snoek Wholesalers, Mr Manuel Sardo, yesterday said "I don't know what you are talking about. I know nothing about any union. There is always snoek throughout the year because we work with frozen fish, and we are not retrenching any workers."

Union condemns dismissal of strikers at AECI plant

By Sheryl Raine

The South African Chemical Workers Union (Sacwu) has condemned yesterday's dismissal of 270 striking workers by AECI's Alrode plant

The workers failed to meet a company ultimatum to return to work yesterday morning

Sacwu general secretary Mr Mike Tsotetsi said the workers went on strike last Friday in protest against the dismissal of a shop steward and another worker.

Mr Tsotetsi said the workers had been told to report to the plant today to collect their pay. The company had also requested another meeting with the union to discuss the matter

An AECI spokesman, Mr Bokkie Botha, said the shop steward had appealed against his dismissal and appeal procedures were in progress when the workers decided to strike

"On Monday afternoon workers were

given an ultimatum to return to work yesterday morning or face dismissal. They continued to strike and have been dismissed.

"However, discussions are still taking place with union representatives," he said

● Work at the Nampak Paper factory in Bellville stopped yesterday after a breakdown in wage negotiations

More than 150 workers downed tools while a Conciliation Board met union officials, management and representatives of the Department of Manpower.

A spokesman for the Paper, Wood and Allied Workers' Union said workers had not had an increase since October last year and had asked for a 50 c increase on their wages of R2,18 an hour.

The management had offered 30 c now and a further 8 c to lower-paid workers in July which was not acceptable to the workers.

Bus. Day

Witbank stayaway

'total' 19/2/86

152
335
343

CLAIRE PICKARD-CAMBRIDGE

MOST employers in Witbank, Eastern Transvaal, have reported an almost total stayaway by black workers since the planned seven-day campaign began on Monday.

The stayaway follows Sunday's arrest of 820 people at the township Ackerville Stadium, Witbank, where the Unemployed People's Congress was holding a meeting to discuss unemployment problems in the area. Those arrested have been tried on charges of attending an illegal gathering.

Highveld Steel, a major employer in the area, reported an "almost total stayaway" by black employees and a survey of Witbank retail stores revealed that sales to black shoppers had dropped markedly since Monday.

Unions in the area said they were not involved in the stayaway call, although most of their members were observing it.

An Amcoal spokesman said workers at collieries near Witbank had not joined the stayaway and work was normal.

Witbank township residents said children had stayed away from school over the past two days and that many streets were barricaded with burning tyres, rubbish and scrap metal.

Pupils and those unemployed among the 820 arrested were warned and discharged by the Witbank regional court on Monday, but the employed were fined R60 or 30 days in prison.

Unrest broke out in three other townships on Monday night, police said.

□ In Soweto, a woman was killed when a private home was petrol-bombed, a bus was set on fire and destroyed and a number of delivery vehicles were damaged by stone-throwers.

□ In Atteridgeville, near Pretoria, police arrested a man when he and three others were allegedly making petrol bombs. A private vehicle was destroyed by arsonists.

□ In Kagiso, on the West Rand, a private vehicle and a delivery vehicle were set on fire and extensively damaged.

London to Johannesburg SA235 1815 0805
London to Johannesburg SA235 1815 1000
Johannesburg to London BA054 1845 0700
Johannesburg to London BA054 2000 0820
Frankfurt to Johannesburg SA251 1725 0900
Johannesburg to Frankfurt SA275 1520 0755
Johannesburg to Frankfurt SA275 1520 0755
New York to Johannesburg SA204 1930 1730
New York to Johannesburg SA417 1640 1800
SA469 1340 1600
SA465 1220 1515

ARGO1
JOHANNESBURG
TYPICAL WEATHER GUIDE

HIST O' CAP
WASH to hot with thunderstorm

SA235	1815	0805
BA054	1845	0700
SA251	1725	0900
SA275	1520	0755
SA275	1520	0755
SA204	1930	1730
SA417	1640	1800
SA469	1340	1600
SA465	1220	1515

train, carrying money from
sburg to Pretoria, was
ed by unarmed men who, it
id at the time, had no idea of
line of their cargo.

COURT TODAY

Cape Times (52)
19/2/86

400 strikers 'desert'

By TONY WEAVER

GEORGE Municipality has fired 400 labourers after two weeks of wild-cat strikes and unrest in and around the town in which police have shot dead three people

The Town Clerk, Mr Carel du Plessis, said yesterday he had not fired the workers, but that they had "deserted"

"This is not a wage issue, they get too much money already, that is one of the problems, we pay them too much

"For the past 14 days there have been wildcat strikes, and yesterday and today they didn't turn up for work, and we just can't carry on with this bunch"

Mr Du Plessis said the workers were unhappy at a municipality directive ordering them to move out of the municipal compound by the end of the year to a new area "where they will have to build their own houses".

The workers preferred living in the compound "so they can bring all their wives and children and family here from the Karoo, and we don't want that because it causes social problems"

He denied the firing had anything to do with worker involvement in unrest.

Attempts to contact a spokesman for the men fired were unsuccessful



GOSPEL SPECIALS

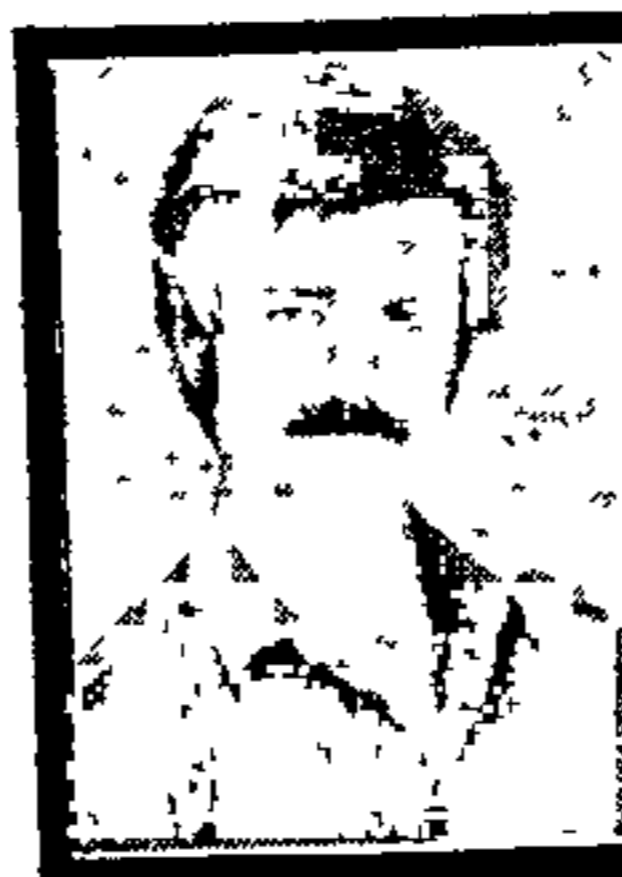
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20/2/86
 1741/5/86
 Strikes/work stoppages
 156. Dr A L BORLAINE asked the Minister of Manpower:

(a) How many workers in each race group were involved in (i) strikes and (ii) work stoppages in 1985 and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of such (i) strikes and (ii) work stoppages?

The MINISTER OF MANPOWER:

(a) (i) Whites 8
 Coloureds 12 395

(ii) Whites 5
 Coloureds 3 957
 Asians 18
 Blacks 291 835

(b) (i) Whites 1
 Coloureds 488
 Asians 37
 Blacks 26 630

(ii) Whites 80
 Coloureds 336 914
 Asians 74 130
 Blacks 4 719 241

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25/2/86
Schoeman to see unions

BUS DAY GERALD REILLY 152 270
TRANSPORT MINISTER Hendrik Schoeman is ar-
ranging an urgent meeting with the Federation of
Sats Trade Unions to discuss the strike threat and
the "unacceptable" 10% pay hike, according to a
ministerial spokesman

Federation chairman Jimmy Zurich welcomed
the minister's decision to meet his executive.
"There are a few options open to the minister
which would help defuse the explosive situation"
These included a shorter working week — hours
had not changed since 1944 — payment of market-
related salaries, and service increments similar to
those paid in the civil service, he said.

ARGUS 20/2/86

50 workers march in support of strikers

Staff Reporter

ABOUT 50 paint company workers marched to a neighbouring paint factory to show solidarity with striking workers.

The Vadek (Pty) Ltd workers, members of the Chemical Workers' Union marched to Plascon-Parthenon in Epping during lunchtime yesterday

They carried placards and chanted outside before returning to their own factory

About 140 Plascon workers who are seeking a wage increase stopped working last week.

On Friday the management threatened to dismiss them if they did not return to work on Monday.

BACK AT JOBS

Although the threat was not carried out, 14 workers were back at their jobs when the deadline expired, the union said

Union organiser Patricia de Lille said that on Monday the management offered increased overtime rates, a R2 monthly travelling allowance and five days extra leave for workers with five years' service.

"The workers found this totally unacceptable. They still want an across-the-board increase of R150 and have appealed to the community not to scab on them," Ms de Lille said

ULTIMATUM WITHDRAWN

Plascon managing director Mr R P Johannsen said 126 workers were on a legal strike

"A meeting between management and shop stewards took place on Monday, the ultimatum was withdrawn and negotiations between management and the union are continuing

"Plascon is the highest payer in the paint industry and has offered a R52 minimum increase," he said

An independent mediator will meet management and union officials at the weekend.

400 down tools in Pretoria after shop steward dismissed

STAR 22/2/86 (152)

By Sheryl Raine

About 400 cashiers, packers and shop assistants went on strike at four Pick 'n Pay outlets in Pretoria yesterday in protest against the dismissal of a shop steward and the company's use of black staff from Pretoria to break a week-long stayaway by black workers in Witbank.

The Witbank stayaway was called in protest against the arrest of 820 people at the weekend for allegedly attending an illegal meeting of the Unemployed People's Congress. Employers have reported almost 100 per cent stayaways in Witbank this week.

Mr Donsie Khumalo of the Retail and Allied

Workers Union in Pretoria said the Pick 'n Pay workers were on strike at the Verwoerdburg, Lynnwood, Arcadia and Sinoville stores.

"One of our shop stewards was dismissed from Verwoerdburg without a proper hearing yesterday," he said.

'ASSAULTED'

"He was earlier assaulted by an assistant manager and could not attend a disciplinary hearing because he was referred by a doctor to hospital for observation.

"Despite medical certificates to this effect he was fired by letter yesterday without getting a chance to put his case." The union took strong exception to the use of

black Pick 'n Pay workers from Pretoria to assist in stores in Witbank.

"Workers were taken against their will to work in Witbank," he said.

Mr Khumalo said the union was also dissatisfied with the company's discriminatory treatment of its workers. Certain union shop stewards had reported thefts of Pick 'n Pay property by white staff members.

"None of these staff members have been dismissed. Some have been given verbal warnings. If they had been black they would have been fired," he claimed.

A company spokesman confirmed that workers were on strike in protest against the dismissal of a shop steward. The

spokesman said the steward was dismissed for not adhering to company policy.

"I cannot comment on Pretoria workers being used to work in Witbank. The first mention of it came from the union through questions from the Press.

HEARING

"I have no comment on allegations that the steward was assaulted nor on union claims that a final letter of dismissal was issued yesterday. As far as I am aware a disciplinary hearing is still in progress and the company is investigating the matter."

The steward would be given the opportunity to put his case.

Workers' picket sets the capitalist pigs a-squealing

20/2/86

By Sheryl Raine

152

A two-day wage strike at a pork processing plant near Olifantsfontein this week was a relatively normal hiccup in industrial relations. Adding to the problem, however, were scores of hungry pigs.

Not only were workers demanding more money so they could "take home the bacon", the animals from which the bacon is made had urgent demands of their own

When wage negotiations broke down on Monday, workers formed an effective picket at the company gates, preventing all deliveries and access to the premises. Workers slept in the factory and sat-in at their work posts.

Trucks laden with feed for the live pigs housed on the premises of Renown Pork Packers were turned away.

Yesterday, when about 100 members of the Sweet, Food and Allied Workers' Union went back to work and wage negotiations got back on course, the pigs happily waded into a welcome dinner.

Mawu to refer proposals to 900

STAR

By Sheryl Raine

21/2/86

~~152~~

The Metal and Allied Workers' Union (Mawu) will today refer important proposals concerning sectoral bargaining back to about 900 employees of Asea Electric SA Ltd who have been on strike for 10 days in Pretoria and Rosslyn.

The workers went on strike at four Asea electric and cable plants in Rosslyn and Pretoria West on February 10 when the union resumed its fight for company-level bargaining.

The outcome will be watched closely by employers wishing to avoid a head-on confrontation with Mawu which last year declared disputes with more than 70 Transvaal companies over the right to company-level bargaining.

Mawu senior organiser, Dr Bernie Fanaroff said last night: "We had mediation with Asea on Wednesday night and the company in effect has agreed to expedite as rapidly as possible discussions on multi-level bargaining that would mean negotiations for electrical workers at sectoral level as well as company-level bargaining."

"The company also agreed to talk about a number of wage-related issues"

Asea managing director, Mr Clive Jandrell said Mawu had agreed "in principle" to defer its demand for plant or company-level bargaining, if sectoral bargaining was implemented

Asea had undertaken to initiate talks with employers in the electrical sector to establish a system of sectoral bargaining, he said.

152

'Total' Witbank stayaway continues

322
278
152
BUS DAY
21/2/86

CLAIRE PICKARD-CAMBRIDGE

AN ALMOST total stayaway by black workers in Witbank, Eastern Transvaal, moved into its fourth day yesterday.

The stayaway is to protest at the arrest of 820 people who, it is alleged, attended an illegal gathering on Sunday called by the Unemployed Peoples' Congress.

A Witbank police spokesman said police had patrolled Witbank townships constantly and the area was quiet after an initial surge of unrest on Sunday and Monday.

□ A strike which began at four Pick 'n Pay outlets in Pretoria on Wednesday has been linked by the Pretoria Retail and Allied Workers (Rawu) to the Witbank stayaway.

Pick 'n Pay management said Rawu told them the strike was strictly over the dismissal of a shop steward. They deny Rawu claims that the steward was fired without a proper hearing.

But Rawu said workers were also striking to protest against Pick 'n Pay's decision to transport some of its Pretoria staff to Witbank, where the company had been affected by the stayaway.

Pick 'n Pay personnel manager Rene de Wet said the company had taken some Pretoria workers to Witbank on Monday because the stayaway was not a company-related matter.

□ Strikes broke out at the Gencor-administered Matla and Optimum collieries near Witbank on Wednesday. They involve 2 000 and 900 workers respectively.

Acting CEO of Gencor's Coal Division Johan van Rensburg said the strikes were not related to the Witbank stayaway.

He said Matla workers wanted four dismissed colleagues reinstated, but returned yesterday.



21/2/85 BUS DAY

Sats officially realises that old apartheid dream

BARRY STREEK

THE SA Transport Services (Sats) has achieved the old apartheid dream — there are, officially, no black South Africans working for it.

The 1985 report of the Sats Board, tabled in the Assembly yesterday, showed 103 110 blacks worked for Sats on December 15 last year.

But they were "employees of the different black peoples of Southern Africa".

The report provided a summary of ethnic groupings of black staff employed by Transport Ser-

vices, which showed 61 713 people were employed from the "national states" of Gazankulu, KaNgwane, KwaNdebele, KwaZulu, Lebowa and Qwaqwa.

A further 37 931 were employed from the "independent states" of Bophuthatswana, Transkei, Ciskei and Venda, as were 96 people from Lesotho and four from Malawi.

There were also 3 366 Bushman, Caprivian, Cango, Damara, Herero, Nama and Wambo people from "South West Africa".

But there were no black South Africans officially employed by Sats.

21/2/85 (152) BUS DAY

Sharp rise in strikes

BARRY STREEK

THERE was a sharp rise in the number of workers involved in strikes in South Africa last year — and the number of strikers was the highest in at least ten years.

Last year, 212 660 workers of all races went on strike — compared with 181 942 workers in 1984.

In 1983, 64 469 workers went on strike and in 1982,

141 571. In 1974, 59 244 workers and in 1975, 23 306 workers went on strike.

Minister of Manpower Pietie du Plessis said in the House of Assembly yesterday that a total of 239 816 workers were involved in strikes and work stoppages last year and 5 426 178 man-hours were lost.

CME Times
22/2/86
Firm
union
agreed
on wages

Staff Reporter

THE management of Nampak Paper Ltd in Bellville and the Paper, Wood and Allied Workers' Union yesterday reached agreement on a wage settlement which has been in dispute since December last year.

In a statement yesterday, the deputy general manager of Nampak, Mr N R Willis, said that "following the third meeting of the conciliation board held today, an agreement was reached between the company and the Paper, Wood and Allied Workers' Union

'Minimum'

"The minimum wage rate will be adjusted to R2.52 per hour with effect from February 9 with a further adjustment to R2.64 effective on July 1.

"Individual increases range from 38 cents per hour on the lowest wage grade to 51 cents per hour on the top grade."

The compromise — the union was asking for an across-the-board settlement of 50c an hour, and management was originally offering an effective 34c an hour — came after two months of industrial dispute at the factory.

The figure of R2.64 for the minimum wage rate agreed on yesterday is 4 cents an hour lower than the figure originally demanded by the workers

plan to send a joint memorandum to President P.W. Botha, confronting him with a number of crucial political questions

At a Press conference at Rand Afrikaans University this week, the two youth movements said the memorandum would be sent in March or early April

"The memorandum will be an honest effort on our side to make an input communicating our deep concern for the future and constructive steps to create a climate conducive to negotiations in South Africa," said Jeugkrags' M van Schalkwyk

He would not reveal the contents of the memorandum - but said if it "failed", the two youth movements would consider sending a delegation to see

Plan to send PW 2 memo

Botha personally

Inkatha Youth Brigade national chairman Musa Zondi and publicity director Mandla Msomi also revealed both youth organisations would host a mass joint political conference in Pretoria or Johannesburg in May

It would strive to open public debate "about the future of South Africa and

Van Schalkwyk and Zondi said the two youth organisations' exercise is "something new" in South Africa.

"This is no talk-shop," they said "This historical leap is a practical move to address real political issues affecting the young people of South Africa"

Asked what would happen if Botha rejected outright the efforts of this Afrikaner-black group, Zondi said "It would be difficult to speculate on Mr Botha's reaction

"If we are rejected we would have made a strong moral case"

Zondi and Van Schalkwyk claimed they were in touch with a "cross-section of youth groups countrywide", but declined to name them

3M takes back 11 workers

BY MONO MADIBA

TOP multinational 3M South Africa this week agreed to reinstate 11 of the 55 workers retrenched last year after 350 members of the Commercial, Catering and Allied Workers' Union of South Africa went on strike.

The workers downed tools at the Elandsfontein plant last Tuesday after claims that the company was practising "unfair labour practices"

They protested against the employment of scab labour - including white

schoolchildren - in place of the retrenched workers. They also claimed black workers were replaced by white and coloured workers

● Cawusa this week expressed concern about the Transvaal Provincial Council move to extend shopping hours from 5am to 11 30pm

"Much has been said about the position of customers and business, but little about the affected workers," a Cawusa spokesman said

He said the measures could be dangerous, especially to women - who form the bulk of Cawusa's membership

He appealed to businesses to provide transport home for the workers

NEWS PLUS+

★ SA officials met with the country's 30 man creditor banks in London to discuss its foreign debt and the rescheduling of payments.

Mediator Fritz Leutwiler proposed repayment of part of the R28-billion debt before 1990. - Sapa.

NEWS PLUS+

★ TRANSKEI'S new president is Nyangilizwe Ndumase, 65-year-old tribal leader of Western Pondoland

He replaces KD Matanzima - Sapa

Strike at Pick 'n Pay

WORKERS went on strike at Pick 'n Pay's Pretoria branch this week when management decided to transfer staff to Witbank, where there has been a stayaway since Monday

Retail and Allied Workers' Union spokesman Don Khumalo said workers who refused to go to Witbank have been threatened with dismissal

They are considering spreading the strike to Middleburg and Rustenburg

Political comment in this issue by Louis Oosthuysen and ZB Molele, newsbills by Louis Oosthuysen, headlines and sub-editing by David Niddrie and Chris Vick, all of 204 Bluff St Ext JHB



BARROW

Eminent Persons treated warily

BY ZB MOLELE

THE visiting Eminent Persons Group Commonwealth Mission on SA seems to be in for a cool reception if it tries to meet SA's trade union movements

Congress of SA Trade Unions general secretary Jay Naidoo said "We're still formulating our position on their visit Obviously, what will influence us is who they talk to"

Council of Unions of SA president James Mndaweni bluntly said "Their visit is a waste of time"

Mndaweni was repeating Cusa's stance on the EPG visit stated last month when a group of US congressmen visited SA on a similar mission

Mndaweni told them: "Soon there will be other Commonwealth dignitaries visit-

ing SA We wish to tell them through you they should stay in London

"Apartheid is sinful, its practice is sinful - nothing can reform or change it It must be eradicated immediately"

Azaman Congress of Trade Unions coordinator Phandelani Nefolovhodwe said the EPG had to show their credentials before Azactu could decide about talks

The EPG consists of former Australian Prime Minister Malcolm Fraser, World Council of Churches' Nita Barrow and former Nigerian head of State General Olusegun Obasanjo

Another difficulty facing the EPG is that its members are banned from making any public remarks about SA

● This week the EPG met members of the SA Council of Churches, and was due to meet Winnie Mandela

Rumours of railway workers' strike denied

24/2/86

By Jackie Unwin

152

The president of the 24 000-strong Artisans Staff Association, Mr Jimmy Zurich, yesterday denied there were any plans for a week-long wildcat strike protesting against the recent 10 percent pay rise which railways workers have rejected.

"There is talk about a strike among the workers, but we are not organising one and will not be party to one," he said.

"But this talk indicates the unrest and dissatisfaction among members on account of the 10 percent increase."

"Their unhappiness was an accumulation of events, starting with the cutting of the 13th cheque to a third last year.

"There are 900 apprentices just becoming artisans. There is no work and they are being placed on other jobs at a rate of pay which is a couple of hundred rand a month less than if they were on the artisan's rate.

"Others working under wage incentive schemes are not being paid bonuses, which is costing them up to R300 a month.

"Now getting only a handout of 10 percent is causing a terrible feeling among members.

"We have applied to the Minister of Transport, Mr Hendrik Schoeman, by letter to give us the other 15 percent we requested.

"The ball is now in his court. He must defuse this explosive situation by doing something positive very quickly," Mr Zurich said.

ARGUS 25/2/66

Schoeman to meet rail unions

The Argus Correspondent

PRETORIA. — The Minister of Transport Affairs, Mr Hendrik Schoeman, and the Federation of Railway Unions are to meet to discuss the growing outcry over salaries

This was confirmed today by a spokesman for Mr Schoeman's office who said the date and place of the meeting will probably be decided within the next two weeks

According to railwaymen there is growing grassroots support for a strike by workers who feel insulted by the 10 per cent increase. This has been aggravated by proposals tabled in Parliament yesterday for increases of 42 percent to 106 percent for parliamentarians

Mr Malcolm Domingo, head of the coloured Public Servants' League, said he hoped parliamentarians would reconsider the 10 percent increase granted to public servants last week

MINERS' UNION

The Press officer for one of South Africa's biggest trade unions, the National Union of Mineworkers, Mr Marcel Golding, said today the proposed increases were typical of a government which was not ruled by the consent of the majority.

Although workers would feel outraged, they would not be surprised. "Rulers always see to themselves first," he said.

The president of the Afrikaanse Handelsinstituut, Mr Donald Masson, said the AHI was in favour of reasonable, competitive salaries for parliamentarians and believed the recommendations had been based on sound, scientific studies.

25/5/86 BUS DAY
Railmen vote to strike

DIANNA GAMES

FOUR hundred Southern Transvaal Artisans' Staff Association members last night voted to strike over the 10% pay increase granted to all SA Transport Services

The members — many of whom claimed they took home less than R200 a month — passed a motion in Johannesburg of no confidence in Transport Minister Hendrik Schoeman.

They also denounced the recommended pay increases of up to 108% for MPs

● See Page 4

40 down tools

152 SOWETAN Reporter

MORE than 40 workers at a pharmaceutical company in Wynberg yesterday went on strike after 12 of their colleagues were retrenched.

The workers, all members of the Black Health and Allied Workers' Union, work for E Merck South Africa, a German multinational company.

They said although the union was asked to make recommendations to management about retrenchments, their proposals were ignored.

Dispute

The union claims attempts to discuss the matter with management failed. They then decided to down tools.

The company manager, a Mr Puckrin, was unavailable for comment, his secretary said. Several attempts to

reach Mr Puckrin were unsuccessful

• More than 120 members of the South African Chemical Workers' Union (Sacwu), em-

ployed at Plascon Parthenon in Epping, Cape Town, are in the third week of a strike after a mediator failed to settle their wage dispute

25/2/86

Pick 'n Pay workers expected to end strike

By Sheryl Raine

More than 1 000 striking members of the Retail and Allied Workers Union at seven Pretoria Pick 'n Pay outlets are expected to return to work today.

The return to work follows all-day talks between the union and the company yesterday which ended in the signing of an agreement.

The strike was sparked by the alleged unfair dismissal of two shopstewards and the alleged assault of one of the stewards by a white assistant manager. At its height the strike involved between 1 000 and 1 500 black workers.

It was agreed yesterday to appoint an arbitrator to investigate whether the dismissal of the shopstewards was unfair. The arbitrator's decision will be

Both the company and the union will be entitled to legal representation at the arbitration hearing.

The company has agreed not to discipline any employee for striking or moderately inciting other workers to strike, said company director Mr Nic Els.

DISCIPLINE

However, in terms of the agreement reached yesterday, the company does have the right to discipline employees who committed other offences during the strike," he said.

The union gave its assurance that it would not call strikes in future which were in breach of its recognition agreement.

Spreading mine strikes could bring out 42 000

152
STAR
26/2/86

Staff Reporters

Strikes involving more than 17 100 black miners broke out at a gold mine and at two collieries yesterday and it is feared that the number of strikers could rise to 42 000 today

The biggest strike started at Anglo American's Vaal Reefs gold mine, near Klerksdorp, on Monday night. By last night at least 15 000 miners were on strike at three shafts, at the mine's gold plant and at the engineering works

A further 25 000 miners are poised to down tools today

The strikes were sparked by the arrest of eight miners on Monday and by more arrests

yesterday in connection with the recent killing of four team leaders

Management yesterday held urgent talks with the National Union of Mineworkers (NUM). Talks will continue today

The NUM said the entire Vaal Reefs workforce (a total of 40 000) was poised to strike if no satisfactory solution was reached. Workers are demanding the release of their colleagues

Today police could not confirm the total number of people arrested but said those in custody would appear in the Stilfontein Magistrate's Court tomorrow in connection with allegations of murder

The situation at the mine was described as tense but peaceful

An Anglo spokesman said "On Tuesday February 18, four team leaders were brutally murdered and four others seriously injured after being attacked at the Number 5 Shaft hostel

"Management is determined to ensure that the perpetrators of the murders and assaults are brought to justice as quickly as possible

"The work stoppage is affecting the numbers 1, 2 and 5 shafts as well as the gold plant and engineering workshops"

He said the company was not contemplating dismissing the strikers at this stage

In a separate development, more than 1 500 NUM members went on strike at Anglo American's Goedehoop colliery in Witbank yesterday

The NUM said the strike was caused by the dismissal of four shaft stewards

At Rand Mines' Wolwekrans colliery in Witbank about 600 workers went on strike. Reasons for the strike are not yet known

Govt given until April 16 on pay issue

By Kym Hamilton, Pretoria Bureau

Militant Free State railwaymen have given the Government until April 16 to implement a 25 percent pay rise — or face strike action

Mr Carel "Marx" Lezar, of the Free State Artisan Staff Association, said that, at a meeting in Welkom last night, railwaymen passed a motion of no confidence in the Minister of Transport, Mr Hendrik Schoeman, claiming that he was "not competent to run the transport services"

Mr Lezar said key personnel, including telecomps, electricians and signalmen — about 1200 in the Free State — had backed calls for strike action

He added that strong militant elements were calling for immediate general strike action and had threatened to use pickets to stop the security forces from moving in to keep the transport services going

Fears of a split between the militant elements and "those prepared to sit on the fence" were also increasing as some railwaymen were demanding a united front and a commitment to action from more passive colleagues, warned Mr Lezar

He said Artisan Staff Association members last night called for immediate action and demanded that President P W Botha personally enter negotiations with railway workers

But members finally agreed on an April 16 deadline for the satisfaction of their demands

Angry SATS workers vote for walkout

Rail strike looms over wage claim

26/2/86 STAR

By Mike Siluma

The possibility of a major confrontation between the Government and South African Transport Services (SATS) artisans grew last night when about 300 union members decided to go on strike if their pay demands were not met

Last night's meeting in Johannesburg to protest against a 10 percent pay rise granted railway workers, which they regard as too low, was called against the background of the announcement of a proposed pay rise of between 55 and 106 percent for the Cabinet and parliamentarians

Rail employees are demanding a further rise of 15 percent in addition to a 10 percent increase offered by the authorities

However, southern Transvaal railmen are not expected to take industrial action until the Artisan Staff Association (ASA)

knows the decision of other regions, which are yet to hold their protest meetings. The regions are East London, Port Elizabeth, Cape Town, Kimberley, northern Transvaal, Natal and the Orange Free State

The Minister of Transport, Mr Hendrik Schoeman, has warned that a strike by about 23 000 of his employees would be illegal

Over-taxed

Angry workers who attended the emotion-filled gathering waved placards reading "Hire Schlebusch, Fire Schoeman", "Schoeman hire Schlebusch" and "20 percent inflation, 10 percent increase — shame"

Last night's meeting also passed a motion of no-confidence in Mr Schoeman and one of confidence in both the Federation of Staff Associations and the executive of the ASA

Most workers who spoke dur-

ing the meeting complained they were being over-taxed by the Government. They bitterly attacked the proposed increases for members of the Cabinet and Parliament

One said if the law did not allow rail workers to strike or stage a go-slow, they should embark on a work-to-rule

Opening the meeting, an ASA executive officer and vice-chairman of the Southern Transvaal region, Mr Frans Gerber, called on the Government to lower the price of petrol, saying a failure to do this would only fill the coffers of the oil companies

Both Mr Gerber and the ASA regional secretary, Mr Andre du Plessis, claimed union officials in Germiston had been harassed by SATS security police for organising protest meetings. Police had allegedly told the officials protest meetings were illegal and threatened them with a fine of R1 000 in the event of a strike taking place

Five Commonwealth 'eminent persons' are in Harare

The Star's Africa News Service

HARARE — Five members of the Commonwealth group formed to promote dialogue for democracy in South Africa arrived quietly in Harare yesterday from Botswana

Lord Barber (Britain), Mr Malcolm Fraser (Australia), Archbishop Edward Scott (Canada),

Dame Nita Barrow (Barbados), and Mr John Maledela (Tanzania) are expected to hold talks with Zimbabwean Prime Minister Mr Robert Mugabe during their stay. They declined to meet the Press on their arrival and no official information was available about their programme

Group members General Obasanjo (Nigeria) and Mr Sardar Singh (India) were in Lusaka

Week's wage strike at EL plant is over says manager

152 26/2/88 DISPATCH

Dispatch Reporter
EAST LONDON — The week-long wage strike at the Barlows commercial refrigeration factory here was over, the factory's general manager Mr G J Petersen, said yesterday

Mr Petersen did not say when or how the dispute between the management and the employees was settled except to say that the whole issue was "history".

Last week workers at the factory downed tools when the management refused employees' demands that salaries be increased from January in accordance with their conditions of employment

A booklet issued to employees on their engagement with the company stipulates that salaries will be increased every year in January

The workers said the management refused to make an adjustment to their salaries in January this year

They said manage-

ment had told them that the stipulations applied only to salaried personnel, which the workers said was discriminatory since only white personnel were salaried

There were more than 200 hourly employed people at the factory, the workers said

A workers' committee had been elected to negotiate with the management but when negotiations failed on Tuesday, they downed tools, the workers said

Labour unrest in the Tvl

A WAVE of strikes and labour disputes swept through several shop floors, including mine industries in the Transvaal this week.

The strikes, sparked off by workers' protest-

ing against management's dismissal of colleagues, wages and arrest of workers, involved more than 25 000 black employees

• Most of the over 12 000 black miners of Vaal Reefs goldmine near Klerksdorp, have returned to work after strike action over the arrest of nine miners

A spokesman for Anglo American, which administers the mine, said the strike action was called off after negotiations between the workers and their representatives Workers at two other mines, Goedehoop and Wolwekrans, have also re-

turned to work

• Nampak Tissue Transvaal is to hold discussions with the South African Allied Workers' Union concerning the dismissal of about 160 striking workers at the Pretoria West plant

The workers were demanding wage rises

• About 56 workers at Polycel company in Alrode were still on strike yesterday following the dismissal of their colleagues

The company was negotiating with the SA Chemical Workers' Union (SACWU)

• Workers' representatives at Plascon Paints factory near Krugersdorp were still on strike yesterday following the dismissal of their colleagues Management is negotiating with SACWU

• More than 350 members of the Commercial Catering and Allied Workers' Union at an American multinational 3M in Elandsfontein, are to hold a solidarity meeting between 1 and 2 pm today.

SOWETAN 27/2/86
The workers will pledge solidarity with workers of New Jersey who may lose these jobs following the company's threat to shut its operations.

• Management of a German multinational, E Merck at Wynberg, is still negotiating with the Black Health and Allied Workers' Union over the retrenchment of workers

The industrial relations consultant said unless the disputes were not resolved quickly the workers will continue to fight for their rights

2-day mine strike cost Anglo R5-m

Thousands of striking miners at the Vaal Reefs gold mine near Klerksdorp returned to work last night and this morning, ending a two-day work stoppage which cost the Anglo American Corporation an estimated R5 million, a corporation spokesman said today

While the National Union of Mineworkers (NUM) put the number of strikers at 19 000, Anglo American said the figure was about 12 500

The company spokesman said the strike ended after all-day talks yesterday between management and the NUM. He said that although the workers had agreed to return, there was no agreement on the demands of the workers. No ultimatum had been issued to strikers to return to work

The strike was sparked by the arrest of nine people at Vaal Reefs in connection with the killing of four team leaders at their hostels on February 18. Workers demanded the unconditional release of their colleagues

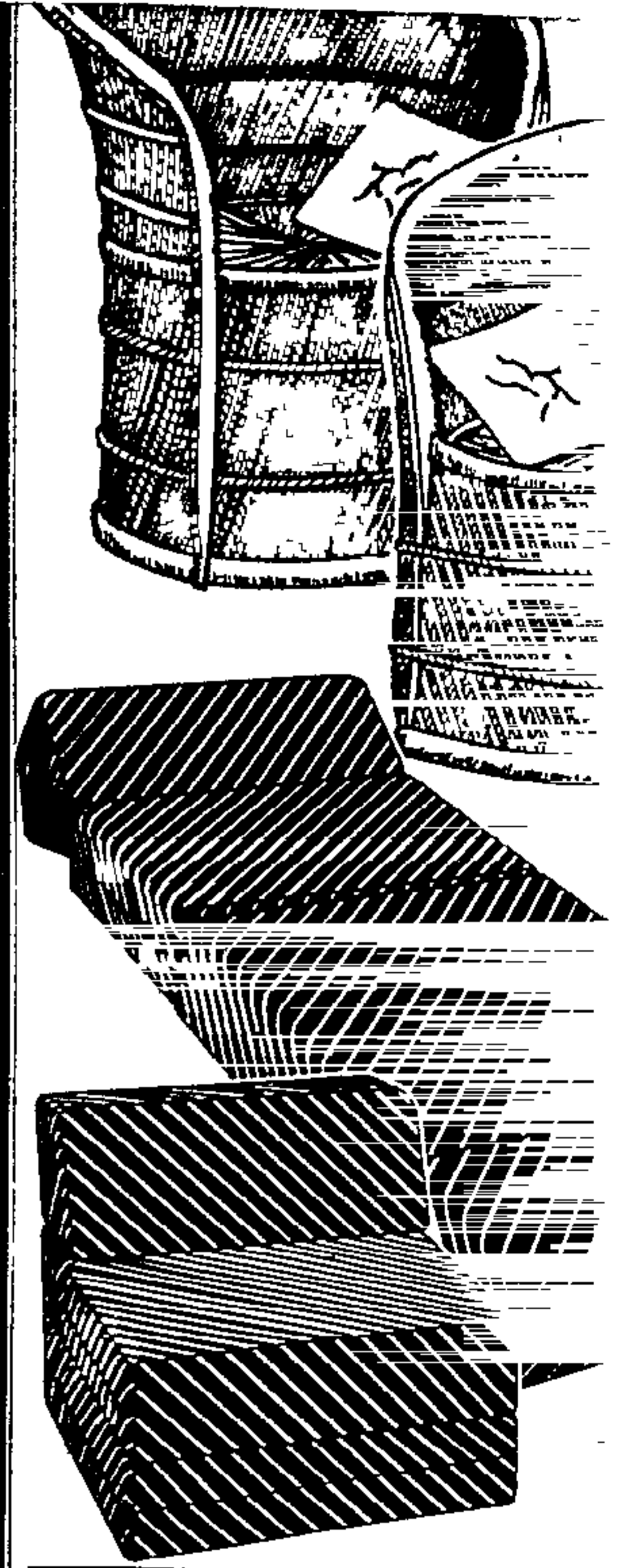
Those arrested were expected to appear in court today.

Vaal Reefs management described the strike action as "an ill-judged and morally indefensible attempt to interfere with the course of justice"

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in

27/01/86
BUS DAY
152

Strike action at Vaal Reefs mine spreads

THELMA TUCH

PRODUCTION at another two shafts at Vaal Reefs gold mine, near Klerksdorp, came to a standstill yesterday when more workers joined the strike by about 19 000 miners.

Workers are demanding the unconditional release of nine colleagues arrested earlier this week in connection with the killing of four team leaders at one of the mine hostels on February 18.

They will appear today in Orkney Magistrate's Court, Chief Public Prosecutor J Swanepoel has confirmed.

Workers from five of the mine's nine shafts (1,2,4,5 and 7) are on strike and this could spread to the remaining shafts to affect 40 000 workers.

"The situation is extremely volatile," a spokesman for the National Union of Mineworkers (NUM), Marcel Golding, said yesterday. He said mass meetings with workers were being held.

Some workers returned to No 1 and 2 shafts yesterday, but there was no production, he said.

He said NUM had presented worker demands — the release of the arrested workers (now believed to be 10) — to management.

Chief executive officer of Anglo's gold & uranium division Peter Gush, said at a Press conference yesterday, management was determined to see the law observed and that those in custody be either charged or released.

**Pay up or
we strike**
STAR (152)
railmen
28/2/86
Own Correspondent

DURBAN — Natal railway workers last night decided to take strike action if the Government did not accede to their pay demands by April 1

At a meeting in Durban the powerful Artisans Staff Association demanded that the Minister of Transport revise his pay increase of 10 per cent by April 1 and resolved that if a further adjustment were not implemented by this date, the union would consider further action

Members also threatened strike action if the third part of their 13th cheque was not paid

STRIKES (isa)

Political roots

The first six weeks of 1986 have seen an unprecedented rash of strikes. At least one analyst concludes that this is a sign of township unrest spilling over into the workplace.

In January alone, 185 000 man-days were lost due to industrial action, according to statistics compiled by industrial relations consultant Andrew Levy. And he stresses that there were probably several unreported strikes during the month which are not included in his figure. This high level of strike activity is uncharacteristic for the first month of the year. Only 5 000 man-days were lost in January last year and 96 000 in January 1984 — the previous record. Although detailed statistics are not yet available, there have been at least 20 more strikes in the first three weeks of February.

In line with 1985 strike patterns, more than half the man-days lost have been in the mining industry. These include the massive strike at Impala Platinum during the first week of the year. Other sectors that have been hard hit are the chemical, food, paper and printing, motor components and cable manufacturing industries. The commercial sector has also had numerous strikes — and one even occurred at a post office engineering yard.

According to Levy, a feature of many of these strikes has been their spontaneous nature. For some time now, he says, there has

been a definite shift in union tactics towards careful tactical planning and using the dispute procedures laid down in the Labour Relations Act. The famous Marievale Industrial Court judgment — in which lawfully striking workers were afforded protection from dismissal for the first time — was expected to have encouraged this trend.

But since the beginning of the year striking workers have tended to ignore these niceties. As Levy puts it: "The unions have been setting up disputes properly, but workers have precipitately rushed out on strike on a whim of their own." Many of the strikes have been triggered by issues which would previously have been settled through established grievance procedures — for example, allegations of racist behaviour on the part of line management or disagreements over job descriptions.

What, then, is the explanation for this frenetic strike activity? Levy proffers the explanation that the upheavals and resistance in the townships are now spilling over into the factories. And, he says, this is probably compounded by the militant mood created by the launch of the Congress of South African Trade Unions (Cosatu) late last year. "Workers are challenging the power of the white manager," says Levy.

But management responses to these events has also been noteworthy, he says. With a few exceptions (like the Impala strike), em-

ployers have not opted to dismiss strikers, preferring instead to sit it out

This is probably partly a consequence of the Marievale and subsequent Natal Die Castings Industrial Court rulings, says Levy. But, in any event, it has turned out to be a sensible and subtle tactic: strikers have usually returned to work within days, with or without a favourable settlement. "It has become apparent that management is better able to sit it out than workers. And, particularly with the strikes over more innocuous issues, the few days of waiting bring home to workers the futility of it," says Levy.

FINANCIAL MAIL 28/2/86
MINE WAGE TALKS

Thorn of uniformity

Pressures in mining industrial relations have become intense. While some mining houses are still engaged with issues hanging over from last year's black miners' wage strike, all employers are giving serious thought to the forthcoming round of negotiations for 1986.

The resolutions adopted by the National Union of Mineworkers (Num) at its congress a fortnight ago have given employers plenty of food for thought. Of particular interest is Num's insistence that management must make a uniform wage offer, and its threat that Num members will strike if this does not happen.

Clearly, the Num does not want a repeat of last year's events at the Chamber of Mines when employer unity shattered and three of the mining houses put in a higher offer than the other three. The split was precipitated by Anglo American; Johannesburg Consolidated Investments (JCI) and Rand Mines followed suit. Anglovaal and Gold Fields later also raised their offer, but to a lesser level. Gencor, which implemented lower wages than all the other mining houses, was the odd one out.

There are good reasons why the houses made a split offer. Even though Anglo has a more liberal image than the others, it had compelling reasons for wanting to settle for more. The simple fact is that the Num has made the greatest inroads at Anglo, and it therefore stood to lose the most from a strike. Others might argue that Anglo simply has a more far-sighted approach to industrial bargaining.

The union must have experienced some satisfaction at watching the employer's facade of unity crumble. But the split was a two-edged sword. While there were obvious advantages for those Num members who got the higher increments, it is equally obvious that members who did not could well have been disappointed that Num could not do the same for them. Hence, there is a great deal of

logic underlying the Num's demand for a general improvement in mining industry wages and conditions. The Num also obviously wants to use the threat of a strike to manipulate employers to put pressure on any houses which may not want to go along with the others.

What do employers think of the Num's resolution? The question is somewhat academic as it is impossible to predict what might happen at the chamber later in the year. Nevertheless, the possibility of a split offer cannot be ruled out.

Says Johann Liebenberg, industrial relations adviser to the chamber: "Obviously the chamber would prefer to make one offer to the Num. That is all we need to say."

JCI and Anglovaal both say they don't want to comment at this stage and Gencor referred the *FM* to the chamber. Gold Fields' stance is that the position to date has been uniform bargaining and the company has no wish for it to change. Similarly, a

Rand Mines spokesman says: "Our view is that one offer will be made — not a split offer. We will be striving for just that."

Bobby Godsell, Anglo's industrial relations adviser, tells the *FM*. "We have always believed in unitary bargaining."

The debate on the issue of a possible split offer by employers and the consequences that could result if the Num holds to its strike threat, is moot for the moment. No doubt the issue will have to be addressed again, depending on what emerges from the new round of bargaining. ■

FIN MAIL

MINE LABOUR

28/10/86 152
Key accord reached

Wage negotiations between the National Union of Mineworkers (Num) and Gencor's Marievale gold mine are to be re-opened. The move comes nearly six months after several hundred Marievale employees were dismissed (and later reinstated) for striking over a wage dispute.

In addition, the mine will permanently reinstate 537 dismissed strikers who made labour law history last year when the Industrial Court ordered their temporary reinstatement. Included in this number are 124 employees who failed to return to work before the November deadline set by the court. They are to receive three months' backpay.

Marievale's decision to settle with the union came after a Supreme Court review of the Industrial Court's judgment went against it. The mine was considering taking the matter to the Appellate Division, but has agreed to drop this. In return, the Num has

agreed to drop contempt of court proceedings against Marievale over the eviction of dismissed workers during the strike.

Marievale is still faced with the problem of how to deal with the workers it employed last September to replace the strikers. Gencor's gold and uranium division CE, Bruce Evans, says that because of the good gold price additional positions have been created for a "fair number" of them. He says he hopes that work can be found for the others, either at Marievale or on other mines.

Assuming that the new round of wage talks leads to further wage increases for Marievale workers, Gencor will also have to decide whether to extend the more favourable rates to other mines. Evans says that any union representations on this "will be considered in good faith."

Another loose end to be tied up concerns the position of Marievale assistant hostel manager Frans Spamer and an induna by the name of Mpinga. In November last year the Supreme Court granted an interdict against the two men preventing them from assaulting or killing Num members who were due to return to the mine in terms of the Industrial Court ruling. Evidence against them included a tape recording of a discussion in which they had allegedly planned to assault senior union members. The evidence was not tested because the interdict was unopposed.

Shortly thereafter, the two were transferred, pending a final hearing which will be held "in due course." If the allegations against Spamer and Mpinga are proven, says Evans, the two will "at least" not be given positions of trust over other people.

The Marievale saga is one of the reasons for the present poor relationship between the Num and Gencor. At its recent conference the Num described Gencor as an "enemy company."

But Evans believes that although "there has been hurt on both sides" the Marievale dispute has had positive effects. He says court rulings in connection with the dispute have produced greater clarity on substantive legal issues. Also, as indicated by the agreement, it has led to more cordial communication and an improved relationship between the mine and the union.

It has become clear to both sides, says Evans, "that they need each other." He adds that the lessons learnt during the dispute will be passed on to other mines in his division. A strike involving at least 10 000 workers at three shafts of Anglo American's Vaal Reefs mine erupted this week. It apparently follows the arrest on Monday night of eight workers in connection with the murder last

week of four team leaders in a mine hostel. As the FM went to press, employer and worker representatives were attempting to negotiate the resolution of the strike. Anglo appeared hopeful of resolving the matter, but the Num has demanded the release from custody of the eight miners. ■

28/2/86
STK 152
SA union
backs
American
workers

About 300 employees of 3M, an American multinational company in Elandsfontein, will hold a two-hour work stoppage today to protest the closure of the company's Freehold, New Jersey plant.

The Commercial, Catering and Allied Workers' Union (Ccawusa), to which the workers belong, said the stoppage would be in solidarity with 450 American counterparts who will lose their jobs.

"We do not think it is too late for 3M management to change its stand," said a Ccawusa spokesman.

Ccawusa said the first batch of Freehold workers were due to be laid off yesterday.

The spokesman said workers wanted management to reconsider its "callous" decision to avoid rendering the Freehold workers unemployed.

Ccawusa had taken up the issue after being approached for support by the American workers, who had previously been supportive of the union when it was locked in disputes with the company, said the union spokesman.

19 000 miners
BUS DAY
back at work

28/2/85 THELMA TUCH

THE 19 000 workers on strike at the Vaal Reefs Gold Mine heeded the advice of the National Union of Mineworkers (NUM) and resumed work yesterday, a NUM spokesman said.

Striking workers were demanding the unconditional release of nine of their colleagues — arrested earlier this week in connection with the deaths of four Vaal Reefs team leaders.

Workers from five of the mine's nine shafts refused to go underground and the strike was poised to spread to the remaining shafts to affect a workforce of 40 000.

NUM had advised workers that the dispute could only be resolved once they returned to work. The return demonstrated the extent to which miners supported the union, said NUM spokesman Marcel Golding.

● See Page 6

Railway workers threaten to take

strike action

Labour Reporter

A TWO-HOUR meeting of angry white Railways employees decided last night to take strike action or 'go slow' if the Government did not accede to their demand for a 25 percent pay rise by April 1.

They also demanded immediate repayment of their bonuses which the Government cut by a third last year, threatened wildcat strikes and warned the Government of white union unrest in South Africa.

About 500 artisans packed the Railways Institute Hall in Durban for the meeting, after rejecting the Government's offer of a 10 percent pay rise.

The meeting, convened by the local branch of SATS Artisan Staff Association, also called on the Minister of Transport Affairs, Mr Hendrik Schoeman, to resign after a vote of no-confidence in the minister was passed.

Speaker after speaker attacked Mr Schoeman for his 'inability and inefficiency' in running the South African Transport

Services. There were shouts from all sections of the audience for Mr Schoeman to be fired.

A banner in front of the hall read: 'Fire Schoeman, hire Schlebusch'.

The meeting also lashed out at the huge salary increases proposed for parliamentarians and instructed the president of the ASA, Mr Jimmy Zurich, to seek an urgent meeting with President Botha to halt the increases.

An irate worker said the MPs were getting 'fabulous' increases for only working six months in a year, while railway employees, who worked hard throughout the year, were given 'meagre' increases.

Mr Chris Schutte, who chaired the meeting, said railway employees were told to work hard and be more productive, but in return they got a 'slap in the face'.

Mr Schutte said the resolutions would be forwarded immediately to the association's executive for its meeting with the minister in Cape Town on Monday.

● See also Page 17

Mercury 28/2/76

g tr 1

Police removed workers from factory after wage dispute

By Jo-Anne Collinge

Workers "removed" from the premises of a Sliverton light engineering firm this week are nursing cut heads, sjambok lacerations and swollen limbs — injuries they claim were inflicted when management responded to a pay demand by calling in the police.

A police spokesman confirmed police had been asked to intervene at Toolcom on Monday. The dismissed employees refused to leave when requested to do so by the police and were then removed from the premises, he said.

Workers said they were in the change room when police arrived and gave them three minutes to get out of their uniforms and leave the premises.

The action was taken after a meeting at which the 36 workers put a request for more pay to factory owner/manager Mr "Mac" Maccafferi. Mr Maccafferi declined to comment.

McCarthy
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March 2, 1985 ☆ ☆ ☆

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Striking miners march at Vaal Reefs.

Angry miners say free mine or we stay out

By DANIEL DHLAMINI

AN uneasy calm hung over the strike-hit Anglo American Vaal Reefs mines in the Western Transvaal yesterday but there were fears that thousands of black miners would bring the industry to its knees.

Anglo American said the strike ended on Wednesday night and all shifts reported to duty yesterday.

National Union of Mineworkers spokesman Moses Gladie threatened that an additional 30 000 miners would go on strike if the nine, who appeared in court yesterday, were not released.

At a Press conference in Johannesburg, Anglo's Transvaal Gold mine division managing director Theo Pretorius said at the height of the strikes miners going on their shifts were threatened with the "necklace" by their striking colleagues. And he was adamant that Anglo had no intention of yielding to the demand for the unconditional release of the nine miners.

are puzzled by the workers' attitude," he said. Executive officer and Anglo's Gold and Uranium Mines Section managing director Peter Gush said a rumour that management had caused the strike by inciting workers to kill members of another union was without foundation and was "absurd and incredible".

But yesterday miners in the affected Western

hostel, sparked off the strike at Vaal Reefs

after the death of four miners and serious injury to four others after a brutal attack in a mine

Fighting broke

allegedly an anti-NUM faction.

White heat in Warmbaths



White petrol pump strikers strike as delivery man for a fast-food store. White staff and the white hot this is a crisis. White petrol pump strikers strike as delivery man for a fast-food store. White staff and the white hot this is a crisis.

THE simmering town of Warmbaths showed two different faces to the world this week — and both sides are locked on a collision course that neither can win outright.

In the sleepy dorp hewn out of the bushveld some 80km north-west of Pretoria, armed white residents are running the town's life-support systems.

They can't refuse bins, man the petrol pumps and pitch in on the menial tasks to defy a black labour boycott.

Just two kilometres away from white Warmbaths, passions are bubbling over in a world apart.

What started as a work stayaway in Bela Bela township flared into violence late this week as white motorists caught the ugly backlash of stone-throwing mobs.

Across the invisible divide, both sides were digging in. On the one side were defiant whites, determined to break the stranglehold of the labour boycott.

On the other were black strike organisers, allegedly helped by radical students from Soweto and Pretoria, publishing their own set of demands for labour peace as the stayaway began to bite.

Frontier

Voortrekker descendant Loot Bothma mans a perennial frontier post at a service station at the gateway to the town.



White petrol pump strikers strike as delivery man for a fast-food store. White staff and the white hot this is a crisis.

White petrol pump strikers strike as delivery man for a fast-food store. White staff and the white hot this is a crisis.

VOORTREKKER SPIRIT RETURNS AS A DORP FIGHTS TO BREAK

BLACK LABOUR STRANGLEHOLD

Picture: MANGOT WILLIAMS

Trek If the 'trekkers could tame this land, we can certainly tame Warmbaths'.

Since the bulk of his black workforce walked off the job early last week, Mr Bothma, his wife and daughter, Thelma, have kept the garage going — with more than a little help from out-of-work whites and a handful of volunteers from the local Warmbath Hoërskool.

The top rate is around R100 a week — the same rate paid to blacks — and that's survival money for a new generation of 'poor whites' in the district who have lost their jobs in the deepening recession.

Intimidation

At the Warmbaths Record, a senior citizens' home run by the NG Church, white nurses are changing the beds and doing the weekly wash — by hand.

White petrol pump strikers strike as delivery man for a fast-food store. White staff and the white hot this is a crisis.

Road-block

It was all 'sakkie sakkie' and safari suits as the locals crowded into the sultry dance hall — and sprawling couples clinked to the music of a country and western band being out 'Detroit City'.

Many had come straight from a well-attended security briefing — complete with slides and graphics to illustrate the strategy of communist subversion.

Then came the news of an imminent road-block set up by black rioters using sewerage construction pipes.

While motorists were reportedly under a hail of stones and the shadow of violence passed over an evening of merriment.

According to business sources, a so-called 'Committee of Ten' in Bela Bela claims to be at the helm of events, distributing circulars calling for the redressing of grievances.

Demands include rent reduction, scrapping of corporal punishment at schools and the resignation of Bela Bela's black councillors.

The battle is on for the political soul of Bela Bela. But, said a white businessman at the nightclub bar, 'This is a no-win situation. We need them and they need us. Maybe this boycott can knock some sense into heads on both sides.'



Matron Irma van Zyl gets down to washing by hand

world apart.

What started as a work stayaway in Bela Bela township flared into violence late this week as white motorists caught the ugly backlash of stone-throwing mobs.

Across the invisible divide, both sides were digging in.

On the one side were defiant whites, determined to break the stranglehold of the labour boycott.

On the other were black strike organisers, allegedly helped by radical students from Soweto and Pretoria, publishing their own set of "demands" for labour peace as the stayaway began to bite.

Frontier

Voortrekker descendant Loodt Bothma mans a personal frontier post at a service station at the gateway to the town.

"Ons is oop, boycott en al!" ("We're open, boycott and all!") a handwritten sign greets incoming motorists, while Bothma keeps a loaded shotgun and pistol within reach.

"This has been a shot in the arm for Warmbaths," says Mr Bothma, thoughtfully fingering the trigger of his shotgun.

"It's proved that the Voortrekker spirit is still very much alive in this town.

"My grandfather carried a dismantled wagon over a mountain during the Great

Trek if the 'trekkers could tame this land, we can certainly tame Warmbaths!"

Since the bulk of his black workforce walked off the job early last week, Mr Bothma, his wife and daughter, Toekie, have kept the garage going — with more than a little help from out-of-work whites and a handful of volunteers from the local Warmbad Hoërskool.

The top rate is around R100 a week — the same rate paid to blacks — and that's survival money for a new generation of "poor whites" in the district who have lost their jobs in the deepening recession.

Many of them have eagerly jumped in to fill the sudden labour gap.

Now, says local Afrikaanse Sakekamer chairman Nic Strydom, about 25 to 30 percent of black workers may not get their jobs back when the strike is over.

"There is a strong feeling in town that we shouldn't take them back — and, in many instances, we won't need to," says Mr Strydom.

The sentiment is echoed across the work spectrum, and the Sakekamer says it has reports of productivity being doubled at some firms.

Garage owner Loodt Bothma has been tabulating a set of figures to prove that productivity is up.

"In one day, I filled 193 cars myself and brought in R3 126... there is no way we can allow unruly mobs to disrupt our livelihood."

Two of Mr Bothma's black labourers ignored threats to stay at their jobs. But the rest won't be coming back if Mr Bothma sticks to his guns.

He fired the workers with effect from Wednesday after they ignored an ultimatum to return.

Bizarre

There is a bizarre reversal of roles in this conservative town on the border of Treurnicht country.

At several garages, black motorists are seen queueing up for petrol and a wind-screen wash — and they are speedily served by white pump attendants.

Despite the brave show of defiance, others are feeling the pinch.

The local Wimpy bar — ironically a multiracial venue in a town where most restaurants are closed to blacks — was closing its doors by late afternoon, weariness etched on the faces of the white staff who have been washing the dishes and basting hamburgers.

"We've been on our feet since Saturday," sighs manager Neels Jansen.

"Productivity is up all right, but turnover is suffering.

"We are coping, but we

can't keep this up indefinitely."

It's the same story at a popular tourist hotel in the centre of Warmbaths.

Potential guests are being turned away because of the shortage of black labour.

But essential services are being kept on schedule — manned by whites.

"Have you ever seen our town looking cleaner?" quips Mr Strydom.

Within a day of the boycott starting, emergency plans swung into operation with military precision.

Security forces, consisting of the police, the security police and the local town commando and civil defence unit, have kept the wheels of the town rolling.

White volunteers are everywhere — and they are determined to see through the "siege of Warmbaths".

Intimidation

At the Warmbaths Ru-soord, a senior citizens' home run by the NG Church, white nurses are changing the bedpans and doing the weekly wash — by hand.

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work play

Two-day stayaway cripples Warmbaths

4/3/86

Pretoria Bureau

Warmbaths has been hit by a two-day black stayaway which is crippling white businesses

Defiant whites are running the town themselves, employing schoolchildren to do black jobs. Black youths in the Belabela townships have threatened to extend the stayaway if arrested residents are not released today.

The youths said more than 70 residents were arrested during a house-to-house search at the weekend by police and soldiers. But police said only 25 people were arrested.

The mass strike follows a weekend of violence in the nearby township, during which the homes of mayor, Mr David Mabusela, and two policemen were petrol-bombed.

The youths said it was not their intention to damage or destroy properties in this small township outside Warmbaths.

They blamed the authorities for having failed to attend to the residents' grievances. The dissatisfaction about the high monthly rentals topped the list of grievances and corporal punishment at all three local schools was also regarded as a major cause of the unrest in the area.

The residents said the situation exploded last Monday when children at the Khabele HP School launched a peaceful demonstration against corporal punishment.

The children alleged that some of them had to be treated at the local hospital while others consulted private doctors after they were thrashed by teachers.

The trouble spread to the other two schools in the township and pupils started attacking delivery vans and set alight a bakery van.

The pupils then launched a week-long class boycott and requested their parents to meet the local superintendent to discuss their problems.

They claimed most of the residents supported them and more had promised to join the stayaway today. Residents said they were earning very little but were made to pay monthly rentals of between R45 and R49 although services in the township were very poor.

They called for the resignation of the township mayor, Mr David Mabusela, who is also a teacher at the Khabele HP School.

See Page 5.

4/3/86 BUS DAY 152

Plascon gets order against strikers

PLASCON EVANS (Tvl) of Alberton obtained an urgent restraining interdict in the Rand Supreme Court yesterday with the object of preventing strikers from setting fire to its R25m paint factory

They were also ordered by Mr Justice L L Esselen to leave the premises if not working and ordered not to intimidate or threaten fellow workers into joining the strike.

Informers allegedly told production director John Foyn the strikers — estimated to number about 120 — would burn down the factory last night if the police became involved in the strike

"It is Plascon Evans' and my view that in the present circumstances the police are inevitably going to have to intervene shortly because of the danger to life and

LINDA ENSOR and
CLAIRE PICKARD-CAMBRIDGE

the imminent threat of damage to property," Foyn said in court papers

Explosive chemicals were stored at the plant and Foyn believed the mood of the strikers warranted the belief that they might set the factory alight

Workers at the plant went on a sympathy strike yesterday morning

Foyn said workers had been intimidated and people and vehicles entering and leaving the plant attacked and stoned

Sacwu yesterday said hundreds of workers at six factories downed tools in sympathy with more than 400 workers at Plascon in Leipaardsvlei, Krugersdorp, and Polycell, in Alberton, who were fired

last week after striking over the dismissal of two colleagues

The union said the six affected factories were Plascon Evans in Alberton, Doornfontein and Cape Town, Inmont SA in Johannesburg and Cape Town and National Importers and Packers in Wadville, Germiston.

Personnel Director of the Plascon Group Gil Perez said most Plascon workers in Doornfontein were already back at work yesterday.

He confirmed sympathy strikes at Plascon in Alberton, Inmont SA factories in Cape Town and Johannesburg and at National Importers and Packers

He said workers at Luipaardsvlei and Polycell, Alberton, had been dismissed last week after illegal strike action

637 5332

152
Court rules that strikers can't burn down plant

An urgent application to prevent striking workers at the Alberton Terranova paint manufacturing plant owned by Plascon Evans (Transvaal) from burning down the premises, was yesterday granted in the Rand Supreme Court.

The strikers are demanding the reinstatement of workers dismissed after disciplinary action, and after subsequent solidarity strikes at plants in Krugersdorp and Alrode.

Plascon Evans submitted the application late yesterday, fearing strikers would set fire to the premises, where highly inflammable chemicals are stored.

QUOTED

The replacement value of the plant — considered to be the most modern in the Southern Hemisphere and South Africa's largest — was quoted as more than R25 million.

The court ruling also ordered that workers leave the premises unless they are there to return to work as normal.

PREVENT

● Nobody may prevent employees from going to work.

● Nobody may intimidate or unlawfully threaten the safety or property of any employees.

● Nobody may create disturbances or interfere with the conduct of Plascon Evans business at the Alberton premises.

Plascon Evans production director Mr John Foyne said in an affidavit the illegal strike started at 7.20 am yesterday. It was in sympathy with workers who were dismissed from Plascon Evans' plants in Krugersdorp and Alrode after disciplinary action.

He said: "Vehicles were being stoned and people were being attacked as well as physically prevented from leaving and entering the premises."

The workers had cited police involvement in the affair as the immediate reason to set the premises alight.

Defiant whites keep the spa town's businesses running

Warmbaths in Jaager

By McKeet Kollolo and Sue Laeman

The usually placid spa town of Warmbaths has experienced an almost total black stayaway which has crippled a hotel and forced many businessmen to employ white schoolchildren.

The stayaway follows a week-end of violence in nearby Bela Bela township in which the homes of mayor Mr David Mabusela and two policemen were petrol-bombed.

The trouble is believed to have started over dissatisfaction with rents and corporal punishment at Khabele Primary School, where Mr Mabusela is a teacher.

Bela Bela residents say more than 70 people were arrested during house-to-house searches by the police and Defence Force after the petrol bombings, a figure contradicted by the head of the SAP's Media Liaison Directorate, Colonel Jaap Venter. He said only 25 people were arrested.

On Saturday morning, police arrested eight people when a delivery van was attacked by a

crowd and police were later forced to use shotguns on a mob when their van was stoned.

Five buildings — Mr Mabusela's house, the homes of Constable Godfrey Letsolo and CID man Ishmal Putuka, a shop belonging to community councillor Mr Simon Mmabane, and a beer hall — were also damaged on Saturday.

On Sunday two private houses were set alight and police used rubber bullets, tearsmoke and shotguns, injuring two people. Another 17 people were arrested.

SENIOR STAFF

The mood among white shopkeepers and businessmen yesterday was angry and defiant. Many said they would continue trading despite the unrest and the stayaway.

At the whites-only Overvaal mineral baths resort, almost all of the more than 300 black staff were absent yesterday.

A spokesman said the facility was employing coloureds and whites from outside to help — but senior staff had also become involved.

"From the chief director down, we have all been preparing meals, scrubbing floors and washing the dishes."

The manager of one of the town's hotels, who wished to remain anonymous, said her staff had been reduced to just six whites who were doing everything from scrubbing floors to making beds.

"None of us has had any sleep for three days and we are now employing white schoolchildren to help."

Guests were being contacted and told to stay away and the hotel was only 10 percent full after being full at the weekend.

At the local Checkers, all 35 black staff were absent yesterday and Saturday Assistant manager Mrs Bobby van Rensburg said she and eight others were running the shop.

The manager of the Albany Bakery, Mr Pieter Swanepoel, has been forced to do his own baking and deliveries since 76 workers failed to arrive for work and only four of his 18 delivery trucks — one was burned during unrest — had been able to do their rounds.

The trouble, he said, would cost the bakery thousands of rands in turnover.

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Schoolboy Phillip Slegm does duty at the petrol pump standing in for a black man who is part of the stayaway which is crippling Warmbaths.

It's 'do or die' as children cash in on workers' absence

Whites pumped their own petrol and manned their own kitchens in Warmbaths yesterday.

The central business district of the small conservative platteland town was almost totally devoid of black people and their absence threatened to cause many businesses to grind to a halt.

But a type of "do-or-die" mentality prevailed among white residents, who proclaimed they could run the town without the help of blacks.

Mr Loockt Bothma, owner of a local garage and fast-food outlet, probably summed up the attitude of the town's Afrikaner community when he said "My forefathers pulled ox-wagons over the mountains and their blood is in my veins — so there would be something

wrong if I could not survive now."

And an English-speaking visitor in town to "test the water" appeared to be equally unperturbed by the stayaway, hardly lifting an eye when she was told at an understaffed hotel that only spaghetti bolognese for supper but you won't starve.

While school children cashed in yesterday, with many joining the chance to earn some extra pocket money by filling in for black workers.

Mr Bothma had white youngsters of 15 and 16 manning his counter and he spoke proudly of the "great job they are doing".

Other businessmen took the same route and white school children found their services needed in several other places.



A policeman stands outside his wrecked home in the Bela Bela Township. It was damaged when youths went on the rampage.

Defiant whites keep the spa town's businesses running

Warmbaths in laager

By McKeed Kotloko and Sue Leeman

The usually placid spa town of Warmbaths has experienced an almost total black stayaway which has crippled a hotel and forced many businessmen to employ white schoolchildren

The stayaway follows a week-end of violence in nearby Bela Bela township in which the homes of mayor Mr David Mabusele and two policemen were petrol-bombed.

The trouble is believed to have started over dissatisfaction with rents and corporal punishment at Khabele Primary School, where Mr Mabusele is a teacher.

Bela Bela residents say more than 70 people were arrested during house-to-house searches by the police and Defence Force after the petrol bombings, a figure contradicted by the head of the SAP's Media Liaison Directorate, Colonel Jaap Venter. He said only 25 people were arrested.

On Saturday morning, police arrested eight people when a delivery van was attacked by a



A policeman stands outside his wrecked home in the Bela Bela township. It was damaged when youths went on the rampage.

crowd and police were later forced to use shotguns on a mob when their van was stoned.

Five buildings — Mr Mabusele's house, the homes of Constable Godfrey Letsosolo and CID man Ishmail Putuka, a shop belonging to community councillor, Mr Simon Mmabane, and a beer hall — were also damaged on Saturday.

On Sunday two private houses were set alight and police used rubber bullets, tearsmoke and shotguns, injuring two people. Another 17 people were arrested.

SENIOR STAFF

The mood among white shopkeepers and businessmen yesterday was angry and defiant. Many said they would continue trading despite the unrest and the stayaway.

At the whites only Overval mineral baths resort, almost all of the more than 200 black staff were absent yesterday.

A spokesman said the facility was employing coloureds and whites from outside to help — but senior staff had also become involved.

"From the chief director down, we have all been preparing meals, scrubbing floors and washing the dishes."

The manageress of one of the town's hotels, who wished to remain anonymous, said her staff had been reduced to just six whites who were doing every thing from scrubbing floors to making beds.

"None of us has had any sleep for three days and we are now employing white schoolchildren to help."

Guests were being contacted and told to stay away and the hotel was only 10 percent full after being full at the weekend.

It's 'do or die' as children cash in on workers' absence

Whites pumped their own petrol and manned their own kitchens in Warmbaths yesterday.

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But a type of "do-or-die" mentality prevailed among white residents, who proclaimed they could run the town without the help of blacks.

Mr Loodt Bothma, owner of a local garage and fast-food outlet, probably summed up the attitude of the town's Afrikaner community when he said, "My forefathers pulled ox-wagons over the mountains and their blood is in my veins — so there would be something

The manager of the Albany Bakery, Mr Pieter Swaneppel, has been forced to do his own baking and deliveries since 76 workers failed to arrive for work and only four of his 13 delivery trucks — one was burned during unrest — had been able to do their rounds.

The trouble, he said, would cost the bakery thousands of rands in turnover.

At the local Checkers, all 35 black staff were absent yesterday and Saturday. Assistant manager Mrs Bobby van Rensburg said she and eight others were running the shop.



Schoolboy Phillip Steyn does duty at the petrol pumps — standing in for a black man who is part of the stayaway which is crippling Warmbaths.

wrong if I could not survive now"

And an English-speaking visitor in town to "test the waters" appeared to be equally unperturbed by the stayaway, hardly blinking an eye when she was told at an understaffed hotel that "I may only be spaghetti bolognese for supper, but you won't starve."

White school children cashed in yesterday, with many jumping at the chance to earn some extra pocket money by filling in for missing black workers.

Mr Bothma had white youngsters of 15 and 16 manning his pumps and he spoke proudly of the "great job they are doing". Other businessmen took the same route and white school children found their services needed in several other places.

Witbank unrest causes alarm

STAR

4/3/86

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Whites on mines threaten to arm

By Sheryl Raine

White mineworkers at Witbank collieries are threatening to arm themselves for protection after weeks of black unrest and labour troubles.

The general secretary of the white Mineworkers' Union, Mr Arrie Paulus, said the situation round Witbank was extremely tense. Impatient white miners have accused certain mine managements of taking a "soft attitude" towards black labour and discipline.

In the past three weeks events near Witbank have included

- A strike by 1 500 members of the National Union of Mineworkers (NUM) at Anglo American's Goedehoop Colliery over the dismissal of four shop stewards
- A week-long stayaway by black workers in protest at the arrest of more than 800 colleagues who were attending a rally for unemployed people
- An on-going strike by almost the entire black workforce at Rand Mines's Wolwekrans Colliery near Witbank

According to the deputy head of the Rand Mines coal division, Mr Allen Cook, this is the third illegal strike at Wolwekrans this year and follows weeks of what he called "near labour anarchy".

The NUM has demanded that a white hostel manager at Wolwekrans be suspended for carrying a gun.

Mr Cook said the manager was authorised to carry a revolver because he handled money. A disciplinary inquiry attended by representatives of the NUM cleared the manager of any irregularities.

Feelings over the issue of firearms are nevertheless running high on both sides of the colour bar in Witbank.

Mr Paulus revealed that white mine unions had held talks with Anglo American and Rand Mines in the past two weeks to discuss fears for their members' safety.

"Miners are threatening to arm themselves," he said. "Often one white miner works with between 30 and 40 black workers. White miners must protect themselves and I can't say I blame them for wanting to carry firearms."

Ultimatum

"If there is intimidation of white miners, we will do one of two things. We will carry firearms or demand to be given protection by management."

"An ultimatum was issued to Rand Mines management last week stating that if the hostel manager was dismissed we would strike."

Mr Paulus said white miners were "sick and tired" of strikes by black workers where management took a "soft line".

Mr Cook defended his company's labour policy. Rand Mines was not in favour of mass dismissals, but would discipline intimidators and lay charges against individuals where necessary. It had been "extremely patient" with strikers in the past four days but there could come a time when a new workforce might have to be hired.

Mr Cook said Rand Mines was concerned about the tension in the Witbank area.

"We don't want to fan the flames of a black-white confrontation. I sincerely hope it doesn't happen. By and large, most of our employees are peaceful chaps."

1986, certain parent bodies do not enjoy official recognition; if so, (a) which bodies do enjoy such recognition and (b) what criteria are used in granting recognition;

- (2) whether any applications by parent bodies for recognition have been refused by his Department or any provincial education departments; if so, (a) which parent bodies are involved and (b)(i) when and (ii) for what reasons were their applications refused,
- (3) whether he has granted interviews to any parent bodies not enjoying official recognition, if so, (a) to which bodies and (b) when,
- (4) whether he will make a statement on the matter?

†THE MINISTER OF EDUCATION AND CULTURE:

(1) Yes, the ordinance of the Transvaal Education Department already makes provision for the recognition of parent bodies and official recognition has been given to the Transvaalse Afrikaanse Ouervereniging. The request for recognition recently received from the Transvaal English Parents' Association is under consideration. The Department of Education and Culture has not yet given official recognition to parents' associations and has accordingly not yet formulated criteria. If necessary the co-ordination of criteria for the provinces will be considered at a later stage;

(2) no, all the provincial education departments are already considering the recognition of parents' associations and consultation is under way with a view to final resolutions when the legislative basis for such recognition has been established;

(3) yes,

(a) the English Speaking Parents' Association and OFS Afrikaanse Ouervereniging,

(b) on 17 February 1986 and 6 August 1985 respectively; and

(4) no, the matter will be further dealt with if Act 39 of 1967 is amended appropriately

Mr R M BURROWS: Mr Speaker, arising from the hon the Minister's reply, the hon the Minister will be aware of the fact that there are contradictory provisions being applied by the various directors of education in the different provinces as far as the recognition or non-recognition of parents' associations is concerned. I should like to ask the hon the Minister whether he does not consider now to be the time when he should set up express guidelines for the provinces for the recognition of parents' associations

†The MINISTER: Mr Speaker, the hon member is aware of the fact that until 1 April the recognition of parents' associations depends on the discretion of the different education departments. It is possible that the different education departments have set different standards for the recognition of such parents' associations, and I am aware of this. However, after 1 April the situation will change. I agree with the hon member that it is absolutely essential that we investigate the question of the recognition of parents' associations because according to the Government's White Paper and also pursuant to the De Lange Report it is important that we do give the necessary recognition to parents' associations so that they can achieve the necessary participation. As I also indicated in the reply to the hon member's question, we will give attention to this at a more convenient time.

Mr R M BURROWS: Mr Speaker, arising further from the hon the Minister's reply, I should like to point out that both Act 39 of 1967 and the Government's White Paper on education give express recognition to a parental function in advising on changes in the educational structure in South Africa. The hon the Minister will be aware of the fact that all four provinces are at the moment concerned with changes in the structure of

education, particularly pertaining to the education council. How is it then possible that a parents' body can advise if it has not been recognised? The hon the Minister seems to be suggesting that parents' associations will only be recognised after 1 April.

†The MINISTER: Mr Speaker, the members of the parents' associations have the opportunity to put their case, either at the education departments concerned or to me. They could have had an interview with me, as my reply very clearly indicated. Some parents' associations which up to now have not had recognition have applied for an interview with me, which I have granted. We have listened to these people

For written reply

General Affairs

Small Business Development Corporation
 Dr W J SNYMAN asked the Minister of Trade and Industry: †

(1) Whether his Department (a) has received any representations on and/or (b) has been informed of irregularities which have allegedly occurred in the vicinity of Amanzimtoti in connection with the claim for removal costs of the Small Business Development Corporation, if so, what is the nature of the alleged irregularities,

(2) whether his Department intends taking any steps in this connection; if not, why not; if so, what steps?

THE MINISTER OF TRADE AND INDUSTRY

(1) (a) and (b) No. The Small Business Development Corporation has not effected any removals in the vicinity of Amanzimtoti and is also not aware of any irregularities regarding alleged removals or claims

(2) Falls away

What was the cost of operating the National Liquor Board in the latest specified year for which figures are available?

Mr D J N MALCOMES asked the Minister of Trade and Industry:

The MINISTER OF TRADE AND INDUSTRY:
 R756 700 during the 1984/85 financial year

Labour Relations Act
 Mr D J N MALCOMES asked the Minister of Manpower

(1) How many (a) strikes as defined in section 65 of the Labour Relations Act, No 28 of 1956, and (b) discounts of work reportable in terms of section 65A of the said Act took place in 1985,

(2) how many (a) prosecutions were instituted and (b) convictions were obtained in that year in respect of contraventions in terms of section 65 of the above-mentioned Act,

(3) how many (a)(i) recognition and (ii) other agreements have been filed with his Department in terms of section 31A of this Act since 1 September 1984 and (b) *status quo* orders in terms of section 43 of the Act were (i) granted and (ii) refused by the Industrial Court in 1984 and 1985, respectively?

THE MINISTER OF MANPOWER:

(1) (a) 346
 (b) 390 [including the figure specified under (a)].

(2) (a) and (b) The Labour Relations Act, 1956, does not require that the Department of Manpower must be informed of prosecutions in terms of section 65

thereof and the Department is accordingly not in possession of statistics in this regard

- (3) (a) (i) 135.
- (ii) 610

- (b) (i) 1984 41
- 1985 75

- (ii) 1984 22
- 1985 54

Ermelo: new railway station

217. Mr W V RAW asked the Minister of Transport Affairs

- (1) Whether a new railway station has been built at Ermelo, if so, (a) when and (b) at what cost,

- (2) whether this station has been put into use, if so, when, if not, why not?

The MINISTER OF TRANSPORT AFFAIRS.

- (1) Yes

- (a) Officially opened on 23 April 1979

- (b) R820 000

- (2) Yes Since April 1979 the station is being operated as a passenger stop and the station buildings are being utilised for other departmental purposes

Medicines Control Council

219 Mr W V RAW asked the Minister of National Health and Population Development:

- (a) How many applications were pending before the Medicines Control Council at the end of 1985 and (b) how many of these applications were lodged in each year prior to 1985 in respect of (i) medicines already on sale in other countries

and (ii) new medicines not yet in common use?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT.

- (a) 995

- (b) (i) and (ii) Information not readily available

Gold Reserves
HANSARD & CO 320
231 Mr L F STOFBERG asked the Minister of Finance:

- (1) What were the gold reserves of the South African Reserve Bank at the end of 1983, 1984 and 1985, respectively,

- (2) whether any of these gold reserves are kept abroad, if so, (a) why and (b) what percentage in respect of each of these years,

- (3) whether any gold had been pledged at the end of these years; if so, what was the value thereof in respect of each such year,

- (4) whether any gold had been sold in advance at the end of these years, if so, to what agencies in respect of each such year?

The MINISTER OF FINANCE

Value Fine ounce
(R million) (million)

- (1) December 1983 3 250 7,790

- December 1984 4 047 7,365

- December 1985 3 632 4,841

- (2) Yes

- (a) To have gold available abroad for prompt delivery in the implementation of the Reserve Banks's gold marketing strategy

- (b) December 1983—26 per cent
- December 1984—21 per cent
- December 1985—4 per cent

- (3) No gold was pledged The Reserve Bank only engages in direct sales and swap transactions

- (4) No gold was sold forward

Timetables/advertisements

235. Mr W V RAW asked the Minister of Transport Affairs

- (1) Whether South African Airways flights are published in (a) South African Development Co-ordinating Conference and (b)(i) Zambian and (ii) Zimbabwean Airways timetables or any other specified publications;

- (2) whether the South African Airways advertises (a) in the (i) Zambian and (ii) Zimbabwean press and (b) on the (i) radio and (ii) television services of these countries, if so, what amount was spent on such advertisements in each country in respect of each of these categories in each of the latest specified two years for which figures are available;

- (3) whether the offices of the South African Transport Services Travel Bureau in (a) Harare and (b) Bulawayo were closed on instructions of the Zimbabwean Government; if so, (i) when and (ii) what reasons were furnished;

- (4) whether a levy is charged on South African Airways tickets to other countries sold in Zimbabwe; if so, what are the relevant particulars in this regard?

The MINISTER OF TRANSPORT AFFAIRS.

- (1) (a) No.

- (b) (i) and (ii) Yes.

- (2) (a) (i) No

- (ii) Yes.

- (b) (i) No.

(ii) Zambia—No
Zimbabwe—Yes

1984/85 1985/86

Press and
magazines R57 696 R76 026
Television R20 698 R49 170

- (3) (a) and (b) No

- (i) and (ii) Fall away

- (4) No

Yacant posts 322
HANSARD & CO
250 Mr A B WIDDMAN asked the Minister of Communications:

How many posts on the authorised establishment of his Department were vacant as at 31 December 1985?

The MINISTER OF COMMUNICATIONS.

2 055—based on the authorised establishment of the Department.

Postmen: salaries

252 Mr A B WIDDMAN asked the Minister of Communications:

- (1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen were employed by the Post Office in the latest specified year for which figures are available;

- (2) whether the salary programme has yet reached the stage where the rate of pay is the same for postmen of all population groups; if not, (a) why not and (b) when is it anticipated that parity will be reached; if so, what are the respective rates?

The MINISTER OF COMMUNICATIONS:

- (1) (a) 2 103;

- (b) 1 145;

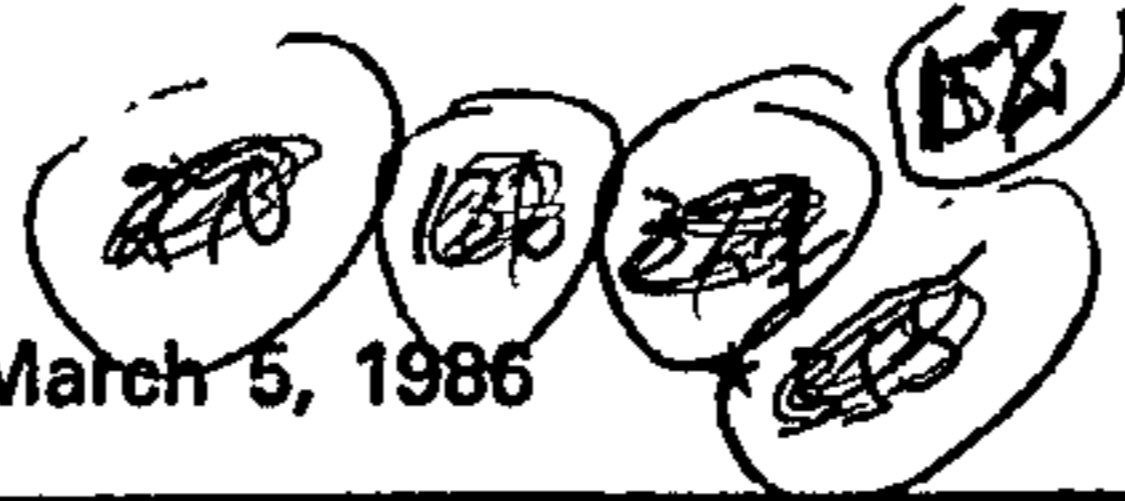
Epping workers on strike

4/3/66
152

MORE THAN 200 workers at two Epping paint and ink factories have downed tools in support of more than 400 Plascon workers in the Transvaal who were fired last week after striking over the dismissal of two colleagues

About 150 workers at Plascon in Epping downed tools on Thursday in support of colleagues in Johannesburg and yesterday 63 workers at the Inmont printing factory in Epping joined in

The SA Chemical Workers' Union (Sacwu) said the industrial actions were in sympathy with more than 400 workers at Plascon in Luipaardsvlei, Krugersdorp, and Polycell in Alberton, who were fired last week



Parliament and Politics

Flower pot 'bugged'

HOUSE OF ASSEMBLY. — Members of the Transport Services' Artisan Staff Association (ASA) were being "hounded" by security police when they met freely to discuss their labour problems, Mr Reuben Sive (PFP Bezuidenhout) said yesterday

Speaking in the Transport Budget's committee stage debate, he said although it was "perfectly true" the ASA was considering a strike, which would be illegal, "no strike has been called so there is no illegality".

"Yet the security police are now bugging meetings of branches of trade unions," he said, adding that he had received a copy of a sworn

affidavit to this effect from a SATS trade union member.

Quoting from the affidavit, about a meeting in the Transvaal on February 27, Mr Sive said the union member had discovered a bugging device in a flower pot on the table alongside him

"I say to the trade unions that it is true Big Brother is watching you," Mr Sive said

He said white voters should take note the security police were "not only organized to watch out for black dissidents, but white legitimate dissidents, who do not toe the line, are also being watched".

● The Minister of Transport Affairs, Mr Hendrik Schoeman, had

"written off" the railway worker, Mr S P Barnard (CP Langlaagte) said during the debate

He said CP Transport Services workers were being "threatened" by officials because of their membership of the party

He had been sent letters by numerous CP supporters who had been harassed because of their affiliation, he said

Mr Barnard asked whether it was fair to build a R21-million hostel for black railway workers in Geduld, at R16 000 a unit, while white workers in his constituency had to make do with an old steel cupboard and a bed — Sapa

Peace is unlikely to return — workers

STAR 5/3/85

Feelings still high at Witbank mine

By Mike Siluma

Feelings of resentment and anger continued to run high among black miners at Rand Mines' Wolwekrans colliery yesterday, despite their return to work after a three-day strike.

The mine was hit by two strikes, involving about 900 mineworkers last week. The strikers' grievances centred on a hostel manager who carried a gun.

In the wake of on-going unrest on the mine and nearby townships, white miners in the area have threatened to arm themselves "for protection".

Black miners said it was unlikely peace would return to the mine until their grievances were resolved.

They said they could not understand why the hostel manager and the white miners wanted to carry guns because they had never been attacked, despite the tension on the mines.

A miner said: "Until the hostel manager is removed to a place where he will not deal with black workers, and the white miners begin to treat us like human beings, the situation here will never return to normal."

The miners said the issue of the hostel manager was one of a list of deep-seated grievances. They also accused management of being biased towards white workers at the expense of their black colleagues.

Bad attitude

A miner said "The general attitude of white miners, including the hostel manager, towards us is bad."

And recently, management had refused shaft stewards permission to be present at a hearing of a white miner accused of calling a black worker a "kafir".

The miners said small infringements by blacks were recorded instead of being discus-

sed. While on the other hand, complaints by black workers were not listened to by the hostel manager.

Instead of listening to the complaints, the manager boasted that his pen was "the best sjambok", which he could use to sign them off from work. Miners accused the manager of dismissing many black workers for minor mistakes.

They said several people were fired after the recent seven-day township stayaway in Witbank, even though they explained it was due to the stayaway that they could not report for duty.

As for the burning of a van on the mine last Friday, the miners said the owner, a local farmer, had shot a black miner called Ali, who had visited the shacks on his property.

Angry workers had then set the van alight when it delivered milk at a shop patronised by the miners. The injured miner is still in hospital.

● See Page 17.

'We will arm' say white mineworkers

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"When they go on strike, you see many of them armed with pieces of iron, sticks and all kinds of crude weapons. And then there are the sjambok gangs, marching around and threatening to teach the whites a lesson."

"Isn't that reason enough for allowing us to carry firearms for self-protection?" asked white workers at the Wolvekrans Colliery near Witbank.

Their concern was not the black miners they work with every day. On this level relations were good, the white workers said.

Their big fear was the potential consequences of a strike situation, they said.

'TROUBLE'

Mr G W Fouche, a worker at the open-cast mine at Wolvekrans, explained: "When we went to work on Friday morning it was clear that there was going to be trouble again."

"I was working in the open-cast mine with about 15 workers, when I heard noise and shouting."

"A truck loaded with blacks who went on strike entered the area to picket the group working with me."

"They were armed with pieces of iron, sticks and other crude weapons, shouting abuse. I was the only white in the area and decided to make a very hasty retreat."

"I jumped into my vehicle and drove towards the exit of the mine. But the truck stopped and the workers got off and obstructed the road."

"There was no way to get through without confronting them. I turned around and for-

After weeks of unrest and labour trouble, white mineworkers at Witbank collieries this week threatened to arm themselves for protection. Mr Arrie Paulus, general secretary of the white Mineworkers' Union, described the situation as extremely tense. Yesterday reporters from *The Star* visited Wolvekrans Colliery, one of the latest trouble spots.

tunately found another road to leave the area.

"And then people ask why we feel threatened?"

It was for situations such as this that he wanted to carry a firearm to work, and not because of bad feelings between him and the miners he worked with, said Mr Fouche.

Mr D S Jacobs agreed.

"If you don't feel afraid in a strike situation, you must be stupid."

"I have a very good understanding with the blacks I work with. But once you have to do with a large, agitated group, it is a different cup of tea. They behave differently, their emotions are easily swept away," Mr Jacobs said.

He then told the story of the alleged sjambok gang.

"That's what they call themselves, in any case."

"With the strike on Friday, they marched around on the mine, shouting that they were going to teach the whites a lesson."

"Should we just laugh it off as idle threats?"

Most of the white workers were convinced that intimidation played a big role in the strikes and unrest.

They said the majority of the workers did not want "trouble."

"But they get beaten up if they don't co-operate. I know of specific workers with whom this happened," said Mr Jacobs.

Intimidation was not limited to the mine, said residents living in the nearby mining village.

"We have to do all our garden work ourselves these days," said Mrs S Cox.

"About a month ago our gardener was ordered to stop working for us. And we never saw him again."

"This happened to all the houses around us," she added.

'INVADED'

The white workers now also fear for the safety of their wives. There had been threats that the village would be "invaded", they alleged.

"About two weeks ago, the mine management promised to erect a security fence and flood lights around the village but nothing has happened so far," said Mr Fouche.

The mine's own security personnel were not sufficient protection for either the women in the village or for the miners, he claimed.

"They will be the first to run away if there's real trouble," Mr Fouche said.

5/3/86 SOWETAN

News in brief

1 600 down tools

MORE than 1 600 workers at Haggie Rand in Cleveland yesterday downed tools demanding wage increases and improved working conditions.

The workers, members of the Cosatu-affiliate Metal and Allied Workers' Union (Mawu) and the Cusa-affiliate Steel Engineering and Allied Workers' Union (Seawu), struck following a deadlock in negotiations.

A company spokesman confirmed the strike and said that they were negotiating with the unions.

- About 120 members of the Cosatu-affiliate Sweet Food and Allied Workers' Union (Sfawu) employed at Premier Bakery, a subsidiary of the Premier Group, in Cleveland, yesterday downed tools after making wage demands.

A company spokesman had confirmed the strike.

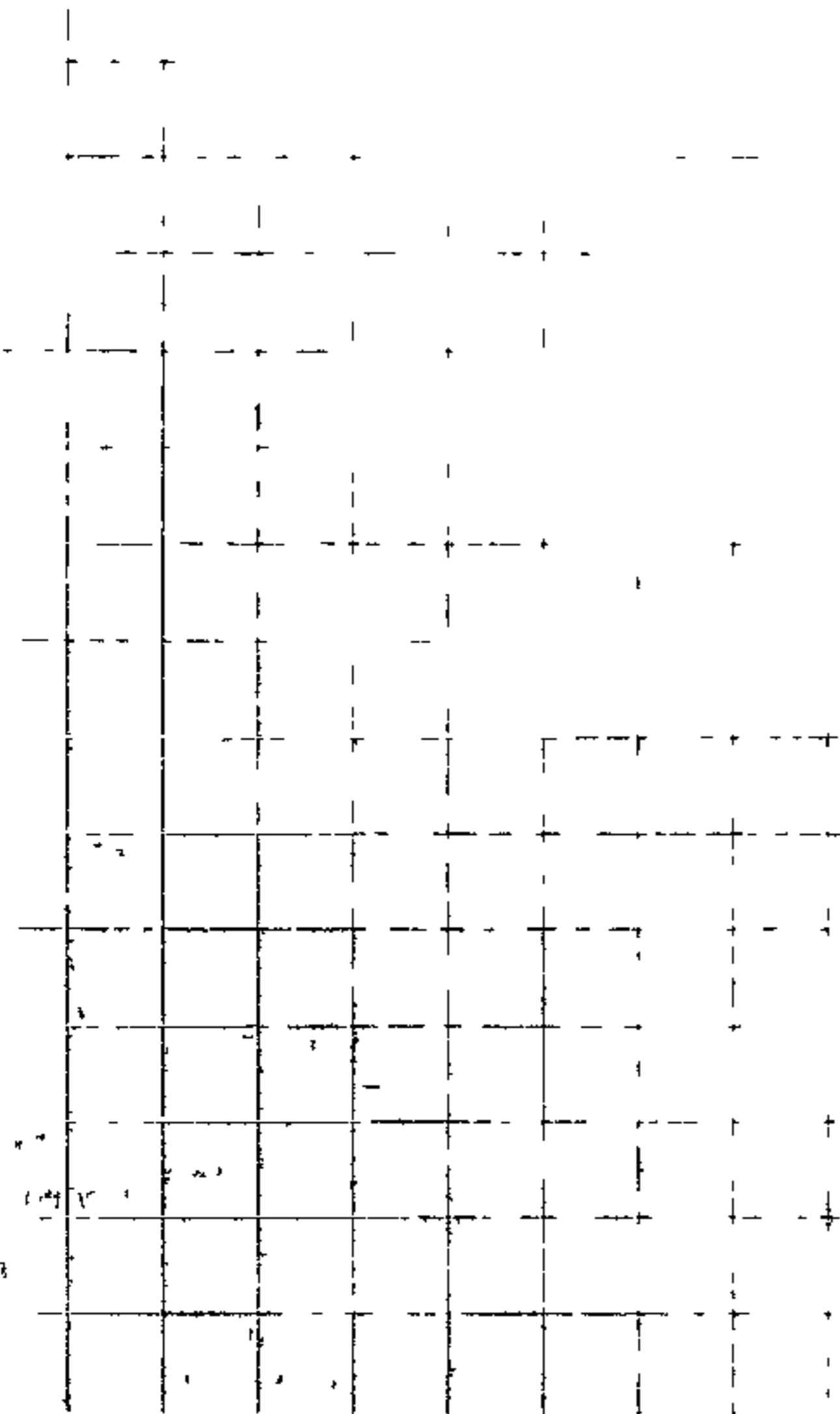
- More than 80 members of the South African Chemical Workers' Union (Sacwu) yesterday demonstrated and picketed the head office of Plascon Paint in Johannesburg in protest against the dismissal of fellow workers.

- Striking workers at Rand Mines-owned Wolwekrans colliery near Witbank went back to work yesterday after the third illegal strike this year, management said.

Mr Allen Cook, deputy head of Rand Mines' coal division, said: "This was the third illegal strike this year at Wolwekrans and on each occasion there has been violence and intimidation to persuade unwilling workers to join the strike."

- The strike at Asea Cable in Pretoria West is continuing.

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Talks held in Warmbaths

Pretoria Bureau

A 10-man delegation appointed by residents of Bela Bela township, near Warmbaths, last night met officials of the Northern Transvaal Development Board, police officers and members of the local community council to discuss the causes of the recent unrest and a stayaway from work.

The delegation was appointed at a public meeting attended by about 3 000 residents yesterday morning.

The delegation, which consisted of five youths and five parents under the leadership of a former mayor of the trouble-hit township, the Rev M Mabusela, presented the officials with a nine-point list of grievances.

The immediate withdrawal of the security forces from the township was called for at the meeting.

The stayaway from work in Warmbaths, which was supposed to have ended on Tuesday night, was extended to Sunday.

6/3/86 (25) (152) Mercury (152)

Tear-gas used to disperse 500 workers

Labour Reporter

POLICE fired tear-gas to disperse about 500 Dunlop workers who were demonstrating outside the factory in Durban's Sydney Road at lunch-time yesterday.

Capt Winston Heunis said two people were arrested and would appear in the Durban Magistrate's Court today.

The workers were protesting at the detention of a prominent trade unionist, Mr Moses Mayekiso, Transvaal branch secretary of the Metal and Allied Workers' Union, who was arrested on February 21.

Capt Heunis said the gathering was illegal in terms of the Internal Security Act. The demonstrators

were warned to disperse, some complied but others did not and the police were forced to fire the tear-gas, he said.

Hundreds of Mawu members at a number of factories in Durban, Pinetown, Pietermaritzburg and Ladysmith held lunch-hour demonstrations demanding the release of Mr Mayekiso.

In Pinetown, about 800 workers marched through the industrial area, singing and chanting. They carried banners and posters which demanded 'Release Mayekiso and all detainees'.

A Mawu spokesman said police watched the demonstration closely. The protest, however, went off peacefully.

Metalworkers strike in Natal, Transvaal

Thousands of metalworkers in the Transvaal and Natal stopped work at noon yesterday in protest at the detention of trade unionist Mr Moses Mayekiso

The workers were heeding a call by their union, the Metal and Allied Workers' Union (Mawu), to demand his release.

Mr Mayekiso, Mawu's Transvaal secretary, was detained on February 21 in Alexandra.

Mawu said in a statement that it was pleased with the response to the call

Industrial areas affected by the stoppage were Johannesburg, Brits and Rosslyn, Pretoria, Durban, Pinetown and Maritzburg in Natal.

The union said the Rosslyn workers were also staying away in response to a stayaway call against the detention of students in Soshanguve township

Workers in the Kew and Wynberg industrial areas stayed away to attend the mass funeral in Alexandra.

In Natal workers held lunch-hour demonstrations at factories organised by Mawu

Sapa reports that police fired teargas to disperse the demonstrators. One person was arrested

The union claimed Mr Mayekiso's detention had been extended after his initial 14-day period of detention — in terms of the emergency — had expired

It said the lifting of the emergency would be meaningless if

the State used other security legislation to deal with opposition

● About 600 members of the Chemical Workers' Industrial Union (CWIU) at Dunlop in Benoni, who were on strike over another issue, also demanded that their management put pressure on the Government to release Mr Mayekiso

The CWIU workers are demanding the reinstatement of two cleaners dismissed by a security company servicing Dunlop

Security Guard

A CWIU spokesman said that in solidarity with Mr Mayekiso, the strikers were demanding that Dunlop management telex the Minister of Law and Order, Mr Louis le Grange

The workers want Dunlop to reinstate the two cleaners.

They also asked the company to dismiss a security guard accused of escorting the fired cleaners off company premises.

A union spokesman accused management of aggravating the situation by refusing a union organiser access to company grounds while allowing security police to come in.

Dunlop's director of industrial products, Mr BH Beebee, said the union had not followed the stipulations of its recognition agreement with the company when taking up the issue.

But all the allegations made by the union were being investi-

gated. As for Mr Mayekiso, Mr Beebee said the company could not interfere in police matters and did not have all the facts concerning Mr Mayekiso's detention

● Several Plascon Evans paint production units are still experiencing strikes organised by the SA Chemical Workers Union (Sacwu) in sympathy with striking workers dismissed from two of the company's factories recently.

According to a statement by Plascon issued yesterday, meetings have been held with Sacwu officials and shop stewards in an attempt to resolve an on-going wage dispute and to discuss the issue of dismissed workers.

The company has sent telegrams to shop stewards inviting them to return to the negotiating table to resolve the situation and, hopefully, get workers back to work.

● The Star's Bloemfontein correspondent reports about 160 workers at Unipepe Factory, in the Hamilton industrial area in Bloemfontein, might resume work today after talks between management and local representatives of the South African Allied Workers' Union

The workers have been on strike since Tuesday morning. The manager, Mr J Wolmarans, said the reasons for the stoppage were being investigated

The main concern seemed to be the recognition of the union.

The factory manufactures cement pipes.

Clinic fires 120 workers after strike

SPAC 10.13
6/3/86

About 120 striking hospital workers were dismissed last night from the Garden City Clinic in Mayfair, Johannesburg.

The workers struck yesterday after a co-worker had been dismissed by the director of the clinic, Mr G R Anderson.

"The workers are striking illegally. There were no negotiations with me prior to their going on strike," Mr Anderson told *The Star* today.

He said the worker was dismissed because he was transporting food from a temporary kitchen to the main kitchen on a trolley used for carrying rubbish and disobeyed instructions to stop doing so.

Mr Anderson said the clinic was employing new staff and a few dismissed workers who arrived at the clinic today had been re-employed.

Mr Anderson told officials of the Black Health and Allied Workers' Union of South Africa who called on him yesterday that he wanted to address the striking staff but was told to negotiate through their elected shop stewards.

Union officials could not be contacted for comment this morning.

Strikers teargassed

POLICE fired teargas to disperse about 500 workers who were demonstrating outside a British multinational, Dunlop, in Durban yesterday.

A police spokesman confirmed the incident and said one person was arrested during the demonstration

The workers were protesting against the continued detention without trial of a prominent trade unionist, Mr Moses Mayekiso, the Transvaal secretary of the Metal and Allied Workers Union (Mawu).

Mr Mayekiso was detained together with several other people during the recent uprisings in Alexandra township.

In a statement yesterday Mawu said workers at several factories in the Transvaal and Natal clocked out in protest against the detention of

Mr Mayekiso.

• Hundreds of workers at several Plascon production units are still on an "illegal strike" in sympathy with dismissed employees at Plascon Paints in Krugersdorp and at Polycell factory in Alrode.

The company said meetings have been held with the South African Chemical Workers Union (SACWU) in an attempt to resolve the dispute, the dismissal of workers as well as the demand to have wage increases at several units of the factory

• More than 100 members of the Black Health and Allied Workers Union at Garden City Clinic, Johannesburg, yesterday downed tools after a colleague was dismissed for allegedly putting food on a dirty trolley. Management is discussing with the union

NEWS
SOWETAN

152



6/3/86

THIS FACTORY IS OCCUPIED!

7/3/86 SOWETAN



ABOUT 2 000 members of the Metal and Allied Workers Union on strike at two Haggie Rand companies in Johannesburg and Germiston are sleeping on the factory's floor in fear that management will lock them out and call the police.

The workers said they were using this tactic to put pressure on management to accede to their demands and because they did not want their employers to hire scabs

"We are sitting close to our machines and do not want anybody to touch them. We also want to be united during the strike, so that management should not divide us," one worker told The SOWETAN

New strike tactic

yesterday.

The workers downed tools on Monday after demanding wage increases and improvement of working conditions. They said they had worked several hours without overtime pay

Sit-ins or factory occupations, although on the increase in South Africa are still a new and relatively unexploited tactic used by unions to negotiate with workers' representatives, according to a labour lawyer

The lawyer said such

actions could prove to be an effective method of defending workers and their jobs during a dispute. Their success will depend on the level of organisation of worker involvement and their preparedness for occupation

This tactic was also used by Mawu members on strike at four Asea Cables plants in Pretoria

West, although management there later applied for a Supreme Court order evicting them from their premises.

However, the management of Haggie Rand said it was still discussing with union representatives on the issue as well as the strike.

The workers said that during the last two days their families have brought them food, blankets and other supplies.

7 000 stage
go-slow at
Vaal Reefs
gold mine

By Sheryl Raine

Anglo American's Vaal Reefs gold mine near Orkney was the scene of further industrial action yesterday when more than 7 000 workers staged a go-slow.

Last week between 12 500 and 19 000 black mineworkers went on strike for two days in protest at the arrest of nine co-workers. Four of those held appeared in court on charges of public violence relating to the death of four team leaders and five were released.

ATTEMPT

An Anglo statement yesterday said a work stoppage started at Vaal Reefs on Wednesday when the night shift at shafts one, five, six and seven returned to surface after only four hours underground. The normal shift is eight hours.

"The cause of the stoppage is not yet known and management is in contact with the National Union of Mineworkers in an attempt to bring about a return to work," said the statement.

"The disruption of normal work continued yesterday morning when workers at shafts, one, five, six and seven only worked the four-hour half shift. At number three shaft only workers at the 62 level returned to surface after half a shift."

The east and west gold plants, as well as the engineering workshops and office employees were also involved in the half-shift stoppage yesterday morning.

"About 7 140 workers are involved in the go-slow. Of those, 1 105 are surface workers," said the company.

Four hurt near Warmbaths

Unrest breaks out again in Bela Bela

By McKeed Kotlolo and Sue Leeman,
Pretoria Bureau

Unrest broke out again in Bela Bela near Warmbaths last night, leaving two travellers injured and two township residents wounded.

Bela Bela residents say the calm that had returned to the small township after last weekend's violence was shattered at about 3 pm yesterday when a youth began collecting money from residents "in the name of the comrades". He was apprehended by members of the township's disciplinary committee and taken to the local recreational hall, where he was questioned.

The police arrived and allegedly began firing teargas and live ammunition, according to residents. Two unidentified men were injured when police used R-1 and shotgun fire. The two were arrested.

Set up barricades

Residents then set up barricades around the township. Mr F B Smith (78) of Sandton and Mr D van der Merwe of Forbes Avenue, Randburg, were injured when their vehicle was stoned.

In a third incident, police arrested 10 men at an illegal gathering in the township. The home of a policeman in the township is also believed to have been petrol-bombed.

● Black workers are continuing with the stayaway which has hamstrung many white businesses in Warmbaths since Saturday.

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Black workers are continuing with the stayaway which has hamstrung many white businesses in Warmbaths since Saturday.

7.3.80

'Half shifts'

MORE than 7 000 workers at the Vaal Reefs gold mine only worked a half-shift on Wednesday night, according to a statement issued by Anglo American yesterday evening.

Anglo said night-shift workers at Shafts 1, 5, 6 and 7 returned to the surface after only four hours underground. Disruption continued yesterday morning when the day-shift at those shafts also worked only a half-shift.

The east and west gold plants, the engineering workshops and office employees were also involved in the half-shift action yesterday morning.

The National Union of Mineworkers (NUM) could not be contacted for comment last night.

Workers at the Dunlop Industrial Products plant in Benoni returned to

B DAY 152

hit mine

Business Day Reporter

work yesterday, according to a spokesman for the Chemical Workers Industrial Union

The 600 workers went on strike on Tuesday over the dismissal of two cleaners at the plant. Yesterday the union spokesman said the two cleaners had been re-instated.

However, he said the union had three outstanding demands — dismissal of the company's personnel manager; dismissal of a security officer; and the sending of a telex by the company to Law and Order Minister Louis le Grange requesting release of detained labour leader Moses Mayekiso. This last would be discussed today.

Mine applies for interdict

8/3/86 152
STAR 1001
Vaal Reefs management yesterday applied to the Rand Supreme Court to stop workers from engaging in go-slows which have led to the shutdown of four of the mine's nine shafts

The mine closed the shafts yesterday following stoppages by 15 500 workers

Late last night the NUM was unavailable for comment on the court action being brought by the mine. But the union earlier indicated that it was committed to resolving the dispute

The Vaal Reefs gold mine has been a scene of labour turmoil for the past year

Last week between 12 500 and 19 000 black workers went on a two-day strike demanding the release of nine arrested colleagues

A town at war with itself

8/3/86
By McKeed Kotlolo
and Sue Leeman,
Pretoria Bureau

Warmbaths was a town at war with itself this week as black workers staged a successful stayaway and the normally placid township of Bela Bela exploded into violence.

Whites in the conservative spa town were forced to run their own businesses — or hire white school children.

In Bela Bela, blacks tried to make the point that they were dissatisfied about rent hikes and the use of corporal punishment at a primary school.

However, their attempts to meet the authorities were largely unsuccessful.

The township first blew up last Saturday when several houses were petrol-bombed. The police swooped on the township and arrested a number of people. Residents demanded the release of more than 70 people but police said only 25 had been imprisoned.

On Sunday another two private houses were petrol-bombed.

208 152 SMK
When Monday came, white residents were shocked to find the stayaway — begun officially on Saturday — was continuing. Many had to make emergency plans to keep businesses open.

As the boycott continued, white attitudes hardened. By Friday some businessmen were threatening to fire workers or reduce their pay; others refused to serve black customers.

A second round of violence broke out on Thursday, and four people were injured during clashes between police and Bela Bela villagers. Another ten men were arrested.

Yesterday, police and ADF members conducted house-to-house searches and arrested about 40 people, including members of a delegation which had hoped to negotiate with the authorities.

Whites have banded together to protect the town. The municipal offices issued a statement saying the police would have the full co-operation of the local commando in curbing unrest.

Release kids or we stayaway

9/3/86
CP Correspondent

THOUSANDS of Soshanguve workers and students staged a stayaway this week in solidarity with scores of youths arrested after the death of Soshanguve cop Costable J Lehutso.

Lehutso was allegedly burnt alive two weeks ago at a night vigil for Soshanguve student John Matlala, who was allegedly shot dead by a cop.

It is not known when the stayaway will end, but workers and students have vowed to continue until the youths are released.

Cops says the youths will be charged "soon".

9/3/86. BUS. TIMES

Miners offer to swap Kruger for May Day

MAY 1, celebrated by labour in many parts of the world as May Day, looms as a D-Day for South African labour relations.

More black unions are demanding a May Day holiday and are prepared to strike for it.

One labour expert says May Day could be a "big black bang" for the mining industry.

Conciliation

The National Union of Mineworkers (NUM) has demanded that the Chamber of Mines declare May 1 a paid holiday. The union threatens a dispute involving 250 000 mineworkers if the demand is not met. The chamber ignored the demand last year.

The chamber and the NUM have applied for a conciliation board to arbitrate on the issue. The Minister of Manpower, Pietie du Plessis, has until end of March to appoint a conciliation board.

The chamber says the May Day issue involves costs and can be discussed only at the annual wage negotiations. These are unlikely to start before May 1.

The cost of a day's lost production on the gold and coal mines would run into millions. Anglo American's Vaal Reefs gold mine lost an estimated R5-million a day during the recent strike by 19 000 workers.

By Amrit Manga

It appears, however, that the cost factor could become a non-issue as the union is willing to trade what it calls "racist political holidays" for May Day.

The NUM says: "We are prepared to sacrifice holidays like Kruger Day, Republic Day, Founders' Day and Day of the Covenant if necessary, to initiate celebrations on May 1."

The chamber says the union's holiday was not mentioned in its demands and it cannot comment on it.

Compulsory

Johan Liebenberg, the chamber's industrial relations adviser, says, "We are required to observe some of these holidays as stipulated in the Mines and Works Act and the Public Holidays Act."

Mr Liebenberg accuses the NUM of adopting a "high-handed and inflexible" attitude on the issue. "The fact that the union indicated to the chamber that it would observe May Day as a public holiday before making its demands in a letter is an indication that it is not prepared to negotiate in good faith."

The chamber is also upset at the short time in which it is required to respond to the union's demand. The NUM said it should grant the holi-

day demand within 36 hours of its delivery.

The NUM disputes the chamber's claim that the time in which it is required to respond is too short.

Reminder

It says: "The letter simply serves to remind the chamber of the long-standing demand made by our members. It was even raised at last year's negotiations, but was promptly rejected by the chamber."

The chamber also accuses the union of trying to unilaterally alter a labour practice.

NUM general secretary Cyril Ramaphosa says workers will celebrate May Day whether the chamber grant a holiday or not. The chamber refuses to negotiate on the issue before wage talks get under way.

The dispute could embroil workers and employers in other industries.

The 500 000-strong Congress of SA Trade Unions (Cosatu), to which the NUM is affiliated, says it will encourage its affiliates to mark the 100th anniversary of May Day by campaigning for it to be recognised as a paid holiday.

Pessimism

Labour consultant Gavin Brown, of Andrew Levy & Associates, is pessimistic about a resolution of the dispute.

Mr Brown says: "The NUM has been looking for an issue on which to stage a major confrontation with the chamber before wage negotiations start. May Day seems to have provided the opportunity."

"It is disappointing that the union's mood has changed from one of pragmatism to confrontation since the launch of Cosatu last year."

"All things said, this year could be the year of the big black bang in the mining industry."

Talks to defuse

By STEPHAN
TERBLANCHE

THE first illegal strike by angry railway workers could still erupt unless satisfactory results follow tomorrow's meeting between the Minister of Transport Affairs, Mr Hendrik Schoeman, and union boss Mr Jimmy Zurich.

According to Mr Zurich, president of the Artisans Staff Association, workers were now awaiting an important report-back meeting with Mr Schoeman.

Explosive

The Artisans Staff Association is the biggest of nine trade unions within the Federation of Trade Unions of the South African Transport Services.

Railway workers, dissatisfied over a 10 percent pay increase and deteriorating job opportunities for artisans in SATS, have been threatening to call an illegal

railway strike threat

wildcat strike since the pay increase announcement last month.

In an attempt to defuse the explosive situation, which was aggravated by the discovery of Railways Police "spies" at union meetings, Mr Zurich met Mr Schoeman in Cape Town early this week.

Mr Zurich said the meeting took place in a good atmosphere and "went a little way to cooling the issue."

"The Minister promised us a report-back meeting in a couple of weeks and my people are waiting for that meeting."

"It will be of vital interest. There is still talk of striking," he said.

Mr Zurich will be part of the federation delegation to meet Mr Schoeman in Cape Town tomorrow to discuss the demands for a further 15 percent increase for SATS workers.

Township residents defy work threats

(152) (20)
STAR
10/3/06

Residents of the troubled township of Belabela near Warmbaths defied threats of being sacked and continued to stay away from work today

The stayaway, which started last Monday, was supposed to have ended yesterday but because of the detentions on Friday morning of five members of the delegation which met authorities last week, the residents resolved to extend the stayaway.

A police spokesman confirmed the arrests of several Belabela residents, but did not name them

A residents' spokesman said today another five-man delegation had been appointed at a meeting yesterday to secure the release of the detainees

REPORT BACK TODAY

The delegation was to meet the police today and report back to the residents this afternoon

The spokesman said a prayer service had been arranged this afternoon at the local football stadium

Residents would also discuss threats by their employers not to reinstate them after the stayaway

The spokesman said besides the five leaders being detained more than 50 youths detained earlier in the week were still in prison

Some Warmbaths business people confirmed their decisions not to reinstate the workers.

The owner of a fast food outlet, Mr Loodt Bothman, said all his 31 "striking employees will not be reinstated"

He said: "We have already made arrangements to get labourers from other areas, including Durban and George, to start work immediately"

10/3/86
SPR
275
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Fort Hare unaware of reason for strike

ALICE — Authorities at the University of Fort Hare were not aware of the "real reasons" behind the student boycott of lectures or a work stoppage by about 1 500 workers on the campus, the university's public relations officer, Dr Norman Holliday, said yesterday.

He was reacting to comments by a student spokesman, Mr T Pake, in an East London newspaper, saying the lecture boycott was in support of striking workers' demands for a pay increase and that workers had been told they were not allowed to join any trade union

Dr Holliday said workers had been granted an increase on January 21 this year and that workers on the campus had a workers' committee

"No grievances have been made to management, but the reasons given by Mr Pake are not true and are not the cause of the dispute, although some workers want the committee's constitution changed

"It had been pointed out to them that the constitution is controlled by the university council and changes can only be made by council and can be discussed at the next meeting of the council," he said.

He also rejected Mr Pake's claim that some students had not been allowed to attend lectures and had told to leave the campus

"No students have been told to leave All we have done is to ask them to return to class," Dr Holliday said. — Sapa

(b) Period

1 person—23-01-1985 until 03-06-1985
 1 person—15-04-1985 until 15-05-1985
 1 person—18-04-1985 until 30-08-1985
 1 person—18-04-1985 until 27-08-1985
 1 person—03-05-1985 until 21-08-1985
 1 person—03-05-1985 until 28-08-1985
 1 person—21-06-1985 until 27-11-1985

1 person—15-07-1985 until 05-08-1985
 1 person—28-11-1985 to date
 3 persons—09-10-1985 to date
 1 person—09-12-1985 to date
 3 persons—19-12-1985 to date

(c) Crime

Murder
 Murder
 Murder and attempted murder
 Murder and attempted murder
 Murder and attempted murder
 Murder and attempted murder
 Murder (4 charges) and abduction (2 charges)
 Attempted murder
 Murder and public violence
 Inundation and conspiracy to murder
 Murder
 Murder

HANS SYMS 10/3/86
 155. Dr A L BORRINE asked the Minister of Justice: (152)

How many workers in each race group were (a) charged with and (b) convicted of illegal strikes and related conduct in 1985?

THE MINISTER OF JUSTICE.

The information is not readily available in the Department. In an effort to be of assistance to the Honourable Member, the following information, for the period 1 July 1984 to 30 June 1985, was obtained from the Central Statistical Service:

(a)	Whites	1
	Coloureds	0
	Indians	0
	Blacks	84
	Total	85
(b)	Whites	1
	Coloureds	0
	Indians	0
	Blacks	64
	Total	65

Crown Mines site

181. Mr D J DALLING asked the Minister of National Education.

(a) What progress was made in 1985 in

HoA

developing a national sport centre and stadium at the Crown Mines site and (b) what further progress is it anticipated will be made in 1986?

THE MINISTER OF NATIONAL EDUCATION.

(a) Owing to the poor economic position little progress could be made with the development of the sports centre. Negotiations, however, are under way in connection with the erection of a speedway and arena with 10 000 seats, as well as a Big Tee golf course. Negotiations with representatives of soccer broke down during 1985 when discord and disintegration occurred in the soccer ranks.

(b) (i) Negotiations will continue during 1986, in order to erect the speedway and Big Tee golf course. Depending on the economic climate, attempts to involve the private sector will continue. Everything possible will be done to provide the envisaged soccer stadium.

(ii) As part of the infrastructure a further parking area for 2 800 motor vehicles, and more entrances were provided, while entrance roads were broadened during 1985. The infrastructure will be further improved and updated during 1986.

International sporting associations
 189. Mr D J DALLING asked the Minister of National Education.

ciations is South Africa a fully participating member and (b) in respect of what date is this information furnished?

THE MINISTER OF NATIONAL EDUCATION:

(a) Of what international sporting associations	International Surfing Association	Surfing
	International Triathlon Federation	Triathlon
	International Motorsport Federation	Formula "K"
	International Formula "K" Commission	Formula "K"
	International Gymnastics Federation	Gymnastics
	European Federation of Sea Anglers	Light tackle boat angling
	International Ju-Jitsu and Tai Jitsu Federation	Ju-Jitsu
	International Martial Art Federation	Ju-Jitsu
	International Jujutsu Association	Jujutsu
	International Power Boat Union	Power Boating
	American Powerlifting Federation	Powerlifting
	International Aerospport Federation	Aerobatics
		Power Flying
		Microflight
		Radio Flyers
		Gliding
		Experimental Aircraft
		Ballrooming
	International Microflight Committee	Microflight
	International Model Power Boat Union	Model Power Boating
	International Model Yacht Racing Union	Model Yacht Racing
	International Motorsport Federation	Motorsport
	Hurlingham Polo Association	Polo
	International Polo Federation	Polo
	The Pony Club	Pony Club
	International Homing Pigeon Federation	Homing Pigeon
	International Rowing Federation	Rowing
	International Rugby Football Board	Rugby
	International Swinger Federation	Schwinger
	International Clay Pigeon Shooting Federation	Clay Pigeon shooting
	International Shooting Friends	Air Rifle shooting
	International Practical Shooting Confederation	Practical shooting
	International Veteran and Vintage Association	Veteran and Vintage
	International Trampoline Federation	Trampoline and Tumbling
	Royal Caledonian Curling Club	Curling

(b) 31 January 1986

Staff shortages

191. Mr D J DALLING asked the Minister of Justice:

Whether any services provided by his Department were suspended in 1985, (a)

owing to staff shortages and (b) for any other reasons, if so, (i) what services and (ii) where?

THE MINISTER OF JUSTICE:

(a) and (b) No

HoA

The last time he did not surface. *from another page.*

Warmbaths may cut blacks' water as stayaway continues

STAR

11/3/86

152

Pretoria Bureau

Black residents of the small northern Transvaal town of Warmbaths yesterday vowed to continue their 10-day-old stayaway, amid threats by the local authorities to cut off water and electricity supplies to Belabela east of the spa resort.

Residents also decided to march on the local police station today to demand the release of the "committee of ten".

Warmbaths itself was tense yesterday as white businessmen waited to find out when Belabela residents would end the stayaway. Many were adamant they would not re-employ any or some of their black staff.

Tension between the Belabela residents and authorities mounted as the town council warned of possible electricity and water cuts and the police demanded the handing over of "unrest culprits" in exchange for the release of the "committee of ten".

At a meeting yesterday township residents agreed to continue the boycott

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This could be done in the event of Parliament being un-

Medical Services and (b) how many posts were (i) vacant, (ii) filled by persons rendering service in terms of section (aa) 22, (bb) 24b*is* and (cc) 44 of the Defence Act, No 44 of 1957, and (iii) filled by civilian consultants on a contract basis, as at the latest specified date for which figures are available.

- (2) what percentage of (a) generals and (b) other senior officers in the South African Medical Services had completed the staff course as at the latest specified date for which information is available?

The MINISTER OF DEFENCE:

- (1) (a) 1 500 (Permanent Force and Citizen Force)
- (b) As on 31 January 1986

- (i) 447
- (ii) (aa) 557
- (bb) 0.
- (cc) 0
- (iii) 94

(b) 13.5% of the total senior officer strength of the SA Medical Service (Permanent Force and Citizen Force) It should be noted that the majority of senior officers in the SA Medical Service with the rank of major and higher are employed in a purely professional capacity for which a staff qualification is not essential for carrying out their task, eg nurses, doctors, pharmacists, psychologists, etc.

Military hospitals

400 Mr P A MYBURGH asked the Minister of Defence.

- (A) What was the average bed occupancy rate in military hospitals in 1985?

(2) whether any notifiable diseases were diagnosed at military hospitals in that year, if so, how many cases in respect of each specified disease?

The MINISTER OF DEFENCE

The undermentioned statistics are supplied in respect of Number 1, 2 and 3 Military Hospital

- (1) 78,6%
- (2) Malaria—20
- Hepatitis—52
- Tuberculosis—25
- Measles—15
- Typhoid—3
- Shigella—5.
- Gonococ Ophthalmia—1
- Meningitis—11

401. Mr K M ANDREW asked the Minister of Manpower

Whether any employers were (a) prosecuted and (b) warned in 1985 for failing to keep their employees, unemployment insurance cards up to date, if so, how many in each category?

The MINISTER OF MANPOWER:

- (a) No
- (b) Yes—1262

402. Mr K M ANDREW asked the Minister of Manpower.

Whether any payments were made in 1985 from the fund established to assist motor industry workers who refuse to join strikes but are unable to work, if so, (a) how many, (b) when, (c) to whom and (d) what was the total amount involved?

The MINISTER OF MANPOWER:

- Yes.

(a) 83

(b) On 27 February 1985 in respect of a strike which lasted from 7 August 1984 to 14 August 1984.

- (c) Contributors employed by Volkswagen South Africa
- (d) R8375,05

National servicemen: detention barracks

412. Mr P R C ROGERS asked the Minister of Defence.

Whether any national servicemen sentenced to detention barracks since 1 December 1985 (a) were and (b) are being held in solitary confinement; if so, (i) how many in each category, (ii) what was the nature of their offences and (iii) what are the periods of solitary confinement in each case?

The MINISTER OF DEFENCE.

- (a) (i) One
- (ii) Contravening Section 19 (5) Military Discipline Code (Disobeying lawful commands or orders)
- (iii) Seven days

National servicemen: rehabilitation treatment

413 Mr P R C ROGERS asked the Minister of Defence:

Whether any national servicemen were undergoing rehabilitation treatment for drug dependency in 1985; if so, (a) how many and (b) where?

The MINISTER OF DEFENCE:

- Yes
- (a) 21

(b) State Rehabilitation Centre Magaliesoord and Phoenix House

Kwelera: Income

416. Mr P R C ROGERS asked the Minister of Home Affairs.

(1) Whether his Department receives any income from the residents of the area known as Kwelera, if so, (a) what total amount was so received during the latest specified period of 12 months for which figures are available and (b) how was this amount made up;

(2) (a) what total amount was spent by his Department in respect of this area during the above-mentioned period and (b) on what items and/or services was it spent?

The MINISTER OF HOME AFFAIRS:

- (1) No
- (a) and (b) Fall away
- (2) (a) None.
- (b) Fall away

Mooiplaas: Income

418 Mr P R C ROGERS asked the Minister of Home Affairs

(1) Whether his Department receives any income from the residents of the area known as Mooiplaas; if so, (a) what total amount was so received during the latest specified period of 12 months for which figures are available and (b) how was this amount made up;

(2) (a) what total amount was spent by his Department in respect of this area during the above-mentioned period and (b) on what items and/or services was it spent?

Businesses set to take tough line on boycotters

B.D. 11/3/86

PETER WALLINGTON

ALMOST half the Warmbaths workers who did not return to work yesterday are likely to remain unemployed, local chairman of the Afrikaanse Sakekamer Nic Strydom said yesterday

Strydom said workers who had stayed away from work last week would not be paid for that period

He said the business community of Warmbaths was not prepared to tolerate the tough stand taken by the workers

The workers, from the nearby township of Belebele, were due to return to work yesterday but did not do so. Residents said their decision followed the detention of a number of members of a delegation that met authorities last week in an attempt to resolve the stayaway.

One resident said there would be no return to work until the demands made last week were met. These include the reduction of all rents in Belebele, abolition of corporal punishment at schools, the resignation of Belebele town councillors and increased wages for black workers

Strydom said he believed up to 50% of the black workforce would remain unemployed unless they had particular skills that were needed

He said the Sakekamer had not had a request to speak to township leaders and had not done so

Asea Electric gives deadline to 900 strikers

By Mike Situma

Strike-bound Asea Electric Ltd has declared a dispute with almost 900 workers and given them an ultimatum to return to work on Wednesday.

The managing director of Asea's electric division, Mr Clive Jandrell, said yesterday the company had declared the dispute with the Metal and Allied Workers' Union at Asea Electric's Pretoria West and Rosslyn plants because of alleged unfair labour practices by the union.

About 900 workers at Asea's four plants in Pretoria have been on strike for about four weeks, demanding to negotiate wages at plant level.

Mr Jandrell said the company viewed the strike as illegal because it had reached agreement with the union on the issue of plant-level negotiations — the main reason for the strike. He said it was unfair that the workers should go on strike when negotiations over the issue were still in progress between unions and employers.

INFLATION

However, a union spokesman said the dispute at Asea was essentially one of wages.

He said for the past few years wage increases granted by the employer body, the Steel Engineering Industries Federation, had been eight to nine percent below the inflation rate.

The union spokesman said a strike by about 2 000 workers at two Haggie Rand factories entered its fifth day yesterday.

The workers' demands include better wages and the recognition of May 1 as a paid holiday. The workers have demanded a meeting with the company's shareholders

the Department of Education and Training in 1985 on placing advertisements for any purpose in newspapers in the Republic,

ions of the Act which pertain to disputes, strikes and work stoppages

(1) From 29 April 1985 to 31 August 1985

side the functions of the Department of Manpower

(2) what amount was paid to each specified newspaper in the above regard in that year?

(b) (i) Construction
Local Government and Services
Manufacturing
Mining
Trade and Accommodation
Transport and Communication

(c) (1) The salary which he received in the Republic plus the prescribed allowances payable to officials who are seconded to SWA

(a) How many Black persons were unemployed as at the date of the latest population survey and (b) what is the date of this survey?

THE MINISTER OF EDUCATION AND DEVELOPMENT AID.

(1) R95 948,19 in respect of the 1985/86 financial year

(ii) Construction
Electricity Supply
Local Government and Services
Manufacturing
Mining
Trade and Accommodation
Transport and Communication

(c) (ii) Same as in (c)(i)

(a) 539 000

(2) Rapport R46 721,36
Sunday Times R48 289,36
Sowetan R 777,75
Drum Public R 159,72

Constitutional adviser seconded

(2) No

(b) November 1985.

Work stoppages/strikes
157 Mr K M ANDREW asked the Minister of Manpower 11/3/86 152

216. Mr W V RAW asked the Minister for Administration and Economic Advisory Services:

(1) Whether any national servicemen who were granted the status of religious objectors have had to wait to be placed in alternative service; if so, how many such religious objectors were not placed in alternative service for (a) 12 months, (b) 9 months, (c) 6 months and (d) 3 months during the period 1 January 1984 up to the latest specified date for which information is available,

Note Information as per current population survey

ANSWERED 11/3/86
National servicemen: religious objectors
333. Mr G B D MCINTOSH asked the Minister of Manpower.

(1) Whether a certain person in the public Service of the Republic was seconded to the South West Africa Administration as a constitutional adviser in 1985, if so, (a) what is his name, (b) for what period (i) was he originally seconded to and (ii) did he actually work for the said Administration and (c) what amount (i) was this person originally to be paid and (ii) was actually paid to him in remuneration for his services,

(2) whether this period of waiting is included in the calculation of the religious objectors' period of national service, if not, why not?

Firearms missing
374 Mr P A MYBURGH asked the Minister of Defence

ANSWERED 11/3/86
The MINISTER OF MANPOWER:

(2) whether any legal action has been taken regarding the appointment of this person, if so, (a) when, (b)(i) by and (ii) against whom, (c) on what grounds, (d) at what total cost and (e) with what result?

The MINISTER OF MANPOWER:

The MINISTER OF DEFENCE:

(a) (i) (aa) Nil
(bb) Nil
(ii) (aa) Nil
(bb) Nil
(iii) (aa) Nil
(bb) Nil

(1) Yes
(a) Mr P C van der Byl.
(b) (1) From 29 April 1985 for a period not exceeding 31 December 1985.

(1) Yes For the period 1 January 1984 to 25 February 1986 the particulars are as follows

(a) 202
(b) Up to 31 January 1986

(a) (i) (aa) Nil
(bb) Nil
(ii) (aa) Nil
(bb) Nil
(iii) (aa) Nil
(bb) Nil

(1) Yes
(a) Mr P C van der Byl.
(b) (1) From 29 April 1985 for a period not exceeding 31 December 1985.

(a) 12 months—223
(b) 9 months—45
(c) 6 months—114.
(d) 3 months—58

(a) How many firearms issued to South African Defence Force personnel were reported missing in 1985 and (b) how many such firearms (i) had been recovered and (ii) were still missing as at the latest specified date for which figures are available?

The MINISTER OF MANPOWER:

The MINISTER OF MANPOWER:

The MINISTER OF DEFENCE:

399 Mr P A MYBURGH asked the Minister of Defence

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The MINISTER OF MANPOWER:

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The MINISTER OF DEFENCE:

399 Mr P A MYBURGH asked the Minister of Defence

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The MINISTER OF MANPOWER:

The MINISTER OF MANPOWER:

The MINISTER OF DEFENCE:

399 Mr P A MYBURGH asked the Minister of Defence

SMR
12/3/86
152

Court order protects firm

Workers, past and present, of Adcock Ingram Laboratories Ltd. were yesterday ordered by the Rand Supreme Court to leave the company's premises, unless they were working.

They were also ordered not to intimidate or unlawfully prevent free access to the Industria West premises.

The urgent application was brought by Adcock Ingram.

Counsel for the company told the court a strike was under way and some workers were allegedly engaged in various acts of intimidation on the premises.

In papers a company manager said an industrial dispute between Adcock Ingram Laboratories and certain employees had been referred to the Industrial Court.

No milk in many areas as strike goes on

Milk deliveries to large parts of the Reef are still being affected by a strike at the Clover Dairy in Mayfair, Johannesburg

The strike, involving about 300 black staff at Clover, a National Co-operative Dairies subsidiary, began on Wednesday

Although white staff members have kept the dairy's manufacturing plant going, only hospitals, old age homes and major retail stores have received milk in the past three days

Areas affected by the strike are central Johannesburg, southern suburbs, the West Rand, Soweto, Kagiso and Eldorado Park. No house-to-house deliveries have been made and no small supermarkets or cafes have received milk

The public has been asked to collect milk from the Mayfair depot in Dolphin Street

A spokesman for the Food and Beverages Workers' Union said negotiations were continuing with management

Judge to inspect cell of treason trial five

A Rand Supreme Court judge was today due to inspect the prison accommodation of five men appearing on a charge of treason. This followed a complaint made in court yesterday by the legal representatives of the five men.

Mr Mncedisi Hamilton Dubasi (28), Mr Jongumuzi Sibisi (26), Mr Lumkile Happy Mkefa (21), Mr David Matsose (24) and Mr Joseph Themba Maja (25), all of Soweto, are facing charges of treason and charges under the Internal Security and Terrorism acts.

They have pleaded not guilty.

Mr H P Viljoen SC, appearing for the five men, said there had been a marked deterioration in the accommodation of the men since they had been moved from Pretoria Central Prison to Leeuwkop Prison for the purposes of the trial.

He said they were at present being housed in a shower-room. Because the trial was expected to be a lengthy one, Mr Viljoen asked if better accommodation could be found.

After a short adjournment to establish whether different accommodation could be found, the State outlined the problems faced by the authorities in changing the place of detention of the five men.

These problems included providing adequate security.

Mr J A Swanepoel, for the State, suggested that the present facilities be inspected and then adequate arrangements could be made. The hearing continues.

Appearances: Mr Justice A M van Niekerk, sitting with two assessors, is on the Bench. Mr J A Swanepoel, assisted by Mr A G Berry, appeared for the State. Mr H P Viljoen SC, assisted by Mr S L Joseph, appeared for the accused.

Wednesday, March 12 1986

Strikes hit companies in Pretoria

STRIKE action involving about 1 000 workers has hit companies in Pretoria in the past few days.

Hundreds of workers have been fired, others face dismissal, many have downed tools, while still others are back at work pending arbitration.

More than 500 striking employees at Asea Electric in Pretoria West were given an ultimatum yesterday to return to work today or be dismissed.

MD Clive Jandrell said the workers at the Pretoria West plant were now on an illegal strike. He said the dispute between the Metal and Allied Workers' Union (Mawu) and Asea had been settled.

The 100-strong workforce at Isowall, in Waltloo, is still on strike. Transvaal secretary of the General and Allied Workers' Union Issy Moto has stated that attempts to establish a formal relationship with management have been unsuccessful.

Workers are demanding that three dismissed colleagues be re-instated and that the wheels for *bona fide* negotiations be put into gear.

The 400 workers from Maizecor Industries in Waltloo, who downed tools last week, are back at work. Negotiations between the Food and Beverages Workers' Union and management are, however, continuing.

The workers are demanding that a supervisor who allegedly assaulted a colleague be dismissed.

A union spokesman said the supervisor had been temporarily suspended for 14 days, pending arbitration.

Gypsum Industries, which fired 240 workers after a strike, has hired temporary staff to keep the plant operating.

MD Gordon Fraser said they still had to decide whether to rehire dismissed workers.

A Building, Construction and Allied Workers' Union shop steward said a lawyer had been appointed to investigate. — Sapa

3:30A
12/3/86
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152

Adcock strikers evicted

Linda Ensor

AN ORDER evicting 250 strikers from pharmaceutical manufacturer Adcock Ingram Laboratories, of Industria West, Johannesburg, was obtained with an urgent application to the Rand Supreme Court yesterday.

The restraining order also forbids workers from intimidating those entering the premises, from interfering with the conduct of Adcock's business and from threatening those who wished to continue working.

Delivery vehicles were allegedly prevented from entering the premises and one manager was allegedly threatened.

The legal strike by 250 of the 800 workers began on Monday and the workers allegedly threatened to kill or injure those who failed to join it.

2 firms in ^{S.P.B.} strike ⁽¹⁵²⁾ impasse

An impasse has developed between two East Rand firms and 300 sleep-in strikers who have defied a Supreme Court eviction order since last Friday.

The order was given for G B Engineering and Pan African Shopfitters — both owned by the Blumenthal Brothers — a day after the workers struck in protest against the proposed retrenchment of 150 people

At the weekend, the deputy sheriff called in police to evict the workers but police left after management asked them not to take action against the strikers.

However, the strikers' unions — the Metal and Allied Workers' Union and the Paper, Wood and Allied Workers' Union — said the workers saw management's proposals as an attempt to get rid of the unions.

Star 12/3/86

Rand Mines acts on sit-in strikers

Rand Mines today refused to allow strikers at its Blyvooruitzicht goldmine, near Carletonville, to go underground.

The miners have been staging underground sit-in strikes

A spokesman for the company said that about 9 000 black miners were still on strike at the mine today. Management had decided not to allow the morning shift of 7 000 to go underground until workers had discussed their grievances and given an undertaking that they would go back to work.

The strike is believed to centre on a bonus system being run on a trial basis at certain shafts and not at others. Workers are believed to want the system introduced at all shafts

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Plascon workers reject pay offer

Labour Reporter

WORKERS have rejected Plascon management's latest pay offer and the lock-out affecting 90 employees is expected to continue.

Miss Patricia de Lille, branch secretary of the South African Chemical Workers Union, said both sides had come closer but were still a long way from agreement.

The management's offer of a R52-a-month increase, R2-a-month transport allowance and R15-a-month attendance bonus was not acceptable

The union had reduced its demanded increase from R150 a month to R100, she said. "Our members will not accept anything less.

"We cannot accept the attendance bonus because workers have to be at work every day to get it. Even if they miss work because of illness they lose it, which doubly penalises workers who become sick."

The management said the lock-out would remain in effect until the wage dispute was settled.

Warmbaths
stayaway (152)
seems to be
ending (13/3/86)

Pretoria Bureau

The 10-day stayaway by residents of the tiny township of Bela Bela, near Warmbaths, appeared to be ending when the majority of workers returned to work yesterday.

However, some blacks arrived at work only to be told to return home as they had been fired for taking part in the stayaway. It appears new employees have been brought in from Venda to replace them.

Only a few Bela Bela residents said they were told to return to work today.

Some sacked workers told *The Star* they were advised to re-apply for their jobs if they were still interested, but they should not expect to get the same wages they earned before the strike.

There was mixed reaction among employers to the stayaway — some reinstated all their workers while others reinstated a portion of their staff.

SUPERMARKETS

The liaison officer for Checkers supermarkets, Mrs Adele Gouws, said they had a 100 per cent stayaway by the black staff but all had returned to work yesterday and were reinstated.

Mr A Bammer, manager of the Bela Bela Milling Company, yesterday denied that some of his workers, who returned to work on Tuesday, were fired. He also denied they were replaced by people from Venda and other areas.

The manager initially said his company was not affected by the stayaway, but later said that those who had returned to work were reinstated.

Mr Loodt Bothma, owner of a local garage and a fast food outlet, said he had told his workers to return today but added that he was not going to re-instate all 31 of them.

The Bronnehof Hotel has reinstated all its 50 workers.

The stayaway started after police arrested about 70 residents following unrest in Bela Bela.

The mayor of Warmbaths, Mr Howard McLeland, has denied a report in *The Star* that the town council threatened electricity and water supplies to Bela Bela township.

The suggestion was criticised in a leading article yesterday.

The mayor said electricity was not supplied by the council but by Eskom and that the white and Indian areas had had water restric-

tions for two years. The water purification workload might be reduced if the same restrictions were applied to Bela Bela.

Residents who attended a meeting with civic officials on Monday reported that threats had been made to cut electricity and water if there was not a return to work. *The Star* repeatedly tried to get confirmation from municipal officials but received no co-operation or response.

1 200 strikers go without food for 36 hours

STAR 13/3/86

Miners in underground sit-in

By Sheryl Raine

About 1 200 black mineworkers staging an underground sit-in strike at Blyvooruitzicht Gold Mine have been without food for more than 36 hours.

The miners, who have an unlimited supply of water, have defied all efforts by the management to get them to return to the surface.

Blyvooruitzicht is one of the Rand Mines group.

Strikes and shut-downs in the mining industry recently have cost at least R15 million in lost gold revenue. By yesterday, loss of production at Blyvooruitzicht alone was 20 000 tons — R2,8 million in revenue

Deadlock

"We are concerned that they have had nothing to eat since Tuesday night.

"Meals have been laid on for them in the hostels for the moment they return to surface."

A meeting yesterday with the NUM ended in deadlock. Though the NUM does not condone the strike action, it has been counselling strikers on how to resolve the situation to the satisfaction of all.

The NUM has accused Rand Mines of intransigence by refusing to address the workers en masse at the No 1 hostel. Management agreed to meet 25 elected worker representatives at the mine's training centre.

Mr Forbes said a Pretoria Supreme Court interdict had been served on the strikers, but had so far not been enforced. It restrains workers from interfering with production.

"The strikers are now in breach of the law and could face legal and disciplinary action. But management is striving to talk to worker representatives to persuade strikers to follow normal grievance procedures and provide an undertaking that they will go back to work."

He said the alleged dissatisfaction with the experimental production bonus system had surprised management because the bonus system was introduced at the request of the workers. It was introduced in January and is still on trial.

The mine has been shut temporarily. It is the second major gold mine on the West Rand to close in a week because of wild-cat strike action.

Anglo American's Vaal Reefs mine, the scene of a two-day strike two weeks ago, was forced to shut four of its nine shafts and other works last week because of walkouts by miners half way through shifts.

Mr Paul Forbes, deputy chairman of Rand Mines' gold division, attributes the labour unrest in the region to deep-seated black frustration related to general political upheavals in the country.

He said tension over the scrapping of statutory job reservation on mines was another contributory factor.

He has noted a deterioration in the relationship between black and white employees at Blyvooruitzicht since the advent of the National Union of Mineworkers (NUM).

Frustrations

He believed mine managements were bearing the brunt of black workers' frustrations in the form of industrial action which was not entirely related strictly to work issues.

Problems began at Blyvooruitzicht, near Carletonville, on Sunday night. Sporadic sit-ins followed.

Yesterday 9 000 black miners were involved in industrial action.

According to the NUM, the strike centres on an experimental production bonus system at two shafts. Workers are demanding the system be introduced at all sections.

Mr Forbes said management had been going underground every half-hour to try to persuade the strikers to return to the surface.

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Chamber in firm stand on weapons

By Sheryl Raine

The Chamber of Mines says disciplinary action will be taken against any employee, whether white or black, found carrying unauthorised weapons of any nature on mine property.

In a statement released yesterday the Chamber responded to a resolution adopted by the National Union of Mineworkers (NUM), which called on the Chamber to clarify its position regarding threats by white mineworkers in Witbank to arm themselves.

The union also adopted a resolution giving the mining houses 14 days in which to force Mr Arrie Paulus, General Secretary of the Mineworkers' Union, to retract statements he allegedly made regarding white miners in Witbank being forced to arm themselves after black unrest.

"The Chamber expects the NUM to take immediate steps to discourage violence. Mine managements will not permit employees to carry weapons of any nature at work unless specifically authorised to do so," the statement said.

The statement said the Chamber deplored comments allegedly made by Mr Paulus and asked him to retract the statement attributed to him. Mr Paulus could not be contacted for comment.

Detained sisters still being questioned

Sisters Marion and Debbie Sparg, arrested this week in connection with limpet mine attacks on three police stations, are still being questioned.

Police have not excluded the possibility of further arrests.

It is not known when the sisters will appear in court. Both are being held under section 29 of the Internal Security Act and they do not have to appear in court within any stipulated time.

In addition to questions about the alleged attacks on Cambridge police station in East London, John Vorster Square police headquarters and the Hillbrow police station, Miss Marion Sparg is also being interrogated about the 1981 bombings of PFP offices in Johannesburg.

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Deadlock on De Jonge, say Dutch sources

The Star's Foreign News Service

THE HAGUE — Negotiations over the future of Mr Klaas de Jonge, still in the sanctuary of the Dutch Embassy in Pretoria, have reached deadlock, according to sources close to the Dutch Foreign Ministry.

This was due to South Africa's decision to charge Mr de Jonge under the Terrorism Act, said sources.

The Dutch ministry had hoped Mr de Jonge would be charged with illegal possession of arms, which would have resulted in an acceptably light sentence.

The charge under the Terrorism Act had ruled out this solution, said the sources.

Return-to-work order is lifted

By Mike Shuma

Three strikes involving about 3 000 metalworkers in Pretoria and the East Rand continued yesterday with one of the affected companies suspending a return-to-work ultimatum.

The electric division of Asea Electric Ltd said yesterday it had shelved the ultimatum to about 580 workers, pending urgent negotiations today.

About 900 workers at Asea's electric and cable divisions in Pretoria have been on strike since February 10. The union wants plant-level bargaining.

On the East Rand, the strike by 2 000 workers at two Haggie Rand plants entered its sixth day yesterday. Workers want wages talks and the recognition of May 1 as a paid holiday.

At G B Engineering and Pan African Shopfitters, also on the East Rand, 300 workers are still occupying two factories despite a weekend Supreme Court order. The workers oppose plans to retrench 150 men.

Mineworkers show signs of ending costly lock-out strike

The strike by 9 000 black mine-workers at Rand Mines' Blyvooruitzicht gold mine near Carletonville entered its fifth day today but there are indications workers want to return to work.

Production losses since the strike started on Sunday now amount to 28 000 tons which translates into more than R3 million in lost gold revenue.

National Union of Mine-workers (NUM) press officer Mr Marcel Golding said talks were held yesterday between management and an NUM delegation including general secretary Mr Cyril Ramaphosa. Afterwards the NUM delegation addressed workers at the mine hostel last night.

According to a Rand Mines spokesman, official labour representatives of the Lesotho and Mozambique governments also addressed striking miners from those countries, informing them the strike was illegal and they were in breach of a court interdict obtained by Rand Mines on Monday which restrains workers from interfering with production.

"The mine remains shut until workers officially undertake to go back to work. However, there are indications that workers now want to go back to work. The situation at the mine is calm," the spokesman said.

Following sit-ins underground, the mine has effectively locked out workers until they undertake to return to work and channel all grievances through agreed procedures.

Workers have demanded an undertaking from management that an experimental production bonus scheme introduced in January at two shafts be extended to other parts of the mine.

● See Page 11.

Firm dismisses 230 sympathy strikers

The Noristan group of pharmaceutical companies in Pretoria yesterday dismissed 230 workers who went on strike in solidarity with 60 workers fired earlier this week.

The 230 workers, who went on strike on Wednesday, represent the entire wage-earning staff of the company.

The Noristan technical director, Dr Fritz Snyckers, said the 230 failed to respond to a management ultimatum to return to work by 9 am yesterday to attend grievance hearings. By noon, no-one had arrived and the company decided to dismiss them.

The company said the 60 workers fired on Tuesday from its packaging division were responsible for irregularities in the labelling of medicine bottles.

The SA Chemical Workers Union (Sacwu) denied workers were sabotaging production lines and workers refused to sign a company undertaking to do their work properly.

A Sacwu spokesman, Mr Manem Samela, said last night talks were continuing with the company about the dismissals.

Dr Snyckers said Noristan remained prepared to discuss the possible re-employment of all workers.

"In the meantime we have taken the necessary steps to ensure that our products continue to be manufactured to our quality standards and delivered uninterruptedly to the market," he said.

3. DAY 14/3/80 Strikers sit tight at Blyvoor

152

RAND MINES gold division's deputy chairman Paul Forbes says management has left "no stone unturned" in attempting to persuade the 7 000 Blyvooruitzicht employees striking over production bonuses to return to work and use the correct channels.

Further, Mozambique and Lesotho labour representatives have informed the strikers that their actions are illegal and they are in breach of a court interdict.

Management does not want to fire workers even though it has the right to do so because the strike is illegal and workers are contravening a court order which prevents intimidation and the obstruction of operations, he says

The shift of 1 200 workers who stayed underground for 36 hours without food returned to the surface yesterday.

Discussing the background to the strike, Forbes says workers in certain occupations on the mine received production bonuses for many years. But employees asked for an extension of production bonuses to all workers

Management discussed this with

CLARE PICKARD-CAMBRIDGE

representatives from both the consultative committees and the National Union of Mineworkers' (NUM) and agreed to use it on two shafts on a trial basis to see if it proved an effective incentive.

The trial system was introduced at the beginning of the year.

"Workers then said they wanted the system extended throughout the mine. We agreed that if the system proved successful we would do so in May and the workers had not objected NUM leaders told management on Wednesday they disapproved of the strike"

But Forbes says the NUM are not prepared to urge workers to return to work before management agrees to extend the bonus system throughout the mine. "This is unacceptable to management, who wish to follow proper channels."

The strike was largely spontaneous and demonstrated worker dissatisfaction with unilateral managerial practices, according to NUM press officer Marcel Golding

He says the strike is the result of

management's "unilateral implementation" of a system without properly consulting the union.

"The widespread support for the strike is adequate proof that intimidation is not taking place and also indicates the determination of workers and the depth of their grievances on the matter"

Golding believes it is one of the longest underground sit-ins in SA worker history.

He says management's "intransigence" in refusing to meet workers at the venue of their choice has exacerbated the situation and the NUM is committed to resolving the dispute in a mutually acceptable manner.

"When it comes to spontaneous strikes, the union always counsels its members on the best way to resolve the situation," added Golding.

"Sit-ins are part and parcel of a new phase in the resistance of mine workers. Strike activity will also continue to increase if management remains insensitive to worker demands and fails to address grievances rapidly."

Pharmaceutical group fires 60 workers 19/3/86

THE Noristan pharmaceutical group, which fired 60 Pretoria workers on Tuesday for allegedly tampering with labels in the packaging section, yesterday dismissed a further 230 workers who ignored an ultimatum to return to work.

The SA Chemical Workers' Union

CLAIRE PICKARD-CAMBRIDGE

said Noristan did "not have proof that the workers sabotaged products" and the workers had struck to demand reinstatement of their colleagues.

A Noristan spokesman said the 60

workers were dismissed following their refusal to reaffirm their conditions of employment and to refrain from interfering with the packaging of products.

The spokesman said the company was prepared to discuss re-employment of all the workers

Bus chaos: thousands stranded in city

14/3/82
152

By Montshiwa Moroke

Thousands of workers were stranded yesterday afternoon as Putco drivers continued their protest over the murder of a colleague in Soweto last week.

The situation was chaotic as peak-hour commuters searched for transport home. As night fell, hundreds still waited in long queues for taxis.

At some terminuses, no buses were operating. At others, buses were operating but arrived at long intervals but then went only as far as Baragwanath Hospital — the scene of confusion and desperation yesterday morning.

The worst-affected area comprised the West and Sauerstreets bus terminuses in Johannesburg. Queues began forming from about 4 pm and by 5.30 the Stock Exchange building in Diagonal Street was almost surrounded by commuters.

Taxis did a roaring trade but could not cope and commuters became angry as the queues grew. Some people did not know why services were not operating.

The decision by drivers not to operate services was taken at a meeting held with management on Wednesday night. The Putco Dobsonville division drivers said they were protesting over the death of Mr Jerry Mothibedi, who was stoned by a mob.

Putco had announced earlier that its Soweto bus services would be stopped for two hours yesterday — between 11.30 am and 1.30 pm — to mark the funeral of Mr Mothibedi.

● See Page 7.

(K/51A)
MINE LABOUR 14/3/76

F (NUM) 152
More strikes

The past week has seen industrial action involving more than 20 000 workers on two of SA's gold mines — a second action at Anglo American's Vaal Reefs and a fresh dispute at Rand Mines' Blyvooruitzicht.

According to an Anglo American spokesman, about 15 500 black workers at the Vaal Reefs mine returned to work on Tuesday, following a "go-slow" strike in which workers began working only half shifts.

The stoppages began last Wednesday. On Friday, the mine closed the affected four shafts as well as the gold and uranium plants and workshops on its east and west divisions. And over the weekend, it was granted an urgent court interdict restraining workers from "promoting or participating in disruptive work practices."

According to National Union of Mineworkers (NUM) spokesman Marcel Golding, several grievances precipitated the action. They include unhappiness that seven people arrested in connection with the deaths of four team leaders three weeks ago are still being held in custody.

A further demand was that several hundred workers not taken back after a strike last year should be rehired. The union spokesman says there are also a number of longstanding grievances relating to hostel conditions, the induna system and discriminatory work practices, which the company has failed to address.

An Anglo spokesman says the only demand management received was for the release of those in custody. The company's response was that "it could not influence the normal course of justice."

The Blyvooruitzicht mine near Carleton-

ville was hit by strike action on Monday, apparently because of dissatisfaction over an experimental production bonus system currently being applied on two sections of the mine.

A management statement says that 8 800 workers are involved. Paul Forbes, deputy head of Rand Mines' gold division, says he had talks with three NUM officials who denied having anything to do with the strike and said that they did not approve of it. At the time of going to press, the strike was continuing. Forbes concludes that the NUM "does not wield the authority and control that it claims."

More than 100 000 miners have, in fact, participated in "wildcat" strikes so far this year. Golding says NUM policy is that grievance and conciliation procedures should be exhausted before strike action is taken. Officials can, and have, counselled members on these issues. However, he adds, the union is a democratic organisation and members' decisions are final. ■

14/3/86

Thousands strike at Blyvooruitzicht

Between 7 000 and 10 000 miners at the Rand Mines Blyvooruitzicht gold mine are on strike over the mine's bonus system, according to the National Union of Mineworkers (NUM).

Management warned strikers to return to work "as this is an illegal strike".

Talks were held yesterday with NUM officials but the union denied "having anything to do with the strike", according to a Rand Mines statement.

"We will put out a notice to all employees telling them that they must return to work and follow the mine grievance procedure," said Mr Paul Forbes, the deputy head of the gold division of Rand Mines.

Under present circumstances the Unemployment Insurance

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A few heated hours in Warmbaths

ANGER — and excitement — swept through Warmbaths this week after the nine-day stayaway was called off on Wednesday.

At the community hall of Bela Bela township outside the verkrampie town, queues of elderly people waited for more than five hours in the scorching sun for someone from the Department of Co-operation and Development to come and hand out their bi-monthly pension pay-outs.

In the afternoon, when it became clear that there would be no pay-out, the old folk — and the police car that had been parked a few paces from the hall — moved away.

The old people, and their children,

were angry.

A few meters away, at a cattle auction on the fringes of town, there were shrieks of joy and excitement as farmers in khaki shorts and short-sleeved shirts jumped for joy at the steady rise in the bidding for their cattle.

"How would you have coped with the auction had the stayaway not been called off?" one was asked.

A hostile stare and an angry snort: "Ag nee, I brought my own *kaffirs* from my *plazas*."

More than 30 black men in green overalls herded the cattle into enclosures as young girls and women in *vootrekker kappies* ate orange

SEFAKO NYAKA pays a visit to conservative Warmbaths, scene of a nine-day strike by black workers, and finds himself not altogether welcome ...

ice-cream.

I tried getting next to the pens but a dozen or so stares from men in cow-dung smeared *veldskoene* conveyed the message to me.

At a garage, a young petrol pump attendant who gave his name as Tokkie Goosen answered my questions in monosyllables.

I asked him for a cash slip. He conveniently forgot that I asked for

one and handed one over only after my white colleague asked him for one.

I learned from one of the attendants that six white attendants were hired in the place of the six blacks who took part in the stayaway.

But the Warmbaths Sakekamer denied that anybody had been laid off.

"They retrenched themselves when they took part in the stayaway. They were not fired," one businessman told a white journalist.

I grabbed what must have been an Afrikaans newspaper in one cafe. A few steps later a huge frame of human flesh jostled me so hard I dropped the paper.

Sizing up my chances against this hulk, I shut up.

He thought he heard me saying something, but by this time I was out of the shop and safely in the car.

It later emerged that he is the owner of the shop and had heard about a nasty "*banix*" (it sounds more polite than "*kaffir*" may be) who was asking funny questions.

At Bela Bela there was no hostility towards my white colleague. The young "comrades" happily took us on a guided tour of the township.

We were taken to what was once Nelson Mandela Park. We could clearly see where the play-tyres, trees and flowers had been ripped out.

Political turbulence helps fuel growing labour unrest

Many reasons for West Rand trouble

Behind the specific domestic issues raised as the causes of labour unrest on the West Rand, lie a host of reasons which have contributed to strikes by black mineworkers in the area.

Included in the list of contributory factors are

- Delays in the scrapping of statutory job reservation
- Years of frustration on the part of migrant black workers
- Significant consciousness raising of black mineworkers since the advent of the National Union of Mineworkers (NUM), as well as growing tensions between white and black employees.
- Reports from Witbank that white miners on coal mines were threatening to arm themselves for protection against militant black workers.
- Spill-overs of political turbulence from nearby black townships into the workplace
- The unnatural concentration of thousands of men in hostels

All avenues

Rand Mines gold division deputy chairman Mr Paul Forbes explained why his company had decided to exhaust every avenue of negotiation available before thinking about dismissals or arrests of illegal strikers

This week, the company obtained an interdict restraining individuals from interfering with production at Rand Mines Blyvooruitzicht gold mine but has so far declined to enforce it.

Rand Mines would, however, not pay strikers for days not

Two gold mines on the West Rand have recently been hit by costly wild-cat strike action. This week 1 200 miners staged an extraordinary sit-in underground for more than 36 hours without food. SHERYL RAINE spoke to Rand Mines and Anglo American about labour problems in the region.

worked and would take strong action against intimidators where they could be identified

Although the NUM has been involved as an honest-broker between management and striking workers, there have been allegations that the union is not representative of those on strike, does not approve of the strike and cannot exercise authority over strikers taking action which the union does not condone

The NUM has denied that it has limited control. The key issue in the strike is the introduction of a production bonus system at Blyvooruitzicht. As a domestic issue, the NUM believed it should be settled directly with the workers involved

However, efforts to resolve the strike have been aggravated by difficulties in setting up meetings with worker representatives. So far meetings with NUM officials have not broken the deadlock

Mr Forbes said there was militancy on the West Rand, which was working itself out in labour unrest and which, he believed, concerned largely non-work issues

He said "We believe this strike is a demonstration of solidarity involving many issues, including the scheduled persons issue. Employers are bearing the brunt of widespread worker frustration"

Anglo American's group industrial relations department chief Mr Bobby Godsell said industry had a central role in demonstrating that real progress could be made in resolving conflict in an orderly manner.

Hopefully, in the course of time, such methods of resolving conflict would be applied to redress political grievances

Asked to comment on allegations by some mine managements that the NUM's control was not what it could be, that there were internal tensions between the union's old-guard and young radicals, and that the union was not representative, he said it would be presumptuous to do so. However, it was naive to expect NUM's dramatic growth during the past four years to proceed without a certain degree of turbulence.

Creates turbulence

Mr Godsell said "People must not be surprised by periods of turbulence in South Africa now. Even if this country had no problems other than labour problems, mass unionisation creates turbulence and has in every country that has experienced it.

"The turbulence in the workplace here is without doubt being affected by the turbulence being experienced in the

black townships. On most of our mines there is a high level of natural interaction between the black townships and the hostels. What we started to see at the end of 1985 is a spilling over of turbulence from the townships into the workplace"

However, Mr Godsell did not believe turbulence in the workplace was in management or union interests.

What role could management play in defusing complex situations with strong political undercurrents?

Mr Godsell said "There are certain issues management can do nothing about. When criminal offences occur, when people are assaulted or murdered or property damaged or vehicles stolen the due process of law must occur. There is nothing we can or want to do to interfere with that process in any way. That's the process of an ordered and civilised society"

"The central issue is. Is industry going to find ways to sort out conflict? Can we maintain our fragile pattern of orderly relations? Can we demonstrate to workers that there are effective, orderly and reasonable ways of resolving conflict?"

"To help us carry on doing this, there is an urgent need for South African society, the State and black organisations to find an analogous process of negotiation to deal with township problems and to deal with problems of political change"

"If they looked closely at labour relations during the past 13 years, they would find some important lessons to learn"

Walk-outs, sit-ins, strikes: 3 weeks on the gold mines

The chronology of recent mine strikes on the West Rand:

• Feb 24: Strike starts at Anglo American's Vaal Reefs gold mine near Klerksdorp. Between 12 500 and 19 000 refused to work, following the arrest of nine black miners for questioning in connection with the killing of four team leaders on Feb 18.

Miners demanded the release of those arrested. Workers return to work Feb 26 after talks with the National Union of Mineworkers (NUM).

• March 5: Black miners at four Vaal Reefs shafts walk out half-way through their eight-hour shifts. Action escalates to include 15 500 mineworkers and the mine closes four of its nine shafts, metallurgical works and engineering workshops.

The NUM says problems related to mine hostels and demands for the release of those arrested. Company gains an interdict restraining workers from working short shifts. Workers return to

work on March 11.

• March 9: Sit-in strike launched at Rand Mines Blyvooruitzicht gold mine near Carletonville. Workers say the strike centres on a bonus system being run on a trial basis at some sections and not others.

Underground sit-ins include one involving 1 200, who sit-in underground for more than 36 hours without food

• March 11/12: Anglo American reports two miners killed and 25 injured in fighting at Vaal Reefs No 1 shaft. Only 180 of 4 000 on the morning shift report for work on March 12 but situation returns to normal by March 13

• March 12: Rand Mines temporarily close Blyvooruitzicht and refuse to allow workers to go underground until an undertaking is given that they will work and channel grievances through agreed grievance procedures

Sunrise news

Warmbaths stay-away: now

the 'cold war'

By Hannes de Wet

You can hardly miss the words written on the big blackboard as you enter Warmbaths: "Eendrag maak Mag!" (Unity is Strength).

"You see, that's how we managed to beat the boycott. And I don't want the people to forget that," explains local garage owner Mr Loodt Bothma.

The common "enemy" which prompted the people of this resort town to forget their differences, was the black workers from the tiny township of Bela Bela near Warmbaths who stayed away from work for 10 days.

They returned to work on Thursday and everything ap-

peared to be normal yesterday. Once you start talking to the people, it becomes clearer why Mr Bothma has found it necessary to put up his unity sign.

It's true that the business people stood together and assisted one another in staying in business despite the boycott.

But there are definite differences on how the aftermath of the stayaway should have been handled. This is exactly the subject which brings the larger significance of the Warmbaths boycott to the front.

White perceptions of the blacks' motivations vary markedly. Nobody really knows what is going on "on the other side".

"There's only one way, we should have fired all of them. We are only creating problems for ourselves by giving them their jobs back," says Mrs Kobie Nortje, manager of a furniture store.

"If they know that they will lose their jobs they will not heed the intimidators again."

She was forced by her head

office to renstate all workers. When asked why the blacks stayed away, she shrugs: "I really don't know. They tell you they also don't know."

"To get a good story," Mrs Nortje advises, "you should go the store next to mine. They fired all their workers."

There you find a gathering of blacks talking to the manager. Their spokesman says they stayed away otherwise their houses would have been burned. A few shops further, the man-

ager of a supermarket, Mr George Voudouris, says:

"It's not really their fault. You can't blame them for being intimidated."

He took his workers back, except for a few who didn't turn up at all.

"They came back because they were hungry. You should have seen them, pleading for a loaf of bread. They couldn't continue without money," says Mr Voudouris.

He is of the opinion that the

not be able to function blacks.

at the garage Mr Bothma has his own theory on the stayaway

"Yes, it's true that they were threatened by agitators who came from elsewhere. But I think they also thought that we might crumble and offered them better pay or something."

"It was when they saw we were managing to continue without them and that they could all lose their jobs that they decided to come back."

The latest rumour in Warmbaths is that there will be another stayaway during the Easter weekend.

Mr Bothma is not concerned. He dismissed 12 of his black workers and employed six whites who were looking for jobs. His current work force consists of the six whites and six blacks — five workers less than before the boycott.

"My workers all said that they would not listen to the inti-

midators again. And if the people in town can only stand together despite their political differences, the boycotters will fail again."

The whites in town got to know one another better because of the boycott, says Mr Bothma.

But the bridge between black and white in Warmbaths remains

"I don't know whether there are any attempts to get dialogue going with the people of Bela Bela. But I'm certainly in favour of a concerted effort to improve relations. And the sooner the better. We simply have to learn to live together," says Mr Bothma.

CAPL Tim H
15/3/86

Timber strike over

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1/20/86

Staff Reporter

SEVENTY-FOUR workers at the Airton Timbers factory in Retreat returned to work yesterday after a two-day strike, while 250 workers at two PG Glass factories in Epping downed tools over the threatened retrenchment of 26 colleagues

A spokesperson for the Paper, Wood and Allied Workers' Union said the 75 returned to work after Airton management refused to negotiate with the union unless workers agreed not to go on strike again

The workers, in consultation with the union, had already decided to return to work yesterday "in the interests of further negotiations", the spokesperson said

The strike was called when management initially offered to raise the minimum hourly wage from R1,43 to R1,54 — later to R1,62 an hour. The workers are demanding that it be increased to R1,93

At PG Glass, 250 workers downed tools when negotiations over the retrenchment of 26 workers broke down

A spokesperson for the Chemical Workers' Industrial Union said workers had agreed to rather accept lower wages by working short-time than see the 26 retrenched

Negotiations on the retrenchments continue on Monday.

No action against

400 Putco drivers

15/3/86
By Chris More

Putco announced yesterday it would not take any disciplinary action against 400 drivers who refused to work on Thursday in order to attend the funeral of a slain colleague, Mr Jerry Oupa Mothibedi (30), leaving about 112 000 commuters stranded.

The errant drivers were from the Soweto and Ikwezi depots.

A spokesman for the bus company, however, praised drivers from other depots who continued to provide a public service.

"It is unlikely we will take disciplinary action against the drivers who did not report for work on Thursday, when their colleague was being buried

"We regret the inconvenience caused to the public and recognised our responsibilities in this regard"

W/E News 15/3/86

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Unrest spills over into the workplace

LABOUR
AFFAIRS
DICK
USHER

THE first part of this year has seen a rash of strikes — many of them spontaneous — which industrial relations experts see as a sign that township disturbances are spilling over into the workplace

According to Andrew Levy, Johannesburg IR consultant, at least 185 000 workdays were lost in January alone compared with 5 000 in January last year and 96 000 in January 1984.

Levy says that in many cases unions have been following agreed dispute procedures but workers have ignored these niceties and rushed out on strike on a "whim" of their own.

In Cape Town this week one such strike occurred at Airton Timbers in Retreat when members of the Paper, Wood and Allied Workers Union at the plant — about 95 percent of the workforce according to a union spokesman — went on strike after lengthy wage negotiations.

In Pretoria, the Waltloo pharmaceutical group fired 230 workers — the entire wage-earning staff — after they went on strike on Thursday. The strike appeared to have been sparked by the dismissal of 60 workers in the packing section earlier this week.

Both Levy and Bobby Godsell, industrial relations expert with Anglo-American, see these events as a spillover into the workplace of township unrest.

BUYING POWER

In many cases the strikes have been set off by issues which, in the normal course of events, could have been settled through established procedures.

Management tactics, according to Levy, have mostly been to sit out the strikes rather than dismiss workers and in most cases the stoppages have ended after a few days.

But other observers also point to the current wage situation as another factor adding to dissatisfaction.

Increases are generally being held down and unions are having difficulty in negotiating raises sufficient to keep up with the rate of inflation.

And there is always the massive rate of unemployment in the background.

Unionists argue that the way to solve the problem is to increase the amount of money in circulation — paying higher wages — which would increase buying power and stimulate demand, while employers argue that in the current economic climate and the pressure on profits they simply cannot afford to pay more.

CAPL Timber 1983
15/3/86

Timber strike over

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Staff Reporter

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A spokesperson for the Chemical Workers' Industrial Union said workers had agreed to rather accept lower wages by working short-time than see the 26 retrenched

Negotiations on the retrenchments continue on Monday.

Miners return to work as death toll reaches 15

By Sheryl Raine and Mike Siluma

About 7 000 black miners streamed back to work today at the strike-torn Blyvooruitzicht gold mine near Carletonville, where seven people were killed and at least 100 injured in weekend violence.

In more violence at the Vaal Reefs gold mine near Orkney, eight people were killed in faction fights and 66 injured — bringing the weekend death toll on the two West Rand mines to 15 and the number of injured to at least 166.

A spokesman for Rand Mines, owners of Blyvooruitzicht, said today that the mine had returned to normal for the first time in a week. Five days of production had been lost due to wild-cat strike action.

"The morning shift of about 7 000 streamed back to work between 4 am and 6 am. Hundreds more are expected to return to work today," the spokesman said.

"Management issued an ultimatum to workers to return to work or face dismissal. Workers were asked to sign an undertaking to return to work. About 160 who declined have been dismissed and transported home."

The mine was calm today following the arrest during the weekend of more than 40 suspected intimidators.

Rand Mines reported that six miners died on Friday night — four shot dead by police and two believed to have been beaten to death by intimidators. A security guard not employed by the mine was also killed.

The superintendent of the Blyvooruitzicht mine hospital said 100 injured miners reported to the hospital after Friday's violence and 63 were still in hospital.

Rand Mines said the SAP were called in when mine security could not control a mob which burnt down an administration office at the No 2 hostel, causing R200 000 damage.

At Anglo American's Vaal Reefs mine, clashes broke out at the weekend between Sothos and Xhosas at the mine's east division, a spokesman said.

Mine security personnel were called in and by last night "the situation at the mine was peaceful".

Meanwhile the NUM reports that about 450 miners launched a boycott last Wednesday of the bars and canteens at the Teba depot in Johannesburg, in protest against discriminatory practices, the quality of food and hampering of the union's activities at the bureau.

A spokesman for Teba, the labour-recruiting organisation for the country's mines, was not available for comment.

Haggie may seek eviction order

By Sheryl Kaine

The management of Haggie Rand Limited may seek a Supreme Court interdict to forcibly evict 2100 workers who have been staging a sit-in strike for almost two weeks at their Jupiter and Germiston factories.

The workers were dismissed at noon yesterday after failing to respond to a management ultimatum to return to work. They refused to leave the factory.

STALEMATE

Mr Dave Thompson, group personnel manager for Haggie Rand, said a meeting had been held with members of the Metal and Allied Workers' Union (Mawu), "but negotiations reached a stalemate".

Mr Bernie Fanaroff, national organising secretary for Mawu, said the union had briefed lawyers to respond to any court action to have the workers evicted.

DEMANDS

The workers have made several demands, including an across-the-board wage increase, leave pay, a 40-hour week, a paid holiday and compassionate leave. As Haggie Rand is a member of the Steel, Engineering, Industries Federation (Seifsa), it has declined to bargain with the union on substantive issues covered in the main agreement of the metal industry industrial council.

● A strike by about 850 Mawu members which lasted more than five weeks at Asea Electric SA (Pty) Ltd in Pretoria, has ended in settlement and workers are back at work. Negotiations are continuing with the union over a strike at Asea Cables in Pretoria.

BDAF
11/13/86
LETTERS

NUM replies

Dear Sir,
REGARDING editorial ("Gencor's Impala Stew," *Business Day*, January 9, 1986).

Editorials directed at South Africa's decision makers should at the very least uphold elementary accepted principles of journalism, namely, factual accuracy and informed comment. To have permitted such trite to pass as an editorial is an utter disgrace to the noble intentions you have as a newspaper and the audience you wish to serve. Two issues are most disturbing and deserve clarifying.

You allege the union has been "growing like Topsy (and some might say has been lead by Topsy)". You provide no substantial evidence for your claim except spurious anecdotes and vague generalisations. In fact your remarks are contrary to the general opinion forwarded by respectable and authoritative analysts on labour. Among these views are the following:

1. That the union has been growing steadily in the mining industry and is certainly the most representative voice for black mineworkers.
2. The union leadership is responsible, democratic and renown for pursuing, to the letter of the law, the channels of collective bargaining.

If anything, the judgement in the Marievale case (if you have read it) is adequate testimony of the union's reasonableness, and can certainly not be accused of being "Topsy".

To allege that the NUM has suffered two bloody noses is nonsense. If anything, it is Gencor who has suffered a bloody nose in the Marievale case.

On the Impala strike, it is said the "reasons are vague, to say the least, long working hours, wages, etc... many of them minor... nothing is easily verifiable."

To suggest the reasons are vague is to ignore historical and long standing grievances of black mineworkers which the mineowners have yet to address. If the grievances were so minor why were they not remedied when workers brought them forward. And lastly, if you suggest that "nothing is easily verifiable", it is absurd to comment with such authority without ascertaining the facts.

One can only deduce that on the subject of labour and industrial relations you are out of your depth and have no inkling of what is at stake. Consequently it can only be presumed that your editorial is based on ignorance. If that is the case, it is wise to refrain, lest the reputation of your newspaper declines even further than it has as a "sensitive" commentator for the nation's decision makers.

MARCEL GOLDING
National Union of Mineworkers' Press Officer
 AT THE NUM's request, this letter is unedited. — Editor.

Sit-in at Jet store over dismissal of colleagues

By Mike Siluma

STAR 18/3/86 K2

The bitter dispute between the Federated Council of Retail Workers (Fedcrow) and the Edgars group had a sequel yesterday when seven union members staged a sit-in at the group's Jet Store in Roodepoort.

They were protesting against the dismissal of three colleagues convicted two weeks ago for intimidation.

The dismissed workers had been found guilty of intimidating a supervisor during a strike in September — itself sparked by the alleged racist attitude of a white store controller towards black workers at one of the group's branches.

More than 400 workers were dismissed during the September strike, but reinstated later after negotiations with management.

Scores were arrested while picketing the group's stores in central Johannesburg.

The union spokesman said the workers regarded the Roodepoort dismissals as unfair.

He said management had given an undertaking to persuade the supervisor to withdraw the charges. But Edgars' group personnel executive Mr Don Findlay denied this.

He said the management and the union had agreed at the end of last year's strike that disciplinary action would be taken only against those workers who were convicted in court. Five other workers were dismissed earlier this year under the same circumstances, he added.

Zulu workers back at work

Cap. Time 18/3/66
DURBAN — The 900-
strong Zulu workforce at
AECI's Umbogintwini
plant, who downed tools
last week in protest
against the expected re-
turn of the Pondos, has
returned to work.

Strained relations be-
tween the Zulus and the

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Pondos on the factory
floor follows recent
bloody clashes between
the two groups

The Zulus started
trickling back to work on
Thursday afternoon, but
the Pondos workers have
still not returned —
Sapa

Haggie fires 1 900 strikers

18/3/84 DAY (152) ~~154~~

HAGGIE RAND yesterday dismissed nearly 2 000 workers who had staged a sit-in strike for nearly two weeks in a demand for company-level bargaining at its Germiston and Jupiter plants.

Metal and Allied Workers' Union (Mawu) organiser Bernie Fanaroff said the firings were a "bad omen for the future of the metal industry".

Haggie's group personnel manager Dave Thompson said 60 workers returned to work yesterday, but that a further 1 900 were fired after ignoring a midday ultimatum. About 250 workers were still sitting-in, he said.

Thompson said Haggie Rand was still considering whether to apply for

CLAIRE PICKARD-CAMBRIDGE

a court interdict to evict workers from the premises.

□ The National Union of Mineworkers (NUM) yesterday "strongly condemned" the actions of management at the Blyvooruitzicht gold mine near Carletonville, where seven men were killed in clashes with police and mine security guards on Friday night, reports Sapa.

NUM Press officer Marcel Golding said the 1 000 workers, who had been on strike since last Sunday, were "intending to go to work on Friday night".

BUSINESS DAY, Wednesday, March 19 1986

SIPHO NGCOBO and Seps

Mamelodi

stayaway

is continues

THE almost total stayaway from work and school by thousands of inhabitants of Mamelodi township near Pretoria entered its second day yesterday.

The stayaway was called in protest of the alleged shooting of an old man and police disruption of a meeting to launch the Mamelodi Civic Association in which 10 people were injured. No organisation in the township has been associated with the stayaway call.

A Police Public Relations Directorate spokesman in Pretoria declined to comment on the stayaway and the shooting.

Workers and pupils are expected to return tomorrow.

Scores of Mamelodi residents remained indoors yesterday while others roamed the streets in groups.

A combined force of police and SADF members manned road-blocks and conducted patrols in the area.

Those who attempted to go to work were ordered out of trains by angry youths. Putco buses kept away from the township yesterday and local businessmen collected goods from delivery

trucks on the outskirts of Mamelodi with drivers fearing to go further.

Mamelodi town councillor BJ Kekana resigned from the council yesterday as a consumer boycott of his shop began to bite.

At the weekend Constable Joseph Vuma, 27, of Mamelodi Police Station, was shot dead in his home.

Two people have been reported killed in further unrest around SA.

A man was killed in Soweto, Port Elizabeth, when police opened fire on a crowd stoning police vehicles, and a youth was killed in Selsoville, Free State, when a councillor fired at a crowd stoning his car.

Sacked workers launch co-op projects

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By PIPPA GREEN

METAL and Allied Workers Union members, fired nearly a year ago from a British multinational company after a legal strike, have launched a string of co-operatives to sustain themselves and their families in their Natal township.

The co-operatives are the latest initiative in a bitter struggle between the workers and the British Tyre and Rubber subsidiary Sarmcol. The company fired its entire 1 000-strong workforce 11 months ago when the workers went on a legal strike in protest against the company's consistent refusal to deal with their union.

It has cost Mawu, with the help of outside donors, about R20 000 a month to provide the strikers with the

most basic food parcels. Although it has applied to the Industrial Court for a *status quo* order to reinstate the workers, no-one is hazarding guesses about when the strike will end.

Sarmcol is the only major employer in the Howick area. About 27 000 people live in Mphophomeni — where most of the strikers come from — and in the surrounding districts.

About 3 500 people have been retrenched from Sarmcol in the past 10 years, aggravating the already high unemployment rate in the Vulindlela district where Mphophomeni is situated. Sarmcol's answer to demands for union recognition — mass dismissal — meant that an entire community lost its major breadwinners.

The co-operative venture, which Mawu has described as "unprecedented", has projects in various stages of development: a buying co-op, a T-shirt co-op, a cultural co-op, a health committee and an agricultural co-op.

The aim is twofold. On the one hand, the union hopes to be able to foot the monthly food parcel bill within four years. On the other, it is seen as an educative venture, a means of exploring alternative methods of production and social organisation.

"One of the motivations for this project was that people were not just sitting around waiting, but were actively exploring alternatives and

looking at different ways of organising production. This is the direction the workers' movement should be going in. Even if we didn't make any money, it would still be worthwhile as an educational undertaking," said a Pietermaritzburg union organiser.

The Sarmcol Workers Co-operative (Sawco) is run by a controlling committee which has representation in the local union branch. The chairman of the Sarmcol shop stewards committee, Phineas Sibuya, is also chairman of Sawco. It has made a conscious attempt to reach out to other members of the community, by including in its structures members of the local youth and women's groups. A project already established is the

T-shirt project. It employs about 15 people and prints T-shirts for various organisations, among them the newly-formed Congress of South African Trade Unions (Cosatu).

The agricultural project will start with a donation by the Catholic Church of eight arable hectares and 40ha of grazing land near Cedara. Sawco is also considering setting up sandal-making, wire-meshing, carpentry and even coffin manufacturing projects.

Although the co-operatives will, at most, provide jobs, at less than a living wage for only about 100 of the 1 000 workers, the union argues its value will lie in developing a self-supporting economy in an underdeveloped region.

STAR 20/3/86

Striking unionists injured in police action

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Labour Reporter

Four trade union members have been admitted to hospital following police action against about 300 strikers in Germiston yesterday.

The workers had been on strike at two firms and had slept on com-

pany property in spite of a Supreme Court interdict ordering them to leave the premises

The Paper Wood and Allied Workers Union said police entered the premises of GB Engineering and Pan African Shopfitters yesterday and teargassed about 300 strikers who were assembled in a closed space

"Four people were seriously injured and are in hospital and a number of others were badly cut after going through plate glass to escape the gas," a union spokesman said

"Seventy-one members of our union and the Metal and Allied Workers Union were arrested and appeared in the Germiston Magistrate's Court

yesterday. Bail was set at R500 each, which we could not afford. They were remanded in custody until March 25

"Our lawyers were not informed of the court appearance. They were under the impression that the workers would appear in court today

"We totally condemn the police action as the workers were engaged in a peaceful action in an attempt to get the employers to discuss alternatives to retrenchment. The company wants to retrench 150 people. We do not see what role the police have to play in industrial relations.

"We will raise the matter with the Congress of SA Trade Unions this weekend and are investigating the customers of Pan African Shopfitters"

The firm's administrative manager, Mr F Marucchi, said management called the police after workers intimidated other staff, including the managing director. Both unions had been informed of the intimidation

He said police fired teargas into the building and arrested the workers as they came out. Company property was damaged, he said

Chamber of Mines agrees to recognise second union

By Sheryl Raine

STAR 20/3/86

The Chamber of Mines has signed a recognition agreement with the African Miners' and Allied Workers' Union.

A joint statement, issued by the parties after a document signing ceremony in Johannesburg yesterday, said the recognition agreement concerned security employees at JCI's Western Areas Gold Mining Company.

The African Miners' and Allied Workers' Union is the second black union to sign a recognition agreement which will entitle it to represent its members in the collective bargaining process with the Chamber.

The general secretary of the union, Mr Vuyani Madolo, is a former member of the National Union of Mineworkers, the other black union recognised by the Chamber.

Mr Madolo said the recognition agreement applied to about 120 security personnel, but that the union's total membership at the mine was in the region of 3 800.

The union is not affiliated to any of

the major emergent trade union federations. It organises not only on the mines but in related industries.

"The union is active in and around Western Areas," he said. "The reason we have organised workers in related industries is to ensure that members on the mines have the support of the communities near which they live."

Aims of the union included:

- Involving the mining houses more directly in attempts to get influx control eased.
- Improving facilities for wives wishing to visit their husbands at work. At present wives were entitled to visit for 14 days but there were only six houses on Western Areas mine property to accommodate the wives of a workforce of about 13 000
- Increased democratic control of the hostels.
- Decentralised control of the work process on the mines to give workers on the lowest step of the employment hierarchy more say in the organisation.
- The scrapping of job reservation on the mines.

20/3/86
Weekly Mail



Taking over the dirty work: White residents clear out the town's garbage. The man in the centre is armed with a revolver.

RIGHT: A monosyllabic Tokkie Goosen serves up petrol for Setako Nyaka. Pictures: REUTER and STEVE HILTON-BARBER, Atrapix

MORE than 60 percent of Warmbaths' black workforce was laid off when the stayaway ended on Wednesday

The sign that proclaims that shops in the conservative town remained open despite the "boycot" sums up the chest-thumping mood of the employers.

But township residents are just licking their wounds and seem set to renew the battle as soon as they can.

It all started when a few placard-carrying higher primary school pupils demonstrated on the school premises. Before police could arrive the

Most strikers have been fired

demonstration was over.

Pupils at the high school allege that later some people threw stones on to the roof of their school building

They fled, and a passing bakery vehicle was stoned and set alight because the "students were provoked", a student leader said.

Sixteen pupils were arrested and at the weekend a meeting decided there would be a stayaway in order to secure the release of the 16.

By SEFAKO NYAKA

The beerhall, Administration Board offices and a guest house were set alight

A public meeting was called and a list of demands was handed to the community councillors. It was later suggested that the township manager, a Mr Wentzel, be fetched.

He arrived accompanied by a police armoured vehicle and nine light vehicles.

"After giving him our grievances, he suggested that we elect 10 members with whom he could negotiate," a student leader said.

The demands included.

- The lowering of rent from R48 to R10. There is no water-borne sewerage and the roads are not tarred.
- Resignation of community councillors.
- The withdrawal of troops and police from the township

● The presentation of the council's financial statement.

● The abolishing of the maximum wage. Residents claim they still earn about R100 a month and when outside companies move to Warmbaths for construction jobs they are told not to pay above a certain scale

A few days after the Committee of 10 was elected, the police moved in and they were detained. But if anything, the mood in the township is that the stayaway has been suspended in a bid "to review our strategies and analyse the shortcomings of our past battle".

Tensions rise as townships remember Sharpeville

WEEKLY MAIL REPORTERS

THE tension-ridden anniversary today of both the Sharpeville shootings of 1960 and the Langa shootings of 1985 will be marked by stayaways, mass meetings and possibly even major marches in different parts of the country

And the tension is not likely to end after today Vaal residents have called a two-day work stayaway next week to protest against the prosecution of people refusing to pay their rent

There is talk of a march today on the Protea Police Station in Soweto and another march from Alexandra to the Bramley Police Station

In the Vaal there will be a grave-cleaning ceremony at the Sharpeville cemetery today followed by a commemoration service

It is believed that the people will march from the cemetery to the as yet unannounced venue of the commemoration service

A mass one-day stayaway has been called in the Eastern Cape by the Congress of South African Trade Unions (Cosatu) and the United Democratic Front.

They issued a joint statement saying March 21, 1961 marked a "very important moment in our struggle testifying our commitment to end social injustice

"The people have decided to pay tribute to the martyrs of the past by demanding a national paid holiday for all"

Joint UDF-Cosatu rallies will be organised in Eastern Cape townships Venues are still to be announced

"The stayaway is geared to force the bosses and the white ruling class to feel the latent power of a people determined to win their freedom," the statement concluded

There is also talk of a march to Cradock to clean the graves of the four UDF activists who were killed in mysterious circumstances last year

In Nelspruit the three victims of the police shooting outside the KaBokwem Magistrate's Court last Tuesday will be buried tomorrow after a service at the Lekazi Stadium.

One of the organisers said the funeral service will also serve to commemorate the Sharpeville and Langa shootings

The Azanian People's Organisation issued a statement saying the significance of Sharpeville could not be over-estimated

Azapo called on people to mark the day "with the necessary respect"

It has called meetings today at Khotso House and in Garankuwa and Bekkersdal, tomorrow in Vosloorus Houtbosdorp, Medunsa and Kagiso and on Sunday in Thokoza, Dobsonville, Atteridgeville, Dennilton, Soweto and Phalaborwa.

Meanwhile, Vaal Triangle residents will begin a two day stayaway to protest against the jailing of house-owners who have not paid their rent.

A representative of the Stayaway Committee said this agreement was reached by the people after seven public meetings to discuss the rent issue.

Special dispensation has been given

● To PAGE 2

Stayaway called for emergency workers.

The committee has approached the taxi association and the two Vaal bus companies to withdraw their transport. The representative appealed to people not to molest those in the medical profession and other emergency services.

"It is not the intention of the Vaal people to cripple the South African economy, but to have employers put pressure on the Orange-Vaal Development Board to address itself to the people's demands."

● See "Trouble looms in Langa", page 7

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COLLECTIVE BARGAINING 3/26
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Court casts the die

The Industrial Court has delivered its full judgment in the reinstatement case against Pinetown company Natal Die Casting (NDC). The company was ordered to reinstate permanently over 100 legal strikers dismissed last year.

When the court's reinstatement order was handed down in early February, NDC quickly announced that it would take the case on review to the Supreme Court. The workers would not be reinstated until this process was complete, said NDC. Now that the reasons are available, NDC must have even greater motivation, for the Industrial Court makes some highly critical observations about its conduct in the dispute.

The strike occurred on May 1 last year after drawn-out negotiations with the Metal and Allied Workers' Union (Mawu). It was called over the NDC's refusal to bargain in good faith over production and long-service bonuses and a travel allowance. The court ruled that NDC committed unfair labour practices by dismissing the workers, and refusing, or failing, to negotiate in good faith with Mawu before and after the strike.

The court found that while the evidence presented by most of the witnesses was acceptable, NDC MD Graham Wilson did not make a favourable impression. "His whole attitude and appearance was one of insincerity," it said.

Further, said the court, Mawu had not breached the provisions on strike balloting set out in the Labour Relations Act, as alleged by NDC. The strike was therefore legal.

According to the court, NDC had agreed in principle to implement a productivity bonus. But, while "purporting to negotiate," it "merely went through the motions without any real intent to arrive at an agreement." Certain conditions imposed by the company were "so unreasonable that it could scarcely be said that they were made in the genuine belief that they would result in agreement." For example, a proposed production target set by NDC exceeded anything that had been achieved between August 1980 and February 1984. NDC also refused to furnish a Mawu-appointed accountant with realistic financial information.

Dealing with whether the company was justified in sacking the workers or not, the court referred to the well-known case between the Council of Mining Unions and the Chamber of Mines. This held that dismissals could, in certain circumstances, constitute an unfair labour practice even if sackings are lawful.

What carried most weight with the court

Continued on page 62

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in this regard was whether NDC had tried to enter into bona fide negotiations. Further, it notes that NDC had refused to refer the dispute to an independent arbitrator. The union's conduct during and after the strike, said the court, "was not such as would infringe the rules of 'fair fight'." Cumulatively, these factors led the court to conclude that the manner in which the dismissals were effected amounted to an unfair labour practice.

The Supreme Court will now have to decide on the merits of the Industrial Court's judgment when it comes up for review.

Meanwhile, it is clear that the NDC case does not overturn a previous judgment in a case between Mawu and another Natal company, Hart Ltd. In it, Mawu tried unsuccessfully to get the court to rule that Hart's refusal to bargain on wages above the metal industry industrial council minimums and a funeral benefit scheme was an unfair labour practice.

According to a leading labour lawyer, the court has been consistent in the two judgments. In the Hart case, he says, there was no agreement between the company and union to negotiate on matters covered by the industrial council agreement. The court held that it would not compel Hart to bargain in the particular circumstances. In the NDC case, there was agreement to bargain; the court therefore could rule that the company had deviated from its commitment.

Big E Cape stayaway is expected

CLAUDE PICKARD-CAMBRIDGE

THOUSANDS of Port Elizabeth and Uitenhage workers are expected to commemorate the anniversaries of the Langa and Sharpeville police shootings today.

Community organisations and unions have called for the stayaway.

An Eastern Cape Congress of SA Trade Unions (Cosatu) spokesmen said they planned to hold a joint Cosatu-United Democratic Front rally in Port Elizabeth today.

A commemoration service was also planned at KwaNabuhle stadium, Uitenhage, and workers would unveil a massive tombstone, at the site of the graves of the Langa victims.

Cosatu said shop stewards who had held informal talks with managements about the stayaway believed employers would not use disciplinary action against absent workers.

The general attitude among employers appeared to be one of "no work, no pay".

Cosatu said there was a chance that Grahamstown members of Cosatu would take part in a commemorative work stoppage.

General Motors and Volkswagen, major employers in the region, said no disciplinary action would be taken against employees who stayed away.

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By Sheryl Raine

Sit-in strikers reinstated

The majority of the 2 000 Haggie Rand workers at the Jupiter and Germiston plants, who staged a sit-in strike for 17 days, have been reinstated after lengthy talks between attorneys for the workers' union and management.

A joint statement issued by the Metal and Allied Workers' Union (Mawu) and management of Haggie Rand said it had been agreed that the workers, who were fired at midday on Monday but refused to leave the factories, be reinstated. Most of the workers returned to work yesterday.

The workers were not paid for days on strike.

Mawu has been involved in a number of labour disputes in an effort to force members of the Steel Engineering Industries Federation (Seifsa) to bargain at company level concerning substantive issues such as wages. Seifsa has recommended that its members stick to the centralised bargain-

ing machinery of the industrial council.

Haggie Rand has agreed not to penalise any workers in terms of the company's disciplinary procedures "solely for striking, refusing to work or for trespass". The firm reserved the right to discipline workers for other offences committed during the strike.

It was also agreed to begin negotiations on worker demands for long-service bonuses and allowances at a time and place to be agreed upon before April 15.

Mawu and Haggie Rand failed to reach agreement "on the level at which negotiations will take place", on other workers' demands for an increase in wages, May 1 as a paid holiday, compassionate leave, payment for overtime and other terms and condi-

tions of employment.

"The union will make formal proposals to the company and the parties undertake to negotiate on them and other counter proposals by the company, at company level, at a time and place to be mutually agreed not later than April 30," the statement said.

Negotiations about long service bonuses and allowances will be conducted "as expeditiously as possible". Should a deadlock be reached nothing in this agreement would limit or preclude the parties from exercising rights they may have under the Labour Relations Act.

This applied to both the procedures for negotiation and the "substantive" demands for changes to conditions of employment, the statement said.

Haggie workers end strike

By Sheryl Raine

The 2 000 Haggie Rand workers at the company's Jupiter and Germiston plants have returned to work after staging a sit-in strike for 17 days

The return to work followed lengthy talks between attorneys for the Metal and Allied Workers Union (Mawu) and the company

The strike centred on workers' demands to negotiate substantive issues like wages at company level

The company, which is a member of the Steel Engineering Industries Federation of SA (Seifsa), declined to bargain at company level, choosing rather to stick to a Seifsa recommendation that wages be negotiated at the metal industry industrial council

Mawu and Haggie Rand said in a joint state-

ment all strikers fired last week had been reinstated. Workers would not receive pay for the days they were on strike

The company agreed not to penalise any worker solely for striking, refusing to work or for trespassing

It was also agreed to begin negotiations on workers' demands for long-service bonuses and long-service allowances before April 15

The parties failed to reach agreement on the level at which negotiations would take place on other worker demands

"The union will make formal proposals to the company and the parties undertake to negotiate on them and other counter proposals by the company, at company level, at a time and place to be mutually agreed not later than April 30," the statement said

3 said to have died in Ratanda

STAC (152)
24/3/84
Three people are believed to have died in Ratanda, near Heidelberg, since the calling of a work stayaway at the weekend in protest at the shooting of a middle-aged woman and the detention of two leaders.

And in the nearby Vaal Triangle townships there was a confused response to the call for a two-day stayaway, with workers initially supporting the call but then boarding buses later than usual.

In Ratanda last night Mr. Mandla Magavi was killed in a shebeen, a spokesman for the Ratanda Civic Association said.

This morning two people who were not observing the stayaway were shot and are believed to be dead, the spokesman said.

The RCA spokesman said it seemed nobody in the township would go to work today.

Trouble erupted in Ratanda with the distribution of pamphlets criticising the local caretaker community councillors. Police seized some pamphlets and later allegedly held Mr Zachus Machitje, president of the RCA and Mr Mzwakhe Ndebele, executive member of the Ratanda Students Congress.

The police were then stoned and allegedly responded by opening fire. A woman was shot in the thigh.

Dismissed workers to get their jobs back

By Mike Siluma

In a settlement regarded as a victory in the struggle for the rights of municipal workers, the Orange Vaal General Workers' Union (OVGWU) and the Welkom Town Council have agreed on the reinstatement of 13 workers dismissed following a strike last December.

The workers had gone on strike to demand the return of union documents confiscated by a council official. They also wanted the official dismissed.

In terms of the settlement, reached in the Industrial Court, the reinstatement of the 13 would be retrospective to January 2. The period between December 20, when they were fired, and January 2 would be regarded as unpaid leave.

SPAR
B-DAY
24/3/86
It was agreed that the union would be granted de facto recognition while its membership was being verified. Both parties undertook not to involve police in attempts to resolve any future disputes. During the December strike, six workers were briefly held by police and released without being charged.

Settlement was reached after the OVGWU agreed to withdraw its application for an interim reinstatement order under section 43 of the Labour Relations Act.

A spokesman for the OVGWU said the union viewed the settlement as a victory in its struggle for the recognition of municipal workers' rights. He said the agreement was a precedent which he hoped would be followed by other local authorities.

Black one-day stayaway almost total

THE work stayaway by blacks in Port Elizabeth and Uitenhage on Friday was almost total. Support was weaker among coloured workers.

About 99% of blacks and almost all workers in Congress of SA Trade Unions-organised factories failed to turn up for work.

These are the joint findings of the University of PE's Institute for Industrial Relations and the Labour Monitoring Group.

The stayaway was called by community organisations and Cosatu to commemorate the anniversaries of the Sharpeville and Langa police shootings on March 21 in 1960 and 1985 respectively.

Researchers perceived a marked

CLAIRE PICKARD-CAMBRIDGE

difference between coloured and black support for the stayaway. While 99% of black workers in PE and Uitenhage responded, 82% of coloured workers in Uitenhage and 28% of coloureds in PE heeded the call.

They found that coloured workers in Cosatu-organised undertakings stayed away, whereas most coloureds in non-unionised or Trade Union Council of SA-organised factories were not drawn out.

The survey also found that coloured participation in the March 1985, stayaway in PE and Uitenhage was much lower.

The survey covered 65%-70% of PE's and Uitenhage's manufacturing sector and included some commercial, municipal and service undertakings.

In most cases, discussions between managements and shop stewards were held at factory level before the stayaway. The general policy taken by companies was one of "no work, no pay", and many companies pursued a policy of authorised unpaid absence.

The general attitude expressed by managers was that workers heeded the stayaway because of intimidation. A few managers accepted that the stayaway was in genuine solidarity with the memorial services.

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3 killed in violence on E Rand — claim

JOHANNESBURG. — Three people are reported to have been killed in Ratanda, near Heidelberg on the East Rand, since a work stayaway was called on Sunday in protest at the shooting of a middle-aged woman and the arrest of two leaders

And, in the nearby Vaal Triangle townships, there was a confused response to the call for a two-day stayaway, with workers initially supporting the call but then boarding buses much later than usual

In Ratanda, alleged vigilantes hunting for United Democratic Front supporters on Sunday night killed Mr Mandlka Magavi in a shebeen, a spokesman for the Ratanda Civic Association (RCA) claimed

He said two people who were not observing the stayaway were shot yesterday morning by unidentified gunmen and were believed to be dead

He was unable to identify the victims.

Trouble erupted in Ratanda on Sunday with the distribution of pamphlets criticizing the local caretaker community councillors for carrying guns, being insured for R45 000 each by the government and acting as a new batch of "puppets" after the resignation of the original council.

According to a source, a youth who was distributing pamphlets was confronted by a policeman who confiscated the leaflets

Shortly afterwards police allegedly detained Mr Zachus Machitje, president of the RCA, and Mr Mzwakhe Ndebele, an executive member of the Ratanda Students' Congress

The police were then stoned and allegedly responded by opening fire. A woman who, according to the source had nothing to do with the incident, was shot in the thigh

The call then went out for a work stayaway for as long as Mr Machitje and others remained in custody. If their detention should extend beyond the school holidays, pupils will continue the boycott of classes which began in the first term

In the Vaal Triangle pamphlets calling on workers not to report for work were distributed in Sebokeng, Sharpeville, Evaton, Bophelong, Boipatong and Zamdela on Sunday

Earlier, a meeting attended by more than 2 000 in Sharpeville resolved on the stayaway to protest about several issues, including the jailing of people arrested for rent arrears

There was a limited police presence in the area yesterday morning

A police spokesman in Pretoria said he knew nothing of the Vaal stayaway and the three deaths in Ratanda. "The matter will be looked into," he added — Sapa

25/3/86..

Vaal tense after 'necklace' threats

STAR

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By Rich Mkhondo and Jo-Anne Collinge

Vaal Triangle townships were tense today and many people are reported to have stayed away from work after "necklace" threats by youths last night.

Residents said because of "threats of necklaces or burning through tyres" which spread through the townships of Sebokeng, Sharpeville, Zamdela, Bophelong, Evaton and Refengotso, many people believed it was better to stay at home.

Today there were few taxis and buses in all the townships. One resident said: "The townships are tense at the moment,

buses have been withdrawn, taxis are not operating, everything seems to be at a standstill.

"I think following yesterday's aborted work stayaway, some people believe it is better to enforce it and because of threats of burning through tyres, people are afraid to go to work.

"There were ugly scenes yesterday when buses dropped people outside the townships.

PETROL BOMBING

"As people were walking home, some were shown tyres by youths who said they would be burned and hung about their necks if they went to work today."

Sources in Sebokeng said the

situation was volatile and they reckoned fewer people had ventured to work today.

The Vaal Civic Association estimated yesterday's stayaway had been supported by 50 per cent of workers in Sebokeng.

A spokesman for the Vaal Transport Corporation said buses had been withdrawn from Sebokeng at 11 am yesterday and had operated only as far as the perimeter during the afternoon rush hour.

Today, according to the corporation spokesman, buses carried very heavy loads between 4 30 and 5 30 am, but the company had withdrawn its vehicles by 6 30 am after some stoning and petrol-bombing.

Firm takes back 2 000 workers

(52) ~~1/10~~ SOWETAN 25/3/86
HAGGIE Rand has reinstated the 2 000 workers dismissed after staging a sit-in strike at the company's Jupiter and Germiston factories.

Mr Dave Thompson, group personnel manager for Haggie Rand, told the *Sowetan* yesterday that the workforce resumed work last Friday after talks between the management and the Metal and Allied workers' Union (Mawu).

The workers at Haggie had made several demands, including an

across-the-board wage increase, leave pay, a 40-hour week, a paid holiday and compassionate leave.

• Meanwhile the food boycott at the Employment Bureau of Africa (Teba) is still on. About 450 members of the National Union of Mine-workers (NUM) are involved in a boycott of canteens and bars at the company.

The workers' grievances include complaints of "discriminatory practices" at Teba.

The South African Workers' Union (Sacwu) indicated yesterday that it was willing to begin talks with Adcock Ingram management on worker grievances which led to a strike by 350 workers at the Industria plant of the company in Johannesburg.

Adcock managing director Mr Donald Bodley said his company was keen to talk to Sacwu, whose members are involved in the strike.

The workers at Adcock are demanding — among other things — wage increases.

Consumer
boycott
starts in
Pretoria

PRETORIA — An indefinite consumer boycott by blacks of white-owned shops started in Pretoria yesterday.

Called by the Pretoria Consumer Boycott Committee (PCBC), it is the second such boycott in recent months. The first was held over the festive season and shook many shops.

But this time emergency plans have been drawn up to man shops and businesses if the planned mass stayaway of workers hits hard.

A spokesman for an ad hoc committee of Pretoria businessmen said that a survey had established that the stayaway — if the city's black workers gave in to demands — would inevitably result in confrontation between the city's work force and employers.

He said the committee had advised employers to make it clear to workers they would face being phased out in favour of unskilled labour if they stayed away.

Mr Adriaan Willemse, chairman of the city's Werk en Leef organization, said the body had a list of nearly 200 people who could step in immediately and take over the work of black stayaway workers.

"It doesn't matter what sort of work, whether it be pick and shovel work, packing tins on shop shelves or whatever," he said.

Meanwhile the mayor of Atteridgeville, Mr S M Mahlangu, yesterday condemned the stopping by security forces of local traders' vehicles from transporting foodstuffs and other supplies into the township, and he questioned the legality of the action.

Police, however, denied his allegation and said no vehicles had been prevented from making deliveries. Drivers had been told that the police would protect them as far as possible, but that they entered the township at their own risk. — Sapa

Confusion over Pretoria boycott and ...

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BDAY 25/3/76

UDF-called stayaway gets no mass response

THERE was no mass response to a United Democratic Front call for a work stayaway yesterday in the Vereeniging/Vanderbijlpark area.

And in Pretoria an indefinite consumer boycott started amid confusion

A youth was arrested when he and three others crashed into the glass door of a Soweto filling station in their bid to avoid paying for petrol.

One youth was held and handed over to police, but his companions managed to get away. Damage estimated at R10 000 was caused.

Indications yesterday were

Business Day
Reporter and Sapa

that there was no mass response to the UDF call for a stayaway in the Vereeniging/Vanderbijlpark area

Commerce and industry spokesmen said it appeared the labour situation was normal

In Pretoria, conflicting pamphlets regarding the starting date of a consumer boycott and organisers' demands were circulated in the townships.

The boycott — called by the Pretoria Consumer Boycott Committee (PCBC) — is the second in recent months to hit retailers. The PCBC denounced "bogus" pamphlets which called

for a six-month boycott of work, school and white shops.

The pamphlets said nobody could leave townships without the permission of "comrades".

A PCBC spokesman said the pamphlets were issued by "oppressive forces posing as comrades" to create confusion

Meanwhile, Atteridgeville mayor S M Mahlangu yesterday condemned the alleged stopping by security forces of local traders' vehicles from transporting foodstuffs and other supplies into the township.

A Police Directorate of Public Relations spokesman denied Mahlangu's allegation and said no vehicles had been prevented from making deliveries.

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'Instant staff' plan for strikes

PRETORIA — A local man plans to organize "instant staff" to help city companies hit by strikes

Mr Pieter Vermaak said he first thought of the idea during the current wave of strikes that hit firms here

"I can provide an 'instant force' drawn from white, coloured and Indian unemployed workers to help out factories or companies where regular staff have downed tools"

He said he would run his "strike force" on a commission basis for providing the companies with temporary staff, while the stand-in workers would also be paid

Mr Vermaak said he already had a pool of about 60 workers he could draw on.

He hoped to provide employees with basic skills — workers could receive further training from the companies they were helping out — as well as specialized occupations, such as drivers.

— Sapa

25/3/86
SOWETAN

300 dismissed for striking

(52)
~~222~~

ABOUT 300 members of the South Africa Chemical Workers' Union at Noristan Laboratories, Pretoria, have been dismissed, following two strikes at the firm.

Mr Mike Tsotetsi, a general secretary of the union, said a week ago, 60 workers were accused of "sabotaging the company's production" by wrongly labelling and numbering products. That, he said, caused dissatisfaction among the workers, as the allegation could not be proved.

"We asked management to carry out investigations to prove to us that members were at fault. But the company refused to investigate or issue us with proof. Instead they ordered us and the concerned workers to sign a declaration that production would not be sabotaged anymore," said Mr Tso-

tetsi.

Union officials refused to sign the declaration, because doing that, would be pleading guilty to an offence they did not commit. The 60 employees were then dismissed, he said.

This was followed by a solidarity strike by the entire workforce. They were also dismissed.

Mr Seton Thompson, Noristan's PRO, confirmed the dismissal yesterday. He said negotiations between Noristan and the dismissed workers reached a stalemate on Friday.

He added that the company's actions and dismissals were fair and appropriate in the circumstances. He, however, said his company has offered individual workers "who believe that there were extenuating circumstances to the actions to make representations".

152 Dr A L BORLAINE asked the Minister of Law and Order

How many Black workers were arrested for striking illegally in 1985?

The MINISTER OF LAW AND ORDER:

1 280 Black workers

Strikes

153 Dr A L BORLAINE asked the Minister of Law and Order:

In how many instances were the South African Police called to the scene of a (a) labour dispute, (b) work stoppage and (c) strike in 1985?

The MINISTER OF LAW AND ORDER:

(a) 22

(b) 3

(c) 145.

Sandton/Bramley/Lombardy East: offences 183. Mr D J DALLING asked the Minister of Law and Order.

How many offences relating to (a) murder, (b) assault with intent to do grievous bodily harm, (c) common assault, (d) burglary, (e) robbery, (f) theft of vehicles and cycles, (g) other thefts, (h) damage to property, (i) dagga and (j) rape were reported and investigated in the (aa) Sandton, (bb) Bramley and (cc) Lombardy East police station area during the period 1 July 1984 to 30 June 1985?

The MINISTER OF LAW AND ORDER:

	(aa)	(bb)	(cc)
(a)	22	20	7
(b)	69	62	26
(c)	213	187	52
(d)	1 173	949	469
(e)	93	154	49
(f)	758	966	371
(g)	2 905	2 375	593
(h)	230	170	94
(i)	49	43	20
(j)	27	22	19

Alexandra Township: offences

185. Mr D J DALLING asked the Minister of Law and Order:

How many offences relating to (a) murder, (b) assault with intent to do grievous bodily harm, (c) common assault, (d) burglary, (e) robbery, (f) theft of vehicles and cycles, (g) other thefts, (h) damage to property, (i) dagga and (j) rape were reported and investigated in Alexandra

The MINISTER OF LAW AND ORDER:

(a) 3 (b) —

(ii) 1 1

(iii) 2 2

(iv) 2 2

HOA

Township during the period 1 July 1984 to 30 June 1985?

The MINISTER OF LAW AND ORDER:

(a) 139

(b) 794

(c) 424

(d) 77

(e) 109

(f) 116.

(g) 352.

(h) 330

(i) 117.

(j) 72

Films on Sundays

192. Mr D J DALLING asked the Minister of Justice:

(1) How many applicants were received by his Department in 1985 for permission to exhibit films on Sundays;

(2) how many of these applications were for permission (a) in general, (b) in particular case and (c) in cases of a particular nature;

(3) (a) how many of the applications in each category were (i) granted and (ii) refused and (b) what were the reasons for the refusal in each case?

The MINISTER OF JUSTICE:

(1) 38

(2) (a) 27.

(b) 10.

(c) 1

(1) (i) Granted (ii) Refused

	(i)	(ii)
Applications in general	20	4
Applications in a particular case	9	1
Applications of a particular nature	1	0

(3) (b) Applications in general.

Four applications were refused because the applicants applied to exhibit the films in commercial theatres

Applications in a particular case.

The applications were refused because the applicant applied to exhibit the film in a commercial theatre. Three applications were not promoted as no answers were received from the applicants on further inquiries.

Note.

In so far as the above-mentioned classification is concerned, it is assumed that the words "applications . . . in general" refer to those applications in respect of which consent was requested for general permission to exhibit films on Sundays, or on one or two Sundays per month. It is also assumed that the words "applications . . . in a particular case" refer to applications to exhibit films on Sundays on specific dates and that the words "applications . . . in cases of a particular nature" refer to applications to exhibit films of a particular category on Sundays, for example religious and cultural films and films in the Indian or Greek language.

Commissioners' courts

199. Mrs H SUZMAN asked the Minister of Justice:

(1) Whether, with reference to his reply

HOA

Union takes NSL to task

By LEN
MASEKO

THE South African Chemical Workers' Union has condemned the National Soccer League's attitude towards the plight of its 350 members who are still on strike at Barlow Rand's Adcock Ingram.

A Sacwu spokesman said the union was disappointed that the soccer body, which was involved in sponsorship deal with another Barlow Rand subsidiary, National Panasonic, had failed to exert pressure on Barlow to resolve the labour dispute.

The striking Adcock Ingram workers are demanding — among other things — wage increases

Sacwu was involved in an unsuccessful bid to abort the National Panasonic Champion of Champions Cup Final last weekend

Resolve

“While we acknowledge what NSL public relations officer, Abdül Bhamjee, had done for soccer, he and his colleagues at NSL have done Adcock workers a great disservice by failing to address themselves to the labour dispute at Adcock,” a Sacwu spokesman said.

Sacwu believed the NSL had failed to throw its weight behind the workers, because the soccer body did not want to jeopardise “its R500 000 hand-out” from Barlow Rand's National Panasonic.

Earlier, Mr Bhamjee said the NSL was “doing everything as far as we can”, to help resolve the matter. He would not elaborate

Protest

Meanwhile 950 workers at Rand Mines' Duvha colliery in Witbank are still on strike. They are demanding the dismissal of a white miner, who allegedly assaulted a black colleague at the colliery

• About 150 workers at Racec in Isando returned to work yesterday, hours after downing tools in protest against the proposed retrenchment of some of their colleagues.

• Workers demanding wage increases at Barlow Rand's manufacturing plant in Kew continued their sit-in strike

The company's managing director, Mr Owen Deansdale, was not available for comment yesterday. He was said to be out of town

Black boycott, white retaliation

WEEKLY MAIL 27/3/80

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By PAT SIDLEY

ALIWAL NORTH parents have successfully secured the release of 24 of 34 young people detained shortly before a funeral last week.

The black community of Dukathole township, outside Aliwal North, marched into the white town last Sunday, facing teargas and birdshot, to demand that police release the detainees.

The 34, aged between 11 and 20 years old, were detained under Section 50 of the Internal Security Act during last week. The 24 were released on Tuesday.

Members of the Aliwal North Youth Congress believed the arrests were intended to block funeral arrangements for a young woman who died of gunshot wounds. The funeral took place without incidents.

Afterwards the people marched into town to speak to the local magistrate.

When this failed they demanded to speak to the police. After a meeting in the stadium, police agreed to meet five community representatives the next day.

Five parents (the Youth Congress feared victimisation) met senior police representatives who agreed to release 24 of the 34 detainees. The remaining 10 would be charged. They would be detained in the local cells instead of at the larger neighbouring police station in Barkley East.

According to the congress representative, police had told the

parents that the 34 detainees had not been released with others after 48 hours in custody because their names had appeared on a list supplied by an informer. Also, the parents did not have adequate control over them.

In protest against the detentions, there has been a total stayaway of black workers from the white town since Wednesday last week.

Black community leaders claimed the town had deliberately cut off the water supply to the township and local white traders also retaliated, they said.

● Of Aliwal North's six garages, only one (Shell) would sell fuel to black township residents.

● White bakers refused to supply black shops with bread until Sunday, when, claims a Youth Congress representative, they had an oversupply and had to get rid of it.

● A bank teller at Volkskas had told a black client to "get your money on the other side of the railway line" (the township).

However Mr C Botha, manager of Volkskas, denied this to Weekly Mail yesterday.

Despite requests to Aliwal North police, to the East London police directorate of public relations and the Pretoria head office of the directorate for the police version of events, police have simply repeated their "unrest report". They confirmed that

incidents had taken place in which tearsmoke and birdshot had been used.

The assistant town clerk, a Mr Meiring, who insisted he was speaking only in his personal capacity, said the boycott and stayaway had been called off. The boycott had been "anything but successful and had proved nothing", he said.

The unrest in Aliwal North, according to lawyers acting for a group of youngsters accused of public violence and other "unrest" charges, began in an incident without a political basis.

A representative of a legal firm, Krish Naidoo and Associates, said the unrest erupted at the Malcolmness High School (the local black high school) over a dispute about break times.

The representative said students had gathered to speak to the school principal. He did not turn up and students did not return to class.

On a blackboard outside the school gates they wrote "We are not fighting — we want to talk". Shortly afterwards police broke into the school and the situation became violent.

Students stayed away in protest and the next day, according to the lawyers, there was a heavy police presence in the township. The following day many residents did not go to work. According to the lawyers, after people were ordered to remain indoors, seven people were shot dead.

Longest-ever sit-in to end today

By PHILLIP VAN NIEKERK

fresh recruits

HAGGIE RAND workers are likely to end their almost three week sit-in at the company premises today — the longest sit-in in recent South African labour history.

Members of the Metal and Allied Workers Union (Mawu) have made increased use of this tactic since the beginning of the year. The union has been involved in 10 sit-ins in company premises.

Sit-ins are an attempt to counter the management weapon of firing strikers en masse, not allowing them back into the factory, and replacing them with fresh recruits.

Signs of a harsh response to the tactic were seen on Tuesday with the forced removal by police of some 300 members of Mawu and the Paper, Wood and Allied Workers' Union (Pwawu) from Pan African Shopfitters in Germiston.

They had been occupying the factory for more than two weeks, and since Saturday in defiance of a court order evicting them from the premises.

Teargas and police dogs were used to disperse the strikers and a total of 71 have been arrested and jailed. Six workers have been hospitalised, several of them with severe injuries.

The workers were granted bail of R500 each, along with restrictions, after they appeared in court on Tuesday afternoon. Charges have not been formulated but the union's lawyers have been told they are likely to include arson and damage to company property.

Meanwhile, workers at Haggie Rand were due to decide yesterday whether

or not to end their sit-in of the company premises which began on March 4. Management was meeting representatives of the union yesterday.

The Haggie workers have been fed and looked after during the strike by support committees set up by their wives and families.

Workers have been demanding that management negotiate wages and working conditions with the union. They are demanding an increase of R3,50 an hour minimum wage a 50c across-the-board increase and a public holiday on May Day.

SUN DAY
Duvha miners back at work

WITBANK — The 950 workers at Rand Mines' Duvha open-cast coal mine near Witbank, who have been on strike since March 20, returned to work on Sunday after a management ultimatum that they would be fired.

A spokesman for Rand Mines said the company had given the workers until Sunday morning to return to work. — Sapa.

11 die, 200
injured as
police fire
on crowd

WEEKLY MAIL REPORTER
AT LEAST eleven people were killed and up to 200 injured in Winterveld, north of Pretoria yesterday morning when police fired on a crowd of elderly people in a football stadium.

Eyewitnesses said bodies lay strewn around the stadium yesterday afternoon and scores of others were being driven to the Garankuwa Hospital for treatment.

The incident came at the end of a three-day stayaway, connected to an ongoing consumer boycott in the area. The crowd had gathered in the stadium to confront the police about the recent detention of a number of local youths.

Accounts of yesterday's shooting — from the police and eyewitnesses — differed drastically.

A police statement said a large crowd had held an illegal gathering in an open space in the area.

Col M. Molope, the district commandant of the Bophuthatswana Police, said he had instructed the crowd to disperse. Instead they threw stones and petrol bombs at the police, he said.

Thirty petrol bombs were confiscated, he added.

However, eyewitnesses said the crowd had been unarmed and mostly elderly. They had gathered to demand the release of a number of youths recently detained at their houses in Winterveld.

Police arrived at the meeting and ordered the crowd to disperse. They then opened fire with teargas and later gunshot.

Asked why the police had opened fire, this eyewitness said: "That's how we live in Bophuthatswana. If you argue, then they shoot."

The Mabopane/Winterveld Crisis Committee put the number of dead at about 15.

A spokesman for Garankuwa Hospital confirmed that injured people had been admitted.

INTO NATAL

From next Friday, the WEEKLY MAIL will be on sale at outlets throughout Natal.

● RIPPING OFF THE GAU

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D/R ARGUS 29/7/86

152
'Instant staff' to the fore

LABOUR
AFFAIRS
DICK
USHER

SO, a Pretoria man plans to organise "instant staff" for companies hit by strikes

Mr Pieter Vermaak says he has a pool of about 60 workers he can draw on to offer as temporary workers to fill and keep production flowing while the regular employees are on strike.

On the face of it, bringing in the Marines might sound like a good idea to some employers who find themselves strikebound and see profits going down the drain.

But is it really practicable, or advisable?

Apart from the fact that most South African strikes last only a couple of days and employers mostly opt for sitting out the strike, there is also the question of whether the replacements will have — or can acquire very swiftly — enough knowledge of techniques and factory routines to make it worth renting them for two or three days

When it's only a matter of sweeping the floors these considerations are not important, but for operations more intimately linked with production a bunch of unfamiliar replacements could be more trouble than they're worth.

There is also the question of what the idea could do to industrial relations

It is unlikely that workers will take kindly to the sight of a truckful of "scabs" arriving at a factory to keep production rolling while they're on strike for better conditions so, while strikers in South Africa are not allowed to picket, bringing them in might be a sharp goad to short-term worker militancy.

It might also be a long-term irritant in future management/worker relationships

The legal position under the Labour Relations Act is also not clear

Miners delay support

152
By HERMAN LETSIE

CITY P
commuters in Kagiso, Munsieville, Mofla-
keng and Bekkersdal. 20/3/86.

MINEWORKERS have delayed their plan to join the Greyhound bus boycott.

“The Libanon Gold Mine employees decided this week to wait until they can arrange alternative transport.

National Union of Mineworkers spokesman Aubrey Montwana told *City Press*: “There aren’t enough taxis for us to support the boycott fully.”

The Greyhound boycott – started in January this year – has been taken up by

Local transport inspectors, traffic cops and soldiers have done their best to break the boycott by blitzing taxis and “pirate taxis” – the only alternative transport for residents.

● Greyhound general manager R Nesbitt this week appealed to the boycott organisers to “talk to us”.

“We’re not sure of the reasons for the boycott,” he said. “We’d really like to talk to the boycott organisers.”

SPAK 1/4/86

Coal mine workers back after ultimatum

WITBANK — The 950 workers at the Rand Mines Duvha open-cast coal mine near Witbank who have been on strike since March 20 returned to work yesterday following a management ultimatum that they would be fired.

A spokesman for Rand Mines said yesterday the company had given the workers until yesterday to return to work. If they failed to, they would be considered dismissed.

He said the first shift had started work yesterday morning and expected the two others to follow later in the day.

The miners downed tools on March 20 in protest against an alleged assault on a black worker by a white supervisor.

The spokesman said the issue "appeared to have been resolved" after discussions with the National Union of Mine-workers shop stewards NUM. Spokesmen were unavailable for comment — Sapa

Unionist's plea: don't fire workers

2/4/86 SMK (152)

Employers stand firm on stayaway

Lowveld Bureau

NELSPRUIT — Most employers in White River and Nelspruit will not be paying workers who did not report for duty during the week's stayaway. This was the unanimous decision at a meeting by the Lowveld's Chamber of Commerce and Afrikaanse Sakekamer in Nelspruit yesterday.

A number of large organisations, including municipalities and the Laeveld Kooperasie, also attended

DISCHARGED

Among the decisions taken were

- No employee, absent from work as a result of intimidation in the townships, will be paid for the time they were away
- In cases where temporary staff has been engaged, all persons reporting for duty today will be asked to return to work on Monday
- All employees intending to return to work must inform their employers to prevent them recruiting new staff.
- In the event of another stayaway all employees not arriving for work will be fired

Workers in the area stayed away from work in response to a call after youths were shot by police outside the Kabokweni Magistrate's Court.

Members expressed sympathy for persons wanting to work but who were being intimidated by

militant youths

It was felt, however, parents and older inhabitants had to take the children to task to restore normality

A request was made to blacks to identify and report the names of agitators responsible for the unrest

However, the Lowveld general secretary of the National Union of Forestry and Allied Workers, Mr David Khoza, has called on employers in Nelspruit and White River not to discharge the workers who stayed away

Mr Khoza, who represents an estimated 15 000 workers, said he was not in favour of violence. He also did not support riots, strikes and boycotts.

"But I ask every employer to place himself in the position of

the thousands of workers who failed to report for duty," he said

Some 99,9 percent of the people in kaNgwane, he said, wanted to work and earn an honest living

"But when they are confronted and given the choice of either being killed and having their homes burnt or going to work, the situation changes"

Mr Khoza disagreed with Nelspruit farmer Mr Ben Snyders, who this week called on whites to make themselves totally independent of blacks "We're in this country together and need one another to survive," he said

Mr Khoza said he was willing to call a meeting between the so-called comrades and the township's residents in an effort to end the stayaway

Employers call for boycott retaliation

Lowveld Bureau

WHITE RIVER — A widespread stayaway by black workers at White River yesterday led to a meeting of about 120 businessmen seeking means of counteracting future labour boycotts

Several local Indian businessmen were among those who attended

Agitated employers, refusing to accept that all employees could have stayed away because of intimidation, called for stern retaliatory measures. These in-

cluded closure of all roads to black townships to prevent food and other supplies getting in and that employers should discharge all persons who stayed away yesterday, be it voluntary or involuntary

One farmer, Mr Ben Snyders, called on whites to make themselves totally independent of blacks.

"These people need us far more than you need them," he said. "Let's get stuck in and do the job ourselves, then you'll soon discover who needs who when it comes to paying them off"

The commanding officer of the Nelspruit Commando, Commandant Sakkie Zaayman, called on everybody to remain calm and not to take the law into their hands

"People have every right to seek answers to problems, but they cannot be allowed to erect roads blocks and stop traffic on public roads," he said.

The meeting agreed that a public register of schoolchildren willing to work during school holidays be set up at the municipality. Employers with staff shortages could draw from this source.

Every available man in White River was asked to either become a police reservist, join the local commando, or become actively involved in civil defence

And women were urged to make their contributions in hospitals, civil defence organisations and by doing clerical work in commando offices

Nelspruit also experienced staff boycotts yesterday, but at nearly all undertakings it was business as usual. Supermarkets, filling stations, bakeries and other labour-intensive businesses were all manned by schoolboys and girls — all happy to earn extra pocket money

Industrialists threaten to quit Kabokweni

By Clyde Johnson, Lowveld Bureau

WHITE RIVER — The stayaway of black workers entered its third day today with some of Kabokweni's industrialists threatening to pack up and leave unless the labour situation returns to normal

The township was still tense today and youths erected makeshift street barricades

Police have been patrolling the area since the stayaway started. When the boycott call was first made on Tuesday some workers "sneaked out" of the township, but youths threatened to burn down the houses of those not in township, reports a special correspondent in the area

Angered by the stayaway, Kabokweni industrialists have elected Mr Jack Victor to represent them in Cape Town at a meeting with the Minister of Law and Order, Mr Lous le Grange

Grievances to be raised will include the lack of police, commando or army protection in Kabokweni on a 24-hour basis and the ineffective manual telephone exchange system which virtually cuts Kabokweni off from the rest of the Lowveld

"We have fulfilled our obligation to the Decentralisation Board by establishing ourselves here — now it's up to the authorities to keep their side of the bargain," Mr Victor said

If industrialists move out, up to 2 000 blacks could lose their jobs

Since the beginning of the Easter weekend all 15 factories in the township's new industrial area have been without staff

The owner of a cement brick factory, Mr Charl Grobler, said his 60 employees fled from a group of about 30 militant youths on Tuesday morning

That night his office block was destroyed by petrol bombs. Two heavy duty vehicles belonging to his black subcontractors were gutted in the blaze

Another industrialist, Mr Bernard Remacle, owner of a curio manufacturing factory, said he would soon be compelled to seek labour elsewhere

A spokesman for the kaNgwane Economic Development Corporation denied that all industrialists were considering leaving

3/4/86 - TUESDAY (52)

Children take over as workers stay away

THE complete stayaway by black workers in Nelspruit and White River, which began on Monday, is expected to last for at least a week

All available white volunteers and schoolchildren were inspanned yesterday by the Chamber of Commerce, in conjunction with the Nelspruit Municipality, to take over duties normally performed by the black labour force

According to Nelspruit Town Clerk Hans Muller, jobs like manning petrol pumps and shop counters, making milk deliveries and refuse removals, and factory work was being done by the school-

DOMINIQUE GILBERT

children

He denied reports that all available men in the areas were asked to either become police reservists, join the local commando or become actively involved in civil defence

White River Town Clerk Amos van Heerden disclosed some of the contents of a letter sent to a worker at a government office

it said workers could return to work on Monday, he said

Emergency meetings involving busi-

nessmen, municipalities, the police and residents in the area were held on Tuesday and yesterday

People approached by *Business Day* said they did not understand what the stayaway was about and that they did not wish to speculate on the reasons for it

"But our message is clear," said Chamber of Commerce chairman Bill Wiggan "No work, no pay That's regardless of whether people have been intimidated or not It's business as usual"

A fair percentage of workers arrived at work on Tuesday, he said, but were "induced to return home"

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MORE than half a million working days were lost through industrial action in South Africa in the first three months of this year, setting the scene for the biggest challenge for organised labour, employers and the state since the renaissance of black unionism in the Durban strikes of 1973.

In the next three months the labour scene will be kept boiling by super-charged wage talks in the metal and mining industries, the launch of an Inkatha union body as a direct rival to the Congress of South African Trade Unions (Cosatu) and the prospect of four days of national stayaway action.

Dates which unionists are already marking in their diaries include:

- April 15 Start of the annual metal negotiations.
- April 17 National day of action called by the Metal and Allied Workers Union (Mawu)
- May 1 May Day stayaway and the launch of the United Workers Union of South Africa (Uwusa)
- June 16, 17, 18 Proposed three-day stayaway over the education crisis
- July 1 Target day for implementation of annual increases on the mines

All these dates take on an added significance because of the events of the past three months, which have seen the most sustained expression of worker militancy since 1973.

Metalworkers and others have occupied their factories for weeks, the mines have been hit by more than 30 strikes — with evidence suggesting the isolated worlds of the mining compounds have been penetrated by the political mood of the townships — and stayaways in outlying areas have become common. Employers have grown increasingly alarmed at what they see as an attempt by workers to make the factories ungovernable — beyond the control of management and union officials.

A number of different factors have been trotted out to explain these trends, but perhaps the crucial one is the effect of the overall political climate and the impetus given to politics in the labour movement by the formation of Cosatu four months ago.

At the same time conflicts over wages have sharpened.

Both Cosatu and employers face a big challenge on May 1, workers day, when Cosatu has called for workers to take the day off and hold rallies throughout the country. Some employers, accepting the inevitability of the stayaway, which this year will commemorate "100 years of exploitation" to coincide with the Johannesburg centenary, are adopting a "no work, no pay" approach. The Chamber of Mines has taken the May Day issue to the industrial court.

May 1 will be an interesting prelude to a potential three-day stayaway starting on June 16 over the education issue, which has displaced pass laws as Cosatu's first major campaign.

Endorsement of the National Education Crisis Committee's recommendation of a stayaway still depends on a Cosatu executive committee meeting next week, but at this stage there is nothing to suggest it won't be approved.

If employers are unable to live with May Day, an effective three-day general strike in June on the 10th anniversary of the Soweto uprising is likely to contain even more potential for massive conflict.

Further exacerbating the conflict on May 1 will be the rally launching Uwusa at Durban's Kings Park



With annual metal negotiations due to begin on April 15, workers stage a walkout from a plant in Isando in protest against the detention of Mawu president Moses Myekiso

Picture: Steve Hilton-Barber, Afrapix

The rage on the streets penetrates the factories

There are five dates on the labour calendar which could drive temperatures on the shop-floor right up to boiling point. PHILLIP VAN NIEKERK reports on the burgeoning worker militancy

stadium and the potential violent clashes that might flow from it.

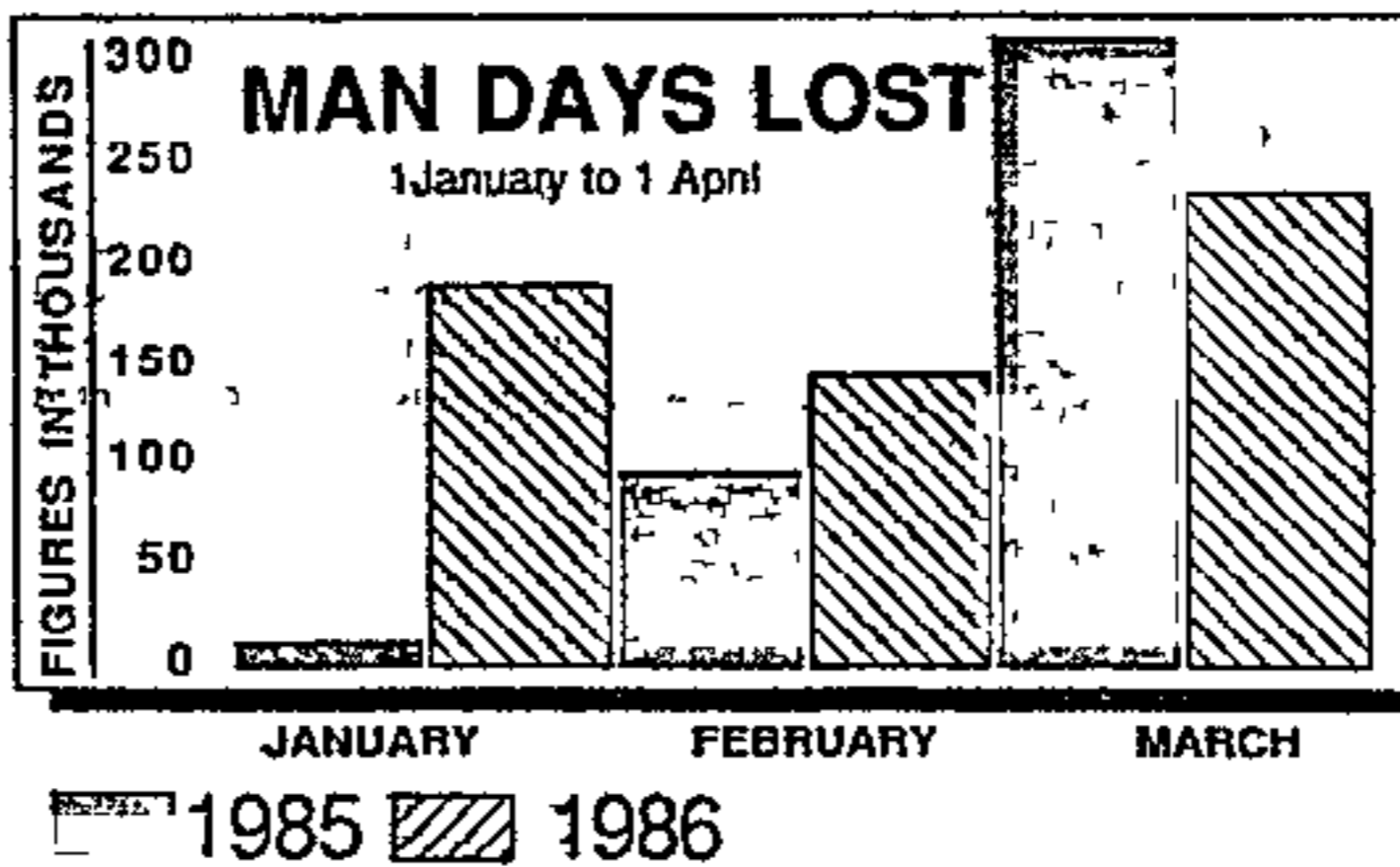
An earlier sign of worker mobilisation will be Mawu's national day of action on April 17, two days after the start of annual industrial council wage talks with the Steel and Engineering Industries Federation (Seifsa). The union plans to kick off with rallies in the townships next week to discuss this year's wage demands.

The National Union of Mineworkers (NUM) will also be meeting shortly to discuss its wage demands and speculation has again started over whether this year will see a conflagration on the mines if there is no agreement on wages.

Already more workers have been on strike this year than took part in the 1946 miners' strike or the NUM's legal strikes of 1984 and 1985. The Chamber of Mines' industrial relations advisor Johann Liebenberg says that less than two percent of the working days that could have been worked have been lost since January through industrial action.

But two percent still amounts to an average of 11 000 workers on strike each day and is reflected in a huge decline in gold production for the first two months of this year.

According to Liebenberg there have been strikes on 23 collieries as well as the widely-publicised action at Vaal Reefs and Blyvooruitzicht gold mines. In addition there has been industrial action at Impala Platinum Mines, Phalaborwa Mining Corporation, Foskor, the Employment Bureau of



For the first two months of 1986, more man-hours were lost than in 1985. The figure dropped during March, but is likely to rise again within a few weeks. Statistics: ANDREW LEVY

Africa (Teba), six strikes at the Nuclear Fuel Corporation (Nufcor) and go-slows at three De Beers diamond mines in Namaqualand.

Issues have varied. At Impala Platinum they centred around wages and recognition of the NUM which was banned in Bophuthatswana.

But issues such as the migrant labour system (the right to live with families) and demands for non-racialism — no preferential treatment for white workers — also surfaced, opening up whole new areas of demands.

There have been disputes over other issues. At Rand Mines' Wolwekrans colliery, workers struck on three occasions over a white supervisor who threatened a black worker with a gun.

Nowhere has there been more of a direct link between the 20-month long unrest in the country's townships and unrest in the mine hostels than in the coal mines around Witbank where industrial action has coincided with the intense political climate which

swept the Eastern Transvaal this year. For a century mine hostels have been isolated communities, removed from the main currents of political development in the townships. In the first three months of 1986 that has changed dramatically.

One management source said he believed that when the NUM came out with an unequivocal political line for the first time in August last year — calling for consumer boycotts in support of the broader struggle — it "lit the fuse of a bomb".

Some management officials have attributed political militancy to the spill-over effect, the result of the broader political battle encroaching on the mines and on employer-employee relations.

Liebenberg, for instance, says employers have been warning for a long time that if labour reforms giving employees some rights don't take place alongside political reforms, political aspirations will be expressed through the only channels available to blacks — trade unions.

NUM officials have countered that the mine compounds, with cramped quarters for single migrant workers, are as much a visible sign of apartheid as the townships and the lack of a vote.

Marcel Golding, the NUM's press officer, says that what has been happening in the mining industry is the emergence of a new confidence among workers.

He denies claims that the union has no control of the situation. "The union is not head office. It is the shaft stewards and the workers who are taking the action. They are the union."

Much of the industrial action on the mines is still of short duration, but there has been a growing sophistication in tactics and some strikes are lasting much longer.

At Duvha open-cast colliery workers struck for two weeks before returning, at De Beers in Namaqualand they launched tightly-disciplined go-slows, while at Blyvooruitzicht and Vaal Reefs workers staged underground sit-ins.

These are signs not of a loss of control, but growing organisation closely coinciding with developments in the metal industry where, at factory after factory, workers have been sitting in. There have been sit-ins at 10 plants since the beginning of the year, the longest being three weeks at Haggie Rand.

Employers say privately that factory occupation is nothing to fear and, if affected, they are prepared to wait for it to blow over. But it has been a rough few months for many employers. As workers have adopted new tactics, so employers have had to look for new ways of facing the challenge. Supreme court orders evicting workers from factory and mine premises and lock-outs are among the measures adopted.

One company, a Dorbyl and Engineering, has been involved in a legal lockout — the converse of a legal strike — of Mawu members for four weeks now. Two more companies, Dorbyl and Metal Box, have declared disputes with Mawu.

Earlier this year, Rand Mines closed its Blyvooruitzicht mine and Anglo American shut a number of shafts at its Vaal Reefs mine after go-slows by workers disrupted production.

Supreme Court orders have come fast and furious chiefly to evict Mawu members, to put a stop to factory occupations. But legal pieces of paper have proved insufficient to stop factory sit-ins and one company, GB Engineering, called in the police and more than 60 workers were arrested.

More threatening are moves by some employers to claim damages from unions for illegal strikes, a measure which could prove costly to financially strapped unions.

Labour consultant Andrew Levy says measures such as court orders and lock-outs are only being resorted to "out of desperation".

He says the unions are in many cases incapable of controlling their members and employers are being forced to consider lock-outs and court orders as they cannot get anywhere through the prescribed channels.

"For employers, the situation is simply that now they accept the legitimacy of trade unions — and collective bargaining, they are dealing with a player who is not playing according to the agreed rules. Unions are not acting in a legitimate way, so, by applying to the Supreme Court, employers are merely asking for a referee."

Workers back demands with 'sleep-in'

About 400 members of the Chemical Workers' Industrial Union (CWIU) yesterday staged a "sleep-in" at Acoustical Fibreglass Insulation, on the East Rand, in support of their demands concerning wages and working conditions

A CWIU spokesman said yesterday that negotiations between management and the union had broken down.

The demands include

- An hourly increase of R1 which would raise the minimum wage to R2,82
- Recognition of June 16 and May 1 as paid holidays.
- A revised maternity leave scheme
- Reduction of the working week from 45 to 43 hours

Issues already agreed include compassionate leave (four days instead of two per occasion), a shift allowance and long service allowance (from R150 at five years to R1 650 at 25 years)

The company's management could not be reached for comment

400 in factory sleep-in

CLAIRE PICKARD, CAMBRIDGE

ABOUT 400 employees slept on the premises at Acoustical Fibreglass Insulation in New Era, near Springs, on Wednesday night after a work stoppage to demand improved wages and working conditions.

The Chemical Workers' Industrial Union (CWIU) and the company are in dispute.

A CWIU statement said workers were demanding — among other things — an increase of R1 an hour. It said the company was offering a 40c increase.

A management spokesman confirmed the stoppage was continuing, but said offers and demands had changed due to ongoing negotiations.

Strikers still out

THE stalemate at three chemical companies hit by strikes involving about 850 workers had not been resolved yesterday.

The 850 workers, mostly members of the SA Chemical Workers' Union (Sacwu), have been on strike since last month, demanding wide-ranging pay increases. The strike-hit companies are Norstan, Adcock Ingram and AE-CI's Alrode plant.

Sacwu spokesman Mr Michael Tsotsi told the *Sowetan* that his union was still engaged in talks with Noris-

and AE-CI managements, who recently dismissed 500 union members participating in a strike.

Meanwhile the SA Black Municipal and Allied Workers' Union (Sabmawu) yesterday filed papers in the Rand Supreme Court seeking the reinstatement of its 400 members fired by the Soweto City Council. The hearing is set for next Tuesday.

Sabmawu is contesting the council's decision to fire 400 policemen who went on strike over pay last week.

(52) SOWETAN
4/4/86

Workers vow to continue with strike

THE 250 workers employed by AECI paints in Alrode, near Alberton, yesterday expressed determination to go on with their three weeks long strike.

SOWETO
At a meeting held at the African Reformed Church in Thokozha township near Katilehong yesterday, they sang, chanted slogans, waved placards and expressed their determination to hold on until

their demands were met

But they still have to appear at the Rand Supreme Court on Tuesday stating why they should not be evicted from the company's premises while they remain on strike. *4/4/86*

This is a sequel to an order by Mr Justice Leveson in the Rand Supreme Court on March 27, after the company applied for their eviction

The kids buckle down to it!



CHILD POWER... Roles reversed as John Boulton checks out a black customer's supermarket purchases



CHILD POWER... Sorting and packing tobacco is hard work but fun



CHILD POWER... Traffic officer John Harris and his "street children" cleaning up

Towns battle on to beat black strike

THERE'S a party atmosphere in Nelspruit where hundreds of willing schoolchildren have given up their holiday to help out — even with the most menial tasks — during an almost total black workers' strike.

In neighbouring White River, a conservative stronghold where last year the council voted to keep the town "white by night" by barring live-in black servants, the adults have taken over the tasks usually performed by blacks.

And both towns say they're coping "admirably". The 16 500-strong white population of Nelspruit is working — "very hard".

Town clerk Mr Hans Muller, whose office is acting as a go-between for voluntary workers and the business sector, said:

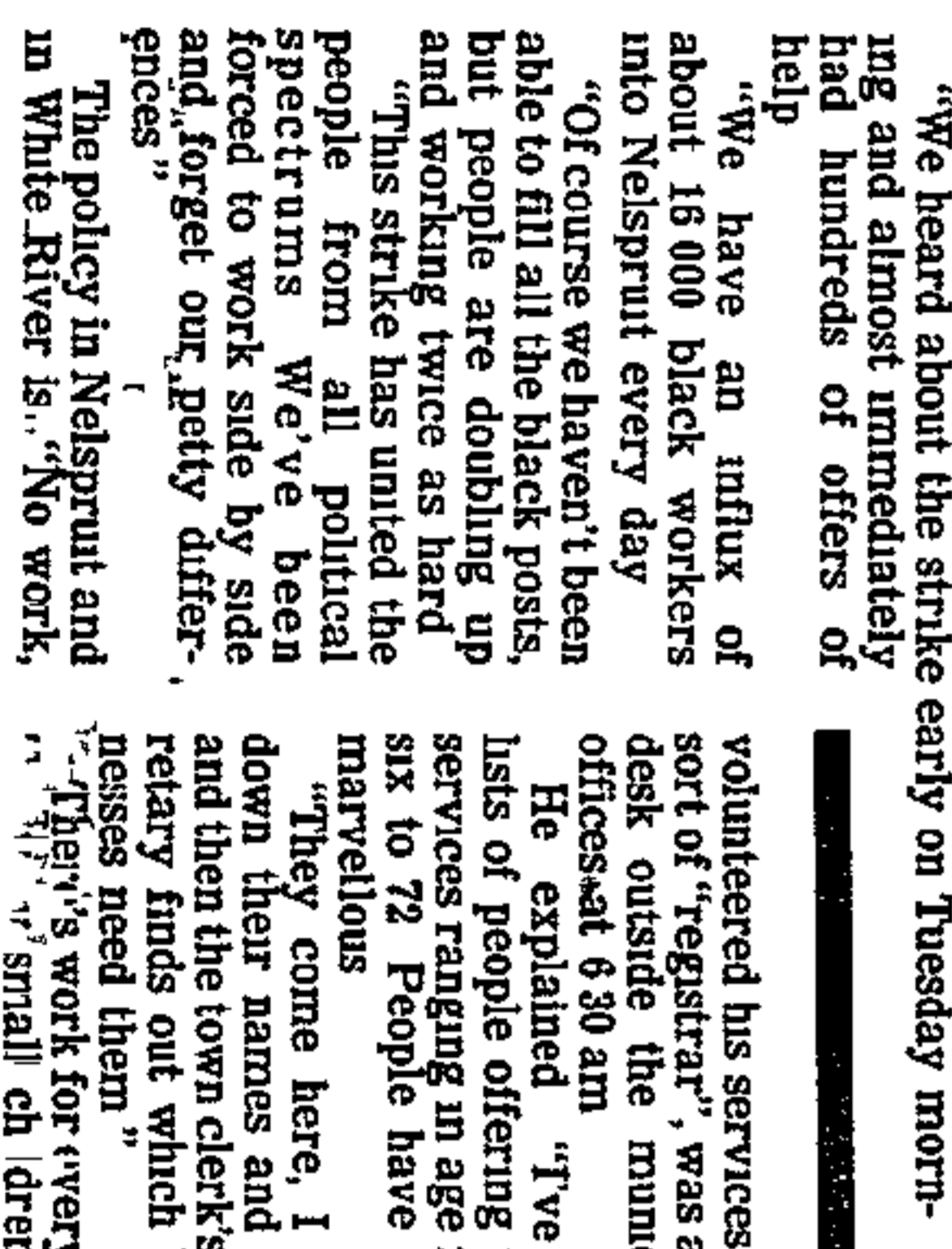
"We heard about the strike early on Tuesday morning and almost immediately had hundreds of offers of help.

"We have an influx of about 16 000 black workers into Nelspruit every day.

"Of course we haven't been able to fill all the black posts, but people are doubling up and working twice as hard.

"This strike has united the people from all political spectrums. We've been forced to work side by side and, forget our petty differences."

The policy in Nelspruit and in White River is... "No work,



Special report on the Lowveld stayaway



Pictures: JAMES SOULLIER



Story: CHARMAIN NAIDOO

resident, who did not want to be named because he said he didn't want to "break the very high morale", said "Of course it's fun for the kids at the moment."

"But after a few days, the sheer drudgery of the tasks they are doing will come to the fore. At the moment, it's one big party. It won't always be like that."

There are a few complaints of inconvenience from women who hold down

volunteered his services as a sort of "registrar" was at his desk outside the municipal offices at 6.30 am.

He explained, "I've got lists of people offering their services ranging in age from six to 72. People have been marvelous.

"They come here, I take down their names and ages and then the town clerk's secretary finds out which businesses need them."

"They're work for everyone, small children

cover the culprits.

"The only reason why the work stayaway was so successful was because all forms of public transport were withdrawn from the townships and people had no way of getting into town.

Because the townships are 26 km away from the towns, it was impossible for people to walk to work."

Runouts of a breakaway black group, the Likazi Youth Movement, are rife in the townships.

A KaNyamazane township resident, who would not be named because he feared the "necklace" said:

"There has been a great deal of intimidation during this stayaway.

"Yet, despite all the fears of the people, I believe they would have gone to work if they had the means to get there."

Blacks say they want to go back to work.

A Kabokweni mother of five, who works in White River, said she needed the money to feed her children.

"But we are being threatened with burnings if we set foot in the towns," she said.

YOUTH Movement have all denied responsibility for the stayaway.

They say, "We are bound by the resolutions at the National Education Crisis Committee and this illegal stayaway is not in line with the present situation."

Eastern Transvaal UDF co-ordinator Mr Given Cave said:

"The organisers of the stayaway remain faceless despite our attempts to un-



Mrs. Marieta Smith and town clerk Hans Muller

no pay". All the money that would have been paid to the blacks is being paid to the white schoolchildren doing the jobs. "And should the blacks want to return to work, they are going to have to give us notice of their intention to do so, especially where arrangements have been made to replace black staff with white." Nelspruit was a hive of activity on Friday. Mr. Scottie Scott, a businessman who has

gather with a member of the town's traffic department, are armed with huge black bags and sticks as they set off to clean up the streets. The CBD is spotless. And the white personnel from the engineer's department take off in the municipal garbage trucks each morning to collect refuse from residential areas. They're even digging the graves that are needed. And in the municipal offices themselves, the secretaries get stuck in with the watering of plants, the sweeping and dusting of offices. "We have not fallen behind in any of our municipal services. Thank goodness it is school holidays.

But Mrs. Marieta Smith, the town clerk's secretary, says they are helping each other out. "Women are offering their neighbours the use of their washing machines and vacuum cleaners. Even dishwashing machines are being borrowed." One of the negative aspects of the strike was outlined by the town clerks of both Nelspruit (Mr. Muller) and White River (Mr. Amos van Heerden). White businesses have found that they can cope with far fewer people than were employed. "This means there will probably be a lot of retraining when the black workforce does return," Mr. Muller said. Said Mr. van Heerden, "We have managed. The public has been amazing. We will continue to manage if the strike goes on. Of course it's inconvenient, but it's not a disaster." Meanwhile, total confusion reigns in the black townships bordering the towns — KaNyamazane just outside Nelspruit and Kabokweni near White River, both in the homeland KaNgwane.



GIVEN CAVE "Strike is illegal"

Children are delivering the milk and manning the tills at the major supermarkets. And they're employed at the town's tobacco plant. Said the secretary of the Lowveld Co-operative Limited, Mr. Japie Kruger, "We have between 400 and 500 black workers. They've been replaced by about 80 white school kids and a few women. "We normally pack about 80 000 kg of tobacco a day. This week, with a third of our normal labour, we did 40 000 kg. By Friday, we expect to be back to 80 000 kg — these kids learn very fast." But as one white Nelspruit

The recognised black organisations in the townships completely dissociate themselves from the school boycott and work stayaway, denouncing it as illegal. The Lowveld Youth Movement, the Matsulu Civic Association, the Prensar Youth Congress and the Ngodini

SR
Sent Times
9/4/76

Police used sjamboks on strikers, says union

Four busloads of police used sjamboks to evict more than 500 strikers from Dairy Belle's Clayville, Johannesburg, factory on Friday, the Food and Canning Workers' Union (FCWU) has claimed.

FCWU general secretary Mr Jan Theron said police had been called on Friday afternoon after workers — who had slept at the factory on Tuesday and Wednesday — downed tools, demanding the reinstatement of three senior shop-stewards suspended earlier in the week. The three were allegedly falsely accused of instigating a work stayaway on Monday last week.

Comment from the police and the company was not available at the time of going to press.

Mr Theron said Friday's stoppage took place after two of the shop-stewards were arrested by police at the factory after being pointed out by management. They were released in the afternoon.

INFURIATED

According to Mr Theron, the dispute centres on Dairy Belle's refusal to treat the Clayville factory and four other depots organised by the union as one unit during wage negotiations. Talks on the issue had been going on for a month.

Workers infuriated by management's accusations against the shop-stewards stayed away from work on Monday, said Mr Theron. When they returned on Tuesday they clashed with new workers employed to replace them.

The strikers returned to work on Thursday after management had obtained a court interdict ordering them to return to work or vacate company premises.

Mr Theron said the dispute and the police action would be discussed with union members at the company's other depots as well as with the Retail and Allied Workers' Union.

CAPE TOWN 2/1/78
152
215 municipal workers fired

JOHANNESBURG — The George municipality yesterday dismissed 215 workers, the town clerk, Mr Carel du Plessis, has confirmed

The workers have stayed away from work since unrest erupted in the nearby black township of Lawaakamp

Mr Du Plessis said the municipality would employ coloured labour to replace the dismissed workers, who would be sent back to the homelands

The workers would have until Wednesday to vacate their compound, he said — Sapa

329 BUS DAY 8/14/86

Lebowa man dies after detention

LEBOWA police have confirmed that one person died in detention at the weekend and two people arrested on Friday night have been hospitalised.

Colonel J M/D Mphahlele said he knew of the death of a man who had been arrested but said he did not know his name or occupation.

The *Sowetan* said yesterday that a journalist working for the *Lebowa Times*, Lucky Kutumela, died shortly after he was arrested with three members of the Azanian Peoples Organisation (Azapo) on Friday night.

The report also said the three Azapo members had been hospitalised. Mphahlele said he knew of only two people hospitalised after they had been arrested.

The newspaper said that one of the Azapo members was in the Ga-Rankuwa hospital near Pretoria in a serious condition while the others were admitted to the Makopane Hospital in Potgietersrus.

It said the three Azapo men arrested were Terry Kekane, Kgalabe Kekane and Dan Thobejane. — Sapa.

1321

Mawu asks for talks

DIANNA GAMES

INDUSTRIAL action at four manufacturing plants belonging to BTR Dunlop, a British-based company, continued yesterday.

The Metal and Allied Workers' Union (Mawu), told last week by management that its application for a dispute meeting was inadequate, made another request for talks yesterday.

Mawu declared a dispute last week after more than 2 000 workers in four plants downed tools in support of the 11-month-old strike at BTR Sarmcol, in Natal, which began after 970 workers were dismissed.

The plants are at Durban (two), Benoni and Ladysmith.

AWAY FROM THE WHITE TOWN... HERE YESTERDAY — (SAPA) ... THE 150 WORKERS AT THE... MERCURY CORRESPONDENT... BOYCOTT HITS PE TRADERS AGAIN... YESTERDAY... COMP...

Strikes at tyre factories

Boycott hits PE traders again

Labour Reporter
(52)
MORE than 1000 workers at three Dunlop factories in Natal and the Transvaal downed tools yesterday following the dismissal of a senior shop steward and a number of workers.

And at the BTR-Dunlop plant at Ladysmith meetings are under way between shop stewards and management after warnings to some of the 500 employees.

At the Dunlop tyre factory in Sydney Road, the entire work force of 1000 stopped work after an employee had been dismissed.

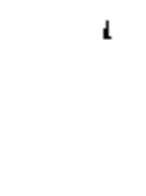
The 150 workers at Dunlop Sports in Jacobsdowned tools following the dismissal of a senior shop steward, and at BTR-Dunlops in Benoni in the Transvaal, the workforce of 400 refused to return to their jobs in protest at the dismissal of seven employees.

Mercury Correspondent
PORT ELIZABETH—Boycott-hit Port Elizabeth traders, many of whom are not over the effects of last year's ban on shopping outside of the black townships, are biting the bullet again.

Among those feeling the effects of the renewed boycott is the vice-president of the Eastern Cape Traders' Association, Mr Shun Pillay.

Yesterday, the second day of the boycott, he closed his grocery store, which is normally open throughout the day, for a two-hour lunch break and put up the shutters early in the afternoon.

Mr Pillay, who had asked for a meeting through UDF leader Henry Fazzie with the consumer boycott committee, said yesterday there had been no response.



Spokesmen for four building societies confirmed that a borrower would have to pay more interest charges if repayments were made after the due date.

They said if a bond repayment was made a day late the money would not be deducted for interest calculation until the following month.

The Allied and Permanent Building Societies said...

Mr Tink 9/4/86

George not to employ blacks

Staff Reporter

GEORGE Municipality has fired 215 black workers, will demolish their hostel today and will in future employ only workers from the coloured community

In addition, 150 squatter shacks adjacent to the Lawaai kamp squatter camp are earmarked for demolition. The approximately 5,000 residents of Lawaai kamp have been given until April 18 to pay rent arrears — failing which legal action will be taken against them.

The National Party MPC for George, Mr George Kellerman, has been negotiating in vain between the town council and black community leaders to find a solution.

Mr Kellerman could not be reached for comment last night, but black community leaders said he was "sympathetic to our trouble" and was "doing his best to help us".

But the town clerk, Mr Carel du Plessis, confirmed yesterday that despite Mr Kellerman's intervention, "the 215 workers who have stayed away from work since last week because of unrest are being dismissed".

He said that "they were staying in our compound and now we are going to demolish that hostel because otherwise they will just move in again".

"We have decided to only employ coloured workers from now on because every time there is unrest, the blacks stayed away."

Demolition of shacks

He confirmed that the rent in Lawaai kamp — which has no sanitary services and has four taps servicing the entire community — was R13,45 a month per household.

"The whole purpose behind this exercise (the rent arrears evictions and the demolition of shacks) is to get the people of Lawaai kamp to move to Sandkraal", where "self-help" stands have been provided and where residents will have to build their own houses, Mr Du Plessis said.

Residents alleged yesterday that there would be no difference between Sandkraal and Lawaai kamp, as squatter shanties would be erected in Sandkraal, save that Sandkraal was "further away from the white town".

Last week two black community leaders in the town, the Rev Freddie Booie and Mr Phulnulang Legholo, were detained by police under Section 50 of the Internal Security Act.

Reprieve for George workers Council halts demolition

Care Tim's 10/14/86
152

By CHRIS BATEMAN

IN A DRAMATIC last-minute reprieve yesterday morning, George Municipality agreed to stay the demolition of a Lawaaikamp workers' hostel pending the result of an urgent meeting late last night.

The reprieve comes amid rising tension a week after the municipality fired 215 black workers living at the hostel and employed coloured labourers in their place

The hostel was due to be demolished at 11am yesterday but municipal officials agreed to a "stay of execution" after urgent representations by township leaders and two MPCs

At the meeting, which finished about 10pm, the council provisionally agreed that no further demolitions would take place in Lawaaikamp. This included the hostel, said Mr George Kellerman, National Party MPC for George, who played a key role in setting up the negotiations

Mr Kellerman said the council held a second exclusive meeting late last night to draw up a draft agreement which would include proposals for a cessation of violence in return for concessions on the rental payments and "the squatting problem"

Late yesterday the 215 former municipal workers were keeping their belongings at the hostel but had prepared themselves for sudden departure

The respite comes in the wake of mounting pressure on the municipality by Mr Kellerman and Mr Jan van Eck (PFP MPC for Groote Schuur) to negotiate

The George Town Clerk, Mr Carel du Plessis, confirmed before last night's meeting that the reprieve would form part of the basis for negotiations on the relocation of the estimated 5 000 Lawaaikamp residents to nearby Sandkraal where "self-help" stands were provided

"The fact that the 215 didn't come to work is one of the minor problems — the main problem is the unrest in Lawaaikamp," Mr Du Plessis said

The issue of coloured preferential labour was not on the agenda for last night's meeting, he added

Lawaaikamp residents have refused to pay rents until living

conditions are improved while the George Municipality has set an April 16 deadline for the payment of outstanding rents and the demolition of all "illegal" constructions

Residents face a 100 percent increase in plot rentals, effective from May 1, because of "rising administrative costs"

Commenting on his return from the township yesterday, Mr Van Eck warned that if the George City Council carried out its plans it would provoke "a major political explosion"

"I saw tremendous hostility and anger there today, it's like a powder keg. The implementation of any one of the council proposals will lead to a major political explosion," he said

Mr Van Eck said he had found the township in an advanced state of neglect and decay

"How they can threaten to increase the rents is totally beyond me. The place hasn't been serviced for ages"

Further Dairy Belle strike action possible

THE Food and Canning Workers' Union (FCWU) has warned that strike action at Dairy Belle in the Transvaal could spread to the company's factories in other major centres if dismissed and suspended workers were not re-instated

This follows the dismissal of several hundred striking workers at Clayville, Midrand, on Tuesday and of another 75 at one of four strike-hit depots yesterday

Dairy Belle's Dan Waldeck said the remaining 330-plus strikers at the depots had been told to return to work and bring their grievances to management through legal procedures

CLAIRE PICKARD-CAMBRIDGE

Jan Theron of the FCWU said Dairy Belle workers in Cape Town and Bloemfontein and workers at other Imperial Cold Storage (ICS) companies on the Reef had demanded that managements assist in securing the re-instatement of fired Transvaal workers

Theron said the FCWU had also asked Barlow Rand to bring influence to bear on ICS, which is one of its subsidiaries

ICS industrial relations manager Hilgard Bell confirmed union approaches to some ICS operations, but said he was

unaware of requests to Barlow Rand. Strike action began at the Clayville factory last Monday, with workers demanding that management treat the factory and the depots as one negotiating unit. But Theron says this original issue could have been settled if management had not suspended three shop stewards "after workers had resumed work, on the union's advice"

Waldeck says workers struck illegally in the first place and that eye-witnesses had seen the three shop stewards assaulting casual labourers

The union has denied the assaults

spokesman.

● PICTURE BY REBECCA REAGAN.

2 000 Dunlop workers on strike

ASA

By Mike Siluma

11/4/86

STAR

152

125

A further 500 BTR Dunlop employees in Ladysmith yesterday came out on strike, bringing the number of strikers at Dunlop plants in the Transvaal and Natal to nearly 2 000.

This was said by a spokesman for the Metal and Allied Workers' Union (Mawu) and the Chemical Workers' Industrial Union.

1 000 FIRED

Workers at two Dunlop plants in Durban and one at Benoni have been on strike since Tuesday, demanding the reinstatement of two colleagues fired after a brief work stoppage last week.

The dispute is a sequel to the longstanding battle by Mawu for the reinstatement of about 1 000 strikers fired from a Howick plant last April.

The unions said workers from the company's

four plants in Benoni, Durban and Ladysmith had staged wildcat strikes last week after the company's refusal to meet union representatives over the Howick dispute

While the unions had managed to persuade members to return to work within hours, managements had issued mass written warnings and threatened some individual workers with dismissal.

According to the unions, this provoked a fresh round of wildcat strikes on Tuesday at one Dunlop factory in Benoni and two in Durban.

Mr Glen Sutton, Dunlop's group industrial relations spokesman, said the two workers were sacked "due to their violent behaviour".

In both cases management informed the Metal and Allied Workers' Union of the situation and a dispute had been declared with the union

● See Page 5.



LOCAL NEWS FOR SCIENCE AND BUSINESS

10/4/86

STAR

Plant merger strike continues

By Mike Siluma

The strike by nearly 390 employees of Appletiser in Malvern, Johannesburg, continued for the third day yesterday while management and the Food and Beverage Workers' Union (FBWU) held talks.

The workers are dissatisfied at the closure of the company's Malvern plant — the result of a merger of the marketing and production sections of Appletiser and Ceres Fruit Growers.

The dispute was sparked by disagreement between management and the union over the terms for the termination of the workers service.

The company has offered a retrenchment deal which is being discussed with the union.

A company spokesman said the workers had, in the interim, engaged in actions which included refusing to work and occupying the plant's offices. The plant is due to close down on May 12.

RUMOURS

About 180 members of the Sweet, Food and Allied Workers Union (SFAWU) yesterday downed tools at Royal Beechnut, near Kempton Park

A SFAWU spokesman said rumours that management wanted to sack the shop steward, Mr Mike Madlala, had been denied by management

The matter was referred to arbitration three weeks ago but talks broke down on Tuesday and the company went ahead and dismissed Mr Madlala the same day.

The company said Mr Madlala had been dismissed under the company's disciplinary procedures after he had broken the rules several times.

8/11/46
Dairy Belle
dismisses

another 75 strikers
152

By Mike Siluma

The six-day dispute between the Food and Canning Workers' Union (FCWU) and Dairy Belle escalated yesterday when the company dismissed another 75 strikers from its Koedoespoort depot in Pretoria.

A company spokesman said the workers had not responded to an ultimatum to return to work.

The Koedoespoort workers and workers at Dairy Belle's three other depots have been on strike since Monday, demanding the reinstatement of about 500 colleagues fired from the company's Clayville factory on Monday.

The Clayville workers had in turn struck to back a demand for the reinstatement of three shop stewards suspended by the company.

The union claimed that the stewards had been falsely accused by management.

FCWU secretary Mr Jan Theron said members of both his union and the Retail and Allied Workers' Union were angered by the dismissals and it was possible they would take action.

He accused the company of trying to divide the workers by giving an ultimatum to only one depot.

UNION'S ROLE IN

By LEN MASEKO

THE Soweto City Council Staff Association yesterday claimed that it had negotiated the reinstatement of the sacked 400 policemen — not the South African Black Municipal and Allied Workers' Union.

The staff association was reacting to a joint statement issued by the Soweto Council and Sabmawu, who told a Press conference this week that they had reached an agreement regarding the reinstatement of the council policemen. Sabmawu represented the sacked policemen — who went on strike over a pay dispute — in the negotiations.

Mr James Rasekoala, president of the council staff association, said his committee — after negotiations with a senior council official — had obtained the reinstatement of the council police

Surprised

"We are surprised that Sabmawu is now being credited for resolving the labour dispute when we have been battling to have the policemen reinstated," Mr Rasekoala said.

A Soweto Council spokesman would not comment on the issue, saying that "there is no further comment from our side as the dispute has been resolved"

Sabmawu general sec-

retary, Mr Philip Dlamini, could not be reached for comment

Meanwhile the AECI Workers' Support Committee is to seek the support of the Alberton industrialists in a bid to resolve the labour dispute at AECI's Alrode plant, where 250 workers were fired after participating in a strike. The workers are demanding wage increases

AECI Workers' Support Committee yesterday met Alberton Industrialists' Association secretary, Mr G Acorn, who promised to set up a meeting between the two bodies next week

- Talks between the South African Chemical Workers' Union (Sacwu) and Adcock Ingram management are still on. Sacwu is negotiating the reinstatement of 350 workers fired after they went on strike over wage increments

- The strike by Apple-

STRIKE QUESTIONED



PHILIP DLAMINI Sabmawu general secretary.

tiser workers in Malvern is still on. The Food Beverage Workers' Union members at the plant are protesting the company's plans to re-trench them

- The labour-dispute at Dairy Belle depots in Pretoria and Johannesburg has not yet been resolved. The Dairy Belle management this week fired 350 striking workers, who demanded the reinstatement of their fired colleagues

- About 300 workers at

Omnia Fertilisers in Sasolburg downed tools this week, demanding wage increases. This was reported by Sacwu, which is trying to secure a meeting with the Omnia management

- About 200 workers at Roamer Rand in Elandsfontein were fired after they went on strike yesterday. Management spokesman said "We cannot comment, the strike is over — all the workers have been fired"

Patience urged over sit-ins

10/4/86 (152) BUS DAY
WORKER sit-ins are not seen by a labour consultant as likely to bring managements to their knees.

At a workshop on strikes in Johannesburg this week, Andrew Levy told more than 250 managers that sit-ins were not always favourable to unions.

Nor were they always a disadvantage to management, provided an employer handled the situation with patience, equity and reasonableness, he said.

Levy said managements facing a sit-in could apply for a court order to evict workers while still continuing negotiations.

"Sit-ins have been hailed as a new weapon to bring managements to their knees. This is not necessarily the case

DOMINIQUE GILBERT

because sit-ins are normally peaceful and do not pose a crisis to capital, as some unions claim."

He said there were no inflexible rules for handling strikes.

More managements were moving towards lock-outs as an offensive technique when situations became intolerable or chaotic, Levy said.

Unisa lecturer Johan Piron said managements should not overreact to a strike.

"Remember, fairness governs everything. Negotiation first is better than using the courts, even if there is reason to suppose the illegality of a strike," Piron said.

Council cops return to work

THE Soweto City Council policemen fired last week returned to work yesterday morning.

Other developments in the labour field were

- Another 75 workers were fired from Dairy Belle's Koedoespoort depot in Pretoria

Dairy Belle's Mr Dan Waldeck said 330 workers were still on strike

The food and Canning Workers' Union deplored the dismissals and threatened to take action.

- The strike-bound Adcock Ingram yesterday said its striking 350 workers were still in the company's employ

- About 350 SA Chemical Workers' Union members at Omnia Fertilisers in Sasolburg are still on strike.

- The Kempton branch of the SA Allied Workers Union (Saawu) was yesterday reported to be seeking a meeting with Roamer Rand management, which fired its striking workforce on Wednesday.

- The Metal and Allied Workers' Union is to

hold rallies throughout South Africa this weekend to discuss demands to be presented to the metal industry during wage talks **SOWETAN**

The main rally will be at the Huntersfield Stadium, Katlehong, tomorrow. It starts at 9 30 am

Other rallies will take

place in Sebokeng near Vereeniging, Maritzburg, Durban and Port Elizabeth

- The Food Beverage Workers' Union meets at Pelican Club (Soweto) this Sunday to discuss developments at Coca Cola's Reef plants. The meeting starts at 9 am

152

Handwritten signature or initials.

BTR strike in second day

WORKERS at three BTR Dunlop plants yesterday went into the second day of a total work stoppage, and indications last night were that they would not leave the premises overnight.

A Métal and Allied Workers Union (Mawu) spokesman said yesterday that talks between union and management were in their third day at the Benoni plant.

Mawu said the unions had expressed their concern to the company about their continued refusal to discuss the dispute, which began last week.

And management said yesterday it would continue to take disciplinary action — nine workers were dismissed this

10/19/86
BUSINESS DAY
DIANNA GAMES
152
week — where intimidation and violence took place

A Mawu statement said the present stoppages were unrelated to the 11-month-old BTR Sarmcol strike, although this had sparked them off last Thursday.

It said workers at Benoni, and two Durban plants — Sydney Road and Dunlop Sports — were currently on strike demanding the re-instatement of colleagues and withdrawal of written warnings from Dunlop.

Management said yesterday work stoppages at the Dunlop Durban plants resulted from the dismissal of two workers because of their violent behaviour.

Union 'deplores the use of children'

11/14/86
The Argus Correspondent

JOHANNESBURG. — As the stalemate between the Food and Canning Workers' Union (FCWU) and Dairy Belle continued, the union yesterday condemned the use of children for milk deliveries

Schoolchildren have been used to keep delivery operations running at the company's Pretoria and Turffontein West, Johannesburg, depots

The company's managing director, Mr D Waldeck, said the community's response in helping out had been "tremendous"

But the secretary for the FCWU, Mr J Theron, said it

"deplored the use of schoolchildren to scab on the workers"

"This is creating the worst sort of attitude in these children. These children should rather have it explained to them why the workers are on strike," said Mr Theron

The dispute between the company and the union centres on the dismissal of workers from the company's Clayville factory last week

They were demanding the reinstatement of three shop stewards dismissed by the company for allegedly using violence on workers hired to replace them during a previous

strike. The union has rejected the claim

Workers at three depots in Johannesburg and Pretoria came out on Monday in support of their Clayville colleagues, leading to the dismissal of 75 from the Koedoespoort, Pretoria, depot

The company has cancelled a recognition agreement it had with the union at Clayville

Members at the company's Bloemfontein and Cape Town factories had taken up the matter with management and a meeting would be sought with the management of Barlow Rand, which holds shares in Dairy Belle, said Mr Theron

Jan 1986

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March

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UP TO Red loc

Ciskei stayaway at Stofile detention

11/4/86

WEEKLY MAIL

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COMMUNITY organisations affiliated to the United Democratic Front in Alice, in the Ciskei, have called a one-day stayaway in protest against the continued detention of senior UDF official, the Reverend M A Stofile

This comes after the Ciskei Supreme Court in Bisho this week heard an urgent application for an interdict restraining police from assaulting Stofile

And it also follows a surprise letter from Stofile in detention, resigning his position as a lecturer in theology at the University of Fort Hare

The court hearing was postponed until next Wednesday to give the defendants a chance to file opposing affidavits. In the interim, lawyers for the Ciskei Police gave an undertaking, without admitting liability, that Stofile would not be assaulted

The same undertaking was given to another detainee who made a similar application at the same time, Jeff Wabena, the UDF regional organiser

The Alice stayaway was due to take place yesterday, but by the time of going to press it was not clear how

WEEKLY MAIL REPORTER

successful it had been

Wabena and Stofile are being held in terms of Section 26 of Ciskei's National Security Act. Wabena was detained on March 11, Stofile the day after

Friends and family were mystified when the university announced that it had received the letter of resignation from Stofile

Fears that the 44-year-old Presbyterian minister was forced to write his resignation were fuelled by the release of other detainees who said they had seen Stofile in detention and he had told them of a series of assaults

Affidavits from some of these ex-detainees formed the basis of the interdict application this week

The university said in a statement this week that it would not accept the resignation if it was later proven that he had been under duress

It added that his post would not be filled and his wife would be allowed to stay on in their staff house

Blyvoor gets court order against workers

Pretoria Correspondent

Blyvoorzicht Gold Mining Co. Ltd has obtained an order interdicting its workers from intimidating other employees, destroying property or interfering with the operation of the mine.

This follows a work stoppage on March 9 when several thousand miners went underground and then refused to work. They spent most of the shift dancing, shouting, and waving knobkerries.

Earlier this week an interdict granted on March 10 was extended to April 22.

On March 10 the mining company brought an urgent application in the Pretoria Supreme Court against the National Union of Mineworkers (NUM) and several miners.

In evidence before Mr Justice Weyers, mine manager Mr Hercules Ernest Fourie

van Antwerpen said that, on March 9, the night shift went down the mine but then remained at the shallowest level and refused to work.

When the shift returned to the surface, they prevented the next group of workers from going underground and barriers around the shaft were broken.

BONUS SYSTEM WANTED

After talks with the NUM, Mr van Antwerpen learnt that workers wanted a bonus system, applied experimentally to only two sections, to be extended to all miners.

No meeting could be agreed upon between management and the mineworkers, as neither side would agree to the meeting place suggested by the other.

Mine employee Mr Louis Steven Hayward told Mr Justice Weyers he was sent under-

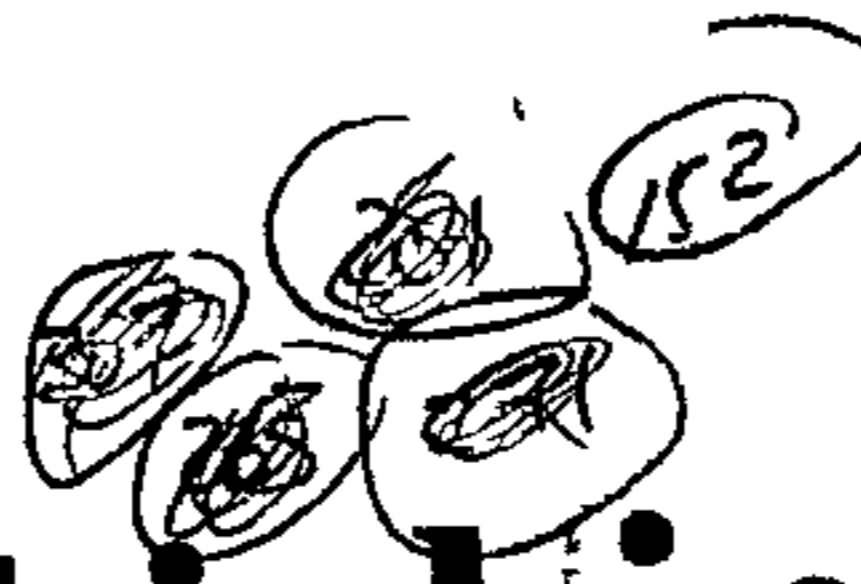
ground at 3.30 am with five other white workers.

He said he tried to prevent the black miners from removing barriers around the shaft. "I was jeered and I was laughed at by the couple of thousand that were there, all trying not actually to assault me but pushing and shoving me around. In 16 years I have been a firefighter underground and I was never scared. Today (March 10) I was."

"They never stopped dancing or screaming or walking past with all those weapons pointed at us. They kept on pulling out the safety rails, standing on us, standing on our feet, giving us those sneery looks."

Management told Mr Hayward to negotiate with the miners and, eventually, he was told by a shift steward that the workers should be taken to the surface again.

CAP-Times 12/14/86



'Hard thinking' on George deal

Staff Reporter

RESIDENTS of Lawaai-kamp township outside George have not yet reacted to a "package deal" offered them by the municipality, but have condemned the "hard attitude" of the town council.

The package deal was drawn up on Wednesday after days of friction between the municipality and township residents.

This week 5 000 residents were threatened with relocation to nearby Sandkraal, and 215 fired municipal workers were told their Lawaai-kamp hostel was to be demolished.

In response to the deal, which includes a guarantee of "undisputed occupation" for residents until December 31 if they move to Sandkraal, a Lawaai-kamp spokesman said "We will do some hard thinking."

Mr Kenneth Siboto,

speaking for the Lawaai-kamp residents committees, said yesterday the municipality had made "strict and hard conditions in the deal".

The main grievances of residents are the proposed increase in rent of almost 100 percent and the threat of removals to Sandkraal.

Residents have refused to pay more rent until living conditions have been improved, but the deal offered by the municipality insists on the rent increase.

Residents have been given until May 31 to pay all outstanding rentals and register all "illegal structures". The rent increases from June 1.

The municipality has given the committees until the end of next week to decide on the deal.

If the deal is rejected, the "illegal" houses of 5 000 people will be demolished and the municipality will make no concessions on rent pay-

ments "We are very worried about this," said Mr Siboto.

Mr Jan van Eck, the PFP MPC for Grooten-Schuur, who has been negotiating for the residents of Lawaai-kamp, said the present attitude of the municipality "had to result in a direct confrontation".

Mr Carel du Plessis, the town clerk of George, said yesterday that, apart from the deal, a solution to the problems could be a "mixed town council".

'Ruling'

● Attorneys acting for the 215 council dismissed workers yesterday gave the municipality notice to reinstate the workers.

The notice said an application for a ruling to have the workers reinstated would be made to the Industrial Court if the municipality did not act.

Top union groups back workers' bid to regain jobs

By Mike Siluma

Major trade-union groups have rallied behind workers who have been dismissed because of a recent 10-day stayaway at Warmbaths in the Northern Transvaal

One union federation, the Azanian Confederation of Trade Unions, filed papers in the industrial court, Pretoria, this week on behalf of 36 workers who want their jobs back. The workers, of Bela Bela township, also demand that their former employers pay them for the period they have been unemployed since the dismissals

The Warmbaths Town Council and several employers of domestic workers are cited as respondents

Another union group, the Council of Unions of South Africa, has also offered to provide legal assistance to the workers. A union spokesman said employers who fired workers because of stayaways could be acting unfairly in terms of the Labour Relations Act

Expressing solidarity with the dismissed workers, a spokesman for the 600 000-strong Congress of South African Trade Unions blamed the Government for the township stayaways

"The Government has left few avenues for people to express their grievances in a democratic manner," he said. "Stayaways should be seen as an expression of the people's anger and frustration

"Employers, who victimise workers, while being aware of the situation in this country, must know that we will view this as an attack, not only on the affected workers, but on the workers' movement and the democratic forces as a whole," he said

Such dismissals would only aggravate a tense situation

Relations between employers and employees have been strained in areas where stayaways have been called recently

It is estimated that about 50 percent of Warmbaths' black workforce was dismissed for taking part in the stayaway, called to back

a demand for the release of Bela Bela residents arrested during unrest in the township

At Nelspruit and White River, also recent stayaway flash-points, employers threatened a black work boycott, threatened to leave the area unless the labour situation returned to normal

Employer bodies in the area said that workers who stayed away during future work boycotts would be dismissed

The stayaway had been called after youths were allegedly shot by police outside a magistrate's court

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CITY P.
3/3/76
13/4/76
13/4/76

Father queries detainee's health

AN URGENT court application demanding that police produce reports concerning the mental and physical condition of a detainee was heard by the Ciskei Supreme Court this week.

The application was brought by Mdantsane Anglican Church Deacon Rev Wellington Mabuto, on behalf of his daughter Zolelwa, who was detained by Ciskei security police on March 11.

Zolelwa, an organiser for East London's Domestic Workers' Union, is being held under Section 26 of the territory's National Security Act, which provides for indefinite detention without trial.

In an affidavit, Rev Mabuto said he had been informed that his daughter was seen at the consulting rooms of Alice District Surgeon Dr F Seeger's.

Lawyers for the Ciskei police agreed to give Rev Mabuto details of his daughter's mental and physical condition, as well as details of any complaints she may have made.

The matter will again be heard on April 25 if Rev Mabuto is not satisfied with the report - Veritas News Agency.

CITY P.
13/4/76

Dairy calls cops to remove strikers

150 BY ZB MOLEFE
13/4/76

The Food and Canning Workers' Union has threatened strong industrial action against SA's biggest dairy group after scores of cops forcibly removed striking workers from a Pretoria plant on Friday.

Dairy Belle Corporation management said the action was taken because the 350 workers had defied a Supreme Court order granted against them early this week.

But FCWU general secretary Jan Theron warned Dairy Belle that its action was courting confrontation with trade unions such as the Retail and Allied Workers' Union and the giant Congress of SA Trade Unions.

"All these groups are watching Dairy Belle. We deplore the company's action in using police to settle labour disputes," said Theron.

Workers downed tools on Friday after the stewards' vice-chairman was stopped from entering the factory.

The cops were then called in.

There has been a dispute at the factory since management used temporary workers on Easter Monday.

... week ago.
nothing I can do but wait and
hope," he said

STAR 14/4/78

Dispute over Appletiser closure comes to an end

Agreement has been reached between the Food Beverage Workers' Union (FBWU) and Appletiser over the closure of the company's Malvern, Johannesburg, operation, the union said

Workers at the plant went on strike last Monday in protest against the terms of the closure, which will affect about 390 workers

The closure was the result of a merger of certain sections of Appletiser and Ceres Fruit Growers

A FBWU spokesman said the workers had undertaken to return to work and ensure that normal work procedures, productivity and quality levels would be maintained until the plant was closed down

In addition to an agreement on severance benefits, management undertook to facilitate the retraining of workers and to approach other companies in the mineral water industry to secure alternative employment

May Day deadline on mine demands

By HERMAN LETSIE

14/5/80
CITY
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BLYVOORUITZICHT Gold Mine workers have given management until May Day to meet their demands - or they will "take action".

Workers claim management have ignored two letters - one sent in January and one on February 2 - stating their demands. Fierce unrest broke out at the mine on March 14 - because management had not responded, a National Union of Mineworkers spokesman on the mine told *City Press*.

Seven miners were shot dead and over 100 were injured.

The NUM spokesman said in January a letter was sent to management demanding

- That three-monthly increases, stopped by management, be continued

- That the existing liaison committee, consisting of tribal indunas, be abolished and true representatives elected by workers be recognised

- That NUM be recognised as the workers' only representing body

- That whites stop assaulting blacks underground

"Management ignored the letter and another one was sent on February 2," said the NUM spokesman

"Management were given six days to reply. When they did not, all hell broke loose on the mine from March 9 to March 16

"Now the workers are losing patience and have given the bosses until May 1 to reply - or else action will be taken" he said.

He said miners regarded May Day as a workers' holiday "We won't be working on that day".

- A Rand Mines spokesman said there was no trace of the letter dated February 2 which gave management six days to respond.

He said there was only one shaft steward from NUM recognised by the Blyvooruitzicht mine.

5/1/85

MAY DAY: NUM ENTITLED TO STRIKE

THE 250 000-strong National Union of Mineworkers (NUM) is now legally entitled to strike over its demand for May Day as a paid holiday, legal sources say.

This follows an Industrial Court decision on Friday not to grant an application by the Chamber of Mines for a "status quo order" requiring the union to abandon its demand.

The Manpower Minister failed to appoint a conciliation board to deal with the matter within 30 days of the dispute

being declared on February 26. In this event, workers are entitled to strike.

However, he appointed a conciliation board on April 1 and the union has undertaken not to advocate strike action until these negotiations have been completed.

The Chamber and the NUM are expected to meet on the May Day issue this week.

CLAIRE PICKARD, CAMBRIDGE

Indians
blacks quit
over stayaway
Lowveld Bureau

All the Indian and black members of the Nel-spruit and District Chamber of Commerce have resigned as a result of decisions taken at an emergency meeting concerning the black workers' stayaway.

The meeting, attended by members of the Afrikaanse Sakekamer, the Chamber of Commerce and large organisations, was held during the week of the stayaway.

Indian and black members of the Chamber were not represented.

Among the decisions taken were:

- No employee, absent as a result of intimidation would be paid for the time he was away.
- In cases where temporary staff had been engaged, all people who reported for work on Friday April 4 were to be asked to return on Monday April 7.
- In the event of another stayaway, employees not reporting for duty would be fired.

STAR 16/4/86 152 (120) (188) (112)

Ultimatum for abattoir strikers

About 100 black workers at the SA Abattoir Corporation in Bloemfontein have been given until today to return to work or face dismissal

The workers, members of the unregistered Retail and Allied Workers' Union (Rawu), went on strike on Monday demanding union recognition. The corporation, a statutory body, does not recognise unregistered unions.

Rawu's Bloemfontein branch secretary, Mr Ronnie Petersen, said the union applied to the Department of Manpower in January for recognition but has not had a reply. He said the union represented 90 percent of the black workers at the plant.

He said production at the abattoir had been affected by the strike and local butchers were having to load and collect their own meat.

A spokesman for the employers said the corporation's board of directors had decided not to recognise unregistered trade unions and would not be "manhandled" into reversing that decision. The corporation had conveyed its position to Rawu and would be happy to discuss recognition with the union once it was registered.

The spokesman said the ultimatum to return to work had been issued because live animals could be affected by the strike. He said meat supplies to Bloemfontein had not and would not be disrupted.

Switch-King fires 200 after strike

By Mike Siluma

About 200 members of the Metal and Allied Workers' Union (Mawu) were dismissed yesterday from Switch-King in Kew, Johannesburg, after going on strike

The stoppage follows workers' claims that management had pointed out a shop-steward to police on Saturday morning as an instigator. At the time the workers were waiting near Switch-King premises for buses to take them to a union rally at Huntersfield Stadium in Katlehong, Germiston, a Mawu spokesman said

He said workers were also infuriated by the death of a colleague allegedly shot by police after Saturday's rally. Mr Terrian Mpumelelo Kortman (18) had been shot in an unprovoked attack on workers leaving the stadium, the union has claimed

WAGE NEGOTIATIONS

Mawu said the meeting was neither political nor illegal and had been called to discuss annual wage negotiations which began in Alberton yesterday

Police said they shot dead a man in Katlehong on Saturday when a group of youths stoned a police vehicle

Switch-King's general manager, Mr Alan Shear, refused to comment on union allegations as he was still investigating the matter

A union spokesman said it was likely Mr Kortman, who lived in Alexandra township, would be buried in Tembisa next Tuesday

...nt plan

COURT PLEA OVER STRIKE

By LEN MASEKO

STRIKE-HIT BTR
Dunlop has asked for an urgent Industrial Court interdict to end the work stoppage at its Durban factory.

About 1 000 workers have been on strike at the Durban factory since last Tuesday, demanding the reinstatement of two colleagues fired for alleged "violent behaviour".

An equal number of workers have also been on strike in solidarity at Dunlop plants in Ladysmith, Durban and Benoni.

Dunlop made the Industrial Court applica-

tion on Tuesday this week, but proceedings were adjourned to give the workers' union — the Metal and Allied Workers Union (Mawu) — time to respond.

The company has accused Mawu of "initiating unlawful strikes" at its plants. Several unsuccessful meetings have been held between the union and the management.

The dispute broke out after management issued warnings to workers striking over the

company's refusal to discuss the dismissal of 1 000 workers at Dunlop's Howick plant last year.

• The first round of annual wage negotiations affecting about 450 000 metalworkers ended in Alberton on Tuesday. The talks will resume on April 25 at the same venue.

• Parties taking part in the negotiations include the employer body, the Steel and Engineering Industries Federation of South Africa, Mawu and the Steel, Engineering and Allied Workers Union of SA.

• The SA Chemical Workers Union has sought mediation in a bid to resolve the labour dispute at Noristan, where 300 workers were sacked last month. The sacked workers downed tools demanding the reinstatement of 60 colleagues fired for alleged "product sabotage".

• The Black and Allied Workers Union has called on members to report at its Johannesburg offices this Saturday to arrange bookings for a trip to Durban. The union will be holding a two-day congress in Durban next week.

• The Transvaal region of the Media Workers Association of SA (Mwasa) holds a general meeting at its Johannesburg offices on Sunday.

Two injured as
bombs hit youth
cader's home

Pretoria Bureau

Two men were injured when a
made explosive device
a petrol bomb hit the home
the president of the Saulsville
ridgeville Youth Organisa-
Mr Sam Morotoba, yester-
morning.

A police spokesman, Colonel
ictor Haynes, confirmed the
at 47 Mokolobollo Street
said that two men were in-
in the attack

Mr Morotoba was not at home
his brother, Harry, who was
with his cousin, Eric
Makhala (21), a visitor from
Saulsville, in the front room said
heavy explosion rocked their
at 2.10 am, ripping open
roof and shattering all the
windows.

Mr Makhala, who suffered
on the right arm and on
left side of the body was
taken to Kalafong Hospital
and discharged.

BTR Dunlop makes court bid to end work stoppage

By Mike Siluma

BTR Dunlop, plagued by strikes at four Natal and Transvaal plants for more than a week, has asked for an urgent Industrial Court interdict to end the stoppage at its Sydney Road, Durban, factory

A Metal and Allied Workers' Union (Mawu) spokesman, Mr Bobby Marie, said the company had made the application yesterday. Proceedings had to be adjourned to give the union leadership, who were in meetings with workers at the time, a chance to respond

About 1 000 workers have been on strike at Sydney Road since last Tuesday to demand the reinstatement of two colleagues fired for alleged violent behaviour. An equal number of workers have also been on a solidarity strike at Dunlop plants in Ladysmith, Durban and Benoni

UNSUCCESSFUL MEETINGS

Several unsuccessful meetings have been held between Mawu and Dunlop, the last on Monday

Mr Marie said the case would come before the court tomorrow morning. The union was consulting its membership and lawyers. He said the workers were annoyed and surprised at the company's decision to go to court because negotiations with the company were still in progress

The dispute broke out after management issued workers with warnings following recent wildcat strikes against the company's alleged refusal to talk to unions about the 1 000 sacked at Dunlop's Howick plant last April

● The first round of annual wage negotiations affecting about 350 000 metalworkers was adjourned in Alberton yesterday, according to union sources. The talks will resume on April 25

Police shoot terror suspect in Transkei

UMTATA — Transkei police have shot and killed a suspected terrorist and detained two others at a roadblock, according to Prime Minister Chief George Matanzima

Chief Matanzima, who is also the Minister of Police and Defence, said yesterday police had been manning roadblocks throughout Transkei during the past three days, but did not say when or where the incident occurred

He said after the driver of the car carrying the suspected terrorists turned and drove from the roadblock, police gave chase. As they closed in the vehicle stopped and the occupants attempted to flee on foot

The police arrested a woman and a man, but the third occupant ran to a ditch and opened fire on the police. They returned the fire and the man was killed

— Sapa

Orange Free State have been
... in the same period

Dairy Belle hires guards for replacement delivery drivers

Dairy Belle in Pretoria has hired security guards to protect drivers of milk delivery vans employed to replace 500 black employees dismissed for striking

A company spokesman said after intimidation of replacement drivers supplied by an outside contractor, guards were hired to accompany milk rounds from the company's Clayville factory in Pretoria

About 1 000 Dairy Belle workers organised by the Food and Canning Workers' Union (FCWU), are still on strike at three Pretoria depots and the Turffontein West depot in Johannesburg

The dispute between the company and the union began at Clayville two weeks ago. About 500 black employees went on strike, demanding the reinstatement of three shop-stewards dismissed for allegedly using violence on workers hired to replace them during a previous strike. The union denied the claim of violence.

When Dairy Belle dismissed the 500 strikers, workers at four other depots went on strike, demanding their reinstatement. The company has so far dismissed 75 sympathy strikers from the Koedoespoort depot in Pretoria.

Mr Jan Theron of the FCWU said a meeting had been arranged with the company for Sunday to discuss the situation.

60 in court after necklace killings

More than 60 people appeared in the Sekhukhune Magistrates Court on Tuesday and Wednesday in connection with the deaths of 32 suspected witches "necklaced" at the Lebowa villages of Makgane and Nchabeng recently.

Lebowa Police liaison officer Major Thys du Preez said the case was postponed to May 15 pending further investigations.

He said the bodies of three other people who had been burnt to death were found at Spruitkraal, also in Lebowa. Several people have been arrested in connection with the killings. Police investigations were still continuing on the killings at the two villages.

● See Page 15

Pulco to cut Vaal Dam level is still falling

Storm

Chk Time
over

'rent' bill

By ANTHONY
JOHNSON

Political Correspondent

THE government has run into a storm of protest over a controversial new bill aimed at breaking rent boycotts in black communities by forcing employers to deduct money from workers' wages to pay local authorities

The Black Local Authorities Amendment Bill, tabled in Parliament yesterday, was condemned by the Progressive Federal Party as a "highly dangerous" measure that that was likely to spark industrial strife and increase unrest.

The leader of the Labour Party, the Rev Allan Hendrickse, has slammed parts of the bill as "discriminatory" and "totally unacceptable".

'Vow'

Opposition parties have vowed to fight the proposed legislation — the brainchild of Mr Chris Heunis — "tooth and nail" once it reached the Standing Committee on Constitutional Development.

Clause 13 of the proposed law empowers black local authorities to force employers to pay outstanding rent and service charge payments owed by their employees "out of any salary or wages".

This applies both to employees of major firms as well as domestic workers

Should employers fail to pay, "a warrant of execution against the movable property of an employer for the recovery of any amount which he fails to collect... may be issued by a magistrate".

Failing this, a debtor is liable to lose both movable or immovable property.

Another section of the bill that has provoked fierce opposition is Clause 11, which allows any person appointed by a local authority to be "deemed to be a police officer or police official".

Mrs Helen Suzman said Clause 11 was "very dangerous" in that it gave wide powers to "untrained and undisciplined" persons to exercise the duties of a policeman

10/4/86 (20A) (52)

Union to contest Elio workers' dismissal

Dispatch Reporter

EAST LONDON — The retrenchment of 21 people at a firm here is to be taken to the labour conciliation board according to the regional secretary of the East Cape branch of the Sweet, Food and Allied Workers' Union, Mr Elliot Nduzulwana

Mr Nduzulwana's allegations of unfair dismissal have been denied by the manager of Premier Bakery, Mr H Kessler

Mr Kessler said "We have been forced to lay off 21 people because of the renewed consumer boycott. We just cannot afford to keep them on because of the downturn in business. It is as simple as that"

However, Mr Nduzulwana said it was definitely an anti-union

move which was being taken to the conciliation board by the union's Johannesburg-based firm of attorneys

He said there had been two incidents of unfair dismissal and union members had been asked to sign a declaration that they had nothing to do with the union. The alternative was that they would be laid off

Mr Kessler said he did not know of such an undertaking which had to be signed by union members

Mr Nduzulwana said the trouble started when one of the union's organisers, Mrs Florence Mkoohlwa, a delivery assistant, was dismissed. The reason given was lack of business but the union did not accept this as a reason for her dismissal

"Then followed the dismissal of 16 workers who belonged to the union. They had been asked to sign letters to the effect that they did not want to be represented by the union

"We feel that, in terms of the Labour Relations Act, the employee has a duty to consult with the union before taking such action

"We view the tactics of Premier Bakery as union-bashing. It is not the correct way of handling a dispute. If management thought they had solved the problem through dismissals, they have only created further problems for themselves"

The union was taking both cases to the conciliation board in terms of the Labour Relations Act

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**Gillette
strike
continues**

A wage strike by 130 Gillette SA workers entered its fourth day yesterday as meetings between management and the Chemical Workers Industrial Union continued

A union spokesman said the workers were demanding an hourly rise of R1,30 while management was offering 41 c. Other demands included the recognition of May Day as a holiday and improved compassionate and annual leave

Gillette said demands tabled when talks began on Monday included a 57 percent monthly rise on the current minimum salary of R545. The company offered a 15 percent increase

● About 300 employees of Rennie's Express Deliveries in Denver, Johannesburg, who went on strike on Monday, returned to work on Wednesday after management had agreed to a wage increase of R26 a week

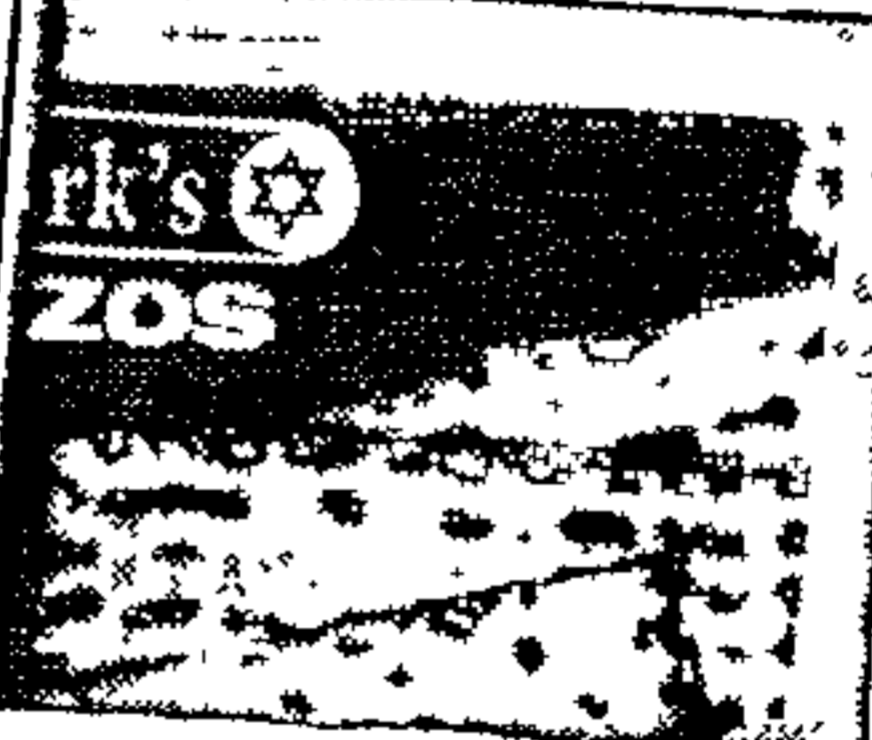
Pic

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המחירים



Following Miss Smit's death and a Kent Board

1 700 'bitter' strikers return to Dunlop

STAR 18/4/86

152

By Sheryl Rame

The 1 700 workers at four BTR Dunlop plants on strike for more than a week returned to work yesterday

This was because the employers were about to seek an interdict from the Industrial Court declaring the strike illegal, according to Mr Bobbie Marie, branch secretary of Mawu (Metal and Allied Workers Union). No agreement had been reached. "Workers have returned to work extremely bitter but determined to continue their fight"

Plants affected by the strike, co-ordinated by Mawu and the Chemical Workers Industrial Union, included Benoni, Ladysmith, Mobeni and Durban

The strike started when about 1 000 workers downed tools at the company's Sydney Road plant in Durban, demanding the reinstatement of colleagues fired for alleged violent behaviour. More workers went on strike in solidarity at Dunlop plants in Ladysmith, Mobeni and Benoni.

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447 2211/
1091, Galle
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fish shops
help you to

**A FUN DAY ON OUR
AGE STEAM TRAIN**

not theirs.

Bus drivers strike:



THOUSANDS of people were left stranded in the northern Transvaal yesterday when Lebowa Transport Limited bus drivers went on strike at the company's three depots.

More than 1 000 employees of the bus company are involved in the work stoppage, and indications yesterday were that other depots were

likely to join the strike. The striking workers are demanding — among other things — higher pay, negotiated unsuccessfully by their union, the Transport and Allied Workers' Union (Tawu).

• In Springs scores of Putco drivers were involved in a work stoppage yesterday, protesting against "disciplinary hearings which workers at the depot are sub-

jected to" • About 300 workers at Gillett in Springs have been "sleeping in" at the company's premises, demanding better pay since Tuesday

• The South African Chemical Workers' Union (Sacwu) is to meet Unico Chemical management today, to discuss a strike by 75 workers at the company's Johannesburg factory

• The AECI's Alrode management has given its striking 250 workers an ultimatum to report to work next Tuesday, according to Sacwu

Meanwhile the AECI Workers' Support Committee has called a mass meeting to be held at Thokoza Stadium on Sunday

• Mediation is in full swing at Pretoria-based Noristan, where 300 workers were dismissed

Workers stranded

18/4/86 SOWETAN

By **LEN MASEKO**

following a strike. More talks continue on Monday.

• The Steel, Engineering and Allied Workers' Union is to report back tomorrow to its members the outcome of wage negotiations with the metal industry. The meeting will be held at the union's offices at Wilhe Theron Building, Bosman Street, Pretoria. It starts at 9am

• The black workforce at Lever Brothers' Boksburg factory yesterday staged a lunch-hour picket at the company's premises, protesting management's refusal to recognise May 1 (Labour Day) as a public holiday

• The Liberty Life Workers' Committee,

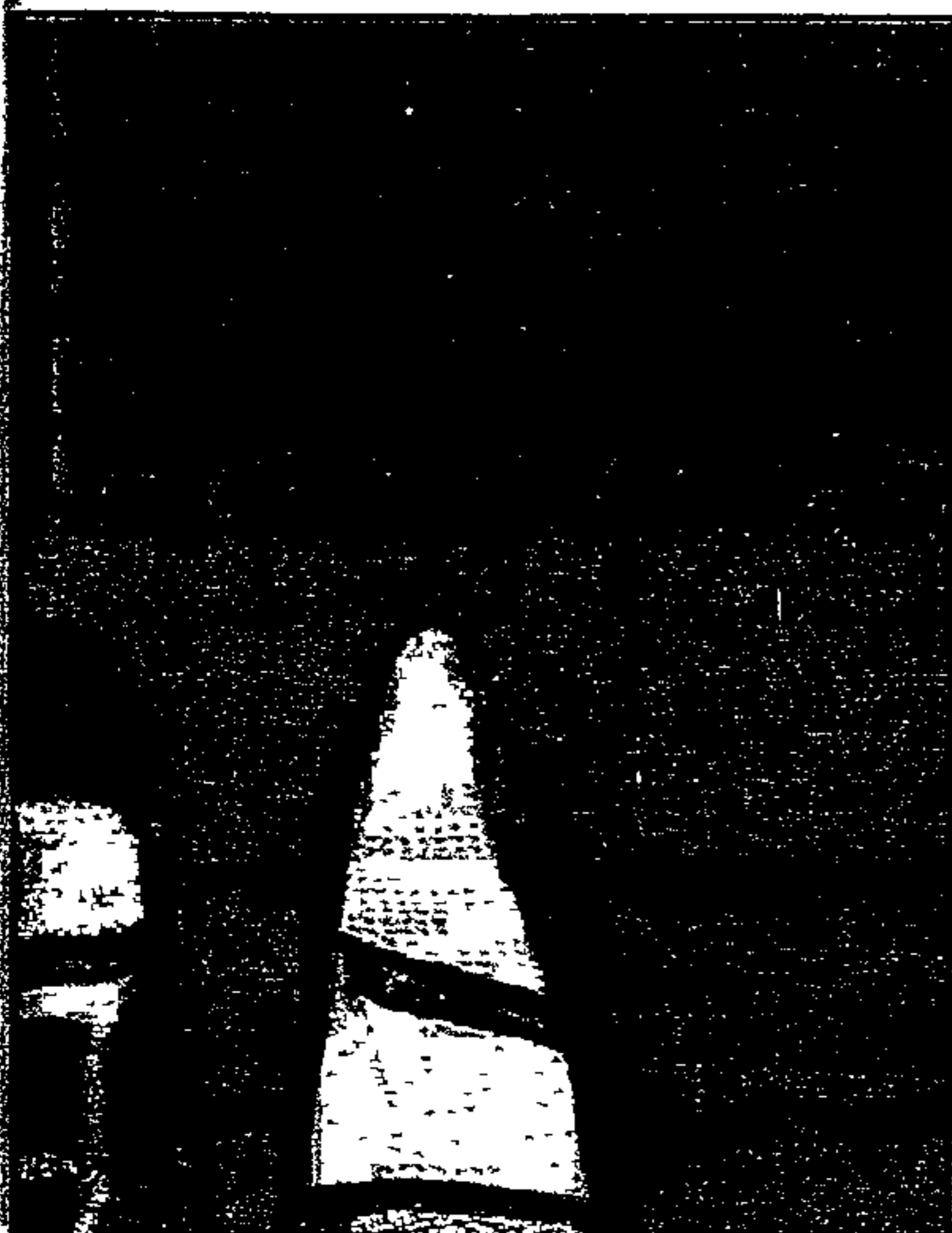
which represents 110 workers dismissed by the company after participating in a strike, has called on blacks to boycott the Liberty-sponsored fun run which takes place in Johannesburg on Sunday

• The 1 700 BTR Dunlop workers who went on strike a fortnight ago, resolved to return to work yesterday

This was disclosed by the Dunlop management, which said the strike at its Natal and Transvaal plants were illegal. The workers were demanding reinstatement of their 1 000 colleagues dismissed about a year ago

Sabata funeral

BUSES to the funeral of Paramount Chief Sabata in Umtata will leave from Khotso House, 42 Dan Villiers Street



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MAY DAY

Mine strike looms

An industry-wide mine strike on May Day by members of the National Union of Mineworkers (NUM) has become a distinct possibility. Whether or not it will actually occur depends largely on the outcome of conciliation procedures due to start this week.

But, aside from the technicalities of labour law still to be thrashed out, the issue has now become a political one.

The development on the mines comes as tensions rise in expectation of massive union shows of strength on the 100th anniversary

of May Day. The Congress of South African Trade Unions (Cosatu) is expected to draw thousands of workers to rallies in different parts of the country.

The main focus will be on Durban, where the launch of the new Inkatha-backed United Workers' Union of SA (Uwusa) will take place at the same time as a Cosatu rally is being held. Tension between these two implacably opposed camps may, it is feared, boil over.

Employer spokesmen are seemingly cool about what has clearly developed into a highly emotional issue for unions. The chairman of the Federated Chambers of Industries' industrial relations committee, Bobby Godsell, says its members are being advised to follow a policy of "no work, no pay".

A number of interesting developments recently indicate, however, that both government and employers are more concerned about the charged issue of May Day, and public holidays generally, than they perhaps care to reveal at present.

Manpower Minister Pietie du Plessis took the trouble to confer with large employer organisations in Cape Town some weeks ago. The minister has refused to divulge anything about the meeting, but sources say there was unanimity that the May Day issue can no longer be ignored. In the end, it was left to the employer organisations to decide individually how to deal with the matter.

The *FM* also understands that there has been a move by an influential group of employers to discuss the issue of public holidays with Home Affairs Minister Stoffel Botha. Employer feeling is that the present holidays do not adequately reflect community sentiment. Dealing with this sensitive subject — which is almost certain to involve shooting some sacred cows — is not going to be easy for Botha. June 16 has also been mooted by certain black groups as a day of (official) remembrance and would mean, therefore, a day off work.

Prospects for a mine strike have risen markedly since the termination of an Industrial Court dispute between the Chamber of Mines and the NUM last Friday. The two parties agreed to ask the court not to give an order on the chamber's application for the union to abandon its demand for a paid holiday on May 1.

Hopes for a settlement now lie with the conciliation board which has been appointed to hear the chamber's dispute with the NUM. If the board fails to settle the matter, NUM members will be legally entitled to strike. Given the militancy the NUM has displayed over the issue, prospects of agreement are slim.

However, aside from that, some legal experts believe the union is free to call out its members already because the minister did not appoint the board within the time limit set in the Labour Relations Act. Nevertheless, NUM press officer Marcel Golding tells the *FM* the union will await the conciliation board's outcome before deciding on any May Day action. ■

18/A/86 BUDAY

(B) (152) (B)

Dunlop strikers go back to work

PRODUCTION at BTR-Dunlop plants throughout SA returned to normal yesterday after the 2 000 workers ended their two-week strike

They resumed work hours before the Industrial Council was due to hear an urgent application by the company to have the strikes declared illegal

Metal and Allied Workers' Union (Mawu) branch secretary Bobby Marie said the workers returned to work feeling "extremely bitter" But they were determined to continue their fight on the issue of the dismissals and the BTR-Sarmcol dispute

Own Correspondent

"Our experience at Sarmcol, and now with Dunlop under the BTR direction, exposes clearly the role of foreign investors in SA — to extract profits at the cost of the welfare of workers under the pretext of developing our country," he said.

Dunlop's group industrial relations manager Glen Sutton said that by mutual consent of the parties, the Industrial Court adjourned the application by the company for an interdict against the union to call off the strikes

indefinitely.

"But the interdict can be applied for on a 24-hour or no notice, depending on the circumstances," said Marie.

"The company has always indicated to the unions that it is prepared to discuss the BTR-Sarmcol issue at plant level.

"The unlawful strikes were originally orchestrated by the unions to show solidarity for the dismissed BTR-Sarmcol workers. This in turn led to various unlawful actions by workers and disciplinary action by management, wherever it was deemed necessary."

Argus 18/4/46
Dairy strike
guards
for drivers

The Argus
Correspondent

PRETORIA. — Dairy-belle has hired security guards to protect temporary replacement drivers during the strike.

General manager Mr D Waldeck said today delivery truck drivers had been intimidated.

Hundreds of Dairy-belle workers are on sympathy strikes at three Pretoria depots and the Turffontein West depot in Johannesburg following the dismissal of strikers at the Clayville factory on April 3.

EL strike over talks continue

1948 (132) (52)
DISPATCH

EAST LONDON — The sit-in strike at the South African Breweries' plant here is over and the work force of 92 is now working to rule

A dispute had been declared with the company by the East Cape branch of the Sweet Food and Allied Workers' Union, the union's regional secretary, Mr Elliot Nduzulwana said yesterday

He said that in terms of the agreement with the company, the dispute had to be resolved within 10 days. Negotiations would be resumed on Tuesday

Mr Nduzulwana said the dispute had arisen over the date for the implementation of the agreed R126 a week minimum wage

The breweries' management wanted the new pay scale instituted from April 1 to March 31 next year while the union wanted it backdated to January 1 and to be extended to December 31. Mr Nduzulwana said

The manager of the breweries, Mr Gordon Sone-mann, was not available for comment yesterday —
DDR

Unionists out on R200 bail

THE president of the Council of Unions of South Africa and seven shop stewards of the Food and Beverage Workers Union were released on R200 bail each on Friday after they were arrested during a demonstration at Unilever on Thursday.

After their arrest hundreds of workers had a sleep-in and sit-in at the premises of Unilever. The workers were protesting at the arrest of Mr Mndaweni.

The demonstration at Unilever called for May 1 to be recognised as a paid public holiday. According to an official of the union the workers insist that May Day be a public holiday as in other countries of the world.

Meanwhile, the Chamber of Mines said yesterday it was given an undertaking by the National Union of Mine-workers (NUM) that it would not call for a strike prior to a Supreme Court hearing relating to the union's demand for May 1 to be declared a paid holiday.

The undertaking

described by the chamber as acceptable — was subsequently recorded by a court, the employers' body said in a statement.

SOWETAN

This follows an urgent application by the chamber on April 17 seeking an interdict from the Supreme Court restraining the NUM from "instigating, calling for, supporting or organising" a strike over the May Day issue.

Meanwhile, the union has been given until April 22 to file an answering affidavit to the chamber's application, which also seeks a Supreme Court order setting aside a conciliation board established by the Minister of Manpower to deal with the matter.

The chamber has objected to the terms of reference of the board on the basis that it does not correctly reflect the dispute between the parties.

The NUM undertaking will expire on April 24 when the chamber's application will be heard by the Supreme Court.

abouts of some arms caches, in-

Vryheid Warrant Officer

The hearing continues.

Dairy strike ends as workers reinstated

A two-week strike by about 1,000 Dairy Belle workers ended yesterday after a meeting between the company and the Food and Canning Workers' Union

The strike affected the company's Clayville factory in Pretoria, three Pretoria depots and the Turffontein West depot in Johannesburg

The dispute began at Clayville when about 500 black employees went on strike, demanding the

reinstatement of three shop-stewards dismissed for allegedly assaulting workers hired to replace them during a previous strike. The union denied the assault claim

Dairy Belle dismissed the 500 strikers. Workers at the other depots went on strike, demanding the reinstatement of their colleagues. The 500 have been reinstated. An arbitrator has been appointed to consider the case of the three shop-stewards.

SMK 22/4/86 152

Good times roll!



Hulett's

Carmel cucumbers
sweet 'n tangy
500 g

BIRTHDAY PRICE

Hulett's icing or castor sugar
500 g

BIRTHDAY PRICE

Denny sliced mushrooms
285 g

BIRTHDAY PRICE

each

Silverstream mushrooms
pieces & stems
285 g

BIRTHDAY PRICE

Ocean Fresh



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23/6/86
26 factory workers strike

REPORT
ABOUT 26 workers at a Stikland plastics factory went on strike yesterday in protest at the overnight arrest by police of a colleague who had ear-

lier been cleared by management of allegedly stealing oil.

A spokesman for the factory, Paxit Pipekor, said that after day-long negotiations with union officials at the Bridge Road premises yesterday, management had agreed to union requests that a notice be issued to the effect that the employee had been cleared in an internal investigation.

The spokesman said that negotiations, to resume today, still had to deal with union requests that management approach the police about the matter. He said management was willing to inform the police that it had no objections to charges being dropped



SADF keeps strike-hit Lebowa buses going

Northern Transvaal Bureau

POTGIETERSRUS — A Lebowa bus company hit by a drivers' strike has been using Defence Force personnel to keep its buses on the move.

Black taxi operators have been experiencing their biggest boom in years in many parts of the homeland.

Hundreds of domestic workers have been arriving late at their jobs in Pietersburg and Potgietersrus as there are not enough vehicles available to cope with the demand for transport.

Businesses in Potgietersrus were drastically affected by a mass stayaway of black buyers on Saturday.

Police and army units were kept busy monitoring the movements of thousands of people travelling to and from Mahwelereng near the town for the funeral of journalist Mr Lucky Kutamela, who died in detention two weeks ago.

Few incidents of violence and unrest have been reported in Lebowa lately and a police spokesman said there were signs that the situation was returning to normal in many areas.

Witbank coalminers end strike

The 1 200 coalminers who went on strike at the Kriel Colliery last Wednesday in protest against the alleged assault of a black worker by a white supervisor, yesterday agreed to return to work.

The strike at the Armcol Kriel Colliery, near Witbank, reached deadlock after representatives from the National Union of Mineworkers (NUM) told management that the workers would not return to work until the white supervisor had been dismissed.

A spokesman for the colliery said that after discussions it had been decided to allow a mass meeting to be held on the mine premises. — Sapa.

Paxit Pipekor strike settlement expected

Labour Reporter

NEGOTIATORS are hopeful the strike at Paxit Pipekor in Stikland will be settled today.

Workers went on strike yesterday after a man — already cleared of accusations of theft at an internal inquiry — was arrested at the plant on Monday evening.

A company spokesman said the management had agreed to union requests to issue a staff notice confirming that the disciplinary hearing was stopped for lack of evidence and to investigate any aspects of internal security recommended by shop stewards.

Management was also prepared to discuss a meeting with the police at which it would be made clear there was no objection to the charges being dropped.

dren to take their pets for inoculations as a part of a national pet care week from June 1 to 7. Here, Miss Tessa Fleming is introduced to the two pet care campaigners. ● Picture by John Hogg.

Tutu and Nel in TV clash on reform

The Star Bureau

WASHINGTON — The Deputy Minister of Foreign Affairs, Mr Louis Nel, and Bishop Desmond Tutu clashed over reform today on a widely-watched United States television current affairs programme

Commenting on the lifting of the pass law, Bishop Tutu said apartheid could not be reformed it was a Frankenstein which had to be destroyed

Mr Nel said, however, that in

the new dispensation no legal control would apply only to black people

"There is no sting in the tail, as the Bishop said"

The two were speaking on ABC television's "Nightline" programme hosted by Ted Koppel

Bishop Tutu said he would like to commend the Government for lifting the pass law

But the new freedom of movement applied only to those in

South Africa, not the homelands

Mr Nel said the Government was negotiating with the four independent states to reconfer SA citizenship on homeland citizens

Bishop Tutu described this as "one of those ad hoc adjustments that the Government is making to the apartheid system. That is why people say 'too little too late'"

Ad hoc adjustments would not end the unrest

On the far right wing, Mr Nel said, there were whites who said it was too much too soon

Mr Nel said the lack of pace of reform had nothing to do with the unrest. It would continue because there were organisations committed violence to and revolution.

Bishop Tutu said it was "utter baloney" that blacks were inspired by communists

"Why should the South African black need an educator to know he is being oppressed?"

Dismissed hospital workers refuse to leave

By Sheryl Raine

About 100 black cleaners fired for staging a work stoppage at the Welkom Provincial Hospital yesterday refused to leave the premises or accept their termination papers

Black workers have reported to the hospital again today despite their dismissal.

White volunteers have come forward to do the work of black cleaners at the hospital.

The Orange Vaal General Workers' Union said the workers had agreed in principle to return to work yesterday morning after a two-day work stoppage over union recognition, wages and poor communication.

When they arrived for work the cleaners were told to wait for the arrival of a representative of the Free State Hospital Services

Union spokesman Mr Stanley Tyelentombi said: "Four of our shop stewards were taken away by hospital personnel. The rest of about 200 workers were issued with termination forms which they refused to accept". He said the workers refused to leave the premises.

The hospital superintendent said after careful consideration between 150 and 160 workers had been "selectively discharged". As a State department, the hospital could not recognise the union. The hospital would start recruiting new employees tomorrow

CAPE TIMES 25/4/86

Fewer strikes but more strikers

Political Staff

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HOUSE OF ASSEMBLY. — There were fewer strikes in South Africa last year but more workers were involved, the Department of Manpower says in its 1985 report tabled in Parliament yesterday.

The report said 239 816 workers had been involved in 389 strikes and work stoppages last year, showing that more workers had participated in strikes in 1985 than any of the previous five years.

It said 678 274 work days and an estimated R8 184 985 in wages had been lost from strikes.

The increase in the number of employees involved in strikes was due mainly to the large number of mining-industry employees who took part in strikes.

The mining industry, which had not been so drastically affected by the economic squeeze, had an increase in the number of strikes.

The department said it seemed that the risk of unemployment "had an inhibiting effect on the lengths to which workers in other industries were prepared to go in order to settle their disputes".

In all, 346 strikes involved eight white, 12 395 coloured, 1 842 Asian and 198 415 black workers.

There were also 43 work stoppages, which were not accompanied by demands by workers, in which one white, 488 coloured, 37 Asian and 26 630 black workers were involved.

The largest number of strikes and work stoppages, 232, occurred in the manufacturing sector while only two occurred in the electricity supply sector.

The department said that wages and allied matters were still the most important cause of strikes and work stoppages, while disciplinary measures by employees also gave rise to a large number of strikes and work stoppages.

Talks follow
sleep-in strike
at factory

STAR
25/11/86 152
Negotiations will continue today with the Sweet, Food and Allied Workers Union and Renown Pork Packers in Olifantsfontein following a sleep-in strike during which workers barricaded themselves in the factory.

About 120 employees downed tools on Monday following the dismissal of a worker for alleged possession of dagga.

They refused to leave the premises for two nights

A Pretoria Supreme Court order was issued on Wednesday restraining workers from preventing entry to and exit from the premises and the worker returned to work yesterday

Fewer strikes
— but more
on strike

25/4/85
BUS DAY 152
By BARRY STREEK
Political Staff

THERE were fewer strikes in South Africa last year but more workers were involved, the Department of Manpower said yesterday.

In its 1985 report, tabled in Parliament yesterday, the department said 239 816 workers had been involved in 389 strikes and work stoppages last year, showing that more workers had participated in strikes in 1985 than any of the previous five years.

It said 678 274 work days and an estimated R8,184m in wages had been lost during these strikes

The increase in the number of employees involved in strikes was due mainly to the large number of employees in the mining industry who participated in strikes

In all, there were 346 strikes last year.

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Strike at plastics factory resumed

By CHRIS BATEMAN

ABOUT 50 workers at a Stikland plastics factory resumed a strike yesterday as negotiations with the management about a colleague accused of theft reached stalemate.

After going on strike earlier in the week, the employees returned to work on Wednesday when management agreed to "assist" in the upcoming trial of the man, then held by police.

Negotiations are to resume today, with the union representing the workers now demanding that management ensures that charges against the man are dropped.

A company spokesman last night said this was impossible as only the police or the Attorney General could decide to drop charges.

The union is also de-

manding that workers be paid for the days they have been on strike. Management insists on "no work, no pay".

A spokesman for the union said the management of Paxit Pipekor in Bridge Road had reneged on promises to try to withdraw the case against the worker, Mr Janne Witbooi.

Mr Witbooi was granted bail yesterday after appearing in Bellville Magistrate's Court. Bail was paid jointly by the company and a union shop steward.

On Tuesday management publicly displayed a notice saying the detained worker had been cleared by an internal investigation.

Management is considering declaring the workers' actions a "wild-cat strike" which does not conform to standard labour practices.

Trade union membership up — report

Labour Reporter

TRADE union membership increased significantly in 1985, the largest increase being among black workers in unregistered unions, according to the annual report of the Department of Manpower.



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the journey
hamstown.
challenge.

At the end of the year there were nearly two million union members — an estimated 600 000 in 68 unregistered unions — comprising about 20 per cent of the economically active population

The department also noted an increase in the number of trade unions making use of the dispute-settling machinery provided under the Labour Relations Act

There was a decrease in the number of strikes in 1985 but it was not possible to say whether this was due to unemployment, though this may have had an inhibiting effect on the lengths to which workers in industries other than mining were prepared to go to settle disputes

R8-million wages lost

More employees were involved, mainly because of the number of workers in the mining industry who took part in strikes

The report said 239 816 workers had been involved in strikes and work-stoppages last year and 678 274 work days and an estimated R8-million in wages had been lost

The average number of employees in each strike increased from 388 in 1984 to 616 in 1985. There were 40 strikes involving more than 1 000 workers in 1985 compared to 26 the previous year

Manufacturing

Half the strikes lasted a day or less, while only 1,5 percent lasted longer than 14 days

The greatest number of strikes occurred in the manufacturing sector (232) and only two in the electricity-supply sector

Figures indicated that wages and allied matters were still the most important causes of strikes and work-stoppages, while disciplinary measures by employers were also a significant factor.

More than 200 000 jobs were lost in 1985 but, according to a survey among employers, the job creation programme started by the department was well received and helped to stem unrest

May Day deal makes history

152
26/4/86
CMT-7115

JOHANNESBURG — De Beers Consolidated Mines made labour history yesterday when it announced it had agreed to give National Union of Mineworkers (NUM) members at their three mines a paid holiday on May Day.

A De Beers spokesman said NUM members would be given the holiday at its Finsch, Kimberley and Namaqualand mines on May 1 this year.

During the 1985 wage negotiations between De Beers and the NUM, the union tabled a request for a day off for its members on May 1, 1986, so as to celebrate the 100th anniversary of May Day.

A number of South African unions are demanding May Day off this year. Many employers have responded sympathetically to requests by granting time off but with a stance of "no work, no pay".

A Chamber of Mines application for an order to prevent the NUM from striking in support of May 1 as a paid holiday continued in the Rand Supreme Court yesterday.

Judgment is expected on Monday.

The Chamber also requested the court to set aside a conciliation board established by the Minister of Manpower, Mr Pietie Du Plessis, on April 1 to deal with the May Day dispute and an alleged unfair labour practice by the NUM.

A subsidiary application by the Chamber's counsel for a temporary interdict preventing the NUM from going ahead with strike organization over the weekend was rejected at yesterday's hearing.

At an earlier hearing the NUM agreed not to begin organizing a May Day strike pending a postponement of the hearing to Thursday.

In terms of an agreement, NUM and De Beers will jointly recommend to the government the establishment of a commission of enquiry into public holidays — Sapa and Own Correspondent.

● 'May Day unrest may weaken rand', page 10

APR 19 2 47 PM '86

Strikers at plastics factory back at work

By CHRIS BATEMAN

ABOUT 50 workers at a Stikland plastics factory returned to work yesterday, ending a week of sporadic strikes as management undertook to discuss and clarify internal crime investigation procedures.

Yesterday's return follows the arrest by police on Monday of a worker in connection with the alleged theft of five litres of oil on company premises. An internal company investigation earlier cleared the man of the alleged theft because of "insufficient evidence"

Constant negotiations between the management of Paxit Pipekor and the Plastic and Allied Workers' Union resulted in a public admission by the company that the worker had been cleared and assisting in the paying of his bail in Bellville Magistrate's court on Thursday

The workers first went out on strike on Tuesday, returning to work on Wednesday before downing tools again on Thursday.

A company spokesman said yesterday the company remained firm on not paying workers for days they were on strike, one of the subsequent demands made. He said no agreement had been reached on workers' demands that the charge of theft be withdrawn

W/E ARBUS 26/4/86

Dept of Manpower
puts the spotlight
on settling disputes

LABOUR
AFFAIRS
DICK
USHER



THE Department of Manpower is investigating dispute-settling procedures with a view to improving the system

According to the annual report of the Department of Manpower the nature and extent of strikes last year revealed certain deficiencies in the system

Particular attention is being paid to

- The question of decriminalising strikes,
- The rights of workers and the consequences of sympathy strikes,
- The apparent anomaly that an employer is legally entitled to dismiss strikers while the Industrial Court is still empowered to order reinstatement,
- The fact that in theory a strike could continue indefinitely, that it is possible to call a strike without any obligation to notify the employer,
- That workers can go on strike,

return to work and then strike again, and

- The collection and recording of statistics and information about strikes and labour conflicts

The report also says that because the question of strikes is so important, the National Manpower Commission started a research project in 1981 to analyse the phenomenon

The various phases of this project include an analysis of the system of collecting, processing and publishing official strike statistics, an analysis of strike statistics for the past five years, and a study of the more deep-seated causes of strikes and the behaviour patterns of those involved to get a better understanding of the phenomenon and pinpoint possible policy implications

A memorandum with recommendations on the first phase was submitted to the director-general of the department during 1985. A report on the second part of the investigation is expected this year

MONEY
AND
YOUR

SAIP

FROM
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A

FOR REVIEW

28/4/86

Union to challenge funeral restriction

By Mike Siluma

The Metal and Allied Workers' Union (Mawu) was due to go to the Rand Supreme Court this morning to challenge restrictions placed on the funeral of a member, allegedly killed by police at a union rally two weeks ago

A magistrate ruled at the weekend that the funeral service for Mr Mpumelelo Kortman, to be held in Tembisa today, could only be held indoors

The use of the local Jan Lubbe Stadium was prohibited, as were political speeches and the display of posters and banners.

In addition, not more than 500 mourners may attend the funeral and the procession to the graveyard must follow an approved route. Mourners may not walk to the cemetery

A Mawu spokesman has warned that the imposition of restrictions on the funeral and a heavy presence of police was likely to lead to a confrontation with mourners

It had not been possible for the union to inform all members of the restriction on the number of mourners

He said the union unsuccessfully attempted to have the application against the order heard yesterday and would try again today.

STAR 25/4/86
162

Youths force work stayaway

Groups of youths enforced a work stayaway in Tembisa, near Kempton Park, early today because of the funeral of trade unionist Mr Terrian Mpumelelo Kortman, who was shot by police in Katlehong about two weeks ago. Mr Kortman was a member of the Metal and Allied Workers' Union.

Youths stood guard at all the railway stations as early as 3 am and turned back commuters.

There were no taxis and buses in the township and people who tried to walk to the railway stations were ordered back home by groups of youths. Unconfirmed reports said police used teargas to disperse groups of people who gathered in Tembisa West streets.

W

605 DA/ 29/4/76 (152)

Dairybelle interdict 152 over strikers granted

An order interdicting striking Dairybelle workers from intimidating and assaulting other employees, destroying property, interfering with deliveries or preventing entry to and exit from the company's premises in Midrand has been confirmed in the Pretoria Supreme Court.

ICS products, trading as Dairybelle, brought the application.

The company, of Clayville Road, Midrand, asked that about 550 striking workers leave the premises unless they wished to work and be interdicted from interfering with the conduct of Dairybelle's business.

Mr Justice F C Kirk-Cohen granted the interdict. In an affidavit, GM Dan Waldeck said there was a stayaway on March 31.

On April 1 workers returned, but some temporary staff were assaulted and an inquiry was held. Although no decision was taken, workers went on strike. — Sapa.

Strike threat 'serious' for Pick 'n Pay

By Sheryl Rame

SPR 29/4/86
Thousands of Pick 'n Pay workers in key jobs at 76 supermarkets, hypermarkets and warehouses are poised to launch a wage strike on Friday, according to the Commercial Catering and Allied Workers Union (Ccawusa).

Pick 'n Pay group chairman Mr Raymond Ackerman said this was one of the most serious situations the supermarket chain had ever experienced.

He said he had no emergency plans yet to counter the possible effects of the strike, as he was meeting union leaders today "hopefully to correct" the situation.

Ccawusa is demanding a R90-a-month increase.

In a statement the supermarket chain said the strike would affect only 38 of its units and

5 204 of its 13 100 employees

The number of stores affected by the work stoppage could grow however, if workers who belong to the Retail and Allied Workers' Union at stores in the Pretoria and Northern Transvaal join the strike in sympathy with Ccawusa.

The company said it also believed that if the strike began on May 2, it would be illegal because conciliation procedures would not have been exhausted.

THREATENED

Pick 'n Pay is also being threatened with a consumer boycott in support of black workers who go on strike.

Ccawusa said it had a mandate from its members to strike.

Wage negotiations began in January. Workers demanded an increase of R216 a month. Pick 'n Pay offered R43 a month.

After six meetings, deadlock was reached. A conciliation board was established and met unsuccessfully on April 15-16.

During the conciliation board hearing the union made its final demand for a R90 across-the-board increase.

Workers would stay away on May Day to attend union rallies and would not return to work on May 2, said Ccawusa.

Mr Ackerman said, "We have really bust a gut to meet their demands. It's been a tough year and the R90 increase signified an average of 17 percent increase — far more than most companies are paying. It's also three times higher than what we originally budgeted for."

He said the union was being unrealistic as it refused to understand that there was "only so much money available."

purpose among the union participants — although the two major sections of the union movement did not hold joint rallies. The major force was the Congress of SA Trade Unions (Cosatu), while the smaller Council of Unions of SA and its ally, the Azanian Confederation of Trade Unions, added their weight. Their campaign was supported by their political counterparts — the United Democratic Front and the National Forum.

In addition, Inkatha called on its supporters to attend the launch of the United Workers' Union of SA (see page 46).

Based on a survey of 870 firms, the Labour Monitoring Group (LMG) — made up of academics from several universities — found that at least 1.5m workers did not work on May 1. In the PWV area, about 1m people employed in the manufacturing, commercial and local government sectors — 67% of blacks, coloureds and Indians — stayed away. In the eastern Cape, there was an almost 100% response from blacks and support from a large number of coloureds. The LMG says 209 000 miners also did not work — although the National Union of Mineworkers (NUM) claims 288 000 did not.

According to the LMG, the response was poorest in the western Cape where only 51% of blacks and 8% of coloureds stayed away — 15% overall. This can be explained by the fact that the garment industry, the most important in the region, is the preserve of the 60 000-strong Garment Workers' Union of the Western Province, an affiliate of the Trade Union Council of SA, which did not support the stayaway. Further, there are sectors where workers are unorganised.

But perhaps the biggest surprise was in Natal, where, according to the LMG, 64% stayed away. The Natal Chamber of Industries (NCI) claims the figure was closer to 50%. Since both Cosatu and Inkatha called for a stayaway, it had been expected that the response would have been far higher. Both the NCI and a Natal LMG spokesman agree that one reason for the relatively low response was the fear of violent clashes between Cosatu and Inkatha supporters. As it transpired, the day passed fairly peacefully.

Nevertheless, May Day was an impressive show of strength by the unions assisted by their political allies. Only one major firm — Foskor — took disciplinary action by firing 1 000 workers. The company and the NUM are presently discussing the dismissals.

Assocom, the Federated Chamber of Industries (FCI), the Afrikaanse Handelsinstituut (AHI) and the Steel and Engineering Industries Federation of SA, anticipating the extent of the stayaway, had already recommended that government should launch an official inquiry into public holidays. The holidays, they say, should be more meaningful to a greater section of the population than is the case at present. They also clearly believe May Day deserves this status. The Chamber of Mines has taken a different view, saying it is prepared to "discuss and negotiate" the issue with unions.

The future of May Day as a public holiday

is becoming clearer. However, June 16, anniversary of the 1976 Soweto riots — when another mass stayaway may well be in the offing — presents a new set of difficulties. An FCI spokesman says they will again recommend a policy of "no work, no pay" unless the day off has been negotiated.

Assocom manpower secretary Vincent Brett predicts, however, that a June 16 stayaway could lead to more widespread disciplinary action against participants. He explains that while employers see May Day as the internationally-recognised Labour Day, a June 16 stayaway, about which they would be far less sympathetic, is perceived as a "political issue".

But so, to many, was May Day. ■

FIN MAIL 30 9/5/86

MAY DAY

Can it be refused?

After last week's massive May Day stayaway it is going to be difficult for government to ignore union demands for a public holiday on May 1, and employer proposals for an investigation into SA's public holiday structures.

The success of the May Day campaign can be ascribed to an unusual degree of common

NUM
CMT-7615 29/486
to make
May
Day call

Own Correspondent

JOHANNESBURG —
The National Union of
Mineworkers confirmed
yesterday that it would
call on its 250 000 mem-
bers to take a day off on
May 1 and would regard
disciplinary action
against workers as vic-
timization

This follows a ruling
by the Supreme Court
earlier in the day that
gave the NUM the right
to call a legal strike on
Thursday

Mr Justice Vermooten
dismissed with costs a
Chamber of Mines appli-
cation for an order to
prevent the NUM from
organizing a May Day
strike

But the judge granted
the chamber's applica-
tion for a conciliation
board established by the
Minister of Manpower,
Mr Pietie du Plessis, to
be set aside on grounds
that the board's terms of
reference had been ex-
ceeded

Mr Justice Vermooten
said the strike would be
legal because a dispute
between NUM and the
chamber on the matter
remained unresolved
from last year

The union said it re-
garded the judgment as
a "major victory for the
trade union movement"

The chamber said the
mining industry applied
the principle of no work,
no pay and anyone who
elected not to work on
Thursday would lose a
day's pay

...at the Good Hope Centre last night. Kader won by two falls to one. Picture. Richard Ball

CAF Tink 29/4/86
Food chain strike plan

Laurent Fabius stoned in Old Crossroads

CAF Tink 29/4/86

Own Correspondent

Staff Reporter

DURBAN — Pick 'n Pay workers around the country plan to strike on Friday in support of their demand for a R90-a-month pay increase

A spokesman for the Commercial Catering and Allied Workers' Union, said shop stewards voted at the weekend in favour of a national, legal strike affecting about 76 stores and warehouses

Pick 'n Pay management retorted that only 38 stores' staff were represented by CCAWUSA and said a strike ballot had not yet been held

Mr Raymond Ackerman, chairman of Pick 'n Pay, could not be reached for comment, but the company's personnel director, Mr Rene de Wet, said an offer to meet the union to resolve the dispute had been refused

THE former French Prime Minister, Mr Laurent Fabius, was showered with glass when rocks smashed the windscreen of the kombi in which he was travelling through Old Crossroads yesterday, an hour after he arrived in Cape Town

"I'm pleased that I've had this experience, because I can understand the level of frustration and anger in this country — violence, breeds violence", Mr Fabius said immediately afterwards to his driver, Ms Lesley Lidell, a Western Province Council of Churches ecumenical worker

Mr Fabius described apartheid as "a scandal" at a press conference last night and added that he was in South Africa to support the "fight against apartheid"

Explaining the incident in Crossroads Mr Fabius said he imagined the youths reacted strongly when they saw white people in a bus even though they were Frenchmen and supported human rights. It was obvious that the situation was "very tense"

Mr Fabius and former French Min-

ister of Culture, Mr Jack Lang, were invited to South Africa by Bishop Desmond Tutu. Mr Fabius said he and Bishop Tutu had become friends in France while he was Prime Minister and had reached decisions "related to the fight against apartheid"

Mr Fabius met Dr Allan Boesak in Bellville South soon after he arrived yesterday afternoon and from there he went to Old Crossroads where he visited the Sacla clinic

What strikes the visitor even in a short time is the extraordinary gap and confrontation between this area and other areas I've been through", Mr Fabius said

Asked whether he would meet any members of the government Mr Fabius replied there would be "no point if Mr Lang and myself should ask to see Nelson Mandela, and to say that he should be freed, we know the government would say, No"

Mr Fabius met Dr Van Zyl Slabbert yesterday afternoon and said that he also expected to meet Mrs Helen Suzman, Mr Jan van Eck and Mr Gavin Relly, of Anglo American

Call to Wits to stay away tomorrow

By Susan Fleming, Education Reporter

Staff and students at the University of the Witwatersrand have been urged by the Wits Academic Staff Association (ASA) to stay away from classes tomorrow to mark the 100th anniversary of May Day.

This call follows the announcement yesterday by the Wits administration not to close the university on May 1.

The chairman of the ASA, Mr Derrick Young, said staff and students who stayed away tomorrow should reschedule the classes missed.

He also urged the university not to penalise students who missed lectures.

Last week the ASA, the Black Students' Society and the Students' Representative Council met the administration to discuss the closure of campus on May Day.

The ASA stressed the "special significance" of May 1, saying that this day should be used to focus on the problems in South

Africa which the university had consistently condemned

It was also pointed out that the university should adhere to its policy statement released last year. The December statement said a failure to "speak out" could wrongly be taken to "imply tacit acquiescence in an outrageous state of affairs".

The Wits SRC president, Miss Claire Wright, said she was disappointed at the decision not to close the campus on May Day.

"In the light of this decision we see the university's policy statement last year as meaningless. It would have been appropriate to close the campus on May 1," Miss Wright said.

She urged students and staff to attend the May Day rally in Soweto, adding that white students should become aware of the significance of Labour Day.

The ASA pointed out that May 1 was of great significance in the education field. At the National Education Crisis Conference in Durban a resolution was passed calling for pupils to stay away from school on May 1. If Wits heeded this call it would show support and sympathy for the plight of black education.

May Day celebrations likely to mirror deep divisions in SA

By Sheryl Raine

Like many facets of life in South Africa, tomorrow's May Day celebrations are likely to reflect the deep divisions which exist in the country

White employees at many companies are gearing up for a mass "holding" operation in anticipation of the stayaway

Managing directors could find themselves driving trucks. Depot managers could spend the day off-loading supplies and secretaries may have to roll up their sleeves in the staff canteen

Only time will tell just how well-supported this year's call for a stayaway will be, but there are clear indications that the stayaway, like so much else in South Africa, is likely to be a racially segregated affair

This year the vast majority of those who take the day off is likely to be black. For many white workers, May Day still lacks significance and May 1 will be just another day at the office

Apart from racial divisions, May Day will also reflect the divisions which exist between workers in South Africa

In Natal, Chief Mangosuthu Buthelezi will launch the anti-socialist, pro-investment United Workers Union of South Africa at a mass rally at the Kings Park Stadium in Durban

The Congress of SA Trade Unions (Cosatu) will hold a number of rallies around the country. The Council of Unions of SA and the Azanian Confederation of Trade Unions will be celebrating the day at separate rallies

Other union groups like the Trade Union Council of SA (Tucsa) and the Council of Mining Unions, are opposed to a

May 1 holiday. Both favour a labour holiday, but not on May 1 which, they say, has "negative" connotations

Tucsa wants January 2 declared a workers' holiday. Tucsa said yesterday it "deplored the efforts of various factions attempting to turn May 1 into a political issue and the threatened violence to and intimidating of workers to observe this day"

This year the call to celebrate the traditional workers' holiday went out not only to workers, but also to black school children and university students

The traditionally conservative African Teachers' Association of SA backed the call and has asked black teachers to observe May 1

NO WORK, NO PAY

Among the employers which have granted paid May Day holidays are Rustenburg Platinum Mines (JCI), De Beers Consolidated Mines Ltd, Chesebrough-Ponds, Gillette SA Ltd, Pilkington Glass, several subsidiaries of the Premier group, Anglo American Property Services and BTR Sarmcol

Many others have given workers paid time off to attend rallies. Among these Sasol, whose management style has traditionally been regarded as conservative, has agreed to give day-shift workers at three concerns the afternoon off to attend a rally in Secunda

By far the vast majority of employers, including the Chamber of Mines, has adopted a "no work, no pay" policy. Employer bodies which are under pressure from emergent unions, like the Federated Chamber of Industries and the Steel Engineering Industries Federation, have re-

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STAR 30/4/86
requested an official investigation into public holidays

Wage negotiations this year have been peppered with demands for a holiday on May 1. Two years ago, the matter was a low-priority item included on union agendas, but not an issue which kept employers awake

A lot has happened in the past two years to change that

The recent consolidation of emergent trade union federations has contributed significantly to the spirited battle for a May 1 holiday

Political developments and ongoing unrest in the black townships have added other dimensions to the May Day fight

Cosatu has suggested trading certain "racist" public holidays, (and it names Kruger Day, Day of the Covenant, Republic Day and Founders Day), for May 1 and June 16

One industry which could be more affected by the May Day stayaway than most, is the mining industry

The National Union of Mineworkers (NUM), which claims a total membership of more than 200 000, has obtained from the Supreme Court the right to stage a legal May Day strike on certain gold and coal mines

The union says members will stay away from 20 gold mines, 13 coal mines and 10 other establishments. It remains to be seen how many other black mineworkers will support the strike

The Council of Mining Unions, to which eight skilled unions in the mining industry are affiliated, has told the Chamber its members will no longer do the work of striking black mineworkers under any circumstances

Mass worker stayaway expected tomorrow

Many businesses could grind to a virtual standstill tomorrow, when it is estimated that up to 80 percent of the black workforce could heed calls for a national May Day work stoppage.

The Congress of SA Trade Unions (Cosatu) has appealed for "maximum unity and maximum discipline" from workers in the observance of May Day. It has called on employers, the Government and the security forces not to interfere with celebrations.

Although it is difficult to gauge in advance the exact extent of the stayaway, planned to mark the 100th anniversary of International Labour Day, many firms have indicated they are bracing themselves for mass absenteeism.

Estimates of potential production losses amount to millions of rands.

Worker rallies organised by Cosatu, the Council of Unions of SA and the Azanian Confederation of Trade Unions will take place in most major centres throughout the day.

WARNING TO HOUSEWIVES

Businesses on the Reef and in Natal expect to be most affected by the stayaway. Durban firms expect to be particularly hard hit because black workers have been asked by emergent union groups as well as Inkatha to attend rallies on May 1. Some Durban firms are predicting an 80 per cent stayaway.

The Greater Soweto Chamber of Commerce

and Industries has resolved to close its businesses tomorrow. Supermarkets and grocery stores will open in the morning and close at 10 00 am. The United Democratic Front has also backed calls for a national stayaway.

Housewives have been warned to stock up on bread and milk because deliveries cannot be guaranteed tomorrow. Thousands of domestic workers are also expected to take the day off in response to calls by the SA Domestic Workers Union.

Hospitals on the Reef are not expected to be affected by the stayaway. Cosatu has appealed to youths, students and township "comrades" to protect health workers, doctors, nurses and other employees involved in emergency services. Health workers who have the care of patients at heart should go to work, but remember May Day, said Cosatu.

Black schools are expected to be empty. Many universities which serve the black and coloured communities will be closed for the day.

While employers, trade unions and industrial relations experts are predicting the biggest May Day stayaway in decades, police have warned that tough action will be taken against intimidators who try to prevent people from going to work.

Putco will try to provide its normal service to commuters, but will withdraw buses from the townships if there is violence.

● See Page 17.

Massive May Day Work stayaway

1/5/86 SPAR

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Hundreds of thousands of black workers and schoolchildren today heeded the call for a nationwide May Day stayaway, making it one of the biggest in the country's history.

Only a trickle of black commuters was seen this morning in Johannesburg, Pretoria, Bloemfontein, Welkom and Durban Bus stops, stations and taxi ranks were deserted.

Early today township streets in Soweto, the East Rand and Pretoria were empty apart from security force Casspirs and other armoured vehicles.

Businesses reported high absentee figures with some facing an almost 100 percent stayaway.

Three mineworkers were shot and slightly wounded by mine security men during unrest at the Libanon gold mine in Westonaria early this morning as thousands of miners in the Transvaal began a legal work stoppage. Five mineworkers were detained at a mine in Carletonville, according to the National Union of Mineworkers (NUM).

Mr Marcel Golding, NUM's Press officer, said union officials were involved in a scuffle with police outside the union's Johannesburg offices early today. He said the police broke down the front door and called the fire brigade to remove a banner outside the building which proclaimed "May Day is Workers' Day".

Police could not confirm the

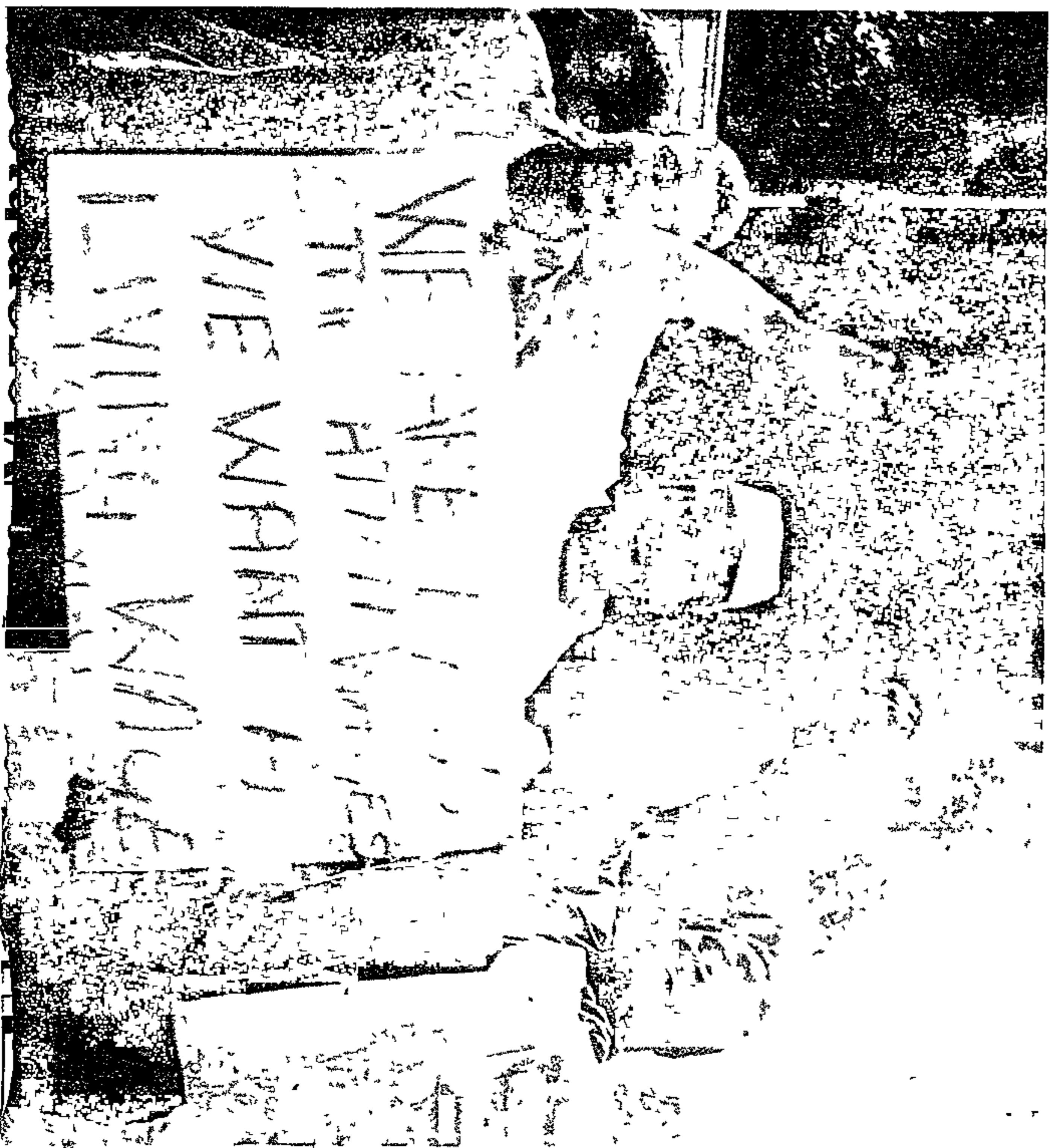
Milk cart won't come round today

Milk and bread are available to calling customers only today, say dairies and bakeries.

Tiger Oats bakeries will have limited quantities of bread available today. Tomorrow's bread supplies are also likely to be affected.

A company spokesman, Mr Chris Walwyn, said its bakeries had been hit by stayaways and customers should expect late deliveries tomorrow.

A National Co-operative Dairies spokesman, Mr Kobus Maritz reported an almost



At 3.25 am today a train was set alight at Dube, Soweto. Two coaches were destroyed and overhead power cables damaged. During repairs a power mast was accidentally pulled down. Three of five lines were put out of action. Empty trains were pulled with diesel locomotives until power was restored.

Line blocked

Between Kaalfontein and Tembisa on the East Rand a line was blocked with rocks. Trains ran normally this morning but coaches were empty.

Pulco buses were not operating to Alexandra township near Sandton. It appeared that the township was blocked off.

In many Reef areas small groups of black workers walked to work or got lifts from white commuters.

Uniformed and plainclothes police were out in force keeping a close watch.

Hundreds of casual white employees, students and even school children are expected to stand in for black workers.

Although Transvaal Education Department (TED) policy does not allow children to leave school early, certain businessmen are believed to have approached some school principals to release children early.

Trade union groups, which were due to stage rallies in most major centres, reported that the use of several venues had been forbidden and some rallies banned at the last minute. Centres affected by banings included Port Elizabeth, Vosloorus, Benoni and Tembisa.

100 percent stayaway at its Boksburg and Mayfair factories, involving about 1 700 workers.

At its Carltonville factory only three out of 147 employees pitched up.

"We are maintaining emergency milk deliveries to hospitals, the larger supermarkets and institutions like old age homes," said Mr Maritz.

"We made as many double deliveries yesterday as possible and everybody should have a good supply of milk. But home deliveries are out of the question.

"People can obtain milk from the milk shops and depots."

Supermarkets made contingency plans to open today and are staffing their stores with casual labour, pensioners and relatives of staff members.



Members of the Metal and Allied Workers Union (Mawu) demonstrated outside their employer's premises yesterday over the management's "no work no pay" decision on those who do not report for work today. They were also protesting against alleged exploitation and starvation wages.

Picture by Herbert Mabuza

SCAR 1/5/86 152

● Sporadic violence flares ● Durban tense ● Inkatha draws 60 000

Over 1,5 million in biggest-ever strike

WEEKLY MAIL 2/5/86 (152)

By SEFAKO NYAKA,
PHILLIP VAN NIEKERK,
CARMEL RICKARD AND
MOIRA LEVY

YESTERDAY'S stayaway — which drew the support of over 1.5-million workers — was the largest national general strike in South African history, placing the issue of May Day as a paid public holiday firmly on the political agenda.

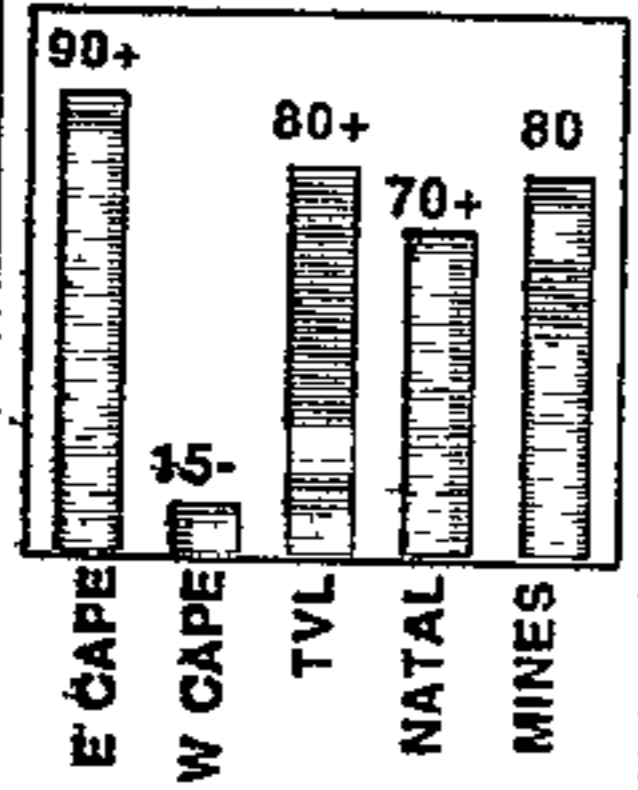
There were isolated incidents of conflict in various parts of the country. In Durban, a youth, James Muli, was shot dead at Berea station. Two leading officials of the General Workers Union, Msokoh Qotole and Ray Lazarus, were detained in Cape Town.

Mass meetings drew tens of thousands of workers around the country, particularly in Soweto and Durban.

Late yesterday, nearly 100 000 people were streaming into tense townships near Durban after attending two rallies in the city.

The launch of the United Workers Union of SA (Uwusa) in King's Park,

STAYAWAY FIGURES



Percentage of African workers in employment to stay away on May Day
Statistics: LABOUR MONITORING GROUP

Durban, which drew more than 60 000 people, was the biggest rally yesterday in the country.

Afterwards thousands of Inkatha supporters marched in formation from King's Park into nearby townships, chanting and wielding sticks.

A Congress of SA Trade Unions (Cosatu) at nearby Curries Fountain was attended by over 10 000 people.

In Soweto, about 20 000 people attended a Cosatu rally at Orlando Stadium. About 100 attended a rally at Regina Mundi church called by the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Six of the 16 meetings planned by Cosatu around the country were banned.

In Port Elizabeth, the banning of a May Day meeting led organisers to reschedule it for Monday and call on workers to stay away until then.

According to the Labour Monitoring Group (LMG) which surveyed 870 employers nationwide

● To PAGE 2



Orlando Stadium, where 20 000 gather to display posters and chant workers' slogans

Picture: PAUL WEINBERG, Africa

May Day: biggest SA strike

WEEKLY MAIL
2/5/86

● From PAGE 1
stayaway was most successful in Port Elizabeth-Uitenhage area (99 percent of African workers and significant proportion of coloured workers involved) In almost all Eastern Cape towns there was a 100 percent African stayaway and in four there was a 100 percent coloured stayaway

It was least successful in the Western Cape, where 15 percent stayed away

51 percent of the African workforce, but only eight percent of coloured workers

In the Transvaal, more than 80 percent (over 1-million) of the black workforce stayed at home

In Durban, there was a 61 percent stayaway involving 68 percent of African workers and 31 percent of coloured workers

The LMG claimed the stayaway on mines was as high as 80 percent involving some 210 000 workers

This was contradicted by a Chamber of Mines spokesman, Johann Liebenberg, who said the stayaway was "only partially successful".

Anglo American reported an 83 percent stayaway from their mines

According to the LMG, this was the first national stayaway in over 25 years and the most successful ever. In some areas, such as the Western Cape and Lenasia in the Transvaal, schools were half-full or empty.

The Transvaal Indian Congress claimed that over 90 percent of Indian leaders in the province closed shop

Professor Eddie Webster, head of the LMG, said the stayaway signalled mobilisation of a wide sector of the black population and signalled the crucial role played by trade unions in the mobilisation.

The LMG also found that most employers supported the call to make May Day a paid public holiday but an overwhelming number were applying "no work, no pay" policy.

The Association of Chamber of Commerce (Assocom) confirmed a massive stayaway of between 70 and 80 percent in all major areas of the country, except in the Orange Free State

At the Uwusa launch in Durban, hundreds of KwaZulu police, sporting rifles and quirts, stood guard around the stadium, but there was no need to control the disciplined and colourful



Two burnt-out train coaches at Dube station early yesterday morning mark the beginning of a day of disorder. Workers used blow torches to free the wreckage

Picture REUTERS

crowd.

The main speaker, Chief Mangosuthu Buthelezi, took a surprisingly soft line on Cosatu, which Ususa has been set up largely to rival

While attacking the position of Cosatu and the churches on sanctions, Buthelezi said Inkatha had kept its "hand of brotherhood stretched out"

Representatives of only three small unions — the African Domestic Workers Union, the Black Staff Association of SA Transport Service Employees and the National Union of Brick and Allied Workers — addressed the meeting

Uwusa organisers said they had managed to organise three factories on the East Rand and a few in northern Natal, though their big recruiting drive was due to start once the launch was over

That means that Uwusa starts off with fewer than 10 000 members, compared with the 450 000 belonging to Cosatu affiliates.

The launch was characterised by some strong attacks on Cosatu, particularly its disinvestment stand

At once stage, a group of children marched around the field carrying a black coffin saying "Cosatu is dead".

Buthelezi — who announced he

Managers lead new union

THE executive of the new United Workers Union of SA consists of two businessmen, one personnel assistant and a township superintendent.

The executive was announced at the Uwusa launch in Durban yesterday.

The general secretary, Simon Conco, is Chief Whip in the KwaZulu Legislative Assembly and a successful Ulundi

businessman. The president, Petrus Ndlovu, works in personnel relations at Tongaat Hullett in Natal.

Vice-president Pepsi Msomi is the township superintendent in Tembisa and treasurer Peter Davidson is an Umlazi businessman.

● See Page 10 for a profile of Simon Conco

would introduce a Bill declaring May Day a public holiday in KwaZulu — said he had been involved in campaigning for workers' rights all his life. He denied that Uwusa would be a "tool of Inkatha" or that it was a "capitalist" union.

Cosatu supporters at nearby Curries Fountain heard vice-president Chris Dlamini charge the formation of Uwusa was counter-productive for workers who needed to speak with a united voice to be effective

UDF national president Archie Gumede claimed Uwusa was aimed at destroying worker unity and called on Cosatu members to organise fellow workers into one union

Commenting on the size of the

crowd, Cosatu general secretary Jay Naidoo said his union was "not into the numbers game" as they knew the strength of their paid-up membership.

He said the formation of Uwusa by Inkatha and the KwaZulu government — had been prompted by opposition to Cosatu rather than because workers needed or wanted it.

Two of the four mass rallies in Cape Town were broken up by police. In Bonthecuwel and Nyanga East, police fired teargas, rubber bullets and birdshot

In Mamelodi, about 200 attended a meeting in the St Francis Anglican church after police turned crowds away from the local stadium

Pick 'n Pay staff votes to strike

29/4/86
BUJAY
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CLAIRE PICKARD-CAMBRIDGE

WORKERS at Pick 'n Pay have voted to go on a national wage strike from May 2 at about 76 supermarkets, hypermarkets and warehouses; according to the Commercial, Catering and Allied Workers' Union (Ccawusa).

And in a separate action, deadlock has been reached in wage negotiations affecting about 350 000 workers in the metal industry.

Three of the 15 unions, party to the metal industrial council, walked out of Friday's meeting in protest at the offer made by the Steel Engineering Industries Federation of SA (Seifsa).

Pick 'n Pay workers want an immediate increase of R90/month. Management is offering a R50 increase backdated to March 1 and a further R40 from October.

There is controversy about the legality of the strike. Ccawusa says it will be legal, while management rejects this on grounds that "negotiation procedures

● To Page 2 →

Pick 'n Pay staff votes to strike

have not been exhausted".

Meanwhile in the metal industry negotiations, Seifsa increased its minimum offer from 26c/hour to 28c, bringing the minimum to R2,18/hour.

Seifsa director Sam van Coller said he was expecting two or three unions to formally announce disputes with the employer body.

□ A legal strike which began at Foschini stores on Friday over the retrenchment of workers continued yesterday.

Foschini's John Corlett said 259 workers were on strike at 55 stores in the Transvaal, Free State and Natal, while Ccawusa's Vivi Masina said almost all

152 ← BUJAY
● From Page 1
29/4/86
5 000 of Foschini's employees were on strike

The company says 235 workers have been retrenched, while the union puts the figure at 301.

Ccawusa said yesterday it had launched a boycott of Foschini products. Corlett said the company was distressed at this decision because it had followed all principles laid down in the Labour Relations Act, the Industrial Court and the recognition agreement between Ccawusa and Foschini.

[Handwritten signature]

Link-up eases

staff problems

3/5/86 Own Correspondent

POTGIETERSRUS — Intimidation, strikes and boycotts are now a daily reality in the Northern Transvaal and, in view of the uneasy situation in Lebowa townships, white businessmen here have started to co-operate closely in solving staff problems

A central information centre has been established to list people and organisations able to provide personnel for business concerns hit by strikes

Sales staff and cash register operators are particularly in demand because large stores find their black staff often simply do not arrive at work for several days at a time



Faces behind a fence at Orlando stadium yesterday after teargas was fired during a May Day rally.

Coverage
Worker Contribution
Employer Contribution
Annual payment for
Annual payment for
Qualifying period
Waiting period
Percentage of wage
Maternity days per

Death count 7 after biggest SA stayaway

Staff Reporters

SEVEN people, including a policeman, died overnight after workers, students and pupils joined forces in the biggest May Day stayaway in South African history

Commerce and industry were back to normal today as an estimated 2.5-million people streamed back to work and their studies.

Police reported that a policeman was "necklaced" in Watville on the East Rand

"He defended himself with a revolver, killing one of his attackers," said the police directorate of public relations.

In Actonville near Benoni a man who reported at the police station that he had been shot, died before it could be established who was responsible and the body of another man with bullet wounds was found by police

In Balfour on the East Rand police discovered the body of a man with a shotgun wound "presumably sustained in earlier confrontation with police", according to the directorate

POLICE FIRE SHOTGUNS

A man die and two were wounded when police fired shotguns to disperse a group stoning vehicles in Germiston

At Maukeng near Kroonstad a youth died when police dispersed a stone-throwing group with shotguns

At least three children and two adults were injured when they were trampled by people fleeing teargas in a Nyanga East hall during a May Day rally

In incidents in the Western Cape yesterday

- Police fired teargas at workers on their way to Brackenfell station to board a train to attend a meeting and arrested the secretary of the General Workers' Union, a union organiser and three workers,

- At least 55 people were arrested in Mbekweni after all gatherings were banned,

- Two shots and teargas canisters were fired after a Congress of Trade Unions (Cosas) rally at Bonteheuwel Civic Centre

HIGH ABSENTEEISM

The Associated Chambers of Commerce (Assocom) said absentee figures ranged between 70 percent and 100 percent country-wide, but in the Western Cape employers reported between total compliance with the stayaway to almost total staff attendance

Speakers at rallies throughout the country hailed the emergence of a worker/student alliance and called for May Day to become a paid public holiday

An extended stayaway in Port Elizabeth, threatened after a Cosatu rally had been banned, was called off at an emergency meeting last night of community organisations

In Durban about 80 000 people attended two May Day rallies

● See Page 9

15% stayed away in City

Political Staff
THE stayaway rate in Cape Town on May Day was 15 percent — about 70 000 workers — the Labour Monitoring Group said yesterday.

A spokesman on behalf of the group, Mr Johan Maree, said:

"Only eight percent of 'coloureds' stayed away whereas 51 percent of African workers in our sample stayed away ...

"At 'Cosatu firms', 31 percent of 'coloured' workers and 92 percent

of African workers stayed away."

He said there had been "considerable managerial sympathy" for the stayaway.

"The general approach was no-work, no-pay, but quite a considerable number felt May Day should become a public holiday."

Mr Maree said about five percent of institutions in Cape Town had been sampled and this represented five percent of the total employment

in Cape Town. The random sample was stratified by industry so that all the major industries were covered.

● The worker stayaway on May Day would not have succeeded without the Group Areas Act, Sapa reports Dr Marius Barnard (PFP Parktown) as saying in the House of Assembly yesterday during the Health and Welfare budget vote.

He said only 10 percent of the black nurses at his private practice had ar-

rived for work yesterday, although most had said they wanted to work

If it were not for the Group Areas Act, they would have been living "with us" and would not have been subject to the stayaway.

The act forbade black nurses from living on hospital grounds, forcing them to leave home in the townships as early as 4.30am and to get home by bus and train by 10pm.

— Sapa —

Item	Value	Category
3. Provident Fund	Coverage	---
	Worker Contribution	---
	Employer Contribution	---
4. Pension Fund	Coverage	All
	Worker Contribution	Yes
	Employer Contribution	Yes
5. Leave Fund	Coverage	All workers
	Worker Contribution	Yes
	Employer Contribution	Yes
	Annual leave covered	15 days
6. Sick Fund	Coverage	All workers
	Worker Contribution	---
	Employer Contribution	All workers
	Annual payment for 5 day week	120 days
	Annual payment for 6 day week	-- days
	Qualifying period	6 months
	Waiting period	4 days
	Percentage of wage paid	75.0 %
	Maternity days per pregnancy	--

terminus yesterday - indicative of the situation through the
Pic: MIKE MZILENI

Port Elizabeth

PORT Elizabeth workers are planning to shut down the city until Monday - because their indoor May Day rally was banned at the last minute by the city's acting chief magistrate

And their May Day celebrations - scheduled for 10am yesterday and banned by acting chief magistrate DFM Smith in terms of Section 40 1 (B) of the Internal Security Act - will now be held at the Active Transport Hall in Korsten at 10am on Monday

The banning notice - from yesterday at 5pm to tomorrow at 5pm - was addressed to Congress of SA Trade Unions PE chairman and May Day Coordinating-Committee chairman A Mkalipi on Wednesday

The decision to extend the stayaway was announced in thousands of pamphlets distributed in the black townships by the area and street committees last night

The pamphlets - issued by the co-ordinating committee which represents the Cosatu, the United Democratic Front and the Council of Unions of SA - said "Bannings won't stop us"

"The banning is a clear indication that the State

Stayaway extended after ban on rally

(52)
CITY P. 4/5/8

does not respect and serve the interests of the people who are producing the wealth of the country and community at large," it read

At a meeting on Wednesday night the co-ordinating committee also decided that

- Workers would stage a total stayaway on Friday
- This action would be re-

peated until workers were allowed to hold their May Day rally. Because the indoor rally has been banned until Saturday, workers are now forced to stay away on Monday

- Workers will collect their wages today between 12 and 3pm
- Shops in the townships will be open today - Sapa

Employers to
get tougher
on June 16

BU DAY
6/5/81
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CLAIRE PICKARD-CAMBRIDGE

MOST employers are likely to take a tougher stand regarding the planned stayaways on June 16 than they did on May 1.

June 16 will be the 10th anniversary of the Soweto riots

The Congress of SA Trade Unions (Cosatu), the Council of Unions of South Africa (Cusa) and the Azanian Congress of Trade Unions (Azactu) plan to call a stayaway on June 16 to back demands for it to be granted as a paid holiday.

Associated Chambers of Commerce (Assocom) manpower secretary Vincent Brett said although demands regarding June 16 had not yet been debated among Assocom members, he believed their attitude would be less sympathetic because they saw it as a largely political issue.

Several other employers also said they were more sympathetic to May Day demands because they saw it as an international holiday.

However, a few companies granted June 16 as a holiday during recent negotiations

CARE TRIPS

7/5/86

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Shop workers plan 'action'

Own Correspondent

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (CCAWUSA) yesterday rejected Pick 'n Pay's revised wage offer and announced that it would embark on a campaign of industrial action at more than 60 stores

The union is demanding a R90 across-the-board increase while the company's latest offer is R80

CCAWUSA spokesman Mr. Jeremy Daphne said up to 8 000 workers could be affected by industrial action "which could take any number of forms", while the company says just over 5 000 employees are affected.

Mr Daphne said the action would be nationwide with the exception of stores in the Western Cape and parts of the Northern Transvaal.

He said both sides had urged each other to reconsider their positions but neither was prepared to back down

Mr Daphne said the union's demand was reasonable because the company's present average wage of R433 a month, with the increase, would still not be a living wage

Pick 'n Pay general manager Mr Rene de Wet told Sapa last night that the company had not given in to the wage demands and had asked CCUWASA to return to the negotiating table

He said "We cannot continue to try to sort this thing out over the telex machine"

He said the company had contingency plans to deal with any action

"We intend to trade as normal and trust there will not be too much disruption to customers," Mr De Wet said

Pick 'n Pay staff call off strike

Own Correspondent

DURBAN — The planned nation-wide strike by Pick 'n Pay workers for today has been called off, according to Mr Rene de Wet, the company's personnel director

And a Supreme Court interdict which the company was to have brought against the Commercial Catering and Allied Workers' Union (CCAWUSA) to stop the strike, has been postponed until 2pm today

Speaking from Pick 'n

Pay's headquarters in Johannesburg, he said further talks would be held with the union today in a bid to resolve the dispute

CCAWUSA had threatened earlier this week to call its 5 200 members at Pick 'n Pay to go out on strike in support of their demand for a R90-a-month across-the-board wage increase

Mr de Wet said the company was willing to drop the interdict if CCAWUSA was willing to negotiate

Num threatens to act

MEMBERS of the National Union of Mineworkers threatened action if their detained president, Mr James Motlatsi, and another four union members are not released.

The five were detained by Carletonville police under Section 50 of the International Security Act after attending a funeral at Khut-song township.

Sapa reports that Num spokesman Mr Marcel Golding said yesterday the union had made no decision on stoppages following a call for the immediate release of the Num president and the other members.

Meanwhile lawyers representing Pick 'n Pay and the Commercial, Catering and Allied

Workers' Union (Cca-wusa) were yesterday locked in talks in a bid to avert a strike at the retail group's stores.

As the 30-day conciliation period expired yesterday, Pick 'n Pay indicated that the lawyers would most probably decide on going to court.

Cca-wusa is demanding a R90 per month increase for its 5 000

members at Pick 'n Pay, while management offers a split increase of R50 from March 1 and R40 from October this year.

Sapa reports that employees of the Foschini clothing chain group staged a placard demonstration yesterday outside the group's divisional office in Durban to protest against retrenchment of 300 workers

SOWETAN

(52)

Pick 'n Pay court bid to stave off wage strike



PICK 'N PAY is to make a last-minute bid in the Supreme Court today to try to head off a planned wage strike by the Commercial, Catering and Allied Workers' Union of SA (Ccawusa).

The company postponed its application for an interdict to prevent the union from organising a strike at Pick 'n Pay until today, after Ccawusa undertook to postpone the strike

The union is contesting the application. It is also expected to respond today to the company's improved wage offer of a R60 increase, backdated from March and another R30 from July

Ccawusa believes its demand of an immediate R90 across-the-board increase on a minimum wage of R303 is barely enough to keep abreast of inflation.

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CLAIRE PICKARD-CAMBRIDGE

The union intends calling out 8 000 workers at more than 60 Pick 'n Pay stores if its demands are not met. The company has said only 5 000 employees at 38 concerns are affected by the dispute.

□ The Phosphate Development Corporation in Phalaborwa is to meet the National Union of Mineworkers today to discuss issues which include the possible reinstatement of workers dismissed after a May Day stayaway

□ A strike which began on May 25 at Foschini stores in the Transvaal, Natal and Free State has entered its second week. There is a stalemate between Foschini and Ccawusa

8/15/86
CT.

workers begin strike

Own Correspondent

JOHANNESBURG - Thousands of workers began a wage strike at Pick 'n Pay outlets across the country yesterday and a bomb blast rocked the shopping centre housing one of the chain's stores here

Pick 'n Pay property was not damaged and police said they did not believe the blast was related to the strike

The Commercial, Catering and Allied Workers' Union (CCAWUSA) said 8 000 workers were on strike at 55 outlets in the Transvaal, Free State, Natal and Eastern Cape

The company said 6 000 workers had stopped work at 45 outlets

The strike is believed to be the biggest to have hit the company

Pick 'n Pay personnel manager Mr Rene de Wet said four of the company's outlets in Natal and the Transvaal were closed yesterday due to "unruly behaviour" by strikers

Pick 'n Pay in the Western Cape is not affected as the union is not recognized in the region.

Pick 'n Pay's Benmore store in Johannesburg was closed briefly yesterday after a bomb exploded in the complex where the store is housed

The bomb had been placed in a fire escape. Several window panes in the complex were shattered in the blast. No one was injured

In Natal at least two supermarkets were closed yesterday

Most of the other stores, including the Durban North Hypermarket, stayed open manned mainly by white casual employees and members of the management staff.

The union is demanding a R90 across-the-board increase and has described Pick 'n Pay's average monthly wage of R433 as a "starvation wage"

The company is offering an R80 increase backdated to March, alternatively R60 from March and a further R30 from July this year

Deadlock was reached more than a month ago and conciliation board meetings have failed to resolve the dispute

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Pretty Printed Scarves

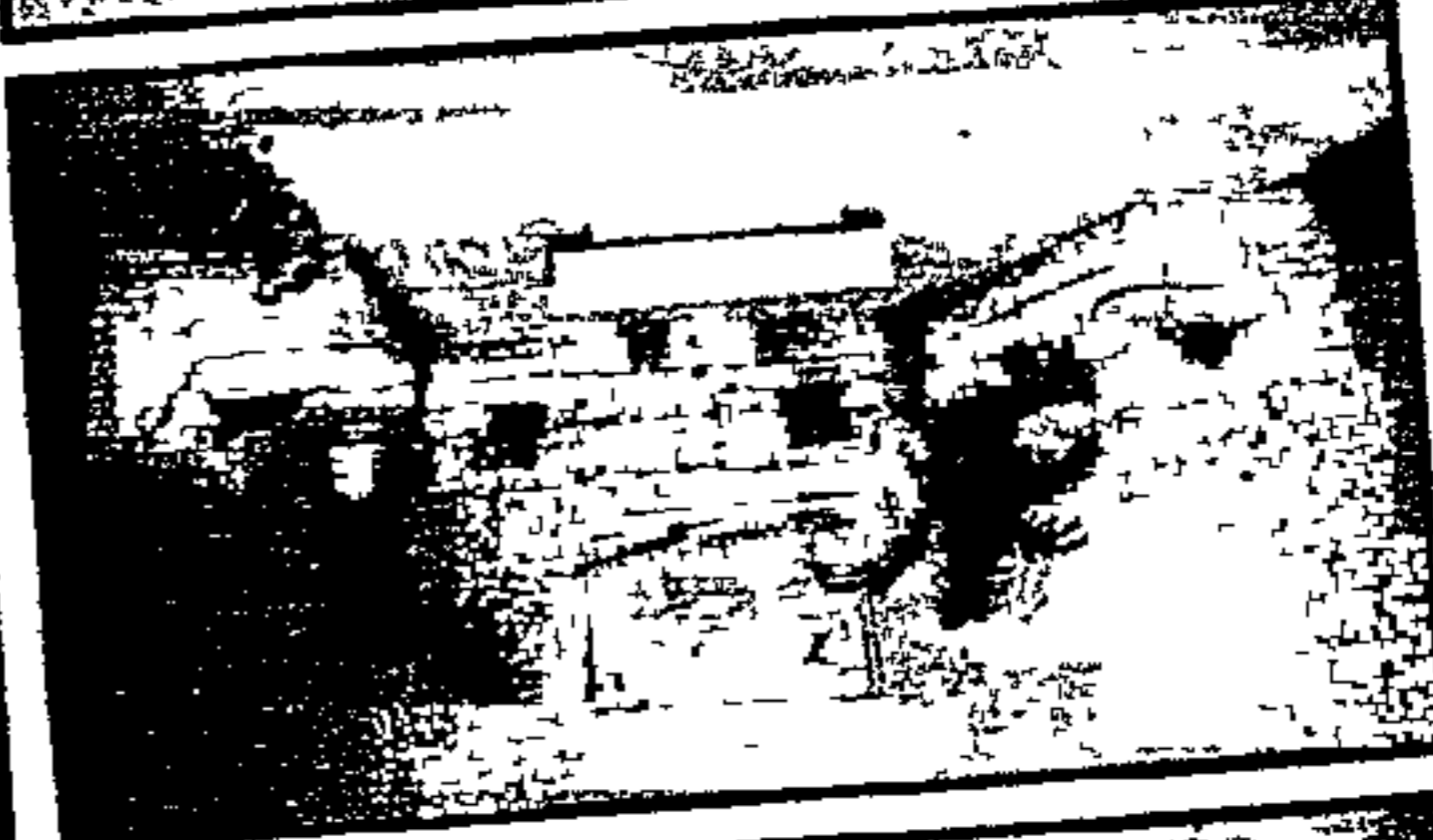
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PAARL

Calvicks

- 25. Dempsey: A series of four programmes based on the life of ex-heavyweight boxing champion of the world Jack Dempsey
- 30. Insight
- 30. Small Claims Court Reviewing all the steps which have to be taken when instituting a claim
- 50. Late News
- 55. Feature Film. The Black Tent. Romantic drama concerning an army captain wounded during a Libyan battle who is cared for by Arabs and marries the sheik's daughter

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8/5/86. BUSDAY

8 000 Pick 'n Pay workers in nationwide strike

THOUSANDS of workers began a wage strike at Pick 'n Pay outlets across the country yesterday and many were planning to sleep over in the company's canteens last night.

The Commercial, Catering and Allied Workers' Union (Ccawusa) said 8 000 employees were on strike at 55 outlets in the Transvaal, OFS, Natal and Eastern Cape. However, the com-

CLAIRE PICKARD-CAMBRIDGE

pny said 6 000 workers had stopped work at 45 outlets.

The strike is believed to be the biggest experienced by the company.

Pick 'n Pay personnel manager Rene de Wet said four of the company's outlets in Natal and the Transvaal were closed yesterday because of

striking workers' "unruly behaviour".

Pick 'n Pay's Benmore store was also closed briefly yesterday after a bomb blast occurred in the shopping complex where the store is housed.

Pick 'n Pay property was not damaged and police do not believe the Ccawusa spokesman Jay Naidoo said striking workers had experienced

severe harassment yesterday. This included having a petrol bomb thrown at them when they were gathered in the company's Norwood hypermarket canteen.

Aubrey Zelinsky, GM of the Norwood store, dismissed this report as "absolute nonsense", saying staff

● To Page 2

Stoppage at 45 Pick 'n Pay stores

were sitting peacefully in the canteen singing songs, reports LINDA ENSOR. Black workers at the store and police also said they knew nothing of the event.

The union is demanding a R90 across-the-board increase and has described Pick 'n Pay's average monthly wage of R433 as a "starvation wage".

The company is offering an R80

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 ↑
 R433 DA
 From Page 1
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monthly increase — back-paid from March — or, alternatively, R60 from March and a further R30 from July.

Deadlock was reached more than a month ago and conciliation board meetings have failed to resolve the dispute.

Argus 8/5/86 (152)

Four Pick'n Pays close after workers stage sit'n stay strike

The Argus Correspondent

JOHANNESBURG. — Four Pick'n Pay stores closed yesterday as a sit-in wage strike by about 6 000 employees continued.

And the group's chairman, Mr Raymond Ackerman, claimed in a speech to the Cape Town Clothing Institute last night that the aim of the striking union was to bring the whole retail industry down and to make South Africa ungovernable

The group's personnel director, Mr René de Wet, said today that workers at some of stores slept at their work places last night.

"INTERFERING"

The Commercial Catering and Allied Workers' Union (Cawusa) could not be reached for comment.

Mr de Wet said the four stores — two in Natal and one each in Vanderbijlpark and Vereeniging — had to be closed because striking staff were "interfering" with customers

Yesterday, Cawusa said it was investigating the allegations

A spokesman charged in turn that a "petrol-bomb type explosive" was thrown into a canteen in which strikers had gathered at the company's Norwood hypermarket. Mr de Wet dismissed this as untrue

Cawusa said nearly 8 000 workers at 55 outlets had downed tools. The company put the number of outlets at 40, with 6 000 workers taking part.

● Pick'n Pay stores in Natal will open tomorrow regardless of whether the strike is over or not, Mr Vernon Mitchell, general manager of Pick'n Pay in Natal, said today.

"The only problem is people being victimised. If our workers are threatened for coming to work, then we will have to close some stores."

He said the strike had affected 11 stores in Natal and there were about 100 workers at each store.

Union's aim is to bring down retail industry, says Ackerman

Strike forces 4 stores to close

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SAPAC
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By Mike Siluma and Sapa

Four Pick 'n Pay stores were forced to close yesterday as a sit-in wage strike by about 6 000 employees continued.

The action came as the group's chairman, Mr Raymond Ackerman, claimed in a speech to the Cape Town Clothing Institute last night that the aim of the striking union at the chain's outlets was to bring the "whole retail industry down" and make South Africa ungovernable.

The group's personnel director, Mr Rene de Wet, said today workers at some of the strike-hit stores slept at their work places last night. The company would issue a statement on the total situation later in the day.

The Commercial Catering and Allied Workers' Union (Ccawusa) could not be reached for comment early today.

Mr de Wet said the four stores — two in Natal and one each in Vanderbijlpark and Vereeniging — had to be closed because striking staff were interfering with customers.

Yesterday Ccawusa said it was investigating the allegations. A spokesman charged in turn that a "petrol-bomb type explosive" was thrown into a canteen in which strikers had gathered at the company's Norwood hypermarket. Mr de Wet dismissed this as untrue.

Ccawusa said nearly 8 000 workers at 55 outlets had downed tools while the company put the number of outlets at 40, with 6 000 workers taking part.

Ackerman tells of threat

In his address last night Mr Ackerman quoted an unnamed negotiator as saying "We want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care if your whole image that you've built up is smashed".

The union leader told him that if Pick 'n Pay was "brought down" the whole retail industry would collapse, he said.

"Our offer was so eminently fair and the methods used by the union were so disgraceful and so distasteful that we felt we just had to make a stand," Mr Ackerman said.

"But I'm afraid we'll be forced to fire next week if this doesn't settle."

Ccawusa said strike-hit outlets were kept in operation by a "skeleton" staff of Pick 'n Pay head office employees, casual workers and a small number of coloured and Indian workers who had not joined the strike. The workers would continue with industrial action until their demand was met, a union spokesman said.

Mr de Wet said the strike action was largely peaceful. The company did not anticipate a problem with the sleep-ins, saying services and food would be made available to the strikers where they were needed.

The strikers are demanding an across-the-board monthly rise of R90 and have rejected a company offer of R80, backdated to March, or a two-phase increase of R60 in March with a further R30 in July.

Four stores closed as strike goes on

6 000 sleep-in at Pick 'n Pay

By JOSHUA RABOROKO

THOUSANDS of black workers at Pick 'n Pay outlets countrywide continued their sleep-in wage strike yesterday

The situation remained calm at several of the hypermarkets where more than 6 000 employees are sleeping-in, according to a company spokesman

Four stores — at Shelly Beach in Port Shepstone, La Lucia in Durban, Bedworth in Vanderbijlpark and Benmore in Johannesburg — have been closed due to "unruly behaviour of staff towards customers"

The Commercial Catering and Allied Workers' Union was investigating the incidents the spokesman said



PICK 'n Pay boss, Raymond Ackerman

An explosion rocked the Benmore Gardens Shopping Centre in Johannesburg on Wednesday shattering windows. No one was injured. The incident happened near a Pick 'n Pay store, but both the police and management have not linked the explosion to the labour dispute

A police spokesman said they were investigating the "blast which occurred at 1 20pm beneath steps outside the building"

The police spokesman has denied rumours that there was an explosion in the canteen of a Pick 'n Pay store in Norwood

Pick 'n Pay chairman Mr Raymond Ackerman said the aim of the striking union was to bring the "whole retail industry down" and make South Africa ungovernable

Addressing a meeting of the Cape Town Clothing Institute this week Mr Ackerman quoted an unnamed union negotiator as saying that "we want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care

if your whole image that you've built up is smashed"

The striking workers are demanding a R90-a-month increase. Their minimum pay is R303 a month. The company

has offered R80 a month, back-dated to March 1, or a split increase of R60 a month from March with a further R30 in July. Workers have rejected the company offer.

Many families carrying food parcels and clean clothes have been flocking to the stores to see their relatives who are sleeping in. In some instances women with babies strapped on their backs visited their husbands, the *Sowetan* found yesterday.



They had also been shot in the head

She then saw Mrs Matakovic, with a single bullet wound in the head, lying face down on a carpet next to her bed. She was lying on a .22 Browning pistol used for target shooting

Toddler hanged

Mrs Matakovic was last seen alive on Wednesday between 6 and 7 pm.

She apparently suffered from a nervous disorder, and according to Mrs Engelbrecht, had suffered severe depression since the birth of her youngest child

Driven home from his engineering firm in Ellisras by a colleague yesterday, Mr Dubravko Matakovic (36), was carried into his mother's home, where he collapsed

No letters were found at the scene of the family tragedy

In the Western Transvaal, the Rob Ferreira holiday resort

man and his three-year-old daughter in the bathroom of one of the cottages yesterday.

District investigating officer Major N J R Ferreira said today a worker at the resort called the police when he found the cottage locked from the inside

Police unlocked the door and found the bodies of 27-year-old Mr Hendrik Jacobus (Hennie) Coetzee of Randfontein and his daughter Chantel

He said investigations had shown that Mr Coetzee had probably hanged his daughter and himself from a roof beam. A nylon rope was used.

The two could have died two days earlier, police said

Major Ferreira said Mr Coetzee was divorced from his wife, Maria last December Mrs Coetzee had custody of the child

● A Johannesburg man, Mr Alwyn Rautenbach (53), hanged himself with electrical cord in his Berea flat on Wednesday, police said

Union denies chainstore boss's claim

By Mike Siluma

The Commercial, Catering and Allied Workers' Union (Ccawusa) today strongly denied its aim in calling a strike at Pick 'n Pay was to bring down the retail industry, as claimed by the group's director, Mr Raymond Ackerman

The strike is continuing today. About 4 500 strikers slept in 24 of Pick 'n Pay's supermarkets and five hypermarkets country-wide on Wednesday and last night. Ccawusa spokesman Mr Jeremy Daphne said workers at all organised stores would con-

tinue with sit-ins today.

Mr Daphne said the union viewed Mr Ackerman's charge seriously and would hold him personally responsible for any State intervention in the dispute

In a speech to a meeting of the Cape Town Clothing Institute on Wednesday night, Mr Ackerman quoted an unnamed negotiator as saying the union wanted to make South Africa ungovernable and to bring Pick 'n Pay, and with it the whole retail industry, down

Mr Daphne said Mr Ackerman's statement had potentially grave consequences for the dis-

pute between Pick 'n Pay and Ccawusa. The union demanded Mr Ackerman publicly dissociate it from the statement allegedly made by the negotiator

In his speech Mr Ackerman also accused the union of using disgraceful methods

Rejecting Mr Ackerman's allegations of union intimidation, Mr Daphne said the union regarded Mr Ackerman's "resort to slander with disappointment", and pointed out that Ccawusa had gone through the full negotiating process provided by the country's labour legislation

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Strike-hit chain

stores to open today

152
Natal
9/5/88

Mercury Reporter

IT WILL be business as usual at most Pick 'n Pay stores in Natal today, in spite of strike action by black workers countrywide, a spokesman for the chain said yesterday.

The strikes, called by the Commercial Catering and Allied Workers' Union, closed two supermarkets in Natal on Wednesday — at La Lucia and Shelley Beach — with workers demanding an across-the-board pay rise of R90 a month.

Pick 'n Pay stores, including the Durban North Hypermarket, will be manned mainly by management staff and white casual workers today.

Mr Martin Rosen, general manager of the Durban North Hypermarket, said he had no idea what strategy the strikers would take today but they had met with union officials yesterday.

He said he would have to 'wait and see' what the outcome of the meeting was.

Sapa reports from Johannesburg that Pick 'n Pay chief Mr Raymond Ackerman would be held 'personally responsible' for any 'State interference' with the Commercial, Catering and Allied Workers' Union following his statement that a union negotiator had told him they wanted to make South Africa ungovernable.

In a statement strongly dissociating the union from Mr Ackerman's reported comments, Mr Jeremy Daphne, the union's negotiator, said he was the only Pick 'n Pay negotiator and 'no such statement came from myself if he is refer-

ring to me'

Addressing a meeting of the Cape Town Clothing Institute on Wednesday night, Mr Ackerman quoted an unnamed union negotiator as saying that. 'We want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care if your whole image that you've built up is smashed'

Mr Ackerman said the union leader had told him that if Pick 'n Pay was 'brought down' the whole retail industry would collapse.

Impact

'We are disappointed in Mr Ackerman's statement,' Mr Daphne said.

'His (Mr Ackerman's) statement is going to have a grave impact on the dispute.'

'We will be making a number of demands to Mr Ackerman related to his statement, one of which is to publicly demand that he publicly dissociate our union from that statement.'

'If as a result of his statement we experience any State interference, in any form, we will hold him personally responsible.'

Referring to Mr Ackerman's reported statement that the union's negotiation methods were 'disgraceful and distasteful', Mr Daphne said the union had 'carefully gone through our recognition agreement and the various dispute resolving procedures'.

He said these included a

conciliation board hearing, 'and (the union) has at all times, in our opinion, conducted itself in a correct and professional manner. So we are surprised to hear such a statement from Mr Ackerman'

The R10 extra a month the union is demanding 'is huge for people earning very low wages', Mr Daphne said.

He also took exception to any link between the current pay dispute and a blast on Wednesday at a Pick 'n Pay store in Sandton near Johannesburg. No one was injured in the explosion.

Any link between the two was 'an insult to the union'.

'We are not picking on Pick 'n Pay. What is occurring... is a situation where Pick 'n Pay workers have reached saturation point in terms of poor working conditions and the industrial action is a result of that.'

Pick 'n Pay's personnel director, Mr René de Wet, said the company would continue to negotiate with the union if it could.

The union says it is of the opinion its strike is legal and it, too, will not negotiate.

The union also said yesterday it was not responsible for pamphlets saying members not supporting the strike would be necklaced.

'We don't know of any such pamphlets. The union would not produce such a pamphlet,' Mr Daphne said.

— (Sapa)

SHARES AND LABOUR UNREST

New ball-game

SA's biggest-ever labour stayaway to mark May Day, and rising labour unrest, raise the issue of whether share prices will reflect labour problems. Industrial relations consultant Andrew Levy argues that "this is either the first year in which the company performance on labour relations will affect its share rating, or the last year in which it won't."

Levy's view has still to win acceptance from brokers, in other than in a general sense. Analysts are, however, devoting more attention to labour relations. Stockbroker Mathison & Hollidge, for example, now offers clients a mine labour analysis service.

Arguably, a major reason for the weakness of gold shares in the last month has been the proximity of the annual pay negotiations, and the fear of accompanying labour unrest. Overseas analysts have pushed this view strongly, with Shearson Lehman's Peter Miller advising clients to buy SA golds in early July. He expects a miners' strike then, and believes that the gold index will hit a nadir in the strike's initial phase.

Most JSE analysts think the weakness of gold shares is linked to negative overseas perceptions of SA's political situation. They say labour is only part of the problem, while any lasting weakness in the share prices of mines hit by unrest — Randfontein, Vaal Reefs, Blyvoor or the coal counters — has been the result of other factors. Argues Ivor Jones' Bobby Craig: "Foreign investors are doing more trading to maximise returns, and overseas analysts are very sales-orientated. By using labour unrest as a pretext to keep SA gold share prices down, they create a buying market for later."

Moreover, says Mathison's Hilton Ashton, the dollar and rand gold prices and the JSE All Gold index are not much higher than in early-May 1985. After allowing for the intervening 17% inflation, it could be argued that golds are overvalued. Impala is the exception: its earnings were hurt by this year's labour unrest and last year's R59m stock loss. Static earnings in the last two years, despite the weak rand and platinum boom, weakened the share price.

Still, labour unrest is on the rise. Levy estimates that the number of man hours lost in the first quarter of 1986 was 68% of the total number of hours lost in the whole of 1985. Much of the increase comes from strikes on the gold mines, but Levy notes that the industrial metals and stores sectors have also been hit. He thinks strikes could extend to the chemical sector, affecting AECI and Sasol. "There are two militant chemical unions," he says, "and the costs to management of a stoppage in a chemical plant are astronomic."



Andrew Levy ... labour affects share ratings

Ashton has compiled statistics showing that the May Day stayaway was 100% effective at Grootvlei, W R Cons, Marievale and Beatrix, 96% at Western Deep Levels and Elandsrand, 90% at Doornfontein, 79% at Freegold, 50% at Kinross, Leslie and Bracken, 40% at Cons Modder and 20% at Libanon. In the main, these are mines where the National Union of Mineworkers (NUM) is recognised. It appears these strikes followed the NUM's court-won right to strike on May Day.

Listed industrials hit by significant unrest this year include Asea, Haggie Rand, AECI, Kohler, Adcock-Ingram, Dunlop, Plascon-Evans, Foschini and Pick 'n Pay. Foschini is in the throes of a major strike, which could also develop at Pick 'n Pay over wages. In these cases, a clear correlation between labour unrest and an earnings slide has still to be seen. Pick 'n Pay's 26% share price slide since late-March reflects a slowdown in historic profit growth, and a downward correction in the share's premium rating.

The effect of boycotts on listed company earnings has also to be established. OK Bazars, among the most exposed, posted marginally better profits in the year to end-March. Other vulnerable stores are Foschini (through Pages and the Foschini chain), Edgars (Sales House and Jet), and Truworths. Pepkor seems to have escaped a boycott: a leading stores analyst believes this is because of a long-standing equal opportunity policy,

and the high number of blacks in management.

Overall, boycotts have been sporadic, apart from the Port Elizabeth area. The effect is to postpone non-essential spending, but this makes it harder to tell if lower spending results from recession or a boycott.

A protracted national consumer boycott or intensified strikes could severely hurt corporate earnings, in turn depressing share prices. This stage still seems some way off, but the labour/consumer boycott problem is likely to grow in importance. The bottom line is that companies will have to devote more attention to industrial relations, and show a commitment to reform — which is more than lip service.

Christopher Marchand

METCASH

Listing details

Kirsh Trading Group (KTG) has announced the terms for relisting its star performer, Metro Cash and Carry (Metcash). In line with expectations, the group's listed cash shell, Cokicor, has been chosen as the vehicle for relisting Metcash. But investors who chased Cokicor ahead of the listing have little cause for celebrations.

On the face of it, the listing terms are far from favourable for them. The mechanics of the deal are that Cokicor's existing share capital will be consolidated by a factor of 90,9, to reduce its issued capital to 500 000 shares. Cokicor will then acquire the Metcash division by issuing 44,5m new shares to KTG, to give KTG a 98,9% controlling interest.

KTG will thereafter reduce its holding by offering some of its Cokicor shares to share and debenture holders in KTG, Interhold (formerly the Metro Corporation) and Kismet.

As the acquisition is effective from May 24, no dividend will be declared in Cokicor in its year to end-June 1986. Cokicor, whose name will be changed to Metro Group, will declare its first dividend in June 1987, and this is forecast at 15,7c a share, twice covered by expected earnings of 31,3c. For the year to end-June 1986, the reconstituted Cokicor will earn 24,9c a share.

And for Cokicor shareholders, here lies the rub. Their shares are trading at 20c, equivalent to a price of R18,18 after their 90,9 times consolidation.

At the current price, based on expected earnings to end-June 1986 of 24,9c, they trade on an historic 73 times p/e ratio, compared with main competitor Score's historic



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ARCUS 9/15/86

Pick'n Pay strikers 'manhandle' customers

The Argus Correspondent

DURBAN — Pandemonium erupted at Pick'n Pay Hypermarket here today when strikers stormed the store, manhandling customers and workers who defied a strike call

the Commercial Caterers and Allied Workers' Union of South Africa over a R90 across-the-board wage dispute — which has been agreed to in principle by the management, but on condition that the increases are paid in two instalments. This was rejected by Ccawus

A cashier who asked not to be identified said that when staff reported for work they were met by about 1 000 strikers who told them there would be "bloodshed" if they went inside

So far the strike is said to have affected some 70 stores and about 5 000 workers around the country

The cashiers ignored the warning and about 30 minutes later the strikers rushed into the building and started "pushing around" staff and customers. The cashier said several customers vaulted over the tills to escape

Pick'n Pay chief Mr Raymond Ackerman today stood by his claims that Pick'n Pay was a prime target because it was an efficiently run organisation with high staff morale. It was in the front line against militant unions and this had been spelt out to him by union leaders

Mr Martin Rosen, general manager of the Pick'n Pay Hypermarket, could not be contacted for comment. However, initial reports are that the store has been closed for the day

Ccawus negotiator Mr Jeremy Daphne denied that the strike was anything more than a wage dispute and that the union was not "gunning" for Pick'n Pay

The strike has been called by

THE DEAL AT THE

Four stores closed as strike goes on

6 000 sleep-in at Pick 'n Pay

Sowetan
By JOSHUA RABOROKO

THOUSANDS of black workers at Pick 'n Pay outlets countrywide continued their sleep-in wage strike yesterday.

The situation remained calm at several of the hypermarkets where more than 6 000 employees are sleeping-in, according to a company spokesman

Four stores — at Shelly Beach in Port Shepstone, La Lucia in Durban, Bedworth in Vanderbijlpark and Benmore in Johannesburg — have been closed due to "unruly behaviour of staff towards customers"

The Commercial Catering and Allied Workers' Union was investigating the incidents, the spokesman said



PICK 'n Pay boss, Raymond Ackerman

An explosion rocked the Benmore Gardens Shopping Centre in Johannesburg on Wednesday shattering windows. No one was injured. The incident happened near a Pick 'n Pay store, but both the police and management have not linked the explosion to the labour dispute

A police spokesman said they were investigating the "blast which occurred at 1 20pm beneath steps outside the building"

The police spokesman has denied rumours that there was an explosion in the canteen of a Pick 'n Pay store in Norwood

Pick 'n Pay chairman Mr Raymond Ackerman said the aim of the striking union was to bring the "whole retail industry down" and make South Africa ungovernable

Addressing a meeting of the Cape Town Clothing Institute this week Mr Ackerman quoted an unnamed union negotiator as saying that "we want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care

if your whole image that you've built up is smashed"

The striking workers are demanding a R90-a-month increase. Their minimum pay is R303 a month. The company

has offered R80 a month, back-dated to March 1, or a split increase of R60 a month from March with a further R30 in July. Workers have rejected the company offer

Many families carrying food parcels and clean clothes have been flocking to the stores to see their relatives who are sleeping in. In some instances women with babies strapped on their backs visited their husbands, the *Sowetan* found yesterday

Pick 'n Pay dispute on new ground

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BUS DAY
9/15/86

NEW battle lines have been drawn between the Commercial, Catering and Allied Workers' Union (Ccawusa) and the strike-hit Pick 'n Pay chain, which accuses the union of trying to destroy the retail industry

Ccawusa has strongly denied this and other statements by Pick 'n Pay chairman Raymond Ackerman, who has quoted an unnamed union negotiator as saying "We want to make SA ungovernable, we don't care if our workers are dismissed, we don't care if your whole image that you've built up is smashed"

Ackerman said this on Wednesday when thousands of workers began a wage strike at more than 40 stores in the Transvaal, Free State, Natal and Eastern Cape.

Ccawusa negotiator Jeremy Daphne said Ackerman's allegations would have "grave implications" for the company's relationship with Ccawusa. Daphne said the union was demanding that Ackerman publicly dissociate Ccawusa from this

● To Page 2 →

New lines for wage strike

9/15/86
BUS DAY

"simplistic" statement.

Ackerman told *Business Day* yesterday his information about Ccawusa's attitude had come from a Ccawusa negotiator in Johannesburg 18 months ago, as well as from Australian unions, the African National Congress (ANC) and the South West African Peoples' Organisation (Swapo) when he met them jointly in Australia to discuss the dispute over Pick 'n Pay's Melbourne site in January. Ackerman said. "I think there are grave implications when a union tells blatant lies about a petrol bomb being thrown at workers in the Norwood hypermarket canteen, when it refuses to meet with management over the past six days and when it issues pamphlets to workers threatening "necklacing" if they do not

sign strike ballots"

He said the union claimed Pick 'n Pay paid "starvation wages", when the company's wages were far higher than those of other retail chains

Daphne denied that the union issued the pamphlets. He said the union felt meetings with management about the wage dispute were unnecessary because Ccawusa had been negotiating over the past two months

"The union is demanding an increase of R90/month, a bare minimum because the minimum wage is presently R303/month and the average R433," Daphne said. The company is offering an R80 increase, backdated from March.

● From Page 1

Pick 'n Pay closes 18 stores

JOHANNESBURG — Pick 'n Pay closed 15 stores and three hypermarkets countrywide yesterday and the pay dispute involving about 6 000 of their workers enters its fourth day today.

Indications last night were that the strike in support of a demand for an across-the-board rise of R90 a month is set to continue today as strikers in most stores slept in the canteens last night.

And in a bid to resolve the dispute which disrupted trading at about 45 outlets countrywide, a top-level meeting between representatives of the management and the Commercial Catering and Allied Workers' Union (CCAWUSA) is to be held in Johannesburg today.

There were also reports of confrontations at some of the stores yesterday as the company released a statement saying that the 18 closures were due to "unlawful and unruly behaviour on the part of striking workers" and was to "protect our cus-

tomers".

Pick 'n Pay's chairman, Mr Raymond Ackerman, said yesterday that all the company's employees would receive a letter advising them to reconsider their position and requesting them to return to work by "either Monday or Tuesday next week".

Mr Jeremy Daphne, negotiator for CCAWUSA, confirmed that there had been "incidents" at some of the stores, but these had not been "criminal and unruly".

"One must remember that in a strike of this magnitude, there is bound to be a lot of anger among the workers."

He accused Pick 'n Pay management of "overreacting" to the closing of the 18 outlets and "issuing melodramatic statements". — Sapa and Own Correspondent

BUSINESS BRIEF

Gold (close)	\$345,05
Rand	\$0,4755/65
FT index (close)	1330,30
BD 100	1234,80
Dow Jones	1 789,43

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12/5/80
WEDNESDAY 152

Pay talks to continue

PICK 'N PAY is to continue negotiations today with the Commercial, Catering and Allied Workers Union (Ccawusa) as a nationwide strike enters its fifth day

Ccawusa and Pick 'n Pay met for six hours on Saturday, but failed to resolve the wage dispute. The union is demanding a R90 a month across-the-board increase. Pick 'n Pay has offered R80, back-dated from March 1, or R60 from March and R30 from July.



Personnel director Rene de Wet said yesterday discussions would continue this afternoon. He said all stores would be open. He estimated the company had lost R5m in turnover since the strike began last Wednesday.

Ccawusa was reporting back to workers countrywide yesterday. Organiser Jeremy Daphne said that, depending on the outcome of the report-back, negotiations could take place this afternoon.

The minimum wage in the industry was R303 a month. The average wage

PETER WALLINGTON

paid by Pick 'n Pay, said Daphne, was R433.

Daphne said workers would not go back until a settlement had been reached.

He saw statements threatening dismissal as a form of intimidation.

De Wet said no deadlines had been made for workers to return. Nor had any threats of dismissal been made.

Dismissals were a possible course that would have to be looked into should the strike remain unresolved.

About 6 500 workers are involved in the strike.

The dispute took an unexpected turn last week when company chairman Raymond Ackerman claimed a union negotiator — not part of Ccawusa — had told him the strike was part of a plan to make SA ungovernable.

Ccawusa rejected the claim, describing it as "naive and simplistic".

CLOSE

Pick'n Pay
strike: *News 12/5/76*
Talks to *(P. 152)*
continue *152*

The Argus Correspondent

JOHANNESBURG. — Talks between the Commercial, Catering and Allied Workers' Union and Pick'n Pay are expected to resume today in a bid to end the five-day strike by about 6 500 employees

The talks began at the weekend after the company had closed more than 10 of its stores in Natal and the Free State at a cost of between R4-million and R5-million in lost sales

Pick'n Pay's group personnel director, Mr René de Wet, said the company hoped all strike-hit stores would open for normal trading today after the weekend talks

He said the company was granted a Supreme Court order in Natal and the Free State at the weekend restraining strikers from acting unlawfully.

The company claims the closure of the stores was a result of unruly behaviour by the strikers. But the union says strikers were merely holding demonstrations

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Dispute over 'dismissal' at PE bakery resolved

Post Reporter

THE dispute between workers and management at Mr Crusty Bakery that led to a walkout by all the African staff at both outlets today has been resolved.

The workers — who downed tools after demanding the reinstatement of a worker they claimed had been unfairly dismissed — agreed, after talks with the Sweet and Allied Workers Union, to go back to work even though the worker was not reinstated

The manager of the bakery, Mr Max Redman, said a representative of the union, Mr Lucky Dindale, agreed last week that the worker, Mr William Notsiooa, had left of his own accord and had not been fired

The dispute was solved today after Mr Dindale came to speak to about 20 hourly paid African workers from both the Greenacres and Westbourne Road outlets on the issue.

The workers agreed to return to work.

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12/5/86

E Post

New P&P talks due today

Talks between the Commercial, Catering and Allied Workers' Union (Ccaawusa) and Pick 'n Pay are expected to resume this afternoon in a bid to end the five-day strike by about 6 500 employees.

The talks began at the weekend after the company had closed more than 100 of its stores in Natal and the Free State at a cost of between R4 million and R5 million in sales.

Pick 'n Pay's group personnel director Mr Rene de Wet said this morning that the company hoped that all strike-hit stores would open for normal trading today.

He added that the company was granted a Supreme Court order in Natal and the Free State at the weekend restraining strikers from acting unlawfully.

The company has charged that the closure of the stores was a result of unruly behaviour by the strikers, while the union maintains that the strikers were merely holding demonstrations.

Ccaawusa spokesman Mr Jeremy Daphne confirmed that another meeting with the company was possible this afternoon.

Workers are demanding a monthly increase of R90 as opposed to the company's offer of R80, backdated to March, or a two-phase rise of R60 in March and another R30 in July.

CAPE TOWN 12/8/86 (12/8/86) (152) (80)

Retail strike negotiations to continue

Own Correspondent

JOHANNESBURG — Retail giant Pick 'n Pay plans to continue negotiations today with the Commercial, Catering and Allied Workers Union (Ccawusa) as a nationwide strike, which involves 6 500 workers, half of its staff, and has cost the company about R5m in turnover, enters its fifth day.

Ccawusa and Pick 'n Pay met for six hours on Saturday but failed to resolve the dispute, over wage increases, which began on Wednesday. Ccawusa are demanding a R90-a-month across-the-board increase, while Pick 'n Pay has offered R80, back-paid from March 1, or R60 from March and R30 from July.

Pick 'n Pay personnel director Mr Rene de Wet said yesterday discussions would continue this afternoon. He said all of Pick 'n Pay's stores would be open. Fourteen stores were closed last week.

Ccawusa was yesterday

reporting back to workers around the country. An organizer, Mr Jeremy Daphne, said that depending on the outcome of the report-back, negotiations could take place with Pick 'n Pay this afternoon.

Mr Daphne said Ccawusa considered the increase a reasonable demand that would bring workers a "living wage".

The minimum wage in the industry is R303 a month. The average wage paid by Pick 'n Pay according to Mr Daphne is R433 a month.

Settlement

Referring to earlier reports that workers would be sacked if they did not return to work by a certain date, Mr Daphne said they would not go back to work until a settlement had been reached.

Mr De Wet said no deadlines had been made for workers to return to work, and neither had any threats of dismissal been made.

Dismissals were a possible course of action that would have to be looked at should the strike remain unresolved indefinitely, he said.

The dispute between Ccawusa and Pick 'n Pay took an unexpected turn last week when company chairman Mr Raymond Ackerman said that a union negotiator — not part of Ccawusa — told him that the strike was part of a plan to make South Africa ungovernable.

Rejected

Ccawusa rejected the claim, and described it as "naive and simplistic".

Sapa reports that Pick 'n Pay closed 16 stores and 5 hypermarkets at the weekend. The company also obtained a Supreme Court rule nisi in the OFS and Natal.

All stores in the Northern Transvaal and Western Cape not affected by the strike are trading normally.

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PICK 'n PAY WAGE TALKS CONTINUE

SOWETO 12/1/86

WAGE talks between strike-hit Pick 'n Pay's management and the Commercial, Catering and Allied Workers Union of SA (Ccawusa) continue in Johannesburg today.

SOWETO 12/1/86

Under spotlight at the talks, which began on Saturday, is Ccawusa's demand for an across-the-board wage increase of R90 for its 6 500 union members who have been on strike since last week.

According to Pick 'n Pay management, "unruly behaviour" of striking employees had caused the closure of 16 stores and five

hypermarkets last Friday. Five hypermarkets and 38 supermarkets were affected by the strike.

Mr Rene de Wet, Pick 'n Pay's personnel director, told Sapa in a statement "Negotiations between the parties will continue today. No information concerning the content of discussions will be made at this time".

Normally

Mr de Wet said all stores in the Northern Transvaal and Western Cape not affected by the strike were trading normally.

"We are confident that all stores will be trading today," the Pick 'n Pay director said.

No accidents were reported in the stores where workers chose to sleep-in, Mr de Wet said.

Meanwhile about 300 members of the Johannesburg branch of the Food Beverage Workers' Union (FBWU) yesterday resolved to disband the branch and join a new union to be launched in the food industry.

The members took the stand at a meeting held at Pelican Club, Soweto.

Pick 'n

Pick 'n Pay talks go on

13/5/06

Own Correspondent

JOHANNESBURG. — Pick 'n Pay closed five stores in Natal yesterday as union representatives and management continued top-level negotiations into the night in attempts to end the five-day-old strike which has cost the company millions.

The supermarket chain's warehouse in Prospecton and other stores, including the Durban North hypermarket were kept open for trading, manned mainly by white management staff and part-time employees.

Mr Vernon Mitchell, Pick 'n Pay's general manager in Natal, said that apart from "an ugly incident" between strikers and customers at the supermarket at Kingsburgh there had been no major incidents of violence at other stores.

At Kingsburgh, customers, many of them Transvaal holiday-makers insisting on their groceries, were involved in a punch-up with strikers.

Nobody was injured but the store was shut down by management "for the safety of customers and staff", he said.

Mr Mitchell said the stores that were closed within two hours of opening yesterday were at Maritzburg, Shelly Beach, Kingsburgh, La Lucia, and Empangeni.

Increase

Late last night, representatives of the Commercial, Catering and Allied Workers Union (Ccuwsa) were still in a meeting with Pick 'n Pay management in Johannesburg.

The strike is over a wage increase. The union is demanding a R90 across the board increase, while the company has offered R80.

Asked whether he planned to better his offer of R80 a month, the Pick 'n Pay chairman Mr Raymond Ackerman said. "The very fact that I am prepared to negotiate speaks for itself."

It is rumoured that management may meet them halfway by raising their offer closer to the R90 increase.

Only stores in the Northern Transvaal and Western Cape are unaffected by the strike.

Pick 'n Pay Wage talks still on

13/5/86
SOWETRN

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UFOA

THE countrywide strike by 6 500 Pick 'n Pay workers entered its fifth day yesterday as management and workers' representatives met behind closed doors in an effort to reach a wage agreement.

At the time of going to press, it was not known whether the two parties had reached agreement during their talks in Johannesburg late yesterday.

Meanwhile Sapa, quoting union spokesman Mr Jay Naidoo, reports that representatives from 13 Pick 'n Pay outlets in Natal decided at a meeting in Durban at the weekend to move from the R90-increase demand in "a spirit of negotiation".

Workers in the Eastern Cape and the Transvaal were due to give their response late yesterday.

As Pick 'n Pay management and striking workers' representatives — the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) — met yesterday, a punch-up between strikers and customers was reported at a Pick 'n Pay outlet in Durban.

• About 2 000 workers employed by the Sentrachem group of companies have downed tools demanding wage increases, a union official disclosed yesterday.

Eight Sentrachem subsidiaries in Sasolburg, Germiston, Pretoria, Newcastle and Kempton Park are affected.

The workers' representatives, the South African Chemical Workers' Union (Sacwu), were locked in negotiations almost all day yesterday.

• About 350 striking workers employed by Adcock Ingram returned to work yesterday.

600 colliery
workers strike
at Rietspruit

CLARE PICKARD-CAMBRIDGE

MORE than 600 workers went on strike at the Rand Mines-administered Rietspruit colliery near Bethal in the north-eastern Transvaal yesterday.

Management and the National Union of Mineworkers (NUM) have conflicting reports about the cause of the strike.

Managers said workers wanted the conduct of worker Eric Mhlangu investigated on grounds that he allegedly threatened and assaulted employees.

An NUM spokesman said workers were demanding the re-opening of an appeal hearing for a worker they claim was unfairly dismissed.

□ The 950 workers who have been on strike at Rand Mines' Duvha colliery near Witbank for more than a week returned to work on Monday after a management ultimatum.

Workers were demanding the dismissal of a white miner who allegedly assaulted a black worker. Management insisted that the evidence did not warrant dismissal.

Make June 16 holiday, NECC urges business

By Maud Motanyane

The National Education Crisis Committee (NECC) has urged the South African business community to heed the black community's call to recognise June 16 as a paid holiday.

Speaking at a panel discussion attended by about 50 business executives at a Johannesburg hotel yesterday, NECC chairman Mr Vusi Khanyile said the call for a national stayaway on June 16 was a democratic decision taken by the majority of the country's population.

The NECC, which has also called for work stoppages on June 17 and 18, represented grassroots organisation of various political groupings, Mr Khanyile said.

The decision to call for a three-day stayaway was taken at a meeting attended by more than 1 000 delegates at the end of March.

Mr Khanyile said the black community would use the three-day stayaway to review political progress.

"It would also be a demonstration that we can no longer afford another day of apartheid education," he said.

Panelists at the discussion included executives from the Johannesburg and Soweto Chambers of Commerce and from the American Chamber of Commerce and representatives from the Johannesburgse Afrikaanse Sakekamer and the National African Federated Chamber of Commerce.

Panelists agreed that the question of whether June 16 should be a paid holiday should be "taken to the boardroom and discussed".

Search for man's body

The body of a 54-year-old Germiston man believed to have drowned while fishing in the Schiyalongubu Dam at the weekend, is still missing.

Mr William Shamrock of Skool Avenue, Germiston, and Mr E Morrison were fishing in a flat-bottomed canoe on Friday when the boat started filling with water. Clinging to the sinking vessel, the men made their way to the side.

Helpers found an exhausted Mr Morrison, but no trace of Mr Shamrock. — Lowveld Bureau.

Alan Boesak gets back his passport

CAPE TOWN — World Alliance of Reformed Churches President Dr Allan Boesak has been given a passport after a six-month wait.

He will now be able to attend a string of top-level international events this month and in the future.

Dr Boesak, who is also a patron of the United Democratic Front, was told on Saturday he had been given a passport valid for five years after his original passport was withdrawn by the Minister of

Pik meeting is to be next target for AWB

Northern Transvaal Bureau

The next major target of the militant right-wing Afrikaner Weerstandsbeweging (AWB) is clearly Mr Pik Botha's National Party meeting in Pietersburg on May 22.

The AWB has indicated that no NP meeting in the Transvaal will escape its attention in future. Its supporters succeeded in totally disrupting a recent meeting in Brits, addressed by the Deputy Minister for Information, Mr Louis Nel.

This time, Mr Botha's meeting has been sandwiched between two rallies of the right-wing, one in Potgietersrus tomorrow and the other in Pietersburg on May 27.

Local CP chairman Mr Isak Butler, who is also a high-ranking "Brandwag officer" in the AWB, was not available for comment.

But young AWB supporters said they were planning to break up the meeting. Nationalists are being mobilised to outnumber the interjectors, and are regarding the meeting as a "make or break" event in the town.

The Minister of Manpower, Mr Piet du Plessis, MP for the neighbouring Lydenburg constituency, will chair the meeting.

13/5/86.
About 1 000
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chemical
workers
down tools

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ALAN RUDDOCK

ALMOST half the 2 000 workers at two National Chemical Products (NCP) plants in Germiston and Chloorkop downed tools yesterday, but production at the plants was not affected because non-striking white employees took over the work, NCP MD John Job said yesterday.

Job said the strike followed a series of negotiations with the SA Chemical Workers Union (CWU) and was not unexpected.

Production at the plants would not be affected by the strike because of plans prepared some months ago whereby white employees would do the work of the strikers, Job said.

The dispute has been put before the Conciliation Board and a ruling was expected shortly, he said. Job was not prepared to reveal the substance of the dispute, other than saying it revolved around wages.

CWU officials were not clear of the progress of the strike at the two plants and said shop stewards had not been in touch with head office.

There were

DO 14/86

Pre-dawn raids at Kowie: leader held

Dispatch Reporter
GRAHAMSTOWN — Mr Gugile Nkwinti, a Port Alfred community leader, and more than a dozen others were reported taken into custody in pre-dawn and subsequent raids in the seaside resort yesterday

Colonel Gerry van Rooyen, police liaison officer in the Eastern Cape, confirmed police activity in the town's township.

"The operation is still on to pick up certain people," he said

Our Port Elizabeth correspondent reports a police spokesman confirmed Mr Nkwinti and his wife were held under Section 50 of the Internal Security Act.

Colonel Van Rooyen

said the presence of troops in the township was to be expected "The army and the police have been working together for several months"

According to the wife of one of the men detained, the police raided at 4 am

Mr Nkwinti's brother, Mr Qwata Nkwinti, Mr Gordon Jawuka and three unnamed women who work in information centres in the township were said to have been picked up

By midday, eight more were claimed to have been detained

The information was passed to Mr Errol Moorcroft, PFP MP for Albany, who immediately sought contact with the Minister of Law and

Order. Mr Louis le Grange

The arrests follow an 11-day stay-away by black women in Port Alfred, sparked by two Labour Day incidents

Five girls were arrested during a Labour Day rally and held under Section 50 of the Internal Security Act, while an alleged rapist, who was arrested, appeared before a court, and was released pending further investigation

On Monday, there was a trickle of women workers returning to work. Employers were told the stay-away had been called off

Yesterday employers reported that more women, about 25 per cent in one case, were back

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Dispatch Reporter
EAST LONDON — In Kwa Timi Dubu township, near Fort Beaufort, most workers stayed away from work yesterday for the funeral of an unrest victim, Mr Velile Kalem, who was shot during a May Day stayaway.

The Fort Beaufort town clerk, Mr D Van Eck, said only people employed in the essential services, such as the hospital, went to work.

All businesses, including the municipality, had to make do with coloured and white workers.

Most employers had decided that workers could stay away from work but a policy of no-work-no-pay would be strictly adhered to, Mr Van Eck said.

Residents of Kwa Timi Dubu said Mr Kalem was to have been buried last Saturday but the family was ordered to conduct the funeral on a weekday.

Thousands of people had attended the funeral while police kept a low profile, residents said.

In Duncan Village, a group of about 200 people stoned police vehicles on Monday afternoon, the

Stayaway for Beaufort burial

Police fired birdshot to disperse the stone-throwers and arrested two men in connection with the incident. They were both charged with public violence.

No injuries were reported, Sgt Rossouw said.

Also in Duncan Village, a group of people stoned a private vehicle on the Douglas Smit Highway on Monday.

No injuries were reported and no one was arrested.

At Joza, near Grahamstown, a private house was set alight with a petrol bomb.

A man was later arrested in connection with the

incident. No injuries were reported.

At Dorrington, near Fort Beaufort, police used tear smoke to disperse a group of stone-throwers. No arrests were made and no injuries were reported.

Sapa reports that the regional director for the Department of Education and Training in the Northern Transvaal, Mr P G Felstead, said the department had decided to close six schools in Atteridgeville, outside Pretoria, following the uncontrollable behaviour of pupils at the schools.

He did not say what would happen to the teachers.

In the Western Cape, the number of high school teachers facing charges of misconduct has risen to 72.

An attorney, Mr Yusuf Ebrahim, who is representing a number of those charged, said the teachers are alleged to have "caused, committed or connived at anything prejudicial to the administration, discipline or office of the department or school."

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Strike at Sentrachem

A STRIKE by about 3 000 workers at seven Sentrachem group companies entered its second day yesterday — but management maintained that production has not been affected.

The Sentrachem companies affected are National Chemical Products in Germiston and Chloorkop, Fedmis in Sasolburg, Agrihold in Pretoria, Karbochem in Sasolburg and Newcastle, and Safri-pol in Sasolburg.

Sentrachem MD Dave Marlow said yesterday that about 75% of the work-force was on strike, but production was going ahead as normal. "One foresees this sort of eventuality and one equips oneself to deal with it," he said.

A spokesman for the SA Chemical

145/86 BALAN RUDDOCK

Workers Union said production at all seven plants was affected badly. "White workers are being used to scab at the plants — but at a price," he said.

Marlow said production would continue under present circumstances for as long as necessary.

Wage negotiations between the union and management have been under way since January. A conciliation board was constituted at the end of March but it failed to resolve the dispute, Marlow added.

A union spokesman said members were balloted after negotiations did not resolve the dispute, and most workers had voted for strike action.

Back to work — but what will happen now at P&P?

Question — What short, medium and long-term effect is the strike likely to have?

Answer — Union spokesman. It was the most widespread industrial action to have affected the retail trade and the largest sleep-in carried out in South Africa. It was a legal strike in terms of the Labour Relations Act. The union wishes to emphasize that action was only resorted to after the full negotiating process had been exhausted.

The industrial action was highly co-ordinated with union members and shop stewards country-wide working in unison. This is a reflection of the level of development of shop steward structures within Pick 'n Pay.

The workers now have increased confidence in themselves and their union. A lot more people are joining up. At the start of the strike we had 5 200 paid-up members at Pick 'n Pay. We have received hundreds of new application forms.

In the medium to long term we view this as a first step towards a living wage. We would like to think that retail managements in general will now take us more seriously and take more cognisance of workers' demands.

Answer — Mr Rene de Wet, Pick 'n Pay group personnel director. It has made us more aware of our own vulnerability as well as of our strengths. Having been through a strike like this, I would not suggest anyone try it just for the experience! But, we learned a lot.

The most immediate impact is a wage bill which is going to take some swallowing. Also, there is likely to be an increase in union membership.

There are some inevitable questions that will go through the retail industry's mind after a wage rise like this — how labour intensive do we really have to be and what are our productivity levels?

Other retailers realise their time is coming. De-

Thousands of Pick 'n Pay workers streamed back to work today after one of the biggest and most effectively co-ordinated strikes in the South African retail industry. SHERYL RAINE spoke to union representatives and the company about the strike and its implications.

mands will be made on them. I believe this is the start of a new era of aggressive and militant bargaining related to the broader socio-political circumstances in the country.

Q — Pick 'n Pay offers the best salaries and conditions of service. Why was it singled out for industrial action?

A — Union. Workers see the company as the wealthiest retailer in the country. Considering its obvious wealth and resources and the gap between management and worker salaries, they felt they weren't getting a fair share of the profits. In spite of company benefits such as housing loans, workers are interested in the hard cash they take home every week. Even with the latest increase of 19,6 percent (bringing the average wage to R518 a month), the monthly minimum is R388.

Checkers' minimum in Johannesburg ranges from R240 to R270 a month and we were granted about a 14 percent increase this year. OK Bazaars granted an approximate 10 percent increase this year.

A — Mr de Wet: We accept the bona fides of the union that it is not a political issue, but an economic one. I think the politically tense situation involving a struggle for a redistribution of wealth is a contributory factor. Pick 'n Pay is perceived as a rich company and workers' expectations are much higher.

Q — During the strike there were claims of in-

tense militancy, violence and intimidation. What is your view of these claims?

A — Union: There has been a marked increase in militancy. This is due to improved union structures, a new layer of shop steward leadership, the economic circumstances in the country, raised worker consciousness and increased ability to articulate aspirations.

We don't see it so much as militancy but as a union carrying out its job correctly and representing its members efficiently. We now have the resources and organisation to do it.

A new form of shop-floor demonstration was initiated. Police, some customers and management reacted strongly against demonstrations. We maintain demonstrations are a legitimate and correct form of industrial action carried out in the process of persuading management to see reason.

Reference has been made by management to violent methods and threatening behaviour by union members. The union maintains that management is overreacting and, in general, the industrial action was conducted in a disciplined, peaceful and structured manner.

There were examples of rude and threatening behaviour by some customers, management and police which sparked off incidents. No arrests or injuries were reported.

Management in Natal and the Eastern Cape who had not experienced strike action reacted particularly badly to the situation.

The company has agreed not to institute disciplinary action except in very specific instances and special committees will be established to investigate each case. We will be monitoring any cases of victimisation of strikers.

A — Mr de Wet: I believe the militancy experienced can be attributed to many factors, including the current unrest, the country's political problems and the formation of the Congress of SA Trade Unions (Cosatu) with the potential for greater solidarity among unions.

Militancy was particularly pronounced in Natal and Port Elizabeth, where management has not had strike experience. Although our management undergoes rigorous labour relations training, there is nothing like a real strike in the training process. We anticipate a period of readjustment and tension between strikers and managers in some areas. Debriefing sessions for managers are already underway to ease the situation.

There was tremendous intimidation. The union used "hit squads" in the Transvaal, which travelled to supermarkets in the region stirring up strikers to stage strategic marches through the stores with placards.

There were threats of violence and the "necklace". Our staff were terrified.

As far as customers were concerned the union used strong-arm tactics but stopped short of bodily contact. At some stores they used a mass of people on the march to terrorise customers.

After seven days the strike is over

The Pick 'n Pay wage strike involving more than 5 500 workers — mostly black but including a handful of whites at Transvaal stores — closed 21 outlets at its height and affected more than 45 stores nationwide.

The seven days of industrial action, including five trading days, cost the company about R6,5 million in turnover. Add legal fees to that and the figure is likely to top R7 million.

The industrial action involved sit-ins, sleep-ins, shop-floor placard demonstrations and rousing songs from members of the Commercial Catering and Allied Workers Union of SA (Ccaawusa).

Ccaawusa claims a total paid-up membership of 52 000. At the start of the strike, it had 5 200 members at Pick 'n Pay.

At one store in Natal punch-ups occurred between strikers and customers wanting their groceries. At Three Rivers in the Vaal Triangle, strikers marched up and down supermarket aisles. Customers fled.

Pick 'n Pay sought various court orders "to prevent violence and intimidation from erupting" at certain outlets, it said.

The union believes the demonstrations were legitimate ways to put the workers' cause.

After a marathon negotiating session, the parties settled their wage dispute.

More than 13 000 weekly paid workers of all races will now get an extra R85 a month in their pay packets, backdated to March 1. The minimum Pick 'n Pay wage is now R388 a month.

The approximately 20 percent increase will add R16 million to Pick 'n Pay's wage bill when overtime and peripheral costs such as pension contributions are taken into account.

Within hours of the settlement, Pick 'n Pay group chairman Mr Raymond Ackerman was touring Johannesburg stores talking to customers and trying to repair any damage done to the chain's image.

Strike and go-slow at Sentrachem, Grootvlei

Representatives of the South African Chemical Workers' Union (Sacwu) and Sentrachem are due to meet today to try to end a two-day wage strike by about 3 000 workers at seven of the company's subsidiaries.

Workers went on strike on Monday after wage talks with management ran into dispute in March. They are demanding an across-the-board monthly increase of R250 on top of the present minimum of R450, Sacwu general secretary Mr Mike Tsotetsi said.

Sentrachem managing director Mr Dave Marlow could not be reached for comment early this morning.

Mr Tsotetsi said workers at some of the affected factories were sitting in and the company had threatened legal action to remove them. At other firms strikers who left company premises were locked out.

The affected factories are Karbochem in Newcastle and Sasolburg, National Chemical Products in Germiston and Kempton Park, Fedmis in Sasolburg and Agrihold in Pretoria.

● About 6 000 mineworkers have been refusing to work full shifts at Gencor's Grootvlei gold mine in Springs since Sunday in protest at the dismissal of two colleagues.

The National Union of Mineworkers (NUM) said the major reason for the short-shift strike was the handing over by mine security personnel of two workers to the police.

The workers were handed over for alleged intimidation of other workers following a total work stoppage at Grootvlei on May Day. The NUM knew that one worker had been charged with intimidation and fined R800.

A Gencor spokesman said negotiations with the NUM to solve the dispute were continuing.

Strike

• The labour dispute at Sentrachem group of companies, where more than 2 000 workers are on strike, remained unresolved yesterday.

14/5/86

Best hairstyles. head, leg and feet. said Mr Matsela's wife

Stalemate in Sacwu talks

Sowetan 15/5/86 (152)

WAGE negotiations between the South African Chemical Workers' Union and management at seven Sentrachem subsidiaries, whose 3 000 workers are on strike, reached deadlock yesterday.

The striking Sacwu members went on strike on Monday this week, demanding an across-the-board wage increase of R250

Sentrachem divisions affected by the strike are NCP (Germiston), NCP (Kempton Park), Safripol (Sasolburg), Fedmis (Sasolburg), Agrihold (Pretoria), Karbochem (Newcastle) and Karbochem (Sasolburg)

Sacwu general secretary, Mr Mike Tsotetsi, said negotiations between the union and Sentrachem management had reached a stalemate

• The black workforce at Central Brass and Iron Foundry near Roodepoort were involved in a work stoppage yesterday, protesting the dismissal of a colleague.

The company's managing director, Mr Alfred Duro, declined to comment and said "the whole thing is an internal matter".

The Steel, Engineering and Allied Workers' Union of South Africa has sought a meeting with management at the Roodepoort firm in a bid to resolve the dispute.

The striking workers are demanding the reinstatement of a colleague and wage increases

• The Women's Association of the South African Black Municipal and Allied Workers' Union (Sabmawu) yesterday threatened to call out its members at Soweto City Council if the municipality continued to pull down shacks at "Mshenguville"

The council should provide shack dwellers at "Mshenguville" with alternative accommodation before demolishing their structures, the association said in a statement.

"The problem is that our members are made to do the council's dirty work of demolishing shacks," the Sabmawu wing said

• Pick 'n Pay, fresh from a labour dispute involving 6 500 workers at the company's stores, yesterday placed a newspaper advertisement thanking its customers for their "loyal support".

the night together.

DD 15/5/86 (24/5/86) (152) (24/5/86)

EL workers strike after dismissal

Dispatch Reporter
EAST LONDON — Workers at East London's OK Bazaars Oxford Street branch staged a sit-in yesterday in protest against the dismissal of one of their co-workers

The company's industrial relations manager in Johannesburg, Mr Keith Hardshorn, said yesterday that about 50 employees had staged a sit-in

"This strike is illegal in terms of the Labour Relations Act and is

also in breach of the recognition agreement with the Commercial, Catering and Allied Workers' Union (Ccawusa)," Mr Hardshorn said

He said that the available appeal procedures had not been made use of in the case of the worker dismissed

"We are quite happy to hear this man's appeal. We advised the union of this on Tuesday and asked them to intervene as they understand the agreement," Mr

Hardshorn added

He said that workers were now demanding the unconditional reinstatement of the dismissed worker. Management had not agreed to this and would only consider reinstating the dismissed worker if he applied for an appeal which would then be heard before the relevant senior management, Mr Hardshorn explained

Yesterday morning, representatives of Ccawusa met with the strikers to discuss the issue

A member of Ccawusa and an employee of the company, Mr N A Seoke, said workers were protesting against the "unfair" dismissal of one of their shop stewards, Mr A Mondile, on Monday

"Management have given us no clear explanation as to why they dismissed him. They have said that he must now make an appeal before one of the senior management staff from Cape Town

"Until the management representative arrives here we will continue the sit-in," Mr Seoke said

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Report predicts more strikes

Political Correspondent
HOUSE OF ASSEMBLY

A total of 678 273 man-days were lost as a result of strikes last year, according to the National Manpower Commission Report tabled in Parliament yesterday. And the report carries a warning that the next few years — with the expected upswing in the economy — "will favour the exertion of this type of pressure on the employer by employees in which case the intensity of strikes will probably increase" will probably increase.

A total of 389 strikes took place during the period, involving 239 816 workers. The report states that with a few exceptions all the strikes were illegal in terms of the Labour Relations Act, although private bargaining machinery was used in some cases before workers went on strike. It adds that the increased number of man-days lost can largely be attributed to the greater number of strikes in the mining industry.

The greatest number of days were lost in the Western Transvaal where 14 strikes involving 52 233 workers resulted in 194 548 lost days. The greatest number of strikes occurred in the Witwatersrand area where 102 stoppages involving 56 517 workers resulted in a loss of more than 96 000 work-days.

A total of 26 strikes occurred in Port Elizabeth with more than 18 000 workers losing some 57 000 work-days. The major cause of strikes according to the report, were wage disputes — a total of 148 — while 57 resulted from disciplinary measures arising from working conditions and benefits.

The estimated loss in wages resulting from the strikes was more than R8 million and an average of 616 workers were involved in each dispute. The greatest number of stoppages occurred in the manufacturing industry where there were 232 strikes and more than 320 000 days lost. More workers — some 136 217 — however were involved in strikes in the mining sector.

Firm lays off 200 workers after strike

A Sandton electrical firm has dismissed about 200 workers and closed its doors for an indefinite period following a go-slow and sit-in strike this week.

Trouble began on Monday at Switching Electrical Industries in Wynberg. Sandton Members of the Metal and Allied Workers' Union (Mawu) demanded a 75 c-an-hour wage increase and staged a go-slow strike.

Workers then launched a sit-in strike on Tuesday night.

A union spokesman said "Yesterday the company dismissed the workers and has threatened to move the entire factory to Babelegi in Bophuthatswana, where it already has a going concern."

A company director confirmed the dismissals. He said the company was not in a position to bargain at any level with the union because annual wage negotiations were still in progress.

The company's position had been explained to the workers.

The company had closed down for an indefinite period to consider its position.

"We are currently overstaffed by 20 to 30 percent and need to rationalise," said the director.

He said the company had taken no official decision about a move to Bophuthatswana.

Mawu has been involved in a number of disputes in an attempt to get employers to negotiate on a decentralised basis.

EL workers strike enters second day

Dispatch Reporter
EAST LONDON — Workers at the Oxford Street branch of OK Bazaars continued their sit-in yesterday and also staged a placard demonstration in the store in protest against the dismissal of one of their co-workers

The deputy Border police liaison officer, Sergeant Dalene Rossouw, said that police had been summoned to the store during the demonstration but had taken no action since no

crime was being committed

The company's industrial relations manager in Johannesburg, Mr Keith Hardshorn, said the 50 strikers had indicated they would continue their sit-in until a senior management representative from Cape Town arrived to hear the appeal lodged by the dismissed worker.

Mr Hardshorn said the representative would arrive in East London on Tuesday

PICK 'N PAY STRIKE

Worse off workers

It took an agonisingly drawn-out 10-hour meeting, which ended in the wee hours of Tuesday, for Pick 'n Pay (P'nP) and the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) to reach settlement in the most costly dispute ever to hit the retailing industry in SA

It could be asked why it happened at all — particularly as it was already apparent last week that the only face-saving settlement would be the R85 a month across-the-board increase P'nP has now agreed to pay

Each of the 6 200 strikers will lose, on average, more than R100 for the time they were out. Over a year, this is more or less equivalent to the extra R10 a month they had been demanding from the company, and more than the R5 a month they eventually won

But the strike was not without heavy financial cost to P'nP itself. It had to close down several stores in the face of strikers' shopfloor demonstrations. And many of the stores kept open had less business than usual. The company also paid premium rates for less efficient casual labour

A P'nP source estimates R5,5m in turnover was lost during the strike. The company also had to consider the possible harm a strike could do to its high-profile corporate image. It has left bitterness between management and employees.

More than once during the two-week build-up to the strike, P'nP made improved offers. But Ccawusa rejected them, sticking to its R90 demand and refusing even to discuss the issue. As a P'nP spokesman says "In the light of the union's refusal to negotiate, and with a gun being held to our heads, it was a matter of principle that we should not give in"

Essentially, it was a wage strike. Had there been a strong element of political agitation it could have dragged destructively on for some time

It is, in fact, not clear that union officials actually whole-heartedly supported strike action, with the gap between the two sides so small. They acted according to the 80% "yes" vote in the pre-strike secret ballot

However, political factors were not altogether absent. Analysts lay much of the blame for this year's increased strike activity on the general political situation, and this strike could be yet another symptom of it

Other general frustrations also probably played a role. A Ccawusa spokesman tells the FM that during mass meetings before the strike, workers regularly raised niggling grievances against local managements

The strike was an impressive, although ultimately empty, show of union strength

and unity. It was the first widespread store strike in years and by far the largest ever in retailing, covering at least 45 stores in all areas except the western Cape

There is little doubt that if the strikers had been dismissed, the company would have been harder hit. A spokesman estimates that to employ and train replacements would have cost nearly R5m. And this does not take account of the ever-present threat of a consumer boycott

The strike, moreover, is a clear signal to other retailers that, despite internal disputes that have beset the union recently, Ccawusa had the ability to mobilise its members. Whether it still has that ability must now be open to question

For the inescapable fact is that the strike was a pyrrhic victory. The workers realised that in a prolonged dispute they might not recover in higher wages what they lost during the strike. Hence, eventually, they settled for a deal that left them worse off than before, despite the increase won

That is most certainly an indictment of union leadership. The strike turned out to be a posture. Not only were the workers left worse off, but the financial strength of the company — its ability to pay higher wages in the future — was undermined. If the union leadership had no stomach for the strike, it should not have gone along with it

As the strike began, chairman Raymond Ackerman — pointing to P'nP's employment record, its housing and education schemes and its relatively generous wage offer — bitterly asked why his company was being singled out. The simple answer ap-

pears to be that a socially responsible management is seen by the union to be vulnerable. What is at stake is power not equity

The strike raises questions about what constitutes acceptable strike activity. P'nP recognises the right of workers to strike, and the union claims it accepts that violence and intimidation are illegitimate. It has not condoned the violent confrontations that occurred in some stores, but it failed to keep order among its members which, some may say, implies tacit support for violence

There are other important differences. P'nP holds that it is entitled to keep operations running without interference from strikers. The union bluntly says it has the right to attempt to close down stores, using what it calls peaceful methods that nevertheless caused obstructions and which were seen by management in another light

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Drivers^{NIM} (152) in short stoppage

Pietermaritzburg Bureau

DRIVERS working for the Sizanani Mazulu Transport Company in Pietermaritzburg stopped work during the day yesterday, apparently over an internal union dispute, but were back at the wheel to take city commuters home from work by the time the afternoon rush hour had begun.

The strikers, who accounted for 25 percent of the company's 140 drivers, stopped work during the 'valley period' shortly after 8 a m yesterday, allegedly over an 'internal union membership argument', said Mr Eddie Marshall, manager of the company.

A discussion with the Transport and General Workers' Union took place during the afternoon and a decision on the dispute, of which full details were not available, was taken.

Company shop stewards met the drivers at an assembly point in East Street, where the decision to return to work was taken about 4 p m.

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Checkers probe strike cause

About 100 workers went on strike at Checkers in Sandton yesterday

Mr Andy MacLaurin, director of personnel of Checkers, said, "It was alleged the manager swore at a worker. It is a serious matter and we are trying to get to the bottom of it."

The strike started at 3 pm. As it was Friday there were a number of casual workers on duty who, together with management staff, manned the tills.

Representatives of the Commercial Catering and Allied Workers Union (Ccawusa) were called in last night in an attempt to resolve the situation.

CAH + Traks 19/5/86

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Mine workers to hold strike ballot

Own Correspondent
JOHANNESBURG — White mine workers are to hold a strike ballot this Friday as final negotiations between the Council of Mining Unions (CMU) and the Chamber of Mines deadlocked over the weekend.

CMU chairman Mr Arrie Paulus said yesterday that a Conciliation Board had failed to resolve the wage dispute and that two further meetings with the chamber had ended in deadlock.

"Our members will decide in the ballot on Friday whether we go on strike. We are adamant we will not go below our demand of 15,1 percent. Since 1982 we have accepted increases below the level of inflation and our demand this year is also lower than inflation."

"However, the chamber have increased their offer to 14,6 percent, so there is only a difference of 0,5 percent and I believe we can bridge that gap. A one- or two-day strike would cost the chamber more than the 0,5 percent increase I

am full of hope that a strike can be avoided and hope there will be further negotiations this week."

He said the CMU represented about 25 000 white workers on the mines, including artisans and miners, and that after two or three days of a strike, production at the mines would be badly affected.

The chamber's industrial relations advisor, Mr Johan Liebenberg, said the difference between the chamber and the union "is very small indeed. It would be silly for them to go on strike for 0,5 percent. A one- or two-day strike would cost their members more in lost wages than they would gain from the extra 0,5 percent."

"We have made our mandated offer. I cannot say if more negotiations will be held this week, but if they still want to talk, it is possible," he said.

Since the negotiations started at the beginning of the year, the chamber has improved its offer from 11 percent to 14,6 percent while the CMU has backed down from 24 percent to 15,1 percent.

Staff strike over penalty issued to worker

By CATHY SCHNELL

ABOUT 30 hourly-paid workers at Trust Butchery in Newton Park went on strike today over a penalty issued to a worker for borrowing a manager's coat without permission.

The workers, who do not belong to any union, have vowed not to return unless the R15 docked from Mr Kit Baadtjie's pay is refunded.

The money was docked to cover the cost of a new coat after he had borrowed a manager's coat last week without permission.

Mr Baadtjie's overalls were dirty, and he took the clean coat to go shopping.

The manager, Mr Chris Blomerus, said he told Mr Baadtjie he could keep the coat he had worn, and that R15 would be docked from his wages to have it replaced.

Mr Baadtjie had not received permission to wear the manager's coat — or to go shopping.

Mr Blomerus said he would talk to the workers today, but he would not refund the money. If they persisted with the strike, he would fire them.

He had arranged for temporary staff to help out today.

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Miners to vote on strike



PAULUS
ALAN RUDDOCK 19/5/86

WHITE miners are to hold a strike ballot on Friday after final negotiations between the Council of Mining Unions (CMU) and Chamber of Mines deadlocked over the weekend.

CMU chairman Arrie Paulus said yesterday that a conciliation board had failed to resolve the wage dispute and that two further meetings with the chamber had ended in deadlock.

"Our members will decide in the ballot on Friday whether we go on strike. We are adamant we will not go below our demand of 15,1%.

"However, the chamber has increased its offer to 14,6%, so there is only a difference of 0,5% and I believe we can bridge that gap. A one- or two-day strike would cost the chamber more than the 0,5% increase."

Paulus said the CMU represented about 25 000 white workers on the mines.

The chamber's industrial relations advisor, Johan Liebenberg, said the difference between the chamber and the union was "very small indeed. It would be silly for them to go on strike for 0,5%. A one- or two-day strike would cost their members more in lost wages than they would gain from the extra 0,5%."

He added. "We have made our mandated offer. I cannot say if more negotiations will be held this week, but if they still want to talk, it is possible."

CHAIN STORE STRIKE SETTLED

ACKERMAN
13/5/86

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DURBAN. — After 11 hours of negotiation the five-day strike at Pick'n Pay ended today with a compromise pay deal.

The supermarket chain and the Commercial, Catering and Allied Workers' Union of South Africa agreed to an increase of R85 a month

Pick'n Pay chairman Mr Raymond Ackerman said the end of the strike was "a victory for labour relations".

About 5 000 workers from stores throughout the country went on strike last week to press demands for a R90-a-month wage increase. Management offered R80 a month backdated to March 1

Mr Ackerman said negotiations with union representatives began at 5pm yesterday and ended at 4am today

No strike pay

He said "Negotiations were difficult. The union dropped its demand of R90 a month and after some hard negotiations we finally settled for R85 a month. It was also agreed there would be no strike pay

"Everything should be back to normal today at most of our stores

"The ending of the strike is a victory for labour relations. I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife"

Mr Ackerman said the strike had cost the company more than R7-million in turnover nationwide and we "just have to fight to get it back"

● Employees would receive their R85 a month across-the-board increases next Wednesday, according to Mr Frans van der Walt, the chain's chief personnel director

Mr van der Walt said all workers would receive the increase

Battle

He said 16 stores were closed on Friday, eight on Saturday and six yesterday. Strike action was aimed at stores in the Free State, Natal and Transvaal. Stores in the Western Cape were not affected

● No action will be taken against the 40 or so Pick'n Pay strikers who destroyed R300 worth of tomato sauce and chutney in a pitched battle with customers at Kingsburgh in Natal yesterday

The fight — during which 15 furious shoppers, many of them holidaymakers from the Transvaal, put the strikers to flight — began when a woman striker shoved a woman customer

The regional manager of Pick'n Pay in Natal, Mr Derek O'Connor, said "Feelings were running high. The shop was actually closed when it happened. We've cleaned up all the mess now and decided not to take any action"

He said the cost of repairs to about 10 vehicles stoned by the strikers was still being assessed

He was surprised by the militant attitude of the staff. "We've been open here for only six months and when we advertised for staff about 3 000 people turned up. Those who were appointed seemed very glad to have the jobs" — Staff Reporter and The Argus Correspondent

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Strike: EL shop remains closed

Dispatch Reporter
EAST LONDON — Pick 'n' Pay supermarket here remained closed to shoppers yesterday while representatives of the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) continued negotiations in Johannesburg to resolve the dispute over wage increases

The company's general manager in Port Elizabeth, Mr Terry Carroll, said yesterday he could not say when Pick 'n' Pay here would be open to shoppers again but added that he hoped the dispute would be resolved some time before today

The store's branches in Queenstown and Bisho had continued to operate normally, he said

The store's East London branch was closed on Saturday morning shortly after it had opened for business

Meanwhile, it was reported from Port Elizabeth that Pick 'n' Pay shops in the Eastern

Cape were open yesterday but employees of the Commercial, Catering and Allied Workers Union of South Africa still refused to work

The chief manager of the hypermarket in Port Elizabeth, Mr Fred Searle, said students and pupils would be employed as "casuals" to keep stores in the area open

Five Pick 'n' Pay stores in Natal were forced to close yesterday as the strike entered its fifth day. The countrywide work stoppage has cost the company millions of rands

The supermarket chain's warehouse in Prospecton and other stores, including the giant Durban North hypermarket, were kept open for trading — manned mainly by white management staff and part-time employees

Pick 'n' Pay's general manager in Natal, Mr Vernon Mitchell, said that apart from "an ugly incident" between strikers and customers at the

supermarket at Kingsburgh there had been no major incidents of violence

At Kingsburgh, irate customers — many of them Transvaal holiday-makers insisting on getting their groceries — were engaged in fist-cuffs with militant strikers

Nobody was injured but the store was closed by management "for the safety of customers and staff," he said

The stores that were closed within two hours of opening yesterday were at Pietermaritzburg, Shelly Beach, Kingsburgh, La Lucia and Empangeni

● Almost half the 2 000 workers at two National Chemical Products (NCP) plants in Germiston and Chloorkop downed tools yesterday, but production was not affected because non-striking white employees took over the work of their black colleagues, NCP managing director, Mr John Job, said yesterday

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Strike-hit stores back to normal

Labour Reporter

PICK 'n Pay stores throughout the country, hit by work stoppages over the past five days, are expected to operate normally today as thousands of striking workers return to work.

Although their wage dispute was settled at 3 a.m. yesterday following all-night talks between the company and the Commercial, Catering and Allied Workers' Union, most strikers did not return to work but attended report-back meetings.

With the exception of the Shelly Beach store, which was forced to close yester-

day because the strikers were still waiting for union confirmation of the settlement, all other stores in Natal were kept open, manned by casual workers.

Mr Jay Naidoo, local organiser of the union who accompanied the 16-man negotiating team to the wage talks, said settlement had been reached after hard bargaining on both sides.

Mr Vernon Mitchell, Pick 'n Pay's general manager in Natal, told the Mercury yesterday that he expected all striking employees to return today.

He said the chain's Shelly

Beach supermarket had been forced to close within hours of opening yesterday because the strikers refused to accept an official's word that the pay dispute had been settled.

"They wanted confirmation from a union official. Cashiers and members of head office staff who were helping to keep the store open were threatened by the strikers so we sent them home and closed the store," he said.

The Durban North Hypermarket's general manager, Mr Martin Rosen, said the store was 'very quiet' yesterday because the strikers were attending

a report-back meeting.

In the wage talks which began at 4 p.m. on Monday and ended at about 3 a.m. yesterday, the company and union representatives agreed that workers would be given an increase of R85 a month, retrospective to March 1.

The agreement would be in force until the end of February next year.

Union members went on strike last Wednesday after the company had rejected their demand for a rise of R90 a month. It instead offered R80 a month, or a split rise of R60 from March with another R30 in July.

Tense five days over as chain, union give way

See Jan 14/1986
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Mr RAYMOND Ackerman . owner of the chain store He made a controversial statement about the strike.

THE Pick 'n Pay strike ended yesterday after five days of tense drama

The strike, which started last Wednesday, was the climax of the tension that characterised wage talks between the company and the Commercial, Catering and Allied Workers Union, which started in January

Agreement was reached yesterday during talks lasting all night when Ccawusa moved down by R5 from its original demand for a R90 across-the-board increase and management moved up by R33 from its original offer of R52

It was the union's rejection of management's offer which led to a dispute being declared by the union during the middle of February

According to Mr Rene de Wet, Pick 'n Pay's personnel director, Ccawusa had repeatedly refused to give to the negotiation table to resolve the dispute

He said an agreement could have been reached much earlier and without a strike if the union had not refused to continue talking

Ccawusa applied for a Conciliation Board meeting and this was

FOCUS

By SAM MABE

granted by the Minister of Manpower on April 4 During the 30 days' "cooling off" period allowed by labour law, management revised its offer on two occasions

The first was an offer of R50 effective from

March 1 and R40 effective from October 1

The next revised offer was R60 effective from March 1 and R30 effective from July 1

The offer was rejected and on April 28 Ccawusa threatened to call a strike from Friday, May 2

Management applied for a Supreme Court interdict preventing Ccawusa from staging the strike on the grounds that it would be illegal since no ballot for the strike had been taken and the 30 days "cooling off" period had not expired

Stuck

This was conceded by Ccawusa and after the expiry of the "cooling off" period on May 4, the union decided to go ahead with the strike, which started on May 7

Subsequent negotiations failed to resolve the dispute when Ccawusa stuck to its original demand for R90, while management was offering R80 The union ar-

gued that although there was a difference of only R10, its members regarded it as a lot of money because their wages were low

The minimum wage earned by Pick 'n Pay employees was R303 a month

Disrupted

The workers resolved to stage a sit-in Some of them brought blankets to work and about 4 500 slept in the stores

In many instances business was disrupted Customers were stunned when workers in some of the 58 stores affected by the strike in the Transvaal, Natal, Free State and Western Cape, waved placards, chanted freedom songs and marched inside the stores

In some cases blows were exchanged between strikers and angry customers who had to wait in long queues because they were served by a skeleton staff of white school pupils

In Natal, 11 stores were closed on Friday resulting in a loss of R3.5 million in turnover All in all 21 stores in the group were closed

At the Sandton store there was a bomb explosion although no injury or damage was caused Some pamphlets were also found threatening those who were not on strike with the "necklace"

A Ccawusa spokesman, Mr Jeremy Daphne, said the union knew nothing about the bomb, neither was it responsible for the pamphlets threatening non-strikers with the "necklace"

Warned

The owner of the chain store, Mr Raymond Ackerman said last week that he was told by one negotiator outside of Ccawusa that the strike was part of a plan to make South Africa ungovernable

Ccawusa denied that and warned that management would be responsible if the police took action against striking workers as a result of Mr Ackerman's statement

A unique feature of this strike is that from beginning to end, police were not involved and it was resolved round the negotiating table If police could keep out of other industrial disputes the country's labour relations could change drastically



Political comment in this issue by J Latakgomo and A Klaaste Sub-editing, headlines and posters by S Matlhaku All of 61 Commando Road, Industria West, Johannesburg

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• Write to the Editor at PO Box 6663, Johannesburg 2000 Nom-de-plumes can be used but full names and addresses should be supplied or the letter will not be published

Stores hope to beat striil

strike

Labour Reporter

PICK 'n PAY management were optimistic yesterday that all their stores would open today for trading, using casual labour.

The strike is estimated to have cost the company more than R5 000 000 countrywide in lost sales . . . R2 000 000 in Natal alone.

A meeting of more than 500 Pick 'n Pay employees in Durban yesterday voted to continue their strike, but also gave the Commercial Catering and Allied Workers' Union a mandate to continue negotiations to settle the wage dispute which disrupted trading in most Pick 'n Pay stores throughout the country

Losses

Mr Vernon Mitchell, Pick 'n Pay's Natal regional manager, said last night that he was pleased with the union's decision to continue negotiations with management.

'In fact this is what we've been trying to get the union to do for the past few days. We have no objection to the workers striking, but on condition that it is peaceful and they do not victimise our customers and those who want to work,' he added.

He said the industrial action in Natal alone had resulted in losses of more than R2 000 000 but he was optimistic that stores would open today using casual labour and other employees not on strike.

Mr Jay Naidoo, branch secretary of the union, said the union had received a new mandate, but he was not prepared to disclose the details at this stage.

'We will do everything possible to ensure that the strike is peaceful and non-violent,' he said.

On Saturday only two of the supermarket chain's 11 stores in Natal opened for business after a Durban judge granted temporary interdicts against the striking workers, restraining them from using any form of violence or threats against patrons or non-striking employees of the store.

Court

Mr Justice Booysen granted the interdict at his home on Friday night after an urgent application by the supermarket chain. The interdict applied to the chain's stores in Natal.

Meanwhile 15 university students arrested by police during a picket demonstration outside Pick 'n Pay's store in the Musgrave Centre in Durban on Saturday morning are to appear in court today, a police spokesman said yesterday.

They were taken to C.R. Swart Square where they were charged with public disturbance and were later released after being served with summons to appear in court, Capt Winston Heunis said.

The top-level talks between Pick 'n Pay chairman, Mr Raymond Ackerman, and Mr Jeremy Daphne, chief negotiator of the Commercial Catering and Allied Workers' Union in Johannesburg at the weekend, failed to reach settlement on the pay dispute.

The workers are demanding an across-the-board hike of R90 a month after rejecting the company's offer of R80 a month backdated to March or a split increase of R60 backdated to March and further R30 from July 1.

The talks are to continue today.

Costly workers' strike at Pick 'n Pay stores ends: new deal on pay

E. Post 13/5/86

30 152 140 355

By CATHY SCHNELL

THE week-long strike by Pick 'n Pay workers ended today.

After talks which ended at 2.30am today, shop stewards and management representatives agreed to an R85 a month across the board wage increase backdated to March 1.

A spokesman for the Commercial, Catering and Allied Workers Union (Ccawusa) said the union's members had agreed to end their sleep-in strike today, but that workers were given the right in terms of the agreement to take the day off.

Many workers, he said, would attend report back meetings today and "get some sleep" before returning to work tomorrow, he said.

The Pick 'n Pay chairman, Mr Raymond Ackermann, said the strike had cost the company more than R7 million in turnover throughout the country and "we just have to fight to get it back".

Mr Ackermann added: "The ending of the strike is a victory for labour relations

"I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife"

A union spokesman said. "We see the settlement as another step towards a living wage for workers.

"We believe the action

taken by our members was legitimate and correct under the circumstances. Overall, the industrial action was conducted in a peaceful and disciplined manner"

A management spokesman, Mr Peter Dove, said all stores appeared to be operating normally today. They were still using casual staff and head office personnel until all the strikers arrived back at work tomorrow.

Workers at the Hunters Retreat Hypermarket in Port Elizabeth went home early today after spending the night in the canteen.

The general manager, Mr Fred Perl, said all the African staff had walked

● Turn to Page 3

Supermarket strike wins wage increase

Cape Times 14/5/86

24/1/86 152

THE five-day sit-in and sleep-in strike by more than 5 000 Pick 'n Pay workers has ended after the trade union and management agreed to an R85-a-month across-the-board wage increase backdated to March 1

Western Cape employees of Pick 'n Pay will also benefit from the wage agreement reached with the Commercial, Catering and Allied Workers Union (CCAWUSA) after exhaustive wage talks which ended at 3am yesterday.

Pick 'n Pay lost about R7,5-million in turnover during the strike, and the backdated pay rise to 13 000 workers nationwide will increase its wage bill by more than

R13-million this tax year.

A union spokesperson said the strike was significant because it was the most widespread industrial action in the retail industry in South African history

"Co-ordination of the strike over huge distances and arrangements for the sleep-in were done mostly by shop stewards. This reflects the fact that shop steward structures have now reached a high level of organization," he said

Management spokesman Mr Peter Dove said all stores appeared to be operating normally yesterday and were using casual staff and head office personnel until all

the strikers arrive back at work.

Pick 'n Pay chairman Mr Raymond Ackerman said. "The ending of the strike is a victory for labour relations

"I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife," he added

From Durban it is reported that in Natal, where the strike was most intense, losses are expected to be more than R3-million; with the hypermarket in Durban North losing about R1,2-million — Own Correspondent and Sapa

DD 14/1/86 (152) ~~152~~

Strikers back at work

Dispatch Reporter
EAST LONDON — All Pick 'n Pay employees returned to work here yesterday after negotiations in Johannesburg between representatives of the company's management and the Commercial, Catering and Allied Workers' Union (Ccawusa) management when an R85-a-month across the board increase was accepted by the union

The company's general manager in Port Elizabeth, Mr Terry Carroll, said all employees in the Eastern Cape had reported for work yesterday morning and all stores which had been closed were again open to shoppers

The situation at Pick 'n Pay stores throughout the country was expected to return to normal today as thousands

of striking workers get back to work

Although their wage dispute was settled at 3 am yesterday after all-night talks between the company and Ccawusa, most of the strikers did not return to work but attended report-back meetings

With the exception of the Shelly Beach store, which was forced to close yesterday because the strikers were still waiting for union confirmation about the settlement, all other stores in Natal were kept open manned by casual workers

Mr Jay Naidoo, the Natal organiser of Ccawusa who accompanied the 16-man negotiating team to the wage talks, said settlement had been reached after hard bargaining on both sides

Mr Vernon Mitchell, Pick 'n Pay's general manager in Natal, said yesterday he expected all striking employees to return today

He said the chain's Shelly Beach supermarket was forced to close within hours of opening yesterday because the strikers refused to accept an official's word that the pay dispute had been settled

"They wanted confirmation from a union official Cashiers and members of head office staff who were helping to keep the store open were threatened by the strikers so we sent them home and closed the store"

The Durban North hypermarket's general manager, Mr Martin Rosen, said the store was "very quiet" yesterday

because the strikers were attending a report back meeting

He expected all his employees to return today

"I can't understand why the workers did not return to their jobs. They are going to lose another day's pay," he added

In the wage talks which began at 4 pm on Monday and ended at about 3 am yesterday, the company and union representatives agreed that workers would be given an increase of R85 a month, retrospective to March 1

The agreement will remain in force until the end of February next year

Ccawusa members went on strike last Wednesday after the company had rejected their demand for a rise of R90 a month. Instead, it offered R80 a month or a split rise of R60 from March with another R30 in July

● The Dispatch's Johannesburg correspondent reports that Pick n' Pay must now count the cost of the six day strike that affected 55 stores throughout the country and spilled over into violent confrontations between strikers and customers in Natal which forced management to close stores around the country.

Pick 'n Pay pick up the pieces

With the brief but acrimonious Pick 'n Pay strike behind them, company officials are busy smoothing ruffled feathers at both management and union level SEFAKO NYAKA reports



Strikers at the Norwood Pick 'n Pay in Johannesburg slept in the store canteen during the 5-day dispute. Here they serve themselves sandwiches. Picture STEVE HILTON BARBER, Alrapix

PICK 'n PAY group chairman Raymond Ackerman was touring Johannesburg stores this week, talking to customers and trying to repair any damage done to the company's image — and its staff/management relations — by last week's brief but occasionally acrimonious wage strike.

The seven-day strike not only cost the company about R6,5-million in turnover, but it also strained staff relations, according to group personnel director, Rene de Wet.

This week, after protracted negotiations with the Commercial Catering and Allied Workers Union (Ccaawusa), the company agreed to an R85 across-the-board monthly increase, backdated to March 1.

The union had initially demanded a R90 across-the-board increase, while the company was prepared to grant a R67 increase, De Wet said.

After negotiations at the Conciliation Board failed, the union decided to go on a legal strike. Its first choice of date was the Monday following the Conciliation Board deadlock, but, said De Wet, "we applied to the Supreme Court, stating that the union had not called for a ballot and the 30-day cooling off period had not elapsed." The strike was then postponed for 30 days.

In the meantime, the company offered an R80 across-the-board increase or a two-phase rise of R60 in March and another R30 in July.

The union rejected the offer and refused to negotiate further, De Wet said.

"We then said to them that their position was like they were holding a gun to our heads and thus submitting the whole company to blackmail."

The company refused to be subjected to "blackmail" and the workers went out on strike.

The strike, involving more than 5 500 workers — mostly black, but including a handful of whites at Transvaal stores — closed 21 outlets at its height and affected more than 45 stores nationwide. Ccaawusa said the strike was the most widespread industrial action ever to have affected the country's retail trade.

Asked if it was worth the company's while to hold out for a week, De Wet said this was brought about by the unions' refusal to negotiate.

"After going out on strike we continued calling for meetings with the union, but they made it clear that they would not negotiate for anything below the R90 demand.

"It was only after we told them that they would never get R90 from us that

they went back to their members and were given a mandate to negotiate."

After sitting up for nearly the whole night on Monday, the two parties announced they had settled.

The loss in revenue might not be as great as the dent in the company's image.

At one store in Natal, punch-ups

occurred between strikers and customers.

At Three Rivers in the Vaal Triangle strikers marched up and down supermarket aisles and customers fled.

Pick 'n Pay sought various court orders to "prevent violence and intimidation from erupting" at certain

outlets.

A union representative said the union believed the demonstrations were legitimate ways to put the workers' cause.

Pick 'n Pay is presently engaged in "detailed briefing and discussion sessions with store managers to explain why the company decided to

settle and also to repair relations.

De Wet said his company has given the union an assurance that management will not subject to disciplinary action staff engaged in minor incidents which occurred during a "time of high emotions and conflict." The company will instead work towards repairing relations.

A FRESH PERSPECTIVE ON THE NATION'S CRISIS:

South Africa – The Grapes of Wrath



NEW AFRICAN, Africa's leading news magazine, focuses this month on South Africa and provides an independent assessment of the national crisis:

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STIKK

Pick'n Pay, union still bickering over strike

By Sheryl Raine

The battle to end the strike at Pick'n Pay may be over, but a war of words is still raging between the company and the Commercial Catering and Allied Workers' Union of SA (Ccawusa)

The union has called Mr Raymond Ackerman, chairman of the Pick'n Pay group, a Philistine of industrial relations and a bad loser after his comments about a five-day strike which cost the company at least R7 million in turnover

Responding to Pick'n Pay advertisements in newspapers and comments made this week, Ccawusa has warned that if Mr Ackerman wants more industrial action he is treading on the right path

Mr Ackerman has claimed that, had the strike not been resolved on Monday, "stores would probably have been set alight and lives lost"

ALLEGATIONS

The union has objected to Mr Ackerman's "repeated and irresponsible" allegations of violence, saying that striking workers conducted themselves in a disciplined and peaceful manner

In its reply to the union, Pick'n Pay said today that as the strike progressed the company had found it increasingly difficult to contain the possibility of violence

"The relative absence of violence was as much a result of management restraint and cool heads as it was due to the workers' discipline."

The company said the union's statement reflected "a fair degree of petulance"

Mr Ackerman claimed that the strike ended only when he asked union representatives if they wanted to see 21 000 people, including 14 000 blacks, without jobs and homes

The union said "We settled only after the necessary industrial action had made Pick'n Pay take the workers' demands seriously."

Worcester!
Stellenbosch, Strand, Virgi
Malmesbury, Odendaalsrus, Pa
AREA B: Bloemfontein, Ea
Wonderboom and Wynberg;
Town, Springs, Uitenhage, V
Pretoria, Randburg, Randfo
Rugersdorp, Kullis Rive
Urban, Germiston, Goodwood
AREA A: Alberton, Bellville
Superceding w.d. no's: 311

1. Additional Allowance - Bicycle

Footnotes

AREA C: In all other areas.

Worcester!

Stellenbosch, Strand, Virgi

Malmesbury, Odendaalsrus, Pa

AREA B: Bloemfontein, Ea

Wonderboom and Wynberg;

Town, Springs, Uitenhage, V

Pretoria, Randburg, Randfo

Rugersdorp, Kullis Rive

Urban, Germiston, Goodwood

AREA A: Alberton, Bellville

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AFRICA.

434 - FOOD INDUSTRY, REPUB

ACKERMAN shuns 'war of words' with unions

W/E 17/5/06
MS/06
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Weekend Argus
Correspondent

DURBAN — Last week's resolution of the Pick 'n Pay workers strike was a victory for industrial relations, Mr Raymond Ackerman, chairman of the giant retail group, said here

"Neither side won — you don't win a war," he said

Mr Ackerman told a University of Durban-Westville-Natal Building Society economic forum he did not want to enter a "war of words" with the union

The union has called Mr Ackerman a "Philistine of industrial relations" and a "bad loser" for his public claims that the strike was "broken" and that group stores would "probably have been set alight and lives lost" if resolution had not been reached. The union has said the strikers were peaceful and disciplined.

Mr Ackerman responded "We were targeted as a high-profile company and it is very difficult to come to terms in those circumstances

"I have no idea why we were made a target. The unions say that we were not and that the strike was not political but that is plainly not the case"

He wanted to pour oil on troubled waters, but it was apparent the strike was orchestrated

D/BABAS 5/13/66

Pick 'n Pay

strike in
perspectiveLABOUR
AFFAIRS
DICK
USHER

NOW that the chutney and tomato sauce has stopped flying, maybe there's space for a relaxed look at the Pick 'n Pay strike

The workers have come away with a R85 a month increase, R5 less than the Commercial, Catering and Allied Workers Union (Ccaawusa) was holding out for and R5 more than the company was offering when the strike began.

In the end, the tough line and tactics taken by Ccaawusa can be viewed as an indication of workers' determination to force the living wage issue.

It is a major element in wage negotiations in all industries as workers see their take-home pay being eroded by inflation and other factors.

For example, unionists involved in pay talks with the Steel and Engineering Industries Federation of South Africa have described the federation's pay offer as "an insult to the concept of a living wage" and many other unions are battling to convince employers of the necessity of substantial increases to keep pace with inflation.

UNDER ATTACK

Wages are clearly under attack

The most visible threat is inflation which, at about 20 percent, automatically reduces the buying power of wages by that much each year.

Even the long-awaited abolition of pass laws and influx control will probably contribute to the downward pressure.

A more hidden aspect of the attack is the homeland system.

Rebates and other inducements have encouraged industrialists to establish themselves there instead of the existing industrial areas. At the same time homeland governments have helped keep wages low by "union bashing".

Both processes have produced a flow of "cheap" imports.

Manufacturers in the textile industry, for example, are increasingly concerned by the threat these pose to their own operations. At the same time they undermine jobs and wages in the established industrial areas.

The Government policy of encouraging small business also threatens wages.

The theory behind it is that the development of the informal business sector needs to be stimulated to combat unemployment and to do this unnecessary red tape and regulations need to be eliminated — including relaxing minimum wage provisions, an obvious threat to wages in the formal sector.

The draft Temporary Removal of Restrictions on Economic Activities Bill, published recently, is seen as another prong of the attack and unionists have condemned it as a wholesale attack on wages and conditions of employment.

NEWS ANALYSIS

High profile for Ccawusa

CLAIRE PICKARD-CAMBRIDGE

THE militant stance of the country's second-largest emergent union, the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), has been highlighted recently as a result of a wave of high-profile strike actions.

There is also growing concern among employers in the retail industry who fear an increasing number of confrontations with Ccawusa as annual wage talks continue over the next few months.

Ccawusa members ended their wage strike at Pick 'n Pay stores last week, but the union is still embroiled in a lengthy strike over layoffs at Foschini. About 100 workers also went on strike on Friday over an incident of alleged racism at Checkers in Sandton, where Ccawusa is recognised.

Asked whether the fears of pending industrial action were warranted, Ccawusa organiser Vivi Masina said "There is a potential for disputes to develop at many retail companies due to poor management attitudes, especially in the area of unfair dismissals and low wages. But we cannot predict future action as this will depend on management actions and worker decisions."

Ccawusa negotiator Jeremy Daphne added: "Workers in Ccawusa have reached saturation point in terms of unfair treatment, low wages and poor working conditions. If management is not prepared to improve these conditions

through negotiation it should expect strike action."

Union spokesmen said that while average wage increases in the retail industry ranged between 15% and 20% this year, the average wage was about R300 a month.

Several retail employers believe the union's impact on the industry will largely be determined by Ccawusa's ability to sort out internal differences over policy and leadership.

Labour consultant Gavin Brown saw Ccawusa going through a change of leadership and philosophy. He believed this could either result in the consolidation of its position and the development of a more coherent policy and direction, or a fall into the trap of internecine squabbling.

"Ccawusa is also under enormous pressure because of its rapid growth and its crucial shortage of negotiating and administrative skills," he said.

The union, established in 1975, now has 52 000 paid-up members in the retail and hotel industry.

Daphne said Ccawusa had had a steady increase in growth, activity and consolidation of shop steward and administrative structures since 1981.

He stressed that while recent Ccawusa disputes with Pick 'n Pay

and Foschini revolved around wages and job losses, it did not see itself as "workerist" in outlook.

"Ccawusa is fully committed to taking up political and community issues affecting its members and playing a role in the political arena," he said.

Ccawusa leaders believe the visible upsurge in worker militancy and expectations is also due to the fact that improvements in union structures now enable long-standing grievances to be articulated.

Many employers cite the formation of the Congress of SA Trade Unions (Cosatu) as a contributing factor to the militancy of its affiliate, Ccawusa.

Daphne said the establishment of Cosatu has improved back-up and support systems when workers clash with management.

"But the militancy of Ccawusa members is rather a result of SA's socio-economic factors, continued poor shop floor conditions and improved union structures which more effectively articulate worker militancy."

Ccawusa is preparing to start wage talks with companies including CNA, Woolworths, Gallo and Edgars, while negotiations with Pick 'n Pay, Checkers, Foschini, OK Bazaars, Makro and EMI are among those which have been completed.

It is involved in continuous negotiations on pay and other issues with many companies.

AIRLINE MOVEMENTS

Monday Air Schedule	2345	0140	SA398	1215	1520	SA409	East London to Johannesburg	0930	SA41
				1540	1805	SA415		1115	SA4

Workers picket company

A GROUP of striking Sentrachem workers yesterday picketed the company's head office in Johannesburg, protesting management's refusal to accede to their wage demands.

The demonstration, which took place outside Sentrachem's offices in Anderson Street, went without incident. The placard-carrying workers called on management to accede to their demand for an across-the-board wage increase of R250.

About 3 000 workers at seven Sentrachem subsidiaries have been on wage strike since Monday last week. Their union, the SA Chemical Workers' Union (Sacwu), and Sentrachem management have deadlocked.

Strike-hit Sentrachem divisions are NCP (Germiston), NCP (Kempton Park), Satripol (Sasolburg), Fedmus (Sasolburg), Agnhold (Pretoria), Karbochem (Newcastle) and Karbochem (Sasolburg). At NCP in Germiston, strikers have been "sleeping in" since last week.

Sacwu has charged that there were pay disparities in black and white scales at Sentrachem subsidiaries. In some cases the wage gap between a black and white worker doing the same job was as high as R600, according to Sacwu. Sentrachem, asked for comment about the union's claims, indicated that the matter was not subject for "discussion through the Press".

- A national overtime ban enforced by three metal

By LEN MASEKO

unions, became effective as from yesterday.

The ban is being co-ordinated by the Steel, Engineering and Allied Workers' Union of SA (Sea-wusa), the Metal and Allied Workers' Union (Mawu), and the Electrical and Allied Workers' Trade Union.

The unions have resolved to ban overtime work in the industry because the employer body, the Steel Engineering Industries Federation of SA, would not consider any of their wage proposals. The three unions are demanding a minimum wage of R3,50 an hour.

About 400 Seawusa shop stewards unanimously agreed to implement the overtime ban during a meeting in Johannesburg at the weekend.

Talks collapse

- Talks between Seawusa and Roodepoort-based Central Brass and Iron Foundry have collapsed. The union is seeking the reinstatement of a worker at the company.

Union members employed by the company were due to meet in Johannesburg last night to discuss further action. About 80 workers employed by the company took part in a two-day work stoppage last week, protesting the dismissal of a colleague.

- Eight unionists are due to appear in the Boks-

burg Magistrate's Court tomorrow. Their appearance is a sequel to demonstration at Boksburg's Unilever, where black workers were protesting management's refusal to recognise May Day as a paid holiday.

Among the unionists is Mr James Mandaweni, president of the Council of Unions of SA (Cusa). The seven were arrested on April 17.

- A Vosloorus unionist's home was searched by unknown men while he was away at work last Thursday, his family has reported.

According to Mr Joseph Masuku's family, witnesses saw two black men accompanied by two white men break into the unionist's home.

Mr Masuku is a member of the Food Beverage Workers' Union (FBW), and was recently arrested while returning from a funeral in Kaitshong a fortnight ago.

- Cusa has dismissed reports of a split within the ranks of its affiliate, the FBW, as "untrue".

Cusa's statement follows a report quoting FBW regional chairman Mr George Nene, saying that a group of union members had resolved to join a new union to be launched by the Congress of South African Trade Unions.

Cusa general secretary, Mr Piroshaw Camay has promised union action "following the dissemination campaign being undertaken by these individuals".

Mr Nene could not be reached for comment.



CUSA general-secretary, Mr Piroshaw Camay, dismissed reports of a split.

Union turns to Industrial Court

Labour Reporter

THE dismissal of about 350 farm workers in the Mposa District near Lower Umfolosi is to be challenged by the Black Allied Workers' Union (Bawu) in the Industrial Court in Durban on May 30

Mr Bheki Khumalo, general secretary of the union, said yesterday the union would also make an application to the Court to reinstate the former employees of Zululand Creosoting Company (Pty) Ltd

He said the dispute arose after they went on strike in protest at the retrenchment of some workers on April 19

Last week a Supreme Court judge in Durban granted a temporary order restraining a group of retrenched workers from the farm from assaulting or intimidating and interfering with other workers still employed

25/5/78
W/M

1 dead, 5 hurt as shots fired at stokvel

A MEMBER of the Azanian People's Organisation was shot dead and five other people were seriously wounded when police opened fire at a stokvel in Zamdela, Sasolburg, at the weekend.

The dead man was Mr Petrus Mohlomola (26), of 2196 Proteima, Zamdela.

Those injured are Mr Moses Matla, Mr Joseph Matla, Mrs Eva Matla, Mr Petrus Mofokeng and Mr Joseph Mofokeng. They were admitted to the Sebokeng Hospital.

Three policemen's homes were set alight when a group of angry residents went on the rampage yesterday in what is believed to be a "revenge attack".

The policemen are Constable Petrus Thla-

banelo, Constable J Mashini and Constable P Mako of the Sasolburg Police Station.

A police spokesman confirmed both incidents. He said police were investigating

The unrest follows a

SOWETAN
Reporter

stayaway in support of Sentrachem workers who have been on strike for the past two weeks over wages.

Zamdela residents

have been organising stokvels to support striking workers

Mr Mzwakhe Motiane said police raided his home during a stokvel on Sunday. They confiscated liquor and fired shots at the patrons

Strike likely
to hit township

CLAIRE PICKARD-CAMBRIDGE

SEVERAL essential services in Tembisa were expected to be hit during a wage strike by more than 2 000 council employees, the SA Black Municipal Workers' Union (Sabmawu) said.

Sabmawu general secretary Philip Dlamini said council police had gone on strike on Friday and workers in other departments, including sanitation, electricity, cleansing, fire and ambulance, joined the strike yesterday.

That could not be confirmed with the council yesterday.

Dlamini said council employees were demanding a minimum pay of R700 a month, reinstatement of three dismissed colleagues and the dismissal of three white officials.

As well, three of the 15 unions party to the Metal Industrial Council have placed a ban on overtime to support demands for a minimum wage of R3,50 an hour, an increase in overtime rates and a 40-hour week.

The ban was called by the Electrical and Allied Workers' Trade Union of SA (Eawtusa), the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union of SA (Seawusa).

Paarl unrest: Two dead named by civic leaders

Staff Reporter

THE Paarl Civic Association has named two people believed to have been killed in unrest at Mbekweni township.

They were Mr Madix Mbekwa, 25, who worked for Concor-Hochtief on the Dutoitskloof tunnel project, and Mr Alfred Tembile Malusi, 46, of the Mbekweni worker's compound

Reporters visited the troubled area yesterday after reports of clashes between supporters of the United Democratic Front and Azanian People's Organisation

Casspirs and Buffel troop-carriers were standing by and police vans patrolled the streets. Several had burnt debris from barricades strewn across them

A truck lay gutted on the Newtown side of the township

A spokesman for the civic association said the two men were shot in separate incidents between Sunday night and yesterday morning

The entire workforce of Concor-Hochtief stayed away from work yesterday following Mr Mbekwa's death

Killed

A spokesman for the company said about 900 workers did not report for duty

He said "The workers' committee informed us that one of our employees was killed in the compound but we don't yet know what the circumstances were"

According to the civic association spokesman, violence

flared after UDF supporters marched into the township's Q block — an area inhabited by Azapo sympathisers — about 6pm on Sunday

The spokesman said almost all of the township's Azapo supporters fled their homes early yesterday after several houses were set alight

A long-serving community councillor, Mr Benjamin Nobula, was shot in the knee and the roof of his house was set alight on Sunday

The spokesman said the attack followed the resignation from the association of two other community councillors and about 12 members of their regional committees

A Paarl doctor said he treated eight Mbekweni residents, mainly youths, for birdshot wounds yesterday

Fear of arrest

Most had wounds in their limbs, torsos, scalps and faces, he said

People were afraid of going to hospitals for fear of being arrested. There was a heavy police presence in the township and people had difficulty getting to his surgery, he said

Progressive Federal Party MP Mr Tian van der Merwe appealed to police and residents to exercise restraint

He said distressed Mbekweni residents telephoned PFP members on Sunday night appealing to them to intervene

Police said arrangements had been made to house about 240 homeless people in tents

A spokesman said that four houses had been gutted and others damaged

THE Commercial, Catering and Allied Workers' Union of South Africa may call out its 60 000 members on a solidarity strike in an attempt to break the stalemate at strike-hit Foschini subsidiaries.

The threat follows a resolution taken by Cca-wusa members during a conference held in Port Elizabeth at the weekend.

The move to strike — in a bid to put pressure on management to rescind its decision to retrench workers at the group's stores — was unanimously endorsed by delegates at the conference, a spokesman for the union said yesterday.

Dozens of Cca-wusa members have been on strike since last month, demanding the reinstatement of their 301 colleagues retrenched "unilaterally" by Foschini. Foschini divisions affected by the strike are Pages, Markhams and American Swiss

Cca-wusa and Foschini management, which has

60 000

Sowetan 2/15/86

in plan for mass strike

152

LEN MASEKO reports on strikes and disputes

reported a sharp decline in profits, have reached a stalemate on alternatives to retrenchment

Meanwhile 2 000 members of the SA Chemical Workers' Union continued their

wage strike at seven Sentrachem subsidiaries yesterday

The striking Sentrachem workers are demanding an across-the-board increase of R250. Talks between management and the workers' union have reached a deadlock

• Sapa reports that more than 4 500 workers had stopped work at the plants of Highveld Steel in Witbank

The plants involved are Highveld Steel, Vantra, Rand Carbide and Transalloys plants.

The Metal and Allied Workers' Union (Mawu), whose members are involved in the work stoppage, said the workers were demanding the reinstatement of four colleagues who had been dismissed following an industrial action at the plants

The four were dis-

missed after a national one-hour stoppage called by Mawu to protest against Seifsa's "refusal to negotiate a living wage"

The company was not available for comment

• About 700 Mawu members downed tools at Barlow Rand Appliances in Alberton yesterday. The strikers are protesting "harassment of black staff" at the plant

Barlow Rand management could not be reached for comment

• Dozens of GEC workers were involved in a work stoppage at Knights on the East Rand yesterday, but the *Sowetan* could not establish the reasons for the industrial action

The GEC management promised to respond to a *Sowetan* inquiry, but by late yesterday it had not done so

• About 30 workers at Algarve Engineering were involved in a one-day stoppage this week.

Council workers on strike

By LANGA SKOSANA

THE entire workforce of the Tembisa Town Council is out on strike, following a dispute over wages and working conditions.

Union spokesman said the strike was initially sparked off by about 300 policemen who downed tools last Friday, demanding a monthly salary of R700, instead of the about R270 they were getting.

They were joined on Monday by workers from other departments who demanded better working conditions, the re-instatement of dismissed workers, the removal of certain white officials, the recognition of their union, the South African Black Municipality and Allied Workers' Union (Sabmawu) by the council in addition to the salary demands.

Another issue which prompted the strike, was the deduction of a day's pay from the workers' wages, because of last Wednesday's stayaway in the township.



SOME of the workers from the Tembisa Town Council who went on strike yesterday.

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4 500 steel workers on strike

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By Sheryl Raine

More than 4 500 workers are on strike at four plants of Anglo American's Highveld Steel in Witbank after the dismissal of four colleagues

Plants affected by the Metal and Allied Workers' Union (Mawu) stoppage are Highveld Steel, Vantra, Rand Carbide, and Transalloys.

"Workers are demanding the reinstatement of four workers dismissed after a national one-hour stoppage recently in protest against the Steel Engineering Industries Federation of SA's refusal to negotiate a living wage," said a union spokesman

Highveld Steel would say only that talks were continuing with the union

"All the workers who took part in the hour-long stoppage were given written warnings by the company," said the union spokesman

"Seven workers who already had warnings were then dismissed. The union's shop stewards appealed and three workers were reinstated"

"Workers at the plants have objected to the dismissal of the other four and have accused the management of being dictatorial

Death threats to nurses denied

DIANNA GAMES

21/5/16 BUS DAY
152

THE Health Workers' Association (HWA) has rejected allegations by the SA Nursing Association (Sana) that it has threatened witnesses due to appear at disciplinary hearings against nurses who went on strike at Baragwanath Hospital last year.

HWA secretary Dr Resik Bismilla yesterday said the association fully supported the right of witnesses to testify.

The Nursing Council, which is conducting the hearings, and Sana had said its members were threatened almost daily with the "necklace" and the "people's court" if they appeared as witnesses.

Nine nurses, who have employed legal counsel, have been summonsed to appear before the council charged with neglecting their patients during the strike last November.

The exact number of people to be charged has not been released but it is believed the nine are the first of many. About 800 nurses were fired from the hospital during the strike but were reinstated after a Rand Supreme Court application.

Sana president Professor M C van Huyssteen has attributed the threats to the HWA and said they were clearly aimed at preventing nurses from stating their case.

BUY DAY 2/15/81

Steel workers strike

MORE than 4 500 workers are on strike at Highveld Steel plants in Witbank to demand the reinstatement of four workers who were dismissed after a national one-hour stoppage by thousands of metal workers in April.

An Anglo American spokesman declined to comment, but confirmed that talks with the Metal and Allied Workers' Union (Mawu) were taking place.

Mawu said plants affected by the strike were Highveld Steel, Vantra, Rand Carbide and Transalloys.

The one-hour stoppage by Mawu members in April was in protest against the wage offer of the Steel and Engineering Industries Federation of SA (Seifsa).

Mawu said workers who took part were given warnings by the company. Four workers who already had warnings were dismissed.

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CLAIRE PICKARD-CAMBRIDGE

□About 3 000 workers have been on a wage strike at seven Sentrachem factories in the Transvaal, Orange Free State and Natal for more than a week. Demands by the SA Chemical Workers' Union (Sacwu) include a R250 increase on minimum rates. The present minimum is R400 a month.

□Nearly 2 000 Tembisa Town Council employees who went on strike on Monday are demanding a minimum wage of R700 a month. Sapa's Tembisa correspondent reports that workers also locked themselves inside the offices after management said pay would be deducted from workers who stayed away on March 14 to attend a funeral.

Chain store strike spreads to Durban

Mercury Reporter

BLACK workers at a West Street store of the Foschini clothing chain yesterday joined the three-week-old strike by workers from other branches in the country in protest against the company's dismissal of more than 300 employees

Mr Gordon Ngeobo, an executive member of the Commercial, Catering and Allied Workers' Union, said about 10 employees stopped work at the West Street store yesterday and distributed pamphlets

Workers are striking in protest against the retrenchment of others throughout its divisions nationwide following a deadlock between the union and Foschini management

Meanwhile Sapa reports from Johannesburg that members of the Commercial, Catering and Allied Workers' Union of South Africa are going to be asked to mount a campaign in support of the strikers, who have been out since April 28, a union spokesman said

He said the strike was called after the possibility of a reduction in the number of working hours and consequently a reduction in pay had been rejected by Foschini management

Mr T B Corlett, the Foschini Group's spokesman on industrial relations said there were 260 workers on strike at 52 of the group's 593 stores. The union had a membership of 500 of the chain's 5 000 workers, he said — (Sapa)

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Labour
beat
By LEN
MASEKO

4 500 STILL ON STRIKE AT HIGHVELD STEEL PLANTS

MORE than 4 500 workers continued their strike at Anglo American's Highveld steel plants in Witbank yesterday.

The strike, which enters its third day today, was sparked by the dismissal of four workers at Highveld Steel plants after a national one-hour work stoppage called by the Metal and Allied Workers' Union (Mawu)

Highveld Steel plants affected by the strike are Vantra, Rand Carbide and Transalloys

The striking Mawu members are demanding the reinstatement of their colleagues

The Highveld Steel management could not be reached for comment all day yesterday, as they were said to be in a meeting

- About 400 Mawu members are still on strike at three GEC plants, demanding an across-the-board wage increase of 50 cents

Mawu shop stewards were yesterday locked in negotiations with management at two GEC plants

A Mawu spokesman said

"Management at the three plants is refusing to negotiate the wage demand, claiming that they are negotiating at the Industrial Council level only and such negotiations are continuing"

- The week-old labour dispute at Sentrachem remained unresolved yesterday. About 3 000 members of the SA Chemical Workers' Union have been on a wage strike at seven Sentrachem subsidiaries since Monday last week

They are demanding an across-the-board increase of R250.

A union spokesman said that the striking workers had resolved to form support committees, which would monitor the progress of the industrial action

- The Commercial, Catering and Allied Workers' Union of SA (Cawusa) is to meet its members within the next two weeks, to decide on further action in an attempt to resolve the labour dispute at Foschini group

Cawusa organiser Mr Kaizer Thibedi said that a boycott of the

group's stores — which include American Swiss, Markhams and Pages — had been discussed with several "progressive organisations who have responded to the call"

Cawusa has threatened to call out its 60 members on a solidarity strike to force Foschini management to resolve the dispute. The dispute revolves around the re-trenchment of workers at Foschini subsidiaries

- Council of Unions of SA president, Mr James Mandaweni, and seven other trade unionists yesterday appeared in the Boksburg Regional Magistrate's Court charged under the Internal Security Act. The case was postponed to July 2

- The Steel Engineering and Allied Workers' Union of SA is locked in wage negotiations with Krugersdorp-based Pipe Couplings, where 42 union members were involved in a one-day work stoppage over wage demands this week

BUSINESS DAY, Thursday, May 22 1986

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1400
1986
GEC

GEC workers strike over wage demands

Steel plants in Witbank returned to work yesterday after a one-day strike to demand the reinstatement of four employees dismissed in April. An Anglo American spokesman said Mawu had agreed to mediation and Highveld Steel had agreed to reinstate the four, pending the outcome.

CLAIRE PICKARD-CAMBRIDGE

ABOUT 1 200 workers at three General Electric Corporation (GEC) plants in Germiston, Boksburg and Springs went on strike yesterday to demand a 50c across-the-board increase, the Metal and Allied Workers Union (Mawu) said. Company spokesmen could not be reached for

comment yesterday. Mawu's Moses Mayekiso said the three plants were refusing to discuss the union's demand on grounds that they were already negotiating minimum wages at Industrial Council level. About 4 500 striking workers at four Highveld

CMU calls off strike ballot plan

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THE Council of Mining Unions (CMU) representing about 24 000 white miners and other mining personnel, has called off plans to hold a strike ballot on Friday after a new wage offer from the Chamber of Mines

Details of the new offer have not yet been revealed. A chamber spokesman said the CMU had agreed to meet with it on Wednesday to give its response to the offer

But strike action cannot be entirely ruled out because CMU secretary Tom Neethling said last week the CMU unions were determined to get their demand and were united for the first time on their attitude to strike action.

The last fairly widespread strike by the MWU was at some Namaqualand and Transvaal mines in 1979.

● See Page 7

White miners' ballot shelved on new offer

By Sheryl Raine

A ballot to decide whether 24 000 white miners and other key white personnel in the mining industry should strike has been postponed indefinitely after an improved wage offer from the Chamber of Mines

The ballot, involving eight unions affiliated to the Council of Mining Unions (CMU), was to have been on Friday

CMU general secretary Mr Tom Neethling said today that the Chamber tabled an improved wage package on Tuesday. "They have met our demand for a 15.1 percent package. It includes a 14 percent

wage increase, a 1 percent pension improvement, and a 0.1 percent improvement to injury leave benefits

"The Chamber has also agreed to our request that the implementation date of the package be backdated to May 1. The date has been a stumbling block in negotiations"

Though the CMU has not undertaken to recommend to members that they accept the latest offer, it is being referred back to them for discussion

"If members reject the package, we will have to set another date for the ballot," said Mr Neethling

NUM, chamber to start wage talks

The first round of wage talks between the National Union of Mine-workers and the Chamber of Mines is expected to take place this week, with the NUM demanding a 45 percent increase for workers on gold mines. Other NUM demands include

- Reduced working hours from 90 hours a fortnight to 80 hours
- May 1 as a paid holiday
- Increased shift allowances and improved funeral and death benefits
- Increased annual leave to 44 days and a holiday leave allowance of 100 percent
- Six months' paid maternity leave for women workers plus a further six months' unpaid leave to accommodate illness before or after the birth of a child
- Paternity leave

23/5/86

(152)

FOSCHINI STRIKE

FINANCIAL

At the crossroads

The drawn-out dispute between the Commercial, Catering and Allied Workers' Union (Ccawusa) and the Foschini group has been overshadowed by the more spectacular Pick 'n Pay strike. But, as the spectre of a consumer boycott and widespread sympathy action rises, its effects could be far more dramatic.

The legal strike over the retrenchment of 274 workers is now into its fourth week. It follows months of talks in which the union attempted to negotiate a short-time deal in an attempt to avoid lay-offs. But Foschini contends that the nature of group operations makes the scheme impracticable.

According to company spokesman John Corlett, about 250 workers from 46 Foschini, Markhams and Pages stores, and the group's Isando distribution centre, are on strike. The action is centred on the Witwatersrand and the Vaal, with some stores in Natal and the Free State also affected.

Since the beginning of the strike the group has maintained an easygoing attitude, tolerating picketing and sleep-ins. Last week, though, it obtained an interdict to end the sleep-in at Isando which threatened to become unmanageable. Neither side has yet shown any sign of softening its position.

Corlett says that although the strike is an irritant, it actually affects less than 10% of the group's stores.

But there are indications that the strike is coming to a head. Management has previously said it was not planning to dismiss strikers. But this week Corlett told the *FM* "We are reviewing the situation daily."

And, at a weekend conference, the union decided to intensify a hitherto half-hearted consumer boycott of the group's stores. The major target is likely to be the 133 Pages stores which cater mainly for black trade. Ccawusa says the Congress of SA Trade Unions and the United Democratic Front are both supporting its cause. And the union is also threatening sympathy action at other retailers.

The strike has reached a critical stage. Resolution depends on a compromise settlement. But it has become increasingly difficult for either side to shift positions to initiate further talks. The alternative, though, is a lengthy conflict which will sap both. ■

HEALTH WORKERS

'WILL ACT'

THE Health Workers Association intends taking action against two nursing bodies over Press statements published recently concerning last year's strike at Baragwanath Hospital.

The bodies are the South African Nursing Association (Sana), which represents the interests of nurses and the South African Nursing Council (Sanca), which determines the code of ethics for nurses and takes disciplinary action where necessary.

A spokesman for the HWA yesterday said they had taken legal advice over the "unfounded claims and accusations" by both bodies made in the Press

Sowetan 23/5/86

By **MOJALEFA MOSEKI**
(Health Reporter)

recently

The HWA's response is a sequel to a statement by both bodies claiming that the HWA was "intimidating" nurses not to give evidence during a disciplinary hearing by Sanca in Pretoria starting on Tuesday.

The statement, by the nursing bodies, also said threats of "death through necklace treatment, the burning of houses and the use of

the people's court", were made against those who were to give evidence.

The HWA spokesman said Sana and Sanca were "embarrassed by the refusal of black nursing staff at Baragwanath Hospital to give evidence against their student nurses. The sisters also support the nursing students' demands and they identify with the collective action taken by the nursing students."

The HWA spokesman said his association was against intimidation of anyone in the profession and none of its members had threatened those nursing sisters selected to give evidence. He said the HWA's objectives were to:

- Support student nurses in their legitimate demands,
- Prevent and expose further victimisation of student nurses and was sympathetic to sisters/nurses refusing to testify against their colleagues.

RENE DE WET

FIN MAIL 23/5/86 (152) (scribbles)

FACE TO FACE

Assessing the P'n P strike



The *FM* spoke to Pick 'n Pay (P'n P) personnel director René de Wet about the recent week-long strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

FM: P'n P has been singled out in both of the last two major retailing strikes — the previous having been in 1984. Why?

De Wet: We were the last big retailer to be unionised by Ccawusa. Also, there is P'n P's success and the workers' perceived deprivation regarding that. But we certainly compare relatively favourably with other companies in the way we handle our workers.

Did the strike have anything to do with P'n P's image as a good employer and the effect this has had in raising employees' expectations?

Yes, I think so, and also because of our image as a family-type concern. To some extent we do tend to be paternalistic. But that is better than a cold and bureaucratic set-up. Nevertheless, there is less paternalism now that we recognise the need for negotiation. Hand-outs are out.

Could the strike have been handled differently?

We should have been more flexible about our offers. But once the workers voted for R90 "or else," a momentum was created which made a strike inevitable. It could have been avoided only if the union had changed its demand. But its leaders were carried along by the momentum of workers' expecta-

tions

It was difficult for us, too, because we understood that the demand was not unreasonable. With a minimum wage of around R300 a month, we realised we were vulnerable to comparisons with poverty datum lines, for example.

Was the strike worth it?

No strike can really be worth it. But ultimately we had to decide whether to capitulate or, as a matter of principle, try to restart negotiations. It is difficult to quantify the loyalty shown by some customers against the dissatisfaction of others, and whether turnover losses outweighed cost savings on wages. Nevertheless, I believe we made the correct decision.

How serious were the confrontations in the stores involving strikers?

One feature we did not anticipate was customer reaction. The union wanted to get the sympathy of customers but, on balance, the customers reacted in favour of P'n P. Many shopped despite the unpleasantness.

Are you saying that customers sparked off some of the incidents?

Yes. In Steeledale, for example, we had to close the store on the Saturday because there were armed vigilante groups outside wanting to get at the staff. But, in other cases, strikers forced customers' tolerance levels beyond breaking point. In Kingsburgh, Natal, strikers blocked the store entrance. Customers felt intimidated, so they reacted. On the other hand, given the scale of the strike, it passed off relatively incident-free.

Why was Natal worse than other areas?

After the 1984 strike, management in the Transvaal became more skilled in coping

with conflict. The union's approach in Natal was also much more militant. It seems that the 1984 strike made Transvaal workers more assertive and self-confident. I don't think they felt they had to reassert themselves.

At Bedworth Park, Vereeniging, the problem was eventually resolved in a novel way. The manager permitted about 50 strikers to demonstrate with placards and to sing as loudly as they liked, near the entrance to the store. In return, workers refrained from physically interfering with customers.

That was a positive development and could be a future option — if the union is prepared to negotiate such an arrangement. But we will also become more acquainted with our legal rights to control the behaviour of strikers by, for example, using trespassing laws and selective lockouts.

How are relationships between workers and store-level management now?

It varies. It is probably more polarised in the Natal stores. But even in Johannesburg there has been a management backlash. Despite great stress, however, our managers acted with tremendous restraint.

After a strike like this, it takes time to get both sides working together normally again. It is important that neither side feels that it has lost. We will continue conducting intensive training and discussion sessions with our management people. Generally, if they can talk out their pent-up emotions, things should return to normal. Afterwards, most are better for it. There is a lot more mutual respect between a more assertive worker and a manager who respects the worker and his rights.

1 300 GEC workers' strike over pay, reinstatements

23/5/86 By Sheryl Raine

About 1 300 workers are on strike at GEC plants in Benoni, Germiston, Springs, Welkom and Knights to back wage demands and the reinstatement of 48 dismissed colleagues.

The Metal and Allied Workers' Union has accused the company of "anti-unionism".

GEC managing director Mr Paul Hatty said management was prepared to negotiate and the company regarded the strike as premature and unnecessary.

APARTHEID BAROMETER

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W. Mail
23/9

86

GUERRILLA ATTACKS (Police figures)

January - April 1985: 20

January - April 1986: 75

According to the Institute of Strategic Studies at the University of Pretoria the number of ANC guerrilla attacks increased by 309 percent from 1984 to 1985. The ANC was responsible for 193 "serious acts of terrorism" since April last year, State President P W Botha said in parliament.

The head of the South African State Security Police, Brigadier J van der Merwe, said 262 ANC guerrillas have been caught or killed since 1980.

SECURITY FORCE DEATHS, INJURIES

39 SAP members died in the course of duty between June 30 1984 and June 30 1985, the Commissioner of the SAP, Gen P J Coetzee, said. Minister of Law and Order Louis le Grange said in parliament that in the unrest since September 1984, 33 security force members were killed and 584 injured while 807 police homes were attacked.

NAMIBIAN WAR

The Namibian war was costing South Africa about R3-million a day (R1,1-billion a year), according to Prof Reginald Green of the Institute for Development Studies at Sussex University. He said in a recent study that the war had cost South Africa more lives proportionately than the United States lost in Vietnam. The death toll between 1975 and 1983 was between 2 000 and 2 500 (including accidents and disease), he said.

PARAMILITARY TRAINING

A new paramilitary unit providing military training and technical skills for "under-qualified coloured men" would be established in Kimberley on January 1 1987, Minister of Defence Magnus Malan said in parliament. The first intake would be 200, but the 1988 intake would be much greater, he said.

STRIKES

678 274 work days were lost through strikes in 1985 compared with 379 712 in 1984, according to the Department of Manpower's annual report. 239 816 workers were involved in 389 strikes last year, compared with 181 942 in 469 strikes in 1984. The average number of workers per strike was 616 in 1985 compared with 388 in 1984.

UNEMPLOYMENT (Government figures)

The number of unemployed blacks in Feb 1986 was 6,3 percent higher than in Feb 1985, according to the Central Statistical Service. The number increased from 511 000 to 534 000 (8,4 percent to 8,6 percent). Last year R325-million was paid out to 426 000 people, double that paid out in 1981, Minister of Manpower Pietie du Plessis told parliament. 934 224 blacks registered as jobseekers in white areas last year, he said.

(Government unemployment figures refer only to those who register as being unemployed and do not include "independent homelands". According to some academic sources, the real unemployment figure is close to four million.)

TRESPASSING

A total of 1 565 blacks were arrested for "trespassing" between the beginning of the moratorium on pass law arrests on April 23 and May 10, Minister of Law and Order Louis le Grange said in parliament.

PERMANENT RESIDENCE RIGHTS

25 612 blacks have been granted permanent residents' rights in the black townships and 7 819 have been refused, as a result of the Rikhotso judgement, Minister of Constitutional Development and Planning Chris Heunis, told parliament.

FENCING IN THE BANTUSTANS

The government will spend R4,5-million this year on its programme of fencing in the "independent homelands", a Department of Land Affairs spokesman said. About 1 000 km of fencing will be erected.

PENSIONS

On October 1 new pension scales will come into effect. Pensions will be: whites R198, coloureds and Indians R135, blacks R97 a month.

BLACK DOCTORS AND PATIENTS

Only 256 qualified black doctors were employed in South Africa's hospitals in June 1983, compared with 9 124 white doctors, according to the Central Statistical Service. Between July 1982 and June 1983 1 880 195 black patients were treated in South Africa's hospitals, compared with 1 199 821 white patients. A total of 48 998 beds were available for blacks, 36 201 for whites, 5 550 for coloureds and 1 020 for Indians.

BANNED BOOKS, PUBLICATIONS AND OBJECTS (May 9)

Unbanned: The People are Undefeatable (Planeta Publishers, Moscow, 1983).

PRISONER OF CONSCIENCE: KHETHIWE MBOWENI

Mboweni, 28, a field worker for the Environmental and Development Agency and former SRC member at Turfloop University was featured as the WM's prisoner of conscience on March 21. After being released from detention under Section 28 of the Internal Security Act on March 20, she received treatment for severe depression. Shortly after being detained on October 18 last year she was admitted to the psychiatric ward of the Johannesburg Hospital. Five weeks after her release from detention this year she was redetained under Section 29 of the Internal Security Act (dealing with detention for interrogation). She is currently being held in Tzaneen in the Northern Transvaal. She is the mother of two children aged five and 10.

Dispatch Reporter
EAST LONDON — Re-
fuse removal came to a
partial standstill in the
city yesterday when 50
per-cent of the refuse
staff staged a work stop-
page

The acting municipal
medical officer, Mr J
Claasse, confirmed the
stoppage and said it was
in connection with a
staff dispute

He did not elaborate
because he said it was
an internal matter

Mr Claasse said it was
expected that none of
the workers would re-
port for duty on Monday

He appealed to resi-

Strike halts refuse removal

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24/5/76
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dents to "bear with the
municipality" and keep
their refuse bags prop-
erly sealed on their
properties until the mat-
ter was resolved.

"The health depart-
ment will do the best
they can in the mean-
time," Mr Claasse said

1977/11/13
Cape Times 24/5/86
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Pick 'n Pay strike at 'edge of war'

By ROGER WILLIAMS
Chief Reporter

MR RAYMOND ACKERMAN, chairman and joint managing director of Pick 'n Pay, said yesterday the recent pay dispute within the group had reached "the edge of a war situation" and he warned that if trade unions did not act responsibly "they'll kill the whole union movement".

Speaking at a Cape Town Press Club lunch he said the strike action taken by employees in the group had had definite political overtones.

He disclosed that during the pay talks, Pick 'n Pay management had been openly threatened that 40 of the group's stores would be burnt down if there was no capitulation to the workers' demands.

At certain stores there had been planned union action "to create absolute chaos, with the result that we had to close 20 stores to protect our consumers".

Management had, however, shown that while it respected the right of its staff to demand more pay, it did not respect the idea of having a pistol held to its head.

"We showed we would not be intimidated and pushed around and in the end all politics went out of the window and we agreed that both sides had won."

Mr Ackerman said the Pick 'n Pay pay dispute had been "a microcosm of what is happening in this country today".

He said that though the group had been through "an awful experience", this had not left him feeling depressed; it had in fact made him feel a bit more hopeful, as the value of the negotiating process had again been demonstrated.

Pick 'n Pay strike
at 'edge of war'

By ROGER WILLIAMS
Chief Reporter

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25/5/81
Strike one for ERAB workers

IN the first strike in the history of the East Rand Administration Board, 1 200 Tembisa Council employees locked themselves inside the administrative offices on Monday morning

The employees ^{(152) CITY PR.} believed to represent the entire black workforce - downed tools because they lost pay for attending the funerals of three township residents last Wednesday. Almost the entire township also stayed away from work.

Tembisa council officials were not available for comment at the time of going to press



NURSES' STRIKE: 9 TO FACE ACTION

A MAJOR disciplinary hearing involving nine of the Baragwanath nurses who went on strike last year starts in Pretoria tomorrow.

The action has been brought by the South African Nursing Association and South African Nursing Council.

The hearing — set for Tuesday, Wednesday and Thursday — is a sequel to a strike on November 14 and 15 last

year by nurses at the hospital.

Baragwanath nurses said they would attend the hearing in force.

"We are going to give moral support to those appearing. We are also aware that we are all on trial as the outcome of the case may be used to charge us," said a

speaker during a meeting at the hospital on Friday.

The meeting was called by the Health Workers' Association (HWA).

The HWA successfully represented the nurses during the "November Crisis" at Africa's biggest hospital. The mood was one of

anger as speaker after another slammed the hospital authorities for "harassing" the nurses.

They felt SANC aimed to charge all nurses for the events leading to the strike last year.

Among the nine nurses summoned to appear before the SANC disciplinary committee is one of the three

nurses who brought an urgent court interdict against the authorities, Mr Themba Mboho.

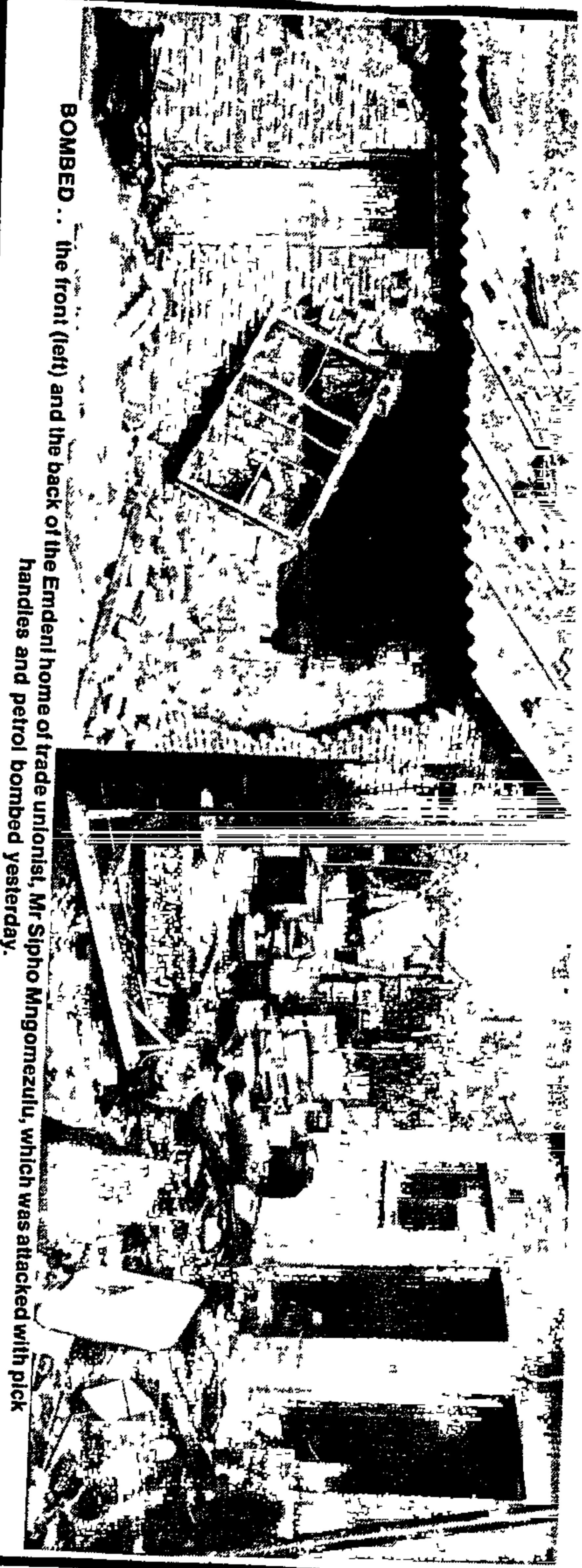
The second applicant, Mr Mabeth Nxumalo, was fired last year while the third, Miss Mordula Tshabalala, is still at the hospital. The feeling of nurses at the meeting was that

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the authorities were gunning to fire Mr Mboho. Nurses vowed to use all the power at their disposal to resist the "unfair" dismissals.

The hearing was dealt a heavy blow when the key witness for SANC refused to testify against the nurses as that "created a conflict of interests".

The witness is a nursing sister at Baragwanath Hospital who was in charge of ward 31 where Mr Mboho was supposed to work.



BOMBED... the front (left) and the back of the Emdent home of trade unionist, Mr Sipho Mngomezulu, which was attacked with pick handles and petrol bombed yesterday.

Pic MOFFAT ZUNGU

COUNCIL FIRES ENTIRE WORKFORCE

THE Tembisa Town Council has fired its entire workforce, who were striking over wage demands and better working conditions, a union official said yesterday.

Over 1 000 council employees were fired last Friday according to Mr Philp Dlamini of the SA Black Municipal and Allied Workers' Union (Sabamawu). He warned that workers at other local authorities on the East Rand may go out on a solidarity strike.

The dispute may result in the collapse of essential services in the East Rand township, which has been the scene of sporadic unrest over the past months.

Sections affected by the strike are cleansing and sanitation department, administration, police, parks and recreation, treasury and electricity. Sabamawu has given the town council until

LABOUR BEAT BY LEN MASEKO

Wednesday to settle the dispute.

Among other things, the workers are demanding the dismissal of three white officials said to use unsavoury language when talking to their black colleagues.

• The Veteeniging of

fices of Council of Unions of SA (Cusa) were destroyed by fire last week. The union federation's regional office was allegedly attacked by white vigilantes, resulting in damage estimated at R5 000.

Evict

The branch has moved into another office block in the Vaal town. The incident is seen by the union as an attempt to drive it out of the town.

• Strike-bound Sentra-chem was granted a Su-

preme Court order last

Friday, to evict workers "sleeping-in" at its Germiston subsidiary's plant. About 2 000 workers are involved.

The SA Chemical Workers' Union (Sacwu), which represents the strikers, told the *Sowetan* yesterday that soon after Sentra-chem management obtained the interdict a contingent of police accompanied by members of the SADF moved in at Germiston's NCD "to forcibly evict the striking workers" from the company's

premises

Black NCD workers, together with their colleagues at six other Sentra-chem divisions, have been on a wage strike since May 12. However, only workers at the Germiston firm had been participating in a sit-in strike.

About 2 000 Sentra-chem workers are on strike, demanding an across-the-board pay hike of R250 — an amount which their union says will help narrow the wage gap existing between black and white workers at Sentra-

chem

Sacwu has condemned the company's action, saying Sentra-chem had gone "behind the workers' and the union's back" to obtain the court order.

Failed

Sacwu spokesman Mr Mike Tsotetsi said a last-minute bid to halt the eviction of workers at NCD had failed.

• About 400 workers at Pioneer Ready Mix Concrete in Johannesburg downed tools last Thursday, in protest against the company's plans to retrench workers.

The strikers are members of the Black Allied Mining and Construction Workers' Union.

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Tembisa S.M.L. 21/3/88 152 strikers to be fired

The striking Tembisa town council employees will probably be dismissed today and a new workforce recruited, according to the Town Clerk, Mr P L Harmse.

About 1 000 council employees have been on strike since last week demanding the recognition of their trade union, pay increases, dismissal of certain white officials and the employment of more blacks in the council than whites.

"We are going to recruit a new workforce and we ask members of the public to co-operate in the meantime," Town Clerk Mr Harmse said.

Residents of Difateng, Motheong, Baca, Endulweni, Emfihlweni and Enxiweni sections which use the bucket system said there has been no removal of their night soil buckets since the strike started early last week.

Council looking for new labour

THE Tembisa Town Council yesterday began recruiting new labour to replace its 1 000 dismissed workers.

Tembisa town clerk Mr P L Harmse could not be reached for comment but the council has asked the community to co-operate while it reorganises the affected essential services.

Sections affected by the week-old strike include the cleansing department, which is responsible for nightsoil and refuse collection in the area.

Wage negotiations between the Chamber of Mines and the National Union of Mineworkers (Num) ended last Friday.

According to Num, the wage talks ended after the Chamber of Mines demanded that the union accept preconditions before negotiations could be resumed.

The union was not prepared to accept preconditions, "especially those which were designed to undermine its bargaining position".

About 700 Barlow Rand Appliances workers were involved in a work stayaway at the company's Alrode plant yesterday.

The company's black workforce — mostly members of the Metal and Allied Workers' Union (Mawu) — were involved in a one-day work stoppage last week over "the harassment of black staff" at the plant.

Mawu members at three GEC plants are still on strike, demanding hourly wage hikes ranging from 50 cents to R1. About 1 000 workers are participating in the strike, and some belong to the Electrical and Allied Trade Union of SA.

GEC management was due to meet union representatives late yesterday, to discuss wage proposals.

About 900 workers at six Pioneer Ready-Mix Concrete plants in the Transvaal are out on strike, in protest against "unfair dismissals".

27/5/86

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Steelpoort farms cutting back on black labourers

By Hannes de Wet

White farmers in the Steelpoort valley on the Lebowa border are drastically reducing the number of workers on their farms to become less dependant on black labour after large-scale stayaways by labourers.

Mr Stoffel Muller, the first farmer to suffer damages because of a petrol-bomb attack, said he was going to reduce his workforce from 60 to six.

"I have already invested in machine-

ry and made other arrangements to switch from farming peanuts and corn to cattle," he said.

"I am not going to be dependant on black labour any longer."

Mr Muller said it was true that black workers were being intimidated not to come to work "but I believe people who don't want to be intimidated will not bow before pressure".

Mrs Suzy van der Berg said her husband had decided to stop farming cotton in order not to be dependant on manual labour.

"We are going to switch to different kind of farming which will enable us to do most of the work with machinery."

She said the farm's cotton-pickers were now demanding two cents per kg more for picking cotton. The current rate is 8c/kg.

NO COMPLAINTS

"We are not going to pay them more because we know the extra two cents will just be going to the pockets of the 'comrades'."

"Our own workers told us that."

Mrs van der Berg also rejected assertions that the stayaways at Steelpoort were due to a wage dispute.

"Intimidation by the 'comrades' is behind this. Our workers never complained before and do not want to stay away."

"In any event, I know of other spots in the country where black workers are being paid much less than in Steelpoort," Mrs van der Berg said.

27/5/86 STAR 152

Replacements found for Tembisa strikers

27/5/86
S.M. By Abel Mabelane 152

Tembisa Town Council has started training new employees to replace the 1100 workers dismissed after striking more than a week ago.

The new employees were brought to the council offices in police trucks and vans yesterday morning.

Speaking on TV last night, mayor Mr Lucas Mothiba confirmed that new people were being trained to replace the dismissed workers and said the council could not allow essential services to suffer through strikes.

REINSTATEMENT POSSIBLE

Mr Mothiba said the strikers had dismissed themselves by failing to meet the council's ultimatum to return to work last Friday.

He said those dismissed could re-apply to the council for reinstatement.

The strikers demanded salary increases, recognition of their trade union — the South African Black Municipality Workers' Union (Sabmawu) — the dismissal of certain white officials and the employment of more blacks by the council.

3 000 WORKERS IN WAGE DISPUTES

LENMASEKO

ABOUT 3 000 workers were involved in work stoppage over wage demands in the metal industry yesterday.

Two companies, Barlow Rand and GEC, are locked in disputes over wage demands made by metalworkers' unions at plant-level. About 3 000 workers are presently involved at two Barlow Rand group subsidiaries, Fuchs and Barlow Rand Appliances in Alrode, and GEC plants on the Reef.

The disputes have roots in union demands outside the annual wage negotiations between the Steel Engineering Industries Federation of South Africa (Seifsa) and the metalworkers' unions.

At Barlow Rand Appliances, workers are demanding an hourly wage increase of R1,50, a bonus for R75; long service benefits

Demands

The striking GEC workers are demanding across-the-board hourly wage increases ranging from 50 cents to R1,50.

These demands are in addition to wage proposals submitted by unions affiliated to the International Metalworkers' Federation at Seifsa-level. The IMF unions,

Mawu included, are demanding a minimum wage of R3,50 an hour.

The unions, which include the Metal and Allied Workers' Union, are pressing for negotiations at company-level. Meanwhile the South African Black Municipal and Allied Workers' Union has condemned the dismissal of its 1 000 members at the Tembisa Council. The union has warned that workers at other local authorities would go out on solidarity strikes.

Sabmawu general secretary Mr Philip Dlamini told the *Sowetan* that some strikers had been ordered to vacate council-owned houses in the area. "The workers who have been ordered out the council houses are those on the fire brigade and the ambulance service," he said.

Boycott

Local residents had resolved to intensify a rent boycott in a bid to force the council to set-

tle the dispute, Mr Dlamini said.

The town council fired the 1 000 workers after they took part in a strike over wage demands and better working conditions. According to Sabmawu, the minimum salary earned by a council employee was R280 a month.

Other work stoppages

Concor group was hit by strikes at its Johannesburg, Cape Town and Westonara plants

yesterday. Members of the Building Construction and Allied Workers' Union at Concor are demanding hourly wage hikes.

Workers at six Pioneer Ready Mix Concrete are still out on strike. They are protesting "unfair dismissal".

Workers told the *Sowetan* that they had been dismissed, but this could not be confirmed by late yesterday. Pioneer plants affected by strikes are in Pretoria,

Vanderbijlpark, Vereeniging, Stillfontein, Johannesburg and Boksburg.

About 900 workers are involved in the dispute

Strike

A number of workers at Supervision Cleaning Services have downed tools, but the *Sowetan* could not establish the reasons for the action.

The Brushes and Cleaners Workers' Union is investigating the matter

The wage strike by about 3 000 workers at Sentrachem subsidiaries is still on.

About 400 members of the General and Allied Workers' Union are involved in pay disputes with Securitas at Florida

The Black General Workers' Union (Blagwu) and Raceec company in Witbank has reached an agreement over retrenchments which were to be effected this month.



SENIOR Nursing Sister, Busisiwe Makhaya is surrounded by a number of nurses after the disciplinary committee hearing in Pretoria yesterday.

PARDON FOR BARA 9

Sowetan 29/5/86 (152)

THE nine Baragwanath Hospital nurses who appeared before the South African Nursing Council's disciplinary committee on charges of improper or disgraceful conduct were cautioned and discharged in Pretoria yesterday.

The nine are Miss N Matlou, Miss K Mophosho, Miss F Morafe, Miss M T Papo, Miss M Mpshe, Mr J Nbobu, Miss P M Murodi, Miss W H Shibambo and Miss A Shilote.

The six-member committee led by the council's president Ms C I Roscher handed down a verdict after defence advocate Mr Chris Loxton and *pro forma* com-

Hundreds of nurses at hearing

By MONK NKOMO

plainant's advocate Mr J Smit SC agreed that the nurses be cautioned.

Both lawyers also agreed to withdraw two further charges in which the nurses were alleged to have wilfully and negligently failed to treat or care for patients and render the correct administration of treatment, medication and care to patients.

The hearing took a dramatic turn when Mr Loxton pleaded

guilty on behalf of the nurses to a charge of improper and disgraceful conduct. The Nursing Council alleged in the charge sheet that the accused failed to report for duty on or about November 14 last year between 7am and 4pm in ward 31 without the employer's authority.

Mrs Mildren Adelaide Makhaya, a sister tutor at the Baragwanath Hospital, pleading in mitigation for the nurses said their actions were "unanticipated" and "unplanned" and that they had no platform to air their frustrations and grievances.

"They had no platform to air their views except at large student nurse meetings where they were single voices crying in the wilderness," Mrs Makhaya said.

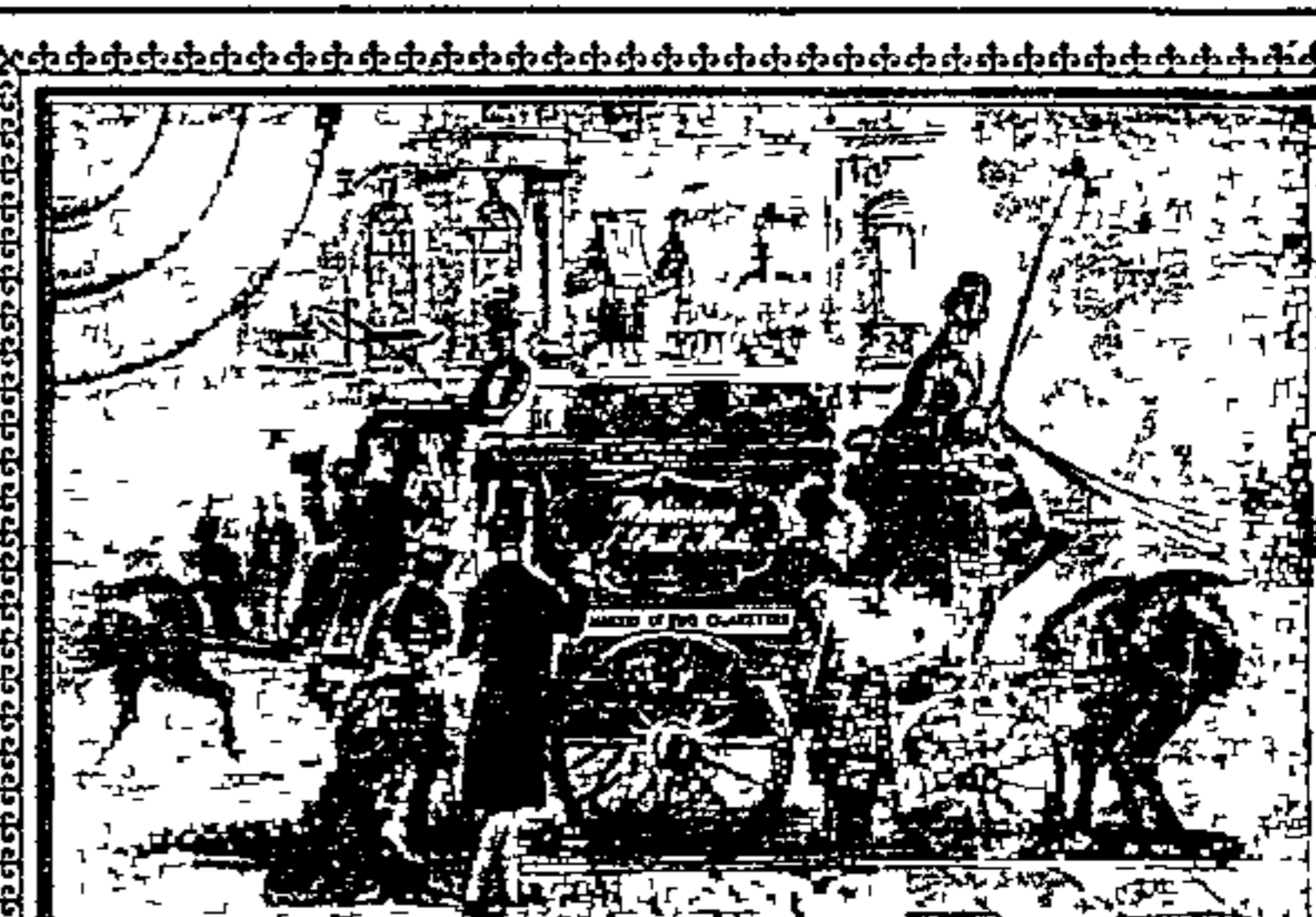
Hundreds of nurses from throughout the country were locked out of the hall which was packed almost three hours before the proceedings began.

Police

The police were condemned for their actions when they arrived outside the council's offices at about 10am and ordered nurses to leave the building corridors within five minutes.

Officials of the Health Workers' Association averted confrontation after discussions with senior officers.

Although the nurses left soon afterwards, there were still about four police vehicles near the premises. Policemen kept watch even after the hearing.



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Mthembu is killed

THE former president of the Azanian People's Organisation, Mr Khehla Mthembu, was killed yesterday by youths in Soweto, Sapa's correspondent reports.

Mr Mthembu was bludgeoned to death with stones, pangas and bricks at Emdeni High School where he was to address students and call for a truce between Azapo and the Soweto Youth Congress, which is opposed to Azapo, the correspondent reported.

The two organisa-

SAPA

tions were involved in a fierce battle at the weekend in which five people died and several houses were burnt.

Mr Mthembu was confronted by a group of armed students when he went to see the school principal.

Before he could address the students, he was chased and forced to barricade himself in the principal's office. He was then dragged out of the office and hacked to death in view of teachers and

residents.

Members of the SADF arrived a few minutes later and saved Mr Mthembu's body from being burnt.

He was an executive member of Azapo.

Last night's unrest report made no mention of the incident reported by Sapa's correspondent but said a man had been burnt to death in Soweto yesterday when a private vehicle was set alight.

In another incident in Soweto yesterday, a beerhall was extensively damaged.

Sowetan 29/5/86

DD 28/5/86 (52) (263)

Dispute: refuse workers in talks

Dispatch Reporter

EAST LONDON — Municipal refuse removal workers here returned to work this week after a partial strike which started on Friday

The director of management services for the municipality, Mr L Deetlefs, said yesterday that the strike had been called by workers after a dispute concerning their clocking-in and clocking-out pro-

cedures

"We held negotiations and discussed the problems with the workers and reached a partial agreement

"The workers returned to work on Monday with the understanding that the issue was not totally resolved, but that we would continue negotiations with them and resolve all their problems," Mr Deetlefs said

Striking workers

face dismissal

Striking workers at 65 Foschini stores nationwide have been given an ultimatum to return to work by tomorrow or face dismissal

About 250 members of the Commercial Catering and Allied Workers Union of South Africa (Ccawusa) have been on a legal strike for more than four weeks in protest against the retrenchment of about 270 colleagues

The union has repeatedly asked for the reinstatement of the retrenched workers. A job-sharing system to ensure some income for workers has been proposed. Foschini believes the system would be impracticable but has expressed willingness to discuss other suggestions from the union

A statement on Foschini's ultimatum is expected later



ABATTOIR BOYCOTT

Director 28/5/86 (152)

THE Mangaung Boycott Committee has called for a boycott of South African Abattoir Corporation products following the retrenchment of 124 workers at the company's Bloemfontein plant.

The boycott call was endorsed at a meeting in Mangaung at the weekend

The Retail and Allied

Workers' Union (Rawu) is involved in a dispute with the company over the retrenchments

The union believes the action was sparked by a work stoppage in which its members were involved

Rawu members at the plant had downed tools in protest against management's refusal to recognise their union

Not involved

Sowetan 28/9/86

THE South African Nursing Association has pointed out that it was not involved in the action brought against nine Baragwanath Hospital student nurses who yesterday appeared before the South African Nursing Council.

A spokesman for the association was reacting to a story that appeared in the *Sowetan* on Monday which said the action against the nurses was brought by the association and the nursing

council. (152) (152)
"The action was brought by the Transvaal Provincial Administration, which employed the nurses. The council is the presiding body," the spokesman said. It was incorrect, the spokesman pointed out, to say the action was brought by the council and association.

The spokesman said the association had tried everything to resolve the situation and gave help during the crisis period

Foschini threat to strikers

A SHOWDOWN is looming between the Foschini group and about 250 striking workers who have been issued with an ultimatum — to return to work by tomorrow or face dismissal.

The legal strike over the retrenchment of more than 270 fellow workers in February has been running for nearly five weeks.

Foschini's John Corlett said the ultimatum had been delivered at the weekend.

The Commercial, Catering and Allied Workers' Union (Ccawusa) has been de-

manding the re-instatement of the re-trenched workers and the implementation of a job-sharing scheme.

Corlett said Foschini believed the job-sharing scheme would be untenable, but the firm was still open to "any new and significant" suggestions the union might have to try and resolve the impasse between the parties.

Ccawusa warned last week it would be consulting members at other retail companies about widespread sympathy action if Foschini did not accede to its demands.

CHY Times
28/5/86
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Striked Nine nurses guilty

PRETORIA. — All nine Baragwanath Hospital nurses charged with disgraceful conduct at a South African Nursing Council (SANC) disciplinary hearing yesterday admitted guilt, were found guilty and given warnings

Scenes of jubilation erupted in the packed hall where the hearing took place. People sang, danced and hugged each other. The nurses faced suspension and de-registration as nurses

The council will still decide whether more nurses who allegedly participated in a strike last November should be charged, a SANC disciplinary board spokeswoman said

The admissions of guilt came as a surprise to the council, which had set aside three days for the hearing

Threatened

The council and the SA Nursing Association were compelled to release press statements recently after its witnesses were threatened with violence

At least one had reportedly declined to testify, but no testimony was required after the admissions were made

The nurses charged yesterday were Theresa Papo, Hazel Mophosho, Jeanette Mpshe, Angelina Mahlangu, Mary Matlou, Nobuntu Shimbambo, Themba Mbobo, Alice Shilote and Marjory Morodi. They were represented by Mr C D A Loxton

Five police cars were parked in the vicinity of the council's offices during the hearing — Sapa

Impromptu strike ^{STAT} (152) (9) — 9 nurses 28/5/86 cautioned

By Joe Openshaw
Medical Reporter

The strike by 800 Baragwanath nurses last year was caused by desperation — it was the “only way” they knew to express their anger with the “least harm to people and property”

The principal matron of Baragwanath Hospital, Matron Mildred Makhaya, said this in mitigation at a disciplinary committee hearing of the South African Nursing Council in Pretoria yesterday

The committee found nine nurses guilty of improper and disgraceful conduct for failing to report for duty on November 14 and 15 last year without proper authority to be absent

The nine were cautioned by Mrs Iris Roscher, president of the disciplinary committee, who said. “Proper machinery to deal with grievances was not available to student nurses.”

The hearing follows the hospital crisis in which 800 nurses were dismissed by the superintendent, Dr Chris van der Heever, after an impromptu strike.

FAILING TO REPORT FOR DUTY

The nine admitted failing to report for duty in breach of regulations. They were Jeanette Mpshe (28), Mary Theresa Papo (26), Tembo Mboho (28), Marjorie Morodi (21), Alice Shilote (25), Frances Morafo (23), Hazel Mophosho (29), Mary Maglou (24) and Nobantsi Shibambo (23)

Matron Mildred Makhaya, who holds an honours degree in nursing and is also the nurses' guidance officer, said in mitigation. “They had no platform to air their views except at student nurse meetings. They were single voices crying in the wilderness”

They had felt increasingly inadequate in trying to express their grievances. Some had also been “severely assaulted” by other hospital employees

After desperate attempts to be heard by the authorities, they had tried to approach Dr van der Heever. But they waited three hours for a meeting, after he had twice previously refused to see them

“The strike was not planned — it was a spur of the moment situation,” said Matron Makhaya

SPECIAL POSITION

Mr C D A Loxton, appearing for the nurses, argued that nurses owed a duty to their patients because of their special position in the community. And the Labour Relations Act did not allow them to strike

This meant authorities had an added responsibility to provide at all times the mechanism for the fair and proper airing of their grievances


“Their conduct cannot be condoned, but it can be understood,” he said

Mrs Roscher said “A stressful situation prevailed. Student nurses had tried unsuccessfully to air their grievances and no proper machinery to deal with them was available

“The strike had been unpremeditated and this has been taken into account.”

Mrs Roscher pointed out before the hearing that the outcome would decide how the council would proceed against the other nurses involved

Clauses that the nurses had wilfully neglected their duties were deleted from the original charge sheet by Mr Johan Smit, appearing *pro forma* for the Transvaal Hospital Services



Nurses waited outside the packed SA Nursing Council building to hear the outcome of a disciplinary hearing of nine student nurses from Baragwanath Hospital who had failed to report for duty on November 14 and 15 last year

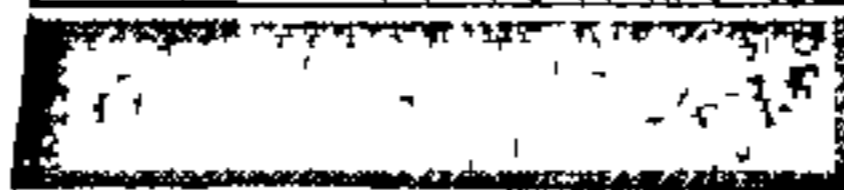
800 on strike
STAR
over dismissal
2/15/86
of 2 workers

About 800 members of the Black Allied, Mining and Construction Workers' Union (Bamcwyu) at five Pioneer Ready Mixed Concrete plants in the Transvaal are on strike following the dismissal of two colleagues at Boksburg and Johannesburg

According to workers, more than 400 have been on strike at Boksburg and Johannesburg over the dismissal of one worker at each of the plants. Another 400 from the company's factories in Pretoria, Vanderbijlpark and Vereeniging came out on Monday in sympathy.

Workers said the two workers dismissed had been accused of being drunk while on duty and misappropriating company funds respectively.

A company spokesman would not comment yesterday but said a joint statement with Bamcwyu would be released today.



More join strike at brick factory

Labour Reporter

THE Corobrik's No 1 plant at Avoca was still hit by a work stoppage yesterday as representatives of the management and strikers attempted to resolve a 'local domestic problem', Mr Ray Andrews, Corobrik's managing director, said

Mr Andrews said a 'small group of sorters' at the plant stopped work on Monday because they were unhappy with a black supervisor. They were joined by the bulk of the workers yesterday.

'Discussions are being held with the workers to try to resolve the problem,' he said, adding that production had not been seriously affected because the stoppage hit only one of the company's four plants in Avoca.

Spokesmen for the workers could not be contacted for comment yesterday.

Meanwhile, about 100 workers at the Interlex Furniture factory in Rosburgh staged a sit-in yesterday, protesting at the dismissal of about 28 employees.

Mr Daniel Soobramoney, the factory manager, confirmed that 'a small group of workers' had staged a protest, but added that the retrenchments were unavoidable.

Mr Fred Milton, secretary of the National Furniture Union, said the workers had agreed to call off their protest pending negotiations with the management.

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McNish, father of a one- appeared for the state.

Conco blames 'mischief' for dairy conflict

Labour Reporter

THE Inkatha-backed United Workers' Union of South Africa (Uwusa) has broken its silence over a union conflict which led to a work stoppage at Clover Dairies in Durban last week.

Simon Conco, general secretary of Uwusa, said yesterday the conflict was a 'storm in a teacup' and had come as no surprise to him.

'It is an attempt by mischief makers to give credibility to their predictions that Uwusa's coming into being is going to bring about violent confrontation on the shop floor,' he said.

'It is to be expected that such incidents will be blown up out of all proportion by those who feel threatened by Uwusa's muscle'

A spokesman for the Congress of South African Trade Unions (Cosatu) said yesterday that methods employed by Uwusa members to recruit workers at Clover Dairies went against the principles of freedom of association.

He said Uwusa was putting names of members of the Sweet, Food and Allied Workers' Union on its list without consulting the workers.

Mr Conco said Uwusa would not initiate violent confrontation anywhere.

'On the contrary, Uwusa will seek peaceful solutions to any problems that may arise and, if need be, it will employ all lawful means at its disposal to protect its interests and those of its members'

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29/5/86
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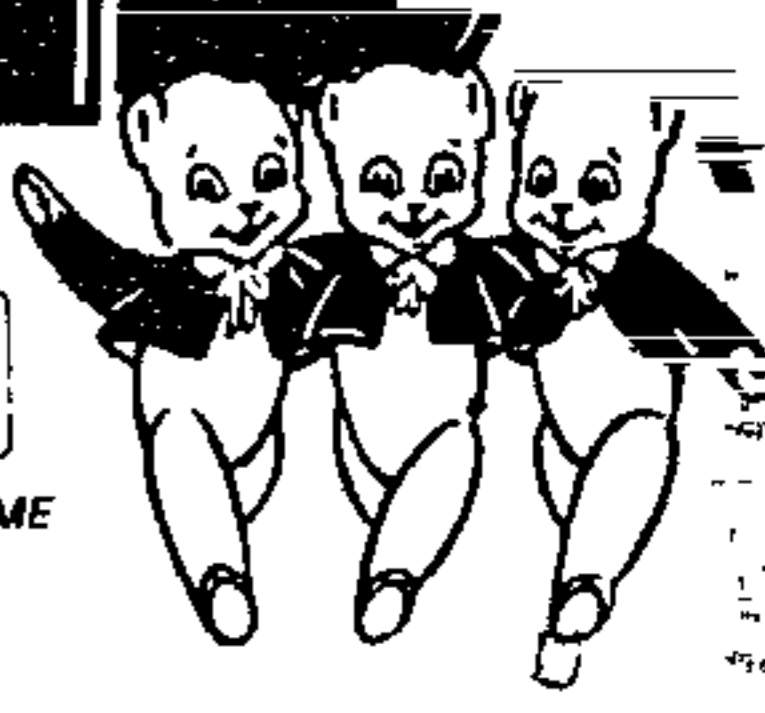
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CREDIT CARDS WELCOME





STRIKING workers at Pioneer Ready Mixed Concrete chant outside the company's Johannesburg plant yesterday. Six Pioneer plants in the Transvaal have been hit by strikes, and workers are protesting — among other things — “unfair dismissals.”

Tembisa 5 burial today

THE funerals of five Tembisa unrest victims, which were to have been held on May 14, but were postponed, will be today at the Nepo Cinema in Tembisa, Cosatu's Tembisa branch said in a statement yesterday.

The service will start at 9.30 am and the procession will leave for the cemetery at midday.

The deceased are: Mr Vincent Xaba (22), Mphitizeli Mahlangu (14), Mr Samuel Ntlantla (32), Mr Moses

Mafaisa (23) and Mr Mzwake Vikalazi (19).

The situation was still very tense in Tembisa, Cosatu said, and there was no option but to cancel the funeral two weeks ago, because it “could not afford to take the risk of burying at gunpoint.”

In the past, funerals had been held during the week, in accordance with a court order which said funerals of unrest victims may not be held on weekends or on pub-

lic holidays, but only during the week

“We appealed against this court order, but the Supreme Court dismissed our appeal with costs on Friday, May 23. We therefore have no alternative, but to hold the funeral today,” the statement said.

“We appeal to the SADF and police to keep away from the funerals, as their presence always ignites unrest and causes more deaths and injuries,” it said — Sapa.

Sowetan 29/5/86

Sowetan 29/5/86

Council wants to evict strikers

THE Tembisa Town Council is to submit an urgent Supreme Court application today, seeking the eviction of council employees from their homes.

This was disclosed yesterday by a spokesman for the South African Black Municipal and Allied Workers' Union (Sabmawu), who said about 400 workers would be affected by the court application.

Sabmawu spokesman Mr Benny Alexander said some of the dismissed council employees had already been served with notices to vacate council-owned houses.

The town council has dismissed about 1 000 workers who were on strike over wage demands and better working conditions.

Sabmawu is fighting for the reinstatement of the sacked staff as well as opposing the planned evictions.

Sleep-in

- At Alrode's Barlow Rand Engineering Manufacturing, about 700 workers have been on strike since Monday this week demanding — among other things — a wage increase of R1,50 an hour. The workers, who are members of the Metal and Allied Workers' Union (Mawu), have been "sleeping in" at the company's premises since Tuesday night.

- The Electrical and Allied Trade Union of South Africa (Eatusa) is locked in negotiations with GEC management in an attempt to resolve the strikes at the company's plants on the Reef.

- Workers at Barlow Rand's Fuchs are still on a wage strike at the company's Alrode plant.

- At Boksburg's Denver Metal Works, Mawu members returned to work this week after a three-day stoppage over wage demands.

Many ignore stayaway

Many Tembisa residents ignored a call to stay away from work to mark today's funeral of five unrest victims

Residents were at first hesitant to leave their homes to go to work, but when they realised that taxis were operating they boarded them to go to the various stations in the township

Police and members of the SADF patrolled the township and also manned a roadblock. They stopped and searched cars entering the township but allowed those going out to proceed

The funeral is that of Mr Vincent Xaba (22), Mr Samuel Hlahla (32), Mr Moses Mashisa (23), Mr Mzwakhe Vilakazi (19) and Mtutuzeli Mahlaba (14)

● There was a partial stayaway in the Parys township of Tumahole today. Security forces patrolled the area

The stayaway was provoked by the destruction of a park built by the community as part of a clean-up and township improvement campaign launched by the Tumahole Youth Congress

29150 BU DAN (152) 111
Sentrachem strikers face axe

Business Day Reporter

THOUSANDS of striking Sentrachem workers may not get their jobs back once the present wage strike is over.

Industry sources say some Sentrachem plants are enjoying record production during the strike and the company may decide the strikers are not needed. An estimated 3 000 workers are on strike at seven Sentrachem plants.

The sources say that through being forced to re-assess its manpower needs during the strike — which went into its 17th day yesterday — the chemical man-

ufacturer has discovered that many jobs are superfluous.

They add that with no shortage of hired labour available, all Sentrachem's plants are running "very well indeed" and that the company may consider greater mechanisation to further boost productivity.

Sentrachem officials were not available for comment last night.

● See Page 11

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30/5/68

Sowetan

(152)



Report incorrect

AN article which appeared in the *Sowetan* on Wednesday stating that the Manguang Boycott Committee has called for a boycott of South African Abattoir Corporation products following the retrenchment of 134 workers at the company's Bloemfontein plant was incorrect.

The 134 workers have not been retrenched, but they have been dismissed following a work stoppage in which the members of the Retail and Allied Workers Union (RAWU) downed tools in protest against management refusal to recognise the union.

BUNDAY

Strikers defy management

152 ~~152~~ 305/86

CLAIRE PICKARD-CAMBRIDGE

MOST Foschini workers, who have been on a five-week strike over retrenchments, defied a management ultimatum to return to work yesterday.

Foschini group industrial relations manager John Corlett said 20 of the 250 striking workers signed undertakings indicating they would return to work.

Corlett said Foschini had already dismissed some employees who had returned, but refused to sign the undertaking. He said: "We are dealing with employees on an individual basis."

Corlett said Foschini was unwilling to meet the Commercial, Catering and Allied Workers' Union (Ccawusa) request for a meeting on Monday unless the union had new suggestions or a change in their position by last night.

Ccawusa could not be contacted for comment



SOME of the Diepmeadow Council workers who have been on strike since last week.

thens
ader

400 down tools over increment

152
260

ABOUT 400 Diepmeadow Town Council workers have downed tools, demanding pay increases.

The striking workers, mostly members of the National Union of Public Service Workers (Nupsw), are demanding an across-the-board pay increase of 60 percent. Affected by the strike is the council's Cleansing Department, which is responsible for refuse collection and other maintenance duties in the area.

Nupsw spokesman Mr Steve Mohamme told the *Sowetan* that the union had sought a meeting with the town council, where workers' grievances would be discussed.

The Diepmeadow workers began their wage strike on Tuesday last week.

• Production at Corobrik's Durban plant was affected by a strike by 150 workers yesterday. The work stoppage began on Monday when a small group of workers stopped work because they were unhappy with a supervisor. Other workers at the plant joined the strike on Tuesday this week.

The company had set several production records by using temporary labour during the strike period, a spokesman said, according to the SABC Radio news reported this week.

• Concor management had promised to reinstate dismissed strikers at its Westonaria and Amalgam plants, the Building, Construction and Allied Workers' Union said. However, according to the union, the striking workers were locked out when they reported for work yesterday.

• Three GEC plants are still affected by strikes, with workers demanding — among other things — hourly wage increases ranging from 50 cents to R1,50.

• White mine employees were strongly in favour of strike action should agreement not have been reached this week between the Council of Mining Unions and the Chamber of Mines, reports Sapa.

The council's chairman Mr Arrie Paulus said yesterday a strike ballot would have resulted in a definite "yes" vote from its 24 000 members.

• The strike by about 900 workers at Pioneer Ready Mixed Concrete plants in the Transvaal continued yesterday. The striking workers are demanding the reinstatement of their colleagues.

• About 700 Barlow Rand Manufacturing workers continued their sit-in strike at Alrode, over wage demands and better working conditions. The workers demand an hourly wage increase of R1,50 across-the-board.

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Workers strike

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NAME: M. M. M. M. M.
 ADDRESS



Record Week Strengthens Old Mutual's Position as Market Leader

Old Mutual recorded its best ever sales performance last week and sold new individual life policies totalling over R16,6 million in premiums in only five days, breaking the previous record set at the end of February this year.

This achievement can be attributed to Old Mutual's...

SOME of the Diepmeadow Council workers who have been on strike since last week.

400 down tools over increment

ABOUT 400 Diepmeadow Town Council workers have downed tools, demanding pay increases. The striking workers, mostly members of the National Union of Public Service Workers (Nupsw), are demanding an across-the-board pay increase of 60 percent. Affected by the strike is the council's Cleansing Department, which is responsible for refuse collection and other maintenance duties in the area.

Nupsw spokesman Mr Steve Mohammed told the *Sowetan* that the union had sought a meeting with the town council, where workers' grievances would

Foschini STRIKERS 152 aim to 30/5/84 hold out

By Mike Siluma

About 250 members of the Commercial Catering and Allied Workers' Union (Ccawusa), who yesterday defied a Foschini management ultimatum to return to work, have vowed to continue with strike action until their demands are met.

The workers were given the ultimatum on Wednesday after striking in solidarity with colleagues retrenched by Foschini in February.

They insist that the group did not fully explore all alternatives before laying the workers off and have suggested that a job-sharing scheme be implemented instead. Foschini maintains that the scheme is impracticable.

MONITORING

"Such retrenchments need to be avoided since they involve workers losing their jobs through no fault of their own," the company said.

A Foschini spokesman said that management was monitoring the situation and a decision would be taken later.

● Agreement has been reached between Ccawusa and the management of Allied Publishing after two months of wage talks.

The agreement, under which about 1 200 Transvaal Ccawusa members will get a 13 percent rise, will raise the minimum wage at the company to R400.

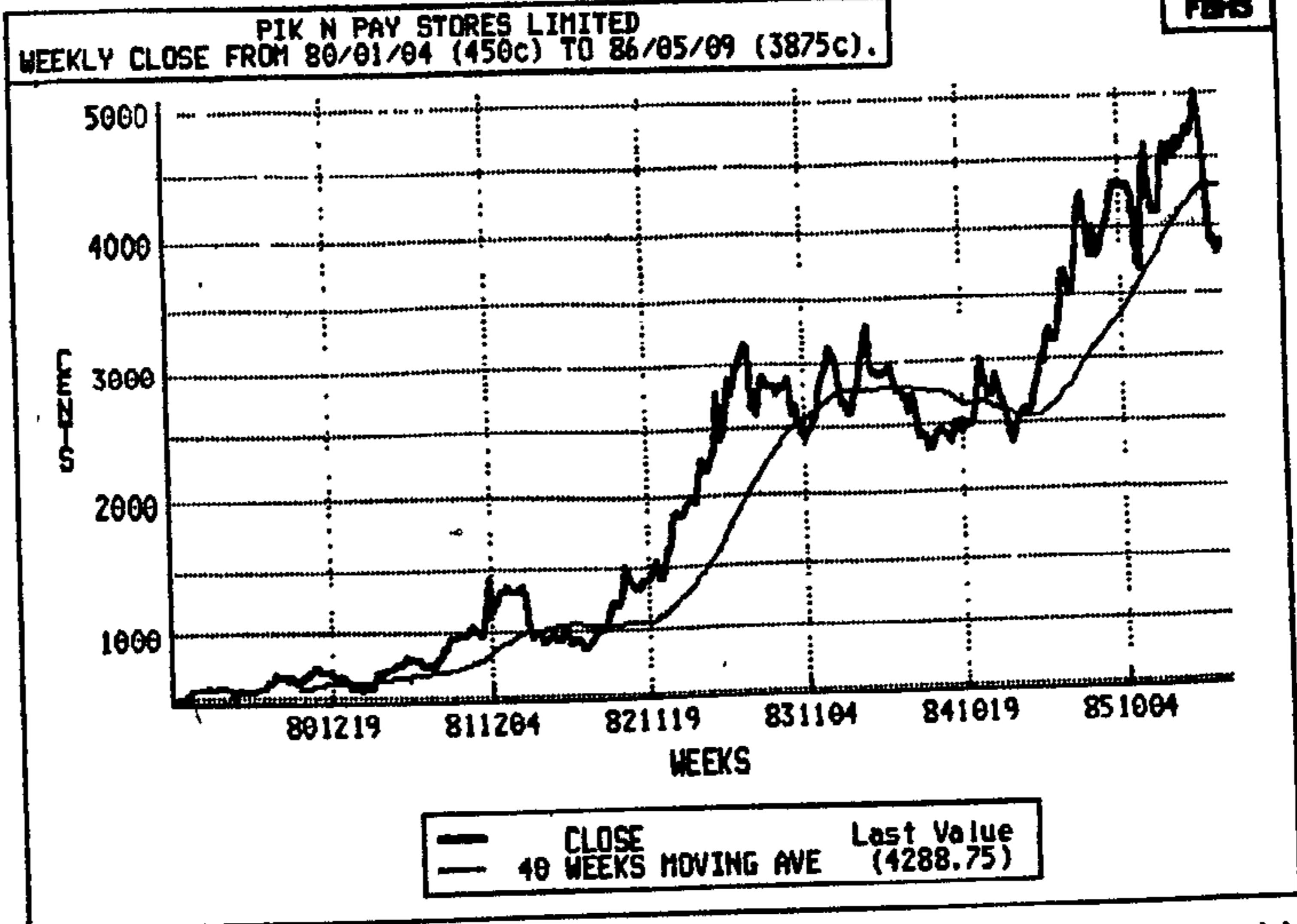
Ackerman sees a role in politics

The chairman of Pick 'n Pay, Mr Raymond Ackerman, is interested in taking a more active part in political affairs, but he has no intention of joining any political party.

He said this after a Pick 'n Pay shareholder, Mr I Goldberg, suggested at the company's annual general meeting in Cape Town yesterday, suggested that he should take a more active role in the political life of the country.

Mr Ackerman has been extremely active overseas representing the South Africa situation to trade groups and other interested parties. On Monday he leaves for the United States where he will address nine important business groups on the need to maintain American investment in South Africa.

He said it was not his idea to get deeply involved in party politics, but he was edging towards an increased political role.



Pick 'n Pay's share price climbed steadily from 1980 until a few weeks ago, rising from below 1000c to 5000c. However, its 1985-86 profits though good in the circumstances, were below market expectations and this has caused the share to be re-evaluated leading to its recent decline, as this Fergusson Bros, Hall, Stewart and Company graph shows.

Strike cut Pick 'n Pay profits by R1 million

By DEREK TOMMEY
Financial Editor

THE Pick 'n Pay strike two weeks ago cost the company about a R7 million to R8 million in lost turnover, and possibly about R1 million in lost profits, said the chairman, Mr Raymond Ackerman at the annual meeting in Cape Town yesterday. However, the affected branches were getting back to normal far more easily than had been expected.

Mr Ackerman said that the company could have avoided the strike. The R90 a month demanded was not an outrageous figure. But after two days of deliberations, the directors decided there was a principle involved and that the company should not give into the union.

"We had a pistol to our heads and we could not take that," Mr Ackerman said.

"Unions had a right to make demands but they must learn to negotiate.

"The staff did not want a strike, but the union leaders in the stores are powerful figures."

Mr Ackerman said the company had been targeted. There was no other reason for the strike. The company's general wage level was about 40 percent to 50 percent higher than that of other retail chains, with one or two possible exceptions.

Mr Ackerman said the company decided to

take on the strikers because it had a priority to ensure that it was not looked upon as having a soft-underbelly.

"Only a threat of dismissal brought the strikers to the negotiating table."

Mr Ackerman said the lesson from the strike was not that white leaders had to put out a hand, but that black leaders had to do so too.

"We had an enormous job getting union negotiators to the negotiating table"

The unions' attitudes were not helping the unemployment situation. "They are only going to exacerbate it."

Mr Ackerman said he was delighted with the results for the year ended February. Other chains dropped profits. Pick and Pay's were up, though by a smaller percentage than before.

Sales since the start of the current year were well up on last year though conditions were much more difficult.

Cape Town's second hypermarket, at Ottery, would open later this year and would be a competitive force in the area — ever against its own supermarkets. But the group thrived on competition, he said.

Though new store openings were down on last year, many existing stores were being refurbished and the company was poised for a satisfying year

W/E AAGWS 31/5/86 (152) (209)

June 16 and May 1 as holidays

By Mike Siluma

The Textile Workers' Industrial Union of S A (TWIU), which dis-affiliated from the Trade Unions Council of S A (Tucsa) at the weekend, has called for the recognition of May 1 and June 16 as paid holidays

The union, at a congress in Cape Town, also called for the immediate withdrawal of the army and police from townships and schools, saying the security force presence was "highly intolerable and aggravates the problems our members are facing"

It demanded the total scrapping of apartheid, which, it said, could not be reformed.

While reiterating its political non-affiliation, the TWIU said matters affecting the lives of its members could not be ignored

The union condemned the "senseless killing of people and the burning of homes and possessions", in particular the violence which broke out in the Crossroads squatter camp recently

TWIU secretary Mr Norman Daniels said this week it had decided to leave Tucsa because of "the irrelevance of Tucsa in our members' fight against apartheid"

The union also called for a strike for the working week for textile workers for 40 hours

The image shows a highly rotated and mirrored document, likely a financial ledger or payroll sheet. The text is oriented vertically on the page. Legible labels include 'Grade IV', 'Grade III', 'Grade II', 'Grade I', 'Assistant', 'Listmaster', 'Master Blaster', 'Smith Divt', 'Tool Handler', 'Grade IV', 'Grade III', 'Grade II', 'Grade I', 'Tool's Asst', and 'Grade IV'. The data consists of numerical entries, possibly representing hours worked, wages, or other financial metrics, arranged in rows corresponding to different job titles or grades.

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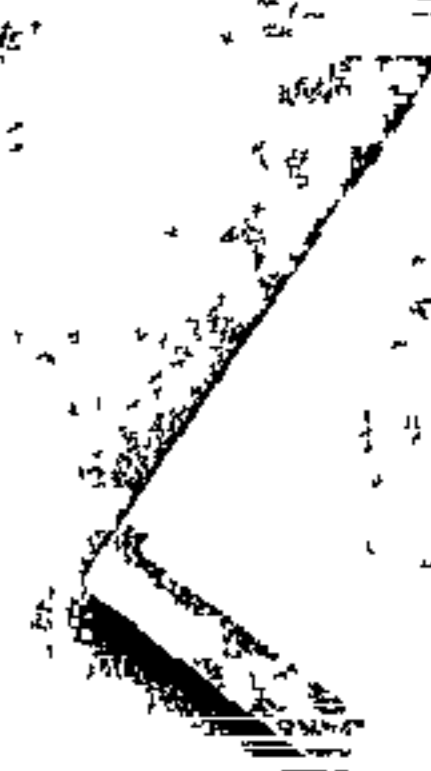
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INDUSTRIAL RELATIONS - STRIKES

1986

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The fight goes on, say Bara workers

By NURSA KUMBE

HEALTH workers' organisations this week welcomed the decision by the SA Nursing Council to censure and discharge the nine student nurses charged with "patient neglect" during last year's Bara strike.

But the workers are still pressing for the reinstatement of Macbeth Nxumalo, who admitted in the Supreme Court earlier this year that he took part in the strike.

They warned that "the entire unhappy episode will come to an end only when all grievances have been met and Nxumalo reinstated. Until then, the fight goes on."

Dr Abu-Baker Asvat of the Azapo Health Secretariat said this week's SANC decision was "the only one they could have made".

He warned that any other decision would have "precipitated another crisis in the black hospitals".

A Health Workers' Association spokesman said while they welcomed SANC's verdict, they challenged the "authorities' concern to address grievances that contributed to unrest in the hospital."

He criticised SANC and the SA Nursing Association - the two bodies which monitor the ethical conduct in the profession.

"They talk about ethics instead of addressing themselves to the question of apartheid nursing," he said.

39

Superblue

SUN

Puts BRIGHTNES

OKO

PUTS BRIGHTNES



Foschini agrees to refer dispute to mediation

Foschini has agreed to a request from the Commercial Catering and Allied Workers Union of SA (Ccawusa) to refer a dispute about retrenchments to mediation.

In any while, 13 trade union members have been arrested outside Foschini stores in the Transvaal since last week.

Mr Kaizer Thbedi of Ccawusa said the workers had been peacefully picketing outside the stores when

police were called in and the workers arrested. He said two people had been detained under section 50 of the Internal Security Act in Carletonville. Police have been unable to confirm the detentions.

The dispute centres on the company's retrenchment of about 270 workers. Ccawusa has proposed that the retrenched workers be reinstated and a job-sharing system introduced. The company believes the system would be impracticable.

152

M/43/5/86 (152/1)

Drivers expected back today

Labour Reporter

The management of one of Durban's largest bakeries, BB Bread Ltd, was optimistic today that its drivers would return to work today after a strike in protest against a dismissal. BB Bread delivers in Durban and surrounding areas. Deliveries were disrupted when about 100 drivers struck yesterday. Many shops were left without bread and other bakeries were faced with a big demand. Officials of the Sweet, Food and Allied Workers Union could not be reached for comment, but one of the strikers said drivers and delivery staff had refused

to start work at 5 a.m. unless dismissed drivers were reinstated. They also demanded the dismissal of a white manager, who had allegedly been involved in this matter. Mr Justice Grant, managing director of BB Bread confirmed that the drivers and delivery staff refused to work in protest over a disciplinary matter. Negotiations between the drivers and management are taking place, and officials are hopeful that things will be back to normal today. Other bakeries in Durban have been supplying the cafes and supermarkets to cover the shortfall, he said.

SACKING OF 1 000

- PLEA TO COUNCIL

PAMPHLETS distributed by the Tembisa Municipal Workers' Support Committee demand the reinstatement of 1 000 Tembisa Town Council employees who have been dismissed.

These workers were fired after they went on strike over wage demands and better working conditions.

The sacked workers also demand the recognition of their union, the SA Black Municipal and

By ^{SOVEREIGN} LEN MASEKO
 2/1/80
 Allied Workers' Union (Sabmawu), which yesterday reaffirmed its willingness to negotiate with the town council.

Sabmawu's publicity secretary, Mr Benny Alexander, claimed that the striking workforce had been warned by some "white supervisors" that a "vigilante-type" action would be taken against them if they continued their strike.

- Meanwhile, refuse collection has come to a standstill in Diepmeadow following a wage strike by the council's 400 workers. The Diepmeadow workers, who downed tools a fortnight ago, demand a 60 per cent wage hike.

- Only "a few hitches" prevented striking workers from returning to work at seven Concor plants in the Transvaal yesterday, said a spokesman for the Building, Construction and Allied Workers' Union.

The strike at Concor was sparked by workers' demands for an across-the-board hourly wage increase of 70 cents.

- About 100 drivers from a Durban bakery went on strike yesterday in protest against the dismissal of one of their colleagues.

- About 700 members of the Metal and Allied Workers' Union at Barlow Manufacturing in Alrode are still on strike, demanding, among other things, an across-the-board wage increase of R1,50 an hour.

- The wage strike at three GEC plants continued yesterday. Striking workers demand, among other things, hourly wage increases between 50 cents and R1,50.

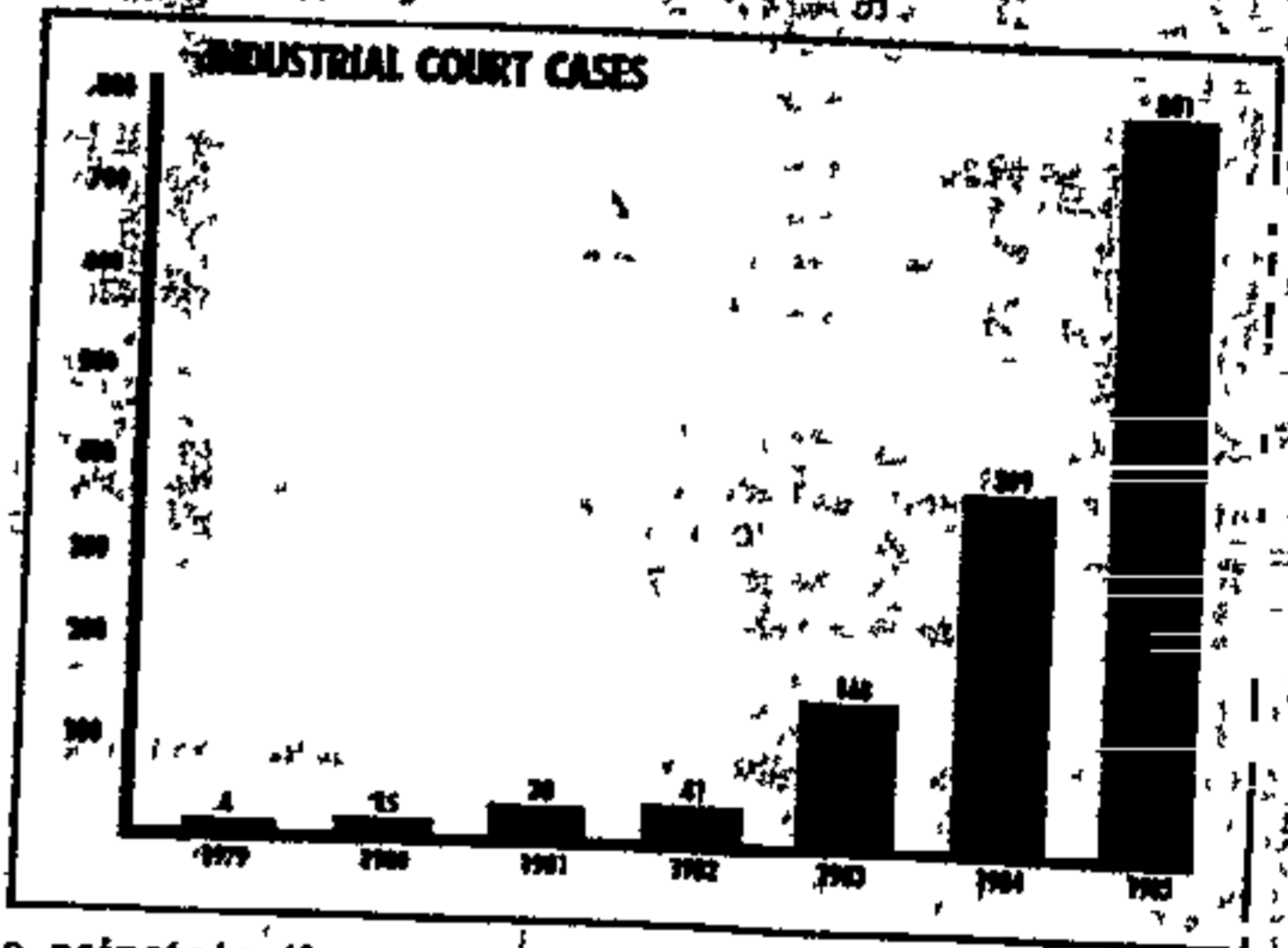
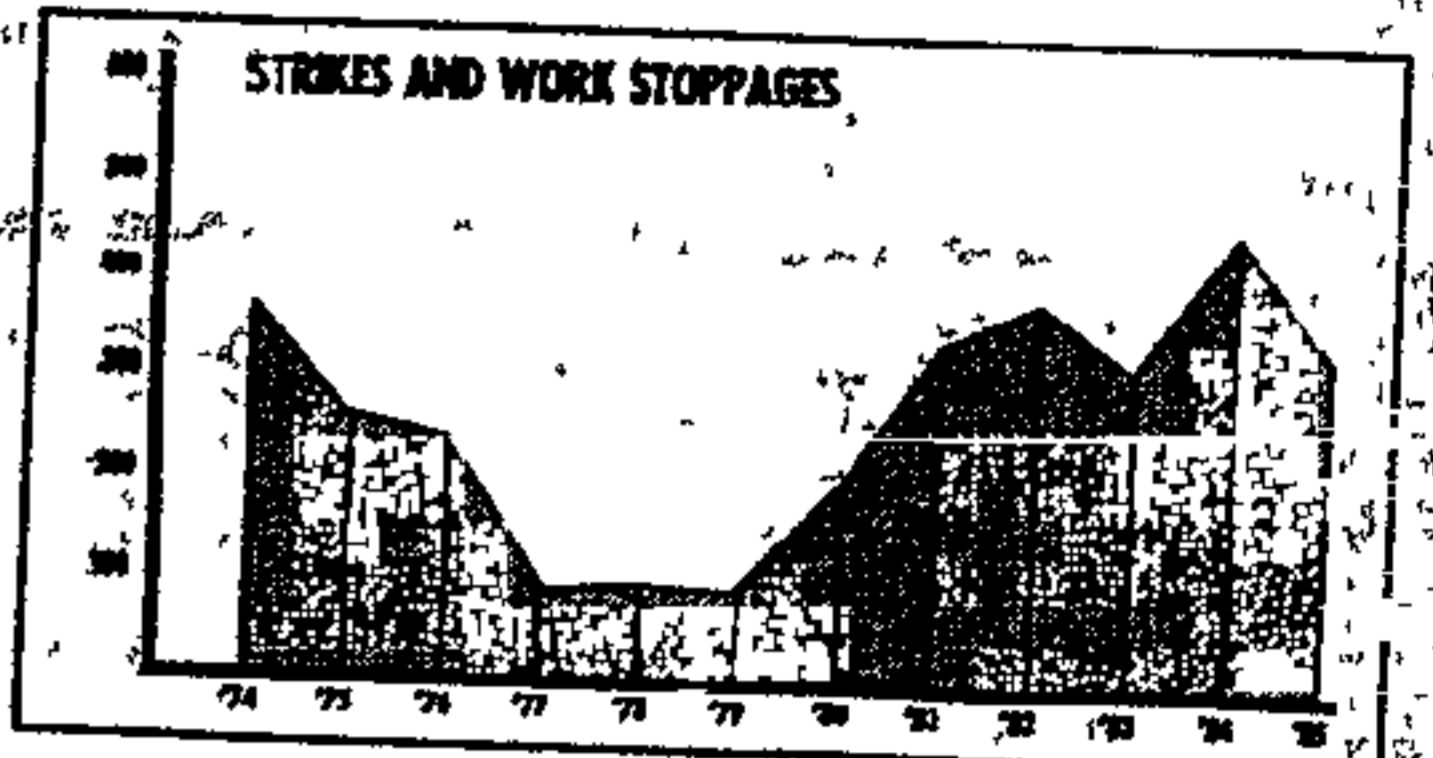
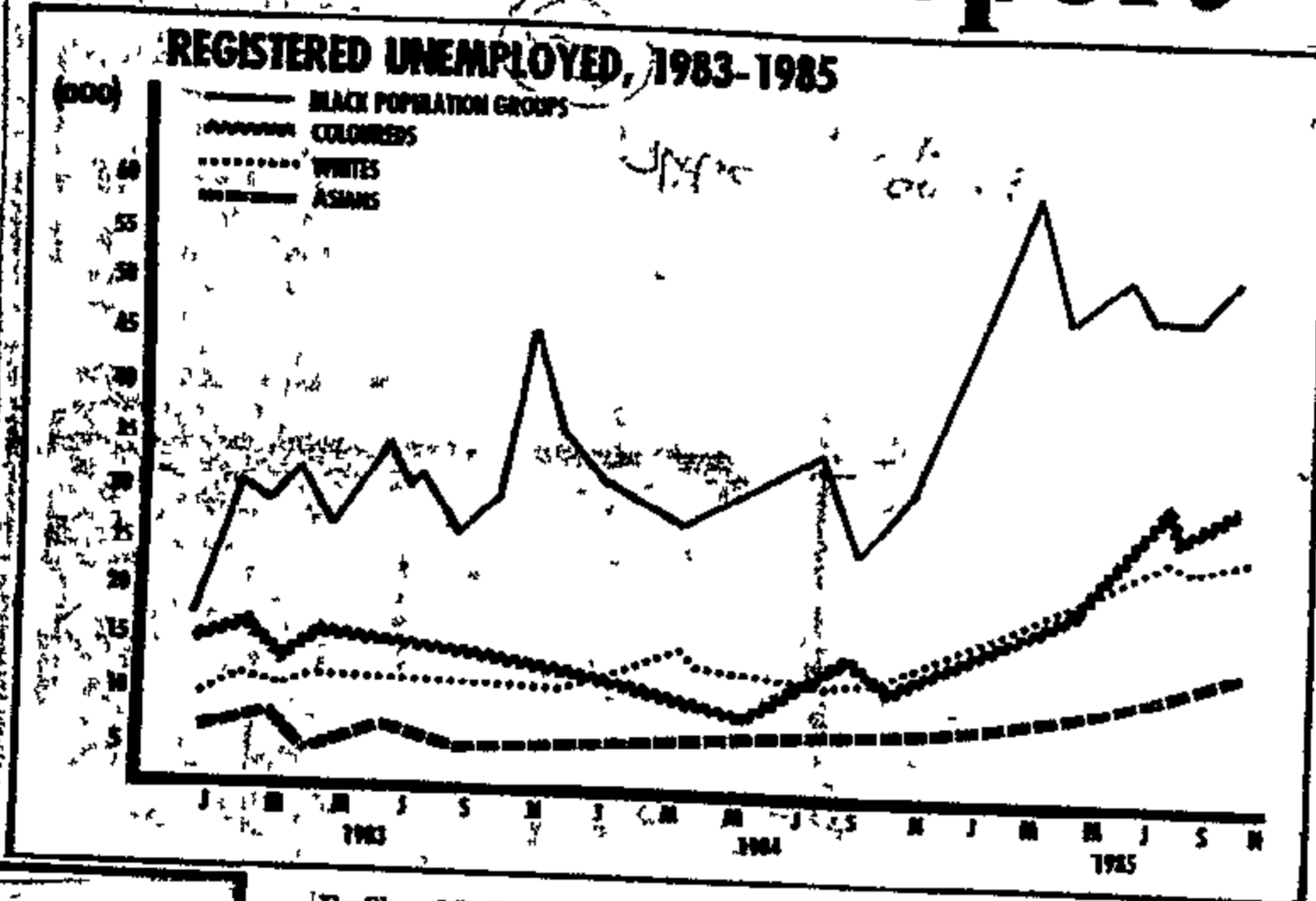
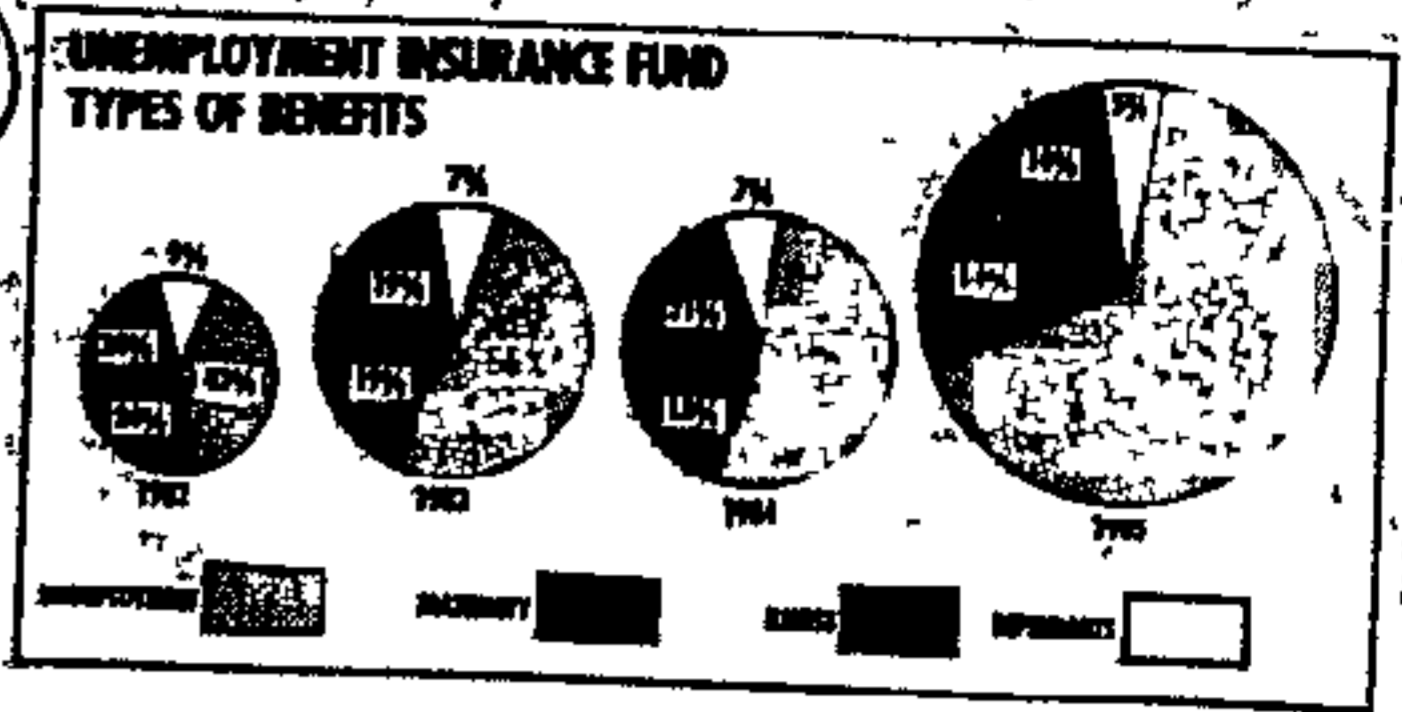


STRIKERS at Barlow Manufacturing in Alrode who have refused to resume work until their demands are met

• A new union in the food industry, uniting three existing unions, was formed in Cape Town at the weekend. The newly formed Food and Allied Workers' Union combines about 50 000 in the industry from the Sweet, Food and Allied Workers' Union, the Retail and Allied Workers' Union, and the Food and Canning Union.

Number of strikers has increased 10-fold in 10 years, says annual report

STAR 3/6/86 152



By Sheryl Raine
Wages and pay-related issues were the major causes of strikes last year, the director-general of the Department of Manpower has disclosed.

'Unemployment led to increased unrest' as 200 000 jobs in industry vanish

In his annual report Dr Piet van der Merwe noted that although there were fewer strikes and work stoppages in 1985 (389) than in 1984 (469), more people were involved in strikes last year than ever before.

Last year, 239 816 people went on strike compared with 23 323 a decade ago. The average number of employees per strike increased from 388 during 1984 to 616 during 1985. While only 26 strikes involving more than 1 000 employees took place during 1984, 40 such strikes occurred during 1985.

Disciplinary

Most strikes last year lasted for only a day or less and involved less than 100 workers. Only six strikes lasted for longer than 14 days and only 21 involved 2 000 workers or more.

Apart from wages and allied matters, disciplin-

ary measures by employers were also an important cause of strikes last year.

Worst hit by industrial action was the manufacturing sector. The mining sector, which was less affected by the economic recession than any other sector, was also hard hit.

Unemployment increased dramatically last year and heavy demands were made on the Unemployment Insurance Fund. More than 200 000 jobs disappeared, the iron and steel industry accounting for the loss of 23 000 and the civil construction industry for 40 000. Many other industries like the motor manufacturing sector and allied industries were also affected by poor economic conditions.

Dr van der Merwe noted that the large number of unemployed had possibly contributed to the unrest in the country.

The nature and extent of strikes last year has led to a re-examination of the dispute-settling procedures laid down in the law.

The National Manpower Commission is investigating the following with a view to improving the dispute-settling system.

- Decriminalising strikes
- Workers' rights to stage sympathy strikes and the consequences of such strikes
- The rights of an employer legally entitled to dismiss an employee who strikes illegally while, at the same time, the Industrial Court has the power

to reinstate the employee.

● Intermittent strikes.

Rivalry growing

Dr van der Merwe noted there had been a marked increase in the membership of trade unions. The largest increase occurred among blacks who had joined unregistered trade unions. There had also been an increase in the number of trade unions which had opened their membership to all population groups.

There were now about 1,9 million trade union members, constituting about 21 percent of the economically-active population. Trade union rivalry was growing.

The number of trade unions using the statutory dispute-settling machinery has also increased. There were 514 applications for conciliation boards last year compared with 279 in 1984 and just 29 in 1979.

More violence sweeps wide areas of SA

Wave of boycotts gains momentum

3/6/76 STAR

(334) (250) (152)

Staff Reporters

A new wave of boycotts and violence is hitting South Africa.

Stonings, petrol bombings, police action, work stayaways and consumer boycotts are racking large tracts of the country.

The latest upsurge of violence is in strife-torn kwaNdebele in the wake of opposition to plans for the region to accept independence in December.

Sunday night, scores of people have been injured and several are feared dead in bloody clashes between security forces and youths.

A three-day work boycott started yesterday.

Consumer boycotts are hitting centres in the Transvaal — among them Potchefstroom, Boesburg, Springs and Nigel.

The South African Civic Association (SCA) has called for a rent boycott until its demands are met by Soweto councillors and the Government.

Among the demands are that all councillor resignatures be dowered, pensioners should not have to pay rent, refuse be collected and street lights installed. They also want troops to leave the township.

Police said today that during the looting of a Soweto liquor store, West Rand Development Board police used birdshot to disperse a mob, and a man was arrested when a mob tried to set a liquor store alight.

Charred body found

At least nine Soweto bottle stores were looted yesterday and during the weekend.

The Soweto areas affected by unrest are Diepkloof, Mofolo, White City, Jabavu, Molapo, Dobsonville, Senzoana, Merafa, Zola and Naledi.

Almost all the bottle stores owned by the West Rand Development Board are closed and under guard.

Police said the charred body of a man was found in the town of Guguletu in the Western Cape.

The petrol bombing of a taxi was also reported in the Western Cape.

At Marabathun, a mob of youths looted a public building.

The SAP dispersed the mob with a round of birdshot, wounding a man, the police said.

At Mankweng, near Tzaneen, a man was wounded when police dispersed a mob with tear gas.

Policeman attacked

Scores of kwaNdebele villagers were wounded and several others feared killed during fierce clashes between security force members and youths on the eve of the three-day work stayaway which began yesterday.

Many youths and elderly men have also been reported missing from their homes in the troubled villages of Siyabuswa and Waterval since Sunday night. Some were allegedly kidnapped from their homes by members of the homeland's vigilante group, Mbokotho.

At Tweekfontein in kwaNdebele, a police spokesman said a man was killed and two others wounded in separate incidents when a mob attacked a black policeman on Sunday afternoon.

At the University of the North students started a class boycott yesterday, apparently in protest against the detention of fellow student Mr Archie Ramaboea by Lebowa police at the weekend.

In Vosloorus, buses and other vehicles were stopped by youths yesterday evening. They told passengers that they should not buy in white business districts.

STAR 4/6/86

'Sleep-in' strike ends at Dunlop

By Mike Siluma

The "sleep-in" strike by 600 members of the Chemical Workers' Industrial Union (CWIU) at Dunlop Industrial Products, Benoni, ended yesterday after the company obtained an interim Supreme Court order against the union.

Dunlop's personnel relations spokesman, Mr G R Sutton, said the interdict restrained the union from picketing, intimidating any employee, customer or any other person entering the company's premises, or damaging company property.

He said workers had returned home and the union had indicated that they would resume work this morning. In turn, management would continue talks with the union.

The Dunlop workers went on strike on Friday in protest at the company's alleged failure to negotiate wages in good faith.

Chief's assembly to attend freedom rites

Mbs 4/6/86
The Argus Correspondent

DURBAN. When the Chief Minister of Kwazulu, Chief Mangosuthu Buthelezi, becomes the first black person in the country to receive the freedom of a white town at Pinetown tomorrow he will take his 140-strong legislative assembly with him.

Crowds of unofficial visitors are expected and there will be tight security at the civic centre before the chief's helicopter tour of Pinetown.

Assembly members will sit on the civic theatre stage to see the chief receive the gold

key as Pinetown's eighth freeman.

The civic hall seats only 350 people and admission is by invitation only.

However crowds from black areas around Pinetown are expected to attend and the meeting will be relayed by loudspeaker outside the building.

During the ceremony a mace carved in traditional Zulu style will be presented to the Pinetown Council. And Chief Buthelezi and previous freemen will also be given freedom of the new toll road — with the consent of the Department of Transport — to make their freedom of the area complete.

Call for June 16 stayaway

Mbs 4/6/86
The Argus Correspondent

JOHANNESBURG. — The Congress of South African Trade Unions, the United Democratic Front and the National Education Crisis Committee (NECC) have jointly decided that June 16 be commemorated by a one-day nationwide stayaway.

In a statement released in Johannesburg yesterday the three organisations said the decision — a departure from an earlier call by the NECC for a three-day stayaway — was taken after "an elaborate and unprecedented process of consultation between these mass-based organisational formations".

"We call on all South Africans, black and white, to observe a one-day stayaway on June 16 as we regard this day as a public holiday," the statement said.

It added that doctors, nurses and journalists were exempted from the call.

Stoppage at EL car plant

Dispatch Reporter
EAST LONDON — A group of workers at East London Car Distributors Assembly (CDA) plant staged a work stoppage yesterday causing several production lines to stop.

slow down one or two of the production lines, resulting in a work stoppage while the issue was negotiated between worker representatives and management.

ance as such on the part of the workers' but while negotiations continue there have been work stoppages in various sections of the plant, the spokesman said.

spokesman for Mercedes-Benz South Africa in Pretoria said that a number of workers had asked management to

No reason was given for the workers' request to slow down production.

The spokesman said at this stage it was difficult to say when the workers would return to work.

There is no grievance

(15)

DD

5/6/76

(15)

120 on strike over retrenchments

Labour Reporter
WORKERS in a section of P G Wood at Epping today stopped work over a dispute with management about retrenchments.

A spokesman for the Paper, Wood and Allied Workers' Union (Pwawu) said workers clocked in this morning and about 120 refused to work.

The union had been discussing proposed retrenchments with management for about a week and reported to workers last night. They would rather go on short-time than have retrenchments, he said.

Mr Watson Smith, managing director of P G Wood, said the company was negotiating a recognition agreement with Pwawu which had reached representivity about two months ago.

It was company policy to preserve jobs by working short-time rather than retrenching but in some areas where the situation could not be offset by short-time the company had to consider retrenchments, he said.

Negotiations with the union were continuing.

Sit-in strike at Barlows plant ends

A sit-in strike by 600 workers at Barlows Manufacturing in Alrode on the East Rand has ended.

A spokesman for the Metal and Allied Workers' Union (Mawu) said the parties had yesterday concluded an agreement on negotiating rights. Wage negotiations for 1985 and 1986 would now begin. The sit-in lasted just over a week.

WAGE TALKS

The spokesman said: "Problems arose when the company said that because we had not concluded a recognition agreement, they were not prepared to start wage talks. Delays in establishing a recognition agreement sparked the strike. A recognition agreement has now been concluded and wage negotiations will start shortly."

Workers were back at work today.

SCORES of kwaNdebele residents stayed home yesterday as a planned three-day stayaway in the troubled homeland entered its second day. Police said "most" people managed to go to work.

The stayaway was planned "with the aim of forcing the homeland's Legislative Assembly to meet the residents' demands," organisers have said.

Demands include the withdrawal of police and their army back-up from kwaNdebele, the abolition of the Imbhokoto vigilante group and the cancellation of the Legislative Assembly's acceptance of independence.

BUS DAY
**Scores continue
5/6/86
big stayaway** 152

kwaNdebele Police Commissioner, Brigadier CA van Niekerk, said the situation was "not so bad" yesterday.

Van Niekerk confirmed the death of an unidentified man, shot when he threw a petrol bomb at an SADF vehicle in Tweefontein on Sunday. "Two others were injured when a policeman fired shots at stone-throwers on Sunday." — Sapa.



Striking workers in the General Electric Company headquarters in Parktown, Johannesburg, yesterday.

Workers stage sit-in at GEC office

5/16/86 STP (152)

About 150 workers occupied the General Electric Company's Parktown, Johannesburg, headquarters as the dispute between the Metal and Allied Workers Union (Mawu) and the firm took a new twist yesterday.

The workers, most of them shop stewards, are part of a 1,300-strong workforce on strike at GEC plants at Springs, Benoni and Knights.

According to the workers, they are on strike to back demands for the reinstatement of 49 colleagues dismissed from the company's Springs plant for al-

legedly engaging in a go-slow, a 50c-an-hour increase and company-level wage bargaining and that the company lift its alleged lockout of strikers at Knights.

Workers have been on strike since the 49 were fired on May 19, said the spokesmen. They claimed Springs workers had also been locked out.

A union official said the workers rejected management's proposal for plant-level talks.

The occupation ended late last night. Management and the union agreed to meet tomorrow.

198 GEC workers arrested by police

About 198 strikers were arrested by police outside the General Electric plant in Springs yesterday after an alleged lock-out by the firm.

A Metal and Allied Workers' Union (Mawu) spokesman said the police had been called by the management. The management has denied this claim.

East Rand police confirmed the arrest of 198 people and said they had been released on warning.

THREE DEMANDS

The Springs workers are among 1 300 Mawu members on strike at GEC plants at Springs, Benoni and Knights. According to the workers, they are on strike to back three demands.

- The reinstatement of 49 colleagues dismissed from the Springs plant on May 19 for allegedly engaging in a go-slow
- A 50c-an-hour increase and company-level wage bargaining in general
- That the company lift its alleged lock-out of strikers at Knights

STAR
June 6 1986

3

ASSOCOM advises no work, no pay

By Sheryl Raine

The Association of Chambers of Commerce (Assocom) has issued a "no work, no pay, no penalty" guideline on workers who stay away on June 16.

The Assocom position is virtually the same as that adopted by the Federated Chamber of Industries (FCI)

After a meeting this week, Assocom yesterday released a statement spelling out the organisation's attitude towards stayaways on the anniversary of the Soweto riots

SYMPATHY

"While sympathetic to the feelings of black employees with regard to the commemoration of Soweto Day on June 16, Assocom believes that employers cannot operate properly when their workers stay away from work for such reasons without prior agreement or negotiation.

"It is therefore recommended that where employees are absent from work on June 16 it should be treated on a basis of no work, no pay, no penalty.

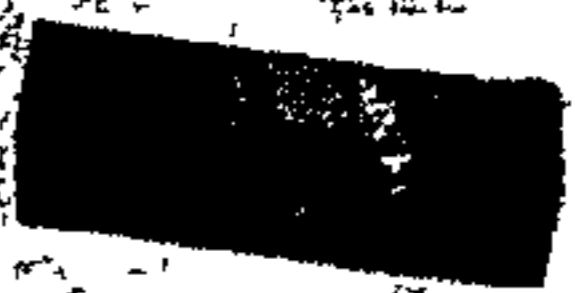
"Many companies will nevertheless negotiate or agree to some other arrangement with their staff or relevant unions beforehand."

Unions to observe

June 16

METAL industry unions support the call for June 16 as a public holiday. This was decided at a joint meeting of the Motor Industry Combined Workers Union (MICWU), the National Automobile and Allied Workers Union (Naawu), the Engineering Industrial Workers Union (EIWU), the Metal and Allied Workers Union (MAWU), and the Steel Engineering and Allied Workers Union (Seawu). A statement issued after the meeting called on members and workers to commemorate the day. It also called on East Cape employers to close factories on this Soweto 10th anniversary.

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BONUS PHARMACY

Mr. Nyakone told the... a third collision... plied by AFOS but also... posed for the state

Poultry firm dispute settled

Dispatch Reporter
EAST LONDON — A dispute which culminated in a two-day work stoppage by the 92-strong workforce at the Farm Fare farm and its depot here has been settled with the company agreeing to most of the demands made by the employees.

In a telexed statement to the Daily Dispatch from the Food and Allied Workers Union's offices in Port Elizabeth yesterday, the union said that after two days of work stoppages on May 21 and 23 workers had demanded the recognition of the union for farm workers.

They also demanded that wages negotiated between the union and

the company in respect of workers in town be applicable to farm workers and that four dismissed union representatives be reinstated.

The dismissed workers were named as Mr Cecil Matinise, Mr Gladman Mvumvu, Mr John Blom and Mr Robert Klaas

The statement said that in the negotiations that followed between the farm and the then Sweet, Food and Allied Workers Union on May 28, the company agreed to recognise the union and the wage issue was settled

The statement added that a committee was set to hear the dispute on

the reinstatement of the four dismissed union representatives

The committee, which sat between June 4 and 6, was chaired by Mr P. Cartwright, of Farm Fare, and the union was represented by Mr T. Kalipa and Mr Mxolisi Nduzulwana.

According to the statement, it was decided at the hearing that the men be reinstated, except for Mr Klaas, who was not present at the hearing

Mr Klaas' case was postponed because he was not present

In a telephone interview at the company's headquarters in Johannesburg last night, with Mr Cartwright said there had been no formal of-

ficial recognition of the union at the Farm Fare farm at Collondale.

He said the official recognition of the union existed only at the company's pack station here but added that it would be "stupid" to ignore the existence of the union at the farm

He agreed that three men had been reinstated

At a congress held in Cape Town recently, the Sweet, Food and Allied Workers Union, after receiving additional affiliates, changed its name to Food and Allied Workers Union. Mr M Nduzulwana, the union's regional secretary, said in a telephone interview

U.L.U.

DD 6/6/8 152

CDA work stoppage over

EAST LONDON — All workers at the Car Distributors' Assembly (CDA) plant here were expected to be back at their posts today after two days of work stoppage by some sections.

A spokesman for Mercedes Benz South Africa

said in Pretoria, the work stoppage continued for the whole day yesterday.

"All negotiations have been settled," he said.

A number of workers had asked management to "slow down one or

two" of the production lines while negotiations between worker representatives and management were in progress.

No reason was given for the workers' request to slow down production. — DPA

10 killed as 2,000 miners clash in union dispute

N/M 16/86

Pietermaritzburg
Bureau
PRODUCTION at the Hlobane Colliery near Vryheid is expected to return to normal today following a bloody clash between thousands of members of the National Union of Mineworkers (NUM) and the United Workers Union of South Africa (Uwusa) in which at least 10 miners were killed and 115 injured.

Two miners were still in a critical condition yesterday.
On Saturday night a total of 5600 miners, mainly NUM supporters, had left as a result of the trouble. M. du Plessis, public relations manager for Iscor, which owns the colliery, said yesterday.

He said it was hoped that everything would return to normal today.
A senior police spokesman said that by yesterday the death count had reached 10 and two other miners were in a critical condition.
He said police estimated that at least 2,000 miners took part in the battle on Friday afternoon. The weapons used were mainly

difficult to find the exact number of people injured but it was found 115, he said. Some of these had suffered only minor injuries.
He said the situation yesterday appeared to be calm and he understood that production was expected to start again today.
The fighting at the col-

liery broke out over a disagreement between the Co-satu-backed NUM and Inkatha-backed Uwusa over whether to go out on strike for higher wages and better working conditions.
It is understood that Uwusa members attempted to prevent NUM members from going on strike.

Covert sabotage in SA plants, says Unisa study

By BOB KERNOHAN
Business Editor

COMPARISON between extremists who tried to stop the British Industrial Revolution and modern-day South African workers was drawn in the Project Free Enterprise report released today.

Interviews with black managers, said the report, had made it clear that covert industrial sabotage was taking place on a large scale in many, if not most, industrial plants in South Africa.

The report told of incidents in which metal objects had been dropped into moving machinery, many kilometres of conveyor belt ripped apart by the attachment of a sharp object at one end of the system and transport vehicles derailed.

This had been the result of action by "modern-day Luddites", said the report, drawing the analogy between the 19th century English workers who rioted for the destruction of textile machinery that was replacing them.

The Unisa report mentioned two other specific incidents of sabotage.

"A potentially life-threatening situation occurred when highly inflammable gas escaped through an outlet which was supposedly sealed by welded plugs," the report said.

"In another instance scheduled medi-

cines were purposefully mixed up and incorrectly labelled."

Go-slows, not reporting mechanical problems and the loss or destruction of company property such as gloves, overalls and stationery were also symptoms of negative attitudes by workers to the private sector.

A black manager quoted in the report said.

"The (black) workforce know that they can work faster and better. But they ask themselves why should they contribute to organisational efficiency if they do not stand to gain from it as well. The social frustration that we (blacks) are experiencing due to the years of discrimination is now being vented on the companies.

"The latest reforms have done nothing to alleviate this frustration. These reforms have merely tinkered with issues affecting black-white social interaction, while the situation in the townships, the bureaucracy and laws controlling our lives have not been touched."

The report contains a comprehensive programme of political and economic reforms designed to counter the negative perceptions that workers have of the business sector and to promote an identification with the system of free enterprise.

Bid to counter stayaway plans

Labour Reporter
MAJOR employers in Durban were yesterday discussing steps to counter the proposed stayaway by workers on June 16.
Mr Maurice Grant, managing director of one of

Durban's largest bakeries, BB Bread, said they were still investigating various possibilities.

At this stage there appears to be a mixed bag of indications on the stayaways. We in the baking industry don't know where we

stand but we should have some indication towards the end of the week, he said.

A spokesman for Putco in Johannesburg said Putco buses would operate as usual on June 16, provided their drivers reported for duty, but there were strong indications that there could be a stayaway.

Durban Transport Management Board spokesman Mr Alan Bray said that as far as they were concerned, June 16 was a normal working day and Durban Corporation buses would be fully operational.

The Durban Chamber of Commerce has advised its member to adopt the 'no work, no pay' rule for employees who heeded the stayaway call.

The Inkatha central committee, at its meeting in Ulundi at the weekend, said that as far as June 16 Soweto Day memorial ceremonies were concerned, the committee was appalled at the notion in which the ANC, UDP and Cosatu were claiming the day as their own exclusive political property.

The committee urged blacks not to be intimidated by these groups, and resolved to remind black South Africans of the futility of becoming 'cannon fodder' for the glorification of self-styled leaders pursuing narrow party political ends.

Indian dilemma

Many Indian schoolchildren have been placed in a dilemma whether or not to attend schools on June 16.

Indian and white schools are the only schools remaining open on June 16. For black and coloured schoolchildren the day will coincide with the winter vacation.

However, Mr F. Raol, Minister of Education and Culture in the House of Delegates, said Indian parents, students and teachers should assess the situation objectively and act with the responsibility the situation demanded.

He was confident that in keeping with the spirit of the appeals, all concerned would observe the day in a dignified way, including a prayer for peace.

Ramsamy, Rector of Durban's M.L. Sultan Technikon, said the technikon would be open but there would be no academic activities, and all examinations and tests scheduled for June 16 had been deferred.

Milk back on doorsteps after Friday's stoppage

Pietermaritzburg Bureau

DELIVERIES of milk by Clover Dairies returned to normal here yesterday following a work stoppage on Friday.

Mr E W Hornby, district general manager for Clover in Natal, said there had been union rivalry at the Pietermaritzburg branch on Friday and that wage negotiations to be effective from July 1 were presently taking place.

Mr William Ndlovu, regional organiser for the Sweet, Food and Allied Workers' Union of South Africa (SFAWUSA), said however that the union rivalry had been a secondary issue which arose at a meeting held to discuss a wage dispute with management.

The wage dispute, he said, was the issue which had caused the work stoppage.

According to Mr Ndlovu, management had allegedly promised that workers would receive an increase of R30 a month, backdated from February, in a lump sum of R150 a worker.

He claimed however that management had then renegeed on this promise, causing the strike

He said that at a meeting held to discuss the wage issue, conflict between his union and the United Workers' Union of South Africa (Uwusa) had taken place

Mr Ndlovu said that workers had returned to work on Friday night, allegedly after the issue was resolved in workers' favour.

He added that had the dispute between his union and Uwusa been the cause of the stoppage, it was 'un-

likely' that workers would have returned to work when they did.

Mr Hornby denied that the alleged wage dispute had caused Friday's stoppage, but confirmed that wage negotiations were presently taking place.

A spokesman for Uwusa in Durban said that he had not heard of any dispute between his union and S F A W U S A in Pietermaritzburg

Teachers to discuss non-racial schools

Pietermaritzburg Bureau

THE Pietermaritzburg branch of the National Education Union of South Africa (Neusa) will hold a panel discussion on the question 'Are non-racial schools the solution to the educational crisis' at the Education Lecture Theatre, Golf Road, University of Natal, tomorrow evening.

The discussion, which will involve teacher organisations from Pietermaritzburg, will be chaired by Prof A Barrett of the Facul-

ty of Education at the University of Natal.

Each speaker will be asked to give an eight-minute talk expressing his or her views on the topic. After this, the discussion will be opened to the floor for about 30 minutes, before speakers will be allowed to sum up.

Neusa invites all teachers and other interested persons to attend. Anyone with transport problems should contact Mr Mike Hart at 63320 (extension 270/168) during office hours.

arrival times and get you First and the executive

Seifsa in a bid to avert strike

20 w...
10/6/76

THE Steel Engineering Industries Federation of SA (Seifsa) is to meet today in an attempt to avert a strike involving about 300 000 workers in the metal industry.

This follows the failure by Seifsa — representing about 9 000 employers in the industry — and the affiliates of the SA Co-ordinating Council of the International Metalworkers' Federation (IMF) to reach agreement on wage proposals during negotiations last Friday.

This is the third time these two parties have reached a stalemate since the annual wage

By
**LEN
MASEKO**

negotiations began in April

• Metalworkers at Steel Reinforcing and Trading in Steeledale downed tools yesterday in demand for an hourly wage increase of R1 across-the-board

Increase

The wage strike by about 3 000 Sentrachem workers entered its fifth week yesterday. Members of the SA Chemical Workers' Union de-

mand a R250 across-the-board pay increase

Sacwu members have been asked to attend an urgent meeting on Saturday in Johannesburg, where the plight of Sentrachem workers will be discussed. The meeting will be held at Lekton House, 5 Wanderers Street. It starts at 9am.

• Seawu yesterday reported that its 70 members at McCoils in Maraisburg had downed tools in protest against "the unfair dismissal" of their two colleagues.

Slept

Nearly 300 workers at the Sasiko Milling company in Bon Accord near Pretoria, have gone on strike in protest against the company's decision to retrench 42 of their colleagues.

The employees, all members of the Food and Allied Workers Union, went on strike last Friday and have staged a sit-in and slept at the company's premises since then.

Midland
Chamber
advice
for
Monday,
June 16

Post Reporter

"No work, no pay" should be the order of the day on Monday, June 16, says the Midland Chamber of Industries.

It is advising its members to adopt this "long-standing principle", although it says it cannot issue "a total guideline on how to handle June 16".

Where managements feel inclined to apply disciplinary procedures, the chamber recommends they bear in mind that, because of township pressure, some employees will be afraid to work.

It also stresses, in the event of "willingly acting in unison" to stay away from work, the importance of treating "all employees in a similar manner".

And it asks managements to "weigh up very carefully" all the implications before dismissing an entire workforce because of a stayaway.

Dispute stops work at West Bank depot

Dispatch Reporter

EAST LONDON — A wage dispute has led to a work stoppage at the British Petroleum depot on the West Bank

Workers said yesterday they had been locked out by management on Monday but were allowed onto the premises yesterday while negotiations between workers and management continued

A spokesman from BP's head office in Cape Town confirmed there had been a work stoppage over wage claims. He said the dispute involved about 50 employees

Management was in the process of negotiating a recognition agreement with the South African Allied Workers Union (Saawu), who had been informed of the

work stoppage, the spokesman said

He declined to comment further

The branch secretary of Saawu, Mr B Melitafa, confirmed his union had been informed of the stoppage. He said BP had told the union the matter was still being discussed with workers

Saawu officials were scheduled to meet BP officials at 9 am today following a request by management, he said. The matter of agreement and recognition would be discussed

Mr Melitafa said his union had submitted a draft agreement and a membership list to BP

Saawu intends getting information from both management and the workers on the issue

During a Daily Dis-

patch visit to the depot yesterday, workers stood in groups in and outside the plant

They said negotiations between workers' representatives and management were underway and they were waiting for the outcome. They declined to comment further, saying they had agreed with management not to do so

Tiger mascots arrive in Seoul

SEOUL — Two Siberian tigers arrived from the US yesterday to serve as mascots for the 1988 Seoul Olympics

They were donated by the Minnesota Zoo. South Korea chose the Siberian tiger — deified in Korean legend — as the mascot for the games — Sapa

5 hurt

EAST LONDON — Five unidentified people escaped serious injury when the car they were travelling in left the road and landed on the pavement of Dunoon

11/11/86

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Dispatch Reporter

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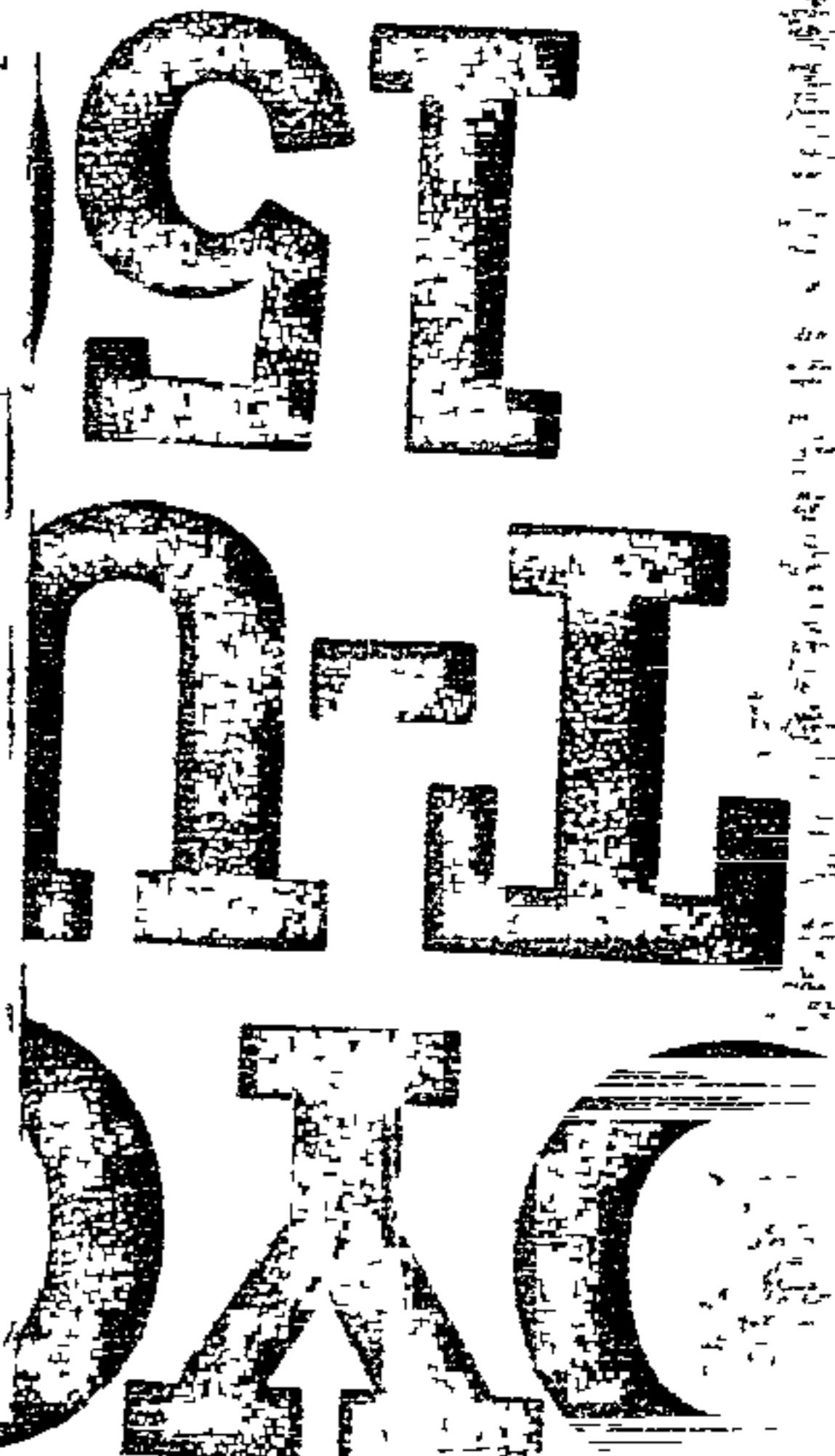
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Strike-hit Ergo tense

CLAIRE PICKARD-CAMBRIDGE

THE situation was tense yesterday at the East Rand Gold and Uranium Company (Ergo) near Brakpan, where thousands of striking workers have been demonstrating since Monday evening.

Marcel Golding of the National Union of Mineworkers' (NUM) said 1 000 workers were on a sleep-in strike to protest against Ergo's offer of a 14% wage increase. The union is demanding a 45% increase.

An Anglo American spokesman said about 850 black workers had staged an illegal work stoppage. This followed NUM's declaration of a dispute with Ergo management on Monday.

Golding said Ergo had realised record profits over the past year, but had not made an offer which would constitute a living wage for workers.

Anglo said three busloads of employees had arrived at the mine premises on Monday evening where a chanting, singing and placard-waving demonstration began. He said about 500 workers had been involved in the demonstration.

3 firms recognise 'significant date in SA history'

Agreement over June 16

THREE prominent companies reached agreement with trade unions yesterday on granting June 16 as a paid holiday

The Food and Beverage Workers' Union said it had successfully negotiated a paid holiday on June 16 at Coca-Cola Bottling companies in Johannesburg and Boksburg, and at Davis Gelatine Industries in Krugersdorp. The union said these companies had taken the "right step timeously"

Colgate-Palmolive said yesterday it had become one of the first American companies to recognise June 16 as a significant date in SA history by granting its factory employees a paid holiday

The company also reached agree-

CLAIRE PICKARD-CAMBRIDGE

ment with the Chemical Workers' Industrial Union in 1985 on having May 1 as a paid holiday for factory workers

Colgate-Palmolive MD Gerry Nocker said "As a gesture of Colgate's solidarity with those who suffered losses since 1976, the whole of the SA company will also close for the afternoon of June 16 1986 to allow employees to attend commemorative services

□ The Afrikaanse Handelsinstituut has called on all parties to allow June 16 to pass as peacefully and normally as possible. The AHI's position in the event of a work stayaway on June 16 is one of no work, no pay, but that workers should not be penal-

ised unnecessarily

□ Sapa reports that 17 women's organisations have made a strong call for domestic workers to have a paid holiday on June 16

The organisations have made a special plea to women employers to understand and support their domestic workers' desire to protect, guide and be with their children on June 16

The organisations include the Anglican Mothers' Union, the Black Sash, the Catholic Association of Women in South Africa, the Catholic Women's League, the Christian Women's Movement, the SA Domestic Workers' Association, the Union of Jewish Women, the Women's Legal Status Committee, Women for Peace, Women of St Anne, and the YWCA of SA.

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12/6/86

BUS DAY

Black consumers boycott red meat

Own Correspondent

BLOEMFONTEIN — Black consumers in the Bloemfontein area are to boycott red meat from Monday at the request of representatives of various black unions in the city.

About 90 percent of local businessmen are backing the boycott, which results from the abattoir's refusing to recognise

the workers' union and dismissing the entire black work force following a recent strike

Butcheries in the township will sell chicken only. Shops and supermarkets have agreed to stop selling chicken to keep the butcheries functioning

If the abattoir fails to reinstate the black work force, a consumer boycott of white businesses will be launched

STAL 12/16/76 152

EL petrol depot strike ends

Dispatch Reporter
EAST LONDON — The two-day strike at the British Petroleum depot here is over

A spokesman for the company said from Cape Town that all the workers returned to work yesterday morning and discussions were continuing with the South African Allied Workers Union (Saawu)

The branch secretary of Saawu, Mr B Melitafa, confirmed that

workers had returned to work.

He said the workers resumed work after they had reached agreement with management on the wage dispute

The management had promised the workers a reply before June 23 concerning their grievances, he said

Other workers' grievances involved conditions of service, Mr Melitafa added

12/6/86 DD
Turning to the question of recognition of agreement proposals, Mr Melitafa said Saawu was waiting for counter proposals from BP management and a date would be fixed when negotiations would take place. The negotiation date could be before June 23, he added

152
He said Saawu officials had gathered information from both management and the workers to serve as

groundwork for negotiations

The work stoppage at BP started on Monday and continued yesterday

According to BP management, the dispute was over wage claims

Meanwhile, some petrol stations in Parkside and Mdantsane are reported to have dried up while others ran low on Tuesday following the stoppage

Mawu calls stoppage in protest at bombing

Star 12/6/86 152
Thousands of Metal and Allied Workers' Union (Mawu) members are expected to stage a day-long stoppage today in protest against the death in a bomb blast about two weeks ago of the wife of a prominent Mawu leader

Mawu, together with other Congress of SA Trade Unions affiliates, have called for a work stayaway today in Brits, where Mrs Joyce Modimoeng (29), wife of Mawu organiser Mr David Modimoeng, is to be buried.

Mrs Modimoeng was killed when a home-made bomb destroyed her one-roomed house. Her husband was seriously injured in the blast.

A Mawu spokesman said last night that the stayaway was called to enable people in the Brits area to attend the funeral. A consumer boycott of white businesses in the area would also be launched.

FIN MAIL 13/6/86
SENTRACHEM STRIKE

A chemical reaction

The wage strike at seven Sentrachem plants by some 3 000 members of the SA Chemical Workers' Union (Sacwu) seems set to become a long and bitter fight

The strike started on May 12 after conciliation meetings failed to break a deadlock over Sacwu's demand for minimum increases ranging from R200 to R250 a month. More than three weeks on, there is no sign of a weakening of resolve on either side.

Management claims production has been maintained — and even improved — with the help of casual labour; and, stating firmly that it has no intention of dismissing the strikers, shows every indication of holding out for as long as is necessary to break the strike. The union, on the other hand, says the

- Qualifying period
- Waiting period
- Percentage of wage paid
- Maternity days per pre

workers are prepared for a drawn-out power struggle

Sentrachem subsidiaries affected by the strike are Agrihold in Silverton, the Sasolburg and Newcastle plants of Karbochem, Fedmis and Safripol in Sasolburg; and National Chemical Products (NCP) plants in Germiston and Kempton Park.

The wage negotiations that gave rise to the strike are the third to be held between Sentrachem and Sacwu since the union was first granted recognition by the group in 1984. In

that time, according to Sacwu national organiser Manene Samela, one of the union's major aims has been to move towards closing the gap between wages paid by the group's various subsidiaries. This is much the same tactic it adopted and succeeded with at several AECI plants where it is recognised.

In contrast to its openness with the press on its financial affairs, Sentrachem is saying very little about the strike. MD Dave Marlow is not prepared to divulge what the group's final offer was, nor to discuss whe-

some older, more established unions with mainly white members, to pay heavy duty drivers R980 a month and that black workers in the equivalent Peromnes category are now being offered only R850 a month. Aside from stating that the group's policy is to pay the rate for the job, no matter what a workers' background is, Marlow refuses to comment.

This is not the first time that a union has alleged that Sentrachem practices discrimination. Last year a dispute arose at the Karbochem plant in Newcastle when Sacwu claimed 87 workers had been retrenched for racial reasons. Dispute procedures came to an abrupt halt when the Minister of Manpower refused to appoint a conciliation board. But the Natal Provincial Division of the Supreme Court recently reviewed that decision and ruled that a board should be convened. Marlow will not comment on the matter.

The strike continues

13/1/78 BUS DAY

BP joins others to give staff a June 16 holiday

BP SOUTHERN AFRICA has joined an increasing number of companies in announcing that it will close on June 16, 10th anniversary of the 1976 Soweto uprising.

BP chairman Ian Simms announced that BP would close its offices, installations and depots. It is understood that employees will not lose their pay on June 16.

Simms said, "In certain areas many of our staff will face problems if they attempt to go to work and I do not wish to risk the safety of human lives, nor penalise people financially if the circumstances are beyond their control."

This did not constitute a permanent departure from present absenteeism policy, he said.

□ Cashbuild — a building company — will be closing all its branches in SA on Monday in recognition of June 16 as a national holiday. Black and white staff at the various branches have been informed that Monday will be regarded as a paid holiday. Cashbuild branches in Bophuthatswana and Botswana will remain open.

□ Sandton Town Council offices will be closed on June 16 as a day marked for sober reflection and prayer to symbolise the turmoil in the country, council chair-

Business Day Reporters

man Ricky Valente said yesterday.

"We believe that this date is a day which should be seen by all South Africans as a day of reconciliation, sober reflection and prayer for all, irrespective of race, colour, creed or religion," Valente said.

However, all essential services will be maintained on the day.

□ Institute for Industrial Relations director Mark Anstey has appealed to all employers to respond to workers' actions over the next weeks with as much understanding and restraint as possible.

"Employer responses are an important statement to workers in our extraordinarily stressful and transitional society," he said.

"Events over the next week have every chance of polarising us further. All of us — authorities, employers, workers and communities assume responsibility to see our actions do not destroy any small hope that may remain for a non-violent, negotiated-change process," Anstey said.

□ Millews Fashions, which is based in Johannesburg and Randburg, has said its 53 staff members will have June 16 as a paid holiday this year and next. It also grants May 1 as a paid holiday.

Local black leaders call for calm, dignity

By JIMMY MATYU

AN appeal to all township residents, including youth, to observe June 16 with calm and dignity on Monday, was made at a special Press conference held in Port Elizabeth yesterday

All residents were also urged to attend normal church services tomorrow and church leaders were asked to remember in their prayers the events of June 16

These appeals were made by community leaders, who included Mr Mkhuseh Jack, president of the Port Elizabeth Youth Congress, and Mr Stone Sizani, publicity secretary for the United Democratic Front in the Eastern Cape

The two leaders discussed the state of emergency and its implications, but, because of the regulations, what they told the Press cannot be published.

They said the only way the South African Government could resolve the situation in the country was through negotiations with authentic black leaders and also to respond to the long-standing grievances of the black people

Mr Jack, who is also the spokesman for the Consumer Boycott Committee, expressed concern that talks between his committee and the Port Elizabeth City Council's sub-committee on the consumer boycott might not be possible.

He said black leaders were worried about attending any talks at present

Bop students won't listen to Mangope

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B. SOL MORATHI

STUDENTS in Bophuthatswana's Odi and Moretele regions say they're going to defy homeland president Lucas Mangope - and mark June 16 despite his threat to expel them.

The students decided at a meeting in Soshanguve this week that they won't go to school.

A memorandum stating that schools should close today was drafted at the meeting, and was due to be sent to the Bop Education Department.

Students said Bop was "still part of SA" in 1976 as it had not gained independence. And for them to overlook the day would "be a serious sign of shortsightedness".

Earlier Mangope publicly announced that students and pupils who do not attend school - particularly on June 16 - will be expelled. Bop schools are scheduled to close on June 19.

Mangope said June 16 was "of no significance" to Bop and its residents, and there was no reason for them to remember this day.

A Bop Education Department spokesman said they had not yet received a memorandum or a formal request from anyone to close the schools before June 19.

When they receive the request, they will refer it to the Minister concerned and he will decide what to do, he said.

Business Day Reporters

SA HEADED towards the June 16 anniversary yesterday under tight security controls and an almost total news blackout imposed by emergency regulations.

A government spokesman said today would be a "normal" working day and all black workers who wanted to work would be protected by the security forces.

But Information Bureau's Leon Mellet gave scant details in Pretoria yesterday of government plans for today.

Mellet said violence was decreasing, although there were seven deaths overnight on Saturday, apart from three people killed by a bomb blast in Durban

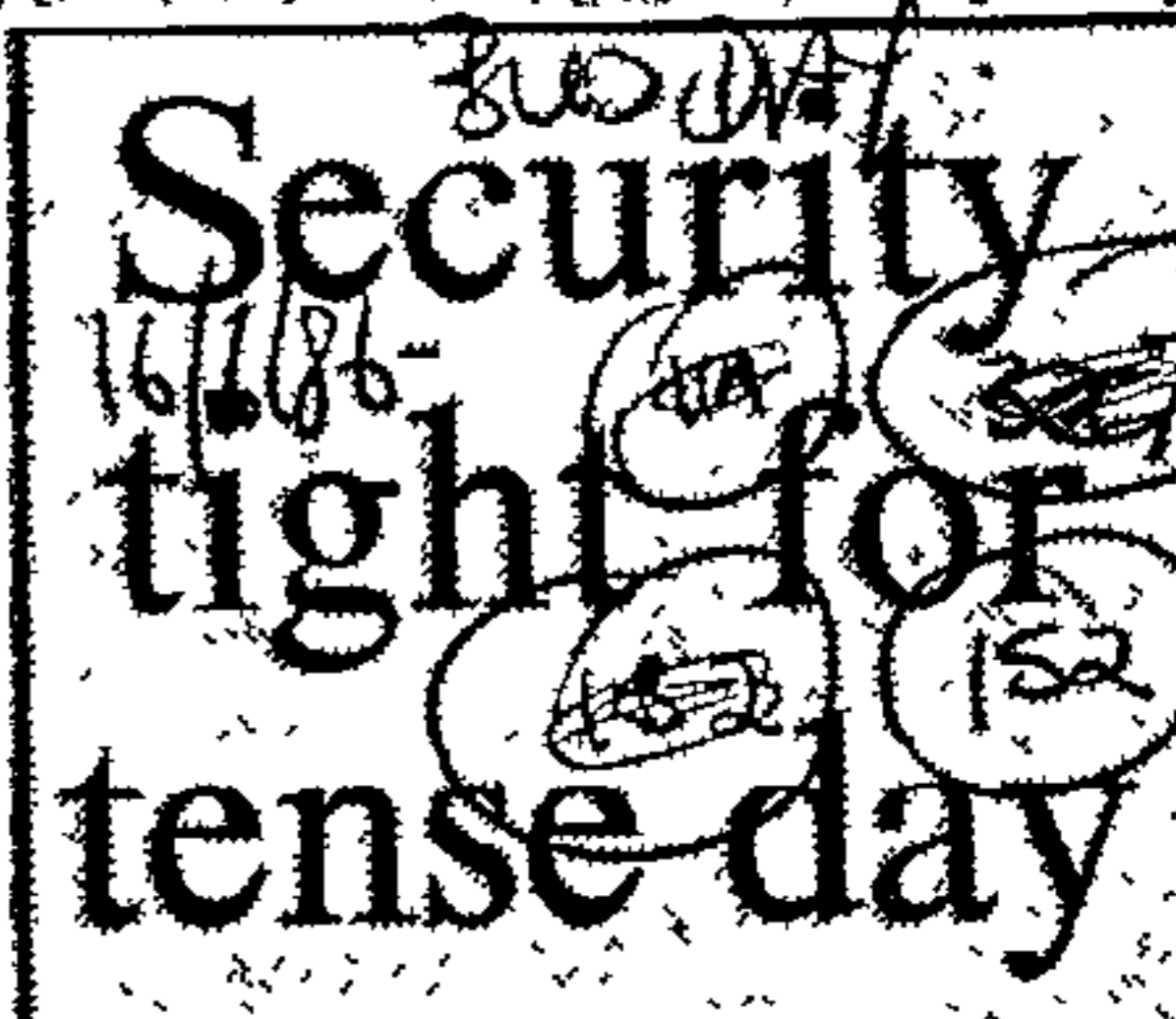
That brings the total number of unrest casualties since the State of Emergency was called on Thursday to 19 - or 22 including the three bomb blast victims.

Mellet said bona fide indoor church services would be permitted but all other gatherings were prohibited.

And he said he could not "at this stage" say whether journalists would be allowed into Soweto today.

Mellet said government was doing its utmost to ensure life and property would be protected today and in the days ahead.

A bureau spokesman said four people had died in black-on-black attacks and



three others died because of security force action.

In Soweto, a man was hacked to death after his home was set alight and at Nyanga, in the Western Cape, a youth and a man were burnt to death.

A person was burnt to death on the West Rand, and in the Nelspruit area, a police patrol shot dead an attacker.

Western Cape police shot dead a man during "an unrest incident", as did security forces on the East Rand

It could not be established whether the Congress of Trade Unions of SA (Cosatu) would be holding any rallies today.

• To Page 2 →

Security tight for today

because none of the federation's leaders could be contacted yesterday

Sources said emergency services on the Reef were treating today as a normal working day

Most ambulance and fire services said they would be operating with the usual staff complement

The only exception was on the West Rand, where the Krugersdorp Fire Station confirmed that extra workers would be on standby

Progressive Federal Party (PFP) leader Colin Eglin will address a public prayer meeting in Cape Town today

The PFP has said it believed the meeting would be legal PFP publicity chairman David Woolf said "The meeting cannot be regarded as a challenge to government. The PFP does not operate outside the law"



The PFP will also hold half-an-hour of "prayer for peace in SA" at St Luke's Church Hall, High Street, Oaklands, Johannesburg, between 5 30pm and 6pm today

□ Sapa-Reuter reports that the State of Emergency has hit a show of flower power planned to mark today's anniversary

Lawyers told foreign newsmen yesterday that pictures or film of flowers being gathered at churches and synagogues in Johannesburg would be illegal, as they could be seen as an incitement to people to gather

The Johannesburg Democratic Action Committee (Jodac) had planned to drop the flowers on Soweto from a helicopter

BUS DAY

16/6/85

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US companies differ in their approach

PETER WALLINGTON

AMERICAN companies operating in SA have adopted different strategies for observing Soweto Day (June 16), despite a call by the Rev Leon Sullivan for it to be recognised as a paid holiday.

Sullivan, originator of the Sullivan code of business ethics, said last week black staff and white should be given a paid holiday today.

He said the task group that monitored compliance with the code regarded it as an "act of corporate and civic responsibility and a demonstration of the desire of US Sullivan signatories to stand with the black community on this important day".

Coca Cola Bottling Company and Colgate-Palmolive have declared June 16 a paid holiday, while General Motors has followed employer associations and adopted a "no work, no pay" policy.

IBM and Eli Lilly said they would be open but would not penalise staff who did not work.

Almost all blacks in EL off work

E.Post 16/6/86

MANY East London firms came to a virtual standstill today — the 10th anniversary of the 1976 Soweto riots — with only a few black workers reporting for duty

Most firms reported a 100% stayaway

Some companies have managed to keep essential services running, and bread and milk deliveries were carried out

"Our managers are all out doing deliveries so there is nobody here who can give a statement," said an employee of a dairy.

"We will deliver to all shops and supermarkets. Householders had been warned to stock up"

The city's director of Management Services, Mr Leon Deetlefs, said 98,7% of black municipal workers did not report for duty

"We have shuffled our available people and will be able to handle breakdowns and emergencies," he said

Most shops in the city centre were open, relying on the services of white and coloured staff

● In Cape Town trains and buses ran up to three-quarters empty into the city's industrial areas

today, as many Peninsula people stayed away

A City Tramways spokesman said all bus services were running normally, but there was a "marked decline" in the number of passengers

He said it was like a public holiday, with some car parks virtually empty

Many petrol stations were closed and at those which were open for business, owners were standing in for petrol pump attendants

The Putco bus company experienced a total driver stayaway in the Transvaal and was not able to provide any peak hour morning services.

● Only a handful of black commuters trickled to work on the Witwatersrand and in Pretoria

The few black workers on the Reef who did go to work had to walk all the way when bus and taxi services failed in many areas

Companies reported high absenteeism despite Government assurances that workers who wished to work would be protected. Most firms on the Reef had made contingency plans to ensure basic services.

Stayaway nearly total

Streets deserted as PE blacks stay home

Post Reporters

BLACKS throughout the Eastern Cape observed an almost complete stayaway from work today, the 10th anniversary of the Soweto riots

Motor plants, supermarkets and Government and municipal departments had hardly a black employee on the job.

Commuter buses ran virtually empty. The number of whites in city centre shops was also low.

Emergency services functioned as normal.

City streets, which normally bustle with black workers on their way to factories and offices, were virtually deserted this morning.

In an Evening Post survey of major employers, it emerged that most workers who stayed away in Port Elizabeth today will not face any retribution, with firms applying the "no work, no pay" recommendation made last week by the Midland Chamber of Industries.

A spokesman for the Port Elizabeth Municipality reported a total stayaway of black staff today.

Cleansing services were not operating, but this had been expected and contingency plans had been made.

A spokesman for the SA Transport Service said

services would continue as normal. He could not say what percentage of workers stayed away, but said it was not as high as on May 1.

He said no prior arrangement had been made with workers, but said each case of absenteeism would be treated on its merits.

A spokesman for the Post Office said there was a total black stayaway in PE today. The New Brighton and Estadeal post offices were closed.

Cases at the New Law Courts in PE involving Xhosa-speakers were postponed due to the absence of black interpreters.

Major supermarket chains in the city today reported a 100% absence of black workers.

No blacks were at the motor plants in PE and Uitenhage, with all three manufacturers having made prior arrangements with their workers.

Mr Robert McIlwaine, industrial relations manager for General Motors,

said today that GM had scheduled today as a "down day" — a day when they needed to halt production and close the plant.

Mr Reuben Els, public relations manager for Samcor, said from Pretoria that the company, which owns the two Ford plants in PE, had given all their black workers unpaid leave today.

Mr Ronnie Kruger, public relations officer for Volkswagen, said the company normally worked a four-day week, with the plant being closed today. No black workers in non-production areas arrived today.

At the city's biggest bakery, Britos, no black staff turned up. However, black shops were open during the morning and bread was being delivered to these shops "where possible".

United Dairies also had a total stayaway of black staff. There were no deliveries except to shops and cafes.

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STAR 16/6/86

Mass stayaway marks June 16

A handful of black commuters trickled to work on the Witwatersrand and in Pretoria today in the face of a mass stayaway to mark the 10th anniversary of the June 16 Soweto riots

Bus and taxi services failed in many areas

Companies reported high absenteeism despite assurances from the Government that workers who wished to work would be protected

The greatest absenteeism was recorded in the Transvaal. Companies in Natal reported the best attendance figures

Johannesburg city streets were quiet during the morning rush-hour, with an almost total absence of black commuters.

WORKERS

The Johannesburg Chamber of Commerce (JCC) reported a 95 to 100 percent stayaway by black workers in the greater Johannesburg area.

Pick 'n Pay reported a 100 percent stayaway nationwide but said all stores were open and services were being maintained by casual labour

Johannesburg's municipal services were barely affected and the staff department reported that only about 15 percent of

the nearly 15 000 black workforce was absent

Worst hit was the cleansing department where about 700 of the 2 000 staff were away. Most of these were women

ABSENTEES

The traffic department reported only 216 out of 1 500 away and the electricity department's work force was almost at full strength with only 30 absentees

AECI reported that its plants in the Vaal Triangle, on the Reef and throughout the Transvaal were experiencing an almost total stayaway

Mines reported near

normal attendance but some were closed due to total stayaways

Anglo American reported that less than one percent of its 180 000 black mineworkers were absent

Putco bus services in the Transvaal were paralysed by a total driver stayaway Putco services in Natal operated normally but experienced a fall-off in passengers

A spokesman for the South African Transport Services said trains ran according to schedule countrywide But many of them ran nearly empty

Many white school pupils stayed away from

school in Pretoria but a spokesman for the Transvaal Education Department said today was regarded by the department as a normal school day.

The stayaway affected Johannesburg's Alexandra and Soweto townships, Pretoria townships, Kagiso near Krugersdorp, Tembisa on the East Rand and all Vaal Triangle townships

By midday there had been no reports of violence.

NO INCIDENTS

There was a complete stayaway in the East Rand townships of Kaitshong, Thokoza and Vosloorus

A general stayaway was evident in Pietersburg and other Northern Transvaal towns, but no serious incidents were reported, according to police sources

● About 80 percent of the Cape Peninsula's black workforce has stayed at home today, said the director of the Cape Chamber of Industries, Mr Colin McCarthy. But hospitals reported few absentees and said all services were operating normally

Several major stores in the town centre displayed posters saying they would be closed today.

Phone blackout hits four Tvl townships

Large areas in townships on the Witwatersrand and near Pretoria were hit by a telephone blackout today

Numbers in Mamelodi near Pretoria, Soweto, Kagiso on the West Rand and Kaitshong on the East Rand could not be reached by reporters from *The Star*.

Mr Sarel van Rensburg, post office public relations officer for the Pretoria area, said there were "technical problems in some areas", but was unable to say where

He said no notification had been received to discontinue any services

In Johannesburg, Mr Jimmy Taylor, deputy postmaster-general for Telecommunications, said "We are trying to rectify the problems, but for some time now, we have been unable to go into certain areas because our safety cannot be guaranteed"



By Sheryl Raine

The greater PWV area and the Eastern Cape were most affected by yesterday's worker stayaway, according to two independent assessments.

The independent Labour Monitoring Group (LMG) and the Association of Chambers of Commerce (Assocom) both analysed the nationwide stayaway and found varying levels of absenteeism in major economic zones.

The LMG, a group of academics from local universities, estimated that the number of workers involved in yesterday's stayaway was at least equal to the 1,5 million who took the day off on May 1 but that yesterday's absenteeism was distributed differently around the country.

After a telephone survey of about 450 employers, the LMG, found:

● In the PWV area: Manufacturing sector: average stayaway by black workers 84 percent, 32 percent by coloured and Indian workers.

Nationwide stayaway hits hardest in Eastern Cape and PWV area

Retail sector: black worker stayaway 90 percent, coloured and Indian workers 25 percent.

Transport sector: average stayaway among all blacks 87 percent.

Municipal sector: average stayaway among all blacks 37 percent.

Mining sector: very low absenteeism estimated by the LMG at less than 10 percent.

An Anglo American spokesman reported that fewer than 10 000 black employees, out of a total of 231 000 on Anglo gold, coal and diamond mines, stayed away from work.

Other mining houses reported minimal stayaways.

● In the Eastern Cape:

Port Elizabeth and Uitenhage reported an effective 100 percent stayaway by black workers in all sectors. In un-

ionised firms organised by the Congress of SA Trade Unions, there was a 40 percent stayaway by coloured employees. At other firms coloured workers reported for duty as usual.

● In the Western Cape:

Manufacturing sector: average stayaway by black workers 82 percent and among coloured workers 24 percent — overall average of 34 percent.

Retail sector: 50 percent stayaway among blacks, 39 percent among coloured workers, overall average 39 percent.

Construction sector: 71 percent stayaway by blacks, 35 percent stayaway among coloured workers with an overall average of 64 percent

The stayaway in the Western Cape amounted to 78 percent of

black workers and 26 percent of coloured workers making an overall total of 37 percent

In the Western Cape there was a distinct difference between absenteeism among unionised and non-unionised workers, according to the LMG. Among unionised black workers there was an 84 percent stayaway while, among non-unionised black workers, 53 percent took the day off

Among unionised coloured employees, 27 percent stayed away while, of the non-unionised coloured workers, only five percent stayed away.

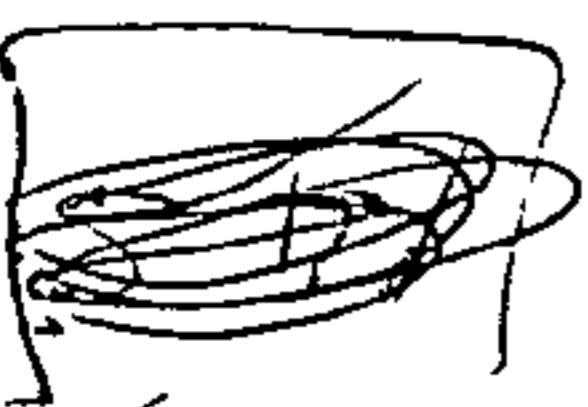
Assocom said that reports received from various chambers of commerce reflected a mixed pattern of absenteeism.

"The Transvaal area appears to have experienced the highest level of stayaways followed by

the Eastern Cape, Border and Maritzburg. Regions such as the Free State, Zululand and Natal South Coast showed virtually full attendances by black workers. Slightly below average attendances were experienced in the Cape Peninsula and Durban," said an Assocom spokesman

"It is not possible for Assocom to give a dogmatic assessment of the overall effect of the call for the stayaway as many large corporations, including Sullivan Code signatories, had decided either to close for the day or to grant leave in lieu of time worked in advance in respect of June 16.

"A number of smaller concerns simply did not open for business, whereas other businesses functioned normally by having made contingency plans in advance. Furthermore, a number of large and small transport operators did not run their normal services which could have led to higher absenteeism than would otherwise have been the case."



Natal quiet as many stay away

17/6/86 (152)

Labour Reporter

THE 10th anniversary of the Soweto riots was marked by widespread stayaways by black workers in Natal. Countrywide, an estimated 1 500 000 stayed at home

The highest response to the stayaway call was experienced by the Transvaal, according to the Associated Chambers of Commerce

The official death toll since the declaration of the state of emergency rose to 29 yesterday, most of them having died in black on black attacks. The figure includes the three victims of the car bomb blast in Durban on Saturday.

Soweto was quiet but tense. Towards the end of the day more people ventured on to the streets, some of which were barricaded with burning tyres, stones, drums and other objects.

All shops, filling stations and businesses were closed. Railway stations and bus terminals were completely deserted and no taxis and buses operated.

In central Durban yesterday it was like a public holiday as the volume of shoppers dropped drastically with many businesses reporting a marked decline in turnover. There was also a noticeable drop in traffic.

'Serious'

Indian-owned shops, businesses and offices in the Grey Street complex were closed and all branches of the New Republic Bank, with Stanger and Pietermaritzburg were shut.

Our Crime Reporter writes that roadblocks ringed Durban's townships yesterday and along all the major routes into the city cars were stopped and searched by security forces.

Police and Defence Force personnel manned the roadblocks, carrying out random body searches and handing out pamphlets.

The pamphlets said the Government was absolutely serious in stopping the needless killing of innocent people and destruction of property, adding that disruption and chaos which the enemy wants will not be tolerated.

A Chamber of Commerce survey of businesses in Pietermaritzburg showed an 80% to 100% stayaway by black workers.

Central Durban was so quiet yesterday that even those shop owners who had opened decided to close their doors after a dimly lit lunch hour.

Major stores had security guards posted at the entrances conducting thorough searches of the few shoppers around and some of the stores had only one entrance and exit open.

Banks were almost empty as were fast food outlets and restaurants.

Bus ranks were quiet and several buses were empty or carrying only a few passengers. There was a strong police and security force presence.

Mr N W Oosthuizen, deputy regional manager for S T S, reported that passenger numbers in trains in the Durban area dropped by about 80% and on some lines trains were running almost empty.

Putco

However, on the Phoenix and Mt Edgecombe lines there was a bigger decrease in numbers than the Umlazi route, he said.

Some passengers used private transport to avoid possible intimidation, he added.

Putco buses in Durban experienced a 25% drop in the number of passengers with no service to Umlazi.

Durban Corporation buses were carrying only 40% of their normal loads, Durban Transportation Management Board general manager Mr Marshall Cuthbert said.

KwaZulu Transport spokesman Mr Edward Marshall said all their op-

erations in Natal were running normally except for the number of passengers which was reduced. However, in Pietermaritzburg there was a 100% stayaway of staff and no passengers were being conveyed.

Production at Dunlop plants in Natal was halted yesterday as the company experienced a total stayaway by black workers. Mr Glen Sutton, Dunlop's group industrial relations spokesman said the company would adopt the no work, no pay rule.

The giant Toyota motor assembly plant at Prospecton was also closed. A telephone receptionist at the company said the plant was closed for the day because of short time. It would re-open today.

At the Durban plant of Unilever SA a spokesman reported 'large stayaways'.

Factory

Durban Corporation's Parks Recreation and Beaches Department had a 50% staff attendance, spokesman Mrs Julia Murray said.

Pink n Pay stores in Natal had a 35% staff attendance but no serious problems were experienced. Mr Vernon Mitchell, the supermarket chain's general manager said.

A spokesman for Iscor said staff attendances at Iscor's Natal plants were 'virtually normal'.

Mr Murray Joubert, a spokesman for AECI, said attendances by black employees at the Umbogini twin factory and the plant at Newcastle were very good.

Shops in Tongaat and Stanger were also closed yesterday.

A Pietermaritzburg City Council spokesman said about 10% of the municipal workforce had reported for duty by early yesterday morning but more workers had 'trickled in' during the day.

The majority of the city's

Police issue orders to media

Mercury Correspondent

JOHANNESBURG— Orders putting restrictions on reporting the emergency without official permission were issued by the Commissioner of Police, Gen Johan Coetzee, yesterday.

The media are prohibited from announcing, disseminating, distributing, taking or sending within or from South Africa any comment or news about the conduct of the security forces in connection with the maintenance of the safety of the public, public order or the termination of the state of emergency without his consent or that of someone authorised by him.

A second order has prohibited the presence of journalists for the purpose of reporting in any black residential area or any area where unrest may occur, except with prior permission.

The orders were made in terms of Regulation 7 (1) (C) and (D) of the Emergency Regulations. The Bureau for Information announced yesterday.

The bureau declined to explain what was meant by 'conduct' of the security forces.

The orders apply to the written word almost the same restrictions as are already applied to photographic, television and radio reporting.

Insulted by the lavatories

London Bureau

June 16 marked by widespread stayaways

FROM PAGE 1

Indian-owned businesses were closed for the day, as were many trading stores in the Northdale area.

Only 10% to 15% of municipal buses ran yesterday morning.

Mr P G Mingard, deputy director of transport, said that salaried staff and other employees had acted as drivers on the main routes in order to get people to work.

Two-thirds of the black staff at Grey's Hospital were reported to have stayed away from work but contingency plans had been put into operation.

Mr Arthur Shuttleworth, regional manager of Clover Dairies, said that no deliveries had taken place yesterday, but that there would be normal deliveries this morning.

White schools throughout Durban were hit by low attendances yesterday as worried parents kept their children at home.

Schools reported absenteeism as high as 55% while the average was around 33%.

Some Indian schools were deserted while others reported attendance figures of more than 70%.

Spokesmen for white schools approached by the Mercury all said they believed the stayaway was a result of nervousness by parents.

Mr Michael Ellis, headmaster of Beachwood Boys'

High School, said about a third of his pupils were absent.

He emphasised that classes were being held 'as normal'.

Said one headmaster, who asked not to be named, 'More than 20% of our pupils are not at school today, and that figure is the worst the school has ever had'.

But most principals agreed that the high absenteeism was not entirely unexpected.

Many said that worried parents had even asked for advice during the weekend, saying they did not want to send their children to school for fears of violence.

See Editorial Opinion

black people to his household staff has been crushed.

The newspaper Today claims he faced fierce opposition from the British Embassy and the Buckingham Palace establishment.

The newspaper said Prince Charles was deeply disappointed but backed down to the Palace resistance.

It said he was told he would be accused of using positive discrimination rather than employing people on merit.

Prince Charles has also been demanding more jobs for blacks within the top army regiments of the Household Division. Today claimed.

The newspaper said he believes there is racial discrimination against blacks entering the Brigade of Guards and the Household Cavalry.

INTERNATIONALLY RECOGNISED MANPOWER MANAGEMENT

Marketing in association with the development of Manpower conducted South Africa's and part-time course in

35 full international recognition courses become eligible for

TURN TO PAGE 2

1,5m stay away on 10th June 16 anniversary

Township phones cut amid news blackout

Bus Day 17/6/86

Business Day Reporters

SOUTH Africa's townships were cut off from the world yesterday as telephone links were severed for most of the day and news was blacked out.

All major centres reported yesterday that telephone links to black townships were cut until mid-afternoon — and a Soweto resident reported that phones had been cut on Sunday night.

Reporters were barred from entering all townships in terms of an instruction issued by the Commissioner of Police, General Johann Coetzee.

A massive stayaway of up to 1,5-million people coincided with the June 16 commemoration, and cities resembled ghost towns as many blacks stayed away.

Some businesses did not open, and many closed early to allow workers to go home.

A spokesman for Law and Order Minister Louis le Grange said no information whatsoever relating to any security

NEWS BLACKOUT

THIS newspaper has been produced under restrictions amounting to censorship. The restrictions include a ban on reporting any action by any member of the security forces, and a ban on the presence of reporters in black areas or at scenes of unrest.

Among the news items for which

permission to publish could not be obtained were reports dealing with Soweto and with a Black Sash magazine.

Nor would officials confirm or deny separate reports that a shop and a car were destroyed in Soweto, or that shots were heard in Chesterville, near Durban.

force action or incidents relating to the state of emergency would be released by his department, referring inquiries to the Bureau for Information.

The bureau yesterday afternoon refused to provide any information on June 16 events, saying this would be dealt with at today's daily Press briefing.

At yesterday's briefing which ended at about midday, a spokesman said townships were "extremely peaceful" with no violent incidents being reported.

Leon Mellet of the Bureau for Infor-

mation said a strong police presence was on stand-by throughout the country.

Almost 1,5-million workers stayed at home yesterday to commemorate the 10th anniversary of the Soweto riots — about the same number as stayed away to celebrate May Day — according to estimates of the Labour Monitoring Group (LMG) and employers.

The official death toll since the declaration of the state of emergency rose to

● To Page 2 →

Townships blackout

31 yesterday, 21 people having died in black-on-black attacks, seven in security force action and three were killed by the car bomb blast in Durban on Saturday.

Soweto was quiet but tense. Towards the end of the day more people ventured on to the streets, some of which were barricaded with burning tyres, stones, drums and other objects.

All shops, filling stations and businesses were closed, railway stations and bus terminals were deserted, and no taxis and buses operated.

Progressive Federal Party spokesman Ray Swart yesterday in Parliament raised the issue of township telephones being cut off.

Telecommunication officials denied any blanket breakdown of telephones, saying the cut-off was due to "technical problems and unrest".

The PFP announced it would open a "temporary missing persons bureau" and keep a computer record of all known missing people.

The names and identities of those detained continues to remain a mystery to all but the authorities.

The bureau gave stayaway figures as ranging from between 30% to 90%, but other sources said it appeared almost complete on the Witwatersrand and in the Eastern Cape.

Absenteeism was lowest in the Free State, according to most reports.

The LMG stated that with the exception of the mining and public service sector, 90% of black staff did not report for work and that less than 10% of black workers in the mining sector and only 37% in the public service sector stayed away — a marked change from May Day.

In the Western Cape early figures showed a much larger stayaway than in May. While a general percentage for the area was not yet available, in the manufacturing sector 82% of black workers and 24% of coloured workers stayed away.

A 100% black stayaway was reported in the Eastern Cape in all industries.

● From Page 1 ←

Work stayaway marks June 16

DD 17/6/86
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JOHANNESBURG — June 16 was marked by a work stayaway which varied in degree from centre to centre. It was generally calm throughout the country.

The highest response to the work stayaway call was experienced by the Transvaal, according to the Association of Chambers of Commerce (Assocom).

In a press statement, Assocom said the Eastern Cape, Border and Pietermaritzburg areas also experienced high stayaways but the Orange Free State, Zululand and Natal South Coast showed virtually full attendance by black workers.

Slightly below average attendances were experienced in the Cape Peninsula and in Durban.

"It is not possible for Assocom to give a dogmatic assessment of the overall effect of the call for the stayaway as many large corporations, including signatories to the Sullivan Code had decided to either close for the day or to grant leave in lieu of time worked in advance in respect of June 16," the statement said.

There was an estimated 95 per cent stayaway from work in the East London area, the secretary for the East London Chamber of Commerce, Mr Jock Allison said.

The president of the Border Chamber of Industries Mr John Rich said he could not comment as he had not been in touch with other industrialists.

The South African Transport Services ran as scheduled yesterday, although trains were empty, the regional manager of the Eastern Cape Region, Mr Louis du Toit, said.

The area manager of the northern division of the CTC bus company (Bisho, Zwelitsha central Ciskei) Mr G J van den Heever, said a bus had been stoned in Zwelitsha and many buses were not filled to capacity.

He said about 45 per cent of employees showed up for work and 30 trips were cut from the normal schedule.

The area manager of the southern division (Mdantsane, Duncan Village, East London), Mr D Odendaal, said the demand was down and yesterday morning only

25 of the 231 buses normally used for peak service operated with an average half load capacity.

More than 90 per cent of the staff had turned up for work.

Mdantsane was reported to be quiet yesterday. Shops were closed but the magistrate's courts were open although all cases were postponed and the courts closed earlier than usual.

In Queenstown, the stayaway did not have a dramatic effect and businessmen were able to use skeleton staff to cope with the work.

Normal services were offered by hotels, butcheries, supermarkets and garages where owners served petrol themselves at the expense of workshop work.

Emergency services were maintained. The superintendent of the Frontier Hospital Mr J Fryer said the hospital had fortunately not experienced a stayaway.

A number of shoppers were ferried into town from Ezibeleni and Ilinge with Transkei Government transport.

Residents in other country towns such as Tarkastad, Dordrecht, Moltene, Burgersdorp, Maclear, Aliwal North and Elhot reported a stayaway by black workers. There were no incidents, with regular army patrols through the towns.

Blacks still supported a number of white-owned shops in these towns. In Grahamstown the stayaway was put at nearly 100 per cent.

Hundreds of people of all races attended a lunch hour service for peace and reconciliation in Commemoration Methodist Church.

● South Africa's townships were cut off from the world as telephone links were severed for most of the day and news was blacked out.

All major centres reported yesterday that telephone links to black townships were cut until mid-afternoon — and a Soweto resident reported that phones had been cut on Sunday night.

Eight die in unrest

PRETORIA — Eight blacks had died in unrest in the past 24 hours, the Bureau for Information said at its daily news conference here yesterday.

Five died in black-on-black attacks and three were killed in security force action.

The "planned" mass violence feared for yesterday the 10th anniversary of the Soweto riots, had not materialised yet, a bureau spokesman Mr Leon Mellet, said.

"The security forces are on standby at every possible place where trouble could have been expected anywhere in the country," he said.

There was a workers' stayaway of between 90 per cent and 30 per cent throughout South Africa, Mr Mellet said.

The worst-affected areas were the Witwatersrand, East Rand and Pretoria, he added.

The latest unrest related deaths brought the official toll since the state of emergency was declared last Thursday to 31.

Some 21 people died in black-on-black attacks, seven in security force action and three were killed by the car bomb blast in Durban on Saturday.

There had been "a slight increase" in unrest incidents in the past 24 hours, Mr Mellet said.

The police commissioner has placed a ban on the media entering areas of unrest or reporting on security force action, unless it is information supplied by the authorities.

The bureau has previously proposed organising visits to unrest areas for the media but no such visits have been arranged yet.

The bureau has still not said how many people have been detained under the emergency regulations — Sapa.

Editorial opinion P8
Car bomb victims P9



South African Peter Lindenberg 30, avoided serious injury when his boat flipped into the air and into a pier wall during a British powerboat Grand Prix in Bristol, at the weekend. He was thrown clear in mid-air and escaped with minor abrasions. In May, Lindenberg won the penultimate leg of the super class powerboat championships on the Buffalo River, in East London. Jurgen Askard, of Denmark, was killed in a 192 km/h crash during the Bristol race. His 2000cc boat clipped a wall in the docks before flying through the air and smashing into a pier. Another death occurred when a spectator, who jumped into the water to cool off, drowned after disappearing beneath the surface. American Chris Bush won the main event with Britons Jona than Jones and John Hill, second and third respectively.

Reduction in GST soon?

Dispatch Correspondent
CAPE TOWN — There is growing speculation in political circles that general sales tax will be reduced soon as part of the government's financial package to boost the economy.

Indications are that the government is waiting for the right moment to make the announcement to achieve the strongest psychological and confidence-building impact.

The Minister of Finance Mr Barend du

Plessis could announce his package in the next two days during the third reading of the national Budget. Speculation of a cut in sales tax was spurred on yesterday when Mr Charles Redcliffe, chief Labour Party spokesman on finance withdrew his objection to the Sales Tax Bill which he said last week the House of Representatives would "refuse to pass unless the government cut GST by two per cent to 10 per cent."

Brazil 4-0

GUADALAJARA — Three-time champions Brazil thrashed Poland 4-0 in their World Cup clash yesterday — their fourth straight win of the tournament.

Brazil will meet France or Italy in the quarter-finals on Saturday.

In Mexico City two people were shot dead, hundreds were injured and at least 150 robberies committed as a night of celebrations turned into anarchy after the national team's victory over Bulgaria.

Explaining his move he said that he and Mr Du Plessis had found each other concerning the macro economic situation during private discussions. He gave no firm indication that he had been promised any cut but said he was confident that government action would show that he had not "backed down."

Speculation is that Mr Du Plessis is waiting till the hullabaloo over the state of emergency has died down and until violence and unrest has decreased because he does not want his an

Pride of the Cape

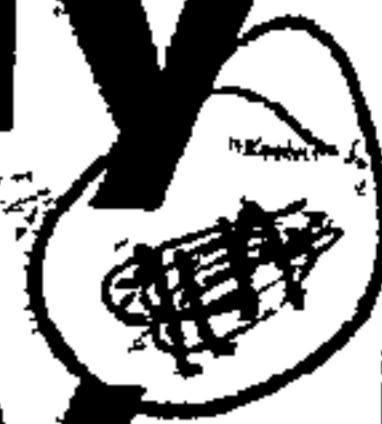
FLEUR DU CAPE

CABERNET SAUVIGNON

Back to normal after stayaway on anniversary

EVE POST 11/6/86

152



Post Reporters

BLACK workers returned to work en masse in Port Elizabeth today

"Back to normal" was the unanimous outcome of a survey of a cross-section of major employers in the city, after yesterday's virtual total stayaway to mark the 10th anniversary of the Soweto riots.

In the Vaal Triangle thousands streamed back to work though transport routes seemed less crowded than usual.

In PE, spokesmen for Samcor, VW and General Motors confirmed that absenteeism was at normal levels. The same applied at the OK Bazaars, Pick 'n Pay and Checkers supermarket chains

A spokesman for the PE Municipality said

there was a 100% turnout in all services today.

Mr R Strydom, public relations officer for the Post Office, said everyone had returned to work and that the New Brighton and Estadeal post offices were open.

United Dairies and Britos, the city's biggest bakery, reported that everything was back to normal.

In the Pretoria/Witwatersrand/Vereeniging complex some black commuter routes on the Reef appeared to be quieter than usual.

Putco carried 80% of normal capacity in Soweto this morning, said Mr B Pelsler, divisional manager for Soweto

Generally, passenger volumes appeared to be back to normal and all drivers had reported for work, said Mr Pat Rogers,

public relations executive for Putco.

A spokesman for the SA Transport Services said trains in the Transvaal were full.

"It seems like a normal working day" Only 30% of normal passenger loads were carried in the province yesterday.

The streets of Johannesburg, which resembled a ghost town yesterday, were alive again.

Black townships on the East Rand and West Rand were bustling with commuters.

Shops which closed for the day yesterday reopened in Johannesburg and surrounding black townships.

Black workers also returned to factories, shops and offices in Pretoria where employers reported attendances of almost

100%.

Trains to Pretoria were running normally with their usual complement of commuters and Putco reported that its services to the capital were all back on course.

Black residents in townships of Atteridgeville and Mamelodi near Pretoria, Mohlakeng near Randfontein, Kagisto near Krugersdorp, Dobsonville west of Soweto, Sebokeng near Vanderbijlpark, Kwathema near Springs, Wattville near Benoni, and Tembisa near Kempton Park said workers were going to work in their droves

Buses and taxis provided normal services.

But in Duduza near Nigel, residents continued with a consumer and bus boycott begun four weeks ago

Questionable prospects

THE high inflation rate and intensified political unrest is impacting heavily on industry and contributing to inflated claims, as well as increased incidents of fraud and fire damage. This is the view of Protea Assurance chairman Cedric Walton.

He says: "Political strength, expressed through trade union movements, is making it difficult for us to differentiate between politically motivated strikes and normal fire casualties."

And he says there is a new problem for insurers — the hijacking of motor vehicles, a growing trend among youths. Unfortunately, with their resources stretched to the limit, police involvement in crime prevention and investigation is wanting, Walton believes.

Commenting on reinsurance, he says capacity has been and continues to be drastically reduced, allied to a tightening of underwriting requirements and commission levels.

Several large risks have been shown to the market recently and despite significantly increased rates and stiffer terms and conditions, substantial portions have been left unplaced.

On the collapse of AA Mutual, Walton points out that a company's solvency margin is the usually accepted standard by which the financial strength of a short-term insurer is judged — the ratio of net shareholders or free funds to net written premiums.

"This is, however, by no means the only criterion," he says. The strength of a company's insurance funding, its premium and claims reserves or technical reserves, is of equal importance. "So, accepting the composition of portfolios differs from international norms, local reserving standards are still low."

From March 31, this year, Protea Assurance's technical ratio stood at 72%, one of the highest levels in the SA market. He concludes: "We do not believe market share should be sought at the expense of almost everything. We like to husband our resources and opt for a development philosophy focused on profitable growth."

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'Back to normal' after stayaway

Labour Reporter

BLACK workers in Natal returned to work yesterday after a one-day stayaway on Monday marking the 10th anniversary of the Soweto riots

Employer associations reported nationwide that most of the estimated

1 000 000 returned to work yesterday

'Back to normal' was the unanimous outcome of a survey of a cross-section of major employers in Natal

Bread and milk deliveries, suspended on Monday, were also resumed yesterday Clover Dairies had a 'very good staff atten-

dance and all services were back to normal,' Mr Ray Floweday, Clover's divisional manager in Natal, reported

The giant Dunlop tyre factory in Sydney Road was back in full production after its entire workforce of about 1 000 returned to their jobs, a company spokesman said

Spokesmen for leading supermarket chains Checkers, Pick 'n Pay and OK Bazaars also reported that trading had returned to normal yesterday

Central Durban was a hive of activity yesterday and most traders reported business as usual, in sharp contrast to the situation on Monday

A Durban Corporation spokesman said there was a 100% turnout in all services and it was business as usual for shops, offices and businesses in the city centre as well as in the Grey Street complex, which was almost deserted on Monday as the shops were closed.

The House of Delegates reported that attendance at Indian schools throughout the country returned to normal yesterday. However, at the University of Durban-Westville all academic activities had been suspended until tomorrow, but the campus was 'very quiet' Mr Nico Nel, the university's director of public relations, reported

Public transport, including trains, buses and taxis were also fully operational, with trains from Durban townships filled to capacity with workers returning to their jobs yesterday morning

Indian-owned businesses in Verulam, Tongaat, Stanger and Pietermaritz-

burg also re-opened yesterday

In Johannesburg the Steel Engineering Industries Federation of SA and the Association of Chambers of Commerce reported that all seemed normal again yesterday

The mining houses, hit by a stayaway of just under 10%, all reported that workers resumed work yesterday

Sapa reports the South African Transport Services as saying trains were back to normal, filled with commuters returning to work yesterday

From Cape Town it is reported that those who stayed away from work on Monday returned to their jobs yesterday and employers reported 'normal' staff attendance'

Vote

An estimated 80% of black and 20% of coloured workers in the Western Cape responded to the call for a one-day stayaway on Monday

Fears that the stayaway might be extended appear to have been unfounded.

A member of the Congress of South African Trade Unions, which represents more than 50 000 workers in the Western Cape, said workers had voted against a longer stayaway

Spokesmen for City Tramways and SATS said the passenger flow on buses and trains was back to normal yesterday, after a dramatic drop in commuter numbers on Monday

Major chain stores reported that employees who observed the stayaway had returned to work yesterday and that service at their outlets in the city had 'normalised completely'

Retail chains hit by strikes

CAPE TIMES 19/6/86

Own Correspondent

JOHANNESBURG — At least six retail chains and a major dairy have been hit by strikes on the Reef, with hundreds of workers demanding the release of Commercial Catering and Allied Workers' Union (Ccawusa) leaders believed to be in detention.

Milk deliveries to homes in the northern and eastern suburbs of Johannesburg have been disrupted by a strike by 350 workers at Nel's Dairy in Victory Park. Many of the workers are Ccawusa members.

The owner of the dairy, Mr Hans Nel, said the workers were dismissed yesterday.

Most of the sit-in retail strikes began on Friday, the day after the unionists were allegedly detained, and have continued sporadically. The number of workers on strike has fluctuated greatly, according to employers.

OK Bazaars, Frasers Ltd, CNA Gallo Ltd, Pick 'n Pay, Checkers and Woolworths have been affected to a greater or lesser extent.

Requests to minister

It is understood that employers in the commercial and distributive trade have sent urgent requests to the Minister of Law and Order, Mr Louis le Grange, to charge or release union leaders believed to be detained.

A union member at the Ccawusa offices said there were no officials there who could comment on the strike.

The personnel director of OK Bazaars, Mr Richard Blackwell, said 12 branches had been affected since Friday when workers began an illegal strike. He did not know how many workers were on strike but said store managers were negotiating with them.

Details about strikes at Woolworths and Checkers could not be obtained last night. It is believed that a total of more than 20 stores owned by the two companies have been affected.

The chairman of Frasers Ltd, Mr Donald Campbell, said about 120 workers at seven Frasers stores on the reef had been engaged in sporadic strikes since Friday.

'Holding a red rag'

Mr Michael Wright of CNA said 300 workers in two warehouses and seven CNA stores in Johannesburg had been on strike from Tuesday.

Pick 'n Pay's store at Steeldale, south of Johannesburg, and its Bloemfontein store have also been affected.

There are, however, sectors of the retail industry which have not been affected.

Commenting on the retail strikes, the Progressive Federal Party's manpower spokesman, Mr Peter Gastrow, said arresting labour leaders was like "holding a red rag in front of their unions".

"The emergency may well reduce unrest in the townships in the short term, but it will do long-term damage to labour relations unless trade union leaders are released or charged."

Strikes follow detention of union leaders

Big business is to protest to Le Grange

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STAR
19/6/86

Staff Reporters

Leaders of big business in South Africa are seeking an urgent meeting with Minister of Law and Order Mr Louis le Grange about the widespread detentions of trade unionists under the state of emergency regulations.

The detentions have led to a collapse of established labour practices and a wave of strikes.

According to Johannesburg shoppers who have contacted *The Star*, stores affected by the strikes include Checkers, Pick 'n Pay, Woolworths and OK Bazaars. Checkers has been particularly hard hit.

The detentions are having a devastating effect on some businesses and many trade unions.

Mr le Grange's office confirmed today that he had been approached by business leaders who wished to discuss the situation with him. The meeting is expected to take place today.

Most trade unions — their leaders in detention or hiding for fear of detention — have been prevented from operating effectively. Most are afraid to operate from their offices.

The detention of unionists has resulted in a wave of protest strikes by black workers at a number of retail outlets and could jeopardise wage negotiations now in progress.

At least one of the retail bosses seeking a meeting with Mr le Grange will complain about direct interference in industrial relations matters.

In another development, the chairman of Premier Group Holdings, Mr Tony Bloom, has sent a telegram to Minister of Manpower Mr Piet du Plessis and Mr le Grange protesting at the detention of unionists.

Dairy stoppage

Mr Bloom said management was now faced with running factories by dealing with "the mob", because leaders were in custody.

Several retail chains have been hit by sit-down strikes by members of the Commercial Catering and Allied Workers Union of SA (CCAWUSA).

A number of CCAWUSA shop stewards and union officials are being detained. Their names may not be published because of the emergency regulations.

Nel's Dairy has also been affected by a work stoppage. The company has declined to divulge details, but milk deliveries to the Johannesburg northern suburbs have been disrupted, according to housewives. Some deliveries to supermarkets have also been affected.

Comments on the strikes by company spokesmen may not be published in terms of the emergency regulations.

"There has been a genuine effort on the part of many South African companies to negotiate with unions, and vice versa," said Mr Bloom. "For this reason we find it deeply disturbing that many leaders of the union movement and shop stewards have been arrested and placed in detention without trial."

"Apart from the humanitarian aspects of detention without trial, this will create a legacy of bitterness in the business sec-

19/6/85
SOWETAN

Strike hits chain stores

HUNDREDS of members of the Commercial, Catering and Allied Workers' Union at major supermarket chains on the Reef have ~~downed~~ tools.

Ccawusa members at OK Bazaars, Checkers, Pick 'n Pay and Woolworths began their work stoppage last Friday.

A Ccawusa spokesman told the *Sowetan* that union members had resolved to continue their work stoppage until their demands were met.

The *Sowetan* cannot publish the names of the detained Ccawusa officials in terms of the emergency regulations.

A Pick 'n Pay spokesman said only one outlet, in Steeledale, had been affected by the solidarity strike. Workers at the outlet began their sit-in yesterday morning, he said.

A snap survey yesterday revealed that the retail groups affected by the stoppages were using temporary staff to man till-points at some of their Johannesburg outlets.

A spokesman for OK said the work stoppages were unrelated to shop-floor issues. "It appears that most retailers have been hit by the stoppages," he said.

• This report has been censored in terms of emergency regulations.

AT LEAST six retail chains and a major dairy on the Reef have been hit by strikes, with hundreds of workers demanding the release of detained Commercial Catering and Allied Workers' Union (Ccawusa) leaders.

Strikers demand release of leaders

AT LEAST six retail chains and a major dairy on the Reef have been hit by strikes, with hundreds of workers demanding the release of detained Commercial Catering and Allied Workers' Union (Ccawusa) leaders.

Milk deliveries to homes in the northern and eastern suburbs of Johannesburg have been disrupted by a strike by 350 workers at Nel's Dairy in Victory Park. Many are Ccawusa members.

Dairy owner Hans Nel said the workers were dismissed yesterday.

Most of the sit-in, retail strikes began on Friday — the day after the unionists were detained — and have continued sporadically. The number on strike has fluctuated, according to employers.

OK Bazaars, Frasers Ltd, CNA Gallo Ltd, Pick 'n Pay, Checkers and Woolworths have been affected.

It is understood employers in the commercial and distributive trade have sent urgent requests to Law and Order Minister Louis Le Grange to charge or release detained union leaders.

A union member at the Ccawusa offices said yesterday there were no officials there who could comment on the strike.

CLAIRE PICKARD-CAMBRIDGE

OK Bazaars personnel director Richard Blackwell said 12 branches had been affected since Friday, when workers began an illegal strike. He did not know how many workers were on strike, but said store managers were negotiating with them.

No details of the strikes at Woolworths and Checkers could be obtained last night. It is believed a total of more than 20 stores of the two companies have been affected.

Frasers Ltd chairman Donald Campbell said about 120 workers at seven Frasers stores on the Reef had been engaged in sporadic strikes since Friday.

Michael Wright of CNA said 300 workers in two warehouses and seven CNA stores in Johannesburg had been on strike since Tuesday.

Pick 'n Pay's store at Steeldale, south of Johannesburg, has also been affected. Its Bloemfontein store was affected only on Friday.

There are sectors of the retail industry which have not been affected.

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Voting with their feet

IF MONDAY'S general strike proved nothing else, it dispelled the long held notion that work stayaways in South Africa are successful largely because of "intimidation in the townships

Given the huge security presence in and around most townships on June 16 there was no way that people wanting to go to work could have been hindered on the way in or out by intimidators

One is left with the inescapable conclusion that several million workers voted with their feet on Monday

But they voted unevenly, both regionally and sectorally. And in some areas — in a large section of the retail sector on the Reef in particular — they voted more than once and were still voting yesterday

The Johannesburg-based Labour Monitoring Group (LMG), which surveyed all the main centres except Durban, estimated that at least one-and-a-half million workers participated in the strike — at least as many as took part in the May Day strike

It is important to make this comparison because Labour Day was more specifically a worker day than June 16

Natal an exception

One could not deduce from the extent of the strikes on both days that there is a huge dichotomy in the labour movement between "workerists" concerned primarily with worker issues and "populists" concerned primarily with high-profile political issues

Unionized workers supported both strikes evenly around the country with the exception of Natal and the mines, where there was a negligible stayaway on Monday

According to the LMG figures, the strike in the Pretoria-Witwatersrand-Vereeniging (PWV) area was slightly higher than May 1. This was not unexpected, given that it included Soweto, the emotional centre of June 16

Cape Town, too, was higher than May 1, while Port Elizabeth, probably the country's most politicized city, had virtually a 100 percent stayaway on both days

The general strike was not limited to the main centres and stayaways were high in both the Transvaal and Eastern Cape hinterland, creating the possibility that a further half-a-million workers over and above the LMG figures commemorated June 16

For instance, not a single bus was reported to have left the troubled homeland of KwaNdebele to take people to work on Monday

In Natal the factionalized battle between Inkatha and the United Democratic Front (UDF) and the Congress of South African Trade Unions (Cosatu) and the United Workers' Union of South Africa (Uwusa) probably had a role in restricting the strike

Natal increasingly appears as an anomaly on the South African political scene, particularly since the May 1 launch of Uwusa

Conflict between Cosatu and Uwusa reached a new pitch two weeks ago with a clash at the Hlobane colliery which left 11 miners dead and violent clashes are on the increase, diverting attention away from other issues

The failure of the stayaway on the mines suggests that, despite indications to the contrary earlier this year, most black miners are isolated from the political currents in the townships

Willing to strike

Miners live in hostels largely insulated from the townships, nearly 40 percent of them are foreign nationals from countries such as Lesotho and Mozambique, and even the South African nationals are migrant workers with limited emotional ties to Soweto

The fact that they were willing to strike on May 1 but not on June 16 suggests a stronger willingness to take action over strictly worker issues and an indication that they could be saving themselves for a battle over wages later this year

The one proven exception was the collieries of the Eastern Transvaal where the stayaway was more successful and where miners have already participated in township campaigns

On the other side of the spectrum are retail workers on the Reef, many of whom started striking on Friday. At last count yesterday 11 branches of Woolworths, 15 branches of Checkers, eight branches of OK Bazaars, and four CNA stores were on strike

This is more indicative of the overall militancy of the unionized workforce — and their potential strength, which was displayed on Monday. It is a not insignificant fact that twice within seven weeks more than one-and-a-half workers have taken organized, coherent and peaceful political action

And the fact that the union movement in the form of Cosatu has become a full-fledged member of the black political opposition was recognized by the state last week when, for the first time, unionists were as hard hit as other political organizations by detentions

Philip van Nieuwerk is a former labour correspondent for the Cape Times and the Rand Daily Mail and now writes for the Boston Globe, the Weekly Mail and other publications

**Pay strikers
defy bosses**
1 000 fired

Staff Reporters 152 109

MORE than 1 000 workers at Irvin and Johnson's Woodstock branch, on strike for higher wages, were dismissed when they defied an ultimatum to return to work

The workers, all members of the Food and Allied Workers' Union (Fawu), went on strike on Tuesday demanding an across-the-board increase of R16 as opposed to the R12 offered by management.

Workers said about 1 200 employees, including day and nightshift workers, out of a workforce of 1 600 went on strike on Tuesday.

Mr C Atkins, group general manager of the seafoods division, said his company has an agreement with Fawu which lays down a procedure for wage increases.

He said I&J was following this policy

A spokesman for Fawu said it was "not union policy to comment until there is a total breakdown -- we are still talking"

Pressure mounting

WEDNESDAY 20/6/86 (152)

PRESSURE is mounting on government to release or charge detained union leaders after urgent requests from employers who report that the arrests have had a crippling effect on industrial relations.

Meanwhile, it is not clear whether government will be prepared to meet business leaders in the wake of more than 60 spontaneous sit-in strikes which have hit Reef retail chains.

Major employer associations who have telexed government include the Association of Chambers of Commerce (As-socom) representing 23 000 employers, and Assemp, an employer association in the retail distributive trade

The Federated Chambers of Industry (FCI) has not telexed government but several of its major members have done so.

Assemp chairman Don Findlay said its telex had urged Law and Order Minister Louis le Grange to release leaders, and had expressed deep concern that detentions could be highly detrimental to management-employee relations in the retail distributive industry

Premier Group chairman Tony Bloom has outlined to government the serious industrial relations problems created by

CLAIRE PICKARD-CAMBRIDGE, CHRIS CAIRNCROSS and SIPHO NGCOBO

the detention of union leaders. He said it would be harder to devise a "surer formula for conflict" than to detain union leaders without trial.

Anglo American chairman Gavin Rely has also made a strong public call for detained union and community leaders to be charged or released.

AECI group industrial relations manager Andre Botha said it had expressed grave concern about the detention of trade union leaders which could lead to serious industrial relations problems.

Employers interviewed said that despite sending repeated telexes to Le Grange and Police Commissioner General Johann Coetzee, they had not yet received a reply.

A spokesman for Le Grange's office said last night that requests for a meeting were still being considered.

Strikes have affected seven Frasers stores, 12 OK Bazaars branches, one Pick 'n Pay outlet, 14 Woolworths and between 15 and 20 Checkers branches. CNA Gallo is affected at six CNA stores, two CNA warehouses and two Gallo manufacturing units.

1 200 down tools at Dunlop factory

Labour Reporter

THE Dunlop tyre factory in Durban was hit by a work stoppage yesterday when about 1 200 employees walked off the plant at 2 a m, leaving their machines running

Mr Glen Sutton, group industrial relations manager for BTR Dunlop Ltd, said yesterday the strike was in support of the Metal and Allied Workers' Union's rejection of a wage increase offer of more than R100 a month

'This would have led to average wages of R10 000 per annum per employee at the plant,' Mr Sutton said

'The company's offer differs from the Mawu demand by R2,25 per week which means that it would take a year for an operator to recover the losses suffered in a one-week strike

'The Mawu strike is regarded as highly irresponsible as it is clearly not in the best interest of the

workers,' he said

Mr Bobby Marie, Mawu's branch secretary, said the strike was legal and followed a ballot in which 99,4% of the workers voted in favour of striking after management refused to move from its proposal of 11% increases on the lower pay rates and 6% increases on the higher rates

'Mawu points out that the official inflation rate is 19% and further that members have dropped all other demands relating to long service, overtime rates, the shift system and May Day

'Mawu's offer to continue negotiations with the company has not been taken up by management but the union remains open and willing to try and end the dispute.

'It should also be noted that Dunlop's turnover in 1985 was R224 million with net profits of R22,6 million — a 24% increase over 1984,' he said

Strikers stop the music

By Sheryl Raine

Strikes which have hit retail businesses since the start of the state of emergency have spread to the record industry

Stoppages were reported yesterday at Gallo and EMI pressing plants in Steeledale, south of Johannesburg, as workers downed tools to protest the detention of union leaders.

Retail chains still affected by the strike include Woolworths, OK Bazaars, Checkers, CNA Gallo and one branch of Pick 'n Pay Nels Dairy and Shamrock customers also reported disrupted deliveries.

Business leaders are seeking an urgent meeting with the Minister of Law and Order

CONCERN

In an unusually strong public statement Mr Mike Sander, managing director of AECL, has expressed the group's grave concern over the detention of unionists and community leaders.

"We have dealt with these people for years. They play a constructive role in resolving conflict in the community and in our factories and their absence is giving us serious problems. We urge that they are charged or released"

Last night SABC television news reported the strikes but failed to give reasons for them

While many union leaders are in detention, others are in hiding.

An industrial relations expert said yesterday that where union officials had appeared at strike-hit stores they had helped get staff back to work

Leaflets were dropped over townships on June 16

authorities

This newspaper has been produced under emergency restrictions amounting to censorship. The restrictions have the effect of suppressing information of public interest and of distorting the news. In ways that may be seriously misleading.

THE Bureau of Information yesterday withdrew a previous denial that security forces flew over Pretoria townships on June 16 dropping leaflets instructing residents to stay at home.

Asked to explain this, Bureau spokesman Dave Steward said, when double-checking reports, the Bureau sometimes discovered mistakes.

On Wednesday, Steward described reports of the incident as "devoid of all truth".

The leaflet — a copy of which was

Business Day Reporter

brought to yesterday's conference by a newspaper — read "Urgent warning: no meetings or processions are allowed. Security forces will take firm action against illegal gatherings. Please remain indoors for your own safety. The security forces want 16 June to be peaceful. Help us to arrest troublemakers and keep the peace. Thank You"

Asked why people were told to stay indoors if June 16 was to be a normal work-

ing day, Steward replied, "We considered it to be a normal working day but clearly there were security threats."

"When I said we considered it as a normal working day we meant we hoped most of the civil service would pitch up for work."

The strife in SA continued on Wednesday with the Bureau reporting three unrest-related killings — one possibly of a white man — bringing the official death toll since last Thursday's declaration of the state of emergency to 48.

Leaflet drop confirmed

week," Mellet said.

The bodies of two black men murdered in separate incidents at Denilton in KwaNdebele were also found by security police.

Mellet said police prevented the neck-lacing of a black man at Vlaklaagte near KwaNdebele and had saved two black women from a similar fate at Katilehong.

In another incident, a black man was saved after being assaulted and set alight in his house at Sandrivier-Trust in Hazyview

Steward yesterday again warned journalists not to turn the Press briefing into a "circus" for the purpose of contravening the emergency regulations

He described a report in yesterday's London *Guardian* alleging a battle in Zwirde near Port Elizabeth as "wild", adding, "We have no information on this."

Steward also refused to divulge information on the well-being of an international TV cameraman apparently in detention.

But he said further documentary evidence showing plans to destabilise the country over the June 16-26 period might be made available to the media.

Replying to unanswered Press questions at previous briefings, Steward confirmed.

- Government had not banned *Newsweek*.
- Fifty-one youths armed with pangas and petrol bombs were arrested at a church in Meadowlands East on June 13.
- A 4-year old girl was accidentally shot in the buttock in Soweto on June 16 as security forces used birdshot to disperse rioters.
- Petrol bombs caused extensive damage to St Paul's Church in Soweto on June 17.
- Six unrest incidents were reported in Soweto on Tuesday as journalists toured the township under police escort.
- Special units of police had been established to cope with the emergency situation.

At its Press briefing yesterday, Bureau spokesman Leon Mellet again claimed a sharp decrease in unrest incidents, compared with pre-emergency levels.

At KwaNobuhle near Uitenhage, police found a body so badly charred it was impossible to identify its race or sex.

"But we cannot determine at this stage whether it is that of a white person reported missing in the area earlier in the

Retailers ready for Le Grange

By PHILLIP VAN NIEKERK

A HIGH-LEVEL delegation of retail chain employers was yesterday preparing to meet today with the Minister of Law and Order, Louis le Grange — despite official denials by the Minister that the meeting was on.

The Weekly Mail understands that the purpose of the meeting is to convey employers' concern at the widespread industrial action at major chain stores on the Reef which followed the declaration of a State of Emergency.

The sporadic strikes and sit-ins — which have hit up to 60 stores, most of them on the Reef — continued to escalate yesterday.

The hardest-hit chains include Checkers, OK Bazaars, Woolworths and CNA Gallo, where up to 3 000 workers have taken strike action. Pick 'n Pay and Foschini's, recently the scenes of large-scale industrial action, have been less hard-hit.

Workers are demanding the release of two officials of the Commercial, Catering and Allied Workers' Union (Ccawusa) detained in terms of the State of Emergency.

In terms of Emergency regulations, the officials may not be named.

The strikes began on Friday and since then there have been two occasions when an entire storeful of workers sitting in has been detained.

Businessmen said to be in the delegation include Clive Weil, the managing director of Checkers; Mervyn King, managing director of Kirsh Industries, and Gordon Hood, managing director of OK Bazaars.

Industry spokesmen were tight-lipped about the meeting. Weil said yesterday that "as far as I know a meeting has been called, but I don't know whether it will go ahead".

Asked what would be discussed with the Minister, he said "I don't think I can tell you that in terms of the Emergency regulations."

Striking workers have called on their employers to put pressure on the government to secure the release of the officials. Individual companies as well as the Association of Employers (Assemp) have telexed the Minister "requesting information about the detentions".

Industrial relations specialists from the chains held an emergency Association of Employers (Assemp) meeting on Wednesday night to discuss the worsening situation at their stores.

Don Finlay, the chairman of Assemp, said a number of different approaches had been considered at the meeting. He said that among these was a request to see Le Grange.

"We were informed that Mr Weil and Mr King already had an appointment to meet with Mr le Grange and we considered whether the meeting should be adapted to include some of the other employers as well.

"We could not do this without requesting their permission. No final conclusion was reached."

1 000 stage sleep-in at gold plant

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11/24/84

ABOUT 1 000 workers are involved in a sleep-in strike over wage demands at the West Rand Gold and Uranium company near Brakpan.

The members of the National Union of Mineworkers (NUM) began their sleep-in on Monday night.

A NUM spokesman, Mr Marcel Golding, said the strike was in response to "inadequate wage increases" offered by management

The wage strike follows the declaration of a dispute by NUM with Ergo this week.

A spokesman for the Anglo American-owned company said the work stoppage was illegal in terms of the recognition agreement reached by management and the union in 1984

Production at the company was being maintained by whites.

"The situation at the plant is tense but Ergo management has sought a meeting with NUM shop stewards," the spokesman said.

Strike by 600 closes factory

A major manufacturer of earth-moving equipment, Wrightech (Pty) Ltd, has closed its factory near Boksburg indefinitely after a strike by 600 workers.

Despite several meetings no agreement was reached on negotiation rules and on workers' demands for a R1-an-hour across-the-board increase.

On Wednesday after negotiations broke down, workers locked the factory gates to make sure managers continued negotiations and did not go home. The gates were later opened — after events that may not be reported in terms of the emergency regulations.

Other labour unrest incidents

- Striking Shamrock dairy employees left the premises in circumstances that may not be reported

- The entire staff of the OK Bazaars in Rosebank left the premises after action that cannot be reported.

- About 1 000 Nel's Dairy employees on strike in protest at the detention of union leaders were subject to action that may not be reported

Top businessmen fear setback for labour relations

Detentions Unprior

By Sheryl Raine

Detentions of trade unionists and wildcat sit-in strikes at more than 60 stores — from Woolworths and the CNA to Checkers and the OK Bazaars — had business leaders knocking on Cabinet Ministers' doors yesterday in urgent efforts to get the detentions halted.

Mr Gordon Hood, managing director of OK Bazaars, had talks with Minister of Manpower Mr Pietie du Plessis about the situation.

Mr Mervyn King, managing director of Kirsh Industries, met Minister of Law and Order Mr Louis le Grange and is understood to have put the case for the whole retail industry.

There have been no public statements on the meetings.

Checkers managing director Mr Clive Weil also requested a meeting with Mr le Grange, but he said yesterday the only reaction to a telex he had sent was what he had heard on the SABC.

Mr Weil would not reveal what he had said in the telex. Nor could he say exactly which Checkers stores were affected by strikes because he would then be subject to discipline in terms of the emergency regulations.

Businessmen are protesting against the detentions of at least 65 union leaders and workers under emergency regulations. Since the emergency started, other top businessmen have issued tough public statements asking that detainees be charged or released. Many are privately expressing grave concern about the impact of the emergency on labour relations.

Some companies in the middle of wage talks fear that detentions could complicate negotiations.

The president of the Chamber of Mines, Mr CG Knobbs, said yesterday "The chamber has brought to the Government's notice that, while negotiations with the National Union of Mineworkers (NUM)

● See Pages 2, 4, 7, 8

have been progressing well, constraints have been imposed on some members of the negotiating team which could impact negatively on industrial relations in the mining industry and on collective bargaining."

The protests by businessmen gathered momentum this week when there were more than 60 strikes on the Reef.

Black workers, mostly members of the Commercial Catering and Allied Workers Union of SA (Ccawusa), have been staging wildcat sit-down strikes for more than a week in protest against the detention of union officials.

Shops still affected include CNA Gallo, Woolworths, Checkers, OK Bazaars and one branch of Pick 'n Pay. Record companies EMI and Gallo were affected during the week, as were Nel's and Shamrock dairies.

Mr Mike Sander, managing director of AECI, and Mr Tony Bloom, chairman of Premier Group Holdings, have both issued strong statements.

The Association of Employers has telexed Mr le Grange.

From Pretoria, Robyn Green reports that co-ordination between workers and their unions has collapsed, with the latter unable to approach members because of emergency regulations.

Thousands of workers now on strike have stopped work on their own initiative — not with trade union guidance.

I&J denies firing 1 200 workers

W/FAK/brk 2/16/80
Weekend Argus Reporter
152

IRVIN and JOHNSON'S management has denied allegations that 1 200 workers at their Woodstock branch were dismissed after an illegal sit-in strike this week.

A report in early editions of The Argus on Thursday stated that more than 1 000 I&J Woodstock workers had been dismissed after a sit-in strike on Tuesday over dissatisfaction with a wage offer made by I&J.

A spokesman for the company said the striking employees had resumed work on Wednesday and allegations that 1 200 workers had been dismissed were untrue.

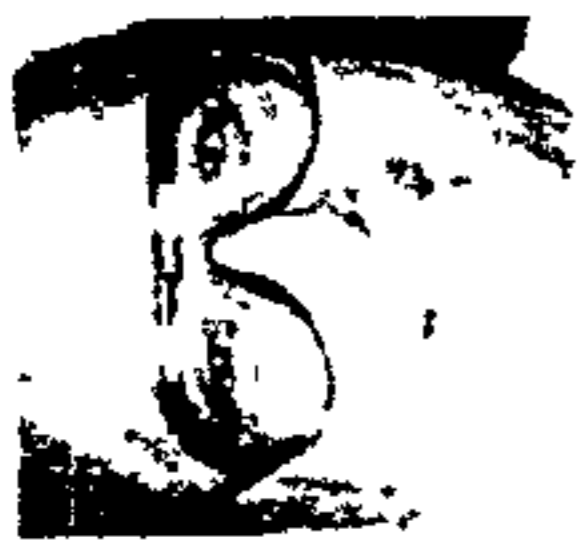
"Negotiations regarding a wage increase are continuing with the Food and Allied Workers' Union," the spokesman said

Shock new gags as business bids to head off strikes

TURNS OVER THE SPOILS



GORDON HOOD
MD of OK Bazaars



CLIVE WEIL
MD of Checkers

By NEIL HOOPER

THE state of emergency was tightened another notch yesterday when the authorities imposed sweeping gagging orders on scores of dissident and community organisations.

The Divisional Commissioner of Police in the Western Province, Brigadier Chris Swart, issued orders prohibiting the publication in six Cape magisterial districts of any utterances by office-bearers of more than 100 organisations. They include the United Democratic Front, the Azanian People's Organisation, the Congress of SA Trade Unions, the Detainees' Parents Support Committee, the End Conscription Campaign, the National Union of South African Students and the Release Mandela Campaign.

* CONTENTS of this issue of the SUNDAY TIMES have been restricted by regulations which were promulgated by the Government under the State of Emergency. Readers should be aware that the normal flow of news, comment and photographs has been affected and other because publication of some matter is specifically prohibited, or because it may be considered a violation of the wide terms of the regulations. The SUNDAY TIMES will however, endeavour to publish as much information as is possible within the law.

The orders were published in the Government Gazette in terms of Emergency Regulation 7. It is now illegal to publish comment from these organisations in the districts of the Cape, Simons-town Wynberg Goodwood, Bellville and Kuils Rivier.

This is the third time the regulations have been tightened since the declaration of a state of emergency on June 12.

The first was a ban on non-residents entering black townships (somewhat relaxed yesterday to exempt journalists who obtain prior permission).

The second was the imposition this week of a 9pm to 4am curfew in black residential areas in the Eastern Cape.

Yesterday's far-reaching gagging order came as South Africa's leading retailers met the Minister of Law and Order Mr Louis le Grange in a bid to defuse wildcat strikes that are crippling more than 100 stores and supermarkets across the country.

Black workers, mostly members of the Commercial Catering and Allied Workers Union of SA (Ccaawusa) have been staging sit-in strikes for more than a week in protest against the detention of the union officials.

This has placed retailers in a difficult position since the imprisoned officials may be the only people who can halt the strikes.

Yesterday's meeting was under the chairmanship of Mr Mervyn King, chairman of Kirsh Trading.

Statement

Also present was the Commissioner of Police General Johan Coetzee.

A joint statement afterwards stated that "the Minister emphasised that no union leaders are being detained purely because of their activities relating to labour matters."

Mr le Grange gave an undertaking to investigate the retailers' problems, but emphasised that "the State regarded the maintenance of law and order a priority."

The statement said that discussions took place in an atmosphere of co-operation.

By yesterday the following stores were experiencing labour problems:

- 37 Checkers supermarkets
- One Pick 'n Pay hypermarket
- 23 OK stores
- 14 Woolworths stores and one depot
- Nine CNA stores, two factories and two warehouses
- 12 Frazers stores and one warehouse

All black staff at these outlets are either on strike or have been arrested. Managers have kept going with temporary untrained staff.

Last month, when 55 Pick 'n Pay outlets were strikebound for six days the total cost was estimated at more than R1-million a day.

The cost of the present strike could therefore, be even heavier.

A measure of the severity of the crisis facing retailers was the heavyweight nature of the delegation which met Mr le Grange.

Concern

They were Mr Gordon Hood, managing director of OK, Mr Clive Weil, managing director of Checkers, Mr A Williamson, managing director of Woolworths and Truworths, Mr R de Wet, personnel director of Pick 'n Pay, Mr J A McNess, director of CNA/Gallo, Mr P Strydom, personnel director of Metro Cash and Carry, and Mr R Williams, director of Frazers Ltd.

A further sign of the concern by industry in South Africa is reflected in an advertisement placed on Page 15 of today's Sunday Times by AECI managing director Mr Mike Sander.

It expresses grave concern about the detention of trade unionists and community leaders, and adds:

"The absence of trade union leaders who are actively involved in settling disputes between labour and management is already leading to serious problems in the industry."

Equally strongly worded pleas have been made by other industrialists including Mr Tony Bloom of the Prenter Group.

Mining houses are equally concerned and the president of the Chamber of Mines Mr CG Knobbs says it has told the Government that while negotiations were underway with the National Union of Mineworkers (NUM) constraints were placed on members of the NUM negotiating team which could have a 'negative impact on the outcome of the talks'.

~~CONFIDENTIAL~~
**'No work,
some pay
- all lies'**

22/6/82
PAMPHLETS which were distributed in Maritzburg on June 16, claiming that the UDF and Cosatu would pay anyone who stayed away from work were 'obviously bogus' according to those whose names appeared on the pamphlets.

The leaflet stated that the two organisations were offering between R10 and R40 to anyone who didn't go to work. The exact sum would depend on the job and wage of the person involved.

Five names and addresses were given on the pamphlet, as people from whom cash would be collected by "stay-aways".

TC Talks on trade union detentions continue

P. **Strikes rack**
A. **retail industry**

23/6/86
SPAR
152

Talks focusing on the emergency detention of scores of trade unionists which has resulted in more than 100 protest strikes in the retail industry, will continue between the Minister of Law and Order and top retailers in Pretoria today.

A delegation of retail bosses met the Minister on Saturday and discussions will continue all day today on points raised at the weekend

The businessmen are deeply concerned about the detention of trade union leaders which has sparked a wave of sit-down strikes by members of the Commercial, Catering and Allied Workers Union of South Africa (Ccaawusa).

At least 65 trade unionists are known to be in detention, among them certain officials of Ccaawusa. Their names may not be published under emergency regulations.

So far more than 100 strikes have been recorded and the retail industry has well-founded fears that the number may grow.

At the weekend the following units were still experiencing strikes:

- Checkers - 37 supermarkets but the number was expected to grow
- OK Bazaars - 23 stores.
- Woolworths - 14 stores and one depot.

- CNA - nine stores, two factories and one depot.
- Frasers - 12 stores, one warehouse.
- Pick 'n Pay - Steeledale Hypermarket south of Johannesburg.

Present were Mr C Weil, MD of Checkers, Mr R de Wet, group personnel manager of Pick 'n Pay, Mr R Williams, director of Frasers, Mr A Williamson, MD of Woolworths and Truworths, Mr P Strydom, personnel director of Metro Cash and Carry, Mr J McNess, director of CNA/Gallo, Mr G Hood, MD of OK Bazaars, and Mr Mervyn King, chairman of Kirsh Industries

The meeting, at the offices of Kirsh Trading, was chaired by Mr King.

Law and Order a priority

He said in a statement later that problem areas had been discussed with Mr le Grange.

"The Minister said the Government was sympathetic about the problems but the State regarded the maintenance of law and order a priority, he said "The Minister undertook to investigate the matters brought to his attention"

Mr le Grange had emphasised that "no union leaders are being detained purely because of their activities related to labour matters"

Top industrial relations experts in the private sector have noted that people known to have been detained were in many instances those whose involvement in labour relations had been most constructive.

The experts expressed surprise at the seemingly haphazard detention of unionists which, some said, reflected a lack of insight by the Government.

They held little hope that the Government would grant requests for the release of unionists from detention.

says Bloom

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Security Police involved in industrial relations,

The Star Bureau

LONDON — Mr Tony Bloom, chairman of Premier Group Holdings, has claimed on British television that "external agencies, specifically the Security Police", have been involved in industrial relations disputes in South Africa.

"I can't elaborate on that because, in terms of the new laws and regulations, I am unable to describe anything that has happened as far as the Security Police are concerned," he said.

"But I did send a telegram to the Minister of Law and Order pointing out that the detention of trade unionists in particular, and some of our shop stewards, was having a very detrimental effect on the way in which we run our businesses.

"These people are detained without trial. They are then released — and a legacy of bitterness is created. And they are the people management has to sit down and negotiate with. And, as you can imagine, a surer formula for conflict is hard to devise."

Mr Tony Bloom.

He and two other South Africans, Mr Chris Ball, managing director of Barclays National Bank, and Professor Deon Geldenhuys, professor of political studies at Rand Afrikaans University, took part in a discussion about South Africa on the BBC Channel 2 "Newsnight" programme.

Mr Bloom said that the more people who talked to the ANC, the more the stereotype most white South Africans had of the organisation would be broken down.

"I think that was one of the important things to come out of last year's meetings with the ANC in Lusaka.

Professor Geldenhuys said there was an ill-defined threshold that could be crossed in sanctions where the results could become counter-productive.

Mr David Steel, leader of Britain's Liberal Party, said that argument had some validity and he did not seek to deny it. But against that had to be weighed what he believed to be the benefit of sanc-

tions — giving a signal to the majority of the population.

Mr Ball said one could not press a button and expect a predictable result. One was dealing with people who would respond in terms of the characteristics of their group. He thought this was where there was a misunderstanding.

"Mrs Helen Suzman is one of the great opponents of the apartheid system and has spent many years fighting it in Parliament.

"And she has said recently that, if she had any feeling whatsoever that sanctions would be productive and would lead to a change in the political power structure in South Africa, she would support sanctions.

"But she rejects them entirely. I think that sanctions are a political absurdity. It must not be assumed that a revolutionary or military victory is just around the corner. It is not even on the horizon.

"I think there is a better route for action and it is not sanctions at this point."

Mr Chris Ball.



Shop sit-downs spread to Pretoria — claim

Talks on protest strikes continue

24/6/86 S.M.A. 152

By Sheryl Raine

Strike-hit retail bosses again met Government officials in Pretoria yesterday in a continuation of talks about the wave of more than 100 protest strikes in the retail industry.

While the meeting was still in progress, claims were made that the strikes — which have so far affected major chain stores in the greater Johannesburg area — had spread to shops in Pretoria. Workers have been staging sporadic sit-down strikes since the start of the state of emergency

and the detention of at least 65 trade unionists. Mr Mervyn King, chairman of Kirsh Trading, said yesterday's talks were chaired by himself and that representatives of Woolworths, Pick 'n Pay, OK Bazaars, Frasers and CNA Gallo were present. He declined to say who else was at the meeting.

"The discussions will continue this week and we expect to release a statement sometime in the immediate future. There is no statement today. The talks are sensitive and affect thousands of people," said Mr King.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA (Cawusa) in Pretoria reported that workers at four OK Bazaars branches and a warehouse, a Checkers store, a Woolworths outlet and one CNA shop had gone on strike yesterday in protest at the detention of union officials.

Spokesmen for the companies concerned were said to be unavailable when *The Star* called to confirm the strikes.

The Cawusa spokesman said the union was aware of four shop stewards and three officials being held under the emergency. He said workers were also protesting at the 180-day detention law approved by the President's Council last week.

He called on the Security Police to stop certain activities which may not be reported under the emergency regulations.

The Star has also received calls from white staff members employed at stores affected by strikes. White staff complained that they were working long hours and were expected to work in various capacities at far-flung outlets to fill in for strikers.

600 dismissed at Boksburg factory after pay stoppage

By Sheryl Raine

About 600 workers were yesterday dismissed by Wrightech Pty Ltd near Boksburg following a wage strike which lasted more than a week.

Workers said they had been the subject of police actions which may not be reported in terms of the emergency regulations. This was the second time in four days that they had been subjected to such actions, they said.

Black and coloured workers at Wrightech, who are represented by a worker committee, were demanding a R1-across-the-board pay increase. The committee rejected a set of rules for negotiation proposed by management and accused the company of trying to undermine the committee and of negotiat-

ing in bad faith.

Mr K C Rose, manufacturing director, said 440 black and 180 coloured employees had been involved in the strike. The company closed down the factory last week when repeated discussions with worker representatives failed to resolve the situation. Mr Rose questioned the representivity of the committee. "When we tried to re-open yesterday, we asked workers to sign documents indicating their willingness to return to work. Radical elements pulled people away from machines and the situation deteriorated. Strikers were requested to leave the premises at 8 am if they were not prepared to work." He also referred to police activities which may not be reported during the emergency.

The plant was still functioning, he said.

Workers down tools

ABOUT 300 workers at the Coca Cola Bottling Company in Clayville, Olifantsfontein went on strike yesterday in protest against the dismissal of a colleague.

Employees interviewed yesterday said they downed tools in protest against the company's decision to fire an Atteridgeville-based driver/salesman last Friday. The driver was fired following allegations of fraud, the *Sowetan* was told.

Mr Mike Crampton, Coca Cola's personnel manager in Clayville yesterday said. "We are in the process of negotiating with the workers." He declined to comment further.

The strikers, all members of the Cosatu-affiliated Food and Allied Workers' Union yesterday threatened to continue with the strike until their colleague was "given a fair trial". The employees reported for duty as usual yesterday morning but refused to work.

Wages

At least 300 workers at the Manhattan Confectionaries in Booyens, Johannesburg, are out on strike following a dispute over wages.

The strikers have been out for almost a week and have failed to reach an agreement with their management.

A spokesman for the workers said they have vowed not to return until their wage demands were met.

They are also demanding better working conditions for the employees. Yesterday the workers milled around the firm and said they wanted to keep solidarity by reporting to work on time but not working.

Strike talks continue

LEADING retail employers hope the problem of detained trade union leaders — which has plunged the industry into an unprecedented wave of spontaneous strikes — will be sorted out by today.

Ongoing talks with government continued yesterday following the wildcat strikes which have hit about 100 retail stores in the Witwatersrand region.

Workers are demanding the release of detained leaders of the Commercial, Ca-

CLAIRE PICKARD-CAMBRIDGE

tering and Allied Workers Union (Cawusa)

Executive chairman of Kirsh Trading, Mervyn King, who has spearheaded meetings between government and employers, said they were at a "delicate stage".

BW DAY 24/4/78
To Page 2

Ccawusa strike action spreads to Pretoria area

CLAIRE PICKARD-CAMBRIDGE

MEMBERS of the Commercial, & Allied Workers Union (Ccawusa) say their union has been hardest hit by emergency detentions and that worker protest is continuing, with strikes spreading to some Pretoria stores

Several Ccawusa spokesmen, who did not wish to be named, said yesterday almost the entire leadership and more than 600 members had been detained since the start of the emergency.

They said frustration was so great among workers that the strikes — which formerly affected only the Witwatersrand region — had spread to Pretoria where four OK Bazaars branches and a warehouse, one Woolworths store and several Checkers stores were affected.

Both OK and Checkers management refused to comment on the allegations, saying they would not be responding to any queries about strikes. A Woolworths spokesman said one Pretoria store had experienced a short stoppage.

Ccawusa spokesmen said most shop stewards arrested were not affiliated to any political organisation and sought only to represent workers. Ccawusa union leaders who had not been detained were unlikely to come out of hiding before the state of emergency was lifted.

Ccawusa strike action spreads to Pretoria area

CLARE PICKARD-CAMBRIDGE

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Breakdown of those held

According to the Labour Monitoring Group, there are at least 171 trade unionists known to be in detention

No members of the Trade Union Council of SA (Tucsa) or the Inkatha-sponsored United Workers Union of SA (Uwusa) have been held

A breakdown of those detained shows 85 percent are from unions affiliated to the Congress of SA Trade Unions, including

- ▶ 36 from the Metal and Allied Workers' Union
- ▶ 16 from the Commercial Catering and Allied Workers' Union
- ▶ 11 from the National Union of Textile Workers
- ▶ 11 from the SA Allied Workers' Union
- ▶ Nine from the Paper Wood and Allied Workers' Union
- ▶ Eight from the National Union of Mineworkers
- ▶ Eight from the National Automobile and Allied Workers' Union
- ▶ Seven from the Food and Allied Workers' Union
- ▶ Twelve percent of those detained are from unions affiliated to the Council of Unions of SA including eight members of Cusasa's secretariat and
- ▶ Seven from the Transport and Allied Workers' Union
- ▶ Three from the SA Chemical Workers' Union
- ▶ Two from the Food, Beverage Workers' Union

By Sheryl Raine

The independent Labour Monitoring Group (LMG) has attacked the silence of the vast majority of employers over the state of emergency and the detention of at least 171 trade unionists

The LMG said that by remaining silent most employers had cast doubt on their public commitment to the removal of apartheid

The LMG is an independent group of academic researchers from various universities and organisations who monitor labour developments closely

In a report on the effect of the state of emergency on industrial relations, released yesterday, the LMG said: "In sharp contrast to the high-

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26/6/86
S JAR

Employers under fire over silence on union detentions

sounding claims in support of civil rights in the Federated Chamber of Industries' Business Charter, employers have been largely silent on the state of emergency"

Two important exceptions were AECI and the Premier Group, which had both issued strong statements

A statement by the Chamber of Mines was criticised by the National Union of Mineworkers, which felt employers could intervene more directly with the State.

While the detention of at least 170 unionists in the last two weeks had temporarily disrupted trade union organisation, the movement's deep roots in the workplace would most likely mean that union organisation would continue

The impact of the state of emergency on labour relations had, however, been significant. A feature of the detentions was that 85 percent of those detained were from unions affiliated to the Congress of SA Trade Unions (Cosatu)

In some unions, shopfloor workers and shop stewards had stepped into the breach left by officials and administrative staff in detention or in hiding.

Further, shopfloor workers were now taking direct responsibility for important wage negotiations

Labour lawyers report that shop stewards, acting for union officials, are contacting them for legal advice.

The emergency had also affected industrial relations as a whole. So far there had been more than 100 strikes by members of the Commercial Catering and Allied Workers' Union of SA (Ccawusa) in major retail stores in protest against the detention of unionists.

"At first appearance, trade union detentions have been haphazard, but in certain areas the logic is all too apparent," said the report

"Unionists in northern Natal believe that the large-scale detentions of Cosatu leaders now leaves the field open for its recently-formed rival, the Inkatha-backed United Workers Union of SA (Uwusa). Some unionists have claimed that their members have been put under pressure to join Uwusa."

1 000 strike at Dunlop plant

By Mike Siluma

About 1 000 workers at BTR Dunlop's Sydney Road plant in Durban are on a legal wage strike, a spokesman for the Metal and Allied Workers' Union (Mawu) said today

Mawu's Natal secretary, Mr Bobby Marie, said the workers had voted to strike yesterday after rejecting a management offer of pay increases ranging from 11 percent for lowest paid workers to six percent for the highest paid

Dunlop management was not available for comment at the time of going to press

Mr Marie said the workers could not accept the employers' offer because it fell far below the official inflation rate of 19 percent. At the same time, work-

ers had dropped all other demands relating to long service, overtime rates, the shift system and May Day

Mawu was still open to further negotiations

He claimed that Dunlop had made a 1985 turnover of R224 million with net profits of R22,6 million — an increase of about 24 percent on 1984

Yesterday was the second strike to hit the Sydney Road factory in three months. Workers went on strike in April for seven days and only returned after threatened legal action by the company

Along with workers at three other company plants in the Transvaal and Natal, the workers downed tools demanding the reinstatement of colleagues dismissed for alleged violent behaviour

Coke ¹⁹² workers ^{20W 67PN} still on ^{26/6/46} strike

ABOUT 300 workers at the Coca-Cola Bottling Company in Clayville near Olifantsfontein yesterday vowed to continue with their strike following management's decision not to meet their demand.

The employees, all members of the Cosatu-affiliated Food and Allied Workers Union, went on strike on Monday morning in protest against the dismissal of a driver/salesman accused of fraud by management. He was fired last Friday.

Workers yesterday said management met union officials on Tuesday. The authorities were "adamant" that they would not re-employ the sacked man, workers said. They also accused a senior white manager of having closed down the canteen on Tuesday.

Coca-Cola's personnel manager in Clayville yesterday said management was still negotiating with workers. He declined to comment further.

The employees have threatened to continue with the strike until their colleague is reinstated. The strikers alleged he was unfairly dismissed because he was not given a fair trial by management.

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20W 67PN
26/6/46

STRIKE
(152) 26/1/86

Back at work after pay rise

About 600 workers who staged a wage strike at Wrightech (Pty) Ltd in Boksburg have returned to work after being granted a 40 c across-the-board increase.

A company spokesman, Mr K.C. Rose, said that a formal agreement between the workers' committee and the company was reached on Tuesday and workers returned to work yesterday. The strike had lasted more than a week.

"We have agreed to a 40 c across-the-board increase with immediate effect. An attendance bonus of 10 c an hour will be paid as from July 1."

Earlier this week, the workers were dismissed after deadlocked talks on demands for a R1 across-the-board wage increase.

Mr Rose said workers who had returned to work would not lose benefits.

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GPI Tim's
27/6/86

Ice cream workers fired

GATTI'S Ice Cream fired half its workforce on Wednesday after they went on strike to protest against the dismissal of two organizers of the South African Allied Workers' Union (Saawu).

The strike — which involved an estimated 60 workers — was called on Friday after Gatti's dismissed a second member of the union's committee at the factory. The first member was fired earlier this month.

A management spokesman confirmed the dismissal of the striking workers yesterday.

He denied that the two committee members had been fired because of their union activities but declined to give reasons for their dismissal.

Saawu's response to the dismissals may not be published in the Western Cape in terms of the emergency regulations.

IN MAIL
RETAIL STRIKES

27/6/85
Clamming up

Stung by wildcat strikes protesting the detention of leaders of the Commercial, Catering and Allied Workers' Union (Ccaawusa), top retailers have turned in desperation to government and store-level worker representatives in an effort to resolve them. But industry spokesmen have clamped down on the flow of information about these efforts, and about the strikes themselves.

It is understood that at least 80 outlets and warehouses are affected by strikes. Checkers, OK Bazaars and Woolworths appear to be hardest hit, while the stoppage also extends to CNA, Pick 'n Pay, Frasers, Garlicks and Thrupps. It would appear that at least 5 000 workers are involved. Those detained are said to include three officials and four shop stewards.

The *FM* was, however, unable to confirm the exact extent of the strikes. Many company spokesmen were "unavailable," others

refused to comment. Says Checkers MD Clive Weir "We have been requested not to make such information available." He declined, however, to say who had made the request. Other top retailers said the situation was "delicate" and feared publicity may harm efforts to resolve the conflict.

There have been at least two rounds of talks between retailers and government. The business delegation was led by Kirsh Industries' Mervyn King. Law and Order Minister Louis le Grange, who was present at one of the meetings, assured the businessmen that no unionists have been detained "purely for their labour activities." While government was sympathetic to the plight of the affected businesses, security considerations were the primary concern, he said.

The Bureau for Information refuses to reveal any information about detainees. The most reliable information available is that 120 unionists have been detained — most being shop stewards, with only a small proportion among the top leadership levels. Nevertheless, the vast majority of the unionists at large have gone into hiding, making it almost impossible for management to communicate with them.

So retailing managements have taken the next best step. On Monday they met with a group of shop stewards from the strike-hit companies. Again, information is scarce. But one management source says the shop stewards were told that management had done "all it could." The workers are said to have "appreciated" that, and asked for another meeting later this week. There was no sign of significant progress, says the source. "At least we have now established communication."

Striking workers return to stores

By Sheryl Raine

Major supermarkets and other chain stores on the Reef returned to normal for the first time in two weeks yesterday when striking black workers went back to work

The workers, members of the Commercial Catering and Allied Workers Union of SA (Cawusa) went on strike at the start of the state of emergency when union leaders among them 16 from Cawusa, were detained

While some unionists, including two from Cawusa, were freed this week, many are still in detention. The detentions have had a significant effect on the running of union offices and other labour-related activities.

Stores affected by the strikes by till operators, shelf packers and others included Checkers, Woolworths, CNA, one branch of Pick 'n Pay, Frasers and OK Bazaars.

Demands tabled by workers this week included that

- All detained workers' jobs be guaranteed on full pay.
- Each company provide two shop stewards to man the Cawusa office until such time as the industrial relations situation returned to normal
- All striking workers be paid in full for time on strike

Agreement was reached on certain demands and compromises reached on others

The companies agreed to guarantee all unionists detained in terms of emergency regulations their jobs on full pay

Two shop stewards from each company will be released on two weeks special leave to man the Cawusa office, one week of that leave on company pay. At the end of two weeks the companies will review the situation

30 of sacked George workers get jobs back

CMT limits 28/6/86 (152)

Staff Reporter

SETTLEMENT has been reached in a dispute between the George Municipality and 172 employees fired after what the municipality said was an illegal strike

In terms of the settlement the municipality will pay the dismissed workers four weeks' wages and will reinstate 30 of the 172 who applied for reinstatement

The municipality also undertook to give priority to the sacked employees over other persons when job vacancies arose

Informing the Industrial Court in George that a settlement had been reached, counsel for the employees, Mr L Rose-Innes, said his

clients were not happy with the settlement but had no alternative under the circumstances but to agree

According to affidavits filed by the workers, all of whom live in Lawaai-kamp outside George, they returned home from work on April 3 to find that some of their houses had been demolished without warning

'Secret'

The next day they asked the foreman, Mr J M Lamprecht, why they had not been warned. He allegedly told them that this was the municipality's "secret"

Workers asked whether others could expect to return from work to find their homes demolished

as well

Mr Lamprecht told them, using obscene language, that if they did not want to work they should leave. The workers claim he then ordered them off the premises. When they returned to collect their wages, Mr Lamprecht told them they were no longer employed.

Mr Lamprecht denied these allegations, saying the men walked out after he explained that he had orders to demolish the houses of illegal squatters

Mr D van Schalkwyk presided. Mr Rose-Innes was instructed by Mr Basheer Waglay of E Moosa and Associates. Mr J J Gauntlett, instructed by Stander and Swart, appeared for the municipality

Mr Cadman for safekeeping.

1 000 strikers quit tyre factory

Labour Reporter

MORE than 1 000 striking employees at the Dunlop tyre factory in Durban left the plant yesterday after being asked to do so by the company

The factory had been virtually under siege since last week as the entire black labour force staged sit-in protests in support of their demand for more pay

Mr Bobby Marie, branch secretary of the Metal and Allied Workers' Union, claimed the strikers were forcibly evicted from the factory premises after the company had obtained a Supreme Court interdict on Friday, although they were on a legal strike

The workers held another meeting on the premises yesterday after orders were served on them and they decided to continue their strike. At the meeting speaker after speaker expressed anger at the company's use of the

emergency regulations to break their legal strike,' he said

'It was clear that the company was aware that the 1 000 workers would find it difficult to meet because of the emergency regulations,' he added

Mr Glen Sutton, group industrial relations manager of BTR Dunlop Ltd, said the workers had agreed to leave the site after management had requested them to do so, and no force was used

'The union's reference to the state of emergency is misleading and an attempt by the union to confuse the issue,' he said

He said the company had implemented the terms of a Supreme Court interdict granted on Friday to prevent 'any further acts of intimidation of black casual employees and damage to company property which included the slashing of tyres on a company vehicle to prevent it from making deliveries to customers'

Durban North

Discos

Opposite Lower

TOP

SUPER + A1
TENDERISED STEAK

R2

DURBANS PREMIER DISCO
SHOPPING HOURS: MON-THURS
FRI 7.30 - 7.00pm. SUNDAY R



School helps Cheshire Homes

SUNDAY 30/6/86 (152)

Strike-hit Dunlop gets court order

CLAIRE PICKARD-CAMBRIDGE

THE strike-hit BTR Dunlop Durban tyre factory obtained a temporary court interdict in Durban on Friday to restrain union members from entering company premises without management's consent

The order will affect Metal and Allied Workers' Union (Mawu) members who plan to continue a sit-in strike today. Management say they applied for the

interdict after workers — who are on a wage strike — marched to the Dunlop's distribution store where they allegedly obstructed the movement of vehicles and intimidated casual workers.

Mawu spokesman Bobby Marie denied earlier Mawu members had intimidated other workers.

Cape Times

1/7/86 152

1 000 strikers leave plant

Own Correspondent

DURBAN — More than 1 000 striking employees at the Dunlop tyre factory in Durban left the plant yesterday at the request of the company.

The factory had been virtually under siege since last week as the entire black labour force staged sit-in protests in support of a demand for more pay.

Mr Glen Sutton, group industrial relations manager of BTR Dunlop Ltd, said the workers agreed to leave the site after management had requested them to do so and no force was used.

Comment by the union, the Metal and Allied Workers' Union, cannot be quoted as it is an affiliate of Cosatu which is banned in the Western Cape under emergency regulations.

Mr Sutton said the company had implemented the terms of a Supreme Court interdict — granted on Friday to prevent "any further acts of intimidation of black casual employees and damage to company property which included the slashing of tyres on a company vehicle".

Blacks are wary of the free enterprise system

THELMA TUCH

IT WAS the role of the private sector to lobby for fundamental changes in SA and it was tragic that it had taken so long to start doing so, organisations consultant Christo Nel said last week at the recent Project Free Enterprise (PPE) seminar held at the University of SA in Pretoria

The state of labour in SA, he said, was deteriorating at an accelerating rate with more of the work force involved in strike action in the first quarter of this year than during the whole of last year

Prerequisites for an ultimate solution in SA were that blacks were given the opportunity to buy property and work in areas of their choice,

and that they have a voice in both local and central government.

It had to be demonstrated to blacks that free enterprise and apartheid were not synonymous, he stressed

To do this, Leon Louw, executive director of the Free Market Foundation, suggested that management introduce programmes for their em-

ployees on the benefits of free enterprise

Blacks could not appreciate the free enterprise system because their advancement within it during the past 10 years had been minimal, according to Martin Nasser, of the School of Business Leadership at Unisa, and chairman of Project Free Enterprise.

BTR strike still unsettled

A WAGE dispute which disrupted production at Dunlop last week, remained unresolved yesterday, said a spokesman for the workers.

The company obtained a temporary interdict restraining members of the Metal and Allied Workers' Union from interfering with the running of BTR Dunlop on Friday afternoon. The interdict was obtained following a march by striking workers at the plant.

In terms of the interdict, Mawu members may not interfere with or intimidate "employees, temporary staff

looking for work or employed by the company and/or any customers, distributors, suppliers or any persons entering the premises."

A Mawu spokesman said the strike, in sup-

port of their pay demands, was legal. He said most of the workers were unable to make ends meet on their present wages, particularly taking into consideration that the inflation rate was 19 percent. He denied that Mawu mem-

bers had intimidated casual workers.

Earlier last week, almost the entire black work force of 1 200 staged a sit-in protest in front of the main entrance at the factory in demand for more pay — Sapa

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1977/11/11

~~PRETORIA~~
~~OK~~
~~strikers back~~

All striking employees at Pretoria OK Bazaars branches have returned to work, the group personnel manager, Mr Keith Hartshorne, said yesterday

He said about 500 workers returned to work after an agreement between the Commercial Catering and Allied Workers Union and OK management

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Eight stores were affected by the strike, which started last week

By Monday most of the stores were back to normal with the exception of the Van der Walt Street branch whose workers returned to work yesterday. — Sapa

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Strikes threaten drug production

PRODUCTION of life-sustaining drugs has been threatened by strikes over the detention of trade unionists, according to a warning issued to government by 14 major pharmaceutical companies.

All 14 East Rand companies were hit by a two-day sit-in strike last week by members of the SA Chemical Workers' Union (Sacwu) who demanded the release of a union leader and detained members.

Roche Products personnel services manager Jan Smit said four employer representatives had met Manpower Director-General Piet van der Merwe on Thursday to discuss the matter.

"We told him of our concern over the effect of current detentions on labour relations in general, and the way it affected us in the workplace

"Our basic concern is that most companies are pharmaceutical producers of life-sustaining drugs which people cannot do without," Smit said

Several employers told *Business Day* another danger posed by the strikes was that pharmaceutical companies could be closed by the Medicines Control Council if they employed unskilled temporary labour

CLAIRE PICKARD-CAMBRIDGE

The 14 companies include Twins Pharmaceutical Holdings, Roche Products, Beecham SA, Richardson-Vicks, Scherag Ltd, Wyeth Ltd and Smith, Kline and French

They join a growing number of employers who have asked government to charge or release detained leaders as rapidly as possible.

The strikers returned to work last Friday and a joint group of employers met with Sacwu representatives to inform them of their meetings with government

Smit said the meeting with Van der Merwe had been "very constructive" and that Van der Merwe would act as go-between between employers and Law and Order Minister Louis le Grange.

The meeting had been arranged after the 14 employers telexed Minister of Manpower Pietie du Plessis, Minister of Health Dr Willie van Niekerk and Minister of Law and Order Louis Le Grange last Wednesday

Smit said no further meetings with

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Drug production threatened

government had been arranged and employers were waiting to see what would happen

□ Kahn & Kahn Plastics in Isando was also affected by a stoppage last week in which worker demands included the release of detained unionists

□ About 250 workers have been on strike at Cheesebrough-Ponds in Wadeville since last Thursday Management declined to disclose the cause of the strike,

but Chemical Workers' Industrial Union's (CWIU) Chris Bonner said workers were demanding the dismissal of a supervisor who allegedly assaulted a worker

□ About 4 000 workers at seven Sentra-chem plants in the Transvaal, Free State and Natal have entered their seventh week of strike action over wages

From Page 1

No respite for fired dairy staff

NATAL - Yesterday
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Pietermaritzburg Bureau

THE 200 Clover Dairies employees who were dismissed here on Monday afternoon definitely would not be re-employed, Mr Andrew Lynch, Clover Dairies Industrial Relations Manager, said yesterday.

He said the workers, whom he felt had 'dismissed themselves' by refusing to report for duty on their normal shifts on Monday morning and taking part in an 'illegal strike', would not be reinstated in their positions.

'As far as we are concerned, they have dismissed themselves,' Mr Lynch said.

All the dismissed workers had been paid R150 in backpay which was owed to them.

Workers stopped work on Friday after two members of the Food and Allied Workers' Union (Fawu) were dismissed for alleged misconduct during a previous work stoppage which occurred on June 6.

Mr Lynch denied that this was the cause of the stoppage, and blamed it on rivalry between Fawu and the United Workers Union of South Africa (Uwusa).

He said the company had been considering its manpower requirements and would employ an unknown number of new workers to replace the strikers.

He said deliveries yesterday had been disrupted only in the retail or door-to-door field, and wholesale deliveries to shops were normal.

Mr Petros Ngcobo, secretary of the Midlands branch of Fawu, said the workers had stopped work for four

reasons

These were the dismissal of the two Fawu members, one of whom was chairman of the shop stewards' council, Mr Jethro Ndlovu, the reinstatement of three Uwusa members who had been suspended from work, the changing of Mr Ndlovu's daily 'round' to Imbali, where he had received death threats, allegedly from Uwusa members, and 'slowness' on the company's part in paying a back-pay sum of R150 a worker.

Problems

He criticised the company's attitude towards Fawu, and said should negotiations with the management fail, the union would use all means at its disposal through its membership at all Clover and National Co-op Dairies plants throughout Natal.

He said the union had not decided whether its members would stop work at other Clover and NCD plants.

He questioned the fact that Fawu had had 'many problems' with Clover's management while they enjoyed a better relationship with the management of other concerns.

'Why do we not have similar problems in other factories?' Mr Ngcobo asked.

He added that he had received a report that five women Fawu members at the Clover Port Shepstone plant, including the factory's shop steward, had been dismissed yesterday afternoon.

The management was unable to confirm the allegation.

New report spells out labour strike action in SA ¹⁵²

The Argus Correspondent

PRETORIA — Nine whites were involved in strikes in South Africa last year, compared with 239 807 employees of other races

The newly-released South African Labour Statistics report showed that 225 045 blacks made the most use of industrial action to express their grievances. Coloured workers numbered 12 883 and Asians 1 879

The report is the first compre-

hensive statistical report on labour in South Africa

There were fewer strikes in 1985 than the previous year but more workers were involved. There were 389 strikes compared with 469 strikes involving 181 942 employees in 1984

The Witwatersrand was the worst hit by industrial action with 102 strikes in 12 months involving 56 517 workers

Kimberly reported no strikes and the second-lowest number featured in the Free State Gold

Fields. Pretoria experienced 22 strikes involving 6 961 workers

Wages were the cause of 38 percent of the strikes and disciplinary matters caused 14,7 percent

The manufacturing industry bore the brunt of strike action with 232 strikes in one year. Lost man-days totalled 322 519 as a result. In the mining industry there were 40 strikes resulting in 305 901 lost man-days. The total man-days lost during the year was 678 273

TEST OF STRENGTH

THE wage strike at seven Sentrachem subsidiaries is still on — with management and 3 000 strikers seemingly involved in a test of strength.

Negotiations between the company and the workers' representatives, the SA Chemical Workers' Union (Sacwu), reached deadlock in mid-May. The black workforce at Sentrachem began their strike on May 12. Mediation has also

BY LEN MASEKO

failed to resolve the dispute, which centres on workers' demands for a pay rise of R250 across-the-board and an end to race discrimination in wage levels at the company.

A spokesman for Sacwu said the strikes were resolute in their

wage demands, adding that the company could afford the increases. He said the increases, if implemented, could bring black workers' pay scales on a par with those of their white counterparts at Sentrachem.

The company has indicated that, despite the two-month-old strike, it

has set several production records by using temporary labour. In future, however, staff would be reduced "but not necessarily by means of dismissals," the company has stated.

The Engineering and Allied Workers' Union (Eawu) has been granted recognition at Delfos Atlas Copco in

Benoni.

The package includes plant-level wage agreements as well as agreement on retrenchment procedures.

Eawu has a 90 per cent representation at the company.

The Metal and Allied Workers' Union (Mawu) has negotiated

an improved retrenchment package for its members at Knorr Bremse of SA in Kempton Park

The package includes a four weeks' severance pay. Twenty-six Mawu members were recently retrenched by the company on a "last-in-first-to-go" basis.

Strike threat to supply of drugs

CAL Times 3/7/86

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Own Correspondent
JOHANNESBURG — The production of life-sustaining drugs has been threatened by strikes aimed against the detention of trade unionists, according to a warning issued to the government by 14 major pharmaceutical companies

All 14 East Rand companies were hit by a two-day sit-in strike last week by members of the SA Chemical Workers' Union (Sacwu) who demanded the release of a union leader and other members

The personnel services manager for Roche Products, Mr Jan Smit, said, four employer representatives last week met the Director-General of Manpower, Mr Piet van der Merwe, to discuss the matter

"We told him of our concern over the effect of current detentions on labour relations in general, and the way it affected us in the workplace. Our basic concern is that most companies are pharmaceutical pro-

ducers of life-sustaining drugs," Mr Smit said

Several employers said a further danger posed by the strikes was that pharmaceutical companies could be closed down by the Medicines Control Council if they employed unskilled temporary labour

The 14 companies include Twins Pharmaceutical Holdings, Roche Products, Beecham SA, Richardson-Vicks, Scherag Ltd, Wyeth Ltd and Smith, Kline and French

Workers returned to work last Friday and a joint group of employers have met Sacwu representatives to inform them of their meetings with the government.

Telex

Mr Smit said the meeting with Mr Van der Merwe had been "very constructive" and that Mr Van der Merwe would be acting as a go-between between employers and the Minister

for Law and Order, Mr Louis le Grange

The meeting had been arranged after the 14 employers telexed the Minister of Manpower, Mr Pietie du Plessis, the Minister of Health, Dr Willie van Niekerk, and Mr Le Grange last Wednesday

● Kahn and Kahn Plastics in Isando, near Johannesburg, was also affected by a stoppage last week in which worker demands included the release of detained unionists

● About 250 workers have been on strike at Cheesebrough-Ponds in Wadeville, Germiston, since last Thursday. Management declined to disclose the cause of the strike. A comment by the Chemical Workers' Industrial Union (CWIU) cannot be quoted in terms of the emergency rules

● About 4 000 workers at seven Sentrachem plants in the Transvaal, Free State and Natal have entered their seventh week of strike over wages

'STRIKERS DETAINED'

SCORES of former Tembisa Town Council employees — including an official of the South African Black Municipal and Allied Workers' Union — were detained yesterday morning.

The workers were taken outside the offices of the Tembisa Town Council shortly after 11 30am, according to a Sabmawu official. They are all members of the union. They were dismissed by the council on May 23 after a wage strike

By LEN
MASEKO

Sabmawu claimed its members were detained, but the Bureau for Information could neither confirm nor deny this

Meanwhile four former Tembisa Town Council workers were released from detention this week

- The labour dispute at the Coca Cola plant at Clayville has spread to the multinational company's three other plants on the Reef. Workers at Devland, Wadeville and Vaal Coca Cola plants

have joined the strike in protest against the dismissal of a worker in Clayville

- Food and Allied Workers' Union (Fawu) officials were locked in negotiations with the company's Clayville management all day yesterday

- About 90 workers at Mister Sweets in Wadeville are on strike demanding the reinstatement of three dismissed shop stewards

- Members of Cca-wusa were involved in a work stoppage at Woolworths' Eastgate branch yesterday

Diamond miners on strike over detained unionists

By Sheryl Raine

Four de Beers diamond mines in Kimberley were shut yesterday and this morning when more than 1 100 mineworkers went on strike.

They are demanding the release of unionists detained under emergency regulations.

The mines affected are Du Toitspan, de Beers, Bultfontein and Wesselton. De Beers chairman Mr Julian Ogilvie Thompson has joined other business leaders and employer associations, including the Chamber of

Mines, in protesting to the Minister of Law and Order about unionists being detained.

The National Union of Mineworkers (NUM) said about 2 000 mineworkers were on strike in Kimberley while a company spokesman put the number at 1 100 out of 1 950.

The strikers are also demanding pay increases backdated to May 1, but a de Beers spokesman said the increases had not been agreed to yet because the NUM's wage requests had only been received on June 30.

Argus. 04/07/86

Unions pledge to 'continue the fight for justice'

The Argus Correspondent

JOHANNESBURG — Two of South Africa's biggest black unions, locked in wage disputes with metal and mining employers, have pledged to continue their fight for "a living wage" even though many of their leaders are in detention

This was said by spokesmen for the two, the Metal and Allied Workers' Union (Mawu) and the National Union of Mineworkers (NUM) at Mawu's first national congress, which opened in Johannesburg yesterday

"The workers' organisations will continue to grow and we will continue to fight for a living wage, economic justice and freedom," Mawu's national organiser, Dr Bernie Fanaroff, said.

He added that union demands, including an across-the-board R3 50 an hour increase, a 40-hour working week and May Day as a paid holiday were not unreasonable.

Four De Beers diamond mines in Kimberley were shut yesterday and today when more than 1 100 black mineworkers went on strike. The reasons for the strike may not be published in terms of the emergency regulations

PROTEST

No shifts were worked yesterday and the morning shift did not report today at the Du Toitspan, De Beers, Bultfontein and Wesselton mines.

Since the state of emergency was declared three weeks ago the retail and pharmaceutical industries have also been affected by protest strikes

A De Beers spokesman said the pay increases had not yet been agreed to because the NUM's wage requests had been received only on June 30.

The NUM was scheduled to meet the chamber on Wednesday to convey its members' response to the employers' offer. But, given the history of these negotiations and the differences between the chamber's offer and NUM's demands, it seemed inevitable that NUM would declare a dispute.

Last week, in what it termed its final offer, the chamber offered to increase the minimum wage rates of workers in the lowest job categories by 20%, and by 15% for the highest categories. It also offered to reduce the number of hours worked each fortnight by two hours, gave guarantees about job security for union members, and offered to improve the present provisions for maternity leave and the death benefit scheme. In response to NUM demands for paid holidays on May Day and June 16, the chamber proposed approaching government to appoint a commission of inquiry into the matter. If this does not happen by next February, the chamber has undertaken to negotiate the issue directly with the union.

These conditions were implemented on July 1 with the union's blessing. But NUM has been at pains to stress that this in no way implies an acceptance of the offer.

According to its press officer, Marcel Golding, NUM is prepared to accept the offer on working conditions and has dropped its demands relating to annual leave, shift allowances and paternity leave. The critical consideration, however, is wages. Although NUM has dropped its original demand for a 45% wage increase to 30%, there is still a wide gap between that and the chamber's offer. This week the union issued a seven-page document outlining the reasons why it believes the mining industry can easily afford 30% increases.

NUM general secretary Cyril Ramaphosa, widely regarded as the best negotiator in the emerging union movement, has not been present at the talks since the declaration of the State of Emergency. It is understood that Ramaphosa was in Europe this week. Naturally, his absence has placed the union at a disadvantage, although there are signs that he has still been guiding the NUM's negotiating team from a distance.

Talk in mining circles early this week was that if NUM does declare a dispute, and the chamber's offer is indeed final, there could be a repeat of the events of last year, when employer unity crumbled and some mining houses made higher offers than others. Earlier this year NUM resolved not to accept a split offer. But if this does occur it will be a difficult dilemma for the union to resolve.

FIN MAIL 4/7/86
STRIKES 14014 152

Emergency pressure

Strikes at about 100 retail outlets over the detention of leaders of the Commercial, Catering and Allied Workers' Union (Ccawusa) are over. But they demonstrated

how employers can get caught in the cross-fire during times of civil strife, and the difficulties of trying to settle strikes without the participation of top union representatives.

Although the retail sector has returned to normal, the chemical sector faces a rash of strikes over the same issue. According to reports, eight plants are affected. They involve members of both the Chemical Workers' Industrial Union, an affiliate of the Congress of SA Trade Unions (Cosatu), and the SA Chemical Workers' Union which is affiliated to the Council of Unions of SA.

A number of unionists, including two Ccawusa officials, were released from detention last week after serving 14-day terms under the emergency regulations. But in the last few days there have been further detentions of unionists, among them senior leaders of Cosatu, the National Union of Mineworkers and the Metal and Allied Workers' Union. Employers fear industrial action may spread to other sectors.

Rumours that Cosatu general secretary Jay Naidoo was among those detained proved false, but the detention of unionists (who may not be named) was the main item on the agenda of a special Central Executive Committee meeting to be held on Tuesday.

The return to work in the retail sector followed three meetings between employer representatives and government, and three lengthy and stormy negotiating sessions between employers and 14 representatives of the strikers.

The Ccawusa delegation was led by its president, Makhulu Ledwaba. He, however, was not able to be present at all the meetings. The other negotiators were mostly shop stewards inexperienced at dealing at top level. Hence the protracted nature of the talks.

The strike was clearly aimed at dumping the problem of the detentions in the lap of employers. Says Ledwaba: "Taxes from big business subsidise the State. They are obviously closer to government than we are, as evidenced by the fact that meetings were set up with (Law and Order Minister) Le Grange at such short notice." He adds: "The strike forced management to intervene with government, even though we didn't expect their meetings to achieve much."

Top retailers acknowledge that they may have some pull with government, but not as much as unions seem to believe. In this case Le Grange responded to management approaches cordially. But he was uncompromising on the question of law and order.

One management man involved sees business as having attempted to act as a mediator between government and the union. But, he says, "problems cannot always be resolved through mediation. Government and organised labour will eventually have to meet face to face."

The question that intrigues many is why the retailing sector was hit earlier and harder than any other. Employers give various explanations. One suggested that the labour movement chose to make the point in retailing because of its high public profile. An-

other believes it was a combination of two factors that retail workers are more urbanised, politicised and better educated than their counterparts in other industries, and that the strikes were a product of the continuing internal conflict in Ccawusa's Johannesburg branch. These divisions, he argues, produced a less considered response to the emergency detentions than would otherwise have been the case.

Ledwaba rejects these explanations. Indeed, he says, internal differences were set aside in order to deal with the detentions. He also argues that if the question of public profile were the issue, the mining industry would have been the ideal arena. Ledwaba's explanation is that the union's shop steward council structures allow for quick decision-making, in contrast to some other unions where consultations at various levels are required before final decisions can be taken.

Meanwhile, the Federated Chamber of Industries (FCI) met this week to consider its approach to union detentions. The FCI understands that the issue was hotly debated. It appears that those in favour of a low-key approach won out in the end in contrast to the high profile stance the Premier Group and AECI have adopted.

FIN MAIL 4/7/86
KWANDEBELE

Statelet of siege

A curfew plus an order that "no person may play, loiter or aimlessly remain on any public road" has been imposed on the residents of KwaNdebele, partially house-arresting them.

The estimated 120 000 residents of Moutse, which was incorporated into KwaNdebele in January, are also governed by the new restrictions. Lebowa's attempt to reverse the incorporation of Moutse into KwaNdebele failed in the Pretoria Supreme Court recently. Lebowa argued that Pretoria failed (technically) to excise Moutse from Lebowa as it had amended the wrong proclamation. Last week, however, Mr Justice van Dyk ruled that the Department of Constitutional Development and Planning had amended the correct proclamation so ending Lebowa's jurisdiction over Moutse, which is now officially part of KwaNdebele.

The additional restrictions on KwaNdebele residents were imposed in terms of the State of Emergency by an order of the KwaNdebele police commissioner, Brigadier Christiaan van Nierkerk.

The curfew confines residents to their homes between 9 pm and 5 am, unless they are en route to work, many residents commute to jobs in Pretoria and on the Reef and some begin their daily journey as early as 3 am.

Among other restrictions, non-residents are prohibited from entering the homeland and only those with a job or home in KwaNdebele may stay in the area. School pupils

Continued on page 38

1 000 STRIKE A.F.U. on strike (S) at Coke plants

More than 1 000 black workers are reported to be on strike at Coca Cola plants on the Reef and in Pretoria.

A Food and Allied Workers Union (Fawu) spokesman said yesterday that the strike began at Coke's plant at Clayville in Olifantsfontein, Midrand, nine days ago when 300 workers downed tools.

"The strike followed the dismissal of a Clayville worker for committing fraud. The union investigated, and believes that while management may have a genuine case against the worker concerned, the dismissal was racially biased. White employees guilty of the same offence get away with it."

Other plants which later joined the strike included Devlin (780 workers), Wadeville (300), and Vaal Bottlers (250).

Fawu said workers are continuing to report for work, but are staging sit-ins.

Coke personnel manager Mr Mike Crompton was not available for comment.

Nine whites went on strike

Pretoria Correspondent

SMAK 5/7/85 (152)
Nine whites were involved in strikes in South Africa last year as opposed to the 239 807 employees of other races.

The newly released report South African Labour Statistics shows that blacks — 225 045 — made the most use of industrial action to protest their grievances. Coloureds involved numbered 12 883 and Asians 1 879.

The report has been released by the Central Statistics Service, a government organisation.

There were fewer strikes in 1985 than the previous year, but more workers were involved. Strikes, including work stoppages, numbered 389 around the country, whereas in 1984 there were 469 strikes involving 181 942 employees. The Witwatersrand was the worst hit by industrial action with 102 strikes over 12 months.

2/7/86
WEDNESDAY 152
Union hits at use of courts

THE increasing use of the courts by companies to break strikes and prevent picketing encouraged workers to lose respect for, and even defy, the courts, the Chemical Workers' Industrial Union (Cwiu) said on Friday.

And it condemned companies for their use of the courts — which were seen as biased in management's favour — against workers involved in legitimate industrial disputes.

The Cwiu said 300 striking workers at Chesebrough-Ponds in Wadeville, Germiston, had returned to work reluctantly on Friday after a court interdict had been served on them. It said "Workers are determined to use other forms of pressure

CLAIRE PICKARD-CAMBRIDGE

to press forward with their demands."

Chesebrough-Ponds MD Tim Young said the company had applied for a court order to stop workers intimidating people and interfering with company activities. It had resorted to that for the first time because lengthy negotiations with the union had failed to stop those illegal actions.

Young said the strike began two weeks ago with workers demanding the dismissal of a black supervisor who allegedly assaulted a worker.

Both were union members, he said.

STAR
7/7/86

State is to aid search for new goldfields

The Government is to help the gold mining industry in a search for new goldfields in the Witwatersrand basin, Minister of Mining Mr Danie Steyn promised when he opened the international Geocongress 86 in Johannesburg

He said the plan would be outlined in a White Paper on future mineral policy to be tabled in Parliament next month

Among steps proposed was a "search for outliers of the Witwatersrand basin by the Government's Geological Survey, plus continual assessment of gold reserves and resources in the basin"

The Government would also give State support to certain gold mines and for the establishment of industries geared to produce value-added components of gold exports

PRIVATE INTERESTS

Mr Steyn said the Government envisaged the establishment of a Mineral Advisory Council on which private interests would be represented. Its task would be to supersede the Mineral Policy Committee and integrate all strategies related to the best use of minerals

Addressing hundreds of geologists from all over the world, Mr Steyn paid tribute to this country's gold mining pioneers who had added "an entirely new dimension to world mining"

Their sophistication had grown so much that gold occurring nearly 4 km below the surface at a grade of 6 g a ton could be mined, recovered and sold at a profit

Such feats had made gold synonymous with South Africa, which still possessed more than half the world's reserves

Up to 10 000 strike against detentions

Mineworkers stage protest

STAR
7/7/86

Up to 10 000 black mineworkers have staged strikes and go-slow actions on five mines in protest at the emergency detention of trade union leaders

The National Union of Mineworkers (NUM) reports that 8 000 miners have been staging a go slow since Friday on Anglo American's Free State Geduld mine. But the company said only 3 000 out of a workforce of 26 000 had been involved

In Kimberley, 1 950 NUM supporters have been on strike at four De Beers diamond mines since Thursday, demanding the release of NUM officials detained under the state of emergency. A union spokesman said a wage dispute on the mines was a separate issue and was not related to the strike

Negotiations are continuing with De Beers

Latest estimates by the independent Labour Monitoring Group put the total number of union officials and members in detention at 1 537, including 18

NUM officials

The president of the NUM, Mr James Motlatsi, and general secretary Mr Cyril Ramaphosa have returned to South Africa from Britain where they attended a British NUM conference in Wales and met Labour Party leader Mr Neil Kinnock

Mr Motlatsi and Mr Ramaphosa were met at Jan Smuts Airport on Friday by British diplomats after they had expressed fears that they may be detained. However, the two union leaders left the airport without incident

Step up reforms

The Institute for Personnel Management (IPM) has become the latest body to express concern at the detrimental effects emergency detentions were having on employer-worker relations, writes Mike Siluma

In a telex to the Minister of Law and Order, Mr Louis le Grange, the IPM urged the Government to step up the reform process as the only possible way

of resolving the problems

Calling for detained unionists to be charged or released, the IPM said the detentions had a "definite detrimental effect" on industrial relations, and specifically on the present round of wage negotiations

As long as blacks did not have a political forum at the highest level, trade unions would be, and were, forced to get involved in issues outside the workplace, including political activities.

However, the IPM said it accepted that no person was above the law and called on unions to "act responsibly"

Some individual employers and their organisations have recently made similar calls

The Labour Monitoring Group said of the 1 537 unionists in detention 218 were leaders and 1 319 members

Wage negotiations feared to be in danger of being jeopardised by the detentions were notably those involving thousands of black workers in the crucial metal and mining industries

Lesotho warns migrants on joining NUM

The Star's Africa News Service

MASERU — Basotho mineworkers in South Africa have been warned by the head of the military government, Major General Metsing Lekhanya, not to get involved in South African politics through membership of the National Union of Mineworkers.

The general also announced that a Lesotho ministerial delegation would visit South Africa this week for talks on improvements to the working conditions of Basotho migrant workers

He did not say with whom the talks would be held but it is believed they will include representatives of the South African Government and the Chamber of Mines

Speaking at a rally over the weekend, General Lekhanya said Basotho who joined the NUM must be careful not to endanger their employment.

His statement comes soon after a renewed warning by South African Foreign Minister Mr Pik Botha that migrant workers in South Africa might be sent home if international economic sanctions were imposed on South Africa.

Security meeting

Schoolboy

152

Strike closes mine shaft

ANGLO American's Free State Geduld mine yesterday closed a shaft as more black workers protested against the detention of trade unionists.

Mine management put the number of black miners involved in the industrial action at 5 000. Production at Shaft No 7 at the mine, affected by a go-slow strike involving about 2 500 miners since last Thursday, was suspended yesterday morning.

Another 2 500 miners at Shaft No 4 joined the industrial action on Sunday night.

The National Union of Mineworkers' (NUM) are demanding the release of 18 NUM officials who are said to be detained as well as that of other union members.

Negotiations between NUM and management are continuing.

Latest estimates show that 1 537 union officials and union members are in detention, according to the Labour Monitoring Group.

Meanwhile there was a "partial return to work" by miners at four De Beers mines in Kimberley. About 1 950 miners have been involved in a work stoppage at these mines, protesting against the detention of NUM officials.

• Four metal unions meet in Johannesburg

Dispute

The meeting takes place a day before the scheduled meeting between the unions and the employer body, the Steel Engineering Industries Federation of SA. The four unions have declared a dispute with the employer body.

Another metal union

Another metal union, the SA Boiler-makers' Society, may accept Seifsa's wage proposals.

Trouble at the mine

The situation at Gencor's St Helena gold mine near Welkom — the scene of faction fighting which resulted in the deaths of 15 miners and 13 others being injured at the weekend — returned to normal yesterday.

A Gencor spokesman, Mr Harry Hill, told the *Sowetan* the 13 injured miners were being treated at the mine's hospital.

Trouble at the mine's No 4 shaft hospital started after the fatal stabbing of a man on Saturday afternoon.

The names of the dead were not available as their next of kin were still being notified, Mr Hill said.

Strike fears boost gold on world markets

By Financial Staff

Gold bullion blipped out of its stable trading range of just over \$340 an ounce, to surge \$5 to \$349.50 in New York, in a day of hectic trading as labour unrest news in SA filtered through

Reports of 18 000 strikers — with an estimated 8 000 strikers on Gencor mines — and reports of go-slows on Anglo American and various other mines including De Beers, pushed the price of gold to \$347.85 in London after closing the day before at \$344.85.

In New York, dealers said that diminishing stockpiles had also made the metal a more favourable hedge, while the London surge had been helped by large purchases from a single source

Gold shares on the JSE were mixed after a quiet day's trading

The last time gold "spiked" out of its trading range, which was around June 16, it dropped back just as sharply

Immediate past president of the Chamber of Mines, Mr Clive Knobbs said this morning that there were no fundamental reasons why the gold price should increase, rather it was the perceived extent of the labour unrest which he thought was unfounded

He said that there was a lot of downward pressure on gold because of the over supply situation, and there was a great need



Clive Knobbs

for an improvement in demand to get the the metal to move out of the narrow trading range of the past year of between \$320-\$340 an ounce

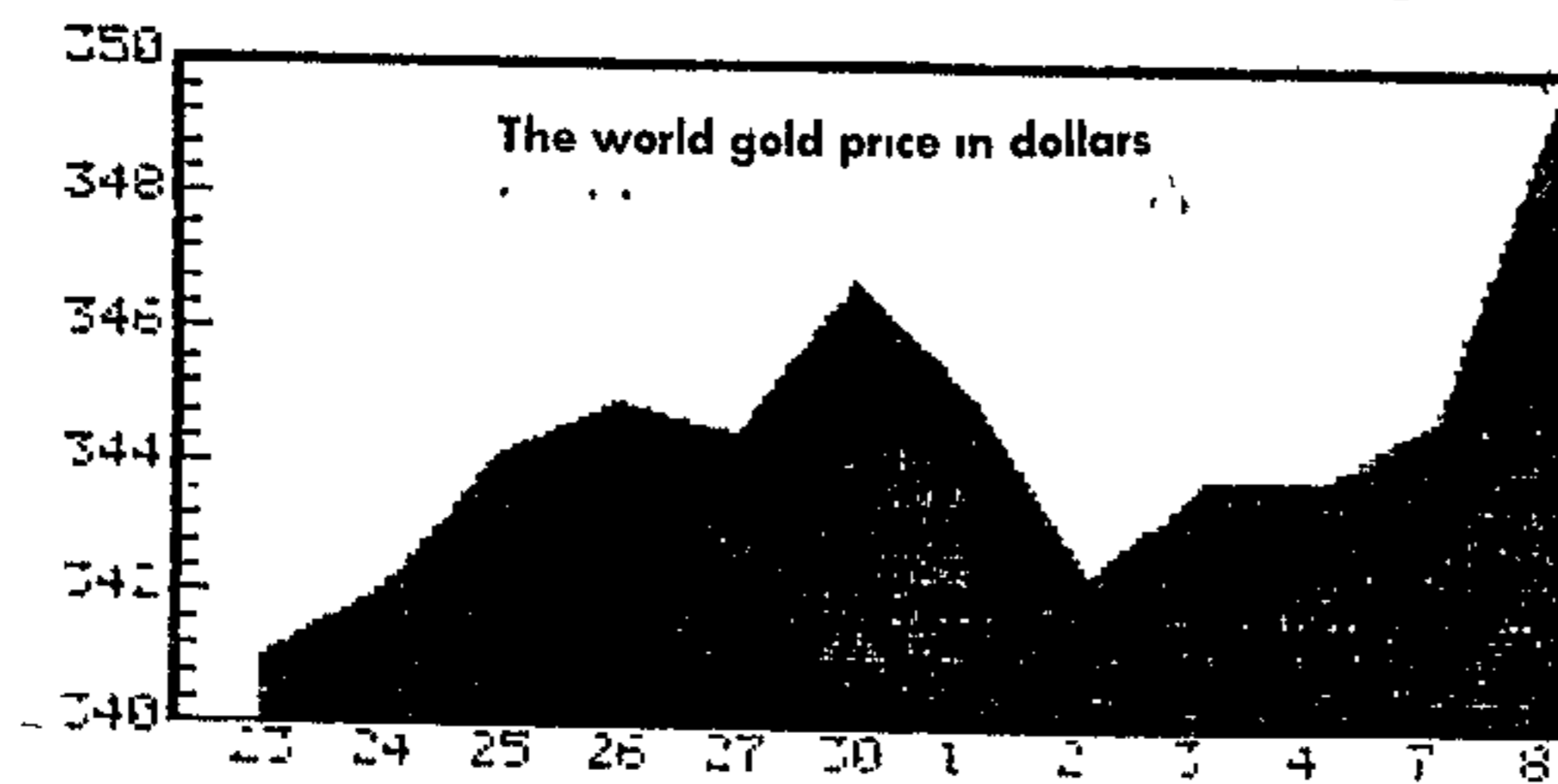
Mr Knobbs said that strikes were always a threat, and the market, not the industry takes a gloomy approach to them, but the track record suggests that no serious disruptions of longer than a week should occur

Wage negotiations are still under dispute, with the Chamber of Mines having implemented an increase of between 17 and 20 percent and two hours less in the working fortnight, while the National Union of Mineworkers (NUM) is asking for 30 percent, among various other demands including a large cut in the working hours

Mr Knobbs said that with the dispute hanging over the industry, it was susceptible to strikes He added that the Conciliation Board would have to sit in the near future, where the dispute would be negotiated or a deadlock would be reached, and the NUM would have a ballot on whether to strike or not

He said that the implemented increase had been well received on the mines

Gold traded at \$347.63 in Hong Kong today



Go-slow shuts car plant

Dispatch Reporter
EAST LONDON — The Mercedes Benz car manufacturing company had been forced to stop production because of a "go-slow" strike by its paintshop work force, a spokesman for the company said from Pretoria yesterday

She said production had been so interrupted since Monday that the company had been compelled to close for the rest of the week. Three thousand workers were affected

Negotiations between the management and worker representatives had been held but a settlement could not be reached

The worker representatives involved are the National Automobile and Allied Workers Union (Naawu), the SA Iron Steel and Allied Industries Union and an independent workers group

The spokesman could not specify the source of dispute, but emphasised that it had nothing to do with wages. The company hoped to reach a settlement soon, she added

Spokesmen for the three workers groups were unavailable for comment, but the branch secretary of the South African Allied Workers Union, Mr B. Melitafa, confirmed that some of its members were involved.

Saawu was still negotiating for recognition and could not formally negotiate with management, he said

Figures released yesterday by the National Association of Automobile Manufacturers of South Africa show that while sales of new cars in June generally rose, Mercedes Benz sold fewer cars, largely as a result of labour disputes.

Sales figures page 2

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Go-slow in paintshop halts car production

EAST LONDON — A spokeswoman for Mercedes Benz said from Pretoria yesterday the company had been forced to halt car production because of a "go-slow" strike by paintshop workers. She said production had been interrupted to such an extent that the company was compelled to close for the rest of the week. About 3 000 workers were involved.

Workers did not start work on Monday and negotiations between management and worker representatives had failed.

The worker representatives involved are from the National Automobile and Allied Workers' Union, the SA Iron, Steel and Allied Industries Union and an independent workers' group.

CAUSE OF DISPUTE NOT KNOWN

The spokeswoman could not say what was the source of the dispute but said it had nothing to do with wages.

Spokesmen for the workers were not available for comment but the branch secretary of the South African Allied Workers' Union, Mr B Melitafa, confirmed that some union members were involved.

He said Saawu was still negotiating for recognition and, until then, it could not negotiate formally with management — Sapa

FCI's appeal as national stayaway looms

Industry in 11th-hour bid to prevent strike

By PHILLIP VAN NIEKERK

THE Federated Chamber of Industries (FCI) yesterday made a last-minute approach to the Congress of South African Trade Unions (Cosatu) in a bid to stave off Monday's proposed "day of action" by workers

Bokkie Botha, deputy chairman of the FCI's manpower commission said yesterday that the FCI had made a last-minute approach to Cosatu yesterday but said he could not divulge the contents of the approach as he had not yet had a reply from Cosatu

But in an exclusive interview with the Weekly Mail, three key Cosatu leaders said workers were angry at the crackdown on unionists under the State of Emergency and Cosatu was unable "to hold them back any longer"

A Cosatu statement yesterday said "Cosatu is one of the chief targets of the present crackdown. Scores of our leaders are detained or in hiding, many offices are closed and our statements have been censored"

"The industrial relations system which workers have painstakingly established over the years has been rendered almost unworkable"

The three leaders interviewed yesterday — Chris Dlamini, vice-president of Cosatu, Sidney Mafumadi, the assistant general secretary of Cosatu, and Paul Nkuna, the union federation's Witwatersrand chairman — were scathing about the response of employers to the Emergency and to Cosatu's demands

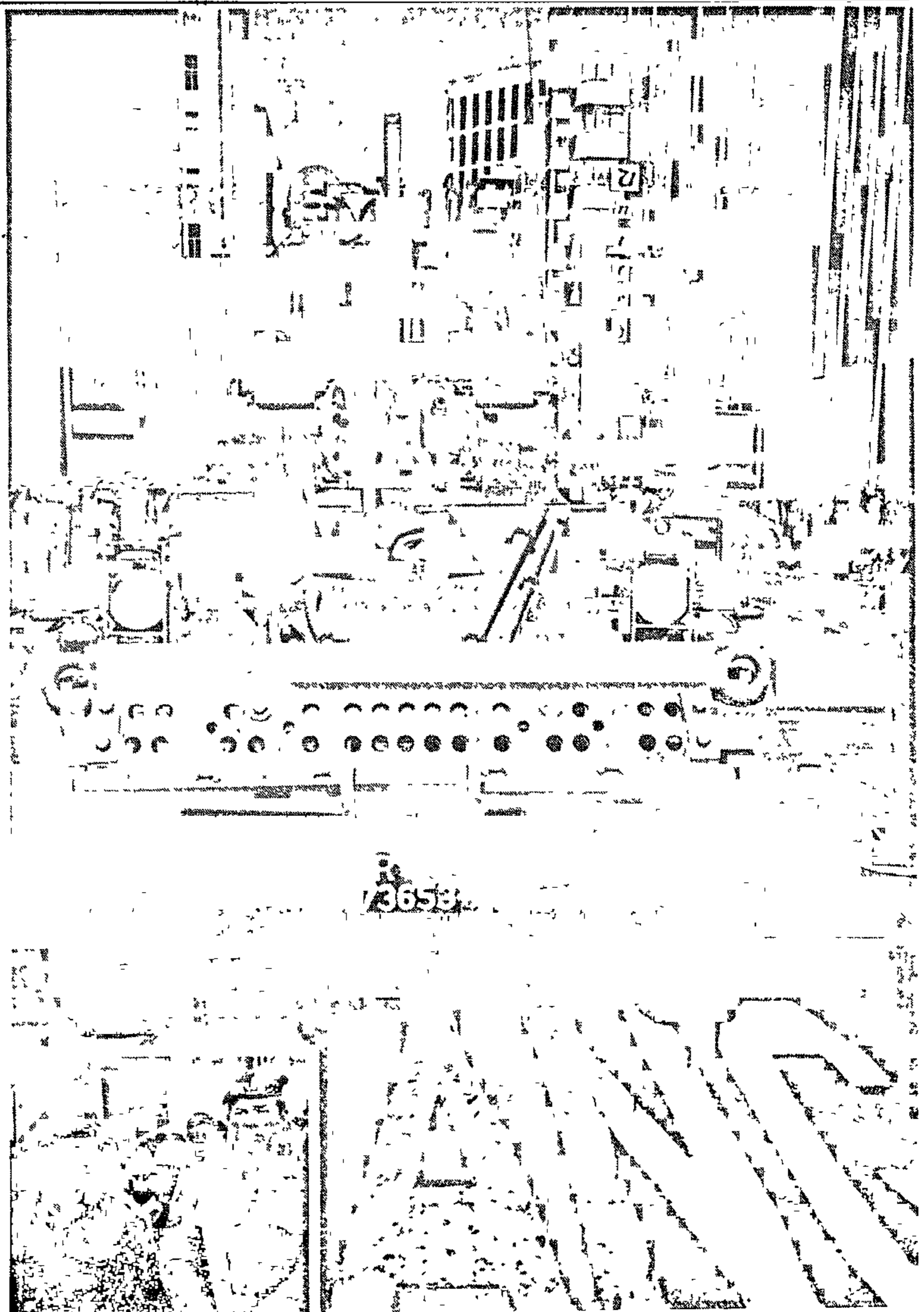
The Cosatu position is notably different to that of two smaller federations — the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — who have proposed that employers and unions form a united front against the government

The common front idea was mooted by employers at a meeting between Cosatu and the FCI this week, but was rejected by Cosatu, which has demanded that employers be more vocal in their opposition to the Emergency and not rely on behind-the-scenes lobbying

Explaining the day of action, Dlamini said "Workers said the government should lift the State of Emergency and release union leaders

"As these demands have not been

●To PAGE 2



Employers in bid to halt strikes

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From PAGE 1

acceded to, workers are now saying they will be involved in effective action. If there is no response from the state by Monday, we will have to consider what further action to take"

Mafumadi conceded that some of Cosatu's demands — principally those involving payment of detainees and workers forced into hiding, and meetings on company premises in company time — had been agreed to by employers.

But, he said, Cosatu felt it "high time that employers took an unequivocal stand on conflict in South Africa.

"If one listened to the State President when he announced the declaration of the State of Emergency, he said its principal aim was to restore business confidence by bringing radicals to book.

"Employers pay for the upkeep of the state while pretending to support our demands. We know very well that the state is there to protect private property and that employers could force the state to change if they wanted to," he said.

Dlamini said the actual form of action on Monday would be decided at a regional level.

Nkuna, who is also an executive member of the National Union of

Mineworkers (NUM), said it was expected the action seen on the mines in the past week — in which up to 20 000 workers embarked on go-slows, half-shifts and outright strikes — would probably be repeated on Monday by many workers

Meanwhile, Cusa has not supported the day of action Cusa general secretary Piroshaw Camay said yesterday that some avenues existed, including joint action with employers, which needed to be exploited fully before mass action could be contemplated.

"National action could exacerbate the situation rather than obtain the release of workers and unionists. We want to return to the situation where the rule of law is applied in this country," he said.

Last night, Cusa issued a joint statement with the FCI and Assocom saying they believed "conflicts can be resolved through negotiations, discussion and compromise.

"We therefore urge that all acts of violence, from whatever source, cease ..." it said.

A spokesman for the FCI said yesterday they had directed their employers not to take precipitous action against workers over Monday's day of action and to apply the principle of "no work, no pay".

However, many employers are believed to be taking a harder line against Monday's action.

Bokkie Botha, of the FCI, said he did not believe Monday's action would force the state to lift the Emergency or to release detainees.

"There will be a hardening of attitudes if employers bear the brunt of political decisions and are acted against without being able to do anything about it."

PAT SIDLEY reports that Rob Childs, of the Premier Group, said employers were roughly divided into two groups.

There were those who lobbied government and felt their negotiations would be jeopardised by publicity and those who felt they had to stand up and be counted, at least partly because the government wasn't the only body to be addressed — the general public had to be informed of a company's stand.

"We think the latter is the most important," he said. Of the representations made to the government, he believed they had had differing effects.

Some seemed to have a better understanding than others of the problems labour and business were facing.

Strikes hit
motor firms,
tyre factory

11/2/76

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Own Correspondent

TWO motor firms and a tyre factory were hit by industrial unrest yesterday over wage disputes involving thousands of workers.

About 3 400 workers at the Toyota motor manufacturing plant at Prospecton went on strike in support of their demand for higher wages. They were also protesting against additional short time

Thousands of workers picketed the factory from 7am with some standing on roof tops and gates. Workers are due to go on short time on Monday in an effort to prevent retrenchments.

National Automobile and Allied Workers' Union's (Naawu) regional secretary Edwin Maepe could not be reached for comment yesterday

But Toyota's personnel and industrial relations director Theo van den Bergh said talks were continuing with Naawu officials to try and resolve the problem.

He said: "The main complaint appears to be against more short-time, which was to be introduced to avoid retrenchments"

Production at one of Durban's largest tyre factories, BTR-Dunlop Ltd, was still disrupted yesterday as the strike by 1 200 employees dragged on. The strike, in support of a pay hike of 50c an hour, started on June 25.

The company's group industrial relations manager, Glen Sutton, said the workers had rejected a company offer of more than R100 a month more

Sapa reports that production at the Mercedes Benz car manufacturing plant in Port Elizabeth has stopped because of a "go-slow" by its paint shop workforce.

Reasons for work stoppage still not clear

By MTOBELI MXOTWA not their fault.

EAST LONDON — Conflicting reasons were given yesterday for the work stoppage at the Mercedes Benz car plant here.

The company's public relations officer in Pretoria, Mrs Dalene McFarlane, said the stoppage was due to a go-slow at the paintshop on Monday which disrupted production in other sections. The dispute had nothing to do with wages, she said, but declined to comment on causes of the go-slow.

The acting branch secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Wilson Monqo, said the dispute was over wages due to workers and not the "go-slow".

Three worker representative groups are involved in the dispute. They are the South African Iron, Steel and Allied Industries' Union, Naawu and an independent workers' group.

Mrs McFarlane said the disruption started on Monday when workers in the paint shop staged a go-slow which resulted in bottlenecks in other sections of the plant. As a result the entire plant was closed.

She said the company was continuing to negotiate with the workers. No settlement was in sight yet, she added.

Mr Monqo said the dispute started on July 1 when the morning shift, which was supposed to finish at 4 pm, was told by management to go home at 1 pm because of a blockage in another section.

The afternoon shift workers, who were due to start at 2 30 pm, were turned away by management before starting, he said.

He said the workers felt they should be compensated for the time they did not work because they had come to work and were prepared to "sell their labour" and the stoppage was

The management offered the workers what it called "goodwill" by giving them an hour's pay to compensate for the lost pay due to the stoppage, he said.

Mr Monqo said the company's terms were not in line with the short-time agreement with the company which stated that workers were entitled to four hours' pay a day when there was short time.

The afternoon shift was not paid at all, he said. The company had been unfair to the workers in that it had not kept an earlier promise to pay all those affected by lost time.

Meanwhile, another motor firm and a tyre factory were hit by industrial unrest yesterday over wage disputes involving thousands of workers.

About 3 400 workers at the giant Toyota motor manufacturing plant at Prospecton, Durban, went on strike in support of their demand for higher wages and protested against additional short-time.

Thousands of workers picketed the factory from 7 am with some standing on roof tops and gates.

The regional secretary of Naawu, Mr Edwin Maepe, could not be reached for comment yesterday.

Toyota's group personnel and industrial relations director, Mr Theo van den Bergh, said "the main complaint appears to be against additional short-time which the company planned to introduce to avoid retrenchments".

Production at one of Durban's largest tyre factories, BTR-Dunlop Ltd, was still disrupted yesterday as the strike by its 1 200 black employees continued with no indication of an end in sight. The strike, in support of a pay hike of 50c per hour, started on June 25.

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Strikes bring motor firms to a halt

Own Correspondent

DURBAN. — Two giant South African motor firms and a tyre factory were hit by industrial unrest yesterday over wage disputes involving thousands of workers.

About 3 400 workers at the Toyota motor manufacturing plant at Prospecton went on strike in support of their demand for higher wages

Thousands of black workers picketed the factory from 7am. Workers are due to go on short time on Monday in an effort to prevent retrenchment

Production at one of Durban's largest tyre factories, BTR-Dunlop Ltd, was still disrupted yesterday as the strike by its 1 200 employees dragged on with still no indication of an end in sight. The strike, for a pay rise of 50c an hour, started on June 25.

A company spokesman said the workers had rejected a company offer of more than R100 a month.

The Mercedes Benz car manufacturing company has been forced to stop production because of a "go-slow" strike by its paint shop workforce, a spokeswoman for the company said from Pretoria, reports Sapa.

She said production had been interrupted to such an extent that the company was compelled to close for the rest of the week. About 3 000 workers are involved.

The two unions involved, the National Automobile and Allied Workers' Union and the Metal and Allied Workers' Unions, cannot be quoted under the emergency regulations

EMPLOYMENT
The number of workers employed on the gold mines.
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The number of workers employed on the gold mines.

EMPLOYMENT
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Strike closes EL car plant after 3 000 down tools

11/7/81
By KEITH ROSS

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EVEPOST

EAST LONDON — The Mercedes Benz plant in East London is at a standstill today after 3 000 workers downed tools earlier this week.

The plant was closed by management on Monday because of a bottleneck caused by a go-slow strike in the paint shop

Management opened the plant again on Tuesday, but the workers failed to report for duty

Since then the situation has been somewhat confused, according to the company's public relations officer, Mrs Delene McFarlane.

Mrs McFarlane said today the reason for the stoppage was not clear.

"Things have snowballed and it is now difficult to get a clear picture," Mrs McFarlane said

She said negotiations were taking place with workers' representatives and the overall picture should become clearer later today.

The workers' representatives are apparently unhappy about payments made to employees affected by the go-slow and management action.

They claim workers were sent home because of the go-slow elsewhere in the plant and lost pay as a result

The acting branch secretary of the National Automobile and Allied Workers Union, Mr Wilson Monqo, said the workers had come to the plant prepared to work and had been sent home because of a stoppage that was not their fault.

Mr Monqo said management had offered morning shift workers a goodwill payment for an hour's work to compensate them for their losses.

He claimed the afternoon shift workers were not paid at all

Naawu threat to halt talks at car plant

Dispatch Reporter

EAST LONDON — Workers at the Mercedes Benz car manufacturing plant are considering taking legal advice and suspending negotiations with the company until Wednesday when all the workers are present at the plant

This was disclosed yesterday by the acting branch secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Wilson Monqo

Mr Monqo said there had been no breakthrough in the negotiations yesterday and the management stood firm on its refusal to pay the workers for lost time.

As a result it was decided to seek legal advice before further negotiations took place, he said, adding that Naawu would only attend negotiations on Wednesday and report progress to the workers

Meanwhile, the public relations officer of Mercedes Benz in Pretoria, Mrs Dalene McFarlane, said the company had no intention of leaving East London and relocating to another centre because of the disturbances. The company had invested heavily in East London and had been in the area for a long time.

She said there had been no change in the situation at the plant yesterday, and negotiations were continuing

The company would not pay the workers for the week they had not worked, she said

She said the main stumbling block in the negotiations was the difference in interpretation of the clause on short time benefit during plant closure

Mrs McFarlane expressed the hope that normal production would be resumed in the "not distant future".

The work stoppage began on Monday after a "go-slow" which disrupted production in other sections, according to the management

Naawu says the strike is due to the management's refusal to compensate workers for lost time which occurred on July 1 when workers were ordered to go home because of bottlenecks in one section of the plant which affected other departments.

The workers felt they were entitled to payment since they did not cause the delay

Management offered workers an hour's pay compensation for the lost time, according to Naawu, but this was rejected by the workers

● A Daily Dispatch Durban correspondent reports that striking workers at Toyota are expected to return to work on Monday, according to a spokesman for the company

But there was still no end in sight to the strike over a wage dispute by 1 200 employees at BTR-Dunlop tyre factory in Durban

12/7/86
Worker
action
called off

Staff Reporter

THE independent Labour Monitoring Group yesterday confirmed they had established that mass worker action planned for the Western Cape on Monday had been called off.

Independent inquiries by the Cape Times to the organization concerned confirmed this decision.

Thousands of pamphlets were distributed throughout the Western Cape yesterday calling for the action.

The Divisional Commissioner of Police for the Western Cape, Brigadier Christoffel Swart, yesterday refused to give the Cape Times permission to publish details of the decision or to quote the organization concerned, one of 119 organizations which may not be quoted in this area.

In terms of the emergency regulations, it is illegal to publish what the organization had planned to do or what it subsequently decided not to do.

152/1802

Strikes expected to end

DURBAN. — Striking workers at two giant South African motor firms, Toyota and Mercedes, are expected to return to work on Monday, spokesmen for the two companies announced yesterday.

A spokesman for the National Automobile and Allied Workers' Union said indications were that workers would return to work on Monday while negotiations continued over their pay demands.

But there was still no end in sight to the strike by 1 200 employees at BTR-Dunlop tyre factory in Durban over a wage dispute.

End in sight to strikes

Labour Reporter

STRIKING workers at two South African motor firms, Toyota and Mercedes, were expected to return to work on Monday, spokesmen for the two companies announced yesterday

But there was still no end in sight to the strike over a wage dispute by 1 200 employees at BTR-Dunlop tyre factory in Durban

Mr Theo van den Bergh, Toyota's group personnel and industrial relations director, said yesterday that the 3 600 hourly-paid workers were expected back at work on Monday

Speaking after meeting representatives of the National Automobile and Allied Workers' Union, Mr van den Bergh said agreement had been reached with the union on how to resolve the dispute which triggered the industrial action

Mr Edwin Maepe, regional secretary of Naawu, said workers' attitudes concerning the strike appeared mixed, but indications were that they would return to work on Monday while negotiations continued over their pay demands

Speaking from the Mercedes Benz headquarters in Pretoria, Mrs Dalene McFarlane, the public relations officer, said the company was hopeful that 3 000 striking workers at the plant in East London would return to work on Monday

By Don Robertson

13/7/73 (152) **Strikes hit model plants**

SUNTIMED
workers have refused to return

TOYOTA and Mercedes-Benz, motor manufacturers with the best industrial relations records, have been hit by strikes.

About 4 000 members of the National Automobile and Allied Workers Union (Naawu) are affected at the plants in Prospecton and East London

Toyota suffered a major work disruption in 1973 and

Mercedes-Benz in 1985, but none before then

A minor dispute sparked off a go-slow in Mercedes-Benz's paint shop and caused a production build-up elsewhere in the plant. Management closed the whole plant on Monday. It was reopened, but the 3 000 hourly paid

Negotiations are taking place and management hopes work will resume tomorrow.

An estimated 1 000 workers out of 3 500 are affected at Toyota. The walk-out was caused by management plans to cut the number of production days because of low car sales.

It is hoped that the plant will reopen tomorrow

3 600 Toyota workers continue strike

ARGUS 14/7/86
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The Argus Correspondent

DURBAN — The 3 600 employees at Toyota assembly plant in Prospecton industrial township here continued their strike today after picketing all weekend.

White office staff, who tried to enter the plant were prevented by workers blocking the main gates.

Toyota's group director of personnel and industrial relations, Mr Theo van den Bergh, said the management was still waiting for the workers' decision on the agreement between the management and the National Automobile and Allied Workers' Union (Naawu).

Mr van den Bergh said the management and the union reached agreement yesterday but would not divulge what they agreed on.

The workers' decision not to resume duties has quashed hopes expressed by the management and the union that things might return to normal today.

HIGHER WAGES

Toyota's workforce downed tools on Thursday demanding higher wages and in protest over short time which was originally scheduled to be brought in today.

They were demanding an increase of 50c an hour to be added to their present R3,33.

Mr van den Bergh demed that workers had been given an ultimatum to return to work or be fired.

Naawu's regional secretary, Mr Edwin Maepe, could not be contacted for comment.

Workers expected to heed call for industrial action

Black pupils trickle back

Staff Reporters

Black pupils trickled back to school today as rigid new regulations governing them came into effect.

The regulations are apparently designed to keep "troublemakers" out of schools

In an unrelated development, thousands of black workers are expected to heed a call today for industrial action

The unspecified action is in protest against the continued detention of more than 200 trade union officials under emergency regulations

The action has been called by Cosatu (Congress of South African Trade Unions)

New school regulations issued under the state of emergency will be used to control the movement of more than 1,7 million black pupils

The third term opened today — two weeks late — amid strict security measures, including identity documents which pupils will be obliged to carry

In some areas, school attendance seemed good, but in others — noticeably the Vaal, East Rand, Alexandra and Pretoria districts — attendance appeared very low, with high schools almost empty

Until now, pupils have been barred from entering school premises without the written authority of the Department of Education and Training (DET)

President Botha issued the latest emergency regulations in the ordinary Government Gazette

Supplementary to extensive security measures which were announced last week DET said it had consulted principals and regional inspectors. Consensus was reached on all the decisions, it added

Indoor gatherings ban

Neither the National Education Crisis Committee (NECC) nor the various student representative councils were consulted.

The NECC and SRCs have been barred in terms of the emergency from holding any meetings, including indoor gatherings, in Soweto, Diepkloof, Meadowlands and Dobsonville.

In terms of the latest regulations, pupils will have to reregister, and DET will be permitted to refuse the registration of any pupil at its 7 000 schools — without giving reasons or hearing appeals

DET officials have also been empowered to place pupils in any standard or class. Pupils who fail to accept their placement "shall be deemed to have left the school voluntarily" These placings may also be made by DET officials if they are satisfied that the school principal's decision was "erroneous"

No interdict or other process may be brought against these decisions

Pupils will now be obliged to carry identity cards, and probably pay R2 for them DET has also said security at schools would be upgraded, including the use of guards and improved fencing and gates

Some black commuter routes in the greater Johannesburg area were noticeably quiet today Commuters from Alexandra had difficulty getting to work when buses failed to run Putco services were not operating early this morning, said an official at the Wynberg depot There were reports that youths were ordering people off buses

Most shops are closed

Almost all the white and Indian owned shops and factories bordering Alexandra were closed

Bus and train services from Soweto were operating normally Putco services in Pretoria were also normal

Most secondary schools in the Vaal complex were without pupils this morning Most Vaal pupils adopted a wait-and-see attitude. Only lower and higher primary pupils made an effort to enter their school yards

There was no visual sign of the tough measures which were to be introduced today The school premises did not have any form of security to prevent pupils from moving in and out

Members of the security forces were also not present in great numbers Only a few police vehicles were seen moving in the streets and mixing with pupils

In Kagiso on the West Rand, hundreds of pupils went back to school this morning Scores of workers queued for taxis to take them to work Buses — targets of continuous boycotts for several months — continued to run empty

In the East Rand townships of Kaitleng, Thokoza and Vosloorus, pupils trickled back to school from early morning Later the numbers of both high school and primary school children increased

Although a few primary school pupils were seen going to school, there was a complete stayaway by secondary school pupils in Tembisa on the East Rand

Teachers at several schools seemed pessimistic about the return "We think the kids were intimidated from coming to school by the new regulations, especially the identity system," said one teacher "Maybe they will come tomorrow"

Workers expected to heed call for industrial action

Black pupils trickled back

14/7/86 S.M.K. Staff Reporters 152

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The regulations are apparently designed to keep "troublemakers" out of schools.

In an unrelated development, thousands of black workers are expected to heed a call today for industrial action.

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President Botha issued the latest emergency regulations in the Extraordinary Government Gazette.

DET announced last week DET said it had consulted principals and regional inspectors. Consensus was reached on all the decisions, it added.

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Pupils will now be obliged to carry identity cards, and probably pay R2 for them. DET has also said security at schools would be upgraded, including the use of guards and improved fencing and gates.

Some black commuter routes in the greater Johannesburg area were noticeably quiet today. Commuters from Alexandra had difficulty getting to work when buses failed to run. Pucoco services were not operating early this morning, said an official at the Wynberg depot. There were reports that youths were ordering people off buses.

Most shops are closed

Almost all the white and Indian owned shops and factories bordering Alexandra were closed.

Bus and train services from Soweto were operating normally. Pucoco services in Pretoria were also normal.

Most secondary schools in the Vaal complex were without pupils this morning. Most Vaal pupils adopted a wait-and-see attitude.

Only lower and higher primary pupils made an effort to enter their school yards.

There was no visual sign of the tough measures which were to be introduced today. The school premises did not have any form of security to prevent pupils from moving in and out.

Members of the security forces were also not present in great numbers. Only a few police vehicles were seen moving in the streets and mixing with pupils.

In Kagiso on the West Rand, hundreds of pupils went back to school this morning. Scores of workers queued for taxis to take them to work. Buses — targets of continuous boycotts for several months — continued to run empty.

In the East Rand townships of Kallitong, Thokoza and Vosloorus, pupils trickled back to school from early morning. Later the numbers of both high school and primary school children increased.

Although a few primary school pupils were seen going to school, there was a complete stayaway by secondary school pupils in Tembisa on the East Rand.

Teachers at several schools seemed pessimistic about the return. "We think the kids were intimidated from coming to school by the new regulations, especially the identity system," said one teacher. "Maybe they will come tomorrow."

'Optimism' over strikes

Own Correspondent

DURBAN — Two giant motor firms hit by strikes during the past week, Toyota and Mercedes Benz, were optimistic yesterday that production at their plants would return to normal today

Toyota's group personnel and industrial relations director, Mr Theo van den Bergh, said the company had decided to suspend further short-time at the Prospecton plant following objections by its employees

He said that after talks with the National Automobile and Allied Workers' Union (Naawu) on Friday it was agreed that no further short-time would be implemented

The company's plans further to shorten the working day from today in a bid to avoid retrenchments was a cause of the strike

"It was agreed that employees would end their strike and return to work today while other issues, including a demand for a pay rise, be discussed at talks between the union and the management which have already begun," he said

Mr Edwin Maepe, regional secretary of Naawu, cannot be quoted in terms of the emergency regulations

Mercedes Benz public relations officer Miss Dalene McFarlane said the company hoped that the 3 000 workers at the East London plant who have been on strike since last Monday would return today

However, Sapa reports that the workers were considering taking legal advice and suspending negotiations until Wednesday.



Strikers face dismissal

DURBAN — The 3 600 workers at Toyota SA Manufacturing in Durban who continued their strike today, have been told by management if they do not return to work by tomorrow they will be fired, a company spokesman said.

Mr Flip Wilken said the workers had agreed to return to work today after "earnest" negotiations

The workers arrived this morning but soon left

he said — Sapa

14/7/86 (152)
EVE Post

PE stayaway halts business

EVE POST.
14/7/86
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By RAYMOND HILL

THOUSANDS of black workers in Port Elizabeth stayed away from work today and brought at least one major manufacturer to a standstill.

Other factories reported extensive absenteeism

In many cases blacks who had reported for work returned to the townships after requesting permission to go home.

In the townships early today queues of blacks at bus stops were chased away by militants

The General Motors plant was shut down for the day after workers went home. The public affairs manager, Mr Mike Killeen, said at least 2 000 workers were affected.

He said many workers did not report for duty and those who did so later asked to go home, resulting in a complete shut-down of the plant.

A spokesman for the Port Elizabeth Town Clerk's Department said the black labour force in 12 different municipal sections left for home after stayaway rumours spread

He said that although about 70% of the 3 000 workers turned up this morning, they were later streaming back home after "threats".

All black workers at the Cadbury chocolate plant stayed away and only about 100 coloureds reported for duty, the general manager, Mr J Perrot, said

A spokesman for Aberdare Cables, in Standford Road, said there was a

walkout by many who had reported for duty at 8 30am

A spokesman for South African Breweries confirmed a stayaway at the company's Main Street plant and at its Perseverance depot.

Firestone said the absentee rate was "higher than normal" for a Monday

A spokesman for the labour monitoring group at the University of Port Elizabeth said the "preliminary pattern" at various firms showed that most coloured and black workers reported for duty.

Black workers went home afterwards after being told to do so

At the New Law Courts the Kinikini trial being heard in the Port Elizabeth Supreme Court was postponed until tomorrow after the interpreter expressed fear for his safety and requested permission to go home.

Sapa reports from Johannesburg that there was a call for industrial action today

The unspecified action was in protest against the continued detention of more than 200 trade union officials under emergency regulations.

The Congress of South African Trade Unions (Cosatu) called for a nationwide day of action but left it up to individual unions in various regions

to decide what type of action to take

A spokesman for PE Tramways said black staff went home at 9am after operating a 30% bus service to the townships

An emergency staff of whites and coloureds would take passengers home from work

A worker at Industex in Neave township said he was part of a group of about 100 other workers in Zwide, who were on their way to the bus stop between 5 30am and 6am when they were ordered

to turn back home

Youths and girls armed with sticks and sharp weapons carried out the orders, he said

He managed to board a bus to work after taking a different route

Most of the others, however, were scared and returned to their homes

Sapa reports that the "Day of action" called by Cosatu seems, in the main, to have been ignored in Johannesburg and on the Reef

Alexandra township was an exception

Call to resist stayaway

EMPLOYERS in most parts of SA will be hit by a stayaway today as workers respond to plans by union leaders for a day of action in protest against detention of union leaders.

The scale of the action is difficult to predict.

Union leaders yesterday declined to comment on the range of action planned.

A spokesman for the Labour Monitoring Group (LMG) said that the support for a day of action was likely to be uneven.

He said certain unions in the Transvaal, Natal and Eastern Cape had agreed on action, but in the Western Cape the stayaway had been called off.

Meanwhile, employer organisations have appealed to trade union leaders to resist the call for a stayaway.

Secretary of the FCI's manpower committee, Friede Dowie, said yesterday the FCI could not issue guidelines with regard to how employers should respond to the stayaway because this was strictly a company matter.

THELMA TUCH

However, the FCI has previously issued the guideline of no work, no pay but also urged employers to be aware of the factor of intimidation and not to take precipitous action.

Dowie predicted that companies, particularly smaller employers, would begin to take a harder line against workers who stayed away because they "simply cannot cope" in view of the slump.

The unions most likely to offer widespread support to the day of action are three Cosatu affiliates — the Metal and Allied Workers Union (Mawu), the Catering and Allied Workers Union (Cawusa) and the National Union of Mineworkers (Num).

Optimism over end to strikes

Labour Reporter

TWO South African motor firms, Toyota and Mercedes, hit by industrial disputes during the past week, were optimistic yesterday that production at their Prospecton and East London plants would return to normal today.

Mr Theo van den Bergh, Toyota's group personnel and industrial relations director, said the company decided to suspend further short-time following objections by its employees.

He said that after holding talks with the National Automobile and Allied Workers' Union (Naawu) on Friday, it was agreed that no further short-time would be implemented.

The company's plans to cut production time with effect from today in a bid to avoid retrenchments was one of the causes of the industrial action.

'It was agreed that employees would end their strike and return to work today while other issues, including a demand for a pay rise, be discussed at talks between the union and the management which have already begun, he said.

Mr Edwin Maepe, regional secretary of Naawu, said the Toyota workers downed

tools on Thursday in support of their demand for an end to further short time and a pay rise of 50 c an hour. Their current minimum wage rate was R3,33 an hour, he said.

Representatives of management and Naawu were still locked in negotiations late yesterday to settle the pay demands, but the workers had indicated they would return to work today, although some appeared to have mixed feelings, he said.

Mercedes Benz public relations officer Dalene McFarlane said the company was optimistic that the 3 000 workers at the East London plant who had been on strike since last Monday would return today.

However, Sapa reports that the Mercedes workers were considering taking legal advice and suspending negotiations with the company until Wednesday, when all the workers are present at the plant.

A spokesman for Naawu in East London said there had been no breakthrough in negotiations and management stood firm on its refusal to pay workers for lost time.

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Detained unionists: Workers may act

Own Correspondent

JOHANNESBURG. — Employers in most parts of South Africa may today be hit by worker action in protest against the detention of trade unionists

A spokesman for the Labour Monitoring Group (LMG) said yesterday the support for the action was likely to be uneven

He said certain unions in the Transvaal, Natal and Eastern Cape had agreed on some form of action today, but in the Western Cape the stayaway had been called off.

Meanwhile, employer organizations have appealed to trade union leaders to resist the call for the planned worker action

The secretary of the Federated Chamber of Industries' manpower committee, Miss Friede Dowie, said yesterday the FCI could not issue guidelines on how employers should respond to the stayaway because this was "strictly a company matter"

However, the FCI had previously issued the guideline of "no work, no pay" but also urged employers to be aware of the factor of intimidation and not to take precipitate action, she said

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Firm threatens to fire 3 600

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DURBAN — The 3 600 workers at Toyota SA Manufacturing here, who continued their strike yesterday, have been told by management if they do not return to work by today they will be fired, a spokesman for the company said.

Mr Flip Wilken said the workers had agreed on Friday to return to work on Monday.

"Earnest" negotiations had taken place from early Saturday to late Sunday between management and the National Automobile and Allied Workers' Union (Naawu)

He said the negotiations had ended in a

"mutual position" being reached

"The workers all arrived on time as arranged yesterday morning, changed into work clothes and went to their work stations awaiting news from the union"

Mr Wilken said it "soon became obvious" the offer that had been agreed upon was not acceptable to the workers, who left their work stations and gathered in the factory grounds. They were then addressed by union officials and management.

"Agreement was unfortunately not reached and the workers have been served notice that if they do not return to

normal working hours by Tuesday, their services will be terminated," Mr Wilken said

Toyota's group director of personnel and industrial relations, Mr Theo van den Bergh, said yesterday, "the workers had been offered an eight cents an hour increase, bringing the minimum hourly starting rate up to R3,41.

An inexperienced worker at the plant would start at a basic wage of R665 a month.

The workers are demanding an increase of 50c an hour to be added to their present R3,33

Spokesman for Naawu were not available for comment yesterday — Sapa

Dispute at EL motor plant

197/86
week
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Post Correspondent

EAST LONDON — The National Automobile and Allied Workers Union has declared a dispute on behalf of the 3 000 striking workers at the Mercedes-Benz plant in East London

The union's declaration hinges on the definition of short-claims and will come before the Industrial Council

The dispute arose after Mercedes-Benz management closed the plant last Monday

The decision was taken because of bottlenecks in production when workers in the paintshop went on a go-slow strike

The plant was opened again the next day, but the workers failed to arrive

● It is reported from Durban that the 3 600 Toyota assembly plant workers who went on strike last week returned to work today after receiving an ultimatum to return or face dismissal

Toyota's group director of personnel and industrial relations, Mr Theo van den Bergh, said the workers, who downed tools on Thursday in support of their demand for higher wages and in protest against short time, were all back at work today

Argus 15/7/86

3 600 Toyota workers end strike

The Argus
Correspondent

DURBAN. — The 3 600 Toyota assembly plant workers in Durban who went on strike last week returned today after an ultimatum to return or face dismissal

Toyota's director of personnel and industrial relations, Mr Theo van den Bergh, said the workers, who downed tools on Thursday after a demand for higher wages and in protest against short time, were all back this morning

The National Automobile and Allied Workers' Union regional secretary, Mr Edwin Maepe, said the union told the workers yesterday that the company had offered an 8c-an-hour increase and had also agreed to abandon short time

He said the workers accepted the short-time offer but not the 8c rise — and that led to disruption

The workers were demanding an increase of 50c an hour to increase minimum pay to R3,83 an hour

Mr Maepe said the appointment of a mediator would be considered if the union could not settle with the company

Mr van den Bergh said negotiations with the union were concluded but they would continue to talk.

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3 600 Toyota workers end strike

**The Argus
Correspondent**

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He said the workers accepted the short-time offer but not the 8c rise — and that led to disruption

The workers were demanding an increase of 50c an hour to increase minimum pay to R3,88 an hour

Mr Maepe said the appointment of a mediator would be considered if the union could not settle with the company

Mr van den Bergh said negotiations with the union were concluded but they would continue to talk.

All quiet on 'Day of Action'

SOWETAN Reporters

THOUSANDS of workers yesterday heeded the call for a "Day of Action" throughout the country, but major employers said the industrial action was "fairly limited".

The call by the Congress of SA Trade Unions (Cosatu) was made in protest against the detention of trade unionists and political activists.

A spokesman for the independent Labour Monitoring Group yesterday said 12 percent of the black workforce in the Pretoria-Witwatersrand-Vereeniging area participated in yesterday's "Day of Action".

He also said 18 percent of Cosatu's membership heeded the call for the "industrial action"

Major employers reported that a "fair number" of workers had participated in the industrial action, adding that they would apply the principle of "no work no pay".

Most mining houses, which were hit by industrial action involving between 16 000 and 20 000 miners last week, reported "a good turnout" — except at the Anglo-owned Erfdeel gold mine near Welkom, where 40 percent of the mine's workforce did not report for duty

Black miners at Duvha and Matla collieries

participated in yesterday's "Day of Action"

Duvha and Matla To Page 2

Sowetan
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THESE KwaThema youngsters were among the many who reported back to their respective schools when they re opened yesterday
Pic MBIJENI ZUII

Quiet 'Day of Action'

From Page 1

ries had also been involved in an industrial action, a Cosatu spokesman said

Transport organisations in the country reported a drop in the number of people travelling to work, particularly in the Transvaal

The South African Black Taxi Association (Sabta) which operates throughout the country reported a 15 percent drop in their daily number of passengers. However, in the Free State, the flow of commuters was normal

Putco reported a drop in the number of passengers on the East Rand, particularly in Springs, Edenvale and Boksburg where business was down by 30 percent

In Wynberg the number of passengers dropped by 70 percent but all the other areas were reported to be normal

The South African Transport Services (Sats) said there was no observable drop in their number of commuters

A spokesman for the Cosatu-affiliated National Union of Mine workers said there was no widespread action on

the mines because Cosatu president Mr Elijah Barayi was released last Friday

The Cosatu leader was "released under strict conditions on his movements he can't be quoted", the NUM spokesman said

Many workers in Alexandra township stayed home to observe the 'Day of Action'

A spokesman for the Federated Chamber of Industries (FCI) said the organisation's assessment had shown that there was a partial response to the call

Concern

"However this does not lessen our concern for steps to be taken to normalise the situation in this country", he said

The Chamber had appealed to Cosatu to review the action because we believe it was an inappropriate way of protesting against the state of emergency

Thousands of workers reported for duty in the Pretoria area yesterday

Spokesmen for major companies declined to give any information to the Press for fear that employees who went to

work could be victimised

A spokesman for the Pretoria Chamber of Commerce yesterday declined to comment and said he had no information

Although thousands reported for duty at most companies the Sowetan has established that there was a substantial stayaway of black workers at the Coca Cola Bottling Company in Clayville near Olifantsfontein

Workers at the plant are members of the Cosatu affiliated Food and Allied Workers Union Nipcl was also affected by a stayaway

Durban strikers told to return to Toyota

By Sheryl Raine

About 3 600 striking Toyota workers at the company's Durban assembly lines have been given until today to return to work or face dismissal

The strike, which began last Thursday, followed a meeting at which workers discussed the company's need for short-time due to the economic recession

A company spokesman said yesterday that after weekend negotiations workers arrived on time at the Prospecton plant, changed into their work clothes and went to their work stations awaiting

news from the National Automobile and Allied Workers Union

"It soon became obvious that the offer that had been agreed was not acceptable to the workers, who left their work stations and were later addressed by union officials and management," said the spokesman

The company declined to discuss worker demands with the Press, but it is believed that workers are demanding higher wages and are protesting against the short-time, which was originally scheduled to be brought in yesterday

Workers are believed to be demanding an increase of 50c an hour in addition to their present R3.33 an hour.

Worker stayaway in EL, 2 strikes go on

DD
M/B

Dispatch Reporter
EAST LONDON — There was an extensive worker stayaway in the city yesterday and strikes at two plants continued

The strikes are at the Mercedes Benz plant and the BP storage depot on the West Bank

The area manager of the Ciskei Transport Corporation, Mr Dirk Odendaal, said 13 buses which served Duncan Village were withdrawn yesterday after two buses were attacked

The Bureau for Information said yesterday three buses were stoned in Duncan Village. No one was injured

"The bus service was not withdrawn, but buses used alternative routes," the bureau said

Mr Odendaal said the Mdantsane service ran as normal and the buses carried the usual quota of people. A South African Transport Services spokesman said train services also ran as normal

The municipality, one of the city's biggest employers, had a stayaway which rose to 90 per cent by lunchtime yesterday

The director of per-

sonnel and management services, Mr Leon Deetlefs, said that by 9 am there was a 60 per cent stayaway, mainly by workers from Duncan Village

The other 40 per cent were mainly workers from Mdantsane who asked to be allowed to go home during the morning because of fear of victimisation

"We tried to discourage them but they insisted and were allowed to go home and most lost a day's pay"

He said essential services were not disrupted but problems would be experienced with refuse collection if the stayaway continued.

"We've had no feedback on whether the stayaway will continue," he said

A spokesman for Mercedes Benz in Pretoria, Mrs Delene Macfarlane, said the West Bank plant was open, but workers had not returned

"Although worker representatives have a meeting scheduled with management for Wednesday, management has requested a meeting

for tomorrow morning to continue negotiations," she said

The acting branch secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Wilson Monqo, could not be reached for comment

A spokesman for BP said from Cape Town that 50 workers at the East London depot had been absent from work since last Thursday and a number of issues were being discussed with the South African Allied Workers' Union (Saawu)

Essential deliveries and services were being maintained

● The response to the nationwide "day of action" called by the Congress of South African Trade Unions (Cosatu) was reported to be highest in the Eastern Cape. General Motors in Port Elizabeth closed its plant after hundreds of workers returned home

In the Pretoria-Witwatersrand-Vereeniging area the stayaway ranged from 11 per cent to 24 per cent, while in Durban absenteeism was low

Bankers see it slipping further

Rand prospects looking glum

FOREIGN exchange dealers and economists are taking a glum view of the rand's prospects for the week ahead

Standard Bank envisages a trading range of \$0,3650 to \$0,39, well down from its previous week's forecast of \$0,38 to \$0,41. But Standard did stress its caveat that if it moved to \$0,41 "with some certainty" it could go higher — but if it goes below \$0,38 it could drop to \$0,35

Barclays' forecast range is \$0,3750 to \$0,39, about 2US cents lower than last week's estimate

Nedbank doubts whether the rand will hold at \$0,38 this week. The forex spokesman says the market is thin and an import order for \$10m-\$15m could hit the rand

Dealers are unanimous that the weakness of the currency does not stem from an increased demand for dollars but from a lower-than-usual supply

While exporters might be holding back to their legal limits, the Reserve Bank does not appear to be supplying the market with a reasonable quota of the dollars which it receives from gold sales

In *International Comment*, Standard hypothesises that the shortage of dollars in the market is probably the result of large outflows from the capital account of the balance of payments

It estimates the current account surplus for the first six months of the year was probably \$1,204bn. But this has been gobbled up by official debt repayments and some

HAROLD FRIDJHON

of the payments which have fallen outside the "net", leaving a deficit on the capital account

The Reserve Bank had hoped that of the \$3,584bn outside the net, \$1,984bn would be rolled over. But are these debts being rolled over or is capital draining out of the country?

The signs appear to suggest that the current account surplus is financing the repayment of debt and that is the reason why dollars are scarce in the market. The Reserve Bank does not have them

The banks are unanimous in their advice that importers should take cover and against the Standard's scenario this would appear to be wise counsel

Nedbank says that importers should match their cover with transaction dates. Eliminate foreign exchange risks and manage the other variables

Barclays says cover 50% of dollar payments due in the next two weeks

The joker in the pack is the US dollar. Economic fundamentals in the US suggest that the dollar could weaken, but this is offset by the fact that the West Germans and the Japanese are unwilling to live with a weak dollar

This conflict of interests contributes to the volatility of the US currency which offers little support for the rand which is carrying its own cross



Toyota strikers get deadline

Own Correspondent

MORE than 3 000 strikers at the Toyota assembly plant at Prospecton, near Durban, face dismissal if they fail to return to work today

The workers, who are striking in support of their demand for a 50c an hour wage increase, were served with notices informing them of the ultimatum as they left the gates yesterday

Toyota spokesman Flip Wilken said the notices were served after the workers rejected the company's latest offer, an across-the-board increase of 8c an hour.

Wilken said that after the workers agreed on Friday to return to work yesterday, the union and management began negotiations which ended in a mutual position being reached at the weekend

He said "The workers all arrived on time as arranged yesterday morning, then waited for news from the union

"It soon became obvious that the agreed-upon offer was not acceptable to them. They were then addressed by the union and management

"Unfortunately agreement was not reached and the workers have been served notice that if they do not return today, their services will be terminated"

National Automobile and Allied Workers' Union regional secretary Edwin Maephe said there seemed to be "some kind of a deadlock" and the union would consider calling for a mediator to help resolve the dispute on condition that the workers returned to work today.

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Little stayaway response in Natal

Labour Reporter

THE nationwide 'Day of Action' called by the Congress of South African Trade Unions (Cosatu) yesterday appeared to have evoked little response from workers in Natal

A survey of major em-

ployers in the industrial zones of Durban and Pinetown showed that absenteeism among workers was not high, apart from a few isolated cases

Pick 'n Pay's general manager in Natal, Mr Vernon Mitchell, reported that about 25% of his staff stayed away, but there had been 'big stayaways' at the

chainstore's La Lucia and Pietermaritzburg branches

However, all Pick 'n Pay stores in Natal were open for trading as usual yesterday, manned by casual labour and management staff, he said

The general manager of the giant Pick 'n Pay Hypermarket at Durban North, Mr Martin Rosen, said 'quite a lot' of his staff had stayed away, but there had been no problems and the hypermarket was busy

A spokesman for SATS in Durban said there had been no noticeable drop in the number of early-morning commuters on suburban trains to Durban

'None of my inspectors noticed anything unusual. In fact we were not even aware of the stayaway call,' he added

Cosatu called for a nationwide day of action but left it to unions in the various regions to decide what action to take. However, there was no response to telephone calls to the Cosatu office in Durban yesterday

In the Pinetown industrial area at some factories workers held lunchtime meetings, sit-ins and symbolic work stoppages.

Returned home

Employees in the Western Cape said that the rain was the only cause of absenteeism yesterday, Sapa reports

Plans for worker action were called off on Friday after the unions involved decided that yesterday would be a normal working day

In the Eastern Cape there was a fairly widespread stayaway, according to the Mercury's correspondent.

Thousands in the Eastern Cape reported for work but returned home soon after. Nearly 3 000 municipal workers left their offices in the Eastern Cape, while General Motors in Port Elizabeth closed its plant after hundreds of workers had returned home

Mines affected by the stayaway yesterday were Anglo American's Erfdeel South Division gold mine, Rand Mines' Duvha and Rietspruit collieries, Gencor's Matla colliery and Amcoal's Arnot colliery. NUM said Amcoal's Kriel colliery had also been affected, but this was not confirmed by management

Steel and Engineering Industries Federation of SA (Seifsa) director Sam van Collier said the stayaway had a 'very limited effect' in the industry yesterday

The Kelloggs factory on the East Rand reported a 100% stayaway

On the Reef, Putco reported that buses carried only 30% of their usual passengers from Alexandra, while buses from the East Rand towns of Edenvale, Springs and Boksburg were about 70% full. Putco reported normal services in other areas and trains ran normally

But township residents reported that some buses were blocked from leaving townships by youths. Passengers at Mofolo North station in Soweto were stoned leaving several people injured

By LEN MASEKO

Strikes hit metal industry

WIDESPREAD industrial action has hit the metal industry following a wage dispute between the Steel Engineering Industries Federation of SA and four unions.

Scores of workers are involved in work stoppages at Baldwin in Brakpan, Roodepoort-based Central Brass, and Elbard Products in Krugersdorp.

The stoppages are in support of wage demands made to Seifsa by the Steel Engineering and Allied Workers' Union, Metal and Allied Workers' Union, Engineering and Allied Workers' Union, and Electrical and Allied Trade Union of SA.

The unions are demanding — among other things — a minimum wage of R3,50 an hour, compared to a Seifsa offer of R2,22. Mawu has indicated that it will conduct strike ballots among its 44 000

members with a view to breaking the stalemate. Scores of Seawu members were dismissed at Elbard after a work stoppage. The union has referred the matter to the industrial court.

A spokesman for the National Union of Mineworkers (NUM), Mr Marcel Golding, told Sapa that Matla's management yesterday "locked out" about 900 workers from a shaft and demanded that workers sign an undertaking not to take any illegal industrial action.

But a mine spokesman denied this, saying workers had damaged mine property and were asked to sign an undertaking not to do so in future.

The Chemical Workers Industrial Union said the 280 workers had been on strike since Friday after wage talks with management deadlocked. On Monday night, the workers had staged a "sleep-in" in the plant and were dismissed the following day.

About 3 600 Toyota assembly plant workers in Durban who went on strike last week, returned to work after receiving an ultimatum to return or face dismissal. The members of the National Automobile and Allied Workers Union demanded tools last Thursday, demanding — among other things — higher wages. A union spokesman said the workers reported for duty yesterday after the company had made an offer of eight cents increase an hour and had also agreed to phase out a short-time system

Dismissed
The entire workforce of the Twins-Propan Pharmaceutical Company in Wadeville, Germiston was dismissed yesterday during a strike over wage negotiations.

The entire workforce of the Twins-Propan Pharmaceutical Company in Wadeville, Germiston was dismissed yesterday during a strike over wage negotiations.

Mixed attendance as PE stayaway continues

PORT ELIZABETH — General Motors stayed closed again here yesterday following Monday's lightning stayaway which crippled industry throughout the city

Other factories were slowly going back on stream early yesterday. Figures for the return to work varied from plant to plant.

Some plants resumed full production while others were expecting to be back to normal later in the day.

But at GM, those among its 2 000 black employees who reported for work yesterday later asked to go home, a spokesman for the company said.

A spokesman for Aberdare Cables said that about 40 per cent of yesterday morning's black shift workers reported for duty.

He said the low attendance might have been caused by a poor bus service from black residential areas. But a full attendance was expected for yesterday's two later shifts.

The managing director of PE Tramways, Mr Carl Coetzer, said only 25 per cent of his black drivers reported for duty early yesterday.

The absentees were contacted and said they had not been told to report for duty.

By 10 am the attendance increased to 75 per cent and Mr Coetzer said he expected to provide a full bus service in the afternoon.

The PE Municipality's chief personnel officer, Mr J Wakeford, said workers were trickling in from the townships in "drips and drabs" and he expected the situation normalise later in the day.

The same applied at the South African Breweries plant and depot where 60 per cent of the black workforce was present yesterday morning.

The assistant manager of United Dairies, Mr E D Lahoud, said milk could not be delivered to homes yesterday because only 16 of the 42 deliverymen turned up for work.

His firm employed a total of 350 black people. About 150 were present.

Production was back to normal at Cadbury's where most black staff came to work, a spokesman, Mr J Perrot, said — Sapa

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08

CLAIRE PICKARD-CAMBRIDGE

ABOUT 2 300 black workers are on strike at Gencor's Matla colliery, near Witbank, which has been hit by different forms of industrial action since last Tuesday

A Gencor spokesman said workers had not yet indicated why they were on strike or why they did not follow normal working patterns last week

Marcel Golding of the National Union of Mineworkers (NUM) said Matla's entire workforce went on strike yesterday in solidarity with workers who faced a management "lock-out" at one shaft on Monday

He said workers at the affected shaft had rejected a management request that they sign an undertaking to resume work

A Gencor spokesman said manage

Mine bosses say we don't know reason for strike

BUS. DAY 16/7/86 (152)

ment had been forced to suspend operations at one shaft because workers had damaged conveyer belts and cables. Workers had been asked to undertake not to damage mine property, but had refused to do so, he said

Negotiations are continuing between Gencor and the NUM

□ About 3 600 striking workers at the Toyota factory in Durban resumed work yesterday after a management ultimatum that they return to work or face dismissal

□ SAPA reports that 280 workers at Twins-Propan pharmaceutical com-

pany in Germiston were fired yesterday after a wage strike

The Chemical Workers Industrial Union (CWIU) said that as a subsidiary of the Premier Group, Twins-Propan was acting contrary to the spirit of public statements by the Premier Group which favoured a "progressive" industrial relations approach

Twins-Propan public relations manager David Neppe said the company had been forced to dismiss workers because they were on an illegal strike

MONDAY 16/7/86 (152) (102)
Stayaway keeps GM shut

GENERAL MOTORS stayed closed again in Port Elizabeth yesterday after Monday's lightning stayaway which crippled industry citywide

Other factories were coming slowly back on stream. Figures for the return varied from plant to plant. Some resumed full production. Others were expecting to be back to normal later in the day. At GM, many among the 2 000 blacks who reported for work later asked to be allowed go home — Sapa.

CAL 710-16 16/7/86

Detained workers must not lose jobs, urges CCI

Political Reporter

DETAINED workers should not lose their jobs, the Cape Chamber of Industries (CCI) said in its latest notice to employers

The CCI said that special guidelines have been issued to employers after the Federated Chamber of Industries (FCI) met the Minister of Manpower, Mr Pietie du Plessis, recently to discuss the impact of the state of emergency on the detention of trade union leaders

Employers are urged to "communicate clearly to all workers that the

employment relationship with workers will not be affected by involuntary absence from work", the CCI said in its weekly bulletin

If an employer suspects that an employee is detained, immediate confirmation should be sought from the police

Written documents relating to bona fide trade union matters can be distributed on company premises, just as closed-door meetings can be held indoors

The Minister of Law and Order, Mr Louis le Grange, has publicly assured industry representatives that security forces would not inter-

fere in a legal strike, the CCI said

"If workers participating in an illegal strike on company premises, are out of the public eye, behave and do not contravene any emergency regulations, the security forces will not interfere. However, should management report that workers are out of control, or should they contravene emergency regulations, and/or endanger life or property, this may be necessary," the CCI added

In the case of an employee's detention the local Divisional Commissioner of Police should be contacted

Toyota strikers return to work

(152)
~~(152)~~

DURBAN — The 3 600 Toyota assembly plant workers in Durban who went on strike last week returned to work yesterday after receiving an ultimatum to return or face dismissal

Toyota's group director of personnel and industrial relations, Mr Theo van den Bergh, said the workers, who downed tools on Thursday in support of their demand for higher wages and in protest against short time, were all back at their work stations yesterday morning

The National Automobile and Allied Workers' Union regional secretary, M1 Edwin Maepe, confirmed this

He said they reported back to the workers on Monday that the company had offered an increase of eight cents an hour and had also agreed to do away with short time

He said the workers accepted the short time offer but did not accept the wage offer and that led to disruption on Monday

The workers were de-

manding an increase of 50 cents an hour to push their present minimum hour pay to R3,83

Mr Maepe said the appointment of a mediator would be considered if they could not settle with the company

Mr van den Bergh said they had concluded negotiations with the union but they would continue to talk

Toyota on Monday gave the workers an ultimatum to return to work yesterday or have their services terminated — Sapa

N/M 14/7/81 (152)

3 600 motor workers end strike

Labour Reporter

THE Toyota motor assembly plant at Prospecton was back in full production yesterday after the 3 600 hourly paid employees ended their three day strike over a wage dispute.

On Monday, the company issued a 'return to work or face dismissal' ultimatum to the workers after they rejected an additional 8c an hour pay rise which pushed their minimum rates to R3 41 an hour.

Mr Theo van den Bergh, Toyota's group personnel and industrial relations director, told the Mercury yesterday all the workers had responded to the ultimatum and were back at their jobs for the 7 a.m. shift.

He said the company still stood by its latest pay offer and added that it would welcome the appointment of a mediator to settle the dispute.

Signed

The workers were asked to sign an undertaking that they would comply with the terms and conditions of employment with the company as they entered the factory yesterday.

Mr van den Bergh said a number of people had signed the document. He said the undertaking was 'purely routine procedure' and there was nothing sinister about it.

Mr Edwin Maeppe, regional secretary of the National Automobile and Allied Workers' Union, confirmed that all the strikers had returned to their jobs and that negotiations over the pay demands were continuing.

Meanwhile, the strike at one of Durban's largest tyre factories BTR Dunlop Ltd, continued yesterday with still no indication of an end in sight.

Mr Glen Sutton, Dunlop's group industrial relations manager, said the company had informed the union that it would accept workers demand for a 50c an hour pay rise, but the increase would be staggered over 11 months, from June to April next year.

Crucial

He said the company was awaiting a response from the Metal and Allied Workers' Union.

Mawu officials could not be reached for comment yesterday.

The work stoppage by about 3 000 employees at the Mercedes plant at East London moves into its crucial stage today when further talks between representatives of the National Automobile and Allied Workers' Union and the management take place in a new attempt to resolve the dispute.

Mrs Dalene McFarlane, Public Relations Officer of Mercedes Benz in Pretoria, told the Mercury yesterday that the union had declared a dispute with the company on the definition of short time and the matter had been referred to the Industrial Council.

'In the meantime the company is anxious to secure a return to work as soon as possible. We are hopeful that all the workers will return soon after today's meeting,' she said.

iversity of the Western Cape, telephoned train control personnel at Simon's Town who alerted train drivers

WARNED

Mr Fresen and Mr Clark ran to the line to make sure no trains had reached the broken section.

The driver of an approaching train had slowed down after being warned that something was wrong by a built-in device on the track which triggered a red danger light.

Two more drivers then stopped their trains.

Mr Roy Granger, superintendent of operations in the Western Cape, said the broken rail had triggered a warning system built into the line and the first train driver to approach the section had seen the danger signal

"However he did not know what was wrong and learnt the cause only when he stopped," he said

Railway maintenance crews were sent to replace the rail and the service was restored at 5.10pm.

ARGUS 17/7/86

2-week Mercedes Benz strike ends

The Argus Correspondent

EAST LONDON — Mercedes-Benz strikers returned to work today after almost a fortnight

A spokesman for the firm, Mrs Delene MacFarlane, said workers returned for the morning shift as agreed at a meeting with the management yesterday

Many were absent but she hoped attendance would be back to normal soon

"It always takes a little while to start up again," she said

The strike was sparked by a dispute over the interpretation of short-time rules

Paint-shop workers were sent home early on July 1 because of hold-ups in production. They demanded full wages in spite of working short time and when the management refused began a go-slow which led to the closure of the plant

Yesterday's agreement has not resolved the issue

A dispute has been declared and referred to the Industrial Council, said the branch secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Wilson Monqo

Food chains freeze some prices

Staff Reporter

THREE supermarket chains have frozen the prices of their name and house products until January

The managing director of OK Bazaars, Mr Gordon Hood, said the prices of 121 products would not be increased until January 16 next year. Pick 'n Pay and Checkers will hold prices until January 1

Mr Hood said the products were "highly representative, meaningful items" in the monthly shopping basket

Mr Ray Murray, Pick 'n Pay general manager (foods) said "Consumers need lower prices — a light at the end of the tunnel"

The company had asked its suppliers to support the effort

EL motor
plant
back on
stream

Post Reporter

EAST LONDON — Mercedes-Benz production lines started rolling in East London today after the plant had been crippled by a strike.

But the productivity is still hampered by "fairly high absenteeism" in some departments, says Mercedes-Benz's public relations officer, Mrs Delene MacFarlane.

Mrs MacFarlane said absenteeism of between 10% and 20% had been reported by some departments.

"That is fairly high in a small department," she said.

She said most of the plant's 3,000 workers returned to duty today in terms of an agreement reached between management and trade unions.

The workers left the plant on Monday last week when management decided to stop production because of a go-slow strike in the paint shop.

Management re-opened the next day, but workers failed to report for duty.

The workers then demanded pay for the time lost because of management's decision to shut down production.

152
**Work back
to normal**

PORT ELIZABETH
Port Elizabeth's black workers yesterday streamed back to work after a snap two-day stayaway.

Employers confirmed that staff complements were back to normal.

The General Motors plant, which closed on Monday and Tuesday, was again fully operational. The Volkswagen plant, reduced to a "limited production schedule" on Tuesday, was also back to normal.

STRIKE HALTS KWA NDEBELE SERVICES



KWANDEBELE Chief Minister,
Simon Skosana.

By MONK NKOMO

SCORES of KwaNdebele public servants — including nurses, teachers and magistrates — are out on strike in protest against the planned independence of the homeland in December.

The strike, which started on Tuesday, has affected lessons at schools and services at the 27 clinics in the area. Other government institutions affected include the magistrates' court and post offices.

However, services at the Philadelphia Hospital in Dennilton, also part of KwaNdebele, have not been disrupted.

A spokesman for the KwaNdebele Minister of Information, Mr Fanie Mahlangu, yesterday confirmed that scores of public servants were out on strike. He refused to elaborate.

According to our sources in KwaNdebele, the public servants decided to down tools on Monday morning and refused to work until the govern-

ment addressed them about the planned independence of the homeland.

The sources said the workers have vowed to continue staying away from work as long as the government was going ahead with its plans of taking independence.

On several occasions this year there have been clashes between residents, police and the Mbokodo vigilante groups following the announcement that KwaNdebele was to take independence on December 1 this year.

Several people have been assaulted and others killed during these clashes. At some stage lessons were also disrupted as a result of the planned independence.

Our sources said a number of government institutions affected by the strikes have been temporarily closed.

Most ignore call for 'day of action'

152
Cape Times
18/7/06
122

Staff Reporter

THE national "day of action" in protest against the detention of trade unionists met with a sporadic response yesterday, except in the Eastern Cape where support was fairly widespread

The Labour Monitoring Group said in its "limited survey" of Cape Town firms there seemed to be no evidence of a mass action

This was confirmed by a spokesman for the Cape Town Chamber of Commerce, who said only "normal Monday absenteeism" had been reported

A random survey by the Cape Times also found this trend

Called off

Worker action was called off in the Western Cape on Friday afternoon

Thousands in the Eastern Cape reported for work but returned home soon afterwards. Nearly 3 000 municipal employees left work in the Eastern Cape while General Motors in Port Elizabeth closed its plant after hundreds of workers returned home

The Labour Monitoring Group reported support of 24 percent in factories organized by the Congress of South African Trade Unions in the manufacturing sector of

the Pretoria-Witwatersrand-Vereeniging area

In the PWV's retail industry support was about 11 percent

The LMG was not aware of action, such as stoppages, by those who came to work yesterday

Major employers in Durban and Pinetown reported a few isolated stayaways

Mines affected by the action yesterday were Anglo American's Erfdiel South Division gold mine, Rand Mines' Duvha and Rietspruit collieries, Gencor's Matla colliery and Amcoal's Arnot colliery

Steel and Engineering Industries Federation of South Africa director Mr Sam van Coller said the action had a "very limited effect" on the industry

The Kelloggs factory on the East Rand reported a 100 percent absenteeism

On the Reef, Putco reported that buses carried only 30 percent of their usual passengers from Alexandra, while buses from Edenvale, Springs and Boksburg were about 70 percent full

Putco reported normal services in other areas and trains ran normally

● Comments by officials of Cosatu and its affiliates have not been reported in compliance with the emergency regulations

Homeland's civil servants strike

THE KwaNdebele government's entire black workforce has been on strike since Tuesday this week. The strike is believed to be in protest against the territory's plans to take "independence" later this year.

The strike was confirmed yesterday by the territory's Commissioner-General, Gerrie van der Merwe, who said he did not know the cause.

However, various sources in KwaNdebele have said the strike is in protest against the plan for the self-governing territory to take full independence in December.

This comes at a time of severe conflict in KwaNdebele, which has been faced with a revolt against independence and in response to other grievances, notably the behaviour of the Mbokhoto vigilantes.

Last Tuesday night, the royal kraal of King David Mabhakho, the head of the Ndzundza tribal authority, was

By PAT SIDLEY (152)
allegedly raided.

Prince James Mahlangu, part of the royal household told Weekly Mail he was woken by men on his property at about 10pm.

"They arrived in three Casspirs and scaled the security fence around the kraal. They came into the yard and into the rooms.

"Then, without any shame, they went to the room of our king and interrogated him about independence, among other things."

Prince James says he demanded a search warrant. He was told the men, unaware they were in the royal kraal, were searching for "a nest of criminals".

The prince said he believed the men were new to the area and may have made a mistake. Van der Merwe told him he would look into the matter.

The prince was visited two days later by an apologetic officer who promised to take it up.

Van der Merwe yesterday said the police had been "approaching people who had been involved in burnings

"There was no action against the royal kraal," he said. No policemen had spoken to the king.

SEFAKO NYAKA reports that the nine youths found shot with an AK-47 assault rifle and then set alight inside a house in KwaNdebele on Tuesday may have been victims of a hoax by vigilantes.

The nine, all pupils at the J Kekana Senior Secondary School in Mamelodi, Pretoria, had fled the township early this month after a spate of petrol bomb attacks on their homes.

This week two 15-year-olds who escaped from the ordeal told how they were "tricked".

● To PAGE 2

IN THIS NEWSPAPER HAVE BEEN CENSORED TO COMPLY WITH THE SAME

Kwandebele civil service out on strike

● From PAGE 1

At the Vlaklaagte village in the impoverished strife-torn homeland, they were approached by someone who introduced himself as the "boss of the ANC".

He told them how he could help them cross the border.

On Tuesday night, the "boss" left them at a "safe house" after telling them that he would return to pick them up in the early hours of the morning.

Two of the youths went to a nearby house on an errand. While there they saw two armed men in balaclavas approach the house.

Shots were fired and the house was set on fire.

As the armed men made their escape, one of them was recognised as the "boss".

Yesterday families were finalising plans for a mass funeral on Sunday morning for eight of the victims.

Victor Hlophe, 17, will be buried tomorrow alongside his grandfather who died from illness late last week.

The other victims were: Jeremiah Magagula, 18; Ngemane Maifadi, 26; Abram Makolane, 15; Skosana Zacheus, 24; Mbuso Malobola, 26; Jimmy Mabena, 21; Samuel Ledwaba, 17; and O Mokonwane, 20.

Questions were yesterday put to the Bureau for Information with regard to these incidents. Late yesterday, a Bureau representative said they could give no comment on the allegations of how the nine Mamelodi youths died, as this was still under investigation.

The Bureau, referred queries on the raid of the royal kraal to the police who in turn referred queries to the Kwandebele authorities. The latter could not be contacted for comment.

Brakpan metal workers are still on strike

Sobetan 22/07/86

152

THE black workforce at Baldwins in Brakpan is still out on strike, demanding higher wages.

The work stoppage is a sequel to a wage dispute centring on four unions' demand for a "living wage" of R3,50 an hour in the metal-

By LEN MASEKO

dustry

The unions which have declared a dispute with the Steel Engineering Industries Federation of SA (Seifsa) are the Metal and Allied Workers' Union, Steel Engineering and Allied Workers' Union (Seawu), Engineering and Allied Workers' Union, and Electrical and Allied Trade Union of SA.

Seifsa has offered a minimum wage of R2,22 an hour, which became effective from July 1.

Meanwhile, the black workforce at Roodépoort's Central Brass

and McCoils in Johannesburg have resolved to return to work while

their union, Seawu, negotiates with management.

BUSINESS DAY
23/7/86

Security firm's offer slammed

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'Surveillance' advertisement draws union fire

152

CLAIRE PICKARD-CAMBRIDGE

SEVERAL union, management and academic sources have responded with outrage to a security company's offer to undertake covert surveillance of workers who cause strikes, work stoppages, violence and unrest.

The company, Investment Surveys, has advertised in a magazine *Security Focus* saying

"Group forming, lobbying, intimidation, when members of your staff force others to take action against your company's interests, this can result in strikes, work stoppages, violence and unrest. It is thus vital that you have prior knowledge of what's happening."

"Investment Surveys will undertake covert investigations and surveillance. Our trained agents will be employed by you in the guise of normal workers. They will report on plans and acts aimed against your company. This will enable you to take timeous precautions and counter measures."

The unionists, academics and management representatives interviewed felt covert surveillance created mistrust in an already tense industrial relations environment, as well as infringing rights of freedom of speech and association.

National Union of Mineworkers' (NUM) general secretary Cyril Ramaphosa said such surveillance helped to escalate violence because once found out, workers reacted with gross anger to informers. "People using these poor souls should be blamed for worker actions taken against them," he said.

Prominent industrial relations practitioner Theo Heffer said the only reliable way of having prior knowledge of developments among employees was to enter into consultation and negotiation with real worker representatives.

Council of Unions of SA (Cusa) head and acting spokesman for the Vukani Guards & Allied Workers Union Piroshaw Camay said ongoing surveillance was totally repugnant. Cusa had also found that some informers tried to suggest radical actions to workers to test their response.

Senior industrial relations lecturer at Wits Business School Loet Douwes Dekker said it was deplorable that a company was prepared to offer an informer system. But a company's use of informers was more serious because this was unethical, could prove an unfair labour practice and endangered life.

Premier Group's Human Resources director Rob Childs cautioned managers to note the difference between industrial relations and security issues. Some security companies played on management's industrial relations concerns and offered security solutions to industrial relations problems.

Investment Surveys director Gert Cruywagen said the company did not aim to infiltrate unions or give management an unfair advantage.

The company regretted that the ad was seen as intending to interfere in industrial relations issues. "We concentrate on the criminal field by trying to counteract lobbying and intimidation."

Cruywagen said quite a lot of employers used such services to counteract criminal elements among workers. They believed most strikes and stoppages did not result from union actions, but from political or criminal problems.

Institute for Industrial Relations director Mark Anstey said both labour and management usually acknowledged the place of security in an organisation. But

if security was perceived by one party to be subverting the interests of another, it was more likely to contribute to industrial unrest.

STAMP AUCTION

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23/7/86

START

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3 500 stage mine sleep-in strike

About 3 500 black mineworkers are staging a "sleep-in" at Anglo American's Western Holdings gold mine near Welkom

According to the National Union of Mineworkers (NUM), the strike began on Monday night

An Anglo American spokesman confirmed the strike at No 6 shaft. All shifts were affected yesterday, he said

NUM general secretary Mr Cyril Ramaphosa said the strike centred on the dismissal of four shaft stewards

They were fired after the deaths of four team leaders about 10 days ago

The NUM said an inquiry into the incident had not followed agreed procedures

4 000¹⁵² out at Sasol

ABOUT 4 000 workers have been involved in work stoppages at Sasol plants in Secunda since last Thursday.

By **LEN MASEKO**

A Chemical Workers' Industrial Union (CWIU) secretary, Ms Chris Bonner, told the *Sowetan* yesterday that six Sasol plants had been affected by the wage strikes. CWIU members at four Sasol collieries demand wage increases of 35 percent a shift, and those at Sasol 2 and 3 demand R160 across-the-board.

Workers at three collieries have since returned to work while workers at one coal mine are continuing with their strike, the official said.

Management has offered R95 across-the-board and between 14 and 22 percent a shift on the mines.

Talks between the union and management have reached a stalemate.

The union has applied to the Minister of Manpower to set up a Conciliation Board to solve the dispute.

A Sasol spokesman yesterday confirmed the work stoppages at its mines, but said only three collieries had been affected by "the illegal strikes". About 3 000 out of a total of 8 000 black workers were involved in the stoppages.

The wage strikes were illegal as the

30-day period for the setting up of a Conciliation Board had not expired, the spokesman said.

However, indications last night were that the striking workforce would return to work. CWIU officials are due to meet management today.

- The 280 black workers fired by Twins-Propan Pharmaceutical management a week ago, has since been reinstated. This follows negotiations between management and the CWIU.

- Scores of workers at Embassy Luggage in Johannesburg were involved in a half-day work stoppage yesterday. The stoppage was in support of their union's demand for 12½ percent increases in the leather industry.

The increases were supposed to have been implemented on July 1, but most employers indicated to the Transvaal Leather and Allied Trades Industrial Union that they were waiting for the wage hikes to be gazetted before implementing them.

About 3 000 workers have been involved in a series of wage strikes since last week, mainly in the Johannesburg area.

Sowetan 23/7/80

Cape Times
Sasol 23/7/86
miners in
illegal
strike

Labour Reporter

AN estimated 3 000 of the 8 000 workers at three of Sasol's Secunda collieries began an illegal strike on Sunday evening to protest against management's proposed annual wage increase, according to a Sasol spokesman.

Sasol and worker representatives have been conducting talks "continuously" since the strike began and by yesterday morning only 800 workers at one mine were still refusing to work.

Although Sasol's offer of a minimum wage of R223 a month is thought to be the main cause of the action, workers have also expressed dissatisfaction in other areas, the spokesman said.

The workers, represented by the Chemical Workers' Industrial Union (CWIU), are demanding a minimum wage of R312 a month.

According to the spokesman, management has agreed to discuss worker demands with the union and worker representatives as soon as the strike is called off.

Sasol is also involved in a dispute with the CWIU over a minimum wage for workers at its refineries.

The CWIU is a Cosatu affiliate and may not be quoted in the Western Cape.

**New
bid to
break
strike
deadlock**

Labour Reporter

FURTHER talks between representatives of the Metal and Allied Workers' Union and BTR-Dunlop Ltd will take place today in a new bid to break a deadlock over wage increases at the strike-hit tyre factory

The entire black workforce of 1 200 downed tools on June 25 in support of their demand for a 50 c an hour pay rise and continued their strike when talks reached a deadlock

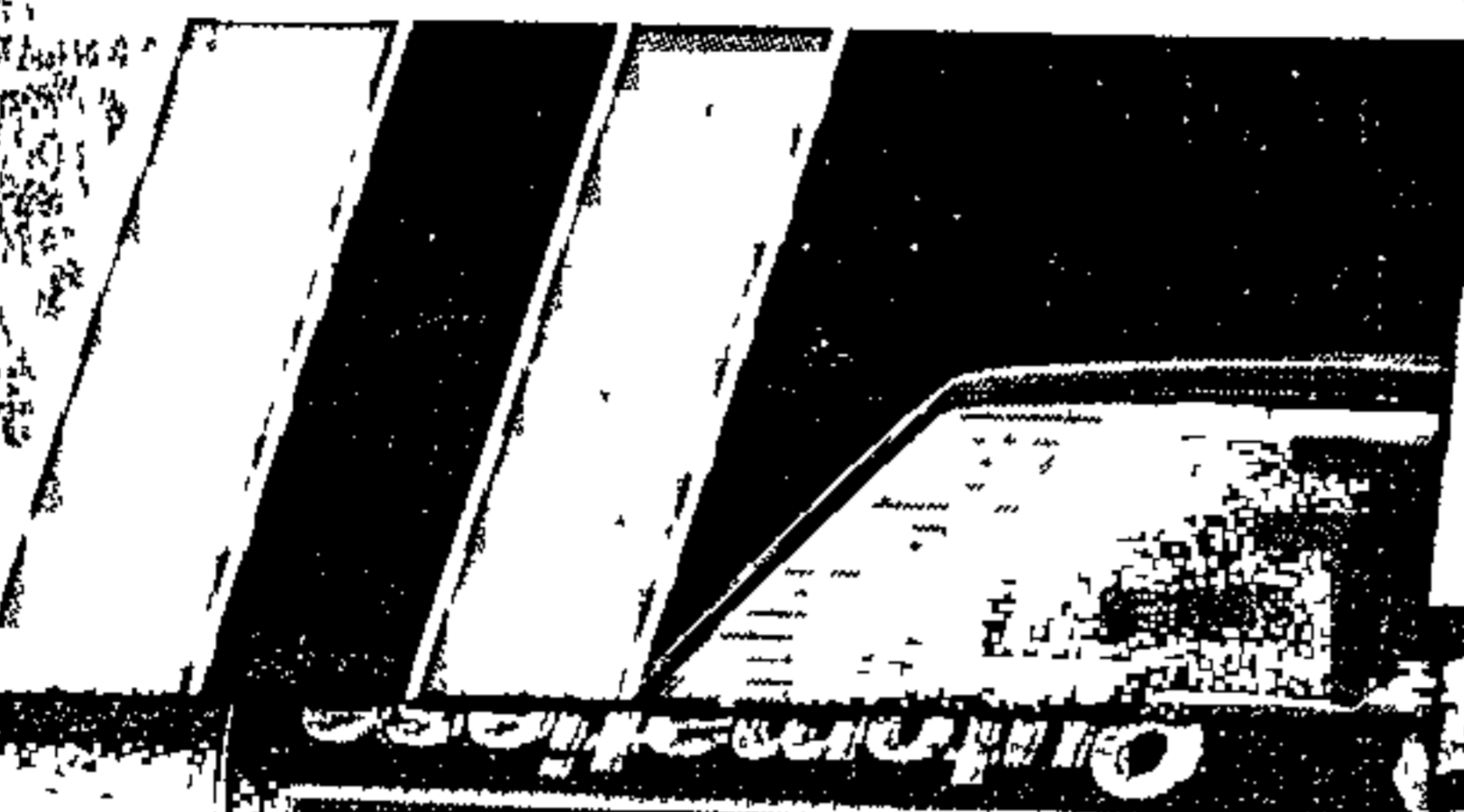
Mr Bobby Marie, branch secretary of Mawu, said yesterday that the workers were still determined to continue their battle for more pay and the fact that the company was prepared to lose 'millions of rands' through lost production clearly showed that the company could afford to play around with money and yet was not prepared to meet their pay demands

Mr Glen Sutton, group industrial relations manager of BTR-Dunlop Ltd, yesterday confirmed that the talks would be held today and said that it was hoped that the union would move away from its 'intransigent stance' so that the deadlock could be broken

'We are prepared to negotiate,' he said, adding that the company had offered workers a pay rise which would have amounted to R100 a month on average wages, but this had been rejected

MM
23/7/86

LURU means new



...to have community so that the people
...development of trad

Pay rise offer in bid to end strike

Mercury Reporter

IN A bid to break the strike deadlock at one of Durban's largest tyre factories, BTR-Dunlop Ltd, management yesterday afternoon offered workers a pay increase higher than that originally demanded

Mr Glen Sutton, Dunlop's group industrial relations manager, said the company had made an offer to the Metal and Allied Workers'

Union 'higher than the 50 c'

The entire black workforce of 1 200 downed tools on June 25 demanding a 50 c an hour pay increase

Mr Sutton said the union would put the offer to workers today, and the company awaited a decision from the union

A Mawu spokesman could not be reached for comment yesterday

Sardine run nears an end

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Latest pay offer rejected

Labour Reporter

EMPLOYEES of the BTR-Dunlop tyre factory in Durban yesterday rejected the company's latest pay offer and decided to continue their strike, a spokesman for the Metal and Allied Workers' Union, said

He said the company had offered a pay rise of 54 c an hour, spread over 15 months, retrospective to June 1 with a rise of 20 c an hour, 20 c at the end of December and 14 c at the end of April next year

'The company's offer was put to the workers at a meeting, but they rejected it because they considered the time limit too long. A meeting between union representatives and the company is scheduled for 10 a m today,' he said

He said the workers had requested a 50 c an hour pay rise staggered over 10 months

Mr Glen Sutton, group industrial relations manager of BTR-Dunlop Ltd, said the company had not yet been officially informed of the workers' reaction to the latest offer, but a meeting between Mawu representatives and the company was due to take place today

(129)
(52)

25/7/86
A crime no more?

In a proposal which could lead to a major change in labour law, the National Manpower Commission (NMC) has recommended that strikes should be decriminalised.

The recommendation, which was leaked to the *FM*, is one of many in a report dealing with collective bargaining, strikes and picketing, which was finalised at a recent NMC meeting. The report is now with Manpower Minister Pietie du Plessis.

The proposal represents a significant departure from existing labour law. As it stands, the Labour Relations Act makes a clear distinction between legal and illegal strikes. A strike is only regarded as legal if the worker party involved follows a set of laid-down conciliation procedures. In essence, once a dispute has been declared, attempts must be made to settle it at an industrial council, or at a conciliation board. If these efforts fail, and the worker party is a registered trade union, a strike ballot must be conducted among the workers concerned. Unregistered unions do not have to hold a ballot.

Workers who participate in legal strikes are protected against criminal prosecution, illegal strikers lay themselves open to prosecution.

SA is one of the few Western nations which distinguishes between legal and illegal strikes. The NMC's recommendation is an attempt to move away from this distinction. In its place, according to *FM* sources, the main advisory body to government on labour matters has suggested that the emphasis should be shifted to a consideration of whether a strike is fair or unfair. And the Industrial Court should decide.

FM sources say the NMC has suggested guidelines which the court should take into account in weighing up the "fairness" of a strike. The prime consideration, it is understood, should be the *issue* that precipitated a strike. It must be one about which the company concerned is in a position to do something about. For example, a strike in which workers are trying to get a company to grant a paid Labour Day holiday would be regarded as fair. So would a wage strike. On the other hand, a strike to force a company to change the terms of a pension or provident fund which the company itself does not control, would be regarded as unfair, so would a political strike.

Other criteria of fairness, it is understood, are that the issue in dispute must be discussed, and that deadlock must have been reached before industrial action is undertaken.

Where a strike is regarded as fair, the sources say, the court is likely to take a dim view of employers who dismiss the strikers. The opposite would obviously apply in situations where a strike is deemed to be unfair.

The NMC has apparently not made up its mind on the issue of sympathy strikes and picketing. This will be the subject of a new investigation. NMC chairman Henne Reynders has refused to confirm or reject the *FM's* information, saying it is a matter of conjecture. ■

Workers protected in legal strike action?

Cape Times 25/7/66 152
Labour Reporter

WORKERS who take part in legal strikes may be protected from summary dismissal for breach of contract following a recommendation from the National Manpower Commission to the Department of Manpower

The recommendation to "decriminalize" strikes was leaked this week to the Financial Mail, which speculated that the distinction between legal and illegal strikes could fall away and that workers may no longer be prosecuted for wildcat strikes. It implied that the proposal could lead to the exemption from prosecution of both legal and illegal strikers.

A labour-relations consultant in Cape Town, Mr Steve Woods, has dismissed this interpretation, saying it was more likely that the commission was trying to scrap a legal contradiction which enabled employers to fire workers even if they had followed the correct procedure for a legal strike.

"As I see it, the commission is more likely to have made a recommendation which would give workers an incentive to follow the procedure laid down for a legal strike

"In terms of current legislation, employers can fire workers for breach of contract for refusing to work, even if their strike is legal"

BUSINESS

W/C ARBANS 26/7/82

Strong support for worker holidays

LABOUR AFFAIRS
DICK USHER



STRONG employer support for worker holidays, on May 1 and June 16 emerged from Labour Monitoring Group (LMG) surveys of stayaways on the two days.

The surveys are reported by Hilary Joffe of the sociology department at University of Cape Town in a paper presented at the recent *Western Cape Roots and Realities* conference of the University of Cape Town's Centre for African Studies

Of employers surveyed, 46 percent felt workers had the right to May Day as a paid holiday and 47 percent thought they had the right to June 16. A majority (67 percent) would consider swopping May Day for another day and 71 percent said they were prepared to negotiate the June 16 issue

The stayaways had markedly lower responses in the Western Cape than elsewhere but more support on June 16 than May 1

On May 1 the LMG found a 15 percent stayaway (51 percent of African workers and 8 percent coloured workers), while June 16 had 38 percent support (78 percent for blacks and 26 percent for coloured workers)

Analysing the reasons for the difference, Joffe points to the predominance of coloured people (reinforced particularly by the coloured labour preference policy) which had created distinctive patterns of employment, while "the patterns of trade union organisation interact with and maintain the racial division of labour to distinguish Cape Town to an even greater extent from other major urban centres in South Africa"

She said these factors reinforced divisions between coloured and black workers and disorganised coloured workers

Racially, the Cape Town population was markedly different from other urban centres. Census figures showed that nationally 72,4 percent of the population was black, but only 12,6 percent in Cape Town. Coloureds were 53,2 percent against the national average of 9,1 percent

Well over half the workforce was employed in two sectors — service and manufacturing — with coloured workers in about 53 percent of total employment and about 67 percent in manufacturing

Black workers, construction excepted, made up only a small percentage of the workforce in major industrial sectors

Both surveys covered mainly the manufacturing sector where stayaway rates moved from 18 percent on May Day to 36 percent on June 16

Joffe said the manufacturing sector profile was of workers being predominately coloured, usually semi-skilled and, particularly in the garment and textile industries, often women. The small proportion of blacks tended to be male, concentrated in unskilled work and permanent rather than migrant workers

The difference in the figures for May Day and June 16 was largely the result of very different responses of workers in manufacturing to the two calls

Participation by coloured workers was substantially greater (24 percent in manufacturing) on June 16 than the 10 percent on May 1

But this was still very low. The pattern for black workers was extremely high on both days and more closely approximated that of the rest of the country

She said more might have stayed away had it not been for the intervention of the Garment Workers' Union (GWU) and the Industrial Council, which ruled against workers being granted the day off

The LMG surveys found that stayaway rates in workplaces organised by independent unions were higher than average

The May Day sample, which covered 27 workplaces where there was an independent union presence, showed an overall stayaway rate of 48 percent — against the 15 percent average — with 92 percent of black workers and 31 percent of coloured workers absent

Farm workers are stranded

ABOUT 90 Food Beverage Workers' Union members fired by Vaal-based National Poultry after a strike recently, are "holed up" in the union's offices — homeless and out of work.

The workers were dismissed after they went on strike in protest against the dismissal of four fellow workers. They were also evicted from a farm owned by the company on the outskirts of Meyerton.

By LEN MASEKO
Labour Reporter

The dispute has resulted in the disruption of schooling for the workers' children, who attended school at the farm.

The manager of the company, Mr Bill Smith, said the workers were dismissed after a work stoppage during which the workers damaged thousands of rands worth of property. The

workers also attacked and assaulted their supervisor during the strike, Mr Smith claimed.

Sirefan 23/7/81
Affect

"I cannot tolerate this kind of behaviour because I was still negotiating with the workers' trade union leaders on their grievances," Mr Smith said.

He evicted them because they were no longer in his employment. The workers had made arrangements for their children to attend school elsewhere and that did not affect the company, he said.

Most of the workers claimed they earned a

minimum of R40 a week and worked under deplorable conditions.

They also want their union to be recognised. "I am feeling very uncomfortable since I came to this place. I long for my children who cannot go to school because we have no accommodation on the farm anymore," one worker said.

Cusa's Vaal region official, Mrs Magdeline Mathlare, said they intended taking the matter to court.

• Members of the Food and Allied Workers' Union are on strike at Wynberg's Farm Fare.

A spokesman for Farm Fare, Mr Martin Fallon, said the dispute was an "internal matter". He would not comment further.

Strike ballots to be held in metal industry

By DICK USHER
Labour Reporter

ARG 45
28/7/86

STRIKE ballots are to be held soon in the metal industry, according to a spokesman for the Metal and Allied Workers' Union (Mawu)

Mawu is one of three unions which have declared a dispute with the employer body, the Steel and Engineering Industry Federation of South Africa (Seifsa), over this year's wage negotiations. The others are the Steel, Engineering and Allied Workers' Union and the Electrical and Allied Workers' Trades Union

The new Industrial Council agreement for the industry is due to be submitted to the Minister of Manpower, Mr Pietie du Plessis, soon. He must then decide whether to extend the agreement to non-parties — the three unions

Under the Labour Relations Act strikes are outlawed during the term of an Industrial Council agreement. But it is possible for unions that already have plant-level agreements to go on legal strikes, one reason for Seifsa's resistance to bargaining that takes place below the Industrial Council level

The independent unions want the power to negotiate better deals than the council agreement provides with individual companies they argue can afford it. They want Seifsa to agree to plant-level bargaining throughout the industry

The three unions declared a dispute early in the negotiations, with Mawu demanding R3,50 an hour

The employers' final offer was R2,22 an hour minimum, a 32c an hour increase. Workers in the top artisan grades will get 60c increases, bringing the minimum to R5,81 an hour

~~scribble~~
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Workers on 'sleep-in' strike

By LEN MASEKO
Labour Reporter

ABOUT 500 Food and Allied Workers' Union members continued their 'sleep-in' strike at Wynberg's Farm Fare yesterday, demanding wage increases.

They are demanding a wage increase of R20 across-the-board. This is about R14 more than what the Premier subsidiary is offering. The company's black workforce

stopped work last Thursday.

Farm Fare management has told the Sowetan the dispute is an 'internal matter'.
● An 11th-hour at-

tempt by the Council of Unions of SA (Cusa) to have one of its employees released from emergency detention in time for the funeral of a relative, was unsuccessful. The funeral

went ahead in Soweto at the weekend without the detainee.

A Cusa official told the Sowetan yesterday that the Ministry of Law and Order had not responded to the federation's request, sent by telex on July 23.

strike

● The African and Allied Workers' Union and Black and Allied Workers' Union yesterday reported that there was an 'unauthorised entry into their offices by unknown

people', who removed certain articles from their Johannesburg offices at the weekend.

Spokesmen for the unions said the intruders appeared to have used duplicate keys to enter the union's offices at Abbey House.

Telephones were removed from AAWU's offices while R25 was stolen from Bawu's offices.

Eastern Cape schools closed by stayaway

30/07/86

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PRETORIA — A number of Eastern Cape schools have been closed due to the total stayaway of pupils, a Department of Education and Training spokesman said yesterday

Mr Peter Mundell said the department was "doing everything in its power to keep schools open, but the reality is that there are no pupils at these schools"

The schools, in the Uitenhage and Grahamstown areas, were poorly attended during the last term, he said. Intimidation played a role

All permanent staff at these schools — which the department could not quantify — would be of-

ferred posts at other schools and institutions, he said.

The names of temporary staff would be listed and they would be offered posts as soon as they became available

The Department employs its temporary staff on a 24-hour notice basis, which may be given by either party. However, in 99 per cent of the cases it was employees who terminated their contracts, Mr Mundell said

No date had yet been set for a meeting between Deputy Education Minister, Mr Sam de Beer, and the National Education Crisis Committee, he added — Sapa

DP 30/07/86

Workers call off strike (52)

Dispatch Correspondent

DURBAN — The 1 200 striking workers at one of Durban's largest tyre factories, BTR Dunlop Ltd, decided at a meeting yesterday to accept the company's offer and return to work today

Announcing the decision, Mr Bobby Marie, branch secretary of the Metal and Allied Workers' Union, said, however, the workers would continue their struggle for a "living wage"

The giant tyre factory has been crippled by strike action since June 25 when the entire black workforce downed tools in support of their demand for a 50 cents an hour pay rise over a period of 12 months

But the company offered them 54 cents an hour spread over a longer period, which the workers rejected. The deadlock was broken after the company increased its offer to 60 cents an hour.

The increase would be split into three parts of 20 cents each, with the first 20 cents paid when they returned to work today, another 20 cents from November 30 and 20 cents on April 5.

There would also be a payment of 20 cents for attended hours between the period April 27 this year to June 24 — a day before the workers had downed tools.

Mr Marie said the workers had given the union the mandate to accept the latest pay offer.

1 200 tyre workers back after pay strike

AK 6/11/82 30/7/82
(190) (152)

The Argus Correspondent

DURBAN — Production at the giant BTR Dunlop tyre factory here resumed today as 1 200 workers — who have been on strike for more than a month over a pay dispute — returned to work after a settlement yesterday

Dunlop's industrial relations manager, Mr Glen Sutton, said the plant should be in full production by next week

Mr Bobby Marie, branch secretary of the Cosatu-affiliated Metal and Allied Workers' Union, said members endorsed the 60c an hour pay rise which would be split into three parts of 20c each

EXTRA PAYMENT

In terms of the settlement, the first 20c was payable from today, another 20c from November 30 and the last 20c from April 5

There would be an extra 20c for hours worked between April 27 and June 24 this year

"The agreement will run until September 26 next year", said Mr Marie

Mr Sutton said the company had supplied the union with schedules indicating start-up procedures for the various sections of the factory

31/3/85
BUSINESS
Chickens get
a fairer deal \$2

Business Day reporter 4/85

FARM FARE Ltd, which is experiencing its seventh day of strike action at its poultry processing plant in Wynberg, Johannesburg, said yesterday it had managed to sell all surplus live birds to the market place

A company spokesman said Farm Fare did not intend destroying any chickens and would make every effort to sell excess birds while the strike continued

But the position may have to be reviewed if Farm Fare was unable to process birds for a prolonged period.

Tyre strike ends after four weeks

Labour Reporter

THE four-week strike by 1 200 employees at the Dunlop tyre factory in Durban ended yesterday when all the workers returned, happy to be back, said Mr. R T Smith, the company's group personnel manager.

'The company is satisfied that the negotiated settlement reached with the union is very reasonable as the average worker will earn well in excess of R10 600 a year after April next year when shift operations and incentive bonuses are considered,' he said.

Less than 3% of the employees were in the lower grade and performed unskilled work such as loading tyres on to trucks for delivery. This type of work had been done by casual labour recruited off the street during the strike.

'Workers were yesterday paid out a second instalment by the Metal and Allied Workers' Union from the strike fund, bring payment to date from the strike fund to R71,000,' he said.

Mawu officials could not be reached for comment.

Mawu 31/6/81

31/7/80

Black miners return to work

By Mike Siluma

More than 2 500 black miners are again working normally at the No 6 shaft of Anglo American's Western Holdings Gold Mine in Welkom, a mine spokesman said yesterday

The shaft was closed last week after a go-slow in protest at the dismissal of four shaft stewards

The mine spokesman said workers had undertaken to return to normal working practices

The stewards were sacked after workers reportedly killed four team leaders

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11/2/86

Mawu 200 down tools

By LEN MASEKO

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ABOUT 200 members of the Metal and Allied Workers' Union are involved in a work stoppage at Le Carbone in Johannesburg, demanding the reinstatement of fired colleagues.

About 100 strikers at the company were detained yesterday afternoon, workers told the *Sowetan*.

- Striking workers at Wynberg's Farm Fare told the *Sowetan* yesterday that management had refused to accede to their wage demands. They are demanding a "wage adjustment" of 17 percent

Management at the Premier group subsidiary has offered the workers — all Food and Allied Workers' Union members — a seven-and-a-half percent pay rise

The minimum wage at Farm Fare is R86 a week

- Twenty members of the Transvaal Leather and Allied Trades Industrial Union yesterday downed tools at Johannesburg's Villam Shoes in sympathy with a fired colleague.

**Fawu sit-in
strike enters
second week**

By Mike Siluma

The sit-in strike by about 500 members of the Food and Allied Workers' Union (Fawu) at Farmfare, a Premier subsidiary, enters its eighth day today.

Workers are demanding a 50 percent increase on their minimum wage of R86 a week.

They have rejected a 7,5 percent rise over six months, said Fawu regional secretary Mr Paul Ntuli.

He said talks began in June and, despite several meetings, the company remained "rigid".

Mr Ntuli said management had declined to negotiate further unless the strike ended and had warned that unless workers returned by 2 pm yesterday, it would evict them.

CAP-Trade 1/8/86

Workers back after firm agrees to talk

Labour Reporter

WORKERS at the Renak electronics factory in Diep River returned to work yesterday after striking for one day in protest at the company's failure to respond to their demand for a minimum wage increase

A spokesperson for the Electrical and Allied Workers' Trades Union (EAWTU), which has more than 80 percent membership at the plant, said the strike was called off when management agreed to discuss wage increases with the union.

The union is demanding an increase in the minimum wage from R2,30 an hour to R3,90 an hour

The factory — part of the multi-national Plessey group — has been troubled by industrial action since Monday when the workers introduced an overtime ban to support their demand for a living wage, and refused to work shifts

Apart from the fact that the shift system would undermine the overtime ban, the mainly female work-force did not want to work night shifts because of the disruption this would cause to their family life, the union spokesperson said

EAWTU has also accused Renak of trying to recruit scab labour from among engineering students at UCT to work the shift system

The managing director of Renak, Mr A J Chisholm, said management had agreed to meet the union and did not want to comment further on industrial action being taken at the plant.

Cape Times 1/8/86

Uitenhage firms hit by stayaway

Own Correspondent

PORT ELIZABETH — A work stayaway called by the Congress of South African Trade Unions (Cosatu) yesterday halted production at the Volkswagen plant in Uitenhage and interrupted operations of most local component manufacturers

The stayaway, called in part over alleged forced removals of residents from Langa to KwaNobuhle, was heeded by 79 percent of black and 43 percent of coloured hourly-paid staff at 23 companies polled by the University of Port Elizabeth's Labour Monitoring Group

The stayaway had been less effective than the March 21, May 1 and June 16 actions, when all of the black workforce and 71 percent of the coloured staff at companies polled had not reported for work, a LMG spokesman said

Eight of the companies polled, including three supermarket chains, had been unaffected, the spokesman added

The policy of all but two companies towards boycotting workers was "no work, no pay", and workers are expected to return on Monday, company spokesmen said

Last night, a Cosatu spokesman said the action had been called in protest against the "futile" management attempts to prevent the removal of the squatters at Langa, and the Department of Education and Training's ruling that all black pupils re-register

These grievances were voiced at a meeting between the Uitenhage branch of the Midland Chamber of Commerce, representatives of the KwaNobuhle Town Council and Cosatu, which the regional MCI chairman, Mr Ronnie Kruger, said had been "cordial"

Stayaway halts production at Volkswagen's EP plant

Mercury Correspondent
PORT ELIZABETH—A work stay-away in Uitenhage called by the Congress of South African Trade Unions yesterday halted production at the Volkswagen plant and interrupted operations of most major manufacturers.

The stay-away, called in part over alleged removals of residents from Langa to

Kwanobuhle, was heeded by 79% of African and 43% of coloured hourly-paid staff at 23 companies polled by the University of Port Elizabeth's Labour Moni-

toring Group

Workers are expected to return on Monday, say company spokesmen

At Cosatu-organised

firms, the African stay-away was 96% and 71% among coloureds, said a spokesman for the monitoring group

A Cosatu spokesman said the stay-away was also to express 'deep concern' over the Department of Education and Training's ruling that all African pupils reregister

Emergency Day 50

Because of the emergency regulations, the free flow of information relating to unrest is severely restricted. This newspaper will do its utmost to keep readers informed

Work stayaway in Uitenhage in second day

Post-Reporter

VOLKSWAGEN was closed for the second day in succession today by a workers' stayaway in Uitenhage

Other major industrial companies were also hit and an estimated 80% of the town's black workforce was out

The labour relations manager at the VW plant, Mr Johan Rautenbach, said yesterday the plant would resume production if sufficient workers returned today. The plant will be closed until Monday.

Commercial firms were again unaffected and most reported no absenteeism.

It was earlier reported that the stayaway was linked to forced removals of squatters from Langa to Kwa-nobuhle, the ruling by the Department of Education and Training that black pupils re-register and the detention of community leaders.

● A phone survey of 23 firms by the labour monitoring group from the Industrial Relations Unit at UPE revealed a 95% stayaway by black workers and 41% stayaway by coloureds.

These preliminary results are based on figures released by 19 of the 23 firms surveyed.

The stayaway at work places where a Cosatu affiliate was the only union represented, was 97% for blacks and 59% for coloureds.

At work places where Cosatu was not the sole union represented or work places where other unions were represented, and a third category where there was no union representation at all, showed a stayaway of 80% by blacks and 7% by coloureds.

Tembisa Town Council relents

Fired workers reinstated in act of sympathy

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BUDAP
1/8/86

MORE than 900 employees of the Tembisa Town Council on the East Rand who were dismissed in May are to be reinstated.

The council decided at a meeting on Tuesday to reinstate the 970 workers out of sympathy, town clerk Anthony Relihan said yesterday.

The workers went on strike in May after making several demands, including a monthly minimum wage of R700.

They had demanded the reinstatement of three dismissed workers and the recognition of the Black Municipal & Allied Workers Union (Sabmawu)

Relihan said "The council realised that some of the workers were dismissed because they got involved in the strike involuntarily.

"Therefore, those people need to be given a chance to return to their jobs."

A short statement said: "The council, out of sympathy for the employees, will allow them to be reinstated in their jobs within the period August 1 to 31.

"The employees, so reinstated, will not be remunerated for the period of absence from work"

Sabmawu spokesman Benny Alexandra said: "The union has not been informed by the council of its decision and cannot comment further.

"Another reason is that some of the workers are still being held in detention under the state of emergency"

A lack of confidence in black local

SOPHIE TEMA

authorities has forced the mayor of Tembisa L L Mothiba to resign from the council

He handed his letter of resignation to the council yesterday morning after a Press conference at Khotso House in which he made known his decision to journalists

Since unrest erupted in Tembisa, Mothiba has been a victim of unrelenting harassment from youths and those opposed to local authority systems

Reasons given by Mothiba for his resignations were

Lack of political and economic power of black local authorities

Structures deliberately created to render them powerless

Lack of seriousness on the part of government to reach a negotiated settlement with the national leadership on black communities.

Lack of confidence in the black local authorities, making it impossible to continue working on the council

The recent eviction of the families from their homes

The strike by council employees whose grievances were reasonable, but could not be met

Mothiba concluded "The council should be seen as a structure for white nationalist politicians only."

Relihan said. "We feel rather sad to lose Mothiba. He sacrificed so much for his people and had looked forward to achieving great things for them"

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SANCTIONS AND JOBS

Coalface quandary

Two issues are raised by the Chamber of Mines announcement last week that collieries have started to draw up contingency plans to retrench workers because of the impact of the sanctions campaign on coal exports.

The first concerns the accuracy of the chamber's claims. The second arises from the National Union of Mineworkers' (NUM) threat to strike if the mining houses cut jobs.

The NUM supports disinvestment as a means of ending apartheid, as its general secretary, Cyril Ramaphosa, made clear at the recent conference of the British National Union of Mineworkers. On the face of it, therefore, the NUM wants to have its cake and eat it. Clearly, the NUM cannot call for sanctions and, once they're imposed, refuse to take the consequences.

According to the chamber, the implications of the Danish parliament's ban on coal imports from SA are now being felt. It also says there has been a dramatic fall-off in exports to France and an increasing reluctance by other foreign buyers to take South African coal. The position will worsen if the European Parliament imposes sanctions, and the possibility that Far Eastern countries will follow suit cannot be excluded.

The chamber says that if this occurs, the employment of up to 35% of the coal industry's 110 000 employees of all races could be jeopardised. It also says individual coal companies are in the process of determining the basis on which redundancy programmes will be instituted.

However, three mining houses deny that they intend to retrench. Gencor director of mining, Steve Ellis, has said the company is not planning any retrenchments. A Gold Fields spokesman says his company also has no such plans at present. Rand Mines says its coal division is overstaffed by 200, but that it will be looking to place the employees elsewhere.

JCI, on the other hand — which is holding a meeting to consider the matter later this week — says it is possible that there could be a reduction in the numbers employed. Dave Rankin, MD of Amcoal — SA's biggest coal producer — refuses to comment at this stage. Anglovaal says the issue does not really affect it as it has only two collieries, neither of

which are chamber members.

Aside from these considerations, the chamber's claims of declines in coal exports are questioned. Says David Russel of J D Anderson "SA exported 3,634m tons of coal in April. If you annualise that figure, it comes to 43,6m tons. Last year — which was regarded as a very good year — we exported 44,259m tons. Most of our export steam coal comes from open-cast mines, which pride themselves on not being labour intensive. That does not require you to lay off 35% of the labour force."

Peter Sowerby, director of Safbroker, says Denmark and France are the only countries which have imposed coal sanctions. He says, however, that the Denmark embargo only comes into effect later this year and that the Danes have been importing "madly" in expectation of the deadline. France has said it will not make any new contracts, but the existing ones are in place and exports this year have been steady. It remains to be seen if the contracts are renewed. Says Sowerby "Sanctions are something the chamber has to consider seriously, but I doubt whether it has to implement retrenchments at this stage."

Ramaphosa's reaction to criticism of the NUM's contradictory stance has been to blame the chamber and government. He says "Our members don't want to lose their jobs, but they are prepared to make sacrifices for the ultimate aim of liberation."

"The chamber is not addressing the question properly. It needs to look at why people are calling for sanctions. The reason is because apartheid must be completely eradicated and because wages and working conditions in the coal mining industry are appalling. If sanctions are implemented and jobs are lost, it will be the fault of the mining industry and government and we will be compelled to take action against the parties that are perpetuating the status quo."

It could be that the chamber's statement was designed to alarm — and possibly deliberately timed to coincide with British Foreign Secretary, Sir Geoffrey Howe's peace mission. From the comments of analysts, however, it appears that it may have been over hasty in talking about retrenchments now. Ramaphosa's response, on the other hand, indicates that the NUM is playing a dangerous game and one that could cause it to lose some of its members. Perhaps the best that can be said about the whole issue is that it is a remarkable illustration of how desperate South Africans have become about sanctions and political change. ■

FIN MAIL 1/8/86

STRIKES

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Immune to recession

The pattern of strikes in SA confounds the conventional wisdom that high levels of unemployment during a recession act as a damper on worker militancy. However, economic growth certainly exerts an influence on the ability of unions to win strikes.

These are some of the arguments in a report, just published by industrial relations consultants Andrew Levy and Associates, which analyses strike activity since 1979. According to the report, the two main factors influencing strikes were the rapid growth in union membership over the past seven years, and increasing levels of political activity.

The consultancy's data exclude mass stayaways — including May Day protests. Apart from these demonstrations, the report argues, strikes in the past few months have not "in the first instance" been politically inspired. It says that although political factors have affected industrial action, they

the relative decline of grievances and dismissals as strike triggers is the Industrial Court, whose workload has increased from four cases in 1979 to 800 in 1985.

Not only does the court provide an alternative course of action for the settlement of such disputes, but its decisions are avidly studied by managements and unions alike and used as guidelines. In many instances this has prevented disputes which might otherwise have resulted in industrial action. Another factor is "improved management sensitivity" about grievances and disciplinary action. The report predicts that this trend will continue.

Constant

The length of strikes has remained almost constant over the period from 1979 to March 1986. About half ended during the first day, while less than 10% continued for more than six days.

Examining the sectors that have been most affected by strikes, the report says that until last year the metal sector was consistently the hardest hit. As from 1985, however, the mining sector inherited that mantle. Other sectors which maintained the dubious distinction of regularly being among the five most prone to strikes are the retail and food sectors and the automotive industry. The chemical sector is now not far behind.

The impact of the National Union of Mineworkers (NUM) on the industrial relations scene has been enormous. Despite the fact that the NUM was only established in 1983, the mining sector suffered 42.8% of man-days lost in all recorded strikes since 1979.

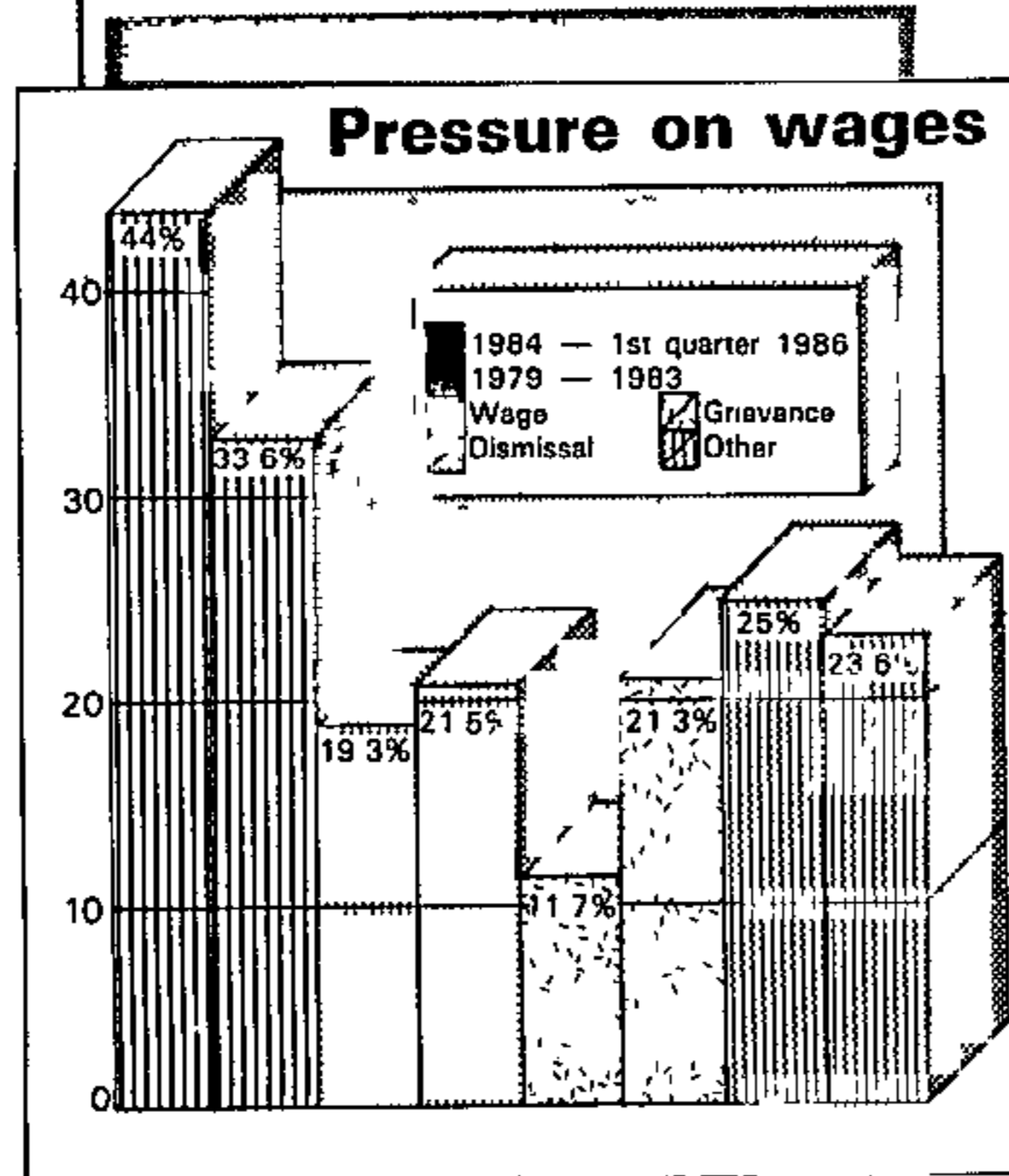
The report observes that strikes have come to be perceived as a normal part of industrial relations. No longer, it notes, is every strike seen as newsworthy, only the "exceptionally large, violent or bizarre" still cause raised eyebrows. And few managements still consider strikes to be acts of disloyalty by employees. Nor do they see them as a serious attack on free enterprise or property rights, rather, strikes are considered a legitimate exercise of power.

Mass dismissal is now regarded by managements as a last rather than a first resort. And the Industrial Court has reinforced this tendency even among the "more inflexible" managements.

But despite the acceptance of withholding labour as normal, says the report, "a notable feature of strikes at the present time is the extremely high level of violent confrontation that occurs." This is attributed to both the daily violence in the townships and the stronger emphasis that union leadership is putting "on the revolutionary role of labour in the achievement of the socialist state."

Capitalism — rather than apartheid — is seen as the root evil, thus polarising management and labour even further.

This tendency will not disappear until the most of the questions hanging over SA's political future have been resolved, the report concludes. ■



have not been essential to it.

What has become apparent since 1979, the report says, is a shift in the nature of the factors that trigger strikes (see graph). This, it says, reflects important changes in the development of industrial relations in SA. Wage disputes, for example, are increasingly the predominant trigger, while the incidence of industrial action over grievances and dismissals has fallen.

Aside from those triggers, there have also been shifts in other issues that sparked strikes — classified in the graph as "other." Up to 1982, disputes over union recognition were prominent. From then until early 1984, pension strikes were common. Since then retrenchments have become major strike triggers.

The report says the increasing pressure on wages is due to the extension of collective bargaining which came about with the growth of unions. And the main reason for

Stayaway shuts car plant

PORT ELIZABETH — Volkswagen was closed for the second consecutive day yesterday by a black workers' stayaway in Uitenhage

Other companies were also hit, with an estimated 80 per cent of the town's black workforce absent

A spokesman for the Labour Monitoring Unit at the University of Port Elizabeth said the stayaway had been most effective at plants where the Congress of South African Trade Unions (Cosatu) was in control

At these plants almost 100 per cent of black staff were absent, along with about 70 per cent of coloured personnel

On Thursday the labour relations manager at Volkswagen, Mr Johan

Rautenbach, said the plant would resume production if sufficient workers returned to work yesterday

Yesterday morning a sporadic trickle of workers coming to work signalled the stayaway had not yet ended and the plant shut down until Monday

Companies in the commercial sector were unaffected by the stayaway and most firms reported no absenteeism among staff

Only one supermarket reported a slight drop in the number of black people who reported for work yesterday

Earlier it was reported that the stayaway was linked to forced removals of squatters from Langa to KwaNabuhle — Sapa.



DD 2/8/86

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CITY Press

3/8/86

1200 Back at BTR - but 250 Toyota workers may get the chop

By **STANISLO MREADI**
AS 1200 striking BTR Dunlop workers returned to work in Durban this week after a month-long wage dispute, 250 workers in the city Food and Allied Workers' Union, a Congress of SA Trade Unions affiliate, has declared a national dispute with National Clover Dairies, since June 25 when workers split into three parts of 20c each. The giant tyre factory has been crippled by strike action over the dismissal of the entire workforce of 230 workers. Union secretary Bobby Mankiwe, Toyota SA managing director Colin Adams announced this week that the company had decided to retrench at its Prospecton plant in Durban after workers, disillusioned with working short-time, wanted to work full-time.

The 3 600 workers have been on short-time since early this year. Earlier last month, workers went on a three-day strike in demand for higher wages and in protest against short-time. They returned to work after an ultimatum from management to return to work or face dismissal. Natal National Automobile and Allied Workers' Union secretary Edwin Mapepe told City Press the union had asked management to delay the retrenchments, which are scheduled for today, to enable the union to hold further negotiations. In another incident, Saawu - 230 of whose members were summarily dismissed by Clover Dairies in Maritzburg - is awaiting a reply from the Industrial Council after declaring a dispute with the dairy company was trying to provoke a regional or national illegal strike. The union had therefore decided to follow the correct procedure by declaring a dispute of all members employed by Clover, a union spokesman said. If it succeeds, about 3 000 Clover workers countrywide will go on a stoppage. The sacking of Clover workers comes after a legal strike by workers in protest against the dismissal of shop steward chairman Jethro Ndlovu. NCD public relations manager John Fisher said the matter was a sub-judice and refused to comment.

The present minimum wage, based on a 45-hour week, was R116.10 a week. In April next year, this would rise to R143 a week, with a 60c an hour pay rise which would split into three parts of 20c each. The giant tyre factory has been crippled by strike action since June 25 when workers split into three parts of 20c each. The giant tyre factory has been crippled by strike action since June 25 when workers split into three parts of 20c each. The giant tyre factory has been crippled by strike action since June 25 when workers split into three parts of 20c each.

Meanwhile, Toyota SA managing director Colin Adams announced this week that the company had decided to retrench at its Prospecton plant in Durban after workers, disillusioned with working short-time, wanted to work full-time. The 3 600 workers have been on short-time since early this year. Earlier last month, workers went on a three-day strike in demand for higher wages and in protest against short-time. They returned to work after an ultimatum from management to return to work or face dismissal. Natal National Automobile and Allied Workers' Union secretary Edwin Mapepe told City Press the union had asked management to delay the retrenchments, which are scheduled for today, to enable the union to hold further negotiations. In another incident, Saawu - 230 of whose members were summarily dismissed by Clover Dairies in Maritzburg - is awaiting a reply from the Industrial Council after declaring a dispute with the dairy company was trying to provoke a regional or national illegal strike. The union had therefore decided to follow the correct procedure by declaring a dispute of all members employed by Clover, a union spokesman said. If it succeeds, about 3 000 Clover workers countrywide will go on a stoppage. The sacking of Clover workers comes after a legal strike by workers in protest against the dismissal of shop steward chairman Jethro Ndlovu. NCD public relations manager John Fisher said the matter was a sub-judice and refused to comment.

Workers end sit-in, may return to jobs

By Mike Siluma

About 500 members of the Food and Allied Workers' Union (Fawu) may return to work today after ending a nine-day sit-in at Farm Fare's Wynberg poultry processing plant on Friday.

The workers, on strike for a 50 percent pay rise, vacated the plant following an interim Supreme Court order that they do so.

The order prevents the workers from entering the factory except during working hours to carry out their duties according to their contracts. Workers were also ordered not to interfere with operations.

A company spokesman said he expected employees to return to work today, but a union spokesman said workers were still considering this.

The strike and sit-in began after a breakdown in negotiations which began in June. The workers have rejected a company offer of a 7,5 percent weekly rise, instead demanding a 50 percent increase which would raise the weekly minimum from R86 to R129.

Fawu has accused management of being "rigid" in the talks. Management insists that the current minimum is 50 percent above that paid by competitors.



Do you have a grouse about *The Star*? Were you offended by a headline, a photograph or the way we handled a new story? The distinguished media personality James McClurg (above) acts as an impartial arbiter of readers' complaints. Write to Mr McClurg, *The Star's* Ombudsman, care of The Editor's Secretary, Box 1014, Johannesburg 2000.

Woodmead head to quit

Mr Peter Nixon, headmaster of Woodmead, is to quit after six years with the private, non-racial school in Sandton.

Mr Nixon (43), who was PFP spokesman on education in the old Provincial Council, told *The Star* he was sorry to leave but felt it was time to broaden his activities.

Mr Nixon, who has two science degrees, is to join the Science Education Project (SEP) when he quits Woodmead at the end of the year.

SEP's activities include in-service training for science teachers, and the provision of a comprehensive science kit to aid schools without laboratory facilities.

Sanctions: interest in Botswana increases

The Star's Africa News Service

GABORONE — As the international sanctions debate heats up, Botswana is receiving increasing inquiries from international corporations about establishing new operations in that country, or expanding existing operations.

This was confirmed today by a Botswana Department of Commerce spokesman who said his organisation handled a steady stream of inquiries from many parts of the world.

However, since the sanctions debate intensified, these inquiries had increased.

It is understood that the latest inquirers include the Metal Box Company, IBM Corporation, Borden Foods, Frasers and Spar.

● One of the last actions taken by Botswana legislature before ending the parliamentary session at the weekend was increasing the vote for the Botswana Defence Force by more than R28-million.

Officials said this was to enable the defence force to cope with the "prevailing security problems".

Strikes are blamed on politics, not economics

(152) 10/14 5/18/86

Labour Reporter

THE increase in strike action in South Africa is related closely to the rapid expansion of the black trade union movement and to the political climate, according to a firm of industrial relations consultants

A report compiled by Andrew Levy and Associates says the increase in industrial unrest came at a time when the economy was entering a period of sustained recession

Labour is showing an increasing tendency to challenge management over the frontier of control and this is leading to an increase in all types of industrial ac-

tion and not just the strike itself, the report says

'We believe that the increase in strike activity relates more closely to the rapid expansion of the black trade union movement and to the overall political climate than it does to cyclical changes in the economy'

Cosatu unions

The report, however, discloses that nearly half of the stoppages ended in the first day with two-thirds being over by the second day

It also says Cosatu-affiliated unions seem more than likely to dominate the strike statistics in the future. 'Not only are they the

biggest of the union groupings, but they have brought within their fold those unions which previously had the greatest tendency towards strike action

'Notable in the statistics by their absence are both the Council of Unions of South Africa (Cusa) and the Azanian Congress of Trade Unions (Azactu)

'This perhaps supports the observation that Cusa unions have tended to rely on moral suasion rather than militant action and that Azactu is hardly a union organisation at all

The report notes that there had been a marked shift towards wages as a trigger factor in strikes

Fired council workers back

SCORES of reinstated Tembisa Council employees are to resume duty this morning.

A spokesman for the SA Black Municipal and Allied Workers' Union (Sabmawu), which represented the dismissed workers, said the council employees had resolved to end their three-month-old strike and return to work.

He said about 600 Sabmawu members, still in detention, would retain their jobs at the council.

Wage negotiations between the council and the union are expected to resume soon, the Sabmawu spokesman said.

• Thursday is D-day for the Minister of Manpower to set up a Conciliation Board to resolve a wage dispute in the mining industry.

In terms of the Labour Relations Act, the Minister has 30 days — which expires on Thursday — to appoint a Conciliation Board so as to avert industrial action in the industry.

At the centre of the dispute is a 30 percent wage demand by the National Union of Mineworkers, which reached a deadlock in wage negotiations with the Chamber of Mines.

The union has rejected the employer body's 15 to 20 percent offer.

(Handwritten signature) 5/8/86

Tembisa thanked for strike support

The Tembisa Council employees reinstated last week after being fired for striking more than two months ago have thanked the Tembisa community for its part in resolving the dispute.

Tembisa residents were thanked in a statement released at a Press conference at the offices of the South African Black Municipal Workers' Union (Sabmawu) yesterday.

The statement expressed Sabmawu's thanks to the community of Tembisa, its pupils and organisations for their moral and financial support. The union also thanked the unemployed for not "scabbing" during the workers' absence from work.

About 11 000 workers were dismissed by after striking to back demands including an across-the-board R700 monthly minimum wage, the dismissal of certain council officials for allegedly abusing workers and the recognition of a union of the workers' choice.

The resolution of the strike has sparked a war of words between the Tembisa Civic Association (TCA) and Sabmawu.

Yesterday a TCA spokesman, Mr Goba Ndhlovu, expressed "shock" at claims by the union that it had negotiated the workers' reinstatement. He said a committee consisting of the TCA executive and an interim committee of workers, including some Sabmawu members, had carried out the negotiations.

This was dismissed by Sabmawu's Mr Benny Alexander, who said the only thing the TCA did was to set up a meeting at which it left workers to do the negotiating with the council.

152

THE Tembisa Town Council strike has taken another turn with two organisations claiming responsibility for the settlement of the dispute.

The South African Municipal and Allied Workers' Union's (Sabmawu) publicity secretary, Mr Benny Alexander, told a Press conference yesterday that his union had been solely responsible for the settlement of the dispute.

"However, we had from time to time been working with three local bodies, including the TCA," he said.

Mr Alexander said Sabmawu had also negotiated with the council terms of reinstatement, which included payment of the workforce for the two months they were on strike.

On the other hand, a

New row after strike is settled

TCA spokesman said a group of dismissed Tembisa council employees approached the association for help shortly after a Supreme Court judge had failed to have them reinstated

"We then informed Sabmawu about this, and the union said it would not object to our pursuing the matter," the TCA spokesman said

"After meeting the town council executive committee on July 23, the then mayor Mr Muthiba told us that they

were going to reinstate the dismissed workers"

• The Building Construction and Allied Workers' Union (BCAWU) and Concor have agreed to arbitration for the dispute centring on the dismissal of about 200 union members at the company's West Rand plants

The union is locked in another dispute, at Pretoria's Gypsum. About 200 workers were sacked at Gypsum in February this year, after participating in a work stoppage in protest against the company's refusal to grant them a R1 rise in their wages

• About 190 Metal and Allied Workers' Union (Mawu) members are still on strike at Johannesburg's Le Carbone

Industrial action up despite slump

152
BWS
6/1/86

Strikes on the rise

DIANNA GAMES

STRIKE action has increased consistently over the past nine years, both in the number of strikes and the number of man-days lost

Labour-relations consultancy Andrew Levy & Associates reports this phenomenon in its analysis of strikes since 1979.

The situation reverses the generally-held view that strike action decreases during a recession.

The report ascribes the trend to high levels of political activity and awareness, and rapid changes in union-membership levels

While the union-membership rate is likely to slow down in the next 18 months, it is unlikely there will be any sudden reversal of strike incidence if political activity levels remain the same or increase, the report says.

Labour's increasing tendency to question and oppose management action is leading to a rise in all types of industrial action. Another notable feature is that the high levels of violent confrontation and intimidatory behaviour being experienced at present seem to be significantly beyond the norm.

The report says there is some agree-

ment that this is due to township violence and union leaders' stronger emphasis on labour's revolutionary role

The marked shift towards wages as a trigger factor, especially since 1984, appears to coincide with the spread of collective bargaining as a means of wage determination, the report says, and it anticipates that one in every two strikes will soon be wage-based

The metal industry has emerged as the sector consistently having the greatest number of strikes, followed by the retail and food industries

The National Union of Mineworkers has influenced the strike pattern significantly. Mining emerged as the top sector for the number of strikes and the greatest number of man-days lost in 1985-86

The report says strike activity reaches an annual peak in June, July and August, coinciding with the focal point of annual wage negotiations.

□ The report's analysis excludes stayaways and May Day demonstrations because the authors believe these actions are political statements

AIRLINE MOVEMENTS

640 strike over sacking

218/06 3/11/52
About 640 members of the Chemical Workers' Industrial Union (CWIU) are on strike at two Transvaal plants of Acoustical Fibreglass Insulation, demanding the reinstatement of a shop steward they say was dismissed unfairly. The union says 400 workers who downed tools at the company's Springs plant on Tuesday have also been "sleeping in". Colleagues at the company's Vanderbijlpark plant stopped work in support yesterday afternoon.

CALL TALK 9/1/86
**Breakdown in talks:
Paper workers strike**

152 (152) Labour Reporter

WORKERS at the Nampak paper-recycling plant in Epping stopped work yesterday after negotiations for a recognition agreement between management and the Paper, Wood and Allied Workers' Union (PWAU) reached deadlock, the union said. The work stoppage, which involves 130 out of 140 workers, began at 7.30am and by late yesterday there was no indication of when union members would return to work.

According to a PWAU spokesman, management and the union failed to reach agreement on certain clauses of the proposed agreement. Workers are demanding 30 days' paid training leave, six recognized shop stewards and a one-hour report-back meeting a month. Management is offering to recognize only five shop stewards, and to grant a maximum of half-an-hour for monthly report-back meetings.

'Interim recognition agreement'

The union, an affiliate of the Congress of South African Trade Unions (Cosatu), is now demanding an interim recognition agreement with management because of the delay in signing a full agreement. Nampak confirmed yesterday that the majority of workers at its Epping plant were on strike. In a telexed statement, management said it had been involved in recognition negotiations with the union since April and that "substantial progress had been made". Only a couple of points had not yet been settled and PWAU had undertaken "to continue negotiations and to submit written proposals on the outstanding clauses by Monday, August 11".

Politics a top factor as strikes rise

SUNTHES
152
10/18/86

By Lynn Smerczak

STRIKE action increased from 1979 to the end of the first quarter of 1986, says Industrial Action Monitor.

The trend is likely to continue unless there are fundamental changes in the assumptions underlying its data

Control

The researchers, who excluded political action, such as stayaway protests, from their data, believe the increase in strikes relates more closely to the rapid expansion of the black trade-union movement and to the overall political climate than to cyclical changes in the economy

Another finding is that labour is showing an increasing

tendency to challenge management over control. This is leading to an increase in all types of industrial action, not merely the strike itself

Seasonal variation has also been identified in the data. Strike activity reaches a high level in June, July and August. The Monitor concludes that this coincides with annual wage negotiations and is in fact a wage round. The epicentre of the year's strike activity is July

There is a marked trend to use wages as a strike trigger and this, in turn, coincides with the spread of collective bargaining as a means of wage determination. It is expected that shortly one in two strikes will be caused by wage disputes.

There has been a notable shift from dismissal as a strike trigger

The Industrial Action Monitor is researched and compiled by Andrew Levy & Associates and is a computerised data base monitoring industrial action gathered from a wide variety of sources

CT 12/8/86

Work stoppage over

152
Labour Reporter

CT 12/8/86
paid leave for union training

PRODUCTION at the Nampak recycling plant resumed yesterday when management and the Paper, Wood and Allied Workers' Union resolved their differences over certain clauses in a draft recognition agreement, the union said

The union agreed to settle for a maximum of 30 minutes a week for report-back meetings instead of an hour

Union members stopped work at the Epping plant on Friday when negotiations broke down

A union spokesman yesterday described the settlement as "a victory" He said the union had signed up three more members, leaving only five non-members out of the 140 weekly-paid workers.

The union persuaded management yesterday to allow the union six shop stewards and to grant them 12 days' unpaid leave for union business and five days'

The agreement comes into force this week. Nampak management said in a statement last night that the negotiations had reached "a successful conclusion"

30XDA7
12/18/86

Teachers strike over assault

152

SIPHO NCOBO

TEACHERS at Soweto's Hlen-giwe High School went on strike yesterday to demand the expulsion of two pupils alleged to have seriously injured a teacher.

This was discovered by *Business Day* on a visit to the school.

They said the injured teacher, Shorty Cekwana, now needed an operation.

"We will not commence our duties unless the students are expelled," teachers added.

The assault took place last week when he tried to stop a fight.

A Department of Education and Training spokesman said he was not aware of the incident

□ Some Soweto schools remain empty while at others pupils began going home at 11am.

Teachers and pupils said pupils "pull the strings" and were in full control.

At one school a teacher went into a classroom only to find pupils leaving.

At other schools, teachers said there were hardly any classes.

"Pupils come to bask in the sun and go back home when it suits them," said one teacher.

A DET spokesman said he could not comment pending the outcome of a Supreme Court ruling on the schools.

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Dunlop workers end 5th day of strike

BENONI — About 600 workers at Dunlop's factory here ended the fifth day of their legal strike for higher wages and better working conditions, spokesmen for the Chemical Workers' Industrial Union (CWIU) and the company confirmed yesterday

The workers, who are all members of the CWIU, downed tools last Thursday after a strike ballot where 99,9 per cent voted in favour of the action, a union spokesman said

This followed "protracted negotiations" on wages and working conditions, the spokesman for the CWIU said

The workers are demanding a minimum wage of R3,10 an hour, compared with the current wage of R2,43 an hour

The CWIU said Dunlop was refusing to make any offer on conditions and would only consider wages

A Conciliation Board will be sitting next week to mediate the issue — Sapa

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6000 STRIKERS

ABOUT 6000 workers at Dunlop are on strike at the company's Benoni plant, demanding wage increases and improved working conditions.

Negotiations between management and the workers' representatives, the Chemical Workers' Industrial Union (CWIU), have reached a deadlock.

The CWIU members are demanding a minimum wage of R3,10 an hour as opposed to the current minimum rate of R2,43; improved maternity and leave benefits and shift allowance.

Talks are deadlocked

A spokesman for the union said the company was refusing to make an offer on any of the working conditions and would only consider wage demands.

A Conciliation Board will be sitting next week.

The Paper, Wood and Allied Workers' Union (PWAU) is conducting a ballot on national industrial action against Anglo American-owned Mondi Paper company.

The dispute has been sparked by management's offer of a five

cents an hour, across-the-board increase against a union demand of 10 cents for July to December this year.

Charges of trespassing have been withdrawn against the SA Black Municipal and Allied Workers' Union, according to a union spokesman.

They are part of the Tembisa Town Council's black workforce which went on strike over wage demands three months ago. The council has since agreed to reinstate all the dismissed 1 000 workers.

The 70 workers were charged with trespassing after being arrested on council property during the strike.

Meanwhile Sabmawu may challenge in court the detention of a union member held under emergency regulations with her 11-month-old baby, the spokesman told the *Sowetan* this week.

The union spokesman said the matter had been referred to lawyers with a view to bringing an urgent application in the Rand Supreme Court for her release.

Dispute

The Black General Workers' Union (Northern Transvaal region) is involved in a dispute with Pieterburg's Waste Paper over the retrenchment of four union members at the company.

Sowetan 14/8/86



The Transport Workers' Union of SA has reached agreement with the motor industry's Industrial Council on a 7 1/2 percent pay rise for the union members.

A wage settlement has been reached at two Pretoria Wholesale Druggists plants.

The company has also agreed to recognise June 16 and May Day as paid holidays.

Anniversary stayaway in E London

EAST LONDON was hit by a partial stayaway of workers from Duncan Village and Mdantsane yesterday

Community groups had called for the stayaway to mark the incident that began the wave of violent conflict in Duncan Village last year, dubbed the "Duncan Village massacre", as well as an incident at Mdantsane railway stations in early August 1983, when Ciskei troops opened fire on commuters

Five people were officially admitted shot dead in the incident, which marked the high point of an attempt to break a bus boycott, but unofficial estimates ranged much higher

Yesterday's stayaway seems to have been only partially effective. A representative of the CTC bus company said although there had been a lull between 5am and 6am, when the main flow of commuters starts, traffic had picked up later

He could not give a figure on how

By FRANZ KRUGER
East London

large the overall drop in traffic had been. Some employers reported not having been affected at all, while others reported absenteeism of various degrees

Delene Macfarlane, a representative of Mercedes Benz, one of the largest employers in the city, said about 50 percent of the firm's workforce had stayed away. The plant was still open, she said.

Johnson and Johnson was preparing to send its workers home yesterday morning. The personnel manager, Wayne Munro, was preparing to meet worker representatives and was expected a request for workers to go home.

A representative of SA Transport Services said all workers had arrived for work.

1983/11/15

(152) 15/8/86 DD (152)

Services normal during stayaway

Dispatch Reporter

EAST LONDON — Essential services were not unduly affected by the stayaway of a number of black employees in the city yesterday, the acting director of the city's management services, Mr R. Ledingham, said

He said the stayaway had been total in some areas of East London, while in others all employees had reported for work.

The municipality had thus managed to maintain all their essential services without undue inconvenience

The president of the Border Chamber of Industries (BCI), Mr John

Rich, said he had received no reports of stayaways at industries in the area

The president of the East London Chamber of Commerce, Mr Nico Cloete, could not be reached for comment yesterday but the majority of businesses contacted in the city said almost all their employees had reported for work

A spokesman for United Dairies here said all milk deliveries were carried out late on Wednesday night and during the very early hours of yesterday morning

"Our deliveries were thus not affected at all," he said

600 NURSES

Smajlan
15/8/86
152

**Sequel to
strike at
Baragwanath
Hospital**

FACE



THIS was the scene last year outside the Rand Supreme Court Baragwanath Hospital nurses made an urgent application for reinstatement

ACTION

A TOTAL of 600 Baragwanath Hospital nurses are to face charges of "failing to report for duty without permission" at a hearing before the South African Nursing Council in Pretoria next Wednesday.

On May 27 nine nurses from the hospital were charged with "improper or disgraceful conduct" The Council cautioned and discharged them

The new action comes after the nurses won a case for their reinstatement against the Transvaal Provincial Administration in the Rand Supreme Court on December 24

Suspended

A spokesman for the SA Nursing Council yesterday said the nurses could be suspended for a period, cautioned or removed from the register, after which they are not able to continue with their careers

He said these measures fell under the Nursing Act

The Nursing Council move is a sequel to an incident at the hospital in November last year when about 942 nurses refused to work for two days They demanded that hospital authorities address them on a list of grievances they submitted

They were subse-

By MOJALEFA MOSEKI

quently dismissed, and later reinstated after the court ruling

The Health Workers Association, which represented the nurses during the crisis, said it had briefed its legal team to represent the nurses

Strike lock-out claim

The Chemical Workers Industrial Union (CWIU) has claimed about 500 of its members, on strike at Dunlop's Benoni plant, returned home after being locked out by management

They downed tools after wage negotiations broke down. A conciliation board is expected to sit on Tuesday

Meanwhile, about 170 CWIU members employed by Mobil in Benoni, Langlaagte and Isando have been on strike since Wednesday over the dismissal of a shop steward

Park Village Auctions

**INSOLVENT ESTATE R A EDELING
FORMERLY T/A RONALD EDELING &
ASSOCIATES**

MASTER'S REF No T842/86;

**INSOLVENT ESTATE L ELIAS,
MASTER'S REF No T843/86**

Duly instructed by the Trustees in the above Estates we will sell by Public Auction entirely without reserve:

the following:

**MAGNIFICENT JEWELLERY,
PAINTINGS, PERSIAN CARPETS, FUR
COATS, FIREARM AND OTHER
VALUABLE COLLECTABLES**

**ON THURSDAY 21 AUGUST 1986,
COMMENCING AT 10.30 AM AT THE
JACARANDA ROOM (LEVEL 6),
SOUTHERN SUN'S SANDTON SUN
HOTEL, FIFTH STREET, SANDHURST**

JEWELLERY:

1 x 18 ct emerald and diamond pendant, diamonds weighing approximately 10 pts, 5 emeralds weighing approximately 80 pts, 1 x 18 ct emerald and diamond pendant with diamond chips, 5 diamonds weighing approx 15 pts, 1 emerald of approx 5 ct, 1 x 18 ct emerald and diamond ring with 14 diamonds weighing approx 0,45 pts and 1 Zambian emerald of approximately 5 ct, 1 x diamond weighing 1,13 ct, colour 5T white, 1 x platinum ring set with 11 diamonds, total weight 3,05 cts, 1 x brooch set with a yellow diamond and 10 small white diamonds, 1 x 18 ct gold diamond pendant, 1 x 18 ct lady's gold Omega bracelet watch, various diamond rings, pendants and other jewellery. Various emeralds Sanduwana and Zambian types (various cuts and sizes)

PAINTINGS (Oils and Watercolours):

2 x Masterpieces by W A Coetzer and paintings by various artists: Louise Repsold, Marie Wessel, Mark Poissen, Anne Donaldson, Kruger, Barbara Ploner, Woolf, Phipps, Gwen Page and Frankien.

PERSIAN CARPETS:

1 x Persian Tabriz carpet, 1 x Gold Afghan carpet, 1 x Persian Meshed carpet, 2 x runners, 2 silk Qums, 1 x antique silk Heriz, 1 x antique silk Kumkapour, 1 x Kashan, 1 x Sarouk.

FIREARM:

1 x Pietro Beretta 9 mm pistol with wooden handle

FUR COATS & VALUABLE COLLECTABLES:

Full Ocelot fur coat, Miniature Die Cast 1/43 Scale Veteran Vintage Model Car Collection (Dygu, Rio, Sotida, Bruum & others)

VIEWING: Day of sale from 9 am (refreshments will be served from 9 am).

AUCTIONEER'S NOTE: For early viewing jewellery and fur coats can be viewed by appointment only at Park Village Auctions Offices on Wednesday 20 August 1986. The valuations of the jewellery will be available to be seen upon request

TERMS: Cash or bank guaranteed cheques only on the fall of the hammer, falling which the lot will immediately be resold. GST will be added unless GST certificates are submitted

For further particulars contact the Auctioneers

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17/8/86 City Press

Dunlop workers strike for higher wages

152

ABOUT 600 workers at Dunlop's Benoni factory have been on a legal strike since last Thursday

They are demanding higher wages and better working conditions, spokesmen for the Chemical Workers' Industrial Union and Dunlop confirmed this week

The workers - CWIU members - downed tools after a strike ballot in which 99 9/10% voted in favour of the strike, a union spokesman

said

The ballot came after "protracted negotiations" on wages and working conditions, he said

The workers are demanding a minimum wage of R3,10 an hour, compared to the current minimum wage of R2,43

They are also demanding improvements in working conditions

A conciliation board will sit next week to discuss the issue - Sapa

170 stop work at Mobil

By LEN
MASEKO

ABOUT 170 Mobil workers are involved in a sit-in strike at the company's three plants on the Reef in protest against the dismissal of a colleague.

These members of the Chemical Workers' Industrial Union (CWIU) began their work stoppage last Wednesday.

Plants affected by the strike are Langlaagte, Benoni and Isando. Negotiations between the union and management resumed last Friday.

A statement from the CWIU said: "The union finds the intransigence of the management in this dispute disturbing, coming as it does in the middle of a high profile media campaign pronouncing Mobil's commitment to social justice, equality and peace."

"This incident serves to expose Mobil's true interests in South Africa and the attitude displayed by them reinforces the workers' struggle against multinationals."

Minimum

A spokesman for Mobil said they were hoping to reach a settlement soon with the union. He confirmed that the workforce at the company's three depots had downed tools in protest against a worker's dismissal at Langlaagte depot.

• The wage strike by 600 Dunlop workers at the company's Benoni plant entered its eighth day yesterday.

The CWIU ^{members} ~~members~~ downed tools a fortnight ago, demanding wage increases and improved working conditions. They demand a minimum wage of R3,10 an hour against management's offer of R2,43 an hour; improved maternity, leave benefits and shift allowance.

Dispute

A Conciliation Board is due to sit this week in a bid to solve the dispute.

• Twenty members of the Transvaal Leather and Allied Trades Industrial Union, who went on strike in sympathy with a fired colleague a fortnight ago, have since returned to work at Johannesburg's Villam Shoes.

The workers resolved to return to work after management reinstated the dismissed worker.

Dunlop strike conciliation

STM 152
1978
A conciliation board will meet today to consider a dispute between Dunlop Industrial Products and about 500 Chemical Workers' Industrial Union (CWIU) members on strike for more than two weeks

The workers say they were locked out of the company's Benoni premises on Friday but a Dunlop spokesman said as further discussion was declined before the conciliation board met there was no point in workers remaining in the factory

It would reopen tomorrow

The union wants a new minimum hourly wage of R3,10 (up from R2,43) and better maternity, leave and shift allowances

● The CWIU says a strike by about 170 members at Mobil (the company says 120) in Benoni, Isando and Langlaagte is still on

Work was stopped on Wednesday to protest at the dismissal of an Isando shop steward

CHITRA 21/8/86
Striking
nurses
guilty,
cautioned

PRETORIA — All 660 nurses charged with disgraceful and improper conduct following a mass strike at the Baragwanath Hospital last year were found guilty, cautioned and discharged by a disciplinary committee of the SA Nursing Council yesterday

Relieved nurses burst into song and hugged each other, but the committee warned that the caution should not be taken lightly as it would be entered into their professional records

The committee, chaired by Mrs Iris Roscher, said it had taken into consideration the "stressful" situation at the hospital at the time Nurses were unhappy about working conditions.

Yet no matter how great the stress, the nurses should at all times conduct themselves in a professional manner, it added

All the nurses pleaded guilty. — Sapa

Mobil workers end strike

ABOUT 170 workers at three Mobil plants on the Reef ended their sit-in strike on Tuesday after an agreement with management to continue negotiations with their union.

The agreement with the Chemical Workers Industrial Union (CWIU) was reached on Tuesday night and the workers resumed duty

on Wednesday
Plants affected by the strike were Langlaagte, Benoni and Isando

The workers were protesting against the dismissal of a colleague from the Langlaagte depot, and had been on a sit-in since last Wednesday.

22/8/86 some
LADIES
152
The strike by 600 workers at the Dunlop plant in Benoni entered its tenth day yesterday

The workers are demanding a minimum wage of R3,10 an hour against management's offer of R2,43 an hour

A Conciliation Board is due to sit in a bid to solve the dispute. The workers are members of the CWIU.

Workers on strike at Expandite

CLAIRE PICKARD-CAMBRIDGE

THE Expandite adhesives company in Benoni has been hit by a strike. About 50 Chemical Workers' Industrial Union (CWIU) members went on strike on Friday to demand a job description and grading scheme.

CWIU said workers had been asking for the scheme for two years because, without it, they could be asked to do any kind of job without being paid accordingly.

Expandite spokesman David Page was not available for comment. About 600 workers at Dunlop Industrial Products in Benoni are in their third week of strike action over wages and working conditions.

Dunlop Industrial Products director Brian Beebee said the strike was legal because the Minister of Manpower had not appointed a conciliation board within 30 days of the application.

The CWIU said the parties had been unable to reach agreement because management had only been willing to negotiate on wages.

Beebee declined to comment on negotiations.

TUES

NEW

GENERAL



sible snap early next

A mass campaign between Christmas public and government's age

In a fro yesterday Thatcher chiefs are wipe out ty's opinion coming for

DETECTIVE Narcotics B ed dagga va a roadblock on Sunday.

NIGERIA a bill sent Games or tries tha event, Inf Colonel A yesterday.

AN URGENT the release of van Wyk, deta tion with the ANC offices, v the High Cour yesterday

THE family of Shcharansky ma tional airport no held at friends yesterday S shares wou ting out to join ew company Soviet dissident ing share for e s held

A TWO-DAY officS on Novemb Botswana by Indued to hold Minister Raji 1986. The fo planned for



Bowditch

INDUSTRY

26/8/86 152
'Guard against strike action'

THE irresponsible use of strike action was increasing and was a disturbing development that had to be guarded against, Manpower director general Piet van der Merwe said yesterday.

He told an SA Association of Municipal Employees conference in Pretoria that 331 strikes and work stoppages involving 177 661 workers and a loss of 506 870 man-days were reported in the first seven months of this year.

In comparison, 230 strikes and work stoppages involving 184 815 workers and 548 084 man-days were reported for the same time last year.

Van der Merwe said the difference was that more of the strikes this year were illegal.

He said "Although the strikes

CHRIS CAIRNCROSS

are of a relatively short duration, it must be appreciated that illegal industrial action cannot be condoned."

Another undesirable development was the abuse of the trade union movement by activists who involved themselves in intimidation, stay-away campaigns, unreasonable demands and boycotts.

Van der Merwe said "In the final analysis it is the worker and not the activist who suffers, and, therefore, it is up to the workers to rid themselves of such activist leaders."

As far as unemployment was concerned, Van der Merwe said it was imperative preference be given to SA workers.

Maizeco men ~~are~~ still on strike

27/8/85 Pretoria Bureau 152

The strike by 400 Maizeco workers at the Waltloo plant in Pretoria entered its fifth day yesterday.

The workers, members of the Food and Beverage Workers' Union, want the dismissal of the security chief, Mr N Wilson, and the exclusion of police from "internal" matters

The union's regional secretary, Mr Mojalefa Vinqi, said "Mr Wilson has been given leave but the workers demand his dismissal"

The trouble started last Wednesday when four workers were taken by police for questioning in connection with alleged discrepancies discovered by Mr Wilson They were later released

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28/11/88
600 Dunlop strikers find gates locked

152
152

CLAIRE PICKARD-CAMBRIDGE

SIX-HUNDRED striking workers found the factory gates locked at Dunlop Industrial Products in Benoni yesterday, after a breakdown in conciliation board negotiations.

Chris Bonner of the Chemical Workers' Industrial Union (CWIU) said management had offered a wage increase of 57c an hour, implemented gradually over the next 17 months.

"But the real issue is that management refuses to backdate the wage increases, which were due in June, does not want wage negotiations reopened until 1988, and is refusing to negotiate on almost all working conditions."

Dunlop group industrial relations manager Glen Sutton said management's offer, which would give employees an additional R115 a month within the next nine months, was good in the present economic situation.

Pace of reform to blame

No end seen to labour unrest

STAYAWAYS and political strikes could continue to be a feature of the industrial relations scene, a Johannesburg seminar on industrial relations was told yesterday

Jon Lewis, managing editor of the *SA Labour Bulletin*, said this was because of the slow pace of political reform

Managers, he added, would have to be more flexible in coming to terms with a radicalised workforce. Dismissals were unreasonable and ineffective and there was room for negotiation on matters like public holidays and compensation for days lost.

LINDA ENSOR

Bruce Evans, CE of Gencor's gold and uranium division, voiced concern "that political forces may overflow into, and prevent moves towards more constructive pragmatic and mature management-labour relations".

He expected intimidation on the mines to continue diminishing, but he was far less hopeful about intimidation in the political arena

A centralised union influence with an overt message to workers to desist from violence had frequently had a salutary effect, he said.

27/12
14:30 PM
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CWIU strike enters its 21st day

The wage strike by 500 members of the Chemical Workers' Industrial Union (CWIU) at Dunlop Industrial Products entered its 21st day today, following the collapse of a conciliation board to resolve the wage dispute.

The workers went on a legal strike at Dunlop's Benoni plant 21 days ago in support of demands including a new hourly minimum wage of R3,10 (from a previous R2,34) and improvements in maternity, leave and shift allowances.

A union spokesman claimed that shop stewards and organisers had been locked out.

● The battle between the Food and Allied Workers' Union and Clover Dairies in Natal more than 16 unresolved disputes has been taken to the Industrial Court.

Fawu has asked the court to grant an order compelling Clover Dairies to allow a legal strike ballot at eight plants.

The industrial council of the dairy industry earlier failed to resolve the disputes.

Fawu members in eight Natal plants decided on legal strike action to put pressure on Clover to settle the disputes.

The most important dispute centred on the dismissal of 166 Fawu members at Clover in Maritzburg on June 30.

● The Chemical Workers' Industrial Union (CWIU) is gearing for a national strike at five Pilkington Glass plants after accusing management of staging a walk-out during wage negotiations this week.

CWIU has applied to the Minister of Manpower to appoint a conciliation board to break the deadlock.

The personnel director of Pilkington Shatterprufe, Mr Neville Schonegewel, denied management had walked out of the meeting. — Sapa

Striking nuance

Until now, the industrial court has, with few exceptions, taken a dim view of applications for reinstatement from workers dismissed in illegal strike action. This attitude prevailed even in cases where the court accepted that the strike was provoked by management. But, in a judgment just handed down, the court's attitude appears to be softening.

The case involved an application for permanent reinstatement by 40 members of the SA Chemical Workers' Union.

The workers were dismissed by Pharma Natura last year when they staged an illegal two-hour strike over the recognition of shop stewards.

The court rejected the workers' application. But, at the same time, it indicated there may well be circumstances in which it could take a different view on workers who strike without following the conciliation procedures laid down in the Labour Relations Act.

Explains ad hoc member H J Fabricius: "I do not believe it is correct to say this court will never grant relief to employees who participate in an illegal strike. Before it does so, however, there must in my view be a very strong case made out in explaining why the conciliation machinery of the Act was not followed. It seems to me that if a proper basis is laid, almost as it were, on the ground of *necessity*, circumstances could well be such that the court could come to the assistance of such applicants."

Fabricius further explained that "necessity" would have at least the following elements: the circumstances giving rise to the illegal strike must not have been created by employees; the employees must have been faced with conditions which made striking their only reasonable option, and all other reasonable avenues must have been closed to them.

The judgment does not endorse illegal striking. But this is the first time the court has systematically spelt out circumstances in which illegal strikers' actions may be condoned.

It will give both management and unions food for thought.

Chemical workers strike at glass factory

29/8/86. STAFF. 152
The Chemical Workers' Industrial Union (CWIU) called a strike at the Pilkington Glass factory in Olifantsfontein last night after a wage dispute with management.

Union official Mr Masinda Mavhiva said "We are in dispute with management over a proposed increase in wages. We asked for a R350 across-the-board increase which management refused to grant. The management can afford to meet the increase."

Mr Mavhiva said management had come up

with a set of wage increases for the nine different grades of workers which was unacceptable to the union.

"Management proposed a R68 25 for the lowest grade and a R267 increase for the highest grade.

"We maintain that no one should get less than a R250 increase," said Mr Mavhiva.

A company spokesman said the strike was a breach of existing recognition agreements and procedures, but the company was still available for discussions with the union.



Mawu plans strike ballot

By MONO BADELA

ABOUT 30 000 Mawu workers will hold a strike ballot early next month to decide whether to take industrial action over their demand for higher wages.

A Metal and Allied Workers' Union spokesman told *City Press* that Mawu's national strike co-ordinating committee met last weekend to consider the planning of a national strike ballot in the metal industry.

He said the ballot would affect about 30 000 of the 50 000 Mawu members.

Many Mawu members had already concluded plant-level wage agreements and would not be involved in the strike ballot, he added.

The ballot will be held in the factories and will start on September 5 and end on September 11.

He said many employers had agreed to increases over and above those negotiated for.

As a result some workers would receive increases of R3,50 per hour.

Workers' stayaway forces closure of U'hage motor firm

31/7/86 ENG 0001 152

Post Reporters

A BLACK stayaway in Uitenhage today shut down Volkswagen and hit production at three other leading companies — Dorbyl, Veldspun and Borg-Warner

None of the companies was able to say why the stayaway was taking place, nor could they say when the workers would return

A spokesman for the Labour Monitoring Unit (LMU) at the University of Port Elizabeth said they were monitoring the situation, but that it was too early to determine

the extent of the stayaway

Mr Ronnie Kruger, public relations officer for Volkswagen, said production did not start today

He said shop stewards had told him yesterday there would be a stayaway today

There was a total black worker stayaway at Veldspun Management was discussing the situation early today and was unable to comment

Borg-Warner's personnel manager, Mr Etienne Schutte, said about 95% of the black labour force

was away

Shop stewards had also warned him yesterday about the stayaway

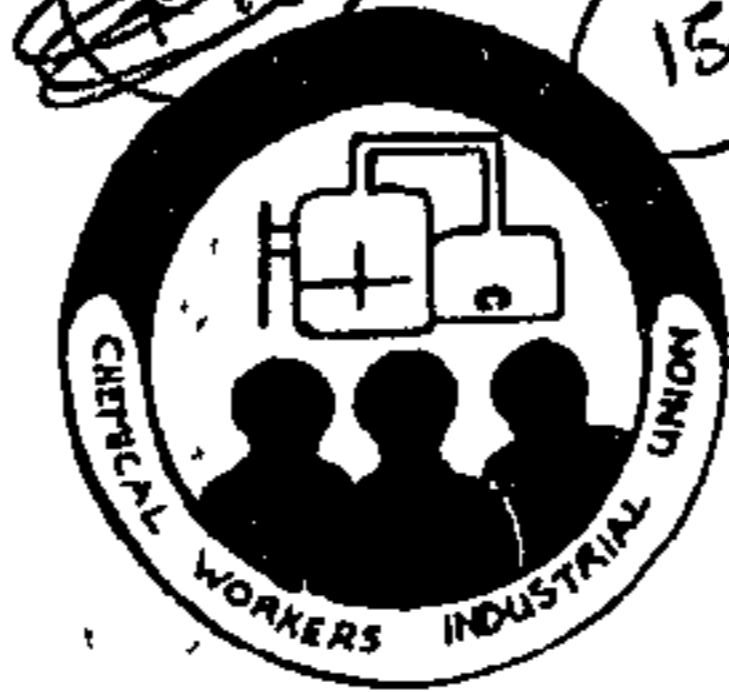
The extent of the stayaway at Dorbyl was not known

Workers were reported to have arrived for work at other places, including the engineers' department of the municipality

All supermarkets contacted reported a full complement of staff

Dairies had no problems and Goodyear and Cotton Mills also reported full complements

Dunlop strike goes on



NEGOTIATIONS between Dunlop management and the Chemical Workers' Industrial Union broke down this week as the legal strike entered its 21st day yesterday.

The strike started on August 7 when workers demanded better wages and working conditions. Several meetings of the conciliation board were held, but no settlement has been reached. On Tuesday the conciliation board was disbanded having failed to achieve settlement.

On return to the factory to report back to workers, the negotiating team was locked out. The report back then took place at the factory gates. Yesterday workers were again locked out of the factory and are meeting at the union offices in Germiston. The union will be considering support action for Dunlop workers at all its local meetings this week.

MANAGEMENT & MANPOWER

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BUSDAY

Demanding the right to strike

THE right to strike, with consequent protection from prosecution and arbitrary dismissal, has long been a demand of SA unionists

Some unionists go as far as arguing that without it, collective bargaining can amount to nothing more than "collective begging". They see this as particularly pertinent in SA where strike-hit managements can generally outlast union resources, albeit at great expense

Unlike most Western countries which do not distinguish between legal and illegal strikes, SA workers on an illegal strike can face prosecution. However, threats of prosecution have seldom been carried out

Those on a legal strike can still be dismissed by employers who wish to exercise their common-law right to dismiss strikers for a breach of contract

Although there have been recent landmark cases where legal strikers were protected by the courts, this generally involved an unfair labour practice by the employer and exemplary behaviour on the union's part

Right to organise

Faith McDonald of the Institute for Industrial Relations says SA has yet to acknowledge the right to strike, despite it being fundamental to SA's accepted industrial relations system and declared manpower policy.

This policy includes freedom of association, the right to organise and the right to strike as a last-resort weapon in the collective bargaining process. However, this excludes signatories to a "peace obligation"

TRADE UNIONS

CLAIRE PICKARD-CAMBRIDGE

clause which prohibits strikes while an agreement is in force

McDonald says with employers still exercising, or threatening to exercise, their common-law right to dismiss strikers, "the debate on the viability of statutory dispute settling machinery and the entire effect on the credibility of the collective bargaining process is gathering momentum"

"It could be argued that, unless the worker has the freedom to exercise his right to strike without fear of dismissal, ultimately he has nothing with which to bargain and, therefore, there is little point in organising"

McDonald says because most employers are still unwilling to offer legally striking workers protection against dismissal, union members are becoming increasingly disillusioned with official dispute settling procedures

It is usually conflict of rights issues, which include unfair dismissals and unilateral management introduction of changes, that result in wildcat or "illegal" stoppages in SA

Senior industrial relations lecturer at the Wits Business School, Loet Douwes Dekker, says it is unlikely that the threat of dismissal discourages workers from staging stoppages when they perceive legitimate grievances

He says an alternative strategy adopted by certain SA unions and companies has been to include formal procedures into their agreements which come into operation at times of spontaneous stoppages

These have been effective in facilitating the relationship with the union and reducing stoppages

McDonald says companies must look at measures to deal with spontaneous stoppages which will bring about grievance settlement without removing workers

SA Boilermakers' Society helmsman Ike van der Watt feels an imbalance exists when industrial council agreements are gazetted because this prevents workers striking, while employers can still use the lockout

He says a union should be able to strike — irrespective of the existence of an industrial council — providing it goes through the correct channels

Van der Watt, who is also a National Manpower Commission (NMC) member, refuses to comment on rumours that changes in strike policy are likely

But leaks have resulted in reports that strikes could be decriminalised if government accepts the NMC's recommendation to this effect. It is understood that the NMC would like to see a scrapping of the distinction between legal and illegal strikes. Instead it recommends that the emphasis be shifted to whether a strike is fair or unfair.

One potential drawback could be that the Industrial Court would have to decide whether a strike is fair, and parties will continue to be faced with the relative uncertainty surrounding matters of equity

But the NMC's suggested guidelines in judging the fairness of a strike are, primarily, the issue surrounding the strike and the ability of the company to do something about it, as well as the proviso that the disputed issue has been discussed and deadlock reached before industrial action is taken

Mawu bid to get 170 jobs back

THE Metal and Allied Workers' Union is to seek an Industrial Court order reinstating 170 dismissed Le Carbone workers.

The Mawu members went on strike about five weeks ago, in protest against the dismissal of their colleagues and management's refusal to recognise their union.

Management has offered to re-employ the strikers "using its own discretion" and also hinted at the possibility of retrenchments, according to the union.

Mawu has asked the International Metalworkers' Federation to put pressure on the French company to accede to workers' demands.

• The wage strike by 600 Dunlop workers entered its fourth week yesterday.

By LEN
MASEKO

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SOVENAW 2/9/86

2/9/86 (152) ~~239~~

EL hotel workers stage foyer sit-in

EAST LONDON — Black employees at the Kennaway Hotel staged a sit-in strike in the hotel's foyer yesterday

More than 15 of them sat on the floor and on chairs in the foyer with a cardboard notice in front of them stating "Workers demand that our officials are allowed to negotiate with the bosses about a recognition agreement"

The manager of the

DD, hotel, Mr Bob Thielscher, refused to comment, saying the situation was "delicate"

He asked a Daily Dispatch reporter to leave the hotel premises and would not allow her to speak to the workers

Officials of the Commercial, Catering and Allied Workers' Union, which represents the employees, could not be contacted for comment yesterday. — DDR

ARGUS 4/9/80 (152)

Govt to act on political unions

The Argus Correspondent

PRETORIA. — The Government will act against trade unions which pursue "dubious political goals", says the Minister of Manpower, Mr Pietie du Plessis.

Speaking at the opening of the congress of the South African Iron, Steel and Allied Industries Union here last night, he said it was "deplorable" that attempts were being made to use the labour arena to achieve political aims

"The South African labour system's freedom lends itself to misuse by trade unions," said Mr du Plessis

"The Government has not shut its eyes to this and if certain people within unions busy themselves with pure politics or pursuing dubious political goals, the necessary steps will be taken."

He said it was unfortunate good relations on the factory floor did not enjoy the priority they should

"The past few years have seen a shift by certain unions to intimidation of workers, stayaways and illegal strikes"

He urged co-operation and mutual respect between the races

"There is more contact between different population groups on the factory floor than anywhere else," said Mr du Plessis

"Co-operation and trust exist there which deserve more appreciation"

4/9/86
DAILY DISPATCH

EL hotel strikers fired says union

Dispatch Reporter

EAST LONDON — The Hotel and Restaurant Workers' Union said yesterday that black workers who staged a sit-in strike at the Kenway Hotel on Tuesday had been dismissed

The union's official organiser, Miss Zanele Ntyinty, said an interdict was served on the 53 workers on Tuesday, stating that they had until 2 pm to leave the hotel premises or return to work

The interdict also restrained the workers from interfering with any of the other staff who continued with their duties on the hotel premises

Attached to the interdict was a signed affidavit by the hotel manager, Mr Bob Thielscher, stating his reasons for asking the workers to leave the premises

The return date of the interdict is September 25

Miss Ntyinty said the union would try to take the action to the Industrial Court

Mr Thielscher could not be contacted for comment yesterday

● A report in yesterday's Daily Dispatch incorrectly stated that the workers were represented by the Commercial Catering and Allied Workers' Union

Fort Hare strike hearing continues

Dispatch Reporter

BISHO — Argument continues today in the Supreme Court on the application for a final interdict ordering 891 Fort Hare University workers to end their strike and return to work

An interim order ordering the workers to terminate their strike was issued in March after they downed their tools at the beginning of that month.

The workers went back to work after the interim order was issued.

Counsel for the university, Mr S Selikowitz, SC, submitted that their strike was unlawful and illegal because withholding of labour was illegal in Ciskei.

There was no provision in the law of Ciskei for lawful strike action

He said that the workers had breached their employment contracts by refusing to carry out their duties

Counsel for the workers, Mr M Brassey, submitted that the order sought would have the effect of compelling the workers to work

Such orders had never been granted. Courts had never even been prepared to go so far as to enforce an employees' undertaking to devote his full time and attention to the business of his employer, by way of an interdict restraining him from working elsewhere.

They required that there should be an express negative covenant prohibiting the employee from working elsewhere

He said the reason why an order for specific performance of duties would not be granted against an employee was because it smacked of servitude and would be impossible to enforce

In so far as this case was concerned, there were additional and compelling reasons why the order should not be granted. They were the number of employees against whom the order was sought and the collective nature of their refusal to work.

These made it more difficult to enforce the order of specific performance

This was a matter that should better be dealt with by way of criminal law.

Mr Chief Justice de Wet was on the bench. Mr Selikowitz, instructed by Hulton and Cook, was assisted by Mr S Cole. Mr Brassey was instructed by Smith, Tabata and Van Heerden

2 Cape Times, Thursday, September 4, 1986

Workers in big stayaway

JOHANNESBURG — Vaal Triangle businesses reported between 10 and 60 percent stayaways of their workers yesterday on the second anniversary of unrest in six Vaal townships

Those who did go to work arrived late when Putco suspended their services after several buses were stoned

A spokesman at Putco said the company managed to maintain their peak-hour service but withdrew their buses to the townships from 8pm

The secretary of the Vaal Triangle Chamber of Commerce, Mr M Weitzmann, had not received definite re-

ports from businesses in the area except that a large Vereeniging agricultural-implements factory had reported a 60 percent stayaway

The managing director of Checkers, Mr Clive Weil, said 40 percent of their Vaal Triangle workforce did not report for work.

On September 3, 1984 more than 100 people, including five community councillors, were killed when residents in six Vaal Triangle townships protested against rent increases. — Sapa

Township tense after mass funeral banned

Stayaway enforced by Soweto youths

4/19/86. SPAN

152

Staff Reporters

Trouble erupted in Soweto today, the day on which the township planned to bury 24 people killed during riots in White City, Jabavu, last week. The Government has banned the mass funeral.

A partial stayaway was being enforced by youths who stoned trains carrying commuters to work and burnt, hijacked and stoned Putco buses.

A huge cordon was thrown around the township. All entrances to the township were sealed off and some cars searched.

Groups of youths gathered on street corners and erected barricades of rocks and burning tyres. But the Bureau for Information said Soweto has been generally quiet and they had reports of only one incident.

The people of Soweto last night decided to hold the mass funeral today after an urgent application brought by an Anglican priest, Father David Mdwe, to have the ban set aside was dismissed with costs.

The Government, in an extraordinary Government Gazette published last night, reimposed emergency clamps to control Press reporting on the funeral.

The situation was tense today and many failed to get to work. A spokesman for Putco, Mr Pat Rogers, said the service was only 50 percent utilised.

He said the company began operating normal services early this morning despite a 15 percent staff stayaway and a 50 percent drop in passenger loads.

"At about 6 am trouble started in Deep Soweto. The windows of a number of buses were broken by stone-throwing. One bus was burnt at Protea and another was hijacked."

As a result, Putco pulled out of Dobsonville, Deep Soweto and Meadowlands.

Mr Rogers said the situation was being monitored, but it was likely that only a limited service would be in operation today.

Last night police visited the homes of the dead, where night vigils were held, and told hundreds of people, mainly relatives and youths, that there would be no funerals today and that they should disperse.

The mourners ignored the police and continued holding the night wakes.

In Mofolo South, youths blew whistles and barricaded the streets with rocks and refuse bins, apparently to make the movement of police difficult. By midnight some of the roads were impassable.

Streets leading to the homes of the deceased in White City Jabavu, were completely barricaded.

Le Grange adamant restrictions will stay

Political Correspondent

CAPE TOWN — The Government is adamant that restrictions on the funerals scheduled to be held in Soweto today will not be relaxed, in spite of warnings they could spark off further violence.

Law and Order Minister Mr Louis le Grange said in the House of Assembly yesterday he had consulted the Commissioner of Police and the Security Police, and there would be no change to the decision to impose restrictions.

Opposition Law and Order spokesman Mrs Helen Suzman has warned the restrictions and the presence of police at the burials could lead to confrontations with further tragic results.

SECURITY FORCES

She has urged the authorities to allow Sowetans to hold the funerals they want to and to keep the security forces away.

Mr le Grange said that under no circumstances would he allow funerals to be used for po-

The defiant stand was taken at a two-hour meeting held at the Ipelegeng Community Centre, in White City Jabavu, which was attended by members of the bereaved families, priests, undertakers and members of the Soweto Civic Association.

It was reached hours after angry members of the bereaved families emerged from a meeting with senior police officers at the Divisional Police Headquarters at Protea.

Family members had gone to Protea where they had been summoned by the police following Tuesday night's ban on the funeral by the Divisional Commissioner of Police for Soweto, Brigadier G P Laubscher.

They were told they could bury four people a day, excluding weekends.

Copies of notices

Police told them that each family should restrict mourners to 200 and that the funeral service should not last longer than three hours. They were told to apply two days in advance if they wished to hold a night vigil.

Copies of the Government notices were delivered yesterday morning by police in plain-clothes, to the homes of the deceased, to the undertakers and to three priests who are in

political purposes

"Funerals will not be allowed to develop into large mass gatherings which are more difficult to control and which make the police task of maintaining law and order more difficult

"In the past few months we have had great success at a large number of funerals by securing the co-operation of families in this regard"

Mr le Grange said police had spoken to the bereaved families in Soweto yesterday to get their maximum co-operation.

charge of funeral arrangements

In a statement released last night, a spokesman for the United Democratic Front (UDF) said "Once again the authorities have clearly come out against the wishes of the people"

The Congress of SA Trade Unions (Cosatu), has called on employers to begin to intervene "concretely" in the conflict between township residents and the local authorities, even at a cost

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4/9/86 Star

8 die in Soweto funerals violence

Cape Times 5/9/86

Own Correspondent

JOHANNESBURG. — At least eight people died in Soweto yesterday as monitoring groups said the township was hit by one of the biggest stayaways since 1976.

Residents — including doctors — said they experienced some of the most tense moments since the 1976 uprising.

The stayaway was called by community organizations to mourn the victims of last Tuesday's shootings in White City. Developments yesterday included:

- The burial of 15 of 29 unrest victims — some in defiance of the government ban on mass funerals

- The 15 coffins were splashed with purple dye. Tearsmoke dispersed about 8 000 mourners — who sang freedom songs and chanted slogans — at the Avalon Cemetery. The

mourners scattered in different directions, momentarily abandoning some coffins and leaving others half-buried.

- At least four black undertakers were arrested at Avalon Cemetery after the burials. They were questioned, threatened with court action, and later released.

- Three people were allegedly killed in a shootout at the Phomolong station. In another incident, a woman died under the wheels of a moving train after she and a man were apparently assaulted and whipped by youths for trying to ignore the stayaway.

There were claims that a second person, a man, died after being forced off a train.

- Residents also reported that three boys died after being shot on the Soweto highway. They had allegedly forced vehicles to stop, and ordered those inside to get out. Four men ordered out of a car fired shots at the boys, killing three.

Residents claimed several people received bullet wounds in other incidents.

- A meeting of the committee in charge of the burials yesterday decided to bury the other 14 White City victims in a mass funeral today.

Tension gripped Soweto yesterday as groups of youths — some armed with sjamboks — drove around the township enforcing the stayaway at stations, bus stops and taxi ranks.

Streets were barricaded with drums and boulders.

All taxi and bus services were withdrawn from inside Soweto yesterday and went only as far as the outskirts.

A group of clergy led by Bishop Suffragan Simeon Nkoane and Dr Nthato Motlana intervened when there was a threat to shoot at thousands of youths gathered near Jabavu Stadium.

The Bureau for Infor-

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★ 152
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From page 1
Cape Times 5/9/86

mation said no injuries were reported to security forces. Officially no deaths were reported as a result of "unrest-related incidents", the bureau said.

The woman's death under the wheels of a train is regarded by the police as "ordinary crime involving assault" and not "unrest related".

The bureau confirmed that about 5 000 people were dispersed at Jabavu Stadium with tearsmoke.

The Labour Monitoring Group said worker attendance in the manufacturing sector was down by 38 percent and the proportion of workers from Soweto was down by 72 percent.

In the retail sector attendance was down by 27 percent and the proportion of Sowetans who stayed away was 85 percent.

Chamber of Commerce general manager Mr Marius de Jager confirmed stayaways but, while he had no official figures, said they varied from area to area.

Several undertakers claimed they were charged. Others said they were turned back with corpses before they could reach the cemetery.

All Soweto shops were closed. Youths stoned trains and buses earlier in the day, setting alight one bus and hijacking another which was later recovered by Putco.

Although Putco's senior public relations officer Mr Pat Rogers had promised that limited bus service would be operated, hundreds of people returning from work were forced to walk.

- Sapa-AP reported that the United States government for banning the mass funeral, calling it a violation of freedom of assembly.

"It will only exacerbate the legitimate grievances of South African blacks," said Charles Redman, a State Department spokesman.

He also deplored press restrictions on Wednesday.

FIN NUM 5/1/77 (152)

Ergo, a strike?

The prospect of a legal strike at Anglo American's East Rand Gold and Uranium Company (Ergo) hung in the balance this week as members of the black National Union of Mineworkers (NUM) conducted a strike ballot.

Negotiations between the union and Ergo — which recovers gold, uranium and sulphur from treating old mine dumps — began on May 26. NUM originally demanded a 45% wage increase and a host of improvements to other conditions of service. In response, the company offered a 16% across-the-board wage increase. Dissatisfied with this, the union declared a dispute on June 7.

At subsequent conciliation board meetings on August 7 and 12, both sides moved. NUM revised its wage demand and asked for a 30% increase, while the company offered to increase wages by between 16% and 19%. But deadlock arose when it became apparent that neither side was prepared to shift any further.

The strike ballot, which as a registered union NUM is obliged to hold before its members can down tools, began on Monday. Union sources were expecting the results on Wednesday — after the *FM* went to press.

According to Anglo, the union represents 616 of the 871 workers in the job categories in which NUM is recognised at Ergo. So, if NUM's members do opt for a strike, it could deal a significant blow to production.

But aside from that, the union still faces the prospect of court action arising out of the negotiations as a result of a series of work stoppages and sit-ins by Ergo workers during May 26 and June 23. These actions, which disrupted the negotiations, resulted in Ergo declaring a dispute with NUM over alleged

unfair labour practices. An Anglo spokesman says the company intends to pursue the dispute. ■

DD 5/9/84



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Work halt continues at EL plant

Dispatch Reporter

EAST LONDON — Workers at the Mercedes Benz plant here continued yesterday with a work stoppage which started on Wednesday after 13 of their colleagues were dismissed for staying away from work on August 14

This was confirmed in a statement by a company public relations officer, Mrs Wendy Hoffman

She said a work stoppage began on Wednesday in support of a demand for the reinstatement of 13 employees who had been dismissed after a stay-away on August 14

"Disciplinary inquiries were held and appeals against the disciplinary action were held on Wednesday. In spite of this, the stoppage

took place and the demand was the unconditional reinstatement of the 13 employees

"On Thursday the appeal hearings were completed and the original dismissal decisions were upheld

"The individual employees have been notified and a notice was posted to all the employees informing them of the decision

"The employees have also been advised that the strike action is in breach of their contract of employment and are required to return to work," she said

The branch secretary of the South African Allied Workers Union, Mr Boyce Melitafa, said yesterday he would not comment until he had studied the company's statement

Lesotho sends mediators

The Star's Africa News Service

MASERU

The Lesotho Government has sent a three-men delegation to South Africa to mediate with Basotho miners involved in a strike at the Western Holding Gold Mines near Welkom.

About 3 000 miners are said to be on strike there, and 1 850 are from Lesotho.

The members of the delegation are Mr. Jock Germond, manager of a mining recruiting agent, the acting commissioner of Labour, Mr. Kolobe, and Chief Mohalefi Dereng.

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DD 5/9/80 (152)

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Work halt continues at EL plant

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Dispatch Reporter
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Council heads na

from Mrs Len Cooper

15 burials held despite ban

Turmoil in Soweto after big stayaway

BUSINESS DAY
152
5/9/86

Business Day Reporters

AT LEAST four people died in Soweto yesterday as monitoring groups said the township was hit by one of the biggest stayaways since 1976.

Residents — including doctors — said they experienced some of the most tense moments in the township since the '76 uprisings.

The stayaway, called by community groups to commemorate the victims of the White City, Jabavu, shootings last week, saw a day in which developments included:

□ The burial of 15 of 29 unrest victims — some in defiance of the government ban on mass funerals and others under pressure from police,

□ The coffins were splashed with purple dye. Tearsmoke dispersed about 8 000 mourners — who sang freedom songs and chanted political slogans in defiance of police restrictions — at the Avalon cemetery. The mourners scattered in different directions, momentarily abandoning some coffins and leaving others half-buried;

□ At least four black undertakers were arrested at the cemetery after the burials, questioned, threatened with court action, and later released,



● Children from Moroka, Soweto, dance at a roadblock set up yesterday

□ Groups of youths — some armed with sjamboks — drove around the township enforcing the stayaway at stations, bus and taxi ranks. Numerous Sowetans who tried to defy the stayaway were sjambokked.

□ Three people were allegedly killed in a shoot-out at the Phomolong Station and, in another incident, a woman died under the wheels of a moving train after she and a man were apparently assaulted and whipped by youths for trying to defy the stayaway.

□ Residents said people sustained bullet wounds,

□ A meeting of the committee in charge

● To Page 2 →

Soweto tense after stayaway

of the burials, held at Ipelegeng Community Centre, resolved to bury the other 14 White City victims in a mass funeral today.

In Soweto itself, streets were barricaded with drums and boulders.

All taxi and bus services were withdrawn or only went as far as the outskirts of most townships.

Ugly scenes occurred at several railway stations. A group of clergy led by Bishop-Suffragan Simeon Nkoane and Dr Nthato Motlana intervened when there was a threat to shoot at thousands of youths gathered near Jabavu Stadium.

The Bureau for Information said no injuries were reported to security forces. It said no deaths were officially reported as a result of "unrest related incidents".

The woman's death was regarded by the SAP liaison as "ordinary crime in-

volving assault" and not "unrest related".

The bureau confirmed that about 5 000 people were dispersed at Jabavu stadium with tearsmoke.

The Labour Monitoring Group said worker attendance in manufacturing was down by 38% and the proportion of workers from Soweto was down by 72%.

In the retail sector, attendance was down by 27% and the proportions of Sowetans who stayed away was 85%.

Chamber of Commerce general manager Marius de Jager confirmed stayaways but, while he had no official figures, said they varied from area to area.

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BUSINESS DAY
5/9/86

● From Page 1

CAP Times 6/4/86

Last of Soweto unrest victims buried

JOHANNESBURG — The last of the victims of the Soweto shooting was buried yesterday at the township's Avalon Cemetery.

It is believed that nine bodies were buried without incident.

A group of priests led by the Johannesburg East Bishop, Bishop Sufrogen Nkoane, conducted the service at the gravesides. About 200 mourners were present and there was singing. Bodies were allowed to be brought in in twos and threes.

Fifteen bodies of the 24 unrest victims were buried in a mass funeral on Thursday.

Some families of the deceased said they were bitter because their dead were buried without their knowledge.

● The Bureau for Information spokeswoman, Miss Ronelle Henning, yesterday said there were no confirmed

reports of any deaths or injuries in Thursday's unrest in Soweto.

She was reacting to reports that up to eight people had died.

The bureau said incidents reported had been mainly stonings and gatherings.

"Some funerals did take place but at this stage the Bureau for Information cannot confirm the number of people buried.

Stayaway

"In most cases the actions of the security forces were limited to the firing of tearsmoke."

● Meanwhile Sowetans flocked back to work yesterday after Thursday's massive stayaway, enforced rigidly in some places by gangs of youths.

Last night Soweto was quiet but tense, with the streets deserted.

● The restrictions on funerals ordered by the Soweto Divisional

Police Commissioner on Tuesday would still be enforced by the SAP, its Public Relations Directorate said in Pretoria yesterday.

A Full Bench of the Natal Supreme Court on Thursday voided emergency regulation 7(1)(d) under which Brigadier Gideon Laubscher issued the orders.

Asked whether the SAP considered the court's voiding of certain emergency regulations binding outside Natal, the directorate said "It is not a question of how the police interpret the ruling. It is a question of what is now binding by the law and where it is effective."

● In Tantu, Grahamstown, Mr Baks Kati, of 29 E Street, Fingo, was stoned. He fired four shots at the group, but was stoned to death and set alight, the bureau said — Sapa.

● Leading article, page 6

Car plant strikers get ultimatum

Dispatch Reporter

EAST LONDON — Workers at the Mercedes Benz manufacturing plant here, who have been on strike since last week, have been given an ultimatum to return to work today

Failure to do so would lead to the company exercising its "full legal rights", a company spokesman said in a statement

The company's public relations officer, Mrs Wendy Hoffman, said employees had been addressed by a member of management on Friday and had been reminded of their rights in resolving disputes with the

company

"Management confirmed that unlawful strike action was unacceptable to the company and that an ultimatum was issued to employees to return to work on Monday at the normal starting time and that normal working standards be ensured

"Failure to heed the ultimatum will lead to the company exercising its full legal rights," the statement said

The local branch secretary of the South African Allied Workers Union, Mr Boyce Melitafa, could not be contacted yesterday for comment

N/M 19/9/86

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The

Protest over closure

Labour Reporter

ABOUT 250 clothing factory workers staged a demonstration outside a textile mill at Mayville in Durban yesterday, protesting against the closure of the plant

The entire work-force of Scotford Mill was dismissed following a strike at the plant earlier in the week.

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, said the strike, which started on Tuesday, was in protest against the 'shocking' severance pay offered to staff

The factory was closing its Durban plant and planned to move to Ladysmith, where

minimum wage rates were almost half the rates payable in Durban, he said.

He said employees with less than a year's service had been offered R8 severance pay and those with longer service between R30 and R50

'However, the company later increased its offer all round by R8, but the pay-out was still far short of the workers' expectations,' he said

Riot police arrived at the factory but left after questioning the demonstrators

Mr Dennis Osterloh, the company's industrial relations spokesman, would not comment

THE wage strike by 600 Chemical Workers' Industrial Union members at Dunlop's Benoni plant is still on.

The union is accusing management of "going all out" to break the four-week-old stoppage

CWIU's Transvaal secretary Ms Chris Bonner yesterday said that Dunlop's "union-bashing" activities included a threat to close down a section of the plant, making 70 workers redundant

The CWIU members at the plant demand a minimum wage of R3,10 an hour as opposed to the company's offer of R2,43 an hour; improved maternity and leave benefits and a shift allowance

The dispute also centres on Dunlop's refusal to backdate increases to June — the expiry date of the last agreement

Ms Bonner said: "Recent developments show that Dunlop is going all out to smash the union and the spirit of the workers. The company has — among

Dunlop 600 still on strike

148A

By LEN MASEKO

other things — written letters to the wives of strikers urging acceptance of the company's final offer, and in this way attempting to undermine both the strikers and the union "

A conciliation board set up to solve the dispute collapsed on August 26 after several meetings

Telex

At the time of going to press Dunlop had not responded to a telex the *Sowetan* sent to them

• Meanwhile the CWIU and the Plastic and Allied Workers' Union (Pawu) have merged, the two unions announced yesterday

The merger follows months of discussion between the two unions, and means that the 23 000-member

CWIU will gain an additional 1 400 members in its Western Cape branch

A CWIU spokesman said "This action is in line with the union's long-standing policy of building a single, national, worker controlled union for chemical workers in South Africa as the best means of advancing working class interests"

The CWIU is an affiliate of the Congress of SA Trade Unions (Cosatu)

• Sasol and the Chemical Workers' Industrial Union yesterday reached deadlock at a conciliation board meeting convened to solve a wage dispute at the company's Secunda plants, Sapa reports

355 152

Sowetan 7/9/86

Car workers back

EAST LONDON — Workers who went on strike at the Mercedes Benz manufacturing plant here last Wednesday heeded an ultimatum by management and returned to work yesterday, the company's public relations officer, Mrs Wendy Hoffman, said

The company had warned workers it would exercise its "full legal rights" if they failed to report for work.

The ultimatum followed a work stoppage in support of a demand for the reinstatement of 13 employees dismissed after a stayaway on August 14.

The local branch secretary of the South African Allied Workers' Union, which represents the workers, Mr Boyce Melitafa, declined to comment yesterday. — DDR

DD9/9/86 (152) 

9/1/86
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Mercedes staff return to work

Own Correspondent

WORKERS at the Mercedes Benz manufacturing plant in East London who went on strike last Wednesday, returned to work yesterday. A company spokesman has warned workers that failure to report for work would lead to the company exercising its "full legal rights".

The ultimatum came after a work stoppage in support of a demand for the reinstatement of 13 employees dismissed after a stayaway on August 14. The local branch secretary of the SA Allied Workers' Union, Boyce Mehtafa, declined to comment.

Handwritten notes: "PUB 19/1/66" and "152" with scribbles.

Sasol, union deadlocked over wages

SASOL and the Chemical Workers' Industrial Union (CWIU) yesterday reached deadlock at a conciliation-board meeting in a dispute regarding wages and other substantive conditions of service in respect of the union's members at Sasol 2 and 3

The parties had agreed previously to the establishment of a conciliation board in terms of the Labour Relations Act, after more than two months' negotiations failed to bring agreement

Sasol said in a statement its offer amounted to a wage increase of more than 25% on minimum-wage levels, as well as the improvement of several conditions of service.

"The company regards its final offer as extremely fair, especially if cognisance is taken of the prevailing adverse economic circumstances, as well as current trends in the market as far as wage increases are concerned," it said

Non-union members received the 25% rise on minimum wage levels from July, but it was withheld from CWIU members at the

union's request.

Strike ballot prepared after

By Mike Siluma

The Chemical Workers' Industrial Union (CWIU) is preparing for a strike ballot after the collapse of wage negotiations involving 6 000 Sasol employees.

A CWIU spokesman said today a mass meeting of workers from Sasol 2 and 3 last night rejected the company's offer.

The decision to hold a ballot follows a conciliation board deadlock on Monday. The company has said it would implement its final wage offer irrespective of the union's actions.

Negotiations had been underway since May, and agreement was reached on other issues relating to working conditions.

collapse of Sasol pay talks

STATE REPORT

Despite a conciliatory attitude by the union and a genuine attempt to reach agreement, the company refused to move on its final offer of R95 a month increase," charged the CWIU spokesman.

The union found Sasol's attitude "surprising" in the light of the company's R575,4 million profits for the year ending in June, 1986.

A Sasol spokesman said the company had already made a number of concessions in negotiations to date and was not prepared to revise the cash offer. He hoped the matter could still be resolved.

Meanwhile, the wage dispute between CWIU and Sasol at the company's Secunda collieries — affecting about 9 000 workers — will be considered by a conciliation board which meets tomorrow.

152/10/9/81
Deadlock
at Sasol

ABOUT 6 000 Chemical Workers Industrial Union members at two Sasol plants were due to meet last night to discuss management's refusal to grant them wage increases demanded by their union.

Arrangements were to be made for a strike ballot, the CWIU said.

This follows a deadlock reached by Sasol management and the union at a conciliation board meeting on Monday when the company refused to reconsider its final offer of R95-a-month increase.

8 000 miners
10/9/80
on strike (152)

STAR
About 8 000 mineworkers at Gencor's Beatrix Gold Mine in the Free State have been on strike since Monday.

Gencor's Gold and Uranium Division chief executive, Mr Bruce Evans, said negotiations with representatives of the National Union of Mineworkers and employee representatives were in progress to establish the cause of the stoppage and to resolve the matter.

He described the situation at the mine as peaceful.

11/9/86 BUS DAY (152) (210)

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Gencor gold mine workers agree to return to work

LINDA ENSOR

ABOUT 8 000 workers on strike at Gencor's Beatrix gold mine near Theunissen in the Free State undertook to return to work as from the 9pm shift last night, a mine spokesman said yesterday

He confirmed the strike by approximately 8 000 workers arose from a shooting incident on Sunday evening

National Union of Mineworkers (NUM) Press officer Marcel Golding said mine security guards had shot at workers returning from a union meeting on Sunday. An unknown number were injured and some had to go to hospital, Golding said

The mine spokesman said the shooting incident occurred because no control had been exercised over the workers, as promised by NUM

Workers failed to turn up for the mid-night shift on Sunday and the strike continued yesterday while NUM representatives held talks with the strikers

Management undertook to investigate their grievances

Bruce Evans, CE of Gencor's gold and uranium division, did not believe the three-day strike would affect the mine's quarterly gold production figures as it had drawn on its strategic stockpile

● Matla Colliery has retrenched 130 workers as a result of the closure of the No 3 Mine, Gencor Coal Division acting CE J C J van Rensburg said yesterday. The closure of the mine, to keep production costs down, was announced on April 15, he said. Nearly half the affected workers were placed at other group mines, although it was not possible to find additional employment for everyone. The retrenchments were unrelated to the sanctions issue as Matla Colliery supplied coal to the adjacent Matla 3 600MW power station, he said

M-Net... Black schools... NECC, Maggie Sole and... launched the...

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STRIKE ballot arrangements are being made among the 6 000 workers at Sasol 2 and 3 at Secunda.

Sasol strike ballot is planned

Workers last night rejected management's final offer of a R95/month increase, a Chemical Workers' Industrial Union spokesman said

Negotiations between the CWIU and Sasol deadlocked over wages at a conciliation board meeting on Monday

A Sasol spokesman said the company regretted the deadlock, involving about 3 400 CWIU members, and hoped the dispute could still be resolved.

He added that Sasol had "already made a number of concessions in negotiations to date which increased the value of the total package offered to well above the 25% quoted"

He said Sasol was not prepared to revise the cash offer

A conciliation board meets today on the wages issue at Secunda Collieries, which supplies Sasol This affects 5 500 CWIU members

The Sasol spokesman said the CWIU had informed the company

that, although it rejected Sasol's final wage offer, it accepted the proposal of retrospective implementation from July 1

He added that Sasol's package offer now stood at close to 30%

"This is regarded as extremely fair, especially if the prevailing poor economic circumstances as well as current trends in the market as far as wage increases are taken into account," the spokesman said — Sapa

Workers take solidarity action

Dispatch Correspondent
JOHANNESBURG — Demonstrations and work stoppages called by the Chemical Workers' Industrial Union (CWIU) took place yesterday at several factories on the East Rand in solidarity with the Dunlop strikers, whose dispute is in its fifth week

A union official declined to comment on the action
Meanwhile, a strike ballot is expected to be

taken by 3 400 CWIU workers at Sasol 3 and 3 at Secunda sometime next week following the union's rejection on Wednesday of management's final offer of a R95 a month increase

A Sasol spokesman declined to comment on a possible strike

The outcome of yesterday's Conciliation Board talks with Sasol management appeared to make little headway

in resolving another pay dispute involving 5 500 CWIU members at Secunda Collieries

A union spokesman said talks had not "officially deadlocked" and fresh negotiations were expected to begin in about 10 days' time

The Commercial Catering and Allied Workers' Union this week accepted Foschini's offer for an R85 a month across-the-board increase for all perma-

nent black staff Part-time staff will receive two-thirds of this amount

The Paper, Wood and Allied Workers' Union said more than 80 workers at Springs-based Amalgamated Plastic Industries returned to work yesterday after a three-day sit-in A union spokesman said management had agreed to withdraw retrenchment notices and resume negotiations

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DD PM

12/9/86

Stayaway study statistics reveal a nation in turmoil

SAM 152

By Sheryl Rame

In the 15 months of civil unrest up to June, there were at least 47 black worker and community stayaways, including the biggest national strikes in the country's history.

An analysis published in the latest issue of *Indicator SA* by the University of Natal, reveals a country in turmoil. There have been some months this year during which there were as many as seven concurrent stayaways organised by community and labour groups.

Statistics reveal that from March 1985 to June this year there were 43 localised stayaways, three national stayaways, one national stayaway and one provincial stayaway affecting sections of three provinces.

The effectiveness of the stayaways has varied greatly, according to *Indicator SA*.

The worst period of stayaway action was during February and March this year when seven stayaways were recorded in each month

In contrast there was only one stayaway recorded in 1982 and four in 1984.

OPPOSITION

Generally, stayaways have been organised by broad-based community, student and opposition organisations with support from the emergent black union movement

In a few major instances, black unions were in the forefront of organisation

An analysis of the context in which stayaways occurred and

the demands made by the organisers revealed some recurring themes.

- Withdrawal of the police and army from black townships.
- Release of detainees and political prisoners
- Funerals of unrest victims.
- Death in detention of trade union officials.
- Rent rises and price increases of other consumer goods.
- Black education.

The biggest stayaways recorded in the last 15 months occurred on May 1 and June 16 this year. Both involved more than 1,5 million workers and were backed by the emergent labour movement, as well as extra-parliamentary opposition groups, regional, civic, student and women's organisations.

Sowetan

September 12, 1986

Work stoppages on ER

By LEN MASEKO

CHEMICAL Workers' Industrial Union members on the East Rand yesterday stopped work in solidarity with striking Dunlop workers at Benoni. *Sowetan*

Among companies hit by brief stoppages were P G Glass, Liquid Air, Reef Chemicals and Cheeseborough. The stoppages were sparked off by the Dunlop dispute over wages and maternity benefits.

- The conciliation board sat yesterday in a bid to resolve the dispute between the CWIU and Sasol over wage demands.

The union is due to report back to workers tonight.

- About 60 members of the Food Beverage and Workers' Union are involved in "sit in" strike at Johannesburg's Melrose Cheese in protest against "letters of warning given to two employees".

Race split 'endangers industry and unions'

By Sheryl Raime

Racial polarisation on the mines has to stop or the traditional white unions and the industry itself will be endangered.

Thus was the view of Mr Ike van der Watt, president of the South African Bondmakers' Society, speaking at the Gold 100 conference in Johannesburg yesterday.

Said Mr van der Watt "Traditional unions in the mining industry are often accused of being out of step with change."

"The position of these unions has been influenced by circumstances and structures introduced and upheld by the mining houses.

"Mining houses have restricted development. The industry has managed to withstand pressures and has protected unions from normal pressures of change."

"The schedule of occupations (which reserves 13 types of job for whites) has confined each union to a specific category of worker. Strict control of membership has had a major effect on the development of traditional unions."

"As a result, these unions are where they were 30 years ago."

He added: "We are heading for a situation in which the mining industry and its labour force have become polarised on the issue of race."

"Unless the traditional unions and the industry itself, in conjunction with the unions now representing the mass of lesser-skilled workers, can find some avenue out of this situation and stop the process of polarisation, the traditional unions and the industry itself will be at jer."

New unions 'daunting challenge for mines'

By Sheryl Raime

There were 109 unlawful work stoppages at gold and coal mines belonging to the Chamber of Mines this year, according to the chamber's industrial relations adviser Mr Johann Liebenberg.

He told the Gold 100 conference in Johannesburg yesterday that coming to terms with emergent unions was one of the industry's most daunting challenges and was complicated by the general state of unrest during the past two years.

There were, he said, many unlawful strikes between January 1 and September 11 despite agreements with unions that industrial action would not be taken until agreed procedures were exhausted.

"No less than 52 unlawful work stoppages have occurred on our gold mines. In the same period our collieries experienced 57 work stoppages," Mr Liebenberg said.

The stoppages caused minimal loss of man-hours and all occurred before dispute-setting procedures had been exhausted. In many cases managements did not know the causes.

"In most unlawful stoppages the union head office claimed no advance knowledge and in a number of cases publicly distanced itself from the action of employees," he said.

It was ironic that the strikes experienced in recent years had come after mines had done much to improve the working life of unskilled and semi-skilled employees and, through the chamber, had opened new avenues of advancement for black employees.

"The most important breakthrough has, however, eluded us — that is, to make it possible for all races to be trained for and appointed to all production jobs."

There were still 13 job categories reserved for whites but, despite Government promises that job reservation would be scrapped, Parliament adjourned before legislation could be

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one sheep, porcupines and exotic birds the first circus on the Rand in 1886 was postponed to 1901

Workers protest on East Rand

STAR 152
12/9/86

By Mike Siluma

Several thousand members of the Chemical Workers' Industrial Union (CWIU) yesterday staged demonstrations and stoppages on the East Rand, the union said

The action was taken in solidarity with more than 500 CWIU members on a wage strike for five weeks at Dunlop Industrial Products, Benoni. Workers were also protesting the continued detention of union leaders and members.

The Dunlop workers went on legal strike last month, demanding that the current minimum hourly pay of R2,43 be raised by 60c. In addition

they wanted the introduction of an annual bonus

● About 8 000 mineworkers at Gencor's Beatrix Gold Mine in the Free State had agreed to return to work after a three-day strike, the National Union of Mineworkers (NUM) confirmed

The workers had struck after mine security fired rubber bullets at them as they returned from a meeting on Sunday

Gencor said the bullets were fired after repeated requests to the workers to disperse and only when a charge on mine security personnel was imminent.

● About 50 members of the Food Beverage Workers' Union (FBWU) have been on a sit-in

strike at Melrose Foods, Johannesburg, since Wednesday, the union said yesterday

A FBWU spokesman said the workers wanted the withdrawal of final dismissal notices given to two of their colleagues. The company wanted the matter to be referred to a conciliation board while workers wanted settlement through arbitration

Company comment was unavailable because the general manager, a Mr Stewart McLaine, was not available until Monday.

● Commercial, Catering and Allied Workers' Union (Cawusa) members employed permanently by Foschini are to receive an R85 across-the-board rise following negotiations between the union and the company

Foschini will shortly respond to demands for the recognition of May Day and June 16 as paid holidays

Schlemmer to run new Jo'burg research institute

Own Correspondent

DURBAN — Natal University sociologist, Professor Lawrence Schlemmer, is to leave Durban and move to Johannesburg

Professor Schlemmer announced he is to leave the university's Centre for Applied Social Sciences (CASS), with which he has been involved for more than 20 years, to set up and monitor an as yet unnamed research institute attached to the University of the Witwatersrand's Business School. He takes up his post on January 1.

Speaking from his Overport home today, Professor Schlemmer said it was going to be "a great wrench" to move away from Natal

Asked if the simultaneous fire-bomb attacks on his campus offices and home on March 21 this year had prompted his decision, he said "In a sense, yes — that kind of thing obviously affects one's whole mood. But it's not by any means the only factor"

He said the move would provide him with a chance to complete a book on social change in South Africa by April or May

He firmly denied rumours that having difficulties raising money for CASS had played a part in his decision

"Everyone is battling. We've been having no more problems than anyone else"

Garment union backs May Day holiday move

W/E ARGUS 13/9/80

152

By DICK USHER
Labour Reporter

THE powerful Garment Workers' Union of the Western Province has joined the move for an annual May Day holiday

A spokesman said the union had included a proposal for an industry-wide day off in the negotiations for a new Industrial Council agreement

A national May 1 stayaway this year had a markedly lower response in the Western Cape than elsewhere — about 15 percent against 80 percent na-

tionally. Commentators said the Cape stayaway would have been higher had it not been for the GWU and the Industrial Council ruling against workers being given the day off

The spokesman said the union had found strong worker support for a May Day holiday and had included it in their proposals

An executive proposal that the union disaffiliate from the Trade Union Council of South Africa is expected to be ratified at the union's annual meeting today

12. ... tached to the NORTH ... and St Albans prisons ...

DD (10) 13/9/86

Naawu criticises EL plant over sackings

152

Dispatch Reporter

EAST LONDON — The National Automobile and Allied Workers' Union (Naawu) has criticised the management of the Mercedes-Benz plant here for dismissing "a group" of workers who for various reasons failed to meet the company ultimatum to return to work on Monday.

The national secretary of Naawu, Mr Fred Sauls, said in a statement yesterday the union "did not accept that the company could issue a notice on Monday morning giving the workers an ultimatum to start work at 10 15 am the same day and expect

workers who were not near the factory to obey it. Naawu would challenge the company's stand that it was not prepared to enter into any negotiations about the future of the dismissed workers, he said.

The Mercedes-Benz company issued the ultimatum following a week-long strike by the plant's workforce. A report on the ultimatum in Monday's issue of the Daily Dispatch (September 8) said the ultimatum had been given the previous Friday.

When this apparent discrepancy in the timing of the ultimatum was pointed out by telephone to Mr Sauls last

night, he said he was referring to the written notice. It was possible it had been given verbally at a meeting between workers and management on the Friday.

The ultimatum said workers who did not report for duty on Monday would be "dealt with in accordance with the law".

A spokesman for the company's public relations office in Pretoria said the company had dismissed all employees who failed to turn up for work on Monday "without valid reasons".

The employees would not be paid for the period they did not work, the spokesman added.

Mercury 14/9/82

Work as usual after stoppage

Pietermaritzburg
Bureau

152

IT WAS work as usual at the Damol-Lurie Multi Metals plant here yesterday, after a stoppage by more than 100 workers on Tuesday

A spokesman for the Metal and Allied Workers' Union said the workers had returned to their posts yesterday morning after a day-long stoppage on Monday, allegedly over a wrangle about the employment of new staff instead of workers recently retrenched by the recycling company

The spokesman said negotiations were taking place between Mawu and Multi Metals' management

A spokesman for the company confirmed that the workers had returned to work yesterday but was not prepared to comment on the cause of Tuesday's stoppage

152.00
Benoni 16/9/86

workers call off strike 16/9/86

JOHANNESBURG —
The 550 workers at the Dunlop plant in Benoni, on strike for 5 1/2 weeks, agreed to accept a settlement yesterday and return to work today, the union said

A statement from the Chemical Workers Industrial Union (CWIU) said a union negotiating team met Dunlop management and produced a settlement which was ratified by the membership yesterday morning

The settlement provides for a total increase of 60 cents an hour to be paid in three instalments

The minimum wage at Dunlop Benoni will be R3,03 per hour by June next year and the agreement expires before the end of 1987

In addition, the agreement provides for job security for pregnant women who will be guaranteed four months maternity leave; a small cash long service award, and an ex-gratia back payment

Dunlop had threatened to retrench 70 workers due to the closure of one department and the transfer of production to Sarmcol, but the company had now agreed to withdraw the retrenchments in return for the introduction of a new shift system in three departments, the statement said — Sapa

3 500 on strike over gun

JOHANNESBURG —
More than 3 500 mine-
workers have gone on
strike at Anglo Ameri-
can's Geduld gold mine
near Welkom after a
mine shift boss went
underground armed
with a gun

This was said in a
statement released yes-
terday by the National
Union of Mineworkers
(NUM) Workers were
demanding that the shift
boss be removed. NUM
said Negotiations were
in progress

A spokesman for
Anglo American said
the company would is-
sue a statement later

At Gold Fields' Zincor
mine, about 600 workers
downed tools over the
dismissal of a worker,
according to the com-
pany — Sapa

152
16/9/86
DD

al rounds of ammunition had been found in the house.

The man who fired at the detectives has not been arrested — Sapa.

Welkom gold mine hit by strike

By Mike Siluma

Anglo American's Sediberg gold mine in Welkom was hit by a protest strike yesterday

Mineworkers were protesting over an official who carried a gun underground, said the National Union of Mineworkers (NUM)

A NUM statement said workers demanded the removal of the shift boss. Talks with management were continuing.

But an Anglo American spokesman said management had no knowledge of allegations that an overseer went underground with a gun.

Such an act, if true, would be viewed in a "very serious light"

SECTION

The spokesman said 500 of the 3 500 workers at the mine's No 1 shaft had worked a short shift, but only one section of the shaft was affected.

He said yesterday's events followed a similar action last month when the union made allegations and demanded an overseer's removal.

After a disciplinary inquiry and the suspension of the overseer, management had decided there was no substantial reason to remove him.

The union was informed and the overseer returned yesterday.

● About 600 workers at Gold Fields' Zincor mine have gone on strike over the dismissal of a colleague, the company has confirmed.

Negotiations are in progress.

September 16/9/86

255 (1/2)

DUNLOP STRIKE ENDS

DUNLOP has reached a settlement with 550 Benoni workers who have been on a wage strike since early last month.

The settlement, reached late yesterday, provides for an increase of 60 cents an hour to be paid in three in-

stalments. The minimum wage will be R3,03 an hour by June 1 next year.

Initially the workers' representatives, the Chemical Workers' Industrial Union (CWIU), had demanded a minimum wage of R3,10 an hour as opposed to the current minimum of R2,43.

By LEN MASEKO

weeks of unsuccessful talks between management and the union over the issue. Mediation has also failed to resolve the dispute.

A Bhawusa spokesman said the workers were locked out twice in less than a month during the dispute. Management had refused to talk to the union officials last Friday when the union wanted to present it with new proposals, he said.

Mr G Slabbert, manager at the plant, was not available for comment yesterday.

• The Congress of SA Trade Unions (Cosatu) has given Springs-based Braintex four days to reinstate 23 workers allegedly dismissed after participating in a stayaway on July 14.

Cosatu said in a statement that while talks on the matter were still on, the company retrenched 47 other workers.

The agreement also provides job security for pregnant women who will be guaranteed four months' maternity leave; a long service award payable in cash, and an *ex gratia* back payment.

Dunlop has agreed to withdraw its plans to retrench 70 workers due to the closure of a department. Instead the company will now introduce a new shift system in three departments.

• About 140 members of the Black Health and Allied Workers' Union of SA are involved in a work stoppage at SA Druggists' Elandsfontein.

They are protesting against management's plan to introduce night-shift.

The dispute follows

W/M 16/9/86 (152)

Strike likely to affect milk deliveries again

Labour Reporter

MILK deliveries in many Natal towns, including Durban, are expected to be disrupted again today as the strike by more than 1 500 hourly-paid employees of Clover Dairies continues into its second day, according to a spokesman for the workers last night.

Miss Rene Roux, branch

organiser of the Cosatu-affiliated Food and Allied Workers' Union, said Fawu members at all the affected Clover plants had indicated that they were still strong in their resolution to strike in support of their demand for the reinstatement of 230 workers dismissed from the Clover plant in Pietermaritzburg recently.

'During the next week Fawu will fight the extension of an interim Supreme Court order aimed at pre-

venting union officials from doing various things that might result in a boycott of Clover products' she said.

Miss Roux added that yesterday morning the management of Clover Dairies in Durban 'put into operation a very rude contingency plan to get their products delivered.

'Wholesale drivers who had voted in favour of strike action were intimidated into driving trucks with scab van assistants

One driver was singled out and suspended for not working and this had the desired effect on the other drivers.

'The driver's shop steward was locked out of the premises and therefore unable to give guidance to his constituents about their rights. The union is preparing to get a court order to restrain the company from similar practices, she added.

Mr Ray Floweday, divi-

sional manager of Clover Dairies in Durban, could not be reached for comment yesterday but a spokesman for the dairy said they considered the strike illegal and added that the figure of 1 600 workers Fawu claim are on strike at eight Natal plants was 'nowhere near' correct.

Clover had met 90% of its delivery commitments yesterday and hoped to achieve at least the same figure today, he added.

STRIKERS GET AN ULTIMATUM



ABOUT 100 Black Health and Allied Workers Union of SA (Bhawusa) members on strike at SA Druggists' Elandsfontein plant have been given until today to report for duty.

The workers have been on strike since September 10, in protest against the introduction of a nightshift system at the plant. Bhawusa and management have reached a deadlock on the issue.

In a letter to the striking workers, management said: "You are accordingly notified that unless you return to work on Wednesday (8 am) and thereafter continue working during your normal working hours with the company, the company will have no option

but to dismiss you summarily."

SA Druggists' general manager, Mr G Slabbert, had not responded to a *Sowetan* telex inquiry by late yesterday

Meanwhile the SA Black Municipal and Allied Workers Union (Sabmawu), a co-affiliate of Bhawusa in the Public Services International, has come out in support of Bhawusa.

Sabmawu general secretary Mr Phil Dlamini said the workers had approached his union for help

"We would like to warn the company that we have members in nearly 80 percent of the clinics and hospitals in the country and the consequence that will follow the lock-out will be very costly to

the company," Mr Dlamini said.

"We are presently working out a way to assist these workers."

Mediation has failed to resolve the dispute

• About 66 Food Beverage Workers Union members have resumed duty at Melrose Foods, Johannesburg after a three-day sit-in strike

They resolved to end their strike pending further negotiations between the union and management over final dismissal notices given to two employees

The strikers, who were pressing for arbitration, wanted management to withdraw these notices

Yesterday the two parties were locked in negotiations in a bid to resolve the dispute.

Union offer to end dairy strike

Labour Reporter

THE strike by about 1 500 hourly paid employees of Clover Dairies could end if the company accepts an offer by the Food and Allied Workers' Union for a meeting over the dismissal of 230 employees at the Clover plant in Pietermaritzburg, says the union

Miss Rene Roux, branch organiser of Fawu, said the union had put its proposals to the management and if they were accepted the strike could end immediately. But by late yesterday the union was still waiting for a response from management.

Fawu members at Clover depots throughout Natal went on strike on Monday in support of their demand for the reinstatement of the dismissed workers. The strike has disrupted milk deliveries in many places, including Durban.

Mr Eric Horby, general manager of Clover Dairies in Durban, said the company would release a statement today.

Sowetan
18/9/86



Perskor workers down tools



SIXTY workers at Perskor's Benoni plant were on a work stoppage yesterday demanding the recognition of their union, the Media Workers Association of SA, writes LEN MASEKO.

The workers also demanded the reinstatement of a worker who was fired this week.

After meeting Mwasa officials yesterday, management undertook to have further talks with the union on September 23.

The workers returned to work conditionally. The conditions were:

Conditions

- Management stop coercing Mwasa members to join the SA Typographical Union (SATU),
- A ballot be held to determine Mwasa's support;
- Recognition of Mwasa if supported by the majority of workers;
- Non-victimisation of workers involved in the work stoppage;
- Management refrain from referring to Mwasa members as "bobbejane" or "kaffirs"



STRIKE SEQUEL

ABOUT 100 Black Health and Allied Workers' Union of SA members — heeding an ultimatum by SA Druggists management to return to work — were yesterday dismissed and locked out of the company's Elandsfontein plant.

Four of the workers were later arrested outside the company's premises and charged with intimidation, according to the SA Black Municipal and Allied Workers' Union (Sabmawu).

They are due to appear in court today, said Sabmawu's general secretary, Mr Philip Dlamini.

By LEN MASEKO

The dispute at the plant centres on management's plans to introduce a nightshift system — a move opposed by the strikers.

Bhawusa members began their strike on September 10.

Unfair

"The company's action constitutes unfair labour practice," Mr Dlamini said.

"It is taking advantage of the state of emergency to crush the labour movement".

SA Druggists' general secretary Mr G. ... could not ...

comment yesterday.

In an earlier statement, the company said that it had not been possible to resolve the dispute through negotiations "despite our attempts to do so for more than a year".

Selby in a few hours ...

191970
LABOUR DISPUTES

FW MAIL

Dunlop settlement

Members of the Chemical Workers' Industrial Union (CWIU) at BTR Dunlop's Benoni plant returned to their posts this week after a five-and-a-half week wage strike

The return to work followed a period of tough bargaining. On Monday, the 550 workers finally accepted a settlement which includes a 60c an hour increase which will be introduced in three instalments between now and June

The agreement will remain in force until the end of 1987. Once the increase is fully implemented, the minimum wage will be R3,03 an hour. At the time the strike began the company was offering a 57c an hour increase

The settlement also included four months' maternity leave, a small cash long-service award, an ex gratia back payment designed to partially compensate for the period since the expiry of the previous agreement on June 30, and an agreement that a three-shift system will be introduced in place of the present

two-shift system. The shift agreement means that the threatened retrenchment of 70 workers because of the closure of the plant's moulded hose section will be averted.

Commenting on the settlement, BTR Dunlop group industrial relations manager, Glen Sutton, said "For both sides, the five-and-a-half weeks was a long time. We could not recoup overheads and the workers could not recoup lost wages. The agreement was reached through compromise on both sides."

The Benoni strike was the fourth incident of industrial unrest for the company this year. In April, 2 000 workers at four plants — Benoni, Ladysmith, Durban and Mobeni — struck for a week in protest against the dismissal of several colleagues. In June, the Benoni workers stopped work during the wage talks. This was followed by a month-long strike involving members of the Metal and Allied Workers' Union over a wage dispute at the Sydney Road, Durban, plant. The settlement there was similar to the one reached at Benoni.

In another wage dispute involving the CWIU, the union is due to conduct a strike ballot soon among the 6 000 workers employed at Sasol 2 and 3 at Secunda. Deadlock was reached over Sasol's offer of a R95 a month increase. CWIU is demanding R120. Talks are continuing at conciliation board level regarding wage increases for the 5 500 CWIU members at Secunda Collieries which supplies Sasol.

Maturity after the baptism



bargaining between trade unions and managements is working remarkably well.

The *Analysis of Strike Action in SA* recently released by labour consultants Andrew Levy and Associates (AL&A) contains some interesting and valid observations about the eastern Cape

Examining various regions, the report notes. "In terms of numbers of strikes, the eastern Cape, which is often thought to be the centre of South African strike activity, lies in third position, and is markedly down on the PWV area"

The report referred to the period between 1979 and the end of the first quarter of 1986 during which AL&A's chart shows some 125 strikes for the eastern Cape, 220 for Natal and 570 for the PWV

Clearly, the eastern Cape in no way merits the title of "strike centre," though it could be argued that it nevertheless accounts for a fair proportion, given its size as an industrial area. There are two reasons for this:

□ Strike activity is closely related to industrialisation and the eastern Cape is a densely industrialised region with a much larger component of manufacturing undertakings than the rest of SA; and

□ The area includes a large component of automobile manufacture. It is an international phenomenon that workers in this sector show a high propensity to strike. The strikes in this sector some years ago exercised a considerable influence on strike figures — and, of course, made a dramatic impact on the perceptions of the public

But the trend in more recent years is

important for a balanced assessment. With the co-operation of the local office of the Department of Manpower, the Industrial Relations Unit at UPE analysed detailed strike data for the past three years.

The published figures for 1983 and 1984 reflected a low level of strikes. In addition, it was possible to exclude strikes in the rural areas (of which there were several) and to clear the data of a few consecutively reported stoppages which (from our own knowledge of the events) were clearly one strike.

This analysis showed that the PE-Uitenhage metropole accounted for only seven stoppages in 1983, or 2% of a national total of 329. In 1984 the area had 10 strikes out of a record national figure of 454 — again just over 2%. Figures for 1985 do show a significant increase, with 30 strikes in the metropole. But this represents only 8% of the national total of 389, and the area is once again third behind the PWV and Durban respectively.

Given the high level of political strife in the region this is not unexpected, for community turmoil must inevitably affect relations at work.

Once again, however, detailed analysis of the 30 strikes in the metropole reveals some interesting trends.

Nine stoppages lasted less than a day, 12 were settled in one or two days, and the balance took three to six days to settle. Unlike 1983 and 1984, some large groups were involved, and the region also runs third in man-days lost (57 000, western Transvaal 195 000 and PWV 96 000).

But reasons for the stoppages in PE-Uitenhage are the most revealing. 12 strikes concerned wages and seven pensions.

Clearly, economic pressures were keenly felt by workers, and the trade unions were pressing hard in their traditional role.

Five strikes concerned discipline (such as unfair dismissals), and significantly only three were reported as "political" (release of detainees and the New Zealand rugby tour).

These figures, over the past three years, bear out a number of important issues about the region.

□ It is nowhere near the "strike centre" of SA, despite its high level of industrialisation and the predominance of the automotive industry, and

□ The turmoil of the years 1979-80 has been replaced by a far more orderly industrial relations climate. Both employers and employees have learned some of the hard lessons of industrial relations conflict, but have emerged more competent to handle their differences via constructive negotiation most of the time.

The words "most of the time" underline the fact that there will always be an inevitable level of conflict in labour relations on the factory floor.

Far from being a negative indicator, the level and outcome of strikes in 1985 points to the effectiveness of collective bargaining with free trade unions in containing shop-floor conflict under the near-catastrophic political and community conditions of the present time.

The reasons for strikes further indicate that economic and procedural agendas predominate, with little evidence of the political emphasis so often assumed to be a feature of trade union pressure. Such political agendas were increasingly addressed in stayaways, in which the trade union either responded to strong constituency political pressures, or was a reluctant partner, or was not involved at all.

PE-Uitenhage was described a few years ago as "the crucible of industrial relations" in SA.

The region has had its baptism of fire on the shopfloor and has emerged stronger and more competent to handle the future. Given support for its industrial base, and positive action to deal with the unemployment that now saps its vitality, its peoples could yet go forward to provide the lead in the political crucible as well.

WEEKLY MAIL
19/9/86

Nation-wide protest by miners likely

By PHILLIP VAN NIEKERK

BLACK miners are almost certain to decide on national protest action in response to Tuesday's disaster at the Kinross mine where 177 workers died.

The national executive of the National Union of Mineworkers was meeting at the union's headquarters last night to decide how to respond to the disaster.

Union sources said there was growing anger among NUM members at the accident, which workers felt could have been avoided if proper safety standards had been applied.

"This action takes us back to the dark ages and demonstrates clearly the unacceptable low safety standards practised in South Africa's mining industry," the NUM said in a statement.

NUM president James Matlatsi said it was likely that whatever action was decided on would take place within the next two weeks.

In 1983 about 30 000 miners downed tools in solidarity with the 68 mineworkers who died in a methane gas explosion at the Hlobane coal mine near Vryheid in northern Natal.

The NUM was in its infancy then, and now claims more than 300 000 members — six times the size of its

● To PAGE 3

Black miner protest likely

19/9/86
WEEKLY MAIL

support in 1983

Union sources indicated that the most likely form of action was a disciplined stoppage throughout the industry for several hours.

Matlatsi said the union would also demand all the corpses be examined by union doctors

In addition, the NUM is gearing up for a massive legal challenge at the judicial inquiry which is to be held in terms of the Mines and Works Act

The mine's manager, Kobus Olivier, has refused to comment

further on the accident because he claims the matter is "sub judice" However, Gencor have called a press conference for today which is to be addressed by its chief executive Derek Keays

The union — backed by the Congress of South African Trade Unions (Cosatu) — has called on the Minister of Mineral and Energy Affairs, Danie Steyn, to appoint a commission of inquiry into safety in the mining industry

From PAGE 1

Clover strike in balance as talks continue

THE strike by 1 200 at Clover-NCD plants in Natal hung in the balance last night Clover and the Food & Allied Workers' Union were locked in talks

The strike is over the dismissal in June of 230 employees of Clover's Maritzburg plant

Clover industrial relations manager Andrew Lynch said proposals and counter-proposals had been made yesterday

BUS DAY
19/9/86
ALAN FINE (52)

A union statement yesterday said that on Wednesday it had offered a compromise whereby workers would return if the company agreed to negotiate a settlement Management said it would discuss only compensation for Maritzburg workers.

19/9/84
WEEKLY MAIL

The violence at daybreak, the peace at midday

AGAINST the backdrop of smoke stacks spewing their contribution to the already polluted sky, two toddlers packed a small suitcase with treasures scavenged from a heap of rubbish; older children played on rusty swings, and cows grazed on the grassy verges of dirt roads

That was the scene in Sharpeville at noon on Monday. Hours earlier, however, the Vaal Triangle township had been rocked by events which encapsulated present and past political tensions

Rent protests, which sparked the bloody Vaal uprising in September 1984, triggering two years of unprecedented civil conflict which has left more than 2 200 people dead, were also the impetus behind Monday's clashes

Activists planned a stayaway and a march on the rent offices on Monday to protest recent evictions of rent defaulters. Sharpeville residents, like others in the Vaal, have not paid rent since the 1984 protests. During the past fortnight, residents said, over a dozen families had been evicted. Local officials had dumped furniture and possessions outside the houses and locked the doors.

News of the planned stayaway was spread by word of mouth. Some learned of it on Sunday night, others only when they walked to the bus and taxi ranks and found no transport running.

Before 5am on Monday, youths were out enforcing the boycott, and scattered boulders on the tarred main road bore evidence to barricades erected previously.

At 7.30am, Red Cross worker Albert Botha, 25, set off for work as usual. His brother, Stanford, said Albert had barely passed a few houses when municipal police opened fire on people in the street.

Botha was shot in the head, stomach and foot, and was admitted to

At daybreak, a boycott began. By 7.30, twelve people had been shot. By noon, toddlers were playing peacefully outside. JO-ANN BEKKER reports on one more violent day at Sharpeville

Soweto's Baragwanath hospital Stanford Botha said about 12 residents were injured in the same shooting incident. The planned march never took place.

According to the Bureau for Information, the Security Forces had been "forced to retaliate" and had fired birdshot at a group of about 300, injuring at least seven.

At 8am, youths petrol-bombed the home owned by Lekoa Town Council policeman Peter Moeketsi, apparently in retaliation for the shootings.

Moeketsi, like the other council police, lives in a police camp at Sebokeng. His 64-year-old mother, Sarah Moeketsi, sister Emily, 22, and her son Solomon, 4, who stay in his home, escaped injury by rushing outside when the house was pelted with rocks and later reduced to a blackened shell.

But Solomon took ill after police sprayed tearsmoke to disperse the crowd once the fire was already out of control. He was taken to a clinic suffering from the after-effects of the tearsmoke.

At midday, the soiled furniture and clothes the family had managed to retrieve were stacked outside, guarded by municipal policemen carrying rifles, with cartridge belts strapped to their waists. A charred scrap of lace curtain fluttered from a window.

Among the relatives gathered outside was Moeketsi's elder brother Jacob, who was torn by a mixture of exasperation and pity for his brother.

"It happened because he refused to listen to the pressure on him to



An armed municipal policeman shepherds bystanders from the street after the shooting incident. Picture REUTER

resign," he said. "There is no question about it. He must resign, for the safety of the family."

"But I can't force him to," he added. "The youngster was out of a job."

The petrol bombing of the Moeketsi home was a small incident in itself, but it drew together strands of the history which has given Sharpeville a pivotal place in the country's saga of rebellion

and repression.

Peter Moeketsi's house borders on a vacant plot which was once the site of the home of Jacob Dhlamini, the deputy mayor of Sharpeville. Dhlamini was murdered after his home and car were razed to the ground when hundreds of youths took to the streets in September 1984 to protest the council's rent hikes.

And Jacob Moeketsi said he was among the crowd which marched to the Sharpeville police station during the 1960 pass protest, in which 69 people were shot dead.

"I was young then," he said. "So many people I knew were killed, I have already forgotten their surnames. That is why I'm scared when there's trouble like today."

2 Cape Times, Saturday, September 20, 1986

Gencor starts

Kimross Trust

From Page 1

phosa said it was "interesting" that Gencor should concede that worker compensation was inadequate.

All workers in mining accidents should be adequately compensated. He said he had heard that Gencor was holding a memorial service on Monday, but NUM had not yet been invited.

Mr. Ramaphosa also said Gencor yesterday refused NUM's mining experts access to the Kinross mine to conduct an inspection.

He said that on the day after the accident, Gencor had agreed to allow NUM experts — from Germany, Sweden and Great Britain — to inspect the mine, but yesterday afternoon "they called us to say they could not see their way clear for our experts to inspect the mine."

However, Sapa reports that the Chamber of Mines said in a statement the mining industry would be

happy to open its doors to any team of international mine safety experts.

A Gencor spokesman denied that they had been approached by NUM.

Mr. Ramaphosa also said that workers were "compelled" to go underground on Thursday, though workers yesterday refused as they were "apprehensive".

"Our members will refuse until their apprehensions are allayed." He said the entire shaft should be closed as the toxic fumes had penetrated a large portion of the mine.

Mr. Carl Netscher, senior director mining division, said "some people" were working in the number two shaft, where the fire broke out. The number one shaft was in full operation.

"But there is no question of forcing any workers to go underground." **SA mine safety measures less strict — claim, Page 4**

R2m trust for families of Kinross dead

Cape Times 20/9/86

Own Correspondent

JOHANNESBURG — Gencor yesterday announced the establishment of a R2-million trust fund to assist the dependants of the 177 victims of the Kinross disaster, as the National Union of Mineworkers called for a national day of mourning

It was also disclosed yesterday that some miners were refusing to go underground

Speaking at a press conference, Gencor's executive chairman, Mr Derek Keys, said "Our intention is that we should seek a majority of trustees who are independent of Gencor and who include some with the closest possible identification with the beneficiaries"

Mr Keys indicated that NUM will be one of the parties to be invited to participate in the trust, which would have the provisional name of the Kinross Trust.

He said the trust will have the "sole aim of assisting any such dependants for whom the industry's present arrangements of compensation might require to be compensated"

Meanwhile Sapa reports that NUM's secretary general, Mr Cyril Ramaphosa, said at a separate press conference yesterday afternoon that his union has called for a national day of mourning on October 1, to honour the dead miners

He said NUM had "approached the Chamber of Mines to close all mines on Wednesday, October 1, to honour the fallen miners".

Mr Ramaphosa said he expected the Chamber to consider the union's request, and should it refuse, NUM members would still observe the day of mourning

Commenting on Gencor's trust fund, Mr Rama-

Strike ballot for miners as wage talks deadlock

By Sheryl Raine

The National Union of Mineworkers (NUM) will hold a strike ballot among at least 150 000 black mineworkers after pay talks with the Chamber of Mines remained deadlocked yesterday.

The NUM said it was willing to go to mediation or arbitration but the chamber had rejected both dispute-settling mechanisms.

"Over the past year with a high gold price, the mining companies have made unparalleled profits. They clearly want to ensure that they remain the pace-setters in paying poverty wages in the country," a NUM spokesman said.

NUM is demanding a 26 percent across-the-board increase, income security and June 16 as a paid public holiday.

UNDERGROUND WORKERS

Yesterday the chamber improved the wage offer made at the last conciliation board meeting by one percent for underground employees on gold mines. No new offer was made for surface workers on gold mines or workers on coal mines, the spokesman said.

The chamber rejected the union's demands for June 16 but offered to increase the number of days paid leave for absence due to mine accidents from 42 days to 56 days a year.

The chamber's final wage offer ranged from 22 percent for employees in job category 1 to 18 percent for employees in job category 8 employed in recognised bargaining units on 37 of the 47 gold mines and collieries involved in the dispute.

NUM rejected the chamber's offer to increase accident leave and is demanding that employees who become incapacitated continue to be paid at the rate of pay for the jobs they were doing for a period of at least six months.

Strike planned as talks fail

JOHANNESBURG — The National Union of Mineworkers (NUM) is to conduct a strike ballot amongst its members after deadlock was reached yesterday during wage negotiations with the Chamber of Mines.

The NUM said it had rejected the chamber's offer of a one per cent increase for underground gold miners. There was no improvement for other gold or coal miners, it said in a statement.

The chamber also increased its accident leave from 46 days to 56 accumulative over a two year period — which the union rejected.

The union is demanding a 26 per cent across the board increase, income security and a paid holiday on June 16.

The NUM said it had indicated its willingness to have mediation or arbitration but the chamber had rejected this and had remained "intransigent to the reasonable demands of the union."

Over the past year the mining companies had made unparalleled profits, the union said — Sapa

21/1/80

NUM miners may strike in protest

THE National Union of Mineworkers executive held an urgent meeting late yesterday to discuss worker action in response to the Kinross catastrophe.

NUM sources said a work stoppage by the union's 250 000 members was one of the options being considered

"It is clear there is mass dissatisfaction among mineworkers at working conditions," one source said

"NUM has repeatedly called for improved safety, and incidents like Kinross only highlight the need for revisions"

The source pointed out that NUM organised a 30-minute work stoppage after

the Hlobane disaster, in which 68 miners died

A NUM spokesman confirmed that the exec met yesterday to discuss "appropriate action"

● Earlier this week NUM general-secretary Cyril Ramaphosa said NUM members were "very angry at the terrible disaster"

Ramaphosa said it was "anybody's guess" what action might be taken by the union

● Mineral and Energy Affairs Minister Danie Steyn - who went underground with a government mine engineer and mine inspectors to assess the damage - announced on Thursday that a judicial inquiry into the disaster will be held

Staff back at work at factory

By JIMMY MATYU

WORKERS at Valor Central Co-operative Ltd, formerly known as Val-Orange, an orange juice factory in Deal Party, went back to work yesterday after the company granted recognition to the Food and Allied Workers Union

The 83 workers downed tools on Thursday

A spokesman for the workers said management's recognition of the union heralded good relations for the future and would lead to improved working conditions

Workers downed tools after management refused to hold talks with the union last Wednesday.

Mr John Milne, the co-operative's general manager, said today the situation had been resolved "amicably" after an urgent meeting of the company's directors

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s

(12)
Eve Rose 23/9/86

ABOUT 8 000 black miners at Kinross gold mine, where 177 workers died in last week's disaster, are involved in a work stoppage in protest against the re-opening of the shaft in which the incident occurred.

The striking miners say mine management has reneged on its promise to close the fateful shaft for at least a week — a claim denied by Gencor. A Gencor spokesman said management had merely stated production at the shaft would be suspended for a week

Kinross miners down tools

BY LEN MASEKO

which did not mean, he explained that workers would not have to go underground.

The strikers continued their stoppage yesterday morning, refusing to resume shift-work on the surface and underground at shafts No 1 and 2.

The Gencor spokesman said management was negotiating with the National Union of Mineworkers (NUM) in a bid to resolve the dispute.

NUM Press officer Mr Marcel Golding was not available for comment yesterday.

The miners started their work stoppage last Thursday, a day after 177 of their colleagues were killed and dozens of others injured in a horror mine fire. One miner is still missing after the incident.

Meanwhile the United Democratic Front has expressed its condolences to the families of the 177 dead miners.

"We join the NUM and Cosatu in holding Gencor fully responsible for this tragic loss of 177 lives," the UDF said in a

statement "The Kinross disaster should never have happened".

The UDF pledged its support to the NUM in its call to mourn and pay homage to the miners who died at the mine.

• The UDF also yesterday issued a statement condemning the training of 1 000 "special constables" by the Government

23/9/80
WISDOM
152

Clover-NCD workers return after strike

ALAN FINE

ABOUT 1 200 Natal Clover-NCD employees began returning to work at the weekend after a five-day strike in protest over the recent dismissal of 266 workers at Clover's Maritzburg plant.

The Food and Allied Workers' Union (Fawu) said yesterday strikers decided to return after management indicated its "preparedness to discuss the progressive re-employment of the dismissed workers".

Clover labour relations manager Andrew Lynch said the company agreed to "consider employing ex-Maritzburg workers when positions become vacant".

Fawu and Clover representatives will meet later this week to continue talks. Fawu said its members would be closely observing the progress of negotiations.

24/9/86 (scribble) (152) BUS DAY

BU

ALAN FINE

AT LEAST 500 workers at 12 OK Bazaars stores and two Hyperamas have been involved in strikes since Monday.

The stoppages were sparked by three dismissals and other grievances at the Carlton Centre, Johannesburg, branch

OK Bazaars group personnel manager Keith Hartshorne said plans to apply for an interdict yesterday, against the Commercial, Catering and Allied Workers' Union (Ccawusa) had been suspend-

OK Bazaars does deal on stoppages

ed "pending the outcome of certain undertakings" made by the union

Ccawusa yesterday said it
 Had not instigated the illegal strikes,
 Intended to comply with the terms of the recognition agreement, and

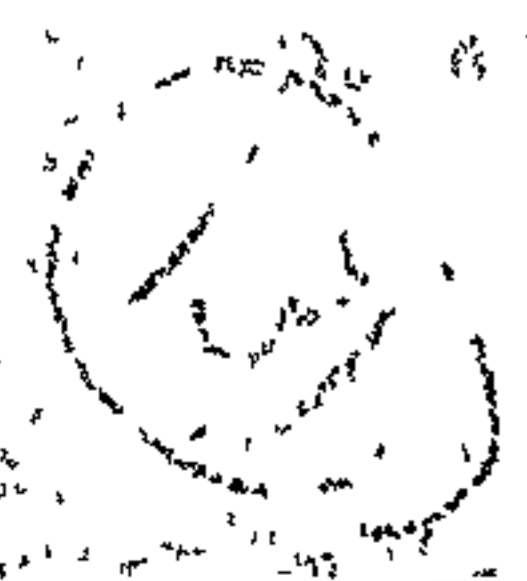
Would take all reasonable steps to ensure shop stewards did not organise strikes or disruptions.

Hartshorne said the union would be given "reasonable time" to implement the undertakings

Ccawusa shop stewards at the Carlton Centre branch said the perceived unfair dismissals triggered the strike

Ccawusa spokesman Vivi Masina put the sympathy strikes down to general dissatisfaction over management behaviour

Hartshorne replied that was not the issue



Store workers on strike

JOHANNESBURG — At least 500 workers at 12 OK Bazaars stores and two hyperamas have been involved in work stoppages since Monday

According to the company's group personnel manager, Mr Keith Hartshorne, plans to apply for an urgent Supreme Court interdict

yesterday against the Comercial, Catering and Allied Workers' Union (Cawusa) have been suspended "pending the outcome of certain undertakings" made by the union

Cawusa agreed it had not instigated the illegal strikes, it intended to comply with the terms of

the recognition agreement, and it would take all reasonable steps to ensure that shop stewards did not organise strikes or other disruption of trade

Union members said the strike action had been sparked by what was considered unfair dismissal of staff —DDC

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(152) DD 24/9/86

Kinross miners end stoppage

JOHANNESBURG — Work at Gencor's Kinross mine, where 177 miners died in a fire last week, "returned to normal" on Monday night after a stoppage by workers protesting against the reopening of the shaft where the incident occurred

According to a Gencor spokesman, the night

shift reported for work on Monday night and the day shift reported as normal at Shafts One and Two

He said that on Monday the mine's No 2 shaft had been closed for a memorial service

He said about 2 500 workers at the No 1 shaft did not report for work either

He said Gencor was still discussing access to the mine for a number of experts appointed by the National Union of Mineworkers (NUM) to examine the shaft where the fire occurred

Last week the NUM said Gencor had refused to allow its experts to look at the accident scene — Sapa

60 ^{Conf Times 24/9/86} employees down tools

152
Labour Reporter

SIXTY employees at the Amalgamated Chemists' Association (ACA) plant in Milnerton downed tools yesterday morning to protest against management's refusal to grant the Chemical Workers' Industrial Union (CWIU) access to the shop floor.

The employees sat on the tarmac just inside the factory gates blocking

the company's delivery trucks. They returned to work at 3pm after management agreed to negotiate access with the union, a CWIU spokesman said

Management could not be reached for comment yesterday.

The CWIU claims to represent 85 of the 113 employees at the pharmaceuticals factory

Transvaal store workers end strike

Dispatch Correspondent
JOHANNESBURG —

Workers yesterday returned to their posts at 10 of the 12 OK Bazaars stores and Hyperamas at which strike action was taken earlier this week

Workers at the Randfontein and Nigel stores are still on strike

Strike action was taken throughout Transvaal OK stores on Monday after a stoppage was staged at the Carlton Centre branch on September 16 in protest

against dismissals

OK management has, meanwhile, suspended legal action against the Commercial, Catering and Allied Workers' Union of SA (Ccawusa)

The action was over illegal stoppages and the alleged disregard of established appeal procedures in respect of the dismissal of two workers

Management and the union are now negotiating to resolve the dismissals



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D.P.
25/9/86

26/4/86 SOWETAN
**Benz workers
down tools** 152

ABOUT 150 workers
downed tools at Mer-
cedes Benz Johannes-
burg demanding a re-
instatement of a sacked
colleague

The worker, Mr Ste-
phen Sibeko, a
shop steward at the
company, was fired after
he refused to work un-
der a white supervisor,
allegedly given to mak-
ing "racist remarks
about black workers"

152 26/1/85 266

400 down tools

ABOUT 400 Thokoza Town Council employees were involved in a work stoppage over wage demands yesterday.

The SA Black Municipal and Allied Workers (Sabmawu) members told the *Sowetan* that they resolved to stop work after the council failed to attend to their grievances.

These workers demand — among other things — a 22 percent wage increase retrospective to January this year.

Town Clerk Mrs. Doris Thinane said the council had indicated to the workers that it would discuss their grievances in a meeting on September 29.

However, the workers decided to down tools and demand a meeting with the council immediately, she said.

Agreed

The Volkswagen group has finally agreed to pay full wages to employees detained without trial.

The company and National Automobile and Allied Workers Union reached an agreement on the issue this week.

The agreement provides for full pay retrospective to the day the state of emergency was introduced on July 12. Management is to review this position every three months.

Meanwhile, American company John Deere is locked in a dispute over the same issue with the United Mining Metal and Allied Workers Union of SA (Ummawusa).

Detention

The dispute was sparked by the detention under emergency regulations of seven shop stewards at John Deere's Nigel plant. One of the officials has since been released.

Ummawusa and Nigel's Marley Tiles have deadlocked on alternatives to retrenchments.

According to the union, the dispute arose from the company's decision to retrench about 28 workers while negotiations were still going on.

Ummawusa is to seek a mandate from its members on the matter.

Sit-in 26/9/81 at SAB ends 152

Post Reporter

SA BREWERIES employees will return to work tomorrow to avoid further pay losses, Mr Lucky Dindile, branch secretary of the Food and Allied Workers' Union, said today.

A three-day "sit-in" by 240 workers at SAB's two PE plants was called off last night when management agreed to reinstate a dismissed shop steward, Mr Sithembele Kawa.

Union officials had indicated that they would call for national action if management did not respond to their demands by yesterday.

152 Eve Post
30/9/86

Sjamboks used to disperse soft drink workers

CAPE TOWN — Police used sjamboks to disperse about 200 labourers outside an Epping Industria soft drink plant yesterday after management gave the workers an hour to return to their jobs

Confirming the incident from Pretoria, a spokesman for the Police Directorate of Public Relations, Colonel Vic Haynes, said the workers, who had been paid off, were warned three times to leave the Pepsi-Cola premises and to disperse at about 10 45am

"They were going to march to town when they were finally warned to disperse outside the factory. They ignored the warning and were dispersed with quirts. No arrests were made," Col Haynes said

A spokesman for the South African Allied Workers' Union, which claims majority worker membership at the plant, said police had "aggravated a very sensitive situation"

Several workers showed reporters weals on their legs and heads

The SAAWU spokesman said the dispute with management followed the summoning last Monday of drivers and delivery men by Mr Graeme Winn, managing director of Pepsi Africa

The drivers and deliverymen had demanded he address the production staff as well, but in spite of repeated requests, Mr Winn had refused to address the entire labour force

This led to the confrontation yesterday at the plant when Mr Winn requested to see a worker delegation

The labourers had refused and they had been given an hour to return to work. When the hour had elapsed police arrived in a Casspir

Contacted for comment, Mr Winn described the union's account of events as "not in fact true", but declined to comment further. — Sapa

Police sjambok Pepsi workers in Epping

Cape Times 30/9/86
Staff Reporter

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Confirming this from Pretoria yesterday, a spokesman for the Police Directorate of Public Relations, Colonel Vic Haynes, said that the workers, who had been paid off, were warned to leave the Pepsi-Cola premises and disperse three times about 10 45am.

"They were going to march to town when they were finally warned to disperse in Christiaan Street outside the factory. They ignored the warning and were dispersed with quirts. No arrests were made," Colonel Haynes said.

A spokesman for the South African Allied Workers' Union (SAAWU), which claims majority worker membership at the plant, said police had "aggravated a very sensitive situation".

Several workers showed a Cape Times reporter weals on their legs, thighs and heads.

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The drivers and deliverymen had demanded that he address the production staff as well, but in spite of repeated requests Mr Winn refused to address the entire labour force. This had led to the confrontation yesterday at the plant when Mr Winn had requested to see a worker-delegation.

The labourers had refused, and had then been given an hour to "return to work". Police arrived in a Casspir when the hour had expired and the workers had not returned to work.

Contacted for comment last night, Mr Winn described the union's version of events as "not in actual fact true", but he declined to comment further.