

INDUSTRIAL RELATIONS - STRIKES

1987

JUNE — July.

150 (150) Jones 3/6/87

'Hands off Cosatu'

THE Congress of South African Trade Unions has launched a "Hands Off Cosatu" campaign as it battles to survive a test that began when 16 000 members of one of its affiliates in the railways went on strike two months ago.

Cosatu's chronology of "attacks" on its property and organisational structure is a story which began on Thursday March 12, and is thus recorded.

Thursday 12th — Andrew Nendzamba dismissed
Tuesday May 12 — SABC morning radio's "Comment" states the following:

"The intimidation of workers who will not accept the dictates of a faceless militant element in a part of the trade union movement is now openly murderous and appears to encourage management to resist negotiations with unions"

Smeared

General secretary, Mr Jay Naidoo, told 1 500 people, mostly students, at the University of the Witwatersrand on May 26 that the federation had been attacked by the Government and smeared by the South African Broadcasting Corporation without being given a chance to defend itself

Mr Naidoo said, "Cosatu is not an ANC (African National Congress) affiliate although we have insisted and called for the unbanning of the ANC

"We have met with the ANC, just as businessmen and church leaders have done. We have also issued joint statements with them," he said.

A week ago the birth of the 130 000-strong National Union of Metalworkers of South Africa (Numsa) saw Cosatu's dream of "one

By THEMBA MOLEFE

industry, one union" come closer to reality

The significance of the giant merger of seven Cosatu-affiliated unions was the pledge to look beyond organising on the factory floor by embarking on a "political programme."

This was endorsed by Mr Naidoo at his Wits University address.

He said "We are involved in politics and we do not apologise for this. We openly see ourselves as part of the extra-parliamentary opposition

In the background are accusations that Cosatu is an ANC front and an affiliate of the United Democratic Front, the two organisations described by pro-Government agencies as being behind "necklace" deaths in the country's townships

Violence

The UDF has repeatedly condemned violence and Cosatu has denounced any form of violence while also challenging the South African Transport Services (SATS) to prove allegations that Cosatu was an affiliate of the ANC and the UDF.

The general manager of SATS, Dr Bart Grove, said at the height of the



COSATU general secretary Jay Naidoo.

strike by 17 000 workers that Cosatu was a UDF/ANC front

Mr Naidoo said on the "necklacing" of SATS workers: Cosatu has condemned the deaths of those workers and the violence behind it and has built discipline among its members"

The federation has noted "There is a sinister programme to reduce the efficacy of Cosatu and its organisational structure. We believe that it may prefigure more direct action against Cosatu itself

"If Cosatu is prevented from functioning fully and openly the new era of labour relations is doomed"

While also facing a R1 million repair bill to make its bombed Johannesburg headquarters safe, Cosatu faces a test of survival as the largest worker federation in the country

Hereunder follows a chronology of events as the Cosatu story unfolds.

The catalogue was compiled prior to the "Hands Off Cosatu" campaign launch

Chronology

MARCH
Thursday 12th: Andrew Nendzamba dismissed.
Friday 13th: Strike at City Deep starts. About 600 workers involved. Negotiations started between worker representatives and SATS.
Tuesday 17th: Negotiations continue.
Wednesday 18th: Solidarity pledges from other depots.
Thursday 19th: Nendzamba reinstated (does not return to work). SATS claims 2 500 workers on strike, Sarbwa claims 6 000 involved.
Monday 23rd: Special Government Gazette published empowering dismissal of striking workers. Strike spreads to most of Witwatersrand. Negotiations continue.
Police use teargas to disperse 250 strikers at a Johannesburg depot.
Tuesday 24th: Negotiations break down. Strike spreads to Vereeniging.
Wednesday 25th: Cosatu urges SATS to resolve dispute and warns of danger that conflict may spread.
Thursday 26th: SATS attributes spread of strike to intimidation by small group of Sarbwa members.
Media coverage of strike intensifies dramatically throughout the week.

Friday 27th: Cosatu calls on business sector to intervene to resolve strike.
SATS accuses Sarbwa of "exploiting strike and inciting workers".
Strike has spread to 23 depots.
Saturday 28th: Witwatersrand "Living Wage" rally banned. Police armed with rifles and teargas seal off Cosatu House where 300 workers were meeting to formulate proposals for attainment of dispute.
Monday 30th: Twenty-one workers arrested and two injured in incident at Meyerton/Klipriver station, allegedly involving physical intimidation of non-strikers.
Tuesday 31st: SATS issues pamphlet to workers stating that they have no control over the actions of security forces.
A SATS worker is shot in Soweto and his house burnt, according to Bureau for Information.
APRIL
Wednesday 1st: Seven workers arrested in Springs and one in Nancefield (alleged intimidation) — Bureau for Information.
Cosatu and UDF pledge solidarity with Sarbwa in response to threats of mass dismissal by SATS.
Thursday 2nd: Minister of Transport Affairs, Eh Louw accuses Cosatu and UDF of taking the crisis from the schools and townships into the workplace. He denies that SATS is not prepared to negotiate with Sarbwa.
Wednesday 8th: Negotiations do not take place as SATS refuses to allow Sarbwa representatives to attend.
305 strikers arrested at Opies in terms of the emergency regulations.
Second bomb blast on railway lines disrupts passenger services.
Thursday 9th: Negotiations collapse. SATS rejects Cosatu's offer to mediate dispute.
Friday 10th: City Deep worker representatives deny that they were intimidated to withdraw from the negotiations.
Monday 15th: Citizen newspaper reports that police say "Non-strikers beaten up at Cosatu HQ".
Police claim to have sworn affidavits and photographs of assaulted non-strikers.
Arson attacks on trains begin.
Tuesday 16th: SATS begins "Judge for yourself" advertising campaign in major newspapers.
Monday 19th: Director General of SATS, Bart Grove, issues Press statement alleging that Sarbwa Cosatu and ANC "linked" in interview given to foreign media, he claims that Cosatu is affiliated to the ANC. He further alleges that the SATS strike is part of a revolutionary strategy against South Africa.
APRIL
Tuesday 21st: Ultimatum issued by SATS for striking workers to return to work camps — extended for one more day.
Police search Sarbwa members leaving Cosatu House after a meeting to discuss the strike.
SABC radio's morning comment picks up on Grove's insinuations about the ANC and elaborates, saying that the strike has "degenerated into an outright campaign of intimidation and terrorism conducted against the public, railway workers and the service itself". Preparing the way for the next day's police assault on Sarbwa/Cosatu.
Wednesday 22nd: Meeting of Sarbwa workers at Germiston officers broken up by police. Three Sarbwa members shot dead by police with no warning given.
A few hours later at least three workers killed by police in clash near Doornfontein Station.
At 15h00 a large force of police enters Cosatu House. The building is under siege for the next five hours. During this time Cosatu personnel in the building are viciously assaulted, and extensive malicious damage is done to fixtures, equipment, etc by police. Damage caused by police estimated at R53 000.
SATS dismisses 16 000 striking workers.
Bureau for Information issues statement that three suspected ANC "terrorists" were arrested in the road on Cosatu House. This is withdrawn shortly after the statement is issued (This allegation will be cited by

SABC several weeks later).

Cosatu launches urgent interdict to prevent police from using unlawful force on its members in Germiston. Undertaking given by police. Application withdrawn.

Thursday 23rd: Cosatu launches urgent interdict against police relating to the previous day's siege of Cosatu House. Police deny allegations of assault etc, but give undertaking not to use unlawful force etc.

Wednesday 25th: Police once again seal off Cosatu House for several hours. They make several arrests.

SABC TV links the raids on Cosatu House with the discovery of four people killed by "necklacing" the previous day. It is alleged that these people had first been tortured and assaulted at Cosatu House.

Thursday 30th: SATS launches an urgent interdict against Sarbwa and Cosatu regarding undertaking that no intimidation will be allowed at Cosatu House, etc. Allegations denied, but undertaking given.

MAY
Friday 1: Cosatu refused permission to hold May Day rallies. Indoor rallies either disrupted or marked by strong police presence.

Attacks by Umtata members on bus drivers in Pietermaritzburg area. Two seriously injured.

Wednesday 6th: Germiston offices of Mawu and Cawusa broken into.

East London offices of unions attacked, burnt and vandalised. (Two offices of Sached, a union support organisation, destroyed, Sached offices smashed up).

Thursday 7th: Several bombs explode in Cosatu House in the early hours of the morning. Extensive damage to building.

SABC says that bomb thought to be of "Soviet origin" and points out that three suspected "ANC terrorists" were arrested at Cosatu House in the first raid.

Nick Henwood, Cosatu Regional Secretary for the Western Cape, taken in for a day's questioning.

Seizure of latest Cosatu News begins. About 55 000 copies were taken and the issue has since been banned.

Friday 8th: NUM, Mawu, Cawusa offices in Witbank raided.

Saturday 9th: The Citizen and Saturday Star both carry front page stories containing police suspicions that workers were allegedly murdered at Cosatu House. This story is also featured on the posters of both newspapers.

Monday 11th: Sarbwa offices in Kroonstad smashed up. The following day officials detained, escorted out of town.

A union member who had an argument with police was assaulted at Cosatu House. Cosatu lawyer found him manacled to the security gate lying on broken glass which had resulted from the bomb blast.

Thursday 12th: SABC Radio morning "Comment" states the following:

"The intimidation of workers who will not accept the dictates of a faceless militant element in a part of the trade union movement is now openly murderous," and appears to encourage management to resist negotiations with unions.

"It is mockery to speak of negotiation between management and trade unions on the basis of normal industrial relations. Both management and ordinary workers are functioning with loaded guns to their heads."



Lest we forget

THE Sowetan today remembers journalists around the country who are in detention:
• Zwelakhe Sisulu, Editor of the *New Nation*, who has been in detention under the emergency regulations for 172 days;
• Mzaydam Hoffman of *Lentswe* in the Western Transvaal, who has been detained under emergency

5/ Day 3/6/87

SAB union reach agreement

SA Breweries and the Food and Beverage Workers Union of SA said yesterday they had reached agreement to recognise the union as representative of workers at SAB's Chamdor brewery, near Krugersdorp.

The recognition came after two days of talks which both parties said

had been conducted in a constructive and cordial atmosphere.

Union and management spokesmen voiced confidence in a lasting and mutually beneficial relationship.

The union will start negotiations on wages for Chamdor in June.

Commission urges more flexible approach to labour relations

Law may protect strikers

Political Staff

IN a major report, the National Manpower Commission has recommended that the Government, including the security police, stay out of labour disputes as far as possible

Legislation should be introduced to protect legally striking or picketing workers against security laws, the commission said in a report tabled in Parliament yesterday

Workers and employers should be given maximum freedom to decide on ways of collective bargaining and settlement of their disputes

"The theme of this report is the encouragement of collective bargaining and the use of statutory and non-statutory procedures for the resolution of disputes for all organisations, registered or unregistered"

Force of law

The report recommends that disputes negotiated outside the ambit of the statutory industrial council system should still have the full force of law

For instance, a strike may still be regarded as acceptable even though it follows the exhaustion of dispute settlement procedures which are not statutory

The report generally urges a more flexible and pragmatic approach to labour relations

Some of its recommendations, it says, merely reflect "only the statutory entrenchment of practices that have developed over the years"

More specifically, it recommends that

- An overriding clause should be inserted in the Labour Relations Act to protect workers participating in acceptable strikes against security laws

- The law should be amended to allow some forms of picketing and similar forms of industrial action

- Lawfully picketing workers should be protected against security and other laws

- The commission should further investigate the legalising of picketing under certain conditions.

These conditions could include that no intimidation or

violence takes place and there is no obstruction of entrances to workplaces

- The possibility of extending the right to strike and lock-out to certain workers in the public sector should be investigated

- The notion of the acceptability of strikes should be written into the Labour Relations Act, and

- The Industrial Court be given extra powers to enforce collective agreements, hear disputes where the dispute settlement machinery of the Labour Relations Act is not used, decide on the acceptability of strikes or lock-outs and whether or not striking workers should be dismissed, and issue interdicts where strikes or lock-outs are unacceptable

Proposal to allow picketing

New move to decriminalise strike action

CRIMINAL sanctions attached to strikes and lock-outs should be abolished, except possibly in regard to essential services, the National Manpower Commission (NMC) said in its report tabled in Parliament yesterday.

It also said the freedom to strike should be extended to include certain categories of workers in the public service.

The commission suggested that the law could be changed to allow a certain amount of picketing and related forms of action in industrial disputes.

But the NMC felt this proposal should be investigated further.

It recommended that no legislation be introduced to govern the non-statutory collective bargaining systems that have developed over the past decade.

A spokesman for Manpower Minister Pietie du Plessis said legislation based on the report would probably be introduced next year.

The report recommended that the distinction between lawful and unlawful strikes (and lock-outs) be replaced by the concept of "acceptability".

Only strikes by workers in essential services would be considered unlawful under the proposals.

And the NMC proposed further study aimed at narrowing the area of essential

ALAN FINE

services and creating improved dispute-resolving procedures for them.

The Industrial Court, it said, should be given the power to determine the acceptability of a strike, based on guidelines such as the nature of the dispute and whether adequate attempts had been made at settlement.

These did not need to include the use of statutory conciliation boards or industrial councils — privately negotiated procedures would be sufficient.

Employers would be able to apply for interdicts against "unacceptable"

● More Parliament — Page 8

strikes. Should an interdict be ignored, they would be able to claim damages. The court could also declare such a strike an unfair labour practice.

However, the NMC recommended that workers participating in acceptable strikes be protected against prosecution in terms of security legislation and by-laws.

It also expressed support for decisions of the Industrial Court protecting strikers from dismissal in certain circumstances.

The NMC said it was in favour of

● To Page 2 →

Call to decriminalise strikes

legislation permitting "certain forms of picketing" and planned to investigate this further.

The report adopted a hands-off approach to the question of the relationship between industrial council and plant-level bargaining — a burning issue, particularly in the metal industry. It should be left to negotiation, the NMC said.

It laid down a series of guidelines for the Minister to follow when considering whether to extend industrial council agreements to non-parties.

The report recommended more advantageous channels for parties applying for exemptions from the provisions of agreements.

It also suggested the repeal of sections 21a and 31a of the Labour Relations Act.

The former gives existing members of industrial councils the right to veto any new application for membership. The re-

port said conditions of admission should be contained in council constitutions.

The controversial section 31a, introduced in 1984, makes agreements with unregistered unions unenforceable in law. Its purpose was to encourage registration, but employers protested at the time that it would give these unions the right to contravene agreements at will.

Certain areas of the report, such as the speeding up of the process of establishing conciliation boards, have been overtaken by the publication late last year of the Labour Relations Amendment Bill, which is being re-drafted in the light of comments received.

The report is dated July 1986. A ministerial spokesman said the delay in its tabling was due to translation and printing problems.

● From Page 1

Commission suggests new machinery to handle strikes

PARLIAMENT — The National Manpower Commission yesterday tabled a report recommending the use of statutory negotiating and settlement machinery should be voluntary.

It also recommended that strikes should be "acceptable" — a proposed definition — if settlement procedures, not necessarily statutory ones, were exhausted.

Minimum government interference was also recommended.

BARGAINING

A statement from Minister of Manpower Mr Pietie du Plessis said the report was for general information and comment was not yet wanted.

The report deals with collective bargaining outside statutory bodies and aspects of industrial councils and dispute settlement procedures, including strikes.

Regarding collective bargaining outside the statutory system, the commission found there should be no statutory prescriptive action. The Minister said this was "a most important conclusion".

The commission pointed out the advantages of a compulsory "certifica-

tion" system rather than registration of unions, as recommended in an earlier report and said the appointment of conciliation boards should be less complicated.

The report wanted the distinction between a legal and illegal strike or lock-out replaced by "acceptable" and "unacceptable" and recommended

- The Labour Relations Act be amended to include these words

- Industrial Courts should decide on the acceptability of a strike or lock-out

- Remedies should be provided for but criminal sanction should prevail only if essential services were involved.

The commission believed an Industrial Court deciding the acceptability of a strike or lockout should consider attempts made to settle the dispute, its duration, parties' actions, demands and counter-demands and whether there was a ballot of union members.

Proposed remedies included interdicts, damages claims and dismissal.

The commission also identified issues which needed further research — Sapa.

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'Criminal sanctions on strikes should go'

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THE present criminal sanctions attached to strikes and lock-outs should be abolished except possibly in regard to essential services, the National Manpower Commission (NMC) said yesterday

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In its report on dispute settlement, levels of collective bargaining and related matters, which was tabled in Parliament yesterday, the NMC said the criminal sanctions attached to strikes and lock-outs should be repealed because they had proved ineffective in preventing industrial action

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"Their imposition can, in certain circumstances, actually hinder the settlement of disputes through negotiation

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"They also tend to introduce an excessive degree of legalism into the sphere of strikes and lock-outs," the report said

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"One area in which the retention of criminal sanctions could be considered is where employers and employees involved in the provision of essential services institute a strike or lock-out," the report said

THE continuing strike by 1 000 SA Breweries (SAB) workers has seriously affected the supply of certain products, a company spokesman said yesterday

SAB spokesman Gary May said the strike would have a "substantial impact" on quart supplies in the Transvaal and OFS

There was a "reasonable" supply of cans and dummies, he added. Workers at SAB's Denver and Isando plants are striking in sympathy with colleagues who lost their jobs at the Rosslyn plant last week

SAB strikes to affect OFS, Transvaal quart supplies

ALAN FINE
and SOPHIE TEMA

They had refused to accept a management plan for a seven-day-a-week operation
May said production at the three affected plants was continuing at

"up to just over 30%".
A meeting between management and the national SAB shop stewards' committee of the Food and Allied Workers' Union was in progress at the time of going to press
Soweto drinkers, and those in other areas, have experienced beer

shortages since the beginning of this year.

May said there were other factors that had contributed to earlier beer shortages in these areas.

"Now there is a strike on and the shortages will probably last until the dispute is settled," he said
"We are presently talking to the union and hoping that the issue will be resolved soon."

Shebens in most townships have experienced a drop in their daily operations since the beer shortages which has also affected bottlestores.

(152) 25/6/87

Strike threatens drastic cuts in supplies

Massive beer shortage looms

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SMA
25/6/87

The Transvaal and the Free State have been hit by a severe shortage of beer quarts — and cans and dumpy bottles could soon run short, a spokesman for South African Breweries (SAB), said today.

Mr Gary May, SAB public affairs manager, said if the strike at three Transvaal plants was not resolved soon, beer in all sizes of containers could run dry.

Faced with the serious shortages, management and salaried staff at the three Transvaal plants at Rosslyn, Isando and Denver are already helping out on the production lines.

Mr May said staff members were working on the production of dummies and canned beer but not on quarts because production on this line was more complex and required more staff.

"The strike will have a serious effect on quart supplies in the Transvaal and the Free State," he said.

At least 1 000 workers at the Rosslyn and Isando breweries and the Denver depot stopped work yesterday in protest against the introduction of continuous operation at Rosslyn and at the dismissal of 343 Rosslyn workers who refused to work the shifts.

Double shift

Mr May said the shortage would last until the dispute was settled.

"We will be working a double shift at the Rosslyn plant today and, depending on how many workers turn up, we expect production to continue at well over 30 per cent," he said.

At the time of going to Press management was not ready to comment on a meeting held with the Food and Allied Workers' Union yesterday.

The union and management met until late last night and the meeting continued this morning.

● See Page 1M.

MOVE TO PROTECT STRIKERS

Report calls for new legislation

SOWETAN CORRESPONDENT

IN A major report, the National Manpower Commission has recommended that the Government — including the Security Police — stay out of labour disputes as far as possible.

Legislation should be introduced to protect legally striking or picketing workers against security laws, the commission said in a report tabled in Parliament on Tuesday.

Workers and employers should be given the maximum freedom to decide on ways of collective bargaining and settlement of their disputes.

"The theme of this report is the encouragement of collective bargaining and the use of statutory and non-statutory procedures for the resolution of disputes for all organisations, registered or unregistered.

The report recommends that disputes negotiated outside the ambit of the statutory Industrial Council system should still have the full force of law. For instance a strike may still be regarded as acceptable even though it follows the exhaustion of dispute settlement procedures which are not statutory.

The report generally urges a more flexible and pragmatic approach to labour relations.

Some of its recommendations, it says, merely reflect "only the statutory entrenchment of practices that have developed over the years."

More specifically, it recommends that

- An overriding clause should be inserted in the Labour Relations Act to protect workers participating in acceptable strikes against security laws.
- The law should be amended to allow some forms of picketing and similar forms of industrial action.
- Lawfully picketing workers should be protected against security and other laws.
- The commission should further investigate the legalising of picketing under certain conditions, these conditions could include, that no intimidation or violence takes place and that there is no obstructing of entrances to workplaces;

Powers

- The possibility of extending the right to strike and lock-out to certain workers in the public sector should be looked into.
- The notion of the acceptability of strikes should be written into the Labour Relations Act;

- The industrial court be given extra powers to enforce collective agreements, hear disputes where the dispute settlement machinery of the Labour Relations Act is not used, decide on the acceptability of strikes or lock-outs and whether or not striking workers should be dismissed, and issue interdicts where strikes or lock-outs are unacceptable.

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Fawu, SAB row grows

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Somerton.

THE gloves are off between the South African Breweries and the Food and Allied Workers' Union following the dismissal of 340 workers in Pretoria.

The SAB dismissed the workers at the Rosslyn plant on Friday after they refused to work continuous shifts to keep the plant running 24 hours a day.

Fawu said its members objected because they believed the new shifts would interfere with their family life.

By late yesterday afternoon about 1000 workers at the SAB's Denver, Isando and Rosslyn plants had stopped working in protest against the dismissals.

By THEMBA MOLEFE

Meanwhile, the Congress of South African Trade Unions yesterday condemned the dismissals and said they would affect wage negotiations going on with the SAB. They called for the workers to be reinstated.

The SAB's public affairs manager, Mr Gary May, said the workers were dismissed because they had breached an employment agreement by refusing to work.

Mr May said that if, by tomorrow, talks between Fawu and management failed, the SAB would consider recruiting new staff.

He said the Rosslyn plant was one of the biggest in the country and was designed to have a 24-hour operation.

Another reason for the new shifts was to counter the 30 percent extra demand for beer and to curtail looming liquor shortages in the country.

Mr May said Fawu knew about the intention to introduce the new shifts and all its members

at Rosslyn had agreed to them but problems began in February with union refusing to consider the implementation of the system.

He said the system had been introduced in Durban and was working smoothly. The Rosslyn workers would also benefit from a new wage and working hours' package.

He said they would get a 35 percent weekly increase and their hours would be reduced from 45 to 40 a week.

SAB to decide on workers' fate

The fate of the more than 2 000 South African Breweries' workers, on strike at seven Transvaal and Cape plants since last week, will be decided today, the company said.

SAB public affairs spokesman, Mr Gary May, said a meeting would be held today to consider the position of the strikers and whether replacement labour should be brought in.

AKB 26/6/87

Beer workers go on strike in city

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By DICK USHER, Labour Reporter

SOUTH African Breweries workers in Cape Town stopped work today in support of workers dismissed in Pretoria — but there is no immediate threat of beer running out

Strikes involving members of the Food and Allied Workers' Union (Fawu) started at Rosslyn in Pretoria this week.

They spread to Isando and Denver in Johannesburg and Wadeville in Germiston

In Cape Town workers at the Newlands brewery and the Pinelands depot went on strike this morning

Mr Gary May, public affairs manager for SAB, said "We have enough stock to last for some time. Management and monthly-paid workers are running brewing operations"

Mr Jan Theron, general secretary of Fawu, said today the company had forced the issue

"The strike at Rosslyn was legal, following a ballot, and the workers had no option but to strike or be locked out the next day.

"After this workers were dismissed"

Time lost to strikes doubles in single year

Parliamentary Staff

WORKING hours lost through strikes nearly doubled in 1986 to 1 309 000 from 678 000 in 1985, the National Manpower Commission said.

Rent-collection move criticised

The Argus Correspondent

JOHANNESBURG — The National Manpower Commission is opposed to controversial proposed legislation which would force employers to deduct rent arrears from workers' wages

The NMC's annual report, tabled in Parliament yesterday, criticises the so-called "garnishee" clause of the Black Local Authorities Amendment Bill

The report noted that the clause had since been dropped

It has subsequently been reinstated in the Bill

Although there were more strikes — 389 compared to 793 — the time lost was still fairly low compared to other developed countries, the commission claimed in its annual report, published in Parliament yesterday

From 1980 to 1986 — when strike activity increased — the number of man-days lost for every 1 000 of the economically active population was about 50 in South Africa. This compared to about 500 in Britain, 200 in the United States, nearly 600 in Australia and almost 1 000 in Italy

Just over 96 percent of South African strikers were black and most strikes were in the mining and manufacturing sectors, the commission said. Strikes lasted an average of 3,1 days, slightly longer than in 1985

In its survey of manpower in 1986 the commission also reported that

- More than 1 400 000 blacks (22,2 percent) of the economically active population, were unemployed,

- In November 1986 the registered unemployed included 27 740 whites, 34 319 coloured and 13 798 Indians,

- By December 1986 220,000 unemployed people had benefited from the Government's special employment creation programme,

- In the job-training part of this programme 400 000 people had been trained in 1986 and an estimated 550 000 in the two years ending in March this year,

- Membership of registered trade unions increased sharply from 1,39-million in 1985 to 1,7-million,

- The number of workers whose jobs were regulated by Industrial Council agreements dropped from 1,18-million in 1984 to 0,96-million, mainly because of the recession,

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Strikes 'should be allowed'

THE National Manpower Commission believed certain employees in essential services should have the right to strike, its 1986 annual report said

Workers in essential services and local authorities were legally precluded from striking, but they should resort to arbitration in case of a dispute

"The NMC agreed with this but is of the opinion that certain of these employees should have the right to strike and that this matter and the definition of essential services should be investigated further," the report, which was tabled yesterday, said.

The NMC recommended that the criminal sanction in section 65 of the Labour Relations Act be retained with regard to strikes and lockouts in essential services

It also recommended that the Industrial Court be empowered to decide on the acceptability of strikes or lockouts in terms of an amendment to the definition of an unfair labour practice and that remedies be provided for any found to be unacceptable

Remedies should be an interdict, a claim for damages and possible dismissal — Sapa

300 000 SET FOR INDUSTRIAL ACTION

EMPLOYERS in the mining and metal industries are bracing themselves for two strikes involving about 300 000 workers as two trade unions announce wage action dates this week.

The National Union of Mineworkers and the National Union of Metalworkers of South Africa conducted strike ballots last week and said they would announce later this week when the strikes would begin after their members voted "overwhelmingly" in favour of taking industrial action.

The ballots involved workers in the Steel Engineering Industries Federation of South Africa (Seifsa) and the Chamber of Mines.

NUM's assistant general secretary, Mr Marcel Golding, said the check of the ballot began at the weekend and an overwhelming number of its 200 000 members voted yes in the ballot which ended on Friday.

The votes were cast at 35 gold and coal mines. The decision to ballot was taken after NUM rejected increases of between 17 and 23 percent offered by the Chamber of Mines.

NUM, with a paid membership of 80 000 in the metal industry, decided on the ballot after a wage deadlock with Seifsa.

By THEMBA MOLEFE

Numsa rejected an offer of between 39 cents and 72 cent hourly increases as the bottom rate for all ranks. It demanded a R4 hourly minimum across the board. R1 increases paid maternity leave, May 1 and June 16 as paid holidays and an end to tax deductions.

Numsa's spokesman said the ballot also involved non-union members at 500 factories and this meant that more than 100 000 workers in the industry took part in the wage ballot.

13/7/87 (152)
B1 Day
UNION FINE
~~NUM~~
**Unions meet today on
strike ballot results**

THE national executive committees of the National Union of Metalworkers of SA (Numsa) and the National Union of Mineworkers (NUM) are to meet today to consider the results of the strike ballots held in their industries last week.

Final results of both are expected this morning.

Numsa spokesman Bernie Faniara said yesterday it appeared the yes vote would be about 95%.

And a NUM spokesman said it was unlikely any strike action would begin in the mining industry before Monday, July 20.

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TAXI STRIKE MAY BE NEAR END



HOPES for an early settlement of the Transport and Allied Workers' Union and Lebowa Transport dispute in Pietersburg improved yesterday as management agreed to reinstate dismissed workers.

The concession by management came as 80 other workers from the Mahwelereng depot downed tools in solidarity with the more than 500 Seshogo workers who stopped work exactly two weeks ago.

By MATHATHA TSEDU

The dispute has paralysed public transport in Pietersburg and Potgietersrus and many people who could not afford taxi fares have stopped working. The dispute was sparked by the expulsion of nine workers who stayed away on June 16.

Problem

- The workers have demanded
- The unconditional reinstatement of the nine dismissed workers.
- Negotiations on a main agreement to cover all LT depots to start immediately, and
- A commitment by LT to approach the Minister of Police and Justice to have all detained employees released as well as an undertaking not to victimise them

LT's operations manager, Mrs S Pretorius, yesterday said the company had given in to all the demands "but we still have a problem. The only outstanding issue is the main agreement. "We are saying that we are prepared to start negotiations on the main agreement as soon as the workers go back to work. But the people — whoever that is — say negotiations should start before the resumption of work," he said.

associated with the company as a consultant.

'Yes' to Numsa strike

SA 7/11/87
10/7/87

JOHANNESBURG — The first results in the nation-wide strike ballot of about 80 000 metalworkers, which became available yesterday, reflect a more than 80% vote in favour of strike action in support of National Union of Metalworkers of SA (Numsa) wage demands. A spokesman for Numsa's Witbank branch, which includes employees of the giant Highveld Steel and Vanadium complex, said that 5 783 out of 7 030 voters cast a "yes" ballot.

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SATS document reveals strategy to 'neutralise' Cosatu

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WEEKLY MAIL, July 10 to July 16, 1987 9

THE South African Transport Services has for the first time admitted collusion with the police during the 11-week strike by 16 000 workers.

Weekly Mail is in possession of a document in which Sats outlines its strategy to discredit and "neutralise" the South African Railway and Harbour Workers' Union (Sarhwu) and the Congress of South African Trade Unions (Cosatu) during the strike which ended last month.

The document was sent to some Sats' clients two weeks ago to get their assessment of how management handled the strike which, according to the report, Sats initially hoped would "sweat itself out".

The strike was the longest and most bitter in the public sector. Six workers were killed in police action and the union was accused of "necklacing" non-strikers. Several Sarhwu members are presently in detention and are expected to face murder, assault, arson and intimidation charges related to the strike.

"To refute Sarhwu's claims in the press and to keep the initiative in terms of press coverage, an operational centre was established at Headquarters from where the flow of information and the co-ordination of activities were controlled," the document states.

It lists the following themes which were used to "neutralise" Sarhwu and Cosatu:

- Workers were unhappy about the strike and intimidation
- Sats had supernumary workers who could pull (the) wagon through the drift
- The strike was caused by an insignificant amount of R80.
- The policy of "no work, no pay" was communicated as non-negotiable throughout.
- Contingency planning was such that Sats could carry on indefinitely.
- Workers were returning to work.
- Workers would not be excluded from working areas and steps were taken to limit intimidation. This included confining workers to their

By VUSI GUNENE

places of work to "keep outsiders out" and workers ignorant of what was happening outside their work place.

It was also aimed at keeping workers physically happy but psychologically unhappy, the document states.

According to the document, "liaison with the SAP and other departments involved" was undertaken in order to handle the matter "on a co-ordinated basis" at government level.

"The (police) forces rendered assistance to maintain order because of damage and arson to Sats property."

Questions posed to clients included whether workers had "enough reason" to strike, whether the general image of Sats had been marred as a result of the strike and whether Sats "handled the strike correctly"

Meanwhile, a statement released by the deputy secretary of Sarhwu, Themba Khuzwayo, alleged Sats was not abiding by the spirit of the agreement signed by Sats and Sarhwu

According to the agreement all workers would be reinstated except for those found guilty of criminal charges in a court of law. In addition it was agreed that no worker would be victimised for participating in the strike and that workers were free to elect their own representatives.

In spite of these agreements, Khuzwayo claims

- Seventy-six shop stewards at Jan Smuts Airport were refused reinstatement and only taken back after the intervention of a lawyer

- A qualified bus driver in East London was given the job of digging trenches.

Responding to Sarhwu's claims, a Sats representative said yesterday that the agreement allowed Sats to transfer workers to "other places".

He refused to respond to incidents at Jan Smuts Airport and East London, saying they were "individual cases". Commenting on detained workers he said Sats could not interfere in police matters.

Metal workers' union claims overwhelming 'yes' vote in ballot

80 000 poised for strike

ARSA 13/7/87 152

The Argus Correspondent

JOHANNESBURG. — More than 80 000 metalworkers throughout the country are poised to go on a legal strike in the next 24 hours to force industry employers to improve their annual pay offer, a National Union of Metalworkers (Numsa) spokesman said today.

The spokesman said 94,8 per cent of members who took part in last week's ballot voted for strike action. In addition, about 90 per cent of the 4 000 non-members taking part in the ballot voted in favour.

Numsa officials met at the weekend to decide on a course of action.

The union decided on a ballot after rejecting the employers' offer of increases ranging between 39c and 72c, instead tabling demands which include a basic hourly minimum rate of R4, plus an across-the-board R1 an hour increase, a halt to PAYE tax deductions and the recognition of May 1 and June 16 as paid holidays.

NUM meeting

Meanwhile, the executive of the National Union of Mineworkers (NUM) meets today to consider the results of a strike ballot among 200 000 members affected by the present wage dispute with the Chamber of Mines.

NUM demands included a 30 per cent across-the-board increase, as opposed to an employers' offer of raises ranging between 16 per cent and 23,4 per cent.

● The Commercial, Catering and Allied Workers' Union (Ccaawusa) and Checkers have reached a wage agreement which will raise the minimum wage for about 7 000 workers by about R200 a month to R410.

The agreement, reached after three months of negotiations, will, according to Ccaawusa, guarantee an across-the-board R110 increase, with R60 being granted this month, and the rest in January.

The union said that in terms of the new minimum wage agreed with the company, the minimum wage of the lower-paid workers would be raised from R210 a month to R410.

Other terms of the agreement include an increase in staff discount facilities, the recognition of June 16 as a paid holiday and a Christmas bonus of 10 per cent of a workers' pay for each year's service.

Metalworkers' strike looms

THE first results in the nationwide strike ballot of about 80 000 metalworkers, which became available yesterday, reflect a more than 80% vote in favour of strike action in support of National Union of Metalworkers of SA (Numsa) wage demands.

A spokesman for Numsa's Witbank branch, which includes employees of the giant Highveld Steel and Vanadium complex, said 5 783 out of 7 030 voters cast a "yes" ballot.

Counting of votes in the union's larger regions — the Witwatersrand, Pretoria, the Vaal and Natal — is expected to be

~~ALAN FINE~~ ALAN FINE (TSZ)

completed this morning. The result in the eastern Cape is expected only on Saturday.

However, a spokesman for Numsa's Vaal branch said there appeared to be a large majority in favour of strike action in that region, and another union representative told Sapa a "substantial" vote in favour of industrial action was expected.

He said he "can't rule out a strike throughout the industry". A final decision on strike action is due to be made by the union's executive over the weekend.

By THEMBA
MOLEFE

THE 106 striking workers at the Mutual and Federal insurance company in Johannesburg vowed to continue with the action after talks between their union and management collapsed yesterday.

The workers, who are members of the Insurance Assurance Workers Union of South Africa (Iawusa), downed tools on July 1 in protest against management's refusal to accept the union's bargaining conditions.

Opinion

The union said the company insisted on bargaining units which would leave out certain members in the event of a recognition agreement being reached.

Iawusa's general secretary, Mr Joe Rakgoadi, said the union would seek union opinion with the hope of taking the matter further.

Mr Rakgoadi said a

Row over recognition agreement

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Sowetan
10/7/87

decision on further action would be taken after consultation with the legal unit of the National Council of Trade Unions to which Iawusa is affiliated.

He said the workers yesterday said they would not return to work

until the dispute was resolved.

The striking workers include drivers, clerks, cleaners, the underwriting staff and general labourers. The strike affects the entire black workforce at Mutual and Federal.

By THEMBA MOLEFE

THE majority of the 80 000 members of the National Union of Metalworkers of SA have voted "yes" in the wage strike ballot conducted at 500 plants throughout the country this week.

Numsa officials at various centres on the Reef, the Highveld and in the Vaal were still counting votes by late yesterday.

A spokesman for the Highveld region said 5 786 workers at nine plants had given the nod to the strike. In the Vaal an official said most of the 14 000 ballot papers from 32 plants had also given the green light to the action.

Pretoria region officials said more than 90

Big 'yes' in wage strike vote

percent of workers voted in favour of a strike

The response from other centres around the country was still being awaited at the time of going to press last night.

Union officials have said the ballot also included non-members of Numsa and this could mean up to 100 000 workers in the metal

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10/3/87

Strike vote

● From Page 1

industry would be involved in the legal strike.

The ballot decision was taken after the collapse of wage talks between Numsa and employers in the Steel Engineering Industries Federation of South Africa.

Other unions in the country have accepted the employers' increases of between 39 cents and 72 cents an hour at the bottom rate for artisans.

Numsa demanded a new minimum of R4 an hour and an across-the-board increase of R1 an hour, an end to income tax deductions and the recognition of May 1 and June 16 as paid holidays.

Union officials said the strike could begin after the Cosatu annual congress which starts on July 15.

The strike by the 130 000-strong Numsa, could be the biggest yet in the metal industry.

● The National Union of Mineworkers begins counting the votes tomorrow after it also conducted a wage strike ballot among its 200 000 members in 35 gold mines and collieries this week.

(S 2) / (100)

Bus service stopped after 400 arrested

Apr 6-7 11/7/82

JOHANNESBURG. — Black commuter buses serving Sebokeng and surrounding areas were halted and more than 400 black transport workers arrested during a sit-in at their company's depot.

The company, Vaal Transport, said in a statement that it had called in police, who arrested 438 workers for trespassing, when employees refused to leave the premises after negotiations over an industrial dispute on Thursday night.

The privately-owned company said the dispute, involving about 85% of its workforce, began on Wednesday.

Managers said they had offered to discuss the workers' grievances with them again yesterday, although they had already started an illegal strike.

Police said many of the workers were being released after paying R20 fines.

But the company said none of the workers — many of them drivers — had come back to work, and it had cancelled services between Sebokeng and nearby industrial and town areas.

The Council of Unions of South Africa, to which the transport workers' union is affiliated, said it had been unable to contact shop stewards to find out what sparked the dispute.

The company said police intervened because "both management and the police were concerned about the protection of company property and vehicles and the safety of company personnel not involved in the action".

A policeman was slightly injured during the arrests when he was struck on the head by a bottle, police said. — Reuter

SA police also said the Vu- death," the report said -
kuzenzela School, also in Sapa

Strike drags on

THE two-week-old strike by Post Office workers in the Eastern Cape is still on.

More workers have joined the strike, bringing the number of strikers to about 2 000, the Post and Telecommunication Workers' Association said.

The Eastern Cape regional executive of Potwa said in a statement it had a meeting scheduled with the Postmaster-General today and hoped to resolve the situation. - Sapa.

VOPERS
12/7/87 (152)
~~12/7/87~~ ~~152~~

CAPE TOWN 13/7/87

Major strike looms as miners decide

JOHANNESBURG. — A threat of major labour unrest in South Africa loomed yesterday after union officials said about 80 000 metal workers had voted overwhelmingly in favour of a strike.

A more serious showdown is possible in the crucial mining industry, where 200 000 workers are voting to decide whether to go out.

Both disputes centre on wages and work conditions.

Officials of the newly-formed National Union of Metalworkers of South Africa (Numsa) told reporters yesterday that about 95% of some 80 000 workers, almost all of them black, had supported a strike in a ballot whose final results are expected today.

A decision on what action to take would follow soon. If a strike is called, about 400 companies will be affected in the metal and allied industries, including car manufacturers.

Numsa, which was formed earlier this year through the merger of seven unions, says it is the second-biggest union in South Africa, but not all of its claimed membership of 130 000 are involved in the dispute.

A strike by the metalworkers would pale in importance by comparison with a strike in the coal and gold mines, which provide more than half of South Africa's total export earnings.

The 200 000 miners now taking part in the strike ballot work in 27 gold mines and 18 collieries nationwide and represent nearly half the total number of miners in South Africa.

In previous years scattered strikes in the mining industry have been accompanied by considerable violence.

The results of the miners' strike ballot will be known this week. Union officials say privately that large numbers have voted in favour of strike action.

South African trade unions, legalized less than 10 years ago, have increasingly flexed their muscles in recent years. — Sapa-Reuter

Beer may run out

By NAT DISEKO

BECAUSE of the strike at several SAB plants, thousands of Soweto drinkers face a drought that can only worsen unless the dispute is resolved.

While most wives wish the drought continues, many drinking husbands have to contend with parched throats.

Shebeen queens also face a depression as their

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Soweto
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Beer may run out

From Page 1

stocks run low. Some have even had to close down.

Prices have gone up at many shebeens and one devoted beer drinker, Mr Edwin "Jaguar" Maroganye of Orlando West moaned about the high prices "We are now facing exploitation because of the beer shortage," he said.

Shebeen queen S'mangele of "Thekwini" in Orlando West said "Business is bad. Shebeens like me depend on the beer business to feed our babies.

"But I have not yet increased my price of R1,50 for a 750 ml of beer. I have resorted to pints which I sell for only R1,20 but which my customers are dissatisfied with."

Another shebeen patron, Mr Johannes "Rats" Mosala said: "We have not enjoyed our weekend because prices are up. I was lucky to find the last beer at Bertina's yesterday."

A shebeen queen from Diepkloof named Grace, said that *gwevas* adopted an arrogant attitude and sold on a "take it or leave it" basis.

But another shebeen patron, Mr Dennis Hendrickse of Eldorado Park saw it differently.

"Every cloud has a silver lining. I think the beer shortage is going to make my bank balance healthier," he said.

Mr Gary May, the SAB manager of public affairs said the strike involved three depots and 2 800 workers. He said: "This weekend will be critical. It will only be afterwards that we can realise the impact of a shortage on people's lives. We will face the task today."

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DAILY DISPATCH, THURSDAY, JULY 30, 1987 — 21

No backing down on pay offer Iscor tells Numsa

JOHANNESBURG — Strike-hit Iscor reaffirmed in a telex yesterday to the National Union of Metalworkers of South Africa (Numsa) that it would not back down on its pay offer in the wage dispute at its flagship Vanderbijlpark steelworks.

This followed a meeting on Tuesday with Numsa officials to try and break the 10-day-old strike affecting nearly 7 000 workers at the plant.

Management said its final wage offer of a 34c an hour minimum wage increase was non-negotiable, and urged Numsa to persuade workers to return.

Numsa's spokesman, Mr Bobby Marie, said the union had reported back to striking workers.

They refused to consider returning.

Numsa announced a number of in-house wage agreements with firms in southern Natal.

At Feralloys Limited, the union won 15 per cent to 20 per cent increases for members.

Wage hikes of 60c per hour, 27 per cent, on the lowest grade and up to 17 per cent in the highest were achieved at Xpanda Products, Numsa said.

Numsa also met with the National Union of Mineworkers to discuss the dispute at Samancor over warnings issued to workers who participated in the July 14, nationwide strike. —DDC

Breweries:

SAB strike

not drastic

in W Cape

THE strike that has affected beer production at the Rosslyn plant of South African Breweries near Pretoria has not yet reached drastic proportions in the Western Cape, according to SAB spokesman Mr Gary May.

He said about 470 workers at the Newlands plant and Pinelands depot did not report for work yesterday.

This constituted about 80% of the workforce in the Peninsula, but production and distribution were satisfactory. About 150 workers at the Caledon malting plant were also on strike, he said.

In Johannesburg, the Food and Allied Workers' Union (Fawu) yesterday called for the reinstatement of the 343 SAB workers dismissed 10 days ago as a prelude to negotiations on the dispute which now involves at least 2 950 workers at nine plants.

Mr May said it had been decided not to begin replacing strikers.
— Sapa, Own Correspondent

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859 East Cape PO workers on strike

Post-Reporter

ABOUT 859 posts and telecommunications staff in the Eastern Cape had stopped work, Mr Renier Strydom, regional public relations officer for the Department of Posts and Telecommunications, said today.

In Port Elizabeth, 652 workers had downed tools in protest at the alleged unfair dismissal of two colleagues in East London, he said.

The Eastern Cape chairman of the Post and Telecommunications Workers' Association (Potwa), Mr Albert Petse, said workers were demanding the reinstatement of the two East London workers.

Other demands concerned alleged discrimination against black staff and a call for parity in salary and service conditions.

The closure of the New Brighton post office since yesterday morning had halted postal services to black townships, Mr Strydom said.

Postal services to the rest of the city had not

been affected. Those on strike at the engineering yards were mainly construction workers and everyday telecommunication services were not affected.

Mr Petse said demands were being discussed between Potwa representatives and managers of the individual work stations, but negotiations between the association's executive and the regional director of the Department of Posts and Telecommunications, Mr H P Kruger, were likely to take place this week.

Motor firm strike ends



30/6/87
WP



Post Reporter

THE three-day-old strike by 40 Volkswagen factory workers was called off late this morning and normal production at the Uitenhage plant will resume tomorrow.

Volkswagen's manager of public affairs Mr Ronnie Kruger said the workforce of 6 000 had agreed at a report-back meeting with officials of the National Automobile and Allied Workers' Union (Naawu) to call off the strike which began on Friday.

Although the decision was made soon after 11am, many workers had drifted home and it had been too late to resume production today.

Mr Kruger said although the strike by 40 paintshop workers began as a pay demand, the agreement struck with Naawu did not concern wages. A statement concerning the agreement would probably be released tomorrow after consultation with the union.

SAB may take legal action

JOHANNESBURG — South African Breweries (SAB) would seek legal opinion over allegations, "bordering on defamation," by the Food and Allied Workers' Union (Fawu), the company said last night

It said it was prepared to demonstrate, "in court if necessary," its integrity and good faith in trying to resolve the strike by its employees

Reacting to Fawu claims that SAB wanted "to win the sympathy of the public in its fight with its workers," SAB's manager of public affairs, Mr Gary May, said. "SAB is proud of its business and industrial relations record and would not indulge in the cheap tactics described by the union"

The in-fighting comes in the midst of a strike which has spread to nine SAB operations in the Transvaal and the Cape over the dismissal of 343 workers at SAB's Rosslyn plant following their refusal to accept a system of continuous operation which would mean the brewery would operate around-the-clock daily — including weekends.

Yesterday workers at SAB's East London plant and its Caledon malting plant joined workers at Isando, Denver, Alrode, Wadeville, Newlands and Pinelands, striking in sympathy with the Rosslyn employees

The Food and Beverages Workers' Union has suspended negotiations with SAB in sympathy with the striking Fawu members

About eight workers are reported to have gone on strike in East London but this could not be confirmed with Mr May, to whom local spokesmen had referred inquiries

It is not thought that beer production will be affected as the plant is reported to have been closed for overhaul — Sapa-DDR



The Star

Brewing up a storm in labour relations

NOT ONLY beer drinkers will be hoping that conciliation will be possible at today's important meeting in the dispute at South African Breweries over extending production time to meet growing demand. The confrontation covers the whole field of labour relations — a crucial area for the economy and for politics.

Essentially, SAB appear to have offered generous terms in deciding to introduce continuous 24-hour production. But the decision to bring in the new shifts appears to have been taken without consensus first being reached with the Food and Allied Workers' Union. The workers downed tools at the Rosslyn plant where the new shifts were to be worked. They were fired, but that brought sympathy strikes by Fawu workers at plants in several parts of the country.

In present-day South African industrial relations, collective bargaining over any changed terms of employment has become essential. When work-

ers were employed at the new Rosslyn plant about two years ago it was written into their contracts that they might have to work shifts, but a pattern of work routine was established which made the new shift system a shock to the workers' way of life. It would have been wiser in retrospect to have renegotiated the shift system before launching it.

What should have been a great opportunity for SAB to expand business and profits while demand was booming, has been turned into a nightmare that threatens to damage employer-worker relations very seriously. At present a beer drought threatens because management and labour are choosing to pit strengths against each other. It is in the interests of nobody.

Today's talks between the SAB management and Fawu give a welcome opportunity to remove the obstacles and dispel illusions. We hope a settlement can be reached and that the message of this strike can be learnt throughout industry.



Enjoying their last few sips are, from left, Mr Duncan Minto, manager of a Johannesburg city centre bar, barman Mr Bernie du Toit and Mr Mike Freer. The pub expects to run out of beer by Thursday. ● Picture by Ruvan Boshoff.

Dispute worse: beer crisis may spread

By Mike Siluma

The dispute between South African Breweries (SAB) and the Food and Allied Workers Union (Fawu) has worsened with both sides making public accusations.

And the beer crisis now threatens to spread

At least 2 900 Fawu members at nine plants in the Transvaal and the Cape have stopped work in protest against the company's handling of the dispute with employees at the Rosslyn plant.

SAB said it was looking into possible legal action against statements made by Fawu.

Fawu had rejected as false SAB statements that the workers had reneged on contracts to work a continuous shift system

"Workers at Rosslyn work a five-day week (except for secu-

rity and boiler room workers) and are used to arranging their social life on weekends. The union is willing to negotiate.

"Fawu regards it as a basic principle of sound labour relations that workers should not be forced to accept changed conditions of employment"

Rosslyn workers had agreed to work a shift system, but not to working on weekends

Mr Gary May said SAB would seek legal opinion over allegations, which, he said, bordered on defamation

SAB was prepared to demonstrate "in court if necessary"

their integrity and good faith in trying to resolve the strike.

To increase beer production, which had been disrupted by the "unfair and unjust actions of the union", SAB had decided to hire casual workers for all the breweries and depots affected by the dispute

Fawu said it had proposed that all workers at Rosslyn be reinstated, that the status quo at the plant be restored and an objective study be done into the question of continuous shifts and possible alternatives and that an interdict preventing the Rosslyn workers from entering company premises be withdrawn

The Congress of SA Trade Unions (Cosatu) said it would "intervene" if the dispute was not resolved

SA beer drinkers go west

The Star's Africa News Service

WINDHOEK — South West Breweries — Namibia's major beer brewer — says it expects to benefit to some extent from increased orders from South Africa because of the South African Breweries strike.


A spokesman for the company said in Windhoek that, in the past few days, a number of extra orders had been received from customers in South Africa. He said these were over and above the increased demand for South West beer which was being experienced from the "more sophisticated" sections of the South African market.

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Beer crisis may spread as SAB and union argue

Argus 30/6/87  *152*
JOHANNESBURG. — The dispute between South African Breweries (SAB) and the Food and Allied Workers' Union (Fawu) has worsened with both sides making public accusations — and the beer crisis now threatens to spread.

At least 2 900 Fawu members at nine plants in the Transvaal and the Cape have stopped work in protest at the company's handling of the dispute with employees at the Rosslyn, Pretoria, plant.

Yesterday Fawu said workers at other plants had pledged solidarity with colleagues dismissed at Rosslyn after rejecting the company's plans for a continuous shift system.

SAB says it is prepared to demonstrate, "in court if necessary", its integrity and good faith in trying to resolve the strike.

Meanwhile, the Congress of SA Trade Unions (Cosatu) said it would intervene if the dispute was not resolved "in the near future".

The National Council of Trade Unions and its affiliate, the Food Beverage Workers' Union (FBWU) have pledged solidarity with the Fawu workers, with FBWU saying it had suspended wage negotiations with SAB at the Chamdor plant.

Johannesburg pubs will start closing from next Monday unless the breweries strike finishes soon and the beer starts to flow again, barmen have warned.

"What's the use of staying open when we have no beer?" asked a barman with 37 years' experience.

"People don't drink just spirits and wine. With no beer we'll just close. This town will be dead from Monday on. You watch."

SUN NEWS

Union, SAB still locked in dispute

28/9/76
number
15

By NKOPANE MAKOBANE and Sapa

THE dispute between the Food and Allied Workers' Union (Fawu) and South African Breweries (SAB), continued yesterday with prices of beer at shebens rocking.

The union yesterday made proposals to SAB and told a Press conference yesterday that it was still awaiting a response from the company. Its offer was:

- The reinstatement of all workers at the Rosslyn plant
- A joint objective study done into the question of continuous production, and
- Negotiations should take place between the union and SAB

The dispute now involves nine plants with more than 20000 workers involved. It started at Rosslyn on Friday a week ago and last week a number of plants joined. Two more joined in yesterday.

SAB has claimed that it made specific offers to workers before introducing continuous production. Workers had accepted and signed contracts to this effect.

Accused

Mr Gary May, the SAB manager of public affairs, said management had decided yesterday not to set a date by which to replace workers dismissed at Rosslyn and other striking plants.

"We are going to assess the situation later in the week and in the meantime we have hired casuals to keep the production going at Rosslyn," he said.

Fawu also accused South African Breweries of using a beer shortage "to win the sympathy of the public for its fight with the workers". The 2900 workers at



ARCHBISHOP Desmond Tutu was met at Jan Smuts Airport by a large Press contingent and members of the Anglican Church when he arrived from Maputo last night. The archbishop and his entourage had to fight their way through hordes of Press men to cars waiting outside. He will hold a Press conference today at the SACC conference in

No cheer for drinkers as shebeensers up prices

From Page 1

the nine plants around South Africa have stopped work in sympathy with the Rosslyn workers, Fawu said.

Fawu said SAB had claimed "that all signed contracts with SAB at Rosslyn to work on a continuous shift. This is false".

The union said that in its negotiations with Fawu SAB had been challenged to justify or prove "the contracts were signed".

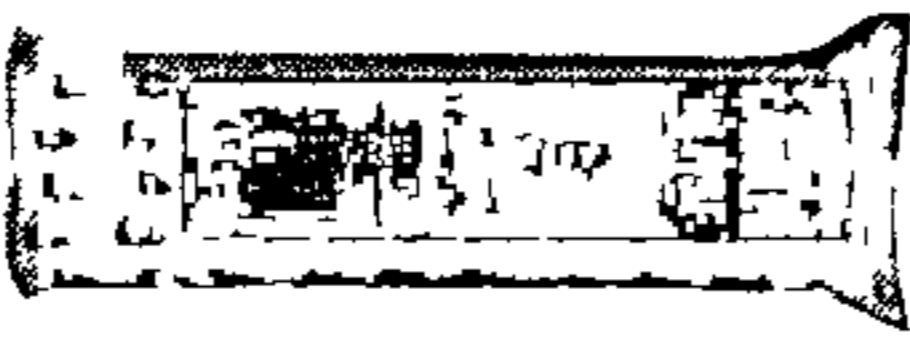
"It has failed to do so," Fawu said, adding that in SAB's affidavits to the Department of Manpower no reference was made to such contracts.

A statement by the union said "Now it seems that SAB wants to use a beer shortage to win the sympathy of the public in its fight with the workers. The public should not lose sight of

SPECIALS
WEDNESDAY AND THURSDAY

PRICES
CANDLES
(Pack of 6)

59c



ELECTRIC DOUBLE HOT PLATE

58 99



the fact that it is a monopoly which is responsible for the shortage not workers". Fawu has denied claims by SAB that employees have signed contracts to this effect. According to Fawu the workers involved have always been willing to negotiate on the issue. They were instead told they were to work the way the company had decided.

The last straw was when the company issued an ultimatum the union claimed. "This got workers' backs up," the union said in a statement.

Meanwhile many shebens have taken advantage of the beer crisis that has occurred as a result of the strike. Prices being charged are far in excess of the usual ones. A quart of beer which sold for R1.50 now sells for R2.00 or more. One person yesterday said he had paid R1.40 for a dumpie.

Production of beer quarts was discontinued last week a few days after the dispute. A massive beer crisis is now facing the country and worsens every day the dispute is not solved.

In a statement issued late yesterday Mr May said "SAB notes with dismay the comments issued by the Fawu. We do not find anything constructive or which could assist both parties in achieving a reasonable negotiated settlement of this dispute".

BEER STRIKE OVER

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17/87

The Argus Correspondent

JOHANNESBURG. The beer strike is over. An agreement has been reached between South African Breweries (SAB) and the Food and Allied Workers Union (Fawu), ending widespread strikes at brewery plants.

An SAB spokesman said the company's employees were returning to work today.

"The company and Fawu have agreed to certain temporary arrangements which will apply until the issue is resolved," said the spokesman.

He said a key factor in the agreement is that one of the largest bottling lines, 750ml quart size, at the Rosslyn plant in Pretoria, will go into continuous operation with immediate effect.

"This line will be staffed by employees who were recently engaged specifically to work the seven-day-a-week shift, and casuals."

The 343 Rosslyn workers who were dismissed on June 19 for refusing to sign forms agreeing to the introduction of continuous operation at the plant have been re-instated "on conditions not less favourable than those applicable to them before their dismissal," the spokesman said.

Casual workers

Both parties had agreed that SAB would have the right in the short term to employ casual workers.

At least 3 200 SAB employees at 10 plants or depots countrywide went on a sympathy strike with the Rosslyn workers, resulting in severe shortages of beer.

Quarts are unavailable in the Transvaal and the Free State and cans and dumpies are running out.

The agreement was made pending the outcome of joint mediation on the question of continuous operation at the Rosslyn Brewery, SAB said.

The strike at Rosslyn started on June 19 when workers downed tools in protest against the proposed implementation of a seven-day-a-week continuous shift system at the plant.

By yesterday, about workers at 10 SAB plants or depots nationwide had joined the stoppage.

SAB accused Fawu of intimidation of workers at Rosslyn, at its Caledon malting plant and near its Newlands brewery.

Police confirmed they arrested four people after an incident outside the Rosslyn plant early yesterday.

Emergency supplies

During the strike, an urgent SOS was sent out to South Africa's black neighbouring black states begging for beer.

Appeals for emergency supplies of bottled beer were sent to Lesotho, Swaziland, Zimbabwe and SWA/Namibia to try and ease the threatened beer drought caused by the strike that paralysed local production for 12 days.

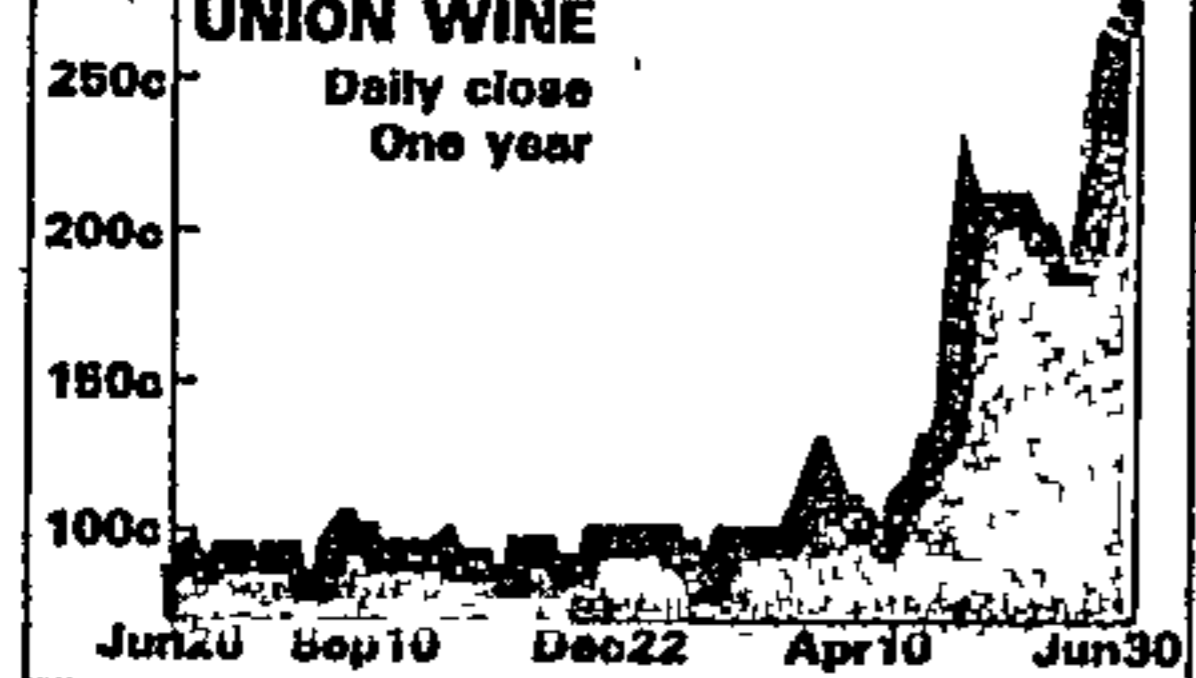
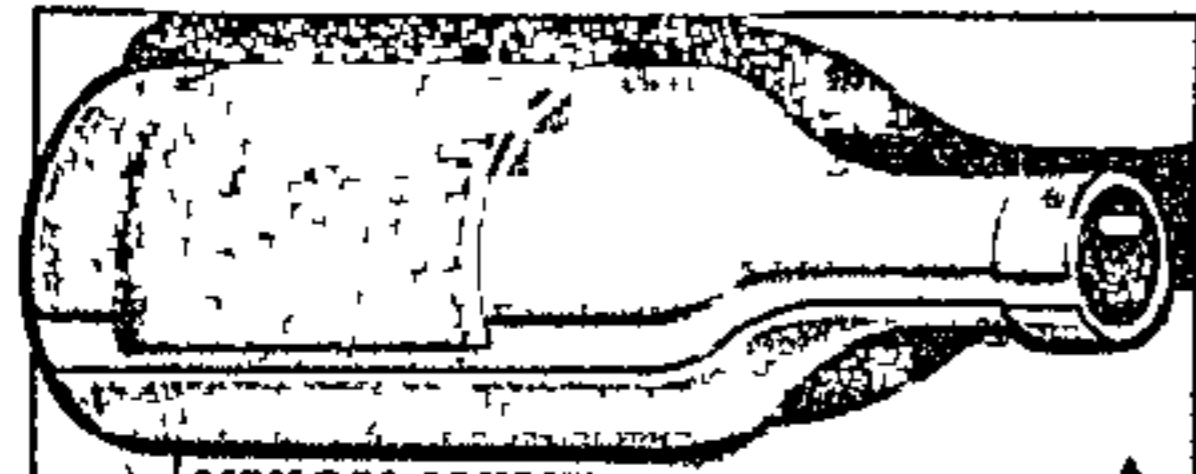
Contingency plans were also made to send tankers of beer to Swaziland to be bottled there if the strike continued.

In Zimbabwe, the National Breweries received an order for millions of bottles of beer from the SAB. The order was worth R3-million.

● In Cape Town, Mr John Seton, regional director for the coast, said management and Fawu were meeting to discuss the return to work and the full workforce was expected back today.

A Fawu spokesman said today that wage negotiations would start again shortly.

Sources at the brewery in Newlands said there had never been a complete stoppage in Cape Town.



Source: JSE Graphic: JOHN MCCARRN

Kersaf, Union Wine tie-up?

CHERYLYN IRETON

THE speculated tie-up between Kersaf and Union Wine could bring the formation of a new liquor distribution force controlling about 10% of the market.

The JSE and the liquor industry have, for the past two months, been abuzz with talk of a deal between the two giants.

This is borne out by Union Wine's share price soaring from 80c in February to a high of 280c late last week.

Both Kersaf director Ian Heron and Union Wines chairman Jan Pickard would not comment on the rumours, but stock market analysts are convinced a deal was concluded late last week.

Kersaf's role in the food and beverage sector has been strengthened by the recent Satbel/Squires Foods link-up, which gives it an interest in, among others, Mike's Kitchen, Longhorn, Captain Dorego and various theme pubs.

Union Wines, a member of the Picbel group, has retail liquor interests and a 100% shareholding in Picardi Hotels

Shortage looms as SAB strike grows

Business Day Reporter and Sapa

THE SA Breweries strike intensified yesterday with 700 workers at the Chamdor brewery and the Vereeniging depot joining the strike.

And four people were arrested after police dispersed a group of about 100 dismissed SAB workers at the company's Rosslyn plant.

The group had demanded entry to the plant to "evict" other workers in violation of a court order preventing them access, unless it was to work.

SAB is currently running 50% of planned production.

A spokesman said "There will be shortages caused by distribution delays and so-called stock-outs, even though there is beer in the system."

Beer production in Namibia will not be able to offset the SA shortage, South West Breweries marketing manager Ernst Ender said yesterday.

SAB had increased orders for Namibian beer, but production facilities in

the territory were not geared to satisfy the demand.

"Obviously we will try to fill the gap wherever we can," Ender said.

Management said rising intimidation and violence were preventing many employees from returning to work.

An SAB spokesman said the company had "a mountain of evidence" of intimidatory actions. He said the allegations would be raised at a meeting with the Food and Allied Workers' Union, scheduled for last night.

Fawu members have been on strike since June 19 in protest against the introduction of seven-day-a-week production.

Worker sympathy stoppages have been reported at about 10 other company plants and depots in the country, REUTERS reports.

A-G Meese subject of probe

WASHINGTON — Attorney-General Edwin Meese violated federal law because he failed to get Government Ethics Office approval when investing \$60 000 in a limited blind partnership.

This was said by Office of Government Ethics director David Martin in a letter to Congress yesterday.

Meese is the subject of a criminal investigation by independent counsel James McKay, who will determine, among other things, whether any of the

money was invested in scandal-plagued Wedtech.

The 1978 Ethics in Government Act "contains specific requirements for the creation of blind trusts, including necessity of approval by our office," which Meese did not obtain, said Martin.

The ethics law which Meese violated contains criminal penalties. But it is not known whether they apply in Meese's

➔ To Page 2

3 BUSINESSES DAY

0c (45c + 5c tax)
For other prices, see Back Page

Natal, Western Province, Eastern Province 80c (71c + 9c tax)

NUM to start strike ballot after wage deadlock

WAGE negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines deadlocked yesterday and the union plans to start strike ballots at 27 gold mines and 18 collieries next week.

Both sides modified their positions again at yesterday's conciliation board talks. However, disagreement remains on NUM demands for 30% wage increases, increased annual leave, paid leave on June 16, danger pay and improved death benefits.

NUM spokesman Marcel Golding said the union accepted a proposal by the Manpower Department

ALAN FINE

official in attendance for the dispute to be referred to mediation or arbitration.

The chamber, however, turned down the proposal. It could not be reached for comment on this.

The chamber's final offer ranged from 17%-23% on all gold mines except three marginal mines where the offer was 16%-21,6%.

The offer for coalminers ranged from 15% to 23,4%, with differential offers from different groups.

The NUM said it remained committed to reaching an agreement with the chamber.

The chamber expressed regret at the outcome and said it believed the offers are "eminently reasonable" and hoped the majority of NUM members would accept them as such.

Member mines plan to implement increases today that are "slightly lower" than the final offer. They say they were compelled to do this because the NUM represents only 170 000 workers in recognised bargaining units, out of the total 500 000-strong workforce in affected job categories.

The NUM says it is bargaining for about 200 000 members.

Mercedes strike nearly resolved

3
Cueport 11/18/87

By MICHEL DESMIDT
A STRIKE for longer working hours by 300 Mercedes-Benz factory workers in East London is almost resolved

The company's public relations manager, Mrs Delene Macfarlane, said today that after meeting the National Automobile and Allied Workers' Union this morning, management had agreed to the demands and an end to the strike was in sight.

Union officials reported to workers this morning and a decision was imminent, she said

The strikers were demanding an end to the shorter day and night shifts of seven and eight hours respectively and a return to the normal

eight- and nine-hour shifts.

Despite strong product demand, the shorter hours had been introduced because of the decline in total market sales

The question of longer working hours was due to have been discussed on Friday, but workers decided to strike ahead of negotiations, Mrs MacFarlane said

The rest of the 4 000 workforce had kept the assembly line running, but some loss in production was inevitable, she said

● Production at the Volkswagen plant in Uitenhage was back to normal this morning after a three-day strike by about 40 paintshop workers

ALLEGATIONS DENIED BY SAB

SOUTH African Breweries would seek legal opinion over allegations, "bordering on defamation", by the Food and Allied Workers Union and SAB was prepared to demonstrate, "in court if necessary", their integrity and good faith in trying to resolve the strike by its employees, the company said in a statement.

Reacting to Fawu claims that the SAB wanted "to win the sympathy of the public in its fight with its workers," Mr Gary May, SAB's manager of public affairs, said "SAB is proud of its business and industrial relations record and would not indulge in the cheap tactics described by the union"

The in-fighting comes in the midst of a strike which has spread to nine SAB operations in the Transvaal and the Cape over the dismissal of 343 workers at SAB's Rosslyn plant following their refusal to accept a system of continuous operation

Sympathy

The continuous operation would mean the brewery would operate around-the-clock daily — including weekends

Workers at SAB's East London plant and its Caledon malting plant joined workers at Isando, Denver, Alrode, Wadeville, Newlands and Pinelands, striking in sympathy with the Rosslyn employees

It is estimated that 2900 workers have downed tools

15
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1/7/87

Strike at SAB plants intensifies

(152) DD
1/7/87

Dispatch Correspondent
JOHANNESBURG — The South African Breweries (SAB) strike intensified yesterday with 700 workers at the Chamdor brewery and the Vereeniging depot joining the strike.

SAB appealed for calm and restraint as striking workers at Rosslyn attempted to gain entrance to the brewery and strikers at the Caledon plant forced their way on to the premises

SAB's Port Elizabeth brewery also came out on strike, bringing the number of strikers to 3 200 and the number of plants out to 10

Four people were arrested after police dispersed a group of dismissed workers at the Rosslyn plant

The group had demanded entry to the plant to "evict" other workers in violation of a court order preventing them access unless it was to work

Rising intimidation and violence was preventing many employees from returning to work

An SAB spokesman said the company had "a mountain of evidence" of intimidatory actions. He said the allegations would be raised at a schedule meeting with the Food and Allied Workers Union (Fawu)

The evidence includes video tapes, individual charges that have been laid and affidavits

SAB cited some examples of the violence as

● People being stoned at Cape Town's New-

lands station,

● A panga attack on SAB employees at the station,

● The burning of employees' private cars at Rosslyn,

● Notices put up on Rosslyn employees' doors

Reaction to the allegations could not be obtained yesterday from the union and its umbrella body, the Congress of South African Trade Unions.

The breweries spokesman said "We are very worried about the innocent people being affected by the actions of striking union members and the fact that striking employees are acting in direct conflict with the interdicts we have obtained"

Fawu members have been on strike since June 19 in protest against the introduction of seven-day-a-week production

SAB is currently running 50 per cent of planned production.

"There will be shortages caused by distribution delays and so-called stock-outs even though there is beer in the system, the spokesman said"

Beer production in Namibia will not be able to offset the South African shortage.

SAB has increased orders for Namibian beer, but facilities in the territory were not geared to satisfy the demand.

Meanwhile, Johannesburg barmen warned that pubs would start closing on Monday unless the strike ended soon

"What is the use of staying open when we have no beer to sell" a barman with 37 years' experience lamented. "People don't drink just spirits and wine" With no beer, we will close. This town will be dead from Monday on You watch"

In Soweto the strike is beginning to hit shebeens Patrons have to pay R1,60 for a quart, up 20c on the price of a few days ago

Revellers expect to pay R2 for a quart by the weekend. — Sapa

Thirsty beer drinkers say cheers to end of strike

28/6/11
1/20/11
3m
2/5

By MICHEL DESMIDT

THE 13-day national strike by 3 900 South African Breweries staff was called off late last night and workers started to trickle back to duty today.

In Port Elizabeth, most of the estimated 250 strikers at the company's North End brewing plant and the Perserverance depot should be back at work as news of the late-night agreement reached in Johannesburg filters through to the regions

The two-day sympathy strike in Port Elizabeth has resulted in 12 hours' lost production, according to a spokesman. However, casual labour and salaried staff maintained the day shift and deliveries from the depot continued with hired transport

Supplies in Port Elizabeth would not be affected and full production was expected to resume

by tomorrow morning, said the spokesman. Contingency plans would remain in force until all the workers returned

The good news for beer drinkers is that the beer stock situation should begin to improve substantially, although a SAB spokesman said from Johannesburg today that it would be some time before the situation returned to normal

The strike began on Friday, June 19, at SAB's Rosslyn plant following a five-month battle with the Food and Allied Workers' Union (Fawu) over having the plant run on a continuous operation

The plant, largest in the southern hemisphere, was designed for continuous operations and should run for 24 hours a day for maximum efficiency

SAB dismissed 343 workers who refused to sign an agreement by June 19 to work shifts during continuous operations, resulting in a national sympathy strike which severely affected beer supplies in parts of the country

Fawu and SAB management agreed late last night to restore normal operations pending the outcome of joint mediation on the question of continuous operations at the Rosslyn brewery

The pact included the immediate re-instatement of the dismissed workers

A key factor in the agreement was that one of the largest quart bottling lines at the plant would go on continuous operation with immediate effect. The line would be staffed by employees who were recently engaged specifically to work on continuous operations, and by casuals

SMP 1/7/87 (152) 1104

300 000 workers in key industries set to strike

By Mike Siluma

The crucial mining and metal industries face large scale industrial action by nearly 300 000 workers, following a deadlock in wage negotiations between employers and representative unions.

Both the National Union of Mineworkers (NUM) and the National Union of Metalworkers (Numsa) announced yesterday they would hold strike ballots for members "in the next few days".

The NUM, which announced its decision after its second conciliation board meeting with the Chamber of Mines was dead-

locked, said it would approach managements for ballot facilities for its 200 000 members affected by the talks

Issues in dispute are

- The NUM demand for a 30 percent across-the-board increase, as opposed to the Chamber offer of increases ranging between 16 percent and 23,4 percent, depending on the nature and profitability of mines
- Danger pay, as well as improvements in holiday leave and death benefits.
- The recognition of June 16 as a paid holiday.

NUM assistant general secretary, Mr Golding, described the union demands as reasonable.

The Chamber, pointing out that the majority of its 500 000 employees were not members of the NUM, said it regretted failure to reach agreement.

"It is the Chamber's belief that the offers tabled were eminently reasonable and it is hoped that the majority of NUM members will accept them."

Numsa decided on a strike ballot after failing to reach agreement with metal industry employers in the Steel and Engineering Industries Federation last month.

Unions expected to push harder

More strike action likely, claims report

ISA
1/7/87

More strike action and longer strikes are possible during the second half of this year, when wage bargaining between unions and companies is likely to be extremely tough, according to a mid-year report on bargaining trends.

Produced by Andrew Levy and Associates, the report covers negotiations between January and June and the likely pattern for the rest of the year.

As the year began, one of the major wage disputes in South African labour history, between OK

and the Commercial, Catering and Allied Workers Union (Ccaawusa) was resolved by mediation.

Soon after the Congress of South African Trade Unions (Cosatu) announced its living wage campaign

OVERTIME

The effects of economic recovery had led to regular scheduling of overtime and, in some cases, the refilling of positions previously lost to retrenchment.

This raised the perceptions of both unions and workers regarding man-

agement's ability to meet big wage increases, leading to greater pressure being applied.

Two major institutional negotiations (mining and metal industries) seemed set for their inevitable disputes in the next six months, with the possibility of national strike action.

Pressure for enterprise level bargaining, consistent with the idea of one union per industry, had continued to be hard pushed by unions. Some groups had granted this, but resistance was expected from others.

Zimbabwean beer will relieve big SA drought

HARARE — South Africans will soon be able to say "Cheers" to Zimbabwe when beer from here crosses the Limpopo

A report from Bulawayo said National Breweries had received an order from South African Breweries

The first consignment will be sent next week

Talks between SAB and the Food and Allied Workers Union (Fawu) were held in Johannesburg yesterday

At least 2 900 Fawu members at breweries in the Cape and Transvaal have stopped work in protest against the company's handling of a dispute with employees at Rosslyn in Pretoria

An SAB subsidiary, Southern Associated Maltsters, was granted a court interdict yesterday restraining Fawu members

LATEST

The beer strike is over and employees are expected to return to work today, a statement from SAB said today.

It said agreement had been reached with the Food and Allied Workers' Union. — Sapa.

from assaulting or intimidating employees of the company, hindering or obstructing the normal operation of the factory and entering the premises other than to work, the Fawu spokesman said.

"They were told that if they behaved themselves, conditions of the interdict would be withdrawn.

"They were sent to a cloakroom and 20 minutes later local police and the army arrived with dogs and guns," he said.

The workers were warned that if they did not leave within five minutes they would be forced off the property.

Yesterday, four people were arrested after a group of about 100 dismissed workers were dispersed at Rosslyn, police said.

The Star's Africa News Service and Staff Reporter

3 900 SAB staff now on strike

JOHANNESBURG. — The strike by South African Breweries workers escalated to nearly 4 000 workers yesterday and barkeepers warned they may have to shut down next week if the taps are not turned back on.

The strike, which began on June 19 over a change to 24-hour production and round-the-clock work shifts, has escalated from about 350 workers to 3 900, SAB spokesman Mr Gary May said.

He accused union members of using violence and scare tactics to prevent non-strikers from going to work. "We are very worried about the innocent people being affected by the actions of striking union members," he said.

He said workers were attacked with knives and stones at a Cape Town station, and employees' cars were burned at the Rosslyn brewery near Johannesburg.

Four people were arrested yesterday at the plant after police dispersed a group of about 100 dismissed SAB workers who had demanded entry to "evict" other workers — in violation of a court order preventing them access unless it was to work.

SAB is currently running at 50% of planned production, Mr May said.

He said SAB, which provides 98% of South Africa's beer, is using management and casual labour in an effort to meet the demand.

Beer production in Namibia will not be able to offset the shortage, marketing manager of South-West Breweries, Mr Ernst Ender, said yesterday. The SAB has ordered supplies from Namibia, but production facilities in the territory are not geared to satisfy the demand. "Obviously we will try to fill the gap wherever we can," Mr Ender said.

Hotels, bars and liquor stores in Cape Town and Johannesburg yesterday reported short supplies of beer.

"What is the use of staying open when we have no beer to sell," lamented a Johannesburg saloon keeper. "With no beer, we will just close. This town will be dead from Monday on."

The Food and Allied Workers Union (Fawu) and SAB management were scheduled to meet last night. — UPI, Own Correspondent and Sapa

Alleged intimidator in court

Court Reporter

A MAN pleaded not guilty in the Wynberg Regional Court yesterday to intimidating workers at Ohlsson's Cape Breweries in Newlands by forcing them to stay away from work.

The State alleges that Mr Wennington Nwezo, 43, of Khayelitsha — who was charged and brought to court the day the alleged offences took place — intimidated Mr Michael Tite, Ms Noheza Nembile and Mr Welcome Jubisa yesterday by forcing them to stay away from work.

It is further alleged that he assaulted and injured them by hitting them with an axe or sharp instruments, punching and kicking them.

He is alternatively charged with assault with aggravating circumstances and intimidation in that he threatened to kill, assault and injure them.

The matter was adjourned to July 8. Mr MS Knox was the magistrate Mr ML Sher prosecuted. Mr Nwezo was not represented.

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Mining and metal industries facing a strike

The Argus Correspondent
JOHANNESBURG — The mining and metal industries face industrial action by nearly 300 000 workers, following a deadlock in wage negotiations between employers and representative unions.

Both the National Union of

Mineworkers (NUM) and the National Union of Metalworkers (Numsa) have announced they will hold strike ballots for members "in the next few days".

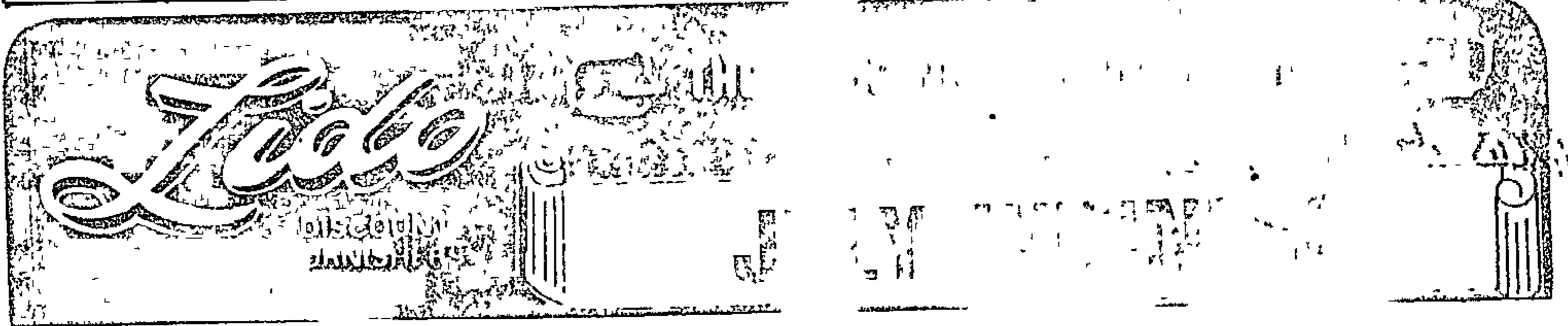
The NUM, which announced its decision after its second conciliation board meeting

with the Chamber of Mines had reached deadlock, said it would approach managements for ballot facilities for its 200 000 members affected by the talks

Issues in dispute are The NUM demand for a 30 percent across-the-board increase, as opposed to the chamber's offer

of increases ranging from 16 percent to 23,4 percent, depending on the nature and profitability of mines

Danger pay, as well as improvements in holiday leave and death benefits and the recognition of June 16 as a paid holiday



Work stoppage closes EL car plant

Dispatch Reporter

EAST LONDON — The Mercedes Benz South Africa car manufacturing plant here, was closed down yesterday afternoon following a work stoppage on Monday after workers in the paint shop downed tools

A spokesman for the company, Mrs Delene MacFarlane, said from Pretoria yesterday that 29 employees downed tools in the paint shop

with a demand for the abolition of short time

She said the work stoppage subsequently spread to all employees in the paint shop

During discussions with employee representatives the company agreed to return to normal shift hours in the paint shop as from July 6, when re-scheduled bus transport would be available

Mrs MacFarlane added that in order to

make the proposed shift arrangements possible, technical re-arrangements would also have been required in the paint shops which would have resulted in the transfer of some employees

She said employee representatives had rejected the offer and demanded that the new shift arrangement be implemented from today and that buses be provided

In addition, employee representatives had rejected management's right to affect such transfers as would be necessary in order to make the proposed shift arrangements possible

Mrs MacFarlane said the company could not meet the demands and had had no option but to close other departments at the plant which had been affected

She said management had repeatedly indi-

cated to the National Automobile and Allied Workers' Union and employee representatives that unilateral strike action would result in the company having to close the plant

"The plant is therefore effectively closed as from 5 pm July 3. Management is anxious to reach an agreed settlement and the plant will be re-opened as soon as settlement is reached," she said

Cape Times 2/7/87

Mercedes shuts down after strike

152 Own Correspondent

PORT ELIZABETH — Mercedes-Benz shut down its East London plant last night after union officials and management failed to resolve a strike which started on Monday.

By yesterday 300 workers — the entire paintshop workforce — had downed tools

The paintshop forms an integral part of the assembly lines and the company closed the other departments, according to a statement released last night

Although management yesterday accepted worker demands, agreement could not be reached on a date to implement extended shifts. Workers want to start the longer shifts immediately, but the company wants to start on July 6.

Shorter hours had been introduced because of the decline in sales, according to a company spokesman

The strike is the second to affect the Eastern Cape motor industry this week. Production at the Volkswagen factory in Uitenhage stopped over a wage dispute — also involving paintshop employees. Production was back to normal yesterday.

Cape Times 2/7/87

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□ Daimler-Benz to stay — Page 7

CAPG TIPS 5/17/87

~~152~~
152

Beer strike is settled

Own Correspondent

JOHANNESBURG. — Members of the Food and Allied Workers' Union (Fawu) began returning to work at midday yesterday after an agreement to end their strike, and SAB said it expected stocks to return to pre-strike levels in two to three weeks.

In terms of the temporary settlement, the question of continuous operation at the Rosslyn Brewery will be referred to joint mediation. All dismissed workers have been reinstated.

Volunteers, casual labour and employees recently engaged specifically to work on continuous operations will do weekend work.

The return to work has been marred at a Cape Town plant, however. According to SAB industrial relations manager Mr Rob Childs, workers refused to resume production after a shop steward was arrested and charged in terms of the Intimidation Act.

In a statement yesterday, Fawu described the outcome as a "great victory".

Mr Childs said he did not think that was correct or constructive. "We prefer to see it as a negotiated compromise between the parties. We must now endeavour to find a mutually acceptable solution."

Fawu said it remained "of the strong view that workers cannot be forced to accept changes in conditions of work".

Mr Childs said that, while he was not acknowledging any union allegations, he thought the company and the union had structured a solid foundation from which to move forward.

Responding to SAB allegations of intimidation, Fawu said it "did not operate according to methods of intimidation".

However, it added, "As long as we have antiquated laws that regulate strikes, and workers are denied basic rights such as to gather and to picket, and as long as the police and defence force are present at every industrial dispute, it is inevitable there will be incidents.

"In many cases these incidents are due to management or police over-reaction, and could easily be avoided."

South 2/7/86

British firm 'tried to smash' union

South Reporter
THE South African subsidiary of a giant British multinational sacked its entire workforce of nearly 1 000 workers two years ago to "smash" their union, an Industrial Court heard this week.

John Sampson, administrative manager of BTR Sarmcol, testified before an industrial court in the Natal town of Howick where Sarmcol sacked the workers for taking part in a legal strike two years ago to protest against management's failure to recognise their union, which represented 98 per cent of the workforce.

Asked by union lawyer Martin Brassey if the sacking reflected a desire to smash the union, Sampson said, "to some extent this is partially true".

'Unfair'

The Metal and Allied Workers Union (Mawu) has applied for reinstatement on the grounds that the workers were unfairly dismissed.

Mawu is claiming Sarmcol's failure to recognise a union with 98 per cent support is a breach of the European Economic Community and the International Labour Organisation Codes of Conduct for companies operating in South Africa.

Sarmcol has argued in response that the May 1985 strike resulted in "disorderly, angry and intimidatory action", and that it was entitled to sack the workers for breach of contract.

Sampson said that the company made no profits in the four months prior to the strike due to a series of go slows and stoppages.

Earlier he told the Industrial Council that the company had at one stage considered calling in the police to protect the factory because it was a "strategic industry".

July 2 1987

2/7/87 152

Fawu in a froth over its 'great victory'

Battle begins to beat backlog as SAB strike ends

MEMBERS of the Food and Allied Workers' Union (Fawu) began returning to work at midday yesterday after agreement to end the SAB strike, and the company said it expected stocks to return to pre-strike levels in two to three weeks

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ALAN FINE

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"In many cases these incidents are due to management or police overaction, and could easily be avoided."

Strike ballot is 'normal'

A DECISION by the industry's largest union to call a strike ballot was a normal part of the collective bargaining process, the Steel and Engineering Industries Federation of SA (Seifsa), said yesterday

Seifsa director Sam van Coller was responding to an announcement by the National Union of Metalworkers of SA (Numsa) of plans to ballot more than 70 000 members in 500 factories next week, following the deadlock in

Industrial Council negotiations

He disputed a number of union assertions about the circumstances of the dispute

Numsa represented only 20% of the organised workforce, said Van Coller and Seifsa was satisfied in the current economic situation the wage offer made by employers was "very substantial"

ALAN FINE

Postal strike talks go on

(S2)
(8/8)

DD
2/7/87

Dispatch Reporter

EAST LONDON — Talks to end an eight-day Post Office strike continued here yesterday. A post office spokesman in Port Elizabeth, Mr R Strydom, said negotiations between senior post office officials and representatives of the Post and Telecommunications Workers Association (Potwa) continued yesterday and could carry on today.

Almost 100 more East London workers had joined the strike yesterday, Mr Strydom said.

A total of 989 workers, comprising construction labourers, engineering workers and postmen, are now on strike in Port Elizabeth, Kirkwood and East London.

Mr Strydom, who refused to comment on the reason for the stayaway, said the New Brighton post office, near Port Elizabeth, had been closed, and there were no postal deliveries in the township following 33 postmen joining the strike.

In East London 282 construction labourers were on strike, Mr Strydom said.

The president of Potwa, Mr Vusi Khumalo, could not be contacted yesterday.

At the weekend he said the workers had gone on strike in sympathy with three people dismissed in January.

12
12

Ccawusa officials

THE work stoppage by over 500 Transport and Allied Workers' Union members at Lebowa Transport, Seshego, entered its seventh day yesterday with management and the union deadlocked over worker demands.

Sometun

2/7/87

A meeting between the two yesterday ended without progress after workers refused to allow negotiators to proceed before the release of six worker leaders detained at the weekend.

Meanwhile, the threatened stoppage by about 200 other Lebowa Transport workers at Namakgale, Phalaborwa, yesterday was postponed to today. The central committee of the National Council of Trade Unions (Nactu) is due to meet with senior Tawu officials soon.

SECRET
19/11/82
Secretary

THE strike by almost 3 000 South African Breweries workers is over, but both SAB and the Food and Allied Workers' Union stress the week-old dispute has not been settled.

A spokesman for SAB, yesterday said the 340 workers dismissed on June 19 at the Rosslyn, Pretoria, plant would be reinstated and many had resumed work by yesterday.

He said management and Fawu agreed that the workers would return to work pending the outcome of joint mediation on the question of continuous shifts at Rosslyn. Workers went on strike after objecting to the introduction of the system.

Both parties agreed that SAB would employ casual workers specifically to work the continuous shifts — to keep the plant working 24 hours a day until the dispute was finally settled.

Fawu yesterday hailed the temporary settlement as a great victory and confirmed that workers at eight other plants, who were on a solidarity strike, would resume work.

• More than 70 000 members of the National Union of Metalworkers of SA will hold a strike ballot from July 6-8 over a deadlock with the Steel and Engineering Industries Federation of SA on wage negotiations for the industry, reports Sapa.

• A total of 150 workers at EAC Graphics, a foreign company based in Johannesburg, are on strike after three colleagues were retrenched on Monday.

A spokesman for the African Allied Workers' Union yesterday said that the workers were demanding the reinstatement of Miss Sheila Nkosi, Mr Godfrey Sithole and Mr Paul Nale.

• The National Union of Mineworkers (NUM) yesterday reached an agreement with the Anglo American Coal Mines (Amcol) management to have 27 workers dismissed last Friday at New Largo Colliery to be given a hearing.

DD 2/7/87 (152)

Numsa to call strike ballot

Dispatch Correspondent

JOHANNESBURG — The Steel and Engineering Industries Federation of South Africa (Seifsa) has described the decision by the industry's largest union to call a strike ballot as "a normal part of the collective bargaining process."

Seifsa's director, Mr Sam van Coller, was responding to an announcement by the National Union of Metalworkers of South Africa (Numsa) of plans

to ballot more than 70 000 members in 500 factories next week, following the deadlock in industrial council negotiations.

However, he disputed a number of union assertions about the circumstances of the dispute.

Numsa was the only one of 15 union parties to the council to reject an employer offer of increases ranging from 39c to 72c per hour.

But it has said that it represents 80 000 of the

140 000 organised semi-skilled and unskilled workers in the industry, and finds it iniquitous that the major union in the industry has again been over-ruled by minority unions.

It also argued that increases offered are below the inflation rate and finds this unacceptable given vastly improved profits in the industry.

Seifsa's response is that Numsa represents only 20 per cent of the organised workforce.

Cape Times
3/7/87 (152)

PO strikers threaten to make it national

OWN Correspondent

PORT ELIZABETH — The strike by post office construction employees in the Eastern Cape could spread to the rest of the country next week.

The national president of the Post Office and Telecommunications Workers' Association, (Potwa), Mr V A Khumalo, said yesterday that if the 11-day strike was not resolved this weekend he would launch a national strike.

The strike began over what Potwa described as an unfair dismissal of about 50 employees in the region and the refusal of management in some areas to recognize the association.

The association is protesting about the dismissals saying it should have been approached first.

Other demands include removal of apartheid structures within post office buildings and change in the "racialistic attitude" of some white superiors, as well as salary parity.

Cape Times

3/7/87

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Insurance stayaway

Own Correspondent

JOHANNESBURG. — About 86 employees of the Mutual and Federal Insurance Company Ltd yesterday stayed away from work in protest against the company's refusal to give full recognition to the Insurance and Assurance Workers' Union of South Africa (IAWUSA).

Their spokesman, Mr John Rakgoadi, said the company, which employs nearly 179 blacks, had offered sectional agreements which were not acceptable.

The Mutual had black workers in different sections which meant more than one recognition agreement, Mr Rakgoadi said.

Mutual's personnel manager, Mr P Horovsky, confirmed that some employees had not been to work since midday Wednesday.

days after a runaway mental patient
the front court of Buckingham Palace.

Merc factory strike over

EAST LONDON. — The Mercedes Benz factory here, which was closed on Wednesday after a work stoppage, will reopen on Monday. An agreement was reached between representatives of the National Allied and Automobile Workers' Union and the company, company officials said yesterday. The 800 workers would return to resume normal working hours.

days after a runaway mental patient
the front court of Buckingham Palace.

Merc factory strike over

EAST LONDON. — The Mercedes Benz factory here, which was closed on Wednesday after a work stoppage, will reopen on Monday. An agreement was reached between representatives of the National Allied and Automobile Workers' Union and the company, company officials said yesterday. The 800 workers would return to resume normal working hours.

CAD 7/15 3/7/87

1 000 Cadbury workers strike

Own Correspondent

JOHANNESBURG. — About 1 000 Cadbury workers in three provinces went on strike yesterday, protesting against the company's decision to sell its fleet to outside cartage contractors as a cost-cutting measure.

A statement released by the Food and Allied Workers' Union (Fawu) yesterday said the sale of the vehicles would render 52 drivers and van assistants redundant from July 10.

Cadbury's general manager, Mr John Perrot, said from Port Elizabeth: "We had negotiated that no people would lose jobs as the cartage companies would take over the workers.

"The problem was that Cadbury was paying a higher rate."

COPY 1000 3/7/87 (152)

Zimbabwe brewery 'did not defeat strike'

BULAWAYO. — The general manager of Zimbabwe's National Breweries denied local press reports that his company defeated the SAB strike in South Africa by agreeing to supply beer to SA.

Mr Denis Watts told Ziana here yesterday that it was "mere coincidence" that the order for 1,1 million cases of "Lion Lager" worth ZD 2,5 million (R2 million) had been placed at a time when brewery workers around SA were on strike in solidarity with dismissed workers in Pretoria who refused to work on a continuous-shift basis.

Mr Watts said negotiations for the export orders began more than five months ago.

"We have had five months of planning and this has nothing to do whatsoever with the strike."

He also said there was no intention to flout the sanctions call against Pretoria and the order was not aimed at frustrating the aspirations of the 37 000 black workers who called off their 10-day strike yesterday. — Sapa

MRGUS 2/7/87

7 000 on strike at Volkswagen and Mercedes

Argus Bureau

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PORT ELIZABETH — About 7 000 Eastern Cape workers at Volkswagen in Uitenhage and Mercedes-Benz in East London are on strike.

At Volkswagen strikers who resumed work on Wednesday after a three-day stoppage walked out again a few hours later.

The strike was sparked by objections to a new colour-matcher being paid extra money.

Workers demanded equal pay for equal work and downed tools last Thursday. They returned briefly and then walked out again leaving 4 500 hourly-paid employees without work

The Mercedes plant is expected to reopen on Monday after 340 paintshop workers, demanding longer hours, closed the plant which employs 2 460

Yesterday an agreement was reached between company officials and the National Allied Automobile Workers' Union that workers would return for normal hours on Monday

About 1 000 Cadbury workers in three provinces went on strike yesterday in protest against the company's decision to sell its fleet to outside cartage contractors, leaving 52 drivers and assistants redundant from next Friday.

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One more bitter day during the longest dispute

Weekly Mail Reporter: HOWICK
THE local subsidiary of a giant British-based transnational corporation has admitted that its reason for sacking almost 1 000 black workers — sparking off the longest and most bitter South African labour dispute involving a foreign company — was partly to "smash" their union.

The admission was made by John Sampson, administrative manager of the local subsidiary, BTR Sarmcol, under cross-examination by lawyers acting for the Metal and Allied Workers' Union (Mawu). He was giving evidence this week at an industrial court hearing at the Edendale Centre.

Mawu, which represented 98 per cent of the Sarmcol workers when they were sacked for going on a legal strike in May 1985, has applied to the industrial court for full reinstatement.

They are arguing that the strikers, who were protesting Sarmcol's refusal to recognise their union, were unfairly dismissed.

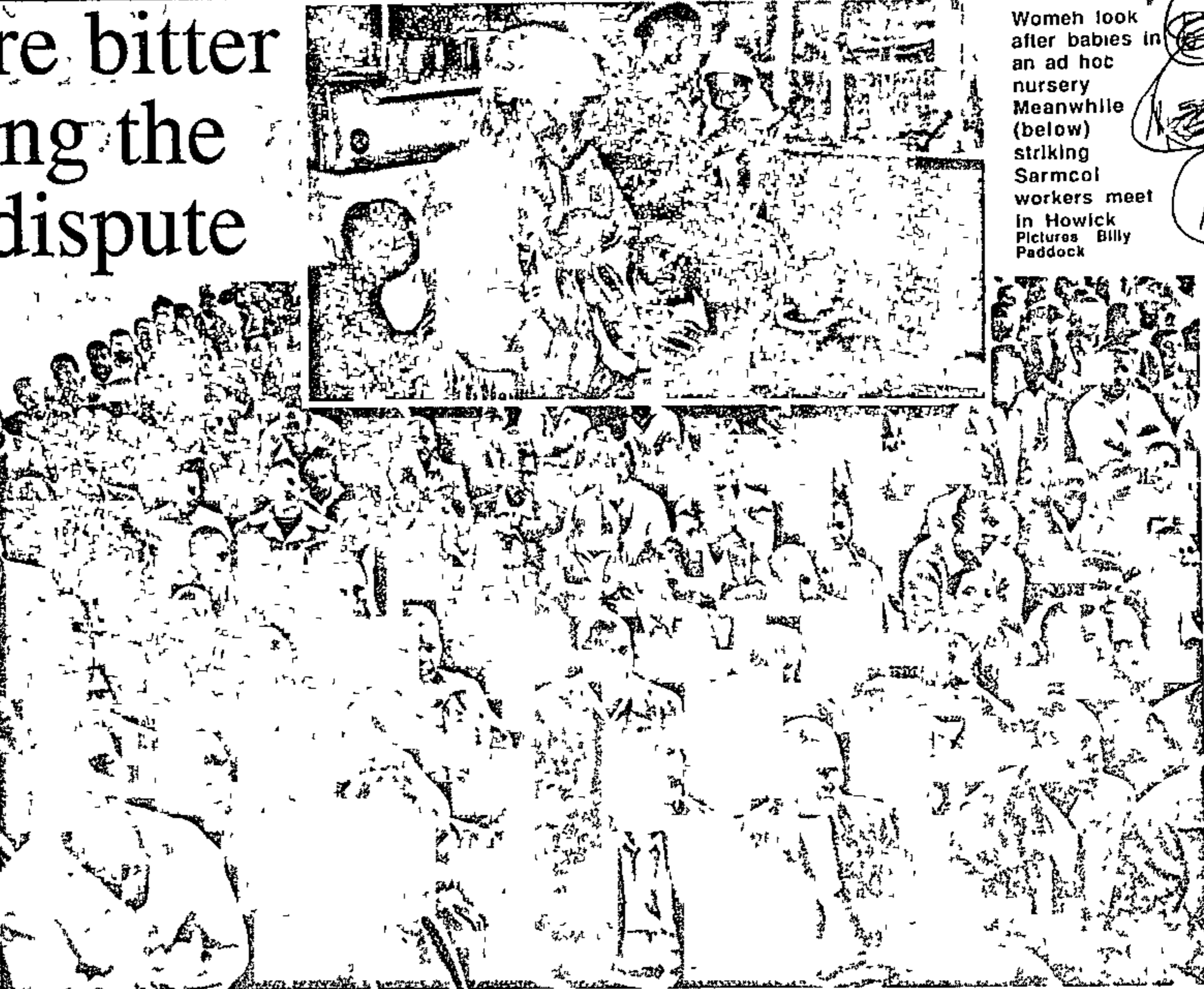
Asked by union advocate Martin Brassey if Sarmcol's decision to dismiss the strikers, "reflected a desire to smash the union" Sampson told IC president Pierre Roux "That is to some extent partially true."

Sampson went on to explain that the company had shown no profit in the four months prior to the dismissals because of a series of work stoppages and go-slows in which, he said, the union had displayed an "impossible" belligerence.

Sarmcol is controlled from London by British Tyre and Rubber (BTR), which also owns Dunlop's parent company in the UK.

In their application, Mawu is arguing that the dismissals and Sarmcol's failure to recognise Mawu, despite its overwhelming support in the Howick plant, constitutes a breach of the European Community and the International Labour Organisation codes of conduct for companies operating in South Africa.

In reply, Sarmcol management argues that the May 1985 strike was disruptive and resulted in "disorderly, aggressive and intimidatory action", and it was entitled to dismiss the workers under common



Women look after babies in an ad hoc nursery. Meanwhile (below) striking Sarmcol workers meet in Howick. Pictures: Billy Paddock

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law for breaching their conditions of employment.

Sarmcol and the union have been in conflict virtually from the day it began organising workers at the plant in 1974. For the next decade the company flatly rejected Mawu's demands for recognition, saying the union had the support of only 35 per cent of its workers.

Union officials argue that the union's arrival in Howick coincided with a major mechanisation drive which by 1983 had cut Sarmcol's workforce from 4 500 to just over 1 000. Management used selective retrenchment to keep Mawu's membership down, they say.

Finally, in 1983, Mawu took the company to the industrial court, and in an out of court settlement won access and stop-order facilities. Within

a month the union had the paid up support of more than 90 per cent of the Sarmcol workers.

Now legally entitled to recognition, Mawu battled for two more years without success. In April 1985, a union ballot came out in favour of a strike which began on April 30, after a Conciliation Board hearing had failed. Sarmcol fired the strikers three days later.

Throughout the hearing there has been evidence of co-operation between management and the police.

Mawu shop steward Lawrence Zondi told the court at the start of the hearings last year he was interrogated by police before the strike on company premises, in an office alongside that of Sarmcol industrial relations officer Steve van Zyl, a former policeman.

And Sampson admitted receiving a tip-off from security police in Durban that foreign television correspondent Peter Sharp was travelling to Howick to cover the dismissals.

Sampson passed on the information to police in Howick. "It was a tense period," he explained. "Any intelligence which could have a bearing on security was important."

Sarmcol, which produces industrial hoses and conveyor belts and is the only local supplier of much of its output, is "a strategic industry".

"The police in Howick had a particular responsibility to protect the factory. In the tense period of the strike we thought it might be necessary (to call in the police)."

Police intervention did not materialise, he added, but if the police had gone to the factory, they could have

armed themselves from an armoury on the company premises.

Sampson also referred to advice given to Sarmcol by the labour relations consultancy Andrew Levy and Associates. Six weeks before the strike Sarmcol executives met a member of the consultancy and was strongly influenced by suggestions that Sarmcol sack the entire workforce for striking, then selectively rehire, keeping out the shop stewards.

A note from that meeting in Sampson's handwriting was handed to the court. It reads: "Strike two weeks would not fire or rehire for two weeks more acceptable to the UK clean surgical issue if not broken by two weeks we could have a trickle back and lose shop stewards, by closing gates then perhaps fire after due warnings, obtain a new workforce."

And this week Sampson said that Levy had assured Sarmcol that although international reaction to the mass dismissals was likely to be "heavy" — possibly including approaches to the European Parliament, the ILO and the UN general assembly — there would be little actual leverage on the company.

Levy referred to the failure of previous international campaigns, specifically those around the Wilson-Rowntree and Liberty Life disputes, the court heard. Sampson said "The UN has no say in our affairs in this country" — Agenda Press.

The company town with one in fifteen out of work

EVERY day this week, shop steward Philip Dladla has led his 1 000 rubber worker colleagues to the Edendale Ecumenical Centre to listen to an Industrial Court application to reverse their firing two years ago.

Every night he has led them back to a community shattered by the decision of BTR Sarmcol to dismiss them.

With no other permanent industrial employment in the area, their township, Mpophomeni, is virtually a Sarmcol company town.

Most of the dismissed workers — with an average of 25 years service at Sarmcol — have never worked anywhere else. Neither have many of the other adult males among Mpophomeni's 15 000 people.

Although Sarmcol's average R78,20 weekly wage is about R20 below the central Natal average, it was Mpophomeni's main source of income.

Without it, the community is literally starving.

A health screening project set up by the Metal and Allied Workers' Union (Mawu) after the strike has formally diagnosed fully a quarter of Mpophomeni's children as "malnourished", and a further third as "undernourished".

Among this latter group is Dladla's son, eight-year-old Mkuhulu.

"The incidence of malnutrition will increase in proportion to the time their fathers are unemployed," according to a report of the health pro-

WEEKLY MAIL REPORTER

ject.

The tiny local cemetery, says Dladla, has had to accommodate a great many more small graves in the last two years.

Sharing the graveyard with the bodies of the children are those of senior Sarmcol shop steward Phineas Sibiya and three adult residents killed by black vigilantes late last year in a bloody invasion apparently aimed at

breaking community support for the court battle to force Sarmcol to reinstate the 900 strikers.

No one has been charged with the deaths, but the families of the four victims are suing the Inkatha movement and KwaZulu Police for R400 000 damages.

Dladla is careful to tell anyone visiting Mpophomeni that he speaks for the workers only because Sibiya was killed.

To guard against further attacks,

residents have appointed "marshalls" to watch for suspicious outsiders, and area committees to organise defence.

With his wife and three children, Dladla survives, like his colleagues, on the R2 a day they earn from the co-operatives they set up with the help of the union. Their silk-screening co-op prints most of the T-shirts for South Africa's labour movement, and they also have a vegetable growing co-op — Agenda

MEETINGS

Looking at COSATU
Jay Naidoo (Gen. Sec)
8 p.m. Sat 4th July

Focus on NUM
Cyril Ramaphosa (Gen. Sec)
2.00 p.m. Monday 6th July

Venues: John Moffat Building (WITS)
Issued by WITS SRC

South African Jewish Board of Deputies
CLUB 44
Invites you to hear
Dr Tom Lodge
(Department of Political Studies University of the Witwatersrand)
who will speak on
"Certain Aspects of Recent Developments in Black Politics"
at The Connoisseur Hotel,
Wednesday 15 July at 8 00 pm
Entrance and refreshments R3 00
To ensure seating please
telephone 331-0331
by no later than 13 July

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| Medicine | Speech and Drama |
| Music | Social Work |
| Nursing | Surveying |

Deadlines for applications

Undergraduate applications is 30 September 1987.

Applications for Medicine will be accepted on payment of an extra fee until 31 October 1987, and until 15 January 1988 for all other Faculties. However, advised to apply before 30 September.

Big increase in strikes last year

THE National Manpower Commission's recommendations on strikes and lockouts tabled in parliament last week come against a background of a vast increase in the number of strikes.

More than 420 000 workers participated in 793 strikes last year compared with 240 000 workers in 389 strikes in 1985, according to the annual report of the Department of Manpower.

Strikes were longer, averaging 3,1 days in 1986 compared with 2,8 in 1985.

The NMC recommended that strikes should be decriminalised, except in essential services.

The commission recommended that the notion of the "acceptability" of a strike or lockout should be introduced in legislation, with the industrial court as arbiter of this.

The Labour Relations Act should be amended to protect workers participating in an "acceptable strike" against prosecution under other laws and regulations, such as security laws, the commission recommended.

EL car factory reopens Monday

Dispatch Reporter

EAST LONDON — The Mercedes Benz South Africa factory here, which was closed on Wednesday after a work stoppage, will reopen on Monday

Agreement was reached between representatives of the National Allied and Automobile Workers Union (Naawu) and company officials yesterday, that the 2 800 workers would return to work on Monday and work normal working hours

The local organiser of Naawu, Mr Viwe Gxarisa, and a company spokesman, Mrs Delene MacFarlane, confirmed that a settlement had been reached.

Mrs MacFarlane said an agreement had also been reached on possible transfers of employees within the company, because of technical changes that had to be made in the paint division of the company

The work stoppage began on Tuesday, after some paint division employees demanded that short time be abolished

Sweet plant strike

JOHANNESBURG

About 1000 Cadbury workers in three provinces went on strike yesterday protesting against the company's decision to sell its fleet to outside cartage contractors as a cost-cutting measure

A statement released by the Food and Allied Workers Union (Fawu) yesterday said the sale of the vehicles would render 52 drivers and van assistants redundant from July 10

The union said the company had realised a "massive" R8,5m net profit in the past year and it was predicted that profit margins would be maintained this year

Workers' demands were that the company should

- Stop the proposed redundancies,
- Consider leasing trucks but retaining the workers,
- Explore other avenues of saving costs which did not write off workers

Cadbury's general manager, Mr John Perrot, said from Port Elizabeth the company had up to now run its own fleets and crew at high cost and felt it would be more efficient to lease from professionals

He said talks with Fawu were continuing.

— DDC

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BUSINESS MUST TAKE A GOOD LOOK AT ITSELF

SO many newspaper headlines these days are about strikes and labour disputes that many a manager is anxiously asking himself: Will my business be next to be hit?

The strikes are particularly important for businessmen today because the economy is showing signs of recovery, but a recovery that is fragile in the face of growing sanctions and disinvestment.

What I find particularly amusing these days is the growing number of look-we-are-clean adverts that businessmen are inserting in newspapers to fight "unreasonable" trade unions.

Gone are the days when they relied on normal editorial stories to give their version of events they have to shout their innocence.

This new spate of adverts comes after the scrap-apartheid adverts that became fashionable after September 3, 1984, when the current unrest started.

Businessmen must be asking themselves exactly what has happened to their once loyal labour force before they start looking for troublemakers under every stone. I

suggest that they look at themselves first.

In their introspection they will discover that somewhere in the drawers of the personnel manager's office there might be a copy of reports such as the P-E Salary Survey. These reports quantify apartheid in rands and cents.

Take any category of work and you will find a hierarchy that would please Dr Hendrik Verwoerd if he were to rise from his grave today. Whites are paid the most, "Asians" are next, "coloureds" third, and "blacks" last (I am using the terminology of some of these reports, which is identical to that of Pretoria).

I remember recently watching the managing director of Gefco and chairman of the South African Asbestos Producers Advisory Committee, Mr Pat Hart, on television deprecating the gap between the pensions given to miners whose lungs are affected by asbestos.

According to the publicity secretary of the Black Allied Mining and Construction Workers' Union, Mr Motsomi Mokhele, before a recent 10 percent increase, blacks were 14.7 percent

drugs and drabs, while whites were given R24 000 as a lump sum and a monthly pension.

If that discrepancy does not get you hot under the collar, then you have no sense of justice. Mr Hart should have been out there fighting this wrong instead of making sad noises for TV cameras.

Of course, all managers know that these things are happening in their firms, but I believe that reading the reports I mentioned earlier

with open eyes is a necessary and sobering exercise.

The workers do not have to read any reports they feel and know apartheid in action.

They know that the top jobs, for whatever reason, are for whites only, that there might be a little controlled mixing in the middle — controlled to ensure white seniority in the "mixed" departments, and that blacks will always be at the bottom

of the heap.

These same workers were out there in the trenches, in the townships expressing their anger at apartheid, at the fact that they have no control over their own lives. They are still venting it.

It was inevitable that they would turn their attention to the places where they spend most of their waking lives, their workplaces. They are now expressing their anger at having to be treated

as part of the dumb machinery that has to do what it is told to do, at their lack of control over their work.

They are also expressing their frustration at what is happening outside the workplace because they believe business is not doing enough to change it.

Those companies that have started to realise that they are dealing with living people, who think, love and

laugh and have the ability to make sane choices, will be spared their workers' wishes that they continue wondering at the tricks that fate is playing them — "when we are so good to our people". Even if they pretend to negotiate with the trade unions.

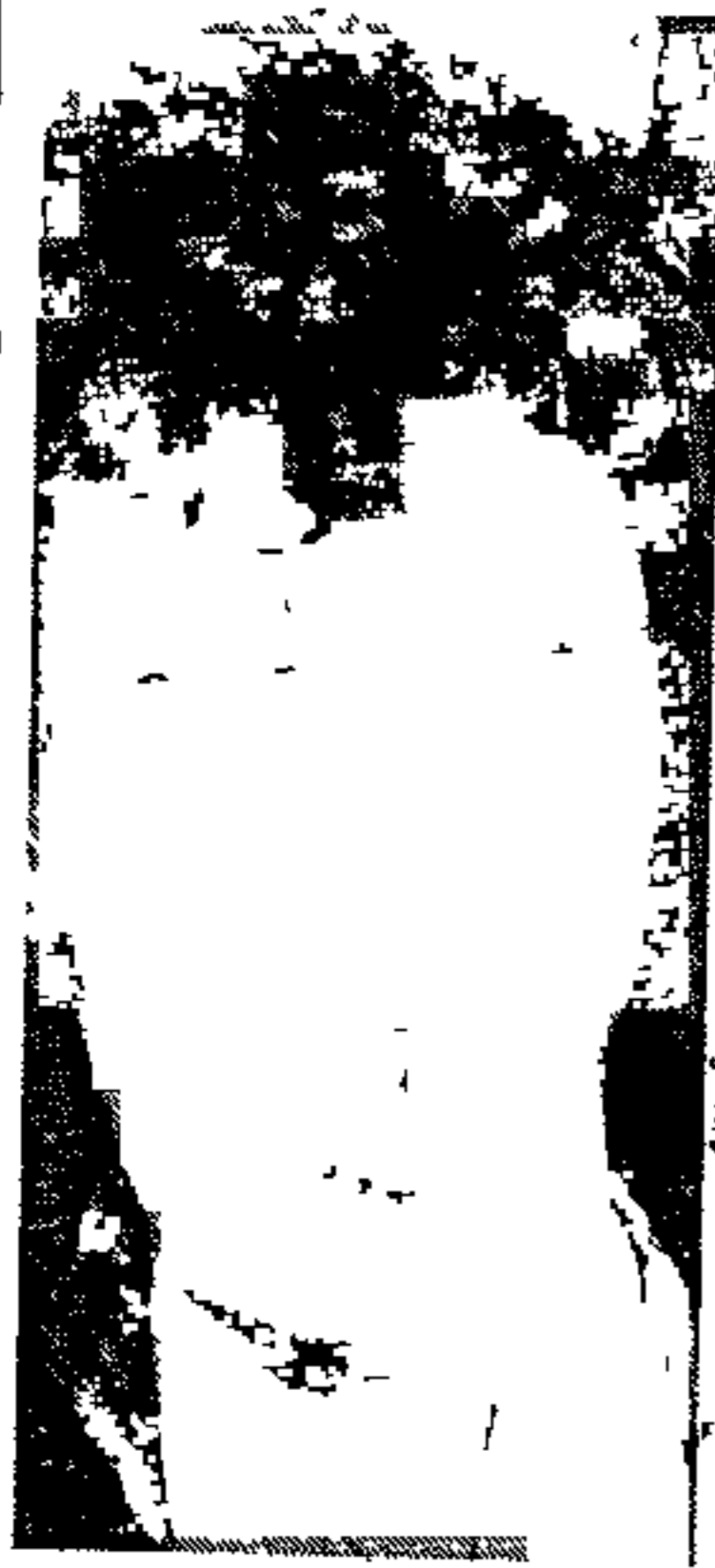
Only the people — through their deeds — will tell if you are good to them.

PERSPECTIVE

Joe Jacobs



Chamber's alleged refusal to go for arbitration



MARCEL Golding . . .
NUM's assistant general secretary.

THE National Union of Mineworkers will begin holding a strike ballot among its 200 000 members on Monday following the Chamber of Mines' refusal to go for arbitration over the current wage dispute

Num's assistant general secretary, Mr Marcel Golding said yesterday that the ballot will be held at 27 gold mines and 18 collieries through the country. The union has 260 000 paid-up members at the mines.

If the workers vote for the strike the mining industry would experience one of the biggest industrial actions which could involve 370 000 Num members.

A STRIKE BALLOT AT MINES

By **THEMBA MOLEFE**

Mr Golding said Num had 370 000 signed-up members in the mines and that in terms of the wage dispute the ballot would involve the

200 000 who are paid-up members.

Num decided on the ballot after the second conciliation board talks with the chamber reached a deadlock this week.

Management has refused the union's

demand of a 30 percent across-the-board increase and instead offered between 16 percent and 21,6 percent for gold mines and between 15 percent and 23,4 percent for collieries.

The chamber has, however, agreed to reduce working hours to an average 94 hours a fortnight.

Mr Golding said the union also demanded 30 days' leave for miners. The chamber allows its employees 14 days leave a year.

He said underground miners were earning a minimum of R229 a month and surface workers received a monthly minimum of R195 in the gold mines.

In the coal mines underground workers earned a monthly minimum of R205 and surface workers R195 a month.

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E Cape post office workers down tools

JOHANNESBURG — More than a 1 000 post office workers have downed their tools in the Eastern Cape over the dismissal of three workers in East London, the president of the Post and Telecommunication Workers Association (Potwa), Mr Vusi Khumalo, said yesterday.

Mr Khumalo said that the work stoppage began on Wednesday, in East London, where 400 workers downed tools over the dismissal of three co-workers in January.

Mr Khumalo said the stoppage spread to Port Elizabeth, Uitenhage and Kirkwood and now involved "well over" a 1 000 workers.

He said workers had other grievances, including petty apartheid.

"Petty apartheid must be abolished in the post office. We want an end to naked racism," Mr Khumalo said.

Potwa is recognised by the post office, but strike action is illegal as the postal service is considered essential. — Sapa

Car firm strike in second day

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S POST
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29/6/87

A PAY strike by about 40 Volkswagen plant workers entered its second day today, crippling production at a time when the Uitenhage plant is battling to meet demand.

Negotiations between management and the National Automobile and Allied Workers' Union (Naawu) continued today over pay demands by 40 paintshop workers, according to VW's manager of public affairs, Mr Ronnie Kruger

Most of the plant's 6 000 workforce reported for work this morning and were waiting to resume production should the pay dispute be resolved, he said

The assembly line, of which the paint shop is an integral part, ground to a halt on Friday morning when Naawu lodged a wage dispute

Lost production so far is estimated at 420 units but Mr Kruger said at this stage it was still possible to make up the shortfall by rescheduling production, thereby avoiding any monetary loss.

Mr Kruger said the strike had not spread beyond the paintshop and it was hoped that production would return to normal tomorrow. He said he could not disclose details of the wage demands as these were the subject of discussions

Ramsay and Dr James Lemieu of the SA
Institute for Medical Research

Chap. 7 mp 29/6/87 (15) (13)
PO workers down tools

JOHANNESBURG. — More than 1 000 Post Office workers have downed tools in the Eastern Cape over the dismissal of three workers in East London, the president of the Post and Telecommunication Workers Association, Mr Vusi Khumalo, said yesterday. He said workers had other grievances, including petty apartheid.

Brewery workers on strike

JOHANNESBURG —
Workers at two more
South African Breweries
today downed tools in
sympathy with striking
Rosslyn workers.

Mr Gary May said
workers at SAB's East
London plant and its
Caledon malting plant had
joined workers at Isando,
Alrode, Denver,
Wadeville, Newlands,
Pinelands and Rosslyn.

He said about 2900
workers had now downed
tools in sympathy with
Rosslyn staff who stopped
in protest against the
plant going on to con-
tinuous production

150
18/10/62

18/10/62

Post Office workers down tools at three city yards

29/6/87



BLACK Post Office workers downed tools at three engineering yards in Port Elizabeth today.

An initial claim by a spokesman for the Post Office and Telecommunications Workers' Union (Potwa) that 4 000 workers had staged a "peaceful" sit-in strike was dismissed by a Post Office official as an "overestimation"

The public relations of-

ficer for the Department of Posts and Telecommunications in the Eastern Cape, Mr Renier Strydom, said black labourers at three unnamed yards had reported for duty but refused to work

Senior officials were negotiating with representatives of Potwa

He did not have details

It is understood that a number of workers downed tools in protest

against the alleged unfair dismissal of two employees in East London last week and would return to work only once their colleagues were reinstated.

Mr Strydom denied any knowledge of claims that black Post Office workers suffered discrimination and maladministration of their affairs

The strike had not disrupted the activities of city post offices, said Mr Strydom. He could not comment on the situation in the townships

A Potwa spokesman declined to discuss the workers' demands until management indicated they were prepared to address them

Mr Strydom said he could not say whether any action had been taken, or whether the workers were occupying the yards

'Sympathy strikes' at breweries: 2 000 out

Labour Reporter

STRIKES at South African Breweries plants around South Africa continued today with about 2 000 workers involved

Workers at SAB's Newlands brewery and Pinelands depot who went on strike on Friday were still out today

Negotiations are continuing between the management and the Food and Allied Workers' Union (Fawu)

Some production is being maintained at Newlands by monthly paid and technical staff and deliveries are still going out

The strike wave was sparked by the dismissal of 343 employees at the Rosslyn plant near Pretoria over a dispute about the introduction of continuous-process production

Sympathy strikes spread first to plants in the Free State and Transvaal before starting in the Cape

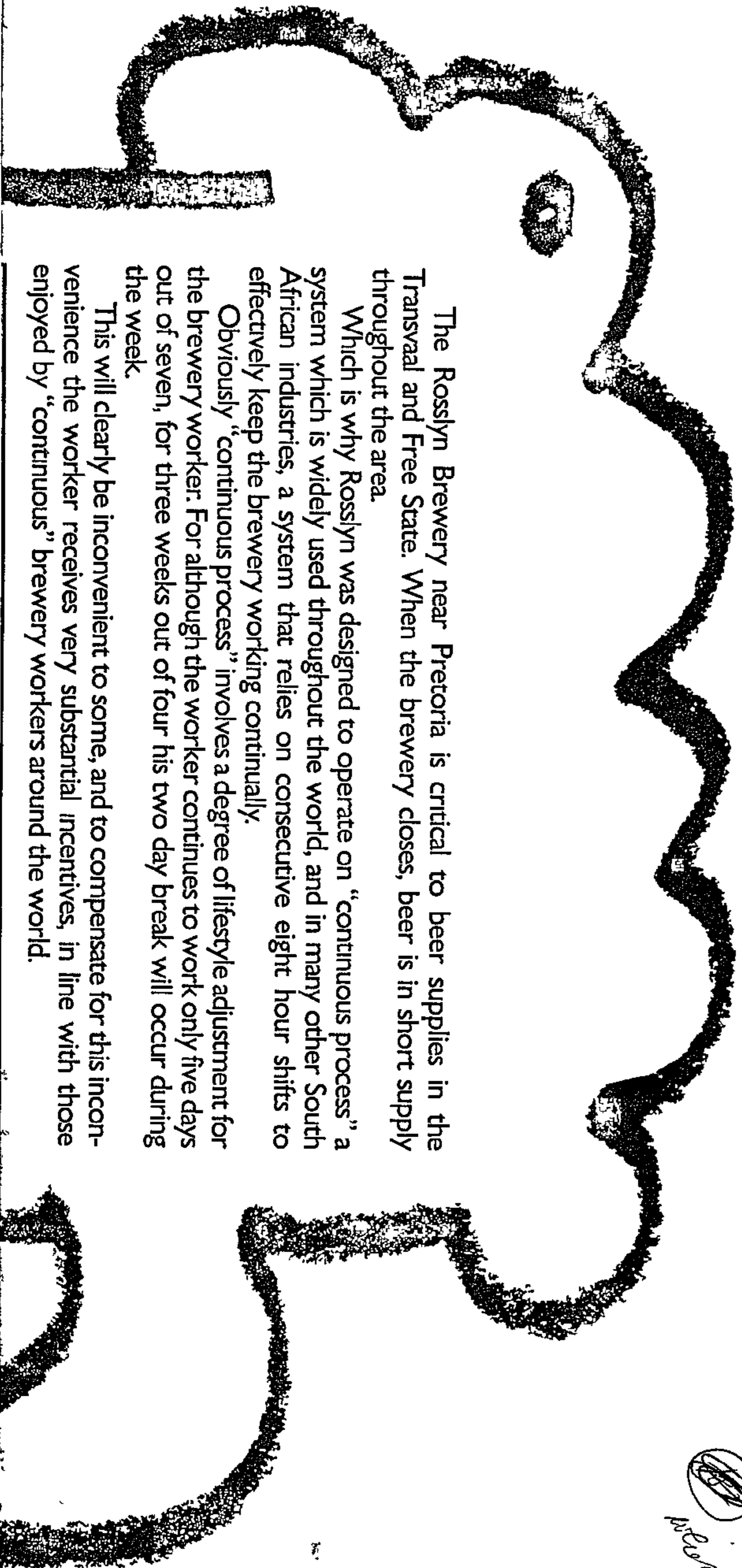
National wage talks with Fawu were halted

Fawu claims that the company walked out of talks while SAB says talks have been postponed until the sympathy strikes — which it says breach the agreement between the two — are ended

Workers at East London plants joined the strikes today

Only two breweries in the Transvaal were reported to be operating but it is understood that workers in Port Elizabeth who were on strike last week have returned to work

THE FACTS ABOUT THE BEER SHORTAGE.



The Rosslyn Brewery near Pretoria is critical to beer supplies in the Transvaal and Free State. When the brewery closes, beer is in short supply throughout the area.

Which is why Rosslyn was designed to operate on "continuous process" a system which is widely used throughout the world, and in many other South African industries, a system that relies on consecutive eight hour shifts to effectively keep the brewery working continually.

Obviously "continuous process" involves a degree of lifestyle adjustment for the brewery worker. For although the worker continues to work only five days out of seven, for three weeks out of four his two day break will occur during the week.

This will clearly be inconvenient to some, and to compensate for this inconvenience the worker receives very substantial incentives, in line with those enjoyed by "continuous" brewery workers around the world.

Proper adjustment.
(K2)

This is an example of the new "Worker's Package" at Rosslyn.

1. The worker is paid a substantial "inconvenience allowance" amounting to a minimum salary increase of 35% (see following examples):
2. Wage Grade 1 (minimum, e.g. floor sweeper): R202 per week plus four weeks bonus. (R11 340 per annum.)
3. Wage Grade 5 (e.g. machine operator): R291 per week plus four weeks bonus. (R16 296 per annum.)
4. The work week is reduced from 45 to 40 hours.
5. 80 new jobs will be created and 70 promotions will take place
6. The worker enjoys a three-day weekend, at the weekend, every fourth week, and in the other weeks, two days during the week.
7. Three weeks paid annual leave for workers with less than five years service, thereafter four weeks.
8. Twelve paid holidays, including May 1st and June 16th.

All workers at Rosslyn were asked to sign a contract agreeing to this system before they were employed by the S.A. Breweries. All workers did so.

Now 343 brewery workers have broken this contract, and have refused the package.

Where does this leave you?

Production is in the hands of our management and office staff. They are attending to the brewery. They are bottling and canning your beer. Not in the quantities you expect, but they're at it. Under the guidance of our master brewers, our managers and other staff are working to bring you your favourite brands.

In the meantime we sincerely apologise to all our loyal and thirsty beer drinkers and our very valued customers. We assure you that we are doing everything we can to bring you your favourite beers.

And of course we will continue to negotiate with our brewery workers until the dispute is resolved.



MAKING BEER, MAKING FRIENDS.

SAB strike no threat to beer

CAPE TOWN — South African Breweries workers in Cape Town stopped work yesterday in support of workers dismissed in Pretoria — but there is no threat of beer running out

Strikes involving members of the Food and Allied Workers' Union (Fawu) started in Pretoria this week

They spread to Isando and Denver in Johannesburg and Wadeville in Germiston.

In Cape Town workers at the Newlands brewery and the Pinelands depot went on strike yesterday

The public affairs manager for SAB, Mr Gary May, said "We have enough stock to last for some time. Management and monthly-paid workers are running brewing operations"

The general secretary of Fawu, Mr Jan Theron, said yesterday the company had forced the issue — Sapa

Cape SAB workers on sympathy strike

Cape Times 27/6/57
Staff Reporter

FOUR HUNDRED South African Breweries employees at the Newlands brewery and Pinelands depot went on strike yesterday in sympathy with 343 workers dismissed at SAB's largest brewery, Rosslyn, north of Pretoria, this week.

This brings to 2 800 the number of SAB workers now striking in sympathy with the dismissed workers, who refused to work a continuous shift — a system which relies on consecutive eight-hour shifts to keep the brewery running continually.

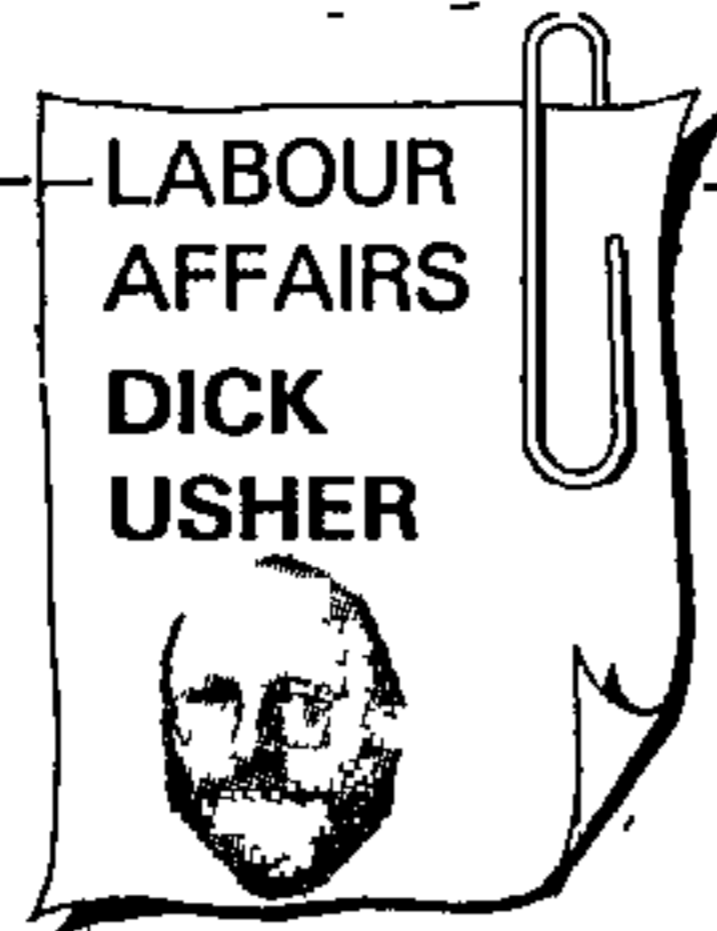
According to Mr Gary May, SAB's manager (public affairs), the company was "deeply concerned" that the striking Cape Peninsula workers were jeopardizing their own employment for an issue "at the other end of the country".

The issue had been handled according to the "highest moral, legal and industrial relations standards".

In an advertisement in yesterday's Sowetan newspaper in the Transvaal, SAB said the 343 brewery workers had broken a contract agreeing to the system before they were employed by SAB.

The 343 workers have objected to their two-day break occurring during the week and only during three weeks out of four.

Spokesmen for the Food and Allied Workers' Union were not available last night for comment on the strike.



W/B 11/6/87 (152)

Cautious welcome to NMC labour recommendations

THE National Manpower Commission's report tabled in Parliament this week makes some recommendations that unionists have been pushing for since the reform of labour legislation in 1979

They include proposals that security police, as far as possible, stay out of industrial disputes

This has long been a subject for complaint by unions who do not see what purpose there is in police entering what are essentially disputes between workers and management

As a previous report by the commission pointed out "The use of the police and defence force is poor tactics, because it is not their work to solve problems originating in poor labour relations.

"These groups are seen by the strikers as symbols of the coercive power of the State, and the strikers sometimes become violent as soon as the police appear on the scene"

Beyond that, unionists also say that the security police hamper their work by removing documents or harassing organisers and members.

In a statement on the report, the Congress of South African Trade Unions (Cosatu) said "We have continuously made the point that police and security forces have no business taking repressive action against workers merely because they are on strike or picket over legitimate demands"

The National Council of Unions (Nactu) pointed out that the report did not mention "the interference by police in trade union matters and the detention of unionists and harassment of union members in townships"

However, it does address itself to the crucial question of picketing, recommending that the law should be amended to allow some forms of picketing and similar forms of industrial action

Unionists see the right to picket premises which are on strike as an essential weapon in their armoury

Pickets can both draw public attention to their cause and also command solidarity from other workers, either co-workers at the plant or other workers making deliveries This solidarity — refusing to cross a picket line — has been used in many countries to reinforce union demands

The denial of this right in South Africa has often been given as a cause of intimidation in factories during disputes and for strikers adopting tactics such as occupying premises

Some companies have recognised the problems associated with not allowing picketing and have accepted that workers form picket lines on their property

At a guess this practice might become more widespread and the report appears to recognise this by recommending that lawfully picketing workers should be protected against security and other laws — basically the bars on public gatherings which would be contravened by picket lines

In some respects the report recognises that certain practices not strictly part of industrial legislation have become accepted Some of its recommendations, it says, merely reflect "only the statutory entrenchment of practices that have developed over the years"

Urging a more flexible and pragmatic approach to labour relations, it recommends that disputes negotiated outside the ambit of the statutory industrial council system should still have the full force of law

The Federated Chamber of Industries has particularly welcomed this and pointed out that the proposed decriminalisation of strikes and lock-outs supported what had already become practice

Basically, any moves to reduce Government interference in concerns that are essentially between employer and employees would be welcomed by both sides

Strike spreads to Cape

JOHANNESBURG — The SA Breweries work stoppage has spread to Cape Town breweries at Newlands and Pinelands with 400 more workers coming out on strike

"This means that 2800 SAB workers are now striking in sympathy with the 343 dismissed employees at the country's largest brewery at Rosslyn," a company statement said

The dismissed Food and Allied Workers Union members objected to a "continuous process" shift — a system which relies on consecutive eight-hour shifts to keep the brewery working continually

SAB's manager, public affairs, Mr Gary May, said unlike the Transvaal and Free State, the Cape was in no immediate danger of a beer shortage

"We have adequate stock for some time and in addition our management and monthly paid employees are running the brewing operations to ensure a smooth beer supply"

Mr May warned that no quart bottles would be available in the Transvaal and Free State from tomorrow — Sapa

(15) 24/6/87

BEER CRISIS

SOUTH African Breweries yesterday stopped the distribution of beer in quart bottles, bringing its week-old dispute with the Food and Allied Workers Union to a crisis point.

A severe shortage of beer looms with the possibility that shebeeners and bootleggers will take advantage and charge exorbitant prices

Only beer in cans and dumpies is still being produced but the output is unlikely to ease the strain on the brewery.

The crises will only be averted when the two parties in the dispute come to an agreement

SAB's public affairs manager, beer division, Mr Gary May, said that 2400 workers at five plants on the Reef had stopped work in sympathy with the dismissal of 340 workers at the Rosslyn, Pretoria, depot, on Friday

He said talks between management and Fawu shop stewards reached a deadlock yesterday with

By THEMBA MOLEFE

the workers refusing to work continuous shifts to keep the plant running 24 hours a day

Mr May said the SAB would not compromise on introducing the system because it had been long planned and that the Rosslyn plant

Shortage looms as labour dispute grows at five plants

was designed for continuous shifts

Mr May said that no beer quarts (750ml) would be distributed in Johannesburg from yesterday

But Mr May warned "Very soon the shortage could spread to other

areas, even those outside the Transvaal if the workers do not want to see reason"

The shortage could also mean that supplies to bottlestores and taverns could come to a halt

Mr May said the SAB realised that continuous shifts would inconvenience many workers "but

we have promised them a 35 percent increase in wages and have reduced working hours to compensate"

Mr May said he did not understand why the union objected to the system and said it was irregular that the Congress of South African Trade Unions accepted it elsewhere and objected when it was introduced at Rosslyn

Chikane to

Vaal bus service back to normal

152
Sowetan
14/7/87

BUS services in the Vaal Triangle townships were operating normally yesterday after the return to work of more than 700 striking Vaal Transport Corporation employees, many of them bus drivers.

A spokesman for the company said management was due to meet yesterday with shop stewards of the Transport and Allied Workers' Union to discuss workers' grievances.

On Thursday last week, thousands of commuters in the area were left stranded after a strike by the Vaal

Transport Corporation workers and the arrest of 400 for trespassing on the company's Vereeniging premises.

Tawu officials could not be reached for comment at the time of going to press. It is also not known whether the 400 workers arrested have all been released.

A spokesman for the Krugersdorp police last week said the workers had been given the option of paying R20 admission-of-guilt fines and many had done so — *Sowetan Correspondent*

PO hires
temporary
workers

Post Reporter

TEMPORARY staff is being hired by the Post Office in Port Elizabeth to replace workers who have been on strike since June 29

No details of numbers were available today, but it is understood the first replacements began work yesterday, and that the Post Office has made it clear they are hired on a temporary basis

Towns affected are East London, where the strike started, PE, King William's Town, Stutterheim, Kirkwood, Queenstown and Plettenberg Bay

Mail deliveries in PE's black townships have ground to a halt because the only post office outlet in Mendi Road has now been closed

100 000 workers in metal industry poised to down tools

14/7/82
15
Soweto

NUMSA STRIKE LOOMS

ABOUT 100 000 workers in the metal industry were due to go out on a legal wage strike today in what may now be a major confrontation involving the National Union of Metalworkers of SA, employers and the Government.

The strike follows a dispute between Numsa and the Steel and Engineering Industries Federation of South Africa (Seifsa), the various companies that constitute the employers.

In a wage strike ballot at 500 plants throughout the country workers voted overwhelmingly for the industrial action

Illegal

But yesterday Seifsa issued a statement saying that in terms of a Government Gazette to be published today the strike would be illegal.

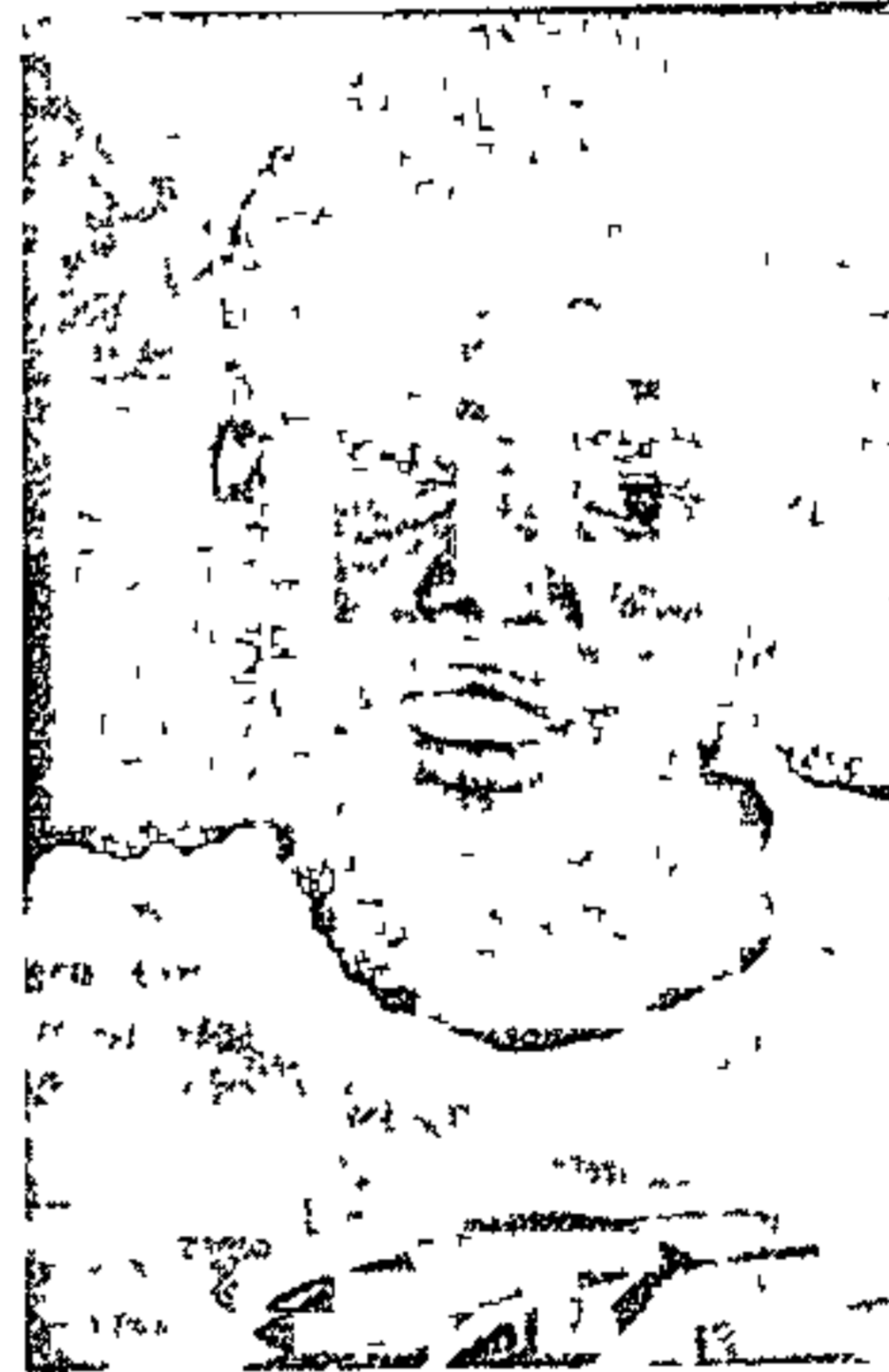
The statement read "Negotiations for a new main agreement in the metal industry were successfully negotiated between the employers and 14 of the 15 unions involved on June 9

"Because of the



1b

MR PIETIE du Plessis, Minister of Manpower



MR DANIEL Dube, president of the 130 000-strong Numsa

By THEMBA MOLEFE Labour Reporter

procedures involved in publishing a new agreement in the Government Gazette the industry has been functioning without a valid agreement since July 1"

Seifsa said that it was advised by the industrial council in the iron, steel, engineering and metallurgical industry that the agreement was to be renewed today and that in terms of the Labour Relations Act any strike action following the publication of the notice

would be illegal

This means that the agreement reached between Seifsa and the 14 unions was invalid because no proper procedures were followed

A Numsa spokesman yesterday said the employers and the State were denying the workers their power to exercise their muscle after exhausting legal procedures

He said the main agreement between employers over wages

expired on June 30 and that Numsa regarded the wage talks held in June as invalid and therefore the union had acted legally in holding a strike ballot

What the State is doing is to protect the employers given the fact that this would be the first biggest legal strike in the metal industry," the spokesman said

Meanwhile the National Union of Mineworkers (Num) executive committee was still locked in a meeting to decide on a strike action date after more than 200 000 mineworkers voted yes in a similar ballot last week

• To Page 2

By LANGA SKOSANA

policemen who said they were taking him to the council office where he should pay part of his R1 247,60 debt

When he got there he was ordered to sign papers that he was promising to square up the arrears but he refused

"I was shocked and upset to be woken up at that time of the night to go and pay rent I had been to the clinic the previous day where I was told to stay in bed," he said

Soweto Council town clerk,

Mr Nico Malan said he was unaware of the raids. He said he would investigate

Asked why the council seemed to be picking on poor people and leaving Dr Motlana, Mrs Sisulu, Mrs Mandela and Mrs Khuzwayo, whom it had earlier threatened to evict, Mr Malan said the council withdrew their eviction notices after it found a technical error in their phrasing

He said the council was not afraid of them and would issue new notices

Thousands of metal workers on strike

NR 645 14/7/82 152

JOHANNESBURG. — Thousands of workers began strike action at metal and engineering plants across the country today as lawyers for the National Union of Metalworkers of South Africa (Numsa) planned urgent Supreme Court action to challenge a Government Gazette that will make the strike illegal.

Numsa spokesman Mr Peter Dantjies said shop stewards from all union branches around the country had reported that workers began striking today in spite of an announcement last night that an extension to the old wage agreement for the metal industry would be gazetted today.

"We are waiting for the outcome of our Supreme Court application against the gazette before deciding on what course of action to follow," said Mr Dantjies.

He said the union estimated that 80 000 workers, who last week voted in favour of a legal strike, had already started industrial action.

Mr Pietie du Plessis

Spokesmen for the Steel and Engineering Federation of South Africa (Seifsa), the employers' organisation, were not immediately available for comment on the extent of strike action in the industry.

Mr Paul Benjamin, a spokesman for Numsa's attorneys, confirmed that papers were being prepared for an urgent application in the Rand Supreme Court to declare the gazette invalid.

The hearing was expected to take place later today.

Mr Dantjies said shop stewards reported a heavy police presence at the giant Middelburg Steel plant near Witbank, but said there were no indications of any confrontation.

Want undertaking

Last night, Numsa said the Minister of Manpower, Mr P T C du Plessis, had not complied with the regulations in the Labour Relations Act in making the strike unlawful.

"Because we believe he has not complied with the regulations, we plan to ask him for an undertaking not to publish the agreement in the Government Gazette.

"If he refuses, we will have to ask the Supreme Court to interdict him," said a Numsa spokesman.

"There is an overwhelming support among our members for strike action and we believe there is much support among workers in other unions, who are unhappy with the agreement."

The spokesman said the Minister intended to renew last year's agreement today and amend it on Friday, making the strike illegal as from today. "We believe the employers have asked him to do this."

Seifsa said in a statement last night that the industry had been operating without an agreement since July 1 "because of procedures involved in publishing a new agreement."

"No" to increases

Negotiations for a new agreement in the industry were successfully completed between employers, represented by Seifsa, and 14 of the 15 unions on June 9.

However, Numsa, which says it represents the majority of metalworkers, rejected wage increases of between 39c and 72c an hour.

After conciliation procedures failed to break the deadlock, the union conducted a ballot last week in which 95 percent of workers who took part decided on a legal strike.

Numsa is demanding a new basic minimum rate of R4 an

(Turn to Page 3, Col 3)

P.T.O.

NR625 14/7/87

152

Thousands out on strike

(Continued from page 1)

hour and an across-the-board increase of R1.

Meanwhile, about 200 000 mineworkers are poised to stage a legal strike after voting "overwhelmingly" in favour of industrial action following a deadlock in talks between the National Union of Mineworkers (Num) and the Chamber of Mines.

STRIKE DATE DECIDED

Num spokesman, Mr Marcel Golding, said last night that the union's national executive committee had met to evaluate the results of last week's strike ballot and to decide on an agenda for forthcoming strike action.

He said a date for the strike had been decided on, but it would not be made known at this stage.

"Of the more than 200 000 members who went to the polls, an overwhelming majority came out in support of a strike on coal and gold mines," said Mr Golding.

Results showed 95,77 percent (representing 191 543 voters) were in favour of strike action. Other results were still awaited.

Mr Golding said a strike at the Bank Colliery at Witbank that started on Friday in protest against the dismissal of union shift stewards, continued today with about 1 000 workers striking.

CAPE STRIKE-FREE

● Strike action by Numsa and the Metal and Allied Workers Union (Mawu) has not reached the Western Cape yet, according to a Cape Town Chamber of Industries spokesman.

Mr Ian Newall, the chamber's industrial relations officer, today said that as far as he could establish, no metal or related industries have been affected by the strike called in other parts of the country for pay increases.

Mr Newall said Mawu, which had not signed a wage agreement with employers, had to hold a strike ballot to have a legal strike and none had been taken in the Western Cape.

17265 15/1/87 152 (19)

Go back to work metal workers told

JOHANNESBURG. — The Metal and Allied Workers Union is calling on its members to return to work until the legality of the Government Gazette proclamation making strike action illegal has been resolved

In a statement last night, the National Union of Metalworkers said that the Metal and Allied Workers Union (Mawu) — now part of the metalworkers' merger, Numsa — was calling on the Minister of Manpower to resign because of "his failure to exercise his power and authority in a responsible manner as a Minister responsible for promoting industrial relations and industrial peace".

Mawu said that several employees had been engaged in lockouts and that if the gazetted agreement was indeed legal then the lockouts were illegal.

The union called on metal industry employers not to lock out employees and to allow an orderly return to work — Sapa.

Numsa fears firings after ban

Metal strike called off after one day

15/7/87

BID (S)

THE National Union of Metalworkers of SA (Numsa) yesterday decided to call off the one-day strike by up to 60 000 members at nearly 500 plants.

It said it feared dismissals and government action against strikers on the grounds that they considered the strike unlawful.

Numsa and the Steel and Engineering Industries Federation of SA (Seifsa) have accused each other of committing unfair labour practices during the wage dispute that led to yesterday's strike

The union has also made bitter allegations about collusion between employers, the Manpower Minister and the industrial council aimed at making "a perfectly lawful strike illegal".

And it has accused the council of withholding vital documents, an action it says torpedoed plans for a Supreme Court challenge to the legality of yesterday's notice renewing last year's agreement. The renewal effectively made the planned strike illegal

Seifsa director Sam van Coller said he

ALAN FINE

was "naturally pleased" at the decision to call off the strike

Both he and Manpower director-general Piet van der Merwe have denied any impropriety in the gazetting of the notice

The industrial council chairman Ben Nicholson said the council acted properly and the decision regarding the renewal notice was made by the Minister alone.

The union said last night it was still considering challenging the lawfulness of yesterday's Government Gazette. But it appeared the strike was, to all intents and purposes, over

Numsa condemned the Minister's action in promulgating the renewal notice. It said he was obliged to consult with both employer parties and trade unions to minimise industrial unrest

It said his conduct "has resulted in

● To Page 2



Metal strike is called off

confusion and a situation of possible escalating conflict and unrest"

Van der Merwe has said the renewal of agreements was a normal procedure

A Seifsa spokesman said late yesterday it had heard from 140 companies that 28 000 workers had gone on strike. Seifsa did not have complete data, but said the correct figure was probably not as high as the 60 000 on strike claimed by the union

Numsa spokesman Bernie Fanaroff, although unhappy at the turn events had taken, said he thought the one-day stoppage had demonstrated the union's muscle. He believed this would pay dividends in future years

He also predicted Numsa would grow as a result of the impression it had made on non-members in the industry. He said the union had signed up 1 000 new members yesterday at one Iscor plant alone

Seifsa said the union had not negotiated in good faith and said it believed this constituted an unfair labour practice

It accused the union of failing to adapt its demands during four years of negotiations, and of making purely political de-

mands which employers could clearly not resolve

It said although Numsa had refused to sign agreements, it had allowed its members to benefit from them through other unions accepting them

Seifsa said it was not in a position to continue negotiations with Numsa because employers had concluded a new agreement in the proper manner with 14 other unions. This agreement was due to be published on Friday

It added Numsa had representation in only 500 of 3 200 plants covered by the agreement

Numsa responded, in a telex to Seifsa, that it regarded Seifsa's refusal to continue negotiations as an unfair labour practice

It said it was the largest party to the council and "noted for the future" the endeavour to categorise demands as political when they constituted demands that could be met by employers but would incur the wrath of government

← ● From Page 1

(S)

CAT Times
15/7/87

Numsa calls off its strike

152
1000

Own Correspondent

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Challenging the lawfulness

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Seifsa said the union had not negotiated in good faith.

(15) (28) 00 15/7/87.

More PO workers join strike

Dispatch Reporter

EAST LONDON — A further 281 workers joined the three-week-old post office strike in the Eastern Cape yesterday

A post office spokesman, Mr Ben Rootman, said the strike had spread to Somerset East and Grahamstown. A total of 1 581 workers — the total Eastern Cape workforce is 2 200 —

were now on strike.

Other affected towns are East London, Port Elizabeth, Queenstown, King William's Town, Stutterheim, Humansdorp and Plettenberg Bay.

Mr Rootman said the only postal services that had been disrupted were in New Brighton, near Port Elizabeth. Telecommunications were not affected.

Mr Rootman said the Posts and Telecommunications Workers' Association (Potwa), which represented the employees, demanded that 60 workers dismissed from the post office during the past three-four years be re-employed.

They had also demanded that the striking workers receive full pay.

19/1/87
10/1/87

Numsa calls off one-day strike

Dispatch Correspondent

JOHANNESBURG —
The National Union of Metalworkers of South Africa (Numsa) yesterday decided to call off the one-day strike by up to 60 000 members at nearly 500 plants

It said it feared dismissals and government action against strikers on the grounds that they considered the strike unlawful

Numsa and Seifsa have accused each other of committing unfair labour practices during the wage dispute that led to the strike

The union has also made bitter allegations about collusion between employers, the Minister of Manpower and Public works, Mr Pietie du Plessis, and the industrial council aimed at making "a perfectly lawful strike illegal"

And it has accused the council of withholding vital documents, an action it says torpedoed plans for a Supreme Court challenge to the legality of yesterday's notice renewing last year's agreement. The renewal effectively made the planned strike illegal

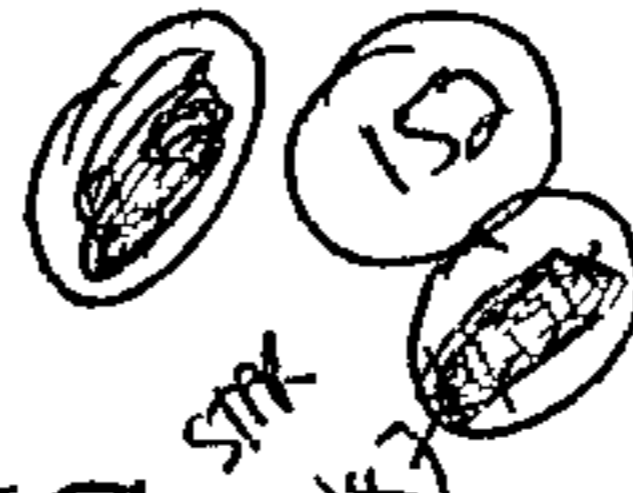
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STRIKES COST

SA MINING

775 000



man-days

STK 5/6/87

By Mike Siluma

At least 775 000 man-days were lost during the first quarter of 1987 — more than the total for any year during the first five of this decade, says an Industrial Relations Information Service report by FSA Management Consultants

The report, covering national industrial relations patterns for the period between January and March, notes that wages and working conditions were again the main causes of strikes

More racial incidents

Of the 57 strikes reported for the first three months of the year, strikes relating to wages and working conditions made up 33 percent of the total, those over dismissals 18 percent and those over disciplinary matters 18 percent

The report notes that while dismissal-related strikes increased racial incidents formed an increasingly larger proportion of them

The report warns employers to take Cosatu's "living wage" campaign seriously, as reported union-negotiated wage agreements tended to hover above the inflation rate — with multinationals granting across-the-board raises of up to 28 percent

"Overall, the effect of the living wage campaign has been to increase the militance of workers and to push up increases being negotiated. This trend can be expected to continue through the year, with gains already made being used to build on in later negotiations," the report says

It adds that unions affiliated to the Congress of SA Trade Unions (Cosatu) were the most involved in strikes, accounting for 60 percent of such activity. They were followed by unions belonging to the National Council of Trade Unions (Nactu) (12 percent) and unaffiliated unions (four percent).

However, an indication of "a maturing of the industrial relations climate" has been the increase in negotiated settlements, with mediation and arbitration accounting for 53 percent of settlements, says the report

● Page 9

Trade unions will contest order to vacate premises

By Jo-Anne Collinge

Several unions housed in Tudor Mansions, Troye Street, Johannesburg have been told they have until the end of the month to move or be served with eviction orders.

"We are not going to move. We're taking this up legally. The case is with our lawyers," said General Allied Workers' Union spokesman Mr Monde Mditshwa

He said the unions viewed the move as part of a campaign against the labour movement

Tudor Mansions has been petrol-bombed twice since the unions moved in 18 months ago. Unionists in the building felt these events and the bombing of Cosatu House, two blocks away, may have a bearing on the eviction

An attorney for the property owner, D&L Properties, said the unions had been asked to move as the building was to be renovated.

Asked whether a restaurant in the building would also be asked to move, the lawyer said he believed the restaurant would be allowed to stay

CMU to pronounce on new pay offer

The Council of Mining Unions (CMU), representing 26 000 white miners, will say today if it has accepted a revised pay and conditions-of-service offer from the Chamber of Mines

The Chamber's industrial relations consultant, Mr Johan Liebenberg, said a final agreement was expected today

Failing this council, which represents eight unions, would strike on Monday in terms of a mandate from members

Mr Liebenberg said the Chamber had raised its pay offer to 15 percent for non-marginal mines and 13,5 percent for marginal ones. Negotiations yesterday centred on fringe benefit proposals, which he would not disclose

The CMU initially rejected an offer of wage increases of between 13 and 14 percent and demanded an across-the-board 20 percent

● The Chamber is locked in a wage dispute with the black National Union of Mineworkers which applied last month for a conciliation board

A 19 clerk

Extend labour Act to public sector — FSA

159
S.M.
2/1/87

By Mike Siluma

The violent and costly South African Transport Services strike illustrated the importance of extending the Labour Relations Act to the public sector, says an FSA Management Consultants review of industrial relations.

The authors say the strike was aggravated by "the relative inexperience of both management and the union organisers".

"While the private sector is subject to the Industrial Court, which takes public morality into account, the public sector only has to take cognisance of the existing legal system, acknowledged to be behind current thinking. The result was one of the longest, ugliest strikes since the Wiehahn Commission."

NUMEROUS WARNING SIGNS

The strike, accompanied by a high degree of violence, accounted for nearly a third of all workdays lost in the first quarter of 1987 and led to the dismissal of 16 000 people.

It was prefaced by numerous warnings, including grievances relating to (hostel) living conditions, a food boycott and "the militance of Sarhvu (SA Railway and Harbour Workers' Union)" at a rally.

"The relative inexperience of both management and trade union organisers aggravated the situation (leading to) management falling back on proclamations published in the Government Gazette, enabling the general manager to fire all strikers".

The union, revived only last year, had 9 000 members when the strike started.

The degree of violence, both against life and property, "would be a strong argument for extending the regulatory mechanisms of the LRA to all sectors, including the public sector", the authors said.

Cosatu's living-wage campaign, seen as a first step to redistribute wealth, was already having an effect on wage talks.

In the two biggest bargaining forums the former Metal and Allied Workers Union (now part of the new National Union of Metalworkers) and the National Union of Mineworkers had tabled wage increase demands of up to R4 and hour and 55 percent across the board respectively.

Unions in the retail, paper and chemical sectors have, meanwhile, regularly negotiated rises of more than 20 percent to lower-paid workers.

An analysis of strike activity showed, they said, a growing phenomenon of union members becoming "extremely militant" and being reluctant to accept compromises.

While this indicated a depth of worker's grievances, it required strong leadership with a great deal of experience and credibility to control such situations.

However the largest number of strikes, up to 42 percent, had ended in negotiated settlement while two percent ended with workers being given ultimatums and being dismissed. Another two percent ended in accession.

Sarhvu and Commercial, Catering and Allied Workers' Union members had accounted for more than half the nearly 750 000 man-days lost between January and March.

BLACK PUBLIC HOLIDAYS

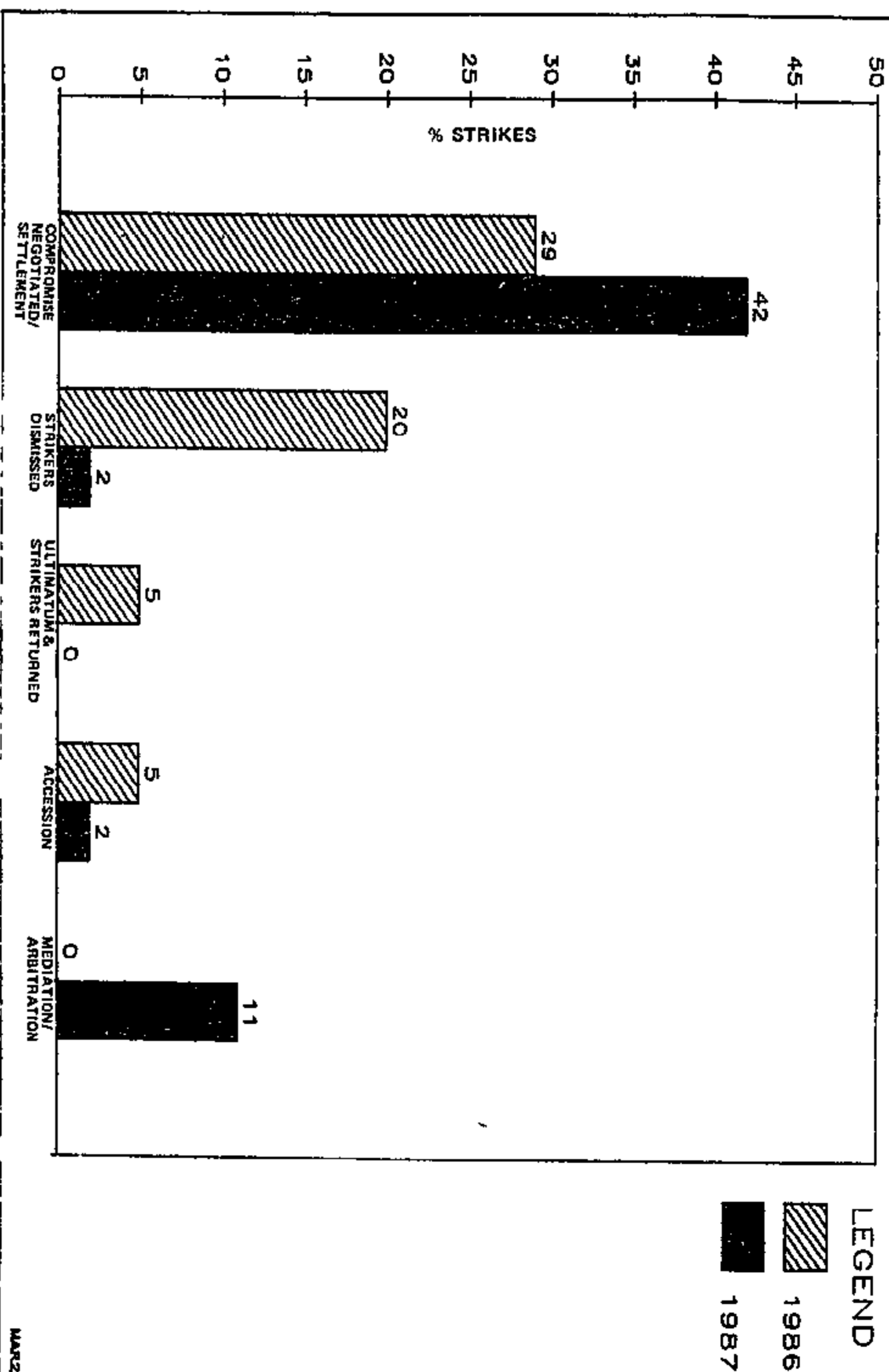
Dealing with public holidays, the review said "black" holidays such as June 16 and Sharpeville Day (March 21) remained high on the agendas of black unions.

While June 16 has been granted in a number of wage negotiations — and is likely to be the subject of a stayaway this year — it was unlikely that managements would agree to a Sharpeville Day holiday.

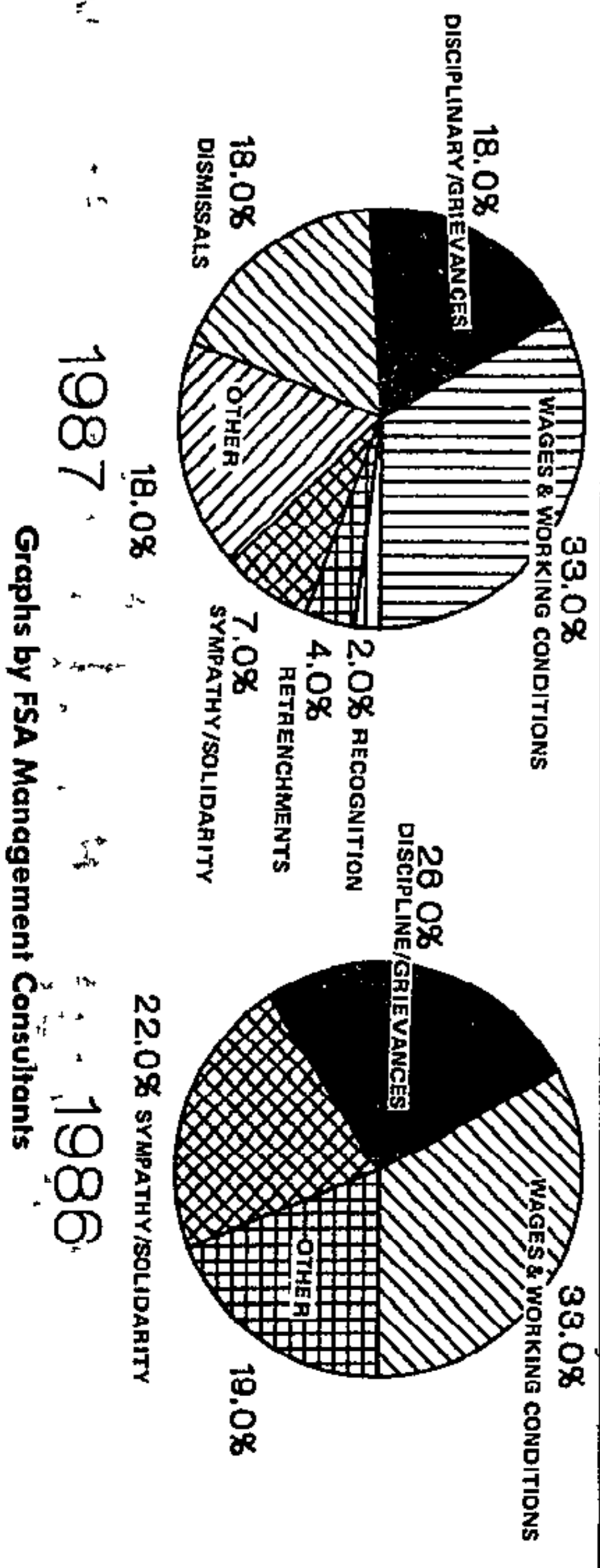
Further representations to the authorities would be necessary to rationalise a situation where unions, unhappy with President Botha's unilateral declaration of Workers' Day, might take off both Workers' Day and May 1.

Strike outcome Jan — Mar

STRIKE OUTCOME JAN — MAR



Major causes Jan — Mar



Graphs by FSA Management Consultants

6 miners, 2 security men die in clash

Six black miners and two white security officials were killed in a clash between workers and mine security on Anglo American's Western Holdings Gold Mine near Welkom yesterday afternoon, Anglo said yesterday evening.

An Anglo spokesman said the fight occurred at about 4 pm after mine security personnel were called to disperse a crowd of workers who had gathered at the mine's No 6 Shaft.

A clash occurred and two white members of the security force were killed. Police were then called in to restore order.

It is not yet clear if the six miners were killed during the clash with mine security or with police.

An unknown number of workers were injured in the clashes.

● It was reported yesterday that agreement had been reached between the Chamber of Mines and the Council of Mining Unions on the 1987 review of wages and conditions of employment for the 24 000 members of the eight unions affiliated to the council.

This agreement averted a strike that was to have started on Monday. The agreement provides for a 15 percent pay rise.

Staff Reporter-Sapa.

(152)

SMC

6/6/87

NO-7-10-11-12-13-14-15-16-17-18-19-20-21-22-23-24-25-26-27-28-29-30-31

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Accord on June 16 holiday unlikely

by DICK USHER
Labour Reporter

DEMANDS for a holiday on June 16 seem unlikely to be widely approved in the Western Cape

Most affiliates of the Congress of South African Trade Unions and the National Council of Trade Unions (Nactu) here have agreements granting a June 16 paid holiday, but these are not as common as those recognising May 1

Among companies agreeing to the holiday are three major oil companies Mobil, Shell and Caltex

The National Union of Textile Workers, a Cosatu affiliate, recently gained recognition of June 16 at Nettex, a Bellville textile factory, in exchange for Republic Day

But several union spokesmen and industrial relations consultants said that although the issue of a June 16 holiday had

been raised at negotiations, the main drive so far had been for a May Day holiday

They said that as May 1 had gained wider recognition it was likely there would be a stronger focus on June 16

Apart from workers who have been granted the holiday, there is likely to be absenteeism

Employers said this would be treated on the same basis as last year workers could either take a day's leave or a no-work, no-pay, no-discipline policy would apply

A survey last year by the Labour Monitoring Group of June 16 observance — mainly in the manufacturing sector — showed 38 percent support in the Cape Town area

June 16, May 1 and March 21 (Sharpeville Day) are three days demanded by unions and community organisations as holidays in recognition of black achievements and aspirations

LABOUR
AFFAIRS
DICK
USHER



Strikes: The age of reason . . .

W/C Areas 6/6/87 (RSZ)

I'M a reasonable person, you're a reasonable person, all God's chillun are reasonable people

The National Manpower Commission's recent report on strikes includes an interesting survey of the attitudes and conduct of parties to strikes as perceived by management from which it emerges that most consider that they are "fairly willing to very willing to negotiate about grievances"

Supplementing this, an indication of the conciliatory attitude of respondents shows they consider that they "predominantly tend to manifest a conciliatory attitude concerning immediate grievances/events"

"If both the willingness to negotiate and the conciliatory attitude during negotiation are considered to be aspects of 'negotiation in good faith', it may be stated that the respondents felt that they predominantly manifested a readiness to negotiate in good faith," the report said

The report was compiled from a survey covering 1982 to 1984, to which 525 usable replies were received.

On the issues and grievances that may cause conflict, responses showed that 76 percent were aware of workers' financial problems, only 54

percent were aware of grievances relating to housing conditions and only 45 percent of grievances related to political-constitutional issues

Respondents' views on relations between line management and employees showed that 39,7 percent considered mutual trust to be fairly to very good Only 6,5 percent felt it was poor

The study also considers methods taken to institutionalise conflict and says that an implicit condition for the effective functioning of institutionalised conflict management is that each party must "keep to the rules of the game" Here it was shown that 56,1 percent thought union discipline over members tended to be fairly poor to very poor.

But they further thought that strikers' conduct during strikes tended to be fairly to very good in about 50 percent of cases, fairly to very emotional in about 51 percent, and fairly to very peaceful about 62 percent of the time

However, "it may sometimes happen that management reacts too quickly or over-reacts and then misuses the police to suppress domestic labour problems" Police were present at 188 (35,8 percent) of the 525 strikes. Their presence was requested in 83 percent of the times they arrived

The study quotes one authority as saying that

the use of police or the defence force is "poor tactics, because it is not their work to solve problems originating in poor labour relations. These groups are seen by the strikers as symbols of the coercive power of the State, and the strikers sometimes become violent as soon as the police appear"

There is also reference to the various reasons why it is to be expected that workers' expectations are not always "rational" from the economic point of view

Their authority says that "black workers in particular have no political rights and they therefore feel excluded from any opportunity to establish structures that might be able to improve their socio-economic position "They will therefore make demands that do not necessarily correspond with what management considers to be practicable."

Their is also the possibility that such demands will not be based on rational economic considerations, but on perceptions of the relative deprivation of rights"

One looks forward with interest to a complementary survey of trade union attitudes and understandings.

More strikes caused by racial incidents

CAPE TIMES 8/6/87 152

JOHANNESBURG. — Wages and working conditions were again the most important cause of strikes in the first quarter of this year, according to the Industrial Relations Information Service (IRIS) of FSA Industrial Relations.

In this time at least 755 345 man days had been lost, largely due to the long-running OK Bazaars and SATS strikes, IRIS said in a statement here on Saturday.

After wages and working conditions (33%), dismissals (18%) and disciplinary matters/grievances (18%) were the most common causes of the 57 strikes reported from January to March 1987.

"Dismissals have jumped significantly as a cause and racial incidents are forming an increasingly larger proportion of the disciplinary/grievance related

strikes. Safety does not yet appear to be a major cause of strikes in the latter category," reports IRIS.

Most strikes lasted less than a week (46%) but an increasing number were longer than a month (4% compared with none in the same period last year).

There was, however, a big swing to negotiated settlements, mediation and arbitration (53%) to settle disputes, indicating a maturing of the industrial relations climate. Strikers were dismissed in only 2% of strikes, compared with 20% in the same period last year.

Cosatu-affiliated unions remained the most involved in strike activity (60%), followed by Nactu unions (12%) and the unaffiliated unions (4%).

The report cautioned com-

panies not to underestimate the importance of Cosatu's living wage campaign.

Reported wage increases negotiated by unions were above the inflation rate. Multinationals granted up to 28% across the board.

"Overall, the effect of the living wage campaign has been to increase militance of workers and to push up increases being negotiated. This trend can be expected to continue through the year, with gains already made being used to build upon in later negotiations," reported IRIS.

Unions have also made headway on the May Day and June 16 holidays and on maternity leave but have not made much advance on the issue of shorter working hours — Sapa

Sats workers urged to register

JOHANNESBURG — The South African Railways and Harbour Workers' Union (Sarhwu) and the Congress of South African Trade Unions (Cosatu) have called on dismissed railway workers to return to work tomorrow or on Wednesday to register their names and numbers

The union's secretary-general, Mr Themba Khuzwayo, today emphasised that Sats had stated it would only accept

workers who returned before June 15. He said Sats had given assurances that strikers would not be victimised.

Also agreed upon were reinstatement without loss of pension, travelling allowances, and medical aid and length-of-service benefits. Mr Khuzwayo said Sats had agreed to discuss further grievances.

The strike was settled on Friday.



8/6/87 E. Post

SATS
CAPE TOWN
strike *20/10/87*
deputies
paid off *152*

JOHANNESBURG
About 750 white workers employed in the place of striking South African Transport Services (SATS) workers on the Reef were to have their services terminated yesterday.

Mr Kevin Scott-Wilson, who had been working for SATS, said the white workers who stood in for the strikers had been told their services would not be needed from today.

He had worked as a truck assistant and said SATS of going back on its word by severing the white workers' services.

SATS had promised that substitute workers would not lose their jobs if the strike by 17 000 black workers ended.

A SATS spokesman said the white workers had been employed on a temporary basis, and signed papers that they understood that these would be the terms of their employment.

SATS could not yet give the total number of strikers who had re-applied for their jobs. —

Sapa

End of strike means 750 whites will now lose jobs

Argus 19/6/87 (200) 52

The Argus Correspondent

JOHANNESBURG. — About 750 white workers employed in the place of striking South African Transport Services (Sats) workers on the Reef will have their services terminated today.

An angry worker, Mr Kevin Scott-Wilson, said the whites who had stood in for the strikers had been told their services would not be needed from today — and that those staying in Sats hostels would have to leave.

The ending of the white workers' services was confirmed by a Sats spokesman, who put their number at an average of 750 a day.

Mr Scott-Wilson, a truck assistant, accused Sats of going back on its word.

"Sats promised that substitute workers would not lose their jobs if the strike ended," he said.

"When taken on we were given an undertaking that we would be given work elsewhere in Sats if the strike ended.

"We were even told there had been fewer incidents of theft and 'shrinkage' since we started work. Now where will we find other jobs?"

The Sats spokesman said the white workers had been employed on a temporary basis and had signed papers that they understood that these would be the terms of their employment.

The Star



Sats deal: victory for reason

DESPITE some angry or face-saving words from both sides, the three-months SA Transport Services strike has ended — not with a win for either side but a victory for compromise and common sense. Lessons will have been learned by both Sats management and workers — expensive lessons, but worthwhile if they serve to influence future industrial relations in the public sector.

Intensive negotiations in the face of a looming Supreme Court action led to Sats effectively agreeing to reinstate all (or nearly all) 16 000 strikers without loss of benefits, to re-employ detained workers on their release, to spend R10 million on upgrading two hostels, and for the first time, to extend permanent-staff status to qualifying blacks and allow workers to choose their own representatives.

What has not yet been achieved is official recognition of Sarhwu, the SA 'Railways and Harbour Workers' Union. The negotiations were conducted between the two sides' lawyers. Sats prefers to recognise its compliant "house" union, Blatu. Yet it negotiated

with the representatives of Sarhwu, which obviously commands impressive support, and proper recognition must surely follow once Sarhwu's credentials are duly established.

On the debit side, strikers lost many weeks' pay, lives were lost too, leaders detained (many still are) and considerable damage done to Railway property. Extra bitterness was created at a time when the country's political atmosphere is already poisoned by too much of it. The public was badly inconvenienced and tense confrontations threatened several times to blow up into wider unrest.

In the end, pragmatism prevailed because both sides had to settle. Dismissed workers needed their jobs back and Sats could not continue operating with improvised staff. Thus came resolution of South Africa's biggest and longest public sector strike. At a time when political power-sharing is again in the air, it shows what can be achieved when bitterly opposed but mutually interdependent parties sit down to negotiate.

ARGUS 9/6/87

(238) 152

PARA

SATS BUDGET DEBATE

CP criticism over Sats strike rejected

Parliamentary Staff

TRANSPORT Services Minister Mr Eli Louw has rejected Conservative Party criticism that the Government's handling of the Sats strike was a "recipe for anarchy".

Replying in the House of Assembly to the second-reading debate on the Sats budget, Mr Louw said Sats had shown "reasonableness and regard for its workers and their families" in handling the strike and a negotiated settlement had been achieved with a "minimum loss of life and property".

Sats had refused to negotiate with the South African Railways and Harbours Workers Union because "we did not have a dispute with Sarhwu".

It was possible to negotiate only with a registered union and not "just any union that claims to represent Sats workers", said Mr Louw.

If a union went through the proper channels in seeking recognition, then negotiation with that union was not a problem, he said.

He did not reject Sarhwu but he did not know how many workers it represented. The Black Trade Union, the recognised union for black Sats work-

ers, represented 61 000 of the 91 000 workforce, he said.

Mr Louw said. "It is naive though to think that an umbrella union like Co-satu is seeking democratic rights. Co-satu's aim is to overthrow the economic system."

Mr Louw said it was nonsense that he had "inflamed rather than calmed the strike", as had been said.

A voice from the Progressive Federal Party benches alleged that Mr Louw used the strike as an electioneering ploy, to which Mr John Malcomess, PFP spokesman on Sats, added: "You should have seen yourself on television."

Mr Louw said the Leader of the Opposition, Dr Andries Treurnicht, was the "biggest Rip van Winkle of all time" if he believed that in 1987 you could divide South Africa according to the Conservative Party partition policy without negotiation.

Mr Louw was referring to Dr Treurnicht's rejection of the Rip van Winkle label given to his party.

The Minister attacked the CP for its alleged links with the Afrikaner Weerstandsbeweging.

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SPIL 9/6/87

Sats strike: 'Govt showed weakness'

Political Staff
PARLIAMENT — The official Opposition, the Conservative Party, has condemned the Government's decision to re-employ the 16 000 SA Transport Services (Sats) workers who were fired for striking last month.

But the Progressive Federal Party has said it is "delighted that some sort of reason has prevailed"

Mr Tom Langley, CP transport affairs spokesman, said in the Assembly yesterday that the Sats strike was illegal because Sats rendered essential services, which meant that all strikers could be criminally prosecuted and were not re-employable

He said it appeared from Transport Minister Mr Eli Louw's statement on Friday and from weekend Press reports that the Government had not "won the day"

"The Government has again demonstrated its weakness and inability to act strongly, particularly at a time when there is unemployment and thousands are without work"

Mr Langley said it was not

clear what Mr Louw meant by "no work, no pay"

"Does this mean right from the date of the commencement of the strike, or only from the date the strikers were fired?"

The PFP transport spokesman, Mr John Malcomess, said he was delighted that an agreement had been reached

It was Sats management and not the Government who had reached the settlement

Mr Malcomess also said he was pleased that in the Sats budget speech Mr Louw had moved closer to equating employment practices between whites and blacks

It was just medical aid and travel perks which were not equal, and Mr Louw had committed himself to phasing out these inequalities within three years

"But I don't think Sats has seen the last of strikes. There is no doubt that this was partially political"

"And there will continue to be strike action against the public sector until blacks get some form of political expression"

Party would refuse to request for
Transport
The Labour

Train, loco arson: Sats loses R21-m in wake of strike

~~(S)~~ Transport Reporter ~~(S)~~ 2/6/87

Attacks on trains by arsonists in the wake of the South African Transport Services (Sats) strike has cost the State corporation R21,2 million, a spokesman for the Minister of Transport Affairs said on Friday

The spokesman said the 102 carriages and locomotives had been set alight in the past two months.

Damage was estimated on the basis of the rolling stock's replacement value.

However, he added, Sats had excess capacity and had no intention of replacing burnt carriages.

"Most of the carriages have been written off and it will be possible to repair only a very small number," he said

Coaches have been attacked almost daily since the mass dismissal of striking Sats workers

Come back soonest, Sats workers told

SPAL 8/19/87
Transport Reporter

The 16 000 workers dismissed during the S A Transport Services (Sats) strike have been invited to return to work "the sooner, the better", a Sats spokesman said today

He said, however, that few workers were expected to apply for re-employment today because the news of Friday's agreement between Sats and the SA Railways and Harbours Workers' Union (Sarhwu) would take time to reach all workers.

"Many of the workers have left the hostels and returned to their homelands," the spokesman said. He added that workers had until June 15 to return to work.

Sarhwu is to place advertisements in newspapers tomorrow calling on strikers to return to work "in a united way".

TEMPORARIES

The position of the 2 000 whites employed on a temporary basis is still unclear, the Sats spokesman said.

"Sats will only know how many it can keep on after the return-to-work deadline. Sats will try to retain the services of a few who did a good job," the spokesman said.

Friday's settlement provides that

- All workers who were dismissed as a result of the strike will be re-employed on or before June 15
- Workers will not lose any benefits as a result of the strike
- All workers in detention will be re-employed on their release
- Workers will have the right to elect democratically their own representatives.
- Sats has agreed to spend about R10 million upgrading the facilities at Delmore and Kaserne hostels.
- Black workers will be granted permanent employment status after two years of service

Rail strike over

CME Trip
6/6/87
152
152

JOHANNESBURG — The three-month-old railway workers' strike ended officially yesterday

News of the ending came with an announcement in Parliament by the Minister of Transport Affairs, Mr Eli Louw, and at a press conference here held by the Congress of South African Trade Unions

Mr Louw said an agreement had been reached in which the Supreme Court action against the South African Transport Services (SATS) over the dismissal of some 16 000 workers would be withdrawn

At the Johannesburg press conference, the general secretary of Cosatu, Mr Jay Naidoo, said the settlement was "a major victory for railway workers"

When the news became known yesterday afternoon thousands of singing and chanting railway workers thronged the streets of central Johannesburg

Inside the Johannesburg station concourse, crowds shoved towards the stairs leading to the underground platforms

To page 3

From page 1

In the House of Assembly yesterday Mr Louw said the SATS workers would be re-employed, subject to three conditions

He made the announcement at the start of his reply to second-reading debate on his Budget

The conditions were that workers who were guilty of intimidation would not be re-employed, applications for re-employment had to be made before June 15 and the principle of no pay for no work would be enforced

Mr Louw said that because SATS wanted to re-employ most of the dismissed workers, he had indicated in his Budget speech that he was prepared to re-engage the dismissed workers with the retention of their service benefits

He was pleased to inform the House of Assembly that on the basis of this standpoint, an agreement in a court case against SATS over the dismissal of the striking workers had been reached and the applicants would withdraw their case

The application was instituted by the South African Railways and Harbours Workers' Union (SARHWU) after the dismissal of the workers following a six-week strike

Earlier this week, it was announced that SATS had withdrawn its application against Cosatu and SARHWU in which it was alleged that assaults of workers were taking place in Cosatu House in Johannesburg

During the debate in the House of Assembly yesterday, Mr Rupert Lorimer (PFP Bryans-ton) said he regarded SATS's handling of the strike as "inept, insensi-

tive and incompetent"

The strike had resulted in serious losses to the whole country, involving R21 million to SATS property and R22 million in lost earnings

Testing

Mr Tom Langley (CP Soutpansberg) said the Standing Committee on Transport had been told by government officials that the strike had been caused by intimidation, but it had to be asked how many people it took to intimidate 20 000 people

It was clear that certain worker corps had been looking for a reason to "wage war" with the government

They had been testing the government by seeing how it handled the situation, and it failed the test

A joint statement by Cosatu and SARHWU said the conditions for ending the strike were

□ Workers will not lose any benefits as a result of the strike and will return to work with full retention of all pension, travelling and medical benefits. Disciplinary records will remain as they were before the dispute

□ All workers in detention will be re-employed on their release

□ R10 million will be spent on the up-grading of facilities at the Delmore and Kaserne worker hostels

□ Permanent status as SATS employees will be granted to all, irrespective of race, after a period of two years' service

□ UPI reports that SATS lost millions of rands in labour, revenue and sabotaged trains and depots during the strike that began near Johannesburg on March 13 and ended with the mass firing on April 22

Police shot and killed six protesting workers during the strike, four were found murdered and two men were shot dead by police contingents guarding stations and depots against attacks — Political Staff, Own Correspondent, Sapa and UPI

Jobs and all benefits to be returned to sacked workers

MS-1
28/1/79
esl

Victory for strikers as Sats dispute ends

MIKE SILUMA

The South African Transport Services (Sats) dispute — the biggest and longest to hit the public sector — ended dramatically yesterday with management agreeing effectively to reinstate all strikers and, for the first time, to extend permanent-staff status to black workers who qualify.

The settlement was announced at a Johannesburg Press conference yesterday by Congress of SA Trade Unions (Cosatu) general secretary Mr Jay Naidoo and SA Railway and Harbour Workers' Union (Sarhwu) assistant general secretary Mr Themba Kuzwayo, who described it as "a victory for railway workers, Sarhwu, Cosatu and public-sector workers striving to obtain basic trade-union rights".



JUBILATION. Workers cheer after hearing that the Sats strike was over

● Photograph Ruvan Boshoff.

P.T.O.

Thousands of singing and chanting railway workers thronged the streets of central Johannesburg after hearing of the settlement of the three-month-old dispute with Sats, started by a R40 fine slapped on a truck driver.

Workers' demands

Announcing the agreement to local and international media, Mr Naidoo, who was personally involved in the preceding low-key but intensive negotiations, said all the workers' demands had been met

He said Sats had agreed:

- To re-employ on or before June 15 all workers dismissed as a result of the strike
- That returning workers would not lose their pension, travelling and medical benefits and length of service
- That all workers in detention would get their jobs back upon release.
- That workers would be able democratically to elect their own representatives
- That Sats facilities at the Delmore and Kaserne hostels (which led to food boycotts before the strike) would be upgraded at a cost of about R10 million.

Saying that the signing of the agreement "demonstrates the legitimacy of the workers' demands", Mr Naidoo demanded an apology from "Sats, the Government, the SABC and the commercial Press for their smears"

Mr Andrew Nendzamba, the City Deep truck driver whose disciplinary case set off the strike, will be taken back on the same basis as other workers

The workers will not be paid for the time on strike

The strike is believed to have cost Sats at least R30 million in damage to property

Call for strikers to return

Own Correspondent

JOHANNESBURG — The SA Railways and Harbours Workers' Union (SARHWU) is to call on the 16 000 SATS strikers to return to work in a "united way" tomorrow and on Wednesday.

SATS, however, has given the reinstated railway workers a week to report to work starting from today

A SATS spokesman said yesterday that the railway's employment bureaus would probably be overworked by the mass return to work of the strikers

"But we'll manage and the speedy return to work of the strikers helps matters anyway," she said.

The Minister of Transport Affairs, Mr. Eli Louw, announced in the House of Assembly on Friday that the workers would be re-employed subject to three conditions and that a Supreme Court action would be withdrawn.

Attorneys Cheadle, Thomson and Hayson, who represent the Congress of SA Trade Unions, will place advertisements in newspapers tomorrow headed "You have scored a major victory" and call on the strikers to "come back to work in a united way" on Tuesday and Wednesday

APC TIMES 8/6/87 152
SATS workers

asked to make

'united' move

□ Meanwhile Cosatu has described the settlement of the three-month-old rail-workers' strike as a "victory" for the SATS workers

In a statement released at the weekend, Cosatu press officer Mr Frank Meintjies said that SARHWU and Cosatu had negotiated the following settlement

□ All workers who were dismissed as a result of the strike would be re-employed on or before June 15.

□ Workers would not lose any benefits as a result of the strike and would return to work with full retention of all pension, travelling and medical benefits and length of service as well as disciplinary record all as at the date of termination of service.

□ All workers in detention would be re-employed on their release,

□ Workers will have the right democratically to elect their own representatives,

□ SATS have agreed to upgrade the

facilities at Delmore and Kaserne hostels;
□ Permanent status will be granted to all employees who qualify irrespective of race

Mr Meintjies said that it transpired during negotiations that there was no "proper copy" outlining conditions of employment for SATS workers.

He said SATS asked for, and the workers agreed, to give SATS 10 weeks to compile a proper copy detailing conditions of employment.

"Today, three months later, SATS has signed a settlement that demonstrates the legitimacy of the workers' demands," he said

"The settlement is a vindication of Cosatu and the principles we espouse, namely, that disciplinary and grievance procedures should involve workers' representative at all times, and that disputes should be settled by negotiations based on mutual respect and good faith."

Cosatu said the union would take the SABC to the Media Council for its "shameless travesty of truth"

The union said the SAP's "active involvement" in the railway dispute led to a rapid deterioration of a simple labour dispute



SATS WORKERS SET TO RETURN TO WORK

Settlement greeted by singing, chanting workers

THE three-month-old strike by about 16 000 South African Transport Services employees is over and workers are to return to work between today and next week Monday.

The settlement between Sats and the legal team representing the workers was announced at a Press conference marked by singing and chanting workers at Khorso House in Johannesburg on Friday

The general secretary of Cosatu, Mr Jay Naidoo, and the assistant general secretary of the South African Railways and Harbours Workers' Union (Sarhvu), Mr Themba Khuzwavo, addressed the workers

Among that Sats has undertaken to fulfil are

- To re-employ on or before June 15 all workers dismissed as a result of the strike
- That returning workers will not lose their pension, travel allowance, medical benefits and long-service benefits
- That all workers

detained during the strike will get their jobs back upon their release

- That workers will democratically elect their own representatives

Sats further undertook to upgrade facilities at Delmore and Kaserne Hostels at a cost of about R10 million as well as to extend permanent staff

status to blacks with two years service, a condition that has caused much dissatisfaction among Sats employees

The strike, hailed as the longest and biggest in the South African public sector, was sparked off by the firing of a City Deep driver, Mr Andrew Nendzamba, during March

Some of the thousands of railworkers who yesterday converged on the temporary offices of the SA Railway and Harbour Workers Union in Johannesburg in preparation for their return.

Sacked Sats men due back from today

By Mike Siluma

Thousands of South African Transport Services workers are expected to start returning to workplaces across the Reef from today, say spokesmen for both Sats and the Congress of SA Trade Unions.

A Sats spokesman today denied reports that "only the best" former employees would be taken back.

"We urge all dismissed workers to come back. Only the workers found guilty of criminal activity during the strike, such as intimidation and violence, will not be taken back. This excludes those workers found guilty of trespassing."

The spokesman added that, in terms of the settlement reached between lawyers for both sides last week, detained workers would also be entitled to their jobs on release, provided they were not found guilty of strike-related criminal offences and re-applied within seven days of being released.

Union officials yesterday worked flat out, processing the particulars of several thousand members involved in the strike. The particulars will, through Sarhwa and Cosatu lawyers, be given to management before the workers return.

In Johannesburg, a crowd of several thousand workers wanting to give their particulars packed a hall in Lekton House.



Sats expects rush to work

SUSAN RUSSELL

9/6/87

SATS expects thousands of workers to sign up for re-employment today and tomorrow in response to a call by the SA Railways and Harbours Workers' Union (Sarhwu) to accept the Sats settlement.

This follows the agreement by Sats management last week to reinstate on or before June 15 all workers fired in April after they refused to return to work.

Sats has also agreed that workers who sign up for re-employment will not lose their pensions, travel allowances and medical and long-service benefits.

Workers detained during the strike will get their jobs back on their release.

Employees will also be able to elect their own representatives.

A Sats spokesman said Sarhwu had urged workers to go back and re-apply for employment today and tomorrow.

The Sats deputy regional manager for the southern Transvaal P Venter said a "couple hundred" people had signed up yesterday.

He said, however, the communication process had really only started yesterday and large numbers were expected to sign up in the next two days.

● See Pages 5 and 6

Sacked SATS strikers sign to go back to work

Sacked
9/6/87

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UD

By SELLO RABO
THE United Democratic Front called for two weeks of national protest and a stayaway from June 26 to June 27 but stressed that the stayaway should be peaceful.

The acting publicity secretary of the UDF, Mphahlele Morobe, said in a statement yesterday that the days of national protest during that period are Friday, June 26, and Saturday, June 27. He also mentioned the state of emergency last year, Tuesday, African Youth Day, and Friday, June 27.



SOME of the 16 000 workers dismissed by the South African Transport Services during a three-month strike yesterday began queueing up in Johannesburg where they gave their particulars to their union, the South African Railways and Harbour Workers' Union.

They were complying with the agreement reached by management and Sarhwa last week which ended the strike.

The Sats has agreed to re-employ all the workers who should return to work by June 15.

Pic MOFFAT ZUNGU

(12) (277) S792 10/6/87.

Louw says strike claim misleading

PARLIAMENT — An advertisement claiming that railway workers had scored a victory was misleading because it did not mention that workers had forfeited about R40 million in wages, the Minister of Transport, Mr Eli Louw, said yesterday in the House of Representatives

Replying to the second-reading debate on the Transport budget, he said the advertisement placed in the media by the Congress of South African Trade Unions (Cosatu) gave the impression that no benefits had been lost by the striking workers

However, no mention was made in the advertisement of salaries and service bonuses

"The position is that no employee was paid for the time he

was on strike

"The same applied to service bonuses during the time they were on strike."

He said the advertisement also did not mention that any workers who were found guilty in court of criminal offences, including intimidation, would not be reinstated

Mr Louw said South African Transport Services had never negotiated with, or made any settlement with Cosatu, and the agreement was reached between Sats and its employees

The strike had been an exercise in futility which had resulted in workers losing R40 million in salaries

He felt sympathy for the workers who had become involved in the strike against their will. — Sapa

East Rand hit by spate of violent rapes

S/M
19/6/87

East Rand Bureau

A spate of violent rapes has been reported on the East Rand

One involved a woman who is to seek an abortion after being raped by three men in March.

A senior police spokesman said today the 22-year-old woman failed to report the attack at the time because she feared her family's reactions

The rape occurred in Knights Road, Primrose

The woman told police she was driving in the area at about 7.30 pm when a man jumped into the road and flagged her down.

He pulled open her door and pushed a knife into her back. Two other men got into the car. They forced her to drive to mine dumps where all three raped her.

Police said the men robbed her of R3 and fled.

● Police are still looking for three men who raped a Bedfordview woman in front of her husband while he was tied to a tree.

The couple, both aged 44, of Morninghill, were strolling along Linksfield Ridge on Sunday when they were overpowered by three men, one with a screwdriver and two with knives

The husband was tied to a tree and gagged. The woman was raped by the three men, robbed of her gold watch and bound to a tree.

She managed to free herself and untied her husband.

A police officer yesterday described the incident as a shocking and traumatic experience for the couple.

Identikit of the suspects were expected to be released today.

● Two men linked to two separate incidents involving the rape of three women in Alberton were found by po-

lice on Monday

One was shot dead and the other arrested

The first incident involved a 33-year-old Alberton woman who was raped at knifepoint near a railway line in Verwoerd Park on Saturday

Two Katlehong women, aged 23 and 25, were also raped at knifepoint by two men on the same spot on Monday

A three-man police team accompanied one of the women to the scene of the crime

A kilometre further on, she identified the two suspects, who tried to flee

Police said warning shots were fired but ignored. Three more shots were fired, fatally wounding one man

Dairy Belle workers given return deadline

S/M 10/6/87 By Mike Siluma (157)

Following a two-day lockout, members of the Food and Allied Workers' Union (Fawu) at five Transvaal Dairy Belle plants have been given a deadline to return to work by 8 am today, or face dismissal, according to the union

A Fawu spokesman said a meeting with management to resolve the deadlock in wage talks had failed to take place yesterday because the union was unable to consult with members

In a statement, Dairy Belle's general manager, Mr JF Grobbelaar, said the lock-out was "to induce Fawu members employed by the company to accept the company's final offer in respect of those changes in wages and collective conditions of employment currently in deadlock".

in the city recently.

Cape Times 10/6/87
R40m wages lost ~~152~~ ~~170~~

HOUSE OF REPRESENTATIVES. — An advertisement claiming that railway workers had scored a victory was misleading because it did not mention that workers had forfeited about R40 million in wages, the Minister of Transport, Mr Eli Louw, said yesterday while replying to second-reading debate on the Transport budget. He said the advertisement — placed in the media by Cosatu — also did not mention that any workers who were found guilty in court of criminal offences, including intimidation, would not be reinstated.

Dairybelle locks out workers

B/D DAIRYBELLE has locked out a number of Food and Allied Workers' Union (Fawu) members from its Clayville factory and depots in Johannesburg and Pretoria to break a stalemate in wage negotiations.

Management said yesterday the lockout, which began on Monday, followed the deadlock in the annual wage negotiations which started in March.

Dairybelle described Fawu's submittal of its wage proposals in March instead of January as an "unprece-

152
11/10/87
Business Day Reporter

dated delay" — wage proposals must be presented in January in terms of a recognition agreement.

Mediation and the dairy industry's Industrial Council have failed to solve the wage dispute.

Management said the purpose of the lockout was to induce Fawu members to accept the company's final wage offer.

Fawu could not be contacted for comment.

Thirty down tools

Director
10/6/83 (SA)
THIRTY employees of the DHL International company this week downed tools in solidarity with two shop stewards who faced dismissal from the company for rejecting promotion

They are all members of the South African Scooter Association

One of the shop stewards was dismissed on Monday while the other was given promotion forms to "consider" while on a two-week suspension

The promotion, according to a member of the association, was offered only to shop stewards on condition that they serve a three-month probation period. If they failed to make the grade, they would be considered to have dismissed themselves

.....
.....

152

11/6/87
Sourcup

Strike ends after 2 years

ABOUT 110 workers at Natal Die Casting in Natal have restarted work after being on strike for over two years, the National Union of

Metalworkers said yesterday.

The workers were dismissed in May 1985 after staging a legal strike. Their reinstatement was ordered by the Industrial Court in February 1986 and confirmed by the Supreme Court earlier this year.

"The reinstatement is a vindication of the magnificent unity of the workers, who met regularly in the union's Pinetown office for more than two years," the union said — Sapa

Rail strikers

won, says Paulus

PARLIAMENT — Striking black rail workers had indeed won a victory over South African Transport Services, said Mr Arrie Paulus (CP Carltonville).

In yesterday's committee-stage debate on the transport budget, he said Government recognition of militant black unions started the problem.

He said the Minister was allowing strikers not involved in "criminal acts" to return, but they all committed an offence by striking without going through dispute procedures.

Sats backed down by not insisting they go back before talks began, Mr Paulus added.

(S)

(S)

1/6/87 SMC

1 000 Sats workers apply

The Minister of Transport Services, Mr Eli Louw, told the House of Assembly yesterday that, so far, about 1 000 Sats workers had applied for reinstatement.

Last week Mr Louw announced that dismissed Sats workers should apply for re-employment by June 15.

In the committee stage of the debate on the Sats budget Mr Louw said that the 1 000 who had applied were "not as many as we had hoped" but he expected applications to increase.

He said Sats was sympathetic towards workers who had been forced to take part in the strike because of intimidation.

In the third-reading debate, the Deputy Minister of Transport, Mr Myburgh Streicher, rejected the Cosatu claim that the strike had been a victory for the workers.

General manager of Sats to retire

PARLIAMENT — The general manager of South African Transport Services, Dr Bart Grové, is to retire on January 31 next year, the Minister of Transport Affairs, Mr Eli Louw, told the House of Assembly yesterday.

Speaking in the committee stage of the Transport budget, he said Dr Grové had spent five years in "that very hot seat", transferring from Commerce and Industries in 1955.

Sats was one of the biggest business undertakings in the country and it was sad to have to part with one with the experience of Dr Grové — Sapa

CRK-Trans 11/6/87 (152)

Louw: Any SATS workers' strike illegal

HOUSE OF ASSEMBLY. — The SA Transport Services workers' strike was illegal — it was illegal for any SATS workers to strike, the Minister of Transport Affairs, Mr Eli Louw, said yesterday.

Responding to remarks made by Mr Arrie Paulus, (CP Carltonville), Mr Louw said Mr Paulus knew very well the strike had been illegal, but it had been thoroughly discussed years ago that illegal unions had no less influence for being driven underground.

The main points (no pay for no work, that those guilty of intimidation or of damaging SATS property would not be re-employed and that they returned to work before June 15) had been maintained. — Sapa

Black strikers 'won victory over SATS'



Mr Arrie Paulus ... 'criminal acts'.

HOUSE OF ASSEMBLY. — Striking black railway workers had indeed won a victory over SA Transport Services (SATS) with the announcement last week by the Minister of Transport, Mr Eli Louw, that strikers would be re-employed, Mr Arrie Paulus (CP Carltonville) said yesterday.

Speaking in committee-stage debate on the transport budget, he said the cause of the unrest had in the first instance been the NP government's recognition of "those militant black trade unions".

Mr Paulus said he was not against legal strikes, as these were a crucial last resort

for workers in disputes with employers, but he contended the SATS strike had been illegal.

Even now, the minister was evading the issue of whether the black railwaymen's strike had been illegal or not.

SATS provided an "essential service" and when white SATS workers threatened to strike a few years ago, they had been warned such action was illegal.

Now the minister was saying all strikers who had not been involved in "criminal" acts related to the strike would be re-employed. However, they had all committed

ted a criminal offence by going on strike in the first place, without going through the proper channels to resolve disputes.

SATS had backed down because it had not insisted that strikers return to work before they started negotiations with the strikers' union, Mr Paulus said.

□ The minister should state specifically what the "proper channels" were for recognition of trade unions, Mr Rupert Lormer (PFP Bryanston) said.

He said he welcomed the minister's statement that he had no objection to SATS workers' freedom of association.

CPG Timp 11/16/77 152

Sats workers 'back today'

By Mike Siluma

Most of the 18 000 SA Transport Services (Sats) workers who had been on strike for three months, were expected to report for work across the Reef today, said a spokesman for the SA Railway and Harbour Workers Union (Sarhwu).

The workers, dismissed for striking in March, were effectively re-instated last week after negotiations between Sats and union lawyers.

The Sarhwu spokesman said workers would return to work from today to meet the June 15 settlement deadline.

A Sats spokesman said only 1 124 workers had reported for duty by yesterday afternoon.

● Transport Minister Mr Eli Louw said in a TV interview that Sats had not negotiated with Sarhwu or Cosatu, and that the main issue was payment of workers during the strike.

DD 11/6/87

Sarhwu tells Sats workers to return

JOHANNESBURG — The SA Railway and Harbour Workers' Union (Sarhwu) has told the Sats strikers to return to work today.

Another 400 railway workers reported to Sats recruitment posts yesterday, bringing the number of total re-hirings since Monday to about 900 — about 6 per cent of the 16 000 strikers.

The Sarhwu deputy secretary-general, Mr Themba Kuzwayo, said confusion over when the railway workers would return to work had been caused by the union's difficulties in finding a venue to hold meetings after it was bombed out of its Cosatu House headquarters a month ago.

Sats has hired extra staff at its 13 employment points in Johannesburg and Soweto to cope with today's expected mass return to work. — DDC

Workers locked out without jobs or pay

By June Bearzi, Star Line

About 60 employees were left without pay and were jobless overnight after Cullinan Electric Motors in Alrode failed to open its doors on Monday morning.

Shocked staff, some who have been with the company for more than 20 years, milled outside the locked gates in Flamink Street yesterday:

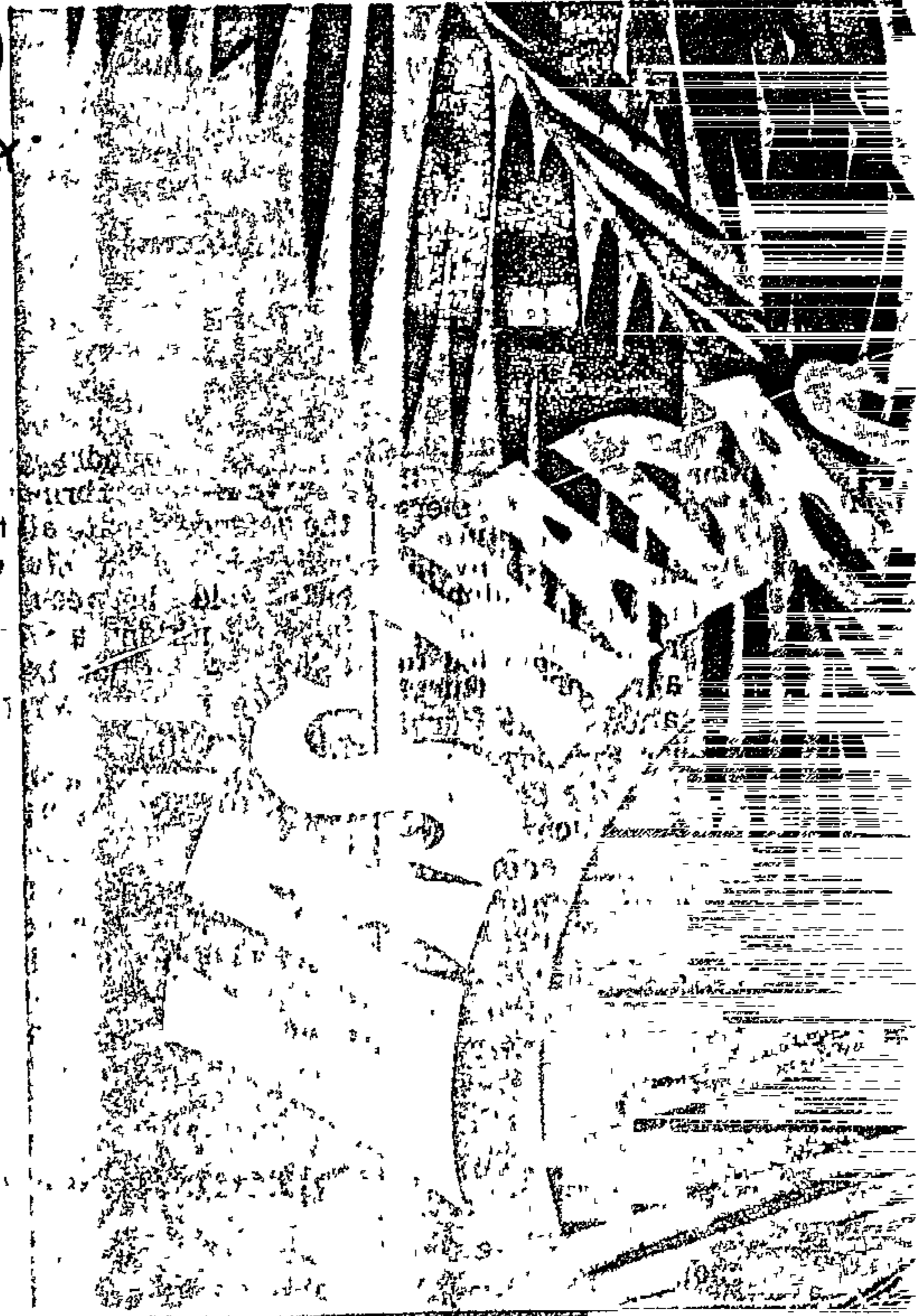
Mr Alfred Hapane of Jabavu, Soweto, said he had been with Cullinan Electric Motors for 27 years.

"The company took R10 off my pay every week so that I could have savings for an emergency. But on Monday when I arrived for work at 6.30 am I could not get my pay or my savings."

Mr Freddy Meyer, an electrician at the company for 14 years, said:

"I could be in serious trouble because they deducted R500 a month maintenance from my pay to go to my wife in Cape Town for child support. It seems she has not received it."

Earlier this week employees told Star Line the company had deducted Paye from salaries but had failed to pass it to the Receiver of Revenue. They may have to pay the tax again.



ISA
Star
11/6/82

UWUSA MEMBERS

AND OTHER WORKERS — READ THIS WELL!!

IGNORE CALLS TO STAY AWAY

**GO TO WORK DURING THE PERIOD JUNE 12 TO
26 AND OBSERVE JUNE 16 AS A DAY OF PRAYER**

DON'T BE INTIMIDATED!

**WILL THE INTIMIDATORS AND TROUBLE
MAKERS WHO CALL ON YOU TO STAY**

AWAY HELP YOUR FAMILIES:

- **TO EAT?**
- **TO HAVE HOUSING?**
- **TO LIVE?**

THE ANSWER IS NO!!!

WE WANT JOBS — NOT HUNGER



PLACED BY UWUSA

12, 1987

Workers return to Sats

JOHANNESBURG — South African Transport Services officials in Johannesburg have confirmed that so far more than 4 500 dismissed workers have been re-employed at the various Sats depots on the Witwatersrand.

A Sats spokesman said that about 3 376 dismissed workers had been re-employed yesterday alone.

Yesterday's turnout was the largest since Monday when workers were referred to recruiting centres. — Sapa

380 sacked

A JOHANNESBURG chemical company, SAPDC, yesterday dismissed 380 workers who did not heed a return-to-work ultimatum during a wage dispute.

According to a spokesman of the South African Chemical Workers' Union (Sacwu), workers were locked outside the premises on June 4 and told by management they had till noon yesterday to accept an offer of a R100 a month increase or face dismissal.

The workers did not heed the ultimatum and demanded R75 a month-across-the-board on top of management's offer.

Management's move came after talks with Sacwu had failed and also after the dispute reached a deadlock when referred to the Industrial Conciliation Board.

The union spokesman said management had agreed to go for mediation. *Sowetan 12/6/87*

CAPE TOWN 12/16/87
**3 500 SATS strikers
return to their jobs**

Own Correspondent

JOHANNESBURG — About 3 500 of the 16 000 SATS strikers have returned to work, SATS said yesterday

Cosatu and the SA Railways and Harbours Workers' Union (Sarhwu) originally called on the strikers to stage a mass return-to-work this week.

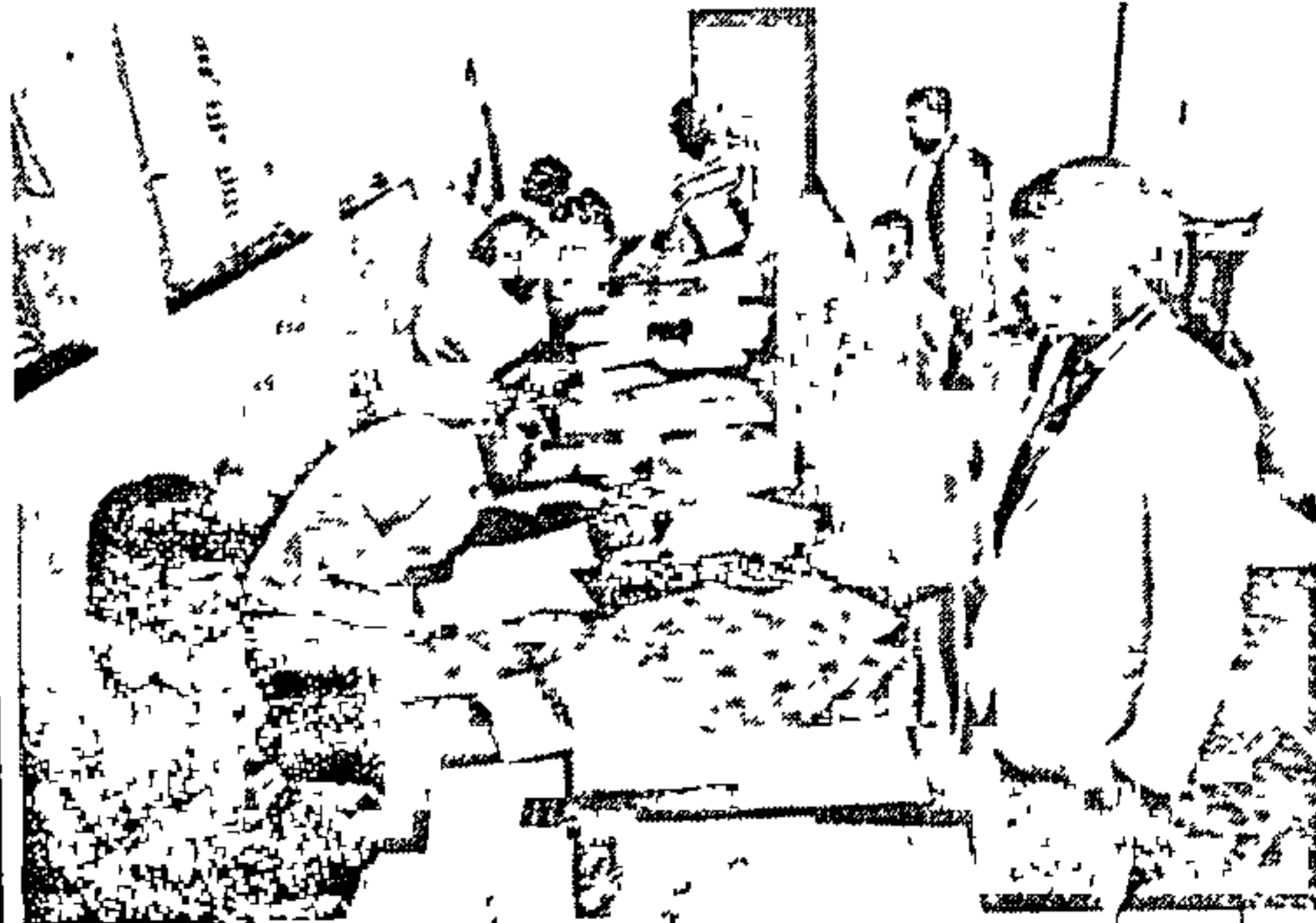
SATS spokeswoman Ms Jenny Jordaan said the rehiring was not marred by any unrest incidents.

A Sarhwu spokesman said union officials were deployed at various centres to monitor the rehiring.

Ms Jordaan made clear that the railways' June 15 recruitment deadline would not be rigidly imposed "We are confident that all the workers can be rehired by Monday, but nobody will lose their jobs if we cannot process the administrative work by then," she said.



WORKERS QUEUE . South African Transport Services workers yesterday flocked to depots in Johannesburg to be rehired after the three-month-long strike SATS and the union representing the workers announced last week that the strike had ended and that workers would return to their jobs



WORKERS BACK . . . SATS clerks help returning workers fill in forms during the rehiring process yesterday

SATS STRIKE

Peace at a price

The Sats strike — the longest and costliest yet in the public service — ended last week amid inevitable claims of a worker victory

To some extent the claim is justified, because the 12-week illegal stoppage has shown up serious shortcomings in Sats' labour relations and employment policies. Indeed, the *FM* has learnt that even before the strike, a commission of inquiry under the chairmanship of labour guru Nic Wiehahn had recommended far-reaching changes to Sats' paternalistic bargaining system.

As a first step it has been accepted that a Labour Council should be created through which talks between workers and management can be streamlined. Part of the problem is that public service negotiations do not take place through the tested industrial council system which is the mainstay of the bargaining process in the private sector.

But the irony of last week's strike settlement, reached by the legal representatives of each side, is that none of the issues which caused the trouble has been resolved.

The flashpoint was the celebrated case of one Andrew Nedzamba, a truck driver who was fined R80 for an alleged "cash irregularity" involving R40,40. The Nedzamba issue is no nearer solution now than it was three months ago.

Within days, however, the argument had been broadened into a recognition struggle, with the Cosatu-affiliated SA Railway and Harbour Workers Union (Sarhwu) claiming

to represent the majority of workers.

As far as Nedzamba is concerned, Sats says he was never fired, and may still appeal against his fine.

As far as Sarhwu is concerned, management remains adamant that it will not negotiate with the union, although the settlement seems to indicate a softening in attitude. Workers now have the right to freely elect their shop stewards, regardless of their union affiliation.

Cosatu General Secretary Jay Naidoo, who says the protest was really rooted in "years of oppression and living under a feudal system," sees the shop steward concession as an important step towards recognition. "Sats will have to recognise us sooner or later," he says, "and I hope it will be sooner."

Sats spokesman Frikkie Stevenson, on the other hand, remains firm that the in-house staff association, the Black Trade Union, remains the only recognised workers' representative organisation. Clearly the causes of the squabble have not been addressed yet.

The question of winners and losers, therefore, depends on the viewpoint. Certainly on the financial side the 16 000 Sats workers involved have lost out heavily, forfeiting about R40m in wages and bonuses or R784 a month for each striking worker.

Against that, Sarhwu can claim to have picked up a few additional benefits on the way. Among them:

Agreement that strikers who want to re-

turn will all be re-employed on or before June 15 unless they have been found guilty of a criminal offence. But then, of course, they would not have been unemployed if they hadn't struck in the first place.

The retention of all pension, travelling, medical and service benefits,

The re-employment of all workers in detention,

The right to elect representatives of their choice, and

A R10m upgrade of Sats facilities at the Delmore and Kaserne hostels (which led to food boycotts before the strike). However, Stevenson says a decision to improve the hostels had been made some time before.

Similarly, Sarhwu claims a measure of victory in Sats' decision to spend R72m to speed up the programme to bring the working conditions of blacks and Indians onto a par with whites. But, again, this move had been decided some time before the strike.

According to Naidoo, Sats has also agreed to prepare and distribute within the next 10 weeks a document containing the condition of employment for blacks. But Sats' Sandra Gertenbach denies that it is part of the settlement.

On the Sats account, there were also more debits than credits. It claims to have suffered no operating losses due to the strikes, but it did lose R30m in damage caused by rioters to property and rolling stock. And much of the money saved by the non-payment of strikers had to be diverted to the 2 000, mainly white, temps who were taken on to fill the gap. This bill included a large amount of overtime which had to be worked to maintain Sats' services.

Still, just how Sats could get along with 2 000 workers instead of 16 000 remains a puzzle. The official explanation is that the temporary workforce was more efficient. Also, longer hours were worked.

Nevertheless, the strike has turned the spotlight on Sats' employment practices. For example, it has provided clear evidence of over-staffing in the service, and Stevenson says Sats will take another hard look at a 1984 decision to systematically cut down on ineffective labour.

For the record, he adds that 1 798 workers had re-applied for jobs by the end of May. Of these, 760 were accepted and about 370 have already started working again.

When it comes to assessing gains and losses, however, the message from the Sats strike is similar to most others — there were no winners, only losers. And not least among them were the 11 who died violently in clashes with police and at the hands of their fellow strikers. ■



Sats truck ablaze ... when a dispute turns to war

Only 1-in-4 Sats strikers back so far

12/16/87
B Day
18
248

ABOUT a quarter of the 16 000 Sats strikers have reported to the railway's re-employment points on the Reef since Monday, Sats said yesterday

Of these, 3 500 responded to the SA Railways and Harbours Workers' Union (Sarhwu) call for the strikers to stage a mass return-to-work yesterday

Sats spokesman Jenny Jordaan said the re-hiring was not marred by any unrest incidents

Long queues formed outside several employment bureaus, especially at the Kaserne depot in Johannesburg

A Sarhwu spokesman said union officials were at various centres to monitor the re-hiring

He added the union was investigating allegations that East London security police detained several workers for "screening"

But East London police spokes-

DANIEL SIMON

man Lt Dot van der Vyver said security police knew nothing about the alleged detentions

Sarhwu deputy secretary-general Themba Kuzwayo said confusion over when the railway workers would return to work was caused by the union's difficulty in finding a venue to hold meetings, after it was bombed out of its Cosatu House headquarters a month ago

Cosatu and Sarhwu originally called on the strikers to return to work in a "united way" on Tuesday and Wednesday

Jordaan stressed Sats' June 15 recruitment deadline would not be rigidly imposed

"We are confident that all the workers can be re-hired by next Monday, but nobody will lose their jobs if we cannot process the administrative work by then"

More Sowetans evicted

FIFTEEN more families were evicted from their Soweto homes yesterday, bringing to 22 the number of families turned out of township houses this week.

Soweto town clerk Nico Malan said the evictions would stop once the Bill to enable the collection of rent and service charges from salaries of township residents was passed into law

He said evictions could also stop if individuals who were in default with their rent would communicate with council officials to "sort out their problems"

Malan said notices were sent out to Soweto residents regularly warning them to pay their rent and threatening action

If registered tenants did not respond by communicating with the

12/16/87
B Day
SOPHIE TEMA

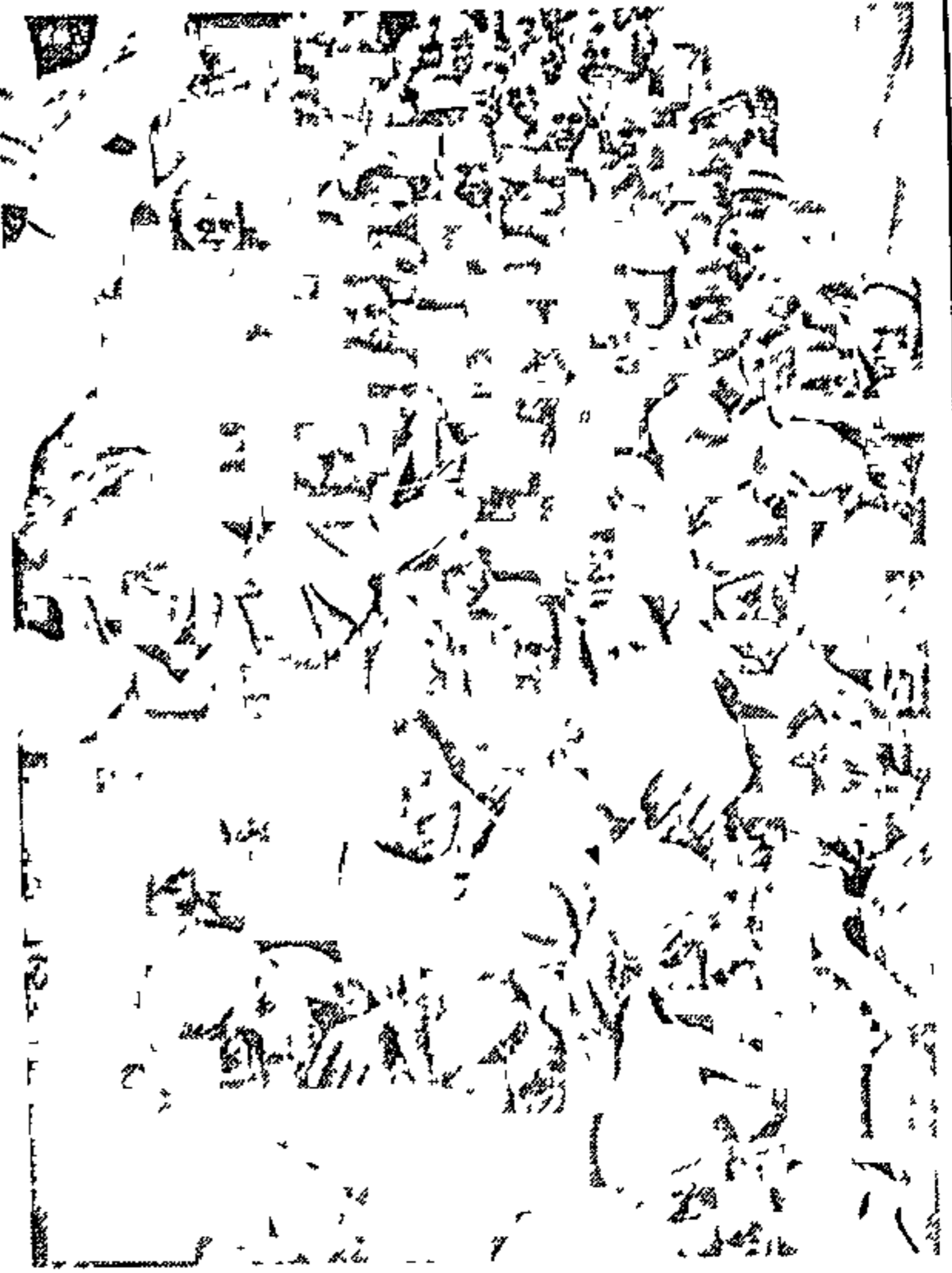
township manager, the matter was handed to the council's attorney who brought a court action against those in default

Malan said "If people respond to notices and communicate with the council authorities, then there will be no need for evictions

"A report of any person who commits himself or who gives an undertaking to pay rent will be submitted to the council for consideration and such a person will not be evicted"

Yesterday's evictions in Zola were monitored by a contingent of heavily armed council police

By late yesterday afternoon some of the evicted people were still out on the pavements



TOP: Sats workers pack Johannesburg Station's employment office to be re-hired after the SA Railway and Harbour Workers' Union called for the mass return to work yesterday

ABOVE: And a clutch of railway workers wait at Laanglaate station to be re-hired
Pictures Philip Littleton

Cosatu challenged on Sats' strike

Political Staff

The Congress of South African Trade Unions has been challenged to issue another advertisement revealing what it intended doing about reimbursing the R40 million lost by South African Transport Services workers during the recent strike

Minister of Transport Services Mr Eli Louw, replying in the third-reading debate of the Sats budget in the House of Assembly yesterday, said Cosatu had spent thousands on advertisements proclaiming its victory but "there was not a word in the advert about what happened to workers"

"I challenge Cosatu to place another advert in which it addresses the R40 million lost by workers during the three-month strike and in which it indicates who is going to reimburse them. Let Cosatu show its real colours"

Members in opposition benches burst out laughing and retorted. "What about the State President during the election?"

There was a less jovial response from the official Opposition when the Minister asked whether the CP intended solving all problems with "the bullet". Earlier in the debate the CP had proposed "bullet trains" to deal with transport problems

"The CP should tell us what else they are going to solve with the bullet," said Mr Louw

Retorted the CP's Mr Frank le Roux "What are you insinuating? What are you insinuating?"

Mr Tom Langley, CP MP for Soutpansberg, criticised the Minister in the course of debate this week for handling the strike "without guts"

"He said we weren't hardline (kragdadig) enough," replied Mr Louw

"Many Sats workers brought their bedding to work and spent the night there in order to carry on working and gave in finally to intimidation and threats of murder.

"And he wants me to 'have guts' and be 'kragdadig' to those people."

Mr Louw said he could have been unsympathetic and, when those workers found themselves trapped between pressures from both sides and reacted violently, he could have ordered the police to open fire

"That's that party's idea of guts," he said, stabbing a finger at the CP Opposition "I chose to be judged for reasonableness and on the results that I achieved, and I say that takes guts"

Star
12/6/87

Cape Town 13/6/87 (15)

June 16: Businesses take more conciliatory line

Municipal Reporter

MANY Western Cape industrialists and businessmen were taking a more conciliatory line on June 16 than that expressed in the dictum "no work, no pay", according to the Cape Town Chamber of Commerce and the Cape Chamber of Industries

Mr Michael Boyes, president of the Cape Town Chamber of Commerce, said there were several options other than the "no work, no pay" approach

One of these was to offer workers the option of taking leave on that day, or even granting them an extra day of leave

"Our 2 800 or so members are in

general very sympathetic towards those who are forced, through no fault of their own, to stay at home"

Mr Colin McCarthy, director of the Cape Chamber of Industries, said industrialists were aware of the significance of June 16, and many trade unions knew that what was to happen on that day "is something to be negotiated"

"They should have that maturity," he said

In the past, June 16 had not been "a big day" in the Western Cape, and in most cases it did not feature at all in discussions between management and unions

have become "I though they are not..."

CALL 7.1545 13/6/87 (157)

June 16: Businesses take more conciliatory line

Municipal Reporter

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"They should have that maturity," he said.

In the past, June 16 had not been "a big day" in the Western Cape, and in most cases it did not feature at all in discussions between management and unions.

Staff Reporter and Own Correspondent
 CAP-TIMES 13/6/87
 'Release detainees,' says priest

Own Correspondent

JOHANNESBURG — The general secretary of the South African Catholic Bishops' Conference, Father Smangaliso Mkhathshwa — released yesterday after a year in detention, has called on the government to release all detainees to create a new climate for solutions in South Africa.

On June 11 last year Father Mkhathshwa was taken by police from his home in Soshanguve, near Pretoria.

On Wednesday this week he appeared in court and was charged with being in unlawful possession of a gun and ammunition. He appeared in court yesterday in connection with the same charge and was released on bail.

"I am very relieved to be free, but the joy is saddened by the many who are still in detention," he told reporters.

Antiques fetch R98 345

Staff Reporter

A PUBLIC auction which realized R98 345 included the sale of a magnificent 230cm-high Dutch walnut armoire which went under the hammer at R16 500 and a six-piece Edwardian silver tea and coffee service which fetched R9 500.

The auction of 204 lots took place yesterday at the sale rooms of J J Hofmeyr & Son in Loop Street, on the instructions of the heirs in the estate of the late E Major and included part of the former Dennendael Collection of the late Mr H Buisman.

Amongst the Cape, English and

Dutch antique furniture, glassware and porcelain items sold were two 19th Century Dutch silver tea caddies for R2 300, a George III silver teapot for R1 200 and a four-piece sterling silver coffee service for R2 100.

A handsome crystal decanter, 31cm in height, went for R1 300 and so did a superb set of etched crystal table glass.

A Chinese 19th Century urn fetched R840 and a George IV mahogany, slope front writing bureau sold for R2 900.

A 107-piece collection of Rat-Tail design Dutch silver cutlery went at R3 300. A pair of good George III mahogany armchairs sold at R800 each.

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13/6/87

Blacks ask for calm

JOHANNESBURG — Black organisations have appealed for a calm and dignified commemoration of June 16 next week — the 11th anniversary of the Soweto riots

They urged members to attend commemoration services in many parts of the country

The organisations, however, branded as untrue rumours of a two-week stay-away by black workers, supposedly to mark the first anniversary of the state of emergency

Police have meanwhile warned that anyone urging others to stay away from work on June 16 would face strong action

The general secretary of the National Council of Trade Unions (Nactu), Mr Phiroshaw Camay, today appealed to workers to "honour this day with calm and dignity"

In Port Elizabeth, an inter-denominational church service to mark the events will be held in the Hill Presbyterian Church, Port Elizabeth, on Tuesday

The service is from 1 15pm to 1 45pm and will be attended, among others, by the head of the Methodist Church in the Eastern Cape, the Rev George Irvine, and Canon Peter Bowen of the Anglican Church in Port Elizabeth

SA can supply bulk of Mosgas skilled labour

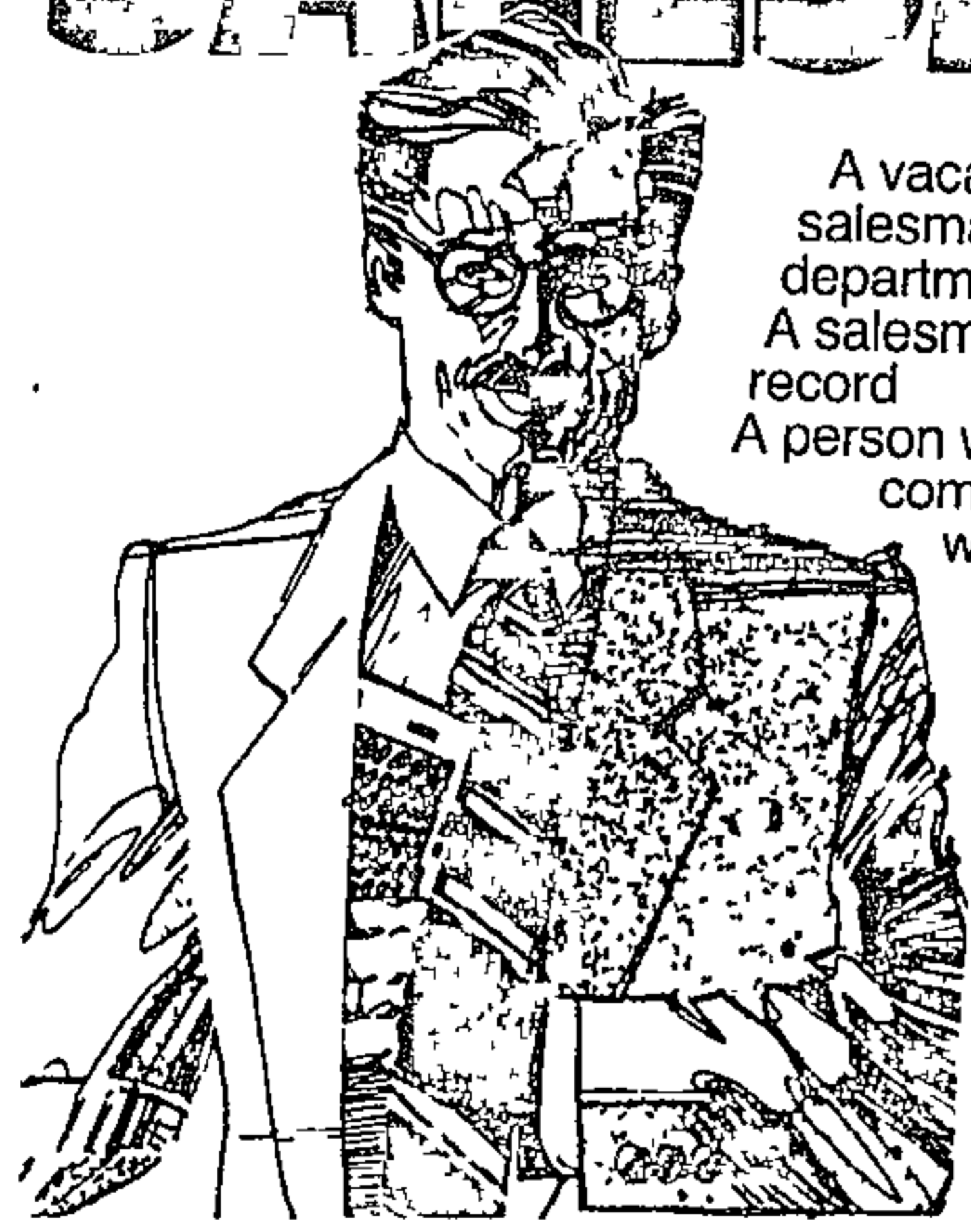
By JENNY CULLUM 13/6/87

SOUTH AFRICA was perfectly capable of providing all the skilled labour needed to carry out the whole Mossel Bay oil-from-gas project, apart from a very small number of specialised tasks

This was stated in Port Elizabeth yesterday by Mr Leon de Vilhiers, deputy director of Emthonjeni Group Training Centre who returned last weekend from a survey of Britain's North Sea oil fields, to analyse training allied to the hook-up and production phases for the R5 500-million Mosgas project

This is in sharp contrast with major projects such as Sasol and Koeberg of the '70s when skilled staff had to be recruited overseas

NEW CAR SALESMAN



A vacancy exists for a top flight salesman in our new car department

A salesman with a proven track record

A person whose motivation will command a fine earning with one of the best motor dealerships in Port Elizabeth.

The position carries a salary plus commission

A company car and petrol allowance.

Normal medical aid and pension benefits.

Contact Miss Julie Jonck for appointment to interview on 544311 or in writing to P O Box 3529

Apart from a few design, management and process engineering skills, SA's own manpower could supply all the skills needed for Mosgas, Mr De Vilhiers said

"The skills needed are nothing superhuman or sophisticated — they are normal basic skills which we already have here Forget about the myth of 'high technology' skills"

Mr De Vilhiers studied training material, equipment and facilities for coded welders, platers/burners, mechanical fitters, pipe fitters, electricians, rigger/erectors and supervisors during his trip

He said that he would be recommending that the "pick of the crop" of workers trained for the fabrication stage would be taken for the hook-up stage and trained in survival and safety, fire-fighting and working in confined areas.

Mr Dieter Kusel, director of Emthonjeni, said that South Africa had taken a unique step, breaking away from dependence on importing skilled people, by mobilising in advance to train its own manpower for Mosgas

TAXI services will be stopped and major shopping centres in the black townships will be closed tomorrow to commemorate the 11th anniversary of the 1976 Soweto uprisings.

Massive June 16 closure expected

Day 15/6/87

SOPHIE TEMA

All businesses in the townships, and a number of Johannesburg shops, will be closed. Thousands of workers will be given the day off.

Cosatu and the UDF intend holding mass rallies in the townships. Prayer services will be held in most township churches.

Police said they are ready and prepared for anything that might happen on June 16.

"Our men will be out patrolling all townships and white areas to protect peace-loving people and those who may want to go to work.

"We will also have our men at all major centres in the cities, on trains and every possible place to protect the public

from radicals and intimidators", said the spokesman.

South African Transport Services spokesman said there will be normal train services, with police on duty to protect commuters from intimidators.

A Putco spokesman said "Bus services will operate as usual, but may withdraw depending on the situation in the townships".

United Municipalities of South Africa president Tom Boya has announced that his organisation has declared May 1 and June 16 as paid holidays for the employ-

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Widespread closures on June 16

ees of black local authorities.

Boya called for calm and appealed to everybody to observe June 16 as a day of prayer, and to refrain from unnecessary excitement which has always characterised the day.

A number of town councils have already indicated they will not be operat-

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ing on June 16, and all their employees will be given the day off.

Urban Foundation executive chairman Jan Steyn said the organisation will close all its offices throughout the country on this day.

No call for stayaway

74/16/87
COSATU has not called for a work stayaway today, but its members would observe June 16 as a national holiday to honour students who have died in education the struggle.

A statement from Cosatu in Johannesburg said June 16 would be a paid public day for workers in hundreds of companies and wage demands presented to other companies would include the demand that June 16 be a paid public holiday.

Calling on the government not to re-impose the state of emergency, Cosatu said the emergency was "a direct threat to the labour relations system and served to heighten tensions in the country, rather than create a climate conducive to the peaceful resolution of the country's problems."

15
The recent election "ushered in one of the darkest periods in this country's history and Cosatu was one of the first victims of the government's stated intentions to close even further peaceful democratic opposition," said the statement.

"The labour relations system has been shaped according to the interests of management and workers and is the only forum where meaningful negotiations take place in this country."

18
"The emergency, however, gives untrammelled powers to even junior law enforcement officers to interfere in the process of labour relations without proper accountability," said Cosatu.

Open
Cosatu called on the government to "broaden the space for democratic activity" so that Cosatu and other democratic organisations would be free to organise.

Cosatu has also demanded the release of more than 60 of its leaders in detention - Sapa

~~11A~~ (152) ~~11A~~

Call for calm on Soweto day

JOHANNESBURG. — Black leaders have called for calm tomorrow's anniversary of the Soweto uprising 11 years ago and urged people not to provoke violence by staying away from their jobs.

Police warned that "strong action" would be taken against anyone promoting job action or intimidating those who wanted to work during the two-week protest against the state of emergency.

Lieutenant-Colonel Steve van Rooyen said police were aware of certain unions calling for a two-week stayaway. "We have a plan of action and we will take care of intimidators," he said.

The United Democratic Front called for one-hour work stoppages and fasting during the 14-day protest, but urged members to continue work.

The general-secretary of the National Council of Trade Unions, Mr Nkosi Molala, said "For the black community, June 16 is a day of mourning and re-dedication to the struggle. We must honour it with calm and dignity."

Last year, 1,5 million blacks stayed off the job for a day to mark the uprising in Soweto.

This year, a number of companies declared Tuesday a paid holiday and put advertisements in newspapers saying they would be closed as "a mark of respect for our customers and staff".

The UDF said in a statement "We shall be calling on all South Africans, individuals and organizations, to engage in protest actions against the re-imposition of the state of emergency. Various groups shall be embarking on various forms of protest action ranging from one-hour work stoppages to hunger fasts."

Our Johannesburg correspondent reports Taxi services will be stopped and major shopping centres in the black townships will be closed tomorrow.

All businesses in the townships, and a number of Johannesburg shops, will be closed. Thousands of workers will be given the day off.

Cosatu and the UDF intend holding mass rallies in the townships. Prayer services will be

held in most township churches.

A SATS spokesman said there will be normal train services, with police on duty to protect commuters from intimidators.

A Putco spokesman said "Bus services will operate as usual, but may withdraw depending on the situation in the townships."

United Municipalities of South Africa president Mr Tom Boya called for calm and appealed to everybody to observe June 16 as a day of prayer, and to refrain from unnecessary excitement which has always characterized the day.

A number of town councils have already indicated they will not be operating on June 16, and all their employees will be given the day off.

There will be no bread and milk deliveries to the townships on Tuesday.

A spokesman for the Western Cape region of the UDF last night called for tomorrow to be declared a national holiday and remembered as South African Youth Day — Staff Reporter, Own Correspondent and UPI.

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- 41 Gang activities in reform schools and other institutions falling under the Children's Act
- 42 Investigation into the structure, functions and organisations of Black and Coloured street gangs in the open community
- 43 The processing and treatment of juvenile offenders South African policy and practice
- 44 A study of overseas models for the processing and treatment of juvenile violent offenders
- 45 A psycho-sociological investigation of juveniles who have been sent to prison as a result of committing violent and other types of crime
- 46 An evaluation of services provided by aftercare centres in the RSA
- 47 Aftercare systems for ex-offenders A literature survey with the purpose of developing a model for aftercare
- 48 The perceptions of families receiving reconstruction services of the welfare service
- 49 The provision of services by social and assistant workers to Black male board prisoners. An exploratory study
- 50 An evaluation of aftercare services provided for ex-offenders and their families by state, private and church welfare organisations in the RSA
- 51 The development of an integral system whereby official information regarding offenders (eg court reports, test results) can be stored and evaluated A literature study
- 52 The effect of environmental factors on inmate functioning and behaviour
- 53 Juvenile delinquency (a) The appearance and extent of juvenile delinquency in the RSA according to official crime statistics and (b) the etiology of juvenile delinquency and the processing and treatment of juvenile offenders
- 54 The aim and value of reconstruction services for the family of the offender with special reference to some systems overseas
- 55 Gauging the attitudes of the South African public toward ex-offenders and other possible methods of treatment of offenders
- 56 The influence of imprisonment on family relations of a group of white male board prisoners
- 57 The construction of a classification system for prisoners
- 58 Pre-release preparation of prisoners A literature survey
- 59 The aim and value of halfway houses and other community based corrections A literature survey
- 60 An investigation into the provision of tuition for the offender
- 61 The effect of imprisonment on prisoners and the care given to prisoners Attitudes and perceptions of prisoners and Prisons Service staff
- 62 Rumours among Black women concerning the side effects of various clinical contraceptives
- 63 Determination of the need for guidance on the combat-

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- ing of First World diseases among Blacks
- 64 Identification of the need for communication skills in negotiations among the participants in the SATBVC multilateral dispensation
- 65 Formative evaluation research concerning reading matter on nutritional guidance
- 66 Evaluation of the Tuberculosis Guidance Programme of SANTA (South African National Tuberculosis Association) and the Department of National Health and Population Development in selected areas
- 67 The training of black managers
- 68 An investigation into the development concept and appropriate training
- 69 An investigation into the impact of an agricultural project in northern Natal
- 70 The development of a programme for the handling of female victims of sexual assaults
- 71 Research in African languages Standard and colloquial languages
- (b) 31 May 1987

Strikes

91 Mr F J LE ROUX asked the Minister of Manpower †

(a) How many illegal strikes occurred in the public sector in the latest specified 12-month period for which figures are available, (b) in which State Departments were the persons who took part in these strikes employed, (c) what total number of such persons was involved in the strikes and (d) what total amount in salaries and/or bonuses was paid to these persons in

HoA

Handwritten: 152 16/6/87

respect of the periods during which they were on strike illegally?

The MINISTER OF MANPOWER

- (a) The Labour Relations Act, 1956, is not applicable to the State (vide section 2), and thus strikes in the public sector are not reported to the Department of Manpower in terms of section 65A
- (b) Falls away
- (c) Falls away
- (d) Falls away

Crude oil

96 Mr R R HULLEY asked the Minister of Economic Affairs and Technology

In respect of the latest specified date for which figures are available, (a) what was the landed cost in South Africa of crude oil in United States dollars per barrel, (b) what, in respect of 93-octane petrol, was this cost expressed in cents per litre at the pump and (c) what elements comprised the marketing margin in the latest petrol price composition?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

- (a) Landed price during May 1987 United States Dollar 17,92
- (b) The above-mentioned cost is not directly taken into account in the South African price for 93 octane petrol. The average landed cost of 93 octane petrol for 4 refineries—three in Singapore and one in Bahrain—is being used as basis to determine the South African price. The landed cost presently being reflected in the price of 93 octane is 34,442 c/l. The over-recovery presently experienced, is accommodated in the cumulative over and under-recovery account
- (c) The marketing margins for the oil companies and the retailers consist of all those costs normally incurred to distribute and market petrol and both margins are subjected to price control

Handwritten: 16/6/87

NGKA walkout is protest over white church attitude to blacks

By Carina le Grange,
Religion Reporter

UMTATA — Women walked out of a synod communion service of the Ned Geref Kerk in Afrika (NGKA) on Sunday

Four years ago, members of the synod belonging to the Belydende Kring walked out of a synod communion

The walkout on Sunday was hardly noticeable as there had been a steady flow of people arriving late and others leaving early at the service held in the Ngangelizwe congregation

The Belydende Kring (BK) demed the walkout was organised, but a spokesman for the NGKA believed it was the work of a suspended evangelist

The BK is a movement of ministers from the white, black, coloured and Indian NG churches striving for a united and relevant church

BK members said white NGK members did not allow black members to take communion at the same service in Umtata or anywhere in Transkei

"The white church has also

been declared a heretic church by the World Alliance of Reformed Churches and we cannot share communion with heretics who still cling to their sin of apartheid."

Church role in Sats strike

UMTATA — The Ned Geref Kerk in Afrika (NGKA) played a part in the recent strike which affected South African Transport Services (Sats), the church synod was told yesterday during a discussion on labour.

The church is a member of the Interdenominational Committee for the Witwatersrand Industrial Mission (ICWIM), which took the initiative to talk to Sats with union approval

The Rev Willie Cilliers told the meeting that members of the unions involved thanked the mission for its efforts.

The synod accepted a motion urging the Government to abolish the Group Areas Act.

Earlier, the synod had asked that the Government legislate on minimum wages for farm and domestic labourers as well as providing for pension and medical aid schemes.

Legislation which "makes it difficult for men and women to live normal married lives" was rejected.

ARGUS 16/6/87

June 16 quiet as businesses close all over city

Staff Reporters

THE stayaway called by a wide range of community and union groups to commemorate the events of June 16 1976 in Soweto had a widespread response across South Africa today.

Most Soweto workers stayed home.

Industrial and commercial areas of Cape Town were quiet.

Normally bustling commercial areas such as Salt River and Woodstock were nearly deserted with dozens of businesses closed.

Both the Western Cape Traders Association and the Chamber of Muslim Meat Traders called for members to close in commemoration of the day.

At the Mowbray bus terminus peak-hour buses were less than half full and many had only a handful of passengers on board.

But a senior inspector of City Tramways said occupancy was "pretty good" earlier in the morning.

NO TAXIS

"I would say about 85 percent of our passengers arrived for work today, even though the black townships are quieter than normal," he said.

A commuter from Athlone, who declined to be named, disagreed.

"I catch a bus to work from here every morning and it is a lot quieter than normal. Only about 40 percent of the people are here today."

A taxi-driver said his business was normal, but there were no taxis from the black townships.

"They are most definitely staying away."

Buses were running on schedule, said City Tramways director Mr Francois Potgieter.

"But it's hard to say at this stage if our passenger volumes are up or down."

"One thing which is quite noticeable is that no taxis are running in certain of our operational areas."

TRAFFIC NORMAL

The lack of taxis could have an effect on the number of bus passengers, but this would take time to establish.

A tour of Cape Flats commuter routes seemed to bear out reports of almost normal traffic.

Bus services appeared to be running smoothly in the Mitchell's Plain area, with several buses carrying full loads.

In Lotus River and Grassy Park bus terminuses were quiet at 7.15 but buses appeared to be running with full loads.

Fewer taxis than usual were seen in the Lotus River area, but a steady shuttle service to Wynberg operated.

In Lansdowne industria a steady stream of workers headed for the factories. Several factories appeared to be in darkness while others were clearly operating as usual.

Athlone's central business
(Turn to Page 3, Col 4)

Quiet as city marks June 16

ARGUS 16/6/87 (Cont from Page 1)

district and the area around Athlone station were almost deserted and in darkness this morning.

On the Liesbeeck Parkway one placard-holder reminded motorists "Soweto 1976 The Struggle Continues".

South African Transport Services spokesman Mr Luther Diedericks said the suburban train service was not as busy as usual but trains were still "quite full".

"The situation is difficult to assess but there is at least 80 percent occupancy," he said.

There was a security presence on some stations, including Observatory and Salt River.

The stayaway was widespread in Port Elizabeth.

The chairman of the Chamber of Commerce and managing director of Port Elizabeth Tramways, Mr Carl Coetzer, said the stayaway appeared to be "about 90 percent".

NO PAY

Buses were running only to the perimeters of black townships and most were empty. No black bus drivers reported for work.

Buses to all other areas were running normally.

Some companies closed in anticipation of the stayaway.

Volkswagen in Uitenhage said it would be closing production lines in anticipation of a complete stayaway of African staff.

Most companies have adopted an attitude of "no work, no pay, no disciplinary action".

In the Transvaal Putco spokesman Mr Robin Duff said the June 16 "holiday" had been most widely observed in Soweto, where there was an almost total stayaway of its staff and about 50 buses were manned.

All Soweto businesses were shut following a call by the Greater Soweto Chamber of Commerce and Industry for traders to close.

Putco Staff turnout in the Pretoria area was estimated at between 50 and 60 percent, with about 250 buses being operated. Passenger demand was between 30 and 40 percent.

A South African Transport Services spokesman reported a more marked drop all round in train passengers.

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JUNE 16

Riding the punches

Many employers neatly side-stepped the emotive issue of June 16 by simply declaring a unilateral holiday. The day, of course, commemorates the Soweto uprising of 1976 in which more than 600 lives were lost

Even the coloured House of Representatives decided, as a "gesture of sympathy" not to work on Tuesday. It will therefore be interesting to see how the President's Council, which is looking into the whole question of public holidays, deals with this one (see *Call for Reforms and Leaders*) especially as it falls so soon after the clutch of holidays in April and May

Productivity, of course, is a complex subject but, according to Assocom estimates, the superficial cost of a paid public holiday, assuming it's 100% effective, is around R444m in lost emoluments and production

According to estimates based on a survey carried out by labour lawyers Andrew Levy and Associates, about 60% of companies have conceded June 16 as a paid holiday for their workers, and more are regularly joining the list. In some cases it's treated as an additional day off, while some firms offset it against another, such as Ascension Day. This survey is based on responses from 80 major companies covering the main sectors and involves some 40 000 employees

Further indication of sympathy with workers could be found this week in the fact that some employers booked hotel rooms en bloc for black employees they felt might be stranded in Johannesburg for want of transport on June 16. One hotelier says: "Both my hotels were fully booked for the nights of June 15 and 16 — mostly by companies on behalf of their black staff. I could have done with another 150 rooms, despite the fact that I increased my normal rate by R20 a night."

Based on employer telephone feedback, the Labour Monitoring Group (LMG) estimates that in the PWV area 75% of African workers in the manufacturing sector, 90% commercial and 44% in the public sector stayed away. Figures for the mining sector weren't available as the *FM* went to press, but it appeared that the stayaway on goldmines was "quite low" although higher on coalmines

In Durban, the LMG reported a 46% stayaway for all sectors including African (55%) and Indian (22%) employees. Among coloureds and Africans in Cape Town it estimated that 43% observed June 16

In the Port Elizabeth-Uitenhage area, seven out of 48 companies surveyed by the university's Industrial Relations Institute have conceded June 16 as a paid holiday, and two swapped it for another. The institute's Zoe Riordan says that among African workers in PE, 90% stayed away from work compared to 100% last year. Among coloured workers only 22% took the day off against 33% last year

In Uitenhage, 98% (99% last year) of Africans stayed away as did 79% (75%) of coloureds. The lower observance figures are attributed to the State of Emergency and the detention of a number of community leaders. However, the trade unions' role seems to have been important in organising it since nearly all who *did* pitch up to work are employed at non-unionised concerns

The Congress of SA Trade Unions, the United Democratic Front, Azapo and the SA Youth Congress all urged their supporters to mark the day with dignity and restraint. Various commemoration services had been planned in Soweto and elsewhere and, at the time of going to press, there were no reports of clashes with the police or violent protest

A spokesman for the SA Police pointed out that public gatherings are prohibited in terms of the emergency, and that if organisations break the law "then naturally we will act. But each case will be judged on its merits."

OFF Times 16/6/7
New rent
law could

start unrest'

JOHANNESBURG. — Introducing legislation to force employers to deduct outstanding rent from black workers' pay packets will further drive a wedge between capital and labour, the chairman of Shell, Mr John Wilson, said yesterday.

He said all business must be dismayed that it was again being involved in this sort of act. Big business has warned the government not to push the bill through. Many companies are reported to hold the view that to turn multinationals into rent collectors for government — which has estimated arrears of R297m — could be the final straw for many foreign-owned companies in SA and could set off further industrial unrest.

Quiet anniversary of Soweto unrest

Big stayaway of Eastern Cape workers

JOHANNESBURG — The 11th anniversary of the Soweto disturbances — in which about 575 people died in 1976 — was marked “quietly” nationwide with no reported violence and few workers reporting for duty.

Some employers had negotiated June 16 as a paid holiday with employee organisations and those that did not are expected not to pay staff who were not at work yesterday.

A police spokesman Captain Reg Crewe, said last night that the “general opinion was that everything was very quiet” nationwide

Workers for the major

chainstore groups — Checkers, OK Bazaars and Pick 'n Pay — had negotiated for the day to be a paid holiday and absenteeism in other sectors ranged from five per cent to total stayaways

Labour and employer groups in the Eastern Cape estimated absenteeism there to be about 90 per cent.

A Chamber of Mines

spokesman, Mr Peter Bunkell, said there was a five to six per cent stayaway in the gold mining industry and it was “somewhat higher” on coal mines. He would not elaborate.

A spokesman for the Department of Posts and Telecommunications in Pretoria said the Witwatersrand was most affected by postal workers staying away

Most commemoration services and meetings held in the sprawling township were well attended and there were no violent incidents

About 200 people leaving a service at the Central Lutheran Church in Jabavu were alleged to have been dispersed with teargas. Police have not been able to confirm this — Sapa

17/6/87 152 ~~152~~ B/Day

June 16 commemorated peacefully

WORKERS stayed away in their hundreds of thousands yesterday, heeding calls by community organisations to commemorate peacefully the 11th anniversary of the June 16 uprising

Fears of violence and clashes between

- Picture — Page 2
- Comment — Page 4

police and township youths failed to materialise. Police maintained a high profile in townships countrywide. An SAP spokesman said there had

PATRICK BULGER

been virtually no unrest and police had had to contend with a "a number of isolated cases of stone throwing"

In White City Jabavu, Soweto, police with sjamboks dispersed a group of youths singing freedom songs

In spite of no official calls for a stayaway, labour observers stressed June 16 had, in effect, become a public holiday

Neither Cosatu nor the UDF had called for a stayaway, but recommended ob-

serving the day "with the dignity it deserves"

A spokesman for Assocom said a June 16 stayaway had become so widely accepted, it made little sense to monitor its extent. He stressed that in many cases unions and employers had come to prior agreements on June 16

In the Eastern Cape only 7% of black workers reported for work, while 65% of coloured employees worked

The Cape Peninsula and Natal were less affected

Strikers call on Alitalia to air its views

Workers fired from Kyalami Ranch held a brief placard demonstration outside the Johannesburg offices of Alitalia on Monday demanding that the airline, one of two which use the hotel, make its views known on the dispute with management.

Lufthansa spokesman Karen Lambson said the airline did not regard the dispute as being of direct concern to it.

Alitalia management is on record as saying it has a contract with the hotel.

The strike is in its third week.

The 150 workers, represented by the Hotel and Restaurant Workers' Union, claim that the amount deducted by the employer for board and lodging exceeds the legal maximum.

Management has said it is not bound by this maximum and has an agreement with the union's lawyers to deduct larger amounts.

The dispute comes before the Pretoria Industrial Council tomorrow.

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CITY/NATIONAL

40pc stayaway in Peninsula

Labour Reporter

ABOUT 40 percent of Cape Town's workforce stayed away to observe Soweto Day, according to the independent Labour Monitoring Group.

Shops over a large area of the Peninsula were closed in response to calls from the Western Cape Traders Association and the Chamber of Muslim Meat Traders.

In the Cape Flats, shopping areas were almost deserted and Salt River and Woodstock were considerably quieter than usual.

In other parts of the country the stayaway was much higher.

Estimates by the monitoring group — an academic group independent of unions and management — were that about 70 percent of black, coloured and Indian workers were absent yesterday.

The highest stayaway was in the Port Elizabeth-Uitenhage area, where about 93 percent of black and 35 percent of coloured workers were absent.

90 percent

In the Pretoria-Witwatersrand-Vereeniging region the black stayaway in the commercial sector was about 90 percent and in the manufacturing sector about 75 percent.

The Durban region had a stayaway rate of about 46 percent.

The monitoring group estimated that of the 40 percent who stayed away in the Cape Town area about 75 percent were black and about 30 percent coloured.

Companies organised by affiliates of the Congress of South African Trade Unions had a stayaway rate of about 56 percent.

The Argus Correspondent in East London reports that the vast majority of black workers in the area stayed at home.

The president of the East London Chamber of Commerce, Mr Nico Cloete, said that about 80 percent of workers in the central business district stayed away, with similar absenteeism figures reported in industry.

LEGAL experts have ruled out a possible clash between emergency regulations and an Industrial Court ruling that workers taking part in stayaways are not acting illegally as long as they do not make political or industrial demands

And Times Media attorney David Hoffe said emergency regulations aimed at curbing the reporting of stayaways, such as yesterday's 11th anniversary of the Soweto riots, were not applicable

He said the media could report on commemorative stayaways without violating the curbs.

Hoffe said "The emergency regulations prohibit news and comment on the extent of unlawful stayaways or strikes

"But the Industrial Court ruled in a separate finding last week that stayaways not coupled with a political or industrial demand are not unlawful"

He said, however, that a UDF pam-

Legal clash seems unlikely on stayaways

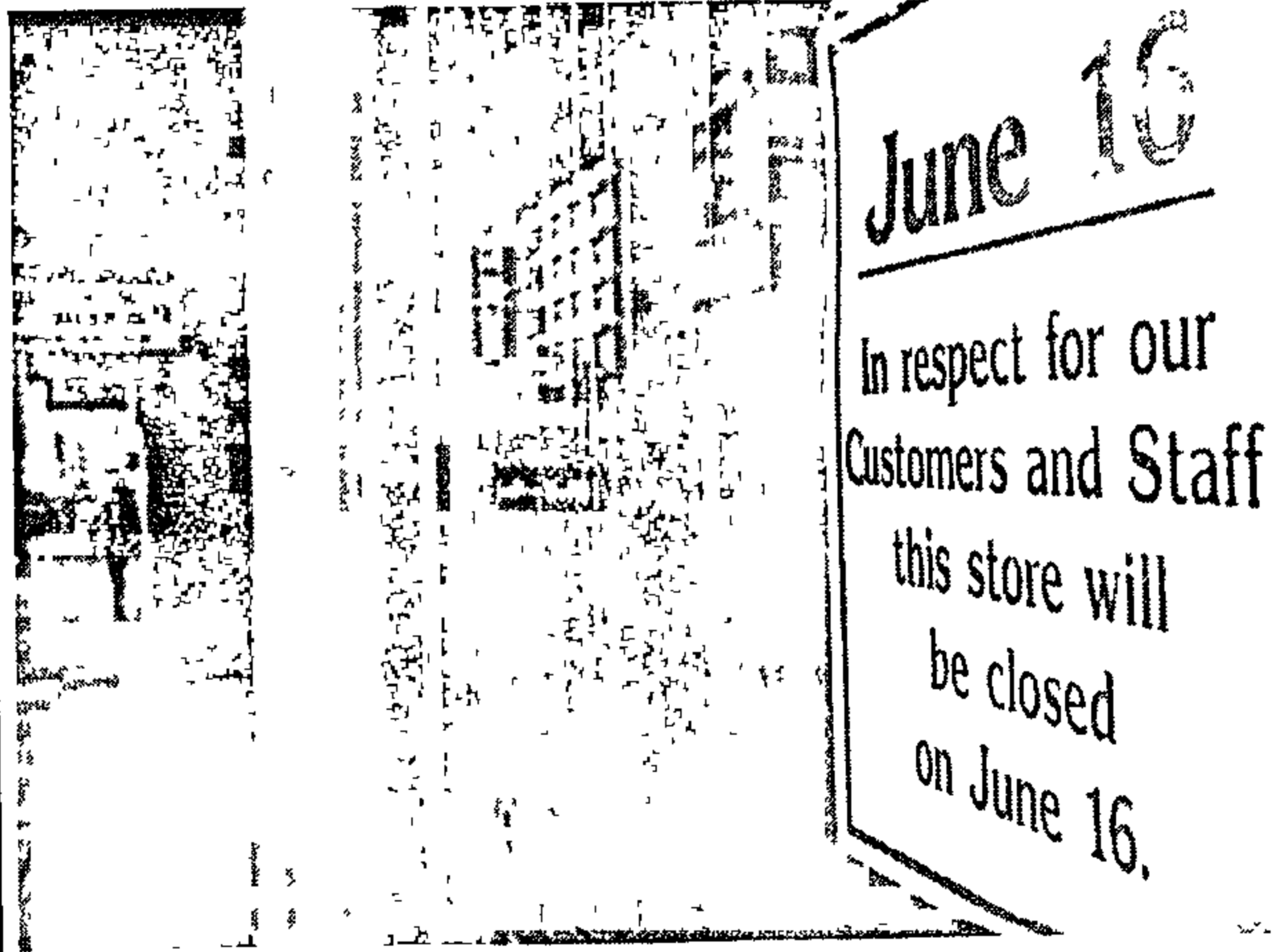
HAMISH McINDOE

phlet calling for June 16 to be declared a public holiday was "possibly unlawful" in terms of emergency regulations

"Here, a direct political demand is being made"

The Industrial Court judgment followed Clover NCD's application last week for an interdict against the Food and Allied Workers' Union (Fawu) to prevent it calling on members working for the dairy to observe yesterday's stayaway

Clover NCD was not granted its interdict on grounds that Fawu was not making any political or industrial demand



Kerk Street, central Johannesburg, was virtually deserted yesterday as black workers stayed at home to honour the 11th anniversary of the June 16 Soweto uprising.

Picture Philip Littleton

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Stayaway varies in Peninsular

CMB Times 17/6/87

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Shops in the major part of the Peninsula — Rylands, Athlone, Nyanga, Langa, Guguletu, Bridge town, Silver town, Mitchell's Plain, Manenberg, Heideveld and Bonteheuvel — were closed and the streets almost deserted.

But the stayaway was most marked in the PWV area and in the Eastern Cape

High police profile

Fears of violence and clashes between police and township youths proved unfounded, although police maintained a high profile in townships around the country

An SAP spokesman said there had been virtually no unrest and police had had to contend with a "number of isolated cases of stone throwing".

The overall stayaway figure for Cape Town yesterday was 40% of black and coloured workers, according to the Cape Town branch of the Labour Monitor Group, which is run mostly by academics and independent of both unions and management.

ESTIMATES of the extent to which Cape Town workers stayed home yesterday, to commemorate the 11th anniversary of the June 16 Soweto shootings, varied between 12% and 40%.

Dr Johan Maree, co-ordinator for the Cape Town group, said last night that the study was based on a random sample of companies who were telephoned throughout the day.

He said that of the 40%, 75% were black workers and 30% coloured. The discrepancy in the percentage figures reflected the fact that there was a greater proportion of coloured workers in the Western Cape work force.

Of the companies surveyed who had a Cosatu unionized workforce the stayaway rate was a higher 56% (88% black



PRAYER SERVICE... Part of the crowd of 800 at a service in commemoration of June 16. The service was held at the Anglican church in Bonteheuvel yesterday. Picture: ALAN TAYLOR

From Page 1

CMB Times 17/6/87 Stayaway 152

the same as in previous years"

The clothing industry had barely been affected at all, he said, but some industries heavily reliant on black workers experienced a stayaway of up to 60%

Negotiations had taken place before June 16, he said, and he knew of at least one industry which had agreed to close for the day

The monitoring group said that in the PWV area 75% of workers in manufacturing, 90% in commerce and 44% in the public sector stayed away

In the Eastern Cape only 7% of black workers reported for work while 65% of coloured employees worked

Natal was less affected with some firms reporting absenteeism rates of less than 50% in most sectors. The Free State and the mining sector were virtually unaffected

In spite of there having been no official calls for a stayaway, labour observers emphasized

that June 16 had in effect become a national public holiday. Employers and government would come under intensifying pressure to make it a paid day off, they said

Neither the Congress of SA Trade Unions (Cosatu) nor the United Democratic Front (UDF) had called for a stayaway, recommending instead the day be observed "with the dignity it deserves"

Mr Luther Diedericks, a spokesman for South African Transport Services, said he "guessed" that, in general, trains ran at 80% of their usual passenger levels yesterday

A director of City Tramways, Mr Francois Potgieter, said there were noticeably fewer passengers on buses yesterday, but he would not quantify this

In London, police yesterday arrested 28 people out of 100 demonstrating outside the South African Embassy — Staff Reporter, Own Correspondents and Sapa

To Page 3

From MONTAGU P PLANT
(Clifton):

IN RESPONSE to Dr Jack Penn (Letters, June 13).

The world was built by certain principles, made up of courage, thrift, enterprise and endeavour, all spurred by pride, ambition, competition, and even avarice, but not by enforced handouts of someone else's money

We in business, commerce and industry, the lifeblood of the land, are striving to cut back a monster of slow, arrogant, political, inefficient and unwilling bureaucracy

This bureaucracy is almost devoid of cost discipline and urgency, the employees of which cannot be fired until they are aged, and who receive very special treatment to the dire cost of every taxpayer

They are drugged by security, they take no risks of venture, and they are constantly favoured by increases. The productivity of all this is low, and the cost very high, and the entire bureaucracy is increasing from day to day

Consider these indelible facts. The reward for labour is the wage. For use of land, rent. For use of capital, interest. For entrepreneurship, profit. These are the laws of economics being part and parcel of this planet, and we cannot change them

It has long been commonplace for employers to provide prerequisites complimentary to the wage, i.e. low-interest loans, assisted medical aid, assisted pension schemes, low-

Profit handouts won't solve labour vs capital disputes

Mr Tink 18/6/82 (152)

cost housing and lastly the bonus. The word is described as "something to the good into the bargain, especially dividends to shareholders of a company. Distribution of profits to insurance policy holders, gratuity to workmen beyond their wages"

Note well. Not a right payable to the workmen beyond their wages, but a gratuity. Dr Penn must search for another word

The worker receives his wage, and oftimes a gratuitous bonus. If the law enforced a payment to him from his employer's profits, would the law enforce a contribution from him to make good his employer's losses? No, it would not, and this is the acid test. A worker's bonus is a gratuity and cannot be turned into a legal stipulation. The concept is ridiculous

The worker must have protection and Trade Unions there must be. They have particularly since 1945, irresponsibly, and selfishly, ravaged the economy of the British Isles. Could it happen here? Yes it could, and the annual bonus will not prevent the fury of the emotion and outcome of strikes

The worker, by and large,

works for the market price, in the workplace

Governments often stipulate certain minimum rates. Exploitation is a trait of the world. Nature is the best at it. It can only be curbed, it cannot be eradicated

The average executive of a business does not wittingly exploit, but rather he hires and fires according to the market conditions. One may ask why the medical profession, the ordained healers, with power of life and death, are charging such exorbitant fees world wide? Would Dr Penn like to see a complete nationalization of the profession in South Africa?

The annual bonus does not ensure loyalty from employee to employee. I know of many large organizations who give excellent working conditions, and handsome bonuses, and the staff turnover is alarming

Why? For the reason that the employees flit from job to job for selfish betterment. The word loyalty in the business sense has gone with the wind, like the beautiful word gay. It is a sad fact, even laughable. A wag will say with the mime of an eyelid "He is the loyal employee type, you know"

We do not want or require

any more bureaucracy in South Africa and Dr Penn must know that commerce and industry shall from henceforth use all their muscle to cut it back, to its very minimum

One only has to look at the labour pattern of the last 40 years of trade unions in Britain, and the declining volume and quality of production, and Britain is the land of the free, without a doubt, with bonuses aplenty, and strikes similarly

The workers were recently encouraged to take up shares to the Post Office authority. Many did. The strikes continue

Dr Penn should refer to the work of the Margo Commission, which has long been sitting and deliberating. Our tax laws have become so complicated and profuse, that very few can understand them, or keep abreast of them

No, Dr Penn, the suggested legal handout of the entrepreneur's profits will not solve the eternal problem of dispute by and between labour and capital. Tight disciplines, faith, education, thrift, pride in person, family, nation, ambition, hard work, dedication, self-sacrifice, and last but not least, birth control. These will pale the problem

CAF Times 18/6/87 (152)

No legal clash seen in stayaways ruling

Own Correspondent

JOHANNESBURG — Legal experts have ruled out a possible clash between emergency regulations and an Industrial Court ruling that workers taking part in stayaways are not acting illegally so long as they do not make political or industrial demands.

And emergency regulations aimed at curbing the reporting of stayaways, such as Tues-

day's 11th anniversary of the Soweto riots, are not applicable

This is the view of Times Media Limited attorney David Hoffe, who said the media could report on commemorative stayaways without violating the curbs

"The emergency regulations prohibit news and comment on the extent of unlawful stayaways or strikes

"But the Industrial Court ruled in a separate finding last week that stayaways not coupled with a political or industrial demand are not unlawful"

Mr Hoffe added, however, that a UDF pamphlet calling for June 16 to be declared a public holiday was "possibly unlawful" in terms of emergency regulations

"Here, a direct political demand is being made"

The Industrial Court judgment follows Clover NCD's application last week for an interdict against the Food and Allied Workers' Union (Fawu) from calling on its members working for the dairy to observe yesterday's stayaway.

Clover NCD was not granted its interdict on grounds that Fawu was not making any political or industrial demand.

Hotel firings possibly unfair

PATRICK BULGER

KYALAMI Ranch Hotel — where 135 workers have been dismissed — was responsible for "a possible unfair labour practice", an Industrial Council hearing found yesterday.

The hearing took place in an attempt to resolve an ongoing dispute in which the Hotel and Restaurant Workers' Union (Harwu) is contesting the validity

● To Page 2



B/Day

Hotel in possible unfair labour practice

of the dismissals at the start of the month.

In a letter addressed to the Industrial Court, the Pretoria Industrial Council for the liquor and catering trade yesterday asked for an urgent hearing to resolve the dispute.

"The council is of the opinion that the Kyalami Ranch has not conformed to the terms and conditions as laid down in the Industrial Council agreement and that the subsequent actions by Kyalami Ranch represent a possible unfair la-

bour practice," the letter reads.

A Harwu organiser said yesterday the union wanted the court to declare the dismissals invalid. It wanted the hotel to reimburse the excess levy for food and accommodation it claims workers have paid over the past few years.

The council set down a maximum levy of R85, but the hotel deducted R124 which led to the illegal work stoppage and subsequent dismissal.

● From Page 1

100A



100B

B/Day

5
F/24/667

PUBLIC HOLIDAYS

152

Call for reforms

Assocom has proposed a radical restructuring of South African public holidays. In a written submission to the Economic Affairs committee of the President's Council, it sug-

gests a maximum of 10 public holidays a year.

It wants Founders' and Ascension days scrapped as official days off, and recommends further that

- Holidays should be confined to Mondays where possible. Friday holidays, it says, are most disruptive in the retail trade because business activity is generally higher on this day.
- There should be a finite number of public holidays each year and they should be spread as evenly as possible.
- Sectarian holidays should be minimised and there should be a move towards more nationally-orientated holidays.
- Where a movable, declared public holiday falls on a Sunday, the following day should be declared a holiday (At present this applies to New Years' Day, Founders' Day, Ascension Day, Republic Day, Kruger Day, Day of the Vow and Day of Goodwill).
- Consideration should be given to delegating a limited number of holidays to regional or provincial level.
- Anniversaries of historical, but sectarian significance should preferably be celebrated on the nearest Sunday, and
- Anomalies which presently exist between the Public Holidays Act and the Basic Conditions of Employment Act should be addressed. Assocom says there should be clarity on which are statutory paid holidays and which are subject to negotiation.

Ideally, says Assocom, public holidays should apply to everyone. If employees are required to work on these days, the usual conditions of double pay or a day off in lieu should apply.

In a review of existing public holidays, Assocom says

- New Years' Day should be retained as it is recognised throughout the Western World,
- Good Friday and Family Day should be retained because, apart from the significance of Easter to many people in SA, the four-day holiday period provides a valuable period of relaxation. It is also important to the tourism industry,
- Workers' Day should be retained, but its declaration on the first Friday of May is undesirable. Workers' or Labour Day is celebrated in the majority of countries in the world on May 1, and most organised labour in SA regards May 1 as being the most acceptable date for the holiday. The practical effect of not having May 1 as the holiday could be two days' absence from work instead of one. Assocom points out that the KwaZulu government declared May 1 as a paid public holiday as a substitute for Founders' Day,
- Republic Day should be retained, but renamed "National Day" and celebrated on the first Monday in June,
- Kruger Day, which has considerable emotional appeal to a part of the population, but

is less relevant to many other people, should be celebrated on the Sunday nearest to October 10.

- The Day of the Vow should be celebrated, in the economic interests of the country as a whole, on a Sunday nearest to December 16,
- Christmas Day and the Day of Goodwill should be retained. Like Easter, Christmas is

of great significance to South Africans and is observed throughout the Western world.

- Founders' Day should be scrapped as it has little significance for a large number of people, and
- Ascension Day should be scrapped as a general public holiday.

Assocom says two new public holidays

could be proclaimed, possibly in August and October. Alternatively, the right to declare these two further days as holidays could be delegated to the regional or provincial level where the requirements of specific local communities could be observed, such as Van Riebeeck Day in the Cape, Shaka's Day in Natal, and Youth Day in the Transvaal. ■

Whole page

(152) (11)

Day of echoing silences

THE Reverend Bangisizwe Mbabane was disappointed, chidingly telling the congregation that they hardly filled a quarter of the small church in Jabavu, Soweto.

It was June 16, traditionally a day of huge church services to commemorate the 575 people who were killed in the 1976-77 rebellion.

Black teenagers played soccer in the dusty Soweto streets, stoically indifferent as armoured vehicles crammed full of white conscriptees drove past.

The soldiers, their R1 rifles held at their sides, resting against the floor, looked out unsmilingly from the Hippos.

Adults could be seen in their tiny yards, warming themselves in the winter sun and chatting amicably to friends and neighbours. They, too, turned a blind eye to the patrolling soldiers.

Sowetans had stayed at home on the June 16 anniversary. But judging from churches in and near Jabavu, only a tiny minority attended commemorative services. Journalists converging on the Catholic Cathedral of Regina Mundi, traditional venue for June 16 services, struggled to find a church which was even half full.

Regina Mundi attracted only a hand-

ful of congregants and a disparate, shifting trickle of onlookers motivated more by curiosity than conviction. It had been advertised as the venue of a rally by the Azanian People's Organisation.

At the Anglican Cathedral of St Paul's, hardly 10 people turned up in time for the start of a service led by Father Cornelius Mphaki. At one stage it looked as if the Soweto worshippers would be outnumbered by diplomats and pressmen.

Another service was reportedly scheduled at a nearby Methodist Church. But, with the exception of one couple and a procession of journalists in search of a commemoration organised by the newly-formed South African Youth Congress (Sayco) and the Congress of South African Trade Unions (Cosatu), no one turned up.

The neighbouring Lutheran Church seemed equally unpromising, although there had been reports that a service would be held there. Shortly before 11am, when the service was

Yes, Soweto stayed home on June 16. But not, for the most part, to go to church. PATRICK LAURENCE reports

due to start, there was hardly a person in sight. The iron gates were tightly shut.

It seemed that Soweto residents were prepared to stay at home on June 16 but that not a single church would be filled. The State of Emergency had worked too well. The restrictions had made advance publicity difficult. The severe curbs on political activity, backed by the troops and the police, appeared to have had the required intimidatory effect.

Five minutes later, however, the church was opened and people began to trickle in.

When Mbabane started his sermon the church was hardly a quarter full. The poor attendance caused him to ponder whether blacks were really ready to reject apartheid.

He blamed the poor turn out on divisions in the community, lamenting "Every generation in our black community wants to come up with a new political body."

"Perhaps the moment of decision to say 'no' to apartheid has not yet come," he mused, wondering whether even a fifth of the black people were prepared to act decisively to end apartheid.

But even as he talked the church started to fill up, the new arrivals including Albertina Sisulu, president of the United Democratic Front, and Pauline Moloise, mother of executed ANC guerrilla, Benjamin Moloise.

By the time Mbabane finished his sermon, the church was full, ready to hear a rousing oration from Rapu Molekane, the general secretary of Sayco. He defiantly identified his organisation as part of a tradition reaching back to the ANC Youth League.

Rejecting an offer from President P W Botha to negotiate a new dispensation, Molekane said: "As long as Nelson Mandela is in Pollsmoor

(Prison), we are not going to accept anything from the South African government. As long as Oliver Tambo is in exile, we are not going to accept anything."

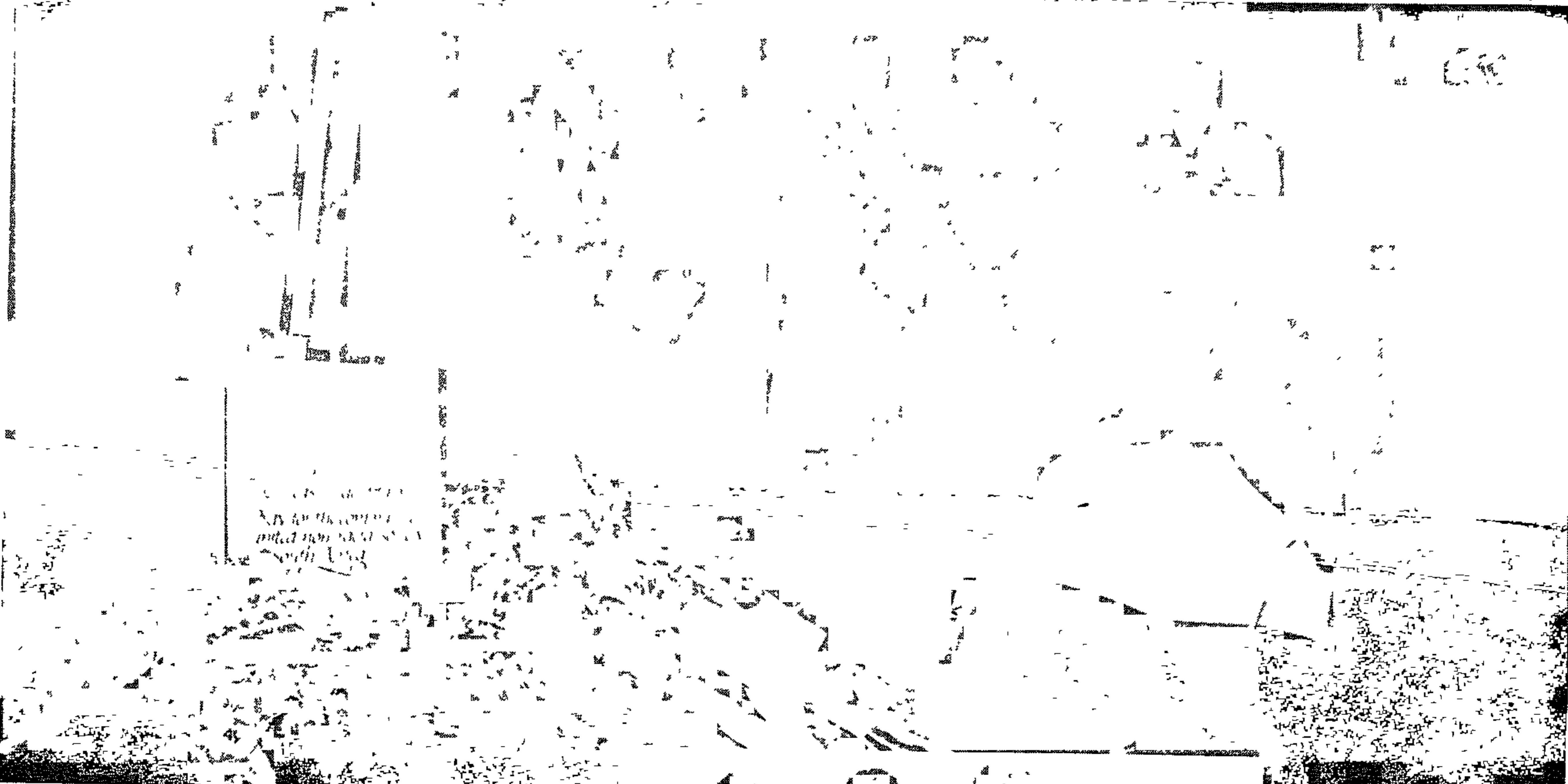
He said: "We must move to make Soweto a no-go area for the enemy. We must isolate the enemy. They must not get into our houses. No priest must allow them into his church. They must be outcasts."

The crowd was on its feet, stamping its approval in unison, with a newly released detainee, Siphwe Tusi, leading them in rhythmic chanting and singing.

Before the singing died down Molekane — or, as he would prefer it, Comrade Molekane — was on his way, not wanting to be immobilised by arrest.

Most of the congregation had come from neighbouring houses. But within a short time the seemingly quiet newcomers were transformed into crusaders against apartheid.

Beneath the surface of Soweto's outward acquiescence in face of the iron fist of the Botha government the will to resist was still alive, waiting to be kindled into renewed activity.



JUNE 16, the anniversary of the 1976 Soweto uprising, has become a *de facto* public holiday for most South Africans.

The massive stayaway across the country — which left cities like Johannesburg and Port Elizabeth deserted — showed that support for June 16 is growing annually.

Although there were no calls for a stayaway, labour observers stressed June 16 had, in effect, become a holiday.

Assocom said the June 16 stayaway had become so widespread it made little sense to monitor its extent. It said many unions and employers had made agreements about workers taking the day off.

An independent Labour Monitoring Group (LMG) said the stayaway was most successful on the Witwatersrand and the Eastern Cape.

In the Johannesburg area, 90 percent of blacks in the commercial, and 75 percent in the manufacturing, sectors stayed away, the LMG said.

The Eastern Cape, considered one of the country's most militant areas was hardest hit by the work boycott. Only seven percent of the black workforce went to work on Tuesday, the LMG spokesman said.

Many companies gave their workers the day off, often in exchange for another paid holiday. Several foreign embassies and consulates allowed their black employees to stay at home.

The Cape Peninsula and Natal were less affected by absenteeism. In Cape Town 75 percent black and 30 percent coloured workers stayed away.

Despite full-page newspapers adverts urging black workers to ignore

A holiday that's taken for granted

There's no longer much controversy over June 16: This year it was taken for granted as a public holiday. By MONO BADELA

stayaway calls, placed by Inkatha-sponsored United Workers Union of South Africa, there was almost a total stayaway in Durban.

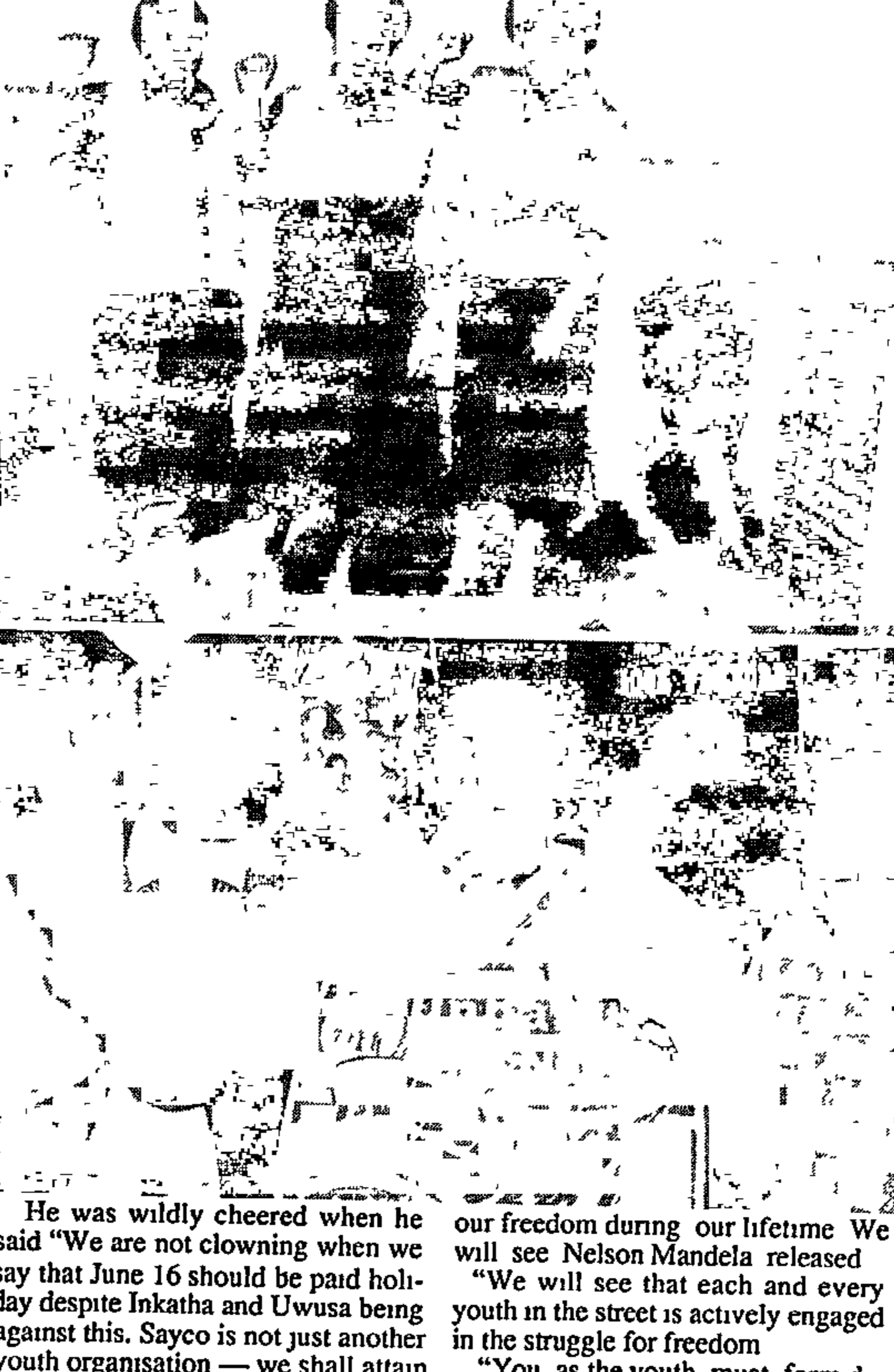
The 11th anniversary of the Soweto uprising was generally peaceful after anti-apartheid groups called for dignity and calm.

At a service in the Lutheran Church, Soweto, the militant black South African Youth Congress called for the formation of "defence committees" to protect black leaders from the "government-sponsored death squads" and the police.

The call came from Sayco's general secretary Rapu Molekane, who said his more than a million-member youth organisation was planning an indefinite consumer boycott of white businesses.

Molekane also said the rent boycott, which started in Johannesburg in September 1984, would not be lifted, until Nelson Mandela was released.

Molekane said: "We demand that June 16 be recognised as a paid public holiday."



He was wildly cheered when he said "We are not clowning when we say that June 16 should be paid holiday despite Inkatha and Uwusa being against this. Sayco is not just another youth organisation — we shall attain

our freedom during our lifetime. We will see Nelson Mandela released. "We will see that each and every youth in the street is actively engaged in the struggle for freedom. "You, as the youth, must form de-

Different ways of remembering ... a women lays flowers at a vigil in Johannesburg (top), Fedtraw leaders visit the grave of the first victim of the 1976 uprising (left); and the national anthem is sung at a Lenasia meeting (bottom)

Pictures Mono Badela and Eric Miller, Afrapix

fence committees in every street, block and area. We must be able to defend our leaders, our gains against the system's death squads. We must move to make Soweto a no-go area for the enemy."

After the meeting, scores of youths chanting such slogans as "Viva Mandela", "Viva Slovo" and "We will march to Pretoria" were dispersed by the police in armoured carriers.

But few other incidents were reported, although there was a massive security force presence in Soweto and many other black areas.

A bus company executive estimated that only 10 percent of Soweto residents went to work.

The Federation of South African Women (Fedsaw), led by Albertina Sisulu, wife of ANC leader Walter Sisulu, now serving a life sentence in Pollsmoor Prison, held a small service at Hector Peterson's grave in Soweto's Avalon Cemetery. Thirteen-year-old Peterson was the first child killed by police on June 16, 1976.

An SADF contingent, which watched the service from a distance, did not intervene.

Intimidation trial resumes today

The trial of six people charged with intimidating a Pick 'n Pay employee to participate in a strike last year by assaulting him will continue today.

Yesterday the trial of Mr James Hadebe (24) and Mr Livingstone Majodina (30), both of Orlando East; Mr Samuel Vikilahle (29) and Mrs Alinah Mofokeng (35), both of Meadowlands, Mr Samuel Dladla (22) of Naledi Extension, and Mrs Magdalena Phatlhane (33) of Chiawelo Extension, Soweto, was postponed by arrangement with the defence counsel.

The six have pleaded not guilty to intimidating Mr Samuel Richard Mondl at the Sandton Hyperama on December 20 by kicking, hitting and stabbing him. All are free on bail of R600.

In a request for further particulars, the defence asked whether it was alleged that the only motive of the accused for assaulting Mr Mondl was intimidation.

The State replied that any other motive "is irrelevant, for the six accused are only charged with contravening the Intimidation Act".

(S) (S) SMC 19/6/87

Stand-in workers lose jobs

By Mike Siluma

About 750 white workers employed in the place of striking South African Transport Services (Sats) workers on the Reef will have their services terminated today.

An angry Mr Kevin Scott-Wilson, who has been working for Sats, said the white workers who stood in for the strikers had been told their services would not be needed from today.

Mr Scott-Wilson, who said he worked as a truck assistant, accused Sats of going back on its word by severing the white workers' services. Sats, he said, had promised that substitute workers would not lose their jobs if the strike by 16 000 black workers ended.

A Sats spokesman said the white workers had been employed on a temporary basis and had signed papers that they understood that these would be the terms of their employment.

● Sats could not yet give the total number of strikers who have re-applied for their jobs

Ink workers strike

CAPE TOWN ^{stay 19/6/87} — A dispute about short-time worked on June 16 led to staff at Coates Brothers stopping work.

Workers at the printing ink-manufacturers in Kensington, Cape Town, said they called the stoppage after being told they would have to work the two hours lost when the factory closed early on "Soweto Day". (105) (152)

Workers said they were already unhappy that an agreed shorter working week had been implemented late.

About 40 employees, members of the Chemical Workers' Industrial Union, stopped work.

A management spokesman declined to comment — Sapa

600 strikers negotiate over benefits

By SANDILE MEMELA

MORE than 600 Metal and Allied Workers' Union members on a sleep-in strike since Wednesday at an East Rand factory were locked in negotiations with management yesterday.

Union sources told *City Press* that the strike had been sparked off when the management of Board Hard Metal in Springs implemented a plan denying long-service workers merit and service increments. These workers included people who have been with the company for over 20 years.

According to Mawu national organiser Peter Dantje, management desired to cut off compensation benefits for workers who have been with the company for over 20 years.

Workers are deeply disgruntled by this as some of them have been in the company's employ for over 30 years.

"Hence, the workforce has resolved to stay on strike until management is prepared to negotiate with worker representatives without any precondition," said Dantje.

At the time of going to press management officials could not be reached for comment as they were said to be holding talks with shop stewards in an attempt to break the strike.

One of the conditions demanded by management is that the union must agree that workers who have had more than 20 years' service with the company will not qualify for compensation benefits.

The company has not yet signed a recognition agreement with the union.

Mawu is an affiliate of the recently launched National Union of Metalworkers of South Africa - Cosatu's second biggest affiliate.

Political comment and newsbills by P Joloza, headlines and subediting by Jon Swift, all of 204 Eloff Street Ext, Johannesburg

Growing 'yes' to June 16

By S'BU MNGADI

MORE and more companies in Natal are realising the significance of June 16 in SA's history - and they are prepared to recognise it as a paid public holiday.

This emerged during a survey conducted at 47 firms in the industrial and commercial sectors in Maritzburg by the Natal University-based Developmental Studies and Research Group.

According to DSRG findings, 38 percent of the firms interviewed were prepared to recognise June 16, a day in which about 600 people died during a confrontation between protesting pupils and police, as a paid public holiday in exchange for some holiday.

Fifteen percent were not prepared to recognise the day, while the rest made no comment.

Meanwhile, thousands of workers stayed away from work on June 16 in the Maritzburg-Durban area.

The 11th anniversary of the Soweto uprisings was marked by a massive stayaway of more than one-million people

countrywide. Discipline was maintained - as urged by various organisations.

Sixty six percent of the African workforce stayed away from work in the Maritzburg region, while the labour monitoring group in Durban reported that the figure was 55 percent.

The rate of the stayaway in Maritzburg was marginally higher when compared to May 5 and 6.

Ninety two percent of the firms interviewed were affected and more than 33 percent of them adopted a "no work, no pay, no penalty" policy as recommended by the Maritzburg Chamber of Commerce and Industries. Five percent told the DSRG that they would grant workers a paid public holiday, while the rest were undecided.

Businesses and shops in most Natal townships came to a standstill except for the Kwazulu government service, and 90 percent of the shops in the Indian sector of the cities were closed.

The extent of the stayaway was surprising in view of the state of emergency and the fact that Cosatu and the UDF did not call for a stayaway.

The Inkatha-backed United Workers' Union of SA, on the one hand, had placed full-page advertisements in several Natal newspapers urging its members and workers to ignore the call to observe June 16.

Five prayer services were held in Natal townships. The venues were kept secret until at the 11th hour, but the church and community halls were packed to capacity.

This was against threats by vigilantes to disrupt them and to march workers to work should bus drivers also stay away as they did on May 5 and 6.

The *City Press* team observed a massive presence of security forces, including the Kwazulu police, in Natal townships. A yellow helicopter hovered above Durban townships for most of the day.

The prayer services were incident-free except in Lamontville where police fired several teargas canisters as the crowds left the church grounds.

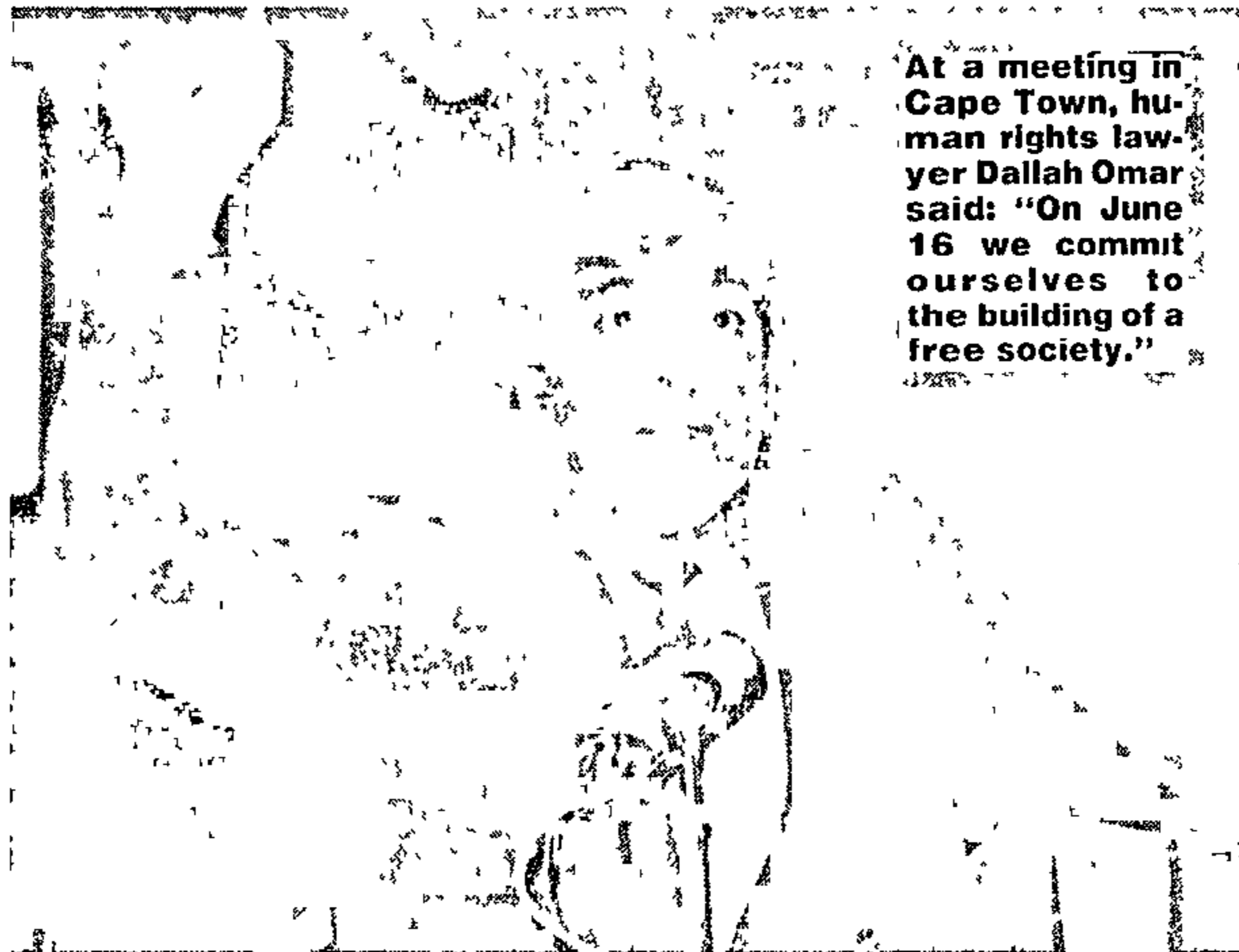
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The painful memory of June 16, 1976 is reflected on the face of this youth at a commemoration meeting held at Regina Mundi Hall in Soweto.



The Central Methodist Church in Johannesburg reverberated with freedom songs as people commemorated the events of 11 years ago.



At a meeting in Cape Town, human rights lawyer Dallah Omar said: "On June 16 we commit ourselves to the building of a free society."

what are the names of the (aa) publishers and (bb) publication in question?
The DEPUTY MINISTER OF INFORMATION

| | | |
|--|------------------|----------------|
| (a) No | 1 1 87-31 5 87 | R2 122 938,34 |
| (b) (i) (ii) (iii) The Bureau for Information from time to time when approached, gives assistance to private organisations and individuals within the constraints of available manpower. It is also the policy of the Bureau not to reveal the names of organisations and individuals who request assistance from the Bureau as the willingness of such organisations and individuals to approach the Bureau might thereby be prejudiced | Total | R6 059 055,63 |
| | <i>Transkei</i> | |
| | 1 1 86-30 6 86 | R8 232 067,08 |
| | 1 1 786-31 12 86 | R9 439 907,44 |
| | 1 1 87-31 5 87 | R9 729 611,18 |
| | Total | R27 401 585,70 |
| | <i>Venda</i> | |
| | 1 1 86-30 6 86 | R686 931,13 |
| | 1 1 786-31 12 86 | R804 597,19 |
| | 1 1 87-31 5 87 | R760 426,71 |
| | Total | R2 251 955,03 |

217 Mr A GERBER asked the Minister of Manpower +

How many organised strikes by (a) Whites, (b) Blacks, (c) Coloureds and (d) Indians occurred in the Republic in each specified year from 1980 up to and including 1986?
The MINISTER OF MANPOWER

231 Mr J J WALSH asked the Minister of Manpower

What amount was paid to each of the four independent Black states in respect of unemployment insurance fund contributions by citizens of those Black states during the latest specified 12-month period for which information is available?
The MINISTER OF MANPOWER

| | | |
|-----------------------|------------------|----------------|
| <i>Bophuthatswana</i> | 1 1 86-30 6 86 | R3 989 529,91 |
| | 1 1 786-31 12 86 | R4 459 926,63 |
| | 1 1 87-31 5 87 | R4 551 840,31 |
| Total | | R13 001 296,85 |
| <i>Ciskei</i> | 1 1 86-30 6 86 | R1 924 830,33 |
| | 1 1 786-31 12 86 | R2 011 286,96 |

22/6/87 Howard

28 Mr C J DERBY-LEWIS asked the Minister of Education and Culture

What are the criteria applied by his Department in determining the number of teaching staff allocated to (a) primary and (b) secondary schools for Whites?
The MINISTER OF EDUCATION AND CULTURE

(a) and (b) The criteria for the determining of the number of teaching staff allocated to (a) primary and (b) secondary schools are contained in uniform staffing scales which are related inter alia to the pupil/teacher ratios and which are currently approximately 24:1 for primary schools and 18:1 for secondary schools. Due to financial and staffing implications for the provincial education departments, it has not been possible to implement the staffing scales fully.

29 Mr C J DERBY-LEWIS asked the Minister of Education and Culture

What subsidy was paid by his Department in respect of the purchase of text-books for (a) primary and (b) secondary schools for

Transvaal
22/6/87 Howard

Whites in each of the latest specified three financial years for which information is available?
The MINISTER OF EDUCATION AND CULTURE

| | | | |
|-----------|------------|------------|------------|
| OFS | 1984/85 | 1985/86 | 1986/87 |
| (a) | 360 000 | 600 000 | 618 400 |
| (b) | 540 000 | 900 000 | 927 600 |
| Natal | 399 000 | 393 000 | 354 000 |
| (a) | 777 000 | 919 000 | 1 099 000 |
| (b) | | | |
| Cape | 1 214 673 | 1 488 402 | 1 338 964 |
| (a) | 3 494 021 | 5 505 611 | 5 044 491 |
| (b) | 570 313 | 837 573 | 790 344 |
| Transvaal | 6 215 621 | 6 118 385 | 6 148 029 |
| (a) | 11 899 680 | 12 288 433 | 13 668 517 |
| (b) | | | |

Amount spent on education

31 Mr A GERBER asked the Minister of Education and Culture +

What average annual percentage of the total State budget was spent on White education in the periods (a) 1951 to 1960, (b) 1961 to 1970, (c) 1971 to 1980 and (d) 1981 to 1986?
The MINISTER OF EDUCATION AND CULTURE

On account of the divided control of White education before 1 April 1986 the information requested in regard to the period before April 1986 is not readily available. The following data are provided:

| | |
|----------------|----------------------------|
| Financial year | Percentage of total budget |
| 1986/87 | 9,196 |
| 1987/88 | 8,942 |

Redundant teachers

32 Mr J VAN ECK asked the Minister of Education and Culture

(1) Whether any (a) high and (b) primary school teachers employed by his Department were made redundant in (i) 1986 and (ii) the first term of 1987. If so, (aa) how many in each case in each province and (bb) what subjects were being taught by the high school teachers at the time of their being made redundant.

(2) whether any of these teachers were subsequently employed in another capacity within his Department if so (a) how many and (b) in what capacity was each of these teachers employed in each province?

| | | | |
|---------------------------------------|------------------|------|------|
| The MINISTER OF EDUCATION AND CULTURE | | 1986 | 1987 |
| (1) (a) | (i) and (ii) Yes | 34 | 0 |
| (b) | (i) and (ii) Yes | 67 | 0 |
| (2) | | 0 | 0 |
| | | 15 | ? |

(aa) High School Teachers

| | |
|-----------|----|
| Cape | 34 |
| Natal | 67 |
| OFS | 0 |
| Transvaal | 15 |

22/6/87 Howard

Cape Times 23/6/87

Strikes: Numbers doubled last year

By BARRY STREEK
Political Staff

THE number of workers involved in strikes and work stoppages in South Africa last year — 424 390 — was almost double that in 1985 and there was a 50% increase in strikes involving more than 1 000 workers

The Department of Manpower reported yesterday that the number of whites and blacks involved in strikes in South Africa increased, but the number of coloureds and Asians remained "virtually static"

Last year, 424 390 workers were involved in 763 strikes and work stoppages, compared to the 239 816 workers who were involved in strikes and work stoppages in 389 strikes in 1985

In its annual report for 1986, which was tabled in parliament yesterday, the department said fewer workers per strike were involved than in 1985

The average number of workers per strike decreased from 616 during 1985 to 535 during 1986

"During 1986, an increase of 50% occurred in the number of strikes that involved more than 1 000 workers"

During 1985, 40 strikes involving more than 1 000 employees occurred, while last year 80 strikes involving more than 1 000 workers took place

"This in accordance with the upward trend in this respect during 1984 and 1985

"There may be various reasons for

this increase, but one of the more important reasons is probably the involvement of trade unions in strikes and the use of strike mechanism to resolve disputes."

Work stoppages between 1985 and 1986 increased from 43 to 150

Approximately 49% of the strikes during 1986 lasted one day or less and approximately 7% lasted longer than 14 days

"The average duration of strikes during 1986 was 3,08 work days per strike

"This figure still compares favourably with the duration of strikes experienced by South Africa's trade competitors," the department said

In all, 643 strikes involving 254 whites, 11 538 coloureds, 1 390 Asians and 310 676 blacks occurred during 1986

The 150 work stoppages in 1986 involved one white, 2 406 coloureds, 26 Asians and 98 099 blacks

The largest number of strikes occurred in the manufacturing sector, while only four occurred in the electricity supply sector

The department said an analysis of these figures showed that 74,3 employees per thousand of the economically active population were involved in strikes and work stoppages during 1986, while 3,08 work days were lost per worker

About 1 000 SAB workers go on strike

ABOUT 1 000 workers went on strike at three SA Breweries (SAB) Transvaal plants yesterday

The strikes followed a dispute over attempts to introduce continuous, round-the-clock production at the Rosslyn plant

SAB spokesman Gary May said most workers at the Rosslyn plant were dismissed on Friday for ignoring an ultimatum to accept the new working arrange-

ments Food and Allied Workers' Union (Fawu) members at Isando and Denver downed tools in sympathy yesterday

May said the increase from a five- to seven-day, 24-hour operation was designed to remedy the beer shortage. Discussions on the issue with Fawu representatives had begun in February.

May said 343 of the 574 wage-paid workers refused to do weekend work

ALAN FINE

They had "dismissed themselves"
Another 90 withdrew their agreement on Monday, but had not been dismissed.

May said as compensation for weekend work, SAB had offered a decrease in the working week from 45 to 40 hours and up to a 35% wage increase

Fawu could not be reached for comment yesterday. But SAPA reports that Cosatu condemned the dismissal of the Rosslyn workers yesterday.

Cape Times 24/6/87
SAB fires

340 workers

JOHANNESBURG — SA
Breweries dismissed 340 workers yesterday at the company's Rosslyn plant after a work stoppage.

The Congress of South African Trade Unions said: "The dismissals come at a time of important national negotiations between the Food and Allied Workers' Union and SAB.

"The work stoppage at Rosslyn was over management plans to introduce continuous shifts to keep the plant running for 24 hours a day."

A spokesman for management at SA Breweries, Western Cape, said the dispute between management and workers at Rosslyn which "might develop into a strike". It would not have any impact on Cape Town. — Sapa

Hopes of a settlement after Sats offer in talks

By Mike Siluma

The South African Transport Services dispute which led to the dismissal of more than 16 000 strikers and cost millions of rands in damaged property, might be resolved after a resumption of negotiations between legal representatives of Sats and the SA Railway and Harbour Workers' Union (Sarh-wu).

Sources said an offer, made to the dismissed strikers on Wednesday, came close to meeting the "bottom line" set by the union. Details were not available.

SATS spokesman Mr Frikkie Stevenson confirmed today that talks were taking place but said it had been agreed that no statement would be made by either party until they were over.

The resumption of talks follows a decision by Sats on Tuesday to withdraw an urgent Supreme Court application against Cosatu and Sarh-wu, in which Sats alleged assaults were taking place in Cosatu House, Johannesburg.

In a statement yesterday, Cosatu said the Sats application "relied on hearsay and did not contain names or details of alleged assaults".

Mr Stevenson confirmed Sats had dropped the case and said management was satisfied with an out-of-court undertaking given by Cosatu that it did not condone violence and intimidation.

● Cosatu has announced it has instituted civil action for damages against certain members of Inkatha and the kwaZulu Government after the murder last December of leading officials of the Cosatu-affiliated Metal and Allied Workers' Union in Howick.

● See Pages 3 and 9

(5)
SAR
5/6/87

CMU wage talks critical

TALKS between the Chamber of Mines and Council of Mining Unions (CMU), aimed at averting a strike by white miners adjourned yesterday with no indication of a settlement in their wage dispute

Spokesmen for both parties were tight lipped about developments during today's meeting, indicating the negotiations have reached a critical point.

The CMU, representing about 24 000 skilled white workers in eight affiliated unions, has threatened to stage a legal strike on June 8 unless the dispute is resolved

SD

~~SD~~

Southern
4/6/87

Union may challenge illegal action notice

Numsa, Seifsa bitter as strike called off

By Mike Siluma

The National Union of Metalworkers (Numsa) yesterday called off its strike as the union and the employer body involved, the Steel and Engineering Industries Federation (Seifsa), exchanged bitter accusations.

Numsa also accused the Government of "rank abuse" of industrial relations procedures through its publication of a notice in a special Government Gazette which made the strike illegal.

Just hours after calling off the strike by a claimed 60 000 members, Numsa demanded the resignation of both the secretary of the metal industry's industrial council and the Minister of Manpower, who, it claimed, had acted irregularly by extending the old wage agreement.

Numsa said it would continue to investigate the legality or otherwise of Monday's Gazette. The matter may be taken to the Supreme Court at a later date.

"To allow for an orderly shut-down, Numsa informed employers, Seifsa, of the date of commencement of the strike, Seifsa clearly used the notice given to it to manipulate the situation. Numsa will

not in future give notice of its intended action," said a union spokesman.

However, Seifsa said in a statement that the union had negotiated in bad faith and had engaged in unfair labour practices. It accused the union of, for four years, failing to adapt its demands during negotiations and making only marginal adjustments during this year's talks; making purely political demands and refusing to sign annual wage agreements.

"Seifsa has advised the union that, by seeking to pressurise employers in recommencing negotiations, it is attempting to place in jeopardy relations between employers and other trade unions (which have reached agreement with Seifsa)."

Numsa members voted to strike after the union had failed to reach agreement in industrial council negotiations with Seifsa. Numsa, the biggest single union sitting on the council, was the only one of the 15 unions not to sign this year's agreement.

The Director-General of Manpower, Dr Piet van der Merwe, said it was coincidental that the notice was issued at the same time the strike started.

Numsa has called on employers not to lock out workers when they return to work today.

152
SPARC
15/7/87

Go back, strikers urged

152
Sunderman
15/3/87

Page

By THEMBA MOLEFE
Labour Reporter

TENS of thousands of workers throughout the country yesterday came out on strike in the face of an 11th-hour decision by the Government to renew a previous agreement between unions and employers in the steel industry that would make the strike illegal.

National Union of Metalworkers (Numsa) lawyers were late yesterday preparing for an urgent Supreme Court action to challenge the Government Gazette published by the Minister of Manpower, Mr Pietie du Plessis, that made the strike illegal.

The lawyers said irregularities emerged and had occurred when the Industrial Council extended an expired agreement between

unions and the employers in the Steel and Engineering Industries Federation

Late yesterday the union appealed to members to return to work until the urgent application brought before the court had been resolved

Numsa organisers were also inundated with letters from certain factories which either appealed to the union to discourage workers from taking part in the strike or disassociate themselves from the dispute between Seifsa and the union

Workers at 25 plants in Johannesburg and the East Rand were locked out of the premises and

• To Page 2

Strikers urged to return

• From Page 1

threatened with dismissal by their employers At 11 factories workers were given return-to-work ultimatums or face dismissal

Meanwhile union and employer sources have given conflicting figures on the extent of yesterday's industrial action

Numsa spokesman Dr Bernie Fanaroff said the union's early estimate was that between 60 000 and 100 000 workers at more than 500 plants were involved in the strike Although only 80 000 workers took part in the ballot last week to decide on the strike, many non-union members had joined in "This was despite

confusion caused by the Steel and Engineering Federation of South Africa and employers who put out briefs last night saying the strike was illegal," said Dr Fanaroff

Mr Peter Short, spokesman for Mr Sam van Coller, the executive director of Seifsa — the employers' body — said Seifsa figures indicated a total of only 28 000 workers in 140 plants were on strike

"We are aware that these figures may exclude certain companies and they are not final The actual figure may be more, it may be less," said Mr Short Large plants in the Eastern Transvaal, Ferro-metals and Mid-

delburg, Steel near Witbank, confirmed their total workforces were on strike, but the massive Highveld Steel and Vanadium, where Numsa has its biggest single membership, said all workers had turned up for the morning shift

Meanwhile the Director-General of Manpower, Dr Piet van der Merwe, said in Pretoria it had not been specifically intended to render Numsa's strike illegal, but to facilitate the publication of new wage scales

The timing of yesterday's Gazette notice, extending the provisions of an industrial council agreement to June 30, 1988, had been "concurrent" with the start of the Numsa strike, he said

Work-to-rule by city dustmen in its third day

152
Municipal Reporter

THE "work-to-rule" by between 1 000 and 1 200 city refuse workers enters its third day today and about two-thirds of Cape Town householders can expect only one rubbish collection this week

However, workers were showing "a good degree of responsibility" and had decided to do essential overtime work — including servicing hospitals, the city engineer, Mr Des Riley, said today.

The Cape Town Municipal Workers' Association (CTMWA) has backed the work-to-rule

and said today it "fully understands and supports" the workers

Mr Riley said that only one of the city's three cleansing divisions — serving the area between Woodstock and Sea Point — was functioning normally

The other two divisions were "working responsibly in terms of the book" Refuse was being removed "effectively" but at a slower pace

The work-to-rule action stems from dissatisfaction with the City Council's 10 percent wage increase offer.

Handwritten notes and stamps on the right side of the page, including "152" in a circle, "Municipal Reporter", and various illegible markings and stamps.

Health hazard warning

Go slow by most of 1 200 city dustmen

Cape Times
16/7/87
152

A WORK-TO-RULE by most of Cape Town's 1 200 dustmen is expected to affect refuse removal in almost every suburb of the municipality and will carry with it a health hazard, the City Engineer, Mr Des Riley, warned yesterday.

Mr Riley told a press conference that in some areas refuse would be removed only once a week, instead of the usual twice a week, for the duration of the work-to-rule.

He warned that less frequent

By **PETER DENNEHY**
Municipal Reporter

removals could lead to a health hazard.

Rubbish will still be removed at least once a week.

Dustmen began the work-to-rule this week because of widespread dissatisfaction with the council's annual pay rise offer. The offer, a 10% increase, has been rejected by their union, the Cape Town Municipal Workers' Association (CTMWA).

Members of the public were advised yesterday to put out their rubbish bags on collection day

just inside their properties, instead of in the streets, "because of the health hazard".

Placing the bags off the streets may slow down the dustmen even further.

The acting chairman of the executive committee, Mrs Eulalie Stott, and the chairman of the utilities and works committee, Mr Jack Frost, appealed yesterday to householders to ensure that dogs — regarded as the main culprits in ripping open refuse bags — were "kept off the streets at this time".

The CTMWA is still engaged in pay-rise negotiations with the council, and the union is not officially supporting the work-to-rule. The negotiations are due to resume on Tuesday next week.

The secretary of the CTMWA, Mr John Ernstzen, is in Johannesburg on union business, and his assistant, Mr Henry Kannemeyer, said the union had not organized the work-to-rule.

"People are not happy with council's 10% offer," Mr Kannemeyer said. Mr Riley said the work-to-rule was "well organized", but would not speculate on who had organized it.

Mrs Stott said the council's 10% offer would bring the dustmen's minimum wage up to R2.56 an hour, with an extra allowance of 16c an hour. They officially work a 46-hour week.

Suburbs affected

This means the minimum is about R112,62 a week now, and it is understood that the dustmen are seeking a R50 a week increase.

Mr Riley said that before the work-to-rule, the cleansing staff had worked so fast that they could go home early.

Suburbs in which refuse removals have already been affected include Claremont, Mowbray, Ottery, Bonteheuwel, Eastridge and Westridge in Mitchells Plain, and Muizenberg, Wynberg and Athlone. In the latter three, the backlog had been removed, Mr Riley said.

Working to rule means the dustmen return to their depots for lunch, as the council provides lunch on the job. This was "tremendously time-consuming", Mr Riley said.

Before the work-to-rule dustmen often used to run behind compactors, collecting refuse "on the trot".

The head of the cleansing department, Mr Tom de Bruin, said union members had behaved "very responsibly" and in such a way as to avoid friction and animosity.

He said all the council's cleansing staff received more than the laid-down minimum wage.

Strike continues as Mwasa lowers sights

Carl Tritt 16/7/87 (152)

Staff Reporter

ABOUT 300 workers at the Consol Glass factory in Bellville yesterday continued striking in support of higher wages as negotiations between their union, the Media Workers' Association of South Africa (Mwasa), and management faltered.

Talks yesterday ended in Mwasa lowering their initial demand for an across-the-board increase from R2 50 an hour to R2.00 and management in-

creasing their offer from 30c to 40c an hour.

Mr Hennie Stroh, group personnel executive for Consol Glass, said management considered the strike illegal and was not prepared to negotiate till people returned to work

No deadlines for a return to work had been set in spite of "repeated" appeals to labourers to do so

He denied a union claim that workers had been "locked out"

"Those who want to work can enter the premises any time," he said

Mr Ströh confirmed that the striking workers (75% of the labour force), consisted of quality controllers, machine operators and fork-lift operators

The strike began about 3pm on Tuesday after a fortnight of talks

"No dispute exists at the moment. We've agreed to meet again at a date to be mutually agreed upon," Mr Stroh said

Workers spoken to outside the factory said they would "hold out till we get a decent living wage"



WAGE STRIKE... Some of the 300 striking workers at Consolidated Glass in Bellville outside the factory gates yesterday.

Picture GLENN SHERRATT

which it was represented.

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Cape Times 17/7/87

Consol workers return to work

152 (1977) Staff Reporter

THE 300 workers at the Consol Glass factory in Bellville, who have been striking in support of higher wages, all returned to work yesterday morning

The striking workers — 75% of the labour force — went on strike on Tuesday when negotiations between their union, the Media Workers' Association of South Africa (Mwasa) and management faltered.

Talks ended on Wednesday. The union has demanded an across-the-board increase of R2 an hour.

The Consol group personnel executive, Mr Hennie Stroh, said his company was prepared to continue negotiations, but not while workers were striking

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CAPE TOWN TIMES 6/7/77

Piles of garbage not a city health hazard yet

Municipal Reporter

DELAYS in refuse removal are not expected to have any impact on health in the city "for some time", the city's Medical Officer of Health, Dr Reg Coogan, said yesterday.

Rubbish bags have piled up in several suburbs since most of the city's 1200 cleansing workers began an apparently spontaneous work-to-rule on Monday, in terms of which they still collect refuse but less efficiently.

"I will not begin to be worried for another week," Dr Coogan said. "It's less likely to be a hazard in winter."

Mr John Ernstzen, general secretary of the cleansing workers' union, the Cosatu-affiliated Cape Town Municipal Workers' Association (CTMWA), flew back to the

Cape Town problem yesterday from a Cosatu conference in Johannesburg.

Mr Ernstzen issued a statement yesterday in which he said the union "understands and fully supports its members" in their "spontaneous work-to-rule".

The union's demand was for a living wage, he said, and the workers involved were those who had to do "the dirtiest of work to keep the city clean but they receive the lowest pay".

"Their families suffer with them," Mr Ernstzen said.

Workers had felt they had to take matters into their own hands, yet their action was "in no way illegal". The disruption in services which the work-to-rule caused "highlighted the fact that workers were (in

the past) always prepared to make additional sacrifices and worked more than the rule required", he said.

Dr Coogan said fly-breeding was the main danger from uncollected refuse. This, particularly in crowded sub-economic areas, could lead to an increase in enteric disorders and would eventually effect the infant mortality rate.

The City Health Department has over the years opposed several cost-saving suggestions that refuse should be collected weekly instead of twice weekly.

□ Meanwhile an unemployed 54-year-old Scotsman from Ottery, Mr Ken Smith, has offered to collect refuse in his own suburb for the present workers' wages.

Moville Point

25 000 in new strike threat

ALAN FINE

THE Food and Allied Workers Union (Fawu) said yesterday there was a threat of a national strike by 25 000 workers in the milling and baking sectors after wage talks deadlocked last weekend.

Fawu said the dispute involved the Premier Group and Sasco, two of the big three staple food producers.

The union said employers had rejected a demand for a R62-a-week across-the-board increase. Talks had broken down after employers revised their offer to R22 a week and then dropped it to R18 when the union rejected that offer.

A spokesman for Premier said last night the company was not expecting strike action.

She said the figures quoted by Fawu were not altogether accurate as there were separate negotiations for each of four Premier divisions.

The minimum wage in the milling and baking sectors is R120 a week.

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W/Mail

152

Despite the Gazette, Vaal metal workers may still down tools

By SEFAKO NYAKA

IN the wake of this week's abortive one-day strike by up to 60 000 workers at 500 plants in the metal industry, over 6 000 workers at the parastatal Iron and Steel Corporation (Iscor) in Vanderbijlpark will go out on strike next week.

The Metal and Allied Workers' Union (Mawu), which merged with other unions to form the National Union of Metalworkers of SA (Numsa), is expected to keep the date of the strike secret after a Government Gazette torpedoed Tuesday's strike.

On that day, Minister of Manpower Pietie du Plessis renewed an expired Industrial Council agreement, reached between metal industry management and 14 out of the 15 relevant trade unions, making the strike illegal.

But the Iscor talks were conducted in terms of a house agreement which falls outside the Industrial Council, so the Iscor plants at Vanderbijlpark and Pretoria are not covered by the promulgation.

Mawu's demand for a two-structure negotiating process — at industrial and at plant level — has been a hotly debated issue between the union and the employer organisation, Seifsa. The union has managed to sign several in-house negotiation agreements.

Other plants not covered in the agreement renewed by gazette on Tuesday are Anglo's Highveld Steel, Samancor's Ferro Metals, Ferro Alloys, Union Steel Corporation and Manganese Metal.

But Seifsa director Sam van Collier said his organisation has always maintained it was not possible to bargain in good faith on two levels on the same issue.

Close to 100 percent of the Iscor workers voted to go out on strike and ballots are planned at the Pretoria and Newcastle plants.

"The ballots were jointly monitored by management and the union and there will therefore be no accusations that the ballots were rigged," a Mawu representative said.

Mawu has accused the other 14 unions in the metal industry, which are mainly white and represent a minority of metal workers, of having sold out year after year, thus blocking the union from going out on a legal strike.

In the past, workers at the parastatals had to accept wages negotiated with white unions. But last year Mawu won the right to negotiate at plant level with Iscor.

After the minister blocked this week's strike, Mawu accused the minister, the council and employers of having "acted secretly and attempting to create an illegal strike situation".

According to Mawu, more than 95 percent of the workers in the metal industry had voted in favour of the action and the union had then duly

given the employer organisation, Seifsa, 24 hours' notice of a strike.

The action followed deadlocks with Seifsa over wages, working conditions and planned holidays.

The fact that the strike date will be kept secret must be worrying Seifsa because they will not be able to arrange for an orderly shut-down.

Seifsa's director said it was regrettable that Mawu might have to resort to secret strike dates.

"I certainly felt that Mawu's behaviour in giving us 24 hours' notice was proper and correct," he said.

He denied that Seifsa had colluded with the minister to abort the strike.

Mawu, he said, knew the minister had taken a decision to gazette the agreement and they could have taken their objections to the minister before the agreement was gazetted.

He also denied Mawu's accusations that there is no right to strike in the metal industry.

Metal strike deferred

As the *FM* went to press, the National Union of Metalworkers of SA (Numsa) called off its strike against the metal industry pending a ruling on the legality of the strike

Having followed the procedures entitling it to stage a legal strike after its deadlocked wage talks with Seifsa, Numsa was bowled a googly on Tuesday, the day its strike commenced

It came in the form of a renewal notice published by Manpower Minister Piet du Plessis, extending the life of the old agreement covering the metal industry. In terms of the Labour Relations Act, this immediately rendered illegal any strike on any matter covered by the agreement

While the timing of the renewal notice appeared suspicious to some — the old agreement expired on July 1 — Manpower Director-General Piet van der Merwe tells the *FM* that renewal notices are nothing



Manpower's Van der Merwe ... renewal notices are not new

new, 86 were published last year. And, since the amended agreement was due three days later the old one had to be in force

By lunchtime on Tuesday, Numsa said that according to an incomplete survey about 50 000 of its members had downed tools around the country. A Seifsa spokesman said employer members had been advised not to sack strikers

The union was awaiting advice from its lawyers, who had been instructed to seek Supreme Court action to counter the Minis-

17/7/87
AM

ter's notice. The call for publishing the notice to continue the old agreement would have had to have been initiated by the industry industrial council, and not the employers

According to Seifsa, negotiations for a new main agreement in the metal industry were successfully completed on June 9 between the employers and 14 of the 15 affected trade unions. The industry had been functioning without a valid agreement since July 1 because of the procedures involved in publishing a new agreement. This it announced on Monday, adding that it had been advised by the industrial council that a renewal notice would be published on Tuesday

Numsa members, meanwhile, had voted overwhelmingly to take strike action from July 14, having rejected Seifsa's final offer in the national negotiation

According to the union, "the employers had rejected all the union's demands and offered across-the-board increases. These represent increases which will again leave workers well behind the increase in the cost of living"

Seifsa said on Tuesday that although it was prepared to meet the union to discuss the situation, it "is not in a position to continue negotiations". Its reasons are that proper negotiation procedures have been finalised, Seifsa's final offer was accepted by 14 out of 15 unions representing over 80% of unionised participating employees, the Minister of Manpower has renewed the agreement with effect from July 14 and will publish the amendments effective from July 20, and that the union has representation in about 500 of Seifsa's 3 200-member firms covered by the main agreement

While the union rejects the charge, Seifsa claims the union has not negotiated in good faith and this amounts to an unfair labour practice. To back up this claim, Seifsa maintains that the union has not been prepared to "adapt" its demands in the past four years of negotiation and made only "marginal" adjustments this year, it has made various "purely political" demands which employers cannot resolve, and the union has been content to let its members benefit without signing

Seifsa says the union at no stage objected to the publication of the agreement by the minister. Numsa spokesman Peter Daantjies responds "how could we hold strike ballots if there was no objection?" He further contends that it was "the intention of the minister to interfere in the first national legal strike in the metal industry"

According to Seifsa, the union is committing another unfair labour practice by seeking to press it into resumed negotiations which jeopardises the other unions' relationship with the employers

Among the new provisions to be included in the main agreement on Friday are the following: 12,4% increases on scheduled artisan rates and 17,6% for general labourers, and annual leave bonus adjustments amounting to raises of up to 1,6% more, giving general labourers an overall increase

of 19,2% against an inflation rate of 17,2%

Among the the union's additional demands which the employers have rejected are a reduction from 45 hours to 40 hours of work a week without pay loss, no PAYE deductions, paid paternity leave, and paid holidays on May 1 and June 16

Daantjies says "The employer offer only concentrated on wages, we want a full package. To reject our call for a 40-hour week, for instance, as 'political,' is nonsense"

□ In the wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM), meanwhile, the union has set a date for a legal strike at 27 gold mines and 18 collieries after most of last week's ballot results overwhelmingly supported one

The strike date will probably be made known after Cosatu's conference this week — assuming there are no last-ditch moves to moves to forestall it

Sowetan 17/7/87

Strike at Technikon

MORE than 350 workers at the Witwatersrand Technikon went on strike after one of their union representatives was dismissed.

The workers include drivers, cleaners, security guards and general labourers

At a meeting held at Khotso House, Johannesburg yesterday the

workers, who are members of the Transport and General Workers Union, said they would only return to work if the technikon's registrar, Mr P S du Plessis, agreed to meet all of their 10 shop stewards

They said management refused to negotiate the dismissal of Mr Douglas Sibanda with the 10 representatives and insisted on three delegates

The workers said they also demanded a minimum salary of R600, a 40-hour week, paid maternity leave and improved working conditions

Workers also charged that management was discriminatory and also demanded night-shift allowance and overtime pay for security staff

They said the lowest paid worker at the Wits Technikon earned a salary of R250 and the highest paid worker with more than 15 years experience was being paid R400 a month

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(ISA) DD 17/7/87

Food union threatens strike action

JOHANNESBURG — The Food and Allied Workers Union (Fawu) said on Wednesday there was a threat of a national strike by 25 000 workers in the milling and baking sectors after wage talks deadlocked last weekend

Fawu said the dispute involved the Premier Group and Sasco, two of

the big three staple food producers. Negotiations with Tiger Oats were due to start soon

The union said employers had rejected a demand for a R62 a week across the board increase. It said talks had broken down after employers revised their offer to R22 a week and then dropped it back down to R18 a week

when the union rejected that offer

A spokesman for Premier said last night the company was not expecting strike action at this stage as there had been no official declaration of a dispute, and she was expecting talks to continue later this month

She said the figures

quoted by Fawu were not altogether accurate as there were separate negotiations for each of four Premier divisions. However, the reported offers and demands were in the region quoted

The minimum wage in the milling and baking sectors is R120 a week — DDC

Mwasa 400 strike

FOUR hundred members of the Media Workers' Association of South Africa in Cape Town began a wage strike yesterday while a head-on collision between the union and Perskor in Johannesburg is looming. 17/7/87

Late yesterday the logjam between Mwasa and Perskor seemed to have ended when the union received letters in which Perskor undertook to hold talks with Mwasa immediately, if the union complied with requirements.

A union spokesman said: "Our members want recognition and have put pressure on us. We are doing everything to bring Perskor to the table and it appears this has been achieved," he said.

● Mwasa workers employed by Consol Glass Packaging in Epping rejected an offer of a 40 cents an hour increase and demanded an hourly raise of R2.

Meanwhile, the company's group personnel director, Mr Hennie Strah, said by late yesterday that the workers had returned to work and negotiations were continuing. (152) Sauerhan

Pay talks deadlock: 25 000 set to strike

By **DICK USHER**
Labour Reporter

THE staple food industry faces the threat of a national strike by more than 25 000 workers in the milling and baking sector after wage talks deadlocked.

Talks in the milling industry involve the Premier group and Sasko, while negotiations at bakeries owned by Premier are also deadlocked.

Talks with the third giant in the market, Tiger Oats, are expected to start soon.

The deadlock was announced by the Food and Allied Workers' Union (Fawu). A union statement last night said the planned industrial action would be the first on such a huge scale in the industry.

Fawu's demands for an R80 increase, which would raise the weekly minimum to R200, had been turned down.

CALL TO REVISE

Employers asked workers to revise their demands substantially before they could make any significant move on their own offer.

"The talks broke down after bosses revised their offer by only R4 in response to workers dropping their demand by R18," said Fawu.

"When workers refused to make any more concessions, bosses withdrew their additional R4 offer, pushing their mini-

mum down to R138. This has angered workers who are demanding immediate action."

Fawu said the companies were "clearly in a position to meet workers' demands".

Sasko profits had increased by 31 percent to more than R30-million last year.

Premier had also boosted its trading profit by 22 percent to R152-million this year.

BIG PROFITS

"The huge profit increases have been accompanied by spiralling food prices. Latest figures indicated that food prices, which increased by 28 percent nationally, were the main contributors to inflation," the Fawu statement said.

The union claims that the huge profits made by the companies are directly dependent on the workers.

The staple foods produced by these companies — including mealie meal, margarine, edible oil and flour — were largely consumed by the working class.

"Workers also point out that the co-operation between the milling companies over wage rates has effectively kept rates very low," said Fawu.

"It is worth noting that while bosses compete fiercely for market share, they team up against the union when it comes to wage negotiations."

High cost of food 'behind new worker militancy'

By DICK USHER
Labour Reporter

ROCKETING food prices are a major factor behind a wave of increasing worker militancy in the Cape Town region, according to trade unionists.

They say that the go-slow by municipal cleansing workers is only one of a series of industrial actions launched by workers in recent weeks because of food prices eating away their pay packets.

Another strike is threatening in the food industry and industrial action by the city's cleansing workers might spread to other departments.

Food prices in Cape Town were a huge 32,7 percent higher this May than a year ago, well above the national average rise of 25,8 percent, according to figures released by Central Statistical Services.

The Food and Allied Workers Union (Fawu) is locked in dispute with two of the largest companies in the staple food sector, which faces the threat of a national strike.

SPIRALLING

A Fawu statement announcing the disputes said that huge profit increases by the companies had been accompanied by spiralling food prices.

Latest figures indicated that this was the main contribution to rising inflation.

Unionists point out that food is the major component of worker spending and the heavy price rises have further hit pay packets already seriously affected by the failure to pay increases to keep track of inflation.

Cape Town was hit this week by a go-slow of cleansing workers. They are members of the Cape Town Municipal Workers Association which is pushing for a R50-a-week across-the-

(Turn to Page 3, Col 1)

What to do with your rubbish . . .

Staff Reporter

THE Cape Town refuse collection workers' "work to rule" may be extended to suburbs on the Atlantic seaboard next week, now that the workers are being backed officially by their union, the City Engineer, Mr Des Riley, said today.

If this occurred there would be only one collection a week in the Atlantic division, which includes high-population density suburbs like Sea Point

Mr Riley said negotiations with the workers were continuing and the atmosphere was "amicable"

The city council today appealed to householders affected by the "work to rule" to assist in maintaining the refuse removal service at a satisfactory level. This could be done by

● Making refuse available as usual on the householder's property on normal collection days. If it is not collected by 3 30pm ensure that it is accessible on the next collection day

● Do not place refuse in the street

● Make a special effort to keep dogs off the street

AKG 17/7/77 152

Strikers act while Cosatu confers

CAT Trip

18/7/87

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JOHANNESBURG. — A rash of labour disputes has broken out in major centres in the country even though labour leaders are away at the annual congress of the country's biggest labour federation.

While about 1 500 delegates from affiliates of the 700 000-member Congress of South African Trade Unions debated key policy resolutions at Wits University in Johannesburg, strikes by thousands of workers were in progress in Johannesburg, the Eastern Cape and Cape Town.

Cosatu's biggest affiliates have also threatened massive industrial action in the mining, metal and food sectors of the economy that could involve more than 300 000 workers.

Some of the major strikes and disputes around the country that featured this week included.

□ A mass strike on Tuesday by up to 60 000 members of the National Union of Metalworkers of South Africa. The strike was called off after it was made illegal by a government decree;

□ A three-week-old strike of post office construction workers in East London, Port Elizabeth, Grahamstown, Somerset East, Queenstown, King William's Town, Stutterheim, Humansdorp and Plettenberg Bay now involves at least 1 600 workers;

□ A two-day stoppage by guards employed at a major security firm in Johannesburg left a number of buildings in the CBD unprotected;

□ The black work force at the Wit-

watersrand Technikon has been on strike since Wednesday in protest at the dismissal of a colleague;

□ In Cape Town, about 1 200 refuse removers are involved in a work-to-rule;

□ Another strike in Cape Town was resolved when about 400 workers at Consol Glass and Packaging yesterday agreed to return to work;

□ In Johannesburg, Mwasa and Perskor averted a dispute in the newspaper industry after agreeing on recognition talks yesterday;

□ An apparent wild-cat action by about 400 student nurses hit Tembisa Hospital on the East Rand yesterday;

Strike ballot

□ The 370 000-strong National Union of Mineworkers has threatened to stage a legal strike at mines and collieries after annual wage talks broke down;

Another Cosatu affiliate, the Food and Allied Workers' Union, has announced that 25 000 workers in the milling and baking sectors could ballot for a strike after wage talks broke down last weekend.

According to Fawu, the food workers are demanding an R80-a-week increase across-the-board and a minimum wage of R200 a week.

If NUM, Numsa and Fawu go through with their plans, industry could be faced with nation-wide legal strikes involving more than 300 000 workers. — Sapa

15/1-111643 R17187

Inflation and poor pay packets are fuelling militancy of workers



THESE seems to be a widespread surge of worker militancy throughout the country

Not only are the National Union of Mineworkers poised for a legal strike, so is the Food and Allied Workers' Union (Fawu) and the National Union of Metalworkers of South Africa has just backed off from a national strike

Then there is the local action by cleansing workers in the Cape Town Municipal Workers' Association, a strike in Johannesburg at Fidelity Guards, and the Electrical and Allied Workers' Trades Union is refusing to sign the industrial council agreement with the employers

And that's not nearly the end of it

The Paper Wood and Allied Workers' Union (Pwawu) says that their members have had five strikes in recent weeks

One of the most basic causes of this is inflation, where pay packets are simply not keeping up with rising prices — especially food prices which have increased at rates well over inflation

Pwawu says that their members' actions were directly related to rising food prices and other

unions point out that food is the major component of worker spending

Fawu, which is threatening a national strike over a wages dispute with Premier and Sako, points to a major contradiction in the food industry

According to their figures, Sako profits increased by 31 percent to more than R30-million last year, while Premier's profits rose 22 percent to R152-million

"The huge profit increases have been accompanied by spiraling food prices," the union said in a statement

What they're saying is that while profits have been surging, workers are increasingly unable to buy the staple foods which they produce

Which ever way you cut it, this is rather strange But the pressure on worker pay packets does not end there

With unemployment still rising, more and more people are becoming dependent on the wages of those still in employment

Nick Henwood, regional secretary of the Con-

gress of South African Trade Unions, in a recent talk to a UDF meeting, said that there were now nine people dependent on every person employed

It's thus a double bind for the worker — food prices have gone up 27 percent nationally (and a massive 32.7 percent locally) while there are more mouths to feed on what you earn.

For the workers in the food industry the solution seems plain the companies are making lots of money out of our labour, so let them share some of it with us

They can cut profits in one of two ways — drop prices or raise wages

Lower prices, the argument goes, would enable the poorest sections of the community to feed themselves better In the more affluent sections it would free money to spend on other goods and thus help to stimulate demand and create employment

Raising their wages would have the same effects, although perhaps not quite as widespread unless it was extended to workers in all sectors

Township residents support dustmen

Staff Reporter

HUNDREDS of Manenberg High School pupils yesterday dumped bags of rubbish in and around the township's two rent offices to show their support for the dustmen involved in a labour dispute with the City Council.

Yesterday's events started about 11am, when small groups of pupils marched on the Duinefontein rent office, carrying bags of refuse, which they dumped on the lawn outside the building.

Later an estimated 400 pupils marched down Manenberg Avenue to the township's other rent office.

By then a large crowd of Manenberg residents were gathered outside the office and shouted protests about high rents and uncollected rubbish.

When a van and a Caspir appeared the crowd dispersed.

Security strike off

20/5/69

The three-day strike by more than 350 security guards in central Johannesburg was called off on Friday after agreement was reached with the management of Fidelity Guards

Mr Hilton Andrews, deputy managing director of operations at Fidelity Guards, said workers had agreed to accept R20 across the board

He said "We have agreed to go to the Government for an improved increase"

Potwa, PO talks to be resumed

Dispatch Reporter

EAST LONDON — Negotiations between the Posts and Telecommunications Workers' Association (Potwa) and senior postal officials, will be held in Pretoria tomorrow, in an attempt to end a four-week strike in the Eastern Cape.

Both a post office spokesman, Mr Ben Rootman, and 'Potwa's' president, Mr Vusi Khumalo, confirmed that the talks, which were deadlocked on Monday last week, would be resumed tomorrow.

Mr Khumalo said the strike, which has affected nine Eastern Cape towns, had spread to Uitenhage. The other affected towns are East London, Queenstown, Port Elizabeth, King William's Town, Grahamstown, Somerset East, Stutterheim, Humansdorp and Plettenberg Bay.

Mr Khumalo said 2 100 workers had joined the strike, which started in protest at the dismissal of three workers in January this year.

According to the Post Office, there are a total of 2 200 black workers in the Post Office in the Eastern Cape.

Mr Khumalo also said that the post office had hired some 400 people to assist with postal deliveries in the area.

This was disputed by Mr Rootman who said 1 700 workers were on strike. He also denied that 400 people had been hired to assist with postal deliveries, saying only four had been hired.

About 300 casual workers had been employed to assist with construction work.

Mr Rootman said only New Brighton's postal deliveries were affected. A poste restante had been established in Kebble Street, Port Elizabeth, where New Brighton residents could collect their post.



CAC Times 21/1/87 (152)

Iscor workers start wage strike

JOHANNESBURG — Nearly 7 000 metalworkers at the Iron and Steel Corporation (Iscor) plant in Vanderbijl Park started a legal wage strike yesterday after annual wage negotiations at the plant became deadlocked.

A spokesman for Iscor management said about 6 400 workers were involved representing about 30% of the plant's workforce — Sapa

ISCOR management did not intend to initiate talks to resolve the legal strike staged yesterday by 6 500 workers at the Vanderbijlpark plant, said a corporation spokesman.

Union 'must act on strike talks'

B/Day

21/7/87
[Signature]

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**Business Day Reporter
and Sapa**

The strike was called over Iscor's offer of a 34c-an-hour minimum wage increase. The National Union of Metalworkers of SA (Numsa) demanded a 75c across-the-board increase.

Numsa also demanded "May Day and June 16 as paid holidays, maternity and paternity leave, a full-time shop steward, a 40-hour workweek and an end to tax deductions from workers' wages.

Iscor spokesman Piet du Plessis said "The ball is now in the union's court. We have not refused to talk further but management will not make the first approach."

He said Numsa's wage demands "would amount to an overall wage cost increase in excess of 70%".

He said Iscor was not considering mass dismissals now and a contingency plan to ensure steel production and despatching was in operation.

There are 8 000 blue-collar workers at Vanderbijlpark. Most voted last week in a ballot for strike action.

Numsa said last week after its aborted stoppage in the industry that strike action at companies where the union had in-house agreements could occur.

A union spokesman said yesterday that Numsa had been refused permission to set up ballots at Iscor's Pretoria and Newcastle plants as most of the workers at these plants were not union members.

600 boycott hospital food

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Sowetan
21/7/87

MORE than 600 nurses and student nurses at the Tembisa Hospital yesterday resolved to continue their six-day food boycott after the superintendent rejected an invitation to visit the dining hall and "see for himself."

The superintendent, Dr J P Fleringer, also refused to meet a *Sowetan* reporter who called at his office. His secretary said he was "too busy."

The nursing staff said they had been presenting grievances to the superintendent for the past nine months without any satisfactory response.

They vowed not to eat the food until the quality

By MOJALEFA MOSEKI

has been improved

The executive director of hospital services in the Transvaal, Dr Hennie van Wyk, yesterday said he had appointed the TPA's chief dietary advisor to investigate the food problem in Tembisa. He was not aware of the

continuing boycott because they had liaison committees which discuss staff problems with management at the hospital.

He rejected nurses' claims that the hospital administration practised apartheid. He said equal opportunity was offered at the hospital and salaries were the same for similar jobs.

ABOUT 6 000 workers at Iscor, Vanderbijlpark, yesterday went out on a legal wage strike only a week after a similar action by 80 000 workers in the metal industry was stopped by a special Government decree.

The Iscor workers are members of the National Union of Metalworkers of South Africa (Numsa) who last week voted for the strike after wage talks deadlocked.

The Iscor ballot is not covered by the special Government Gazette that made the metalworkers' strike illegal on June 14, when thousands of Numsa members had already downed tools.

However, Numsa and nine other unions have a separate agreement with employers in the bigger ferro-alloy companies. These include the giant Anglo's Highveld Steel, Iscor and the Union Steel Corporation which employs about 25 000 workers.

Numsa spokesman Dr. Fanaroff said yesterday that Iscor's Pretoria and Kimberley plants would have joined in the strike had management not refused ballot facilities. Dr. Fanaroff said the union rejected management's offer of 33 cents an hour increase which Numsa regarded as lower than that offered by employers in the Steel Engineering and Industrial Federation (Seifsa). Seifsa had offered an hourly increase of

between 39 cents and 72 cents at the bottom rate for artisans in the metal industry. Numsa demanded a R4 an hour increase and a R1 across-the-board increase which was rejected by both Seifsa

and Iscor. Iscor's public relations manager Mr. Piet Plessis confirmed that Vanderbijlpark strike workers downed tools yesterday. "It is happening," he said, adding that Numsa had rejected a 17 percent offer which nine other unions had accepted.

Numsa strikes at Iscor

Tawu, Putco in agreement

THE Transport and Allied Workers' Union strengthened its position with Putco when the recognition agreement with the bus company was extended to another large depot last week.

Tawu said that the extension of the agreement to the Edenvale depot on the East Rand on Friday made it the most representative union with majority membership at eight out of 14 Putco divisions.

The union, which is affiliated to the National Council of Trade Unions, said it also had majority membership at three other Putco subsidiaries, Putco Operating (Pots), Africa Body and Coach and Crown Body and Coach.

It said that since the beginning of the month it successfully negotiated an average 16 percent in wage increases and improved working conditions for its members.

The package for workers employed by Putco Bus Company included the upgrading of cashiers and season ticket sellers, an increase from R3 to R5 tool allowance and an accumulation of 48 days sick leave.

At Pots the union said that apart from an across-the-board wage increase of 15,83 percent for drivers, tool allowance was increased to R1,45 from R1,35 an hour, a rise in the Sunday and holiday bonus from R21 to R23, plus accommodation allowance which rose to R42 a night.

Tawu said that the Putco group adopted a "no work no pay" attitude regarding May and June 16 but undertook not to penalise those who stayed away on such days.

See story

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Strike: Union men in court

TWO officials of the recently disbanded Black General Workers' Union appeared briefly in the Pietersburg Regional Court on Friday.

Mr Theophilus Ramalamula (30) and Mr Moss Mphahlele (32) appeared before Mr J J van DeVenter charged with instigating an illegal strike last year

They are also charged with starting boycotts and strikes.

They were not asked to plead and the case was postponed to August 7 for a trial date.

Mr Ephraim Makgoba, for both accused, said a certificate from the Attorney-General's office refusing bail was part of the charge sheet.

Detention

Mr Ramalamula has been in detention since June 15 last year.

Blagwu, a National Council of Trade Unions affiliate, was disbanded earlier this month in line with the federation's policy of dismantling general workers' unions.

E Cape Potwa strike escalates

(S)
Sowetan
2/7/87

THE strike by Eastern Cape postal workers has now swelled to 1 700 of the Post Office's 2 200 black

employees. The strike follows the dismissal of a number of employees for alleged service irregularities, a Post Office spokesman said in Pretoria.

The Post and Telecommunication Association is to meet management again tomorrow.

A Poste Restante depot had been set up in Port Elizabeth for township residents, as mail deliveries to the townships had been suspended, and the New Brighton post office closed.

The strike started at the end of last month.

Sapa

THE jubilation and ululation that greeted the end of the strike in Pietersburg at the weekend were genuine

For both the commuters and the strikers the past few weeks were trying

With Lebowa Transport located in the Lebowa bantustan, the workers could not rely on the provisions of the Labour Relations Act to protect them

All the bantustans, except Kangwane and KwaNdebele, are not covered by this act

Workers who join trade unions in these areas do so at their own risk as management is not obliged to talk to the unions

Lebowa Transport's undertaking to negotiate a recognition agreement with the National Council of Trade Unions' Transport and Allied Workers' Union is therefore a significant victory for the workers

It is a victory bound to have a far reaching effect on the development of trade unions in the homeland

The strike was also difficult in another respect When it started on June 25 over the dismissal of nine workers who stayed away from work on June 16, the workers staged a sit-in and slept at the depot

Two days later they were evacuated by the police and at least seven workers were arrested The strikers congregated near the depot daily as negotiations went on June was followed by July two very cold months

The workers spent this time in the open after churches had refused to accommodate them Small fires were the only way out For them the hot drink that "takes the

Workers pull out all the stops on road to victory

FOCUS

FOR 22 days about 600 transport workers in Seshego and Mahwelereng were on strike over the recognition of their union the Transport and Allied Workers' Union and the dismissal of nine workers for not reporting for duty on June 16 Sowetan writer Mathatha Tsedu (left) was there to capture the last minutes of the strike



By MATHATHA

TSEDU

Brrr out of winter was just a dream

Lebowa transport, a parastatal corporation attached to the Corporation for Economic Development, enjoys an almost total monopoly of public transport in the Pietersburg region

One by one small black bus operators were gobbled up by the corporation Only the Zion Christian Church's Bahwaduba Bus Service have survived

The result of these takeovers has been that in Pietersburg at least public transport is synonymous with Lebowa Transport The company ferries at least 25000 commuters into Pietersburg daily — most of them workers from Seshego township and the rural villages around the town

The strike meant that these commuters had no other public transport For the company it meant a daily loss of at least R50 000 or a total of more than R1 million for the 22 days that the buses were virtually at a standstill

The strike also meant a loss of revenue

for Pietersburg traders as potential buyers were marooned in the villages and townships Workers either did not arrive for work at all or arrived late — thus affecting production and services

Commuters had to fork out more money for transport as taxis are more expensive than buses Some workers lost jobs while others slept in the waiting rooms at railway stations

The scene for the strike was set when LT fired nine workers for failing to report for duty on June 16 — a day commemorated throughout South Africa and an official public holiday in Lebowa

After repeated attempts to get the nine reinstated failed, more than 5000 workers downed tools on June 25 to demand the reinstatement of the nine and a comprehensive agreement with Tawu

A catalogue of

Political comment in this issue by A Klaaste and J Thlooe Sub-editing headlines and posters by S Matlhaku All of 61 Commando Road Industria West, Johannesburg

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management's response to the initial demands of the workers shows how the company underestimated the feelings of the union and its members

• June 16 — Tawu national organiser Tom Ngobeni arrived in Seshego to intervene in the dispute but management refused to meet him

• June 27 — Workers are ejected from the premises by police and shopstewards and other active members detained under the state of emergency Management offers to set up a complaints committee comprising five management representatives and three workers This was rejected by the workers

• July 3 — Management calls Tawu in and after negotiations lasting three days offers to reinstate the nine subject to further disciplinary actions against them The workers said no

• July 7 — Management proposes to reinstate the nine pending a disciplinary hearing and also to start negotiations on a comprehensive agreement

This was on condition the strikers returned to work first Again the workers rejected this

• July 8 — Anti-Tawu pamphlets were distributed in Seshego calling on workers to ignore the union and to return to work The pamphlets were unsigned

• July 10 — Management agrees to an unconditional reinstatement of the nine and to start negotiations on the comprehensive agreement once the workers return to work

Workers insisted that management sign this undertaking before a commissioner of oaths

Negotiations broke down because, according to the union management resisted going before a commissioner of oath

• July 13 — New drivers were brought in and a small service was resumed Most commuters did not use the buses

A bogus Azapo pamphlet was distributed in Pietersburg and Seshego calling for a boycott of taxis Traffic cops also started a blitz on taxis

The new drivers were allegedly assaulted and buses stoned The police and the army moved into the township and escorted the buses

• July 15 — Eight more worker leaders were detained as the strikers were dispersed from their meeting point near the depot

• July 17 — The agreement is signed before the commissioner of oaths

On Saturday as the workers returned to work with the bus horns hooting amid ululation and the chanting of worker songs the security forces drove from the depot

It was a moving scene with salutes smiles and handshakes

The long battle for union recognition was won



are date back to the 1950s in the modern British novel, depicting the trials and tribulations of blacks in Britain

al drawings is in Britain He will resume his drawings when he returns

Fawu victory

THE Food, Beverage and Allied Workers' Union and the Pietersburg branch of Sasko Bakery reached agreement in their wage negotiations yesterday.

They have agreed on an across-the-board increase of R18 a week and a minimum weekly wage of R90

The agreement followed three days of hard bargaining, spokesmen for the two sides said

They also agreed that

- All employees of Sasko in Pietersburg qualify for the company's pension scheme after working for one month. In the past people had to wait for many years before they could be accepted to the pension scheme

- Male and female employees who worked for the company for 25 and 15 years respectively should receive a long

service allowance of one third of their monthly salary. They agreed on a minimum of R500 and a maximum of R750.

Previously people who worked for those years received only a wrist-watch and a certificate

— Sapa

152 2/7/87
Somerton



More join E Cape Post Office strike

NR645 21/7/87
Argus Bureau

PORT ELIZABETH. — The Post Office strike in the Eastern Cape has entered its fourth week with more workers deciding to down tools.

About 100 employees yesterday decided to support their striking African colleagues. There are now 1 700 of the African workforce of 2 200 on strike.

Yesterday 50 technical workers from Uitenhage joined the strikers with groups from other centres already out.

A meeting between officials of the Post Office and Telecommunications Workers' Association and management has been arranged for tomorrow.

Mr V Kumalo, president of the union, said it was possible the situation could be resolved and management was prepared to negotiate.

THE

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Quarter million workers vote to strike

ANC trio shot in Swaziland

MORE than 280 000 workers in the metal and mining industries have voted to go on strike to resolve wage disputes in the industries.

But whether the workers will go ahead with the strikes will be decided at two crucial meetings at the weekend and early next week.

The National Union of Metalworkers of SA (Numsa) is expected to hold report-back meetings at the weekend.

And officials of the National Union of Mineworkers (NUM) meet on Monday to discuss the pending strike

The union is almost certain to call a special congress to decide whether to go on strike or not

NUM strike ballot results show that over 80 percent of the more than 200 000 union members employed at 27 goldmines and 18 collieries covered by the Chamber of Mines agree-

By SEFAKO NYAKA

ment, favoured strike action to resolve the dispute with the chamber

The NUM and the chamber deadlocked over.

● A 30 percent wage increase across the board

● A five year death benefit pay-out

● Danger pay

● Thirty days paid leave

● June 16 as a paid holiday.

The chamber has in the meantime gone ahead with introducing the final package offered to the union when they deadlocked at the Conciliation Board on June 30

The package includes an increase of between 17 and 23 percent on all but three of the goldmines and between 15 and 23,4 percent on coalmines.

At the same time over 70 percent of the 85 000 Numsa members at 500 factories also voted in favour of a

NUMSA, incorporating the Metal and Allied Workers' Union, deadlocked with Scifsa over national wage negotiations two weeks ago

Fifteen other unions in the metal council which negotiated with Scifsa agreed to accept the employers' increase offer of between 39 cents and hour and 72 cents per hour for artisans

Mawu also demanded paid holidays on May 1 and June 16, which Scifsa rejected

Other demands were for an end to Pay As You Earn deductions, a 40-hour week with no loss of pay, job security, improved maternity and paternity leave and trade union rights

Meanwhile several strikes are looming in the chemical industry after wage talks with the 30 000-strong Chemical Workers' Industrial Union (CWIU) deadlocked this week

THREE suspected African National Congress members — two men and a woman — were shot dead by three whites yesterday as they were travelling by taxi from Matsapa Airport to Mbabane.

An informed Swazi police source said it had been learned that the woman and a male colleague had met the third man, who had come off a flight at 2pm yesterday, and taken a taxi

Shortly afterwards a BMW car which had been trailing the taxi, overtook them on a country road and forced the taxi to stop.

Three white men jumped out of the car and fired shots at the occupants of the taxi, killing the two men in the back seat. The woman tried to run away but was also shot dead.

Roadblocks have been set up on major roads leading to South Africa. — Sapa.

* THE CONTENTS OF THIS NEWSPAPER HAVE BEEN RESTRICTED IN TERMS OF THE EMERGEN

W/maile 10-16/7/87 W/maile 10-16/7/87

22/1/87

NUM moves toward strike

ALAN FINE

THE National Union of Mineworkers (NUM) yesterday disclosed details of the wage dispute involving up to 7 000 workers at four De Beers diamond mines

The union notified management earlier this week that it intended to apply for a conciliation board — the first step towards possible legal strike action

NUM assistant general secretary Marcel Golding said the company had offered increases of 15%, 13% and 12,5% for three categories of mineworkers respectively. This was in response to union demands for a 30% across-the-board increase.

Golding said the offer failed to

compensate workers for increases in the cost of living. Other conditions of employment are also in dispute.

Increases were due in May or June, depending on the mine involved. It is understood increases will be backdated to their due date should agreement be reached.

A De Beers spokesman said the company hoped further negotiations would occur. He said De Beers wages were high in the mining sector.

The minimum starting rate was R408 per month, and the average monthly wage of black miners in the company was R855, including overtime and other payments, he said

ANOTHER 150
Iscor workers
joined 6500 of their
colleagues on
strike yesterday as
the action spread
from the Vander-
bijl Park plant to
the corporation's

22/1/87
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More Iscor workers strike

Glen Douglas dolomite mine near
Meyerton

And, the National Union of Metal-
workers of SA (Numsa) says about
1 000 members at Samancor in the
eastern Transvaal stopped work yes-
terday after the dismissal of an undis-
closed number for their participation
in last week's industry-wide metal
strike

There appears to be no end in sight
to the Iscor strike, with management
saying yesterday it had no intention
of improving the 34c an hour wage
offer which triggered the action

An Iscor spokesman said while it
could not carry on indefinitely, con-
tingency planning meant the com-
pany could continue for "a couple of

ALAN FINE

weeks" without suffering any ill-ef-
fects. He said, however, the Glen
Douglas strike was illegal.

Numsa spokesman Bernie Fanar-
off said management had told worker
representatives that no Numsa em-
ployees, including those at other
plants and not on strike, would re-
ceive the increases implemented on
July 1. That was confirmed by an
Iscor spokesman.

The spokesman denied, however,
an allegation by Fanaroff that man-
agement had said "when, after a
month, workers are hungry they can
ask Bobby Marie (another Numsa of-
ficial) for food".

SAFETY 22/7/77
Grooms get
wage structure

DURBAN — The stay-away by 600 grooms at the Summerveld Training Centre, which threw part of the racing industry into chaos, ended yesterday morning.

After negotiations, it was agreed to standardize wage structures and a minimum starting wage of R40 a week was introduced, with minimum wages of R50 and R60 for senior grooms.

"Trainers paying above these minimum wages will continue to do so," said Mr Jeff Fobb, an attorney who was called in to negotiate on the trainers' behalf — Sapa

SAF Times 22/7/87
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Cape Times 22/7/87

Refuse men not ready to move it

Municipal Reporter *222* 152

STACK up your uncollected rubbish in your old black bag and growl, growl, growl. The dustmen's work-to-rule is set to continue for another week at least.

Mrs Eulalie Stott, acting chairman of the City Council's executive committee, emerged yesterday from the first official negotiations with the cleansing workers' union since the work-to-rule started last Monday, to say that negotiations had "not yet been completed".

"Certain proposals were put to us, and we will be very happy to consider these," she said. "We have set next Tuesday as a tentative date for our next meeting with the union."

She believed the work-to-rule would continue, yet there had been no animosity during or after the negotiations.

The work-to-rule had not spread beyond "certain sections" of the city's cleansing workers, she said.

Mr John Ernstzen, general secretary of the Cape Town Municipal Workers' Association, said the question of when the work-to-rule would stop depended on the reaction of workers when union officials reported back to them on the negotiations.

He had said the work-to-rule was unlikely to stop till the two parties had come to some agreement, and he confirmed that the next negotiation meeting would be on Tuesday.

Neither he nor Mrs Stott would disclose what issues were discussed yesterday, or what proposal the union had put to the council.

It was reported earlier that the council had offered a 10% wage increase, while the union was unwilling to accept increases of below R50 a week, which could mean increases of up to 44%.

Cap Times 22/5/87

Iscor strike widens

Own Correspondent

JOHANNESBURG — Another 150 Iscor workers joined 6 500 of their colleagues on strike yesterday as the action spread from the Vanderbijl Park plant to the corporation's Glen Douglas dolomite mine near Meyerton.

And, according to the National Union of Metalworkers of SA (Numsa), about 1 000 members at Samancor in the Eastern Transvaal stopped work yesterday after the dismissal of an undisclosed number for their participation in last week's industry-wide metal strike

Iscor management yesterday said they had no intention of improving the 34c-an-hour wage offer which triggered the action.

An Iscor spokesman said the company could continue for "a couple of weeks" without suffering ill-effects

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IN the first half of 1987 almost five strikes and work stoppages — whether legal or not — occurred every day

Workers in the formerly forgotten sectors — the unskilled labourers who were mostly non-unionised — are also rising against management with an intensity that has left both employers and the Government startled

- Last week a two-day stoppage by guards employed by a leading security firm in Johannesburg left a number of buildings in the city centre unprotected. Police were called in by their employers, Fidelity Guards, to help in maintaining security while management and worker representatives held talks

- At the Witwatersrand Technikon 350 workers downed tools after a shop-steward was dismissed. Most of the workers were cleaners, general labourers and security guards

The significance of these two work stoppages was that they involved elderly people, whose lack of skills was the reason for their suffering and what they described as years of exploitation

Mother

A 55-year-old mother of eight involved in the Wits Technikon strike said she earned R250 as a cleaner, after being employed for 15 years

The highest paid worker at the technikon is a security guard who earns R400 a month after 20 years service

Both Fidelity Guards and the Wits Technikon workers belong to the Transport and General

Striking a blow for the labour movement



MR ELIJAH Barayi, president of Cosatu.



MR JAMES Mndaweni, president of Nactu

Workers' Union which began only recently to organise them

Another poignant example of the rise of the unskilled and formerly non-unionised workers was more than 300 workers going on strike at the luxurious Kyalami Ranch Hotel in June

They complained about poor working conditions, low wages and exploitation

One worker said "I began working at the ranch 20 years ago when it was opened but I realised only now that the hotel became a rich concern while I earned peanuts"

The workers said they realised they could demand better treatment only after joining the Hotel and Restaurant Workers' Union last year

In his report for 1986,



the Director-General of Manpower Dr P J van der Merwe, said 643 strikes occurred during the year

A total of 310 676 black workers took part in the actions while 254 whites 11 538 coloureds and 1390 Asians were involved

His analysis of the reasons for the strikes and work stoppages makes interesting reading

Reasons

He says that only 26 percent of the strikes were wage-related, the majority, 34.5 percent were for "other or unknown" reasons, and 30.8 percent were related to working conditions and disciplinary measures against workers

The report says 3.4 percent of the 1986 work stoppages and strikes were related to trade union matters

Perhaps therefore, trade unions and trade union groups which recently fell under the spotlight of Government observation, could account for the "other" and/or "unknown

reasons

The Minister of Manpower, Mr Pietie du Plessis, recently said that the Government would consider counter-measures as certain unions were getting deeper into political terrain and exploiting workers for political ends

The Steel Engineering Industries Federation of South Africa (Seifsa) also charged that a metal union was making political demands during recent negotiations

Views

These two views represent the one side, that of authority, in the controversy

The labour movement, represented by the National Council of Trade Unions (Nactu) and the Congress of South African Trade Unions (Cosatu) has another view

A Cosatu affiliate, the South African Railways and Harbour Workers' Union (Sarhwu), is a typical example of how the labour movement sees things

Cosatu/Sarhwu leaders countered accusations that they were exploiting petty issues for their own ends by saying that workers had a long experience of exploitation and needed only a small spark to set the fire ablaze

Decision

The workers themselves said the dismissal of Andrew Nedzamba by the South African Transport Services over R40 he handed in late, led to the decision to rise against unfair labour practices

Other demands came to the fore and the three

months after March saw six workers killed and many being arrested and losing their livelihood as 18 000 workers were on strike

At its recent second national congress, Cosatu said "The workers' struggle on the shopfloor should be extended to the townships where they come from"

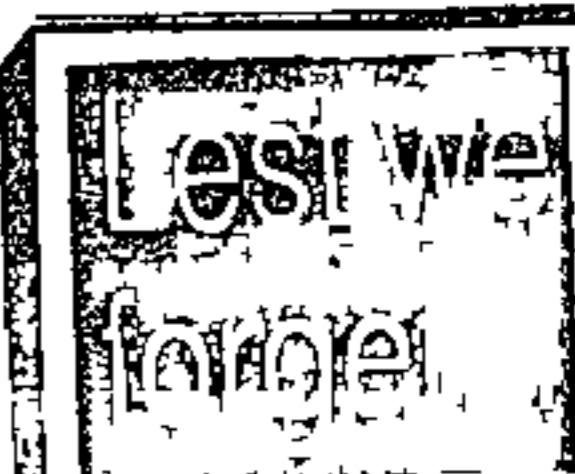
The federation took a clear political stance and said workers should rise against economic repression and political oppression

Nactu has also not retreated on its political programme for its affiliates

Explosion

It has said that the black worker is the only one who can liberate himself

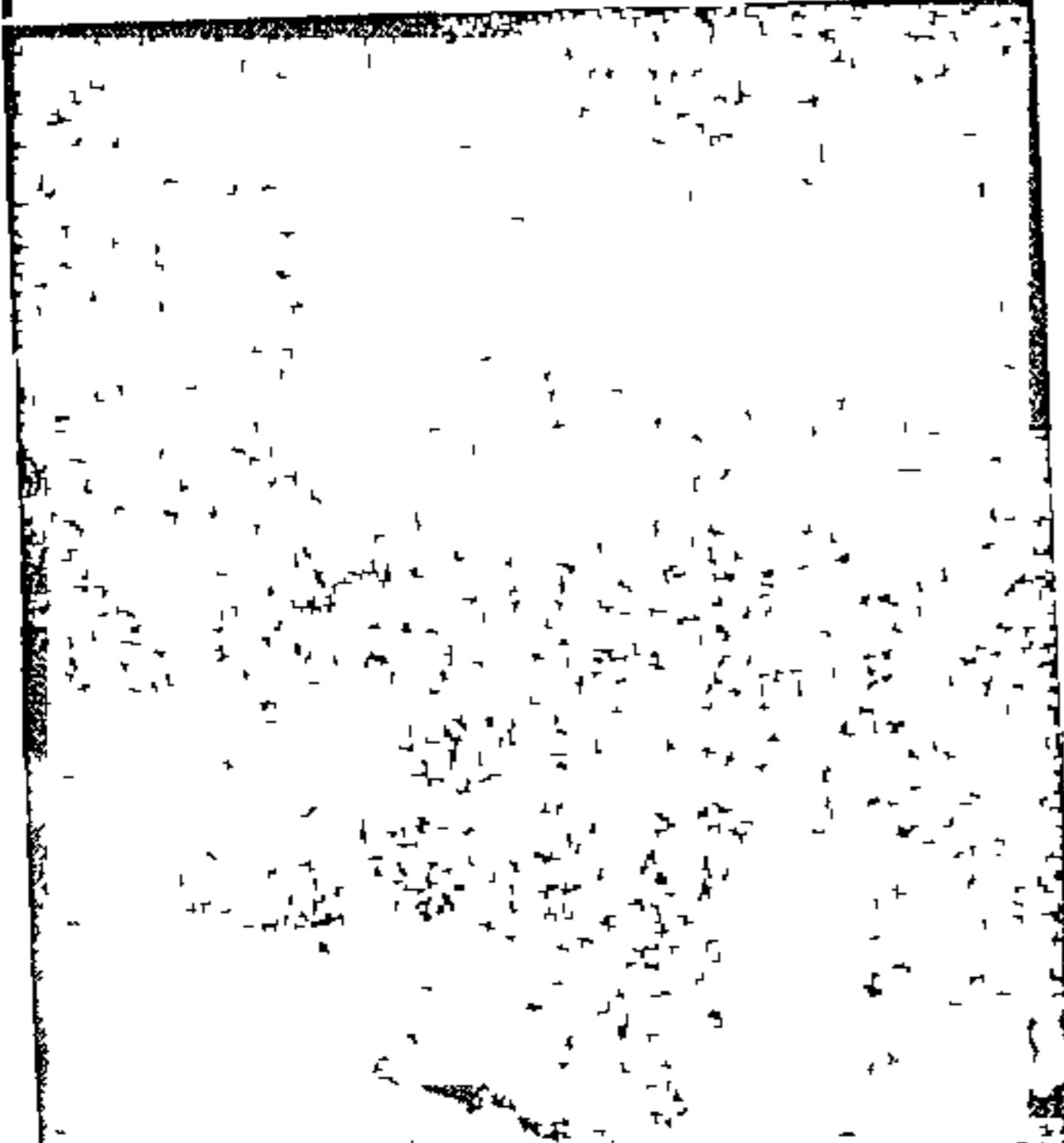
This view and those of the State and the employers are the elements in the present labour climate when workers are rising against employers and when the State is considering measures to cushion the explosion



THE Sowetan today remembers journalists around the country who are in detention

- Zwelakhe Sisulu, Editor of the *New Nation*, who has been in detention under the emergency regulations for 219 days,

- Mxolisi Jackson Fuzile, *Veritas News Agency*, who has been



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LABOUR UPDATE

MEEDUNSA STRIKE

By ALINAH DUBE

ABOUT 500 Medical University of South Africa employees are out on strike over demands for better pay.

The striking workers are cleaners, gardeners, laboratory and library assistants, security guards, clerks and handymen.

When the *Sowetan* arrived at the scene, the workers stood in groups on the campus lawn singing freedom songs.

A spokesman for the workers' committee said the decision to down tools was reached after a number of discrepancies were identified in a circular announcing management's proposed wage increases.

According to him, the salary scales contained in the circulars distributed among committee members last week were found to

Demand for higher increases

have been lower than the ones they were promised before.

Workers are demanding an average R375 monthly for starters in the cleaning departments compared with the R333,75 which management is offering. This is a category which is presently earning an average R243,50 a month.

The spokesman said workers who are paid a monthly salary of R400 were not told how much their earnings would be increased to. He said management claimed to have been looking into ways and means of improving their salaries.

"The salaries we earn makes life unbearable for us and our families. It is not possible for one to manage with the ever rising cost of living on a salary of less than R400 a month," the spokesman said.

Professor E L Carlsson, acting principal of Medusa, confirmed the strike yesterday. He said this followed the workers' refusal to accept the 12.5 percent general pay increase effected at the beginning of this month.

He said that the salary adjustments would be added to the August pay retrospectively from July 1, this year. "This is a substantial offer with an increase of the lowest entry rank from the existing notch of R2 598 to R4 005 per annum. Negotiations are however, going on and that is all I can say about the situation at the moment," he said.

Includes Annual

Printed by

Refuse go-slow hits City and Sea Point

Arbors 23/7/82

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29/1/82

By DICK USHER, Labour Reporter

COUNCIL workers in the central business district and Sea Point have joined the cleansing staff work-to-rule, threatening large accumulations of rubbish in the city centre and suburbs along the Atlantic seaboard.

About 90 percent of cleansing staff are now working to rule, according to Mr Johnny Ernstzen, general secretary of the Cape Town Municipal Workers' Association (CTMWA), which is pushing for a R50-a-week across-the-board pay increase for its 11 500 members.

Workers in Sea Point joined the action today. The CBD work-to-rule started with yesterday's dayshift.

Last weekend employees agreed to work overtime as usual to clear rubbish from restaurants and hospitals, but whether they will do the same this weekend is now in doubt.

Pressure in Council

Workers said they would discuss this with their shop stewards.

Dayshift workers in the CBD said they had joined the action, which is in its 10th day, to increase pressure on the City Council to meet their pay demands.

The council has offered a 10 percent pay increase.

Action by nightshift workers appeared to be less solid, with some saying they had been "persuaded" by their foremen not to take part.

Discussions with the city's Executive Committee ended inconclusively this week but are expected to resume on Tuesday.

It appears that the absence of the chairman of the Executive Committee, Mr. Dick Friedlander, and the deputy-chairman, Mr. Louis Kreiner, has so far hampered the talks.

"Aware"

The work-to-rule, which was organised by CTMWA members but officially backed by the union, started early last week.

A municipal spokesman said "We are aware that the work-to-rule is spreading but are not yet in a position to comment further."

Tired of being 'treated like dirt'

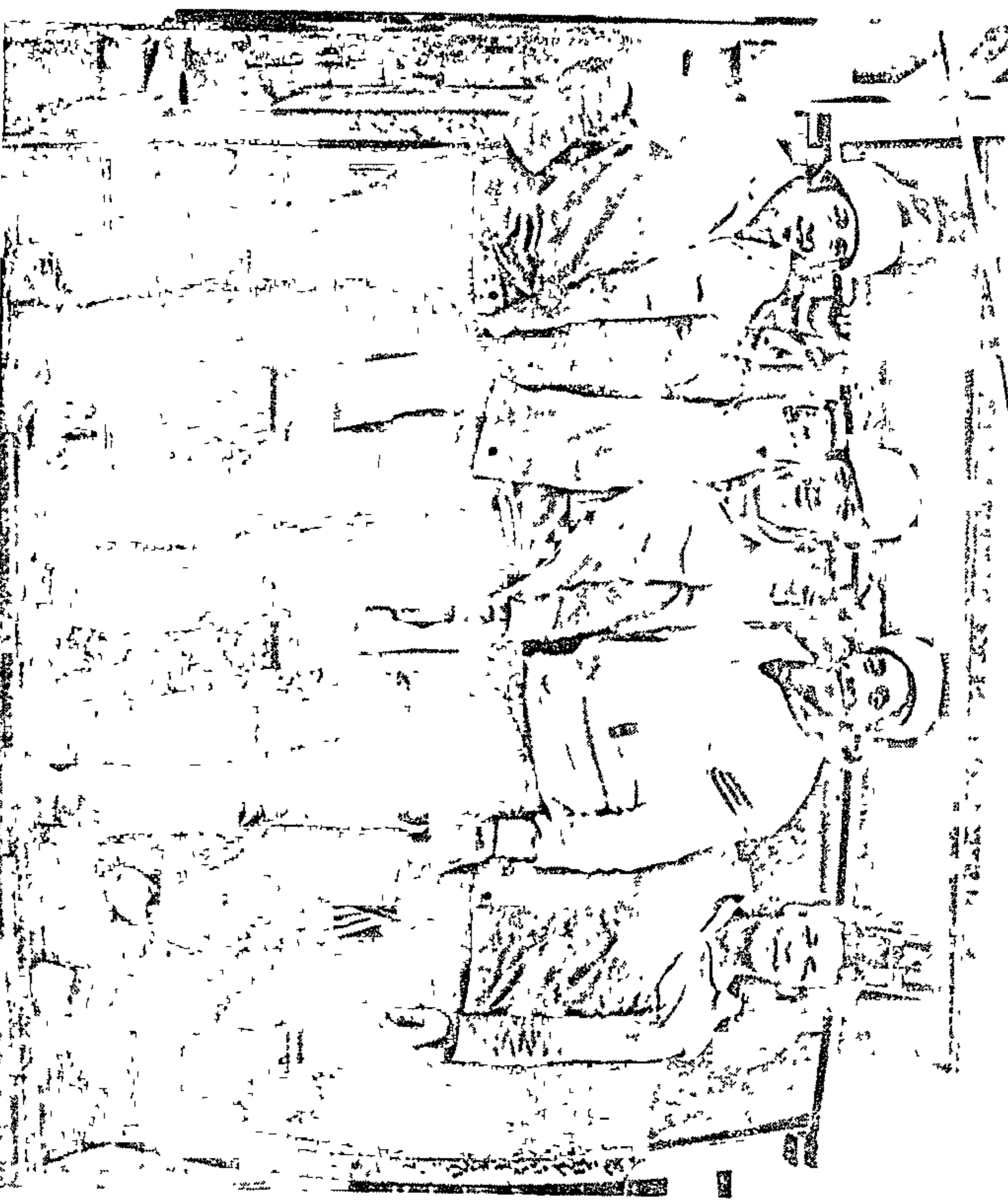
By AYESHA ALLIE
 THE City Council's cleansing workers say they are tired of being "treated like dirt".
 "We are doing the most uncomfortable and unpleasant of jobs and yet our wages are the lowest."
 "We work with dirt and we are being treated like dirt," a worker complained.
 The more than 1 200 workers have been on a go-slow since last week after the council refused to meet the demand of their union for a R50 across the board increase.
 They are all members of the 11 500-strong Cape Town Municipal Workers' Association presently engaged in wage talks with the City Council.
 According to Mrs Eulalie Stott, the chairperson of the council executive committee, the increase offered by the council would push up the minimum wage to R112,62 a week.

Not satisfied

But garbage collectors are not satisfied and several workers interviewed at a Cape Flats depot of the council told of their long years of service and the low wages they earned.
 One worker said he had worked for the council for 16 years and had a wife and four small children to support.
 He went home with R86 a week after all deductions such as tax, pension, medical and union fees were made.
 Another worker went home with R70 a week after all deductions.
 He said the money left over after paying his bills was "just enough for food to last till Monday".
 He said working as a garbage collector was actually a humiliating job as people looked down on him.
 Mrs G Moses said her husband took home R39 every week after deductions.
 They have six children "so there's never enough money".
 A worker said councillors should try to survive on so little money.
 "We have to work in cold, wet and dirty conditions yet our wages don't show we're working so hard," he said.

Time consuming

The workers said the council did not provide them with decent raincoats or safety boots. They said they had to buy shoes often because of the nature of the work.
 "We're not protected against the rain. They give us raincoats through which the water seeps and leaves us wet for the rest of the day. We have to go into drain when it rains. They don't even give us gloves when it comes to digging dirt".
 A supervisor said the council no longer provided special medical care for cleansing staff which he felt was necessary because of their working conditions.
 The City Engineer, Mr Des Riley, said that before the work-to-rule, the cleansing staff had worked so fast that they could go home early.
 "The returning to the depots for lunch is tremendously time-consuming," he said in comment on the go-slow.
 Mr Riley said the workers only received medical treatment when they were injured while working.
 He said the council was prepared to negotiate with them should they take up the medical treatment issue.
 "They receive a dirt allowance of 10 cents an hour and protective clothing twice a year," he said.
 The general-secretary of the Cape Town Municipal Workers' Union, Mr John Emtzen, said talks were continuing with the council even though it had rejected the union's demand of a R50 across the board increase.
 He said the union understood and supported the action of the workers.
 Garbage collection is considered an essential service and an outright strike by such workers is illegal.
 During the go-slow the workers start a 6 30am and stop work at 4 15pm even though refuse have not been collected in all the areas.
 The areas mainly affected by the go-slow included Manenberg, Bonteheuwel Westridge and Eastridge in Mitchell's Plain, Wynberg, Ottery, Claremont and Mowbray.



Cape Town garbage collectors have really very little to smile about, but they are hopeful that the current negotiations with the City Council will bring increases in their pay packets.
 Picture BIEN KARLIE

Sowetan 23/7/87.

Sacwu still rejects offer

A STRIKE by 400 workers at the South African Pharmaceutical Development Corporation in Johannesburg over wages has entered its sixth week with no sign of it being resolved in the near future.

The dispute between the workers, members of the South African Chemical Workers Union (Sacwu) and management began six months ago with the union demanding an across-the-board increase of R80 a week.

SAPDC's offer of R100 a month across-the-board was rejected by the workers who have staged a series of public demonstrations against management since June 9.

On July 17 the workers were locked out of the company's New Centre, Selby, premises after ignoring a return-to-work deadline issued by management.

Sacwu's general secretary, Mr Leonard Mavuso, said negotiations were continuing.

Meanwhile, management has sent out letters to individual employees in which it emphasises that its offer was final.

The letter signed by SAPDC's Group Company Secretary, Mr R J Stoddart, said that the company would be forced to recruit permanent replacements if workers failed to meet a return-to-work deadline of July 17.

The union said yesterday that workers still stood by their demand.

Cleaners battle TED

exploited workers, said the union's lawyers were battling to get a worker employed by the Pretoria Onderwyserskollege reinstated after being unfairly dismissed in April 1986.

She said "We wish to place on record that the TED employs its black workers on a temporary basis, even after four years of service."

Mrs Ntseke said the most that cleaners earned was R250 a month.

BY THEMBA MOLEFE

She said that her union was still battling to get the Minister of Manpower to intervene in several cases she had brought to the attention of local Manpower officials regarding wages and working conditions of cleaners.

Mrs Ntseke, who described cleaners as being among the most

Labour Relations Act Mrs Ntseke was speaking against the background of a strike by 350 workers employed by the Witwatersrand Technikon last week.

The workers downed tools after their shop steward was dismissed and also demanded higher wages and better working conditions.

BCWU general secretary, Mrs Mary Ntseke, said yesterday that her union had difficulty negotiating with the department and the colleges because the TED was not covered by the

Numsa strike still on

THE 6500 members of the National Union of Metalworkers of South Africa at Iscor's Vanderbijlpark works plant enter their fourth day of a legal strike today.

Iscor's public relations manager Mr Piet du Plessis said yesterday that although there were discussions between management and Numsa earlier this week there had been no further meetings and the situation was still the same.

Vote

The Numsa workers went out on strike after voting in favour of the action in a ballot after wage talks had deadlocked.

Mr du Plessis said another strike by 150 Numsa members at a small dolomite mine Glendouglas in Alberton was aborted.

The workers were told they were engaged in an illegal strike on Tuesday and immediately resumed work, according to Mr du Plessis.

Meanwhile, 600 Numsa members who went on a wage strike returned to work at the BTR Dunlop tyre plant in Ladysmith after five weeks of protest.

Numsa officials said workers would now earn an increase of between 15 and 23 percent after accepting management's offer.

Other BTR Dunlop group plants in Durban were still locked in wage negotiations yesterday, the union said.

Thousands of metal workers on strike

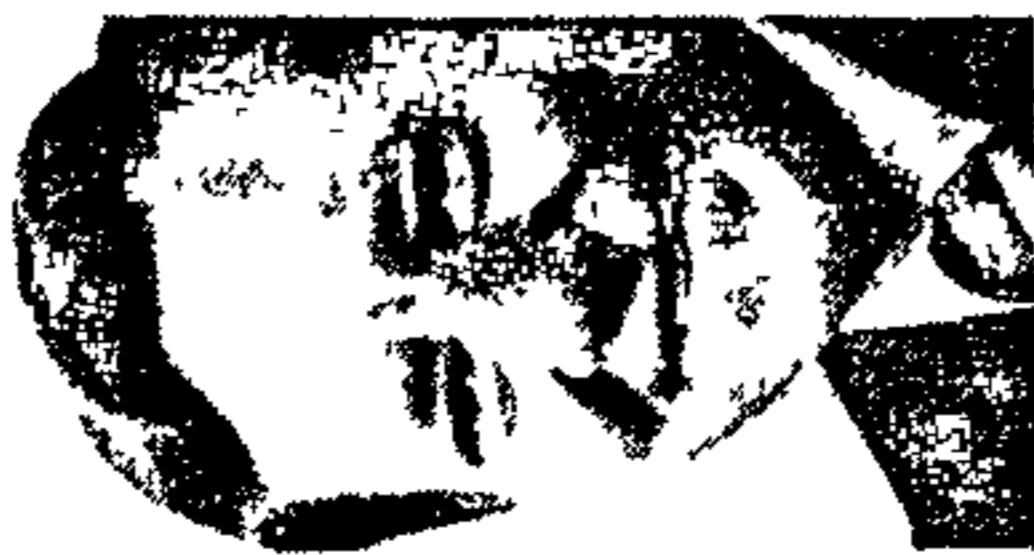
News 14/7/87

JOHANNESBURG. — Thousands of workers began strike action at metal and engineering plants across the country today as lawyers for the National Union of Metalworkers of South Africa (Numsa) planned urgent Supreme Court action to challenge a Government Gazette that will make the strike illegal.

Numsa spokesman Mr Peter Dantjies said shop stewards from all union branches around the country had reported that workers began striking today in spite of an announcement last night that an extension to the old wage agreement for the metal industry would be gazetted today.

"We are waiting for the outcome of our Supreme Court application against the gazette before deciding on what course of action to follow," said Mr Dantjies.

He said the union estimated that 80 000 workers, who last week voted in favour of a legal strike, had already started industrial action



Mr Pietie du Plessis

Spokesmen for the Steel and Engineering Federation of South Africa (Seisa), the employers' organisation, were not immediately available for comment on the extent of strike action in the industry.

Mr Paul Benjamin, a spokesman for Numsa's attorneys, confirmed that papers were being prepared for an urgent application in the Rand Supreme Court to declare the gazette invalid.

The hearing was expected to take place later today.

Mr Dantjies said shop stewards reported a heavy police presence at the giant Middelburg Steel plant near Witbank, but said there were no indications of any confrontation.

Want undertaking

Last night, Numsa said the Minister of Manpower, Mr P T C du Plessis, had not complied with the regulations, we plan to ask him for an undertaking not to publish the agreement in the Government Gazette.

"Because we believe he has making the strike unlawful the Labour Relations Act in P T C du Plessis, had not complied with the regulations in the Labour Relations Act in making the strike unlawful.

"There is an overwhelming support among our members for strike action and we believe there is much support among workers in other unions, who are unhappy with the agreement."

The spokesman said the Minister intended to renew last year's agreement today and amend it on Friday, making the strike illegal as from today.

"We believe the employers have asked him to do this.

Seisa said in a statement last night that the industry had been operating without an agreement since July 1 "because of procedures involved in publishing a new agreement".

"No" to increases

Negotiations for a new agreement in the industry were successfully completed between employers, represented by Seisa, and 14 of the 15 unions on June 9.

However, Numsa, which says it represents the majority of metalworkers, rejected wage increases of between 39c and 72c an hour.

After conciliation procedures failed to break the deadlock, the union conducted a ballot last week in which 95 percent of workers who took part decided on a legal strike.

Numsa is demanding a new basic minimum rate of R4 an

(Turn to Page 3, Col 3)

P.T.O.

DD 23/7/87
**Potwa negotiations
with Post Office
break down again**

By **BARBARA
HART**

EAST LONDON — Negotiations between the Posts and Telecommunications Workers' Association (Potwa) and senior post office officials to end a four-week strike broke down in Pretoria yesterday

Potwa's president, Mr Vusi Khumalo, said the talks ended in deadlock when the post office refused to accede to the demands of the union

Potwa has demanded that 60 employees dismissed during the past three to four years be re-employed, and that the striking workers receive full pay.

A post office spokesman, Mr Ben Rootman, said the post office management had made it clear that it could not meet the conditions

"Despite the fact that the department has repeatedly made it clear that workers will not re-

ceive salaries while on strike, the majority of them still firmly believe that they will receive payment

"The post office management has requested Potwa to help remove this misconception by impressing upon workers that they will in fact not be paid for the period of the strike"

The strike of some 1 700 workers, which has affected ten towns in the Eastern Cape, began in sympathy with three employees dismissed in January this year

Mr Khumalo, who earlier this week called for the strike to be speedily resolved, said yesterday that union representatives were meeting to access the deadlock

Both he and Mr Rootman could not say when the talks would be resumed

Mr Rootman said management was willing to discuss "any reasonable requests"

Mine dispute talks today

By Mike Siluma

The first conciliation board meeting to try to resolve a dispute between 2 000 members of the National Union of Mineworkers and Consolidated Murchison's Phalaborwa antimony mine will be held today.

The union has rejected a 20 percent pay increase and is maintaining its demands for a 55 percent across-the-board pay rise, improved conditions and benefits and May 1 and June 16 as paid holidays.

The union is waiting for a conciliation board to be convened in its dispute with De Beers Consolidated Mines. The dispute affects 7 700 workers at De Beers Namaqualand, Kimberley, Finsch, Geology and Premier mines.

The union wants a 30 percent pay increase, improved working conditions and other benefits. The company has offered 12,5 to 15 percent and a day's paid holiday in lieu of May 1.

The union's 200 000 members voted to strike after deadlock in wage talks.

Metal strike has spread — union

A pay-related strike by the National Union of Metalworkers (Numsa) members has spread from Iscor's Vanderbijlpark plant to Samancor's ferrometals plant near Witbank, says the union.

Samancor workers were protesting against the warnings given after last week's national strike. Management could not be reached.

Confirming the strike at Vanderbijlpark, Iscor said yesterday 150 workers at Glens Douglas in Meyerton had returned to work.

● About 600 Numsa members returned to work at BTR Dunlop's Ladysmith plant on Monday after a five-day wage strike.

Wellington textile workers on strike

By DICK USHER, Labour Reporter

A STRIKE by its full workforce has hit one of Wellington's largest employers.

Between 900 and 1 000 workers are involved in the stoppage at Wellington Industries, a major textile manufacturer

Workers downed tools on Tuesday night, demanding the reinstatement of a dismissed shop steward.

Mr Norman Daniels, general secretary of the Textile Workers Industrial Union (TWIU), said today the employee was national treasurer and vice-chairman of the union

"Dismissal unfair"

"He was dismissed last week

"Workers felt that his dismissal was unfair. After discussions with management failed to resolve the issue they decided they could not accept management's actions and went on strike on Tuesday night

"We have 100-percent membership at the factory and the stoppage is total," he said

"Talks with management about reinstatement are continuing but we consider their actions to have been high-handed and unacceptable"

Management spokesmen were in a meeting and not available for comment

Electrical workers join city go-slow

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Staff Reporter

CAPE Town City Council electrical workers have joined the work-to-rule by refuse workers to persuade the council to meet demands for a R50-a-week pay rise.

The general secretary of the Cape Town Municipal Workers' Association, Mr John Ernstzen, said today the association was told that electricity department workers had decided to work to rule and not to work overtime.

"The solution to the problem is now clearly in council's hands. The union has over and over again stressed the seriousness of the problem of workers who cannot make ends meet.

"It cannot be helped if workers take matters into their own hands.

"No problem"

"We will be meeting the council's Exco again on Tuesday next week and we expect council to come up with something definite and reasonable," Mr Ernstzen said.

The city electrical engineer, Mr Fred Daniel, said: "This has not yet been brought to my attention.

"If it is so, I do not foresee any problems in regard to electricity supplies in normal circumstances.

"However, we could have problems if there is bad weather and storms, and lines are broken and workers are required to work overtime.

"We will play it out and see what happens.

The council has offered workers a 10-percent across-the-board increase which the union has rejected.

Miners plan biggest-ever 'secret' strike

BY VUSI GUNENE

THE central executive committee of the National Union of Mineworkers will meet on Monday to finalise details of a strike which, if it cannot be averted, will be the biggest-ever legal strike in the mining industry.

The NUM has decided to keep the date of the strike secret after an extraordinary Government Gazette scuttled a planned strike by 80 000 workers in the metal industry last week.

NUM vice president and Cosatu president Elijah Barayi told delegates to Cosatu's second national conference at Wits University last week that the union was definitely going to go on strike.

Two weeks ago, 97 percent of the more than 200 000 NUM members employed at the 27 gold mines and collieries covered by the Chamber of Mines agreement voted for strike action to resolve the dispute with the chamber.

Talks with the chamber deadlocked at the Conciliation Board on June 30.

Demands on which the NUM and the chamber could not reach agreement were:

- A 30 percent wage increase across the board.
- A five-year death benefit pay-out
- Danger pay
- Thirty days paid leave
- June 16 as a paid holiday.

Unless the chamber agrees to mediation, the strike is expected to begin late next week.

The chamber turned down a mediation proposal soon after the conciliation board deadlock.

Although the strike will cover gold and coal mines only, another strike is looming in the diamond mining industry. The NUM has declared a dispute with De Beers, opening the way to a legal strike.

In another development, the NUM met the Consolidated Murchison and Antimony Mines at a Conciliation Board hearing in Pretoria yesterday in an attempt to resolve a wage talks deadlock involving 2 000 workers.

NUM assistant general secretary, Marcel Golding said talks deadlocked about a month ago, when the union refused management's offer of a 20 percent increase.

He said the union had tabled a number of demands, including a wage increase of 55 percent and an improvement on working conditions.

Golding said 20 percent was management's first and final offer, to cover the wage increase and improved working conditions.

The NUM's demand for 55 percent was for the wage increase only, and did not include improved working conditions such as shift allowances.

W/ Mail
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TENSIONS RISE AGAIN ON THE LABOUR FRONT

152
[Handwritten signature]

AFTER a six-month lull, Port Elizabeth has been hit by a wave of strikes.

PE strikes wave after six months lull

At least 14 companies in the area have been brought to a standstill by strikes since the beginning of July.

Marthaenne Finmore, deputy director of the University of Port Elizabeth's Industrial Relations Unit, said this week since the General Motors strike at the end of last year, the unions had been "quiet". She described the latest bout of strikes as "quite unusual".

"The GM strike was smashed by management; workers lost their jobs and were completely pulverised," she

said, adding that the union defeat discouraged others from striking.

The recent strikes seemed not to have much in common, she said.

They did not appear to be tied to Cosatu's "living wage" campaign, even though wages in Port Elizabeth had not kept up with inflation.

One cause of the strikes might be improved economic conditions in Port Elizabeth, she surmised.

"A lot more companies are getting involved in production lately. Earlier on this year, things were so bad that a

BY EDYTH BULBRING,
Port Elizabeth

strike would have made no difference to management. They didn't want production anyway. Now workers can see what sort of effect the strike is having."

Over a thousand workers belonging to the Chemical Workers Industrial Union downed tools only yesterday in Port Elizabeth in protest against the lock out and subsequent dismissal of 88 union members earlier this month

Eight factories were affected including Pilkington Shatterproof, Plascon, Mobil and Shell

Other strikes include a three day dispute at Cadbury's, which was resolved, and two short-lived strikes in which workers were dismissed. The first, at Associated Glass Works, concerned the employment of retrenched workers. The second took place at the Savage and Lovemore construction company and centred on allegations that management had violated an agreement about working

conditions. A two-day SA Breweries sympathy strike ended when the dispute was resolved nationally, but there seems to be no end to the strike of Post Office workers, which has affected over 2 500 black workers.

The strike began in East London over the alleged unfair dismissal of two workers; sympathy strikes have spread throughout the Eastern Cape.

Other companies hit by strikes include Mercedes Benz in East London, the Isaac Brothers Furniture Company and Busaf and Dorbyl Steel in Port Elizabeth, and Volkswagen in Uitenhage.

PE strikes 'unusual' 26/7/87 152

CP Correspondent

AFTER A lull of six months, Port Elizabeth and the surrounding areas have been hit by a wave of strikes which has left labour monitoring groups in Port Elizabeth baffled

Since the beginning of July, over eight Port Elizabeth companies have been brought to a standstill in strikes of diverse length and demands

Marthaeanne Finnemore, deputy-director at the University of Port Elizabeth's industrial relations unit, said that since the General Motors strike at the end of last year, the unions had been "quiet" and described the latest bout of strikes as "quite unusual".

"The GM strike was smashed by management. Workers lost their jobs and were completely pulverised" Finnemore believes the union defeat discouraged workers in other areas from striking

The recent strikes "held no common threat", but Finnemore believes the reasons could become clearer at a later stage

However, the strikes seem to have nothing to do with Cosatu's living wage campaign, although wages in Port Elizabeth have not risen with the inflation rate. The cost of food has increased by 23 percent this year

One of the causes for the strikes, Finnemore surmised, could be the improved economic conditions in Port Elizabeth

The strikes, many of which have been short-lived and affecting the smaller Port Elizabeth companies, could also be as a result of inexperience on the part of management

A South African Breweries sympathy strike of two days ended when the dispute was resolved nationally, but there seems to be no end to the strike of Post Office workers which has

affected over 2 500 of the Post Offices' black workforce in the Eastern Cape

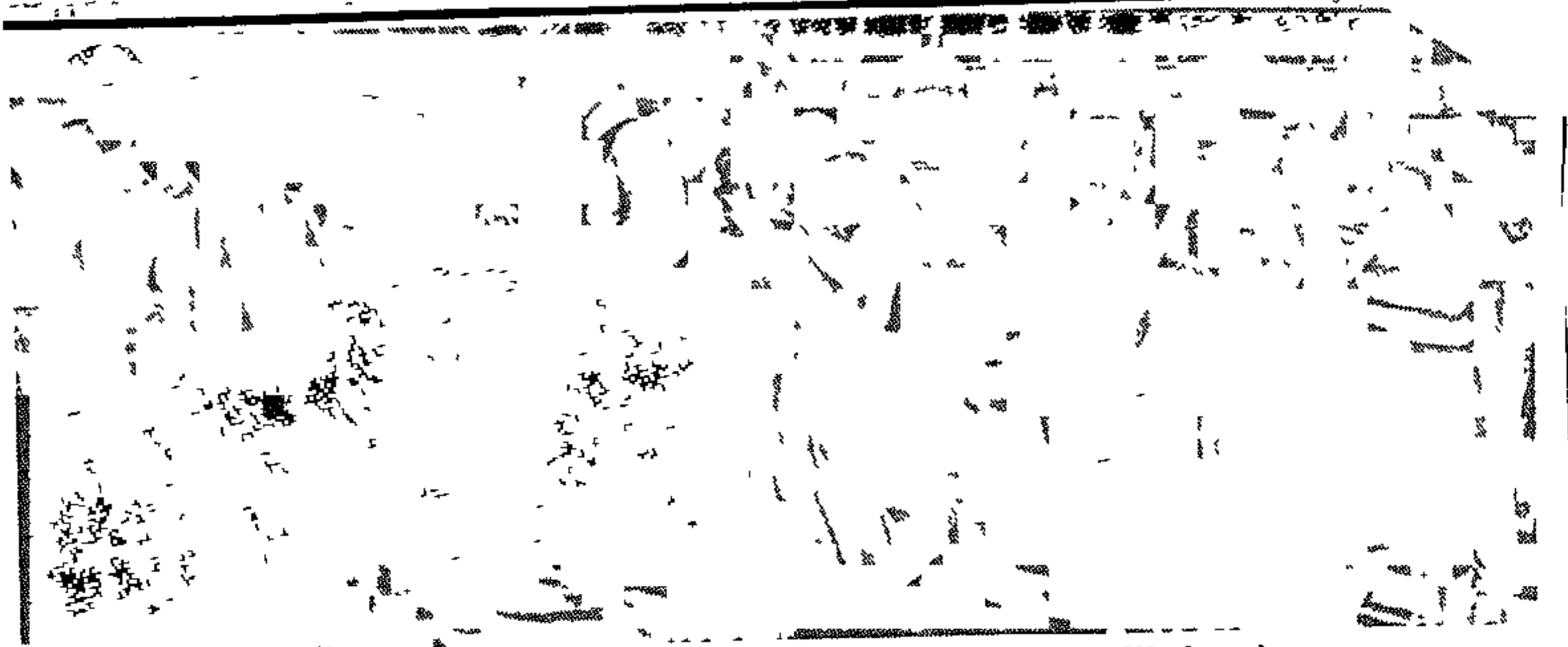
On Wednesday, negotiations to end the three-week-old strike will begin again after two previous talks failed to resolve the dispute. The strike began in East London over the alleged unfair dismissal of two workers and sympathy strikes have spread throughout the Eastern Cape

The only remaining Post Office in the Port Elizabeth townships, the New Brighton Post Office, is now closed and the strike has spread to the main Post Office

Anonymous leaflets are being circulated calling on workers to return to work "If you stay away, you will get no pay" It warned workers that their families would suffer when they had no money to buy food - East Cape News Agency

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MEDUNSA workers on a wage strike, at Medunsa on Wednesday.

Furniture men down tools

MORE than 1 000 furniture workers went on strike yesterday in Johannesburg in protest against the mass dismissal of workers at the Transvaal Mattress Company's Booyens branch this week.

The general secretary of the Paper, Wood and Allied Workers' Union, Mr Jeremy Baskin, said 400 of its members were fired on Tuesday after staging a one-hour stoppage.

members of the Pwawu and the National Union of Metalworkers of SA struck after two of their colleagues — one a shop steward — were "unfairly" sacked, Mr Baskin said.

A joint Pwawu/Numsa shop steward committee failed to secure a meeting with management to avert the action.

"This morning over 1 000 workers at four other Pwawu organised Ascol Furniture factories in Johannesburg downed tools in protest against the mass dismissal," Mr Baskin said.

Ascol — the biggest furniture company in the country — agreed to meet the unions, both Cosatu affiliates at 1pm yesterday, he said.

"Pwawu totally rejects the mass dismissal of workers by Ascol.

"Employers in the industry have apparently decided to make a hardline approach to try and crush the growth of the Cosatu affiliated Pwawu" — Sapa

The workers, all

A joint Pwawu/Num-

10 000 on strike

THE wage strike by members of the National Union of Metalworkers of South Africa which began at Iscor's Vanderbijpark plant this week now involves about 10 000 workers in the Transvaal.

About 2 000 Numsa members at Highveld Steel in Witbank yesterday downed tools in solidarity with the 1 000 workers at Samancor Ferro-Metals over dismissals at the plant.

Spokesmen said Samancor management dismissed about 15 workers this week over a Numsa strike that was aborted when the Minister of Manpower published a special Government Gazette on July 14 making the action illegal.

The strike would have involved 80 000 workers who voted in favour of the action in a ballot conducted by Numsa at 500 plants.

The Iscor strike involves 6 500 workers who voted for the action in a separate ballot last week.

Iscor is one of the larger ferro-alloy companies whose agreement with the unions is separate from the agreement between unions and the employer body, the Steel Engineering Industries Federation of South

Africa

Workers are demanding a 75 cents hourly increase and have rejected management's offer of 33 cents.

More dustmen go slow

MORE Cape Town Cleaning Workers have joined the work-to-rule which has spread to the city's central business district, threatening large accumulations of rubbish.

Dayshift workers said they had joined the action, on its 10th day, to increase pressure on the city council to meet pay demands.

Last weekend employees agreed to work overtime as usual to clear rubbish from restaurants and hospitals, but whether they will do the same this weekend is now in doubt.

CTMWA spokesman for the workers' representatives, the Cape Town Municipal Workers' Association, were not available for comment. — Sapa.

Medunsa renews wage offer

THE Medical University of South Africa offered to renew its proposed wage increases for the 500 striking employees, according to the acting principal, Professor E L Karlsson.

He announced this shortly before day-long discussions with the workers' representatives began. Although he would not say how much the new offer was, Professor Karlsson said the decision to improve on the university's proposed increases was reached during a meeting with the workers' committee on Wednesday.

None of their committee representatives could be reached for comment as they were locked in discussions. A source close to the workers told the *Sowetan* that the committee would first have to report back to the striking employees before announcing what the new deal was.

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24/87 *Sowetan*

Weather

THE Weather Bureau's forecast summary for the

Ccawusa members in court

Sowetan 24/7/87



THE owner of a butchery in Jeppe Street, Johannesburg, yesterday denied that he was anti-union, and that he was against the Commercial Catering and Allied Workers' Union in particular.

Mr William Ming also denied that he had fired some of his employees because they were members of the union. He also denied that he had offered money to influence his employees to stay out of the union.

Mr Ming made the denials at the trial of eight members of the union who appeared at the Johannesburg Magistrate's Court on two counts of intimidation.

The State alleges that the eight members intimidated Mr. Ming's

employees on February 23 this year and also intimidated staff at Ntwane Butchery in the city the following day.

The union members, who have pleaded not guilty, appeared before Mr G F Krouse. They are represented by Mr Peter Harris.

Mr Ming told the court that about 9am on February 23, a group of men and women entered his shop shouting and screaming "shisa", "shaya" and "hamba".

He said one of them was Miss Elizabeth Mkhonto whom he knows well.

This was on a Friday, a busy day, he said. His employees — four men and seven women — got scared and reluctantly left his shop in the

By MANDLA
NDLAZI

company of the shouting group, he said.

Mr Ming said the group appeared violent. He said he knows that "shaya" means to hit, "but did not know the meaning of "shisa". He said "hamba" means "go".

Mr Ming said the group spoke to his employees in a language he did not understand. They later left singing with their clenched fists raised high. His staff, he said, returned at 5pm and told him they had come from the offices of the union.

He said he told them to go because he was busy and did not have time to talk to them.

He said he took his staff back when they all returned on Monday. He did not know he said, whether they were all members of the union. Mr Ming said he knew Miss Elizabeth Mkhonto and Miss Mirriam Dlamini but did not know the other six accused in the dock.

Cross-examined by defence counsel, Mr Harris, Mr Ming said he was "very upset" when his staff left with the group. He said he knew that unions in the country were legal. He was not anti-union, but his employees should take instructions from him, he said.

Mr Ming denied having made money offers to his employees to stay out of the union. He

said he was wrongly interpreted that he hated unions. He said he had stated that they should not make unreasonable demands.

Mr Ming said he knows Miss Mkhonto, accused number six and Miss Dlamini, accused number seven. The two, he said, bought furniture from him at some stage.

In answer to a question by the magistrate, Mr Ming said he did not use the incident to get rid of trouble makers at his shop. Answering a question by Mr Harris, he said he did not report the incident to the police but he was subpoenaed to give evidence.

The case was remanded to August 20, and the accused are out on bail.

NUM warns on national strike

JOHANNESBURG — A top official of the National Union of Mine-workers (NUM) has said that a national strike by at least 200 000 workers in the mining industry could take place "any day now"

NUM's General Secretary, Mr Cyril Ramaphosa, said union officials and shop stewards from all gold and coal mining regions in the country had met to discuss strike action

"We met to discuss our mobilisation strategy and to prepare our members for the strike which could take place any day now," Mr Ramaphosa said. He declined to reveal the exact date of the strike

The union has already balloted 200 000 members on gold and coal mines, affiliated to the Chamber of Mines, who voted in favour of a legal strike after annual wage

negotiations with the Chamber deadlocked earlier this year

Meanwhile, NUM and management of De Beers Consolidated Mines failed to resolve a dispute in the diamond mining industry during talks yesterday, said Mr Ramaphosa

The union is now waiting for the date of a conciliation board hearing to be announced

While South Africa's mines are faced with possible industrial action in the near future, labour conflict has erupted on three Gold Fields copper mines in SWA/Namibia.

The General Secretary of the Mining Mineworkers' Union of Namibia (MUN), Mr Ben Ulenga, said 4 600 workers were involved in a stoppage at three of Tsumeb Corporation Ltd's mines. — Sapa

CAPE TOWN 25/7/04 (152) (160)
Striking workers fired

JOHANNESBURG. — The National Union of Metalworkers of South Africa (Numsa) is planning legal action to protect about 2 000 members who have been threatened with dismissal at Samancor plants in Meyerton and Witbank. Numsa spokesman Dr Bernie Fanaroff said a number of workers had been dismissed and others issued with warnings at Samancor's Ferrometals plant after the national strike in the metal industry last week.

CME Times 25/7/82
152

Power workers' sympathy strike

Staff Reporter

ALTHOUGH hundreds of Electricity Department workers went on a "go-slow" strike yesterday in sympathy with the dustmen, it is unlikely to affect residents unless there was a major power failure, the City Electrical Engineer, Mr Fred Daniel, said. Mr Daniel said the action by his staff would only affect ratepayers if, as in the case of a big storm, a major power failure occurred and extra staff were required to work overtime.

10% increase

The staff joined about 1 000 Cleansing Department workers who have been working to rule for 11 days. Municipal officials yesterday admitted to rubbish piling up "in virtually the entire council area".

About 90% of the 1 200-member cleansing staff and several hundred of the 2 400 Electricity Department workers are working to rule in support of a R50-a-week across-the-board pay increase.

The City Council has offered a 10% increase.

The Cape Town Municipal Workers' Association (CTMWA) secretary, Mr John Ernstzen, said the solution to the problem now lay in the council's hands.

"The union has over and over again stressed the seriousness of the problem of workers who cannot make ends meet. It cannot be helped if workers take matters into their own hands."

The CTMWA would meet the executive council again on Tuesday, and he expected the council "to come up with something definite and reasonable".

The Cleansing Department workers' "go-slow" means they return to their depots for their 30-minute lunch break and finish at 4pm, resulting in their being unable to service allotted areas. Before the work action they would eat on the job and finish by 2 30pm, Mr Ernstzen said.

A council spokesman appealed to householders to keep refuse within their own yards on collection days.

...were found in

CHIT TIPS 25/7/87

Coroma workers end strike

152 ~~152~~ Labour Reporter

A STRIKE by about 100 weekly paid workers at the Coroma Engineering (Pty) Ltd in Parow Industria ended yesterday after talks between management, shop stewards and the union.

The majority of the work force have been on strike at Coroma for the past two days.

Workers struck over dissatisfaction relating to the present negotiation of a recognition agreement.

The managing director of Coroma, Mr Leslie Hemmens, said in a statement management had agreed in the past to negotiate a recognition agreement and thereafter start wage negotiations. Negotiations will continue next week.

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Sea Harvest CAP & TMS 25/7/82 strike ends



A WORK stoppage at the Saldanha Sea Harvest factory was called off yesterday after the Food and Allied Workers Union (Fawu) concluded wage talks with management.

However, many workers did not report for duty yesterday, after they left the premises on Thursday, unaware that negotiations had been concluded.

Workers said about 700 day-shift and 300 night-shift workers struck over pay and other grievances.

The general manager of Sea Harvest, Mr Louis Penzhorn, said only about 180 workers were involved.

Workers had said they were unhappy with their wages, with "smear pamphlets" distributed by management aimed at discrediting Fawu, with the fact that their wages were meant to increase from July 1 and because they were working a three-day week.

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Down for all races

26/7/87
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**Iscor strike
is continuing**

THE LEGAL wage strike of nearly 7 000 workers at Iscor's plant at Vanderbijlpark is still continuing, though workers at the Glen Douglas Dolomite Mines have returned to work after downing tools illegally this week.

Meanwhile, Iscor management met Numsa representatives at the Newcastle plant where the company's wage offer was clarified to the workers.

Iscor's public relations manager, PM du Plessis, said the legal strike at Vanderbijlpark of between 6 400 and 7 000 workers was continuing despite negotiations with the union on Monday.

Iscor is not covered by the main agreement for the steel and engineering industry and has a separate house agreement with the Metal and Allied Workers' Union - which recently joined other metal unions to form Numsa.

Wage talks between Mawu and Iscor ended in a deadlock this year with the union demanding a 75 cents an hour increase across-the-board and Iscor offering 34 cents.

Iscor's spokesman said on Monday that Numsa's wage demands would amount to an overall wage cost increase in excess of 70 percent. - Sapa.

By SOL MORATHI

WORKERS at the Medical University of South Africa in Ga-Rankuwa were yesterday still on strike while their representatives and management were holding discussions

About 500 Medunsa employees went on strike on Monday demanding better wages

The strike began after a number of discrepancies were discovered in a circular announcing management's proposed salary adjustments

Workers are demanding an average starting wage of R375 monthly for cleaners, compared to R333,75 offered by management

Medunsa's acting princi-

Medunsa strike goes on

pal, Professor EL Carlsson, confirmed that the workers went on strike after refusing to accept a 12,5 percent pay increase at the beginning of July

Carlsson said the pay increases would be added to August wages, retrospective from July 1

At the time of going to Press, the workers' committee was still negotiating with management to review the increases

152

Go-slow threat to health

By JOHN YELD /52
Municipal Reporter

CONDITIONS in the poorer areas of Cape Town are deteriorating because of the go-slow by cleansing workers, according to the city medical officer of health, Dr Reg Coogan

However, he says because of the cold weather the health situation is "not yet out of hand"

Dr Coogan said there was a noticeable deterioration in the cleanliness of the streets and rubbish was piling up in the backyards of flats

He said "Because of the cold weather it has not yet reached the fly-breeding stage nor has there been an increase in the numbers of rodents."

As the work-to-rule by city refuse workers entered its third week today, city engineer Mr Des Riley said essential cleansing operations at hospitals and restaurants were maintained at the weekend and there was no change in the refuse removal situation

Officials of the Cape Town Municipal Workers Association are due to meet the the council's executive committee tomorrow for further pay talks

POWER CUTS

Staff in the city electrical engineer's department indicated last week that they would join the go-slow

Certain areas on the Cape flats were without power yesterday but suggestions that delays in restoring supplies were because of the work-to-rule have been dismissed by city electrical engineer Mr Fred Daniel

News 27/7/87

Lock-out at door factory is resolved

Labour Reporter ~~152~~

A LOCK-OUT at Coroma Doors in Parow affecting about 70 workers has been resolved.

Workers said they had stopped work last week after management interrupted a meeting called by shop stewards to report back on their regular monthly discussions with management.

They had been told they would not be paid for the time they were at the meeting.

"Management had said we could not have a report-back but we needed to hear what had happened so we held a meeting.

"Then they came in and said 'no work, no pay' so we told them 'no pay, no work'.

"We said we would go back to work this morning, but when we arrived the gates were locked," a worker said.

The men are all members of the Paper, Wood and Allied Workers' Union (Pwawu), which is negotiating a recognition agreement with Coroma.

A Pwawu spokesman said the workers had now undertaken not to take any further industrial action until the company signed the agreement.

This should take place early next month.

A management statement said the strike by the majority of the weekly-paid workforce was over the workers' alleged dissatisfaction on certain issues in the negotiation of the recognition agreement.

Beer strike over for some

27/7/87
SMP

THE national beer strike is over, but strikers at the Newlands SAB plant are refusing to return after the arrest of a worker

The strike, which began over a decision by South African Breweries to introduce non-stop production at Rosslyn, slashed beer production to about a third of the normal output of five million litres a week

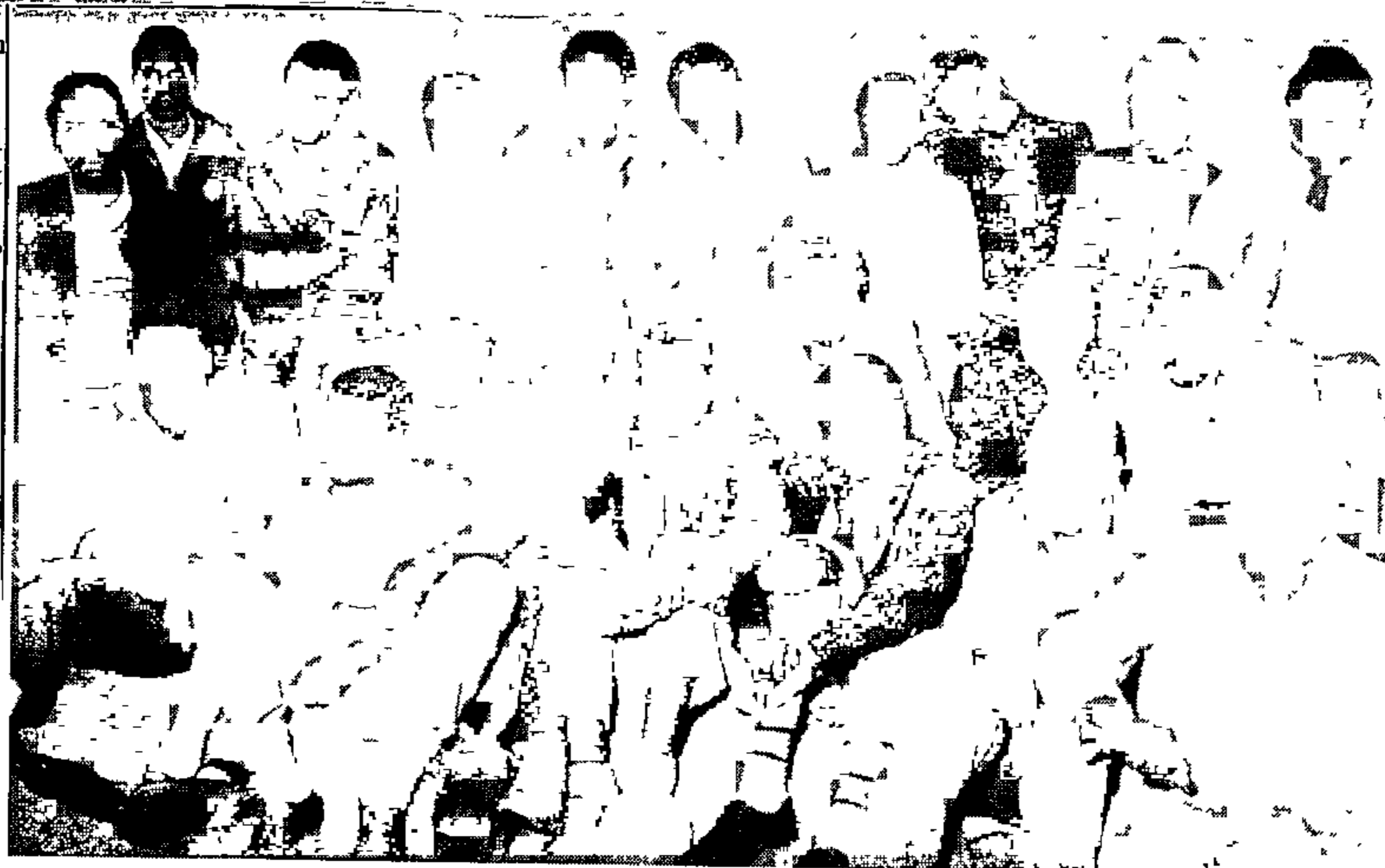
The Rosslyn workers felt that although management had reduced their working hours from 46 to 40 and increased their wages, the continuous shifts would interfere with their social lives. Saturdays and Sundays would become ordinary working days

When SAB sacked the strikers, brewery workers at 10 plants throughout the country began a sympathy strike a week later.

In Cape Town workers downed tools at the Newlands and Pinelands plants.

152

600



Former Peninsula Security Guards who have been on strike for almost a year

AN out-of-court settlement was reached between 25 striking security guards and their employer in one of the most drawn-out labour disputes in the Western Cape in recent years.

The workers, all South African Allied Workers Union (Saawu) members, had been on strike since March last year.

They were dismissed in October by the firm, Peninsula Security Guards, but continued living at the firm's hostels at Langa.

This week Mr De Xavier

27/7/87

25 guards settle dispute with firm

Gouveia, a director of PSG, who brought the application to evict the striking workers, agreed to pay each five weeks' salary of R302,30.

He also allowed them to stay at the hostel subject to certain rules until Au-

gust 1

About 75 other striking workers who had not been summonsed are still staying at the hostel.

Workers told a Wynberg Civil Court that they had been assaulted and handcuffed before being

sacked

Mr F Vali claimed accommodation was a condition for his employment and that his services were not properly terminated. He therefore could not be evicted from the hostel.

Mr Manyasa Ntlazana said he had been sacked because he was a member of Saawu.

The two strikers were granted summary judgment against the eviction order.

Last week, however, an application for summary was granted against Mr Lawrence Ntsizi.

Southern

152

152

150
Soweto
27/7/82

Numsa to take court action

THE National Union of Metalworkers of South Africa is to take Samancor, a large ferro-chrome company, to court after it threatened to dismiss or take disciplinary action against 1 000 workers over a strike action.

The dispute arose out of a work stoppage by 1 000 Samancor employees who protested against management's disciplinary action against Numsa members who went out on a legal strike that was aborted by a special Government Gazette on July 14

Meanwhile, the Transport and Allied Workers' Union yesterday condemned the homeland system

Tawu's general secretary, Mr Esau Rankholo, told about 200 delegates at the union's national convention in Johannesburg that workers in the homelands had no other option but to take strike action because they were not covered by the Labour Relations Act

Pay strike at Iscor now in seventh day

By Mike Siluma

The pay strike by between 6 400 and 7 000 members of the National Union of Metalworkers (Numsa) at Iscor's Vanderbijlpark steel works entered its seventh day today with no movement from either side

At the same time, Numsa is awaiting management's response to an offer by 1 000 members to return to work at Samancor's Witbank ferro-metals plant — in exchange for a suspension of disciplinary proceedings instituted after the national wage strike two weeks ago

Numsa members at Iscor are on strike to back demands including an across-the-board 75c an hour pay increase, instead of the 34c offered by management.

Other demands include the recognition of May Day and June 16 as paid holidays, maternity and paternity leave, a full-time shop steward, a 40-

hour week and an end to tax deductions from workers' wages.

Disciplinary proceedings against Samancor workers follow the national metal wage strike which was called off after being declared illegal by Government decree

The union said the dispute centres on management's insistence that the workers were not involved in the industrial council wage talks and therefore had no right to strike. The union believes the workers are covered by the industrial council negotiations

The union spokesman said workers had offered to return to work on condition management suspended disciplinary action and that the dispute be referred to the Industrial Court

About 3 000 workers who went on strike at the nearby Highveld Steel plant on Thursday in solidarity with the Samancor workers returned to work on Friday



Metalmen threaten to cripple the industry

ALAN FINE

THE National Union of Metalworkers of SA (Numsa) yesterday threatened to bring SA's entire ferrous sector to a standstill if a dispute with Samancor is not settled satisfactorily.

Numsa is due to meet today with the National Union of Mineworkers (NUM), which also has members in the sector, to discuss united action.

Numsa spokesman Bernie Fanaroff said the unions would "comply with the law" in taking any sympathy action. He said the NUM had already been in contact with Gencor — Samancor's parent company — over the issue.

The dispute came after the industry-wide metal strike on July 14, when Samancor issued disciplinary warnings to workers at its two plants. A number of workers became liable for dismissal.

The warnings were issued because Samancor believes the strike there was unlawful, according to manpower manager Jan Erlank. This is because the company operates in terms of its own in-house agreement with the union.

Numsa argues that despite this the strike was lawful, as Samancor is affiliated to Seifsa — the employer party to the dispute. Fanaroff said Samancor was the only company in the industry to respond to the strike in this way.

2-day PO stoppage on cards

28/7/87
DURBAN — About 16,000 Post Office workers are planning a countrywide two-day work stoppage, starting today, in support of demands for parity in pay for unskilled workers, as well as to show solidarity with striking PO workers in the eastern Cape.

C E Holmes, regional director of Post and Telecommunications in Durban, said yesterday he had no comment "at this stage".

Themba Majozi, chairman of the Natal branch of the Post and Telecommunication Workers' Union (Potwa) said the 12,5% pay hike that came into effect on July 1, made very little difference in

~~ASA~~ Own Correspondent

the pay packets of unskilled workers.

"In spite of a promise that there will be parity for the unskilled workers, there is still a big disparity. It seems there is parity in the ranks only but not in the pay packets, where it counts most."

"The decision to stop work was taken after a day-long meeting of Post Office workers in Durban on Sunday."

Potwa's other branches decided on the strike action several weeks ago, but were holding on pending the decision of the Natal region at the weekend.

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150

16 000
PO
workers
are now
on strike

Post Reporter

THE number of Post Office workers on strike nationwide now stood at 16 000, a spokesman for the Department of Posts and Telecommunications said from Pretoria today

The tally of workers on strike in the Eastern Cape, including East London, remained at 1 700 He said the strike was affecting 30 work centres in PE, including the Main Post Office Other areas affected were Grahamstown, Humansdorp and Kirkwood

Employees at a PE motor component factory, Welfit Oddy, returned to work yesterday afternoon after reaching agreement with management over a wage dispute

Management agreed to pay an across-the-board increase of 60c an hour — 40c more than the original offer — backdated to July 5 In addition, management agreed to pay striking workers for two of the four days they were on strike

In Johannesburg, a top official of the National Union of Mineworkers last night warned that a national strike by 200 000 workers on the country's gold and coal mines was imminent

Labour conflict has also erupted on three copper mines in SWA/Namibia and threatens to spread throughout the ferro-alloys sector of South Africa's metal industry

Talks in Johannesburg between the metal workers and management failed to end the week-old wage strike by about 7 000 workers at the Iscor steelworks in Vanderbijlpark

In Cape Town the work-to-rule or go-slow by most of Cape Town municipality's cleansing and electrical workers appeared set to continue at least till Friday

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(19) 28/7/87

Empty pockets for PO strikers

Dispatch Correspondent PORT ELIZABETH — The strike by Post Office workers in the Eastern Cape takes on critical proportions this week as about 1700 employees face the end of month with no prospect of pay.

As the strike goes into its fifth week, Post Office management are sticking to their "no work, no pay" policy.

However, the Post Office and Telecommunications Workers Association (Potwa) does not have the funds to substitute salaries.

In advertisements published in daily newspapers yesterday and today, Post Office management told strikers they

would definitely not be paid on Friday for the period they had not worked.

Management also called on strikers to return to work and resume talks "in order to resolve grievances in an orderly manner, so that their families need not suffer any further".

The strike, which started on June 23, involved only a small number of workers on payday last month.

However, the number has grown and the majority of the black work force is now involved.

"The union can no longer guarantee that

the strike will be confined to the Eastern Cape," a Potwa spokesman, Mr Vusi Kumalo, said yesterday.

"It is likely that the stoppage will take on national proportions".

He said legal advice was being sought on implementing some form of arbitration after the collapse of negotiations last week.

As a representative for employees of a parastatal institution, Potwa is not allowed basic trade union rights. It is effectively a "staff association" and does not fall within the ambit of the Labour Relations

Act.

Negotiations broke down again on Wednesday last week when the Post Office would not give in to worker demands to pay salaries for the duration of the strike and reinstate some 60 workers dismissed since January 1985.

No date has been set for further talks.

In the advertisement, Post Office management expressed its apologies for any inconvenience caused to its users, adding that it would do all it could under the circumstances to keep the standard of service as high as possible.

Trial told of masked men

Ndondo

Mr Ntloko said he saw five masked men in the advancing group but

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Cape Times 28/7/87

Cape Times
28/7/87

Police shooting: Damages award

Supreme Court Reporter

THE Minister of Law and Order has been ordered to pay damages of R20 766 and the legal costs of the mother of a 16-year-old Langa boy who lost his right eye after being shot by uniformed police.

Mr Acting Justice B Hoberman said the shooting was "prima facie wrongful and unlawful and, if not intentional, was negligent".

Evidence was that on the evening of October 19, 1985, the boy was waiting with a companion opposite the Washington Road bus terminus for a friend, who had taken pants to a local tailor for mending.

He and his friend noticed a number of police vehicles parked on a sandy circle, with uniformed policemen carrying "long guns" standing by.

Three buses arrived, filled with mourners who had attended the funeral in Guguletu of certain "comrades" shot by police. The mourners disembarked, "speaking very loudly" about what they had seen at the funeral.

Soon after the mourners had passed and while the boy was facing away from the circle, he heard shots, turned to see where they were coming from and was shot in his face, shoulder, neck and back.

Both his friends were hit as well, and all took shelter in a nearby toilet. The boy was taken to hospital after some delay and his badly wounded eye subsequently had to be removed.

The judge remarked that evidence led on behalf of the Minister about police activities at the time was "quite inconclusive". He said he was unable to infer from the absence of a record of the shooting in the police "occurrence book" that Langa police were not involved.

He added that he found it "strange" that no one who could testify as to how the various local policemen were engaged at the time of the shooting had been called as a witness.

Mr J Krige, instructed by Buchanan Boyes, appeared for the boy's mother. Miss A M de Swardt, instructed by the State Attorney, appeared for the Minister.

Refuse strike: Meeting today

Municipal Reporter

THE dustmen's two-week work-to-rule may end today if negotiations between their union and the City Council over a wage dispute are successful.

City Engineer Mr Des Riley confirmed yesterday that Mr Richard Friedlander, the chairman of the executive committee, would head the council negotiating team at the meeting today.

Mr Friedlander accompanied the mayoral entourage to Madeira recently. In his absence, Mr Louis Kreiner was left in charge of Exco, and when he fell ill Mrs Stott led the team. She expressed some unwillingness to make major decisions in the absence of Mr Friedlander and Mr Kreiner.

On Friday, council electricity workers joined the work-to-rule.

Mr Peter Rist, head of the Parks and Forests Branch, quashed speculation yesterday that workers from his branch would join the work-to-rule this week.

"I have had no reports of a go-slow at all. Everything is normal," he said.

Mr John Ernstzen, general-secretary of the Cape Town Municipal Workers' Association, could not be reached for comment late yesterday.

Rands and cents may pay your fare,
but a Toyota Corolla gives you a lot
more fun to share. So, if you're
looking for the best value for money
transport around get out of the

UCT workers may strike if talks fail

Cape Times
28/7/87
152

By CLARE HARPER
Labour Reporter

A STRIKE by the University of Cape Town's 900-strong workforce could be on the cards unless agreement is reached on demands which include "the same monetary increase as professors and academics" for the workers

The university and the University and Allied Workers' Union (UAWU) — whose members include cleaners, messengers, departmental assistants and gardeners — have so far failed to settle a three-week-old dispute

Should mediation talks break down, a strike vote could be one meeting away.

The union has rejected UCT's 12,5% pay increase and has stuck to its proposal of "the same monetary increase as professors and academics"

In terms of the formal agreement between the union and UCT, three meetings between the two parties must take place after a dispute is declared and both parties must seek mediation. The third meeting was held on Friday last week, and the union is expected to go into mediation shortly

The UAWU declared a dispute with

the university on July 7 when its demands, including 22 days' annual leave for workers and a 35-hour week, were turned down

University workers at present work a 40-hour week, which the union regards as "unfair and discriminatory"

The union has demanded that the workers are given the same hours and paid leave as UCT's academic staff and that six months' paid maternity leave be granted to all women employed at UCT, regardless of job specification

No tax

The union had further demanded that UCT not deduct tax from those workers who do not have the vote and that a provident fund be set up for cleaners, who do not have a pension scheme

While UCT has offered the increases from June 1, the union has asked for the increases to be back-paid from April 1

The university has been hit by tea-time, lunch-time, early-morning and after-work demonstrations for the past two weeks, with workers bearing posters accusing the university of discriminating between its academic and other employees

PO strike spreads ^{ARK 6's} to city's ^{28/7/87} townships

Labour Reports

SOME Peninsula postal workers today started a two-day stoppage in support of demands for pay parity for unskilled workers and in solidarity with strikers in the Eastern Cape.

Post offices in Langa, Guguletu and Khayelitsha, staffed by black workers were closed today as they joined the action called by the Post and Telecommunication Workers' Association (Potwa)

Although employees were present at the offices, the doors were closed. A notice at Khayelitsha said the post office would be closed for the next two days.

DELIVERIES

Workers said there would be no home deliveries for two days. Post offices in areas such as Athlone were working normally.

A Post Office spokesman said it was only offices in black areas that were affected.

"There are no black workers at any of the other post offices in the region," he said.

DISMISSALS

About 4 000 employees in East London have been on strike for four weeks over a series of grievances and demands for the reinstatement of dismissed colleagues

A national stoppage has been on the cards for several weeks but was delayed pending a decision by the Natal region to join in. This was taken at a meeting in Durban.

A Potwa spokesman in Johannesburg said their information was that the stoppage was complete and more than 16 000 workers were involved.

152 Eve Post
29/7/87

THE FACTS ABOUT THE STRIKE OF POST OFFICE WORKERS IN THE EASTERN CAPE

Isolated groups of Black Post Office workers in the Eastern Cape went on strike on 23 June 1987. The number has now reached approximately 1 700.

Despite continued negotiations with the Black staff association, POTWA, the Post Office finds itself in a deadlock situation with the workers because it is unable to meet the following demands:

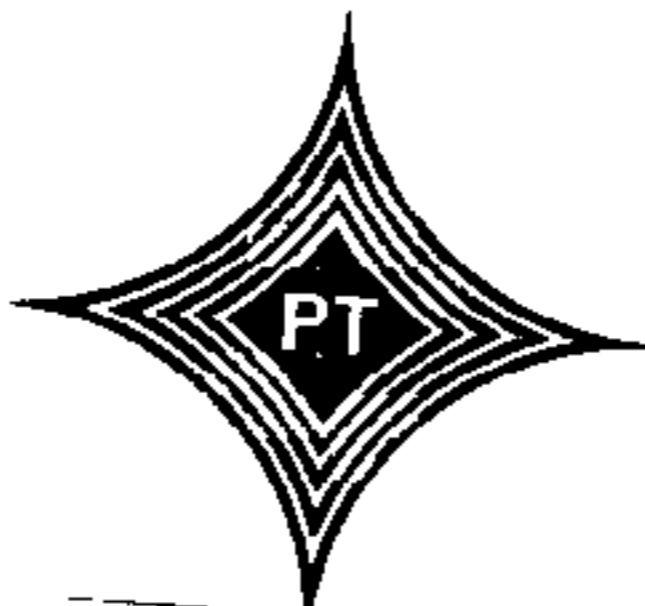
- (a) Payment of salaries for the full period of the strike
- (b) Re-employment of some 60 workers discharged since January 1985

Workers on strike have been led to believe that they will receive their normal salaries at the end of the month.

The fact is that they will NOT be paid for the period they have been on strike.

The Post Office is appealing to the strikers to commence work and enter into negotiations with the Department with a view to resolving grievances in an orderly manner and without their families having to suffer any further.

The Post Office regrets that its clients have to be inconvenienced but gives the assurance that it is making every endeavour to render services of the highest possible standard under the present circumstances.





A SECTION of the 200-strong Tawu delegation at the union's national convention on Monday

Samancor strike in a deadlock

THE strike by 1000 Numsa members at Samancor's Witbank plant seems far from ending

The workers downed tools last week in protest against the company's disciplinary action against Numsa members who took part in a legal strike which was stopped by a special Government decree on July 14

The Minister of Manpower published a special *Government Gazette* on that day making the strike which involved 80 000 workers in the metal industry illegal

The workers had voted for the action in a ballot at 500 plants after talks between Numsa and the Steel Engineering Industries Federation of South Africa (Seifsa) broke down over wages

Samancor, one of the largest ferro-chrome producers in the world had either dismissed, or

threatened to fire, workers at its Witbank and Meyerton plants saying the dispute involved Numsa and Seifsa and not the company

A Numsa spokesman said yesterday that in spite of meetings held with the company the strike was far from ending because of management's refusal to shift from its position

About 3000 workers at Anglo American's Highveld Steel in Witbank also went out on a solidarity strike with the Samancor workers last week

• The National Union of Metalworkers of South Africa and Iscor management yesterday held a meeting in Pretoria in an attempt to resolve the wage strike by about 7 000 workers which entered its ninth day at Vanderbijlpark today

Nactu rejects leaflet denouncing Charter

THE 300 000-strong National Council of Trade Unions has rejected a pamphlet issued in its name in which it allegedly called on workers to reject the historic Freedom Charter

Nactu said in a statement that it categorically and vehemently denied having produced or distributed the leaflet in some townships

The pamphlet said that workers should reject the Freedom Charter (adopted at the Congress of the People in Kliptown in 1955) and develop a worker's manifesto

History

The statement read "Nactu wishes to unequivocally state that the federation has not rejected any historical document, be it the Pan African Manifesto, Azanian People's Manifesto or the Freedom Charter"

"We cannot and will not ever reject the history

and contribution to the struggle for national liberation made by all organisations and individuals

"At the last national council meeting of Nactu it was agreed that worker should develop a worker's manifesto to ensure that worker rights and interests are

protected now and in the future

"This is a commitment which Nactu will carry out and has invited all workers organisations to contribute to this public debate," Nactu said

It said the pamphlet was a deliberate attempt to sow division and confusion among work-

ers and should be rejected with contempt

• The largest union federation in the country, the Congress of South African Trade Unions, with a membership of 712 000 workers, adopted the Freedom Charter as its guiding document at its second national congress this month

Labour briefs

THE 500 Medical University of South Africa strikers have ended their week-long strike

Workers returned to work after management met their demands for a R375 starting salary. Their previous average monthly earnings were R243,50

A spokesman for the university confirmed that the dispute has been settled. He said members of the workers' committee were presently working on new scales for all workers who were involved in the dispute

• The Building, Construction and Allied Workers' Union is to take legal action against an Industria, Johannesburg company over severance benefits for its 200 members following its closure yesterday

BCAWU general secretary, Mr Narius Moloto, said the union and Andcor a construction concern, reached a deadlock yesterday after management said it would pay workers one week's severance pay for every year they worked

He said the union demanded three months pay

for every year of service

Mr Moloto said the BCAWU was taking Andcor to the Industrial Court with a view of instituting legal action

Mr Moloto said 700 of the union's shop stewards would attend an intensive training seminar soon

The shop stewards come from both the construction and civil engineering sectors

He said a meeting to consider a demand of a minimum R4,50 an hour for its members would also be discussed at a meeting to be held shortly

• Members of the Commercial, Catering and Allied Workers Union (Ccaawusa) at all CNA plants in the country are to hold a wage negotiation report-back meeting at the weekend

Also to be discussed is the present conflict in the union caused by a merger with other smaller trade unions a month ago

A spokesman said the venue was still to be confirmed

Meeting

The outcome of the meeting will be known later today as both teams, were still locked in talks by late yesterday

Numsa spokesman, Mr Bobby Marie, said the union was open to negotiating the settlement of the dispute

He said the union still stood by its demand for a 75 cents an hour increase for its members who went out on a legal strike after a ballot at the plant two weeks ago

Iscor's public relations manager, Mr Piet du Plessis, said yesterday that he would issue a statement on the outcome of the meeting today

Postal workers strike nationwide

Dispatch Reporter

EAST LONDON — A nationwide work stoppage by postal workers has begun in solidarity with workers in the Eastern Cape, who have been on strike for the past four weeks

Although a national stoppage has been threatened for several weeks, the decision was delayed pending a decision by the Natal region, which has since been taken at a meeting in Durban.

Some 1700 members

of the Post Office and Telecommunications Workers Association (Potwa) went on strike four weeks ago, demanding the reinstatement of 60 workers, dismissed over the past three years

The escalated strike action now includes 13 000 workers of a national black workforce of 30 000

A spokesman for the Postal Services in Pretoria said that there had been no contact with Potwa since negotia-

tions broke down

"The workers' representatives demanded that all 60 dismissed workers be re-employed, and that all striking workers receive full pay for the duration of the strike. This we were not prepared to do," he said

A stayaway occurred in the north eastern Free State and the gold fields, where 649 of 677 workers did not turn up for work yesterday

A two-day work stoppage by postal workers started yesterday in the Cape Peninsula in support of demands for pay parity for unskilled workers

Post offices in Langa, Guguletu and Khayelitsha, staffed by black workers, were closed as workers joined the action, although they were present at the offices. A notice at Khayelitsha said the post office would be closed for the next two days.

A Potwa spokesman in Johannesburg said that the stoppage was complete and that more than 16 000 workers were involved

Cape Times 29/7/87

Postal workers stop work

By CLARE HARPER
Labour Reporter

POST OFFICES in Guguletu, Khayelitsha, Langa and the Boland townships of Mbekweni and Zwelethemba are expected to close today — for the second day — as post office workers stop work in solidarity with strikers in the Eastern Cape.

A spokesman for the Post Office said yesterday that about 13 000 employees, working in areas as diverse as deliveries and telecommunications, held a countrywide work stoppage yesterday, and were expected to do so again today.

The Post Office and Telecommunication Workers' Association (Potwa) called for the action following a breakdown in talks last Wednesday.

Potwa is asking that Eastern Cape workers, who have been on strike since June 23, be paid for the time they were on strike, and that some 60 dismissed workers be reinstated.

About 4 000 employees are involved in the strike in East London.

A Potwa spokesman said that some 20 000 members were participating in the two-day stoppage.

road

Go-slow: Dustmen stick to guns

*CTMWA
29/7/72*
152
Municipal Reporter

THE work-to-rule or go-slow by most of Cape Town municipality's cleansing and electrical workers is set to continue at least till Friday, in spite of yesterday's round of negotiations.

Dr Stanley Evans, the town clerk, said afterwards that "the council's further offer" had not been accepted.

Mr John Ernstzen, general secretary of the 11 500-strong Cape Town Municipal Workers' Association, said after the meeting that "nothing that happened there altered the situation".

The result of yesterday's meeting would be reported to a full shop stewards' meeting today, Mr Ernstzen said, "and we will see the council's executive committee again on Friday"

Action by his union's members had been spontaneous but not unlawful, he said "The matter could be settled overnight if council made a reasonable offer"

If the pay dispute is not resolved on Friday, an odd situation will arise. Council workers who belong to the smaller South African Association of Municipal Employees (SAAME), which organizes mainly white workers, will get the 10% August increase they accepted, while CTMWU workers holding out for more will get no immediate increase.

Iscor deadlock

24-30/7/87
as 7 000 (152) (100A)

continue strike

By SEFAKO NYAKA (2/6)

TALKS between Iscor management and the National Union of Metalworkers (Numsa) remained deadlocked yesterday as 7 000 workers continued their legal strike at the giant Vanderbiljpark plant.

And yesterday the strike spread to Iscor's Glen Douglas dolomite mine near Meyerton when 150 workers downed tools.

The corporation's workers, who represent more than 30 percent of the total work force at the parastatal, came out on strike last Monday after a 97 percent vote in favour of the action.

Iscor is not party to the steel and engineering industry's main wage agreement, whose controversial extension last week aborted a national wage strike by 60 000 workers in the metal industry.

Iscor, like some 10 other plants, has a house agreement with the union.

Talks between Numsa and Iscor broke down after workers rejected a management offer of a 34c an hour increase, demanding instead an increase of 75c an hour.

Other demands include:

- May Day and June 16 as paid holidays.
- Maternity and paternity leave.
- Full-time shop stewards.
- A 40-hour week and
- An end to tax deductions from wages.

Iscor recently signed an agreement with nine other recognised unions, mainly white. The agreement includes:

- A 12,5 percent pay rise.
- Improvement in shift allowance, vacation leave and maternity benefits.

An Iscor representative yesterday said no Numsa members would receive the increases, implemented on July 1.

Workers at Iscor's Newcastle and Pretoria plants have decided to stall possible strike action "for tactical reasons", a Numsa representative said.

The strike is however expected to snowball next week after the results of strike ballots at Middelburg Steel, Highveld Steel and Uscor Vaal are made known.

Numsa has also declared a dispute at 10 Metal Box factories and six Van Leer plants.

This week Numsa shop stewards meet in Johannesburg to decide what action to take after last week's abortive strike.

Meanwhile, in Witbank, Samancor management was yesterday locked in talks with Numsa in a bid to end the strike by 1 000 workers at Ferrometals alloy plant.

The workers went out on strike after several of their colleagues were dismissed for downing tools after Manpower Minister Pietie du Plessis declared last week's strike illegal.

The workers were expected to sign "warning forms" and when they refused they were dismissed.

Seifsa director Sam van Coller said his organisation has advised its members not to dismiss any worker who engaged in strike action last week.

In Ladysmith 600 BTR Dunlop workers returned to work this week, ending a five-week legal wage strike.

The workers accepted an improved offer by management which included a 23 percent an hour increase. The increase would push the minimum wage to R2,75 an hour.

16 000 PO workers in stayaway

GRETA STEYN

MORE black Post Office workers stayed away yesterday on the second day of a countrywide strike that caused scores of post offices to close and continued to disrupt mail deliveries

A PO spokesman said the number of workers on strike rose to about 16 000 yesterday from just over 13 000 on Tuesday. The PO's black workforce numbers 30 000. Most workers are expected to be back at work today.

The PO "had coped with the situation in white areas" and deliveries had continued, he said.

Worst hit areas were the Witwatersrand, where 85% of workers were on strike, northern Free State (96%) and the eastern Cape (77%).

152
B. Steyn
30/7/87

Blay
3/7/77

Iscor says it will not back down on pay offer

ALAN FINE and HAMISH McINDOE

STRIKE-HIT Iscor yesterday reaffirmed in a telex to the National Union of Metalworkers of SA (Numsa) that it would not back down on its pay offer in the current wage round for workers at its flagship Vanderbijlpark steelworks.

This follows a meeting on Tuesday with Numsa officials to try and break the 10-day-old strike affecting nearly 7 000 workers at Vanderbijlpark.

Management, in a telex to the union yesterday, said its final wage offer of a 34c an hour minimum wage increase was non-negotiable, and urged the union to convince members to return to work.

Numsa spokesman Bobby Marie said the union had reported back to striking workers on management's stance. He said they had expressed anger and had refused to consider returning.

Numsa announced yesterday a number of in-house wage agreements with firms in southern Natal.

At Feralloys, the union won 15% to 20% increases for members.

Wage increases of 60c an hour, 27% on the lowest grade up to 17% in the highest grade, were achieved at Xpanda Products in Pinetown.

□ Numsa has also met with the NUM to discuss the dispute at Samancor. The dispute is over disciplinary warnings issued to workers who took part in the July 14 nationwide metal strike.

(5)

Numsa threatens more stoppages

THE National Union of Metalworkers of South Africa has threatened to extend industrial action to the entire ferro-alloys sector in concert with its sister union, NUM.

About 1000 workers at Samancor's ferro-metals plant near Witbank have returned to work but are still awaiting a response to their demand that disciplinary proceedings stemming from the recent national wage strike be suspended

A Numsa spokesman said the workers want the dispute over the disciplinary hearings referred to the Industrial Court and warned the union could spread the dispute into the entire ferro-alloys sector

Action

Numsa and the National Union of Mineworkers, which also has members in the

sector, held a joint meeting to discuss solidarity action over the issue

After the meeting NUM's general secretary, Mr Cyril Ramaphosa, said his union was planning to hold talks this week with Gencor — Samancor's parent company — to discuss the issue

The dispute centres on disciplinary procedures

taken against workers after they had joined the nation-wide strike in the metal industry last week.

In Vanderbijlpark the first talks between the metal workers and management failed to end the week-old strike by about 7000 workers at the Iscor steelworks there.

Mr P M du Plessis, Iscor's chief of labour relations, said that both sides refused to modify their positions and the strike was continuing

Funds claim denied

AN SA Typographical Union spokesman yesterday rejected a report by a Pretoria newspaper that funds had been misappropriated at the Government Printer chapel, leading to loans being stopped

The Satru's secretary and bookkeeper, Mr Donald Patrick, said loans had been stopped because too many people had been borrowing money and not enough had been repaying

Work stoppage at big refinery

A WORK stoppage has occurred at Impala Platinum's refineries at Springs involving most of the black workforce, Impala Platinum Ltd said in a statement yesterday.

"The stoppage, which involves approximately 1300 workers, is in protest over the return to work of a black employee following a month's suspension as a result of disciplinary action," the statement said

Talks

"Discussions have been held with the National Union of Mineworkers running into the early hours of yesterday morning in attempts to resolve the issue," it said

Further discussions would be held Production had not been affected — Sapa

Cape Times 30/7/87

New offer to UCT workers

By CLARE HARPER
Labour Reporter

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THE University of Cape Town has put forward a revised pay-and-conditions-of-service package in an attempt to settle the three-week dispute between it and the University and Allied Workers' Union.

If mediation talks, scheduled for next week, fail, the 1 050 university cleaners, messengers, department assistants and gardeners will be one meeting away from a possible strike, a situation that has not yet occurred on any campus in South Africa.

Professor James Leatt, deputy vice-chancellor of UCT and chairman of the university's Industrial Relations Management Committee, said at a press conference yesterday that the university had offered a 12,5% pay increase, effective from July 1.

The university further offered a 26% increase which will increase the minimum salary paid to a permanent full-time employees to R700 a month.

UCT agreed on the union's demand of 22 working days' leave and that a provident fund be established for chaps, who did not receive a pension.

The UCT package included a 40-hour working week while the union have asked for "the same as academics and professors" — a 35-hour week.

UCT offered four months' maternity leave, with a reduced salary of 32% of the standard rate and an additional gratuity payment equal to 23% of the salary which would have been earned during the period of leave.

Included in the package was an offer to meet the cost of a full-time shop steward who would be a person already in the employ of the university.

Professor Leatt said the purpose of yesterday's press conference was to indicate "what the current situation is", and "not to union bash or score points in public".

11645 30/7/87

Post Office workers end two-day strike

The Argus Correspondent

JOHANNESBURG. — Thousands of postal workers returned to work today after a two-day national strike.

The strike by between 16 000 and 20 000 members of the Post and Telecommunications Workers' Association (Potwa) was called in support of Eastern Cape colleagues, on strike since June 22.

And in an apparent bid to prevent future industrial action, the Department of

Posts and Telecommunications has made an urgent Supreme Court application restraining Potwa from "further influencing workers to strike".

● Negotiations aimed at ending the 10-day wage strike by about 7 000 National Union of Metalworkers members at Iscor's Vanderbijlpark plant failed again.

● About 1 300 National Union of Mineworkers members are on strike at the Impala Platinum Refinery.

Potwa plans to report back on govt strike action

GRETA STEYN

POTWA, the black post office workers' union, had planned nationwide rallies for this weekend to report back on government action on this week's strike, a union spokesman said yesterday.

He said a number of the union's members had been detained at Denilton, east of Pretoria, and that workers' homes had been raided on Wednesday night.

The police have been asked for confirmation of the detentions.

The spokesman said about 80% of post office workers had returned to work yesterday after a two-day strike called in solidarity with 1 700 striking post office workers in the eastern Cape. A post office spokesman said most workers outside the eastern Cape had returned to work.

The Department of Post and Telecommunications has applied to the Supreme Court for an urgent interdict "to prevent Potwa from further influencing workers to strike".

The spokesman said the union would respond to the application on Monday.

3/1/87
B. Steyn

2/1/87

2/1/87

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Union expecting clash in Tsumeb

The Star's Africa News Service

WINDHOEK — A clash is looming between the police and about 4 000 miners on strike at the Tsumeb Corporation, says Mr Ben Uulenga, the general secretary of the Mineworkers Union of Namibia (MUN)

He said he had seen a number of police Casspirs and police reinforcements in the town. He claimed police had already arrested one miner for alleged intimidation.

After a meeting to break the deadlock on Wednesday, Mr Uulenga described Tsumeb Corporation's position on worker demands as "vague", while the company's general manager, Mr Bob Meiring, said the talks had been "fruitful".

31/7/87
B/Day
**'Real risk
of violence'**

JENNY BOBERG
COFFEE producer T W
Beckett and Company Ltd
yesterday brought an ur-
gent Rand Supreme Court
application to prevent its
284 striking workers from
chasing "scab" labour
away

T W Beckett security
manager M Redeling-
shuys said after the com-
pany had reached dead-
lock in wage talks with
Food and Allied Workers
Union representatives,
the workers went on
strike yesterday

He said workers had
gathered at the com-
pany's entrance and pre-
vented casual labourers
from entering. The work-
ers had disrupted security
and there was a real risk
of violence

The matter was stood
down until today

Sasol and union differ widely over stoppage

152
2/17/67
6/1 Day

THERE are widely-conflicting management and union claims over a brief work stoppage by members of the Chemical Workers Industrial Union (Cwiu) at Sasol, Secunda, yesterday.

The stoppage was precipitated by the implementation of R100 a month wage increases. Wage negotiations recently reached deadlock and the Cwiu said workers were angry that adjustments were made prior to settlement.

A Cwiu spokesman said workers decided last night to stage a brief protest stoppage. Nightshift workers did not report for work, while the morning shift reported only about 11am

The spokesman said police fired teargas and rubber bullets at workers gathered at their hostel in the Embalenhle township.

ALAN FINE

Sasol said, however, that employees were victims of "gross intimidation by a gang of trouble-makers, apparently instigated by union members".

He said "Residents of Embalenhle were obliged to call for assistance from the SAP."

He disputed Cwiu claims that 5 000 workers were involved in the action, saying that 60% of the 6 000-strong workforce reported for duty

The Cwiu denied allegations of intimidation. It is now involved in three separate disputes with Sasol over May Day and June 16, wages; and now "unilateral implementation of increases"

The Secunda police commander could not be reached for comment

3/1/78 1/4 Sec

STRIKE OFF AT IMPALA

ALAN FINE

THE strike by 1 300 workers at Impala Platinum Refineries at Springs ended early yesterday after negotiations between management and the National Union of Mineworkers (NUM). (12) (1/4 Sec)

According to the company, production was not affected during the strike, which began at the beginning of the week and ended when night-shift employees returned to work at 1am.

Impala said the NUM "accepted that the employee who had been the cause of the stoppage would remain at work". The strike began when the employee returned to work after having been suspended for a month, allegedly for assault.

The NUM has said the dispute was part of the ongoing conflict between Cosatu affiliates and the Inkatha-backed United Workers Union of SA in the region.

A union spokesman confirmed the settlement. The union planned to discuss disciplinary procedures with management.

Iscor steeled for strike

GRETA STEYN

WORKERS at Iscor's Newcastle steelworks are to go on strike on Monday over a wage dispute, after a strike ballot held by the National Union of Metalworkers of SA, (Numsa), an Iscor spokesman said yesterday.

He said about 1 400 Numsa members would down tools out of a total workforce of 4 500.

The wage dispute arose over Iscor's offer of 34c an hour minimum wages and the union's demand for 75c an hour. About 6 500 workers at the corporation's Vanderbijlpark steelworks have been on strike over the issue since July 20.

~~NUMSA~~
~~NUMSA~~ 152
31/7/87

(157)

2 hurt in Sasol dispute

TWO people were seriously injured when police allegedly fired teargas and rubber bullets at about 5 000 striking workers in Secunda, Eastern Transvaal.

The workers, all employed at the Sasol plants are demanding a wage increase of R160 a month and their management is only prepared to give them R100.

The wage dispute between members of the

By MZIKAYISE EDOM

Chemical Workers' Industrial Union and Sasol management took a new turn on Wednesday night as workers refused to report for night shift.

The Bureau for Information in Pretoria yesterday said it could not confirm the incident

"We do not have any facts about the incident," a spokesman said

Mr Muzi Buthelezi, the national organiser for Cwiu said police fired teargas and rubber bullets at workers who were gathered in the hostel grounds

"The two were injured when security forces were trying to force workers onto buses which

normally transport them to work," Mr Buthelezi said

Mr Buthelezi said the union was preparing to ask the Conciliation Board to intervene in the matter.

The workers went back to work at 11am yesterday pending further talks between their union and Sasol management

Potwa strike ends in talks

THE two-day strike by about 16 000 post office workers in solidarity with their Eastern Cape colleagues has ended

This was the second biggest action by members of the Post and Telecommunication Workers' Association this year. The first ended in May after 10 000 workers downed tools for three weeks over pay and working conditions

The strike by 1 700 eastern Cape workers in nine towns began on June 22 after wage talks between Potwa and post office authorities deadlocked

According to a Potwa spokesman, workers in all parts of the country, except in the Cape and Dennilton, near KwaNdebele, have returned to work

"In Dennilton the workers are demanding the release of their six colleagues who were arrested when the strike started on Tuesday," the spokesman said

The spokesman added that talks between Potwa and post office authorities were continuing to defuse the situation

Tea workers down tools for more pay

ABOUT 400 workers at a tea and coffee manufacturing factory in the East Rand have downed tools demanding a wage increase.

The strike at T W Beckett in Isando, near Kempton Park, started on Wednesday

The workers are demanding a wage increase of between R26 and R28 a week. The company's management is only prepared to give them less than R20 a week.

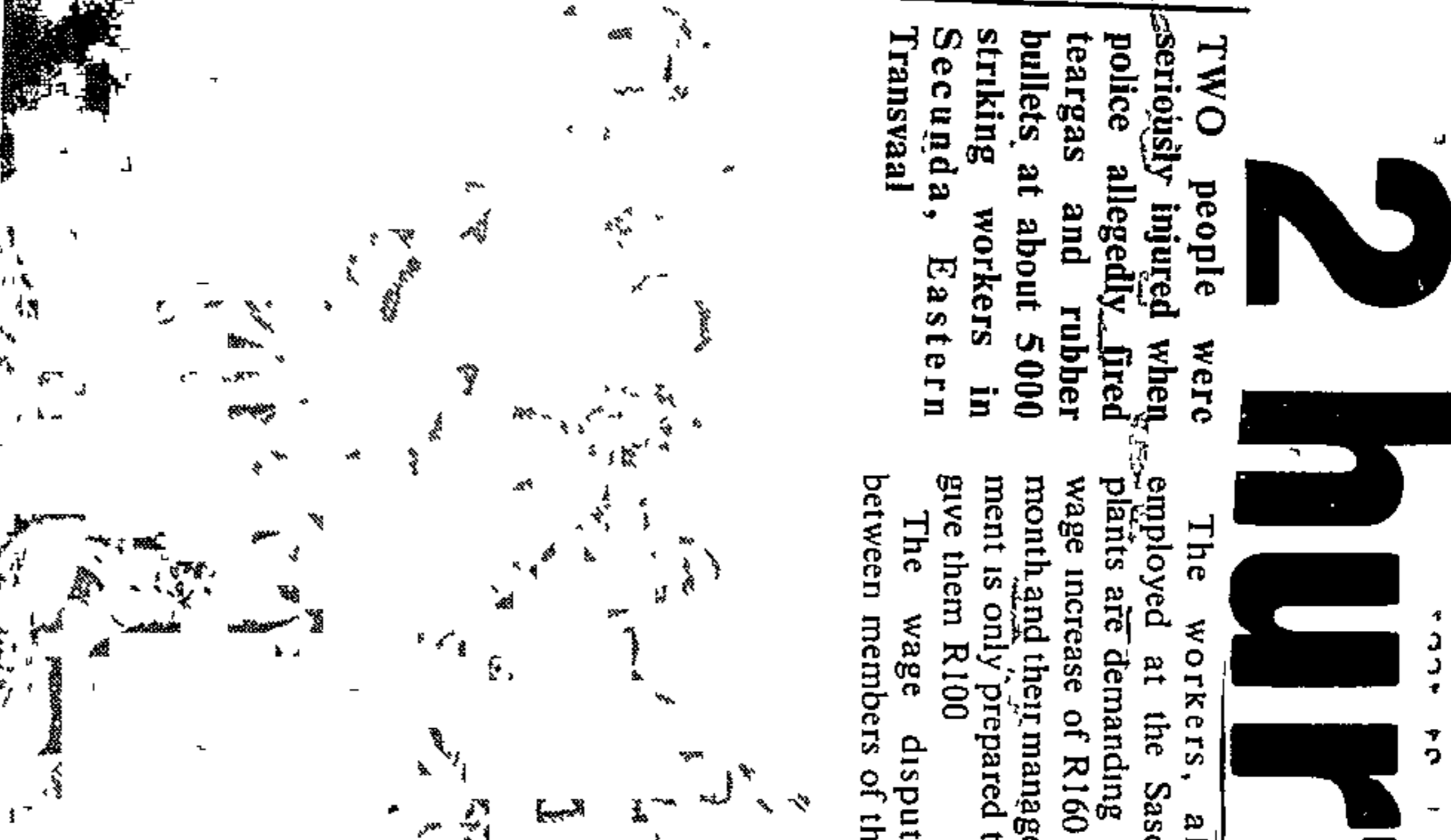
The workers are presently earning between R128 and R172 a week. They are also demanding improved working conditions

A shop steward at the firm, who asked not to be named, told the Sowetan that talks between the company's management and representatives of the workers ended in a deadlock yesterday morning

This is the second strike by the workers at the firm within the past two weeks on the same grievances. Two weeks ago, they downed tools for three days demanding a wage increase

The company promised to look into our problems but so far they have done nothing. That is why we decided to down tools again," the shop steward said

MEMBERS of Potwa singing and chanting at a rally held in Moflakeng, near Randfontein on Wednesday



3/17/87 B/Day 152

Larger, longer strikes are the trend

INDUSTRIAL action is on the rise again this year — this is apparent to any observer of the labour scene. It should also come as no surprise to anyone who has analysed strike trends over the past few years.

Man-days lost through strike action have approximately doubled every year since 1984. This is quite explicable, given the almost as rapid growth and development of the trade union movement during the same period, together with generally heightened black militancy.

Monitoring

Statistics compiled recently by labour relations consultants Andrew Levy & Associates for the six months to June suggest this geometric trend is likely to increase in 1987.

From their monitoring of strikes — which they say is not exhaustive but reliable for discerning trends — they estimate that 1.15-million man-days were lost in the six months to June. This is 88.5% of the total for 1986.

These figures exclude politically motivated stayaways, which probably account for at least another 1.5-million man-days, says the survey.

LABOUR

ALAN FINE

One key point is reflected in data which show that in previous years the bulk of strike action has occurred during the second half of the year.

Another relates to the scale and duration of strikes in 1987 compared with the past.

According to Levy's statistics, since 1980 only between 13% and 27% of the year's strikes have occurred in the six months to June. Should this trend be followed in 1987, SA is looking at a figure of at least 4-million man-days for the year.

This trend is easily explained in that most wage negotiations, recently the trigger for around 40% of all strikes, reach their climax in the July to September period.

While reliable statistics are unavailable, there is no doubt that the actual number of strikes has not increased in proportion to the

increase in man-days lost.

Rather, strikes have been larger and lasted much longer. Both descriptions apply to conflicts like those at OK Bazaars, Sats, SA Breweries, and the first Post Office strike.

Another related factor which has made a great contribution to the statistics is the emergence of militant unionism in the public sector. In addition to Sats and the Post Office, Iscor is at present in what looks like becoming another drawn-out affair.

Besides the growth in the union movement, Levy ascribes the trend towards longer and bigger strikes to greater solidarity among workers.

Coercive

He adds, though, that there are also greater levels of coercive behaviour.

Gavin Brown, of the same company, notes that recessionary conditions still abound, with wages not keeping pace with inflation.

At the same time, corporate profits are on the increase — albeit from a low base in many sectors. This is doubtless serving to heighten worker expectations of what their employers can afford.

Strike order sought

Tea and coffee packers and distributors, T W Beckett, yesterday asked the Rand Supreme Court to interdict 284 striking workers at their Isando factory from interfering with temporary staff.

The workers, members of the Food and Allied Workers' Union (Fawu), have been illegally striking since Wednesday.

Mr M P Redelinghuys, plant engineer and security manager, said strikers had turned away temporary work applicants.

The case was postponed to today.

RESEARCH BODIES

Strikes threaten

mines: disputes

hit Iscor, Sasol



(152) Eve Post 3/17/87

JOHANNESBURG — A major strike by 5 000 workers erupted at Sasol's Secunda plant in the Eastern Transvaal yesterday while the two-week-old legal strike at Iscor's steelworks in Vanderbijlpark threatened to spread to Newcastle

The National Union of Mineworkers (NUM) also announced a build-up to a national strike in the coal and gold mining industries while a spate of smaller disputes and stoppages hit individual mines this week.

However up to 20 000 postal workers around the

country returned to work today after staging a nationwide two-day stoppage in sympathy with 1 700 workers in the Eastern Cape.

A major strike in the metal industry also appears to have been settled as about 1000 workers at Samancor's Ferro-alloys plant in the Eastern Transvaal agreed to return to work after talks last night between the National Union of Metalworkers of South Africa (Numsa) and the company.

About 1 900 workers at Impala Platinum Refineries also returned to work after talks between their union and management last night settled a three-day strike.

But in SWA/Namibia a strike by 4 600 miners at three Tsumeb Corporation Limited chrome mines continued as management warned it had started dismissing some strikers. — Sapa

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Police 'escort' striking men

ONE man is in a critical condition in hospital and several others were injured after police called in to "escort" 400 employees of the Vaal Transport Corporation off the company's Vereeniging premises, allegedly moved in with dogs and rubber truncheons last week.

Police spokesman in Vereeniging and Krugersdorp could not confirm the incidents and referred inquiries to the area's commandant, who they said would be available today.

A Sebokeng Hospital official confirmed that one of the workers, Mr Daniel Duitloeleng, a bus driver, was still critical but recovering after admission on Thursday.

The workers, members of the Transport and Allied Workers Union, downed tools on Thursday bringing to a standstill bus services in the Vaal Triangle's five towns on Thursday and leaving thousands of commuters stranded.

VTC's assistant general manager Mr Keith Morton said the police were called in to escort the workers who were trespassing.

The workers were told that they were involved in an illegal strike in terms of Section 46 of the Labour Relations Act.

ISA DO 13/7/87

Strike ballot a threat to E Cape motor industry?

Union officials to consider results today

Dispatch Correspondent

PORT ELIZABETH — If a strike is called this week by the Metal and Allied Workers Union (Mawu), it could affect some 13 factories in the Port Elizabeth-Uitenhage-East London area, a union spokesman confirmed at the weekend.

Strike ballots were held nation-wide last week among 80 000 workers affiliated to Mawu at 500 plants and were counted on Saturday. The results are to be considered by union officials today.

The union spokesman said "a few thousand" workers in the Eastern Cape stood to be affected should a strike be called.

Mawu is an affiliate of the newly-formed National Union of Metalworkers of South Africa (Numsa), which in turn forms part of the Congress of South African Trade Unions (Cosatu).

The union spokesman said the ballot was called as a result of a

"wage-related dispute" which arose in April.

It followed a negotiation deadlock between Numsa and the industrial council.

Numsa was the only one of 15 unions parties to the council to reject an employer offer of increases ranging from 39c to 72c per hour.

It argued that the proposed increases were below the inflation rate and, considering the industry's vastly improved profits, found them unacceptable.

Should the strike be called, the Mercedes-Benz plant in East London could be affected.

Earlier this month, 2 800 workers downed

tools after a disagreement over longer working hours.

The dispute was settled after two days.

Yesterday, the public affairs manager for Volkswagen in Uitenhage, Mr Ronnie Kruger, said Mawu workers were employed mainly in the motor component manufacturing industry.

Should a strike be called, he said, motor component manufactures were unlikely to be affected directly. "We believe at this stage it will not affect us," he said, adding that workers in the National Automobile and Allied Workers (Naawu), the major motor manufacturing union, were not

included in the ballot.

Mr Kruger said Naawu and the Metal Industry Combined Workers Union (Micwu), which mainly comprises reworkshop workers and panel beaters, were also Numsa members.

The Dispatch's Johannesburg correspondent reports that the national executive committees of Numsa and of the National Union of Mineworkers (NUM) are scheduled to meet today to consider the results of the strike ballots held in their respective industries last week.

Final results of both are expected this morning.

However, a Numsa spokesman, Mr Bernie Fanaroff said yesterday that it appeared there would be about a 95 per cent yes vote by the 80 000 workers at 500

plants in the metal industry.

He said a decision on strike action would be taken at the executive meeting, and it was likely it would begin later this week.

A spokesman for the NUM, where a substantial "yes" vote is also expected, said it was unlikely that any strike action would begin in the mining industry before Monday July 20 at the earliest.

Management spokesmen have declined to say whether they plan to propose a reopening of negotiations before any possible strike action occurs.

Full scale industrial action by black miners over wages has been averted every year since 1984 through last minute talks leading to settlement.

Bus services normal after strikers return

15

SMC

13/7/87

Bus services in the Vaal Triangle townships were operating normally today after the return to work of more than 700 Vaal Transport Corporation employees who went on strike Thursday.

A company spokesman said management would meet today with the Transport and Allied Workers' Union (Tawu) to discuss workers' grievances.

Workers said they went on strike because they were being made to pay fares on the corporation's buses to work, they were not receiving leave pay and because of poor working conditions.

The company said it had been willing to address grievances but, before a meeting could be arranged, the workers went on an illegal strike.

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Metalworkers in favour of strike action

By Mike Siluma

More than 80 000 metalworkers throughout the country are poised to go on a legal strike in the next 24 hours to force industry employers to improve their annual pay offer, a National Union of Metalworkers' (Numsa) spokesman said today.

The spokesman said 94,8 percent of members who took part in last week's strike ballot voted for strike action. In addition, about 90 percent of the 4 000 non-members taking part in the ballot voted in favour.

Numsa officials met at the weekend to decide on a course of action in the light of the results.

DEMANDS TABLED

The union decided on a ballot after rejecting an employer offer of increases ranging between 39c and 72c.

They instead tabled demands including a new basic hourly minimum rate of R4, plus an across-the-board R1 an hour increase, a halt to income tax deductions from members' pay packets and the recognition of May 1 and June 16 as paid holidays.

The executive of the National Union of Mineworkers (NUM) meets today to consider the results of a strike ballot among 200 000 members affected by the present wage dispute with the Chamber of Mines, according to a spokesman.

AGREEMENT REACHED

NUM demands included a 30 percent across-the-board increase, as opposed to an employer offer of raises ranging between 16 percent and 23,4 percent, depending on the nature and profitability of a mine.

● The Commercial, Catering and Allied Workers' Union (Ccawusa) and Checkers have reached a wage agreement which will raise the minimum wage for about 7 000 workers by an average of R200 a month.

The agreement, reached after three months of negotiations, will, according to Ccawusa, also guarantee an across-the-board R110 increase, with R60 being granted this month, and the rest next January.

Ccawusa said in terms of the new minimum wage agreed with the company, the minimum wage of the lower paid workers would be raised from R210 a month to R410.

Deadlock looming over strike

E.P.

13/7/87



By KIN BENTLEY

A DEADLOCK is looming between unions affiliated to the militant Congress of South African Trade Unions (Cosatu) and the authorities over possible strike action this week centring on Cosatu's drive for a minimum wage and improved work conditions

It was learnt today an expected strike by 80 000 workers in the metal industry, including several thousand in the Eastern Cape, might be made illegal through the publication of a special Government Gazette this week

A strike is also imminent in the gold and coal-mining industry — responsible for about half of South Africa's total export earnings.

The result of a ballot by 200 000 members of the National Union of Mine-

workers (NUM) is expected to be known this week — and officials say they are likely to decide in favour of a strike

An official of the Industrial Council (IC) in Johannesburg said today the metalworkers' strike would become illegal if, as is expected, a special Government Gazette, containing an agreement between management and the other unions, is published urgently

He said agreements such as that signed by the Steel Engineering Industries Federation of SA (Seifsa) and the other unions — and by the Minister — last week, were usually only published three to four weeks after the Minister signed them.

However, it was believed the Minister would publish them on an "emergency basis", thereby making the strike action by the 80 000 workers illegal

A national ballot by members of the National Union of Metalworkers of South Africa (Numsa), a Cosatu affiliate, was held last week.

Twelve Port Elizabeth factories, mainly in the motor component manufacturing industry, are expected to be affected should officials on Numsa's executive committee in Johannesburg decide today to call the strike — legal until such time as the wage agreement is published

Union poised for court action

Metal strike is outlawed by govt notice

14/7/87 B/Day

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PLANS for a legal strike by 80 000 metalworkers were thrown into disarray yesterday with the disclosure that a notice renewing the old industrial council agreement, which expired on June 30, is to be gazetted today.

In terms of the Labour Relations Act, any strike which occurs during the currency of an industrial council agreement over any matter covered by that agreement is illegal.

But it appeared last night that a late-night urgent interdict against the Minister of Manpower might be sought.

A legal spokesman for the National Union of Metalworkers of SA said he was investigating the possibility that procedures for gazetting the notice had not been properly followed.

Unionists and employers were expecting chaos this morning even if the strike was called off. News of the notice came through only late yesterday - too late for Numsa leaders to inform members of the new development

ALAN FINE

The union had decided earlier in the day that strike action should begin today after the 95% yes vote in last week's strike ballot.

Numsa spokesman Peter Daantjes said yesterday afternoon the strike would probably be called off unless it was lawful. "Going ahead with an unlawful strike would give employers and government the opportunity to smash it," he said.

But he said it would be impossible to inform members at 500 plants before they embarked on strike action.

The renewal notice will effectively reintroduce the pre-June 30 status quo, pending the gazetting of the new agreement which employers say is expected on Friday.

Numsa was the only one of 15 unions not to sign the new agreement on June 9. However, it is the largest union in the sector, and has previously attacked what

● To Page 2

Govt outlaws metal strike

it sees as the legal anomaly which can force it to be bound by agreements reached by "minority unions"

And a labour lawyer said the notice could bring the official industrial relations system into disrepute.

However, Manpower director-general Piet van der Merwe said it was a normal thing to do when agreements expired. He said pension fund and other employee benefits could be adversely affected if there were, for a period, no agreement governing them.

He said the notice was enacted at the request of the employers.

Steel and Engineering Industries Federation (Seifsa) director Sam van Coller said the employers' organisation had submitted the new agreement in a "perfectly proper manner" and according to normal procedures.

He said one "could get into a lengthy debate" over this aspect of the law, and Seifsa had discussed it with the union over the years without reaching agreement.

Van Coller said there "will obviously be a period of uncertainty" this morning at metal plants, but he hoped it would not last too long.

He did not expect managements to

take disciplinary action against workers who went on strike this morning in ignorance of the new development.

He said Seifsa had earlier advised members not to dismiss workers, and to contact the organisation if they were contemplating doing so.

□ The counting of last week's strike ballot of 7 000 Numsa steelworkers at Iscor's flagship Vanderbijlpark plant had not been completed by late yesterday, Iscor's industrial relations manager Cornelius Howatt said.

HAMISH McINDOE reports the steelmaker's Pretoria and Newcastle plants, which employ about 1 500 Numsa members, are not expected to be hit by the Numsa strike ballot.

Said Howatt "The union is not strongly represented at either steel centre. Only 8% of Pretoria's workers and a third of Newcastle's are members."

In the event of a strike, Iscor would use non-Numsa steelworkers to keep Vanderbijlpark operational.

The steelmaker produces about 70% of SA steel output.

● From Page 1

THE national executive of the National Union of Mineworkers (NUM) yesterday set a date for the start of strike action at 27 gold mines and 18 collieries, after a 95,77% yes vote in last week's strike ballot.

Date is set for downing tools

14/7/87

3 Day
1. HDA

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However, NUM assistant general secretary Marcel Golding said the date for the strike would not be made public until union members had been informed of it. The ballot was called to consider a 15% to 23,4% wage increase offer by the Chamber of Mines for 1987.

It is believed that, given the time required to communicate the decision to members, together with the fact that the NUM is a key participant in the Cosatu congress which begins tomorrow, no strike is likely before early next week. Golding said 191,543 of the first 200,000 votes counted were in favour of strike

ALAN FINE

action About 10 000 ballot papers had yet to be counted.

"Despite management attempts to intimidate and encourage workers to vote no, workers have shown the strength of their feelings," said Golding.

Chamber industrial relations advisor Johann Liebenberg said last night, "We note the ballot result with interest. We did not expect anything different."

□ Golding said last night about 1,000 miners at Bank colliery, near Witbank, had been on strike since Friday over the dismissal of a shaft steward.

CAG Times 14/7/87

Metal workers' strike plans in disarray

Own Correspondent

JOHANNESBURG — Plans for a legal strike by 80 000 metalworkers were thrown into disarray yesterday with the disclosure that a notice renewing the old industrial council agreement, which expired on June 30, is to be gazetted today

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The union had decided earlier in the day that strike action should begin today after the 95% "yes" vote in last week's strike ballot

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NUM to strike

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He did not expect managements to take disciplinary action against workers who went on strike this morning in ignorance of the new development

He said Seifsa had earlier advised members not to dismiss workers, and to contact the organization if they were contemplating doing so

□ Members of the National Union of Miners voted "overwhelmingly" for strike action, NUM spokesman Mr Marcel Golding said last night

He said a date for the strike had been decided upon, but it would not be made known at this stage

"Of the more than 200 000 members who went to the polls, the overwhelming majority came out in support of a strike on coal and gold mines," Mr Golding said

Results showed 95,77% were in favour of strike action. Other results were still awaited

Mr Golding said that a strike at the Bank Colliery at Witbank, which started on Friday in protest against the dismissal of union shift stewards, continued yesterday, with some 1 000 workers striking

— Sapa

Metal industry strike unlawful after old agreement gazetted

14/7/87
200/1657

By KIN BENTLEY

A STRIKE by thousands of workers in the metal industry, scheduled to start this morning, became unlawful at 9am today when a notice renewing an old Industrial Council agreement was gazetted.

But the union concerned is expected to challenge the validity of the notice in court today.

The move to gazette the old agreement — by the Minister of Manpower, Mr Pietie du Plessis — effectively renders unlawful a legal strike by some 80 000 metal workers, who voted in favour of industrial action last week.

The clamp will be effective from today until June 30 next year and is expected to be amended by the Minister on Friday.

In Johannesburg, a spokesman for the National Union of Metal Workers of South Africa (Numsa), Mr Peter Dantjes, told Sapa shop stewards nationwide had reported that workers began striking today.

It is not known whether workers in PE are striking.

"We are waiting for the outcome of our Supreme Court application on the validity of the notice before deciding on what course of action to follow in the strike," said Mr Dantjes.

A spokesman for the Industrial Council in Johannesburg said today he did not think the union had a "dog's chance" of having the notice invalidated because it had been signed by the overwhelming majority of the unions concerned.

Negotiations for a new agreement in the industry were successfully completed between employers, represented by Seifsa, and 14 of the 15 unions on June 9.

However Numsa, which says it represents the majority of metalworkers, rejected wage increases of between 39c and 72c an hour.

After conciliation procedures failed to break the deadlock, the union conducted a ballot last week in which 95% of workers who took part decided to embark on a legal strike.

Numsa is demanding a new basic minimum rate of R4 an hour and an across-the-board increase of R1.

● Some 200 000 mineworkers are poised to stage a legal strike after voting "overwhelmingly" in favour of industrial action, following a deadlock.

Union man held after strike

AT least one Lebowa Transport worker was arrested in Mahwelereng township yesterday morning as management fired over 500 strikers in Seshego township.

The detention of Mr Louis Mashabane, a shop steward of the Transport and Allied Workers' Union (Tawu), came as Lebowa Transport bussed in new drivers to resume the service in Seshego that has been paralysed for over 17 days.

Lebowa Transport workers in Mahwelereng downed tools more than a week ago in solidarity with the strikers in Seshego.

There was confusion in Seshego yesterday morning as many commuters ignored buses driven by the new drivers.

The action followed a breakdown of negotiations on Friday with Tawu alleging that management was intransigent. The strike was sparked by the dismissal of nine workers who stayed away from work on June 16.

Lebowa Transport operations manager, Mr S Pretorius, said yesterday that the buses were running in some areas.

The more than 500 fired workers comprise almost the total work force at the Seshego depot.

• Sapa reports that about 100 drivers and labourers at the Hultrans Transport company's Avoca depot outside Durban stopped work yesterday, apparently in protest against working conditions.

The strike was called by the Transport and General Workers Union, but a union spokesman said they were unable to comment until they had "finalised details".

• A total of 200 workers employed by Lasher Tools in Germiston have staged a sit-in strike in the wake of the company's relocation to the Vaal.

A spokesman for the National Union of Metalworkers of South Africa (Numsa) said yesterday that the workers were engaged in a legal strike after the Metkor Group which owned the company, refused to discuss the dispute.

The sit in includes non-union members at Lasher Tools.

Numsa stoppage now illegal

Govt and union set for strike clash

By Mike Siluma



A major confrontation is looming between the country's second largest union, the National Union of Metalworkers (Numsa), and the State after a government decision which, in effect, outlaws today's wage strike by at least 80 000 metalworkers.

But it is feared that the government's decision, announced late yesterday, may have come too late to prevent strike action altogether. Numsa decided at the weekend to down tools from today after members voted overwhelmingly for industrial action.

At the centre of the dispute is the decision by the Minister of Manpower, Mr Pietie du Plessis, to extend an expired wage agreement until Friday — which effectively makes any strike illegal.

Two plants hit by strike

MIDDELBURG — Two large eastern highveld metal plants were today affected by strike action by the National Union of Metalworkers.

Ferro-Metals in Witbank had a complete stayaway, with most of the black workers at Middelburg Steel and Alloys not arriving for the early shift.

At Highveld Steel and Vanadium, with the country's biggest single Numsa membership, all employees reported for work — Own Correspondent

Numsa workers voted to go on strike after the union failed to reach a new wage agreement with the industry.

Numsa has accused the government of failing to comply with provisions of the Labour Relations Act. It said it would ask the Minister to refrain from extending the old agreement today and threatened Supreme Court action if the call were ignored.

"There is overwhelming support among our members for strike action and we believe there is much support among workers in other unions who are unhappy with proposals for a new agreement. We believe the employers have asked the Minister to do this to make the strike unlawful," said a Numsa spokesman.

But the director of the Steel and Engineering Industries Federation (Seifsa), Mr Sam van Coller, said it was "absolutely normal" for an old agreement to be extended until a new one was gazetted.

He would not comment on the Minister's action in view of possible legal action by Numsa.

He added that the Minister had made it clear for some time that he regarded the agreement as sufficiently representative to be extended to all parties.

Numsa, which is the largest single union sitting on the industrial council, is the only one of 15 unions which has refused to sign the new agreement, which it says fails to enable members to keep up with the cost of living.

1/52

Union to seek help if strike unresolved

3/7/87 Eve Post

By JIMMY MATYU, THE Geneva-based Postal, Telegraphs, and Telecommunications International (PTTI) will be approached for assistance if the 11-day strike by postal workers in the Eastern Cape is not amicably solved before Monday

Mr A.V. Khumalo of Johannesburg, national president of the 20 000-member Post Office and Telecommunications Workers Association (Potwa), said this at a Press conference held in Port Elizabeth yesterday

He said he had come to PE to try to speed up negotiations with the regional management of Posts and Telecommunications, and to get the workers back to work on Monday

He also said the workers in East London wanted their union to be recognised

Mr Khumalo said Potwa was ready to negotiate with management for the strike to end, and if the outcome was satisfactory to both sides, the strikers would be back at work on Monday

Car plant production to resume on Monday

Post Reporter

PRODUCTION at two car plants in the Eastern Cape will resume on Monday after strike action by paintshop workers at both plants halted production this week.

The strike at Volkswagen's Uitenhage plant was called off when an agreement between management and the National Automobile and Allied Workers' Union (Naawu) was reached today.

The strike by about 1 000 Cadbury workers in three provinces was also called off today, and production at the Mercedes Benz plant in East London is scheduled to resume on Monday following yesterday's agreement

Following negotiations this morning, an agreement was reached between Volkswagen management and all production employees, including the spraypainters

The communications manager, Mr Matt Gennrich, said it was agreed that all workers would return to work on Monday

(152) ~~(151)~~

Transport crisis worsens in NTVI

THE transport crisis in the Northern Transvaal took a turn for the worse yesterday when over 300 workers in Phalaborwa downed tools in support of the 500 Lehowa Transport strikers in Pietersburg.

LT management and the Nactu-affiliated Transport and Allied Workers Union were locked in discussions

SOWETAN Reporters

until late yesterday. The results of the meeting were not available at the time of going to Press

At the root of the crisis, which has left at least 40 000 commuters in Pietersburg and

Phalaborwa stranded, was LT's decision to fire nine workers who stayed away from work on June 16.

This is in spite of the fact that the date has been declared a national holiday by the Phalaborwa administration.

● A strike by 700 workers at WG Warner Crushers in Randfontein ended

yesterday with management agreeing to grant substantial wage increases.

Returned

A spokesman for the African Miners and Allied Workers Union (Amauwu) said yesterday that members at seven depots of the company returned to work after

downing tools on Wednesday.

tion, Health and Allied Workers Union.

● Workers at Security Systems in Marasburg yesterday went on strike in protest against management's refusal to recognise their union, the General and Allied Workers Union, which is now part of the newly-formed National Educa-

● The Chief Magistrate of Durban has granted the Chemical Workers Industrial Union permission to hold public demonstrations against two grant petroleum companies, Shell and BP, following a wage negotiations deadlock

SAB STRIKE

Much ado about nothing

SA Breweries and the Food and Allied Workers Union (Fawu) were due to meet to try to resolve the week-old Rosslyn strike as the FM went to press. A quick breakthrough, ending a looming beer shortage, seemed unlikely. Yet both sides were keen on talks or, more likely, a series of talks to resolve their deadlocked dispute.

The company said on Monday that the fate of the 343 employees — dismissed on June 19 for refusing to work under its new "continuous production" system — was not final. Nor had management taken a decision about what to do with the 2 950 (and growing) workers who joined in a sympathy strike at its other plants around the country. The total workforce is around 10 000.

At issue is the company's implementation of a new system of "continuous production," which SAB points out its Rosslyn plant was designed for. All employees were "advised" from the outset that the system could be introduced at any time, maintains company spokesman Gary May. Herein lies the rub.

Fawu General Secretary Jan Theron, on the other hand, says it's "absolutely untrue" for SAB to claim (as it did in newspaper advertisements last week), that all workers signed contracts agreeing to the continuous shift system before they were employed at Rosslyn. The company began doing this only fairly recently with new employees, Theron concedes.

The company is quite happy to have this wrangle sorted out in court if it should come to that, maintaining that the workers were informed throughout.

In its ads, SAB outlined what seems to be quite acceptable pay and other conditions under the continuous system — in this case tied to a "core" biological brewing process "which you don't shut off," and around which its other divisions (packaging, transport) must be geared as volumes build up.

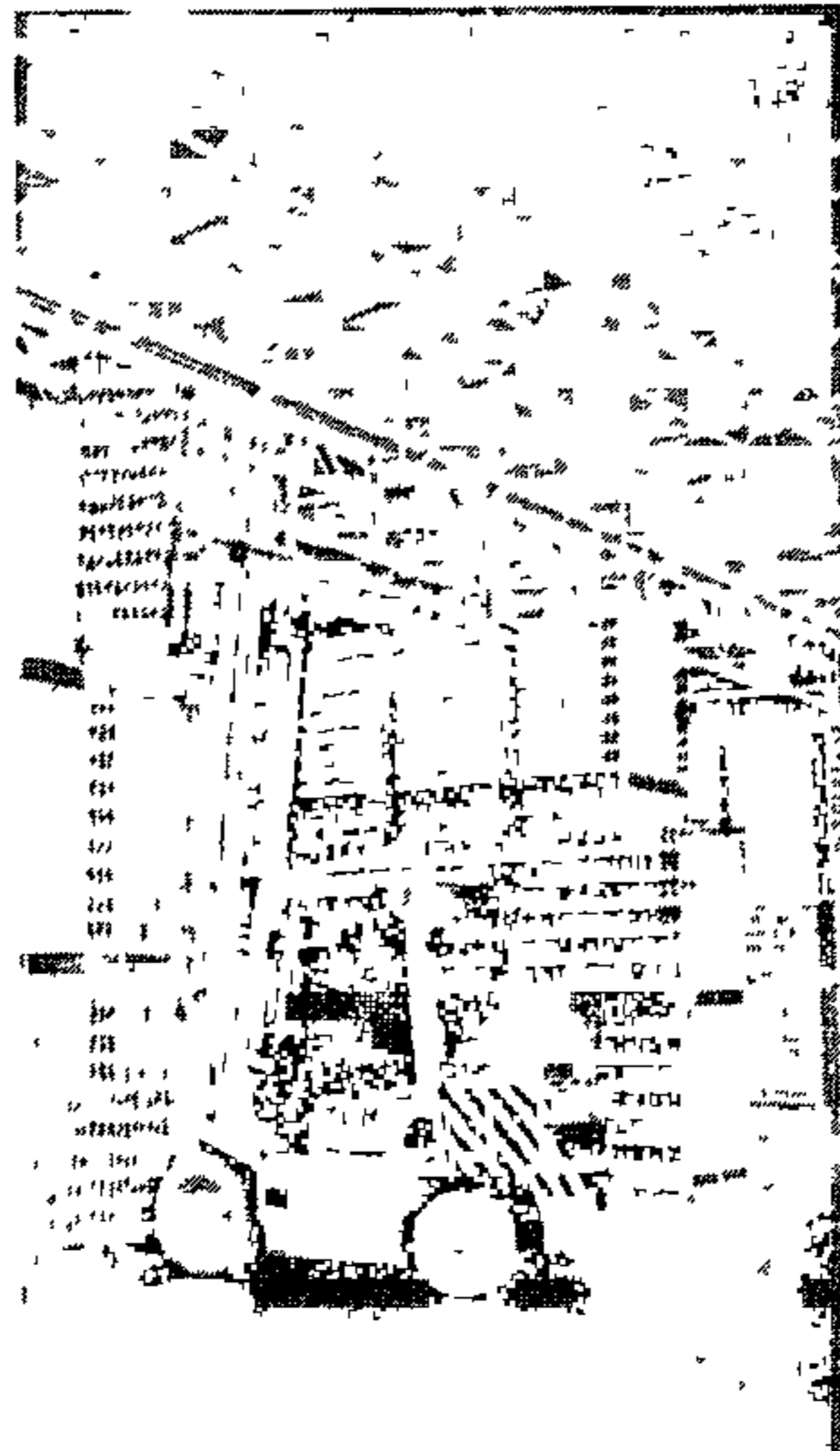
The company says continuous production would enable it to produce an additional 210 Ml of beer a year — significant in relation to SAB's current total production of 650 Ml and "the demand is there." Since the strike, the company estimates planned production is about 50% down, but no serious shortages have been experienced in "white" bottle stores so far.

Its Rosslyn plant is "crucial" to beer supplies in the Transvaal and the Free State. By Monday, the company said it had taken on casual labour to boost production of cans and dumpies. However, the supply of quarts was "critical" as beer in this form accounts for around 70% of sales. Blacks account for the biggest sales and are most affected by the shortage, which was marked in Soweto's she-

beens last weekend.

SAB says it is at a loss to understand what precipitated the strike. A spokesman says there are 40 companies in SA which currently operate on the continuous shift system. Moreover, there is a Cosatu union organised at each one.

The Rosslyn "worker's package" includes "substantial inconvenience allowance amounting to a minimum salary increase of 35%." A floor-sweeper on wage grade 1, for example, will earn R202 a week plus four weeks bonus (R11 340 per annum), a machine operator, grade 5, gets R291/week plus four weeks bonus (R16 296/per annum), the work week is reduced from 45 to 40 hours, 80 new jobs will be created and 70 promotions will be made, a three-day weekend at every fourth week, and two days off during the week in other weeks, three weeks' paid annu-



Rosslyn plant ... less to shift

al leave for workers with less than five years' service, thereafter four weeks, 12 paid holidays, including May 1 and June 16.

But wages are not the burning issue this time. Rather, it seems to centre on the unions' jealously guarded right to be involved in any changes to existing conditions of employment. According to Theron, the

changes are being forced on the workers. "Our article of faith is that you do not change conditions without negotiations with the representative union."

Theron concedes that the question of continuous production had been raised by the company in February, but he was evidently under the impression that the matter was postponed until their next round of annual wage talks. Later, however, Theron claims, the company said it wanted to "separate out" the continuous shift question from its annual talks with the union. And "this is what got peoples' backs up from the start."

Although aware of the production advantages of continuous shift work, the union is concerned that a precedent (changed conditions unilaterally imposed) is being set.

There seems to have been a breakdown in communication somewhere along the line. For, according to Theron, the union was agreeable to the idea, mooted earlier, of a joint study with management of the continuous system — but emphatically not if it were first and unilaterally imposed. The company, however, claims that the union ignored its formal proposal to this effect.

The annual SAB wage talks were broken off last Thursday because of the stoppage. The union claims the workers took a strike ballot that day, which was 92% in favour of the stoppage. The company counters that only 55% took part in the ballot. SAB had set an ultimatum — midday Friday June 19 — for a return to work. The ballot result came just after the deadline, which meant some workers were deemed to have been dismissed. Others had agreed to the new shifts but nonetheless voted for a strike, placing them in an odd, but legal position.

SAB had declared a dispute with the union in April over what it saw as a separate wage issue. It had applied for a conciliation board, which was not instituted within the 30-day limit.

The rest, as they say, is history.

Given both sides' willingness to negotiate an end to the strike, clarity will no doubt emerge over the range of complex issues involved.

These are whether or not Rosslyn workers signed any undertaking, whether they knew what they were signing, whether the union was by-passed in implementing the new shift system and, related to it, the company's right to implement the new process, to what extent union members are concerned about the social implications, the status of "enterprise bargaining" whereby the unions are seeking one set of negotiations for one company, and whether a political protest aspect is involved. ■

3/7/87 (48) FM

NG KERK

Exodus

In the wake of the breakaway from the NGK by rightwing dissidents last weekend, Johan Heyns, moderator of the NGK, charged the rebels with being motivated by political and cultural considerations and of basing their new Afrikaans Gereformeerde Kerk (AGK) on "civil religion"

If Heyns is right and the AGK is essentially a political rebellion against the reformist orientation of the NGK (as manifest by its adoption last October of the document *Church and Society*), then the split led by Wilhe Lubbe is certainly on a much smaller scale than the decampment of Andries Treurnicht and his 16 supporters in 1982

The meeting at the Pretoria Skilpadsaal where the AGK rebels decided to split was attended by about 2 000 dissatisfied rightwingers — only about a fifth of the 10 000 Lubbe hoped for. The 2 000 accounted for barely 0,1% of the 1,5m members of the NGK, but not even all of them voted to establish the AGK. About 500 chose, instead, to remain with the NGK and to try to persuade it to abandon its commitment to *Church and Society* and, in particular, to opening its membership to people of all races.

The FM brings its readers the most news, comment and interpretation possible under the new regulations restricting publication of certain matters.

It does not believe that the restrictions are necessary or in the public interest, but will obey the law.

Only one serving dominee, Olaf Scheur of Ermelo, a well-known rightwinger, is said to have remained behind with the rebels who voted to break with the NGK. Even he, however, kept his options very open by refusing to disclose how he voted.

The political parallel to the church split may be the 1969 break from the NP, which led to the founding of the Herstigte Nasionale Party (HNP), although even the HNP, with four founding MPs, started on a firmer basis. But that does not mean that the AGK will not grow, as the HNP did, or that it will not herald a bigger split just as the HNP served as a precursor to Treurnicht's CP.

Interestingly, Treurnicht was at pains to ensure that he was not seen to be encouraging the break. A former minister of the NGK, he adopted a discreetly correct position as the crisis came to a head last week. While not hiding his concern over *Church*

and Society, he urged both sides to exercise restraint and to avoid a schism. He declined to comment on the split after the Skilpadsaal meeting.

As an essentially cautious and conservative man, Treurnicht would not have urged hasty or precipitate action. Instead, he may have calculated that the rebels would eventually capture the commanding heights of the NGK if they were patient enough. With half of Afrikanerdom behind him, and the tide seemingly running in his favour, there were good reasons for his counsel of patience.

Clearly, the rebels, without a real base from which to grow, have acted too hastily for him.

NATIONAL COUNCIL 339

Selling the sizzle

The National Council (NC) Bill, due to be published in re-drafted form later this year, will provide for the election of NC members to represent blacks living in urban areas outside the homelands.

Constitutional Development and Planning Minister Chris Heunis has told the Urban Councils Association of SA (Ucasa) that provision for elections is "the most important change" that will be made to the Bill, which was first published for comment in June last year.

Heunis says most of the interest groups and individuals who reacted to the Bill — including Ucasa — want elections to choose representatives for the NC.

He says the NC is "basically" a negotiating forum to plan a new constitution, and provides an opportunity "which no responsible organisation or leader should discard".

Ucasa has indicated that it will serve on the NC. Its leader, Steve Kgame, says the organisation's strategy is to use all available platforms for engaging government in talks about change. So far Ucasa is the only relatively representative black group to publicly endorse the NC. Kgame says Ucasa will also serve on the regional services councils.

Heunis says "several" suggestions and comments have been received since the Bill was published for public comment. He says he is aware of the pre-conditions to participation on the NC stated by various organisations.

"I want to make it clear, however, that by participating in the council, no one is forced to forsake particular principles or conditions. They are not even required to support the government. On the contrary, people are indeed invited to bring all their principles, objections or conditions to the council."

"It seems to me that the council provides the forum for negotiations on the solution of those conditions," he says.

The question, however, is whether government is prepared to back down on its chief premise and guideline — that constitutional negotiation be carried out on the basis of racial groups.

FM PORTUGUESE POLL 239

On July 19 Portugal goes to the polls to elect a new government — and SA is one of the election battlegrounds. More than 25 000 voters living here are expected to cast their votes.

Portugal admits it is a migrating nation. However, instead of ignoring nationals who leave the motherland, four seats have been allocated in the Portuguese parliament for constituents living abroad. Migrants within Europe have two representatives. And emigrants living further afield are taken care of by another two. About 120 000 voters are represented in the international constituency — the two largest being in Brazil and SA, each of which has about 25 000 voters. Other expatriate communities are found in other South American countries, the US, Canada, Australia and a handful in Zaire.

As part of a worldwide canvassing trip, one of the incumbents, the centre-right CDS candidate José Gama, recently visited SA to campaign. The other incumbent is Luis Geraldes of the ruling PSD (Social Democratic Party) led by Cavaco é Silva.

The Portuguese vote primarily along party lines and local voters have the option of about 12 parties. But no local shocks are expected — Gama and Geraldes are expected to hold onto their

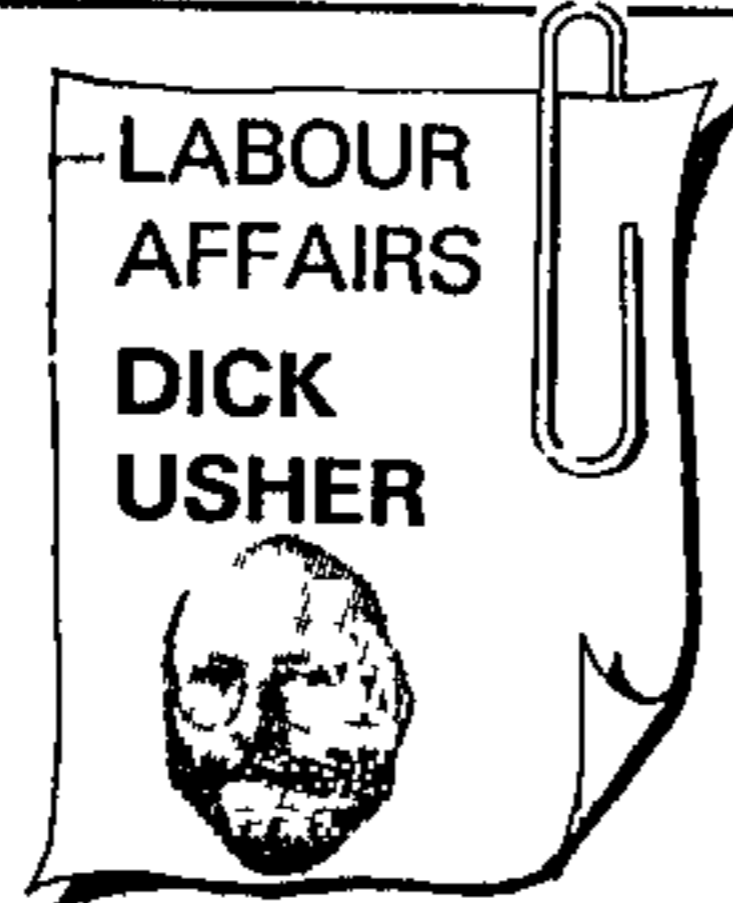
seats. Results in the past have confirmed that the local Portuguese community is, as a whole, conservative — in 1980 only 33 voted for "red parties". Given this support, it's hardly surprising that candidates of the Left are not expected to do any pre-election campaigning in SA.

Voters must be Portuguese citizens (dual SA citizenship is permitted) and registered at the Portuguese consulate prior to voting by post.

Local issues coming up at meetings concern the Portuguese economy and life back "home". Many locals still have family ties in Portugal and the annual summer holiday exodus is about to begin. Although SA political issues are avoided in the local election campaigns, the 25 000 voters here represent only a fraction of the estimated 600 000 Portuguese in SA whose presence influences foreign policy back home.

Recently President Mario Soares said that SA was a special case in Portugal's foreign policy. He observed that although Portugal did not endorse apartheid, the safety of Portuguese nationals in SA was of paramount importance in determining votes at the UN or elsewhere. Therefore Portugal's vote in the UN on matters concerning SA would always be dictated by the interests and security of the immigrant community in SA.

3/7/87



Workers fight to control their own lives

W/C 1964S 4/7/89

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THE main message that seemed to emerge from the South African Breweries strike was that the workers were not prepared to accept unilateral changes in their conditions of employment.

Relatively early in the strike Jan Theron, Food and Allied Workers' Union (Fawu) general secretary, said the company had made it clear that the introduction of continuous processing was non-negotiable

"All they were prepared to talk about was the conditions under which it would be introduced," he said

"SAB attempted to force the issue by threatening a lock out when workers refused to accept this

"Their options were to strike or be locked out"

Another unionist pointed out that the growth of the Congress of South African Trade Unions (Cosatu) was based on building structures through which workers could control their daily lives — "a democratic process where we are challenging the arbitrary rule of management in the factories".

"Unilateral moves to impose any process in a factory are seen as attempts to erode worker organisations," he said.

Among unionists there's also some elation that the compensation package being offered by the company comes fairly close to meeting several demands of the Cosatu living wage campaign

● A monthly minimum wage of R877,50,

● A reduction in the working week from 45 to 40 hours, and

● The creation of about 80 new jobs

But one has to wonder what the IR staff at SAB thought about the "Facts About The Beer Shortage" newspaper advert

Fawu immediately called it a ploy to capture public sympathy — and why the SAB monopoly would need to appeal to the loyalty of their captive market is a trifle difficult to understand — which was hotly denied by SAB

The advert, which would appear to have been motivated by marketing rather than IR considerations, immediately introduced an additional dimension into the situation

There was also the claim by SAB that all the workers had signed contracts "agreeing to this system before they were employed", which Fawu said they were unable to prove when challenged

SAB responded by claiming this approached defamation and public affairs spokesman Gary May said yesterday the contracts would probably be laid on the table at some later stage

In the end, Fawu claimed that "breweries workers nationally won a great victory"

~~1/10/87~~

~~1/10/87~~

Talks
to end
strike

CP Correspondent

NEGOTIATIONS between senior Post Office officials and members of the Post Office and Telecommunications Workers' Association to end a week-long strike of Post Office workers in East London began this week.

The president of Potwa, Vusi Khumalo, said more than 1 000 workers had gone on strike in sympathy with three workers dismissed from the Post Office in January.

He said about 400 workers had gone on strike last Wednesday, which spread from East London to Port Elizabeth.

However, the Post Office public relations officer in Port Elizabeth, R Strydom, said he did not think the figure was as high as a 1 000 and that the strike was largely among technical labourers or construction workers. — Elnes.

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THE SAB strike is over - something the Food and Allied Workers' Union regards as a "great national victory for the workers."

This follows an agreement reached between SAB and Fawu. A key factor in the agreement is that one of the largest 750ml bottling lines at Rosslyn will start operating continuously with immediate effect.

Fawu said that in terms of the SAB settlement, the dispute concerning continuous work at the Rosslyn plant would be referred to mediation.

All dismissed workers at Rosslyn would be reinstated on conditions not less

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'Business must agree to demands'

BUSINESS management in South Africa must accede to reasonable requests or demands by its black workers, said Frank Meintjies, the information officer for the Congress of South African Trade Unions.

The dispute, which developed into a strike last week by over 3 000 Fawu members at nine SAB operations in the Transvaal and Cape, arose as a result of the dismissal of 343 workers at SAB's plant at Rosslyn after their objection to a system of continuous operation.

Although SAB claims that the workers at Rosslyn had agreed in contracts to work on a continuous shift

system, Fawu described these claims as "false". Asked to comment on the stance taken by Fawu, Meintjies said "In keeping with the present general worker tradition in South Africa of challenging management on conditions of work, Fawu members have surfaced to reveal the kind of attitude of employers in this country that has been prevailing over the decades.

"The workers have built the prosperity of this country with their toil. Now all we are asking for is simple fair play, justice and understanding," said Meintjies.

The striking members of Fawu were supported by another trade union, the Food and Beverages Workers' Union (FBWU), which has 300 members employed by SAB, halted negotiations

favourable than those applicable prior to their dismissal, and the other plants which have been on strike in solidarity with the dismissed workers at Rosslyn would resume work.

Favourable than those applicable prior to their dismissal, and the other plants which have been on strike in solidarity with the dismissed workers at Rosslyn would resume work.

Industrial action, workers at Rosslyn had offered to work overtime on Saturdays to help overcome the production shortfall and SAB had now agreed to the offer.

"In addition one out of the four production lines will work on a continuous basis. However, this line will be manned only by workers who SAB employed some two months ago specifically for continuous shifts and who are presently on probation with the company," said Fawu.

Fawu said workers who were employed on the basis of a five-day week and who never agreed to work on a continuous basis would not be required to do so.

We must emphasise that this is not a final settlement," said Fawu.

"We are of the view that workers cannot be forced to accept changes in conditions of work and hope that SAB will now accept this."

An SAB spokesman said the company hoped the mediation would lead to "a speedy and lasting settlement, which would be in the best interests of SAB employees, customers and the South African beer drinker."

Although there were still shortages, the beer stock situation should begin to improve substantially - but "it will be some time before everything returns to normal," said the spokesman.

Almost from the outset SAB had experienced critical shortages of 750ml bottles of beer, and at the weekend the Reef experienced a wave of panic-buying.

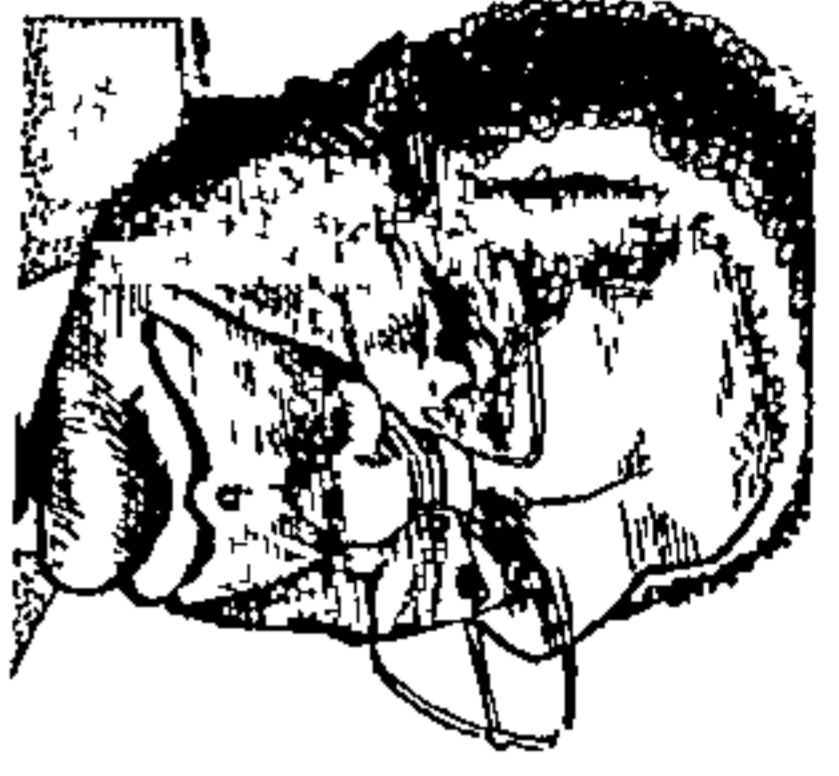
Yesterday, SAB accused Fawu of intimidation of workers at Rosslyn and at the Caledon malting plant and near its Newlands brewery.

Police confirmed that they arrested four people after an incident outside the Rosslyn plant early yesterday.

Police confirmed that they arrested four people after an incident outside the Rosslyn plant early yesterday.

Zimbabwe beer to SA' plan shelved

Can't find 6/7/82



Mr Robert Mugabe

By MICHAEL HARTNACK
HARARE — The government of Zimbabwe's tea-totaller Prime Minister, Mr Robert Mugabe, at the weekend temporarily halted delivery to South Africa of 1,1 million cases of beer brewed in Bulawayo.

Advocates of a Zimbabwean trade boycott against South Africa claimed that the beer export order, worth nearly

R4m in desperately needed foreign currency, would liberally give "cheer and comfort" to thirsty supporters of apartheid.
Workers on shift at the National Breweries' plant in Bulawayo were yesterday all set to load up the first consignment due to cross the Limpopo today when the order came from Harare to down crates. Much of the Transvaal and Free State has been "dry"

since the strike at SA Breweries plants halted production in mid-June.
Sources in Harare said Mr Mugabe's Ministry of Trade and Commerce stopped the beer exports "on political grounds" till the deal has been discussed by the Zimbabwean cabinet at its scheduled weekly meeting tomorrow.
Zimbabwean brewers were initially delighted with the

South African order, since home consumption has been hit by a fall-off in beer drinkers' purchasing power as a result of the disastrous rainy season.
"It's like Christmas time again," reported National Breweries' managing director Mr Denis Watts last week when he confirmed the deal.
It should have led to the creation of hundreds of jobs for unemployed Zimbabweans in

the depressed Matabeleland area.
The Bulawayo brewery has already received thousands of orders of South African packaging to fulfil the order.
If it is cancelled on cabinet orders, the packaging will probably have to be sent back at Zimbabwean expense.
South Africa is still Zimbabwe's second-largest trading partner after Britain.

Metal workers vote on strike

CAT & Temp 6/1/87
Staff Reporter *152*

A STRIKE ballot for workers in the metal industry will start today in more than 500 factories.

Shop stewards of the recently formed super union, the National Union of Metalworkers of South (Numsa), will act as balloting officers. They attended meetings in Numsa offices around the country on Saturday to make final arrangements and to receive the boxes and papers for the ballot.

The ballot will be open to non-members as well as Numsa members.

Counting will take place on Thursday at the union's branch offices.

3 strikes over: PO staff still out

Post Reporter

THE national work stoppage by thousands of workers at Cadbury's ended today as Mercedes-Benz workers in East London resumed production at the end of a week-long strike.

But the regional work stoppage by about 1140 telecommunications workers entered its ninth day today as negotiations with senior Post Office officials continued over demands for parity in pay and service conditions

The Cadbury's strike, called by the Food and Allied Workers' Union, began last week when depot workers protested against the transfer of distribution staff to an outside company

The strike called by the Post and Telecommunications Workers' Union has crippled five work stations in Port Elizabeth and two in East London, according to a spokesman for the Department of Posts and Telecommunications.

The closure of the New

Brighton post office had halted delivery of mail to the city's black areas since Tuesday, he said, adding that all other mail services and essential telecommunications work were unaffected

Negotiations between union representatives and senior postal officials are continuing

Meanwhile, work resumed at Volkswagen in Uitenhage today after production was curtailed last week due to a strike by about 40 paintshop workers

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the history of South Africa," he said.

and Randburg.

Metal workers to vote on wage strike today

By Mike Siluma

152 11/27/87

About 80 000 members of the National Union of Metalworkers (Numsa) in nearly 500 factories will start voting today on whether to go on a wage strike or not, the union said

In a statement, Numsa said shop stewards who would act as balloting officers met at various points around the country yesterday to make final arrangements and to collect balloting papers and boxes.

Numsa said balloting would be open to members and non-members, and added it believed "the vast majority of metal workers oppose the agreement reached by the metal industry employers and 15 other unions".

According to legal advice available to the union, non-members would be entitled to take part in any industrial action following balloting, whether they were Numsa members or not

Numsa decided on a strike ballot after the collapse of wage negotiations with metal industry employers in the Steel and Engineering Industries Federation last month

Other unions involved in the talks accepted an employer offer of increases of between 39c an hour at the bottom rate and 72c for artisans.

Numsa demanded new minimum rate of R4 plus an across-the-board R1 hourly increase, a halt to income tax deductions from members' pay packets and the recognition of May 1 and June 16 as paid holidays

For the fourth time in as many years, Numsa has declined to sign the industry's wage agreement due to members' dissatisfaction with increases offered by employers

The counting of votes will take place on Thursday.

Angry part-time nursing sisters at their working conditions changed and not informed.

Their leave system and the number altered, a sister said, when they were "own affairs" form of rule.

Previously the part-timers had full Administration rules and regulations were placed under the central government, she said. This meant the Service Act and the Public Service Commission

Instead of working three days a week they were required to sign into work. Those who continued unwittingly to work were dismissed late last month that they were

Previously the part-time sisters had long service, but this, too, had regulations. Some sisters found they

New name for

Pretoria Correspondent

The newly formed all-white offshoot of the Ned Geref Kerk (NGK), the Afrikaanse Gereformeerde Kerk (AGK), has "provisionally" changed its name to the Afrikaner-Protestante Kerk (APK), its leader, Professor Willem Lubbe, announced at the weekend

"We have no wish to cause offence. Without our knowledge, another Church has already registered the name. Our new name will, however, first have to be ratified at our first synod in three months' time," Prof Lubbe said

He was responding to objec-

R 100 000

Aussies launch first

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Cape Times 7/7/87 X

Zimbabwe beer

set to pour in

From MICHAEL HARTNACK

HARARE. — Staff at Zimbabwe's National Breweries depot in Bulawayo yesterday resumed loading the first consignment of beer for South Africa after an unexpectedly swift reversal of policy by Mr Robert Mugabe's government.

Zimbabwean officials halted the departure of the beer exports over the weekend, fearing grave political embarrassment to Mr Mugabe in his quest to have comprehensive mandatory sanctions imposed on South Africa internationally.

Zimbabwe's National Breweries maintains an order for 1,1 million cases of lager — worth nearly R4m to the country in desperately-needed hard foreign currency — was sealed more than a month before the recent strike by South African Breweries' workers.

The first thirst-quenching Zimbabwean consignments may now cross the Limpopo today. They will be off-loaded at Messina, according to sources here, and the lorries re-loaded with the high quality packaging material needed for the next consignment. Due to the foreign exchange crisis here, such packaging is unobtainable in Zimbabwe.

A spokesman for National Breweries would yesterday only say that "the matter had been resolved".

Metal, mining industries braced for huge strike ballot

Friday 8/1/87

EMPLOYER spokesmen for SA's metal and mining sectors were yesterday lighted about contingency plans to deal with a possible "yes" vote in the strike ballots being conducted in the two industries.

About 80 000 members of the National Union of Metalworkers of SA (Numsa) are casting votes in 500 plants this week over an employer offer of increases ranging from 39c to 72c an hour.

Union sources believe that, in the event of a positive vote, the industry could be hit by industrial action early next week.

Ballotting is expected to be completed today and results known by Friday. Numsa leaders will meet at the weekend to consider them.

Steel and Engineering Industries Federation of SA (Seifsa) director Sam van Colter said "We will await the outcome of the ballot and the union's deliberations". He said there would be employer meetings this week.

An additional complication in this dispute is that Seifsa has reached agreement with the other 14 unions in the industry, and the agreement has already been submitted to the Manpower Department for gazetting.

Manpower Director-General Piet van der Merwe said the agreement was still being translated, and would not be published this week. Gazetting would affect the legality of a strike.

Seifsa has made no indication that it plans to reopen talks with Numsa, the largest metal union, to reach a separate accord. A drawn-out test of strength could be in the offing.

The union says thousands of non-Numsa members have asked to participate in the ballot. The outcome of any strike could be crucial in determining whether Numsa increases its relative strength in the industry.

Up to 200 000 miners at 25 gold mines and 19 collieries are also being balloted this week by the National Union of Mineworkers (NUM) on whether to strike over offers by the Chamber of Mines for wage increases ranging from 15% to 23,4%. Other aspects of conditions of employment are also in dispute.

NUM assistant general secretary Marcel Golding said the votes would be counted at the weekend, after which the union's executive would meet to consider the result and decide on further steps and their timing, if any.

Chamber of Mines industrial relations advisor Johann Liebenberg would not say whether the chamber planned to initiate another round of negotiations.

Spokesmen for the five mining groups involved said balloting had proceeded unevenly.

ALAN FINE

Dispatch Correspondent

JOHANNESBURG — Employer spokesmen for South Africa's metal and mining sectors were tightlipped yesterday over contingency plans for possible "yes" votes in the strike ballots being conducted in the two industries

About 80 000 members of the National Union of Metalworkers (Numsa) in 500 plants are casting votes this week over an employer offer of 39c to 72c per our

Ballotting is expected to be completed today and results known by Friday

Numsa leaders will meet at the weekend to consider them

Up to 200 000 miners at 25 gold mines and 19 collieries are also being

8/10/77 (15) DD (150)

Strike ballots for SA workers

ballotted this week by the National Union of Mineworkers (NUM) on whether to strike over offers by the Chamber of Mines for wage increases ranging from 15 per cent to 23,4 per cent

Other aspects of conditions of employment are also in dispute

The NUM assistant general secretary, Mr Marcel Golding, said the votes would be counted at the weekend, after which the union's executive would meet to

consider the result and decide on further steps

The director of the Steel and Engineering Industries Federation, Mr Sam van Coller said he would await the outcome of the Numsa ballot and the union's deliberations

A complication in the Numsa dispute was that Seifsa had reached agreement with the other 14 unions in the industry and the agreement had already been submitted to the Manpower Department for gazetting

Seifsa has not made any indication that it planned to reopen talks with Numsa, the largest metal union, to reach a separate accord

A drawn-out test of strength could be in the offing

Entokozweni teachers strike

Sowetan
8/7/87



MANY parents whose children attend the Entokozweni Nursery School in Moletsane, Soweto, are stranded this morning because teachers there are on strike.

Yesterday, Mrs Mapitso Malepane, the director of the Entokozweni Centre, sent parents letters asking them not to bring their children in this morning because of the strike.

The major reason for the strike is that the nursery teachers say they are lowly paid. They demand that their salaries be increased by R200 across the board.

The striking staff members said the lowest pay received was R180 a month and the highest R400 a month.

Yesterday, the striking teachers staged a sit-down on the centre's

premises. In all 29 members of staff are on strike at the centre which caters for about 150 children. The centre was flooded by telephone calls yesterday from worried parents.

Yesterday Mrs Malepane had to leave her office work and busied herself in the kitchen preparing food for the children. She was assisted by one teacher and two others who are in training.

The strikers have given the management a list of grievances:

- Job security,
- The right to know reasons for dismissal of any worker,
- Fair labour relations,
- An end to unfair dismissals,
- The right to receive pay slips,
- Also demands access to the telephone and the centre's car, and

• Job description for every staff member

Mr Laurel Angoma, chairman of the board of management said "The problem is receiving the board's attention and I cannot comment further at this stage. We hope to resolve these problems soon."

Child care workers strike

By Mudini Maivha

Workers at the Entokozweni early learning and child care centre stopped work yesterday, demanding increased salaries and better working conditions.

The director of Entokozweni, Mrs 'Mapitso Malepa, prepared meals for children as 29 out of 31 domestic workers, teachers and house visitors refused to work until their demands were met.

The workers, members of the General and Allied Workers' Union (Gawu), want R200 a month across-the-board increase.

The workers, who stayed on the premises all day, also demanded:

- Job security. They claimed there were unfair dismissals, that disciplinary procedures were not followed and that reasons for disciplinary action were not made known to staff.
- An end to alleged favouritism. They claimed salaries were based on favouritism.
- Access to facilities such as vehicles and telephone.
- Job descriptions.

The workers said the lowest paid employee, who had been at the centre for 10 years, earned R180 a month. They said they had met management three times and had twice submitted letters listing their demands.

Mr Paul Angoma, chairman of the board of management, said the problem was receiving the board's attention. They hoped to resolve the problems soon.

8/7/87