

INDUSTRIAL RELATIONS - STRIKES

1990

JANUARY — FEBRUARY

Sats fire blamed on arson

ARSONISTS are believed to have been responsible for a fire which caused minor damage to the Eerste Fabriek railway station in Mamelod, near Pretoria.

The fire, at about 3.30am on Monday, destroyed two ticket machines and their paper contents and caused smoke damage to the office.

No one was injured.

152 ~~2/01/90~~ ~~2/01/90~~
Sowetan 3/01/90

Sats dispute toll now 22 380 sackings

3/11/90
THE Sats strike has entered 1990 with 22 380 workers fired in the eight-week-old dispute which has left at least 16 people dead and scores injured

Sats will continue dismissing the remaining 3 551 striking workers, according to spokesman Ian Bleasdale

No strikers were fired yesterday, but dismissals were expected to continue today

The SA Railway and Harbours Workers' Union (Sarhwu) is expected to contact Sats this week with a set of proposals aimed at ending the dispute which has led to the dismissal of about a quarter of Sats' black labour force

Sarhwu officials were unavailable for

comment yesterday as they were in a meeting

Bleasdale said Sats's re-employment programme in Natal had been proceeding "very slowly, but we're hoping it will pick-up soon"

"We are also considering instituting the programme in areas other than Natal"

He said that no reports of violence or damage other than a fire at a station near Mamelodi early yesterday morning had been reported to him recently

"Things are quiet and we're waiting for Sarhwu to contact us — hopefully later today (yesterday)," Bleasdale said

Wages lost by striking workers so far totalled about R21m and damage to Sats property stood at R39m

This figure, however, only applied to damage to "rolling stock" and excluded damage to property other than railway coaches, Bleasdale said

The total breakdown of dismissed workers is

- Natal — 12 128
- Southern Transvaal — 6 439
- Northern Transvaal — 1 517
- Western Cape — 1 011
- Free State — 611
- Northern Cape — 504
- Northern Natal — 170 — Sapa

SAB takes back workers

Sowetan
3/21/90

ALTHOUGH South African Breweries was able to maintain ample flow of beer while many of its workers were off during a two-month strike at the end of last year, the company has decided to re-employ the same numbers as before and labour levels are "back to normal," according to a Breweries' spokesman.

The strike had not shown that the company was overstaffed and that it could meet production targets with less labour, he said.

A Food and Allied Workers Union spokesman agreed that SAB had restored its worker levels to those of before the strike and had not cut back on employment levels.

8-week Sats strike closer to resolution

152

The eight-week South African Transport Services workers' strike came closer to being resolved late yesterday afternoon

The South African Railway and Harbour Workers' Union — which called for the strike that resulted in the dismissal of more than 22 000 Sats employees — has almost got a mandate to put forward proposals to end the industrial action, SABC radio news reports.

A spokesman for Sats said the union had informed management its national executive would meet yesterday to ratify its recommendations. Their answer could be received today.

The union is responding to Sats's proposals put forward a fortnight ago to break a two-week deadlock in talks aimed at resolving the dispute

No more workers were dismissed yesterday, leaving the total number of dismissals at 22 380

A total of 3 574 workers are still on strike

To date the cost of damage and destruction to Sats property has been estimated at R40 million.

— Sapa ~~4/11/90~~ star 4/11/90

The Sats strike may end

Wetam 4/01/90
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Sapa

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Talks to resolve railway strike likely to resume

By Drew Forrest

The nine-week railway strike is moving to a climax and there is a strong possibility that talks aimed at resolving the dispute will resume today

SA Transport Services (Sats) senior labour manager, Mr John Smith, said unionists had indicated they were close to finalising their position on Sats proposals tabled a fortnight ago

He added that pressure was mounting on the SA Railway and Harbour Workers Union (Sarhwu)

UNION RIFT

"People are queuing up for the jobs of dismissed strikers and our line managers are pressing us to employ a new labour force"

More than 22 000 workers — more than a quarter of the Sats black labour force — have been fired since the strike started

Sarhwu's long delay in responding appears to indicate a rift within the union over the latest Sats proposals

Sources believe that the union's national leadership is willing to drop demands for an immediate pay rise and the reinstatement of dismissed strikers — issues which Sats regards as non-negotiable

However, regional representatives are seen to be fearful of the worker response if the union backs down on these issues

Yesterday Sarhwu leaders met Cosatu in an apparent bid to hammer out a unified negotiating stance

Management has refused to divulge the exact nature of its latest offer Sats has offered to recognise Sarhwu in Natal once it has registered for the region This would open the way for national pay talks, even as early as April

Desperate days

The Sats strike could soon be over. SA Railway & Harbour Workers' Union spokesman Elliot Sogoni says the union is desperate to settle. (152) (152A) (152B)

The union appears to have little hope that any of its demands will be met. In fact, it appears to have adopted a strategy of damage control, aiming mainly at getting back the jobs of 22 380 sacked strikers (Sats says 3 551 strikers are still employed.)

29

Sogoni says "Sats has not given in to a single demand. We are hoping that this being a new year, they will concede something." He says the union's national executive has decided to seek an urgent meeting with Sats to resolve the issue by the end of this week, if possible.

The union has agreed to register (it signed an undertaking to do so about 15 months ago) and Sogoni says this is proceeding in Durban and Pretoria. He won't give details of union proposals for the talks but suggests the issue will be "returning workers." Sats recently published ads inviting fired strikers to re-apply for their jobs.

Sats labour relations director Jan Bredenkamp says both sides have put proposals for the meeting. While Sats is prepared to talk about re-employing workers, disciplinary procedures and wage negotiations, it definitely won't be discussing immediate or interim increases. "No employer would simply agree to discuss wages twice in the year. We are not prepared to set a precedent," says Bredenkamp.

Commenting on a major problem with the strike — confusion among union leaders — a Sats source says the outcome of the meeting will depend on who is in charge at the time. "It's not too clear who is in charge. Some guys are more conciliatory than others."

It's acknowledged in labour circles that the accession of the current leadership — headed by general secretary Martin Sebakwane — has created internal problems. The resignations of a number of the union's founders have left a gap, there have also been claims of opportunism and careless politicking. This confusion has no doubt been worsened by the wageless Christmas endured by

rank-and-file union members

At this stage there is little sign the MDM will intervene as it did to help end the strike and consumer boycott against SA Breweries.

The effect of the leadership change has been noted by Sats. Says one insider "The previous leadership was more sophisticated and experienced. The current lot are less experienced and it shows in negotiations. They have created a lot of expectations they cannot satisfy."

Taxi chiefs blame accidents on pressure from Sats strike

BIDUN 5/11/90

THEO RAWANA

SABTA has blamed the Sats strike for the high taxi-related accident rate over the Christmas holiday period

Sabta communications director Mike Ntlatleng said yesterday the strike caused most people to forsake train travel and opt for taxis, which resulted in great pressure on taxi operators

While the actual number of road deaths involving taxis could not be established, the National Road Safety Council (NRSC) reported that holiday period deaths totalled about 250



Belief

Ntlatleng denied that taximen's approach on the roads was influenced mainly by economic considerations, as NRSC deputy director Eric Wise said earlier this week

Wise said the drivers were driven by the belief the more trips undertaken, the bigger the profits

Ntlatleng said "We do not believe that economic considerations, as stated in the Press, were the main causes of the accidents. We believe that it is one of the many causes

"Of importance is the fact that the strike by Sats workers has an impact on the number of people using trains. Because of the strike, many people found it convenient to use taxis, and as such tremendous pressure was brought to bear on the taxi operators"

He said it was still too early to say by

how much the load on taxi operators had increased

Ntlatleng also said most of the mini-buses involved in accidents were "un-roadworthy vehicles with no road permits or vehicles driven by pirate operators in for quick cash"

Sapa reports Sabta president James Ngcoya as saying the research company Project Spear would investigate the causes of road accidents involving mini-buses

It would investigate whether mini-buses were suitable for SA transport requirements. It would also look into the behaviour of taxi drivers on the roads and their driving skills

□ Sats was awaiting confirmation as to when discussions will resume with the SA Railways and Harbour Workers Union (Sarhwu) to end the nine-week old Sats strike, senior labour manager Jan Bredenkamp said yesterday

He said Sarhwu's legal advisor contacted Sats yesterday and said the union would like to arrange a meeting, but no date had been set

Sarhwu met Cosatu officials on Wednesday and had intended meeting them again yesterday, said sources

Meanwhile, Sats fired another 16 strikers yesterday, bringing the total dismissed to 22 396, according to Sats spokesman Ian Bleasdale

He said there were still 3 596 workers on strike

Rail strike talks resume today

NEGOTIATIONS between members of the striking SA Railways and Harbours Workers' Union (Sarhwu) and SA Transport Services management on ways to end the nine-week-old Sats strike are to resume today, according to Sats senior labour manager, Mr Jan Bredenkamp.

This breakthrough in the often violence marked strike came after Sats was contacted yesterday by Sarhwu's legal advisor, Mr Bredenkamp told Sapa

Sowetan 5/11/90
 "Sarhwu had a meeting with Cosatu on Wednesday and had intended meeting again with yesterday

"They will contact us today with a view to a meeting to discuss Sats' proposals to ending the strike," Mr Bredenkamp said

Sats presented Sarhwu with proposals last Monday following a deadlock in talks two weeks before

"We discussed the issues of recognition, dismissals and future wage negotiations and made

proposals which we don't want to discuss at this stage as they're still on the table," Mr Bredenkamp explained

Meanwhile Sats fired another 16 strikers yesterday bringing the total dismissed to 22 396, according to Sats spokesman Mr Ian Bleasdale

He said there were still 3 596 workers on strike

Strikers had lost about R26 million in salaries and Sats had sustained damage to property in the strike of about R40 million

The dispute began on November 2 last year, when Johannesburg workers downed tools over the issue of wages

The strike soon spread to most of the country

Negotiations began between Sarhwu and Sats but deadlocked in December following Sats refusal to recognise Sar-

whu as a representative union as it was not yet registered with the Department of Manpower

Sats also refused to discuss the issue of wage increases as according to management, increases for 1989 had been finalised earlier in the year

Sarhwu, however, claimed to be representative of the black labour force and demanded the minimum wage be raised to R1500

(152)
 Sats management subsequently began dismissing striking workers

Welcome party

A welcome party will be thrown for top jazz drummer Churchill Jolobe (pictured above) at 1426 Bazabaza Street, Orlando East, tomorrow at 1pm

Jolobe, who arrived in South Africa last month after 26 years abroad, plays for three jazz bands which are held in high esteem abroad - Dudu Phukwana's Zila, Southern Africa Force - led by Joe Malinga of Swaziland - and trombonist Jonas Gwangwa's African Explosion

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Hopeful signs at rail strike talks

152

DREW FORREST



NO startling progress was made at yesterday's meeting between railways management and unionists, but the resumption of talks after a three-week hiatus is a vital first step towards settling the rail strike.

At least 16 deaths and R40 million damage to SA Transport Services rolling stock have been linked to the nine-week dispute. *SFW 6/11/90*

A Sats statement said that at yesterday's talks the SA Railway and Harbour Workers' Union (Sarhwu) sought clarity on Sats proposals tabled on December 18 and pledged to canvas the offer with its members.

The union had agreed to relay members' views to management early next week, the statement said.

Insiders said management had not shifted on its refusal to talk wages or to reinstate all 22 000 dismissed strikers — two key Sarhwu demands — but had modified its negotiating stance.

It is understood that Sats has offered to re-employ a percentage of the fired workers according to strict criteria. Those not rehired would be eligible for severance benefits at the discretion of an arbitrator.

The pay issue could be resolved by admitting Sarhwu to annual wage talks on the railways, starting in April, once it is registered and recognised.

To ease the process, Sats is understood to have proposed the negotiation of an interim recognition agreement.

Sources hinted yesterday that, while Sarhwu's national leadership favoured a compromise deal, regional delegates were fearful of a worker backlash if the union backs down on its demands.

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Ways to end violence

S/Times 7/11/90

152

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VIOLENCE in two recent strikes has disturbed both employers and unionists. One labour spokesman believes it can be prevented.

Institute of Industrial Relations executive director Mike Miles believes violence is a natural form of behaviour, and cannot be stopped. But the provocation to violence can be prevented.

Mr Miles says there would be no reason for people to resort to violence if all avenues were open to both contending parties to identify and resolve problems through a

well-defined process of collective bargaining.

"Regretfully it is not so simple. We are operating in an extremely volatile set of systems in this country. However, there could be one suitable option.

"That option is a complete faith in a structural, all-encompassing approach to a system of conflict resolution which favours no particular side and does not discriminate against any particular group or sector."

To reduce violence caused by industrial unrest, Mr Miles suggests

● Any IR system must acknowledge that there will always be di-

vergent points of view between labour and management.

● Both parties must be encouraged to settle their disputes between themselves. Labour legislation should reflect a duty to bargain as a first step to eliminating or reducing conflict.

● If a deadlock arises, conciliation through third-party intervention should be encouraged. This could be facilitated by a conciliation board, an industrial council with jurisdiction or a private mediator.

● If the issue in dispute concerns the rights of an individual or group, and the more appropriate

avenue is arbitration, then private or statutory arbitration can take place.

● Where conciliation fails, either party should be allowed to take industrial action in the form of a strike or lock-out.

● During industrial action, employers should not be allowed to dismiss workers who have followed the correct procedures, workers should have the right to picket in an orderly manner, bosses should be allowed to continue running their operation, even by using temporary labour; and an independent agency should have the right to intervene if the parties cannot resolve their differences within a certain time.

modern gold mine situated ±60

8/11/90
Putco depot may
close over strike

(152) Labour Reporter

The month-long strike by 200 workers at Putco's Springs depot has sparked management threats to close the operation permanently.

Up to 300 000 commuters in kwaThema and Daveyton have been without bus transport since the strike began.

Confirming the closure threat, Putco's Mr Michael Oldham said the Springs depot had been marginal before the dispute.

"If the strike goes on, we risk losing passengers to other forms of transport," he said.

The strikers want the divisional manager removed from the depot while an inquiry into a list of over 40 grievances, mainly over discipline, is in progress.

Transport and General Workers Union president Mr Vivian Zungu said the union had offered to return to work if certain conditions were met.

Among them were demands that the strike itself should not be treated as a disciplinary matter, and that the divisional manager and four others should have no dealings with workers during the inquiry.

Mondi workers on wage strike

THEO RAWANA 152

ABOUT 1 000 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members at five Mondi Board mills went on a legal strike yesterday in support of their 1989/90 wage demands, the union said.

The strike came after the company and Ppwawu failed to reach settlement during negotiations, the union said in a statement yesterday. A conciliation board had also failed to resolve the dispute.

Mondi spokesman Brigid Hopkins confirmed yesterday there was a strike at Bellville Mill, Felixton Mill and Springs Mill but not at Durban's Umgeni Mill, while at Piet Retief only some workers were on strike.

The Bellville and Felixton mills had been shut. Negotiations were continuing with the union, she said. *6/Day 10/11/90*

The union was demanding a R1,15 increase to the current minimum wage of R4,29, May 1, March 21 and June 16 as paid holidays, an increase to the annual bonus, a 45-hour week without loss of pay (down from a 46-hour week), and an increase in the shift allowance.

Ppwawu said Mondi Board Mills was offering a 63c increase to the current minimum and had not replied to any of the union's other major demands.

Seven die as 1 000 workers ambush Sats strikers at Germiston station



8/10am 10/11/90

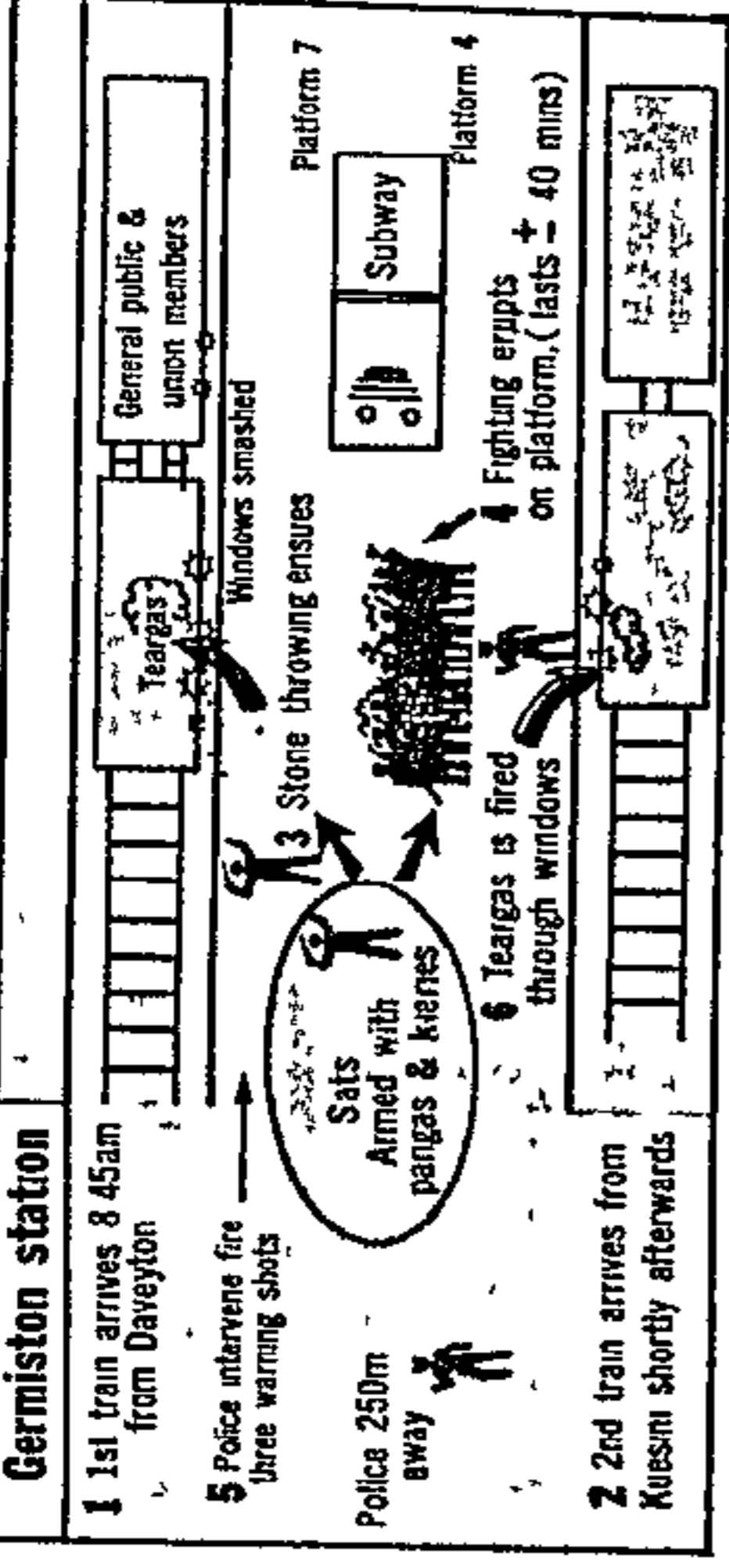
SEVEN people were killed when two trains carrying armed Sats strikers to a union meeting were ambushed at Germiston station yesterday by about 1 000 non-striking workers armed with pangas, knives, axes and knobkerries.

More than 40 were injured in the ensuing 45-minute battle.

Witnesses said the non-striking, many wearing Sats uniforms, began smashing coach windows and stoning the train when it pulled into the station at about 9am.

Police said the train was carrying between 500 and 800 striking workers, apparently en route to a South African Railway and Harbours Workers' Union (SARHU) meeting at the union's office in Germiston.

The non-striking workers who gathered



on a platform had been toy-toying and singing as they waited for the train to arrive.

Witnesses, among them Sats conductor Nick Rothner, said fighting broke out as people tried to leave the train.

The police spokesman said fighting spread to two other platforms shortly after another train carrying strikers had pulled into the station.

"There was fighting all over the station, particularly on platforms five, seven and nine."

A non-striking Sats employee, Saquthe Bhambada, whose arm was broken during the confrontation, said the strikers on the

train shouted "leave your job" and "stay away from work" as the fight began.

The police spokesman said police "could not deny" the waiting workers were armed.

When police arrived, three shotgun blasts were fired into the air to warn the crowd.

When this failed to disperse the people, tearsmoke was fired. No other police action was taken.

Germiston fire and ambulance teams arrived at the station to treat the injured after the fighting had subsided.

Fire and ambulance deputy chief Paul Kruger said, "We sent three ambulances and a disaster bus - a mobile hospital manned by six paramedics - to the scene."

□ To Page 2

P.T.O.

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Lockout 'pre-empts' strike

Cont Times 10/11/90

Labour Reporter

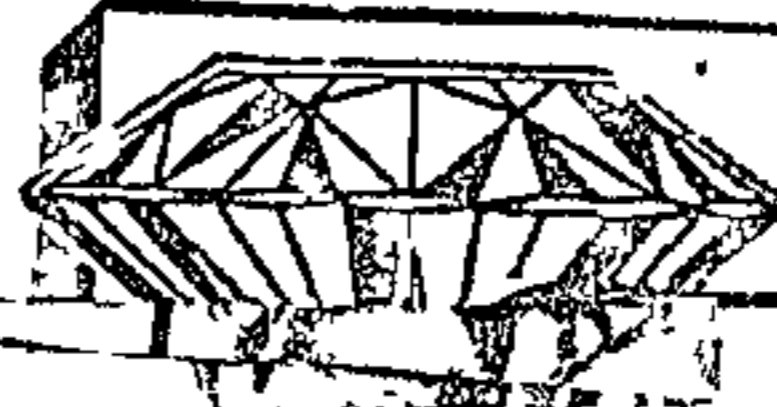
A LOCKOUT at the Waltons Stationery Company's Observatory warehouse pre-empted a strike by about 90 workers on Monday, who accepted the employer's final wage offer, a company spokesman said yesterday

According to a Paper, Printing, Wood and Allied Workers' Union spokesman, workers had been given notices immediately terminating their services last Friday

Acceptance of the final wage offer — varying between R35 and R44 a week — was the sole condition for re-employment, the union spokesman said. The union, charging that a Conciliation Board had been appointed, but had never sat before the expiry of the 30-day dispute period, was taking legal advice, he added

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REAL WEST

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Seven die in SATS battle

CPK-Tin K 10/1/90 152

Own Correspondent
JOHANNESBURG — Seven people were killed when two trains carrying armed SATS strikers to a union meeting in Germiston yesterday by about 1 000 non-striking SATS workers armed with pangas, knives, axes and knobkerries.

More than 40 were injured in the ensuing 45-minute battle. Witnesses said the non-striking strikers many wearing standard SATS uniforms, a brown overall began smashing coach windows and stoning the first train when it pulled into the station about 9am.

Police said the train was carrying between 500 and 600 armed striking workers apparently en route to a South African Railways and Harbours Workers' Union (Sarhuw) meeting at the union's office in Germiston.

The non-striking workers who gathered on a platform had been doing a toyi toyi and singing as they waited for the train to arrive.

Witnesses, among them SATS conductor Mr Nick Rothner, said fighting broke out as people tried to get off the train.

'Stay away'

Police said fighting spread to two other platforms soon after the other train carrying strikers pulled into the station.

"There was fighting all over the station, particularly on platforms five, seven and nine."

Non striking SATS employee Mr Saquthe Bhambada, whose arm was broken during the confrontation, said the strikers on the train shouted "leave your job" and "stay away from work" as the fight began.

One of the first injured was non-striking SATS employee Mr Simon Nkwe, who was stabbed near his heart with an assegai.

Police said they "could not deny" the waiting non-striking workers were armed.

When police arrived, three shotgun blasts were fired into the air to warn

the crowd. When this failed to disperse them tear smoke was fired. No other police action was taken. Police said six tear gas canisters were shot into the crowd to disperse them, but Mr Rothner said the canisters were shot into the train. Germiston fire and ambulance teams arrived at the station to treat the injured after the fighting had subsided.

Deputy fire and ambulance chief Mr Paul Kruger said "we sent three ambulances and a disaster bus — a mobile hospital manned by six paramedics — to the scene."

"Dead and wounded were scattered all over the platforms and we rushed 31 people to Natalispruit Hospital."

"There was still a good deal of shouting and uproar while we were there and people were jumping on and off a train as it pulled in."

Ambulance service employees said most of the injured were taken to Natalispruit Hospital in Kaitshong. Two were taken to Benoni-Boksburg Hospital and others, seriously injured, to Hillbrow Hospital.

"Natalispruit superintendent Dr Norman Kernes said 41 injured people were brought to the hospital. Of these, 14 were admitted."

SATS public relations chief Mr Leon Eis said yesterday "We condemn the violence that happened and we have taken steps at shop floor level to ensure it does not recur."

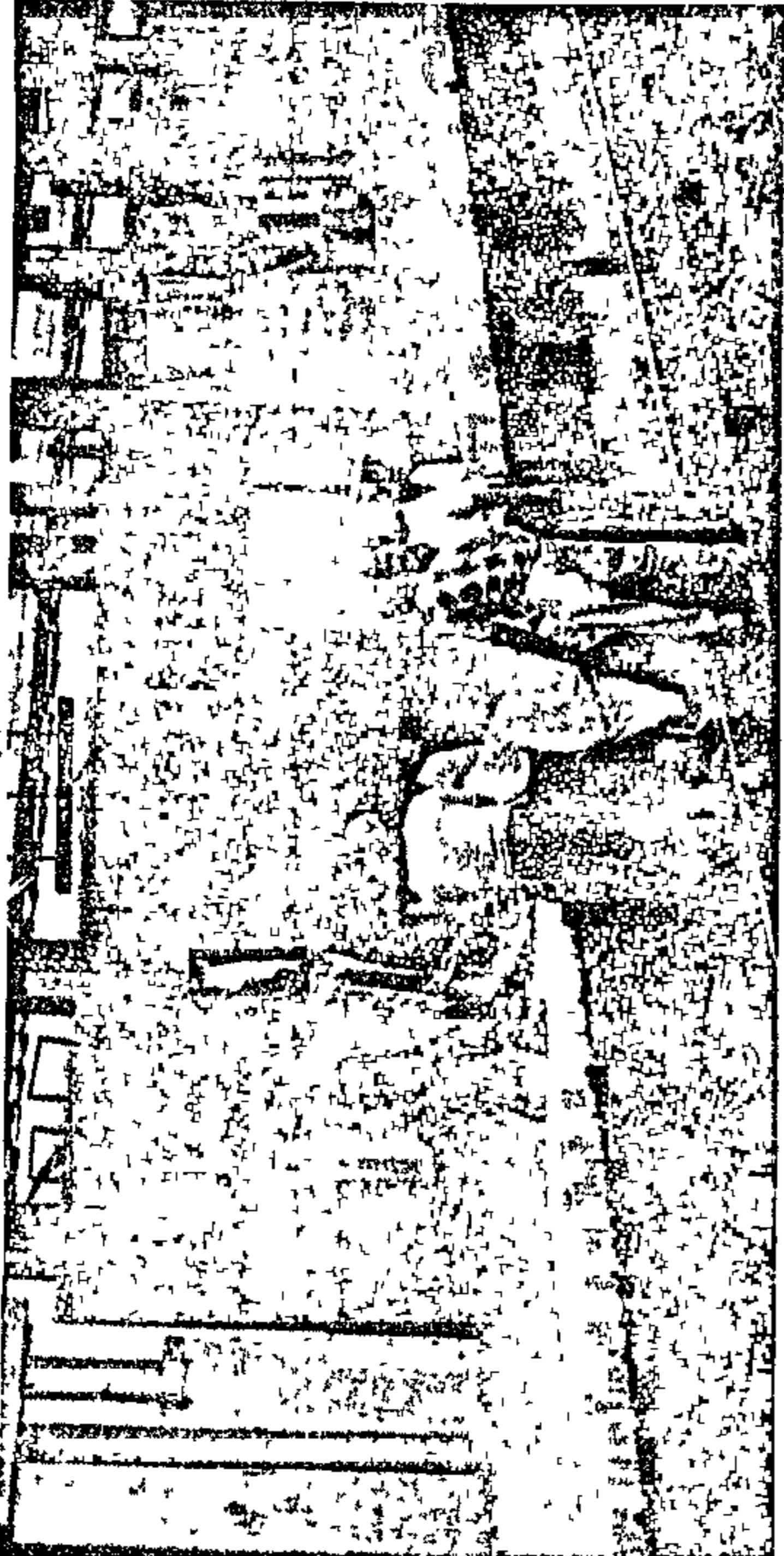
Late yesterday union leaders and representatives of the Mass Democratic Movement said they were considering legal action against SATS following the violence.

Cosatu and Sarhuw accused the police of allegedly failing to intervene and of siding with the SATS non strikers on the platform.

Sarhuw claimed the police allowed non strikers to attack Sarhuw members and the public.

Reacting to the claim a senior police spokesman said "Many do not realise SATS has its own security force and these men wear uniforms similar to those of the SAP."

He suggested that allegations were made by witnesses who had mistaken these security men for police officers



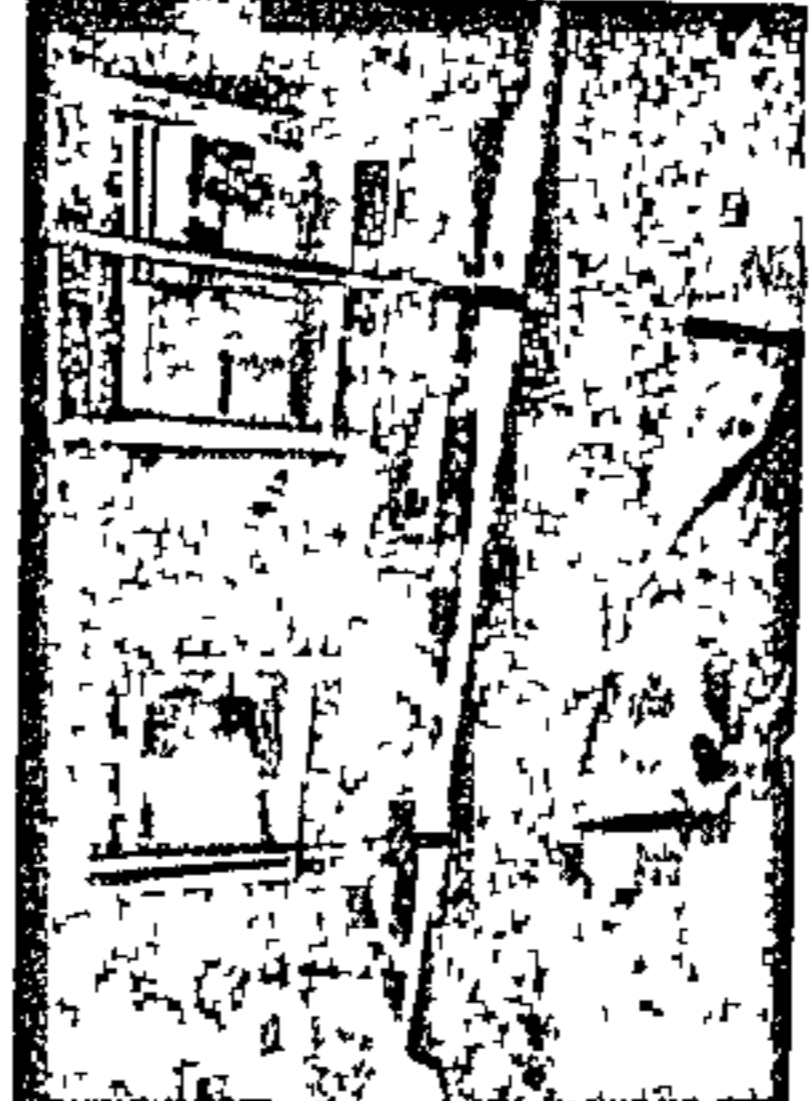
AFTERMATH ... Police remove the body of a man killed in fighting between striking SATS workers and employees opposed to the stoppage

Violence 'will delay' moves to end strike

JOHANNESBURG — Spokesmen for SATS and Sarhuw said last night that yesterday's violence would delay the union's response to SATS proposals for ending the 10-week strike.

SATS spokesman Mr Ian Bleasdale said proposals for ending the strike were presented to Sarhuw on December 18 and January 5 and deal with the re-employment of workers.

SATS would like to avoid further violence and was taking steps at the Sapa



DAMAGE . The bloodied interior of a carriage after clashes at Germiston station left seven dead

Star 10/11/90

Jackson to hear 'broad base' of views in SA

By David Braun,
The Star Bureau

WASHINGTON — The Reverend Jesse Jackson says he will not restrict his time in South Africa to listening to the views of just one group of people, but will try to meet whoever invites him

He was reacting in an interview to criticism that he was going to South Africa at the invitation of the SA Council of Churches (SACC) and Mr Walter Sisulu of the African National Congress merely to update himself on the changing situation so that he could apply pressure in the United States to increase punitive measures against the country

"The key to making life better for everybody in South Africa is communication. I hope the media will play a constructive role in that process and not incite people's fears. If we are to challenge people to pursue their hopes and not their fears, we can all make a real contribution," he said in the interview

"The SACC and Walter Sisulu are my primary hosts in South Africa, but it is significant that an even broader base of people have expressed an interest in dialogue. It is important that we begin to build bridges where there have been walls, and that we overcome the mistrust and the fear and begin to act out the peace that we hope for.

"It is significant that the Dutch Reform Church and the National Religious Broadcasters have also sent an invitation, as has the SA Institute for International Affairs," Mr Jackson said

● See Page 11.

Workers down tools at four Mondi plants

Labour Reporter

About 800 workers at several Mondi Board Mills plants are on strike over wages, in the first major labour dispute of the year

Mr Sakhele Buhlungu of Cosatu's Paper, Printing, Wood and Allied Workers Union said workers were on a legal wage strike at plants in Springs, Belville, Felixton and Piet Retief

Mondi's Mrs Brigid Hopkins said only a small number of Piet Retief workers were affected

Mr Buhlungu said workers in the remaining plant at Umgeni were negotiating with local management, which had threatened legal action if they downed tools. However, they were expected to join the strike today

The dispute centres on union demands for a 26 percent rise in the current hourly minimum rate of R4,29. Mondi said yesterday its 16 percent offer would bring the minimum wage to R970 a month

In a statement yesterday the union said it believed the company could give a "reasonable" increase. In 1988 Mondi had boosted after-tax profits by 75 percent and paid out R52 million in dividends

Mr Buhlungu said Mondi had offered to reopen talks but had indicated that its mandate was exhausted and it could not increase its overall pay offer

there was doctor said.

● Tonight! Page 1

Cosatu to take court action as police role in battle queried

Call for Sats bloodbath probe

Mkus

10/1/90

152



seves. When one train started moving out of the station, it was stopped and the "vigilantes" threw stones at commuters inside. The police fired teargas at the commuters and not at the "vigilantes"; and

● When the commuters tried to flee the coaches they were brutally hacked, stabbed and beaten by the "vigilantes".

Witwatersrand police spokesman Colonel Frans Malherbe said police had prevented many more deaths.

He also denied reports that police had sided with non-strikers against strikers during the violence.

"This is absolute rubbish. The police were on standby duties at Germiston station because of the strike.

Unexpected

"No one expected a clash. When the fighting started, the contingent on duty was far too small to stop the fighting without placing their lives in danger.

"Reinforcements were called in and it was only when they arrived that the fighting could be stopped.

"We acted very quickly under the circumstances.

"Even so, it took 35 minutes to get the mob dispersed. There was a mob of about 2 000 people. They weren't looking at the police — they were fighting each other. They did not even hear shotgun blasts fired as warning shots."

Colonel Malherbe said the perception may have been created that police were standing idly by because a private security company hired by Sats wore uniforms of a similar colour to the SAP.

He again appealed for railway workers to remain calm.

Cosatu accused the SAP and Sats management of complicity in the violence.

The Argus Correspondent

JOHANNESBURG. — The Democratic Party has called for a judicial commission of inquiry into the South African Transport Services (Sats) strike, while the Congress of South African Trade Unions (Cosatu) said it would seek an interdict restraining police after yesterday's station bloodbath in which six people died and at least 67 were injured.

Police were today on the alert at dozens of railway stations following the battle at Germiston station between Sats workers and strikers.

The Democratic Party has slammed the government's handling of the strike and has called for an inquiry into what it called a "national disaster". Unions have accused police of failing to intervene timeously.

The Congress of South African Trade Unions (Cosatu) said it would seek a Supreme Court interdict against the South African Police and Sats to restrain them from "making further attacks on striking workers".

Police today vehemently denied allegations that they had stood by and allowed the clash to turn into a pitched battle between workers and strikers.

"Disconcerting questions"

The D... ..

which had come to be associated with Sarhwu's industrial activities. However, there were also "disconcerting" questions.

- Why were 1 000 non-strikers waiting at Germiston station and why were they not at work?

- Why did police and Sats' security guards not anticipate the clash and take action to prevent the confrontation? and

- How could police and the security guards allow such a large group of workers — who they admit were armed — to assemble in the first place?

The DP called on the government to state clearly how it proposed to deal with the problems which Sats' management was "clearly incapable of handling", said Mr Carlisle.

"Secondly, the DP calls for a judicial commission to be set up to inquire into the role of both management and trade union in what has become an industrial civil war."

Claims of police complicity

Cosatu claimed

- At 8.45am two trains carrying striking workers and ordinary commuters arrived at Germiston station where the commuters found "huge gangs of as many as 1 000 armed vigilantes", dressed in Sats uniforms and armed with pangas, spears, knives and steel pipes.

- The commuters decided against getting off the trains and closed the windows to protect them-

Sats fires 54 more striking workers

Labour Reporter

Another 54 railway strikers were fired yesterday as railways management awaited the SA Railway and Harbour Workers' Union's (Sarhwu) response to its latest proposals for settling the 10-week-old railway strike. (200) (100)

It is understood that SA Transport Services has offered to re-hire a percentage of the 22 400 fired strikers and to compensate the rest at the discre-

tion of an arbitrator.

It has proposed that Sarhwu apply for registration and then negotiate an interim recognition agreement. (Star 9/11/90)

Sarhwu has promised to canvass its members and to relay their response this week.

If the current talks fail, Sats is likely to replace the fired strikers with a permanent labour force, resulting in the loss of much of Sarhwu's membership. (152) (100)

Bjelke-Petersen puts off SA trip

MELBOURNE — Former Queensland Premier, Sir Joh Bjelke-Petersen, has delayed a trip to South Africa after being told he is still under investigation following the Fitzgerald inquiry which found evidence of

large scale corruption among police and politicians.

Sir Joh and his wife, Lady Flo were to visit South Africa in February as guests of the Government. They will now make the trip in April. — The Star's Foreign News Service.

In court

Law

Businessman, Mr [Name] appeared before yesterday after police [Name] tablets in his pos-

03 Central Avenue, [Name] ead.

Mandrax tablets in [Name] er 19 000 in a Berea [Name] e drugs is at least

for bail today. [Name] e Bench.

Died after giving birth

A 28-year-old woman died in the Park Lane Clinic shortly after giving birth to a baby girl, a Johannesburg inquest court heard yesterday.

Mrs Mala Chetty of Malvern died on December 1 last year as a result of a severe internal haemorrhage, a post-mortem examination found.

A sister at the Park Lane Clinic, Mrs E Airth, said Dr E Pheiffer ordered that an epidural anaesthetic be given to Mrs Chetty because she suffered from high blood pressure.

After the birth, Mrs Chetty said she was in pain. Blood loss was fairly heavy, but she drank a cup of tea she had ordered, Sister Airth said.

Mrs Chetty later died. The hearing continues.

CAPE TOWN, TUESDAY, 9/11/90
At least six dead, many hurt in rail strike battle

Station bloodbath

AP/BU 9/11/90
The Argus Correspondent

JOHANNESBURG — At least six people were killed and many injured in clashes between railway strikers and strike breakers at Germiston station today, according to the Congress of South African Trade Unions (Cosatu) and police.

A legal source at the station complained that in spite of being urged to disperse the vigilantes, police had failed to intervene in the conflict.

The source said strikers wearing union T-shirts were being singled out for assault as they alighted from trains.

An East Rand police spokesman said the clash happened about 9am.

Strikers were apparently waiting at the station when non-strikers arrived in a train.

A fight broke out and knives, pangas and stones were used. Riot police used teargas to disperse the mob.

Knobkerries

The secretary of Cosatu's Witwatersrand region, Mr Ariel Mabelane, said strikers had been attacked with sharp instruments and knobkerries on their way to a meeting at the offices of the South African Railway and Harbour Workers' Union (Sarhwu) in Germiston.

Ambulances ferried dozens of injured workers to the Natalspruit Hospital and the Willem Cruywagen Hospital in Germiston, he said.

The conflict is the first serious violence linked to the 10-week strike. It takes place as railways management is awaiting a response from Sarhwu to the latest proposals for ending the strike.

Sarhwu has pledged to contact the management once it has a mandate from its members and a negotiating meeting could take place this week.

Star 9/1/90 (152)

Workers at Mondi mills vote to strike

By Drew Forrest

Workers and managers are squaring up for the first major dispute of 1990, with a union announcement that workers at Mondi Board Mills have voted overwhelmingly for a legal wage strike.

Mr Ernest Masala of the Paper, Printing, Wood and Allied Workers Union, said 80 per cent of 1 700 workers at five Mondi plants had backed strike action in a ballot last week.

Confirming the dispute, Mondi's Mrs Brigid Hopkins said industrial action was expected on the 7 am shift today. Mondi had information that the union had no legal strike mandate at plants in Piet Retief and Durban.

Mr Masala said the union wanted a 26 per cent increase in the current R4,29 hourly minimum wage for the lowest paid workers. Management had offered 15,4 per cent.

While the union wanted the award backdated to January 1, Mondi had offered implementation from the date of agreement.

Other areas of dispute were Sunday rates and the long-service bonus, Mr Masala said.

Mrs Hopkins said Mondi's proposal would bring minimum pay for labourers to R970 a month — "a very good offer".

Maputo health workers strike

MAPUTO ^{STEVE 9/11/90} Workers at several Maputo hospitals and health units went on strike yesterday and called for wage increases of around 100 percent, the Aim news agency reports.

The strike is one of a series to hit the country since Christmas. Last week 14 000 rail workers in the southern area staged a work stoppage over pay arrears which were later paid out.

Yesterday afternoon Maputo city council workers returned to work after a strike lasting eight hours in pursuit of wage demands. (152)

... seven dead and more than 60 injured.

Unionists said today that Sats has offered to re-employ half the 23 000 strikers it has dismissed

In its latest proposals, management is also understood to offer severance benefits to strikers who are not taken back, at the discretion of an arbitrator

Sats has also made proposals on SA Railway and Harbour Workers' Union (Sarhwu) key demands for recognition and pay talks.

Talks delayed

Management wants the union to register in its strongholds, principally Natal, so that an interim recognition agreement can be negotiated Sarhwu could then join the annual wage talks on the railways, starting in April

A brief meeting was held between Sats management and Sarhwu yesterday, but no negotiations took place and the union asked for talks to be held over until today.

Sources have ascribed the union's delay in obtaining a negotiating mandate to division in its ranks.

Sarhwu could not be contacted yesterday, but Sats senior labour manager Mr Jan Bredenkamp warned that a decision to "normalise operations" by permanently replacing 23 000 fired strikers would have to be taken within the next 10 days, as the Christmas lull in rail traffic was ending.

The latest death brings to 26 the number of people killed in strike-related incidents in the 10-week dispute. Damage estimated at millions of rands has been caused by arson attacks on Sats property

Police said today a non-striker, identified as Mr Alpheus Malandzi, was murdered inside his Daveyton, East Rand, home early yesterday — only hours after the Germiston killings

A mob stormed into the house and killed the man, police said

In another incident, unknown assailants petrol-bombed the home of a Sats worker at 11 50 pm on Tuesday night. He was not injured

Urgent call

Last night Public Enterprises Minister, Dr Dawie de Villiers, made an urgent call to all involved in the Sats strike to refrain from violence

He said he was satisfied with the way Sats management was handling the strike and satisfied that they were not involved in Tuesday's violence

But the Democratic Party's deputy spokesman on transport affairs, Mr Robin Carlisle, said Sats management was clearly incapable of handling the dispute

He called for a judicial commission to investigate the role of the Sats management and Sarhwu in what he said had become an "industrial civil war"

Mr Carlisle asked how the police could have allowed a group of 1 000 non-strikers, whom they admit were armed, to assemble at Germiston Station

In two violent incidents on the railways yesterday

● Two men, one a Sats employee, were slightly hurt when they were thrown from trains in the Cape peninsula

● Eleven coaches of a passenger train were derailed in Umlazi

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Postponed Sats talks to resume today

TALKS aimed at ending the Sats strike, which were to have resumed yesterday, were postponed until today

A Sats spokesman said Sats and the SA Railway and Harbours Workers' Union (Sarhwu) met briefly yesterday afternoon but Sarhwu asked that the talks be postponed to today

Sarhwu officials said the meeting planned for yesterday did not materialise but that union members discussed their mandate for a proposed meeting today

Meanwhile, Cosatu is expected to bring an urgent application against the SAP in the Rand Supreme Court today following the violence at Germiston station

A lawyer acting for Cosatu said papers were due to be served on the police yester-

SUSAN RUSSELL, DANIEL SIMON
and EDWARD WEST

day (1977) (270)
In other strike-related incidents, a police spokesman confirmed that a non-striker, Alpheus Malandu, was murdered at his Daveyton home early yesterday morning. Our Cape Town correspondent reports that two men were thrown from trains in the Peninsula

In the first incident, Sats employee Daniel Willemse, 59, was injured when a group of men threw him from a train on Tuesday. Later, Hector Adams, 25, of Bonteheuwel, was also thrown from a train

● See Page 3
● Comment: Page 4

152

SIPany 11/11/90

(152)

Station clash

JANUARY 1990

VIOLENCE erupted at at least two Peninsula railway stations yesterday as alleged "vigilantes" tried to prevent about 500 striking SA Transport Services workers from attending a meeting, workers said.

According to members of the SA Railways and Harbour Workers Union, a Sats striker was murdered in his home at Kayalisha at 2am yesterday and another man allegedly abducted and assaulted.

Two men were severely beaten in clashes at Koeberg and Mutual stations, news reports here said.-Sapa.

Staff Reporter

A SATS worker, hurled from a fast-moving train on Tuesday, told yesterday of his terror when he was assaulted by a gang at Philippi station

Mr Dawood Willemse, 59, of Roodeberg Road in Tafelsig, was first sworn at and then assaulted by the gang while on his way to a cafe near the station about 8 45am on Tuesday

"I was wearing my SATS overall and first one man came up to me and said he saw I was still working for the railways

"Then about 20 other men joined him and they carried me forcibly to the train where they beat me I was lying on the floor of the train and they just kept on kicking me

"Then they tried to throw me out of the door The train was going very fast and I was hanging on to a handle on the outside of the train

"But they kept on hitting and kicking me until I had to let go and fell down next to the railway line just before

SATS worker 'hurled from train'

Cape Times 11/1/90
152

Manenberg." Mr Willemse told the Cape Times yesterday

He was speaking from his home soon after being discharged from Woodstock Hospital, where he spent Tuesday night He has a broken arm and multiple cuts and bruises

The incident was confirmed yesterday by police, who believe the attack on Mr Willemse and a similar attack the same day are related

to the rail strike

In the second incident, 25-year old Mr Hector Adams, of Bonteheuwel, was thrown from a train by a group of men wearing T shirts bearing slogans Mr Adams was travelling between Koeberg and Matieland at the time of the attack He was taken to Conradie Hospital and treated for head injuries

Charges of attempted murder are being investigated No arrests have been made

Sapa reports that about 1000 SATS strikers held a peaceful march from Salt River to the SATS regional office near Cape Town station yesterday

Their leaders handed a letter to the acting regional manager of SATS for the Western Cape, Mr Danie Barnard who undertook to forward the letter to the SATS head office in Johannesburg

A local organiser of Sarhwi said the strikers wanted an end to alleged brutality and for negotiations to continue as they want to return to work

Albus 11/1/90 (152)

Sats strike: Man dies in blazing bus

PRETORIA — A South African Transport Services conductor was stabbed and burnt to death and the driver stabbed eight times when a mob attacked a Sats bus and set it alight at Mobeni, Durban, today.

A police spokesman said the attack occurred at 6 40am when the bus stopped to pick up passengers near the turnoff to Umlazi on the old South Coast road.

He said a mob armed with knives surrounded the bus and forced their way in, stabbing the driver and the conductor. The bus was then set alight and the wounded conductor, who was trapped inside, died in

the blaze after the mob prevented him from escaping through the front door.

The driver leapt out and fought his way through the mob. He ran about 100 metres to a steam laundry where he collapsed with blood pouring from multiple wounds in his chest.

The police spokesman said he was badly injured.

Meanwhile, the Argus Correspondent reports from Johannesburg that another South African Transport Services worker has been killed and the home of a second petrol-bomber in strike-related incidents.

Police said a non-striker, Mr

Alpheus Malandzi, was murdered when a mob stormed into his Daveyton, East Rand, home early yesterday.

The home of another Sats worker was petrol-bombed at 11 50pm on Tuesday night. He was not injured.

The latest death brings to 26 the number of people killed in strike-related incidents in the 10-week dispute. Damage estimated at millions of rand has been wrought by arson attacks on Sats property.

The latest incidents were reported after an urgent appeal was made last night to all those involved to refrain from violence in the Sats strike. The

appeal was made by the Minister of Mineral and Energy Affairs and Public Enterprises, Dr Dawie de Vilhiers.

Dr De Vilhiers also said he was satisfied Sats management was not involved in Tuesday's violence at Germiston station, which claimed the lives of seven people.

Talks aimed at ending the 10-week rail strike were tentatively reopened yesterday amid further reports of violence on the railways.

Sats has offered to re-employ half the 23 000 rail strikers it has dismissed, according to unionists.

According to Sats, no negotiation took place at a brief

meeting between management and the South African Railway and Harbour Workers Union (Sarhwu). The union asked for talks to be held over until today.

Sarhwu yesterday dropped plans to seek an urgent Supreme Court interdict restraining Sats from encouraging violence, after the union received a written assurance from management in which Sats stressed it had played no part in clashes.

● Three men were arrested after a train coach was set on fire in Guguletu, according to the latest police unrest report. Police said the coach was badly damaged — Sapa

Postponed strike talks resume today

Own Correspondents

JOHANNESBURG — In the aftermath of Tuesday's bloody clash at Germiston station, talks aimed at ending the SATS strike which were to resume yesterday were postponed till today

A SATS spokesman said SATS and the SA Railways and Harbours Workers' Union (Sarhwu) met briefly

yesterday afternoon, but Sarhwu asked that the talks be postponed to today.

"Sarhwu will let us know what time we can meet," he said

Meanwhile, Cosatu is expected to bring an urgent application against the SAP in the Rand Supreme Court today following Tuesday's violence.

In other strike-related incidents, police confirmed that a known non-striker, Mr Alpheus Malandu, was murdered at his Daveyton home by a group of men early yesterday morning. So far no arrests have been made

He also confirmed that a train carriage was slightly damaged by arsonists at Philippi station yesterday.

'Intimidation' led to battle

Cap. T. H. 11/1/90

JOHANNESBURG — Both sides in Tuesday's bloody SATS battle have claimed that "intimidation" by the other side led to the violence that spilled over and burst at Germiston station.

Seven people died and more than 44 were injured when about 1 000 non-strikers, who had gathered at the station as early as 8am, attacked between 500 and 800 union members who arrived on two trains at 8 45am to attend a union meeting.

SATS said preliminary investigations showed that non-striking workers from Germiston "put out a call" for help and supporters from as far afield as Braamfontein and Krugersdorp turned up on Tuesday morning.

"It appears they were fed up with the attacks on them and decided to do something about it. They told us they had asked for protection but were not getting it," a spokesman said.

No official inquiry will be instituted by SATS into the clash, the spokesman said, but "everything will be done to prevent a recurrence of the incident."

Unionists have claimed that SATS "vigilantes", armed with pangas, spears and knives and wearing SATS overalls, were

'Fed up with the attacks on us' — claim

seen coming from SATS depots on Tuesday.

They have accused SATS and police of complacency and assisting in attacks against strikers.

SATS has denied "categorically" that management had anything at all to do with Tuesday's violence.

Police have also strongly denied any complicity.

A policeman who witnessed the fighting yesterday said the crowd of non-strikers were gathered at the station as early as 8am. "I saw the crowd there and one of the people in the crowd told me 'We are taking the law into our own hands. No one will help us. We're sick and tired of this,'" he said.

He said the crowd were asked to disperse by a senior police officer but they refused to go.

A SATS employee said yesterday that there had been "serious

intimidation" of non-strikers at Germiston since the strike began. Over Christmas about 100 workers of a staff of 120 were forced to stay away from work because of intimidation, he said.

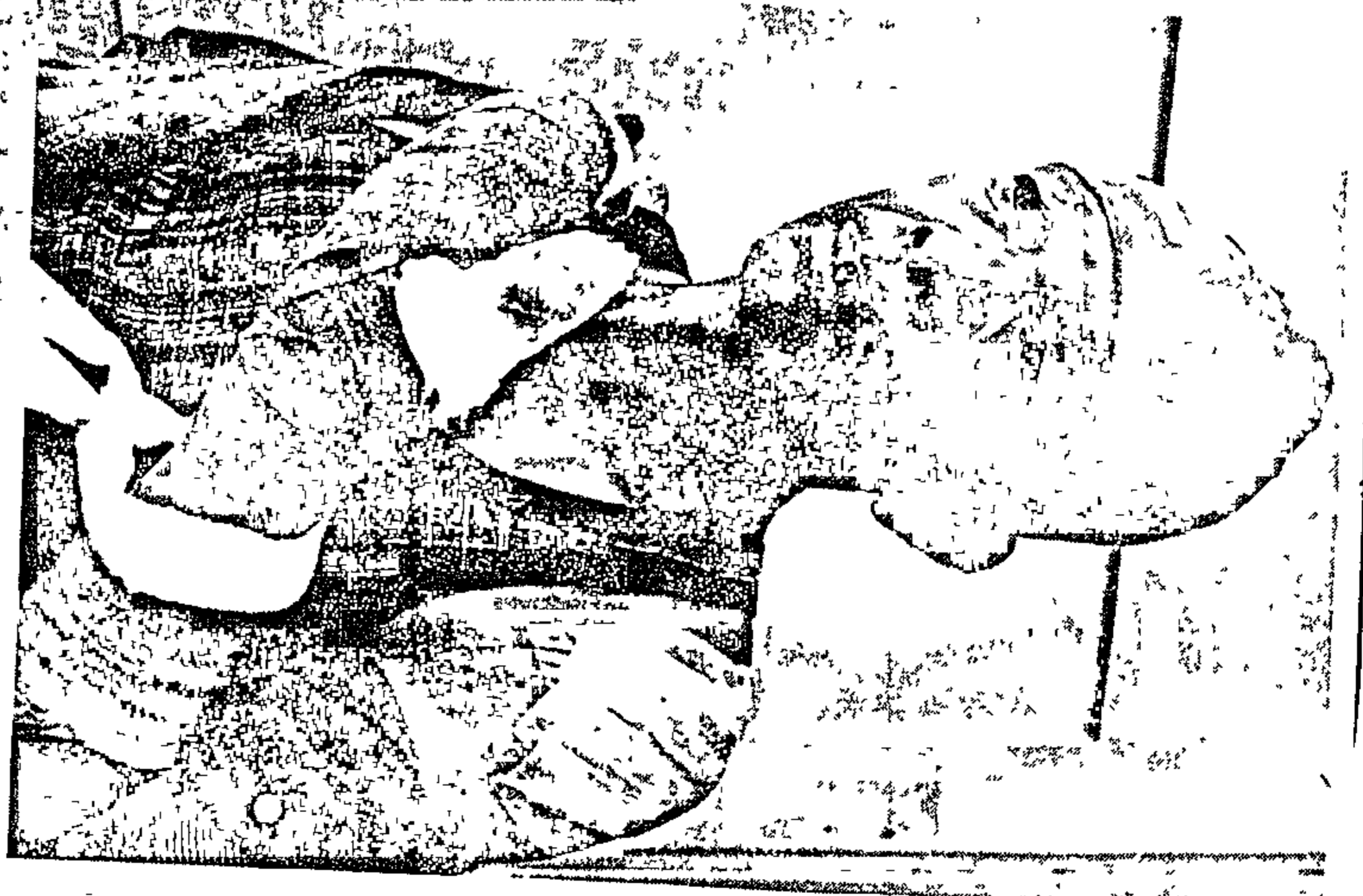
Victims of the clash yesterday told how they fell into an ambush of non-strikers and police and were attacked with pangas, axes, assegais and stones as their trains pulled into the station.

All the victims, speaking from their Natalispruit Hospital beds, are striking members of Sarhwi.

Mr Klaasen Mehlomakhulu, 52, said the attack took them by surprise and they could not escape as all platforms were blocked by the attackers. "As we pulled into the station, before we could get out of the train, the attackers, who included policemen, were upon us, hitting and hacking indiscriminately. We were both outnumbered and unprepared. It was only later that police shot teargas to disperse the attackers."

Mr Wilson Mzimelwa, 47, said SATS was using non-strikers to break the Sarhwi strikers. "We know they have promised R200 above the R600 SATS is paying its cleaners," he said.

The DP has called for a judicial commission of inquiry — Own Correspondents and Sapa.



ASSAULTED ... SATS worker Mr Dawood Willemse, 59, of Tafelsig, who says he was hurtled from a fast-moving train.

Picture ANNE LAING

6/Day 11/1/90

Intimidation of non-strikers led to attack on witnesses

MANDY JEAN WOODS, CHARLENE SMITH and THEO RAWANA

INTIMIDATION of non-striking Sats workers by striking SA Railway and Harbours Workers Union (Sarhwu) union members led the former to take the law into their own hands to protect themselves, witnesses to Tuesday's bloody war at Germiston station said yesterday.

Seven people died and more than 44 were injured when about 1 000 non-strikers, who had gathered at the station as early as 8am, attacked between 500 and 800 union members who arrived on two trains at 8:45am to attend a union meeting in Germiston.

A Sats spokesman said preliminary investigations showed non-striking workers from Germiston "put out a call" for help and supporters from as far afield as Braamfontein and Krugersdorp arrived on Tuesday morning.

"It appears they were fed up with the attacks on them and decided to do something about it. They told us they had asked for protection but were not getting it," he said.

A policeman who saw the fighting said yesterday he was told by a non-striker that they were taking the law into their own hands as they were tired of intimidation.

He said the crowd refused to disperse. A Sats employee said that over Christmas about 100 workers of a staff of 120 were forced to stay away from work due to intimidation.

However, victims of the riot yesterday told how they fell into an ambush of non-

strikers and police and were attacked with pangas, axes, assegans and stones as their trains pulled into the station. They suffered mostly head and facial wounds. One man had his spine cracked. Diesel mechanic Klaasen Mehlomakhulu, 52, who suffered head wounds said the attack took arriving SA Railways and Harbours Workers Union (Sarhwu) strikers by surprise and they could not escape as all platforms were blocked by the attackers.

Unprepared

"Before we could get out of the train, the attackers, who included policemen, were upon us, hitting and hacking indiscriminately."

"We were both outnumbered and unprepared for the attack. It was only later that police shot teargas to disperse the attackers."

The strike — which has cost R40m in damages and at least 24 lives — was now the bloodiest and the most destructive industrial dispute since the miners' uprising in 1922, DP Transport Affairs deputy spokesman Robyn Carlisle said yesterday. The DP has called for a judicial commission of inquiry into the role of management and the union in "what has become an industrial civil war", Carlisle said.

The International Confederation of Free Trade Unions, in a fax to the Minister of

Transport and the Sats GM, called for a commission of inquiry into what it called a "cold-blooded and brutal attack with the full complicity of Sats management".

The British Institution of Professional Managers and Specialists, which represents 90 000 professional employees called on Sats to recognise Sarhwu, saying the British public had been "outraged" by Tuesday's incident. A similar condemnation came from the SA Congress of Trade Unions in London.

Carlisle criticised the "pattern of violence which has come to be associated with Sarhwu's industrial activities". He said "The silence of the responsible Minister, Dawe de Villiers, and of the government generally is deafening."

He queried why the 1 000 non-strikers were not at work and how the police and security guards allowed such a large group of armed workers to assemble.

An SAP spokesman said the DP's "valid questions" would be investigated. Sarhwu is to bring an urgent application in the Rand Supreme Court today against the SAP and Sats to prevent violence against striking workers.

A Cosatu spokesman claimed Cosatu and Sarhwu had called for discipline from strikers but they had been forced to endure countless incidents of violence directed against them.

The SAP called the allegations directed against it "ridiculous" and "propagandistic". It said allegations that the SAP "assisted so-called vigilantes is an infamous lie".



Following the Sats strike violence in Germiston earlier this week, armed soldiers were posted at stations on the Witwatersrand yesterday. These men were on duty at New Canada. Picture ROBERT BOTHA

Progress in rail strike talks

Strikers held for making petrol bombs

Star 12/1/90



152

Staff Reporters

Police have arrested 85 railway strikers in Soshanguve near Pretoria after receiving information that petrol bombs were being manufactured and people assaulted, a police spokesman said.

In another development in the violent 10-week strike which has left almost 30 dead, vital progress was made in the strike talks last night, but the issue of dismissed strikers remains a stumbling block, according to the SA Transport Services.

A police spokesman said the arrests were made after police received information that petrol bombs were being made at the Soshanguve Sats offices and that people were assaulted.

Police arrived at the scene and alleged offenders were pointed out and arrested, the spokesman said.

The talks between Sats and the SA Railways and Harbours Workers Union (Sarhwu) took place against the background of further violence on the railways, the arrest of unionists and a conciliation attempt by a high-powered Mass Democratic Movement delegation.

Speaking after the meeting, Sats senior labour manager Mr Vic van Vuuren said agreement now seemed possible on wages and union recognition.

Re-hiring offer rejected

But the parties were still widely separated on Sarhwu's demand for the reinstatement of all 23 000 fired strikers. Sats has offered to re-employ half of them, with the possibility of severance pay, at the discretion of an arbitrator, for the remainder.

Mr van Vuuren said further talks would be held today.

Yesterday, a Sats conductor was stabbed and burnt to death and a driver stabbed eight times when a Sats bus was attacked in Moberi, Durban, by a mob.

In a second killing, a non-striker, identified as Mr Alpheus Malandzi, was murdered inside his Daveyton, East Rand, home. Police said the house was stormed by a mob.

Sats yesterday met an MDM team comprising SA Council of Churches secretary-general the Rev Frank Chikane, top UDF officials Mr Murphy Morobe and Mr Mohammed Valli, mine unionist Mr Cyril Ramaphosa, Institute of Contextual Theology director Father Smangaliso Mkhathshwa and Cosatu's Mr Sydney Mfumadi.

Issues discussed included strike-linked violence and ways of resolving the 10-week dispute, said Sats spokesman Mr Leon Els.

Sarhwu's Mr Peter Munyani said several union members were arrested in Pretoria yesterday after police "surrounded and occupied our offices".

Confirming the arrests, SAP liaison officer Captain Reuben Blumberg could not say how many people had been held.

● A memorial service for unionists killed on Tuesday at Germiston station in a bloody battle between strikers and non-strikers will be held today at the Anglican Church in Germiston.

● An urgent application by Sarhwu against the Minister of Law and Order was expected to begin at 10 am today. An interdict to prevent the police assaulting union members or allowing others to do so was mentioned before Mr Justice M J Strydom in the Supreme Court yesterday.

Orders to be slashed

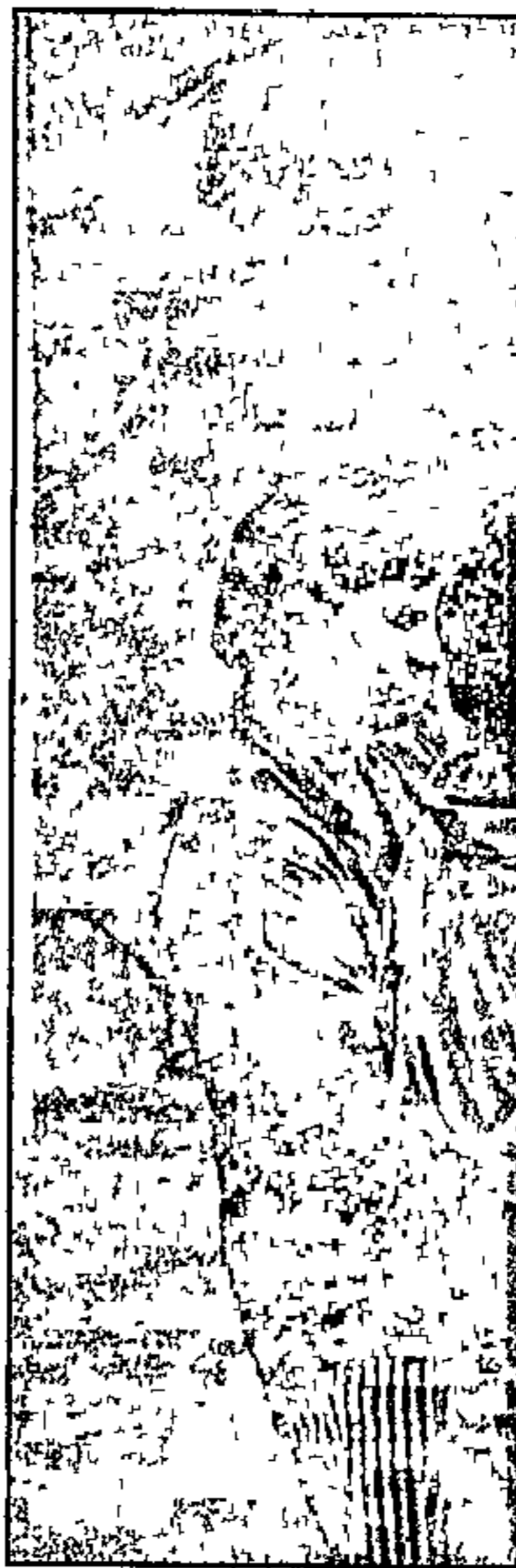
● Plans to slash SA Transport Services orders in the current financial year were not linked to the railway strike or privatisation, Sats said today.

A Sats spokesman confirmed that as a result of cash flow problems, railway division orders would be axed or held over.

Sats would not confirm reports that these had a contract value of about R100 million.

Hardest hit will be orders for rolling stock to be completed both by Sats own workshops and outside companies.

The spokesman added that spending in other areas — for example, motor cars — would also be cut.



Preparing for action British mercenaries foray by SA

SA mercenaries missions to Colombia

By Stephen McQuillan

Mercenaries from South Africa joined an elite military force which penetrated the drug heartland of Colombia on two missions, it has been disclosed.

In their first foray the ill-fated soldiers of fortune — four from South Africa and six from Britain — planned to attack the Andean headquarters of a Cuban-backed terrorist movement which was threatening to take by force sectors of the lucrative but illicit cocaine industry.

In a second military incursion, a six-man group, including two of the original mercenaries from South Africa, was commissioned to liquidate Colombia's most-wanted millionaire drug lord Mr Pablo Escobar, head of the country's feared Medellin cartel.

But in each odyssey the operation was aborted.

Bungled plans, misfortune and the slow machinations of the drug underworld almost cost them their lives.

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Friday, January 12 1990

MDM and Sats meet over strike

A HIGH-profile mass democratic movement (MDM) delegation met Sats management yesterday afternoon to discuss the 10-week-old Sats strike, Sats spokesman Leon Els said yesterday.

Els said the meeting had been fruitful and issues discussed included the strike-related violence, and possible ways of resolving the dispute.

UDF acting publicity secretary Murphy Morobe said last night the discussions were frank and forthright and were aimed at exploring all the avenues that could be taken to resolve the strike.

He said a three-hour meeting took place between Sats and a delegation from the MDM, the SA Council of Churches and Nafcoc.

"The meeting was initiated by Cosatu with the specific view of raising with Sats our concern at the situation arising out of the strike," Morobe said.

Morobe said his delegation impressed on Sats "that the only interest our community has is that the strike be resolved in the shortest possible time".

He said the parties undertook to report back to their various interest groups without prejudicing the negotiations that were still underway.

Morobe said his delegation remained resolute in its support of the SA Rail-

ways and Harbours Workers' Union (Sarhwu) and its efforts to improve the lot of its members within Sats.

Els said the meeting was held at the MDM's request.

MANDY JEAN WOODS and THEO RAWANA report that Sats and Sarhwu negotiators had "fruitful" discussions at the resumption of stalled negotiations yesterday.

Sats spokesman Ian Bleasdale said progress was made and the two sides would be meeting again today.

Meeting

Sarhwu general secretary Martin Sebakwane said the union had put forward the outcome of its deliberations on Sats proposals.

A meeting planned earlier this week was cancelled in the wake of the murder of seven people when striking union members were ambushed by a mob of about 1 000 non-striking workers on Germiston station.

The 10-week-old strike has seen the death of at least 27 people, with two deaths being reported yesterday.

A Sats bus conductor was burnt to death and a bus driver critically injured when he was hacked with a panga by a mob who attacked the bus and set it alight at Moberi, Durban yesterday.

A Sats spokesman said the matter was being investigated by the police.

Sapa reports a police spokesman said the attack happened at about 6.40am when the bus, chartered privately, stopped to pick up passengers near the turnoff to Umlazi on the old South Coast Road.

He said a mob, armed with knives, surrounded the bus and forced their way in, stabbing the driver and the conductor.

The bus was then set alight and the wounded conductor, who was trapped inside, died in the blaze. A witness said the driver was stabbed about eight times as he fought his way through the mob.

Several union members were arrested at the union's office in Pretoria yesterday, Sapa reports.

SAP liaison officer Cpt Reuben Blumberg confirmed the arrests had taken place in a hall where Sarhwu members were meeting but could not say how many had been arrested or whether they would be charged.

Meanwhile, Cosatu said yesterday it would be holding a memorial service at the Germiston Anglican Church today for those killed on Tuesday.

SUSAN RUSSELL reports from the Rand Supreme Court that an urgent application brought against the SAP by

Sarhwu following the clash between striking and non-striking workers on Tuesday was postponed yesterday after counsel informed the judge that settlement negotiations were underway.

Mr Justice Strydom stood the application down until this morning at the request of counsel for both parties.

Sarhwu have applied for an interim order interdicting police from assaulting its members or aiding and abetting anyone else from doing so.

152 Killed

Sarhwu's application follows allegations by strikers that police present at the time did nothing to prevent them from being attacked by armed Sats employees at the station.

Seven people were killed and 47 injured in the violence.

Sats has meanwhile given Sarhwu's legal representatives a written undertaking that it would do everything in its power to prevent a recurrence of Tuesday's violence on its property.

In a letter signed on his behalf, Sats GM/managing director Anton Moolman also gave an unqualified assurance that Sats was not involved in the violence in any way.

SATS STRIKE (1407) (152)

A costly mistake?

When they eventually go back to work SA Transport Services' strikers are likely to find their obduracy has done their cause more harm than good

If the strike has proved anything, it is that
F/M 12/1/90

Sats can provide an adequate service, unmarked by delays, despite having sacked 22 000 workers

In a perverse way this merely underlines what the FM has been saying all along — that Sats, and many other government departments for that matter, is over-bloated with manpower

To its credit, Sats has already trimmed its labour force considerably but this latest incident shows it can well afford to reach for the pruning shears anew

Business units

Happily, it might do just that Sats has already indicated it may not be prepared to re-employ all of those sacked Sats' five business units (rail, harbours, pipelines, SAA and road transport services) all had to fire workers and have realised they were overstaffed

But, while they are now re-examining their labour needs, final numbers haven't been established, says Sats PR Leon Els These will probably be determined in consultation with the SA Railways & Harbour Workers' Union

He says Sats lived through a strike a few years ago and realised it would be only a matter of time before it was faced with another one

So it made contingency plans

"We took a harder look at productivity and at better working methods," says Els

Sats also took on temporary workers, including school-leavers, and insisted staff must work overtime ■

SATS ^{971-717B} strike ^{12/1/90} death toll now 27

Own Correspondent

PORT ELIZABETH — A SATS bus conductor burned to death and a driver was seriously wounded after being attacked by a mob who set the bus alight on the South Coast road yesterday

When the bus stopped near the Umlazi turn-off about 6.40am to allow passengers on board, it was surrounded by a crowd of men armed with knives

Some of the group forced their way on board and stabbed the conductor and the driver before setting the bus alight

The driver jumped out of his door and ran to a shop nearly 100 metres away before collapsing from multiple stab wounds in the chest

The conductor tried to escape but was again stabbed and beaten and was trapped inside the bus where he burned to death

The driver was treated by paramedics of the ambulance and emergency medical services while firemen extinguished the blaze. After being stabilised he was transferred to King Edward VIII hospital where he is in a serious condition

'Disaster'

Yesterday's attack brings the total number of strike-related deaths to 27

The Democratic Party's deputy spokesman on transport affairs, Mr Robin Carlisle, said the SATS strike "is now the bloodiest and the most destructive industrial dispute since the miners' uprising in 1922"

"The strike has become a national disaster, which will offset much of the positive progress made by the country over recent months"

The DP condemned the pattern of violence which had come to be associated with Sarhwa's

Industrial activities
They also called on the government to "clearly state how it proposes to deal with the problems which SATS management is clearly incapable of handling"
The DP also called for a judicial commission to be set up to inquire into the role of both management and trade union

Flm
12/1/90

MORE STRIKE VIOLENCE

152
270

The Sats strike entered its 10th — and most bloody — week when at least six men were killed and 31 seriously injured in a confrontation between strikers and non-strikers at Germiston station.

The violence came at a time when the strike seemed to be winding down (*Current Affairs* January 5) Both sides are claiming that they still want a negotiated settlement

"It's imperative that the union come forward and talk to us," says Sats spokesman Leon Els "The strike must end," says Ariel Mabalane, of Cosatu, a spokesman for the striking SA Railway and Harbour Workers' Union "Both sides must come to the table."

But each side is also sticking to its original wage demand. the union is calling for a R1 500 minimum monthly wage and Sats is saying that wages are not negotiable now.

Colonel Frans Malherbe, spokesman for the SA Police, called Tuesday's vio-

lence the worst yet He said 1 000 people armed with stones, pangas, knobkieries and other weapons fought for 45 minutes before they were dispersed by police firing teargas He said the crowd did not respond to two warning shots fired over their heads

The union claims that at least 30 people were killed and 60 injured in the melee which, it says, was instigated by as many as 2 000 "vigilante" Sats workers who met the strikers' train.

Mabalane says the strikers were on their way to a meeting to discuss Sats' latest proposals

Sats sacked 54 strikers on Monday, bringing to 22 461 the total number of workers dismissed so far A total of 3 492 workers are still responding to the union's strike call, according to Sats

It is hiring replacements and keeping trains running with increased overtime for permanent employees and with casual labourers

Police undertaking settles union's plea

CAL Trans 13/1/90

152

JOHANNESBURG — The urgent application by the South African Railways and Harbour Workers' Union (Sarhwu) against the Minister of Law and Order was settled yesterday when police gave an undertaking to prevent anyone acting unlawfully.

The Rand Supreme Court application for an interdict against the minister and the station commander of the South African Police, Germiston station, arose from Tuesday's violence which resulted in seven deaths and more than 40 injuries.

The union alleged police had assaulted members and done nothing to stop others assaulting members.

The Commissioner of the South African Police, General Johan van der Merwe, gave a written undertaking, which was not made an order of court, and there was no order as to costs.

The matter was mentioned in front of Mr Justice M.J. Strydom.

The undertaking does not comment on the allegations made by Sarhwu, which are still under investigation. Police said the reason for their failure to comment did not mean the allegations were correct, but that they were still under investigation.

General Van der Merwe said that from the information available to him at present, he could assure the union the police had not acted as alleged.

He assured the union it was police policy to prevent anyone acting unlawfully against any member of the public.

He undertook to take all reasonable steps to ensure this policy was strictly adhered to by all members of the SAP.

— Sapa

Police break up protest *Combrink*
13/1/90

JOHANNESBURG. —
About 150 workers were
yesterday dispersed by
police using teargas and
rubber bullets in the city
centre where they staged
a banner demonstration
against their manage-
ment

Police confirmed the
incident outside the Toy
Combrink company.

Colonel Frans Mal-
herbe said a police warn-
ing to disperse was ig-
nored and stones were
thrown at police.

No one was hurt. —
Sapa

Wrong house fire-bombed

By HAPPY ZONDI

AN UNEMPLOYED Klipspruit man and his family had a close shave with death when their home was set on fire because he was mistaken for a Sats worker

Paul Moeketsi's home is opposite that of a Sats employee who is working during the strike

The neighbour's house was bombed later this week, following a tip-off that the wrong house had been hit

Speaking from his hospital bed 48-year-old Moeketsi said he was still puzzled by the

Soweto man's home mistaken for Sats worker's

14.1.1980

Moeketsi was sleeping. The entire mattress was burnt and some of the walls have deep cracks and could break at any time

Kluptown police are investigating the incident

Another Sats worker, Joseph Tladi, was shot dead last month when he was surprised in his Vosloorus home by men who accused him of working while they were on strike

He could not join the strike because he had just bought a dream house and had to fork out R800 monthly bond repayments

for help and rushed to wake my family suddenly, the neighbours were helping us extinguish the fire"

The following day he went to a clinic, which referred him to Baragwanath Hospital where he was treated for third-degree burns

According to the family two petrol bombs were found in the bedroom where

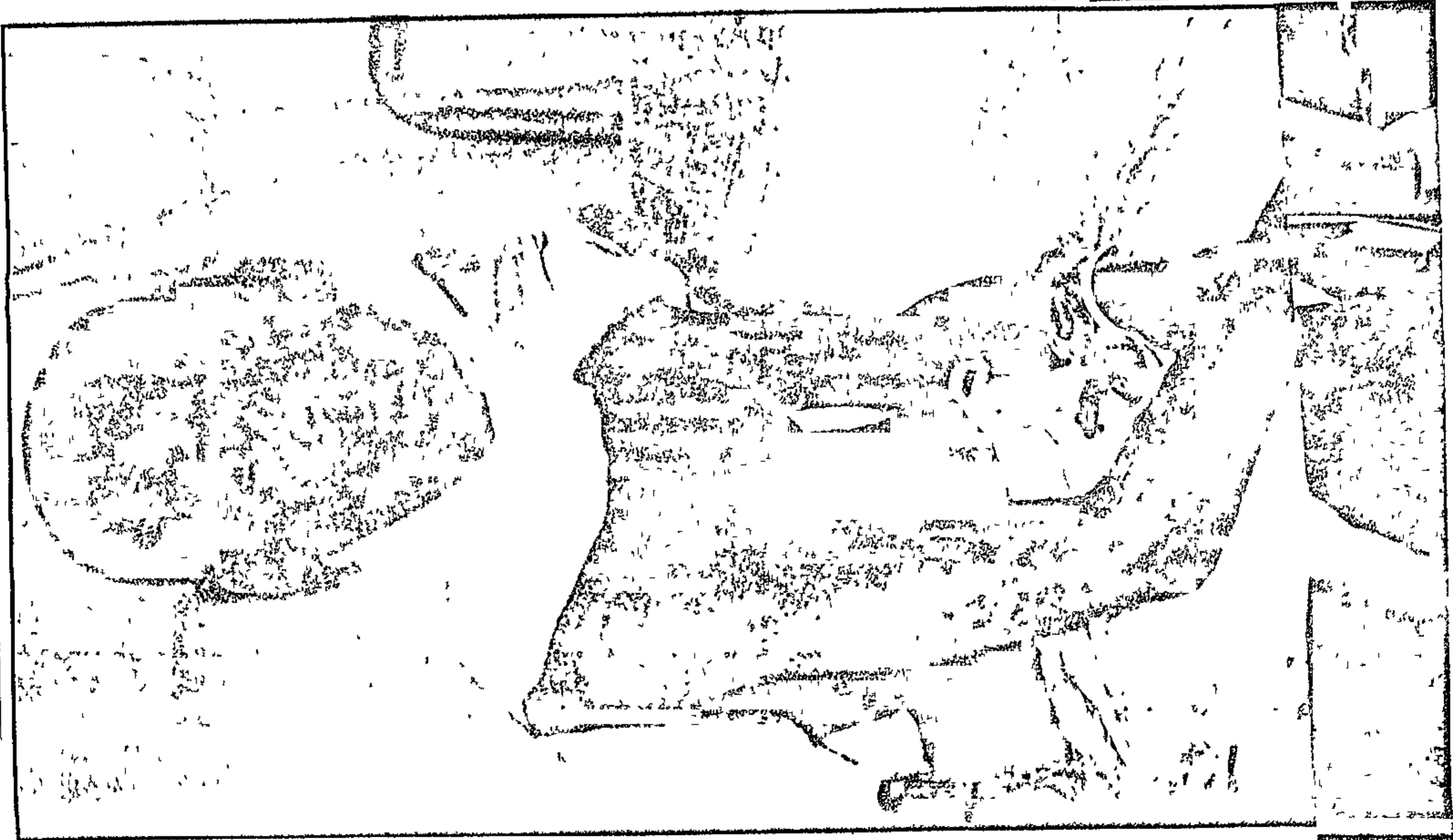
incident and did not have enemies

He told City Press "I never thought it could happen to me"

Moeketsi's Pimville home was petrol-bombed a few days before Christmas

He said he was awakened by a strong light from nearby

"When I opened my eyes there was fire, fire all over me I shouted



Cops pledge to stop attacks on Sarhwu

Rail strike may end soon

By **CONNIE MOLUSI**

THIS week's bloody railway strike took another turn on Friday when the South African Railways and Harbours Workers' Union (Sarwhu) was assured by Police Commissioner Gen J de V van der Merwe that police would prevent anyone acting unlawfully against any member of the public.

The undertaking was given following Sarwhu's urgent application in the Rand Supreme Court for an interdict against the Law and Order Minister and the Germiston police commander to prevent police assaulting strikers and to direct the police to prevent non-striking workers assaulting strikers.

The application was settled on the basis of the police undertaking. This was a sequel to the clash at Germiston station between striking Sats workers and their non-striking colleagues.

Eight people died and more than 60 were seriously injured as the ten-week strike plunged deeper into confrontation.

Amid an outcry in the townships the Mass Democratic Movement (MDM), churches and representatives of black business met senior Sats management this week to voice concern about the spiralling violence, particularly the Germiston clash.

The delegation included unionists Sidney Mafumadi and Cyril Ramaphosa, church leader Frank Chikane, UDF's Murphy Morobe and Mohammed Valli Moosa and business leader Sam Motswenyane.

By late Friday an end to the strike seemed possible when negotiations had narrowed to the question of re-employing more than 22 896 workers dismissed since the strike started.



Sarwhu strikers attend a memorial service for eight workers killed in clashes last week. Some carried weapons.

■ Pic: EVANS MBOWENI

THE PAWLE STRIKE

Heavy toll in strike bloodbath at Germiston

By CONNIE MOLISI

152

DEATH came to the East Rand's Germiston Station on Tuesday morning this week when the South African Transport Services (Sats) strike took an ugly turn.

Seven of the eight who died were Molele Solomon Ngako, Samuel Mofokeng, Novowo Mhahatho, Mak hado Nditshehi Pheneus, Solly Mashego, Samuel Mpongwa and Mhoyi Mshizane.

In the clash between non striking Sats workers and striking colleagues 67 were injured, 12 critically.

The blood stained white shirt and torn pants of Clarkson Mhlohlak-hulu, a diesel mechanic at Sats Germiston depot, told the story.

He suffered a gash from a panga just above the knee, a gaping wound on the head and a deep cut above the right eye.

Mhlohlakhulu, a father of two, still believes his attackers were not responsible for the violence.

"This was my first encounter with death. It was the first time in 20 years that I have been viciously attacked by colleagues that I trusted," he said.

Another victim who narrowly escaped death was Sam Ramahungu, who believed the assault was premeditated.

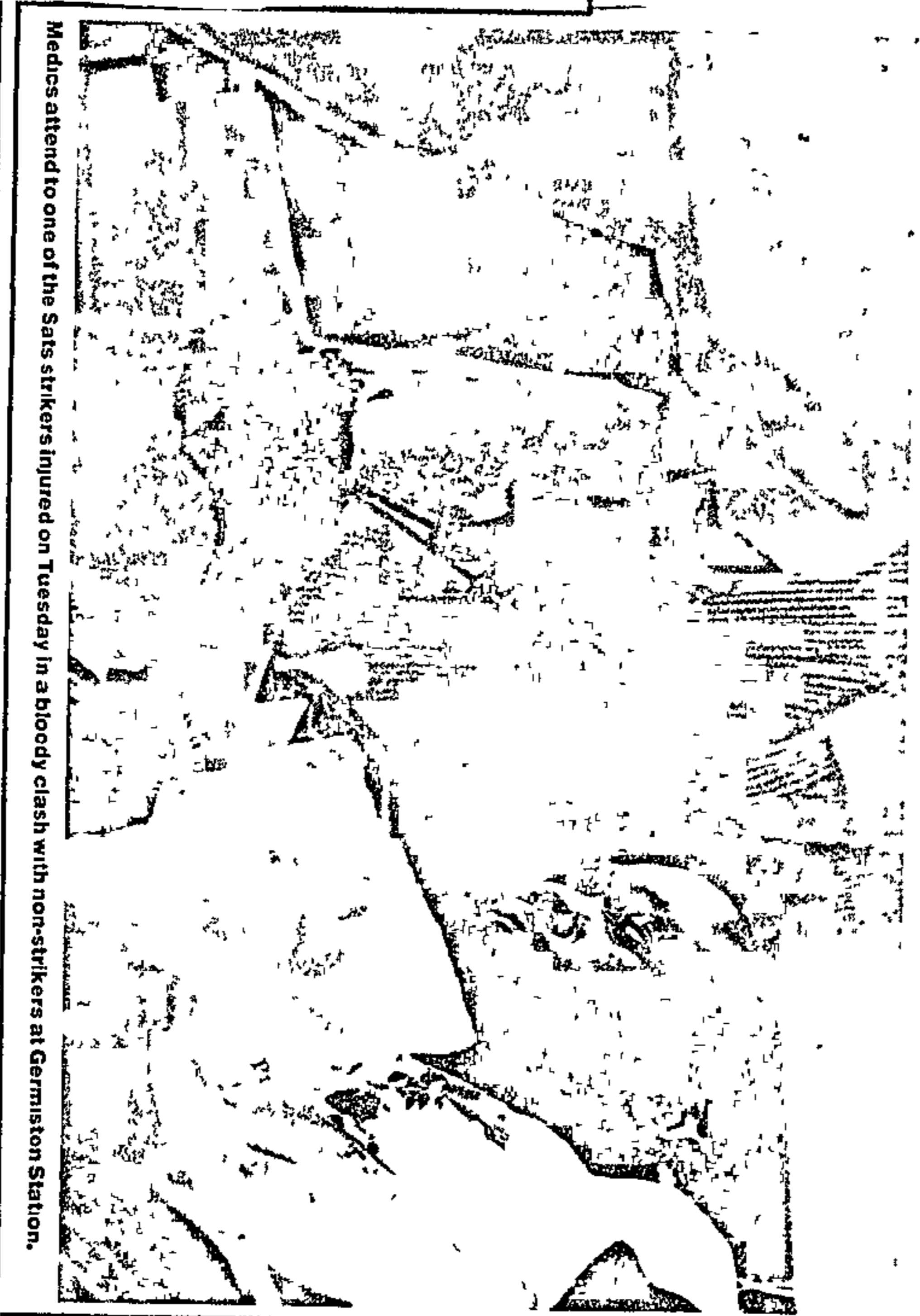
"The attack was obviously well organised because when the train arrived on the platform there were all these heavily armed people.

"They knew exactly what to do. They surrounded trains and closed the doors. As the train halted they hit us with pangas, kleres and other weaponry."

Ramahungu escaped by jumping out of the window and running for dear life.



Injured striker John Malapala lies semi-conscious on a stretcher in Kaitleng Hospital. Pic: TLADI KHUZELE



Medics attend to one of the Sats strikers injured on Tuesday in a bloody clash with non-strikers at Germiston Station.

Railway union obtains police assurances

(152) SUSAN RUSSELL

AN URGENT court application brought against the police by the South African Railway and Harbours Workers Union, after the clash between striking and non-striking Sats workers at Germiston station last week, was settled on Friday.

The application was settled on the basis of a written undertaking given to the union by SAP Commissioner Gen J de V van der Merwe.

In the undertaking Van der Merwe said allegations by strikers of police involvement were still under investigation and he could not comment on them.

He gave the assurance "that members of the SAP were in no way involved either as alleged or at all, in assaulting or aiding and abetting or permitting any assault upon any members of the union".

He also gave the assurance that he would take reasonable steps to ensure that the SAP would act "in accordance with their duty to prevent any person perpetrating any unlawful act against any member of the public".

Sarhwu initially launched an urgent application against the Minister of Law and Order last Thursday for an interim order interdicting police from assaulting any of its members.

They were also seeking an order directing the police to take all reasonable steps to ensure that union members were not assaulted by anyone else.

Sarhwu general secretary Martin Sebakwane said the union was pleased with the undertaking.

□ BENJAMIN COCKRAM reports that strike leaders, at a memorial service in Germiston on Friday, condemned Sats and the police for their part in last Tuesday's clash between strikers and workers at Germiston station.

About 200 people attended the service at St Boniface Anglican church to commemorate the nine people killed.

Mondi strike still on - union ⁽¹⁵²⁾

THE strike at four Mondi Board Mills by about 800 of the mills and in Piet Paper, Printing, Wood Relief a majority of and Allied Workers workers are on strike," Union members is still the statement said. continuing, a statement Ppwawu said manage- from the union on Satur- ments' claim that the day said. situation at Umgeni was normal, is not correct.

The strike started on Tuesday after Mondi and Ppwawu failed to resolve a wage dispute.

"The union has organised workers at the five paper board mills of Mondi (Springs, Bellville, Umgeni, Felixton and Piet Retief) and wages and other conditions of service are negotiated centrally for these workers

"At Springs, Bellville and Felixton the strike has

they are involved in a process of discussions to ensure that when they do join the strike major problems do not arise."

The statement added that "management is doing all in their power to intimidate, harass and confuse the workers so that they do not join the

strike". (KPSA)

Intimidation of workers by management had also been reported from Piet Retief, the union claimed.

No meeting had been arranged between the two parties at this stage. "Management insist that they have reached the end of their mandate, but the union believes the company can give a better increase."

Workers at Mondi Paper in Richards Bay have voted to take legal strike action some time next week in support of their wage demands, the statement concluded.

Management could not be reached for comment.

Hopeful signs for end to railways strike soon

Labour Reporter

Talks at the weekend failed to settle the 11-week-old railway strike, but there are hopeful signs that a resolution may be imminent.

SA 'Transport Services' Mr Vic van Vuuren said unionists were to report back to members before a further negotiating session tomorrow.

He would not comment on the talks, but Sats is believed to have given ground on the dismissal of 23 000 strikers, the key obstacle to settlement.

Before talks re-opened late last week, the SA Railway and Harbour Workers Union (Sarwhu) was pushing for full reinstatement of strikers, while Sats had offered to

re-employ half. (240) (152)

White worker anger over the strike has resurfaced in a statement by the SA Confederation of Labour (Sacol), South Africa's largest white worker grouping.

Sacol's secretary, Mr Nic Celliers, said the federation would appeal to the Government to block overseas funds for "unrestrained action" by Cosatu, to which Sarwhu is affiliated.

Supporting Sats' handling of the strike as "positive and fair", Mr Celliers said he had information that "politicking" lay behind the strike and related violence.

"It is known that strikers and demonstrators are bused in large numbers to where their presence is required for publicity purposes," he said.

Putco strikers strand workers

Sowetan 16/11/90 (152)

STRANDED commuters massed outside the locked gates of Putco's Homelands, Pretoria, depot last night after 400 drivers downed tools in sympathy with striking Springs colleagues.

In a sharp escalation of the five-week Springs dispute, 500 workers also went on strike at Putco's Boksburg depot, while sympathy action is looming in Wynberg and Mamelodi.

About 3,5million passengers are carried

monthly by the strike-hit operations, said Putco's Dr Jack Visser. Over 6million would be affected if the Wynberg and Mamelodi depots closed.

Putco's immediate problem was 11 000 kwa-Ndebele commuters stranded last night by the Homelands depot stoppage.

The Springs dispute centres on demands that the divisional manager is removed from the depot during an inquiry into a range of worker grievan-

ces, most centring on discipline.

The Transport and General Workers Union is also demanding that the strike should not be treated as a disciplinary issue.

Dr Visser said that although the strike was in a strategic sector and therefore illegal, Putco would not fire strikers.

But continued unrest would jeopardise the Springs operation, as this was "not a very viable business".

11 000 stranded by Putco strike

By Drew Forrest
Labour Reporter

Stranded commuters massed outside the gates of Putco's Homelands depot in Pretoria last night after 400 drivers stopped work in sympathy with striking Springs colleagues.

In a widening of the five-week Springs dispute, 500 workers also went on strike at Putco's Boksburg depot.

Putco's immediate problem was 11 000 kwaNdebele commuters stranded last night by the Homelands depot stoppage.

● Labour conflict in the Mondi group took a new turn yesterday when at least 150 workers at its Richards Bay pulp mill downed tools over demands for a 28 per cent pay rise. About 800 workers have been on a legal pay strike at four Mondi board mills since last week. *SKW 11/1/90*

P-10

152
Cape Times Wednesday January 17, 1990 3

D-day for bid to end SATS strike

JOHANNESBURG — Discussions between SATS and the SA Railways and Harbour Workers Union (Sathwu) ended yesterday with an undertaking from the union to give a written answer to SATS proposals today.

According to SATS spokesman Mr Leon Els, details of the proposals and counter-proposals are confidential in terms of an agreement between the two parties. The talks are aimed at ending the 11-week industrial action that has been described by the Democratic Party as the bloodiest and costliest strike since the miners' strike of 1922.

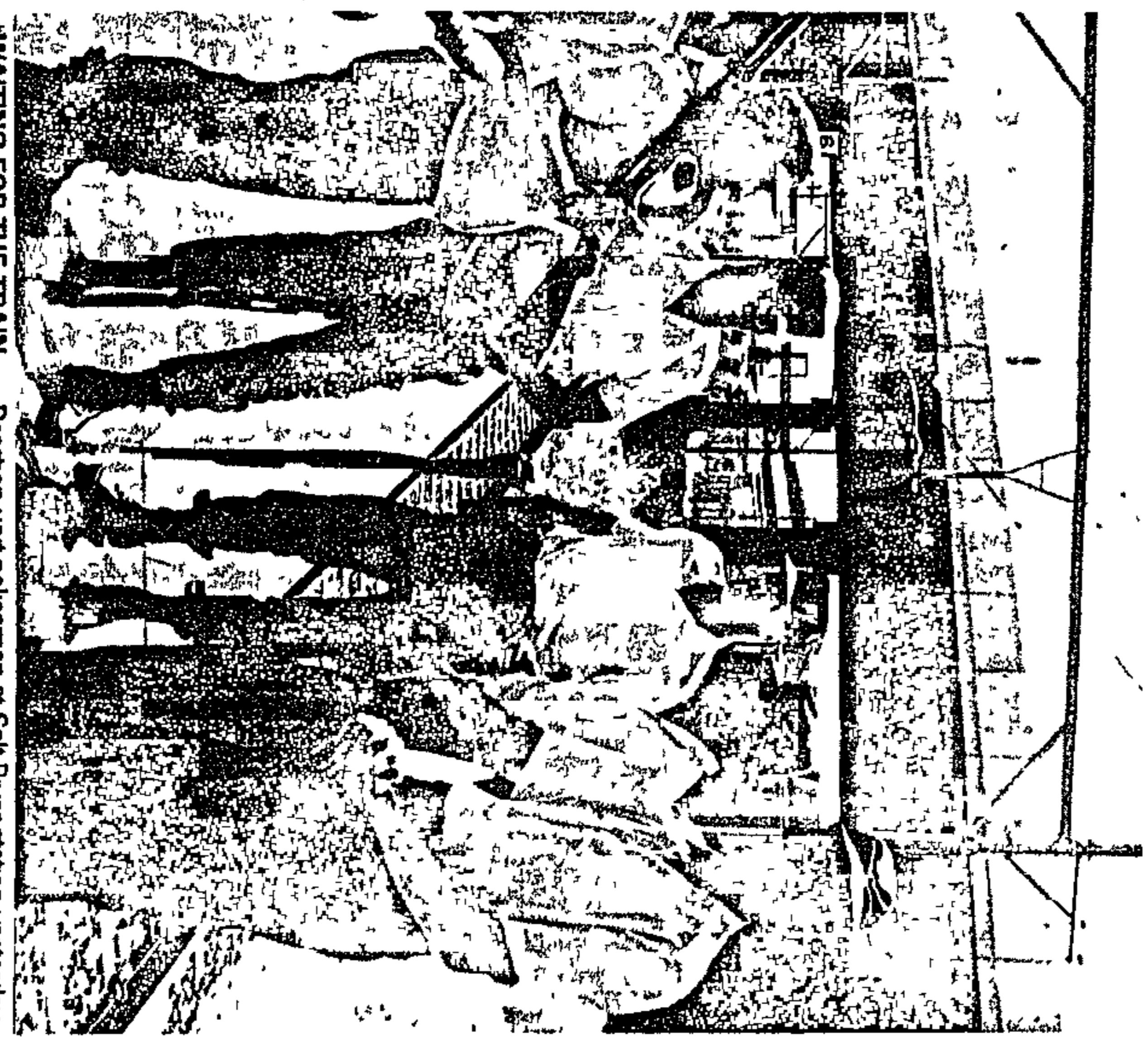
More than 27 men have died, scores were injured and more than 22 000 workers have been dismissed. The action by Sathwu was initially aimed at a R1 500-a-month minimum wage. Damage to SATS property resulting from strike-related violence has cost a reported R38,5 million and workers have lost an estimated R4m in wages during the 11 weeks. — Sapa



STRIKERS RETURN Striking and laid-off SATS workers march to Salt River station after a meeting in the suburb to discuss vigilante violence which left one dead and three injured yesterday. *Picture: RICHARD BELL*



FEARS EXPRESSED ... Reaction unit officer Captain H Jordan listens to striking workers appeal for police protection from vigilantes after a mass meeting in Salt River yesterday.



WAITING FOR THE TRAIN ... Reaction unit policemen at Salt River station yesterday shortly before accompanying 500 striking and laid-off SATS workers home by train.

From page 2
Fellow strikers identified the dead man as Mr William Sibongile Rala of Site B, and the assaulted man as Mr Mncedisi Ngcibu, also of Site B.

During violent clashes yesterday at Mutual and Koeberg stations, two men were badly beaten. SATS strikers Mr Mlungisi Ndvaluna and Mr Mandisi Mkhil both of Guguletu said about 20 men armed with "swords" metal pipes and axes stormed towards them when the train arrived at Koeberg station.

According to a commuter interviewed by the Cape Times, and who did not want his name mentioned, passengers alighting at Mutual station about 7,55am were indiscriminately attacked by a group of men.

"I just heard screaming and saw people running in all directions. About 20 people were just hitting and hitting at the passengers."

SATS spokesman Mr Brian Lotter yesterday rejected union claims that there had been a meeting between non-strikers and management on Monday at which plans were made to disrupt attendance at yesterday's Salt River meeting.

Police reaction unit members accompanied 500 strikers on the train returning to Khayelitsha after their meeting yesterday and when fears of further attacks were expressed.

Wednesday January 17 1990

Sats strike may end

DISCUSSIONS yesterday between Sats and the SA Railways and Harbour Workers Union ended with an undertaking from Sarhwu to provide a written answer to Sats proposals this morning, according to Sats spokesman, Mr Leon Els

on January 9. Over 22 000 workers have been dismissed during the action by Sarhwu that initially aimed at an across-the-board increase

for members that would result in a R1 500 a month minimum wage. Damage to Sats property resulting from strike related violence has cost a

violence this week, another Sats spokesman, Frikie Stevenson, said earlier. Sarhwu could not be reached for comment. Sapa.

Details of the proposals and counter-proposals are confidential in terms of an agreement between the two parties, Mr Els said. The talks are aimed at ending the 11 week industrial action that has been described by the Democratic Party as the bloodiest and costliest strike since the miners' strike of 1922.

Twenty seven men have reportedly died and scores of others have been injured.

Serious

In the last serious incident, nine men were killed and at least 67 injured when strikers were attacked at Germiston station, allegedly by non-strikers, when they arrived for a union meeting

Putco meets union in bid to end strike

152

Labour Reporter

Putco management and union shop stewards met all afternoon yesterday in a bid to settle a strike which has left tens of thousands of Reef commuters without bus transport.

"We have a long, hard night ahead of us," said Putco managing director Dr Jack Visser.

A total of 740 workers are now on strike after 500 Boksburg employees downed tools on Monday in solidarity with striking colleagues in Springs. There was also a brief stoppage at the Homelands, Pretoria, depot.

The two East Rand depots carry 1,6 million passengers a month, mainly from kwaThema, Daveyton and Vosloorus.

The five-week Springs dispute revolves around demands for the divisional manager's exclusion from depot premises during an inquiry into over 40 worker grievances, mostly discipline-related. *Star 1/11/90*

Other Transport and General Workers Union demands are that the manager should not discipline workers until the inquiry ends and that the strike itself will not give rise to disciplinary action.

Dr Visser said Putco had already made major concessions, despite the fact that the strike was in a strategic sector and therefore illegal.

CAPE TIMES 13/11/90

Rail strike talks could start today

JOHANNESBURG — SATS had received a written response to its proposals to end the 11-week strike from the SA Railways and Harbour Workers' Union (Sarhwu), SATS spokesman Mr Leon Els said last night.

SATS had discussed the Sarhwu response and it had been tentatively arranged to continue talks between the two parties this morning.

The strike enters its 11th week today with close to 23 000 workers fired so far.

A SATS worker was shot and wounded yesterday after a group of people, possibly responsible for firing at the man, alighted from a train at Doornfontein railway station in Johannesburg.

The 47-year-old man, who had been walking on a footbridge, was shot in the stomach and is recovering in the Hillbrow hospital.

Police could not say if the incident was related to the strike — Sapa

Putco employees end their strike

(52)

Labour Reporter

(323)

The six-week strike at Putco's Springs depot — which sparked sympathy action in Boksburg this week — affecting tens of thousands of Reef commuters — has been settled.

About 500 Boksburg depot employees returned to work yesterday and a further 240 in Springs would follow suit today, said Putco managing director Dr Jack Visser.

The Transport and General Workers' Union said Putco had met worker demands that the

Springs divisional manager be excluded from the depot during an inquiry into grievances.

Putco had also agreed not to make the strike itself a disciplinary issue. *stw 19/1/90*

Boksburg and Springs carry 1,6 million passengers a month, mainly from kwaThema, Daveyton and Vosloorus, and the widening of the dispute put management under intense pressure.

There was also a brief sympathy stoppage at the Homelands, Pretoria, depot and threats of industrial action in Mamelodi and Wynberg.

Star 08/11/90 (2/18)

Impasse in rail strike continues (152)

The 11-week railway strike is dragging on, with both sides hinting the other is at fault for the impasse

Yesterday the SA Railway and Harbour Workers Union replied in writing to Sats proposals tabled last week

These apparently centre on the vexed issue of 23 000 workers dismissed for striking

On SABC TV news last night Sarhwa's Mr Martin Sebakwane said the union had made "substantial movement" in the search for settlement, and was looking to Sats to do the same

Responding, Sats' Mr Vic van Vuuren said management's latest proposals represented a "significant shift" and "a great step towards settlement".

Further talks are likely today.
— Labour Reporter.

Two found 'hacked apart': Sats strike death toll rising

By DALE KNEEN
Crime Reporter

18/1/90
TWO men have been hacked to death in Nyanga, bringing to five the death toll in two days of Sats strike violence

The bodies of the two unidentified men were found in an unnamed street in Nyanga at 10am yesterday, said police liaison officer Captain Hendrik Opperman

Police said the two had been stabbed several times and it appeared they had also been "hacked apart" with an axe

Two people died in Khayelitsha and a third in Nyanga during clashes between strikers and non-striking workers on Tuesday

Last night, three strikers were forced out of Ikhweze Hostel in Langa by an armed mob, apparently after Sats workers had held a meeting at the hostel

Today, police refused to comment on reports that armed policemen were travelling on trains to protect groups of strikers and non-strikers

Captain Opperman said the Commissioner of Police for the Western Cape, General Flip Fourie, had decided to release no information on police actions on trains

Commenting on the strike violence, UDF publicity secretary Ms Cheryl Carolus said the attacks on strikers ap-

peared to be carefully planned. She criticised police for failing to take action against "armed gangsters"

Meanwhile, it is reported from Johannesburg that a Sats worker has been shot and wounded while walking on a footbridge at the Doornfontein railway station

The 47-year-old man, who was shot in the stomach, is in the Hillbrow Hospital

Sats spokesman Mr Leon Els said it was hoped strike talks between management and union would resume today

Although there has been movement by both sides in the dispute, the issue of 23 000 fired strikers apparently remains an obstacle to settlement

Railway strikers and Sats to discuss new proposals

BID 18/11/90

NEGOTIATIONS between the SA Railway and Harbours Workers Union (Sarhwu) and SA Transport Services (Sats) to end the 11-week-old strike will resume at 10am today

Sarhwu officials said the Sats management team arrived late yesterday at the union's offices to reply to Sarhwu's written response to Sats' proposals, but union officials had already left

A Sats spokesman said last night Sats had received the written reply on Sats proposals from Sarhwu yesterday.

He said the proposals by Sats were "dramatically different" to those put forward to Sarhwu on December 18

152 Intensify

In Boksburg yesterday, a UDF spokesman expressed the organisation's support for Sarhwu's demands for a living wage and a halt to Sats's privatisation.

At a commemoration meeting for Sats' strikers killed since the strike began, he urged over 500 Sarhwu strikers at the meeting to intensify their support for Sarhwu's strike campaign "in all forms necessary".

The meeting was closely monitored by a large number of policemen

Sapa reports a Sats worker was shot and wounded after a group of people

EDWARD WEST
and GRAHAM RUSH

alighted from a train at the Doornfontein railway station yesterday.

Witwatersrand police liaison officer Capt Eugene Opperman said the man had been walking on the footbridge at the station when a train stopped on the platform below.

A group of people stepped off the train and a shot was fired which may have originated from the group, Opperman said

The 47-year-old man was shot in the stomach and was recovering in the Hillbrow Hospital where his condition was satisfactory

"At this stage the police are unable to confirm whether the incident is related to the Sats strike," Opperman said.

Sapa also reported that in another incident yesterday a goods train carrying timber and coal to the Natal South Coast left the rails near Umgababa.

A Sats spokesman said three locomotives and nine loaded trucks left the rails on the main line between Durban and the South Coast early on Wednesday morning

According to initial reports, the train was still in an upright position

Teams on the spot were clearing up and the line was expected to re-open at 6pm yesterday.

SATS worker shot at station



152

A SA Transport Services worker was shot and wounded after a group of people, possibly responsible for firing at the man, alighted from a train at the Doornfontein Railway Station near Johannesburg yesterday. *South African*
18/11/90

SA Police liaison officer for the Witwatersrand, Capt E Opperman said in a statement the man had been walking on the footbridge at Doornfontein station when a

train stopped on the platform below.

A group of people alighted from the train, and a shot was fired which may have originated from the group, Capt Opperman said.

The 47-year-old man was shot in his stomach and is recovering in the Hillbrow Hospital where his condition is satisfactory.

"At this stage the police are unable to confirm whether the incident is related to the Sats strike," Capt Opperman said. - Sapa.

A Home Notice

Workers locked out of factory

13/11/70
Labour Reporter *142 152*

ALMOST 70% of the work force at a Blackheath steel-wire factory were locked out by the company yesterday in a bid to force workers into dropping their demand for plant-level bargaining

Confirming the lockout yesterday, Allen's Meshco managing director Mr Rick Allen said the action was aimed at pre-empting a threatened strike by members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa)

cy for a further six months

CMT Times 18/1/90

Inquiry plan stops strike

JOHANNESBURG — A six-week strike by more than 700 East Rand Putco Bus workers was resolved yesterday after striking workers agreed to management's proposal that a commission of inquiry be set up to investigate worker grievances at Putco's Springs depot

Strike has 'changed Sats' face'

THE marathon 11-week strike by thousands of SA Transport Services (Sats) workers throughout the country has been a battle not only for wages but also against apartheid structures.

This is the view of Cape Town strike committee members Stanley Lomdzi and Ngogoche Pila — both ticket conductors at Langa station.

"While it was wages which pushed us into downing tools, one cannot separate apartheid and Sats," said Pila.

"Sats is owned by the same government which enforces apartheid. It separates workers according to their colour and encourages separation along ethnic lines

"This is one reason why coloured workers have not joined our union

on a large scale — they have been encouraged to think of themselves as separate from African workers.

"White workers have been made to think of themselves as small bosses, not workers. They are protected by Sats."

Racial discrimination in wage scales has fuelled the workers' anger.

Pila said that workers wanted pay parity.

"It should not matter what colour you are classified. Workers should get equal pay for work," he said. Lomdzi said frustration at low wages and management intransigence had precipitated workers

into joining the strike.

"We were frustrated at getting nowhere in discussions with Sats management. We wanted our union recognised and the chance to earn a living wage," said Lomdzi.

"Some of us have more than 30 years' service. We have to pay for housing, feed our families, educate our children on what is half the minimum Cosatu living wage.

"We are the workers and we want a fair share in Sats profits. In a very real sense we are Sats, yet Sats sees itself as management only," he said.

Violence has been a hallmark of the strike. It has cost the lives of

27 people, hundreds have been injured and there has been at least R40-million worth of damage to Sats property.

Pila and Nomdzi said that the violence had convinced strikers that the state was determined to smash the strike.

In Cape Town police action against the strikers included dispersing strikers from the dock area and an incident at Salt River station last month in which more than 50 strikers were injured, one critically.

Both Pila and Nomdzi said that since the strike began, strikers have faced assaults by what they

term "vigilantes"

"We tried to get non-strikers on our side. We have spoken to them about why we are on strike.

"Early last month we heard vigilantes were gathering at the Langa hostels with pangas. We decided to speak to them. When we got there we had to sit like dogs. The meeting was very tense

"Many strikers have been injured by attacks from non-strikers on the trains.

"The tension gets to some of the men. They have lost their jobs. Their families have been without an income for 10 weeks and every day they have to fear attacks on their way to and from the strike meetings.

"We believe that we have changed the face of Sats. It will never be the same."

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CME Touts 18/1/90

Police protect rail strikers on city train

Labour Reporter

HEAVILY armed policemen yesterday "rode shotgun" on a train ferrying striking railways workers in a stepped-up security operation to prevent strike-related violence on city suburban lines

At least one man was killed and several others were injured when non-striking workers and strikers clashed at Nyanga station on Tuesday night

Armed policemen ushered striking workers into two or three railway carriages at Salt River station about 1 40pm yesterday after some 300 workers returned from a union meeting in a nearby hall

Some workers clutched sticks and others handed out pamphlets announcing a memorial service for

Sarhwa members killed at Germiston station on January 9

As the train pulled into other stations, strikers jumped on to platforms to dance impromptu "toy-toyis" and trade slogans

The police contingent — carrying shotguns, teargas launchers and batons — watched impassively as workers danced on the platforms

Rail gangs working next to the line gave a mixed response to the shouts and clenched fists of the strikers, with some returning the salutes and others making rude gestures

A police van raced alongside the train between Philippi and Mandalay stations

The trip ended free of incident at Khayelithsa station

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Nursing council 'will not tolerate' strikes

1964 19/1/70
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By ANDREA WEISS
Medical Reporter

THE nursing profession will not tolerate strikes by nurses for higher wages, a disciplinary committee of the SA Nursing Council has declared

This was said after a hearing of 15 enrolled nursing assistants from the New King's Home for the elderly in Kalk Bay who were charged with improper or disgraceful conduct for leaving work without permission for four hours last year

Eleven of the nurses were found guilty of "disgraceful conduct", two of "improper conduct", and two were found not guilty.

Passing sentence on the group, committee chairman Professor W J Kotzé said nursing was a "service profession" and staying away from work would not be tolerated.

The work stoppage occurred when two nursing assistants, Miss Cynthia Vanyaza and Mrs Sarah Msutu, were told that they would be moved from ward duty to the occupational therapy department. Both nursing assistants had just been reinstated in their jobs after previous dismissals.

The disciplinary committee found Miss Vanyaza and Mrs Msutu not guilty of leaving work without permission as they were told by a matron to see the manager of the home that morning

Two nursing assistants, Mrs G J Hlahatsi and Mrs T B Mona, who were asked by a ward sister to "go and see" what was happening as a crowd gathered in the driveway outside the manager's office, were found guilty only of "improper conduct". They were reprimanded and warned

Mrs J Thunjwa, Mrs B Dlamini, Miss S Stemela, Miss N G Geza, Miss N E Geza, Miss N Peter, Miss L Ntshauzana, Mrs P Mapundy, Miss C Roto, Miss C Yisa and Miss V Malase were found guilty of "disgraceful conduct" for abandoning their "old and vulnerable" patients, many of whom were bedridden and unable to move

They were sentenced to three-months' suspension from their profession, suspended for a year

Too many delays (S2)

SA Transport Services and the SA Railway & Harbour Workers' Union went into another round of talks on Tuesday as the FM went to press. Despite hopes on both sides that this unhappy strike would be resolved deep cynicism remained.

Three issues were to be discussed. Only one — the jobs of about 23 000 fired workers — was likely to be decided. The remaining two — Sats' demand that the union register and the union's demand for R900 more a month — are likely to be addressed soon in any case. FM 19/11/90

The union had already agreed to register (though it procrastinated absurdly on the issue) and it should, therefore, join the other 12 unions when Sats starts the annual wage negotiations in March.

The latest talks were overshadowed by the brutal fighting at Germiston station last week — a thousand-strong mob of non-strikers attacked a trainload of strikers and passengers, resulting in six deaths and many serious injuries. Neither side covered itself in glory that day and on Tuesday all seemed to be aware of the need to show responsibility and make progress.

It is about time. Sats has lost R38m in arson damages — mostly coaches set alight — and union members have lost R41m in wages. So far Sats has offered to re-employ less than half the strikers. This could be a source of movement in the talks.

Sarwhu, meanwhile, has lost credibility among its supporters — to the extent that Cosatu's Post and Telecommunications Workers' Association actually downed tools in protest against the chaos on the trains and in support of a demand for the Post Office to provide transport.

At the time of going to press, neither party was prepared to reveal much of the internal bargaining (a good sign, indicating a degree of trust), but after such bitterness it will not be easy to restore goodwill. ■

Blom 19/11/90

SATS and Sarhwu agree to mediation bid to end strike

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SATS and the SA Railway and Harbours Workers Union (Sarhwu) have agreed to mediation in an attempt to end the nearly three-month-old strike that has claimed at least 27 lives.

After talks yesterday which lasted an hour, the parties decided on mediation on wage increases, the dismissal of more than 22 000 strikers, recognition of the union, and Sats' disciplinary procedure, management and the union said.

The meeting was held to discuss the union's response to management's proposals tabled on December 13.

"At the discussions Sats proposed mediation. The purpose of this is to facilitate a complete settlement of the dispute. Sarhwu accepted and mediation will begin as soon as possible," a Sats statement said.

When talks deadlocked on December 4, Sats had rejected a union proposal for mediation on all items. Sarhwu had earlier turned down a Sats proposal for arbitration on the dismissals.

Management has consistently refused to discuss the question of wage increases.

ADELE BALETA

Sats spokesman Vic van Vuuren denied Sats had softened its position by proposing mediation. He said "A lot of water has gone under the bridge since we turned down Sarhwu's mediation proposal in December.

"The parties have moved since then. What is on the table now is very different. Both parties now see in mediation scope for settlement."

Van Vuuren said privatisation was not an issue for mediation but a question for the future. Casual workers employed by Sats on a daily basis to fill posts left vacant by strikers would continue to work until the outcome of the mediation.

Sarhwu spokesman Eliot Sogoni said the union felt optimistic about mediation, but he added that the reinstatement of workers was a central issue.

He said at the weekend Sats had proposed re-employing all dismissed workers, but this was turned down by the union. Earlier, Sats proposed 50% of the workforce be re-employed and the remainder receive compensation at the discretion of an arbitrator.

In another development, Sogoni said a British National Union of Railwaymen delegate Jeff Revell, who arrived at Jan Smuts Airport yesterday, was prevented from leaving the airport's customs department and was due to be deported last night.

Sogoni said Revell, who visited SA during the 1987 Sats strike, was informed he had been placed on the visa exemption list.

Comment from Home Affairs department was not available.

Our Cape Town Correspondent reports that two unknown men were hacked to death and a further eight injured during a fight between striking and non-striking Sats workers in Nyanga on Wednesday night.

Meanwhile, police were investigating whether the deaths of five people this week in attacks in the Guguletu, Nyanga and Khayelitsha townships, were strike-related.

Cosatu said yesterday four of the Sarhwu members killed in last week's clash at Germiston station between striking and non-striking Sats workers would be buried tomorrow.

Expanding in a vacuum

■ Events at Sats and Breweries show some unionists playing anarchic politics

Two high-profile strikes have recently been orchestrated by the respective union leaderships in what can only — most softly and kindly — be described as a messy and unsophisticated fashion. Tactically, they have been a disaster they have brought no benefits to the workers, rather the reverse, and there have been deaths and associated violence.

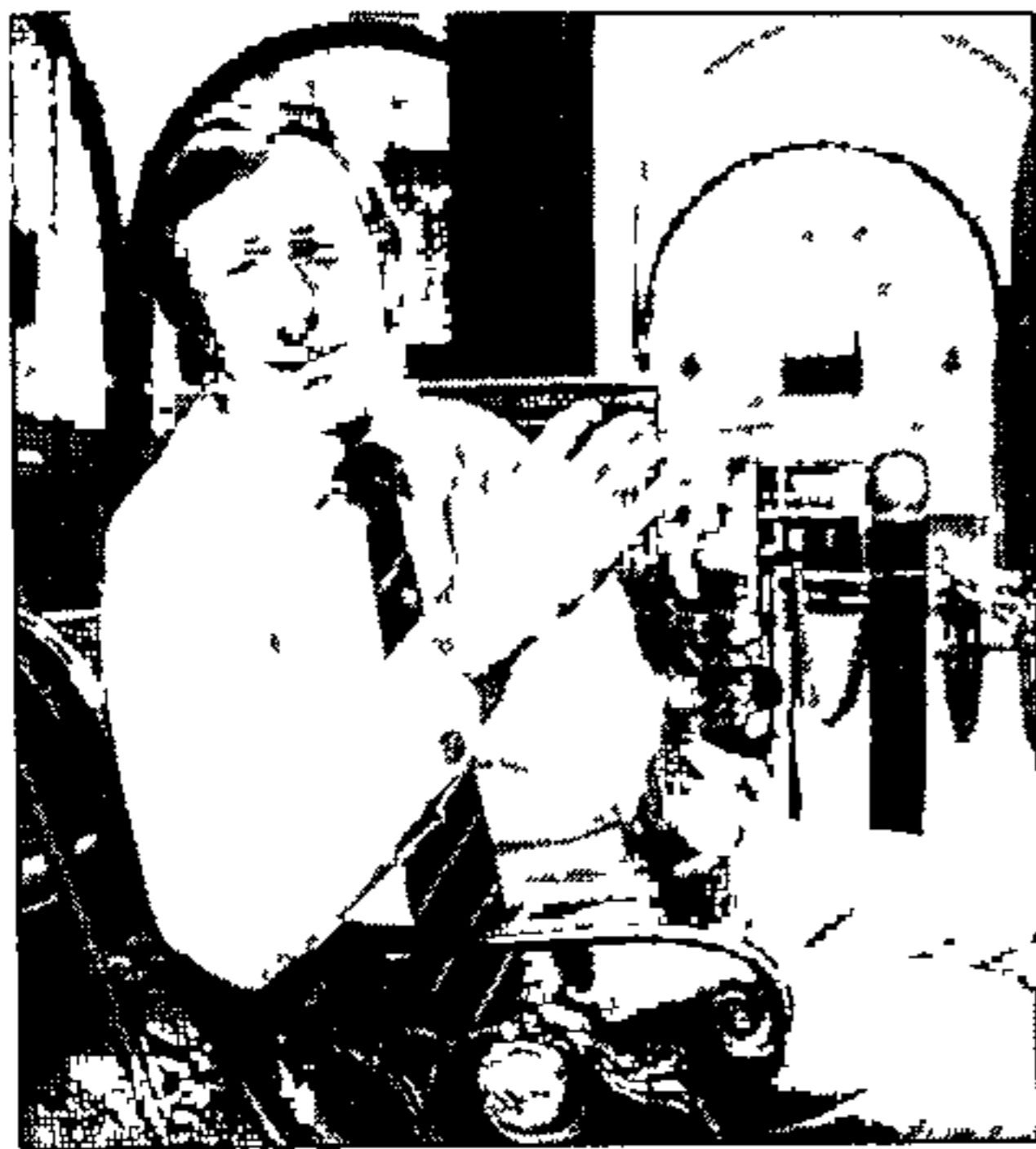
The question is whether the Sats and Breweries disputes (and at least one other) demonstrate an alarming trend towards industrial yobbism, or whether something even more sinister — perhaps a desire to see a wider social upheaval arise out of local conflicts — is coming into play

At the very least, the union members have been let down. Many of those who have lost their jobs may not find work again; and it is not putting it too strongly to suggest that any State corporation facing up to privatisation must welcome with open arms an invitation to lay off staff

Just what does it all say about the calibre of leadership of certain unions? Are these merely isolated cases of less-than-astute comprehension of what is actually possible round the bargaining table? If so, how did they achieve such prominence at all?

The strike by the SA Railway & Harbour Workers' Union (Sarhwu) has wreaked havoc. Aside from the deaths, transport disruption and damage to property running at R40m, about 22 460 workers have been sacked in the 11-week strike

It needs to be said that the facts of the appalling clash between strikers and non-strikers at Germiston last week have yet to emerge. But it was to defuse precisely such bloody incidents that the negotiating process was evolved and written into law



Sats' Bredenkamp ... warned of raising expectations

Meanwhile, the strike continues, despite a series of hot signals in recent weeks that a settlement is at hand (see *Current Affairs*). What, in theory, does the union want?

Privatisation — because it affects job security — and the prospects of it are expected to be a continuing source of industrial conflict this year. But while the Mass Democratic Movement (MDM) has said it will back unions which oppose lay-offs that inevitably result from privatisation, in the current dispute Sarhwu has never really made this a major issue. At the moment the union (or at least some of its spokesmen) seems desperately to want to settle, though in doing so to create the impression that it has not simply capitulated. There has not been a great deal of solidarity expressed with the Sarhwu strike by the bigger mainstream unions — suggesting how isolated the transport union has become.

Indeed, as with the unpopular pre-Christmas strike at SA Breweries, when matters seemed to everybody to have got out of hand, leading lights of the MDM have been called in to seek to facilitate a deal between the union and Sats management. Which implies deficiency somewhere — unless these strikes were deliberately allowed to run away as a cynical means of keeping the bigger political pot on the boil. That seems unlikely — the blame rests with the union leadership, which is not to say that it was not subject to political flights of fancy.

The Breweries strike effectively ended once the MDM pulled the plug of township support from the Food & Allied Workers' Union (Fawu). The black National Taverners' Association and Ukhamba Liquor traders refused to support Fawu's beer boycott, complained about harassment and intimidation and said the union was acting "unreasonably". At the end of the eight-week SAB action, Fawu's 5 500 strikers went back to work with no more than the company was finally prepared to offer — a R5,45/hour minimum wage (16% rise) where the union was demanding R6,50 (38%).

Fawu even waived its rights under a landmark Appeal Court ruling which states that overtime work is voluntary. It must be pointed out that Fawu's wage demand was part of a package which included a 100% medical aid subsidy, more annual leave and bonuses

— which the company said amounted to a "ludicrous" 150% increase in all.

Yet it was not that the union's demands for improved conditions were too unreasonable or surprising, simply that it tried to go too far, and that with a company generally accepted to be one of the more progressive in industrial relations.

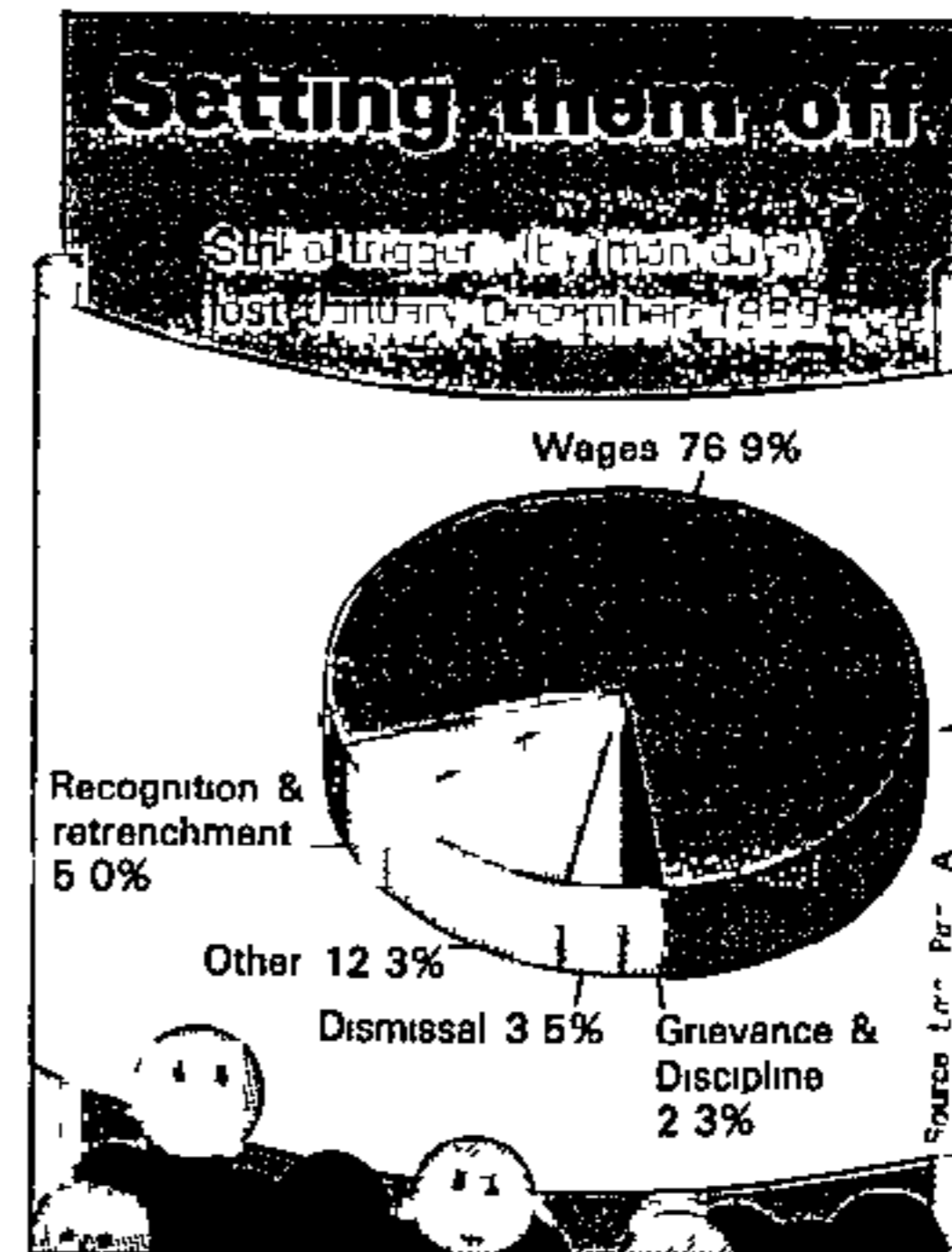
The company decided to draw the line against Fawu. As SAB public affairs manager Adrian Botha put it at the time: "There comes a time in collective bargaining when it is constructive, indeed necessary, for final positions to be taken." Cracks in the strike soon began to appear as workers decided for themselves that the SAB increase wasn't that bad. In other words, the leadership was out of touch.

In the case of Sarhwu, a basic problem relates to a change in leadership a

couple of years ago which saw new helmsmen led by general-secretary Martin Sebakwane replace what to many was a more efficient leadership (in the industrial bargaining sense) under Mike Roussos. The union simply doesn't appear to hang together under Sebakwane. A Sats spokesman recently told the *FM* it was not clear who was in charge at Sarhwu (and, therefore, how near or far off a resolution might be), adding that the previous leaders were more sophisticated and experienced, "and it shows in negotiations".

Granted, Sarhwu is a fledgling union which has yet to be registered — yet another of the badly handled issues that has bedevilled the entire dispute. Having signed an undertaking to register the union as a prelude to recognition 14 months before the strike erupted, Sarhwu hadn't done a thing about it, then it tried to make it a dispute issue. (Like the other 12 unions that Sats bargains with, Sarhwu has to be registered in order to take part in wage negotiations.)

A brief look at the genesis of the strike shows up its ill-thought-out nature. Sats completed its wage round back in June (four months before Sarhwu came out on November 1). Labour relations director Jan Bredenkamp said Sats had nevertheless taken into consideration the Sarhwu/Cosatu "living wage" demand before increasing the minimum R600/month by 26% for an average of 10%. Bredenkamp said at the time they were then suddenly hit by a Sarhwu



demand for a R900 increase on top of the R600

Since the Sats Conditions of Service Act prevents the granting of two wage increments in one year, Bredenkamp then warned the union it was raising false expectations among its members by claiming that further negotiations were possible. Moreover, the strike was illegal.

So, from the outset the union — or its leaders — behaved unprofessionally. It hadn't learnt a basic lesson — to live to fight another day. Perhaps its leaders should have noted the advice given by the ANC in a major statement on the need for tactical flexibility while retaining strategic goals.

That, incidentally, was the general approach of the so-called "workerists" in the days of Fosatu, before it metamorphosed into the "populist" Cosatu in 1983 and became more political in the broad sense. Now the tide is turning back to workplace issues once again — though it appears that certain second-tier leaders at least have yet to assimilate this lesson. It is their constituency which is paying the price in terms of lost jobs.

Labour academics and others point out, however, that it would be simplistic to generalise from the particular experiences of the Sats, Breweries and Everite strikes — or the leadership battles that plagued the old commercial and caterers' union, Ccawusa, making retail sector wage agreements difficult to establish in recent years.

But these disastrous strikes cannot simply be put down as isolated cases of amateurish bargaining or internal union squabbles. A potentially more worrying development for industrial relations in the foreseeable future springs from the pull of politics. The extent to which the leaders of maladroit unions have allowed themselves to be persuaded by political considerations needs to be seen against the role being played by the major figures of the union movement as a whole. Cosatu and its big guns, like Cyril Rama-

phosa, Jay Naidoo and Sydney Mafumadi, have in the past year or so been playing a largely political role in MDM/ANC activity. This is expected to continue, which leads some labour relations practitioners to observe that it could have a direct influence on union functioning. The dual roles and shifted responsibility of these union leaders, says Levy Piron Associates, leaves a distinct void. "Because of the lack of second-tier leadership in many of the large unions (for example, the NUM), organisational problems are becoming evident."

The temptation to generalise ought to be resisted. Large unions such as Numsa and Actwusa, and the CWIU, are effectively run and growing because of their structural strengths.

Levy Piron, however, says in its due-to-be-published outlook for labour in SA: "Only when political responsibility is lifted from the union movement will they be able to return to their traditional role of attending to shopfloor issues. In the interim, they find themselves in a transitional period when their role and rallying points are very closely aligned to the political aspirations of their constituency and wider outside influences."

Therefore "Political motivation will continue to be an essential mobilising point for union organisation, as well as being a particularly important factor for union organisers, but how far this will stretch into the rank and file as a primary industrial relations concern is uncertain, given the current state of political turmoil and change in SA. It is difficult to ascertain whether or not shopfloor sentiment is behind the political rhetoric so often expressed on union plat-



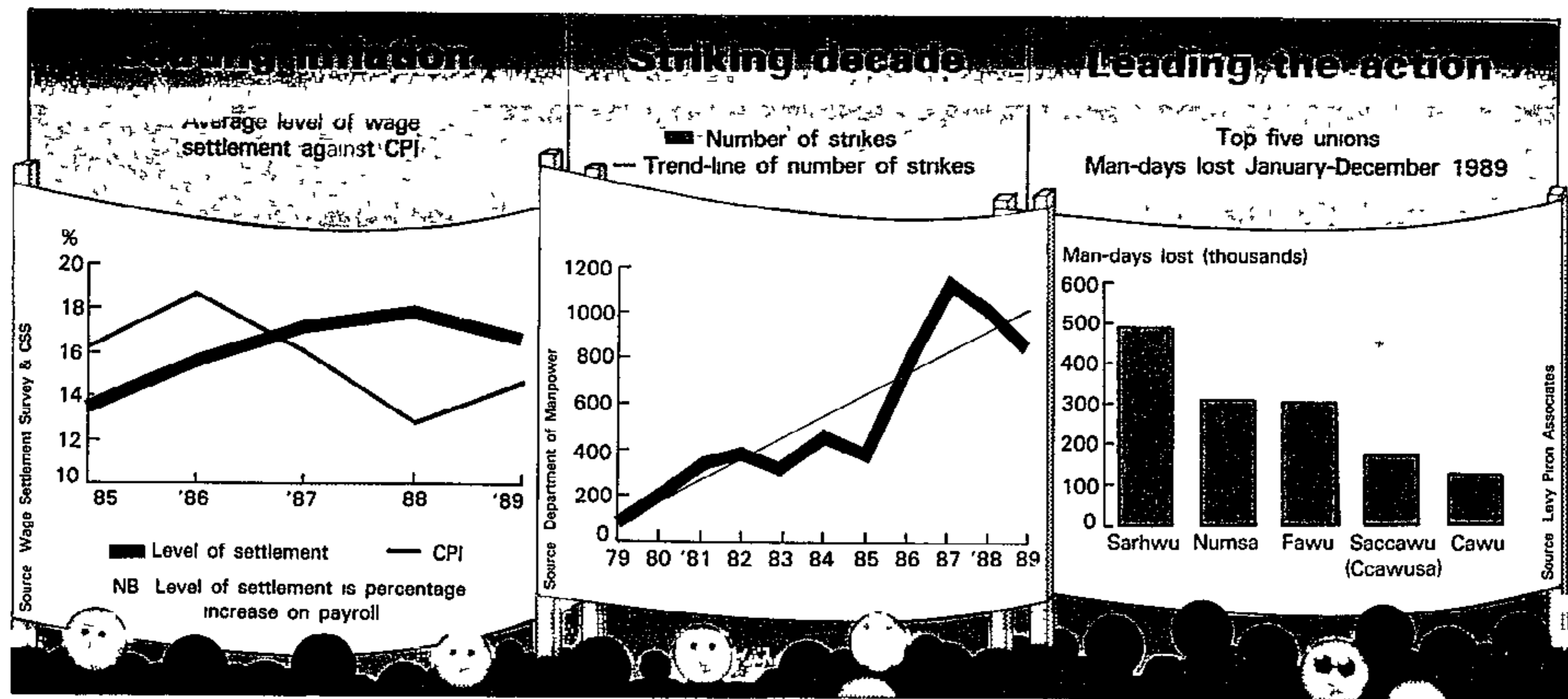
Sarhwu's Sebakwane . . . out of touch?

forms". Levy Piron expects, in the light of experiences at Sats, SAB and Everite, that "unions will review the realities of their demands before going on strike, and a more sober evaluation of the ability to win a 30% increase through strike action will be made, as well as a closer examination of the costs of lengthy strikes where minimal gains are made. "It is thus anticipated that towards the end of the year, although the bargaining environment will be a tough one, more cir-

cumspect use will be made of strike action in wage disputes" (see graph).

So important union figures are drawn away from their workplace responsibilities by the momentous events taking place in the society as a whole. A vacuum is created in which certain personalities expand in importance and, perhaps, pursue their own political aims without the requisite pragmatism of the leaders whose places they have taken. A cycle of destructive action occurs, broken only by the realities of the economy and, at worst, hunger and worklessness.

Surely, if there are not to be further debacles on a Breweries and Sats scale, there will have to be further and firmer intervention by the MDM. Indeed, such a scenario helps to explain why the MDM has become involved in these disputes at all. Obviously, the State of Emergency and unrest of the Eighties have played contributory roles in the small-scale anarchy that has plagued some union disputes. But at the same time the problems equally lie with union leaders who have neither the capacity to lead constructively nor the tactical vision to understand where one dispute ends and another begins.



Probe planned after nursing strike at home

Cape Times 19/11/90

By CLAUDIA KING

AN investigation into working conditions at New King's Residential, Kalk Bay, home for the aged has been requested after 11 assistant nurses who went on strike were found guilty of disgraceful conduct by the South African Nursing Council's disciplinary committee yesterday.

They were each given three months' suspension, suspended for one year.

Two of the 15 nurses charged with disgraceful or improper conduct after a four-hour strike on March 8 last year were found not guilty. They are Miss S J Msutu and Miss T C E Vanyasa.

Mrs T B Mona and Miss G J Hlahatsi were found guilty of improper conduct and cautioned and reprimanded.

The nurses went on strike in sympathy with Miss Msutu and Miss Vanyasa who had been dismissed and reinstated into the occupational therapy unit instead of to the wards.

This created a further strain on already over-worked nursing staff, said witnesses.

In mitigation of their sentence, defence for the nurses said evidence had shown industrial relations practices at the New King's to be outdated.

Unresolved

In addition, grievances brought to the management of the institution remained unresolved for years and there was salary discrimination on racial grounds. In delivering sentence, the chairman of the committee, Professor W J Kotze, said the nursing profession had an unwritten contract to provide safe and adequate care to their patients and the South African public.

The happiness of the nursing staff and the fulfilment of their career potential was also extremely important, prompting the committee to suggest that a letter requesting that an investigation be conducted into the conditions of employment at the home be sent to the South African Nursing Association, she said.

The 11 nurses are Ms J N Mthunjwa, Ms B N Dlamini, Ms S N Stemela, Ms N G Geza, Ms N E Geza, Ms N C Peter, Ms L L Ntshauzana, Ms P N Mapundy, Ms C N Roto, Ms C Z Yisa and Ms V N Malasa.



WAITING FOR VERDICT ... These 15 nurses were charged with disgraceful or improper conduct and appeared before the South African Nursing Council's disciplinary committee yesterday.

Picture ANNE LAING

It has emerged that not

...to the two families".

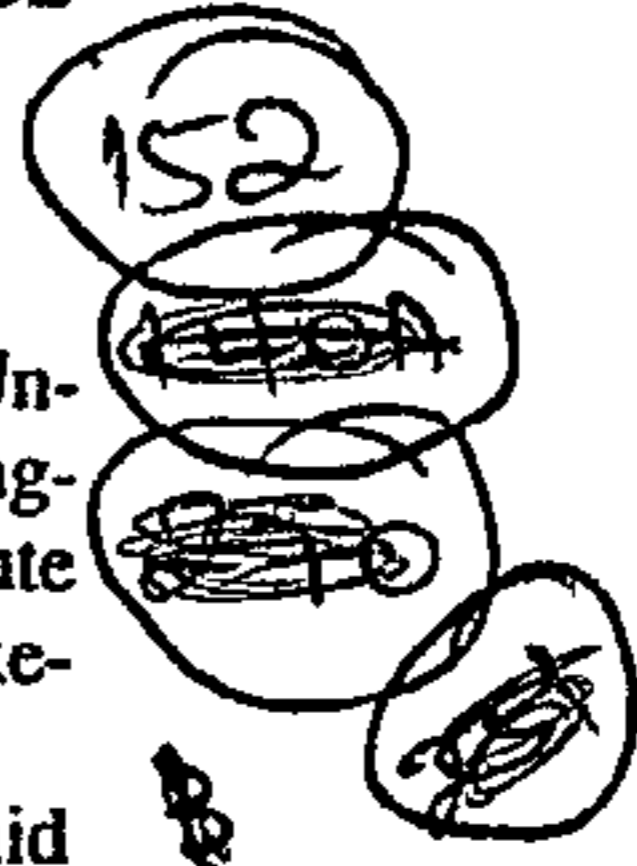
Mediation nod in Sats strike

THE South African Railway and Harbour Workers Union and South African Transport Services yesterday agreed to go for mediation in their 11-week-long dispute as more people were reported dead in continuing strike-related violence.

Yesterday's South African Police unrest report said seven men were hacked and stabbed to death in the Cape Peninsula since Tuesday.

This brings the death toll to at least 35 since the strike began last November 1. Hundreds have been injured in the violence.

Sats spokesman Mr Frikkie Stevenson said Sarhwa accepted management's proposal to go for mediation and that a mediator had been appointed.



London
19/10/90

→ FIM 19/1/90 (152) ←

(152)

weaken its bargaining position

The union alleges the company's desire to decentralise bargaining emerged after it noticed that competitors — Sappi, Nampak and Carlton — had scored better packages from the union in plant-level negotiations

The company does not deny that it wants to negotiate at plant level but it dismisses the claim that it came to this position after watching the progress of its competitors

Meanwhile the strike goes on. It is likely that the outcome, if handled with rigidity (which appears to be current in Cosatu), could end badly yet again for a Cosatu union

For one thing, Mondi, like SA Breweries, is simply not prepared to pay more — come boycott or bloodshed or whatever else the union can throw into the struggle. Mondi representative Brigid Hopkins says the firm's offer "is a very good one" and that it won't be offering more. Mondi is prepared to discuss shuffling the package

The union is demanding a R1,15 increase (26%) on a minimum of R4,29 an hour

The union is basing its demand on the belief that the company can afford to pay more. It points to Mondi's healthy profits (investors received R52m in 1988, up R22m from 1987). It also says Mondi's paper and packaging sector is in a powerful monopolistic position and is, therefore, better placed to pay up

(This contradicts the union's view that the activities of Mondi's competitors have influenced its behaviour)

The union, perhaps shrewdly, has also claimed to have information that Mondi has not stockpiled, except possibly at the Piet Retief plant. This means that at least three mills are not producing, maybe not supplying. The company concedes that three plants are at a standstill

Company officials feel their offer is presentable. It will take the minimum wage to R970 (that's for pushing a broom)

In the end it might all come down to the strength and flexibility of the union's leaders and membership. The leaders seem keen to play out different strategies and tactics, some members are very experienced, with some branches recognised in the mid-Seventies. It's unlikely that they will place themselves in an inflexible all-or-nothing position (as the Sats and SAB workers have done)

The strike seems to be spreading. On Monday, the union brought out workers at Mondi's pulp and lino board plant at Richards Bay while 100 workers at Rand Mines' Lotzaba forest plantation in the eastern Transvaal have been on strike since early this month. However, the company has disputed the effect of the strike at Richards Bay, saying that production has not been disrupted and that only 160 out of 712 employees are on strike. The union claims 300 are out

In another development, the union says striking members were locked out of the Mondi Springs plant last Friday after demonstrations. The union claims the lock-out is a forerunner to the employment of scabs. It remains to be seen who will budge first ■

MONDI STRIKE (152) (152)

Paper cracks FIM 19/1/90

A fierce wage tussle at Amic's four strike-hit Mondi board mills could affect the divisional bargaining structures

The FM learns that Mondi is keen to see a return to plant-level bargaining — much against the wishes of the Paper, Print, Wood & Allied Workers' Union. The union feels the move would divide its membership and

Strike-hit Sats agree to talks

W/Mail 19/11/90

(152)

By PHIL MOLEFE

THE South African Transport Services (Sats) and the South African Railway and Harbour Workers Union (Sarthwu) yesterday agreed to call in a mediator in an attempt to resolve the 11-week strike.

Sats representative Leon Els told the *Weekly Mail* that a mediator has been appointed and would start work today.

The decision follows a meeting held in Johannesburg yesterday between union representatives and Sats.

"Sats proposed mediation in an attempt to completely settle the dispute," said Els.

He said Sarthwu had accepted the proposal.

"A mediator must facilitate the two parties to bring an end to the dispute and both parties have agreed to that," he said.

He was unable to give further details as an agreement had been taken not to disclose the contents of the talks.

The strike, which has been characterised by violent clashes, has so far claimed the lives of 28 people.

SATS, union agreement on mediation

CAP TITLES 19/1/90
152

JOHANNESBURG — SATS and the SA Railway and Harbour Workers' Union (Sarhwu) have agreed to mediation as a way to end the nearly three-month strike in which at least 27 have died

After talks yesterday, which lasted one hour, the parties decided on mediation over wage increases, the dismissal of more than 22 000 strikers, recognition of the union and SATS's disciplinary procedure, management and the union confirmed

"At the discussions SATS proposed mediation. The purpose of this is to facilitate a complete settlement of the dispute. Sarhwu accepted and mediation will begin as soon as possible," SATS said.

● In Cape Town, two unidentified men were hacked to death, and a further eight injured, during a fight between striking and non-striking SATS workers in Nyanga on Wednesday night.

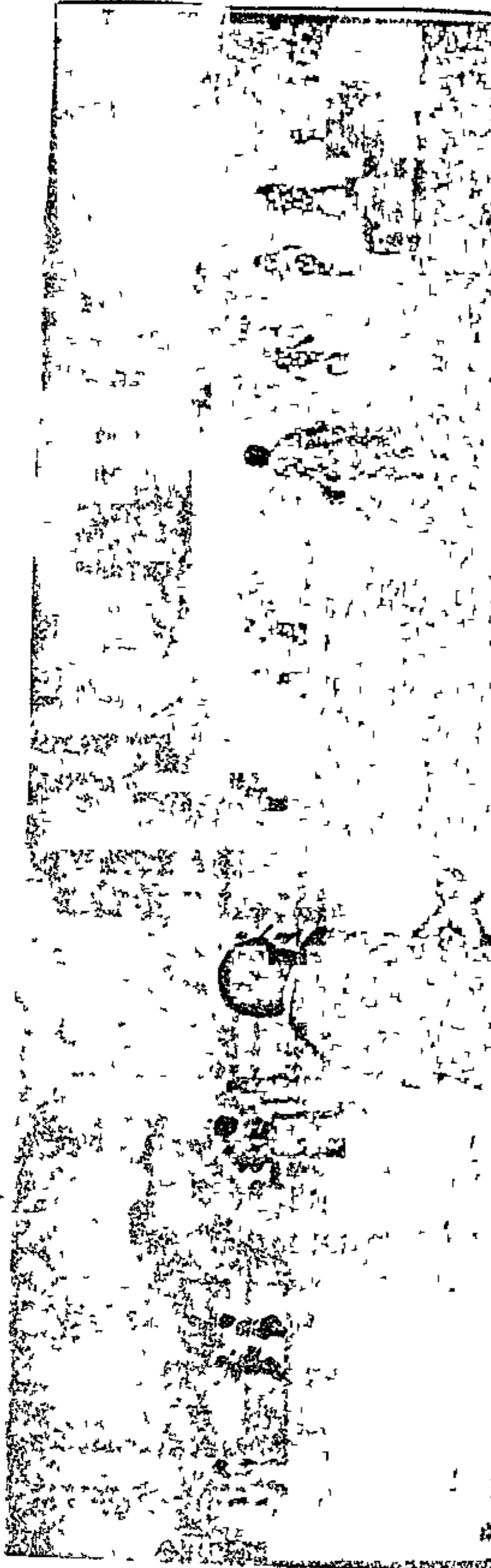
According to police, the workers had gathered at the corners of NY3A and NY61 in the township, with strikers and non-strikers on opposite sides of the street, arguing and shouting. Violence followed

● British National Union of Railwaymen delegate Mr Jeff Revell was prevented from leaving Jan Smuts Airport's customs department yesterday and was due to be deported last night.

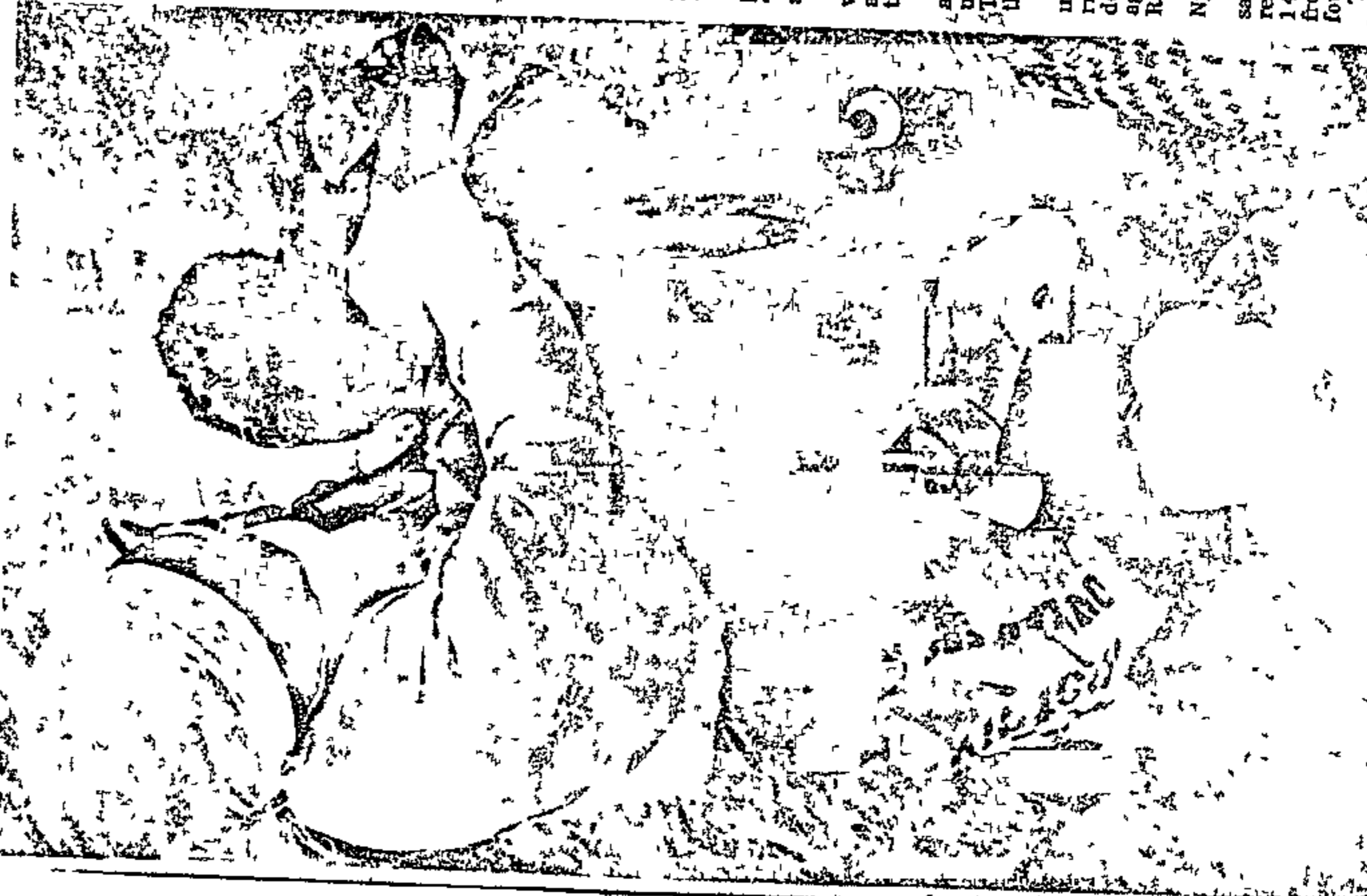
His colleague Mr Allan Pottage was allowed entry

A Sarhwu spokesman said Mr Revell, who visited South Africa during the 1987 SATS strike, was told he had been placed on the visa exemption list.

The Department of Home Affairs said Mr Revell did not have the necessary authority for entry —
Own Correspondent, Crime Reporter and Sapa



CLOUD OF TEARGAS People from a packed train flee after police fired teargas into a train carrying mainly striking SATS strikers from Cape Town to Khayel tsha



TEARGAS VICTIM This woman and her baby were caught in the teargas fired at a train carrying striking SATS workers to Khayel tsha. The woman emptied the contents of the baby's bottle over the child to ease the irritation caused by the teargas.

Teargas fired at train

Staff Reporters
A SPECIAL train carrying mainly SATS strikers returning from a city centre march was yesterday stopped and teargassed by police after reports that carriages were being wrecked.

Police said they were told that "at least one carriage was set alight" and "more than 50 windows were broken and the train damaged".

"After the train was stopped there was riotous behaviour and aggression and stones were thrown at police and their vehicles from the train."

"The crowd refused to calm down and when teargas was subsequently used the crowd moved from the train. The fire was then extinguished and the damage ascertained."

Eleven carriages were damaged, including ceiling panels which were ripped out and flung through the window as well as wall panels. The damage is conservatively estimated at R50 000.

The incident happened between Nyanga and Philippi stations.

A Central Fire Brigade spokesman said a "malicious false alarm" was reported at Nyanga railway station at 1.45pm. Five fire engines were sent from Mitchells Plain but no fire was found, he said.

Two city freelance photographers, Mr Benny Gool and Mr Mike Hutchings said there had been singing and dancing all the way "on the train before it was 'flagged down' by police men."

Mr Gool claimed police had then

He had fled from the train and sheltered in nearby bushes from where he saw special constables entering the train to collect teargas canisters. Police collected items of clothing and shoes which were left on the train, he said.

A police van then slowly drove alongside the train which continued to Philippi station while other policemen remained on board, he said.

Mr Hutchings said "it was just chaos as people were trying to get out of the train. All I could see was teargas".

Earlier, more than 2 000 SATS strikers, supported by a large contingent of students, brought Adderley Street to a halt at lunch time when they marched on the Paul Sauer Building to demand 100% reinstatement of dismissed workers.

Official permission for the march had been granted by the Chief Magistrate of Cape Town.

Bearing banners proclaiming "Scrap the I.R.A." and "South African Railway and Harbour Workers Union (SARHU) says down with the wage freeze", strikers and students were escorted by police as they marched from St George's Cathedral.

A letter demanding reinstatement was handed to the SATS Western Cape labour relations manager Mr Manie Engelbrecht, at the entrance to the Paul Sauer Building.

Mr Dullah Omar, who was in the delegation told Mr Engelbrecht the strikers were concerned at the violence surrounding the strike. They undertook to do everything in their power to prevent further violence and appealed to SATS to "do the same".

Mr Engelbrecht denied it

CAC - Tim's
26/11/90
150

APC. 7101 P2 20/1/90

Bid to end violent SATS strike begins

JOHANNESBURG — SATS and the SA Railways and Harbours Workers' Union began mediated talks here yesterday and will continue today

Mr Charles Nupen, director of the Independent Mediation Service of SA (Imssa), who has been appointed mediator, said talks were held yesterday morning in an effort to settle the violence-plagued strike

He said the positions of the parties were clarified and an initial exchange of views had taken place

"The parties have chosen at this stage not to disclose the contents of their discussions but are committed to continuing the mediation process and will meet again at 9am on Saturday (today)" — Sapa

Woman killed in SATS strike



Mrs Dolly Khoza - shot dead.

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SATS
SATS

Sowetan 22/01/90

By JOSHUA RABOROKO

A student was shot dead and three children seriously burnt in three separate incidents as violence sparked by the SATS strike flared in the West Rand township of Kagiso at the weekend.

Krish Naidoo gets a death threat

LAWYER Mr Krish Naidoo yesterday received a death threat from a person claiming to be Mr Geoff Dakin the president of the South African Cricket Union, he has revealed to the *Sowetan*.
Naidoo said he laid charges with the police at John Vorster Square immediately after the telephone call in the morning.
Naidoo said the man said he knew the people who were out to get him (Naidoo) and who were prepared to kill. Efforts to trace the call proved



THE AFTERMATH Some of those who escaped injury at Friday's Jan Smuts Airport fiasco carry shoes belonging to scores of anti-cricket tour protesters which were left behind when people fled from police dogs unleashed at them as they arrived to demonstrate against Mike Gatting's English "rebel" team.
Pic: MBUZENI ZULU

This brings to 37 the number of people killed in the labour unrest so far.

Mrs Dolly Khoza (26), of 6138 Kagiso, a student reading social work at Rand Afrikaans University, was asleep when she was shot in the head on Friday night.

A petrol bomb was also hurled into her house.

Flames

Her two children Keto (2), Guguletu (4) and husband Bevans Khoza, an employee of SATS in Johannesburg and a relative narrowly escaped death when flames engulfed their bedroom while shots were fired in the house.

In another incident in the township Maria Phakedi (11) and Thami



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To Page 2.

To page 2

P.T.O

Union accuses Mondri of unfair tactics

Labour Reporter

152

Production has been slashed at five strike-hit Mondri plants and management is putting pressure on workers to accept its wage offer, says Cosatu's paper union

Mr Sakehe Buhlungu, of the Paper, Printing, Wood and Allied Workers Union, said output had been hard hit at board mills in Belville, Felixton, Springs and Piet Reief, where a total of 1 000 workers were still out

A partial strike following a separate pay dis-

pute at Mondri's Richard's Bay pulp mill was also having an effect, as union members performed vital tasks, he said

Mr Buhlungu said Mondri was trying to disrupt the strike by offering to backdate its pay offer to January 1 if workers refrained from striking

Responding, Mondri's Mrs Brygid Hopkins said production had resumed at all the mills

She confirmed that workers had been evicted from the Belville plant. This was because they had breached a strike agreement by interfering with production

Minister asks for LRA amendments from his advisers

MANPOWER Minister Eh Louw has instructed government legal advisers to draft amendments to the Labour Relations Act for tabling in the forthcoming session of Parliament, director-general Joel Fourie said yesterday.

The proposed amendments are based on a recent National Manpower Commission (NMC) report which examined the controversial issues of union liability for damages suffered by employers during unlawful strikes and time limits for processing disputes through conciliation boards or industrial councils.

Fourie said it was hoped the drafting work would be completed soon.

He disclosed last month that the Cabinet had agreed to waive the rule requiring that proposed legislation be before the Cabinet by the previous September.

Fourie said until the Bill was tabled, details of the amendments would remain confidential.

The contents of the NMC report have also not been made public.

However, it is understood the NMC recommended the scrapping of section 79 (2) of the Act.

The section transfers to unions the

ALAN FINE

onus of proof that they were not responsible for damages incurred, thus increasing the scope for employers to sue successfully.

It is believed the NMC also proposed extending time limits and loosening up conditions for waiving them. Unions have protested that the Act potentially allows employers to avoid resolving disputes by using time limit technicalities.

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BIDM 23/11/90

Overhaul

Fourie said the NMC was still working on two other major, longer term, investigations related to labour legislation.

The first involves a total overhaul of the Act and the second is into the effects of labour legislation on small business development.

He said the NMC had received a request that the January 10 deadline for submissions on these two investigations be extended.

He said he believed this had been agreed to.

Mediation to end railway strike will resume today.

ADELE BALETA

to their constituencies on the progress of the talks, Nupen said.

He said mediation was also set down for tomorrow, but the process may be extended Sats and Sarhvu had agreed not to disclose the contents of discussions under mediation.

A Sarhvu spokesman said the house of union member Richmond Boette, who is on sick leave, was petrol-bombed on Saturday morning. No-one was injured and there was minimal damage to the Sats-owned house in Orlando.

A management spokesman said there were no dismissals yesterday.

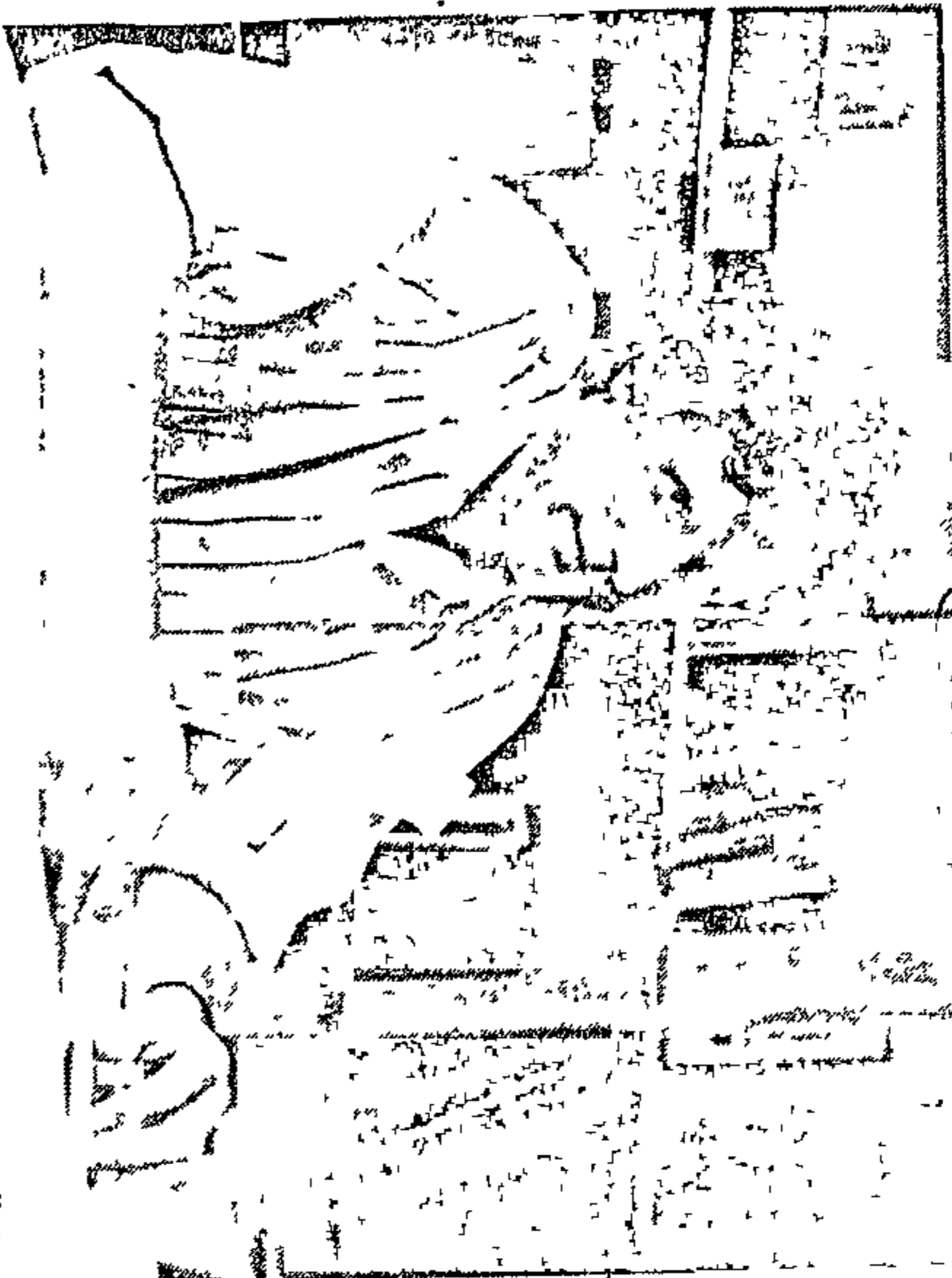
Damage to Sats property since the start of the strike totals R38,5m.

MEDIATION aimed at resolving the 12-week-old Sats strike resumes today following two meetings last week between Sats, the SA Railway and Harbours Workers Union (Sarhvu) and mediator Charles Nupen of IMSSA (Independent Mediation Service of SA).

IMSSA director Nupen said yesterday the mediation issues revolved around Sarhvu's recognition, the union's participation in the collective bargaining process and the problem of dismissals.

The union has demanded the reinstatement of the more than 22 000 strikers dismissed since the start of the industrial action on November 2 last year, while management has offered to re-employ the workers.

At the close of mediation on Saturday, both parties agreed to report back



Charles Nupen, of Independent Mediation Service of SA, is acting as mediator between labour and management in the Sats strike.
Picture CATHERINE ROSS

Ppwawu and Mondi to meet on strike

THE Paper Printing Wood and Allied Workers Union (Ppwawu) and Mondi management will meet tomorrow in an attempt to settle the two-week-old wage dispute at four of the company's board mills and one pulp mill.

The union proposed the meeting be held to discuss the wage dispute and tension that was developing between the parties at the various mills.

A total of 1 300 workers are striking at Mondi Board mills at Bellville in Cape Town, Felixton in northern Natal, Piet Retief in the Transvaal and Springs on the East Rand.

Workers at the company's Richard's Bay pulp mill stopped work in a separate wage dispute on January 15

Employees went on strike after a conciliation board meeting last year failed to resolve the dispute.

In a statement yesterday the union said management, while agreeing to the meeting, was not interested in dis-

ADELE BALETA

cussing issues that were likely to give rise to violence

Mondi public affairs manager Bridgid Hopkins said production was halted for a short while at three of Mondi's mills, but had resumed at all five mills, although not to full capacity

She said skeleton staffs were operating and casual workers had been employed (152) (~~150~~)

Workers at the Umgeni Board mill were not on strike. The union has alleged management there is responsible for intimidating union members and trying to make them sign a separate wage agreement. (~~150~~)

The Umgeni strike ballot did not give a mandate to strike, Hopkins said Ppwawu said they had rejected management's call for negotiations to resume at plant level

formed a broadly based, conservative political force through the merger of their once-hostile parties.

CAPE TOWN 23/1/90 (152)
Mondi strike talks

JOHANNESBURG — Representatives of management and the Paper Printing Wood and Allied Workers' Union (PPWAWU) meet tomorrow to resolve a strike the union claims has halted production at four Mondi board mills.

... .. date



Soweto commuters wait for taxis after being left stranded because of a strike by Putco bus drivers.

● Picture by Alf Kumalo

Star 23/11/90

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25 in minibus as Putco strike bites

By Stan Hlophe

Hundreds of Soweto commuters, unaware of a Putco drivers' strike that started on Friday, were last night stranded at bus stops in a heavy rainstorm which swept Johannesburg.

The commuters — bound for Diepkloof zones 1 to 5 — swelled the overloaded taxis, which could not cope. Queues up to 300 m-long stretched between Pritchard and West streets.

The commuters' plight came in the wake of a six-week strike at the Springs depot which sparked off sympathy action in Boksburg last week, affecting tens of thousands of Reef commuters.

It was a scramble for seats last night when one or two taxis arrived at intervals of about 20 minutes. Taximen did a roaring trade as they packed in as many as 25 passengers instead of the 15 they are entitled to carry.

One taxi driver said "If one does not make it tonight, one will never make it. Never mind the damage to the vehicle — that will be catered for by insurance. There is nothing we can do. People are stranded, and we can't leave them in the lurch."

Weary, rain-soaked commuters stood in queues not knowing when the next taxi would arrive.

They were also worried at the prospect of arriving home late.

One commuter said "This is part and parcel of black suffering while whites are living in luxury. It's high time that essential services like Putco and South African Transport Services were privatised to avoid such chaos."

"Although I sympathise with the striking workers, their actions affect the majority of the people. Giants like Sats and Putco do not care if there is a strike or not, because they know blacks will feel the pinch."

Hotel workers refuse to serve cricketers

WORKERS at the Sandton Sun hotel were yesterday allegedly given written notice that they were in breach of their contracts for illegal work stoppages when, on two occasions, about 200 black staff members toyi-toyed and sang while demonstrating against the rebel English cricketers being accommodated in the hotel

Southern Sun Transvaal Regional Director Evan Andropolous last night denied that warnings were given to staff

A source, who declined to be identified, said yesterday the protesting staff were told disciplinary action could be taken against them

Black staff at the hotel will no longer

Business Day Reporters

serve the rebel cricketers staying there, SA Commercial, Catering and Allied Workers Union (SACCAWU) vice president Chris Mohulatsi said yesterday

Late yesterday afternoon about 200 hotel employees toyi-toyed in the hotel following a similar protest in the morning

Andropolous denied that a second demonstration had taken place

There was no visible police presence at the protest but in-house security staff appeared to be monitoring it

Southern Sun Industrial Relations director Carl Ludick met SACCAWU represen-

tatives after staff returned to work. The latter said the meeting went smoothly

Ludick said staff had presented no grievances to management prior to the protest and the work-stoppage was unexpected

The rebel cricketers were out practising during the protests but tour manager David Graveney said at the cricket ground he was pleased the incident had been peaceful

Rebel English cricket captain Mike Gatting said last night he had instructed his players "not to get involved" in any demonstrations that spilled onto the playing

□ To Page 2

He said he regretted the emotional tone of the article, written when he was still

to cover the tour were concentrating on the news angle rather than the cricket itself

Cricket tour

fields or the pitch during the tour

Gatting also said that he expected demonstrators to remain within the law

Transvaal coordinator of the MDM anti-tour campaign Moss Mashishi said another demonstration would be held outside the hotel this afternoon

He said Transvaal anti-tour protestors would be bussed to Kimberley on Friday to join the local demonstration

Law and Order Minister Adriaan Vlok said yesterday government recognised the

right of people to oppose the tour but also recognised the right of people who did not

He said he had, in an effort to prevent possible violence, invited certain people opposed to the tour to meet him

But the SA Council on Sport said yesterday its executive committee had decided not to attend a meeting with Vlok and had called on him to prohibit the tour

Vlok said the possible cancellation of the tour was at no stage an issue for discussion

● See Back Page

B/Deny 24/1/90

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B/Deny 24/1/90

□ From Page 1

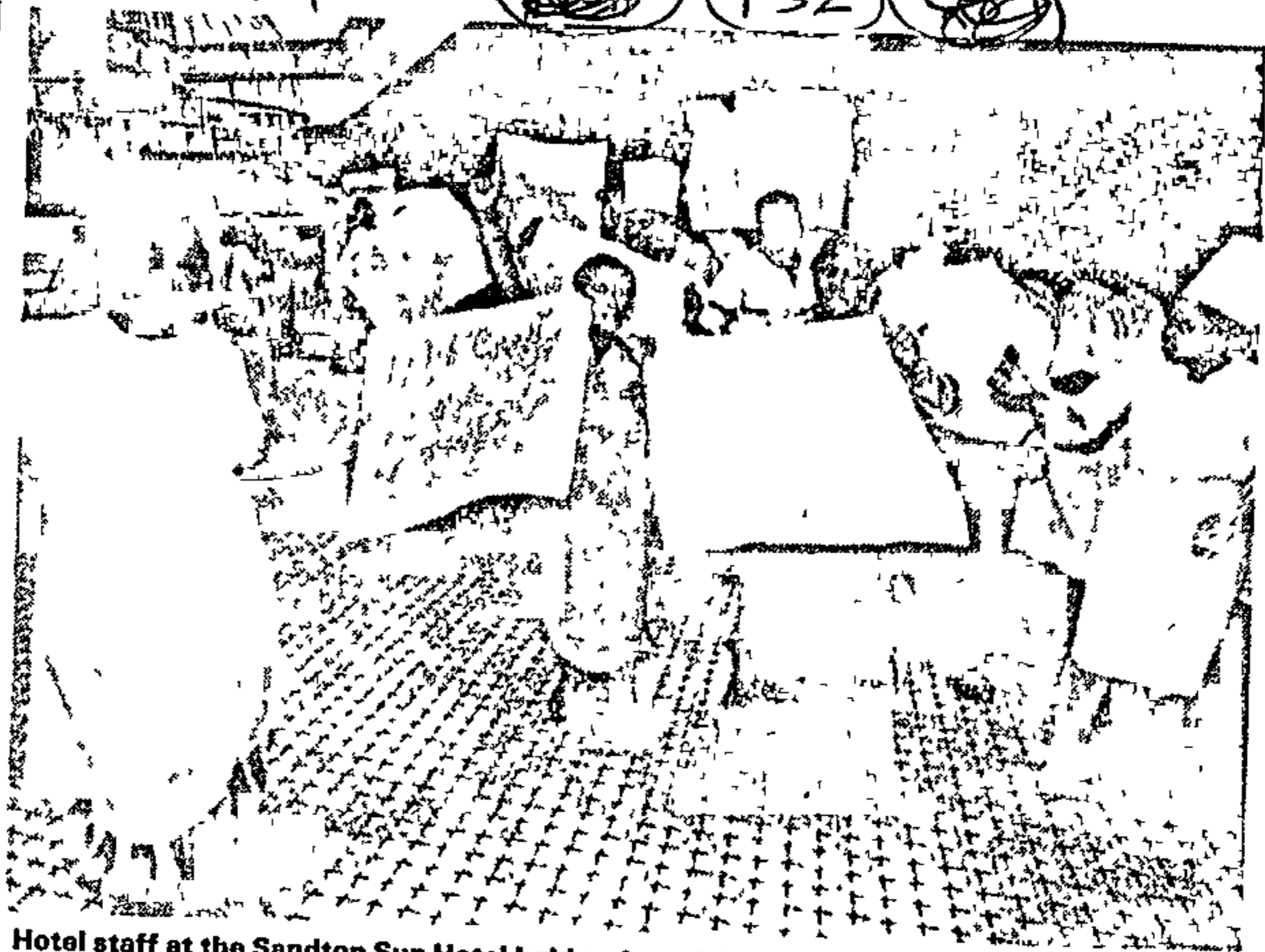
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Hotel staff at the Sandton Sun Hotel hold a placard demonstration yesterday against the "rebel" English cricket tour to SA.

Picture ROBERT BOTHA

Putco work

stoppages

'subsiding'

Star 24/1/90

Labour Reporter

(152)

The rash of work stoppages by Putco drivers over PAYE taxation subsided yesterday after concessions were made by the company.

Since last Thursday, fluctuating computerised tax deductions have sparked unrest by Transport and Allied Workers Union members at the Soweto, Edenvale, Shongu and Commuta depots.

Putco's Dr Jack Visser said only Edenvale workers remained on strike yesterday morning but that the service would be restored today.

Putco had agreed to scrap a "smoothing" programme on its computer and immediately deduct tax on all earnings, Dr Visser said.

He added that workers hit by unexpected deductions had been offered interest-free loans.

Support demos for Sats strikers

South 25/11/90 - 31/1/90

152

By CHIARA CARTER

WIDESPREAD factory protests against SA Transport Services (Sats) are planned to take place in the Western Cape next week.

The protests are intended to express solidarity with striking Sats workers and to protest a 15 percent hike in train fares due to be implemented next week.

Next Thursday has been declared a "Day of Action" with protests at stations throughout the Peninsula, marches in industrial areas, factory meetings and the beginning of blacking action against Sats.

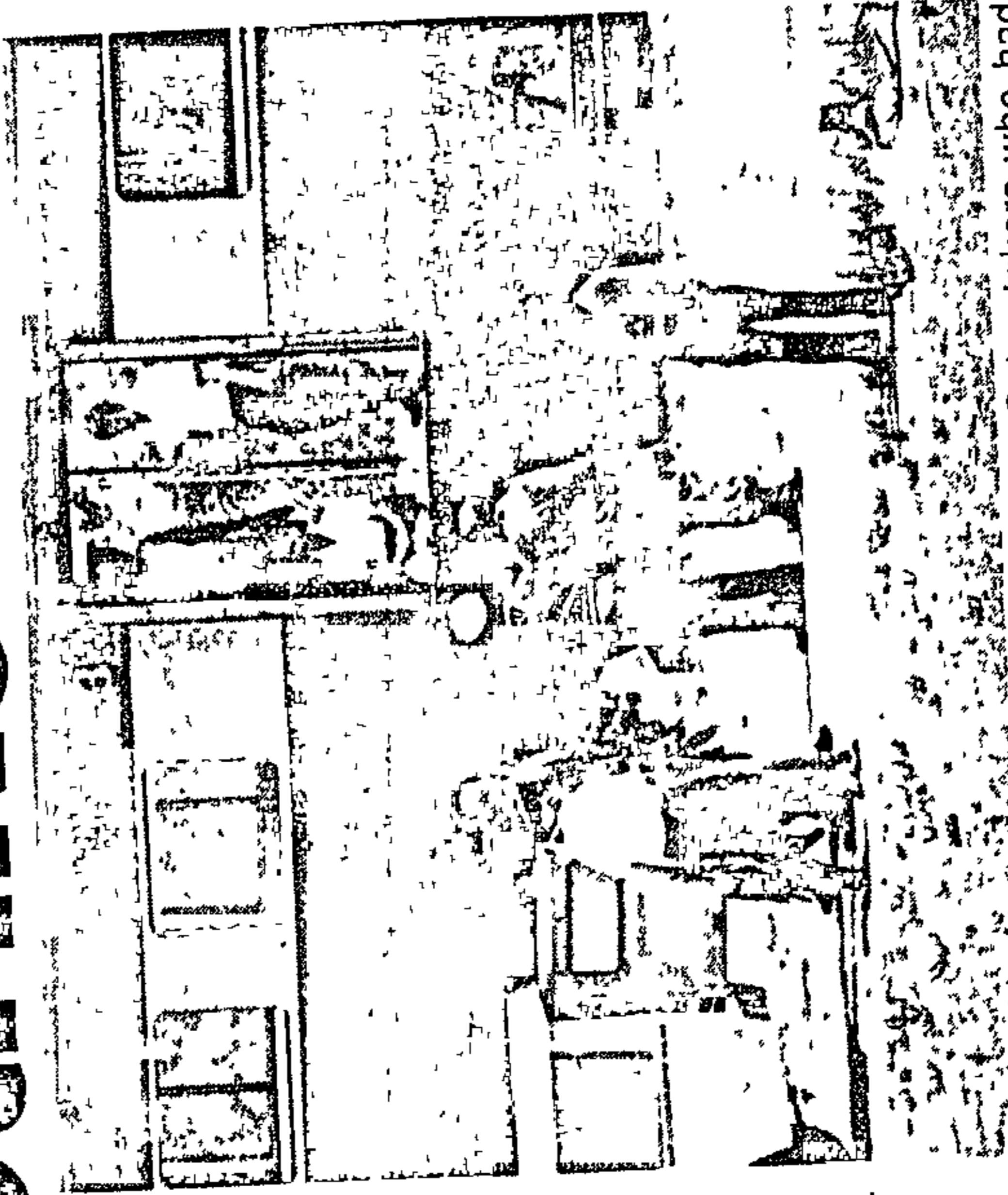
The demands of the Sats strikers are among the demands which will be taken to parliament by a people's march organised by the MDM's Defiance Campaign Committee to coincide with the opening of parliament the following Friday.

This Saturday the South African Railway and Harbour Workers' Union (Sarhwu) is holding a lunchtime rally at Sr Francis in Langa - the centre of anti-strike vigillantes.

Another march and rally will take place in Khayelitsha the following Saturday.

Meanwhile, mediation in the 11-week dispute between the Sarhwu and Sats continued this week.

The union is demanding that Sats agree to recognise Sarhwu, that the minimum wage be increased to R1 500 and that Sats agree to reinstate all workers dismissed during the marathon strike.



Police board a train after teargassing Sats strikers who had earlier taken part in a march through central Cape Town

Lockout 'illegal'

MORE than 100 Blackheath metalworkers have been barred from company premises since last week in a lockout which their union claims is illegal

The workers, members of the Electrical and Allied Workers' Trade Union (Eawtu), were locked out from Allens Meshco last Wednesday after a wage dispute

The lockout followed a demand from management that workers waive their demand that the company negotiate wages at plant level South 25/1 - 31/1/90

Instead, the company wants the workers to accept the industrial council wage increases negotiated last year

Outgoing Eawtu assistant general secretary Brian Williams said the company was not entitled to resort to industrial action because the dispute had been referred to an industrial court

A company spokesperson said the company maintained that the lockout was legal

D FIM 26/1/90

4

to cash in their leave

(144) (152)

Meanwhile, sources in Sats indicate that a major obstacle in the strike is likely to be removed

The FM learns that Sats is prepared to take back all 23 000 fired strikers, as a gesture of reconciliation and also because in the current political climate finding replacements is virtually impossible

Apparently the intervention of the MDM brought a measure of stability to the Sarhwa negotiating team. Meanwhile, Sats has promised to investigate how 1 000 armed non-strikers managed to congregate at Germiston station before attacking a train-load of strikers and commuters, in which six people died

SATS STRIKE (144) (152)

It takes time

Mediation in the seemingly interminable Sats labour dispute was going well, according to a key source on Tuesday. Should the process bring a solution, mediation will have proved to be a vital element of the industrial relations system

Mediation is often confused with another resolution mechanism, arbitration. Charles Nupen, mediator in the Sats dispute and head of the Independent Mediation Service of SA (Imssa), says both mechanisms entail agreement by the parties to bring a third party in to assist with resolution of the dispute. "The difference is that in mediation the third party plays the role of facilitator, the terms of resolution being ultimately determined by the parties themselves. In arbitration, however, the parties say to the third party 'Make a decision for us, and we agree that the terms will be binding on us'."

Leading labour lawyer John Brand says "While both arbitration and mediation have come to be widely used, choice of one or the other method depends on the nature of the dispute. Generally arbitration is used when there is a dispute about existing rights, or an interpretation of an existing right, particularly where there is an objective or definite answer" FIM 26/1/90

He gives the example of a dispute suited for arbitration being that over whether a worker falls into one grade or another in terms of an agreement, or whether a dismissal is fair or not. However, a dispute over paying a worker more would be a dispute over a new right, and suited more towards mediation. The rights a party is seeking to establish are new rights, where there is no precedent. "In this instance, a neutral outsider is preferred to facilitate agreement on the new right"

"The Sats dispute is a classic case of a dispute over new rights," says Brand, "the recognition of the union, a new wage and working regimen, and where the company is not obliged to agree to anything"

Brand suggests that the Sats strike lends itself to the current process of mediation, as mediation is suited to identifying real disputes and real issues

"By imaginative means, a mediator is able to find out what real possibilities of settlement exist — what is frequently referred to as the 'real bottom line' which is often quite different to adopted public stances"

An example would be that workers who want pay upfront at the end of a strike may demand strike pay, the company publicly says it will never give strike pay. The imaginative solution might be to allow the workers

MONDI STRIKE(~~152~~ (152)

Union setback

Another strike-hit company, Mondi, has managed to deflect labour's most potent weapon - its ability to halt production

Mondi spokesman Brigid Hopkins says production at all five of the company's strike-affected board mills resumed this week under the emergency power of casual labour and remaining staff. This obviously means a drop in the skills level at the workplace, yet it represents a major blow (after the SAB and Sats strikes) to Cosatu's Print, Paper, Wood & Allied Workers' Union.

In another setback for the union, Mondi has been able to get members at the Umgeni plant to accept the company offer - though Hopkins stresses that this is strictly on an individual basis and does not subvert the current standing agreement. The union was unable to win a strike ballot at the plant.

Union sources describe the move as "a big setback" but suggest it would be wrong to see the union as caving in. Most workers at four of the plants are still on strike and production is far from normal, say union officials. The decision is likely to bring internal argument but the union remains in a relatively well-organised and powerful position nationally. *FIM 26/1/90*

Mondi has been keen to see an eventual break-up of divisional bargaining in favour of returning to plant level bargaining, and the Umgeni plant was seen as a weak point in union resistance to the plan.

It would be sad indeed if the strike became violent. Worker violence in both the SAB and Sats strikes wreaked hardship on strikers. Fawu lost hands down and Sarwhu is fighting a rearguard action in its current strike.

The Mondi strike, however, is showing signs of not degenerating into chaos. Mondi has wisely (like SAB) resorted to legal lock-outs at Bellville and Springs (and court orders were not needed, as the union accepts this as management's right). The union has also stressed its commitment to nonviolence.

It is likely that the dispute will return to a straight fight over wages.

This will be interesting as the gap is narrower than in other recent disputes: the union wants R1,15 (26%) on the minimum rate of R4,29 an hour, while the company has made a final offer of 72 cents (16,8%). The company offer would bring the monthly minimum to R970.

Meanwhile, strike action increased slightly at the Richards Bay pulp mill with 200 union members out. Last week Mondi said only 160 out of 712 employees were on strike. ■

Marathon rail talks fail to halt strike

By EDDIE KOCH

TWO days of intense mediation this week failed to resolve the three-month railway strike amid continuing violence linked to the dispute

After a 14-hour mediation session on Tuesday, chaired by Charles Nupen of the Independent Mediation Services of South Africa (Immsa), management and union sources indicated that a breakthrough was imminent

But another marathon set of talks on Wednesday, which lasted for a full 18 hours, failed to end the strike and both parties indicated they would have to consult their constituencies

The South African Transport Services (Sats) as well as the South African Railway and Harbour Workers' Union (Sarwhu) have been tight-lipped about the talks. Yesterday afternoon representatives from all three parties refused to comment on how the negotiations were progressing

The extraordinary secrecy surrounding the talks indicates they have reached a highly sensitive stage

Sarwhu is pushing for the reinstatement of some 23 000 workers who were sacked in the strike and recognition for the union

Although the last public statement by Sats said it was prepared to employ only half of the dismissed strikers, it is believed that management has softened its stance

The union's demand for a wage hike, a minimum wage of R1 500 a month and improved service conditions has also been on the agenda.

Meanwhile a series of clashes between strikers and non-strikers in Kagiso on the West Rand erupted over the weekend

Dolly Khoza, the wife of a Sats employee, died when her home was petrol bombed

At least 27 people have died in the dispute, mostly in police shootings and attacks by non-striking workers on union members

A statement by the Krugersdorp Interim Co-ordinating Committee, which deals with civic issues for Kagiso residents, said. "We note with regret the the continuing intransigency of Sats in handling the whole issue, which has resulted in the loss of lives of striking and non-striking Sats employees, as well as commuters and other members of the public.

(152)
W. M. M. 1

Sats, union agree to end strike

By Drew Forrest

January 31 and February 6 (152)

SA Transport Services and the SA Railway and Harbour Workers Union have reached agreement on all disputed issues in the three-month rail strike and will formally sign a settlement deal tomorrow

This was announced today by Mr Charles Nupen, director of the Independent Mediation Service which has been mediating in the dispute

In terms of the agreement, Sats will recognise Sarhwu and bargain on wages and conditions in areas where the union is registered

The agreement also provides that 11 strikers, including 23 000 who were fired, will be re-employed if they apply for their jobs between

Both Sats and Sarhwu will report to their "constituencies" today before signing the agreement

Other terms of the deal are

- Strikers will receive their 1989 annual bonus and will be reinstated on the Sats pension scheme, but will forfeit benefits for the period of the strike

- Past disciplinary records will be disregarded and workers will not be disciplined for striking

- Evicted strikers will be reinstated in Sats hostels.

The strike was one of the bloodiest and costliest in South African history, leading to over 30 deaths and R40 million damage to Sats rolling stock.

26/1/90
stan

New era dawns on railways

IT HAS been a long, slow, painful and costly birth, but a new industrial relations era may finally be emerging on the railways

After a week of gruelling mediation by the Independent Mediation Services of SA, it was announced yesterday that SA Transport Services and the SA Railway and Harbour Workers Union (Sarhwu) had agreed to settle the bitter, three-month rail strike

The settlement will only take effect once it is signed in Johannesburg today, but informed observers say peace looks in the bag. Sarhwu was set to report yesterday to its members, notably in the strike centre of Natal

Leading to more than 30 deaths, many in pitched battles between strikers and non-strikers, the loss of R44 million in wages, R40 million in damage caused to Sats rolling stock and seven derailments, the dispute may be the costliest since the 1922 Rand Rebellion

It prompted a peace plea by the Minister of Mineral and Energy Affairs Dr Dawie de Villiers and the direct intervention of the Mass Democratic Movement.

Reason wins

But the settlement, which called for major concessions by both sides, is a victory for reason and the spirit of compromise

At the heart of the battle lay the recognition of Sarhwu, an issue underlying three rail strikes in as many years. Worker pressures over pay and a new disciplinary code, and Sats' dismissal of 23 000 strikers, were complicating factors

Under the final settlement, Sats has agreed to recognise and talk wages with Sarhwu in areas where it is registered under labour law. The union has applied to register for its southern Natal stronghold, and interim recognition talks will kick off as soon as the strike ends

Sarhwu initially pressed for a R1 500 minimum wage, but as Sats had already negotiated rises of up to 27 percent for its 80 000 black workers last year, it was never likely to enter fresh pay talks

After an internal tussle, allegedly between national leaders and hard-line shopstewards in the regions, the union dropped its pay demand

But the settlement deal opens up the possibility that Sarhwu will bargain for its southern Natal members when official railways pay talks start in April

Although Sarhwu has only broken through on recognition in Natal, there can be little doubt that it is the future voice of black railmen

Tame union used

Its main opposition, the Sats Black Trade Union (Blatu), is said to have been promoted by management in the early 1980s to keep "radical" unions at bay. Virtually wiped out in southern Natal, it is threatened with dwindling support across the country

If Sarhwu yielded most on pay, the main climbdown on the dismissal of strikers — a survival issue for the union, as a sizeable chunk of its membership was on the line — has been by management

In proposals before Christmas, Sats offered to re-employ only half the fired workers. The loss of accumulated benefits also appears to have been at issue. Under the settlement, all strikers have been re-

employed and reinstated on the Sats pension scheme, although they will forfeit pension benefits for the strike period

Sats has also agreed to ignore workers' past disciplinary records and not to treat the strike as a disciplinary issue — although it reserves the right to take action against workers convicted in court of violent acts

No simple explanation can be offered for the extremely violent character of the strike

Long-fermenting worker grievances in the absence of negotiating channels, the duration of the strike, the fact that many Sats employees and casual workers blunted the strike weapon by maintaining services, and the exposure of a far-flung rail

Strike all but settled and union recognised

DREW FORREST

network to sabotage are all factors. While "scabs" have certainly been a major target of violence, most of those killed appear to be strikers and commuters.

A sinister development in recent weeks was the emergence of a heavily armed non-striking vigilante band centred on the Braamfontein railway station, which ambushed trains carrying striking workers at Braamfontein and in Germiston.

Questions were raised about the police role in the violence, with Sarhwu alleging that the SAP acquiesced in, and may have actively promoted the Germiston attack

The police denied this, saying they moved to quell the violence as soon as the necessary reinforcements arrived.

The union also complained that police in certain centres, notably Pretoria, were preventing strikers from meeting.

While Sarhwu suggested that the vigilantes were an official strike-breaking force, there is no evidence that senior Sats management connived at or even knew in advance of the attacks. The possibility that white Sats supervisors were involved cannot be discounted, however

Whites complain

Whites were said to have led an assault on union offices in Empangeni, and sources said supervisors must have known when the vigilantes took time off work for their attacks

Whites, who played a central strike-breaking role, complained bitterly of intimidation during the strike and one white rail union approached Minister of Law and Order Mr Adriaan Vlok for increased police protection

Later South Africa's largest white labour grouping, the SA Confederation of Labour, announced that it would call on the Government to cut off funding for "unrestrained action" by Cosatu unions

Sats employs as many whites as blacks — 80 000 in each case — and white rail unions are a significant force in the Sats

Labour Council.
One of the main tasks now facing management will be to sell the strike settlement, and in particular the terms on re-employment, to its white workers and their representatives

SATS poised to recognise Sarhwu

By CHARL DE VILLIERS

THE SA Transport Services (SATS) is poised to negotiate interim recognition of the SA Railways and Harbour Workers' Union (Sarhwu) after a violence-racked 84-week strike that cost at least 27 lives and millions of rand

Following a marathon mediation effort, SATS and Sarhwu yesterday arrived at a basis of settlement to end the strike, mediator Mr Charles Nupen said yesterday

The proposed settlement will become effective only when the parties meet in Johannesburg today after returning to their constituencies for final ratification before signing, he said

The agreement provides for:

- Re-employment of all dismissed and striking workers on the same conditions of service applying to them at the start of the strike if they return by February 6,

- The commencement of negotiations in terms of an interim recognition agreement as soon as the strike is settled,

- SATS to recognise Sarhwu and bargain wages and conditions of service with the union in regions where it registers under the Labour Relations Act,

- Workers to be paid their 1989 annual bonus and reinstated in the SATS pension scheme, but with the loss of benefits for the period of the strike,

- Paying out of leave pay accrued since the strike started,

- Past disciplinary records to be disregarded and no disciplinary action to be taken against former strikers — excepting in cases where workers convicted of serious acts of violence,

- Reinstatement of workers evicted from SATS hostels, and

- Arbitration under the auspices of the Independent Mediation Services of SA on any unresolved disputes arising out of the return to work.

Violence involving clashes between striking and non-striking workers — dubbed SATS-inspired "vigilantes" by the union — and police action claimed at least 25 lives

The dispute hinged on Sarhwu's demands for recognition by SATS, a R1 500 minimum monthly wage and an end to privatisation of SATS

Workers lost R45 million in wages and damage to SATS property reached the R38,5m mark. Almost 23 000 of the more than 26 000 strikers were dismissed

Commenting on the proposed settlement, acting director of the UCT graduate school of business Professor Frank Horwitz said it was "encouraging to see that mediation had assisted with facilitating the move towards reconciliation"

Welcoming the end of the strike, Anglo American Corporation director Mr Bobby Godsell also complimented the role of mediation in bringing the parties to settlement.

By ROBYN CHALMERS and IVOR CREWS

SOUTH AFRICA'S bitter railway strike ended yesterday after 13 weeks with the signing of a settlement agreement by the SA Transport Services and the SA Railway and Harbour Workers' Union.

But the long violent weeks of strike action brought nothing but death destruction and shattered morale for the black trade union.

Although both sides hailed the accord as a "triumph for negotiation" the costs were high on both sides.

The strike's legacy includes:

- Over 30 deaths and hundreds of casualties in pitched battles between strikers and non-strikers
- A loss of R44 million in wages
- The dismissal of 23 000 strikers
- R40-million in damage to Sats rolling stock.
- Seven derailments

The bloody industrial dispute — probably the costliest since the 1922 Rand Hebelion — finally came to an end after Sats requested the appointment of a mediator to break the deadlock.

In the end Sats agreed to drop all its demands and sacked workers reinstated.

They will be rehired as temporary staff and won't be allowed to join the ranks of permanent staff for two years.

The sacked workers will remain members of the Sats housing and pension

schemes but they will lose benefits for the strike period.

At yesterday's signing, the director of the Independent Mediation Services, Mr Charles Nupen, thanked both parties for their constructive approach to a trying time.

Both groups hailed the agreement "as a victory for reason and the spirit of compromise".

At the heart of the dispute was the recognition of Sats an issue that has caused three rail strikes in three years.

In terms of the final settlement, Sats has agreed to

recognise Sats and allow it to participate in wage talks.

Sats initially asked for a R1 500 minimum wage, but Sats had already negotiated rises of up to 21 per cent for its 80 000 black workers last year.

Sats' management expressed its concern for the hardship that many workers and their families had suffered.

Sats' general secretary, Mr Martin Sebakwana said the settlement was "historic and a victory for the union in many respects

IT'S OVER BUT LONG SATS STRIKE LEAVES A LEGACY OF BITTERNES

The heroes of the bloody strike were the thousands of workers who had sacrificed their wages and especially those who had died," he said.

Cosatu general secretary Jay Naidoo said the resolution had important implications for future relations between Sats and Sats.

But it was the violence that will be the most difficult to come to terms with.

It reached such alarming levels during the strike that after nine people were killed and 30 injured during a fierce battle at Germiston station the Mass Democratic Move-

ment was asked to intervene. Even the Government was alarmed and the Minister of Mineral and Energy Affairs, Mr Dawie de Villiers, pleaded for peace.

Now the end of the strike brings with it the biggest challenge of all — to eradicate bitter memories and rebuild a united workforce.

But it will take months before a trusting relationship is established by both sides.

But Dr Willie Coetzee, labour group manager for Sats, says some good may come of the strike. The dispute has been gruesome, he says but it has generated a new relationship between Sats and the union.

"It has welded together the three basic cornerstones of the situation — Sats, the labour system and Sats," Dr Coetzee said.

"The trade union has recognised that Sats has certain unique features and Sats realises that Sats is a representative union which must be accommodated."



Martin Sebakwana and mediators Charles Nupen and John Brand sign the accord. Picture MARGOT WILLIAMS

The Sats strike is over!

By SOL MORATWI

THE COSTS of the longest-running strike in the history of South African Railways have been heavy - but the settlement has been hailed as a victory for all South African Transport Services (Sats) workers

The strike, which began in October last year, was marked by assaults, mass dismissals, arson attacks, deaths and destruction of property

Innocent people some not employed by Sats, lost their lives and property. Families of Sats employees were also caught in the crossfire

About 37 people among them children were killed in strike-related incidents and hundreds of South African Railway and Harbour Workers' Union (Sarhwa) members and strike breakers were injured

Sarhwa general secretary Martin Sebakwane gave a diary of strike-related incidents in an affidavit which alleged police failed to intervene

On November 6 1989 strikers were attacked at Mzimhlophe station in Soweto

Strikers were attacked at Benoni's Dunsward station on November 7 20 and 27

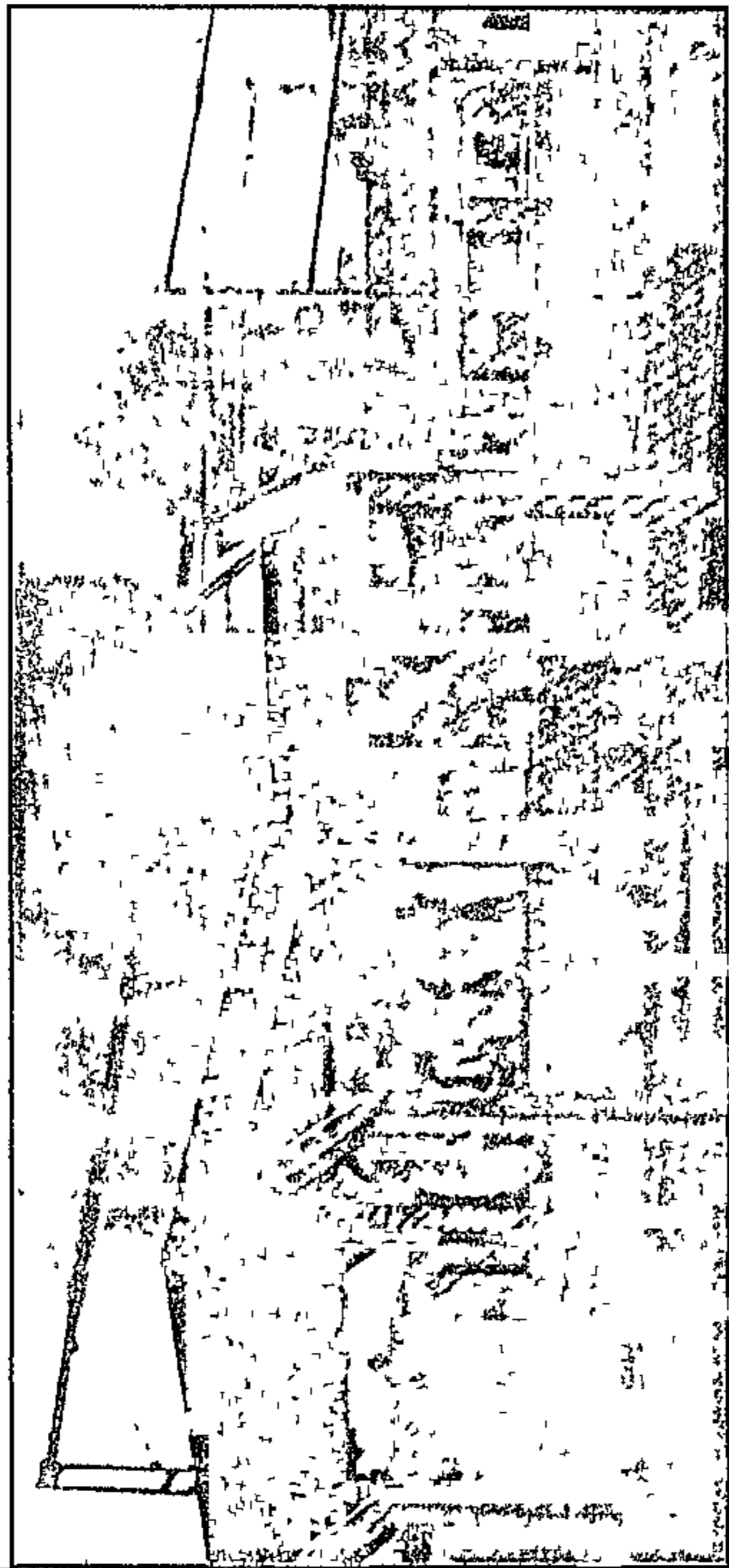
On December 7 scores of commuters were injured when a group of armed non-strikers attacked a train at Braamfontein station. Police did nothing to prevent the attack

On December 8 non-strikers attacked strikers at Langlaagte. Once again police did nothing to prevent the attack

The same day strikers were attacked at New Canada station.

On December 11 strikers were attacked at Luipaardsvlei hostel outside Krugersdorp. The attackers were allegedly accompanied by police and

On December 12 a Sarhwa worker was attacked at Johannesburg station in the presence of police. They allegedly told the worker to return to work or they would al-



Sats lost R40 million during the longest strike in its history but the settlement has been hailed a victory for all workers.

A victory for workers in spite of violence

ment 22 900 workers had been dismissed. Sats suffered losses of R40 million in destroyed or damaged stock.

The resolution to the strike, signed by representatives of Sats and Sarhwa in Johannesburg yesterday is being viewed as a victory for Sarhwa by labour organisations.

The strike ended with Sats agreeing to recognise Sarhwa and to uncondi-

tionally reinstate strikers But those convicted of acts of violence may be subject to disciplinary action

Sats has also agreed to negotiate wages and conditions of service with Sarhwa in areas where it obtains registration under the Labour Relations Act.

Sarhwa has applied for registration in southern Natal and will apply in

other areas in the near future

It was also agreed that all dismissed workers return to work in the same grade job and at the same wages as applied to them before the strike if they return before February 6

Workers will receive an annual bonus for 1989 and will be reinstated in the Sats pension scheme. However they will forfeit benefits for the strike period.

Strike mediator Charles Nupen said the day workers returned to work would be akin to the date employment began for the purpose of

"calculating future leave and sick pay benefits".

The agreement reached today is the real test for the future," he said.

The strike revolved around three major issues. Sarhwa wanted official recognition as a union, but Sats said it must register before it could be seen as representative.

The union demanded a minimum wage of R1 500 a month (300 percent up from the present R600), and Sarhwa wanted all workers sacked during the strike to be reinstated.

unhappy about the recog-



One of the victims of the violence that became part of the Sats strike

Mediator worked 48 gruelling hours to settle dispute

JOHANNESBURG — The man behind the mediation which led to the end of the SA Transport Services strike on Saturday, Mr Charles Nupen, has described his role in resolving the dispute as one of the most challenging he has ever experienced

Mr Nupen, 39, director of Independent Mediation Services of SA (IMSSA) spent 48 hours over four gruelling days in mediating the strike by the SA Railways and Harbours Workers' Union since he was called in by both parties a week ago

The bloody strike lasted 86 days and claimed the lives of more than 30 people

Mr Nupen was the key figure behind Saturday's successful strike resolution which is being hailed by both SATS and Sarhwu as a major victory for industrial relations in South Africa

He said the strike was the first he had handled in which the state had been a party

Mr Nupen is a seasoned middle-man, having mediated in disputes in virtually every private sector industry in the country, including the 1987 OK Bazaars

strike and the recent SA Breweries strike

He is an attorney by profession and worked in commercial law for a long period before taking a position as a staff attorney with the Legal Resources Centre

He practises mainly in labour law and was involved in some of the early influx-control cases, including the landmark Rikhoto case which established urban rights for migrant workers

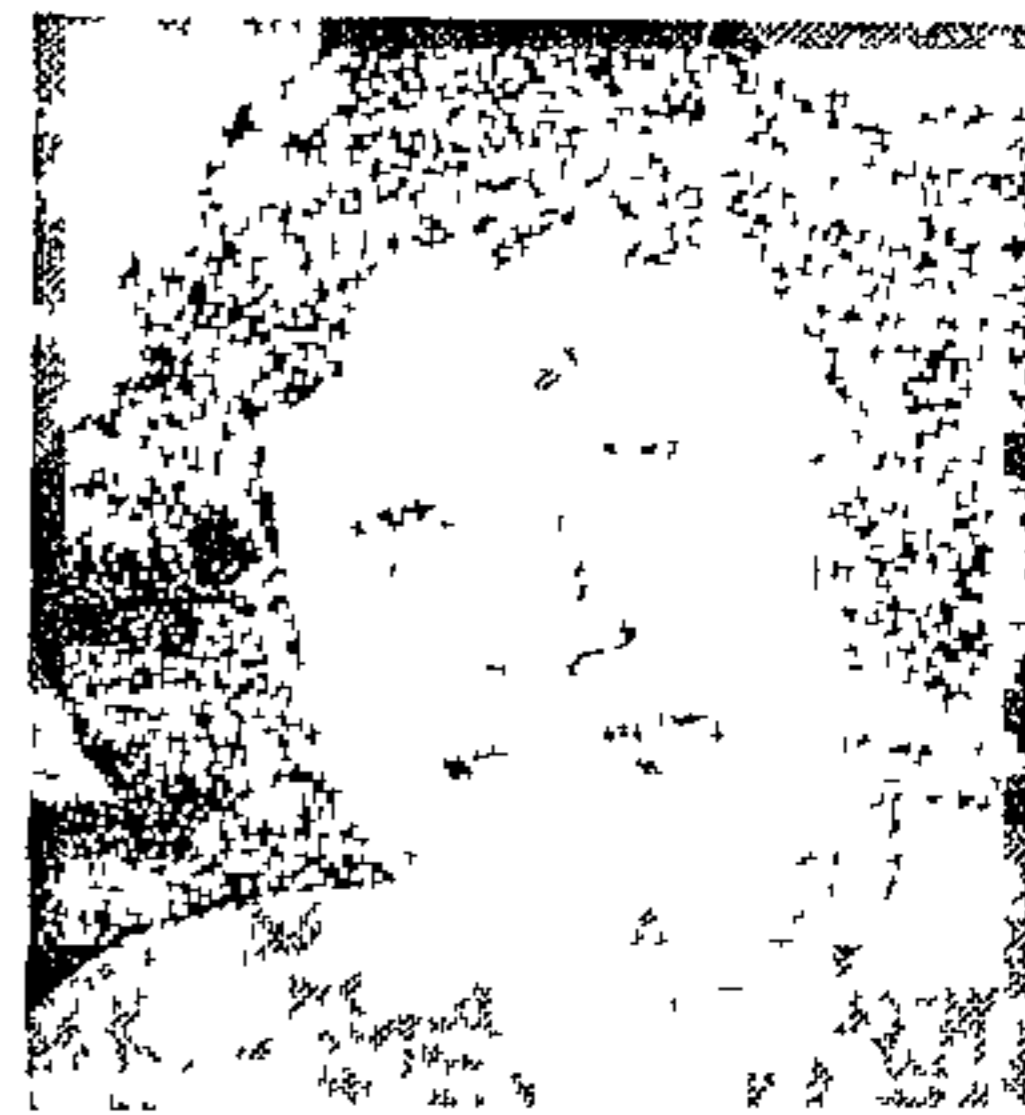
"Any successful resolution of a dispute reaffirms one's belief in the process," he said

Mr Nupen was assisted by Mr John Brand — one of the most widely used mediators in the country — and described his contribution as invaluable

He said SATS and Sarhwu would split the costs of the mediation

Most recently Mr Nupen has been involved in relationship-building exercises — particularly the Mercedes Benz-National Union of Metal Workers of SA Relationship By Objectives Programme

This involved a programme where parties identified and ad-



Mr Charles Nupen

dressed a range of problems in their relationship and set objectives by consensus to overcome problems

He is currently involved in the SAB-Food and Allied Workers' Union relationship initiative which was agreed to when the breweries strike was settled last year

He said IMSSA was a non-profit, privately funded service organisation which engaged in a number of areas "as a resource to collective bargaining"

"We do a lot of training — we not only train mediators and arbitrators but we offer training courses to the parties in how to prepare and present cases of arbitration and how to bargain constructively"

Sarhwu's negotiating delegation was led by general secretary Mr Martin Sebakwane and SATS by labour relations head Mr Willie Coetzee — Sapa

CME TMS
29/1/90

End of SATS ~~strike~~ strike ¹⁵² hailed ~~but~~ but test to come

Own Correspondent

JOHANNESBURG — SATS and the SA Railways and Harbours Workers' Union (Sarhwu) have hailed the settlement ending the strike by about 26 000 workers as a victory for SA industrial relations, but complex problems remained and the real test of the settlement lay ahead, the parties said

The agreement, officially signed on Saturday, was reached after 12 weeks of intense negotiations between the parties and after a SATS request that a mediator be appointed to facilitate the ending to the strike was accepted by the union.

The dispute involved the recognition of Sarhwu, wage increases, a new disciplinary code and the dismissal of 23 000 workers

Among other clauses SATS has agreed to re-employ the 23 000 dismissed workers and recognise and negotiate wages with Sarhwu in areas where it is registered. The union has so far applied for registration in southern Natal. The parties are committed to negotiate interim recognition once the union has registered in the area

Same grade

A major stumbling block for the union was to obtain a guarantee to negotiate wages as workers were adamant they would not drop their minimum wage demand of R1 500 a month

A union spokesman said SATS's most "significant concession" was that if Sarhwu was not registered by the start of wage talks, management agreed not to extend wage settlements with other SATS trade unions in the areas where Sarhwu had applied for registration

All strikers will be re-employed in the same grade and job at the same wage applied to them at the date of their dismissal. Pension benefits will be paid back to them and those eligible will receive pro-rata bonuses. They will not be paid for their time on strike

Sats

It's
back
to
work

Sowefan
29/11/90

Strike



JAY NAIDOO
...Cosatu

deal

THE bloody 12-week SA Transport Services strike officially ended on Saturday with the signing of a settlement agreement by Sats and the SA Railway and Harbour Workers' Union.

The strike claimed the lives of at least 30 people, left hundreds injured and resulted in a loss of wages for strikers of at least R41 million.

Sats and Sarhwu both described the settlement as a major

SA Press Association

breakthrough in labour relations in South Africa

The key figure in the settlement of the dispute, director of Independent Mediation Service of SA Mr Charles Nupen, thanked both parties at the signing of the agreement for their "constructive approach to a trying time"

The breakthrough came after gruelling four-day mediation sessions totalling 48 hours after Nupen was called in last week.

In terms of the agreement, the 23 000 fired strikers may apply for

re-employment and Sats will recognise Sarhwu as a representative trade union following registration with the Department of Manpower.

This will guarantee Sarhwu's participation in Sats' wage negotiations in April.

No gains were made by Sarhwu in terms of its original demand of a minimum monthly salary of R1 500.

The union's general secretary Mr Martin Sebakwane, however, described the resolution of the dispute as historic and "a victory

• To page 2

P. T. O.

● From page 1

for the union in many respects"

On the issue of Sarhwi's wage demands, Sebakwane said. "After two months of a very bitter dispute, both parties had to reconsider their positions"

Cosatu general secretary Mr Jay Naidoo said the resolution of the strike had important implications for future relations between Sahrwu and Sats and "had laid the basis for a sound relationship between the union and Sats"

Sats labour manager Mr Jan Bredenkamp said he was thankful the dispute had been settled and expressed hope it would form the basis of a future sound relationship between the company and the union

The most significant gains made by Sarhwi are its guarantee of participation in future wage negotiations, the re-employment of dismissed workers - a stumbling block in negotiations in which Sarhwi demanded reinstatement - and the union's pending recognition.

Sats public relations officer Mr Leon Els said "All strikers will be re-employed under certain

It's back to work

conditions

"They will have to sign re-employment contracts, their pension benefits will be paid back to them and those eligible will receive pro-rata bonuses."

The strikers will not be paid for their time on strike.

Fired workers have to re-apply for their jobs between January 31 and February 6 this year.

They will be employed in their same jobs, in the same grade and at the same wages.

Those who are members of the Sats housing scheme have to pay arrear instalments owed by them over a 12-month period

Those re-employed will lose their years of service and will be hired as temporary workers for two years whereafter they may apply for permanent employment.

(152)

Strike has boosted Sarhwu, says spokesman

By Drew Forrest

Membership of the SA Railway and Harbour Workers Union (Sarhwu) leapt during the railway strike and the union expects to win recognition countrywide within a year

SA Transport Services has agreed to recognise Sarhwu and bargain with it where it is regis-

tered. The union has applied for registration in southern Natal

But speaking after settlement was clinched on Saturday, general secretary Mr Martin Sebakwane said the union was poised to register in many other areas.

Mr Sebakwane said there had been a flood of defections from the rival Black Trade Union

(152)
He also stressed that in terms of the settlement, Sats could not extend wages negotiated in its Labour Council this year to Sarhwu members.

As Sats had a uniform wage policy, Sarhwu's southern Natal pay package was likely to be adopted countrywide

Key features of the settlement are the re-employment of

Star 29/1/90
all 23 000 fired strikers, the reinstatement of strikers on the Sats pension fund and the waiving of strikers' disciplinary records

Sarhwu lawyer Mr Jonty Joffe said other "break-throughs" include Sats's agreement to submit disputes over the return to work to outside arbitration. Railways law aimed to keep such processes internal

Strike settlement is hailed as a victory for SA's industrial relations

SATS and the SA Harbours and Railways Workers' Union (Sarhvwu) have hailed the settlement ending the strike by about 25 000 workers as a victory for SA's industrial relations.

But complex problems remained, and the real test of the settlement lay ahead, the parties said.

The agreement, signed on Saturday, was reached after 12 weeks of intense negotiations between the parties and the union had accepted Sats's request that a mediator be appointed to facilitate the ending of the strike.

The dispute involved recognition of Sarhvwu, wage increases, the new disciplinary code and dismissals.

Sats agreed to re-employ dismissed workers and recognise and negotiate wages with Sarhvwu in areas where it was registered.

The union had applied for registration in southern Natal. The parties were committed to negotiate interim recognition once the union had registered.

A major stumbling block for the union was to obtain a guarantee to negotiate wages, as workers were adamant they would not drop their minimum wage demand of R1 500 a month.



Pressure

152

Sats management felt no major concessions were granted. Sarhvwu believed it won a major victory in the guarantee that if talks on interim recognition stalled, Sats would recognise the union for the purposes of collective bargaining and conditions of employment 14 days after registration.

"This puts pressure on them to con-

ADOLE BAILETA

clude a recognition agreement. One of our worries was once we went back to work, recognition talks would drag on," Sarhvwu lawyer Jonty Joffe said.

Sats's most "significant concession" was that if Sarhvwu was not registered by the start of wage talks, management would not extend wage settlements with other Sats trade unions to areas where Sarhvwu had applied for registration.

This would counter problems over membership tussles between Sarhvwu and Sats' sweetheart union, Blatu.

Sats senior manager Jan Bredenkamp declined to comment on potential

problems involving separate wage agreements with Blatu and Sarhvwu.

He said the possibility of ur-fighting between Sarhvwu and Blatu was real, but both unions fighting for members.

But Joffe said Sats had reaffirmed its policy not to have a differential wage structure.



Recognition

"The effect of the settlement is Sats cannot conclude an agreement with Blatu until they have negotiated with us. What they negotiate with us in southern Transvaal would apply to all our members."

The union is processing registration applications throughout the country and believes it will obtain national recognition by the end of the year.

All strikers will be re-employed in the same grade and job and at the same wage applied to them at the date of their dismissal. Pension benefits will be paid back to them and those eligible will receive pro-rata bonuses. They will not be paid for time on strike.

Although the union has lost length of service benefits, there was protection for union members in terms of re-trenchment and promotion.

The union believed there was a major advantage in re-employment, as a cause of the strike was the application of the new disciplinary process. The agreement to re-employ effectively wiped out employees' disciplinary records, Joffe said.

Sats said there would be problems regarding white unions' acceptance of Sarhvwu's eventual recognition.

Case file 30/1/90 (152)
Sacked workers dispersed

JOHANNESBURG — Police used dogs to disperse sacked building workers who tried to prevent new recruits from resuming work at a R46-million office development in Pritchard Street here yesterday. The workers, all members of the Building Construction and Allied Workers' Union, were fired last year after a dispute over overtime and annual bonuses. — Sapa

Police fire gas at 1 500 unionists bystanders

JOHANNESBURG. — Police fired teargas to disperse about 1 500 SA Railways and Harbours Workers' Union workers and bystanders brandishing knobkerries and chanting angrily outside the Johannesburg railway station yesterday afternoon. The small contingent of police was almost encircled as bystanders joined a group of about 400 Sarhwa members who had just come from a meeting, and just outside the eastern entrance to the station teargas was fired.

The crowd fled in all directions.

The gathering was apparently spontaneous, with workers angry and emotional after a union meeting.

By 4pm, with the crowd dispersed, the situation was quiet.

Meanwhile, police confirmed that teargas and batons were used to disperse a crowd of people in Wanderers Street yesterday afternoon.

A spokesman said the group of 500 or so men who had left Lenton House around 3 30pm constituted an illegal gathering. "One teargas canister and a baton drill were used to disperse the group after police warned them to do so.

"No injuries were reported to the police" — Sapa

Union requests meeting with Mondri

THE Paper Printing Wood and Allied Workers Union (Ppwawu) has proposed a meeting with Mondri in an attempt to break the deadlock over wages and working conditions that has affected four Mondri Board mills and a pulp mill, a union spokesman said yesterday

Mondri spokesman Brigid Hopkins said the telex proposing the meeting had not been received late yesterday

The parties reached a deadlock last week after they refused to move on their positions. The union is demanding a minimum wage increase of R1,15 an hour, while man-

ADELE BALETA

agement is offering 64c on the current minimum hourly rate of R4,29

This applies to four of the company's board mills (152)

The parties are also at a deadlock over a separate pay dispute at the Richards Bay pulp mill where 400 workers have stopped work. Management has offered 66c an hour increase on the minimum rate and the union wants R1,10 an hour

Hopkins said strikers had not responded to yesterday's 3pm deadline to accept Mondri's offer to back-date their offer to January 1

8/12/90 30/1/90

Solidarity action in Mondi dispute

152 ADELE BALET ~~REPORT~~

MORE than 200 employees at Mondi plants and client companies have taken action in solidarity with the 1 400 wage strikers at four Mondi board mills and the Richards Bay pulp mill, a Paper Printing Wood and Allied Workers' Union (Ppwawu) statement said yesterday.

About 100 workers at Waltons Stationery — a Mondi client — stopped work yesterday to support Ppwawu members on a wage strike at the Felixton, Springs, Piet Retief and Bellville board mills and at Richards Bay. Employees were given until 1.30pm to return to work. Management comment could not be obtained.

The statement said more than 100 workers at Mondi's waste paper division plants in Alrode and Tulisa Park stopped work for half-an-hour on Monday. And last week there were demonstrations at five Pretoria plants.

Mondi has offered 64c an hour on the minimum for board mill employees and 66c for Richards Bay workers. The union has demanded R1,15 an hour and R1,10 an hour respectively.

Mondi management could not be reached late yesterday.

6/Jan 3/1/90

Tongaat workers' strike deadlocked

THE ARGUS 31/1/90

Tygerberg Bureau

STRIKING workers at Tongaat Mushrooms outside Durbanville today refused to go back after management insisted they return to work before talks could start.

The workers went on strike yesterday, claiming the company was hiding behind agricultural legislation to avoid industrial laws, and refused to recognise the Food and Allied Workers' Union (Fawu) to which the workers belonged.

A spokesman for the workers, Mr Andrew Langevelt, said today the managing director, Mr Derek Chaplain, insisted the workers return to work before negotiations could start.

Workers, however, demanded talks first.

Asked for comment, Mr Chaplain referred The Argus to head office in Johannesburg.

Mr Richard Baker, managing director of Tongaat Mushrooms in Johannesburg, confirmed that the workers were still on strike but that workers' representatives and management were holding discussions to find out what the grievances were.

He said he was not aware of any deadlock before negotiations could start.

Asked to comment on allegations made by workers, he said he wanted first to find out which complaints were legitimate.

"At this stage it does appear that some of the complaints are not justified, particularly regarding medical services."

Mr Baker said there was a full-time nurse and a doctor visited the factory twice a week.

'Historic victory' for Sats strikers

South
112-7/2/90
152

From MONO BADELA

JOHANNESBURG. — The settlement that ended the 13-week bloody dispute between members of the South African Railway and Harbour Workers' Union (Sarhwu) and the South African Transport Services (Sats) has been hailed by Sarhwu general secretary Martin Sebakwane as "an historic victory".

Key features of the settlement hammered out last week are the re-employment of all 23 000 fired strikers without loss of pension benefits and the waiving of the strikers' disciplinary records.

Sebakwane said other "breakthroughs" included Sats' agreement to submit disputes over the return to work outside arbitration.

Sarhwu made no gains in terms of its original demand of a minimum monthly salary of R1500 but Sats has indicated it will re-negotiate wages in April.

Sats has also agreed to recognise Sarhwu and to bargain with the union where it is registered.

Membership

The union has already applied for registration in southern Natal. Sebakwane said Sarhwu was poised to register in many other areas.

Although the strike had been very costly, it had been "a tremendous boost" to the union which has 50 000 members.

"Membership has leapt during the strike and the union expects to win recognition countrywide," he said.


Sebakwane said there had been a flood of defections from the rival Black Trade Union (Blatu).

"There is overwhelming support for Sarhwu, with thousands leaving Blatu. Stop-orders forms are pouring in," Sebakwane said.

While the settlement is a major breakthrough in industrial relations at Sats, Sarhwu remains firmly opposed to taking part in the Labour Council.

Sebakwane said this was because the council was "undemocratic and discriminatory".

according to the insurers of the ship, the m.c.
Gem, which sailed yesterday.

Chpt. Times 1/2/90
Railmen go back to work *(152)* 

JOHANNESBURG. — Railway workers
streamed back to work yesterday, the first day of
a six-day period when SATS is to re-employ
those dismissed in the 13-week strike that ended
on January 27, a SATS spokesman said

Reports by Staff Reporter, Own Correspondent, Sapa-Reuters AP and UPI

MONDI STRIKE

Sympathy action

The tendency of management to make a single "final" offer in wage negotiations faced a critical test this week. The Paper, Print, Wood & Allied Workers' Union set in motion a string of solidarity strikes to pressurise the Mondi board division.

The union says that on Monday over 100 workers at Mondi's waste paper plants at Alrode and Tulisa Park, and at Mondi Richards Bay, stopped work for half an hour, following lunchtime demonstrations.

On Tuesday morning another 100 workers at Waltons head office in Johannesburg also embarked on a solidarity strike. They were given until early afternoon to return to work.

The union says over 900 workers demonstrated at five Pretoria plants last week, including Lion Match and Nampak Corrugated, and that meetings at the weekend had decided on more action.

Meanwhile, Mondi board mills have agreed to the union's request to meet on Thursday.

A union spokesman says: "It is clear that if employers are going to continue the trend of adopting such negative attitudes then industrial relations can only deteriorate. One should take careful note that the language of the Sats management has significantly changed after 12 weeks of solid strike action.

It is regretful (sic) that we do not hear this language from the beginning."

The sympathy action is interesting, as it takes place over a surprisingly realistic wage demand.

The union last week called for a 19% increase at Mondi — only 2,2% higher than the company's offer. Whether this signifies a trend in this year's round of industrial bargaining remains to be seen.

In keeping with the tendency towards tougher employer bargaining in recent years, Mondi says its 16,8% offer is its only and final one.

The union maintains, however, that this is unreasonable, even meanness. It says its research into company finances shows that directors gave themselves a 94% increase at the end of 1988, when after-tax profits rose 75%.

"It's not as if the company can't afford to pay," says a union representative.

Meanwhile, the union's strike continues at four of Mondi's five board mills. It halted production at three plants when the strike broke out on January 9.

The company has managed to employ casual labour, but says production and supply are affected.

Mondi said earlier that the relatively low wage demand, and the fact that there has been no intimidation of "scabs," showed union flexibility and its desire to see a reasonable conclusion to the dispute. ■

Strike at Anglo plant

STAFF
2/4/90

By Drew Forrest
(152)

About 3000 workers yesterday
downed tools at Anglo Ameri-
can's plant Scaw Metals plant in
Germiston, according to the Na-
tional Union of Metalworkers
(Numsa).

Management could not be
contacted last night, but Numsa
said the strike was sparked
when a company hearing
cleared a white security official
who assaulted a union member.
Workers wanted the immedi-
ate firing of the official and the
head of security, who chaired
the hearing.

Assault was grounds
for summary dismissal in
terms of Scaw's disciplin-
ary procedure, Numsa
said.

The union said the job
of security personnel was
to protect the factory
"not interfere in labour
relations"

Numsa said 200
workers yesterday
launched a legal strike at
JCI's Stonestreet and
Hähsen in Wadeville over
"management's refusal to
negotiate in good faith".
And about 250 members
at the group's Tilley
Macmill had downed
tools in solidarity. Man-
agement comment could
not be obtained

240 go on strike

ELIDA Ponds, a subsidiary of multinational Unilever South Africa, was hit by a wage strike at its Wadeville plant yesterday

The Chemical Workers Industrial Union (CWIU), which represents the strikers, has accused the firm of promoting racial conflict by employing "white

scabs" Unilever had not yet released a statement by late yesterday

About 240 Ponds employees embarked on a legal strike yesterday morning - more than a month after the conciliation board failed to resolve the wage dispute between the two parties, according to the CWIU.

06/11/79

152

scabs

(152) FM 2/2/90

SATS STRIKE

End of the line

It is unlikely that the first recognition agreement between Cosatu's SA Railway & Harbours Workers' Union (Sarhwu) and Sats last Wednesday will encounter any further obstacles

The 12-week strike cost the 26 000 strikers R45m in lost wages, and Sats R38,5m in damage to property. Worst of all, 29 people were killed and the Democratic Party describes the dispute as the bloodiest since 1922

Predictably, there are claims of a union recognition "victory." But the truth is that Sarhwu (under a different leadership, and under pressure from Sats) agreed in writing 14 months ago to follow registration procedure for formal recognition — and failed to do so.

It took an MDM-Cosatu delegation to step in and stabilise the latest negotiations

The union vehemently denies it had to subject itself to interference, but it will be hard-pressed to explain the presence of Cosatu heavyweights Jay Naidoo and Cyril Ramaphosa at every stage of the final mediation procedures

So what was the strike really all about? Certainly, when it erupted on November 2, Sats scoffed at the wage demand of R1 500 a

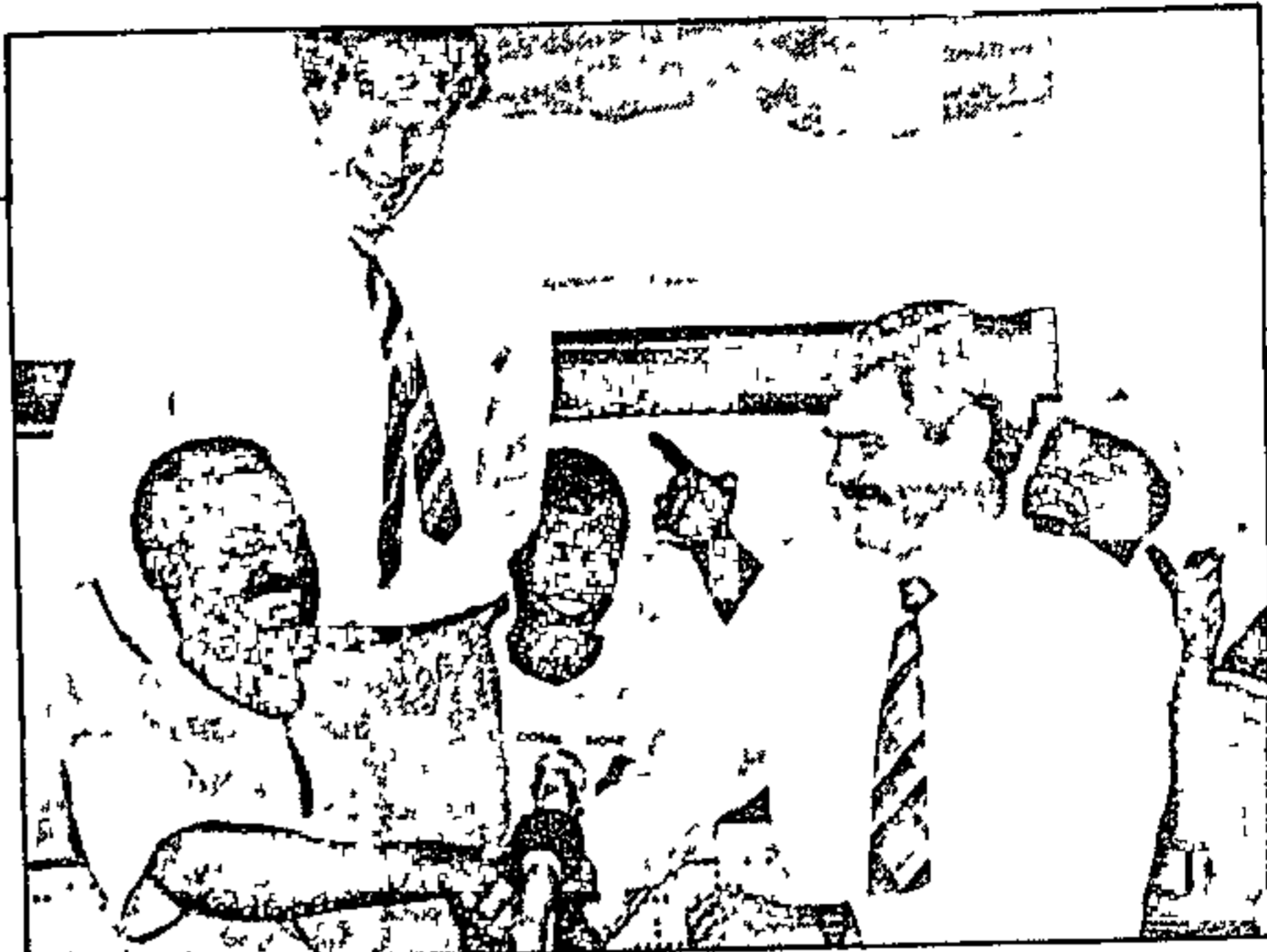
month. Why should it treat with seriousness demands by a union which could not get its act together to register? However, Sats' authoritarian response — to fire the strikers — was provocative

An irony, according to Sats sources, is that it was middle-level managers, not the white supervisors, who agitated for the firings. "The foreman at the bottom simply wanted his men back, saying that he had worked with them for a long time and that they were 'good guys.' It's the people in middle management who often feel most threatened by black advancement," says one insider.

A labour expert suggests the strike "was really the final burst of frustration over working conditions, salaries and wages. It was a bit like an unguided missile waiting to explode."

He suggests that Sats' black employees were trapped by a conservative white bureaucracy and this built up enormous frustration. But Sats sounded more conciliatory towards the end than at the beginning.

There are other processes at work. Sats sources suggest that with parts of the organi-



Clinching the deal ... a new era

sation due to be privatised in April, pressure was on the industrial relations managers to see a speedy resolution to the strike. One problem was the hostility of the 12 mainly white unions in the Sats Labour Council.

Monday's incident, in which police took action against a crowd of dancing Sarhwu members in Johannesburg, has displeased Sats — apparently they will ask the police to keep a low profile in future.

Responding to criticism of the settlement, Sats MD Anton Moolman explained it in terms of a new era in labour relations, where disputes are to be settled through negotiation. He said the strike had resulted in a no-win situation all round.

W/M 2/2/90 - 8/2/90

(S) (A) (152)



Police confront a Sarhwi demonstration at Cape Town station late in January.

Picture ADIL BRADLOW, Afrapix

IF last week's peace pact between the South African Transport Services and its black workers ended the bloodiest strike in South Africa since 1922, it was also a dress-rehearsal for the kind of settlement that could put an end to apartheid

"The agreement was an indication of what can occur in other sectors of society," says Charles Nupen, the mediator who played a leading role in brokering the treaty

"It was the first time that the state (as the owners of Sats) and an organisation of the Mass Democratic Movement participated in an extensive process of negotiation and then arrived at a result that both parties are please about."

The three-month strike by 26 000 workers, which left at least 27 people dead and cost more than R100-million, involved the main players as well as the key issues in South Africa's unfolding political drama

The cabinet discussed the strike at its first meeting of the year, which was held to deal mainly with the issue of national negotiations, and the government made a crucial decision there to put an end to the conflict

The police force, or at least some of its members, were implicated in fanning the violence that led to last month's massacre on Germiston station, where seven union members died

There is compelling evidence to suggest that vigilante groups, made up of

Some hopeful omens in the ending of the bloodiest strike

Bredenkamp highlighted the constructive role played by the Cosatu and the MDM delegations, two crucial constituencies in the national negotiation process, in resolving the dispute

"The MDM representatives made us aware of how strongly the black community felt about the strike and about Sats. We have established a contact with them and have a certain freedom to phone them and ask for help," he says

"Jay Nardoo (Cosatu general secretary) also played a very useful role. Socially and in the corridors during the mediation sessions we found him a very constructive person"

Asked if the government's reform programme and commitment to negotiations had prompted Sats to renew the negotiations that ended the strike, Bredenkamp said "I would think so. It was not due to politics alone. It was taken into account on our side. I'm sure it influenced Cosatu and the MDM. Dawie de Villiers (Minister of Transport) was always kept in the picture. After the Germiston incident, his call for the parties to return to the table emphasised the value of negotiations"

However, the implementation of the strike settlement is already demonstrating the power of right-wing forces that are opposed to a negotiated settlement

If a strike as bitter as the railways one could be ended with both sides pleased at the solution, then there's good reason for hope elsewhere in our society, says **EDDIE KOCH**

men, rather than to the Black Trade Union (Blatu), which it labelled a "sweetheart union". This echoed the MDM's insistence that real negotiations can only take place between the government and *bona fide* black leaders

The behaviour of sections of the police and conservative black vigilantes during the strike matched the role played by similar groups during the upsurge of civil strife in Natal over Christmas

There was a gap between attempts by

P.T.O

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Hopeful omens

● From previous page

accept some of our guys are not angels certain people could have capitalised on this (the insecurity of the non-strikers) We have to eradicate this kind of thing in the future "

If such efforts by Sats succeed in isolating the pockets of right-wing resistance to the settlement, they will provide invaluable lessons for South Africa's political leaders in the future.

Bredenkamp notes that Sarhwi is also experiencing serious problems in keeping its side of the bargain. In Pietersburg, for example, just a few days after the agreement had been signed hundreds of workers came out on strike for the first time.

"This shows that they have a lot of work to do to show their members that an agreement involves discipline and commitment. They will have their work cut out, especially in the highly politicised climate of Natal," he says.

The ability of Sats and Sarhwi to manage these problems will be a measure of the prospects for a peaceful settlement to South Africa's wider conflicts.

THE January killings at Germiston station, together with the extraordinary capacity of 26 000 workers to sustain their protest for three months, were the factors that turned the railway strike in favour of the union.

Evidence that white Sats personnel and policemen had been involved in planning the attack on striking workers heightened international interest in the strike and threatened to put a dent in the government's reform image.

"It was at this point that Dawie de Villiers intervened and urged management to put an end to the battle. It was the blood of those comrades that bought us victory," says Sarhwi general secretary Martin Sebakwane.

"Within Sats there was a division between the 'hawks' and the 'doves'. For a long time the 'hawks' had supremacy. When Germiston happened it shocked them and gave the 'doves' the upper hand."

Jan Bredenkamp, labour relations manager for the railways, told the *Weekly Mail* that this assessment of the incident was correct.

"I had always been saying to my colleagues that the longer the strike kept on going, the bigger and more politicised it would become. Germiston played a role in convincing them of that," he said.

Sats' failure to break the strike with a strategy of mass dismissals and offers of

'These guys are incredibly resilient'

selective re-employment was another factor that helped Sarhwi extract concessions from the company.

"The mines (Anglo-American) dismissed 40 000 workers in 1987 and the National Union of Mineworkers' strike crumbled. But this one didn't," said Bredenkamp. "These guys are incredibly resilient. I don't know where it comes from."

Although Sats insists that it did not backtrack on any of its collective bargaining principles in signing the deal, the union has emerged with some substantial gains.

A major cause of deadlock in the original dispute was management's insistence that the union first register before negotiations on recognition and substantive issues such as wages could begin.

"Sats agreed to enter into immediate negotiations on an interim recognition agreement, which they previously refused to do," said Sarhwi attorney Jonathan Joffe. "And we have secured effective

guarantees to negotiate wages in April this year."

Joffe notes that even if there is no agreement on recognition between the parties, the strike settlement obliges Sats to bargain with the union on wages within 14 days of it being registered.

Other gains for the striking workers include:

● No reduction in job grades, wage levels, pension rights, bonuses and housing benefits.

● Payment for accrued leave, which will provide strikers with cash after going without it for three months.

● All workers evicted from their hostels will be re-admitted.

While the mass dismissals failed to break the strike, they had a negative effect on the attitudes of non-strikers and white supervisors.

"The impression was created among temporary workers that they enjoyed a measure of security. And as part of Sats' tolerance of right-wing activity, no disciplinary action was taken against those supervisors involved in violence. This gave them the impression they had a mandate to attack striking workers," said Joffe.

"This has now presented Sats with a huge problem. A backlash from these elements could create a disaster when the workers return to work over the next week."

Some hopeful
Bredenkamp highlighted the constructive role
Nelson Mandela — not the one to secure the man's release, mind you, but the one to secure the first TV interview.

non-strikers, were encouraged by white supervisors and policemen to engage in the brutal confrontation at Germiston and in other incidents

Throughout the strike, the Conservative Party vociferously condemned any talk of negotiating with the South African Railway and Harbour Workers Union (Sarhwu), helping to foment the right-wing disquiet that fuelled some of the violence

The Mass Democratic Movement (MDM) sent high-powered delegations to meetings with Sats to urge that management reopen talks with the union

The Congress of South African Trade Unions (Cosatu), with its extensive experience in collective bargaining, played a crucial role in persuading the leadership of Sarhwu as well as hard-line members of the union that there are times when strategic compromises are necessary

The Democratic Party, through its public statements and intense behind-the-scenes lobbying, helped persuade members of management that it was vital to seek a settlement.

While all of South Africa's political actors played a role in the drama, helping either to fan the conflict or resolve it, their demands reflected national political issues.

Sarhwu demanded that Sats talk to it, as the majority union for black railway-



Jay Naidoo 'Useful role'

senior management of Sats to enter into serious talks with Sarhwu, and the intransigent approach adopted by its regional managers and white supervisors. This coincided with the problems the cabinet is having in getting its security forces to fall in line with the negotiation process

The CP's condemnation of the agreement that ended the strike as "government capitulation before radical groups"

was a draft of what the party's response will be when the cabinet starts talking to members of the African National Congress

"The settlement has all the features of the radical transformation taking place in South Africa. We are seeing an end to age-old prejudices, beliefs and attitudes in white society and at the top levels of the government and this is opening new opportunities," says Sarhwu general secretary Martin Sebakwane

Jan Bredenkamp, head of labour relations for the railways, was also optimistic about the lessons that the settlement held for the future.

"There were more than 20 meetings between us and Sarhwu during the strike. Obviously some common ground, and the basis for future co-operation, must have been established in the process of such intensive talks"

Said Sebakwane: "Already, with the return to work that is taking place this week, we are seeing the stubbornness with which some members of the ruling class are clinging to their past"

He said regional managers in parts of the Transvaal this week refused to recognise the agreement and declined to reinstate workers when they turned up at their depots

In Durban and Delmas, where union members staged a triumphant return to work, there were confrontations between strikers and non-strikers. Police were called in and used heavy-handed methods to disperse the crowds

Bredenkamp acknowledges that senior management would have to convince some regional managers of the value of the settlement

"There are individuals here and there who are putting up some stiff resistance to it," he says

But he notes Sats is holding extensive report-back meetings with local managerial staff to explain the need for a stable relationship with Sarhwu

As part of the same effort, Sats has upgraded its collective bargaining team and has placed human resources managers as well as industrial relations officers in each of its regions.

Bredenkamp acknowledges some supervisors may have been involved in planning the Germiston attack.

"The main impetus came from the non-strikers who were afraid we could do nothing to protect them. But I do

● Continued overleaf

Sats faces post-strike morale challenge

THE end of the bloody 12-week railway strike raises possibly the biggest challenge of all — rebuilding the workforce.

The SA Transport Services (Sats) strike ended last Saturday when a settlement was signed in Johannesburg with the SA Railway and Harbour Workers Union (Sarthw).

Sats labour group manager Willie Coetzee believes the strike is best explained by picturing a triangle — the corners being Sats management, the labour system and Sarthw.

He says that from Sats management's point of view, there were two unique features of the strike. "We cannot exclude people from the premises as other organisations can



Charles Nupen, 48 hours of talks to settle strike because we have open trains and public places. In addition, we provide essential services which we cannot suspend. We have to operate trams and harbour facilities.

"Although I am not of the old school which believes that there can be no union activity in organisations which provide essential services, I do hold that the uniqueness of Sats must be taken into consideration."

Dr Coetzee says that compared with the private sector, there is a view that there is no labour system at Sats. But it has a labour council under the chairmanship of Nic Wiehahn, it has collective bargaining and it recognises 12 trade unions representing about 130 000 people.

The last element of the triangle is Sarthw, the black trade union representing about 30 000 workers out of a workforce of 175 000. Until now, Sarthw was not registered under the Labour Relations Amendment Act (LRAA) and Sats refused to recognise it.

One of the supposed breakthroughs of the settlement was that Sats agreed to recognise the union if it registered. The organisation decided in 1988 that it would not register.

It took the intervention of the mass democratic movement (MDM) and Independent Mediation Services director Charles Nupen to achieve what Sats and Sarthw could not.

After 12 weeks of no pay for strikers and widespread destruction, both sides were more than ready to settle. Mr Nupen, a former Legal Re-

sources Centre lawyer, was the immediate choice as mediator. After 48 hours of negotiation, going through until the early hours of the morning, he managed to get the two parties to agree.

Sarthw has hailed the settlement as a victory for the union, but it lost disastrously in many senses — not least the destruction, violence and loss of life which were part and parcel of the strike.

The union withdrew all its demands and succeeded in gaining re-employment of 23 000 sacked strikers. However, these workers will revert to being temporary workers for two years, al-

though they keep their housing and pension benefits. The 26 000 strikers have gained all most nothing materially. But in psychological terms, the settlement may well be the breakthrough it has been described as. It marks a new era in Sarthw's attitude and, to a lesser extent, by Sats.

Dr Coetzee says that as gruesome as it was, it took the strike to weld the three parties and achieve a better understanding between Sats and the union. "I believe Sarthw has realised that we are not trying to smother it with the labour system, but that we are trying hard to be an equal-opportunity company."

"The all realise that we will fall un-

der the LRRA within two years. We must now work together to prepare for that. The priority is to overcome antagonism and build a united workforce."

He admits that it will be difficult to appease 149 000 employees — 54 000 are black — who did not strike. These workers bore the brunt of the strikers' frustration and rage. The houses of many were houses burned, some non-strikers were killed and the rest were threatened with violence.

Dr Coetzee believes it will take a couple of months before the resentment is overcome, but he says time

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Building slide likely to continue

By Frank Jeans

The building industry slide is expected to continue this year on the back of the high cost of finance, soaring material prices and the worsening affordability of housing.

Indeed, the results of a recent survey indicate that there has been a continuous downward trend in the amount of work available to the industry in the past four years.

These points emerge from the latest annual report of the Master Builders Association (Witwatersrand), which says: "The demand in both residential and non-residential sectors is high but is inhibited by the high cost of financing."

"The latest figures indicate that there may be an estimated countrywide shortfall of about 800 000 units in the low-cost market.

"If we can, therefore, overcome the affordability problem we will be able to create thousands of job opportunities which again will stimulate the whole economy."

In hindsight the report put the escalation in building material prices in 1989 at about 21 percent on average. Looking at the labour situation in the industry, the report points out that there has been a levelling off in the number of strikes and work stoppages in the 18 months.

Nevertheless, there remains the major problem of stayaway action.

"The more powerful Cosatu and Nactu union bodies have called for stayaways to support objections," says the report. These have been generally effective for whatever reason and the employer response has been 'no work, no pay' in most instances.

"However some employers have begun using disciplinary procedures such as 'absence from work without permission' in an attempt to break the ease with which stayaways are answered by workers."

and are due to appear in court soon.

Police said there seemed to be no political motives for the attack. - Sapa.

Hospital workers back

STRIKING workers at the HF Verwoerd Hospital in Pretoria are all back at their posts and the situation has been "normalised".

Transvaal Provincial Administration (TPA) spokesman Jan van Wyk said yesterday all the 700 workers who went on strike last week had returned.

*Sowetan
6/2/90*

Protest



The workers - mainly kitchen, administration and cleaning staff - downed tools last week to protest against their low wages.

Van Wyk said the strikers had also demanded improved leave benefits and had returned to work after being reassured their demands were being investigated by the TPA. - Sapa.

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churches to intervene.
Mulaudzi said yesterday morning that police

deny the allegations.
A policeman in his office said he was meeting Ravele.

Man dies in strike violence

(152)

Sowetan 7/2/90
A MAN was killed and seven others injured after they were thrown from trains in violence connected to a dock workers' strike in Cape Town harbour.

None of the victims have been identified. The man who died was flung from a train between Netreg and Bonteheuwel stations yesterday.

School strike comes to end

By MONK NKOM

THE one-week strike at Saulridge Secondary School in Atteridgeville ended yesterday when both teachers and pupils returned to classes.

The Department of Education and Training promised to investigate a call by pupils for the immediate dismissal of a teacher who inflicted corporal punishment on some of them last week.

More than 600 pupils boycotted classes since Tuesday in protest against a female teacher who punished a Standard 8 class by beating them on the knuckles with a ruler. Pupils called for the immediate dismissal of the teacher because she did not adhere to the prescribed regulations of the Department of Education and Training on corporal punishment.

Demand

The demand to fire the teacher led to a serious confrontation between pupils and teachers on Monday. A spokesman for the pupils alleged that teachers refused to give lessons in protest against their demands.

A teacher, who did not want his name published for fear of reprisals, denied the allegations and said teachers were instead forced out of classes by pupils on Monday.

Sowefar 7/2/90

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Man thrown from moving train dies

~~Labour~~ Labour Reporter (152)

A man has been killed and seven injured after being thrown from moving trains in incidents linked by police to a dockworkers' strike in Cape Town.

Sapa reports that a man was killed when he was flung from a train between Netreg and Bontheuvel stations yesterday. Seven were injured on Monday, one critically, in similar incidents. Star 7/2/90

According to Sapa, police said it appeared that strikers had clashed with workers breaking a strike by about 300 SA Stevedores employees. (200)

The strike, which started on Monday, is reported to have brought the Cape Town harbour to a standstill. It centres on the system of payment in the docks, said a Transport and General Workers Union spokesman, who could give no further details.

Management said further meetings with the union would take place in an effort to settle the dispute.

City firm fires 114 'illegal' strikers

By BRONWYN DAVIDS
Tygerberg Bureau

ARUS
8/2/90

MORE THAN 114 National Union of Metalworkers of South Africa (Numsa) members have been dismissed by the Multi Mech company in Epping after being on an "illegal" strike since Monday

The workers demanded that a 50 percent across-the-board pay increase be put into effect immediately and that management pay their "sick pay", which must in turn be claimed from the motor industry

A spokesman for the workers, Mr Tennyson Zangashe,

said "We have demanded a 50 percent across-the-board increase because the wages they are paying here are below the breadline

Mr Zangashe said the last wage negotiation was in August last year when a wage of R120 a 45-hour week was negotiated for general workers and R186 for operators

Multi Mech general manager Mr G J van Niekerk said employees were being paid according to the negotiated rates

"Discussions were held with representatives of the workers,

but they insisted that the demands must be met first before they would go back to work

"Numsa representatives were asked to take the necessary steps to ensure that their members ceased their illegal industrial action and return to work by 2pm on Tuesday. If not, their services would, unfortunately, have to be terminated.

"After communication with Numsa, the time limit was extended to 3pm to assist them in solving their problems. We, however, had not further feedback from them."

FIM 9/2/90

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across-the-board increase. The decision rests with Public Enterprises Minister Dawie de Villiers, his reply is expected in early March.

Potwa has about 16 650 members. Discussions with the other six Post Office associations, representing about 41 500 members, are still going on.

Senior personnel manager Pieter Senekal says the Post Office wants to avoid a confrontation, as previous action had adversely affected labour relations — "especially between the workers and the first line of supervision." But he warns that if strikers are fired, re-employment is not guaranteed.

The importance of mail, telephone and other services means that casual labour must be employed during a strike. Senekal says such strike-breakers "naturally cannot be easily dismissed after a strike has been resolved. There is thus no guarantee that the Post Office will be able to take back dismissed staff immediately."

Should the union decide to call a strike, says Senekal, "the Post Office might be compelled to withdraw stop-order facilities for Potwa members who will receive no salary during that period."

Union spokesman Sizwe Matshikiza accused management of negotiating in bad faith by issuing such threats and by putting up notices in the workplace asking workers "to be patient." He says there would only be a strike if a proper mandate is received from members in a ballot. ■

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Warning signals

Postal and related services could be hit by a strike by the Post Office & Telecommunications Workers' Association (Potwa), affiliated to Cosatu.

Officials and union representatives were locked in discussion earlier this week. The union is demanding a minimum wage of R1 100 a month — up R578 from the present minimum. The union also wants a R400

Workers' Day will be May 1

The public holiday commemorating Workers' Day this year falls on Tuesday May 1, not May 7 as some 1990 calendars incorrectly reflect

The Department of Home Affairs had received many inquiries as a result of the confusion, Mr Piet Colyn, director-general of Home Affairs said in a statement.

"This misunderstanding can probably be attributed to the fact that some calendars were printed before Proclamation No 185 of 1989 on 27 October 1989 in terms of which Workers' Day is to be commemorated annually on May 1," said Mr Colyn. — Staff Reporter

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STAK 17490

Man killed as picket fired at

Sowetan 13/2/90

By SONTI MASEKO

A MAN was shot dead and five others were seriously wounded when company employees opened fire at a group of about 100 workers holding a picket outside a construction site on Pritchard Street, Johannesburg, yesterday.

The workers, all members of the Building and Construction Allied Workers Union (BCAWU), a Nactu affiliate, were protesting against their dismissal from a construction company, Combrink. They were dismissed following a wage dispute between the union and the company in November last year.

The injured workers were admitted to General Hospital while the dead man's name was withheld until the next of kin have been informed.

Colleagues interviewed by the *Sowetan* said they were holding placards outside the construction site at midday when a security guard, a company foreman and a driver of a delivery truck opened fire at the picketers. The workers said the security guard fired from the top of a van and the injured men were hit in the back as they were retreating. The dead man is alleged to have been hit on the head.

The shooting incident was confirmed by the John Vorster police yesterday although the police version differed substantially from that of the workers.

Captain Eugene Opperman said that a group of about 50 people "in what appeared to be a labour dispute" came running down Pritchard Street screaming ANC slogans.

He said the group was armed with stones, bottles and knobkerries and attacked an AAA security guard who was on duty at a building and attempted to take his shotgun from him.

"They cornered the security guard and because the group was armed, he feared for his life and he fired one shot, which fatally wounded his immediate attacker."

Opperman said four other people who were bystanders were "slightly injured by pellets from the shotgun".

The workers also alleged that a construction manager at the site was armed with two shotguns.

The general secretary of BCAWU, Mr Vusi Thusi, said the union held Combrink responsible for the shootings and said the union would consult with the union nationally. "We will make sure that we organise our members and they should act accordingly," he said.

Opperman appealed to people to be calm in spite of the jubilation so that it cannot be said that the ANC is undisciplined.

Hotel closes after strike

THE strike by 52 members of the Food And Beverage Workers Union at Mahwelereng has led to the closure of a hotel and its bottlestore.

Wires are strung across the entrances of both businesses and there were rumours yesterday that the owner, Mr Jeffrey Molala, was about to sell the hotel.

The strike started on Friday last

By MATHATHA TSEDU

week after management allegedly failed to meet an undertaking to increase wages. Workers earn from a minimum of between R90 and R340 per month for persons with 17 years services. (152) (152) (152)

Union official, Theo Ramalamola, said workers were

demanding R160 per month across the board increase, recognition of their union, an immediate stop to the "insulting behaviour and attitude of Mr Molala's wife" and provision of tea and lunch time and an eight hour working day.

Mr Molala, who was detained twice under the state of emergency, was not available for comment.

Send for 11/2/90

MANDELA: Free at last



Pic MBUZENI ZULU

This truck was one of several vehicles which were hijacked by schoolchildren in Soweto yesterday to take them to Orlando Stadium where they expected to see Nelson Mandela.

Thousands stay away to hail Mandela

Sowetan 13/2/90

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MORE than 20 000 workers stayed away from work at Ekandustria outside Bronkhorstpruit in KwaNdebele to celebrate the release of Mr Nelson Mandela.

The stayaway left all factories closed in the industrial heart of the homeland. Mr C du Toit, manager of the KwaNdebele Development Corporation, said it was a peaceful gesture and no incidents occurred.

"I assume the people will return to work tomorrow. No factory is operating in the vicinity," he said.

"People came to work but on the outskirts were told by marshalls to return to

Sowetan Correspondent

their homes - the obvious reason being to celebrate the news of Mandela's release," Du Toit said.

* At Lilhlabile outside Brits almost 8 000 people - including pupils - also celebrated Mandela's release with a major gathering at the local stadium today.

Pupils and parents converged on the stadium early this morning.

There were freedom songs and poetry and various local speakers made speeches.

THE UNIVERSAL FAVOURITE



Sporadic absenteeism on Rand as thousands flock to rally

THERE were sporadic reports of absenteeism in Johannesburg yesterday as masses of workers flocked to Soccer City for the Mandela rally

The SA Chamber of Business said no stay-aways were reported, but the Johannesburg Chamber of Industry and Commerce said at least one report had been of

workers wanting to leave at lunchtime.

A major supermarket chain said that there had been a degree of absenteeism yesterday morning

A spokesman for the OK chain said only about 10% of the stores were affected by the Mandela rally. *8104 14/2/90*

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Stayaway limited on Reef

Some Reef workers stayed home or left work early to attend yesterday's Soccer City rally, but stayaway action appears to have been patchy and largely limited to Johannesburg

Worst hit was the Johannesburg retail trade, where several major chain stores reported a partial stayaway *SAR 14/2/90 (152)*

The effect on manufacturing, industry and mining was negligible. Steel and Engineering Industries Federation spokesman Mr Hendrik van der Heever said metal firms had been largely unaffected, although some workers had asked for a day's leave

A spokesman for SA Transport Services, said there had been no dramatic fall in commuter numbers



SWEETHEARTS ... Stellenbosch University third year students Christine Dendale (left), Dominique Tarr and chief chef Svenia Paulsen proudly display the Valentine's Day Cake which they hope will raise R2 000 for USKOR (University of Stellenbosch Clinical Organisation). The cake, as big as a desk, took twelve hours to make.

Picture GLENN SHERRATT

Paedophile traced to Natal

Own Correspondent

MARITZBURG — Police have evidence that paedophile Gert van Rooyen left Pretoria for Natal four days before the disappearance of Fiona Harvey here in 1988

This was confirmed yesterday by the investigating officer, WO Don Chandler, who said Van Rooyen had left Pretoria alone on December 19, 1988, saying he would be holidaying in Durban till December 26. He was not accompanied by his girlfriend, Joey Haarhoff. Police have been unable to establish where Van Rooyen stayed during this time.

Men thrown off train: 10 appear

Crime Reporter

TEN people accused of throwing fellow SATS workers off trains in recent strike action appeared briefly in Cape Town and Mitchells Plain Magistrates' Courts yesterday.

Six non-strikers accused of assault appeared in Cape Town Magistrate's Court. Their case was adjourned to March 7.

The men were Messrs Mxolisi Mtshali, 43, Olifant Mpheqeka, 52, Bisinathi Nkandlalana, 29, Nozitsolo Dudumayo, 40, Ngubenkomo Bonase, 50, and Bonakele Nqalathi, 39, all of whom were released on bail of R100.

Four other men who were apprehended in Khayelitsha, and appeared in Mitchells Plain Magistrate's Court on the same charges, were released on bail of R50 when their case was adjourned to March 1.

It could not be established late yesterday whether or not Messrs Mthozamo Ncamazana, 56, Gideon Magwazai, 36, Bangixhanti Nkumenge, 25, and Niya Mgoduka, 37, were strikers.

Workers face lockout

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sound
15/2-21/2/10

ABOUT 500 Boland sawmill workers face being locked out from company premises after having downed tools last week.

The workers, members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), went on strike at Bruply sawmills in Elgin and Stellenbosch last week to support wage demands.

A Ppwawu spokesperson said the company had threatened to get a court interdict to lock out workers and prevent them from interfering with production at the mills.

The workers are demanding an increase of R1,15 on the current minimum hourly wage of R4,29. The company has offered a 63 cents' increase on the hourly rate, based on a 46-hour working week or a 64 cents' increase, based on a 45-hour week.

Meanwhile, workers at Mondi Paper in Bellville returned to work this week, although workers at Mondi Paper and Pulp elsewhere in the country are continuing a marathon strike over wage demands.

Ppwawu members at Airton Timbers in Retreat this week voted in favour of a strike after wage negotiations broke down.

III
R
TE

Thousands on wage strikes at Sappi, Mondi plants countrywide

PAPER and pulp giants Mondi and Sappi have been hit by wage strikes by thousands of Paper Printing Wood and Allied Workers Union (PPWAWU) members at plants and mills countrywide.

Mondi Board mills at Felixton and Springs have shut down but production is continuing at Piet Reef where half the workforce is on strike.

Negotiations in the five-week-old wage strike by 700 workers at the board mills have deadlocked but a union spokesman said PPWAWU was considering a resumption of talks.

ADELE BAILETA

At least 300 workers at the Bellville board mill in Cape Town have returned to work as they could not keep up with their bond repayments, the spokesman said.

Mondi spokesman Brigid Hopkins said a separate wage strike at Richards Bay pulp mill by up to 300 employees was continuing but production was normal.

A strike ballot at Mondi's waste paper plants at Tullisa Park and Alrode on Friday was supported

by the majority of workers but the strike has not yet started.

Mondi dismissed 50 workers at its Pretoria paper waste plant for solidarity action with board mill strikers, a union spokesman said.

Hopkins said 500 workers began legal strikes at the timber production division's Stellenbosch and Elgin saw mills last week. Negotiations were continuing.

At least 1 000 PPWAWU members at Sappi's Ngodwana paper mill in the Eastern Transvaal began a legal wage strike last week. Management spokesman Eugene van As said the company's revised

wage offer of an average monthly increase of 16% for all scales was refused. The union was demanding an average 35% increase.

He said union members went on strike at Gencor-owned Sappi Enstra mill in Springs on Monday. An offer of mediation was rejected by the union.

PPWAWU demanded an increase of 26,7% at the lower scale as opposed to the company offer of 15,5%.

The nearly two-week-old strike at Sappi's Novobord timber board plant in Port Elizabeth was affecting production, Van As said.

PENDING STRIKE FM 16/2/90

Dawie's dilemma

Post Office fears of a strike by Cosatu's Posts & Telecommunications Workers' Association, which has more than 16 000 members, have failed to materialise. The union decided to give Public Enterprises Minister Dawie de Villiers the opportunity to respond to wage demands.

However, the association will hold marches on Saturday in major centres to publicise their opposition to privatising the Post Office. Assistant general secretary Thalefange Sekano says the union fears privatisation will see most of its 17 000 members being laid off. (Most are "temporary employees." Sekano says this is despite the fact that they contribute to various employee schemes.)

The union also fears post and telephone services will become more expensive and cause added hardship for members, many of whom have relatives in homelands.

It has notified the minister of these fears and expects a reply with his response to their wage demand.

The *FM* learns that De Villiers has been asked by Post Office officials to ensure that black workers are granted market-related increases.

(~~152~~) 152 (~~152~~)

MONDI DISPUTE F/M 16/2/90

A little closer ~~(152)~~

Despite intense labour pressure, Mondi is still holding out against a demand by Cosatu's Paper, Print, Wood & Allied Workers ~~(152)~~

F/M 16/2/90 ~~(152)~~

Union The union wants 2,2% more on the company's "final" wage offer

Strikes broke out at four of Mondi's board division mills on January 9, with the union demanding 26% (R1,15 more an hour) against the company's offer of 16,8% (72 cents more an hour). ~~(152)~~

Two weeks later, the union dropped down to 19% but backed the demand with labour action on a broader front. This included strike action at the Richards Bay pulp mill and brief solidarity strikes at two Mondi paperwaste plants and at Waltons head office. There were also demonstrations by about 900 workers at five companies in Pretoria (including Lion Match and Nampak Corrugated). ~~(152)~~

The pressure didn't end there. Last week, 470 workers at Mondi's Stellenbosch and Elgin sawmills went on strike, demanding R1,20 more an hour on the minimum of R2,99. The company has offered 45c, taking the minimum to R3,44 an hour. The union says the strike is an accompaniment to the board mills strikes.

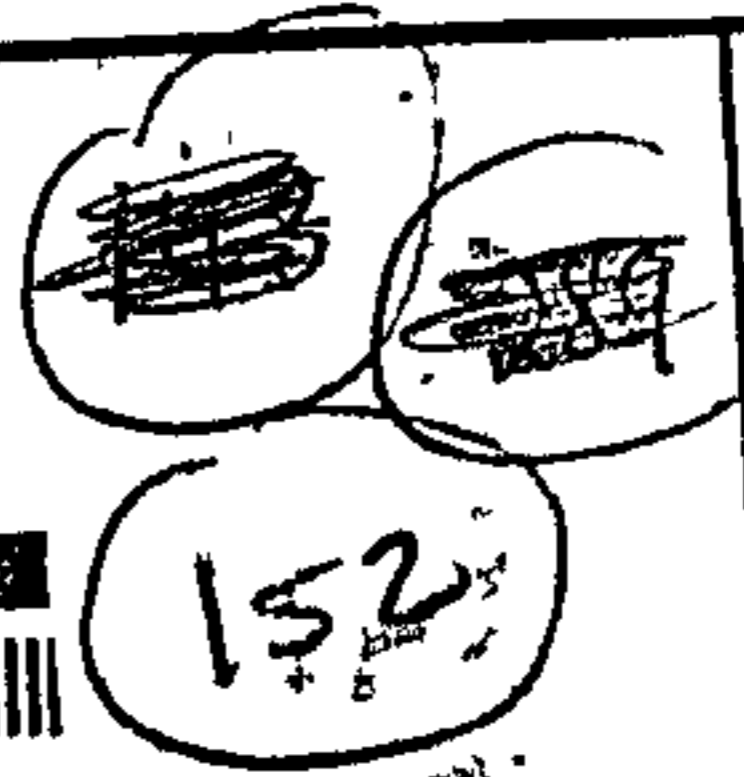
A company representative says that with two mills (Felixton and Springs) at a standstill, "obviously" production is down, and "it's hurting."

However, the company says the union has also suffered setbacks. Last week, the strike collapsed at the Bellville plant when union members accepted the company offer in their "individual" capacities.

An encouraging feature of the strike has been the lack of violence. This, however, seems fragile. The union alleges that a private security firm has been harassing Natal strikers at their township homes. The union says the guards abducted four strikers and handed them over to the KwaZulu police, who in turn slapped and manhandled them.

The most important issue is whether Mondi can uphold the fighting talk of "our final offer is final" ■

HOTEL



STRIKE

Jowetan 16/2/90

ENDS

THE strike by 62 members of the Food Beverage Workers Union at Mahwelereng Hotel ended yesterday with management agreeing to an immediate wage increase of at least R40 a month across the board, union officials said yesterday.

National Council of Trade Unions organiser in Pietersburg, Theo Ramalamola, said negotiations between the union and the owner, Mr Jeffrey Molala, were held on Tuesday. Molala had also agreed to raise the minimum from R80 to R130 -

**By MATHATHA
TSEDU**

an increase of over 62 percent, Ramalamola said.

Other grievances of the workers including the provision of lunch and tea-time and the recognition of their union, are to be negotiated soon.

The hotel was reopened yesterday after being shut down for a week. The strike also affected Mahwelereng bottlestore. Molala confirmed yesterday that the strike was over.

He said the talks with the union had been conducted in a friendly atmosphere.

Paper workers locked out

Cape Times 16/12/90 Labour Reporter

WORKERS at the Bruply Sawmill in Stellenbosch who had been on strike since last week — were locked out on Wednesday.

Paper and Printing Wood and Allied Workers' Union (PPWAWU) shop stewards said that when the 289 workers arrived for work on Wednesday they found the gates locked.

More than 2 000 PPWAWU members are on strike countrywide for better wages and working conditions.

Workers at Bruply's Elgin plant were also on strike, shop stewards said.

● Sapa reports that more than 500 striking workers at Sappi's Enstra mill, near Springs, had, up until Wednesday night refused to leave the factory premises despite a court interdict ordering them to do so.

Strikers 'lost R65m' *152* *17/2/90*

SATS strikers lost about R65m in salaries during the recent strike, Dr P.J. Welgemoed, deputy minister of Public Enterprises, said yesterday. He said about R11m in salaries for temporary workers and about R14m for overtime work was spent during the strike.

Star 19/2/90 (152)

Surprise multimillion-rand offer to 170 000 transport workers

Sats pay-out could be SA's biggest

By Drew Forrest

SA Transport Services's surprise offer of voluntary redundancy to its 170 000 employees could entail the largest severance pay-out in the country's history.

Last week Sats announced that workers who agreed to quit before March 15 would receive at least three months' salary, as well their pension contributions and full outstanding leave pay.

Employees with more than six years' service would receive an even larger cash bonanza — an extra month's salary for each additional three years of employment.

This would mean that an employee with more than 30 years' service would receive his or her annual pay packet as a severance deal.

The offer is voluntary, but employees who accept will be bound by its terms and will not be rehired by Sats for at least three years.

In a reference to widespread worker anxiety over the impending commercialisation of Sats, management said the offer was intended to give employees who were "unmotivated or frustrated" a chance to leave with a better package than they would get by resigning.

Disgruntled workers

Many workers who did not participate in the recent rail strike are disgruntled with the terms of the strike settlement — and particularly the return of strikers to their jobs.

Sats senior labour manager Mr Jan Brendenkamp said he could not estimate the potential cost of the offer to the corporation.

However, he said that the average wage for lower-paid black and white workers was R730 — yielding a severance payout of R2 190 for each employee with less than six years service.

If only five percent of its employees accept the offer, Sats will have to pay out at least R19 million. This does not take into account additional payment for long service — Sats has many long-serving employees — and leave pay.

The offer has raised fears of forced retrenchments down the line as a consequence of commercialisation, which begins in earnest on April 1 when Sats is listed as a public company.

2 000 down tools over wages

ABOUT 2 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have stopped work at the Wild Coast Sun in Transkei. *Sowetan 20/2/90*

The organiser of the Port Shepstone branch of Ccawusa, Michael Nsimbi, told SABC radio news the stoppage was due to wage and other grievances.

Sun International chief executive Ken Rosevear said his organisation hoped to meet union representatives as a matter of urgency to settle the dispute.

At the moment the hotel is offering limited services and prospective visitors are advised to check on the South African side of the border whether they will be able to gain entry.

Ccawusa has not yet been recognised in the Transkei, although negotiations are in progress. - Sapa

has been postponed to tomorrow after nine co-accused escaped at the weekend.

CMT NEWS 20/2/80
1,500 Sun workers strike

PORT SHEPSTONE — Some 1 500 members of the Commercial, Catering and Allied Workers' Union (Ccaawusa) have stopped work at the Wild Coast Sun resort. Management had called on workers to return to work, and to nominate representatives to negotiate on grievances, which include dissatisfaction with wages.

Redundancy

will hurt workers," he said. Surprising recognised white, coloured — also feared that the offer load of those left in Sats em-

of the SA Railway and Har- r Martin Sebakwane, said the ments were in the offing declare its hand so that the in the April wage talks," he l to the right to work, and its privatisation, meant it could rs to accept the severance

Despite major disputes in the beer industry and the railways, recent months have seen a sharp drop in wage strikes, reports the latest edition of *Bargainers Bulletin*

Between September last year and this month, 38 percent of pay negotiations culminated in strikes, as against 56 percent during the rest of 1989, the *Bulletin* reports

It also shows that the average settlement is down on the previous reporting period, but remains ahead of the official inflation rate at 16,9 percent

Other important trends highlighted by the bulletin include

- Employers are increasingly tabling their own demands — on such issues as overtime and shift work — at negotiations
- The Government is growing more aware of the impact of wage settlements on its anti-inflationary strategies
- There is a marked contrast between initial union pay demands in low-wage industries (107 percent on average) and high-wage sectors (31 percent)

Wild Coast Sun employees strike

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The organiser of the Port Shepstone branch of Ccaawusa, Mr Michael Nsimbi, said the stoppage was due to wage and other grievances

Sun International chief executive Mr Ken Rosevear said his organisation hoped to meet union representatives as a matter of urgency in order to settle the dispute

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Sharp drop in wage strikes reported

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Union threatens to strike over centralised bargaining

By Drew Forrest

Cosatu's chemical union has taken its first step towards strike action at Caltex over demands for centralised bargaining in the oil company

A Chemical Workers Industrial Union spokesman confirmed that a dispute was declared on the issue last week

The union already bargained centrally for Caltex depots, but the company insisted that its refinery, near Cape Town, was excluded from negotiations, the spokesman said

Caltex's manager of public af-

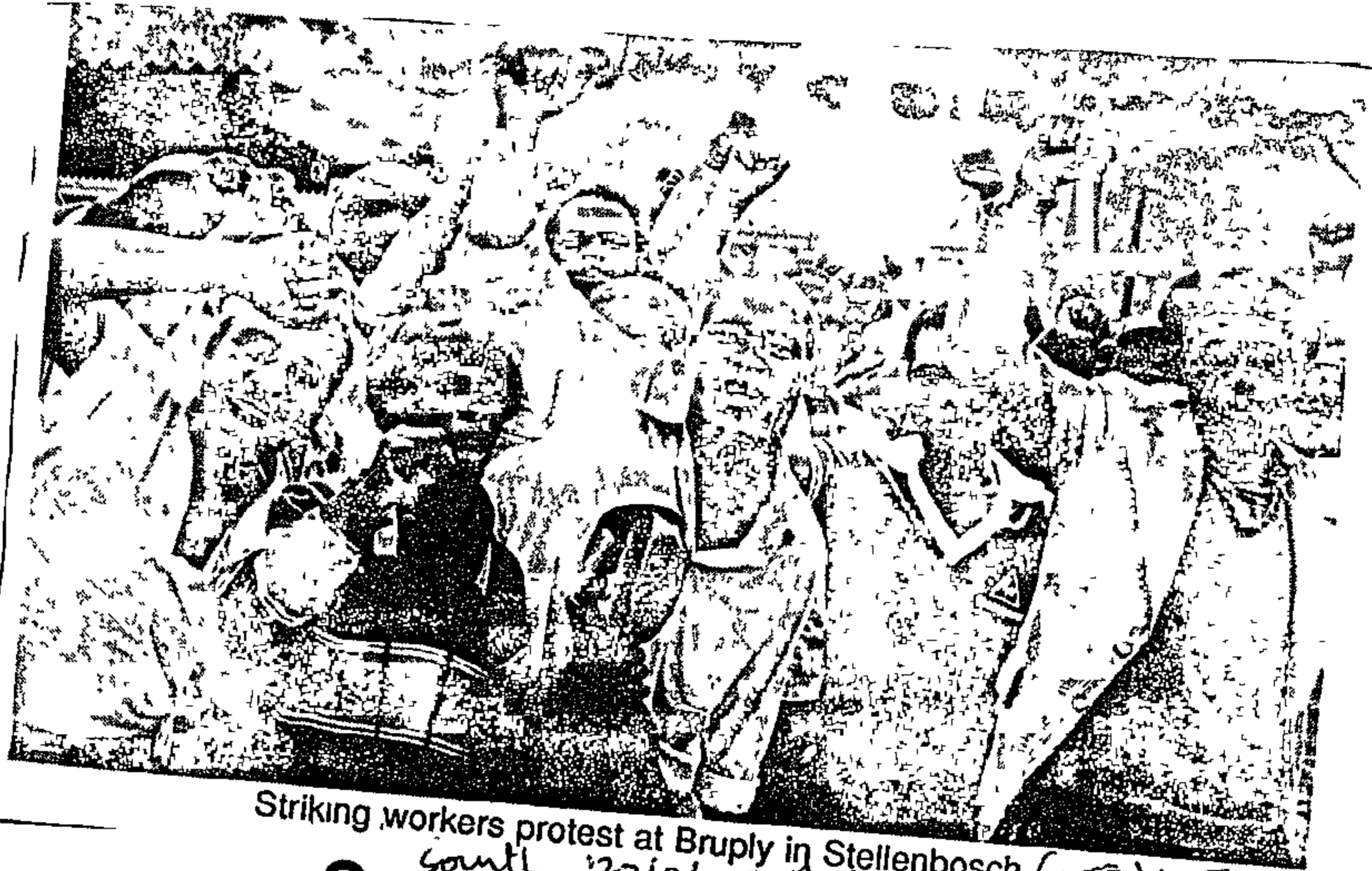
fairs, Mr Roy Wright, would not comment beyond saying that a meeting on the issue was planned for this Thursday

The CWIU also reported a legal strike over demands for a transport allowance by 60 workers at Caltex's Alrode depot.

RELOCATION

The demand followed the closure of installations at Industria and Benoni and the relocation of workers to Alrode last year

Over 130 workers are on a pay strike at Johnson and Johnson outside Johannesburg, according to the CWIU



Striking workers protest at Bruply in Stellenbosch

South 22/21-28/2/90

Support for sawmill strikers

(752)

ORGANISATIONS in the Stellenbosch area will meet this weekend to form a solidarity committee for 312 Boland sawmill workers who have been on strike for more than a fortnight.

The workers, members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), met outside the Bruply mills in Elgin and Stellenbosch after the company last week obtained a Supreme Court

order preventing strikers from being on company premises, obstructing the entrance to the premises and intimidating workers.

The strikers are demanding an increase of R1,01 an hour. The company has offered 48 cents.

The workers also want an eight percent bonus, a five cents an hour yearly service bonus and a 41-hour working week.

Other demands include four weeks' annual leave, 15 days' sick leave a year and a medical allowance of R20 a week.

A company spokesperson said no meeting with the union had been scheduled.

CAPT Temp's 24/2/90 (152) (170)

SATS workers lost R64m

WORKERS who participated in the debilitating 13-week SATS strike lost R64 million in salaries and benefits, the Minister of Mineral and Energy Affairs, Dr Dawie de Villiers, said yesterday. But SATS had to pay out R11 million to temporary workers and R14 million for overtime by permanent employees during the strike.

CAP 7143 24/2/90
Hotel strikers return

UMTATA — More than 2 000 workers at the Mzamba Wild Coast Hotel, who have been on strike over wage-related issues since Sunday, resumed work yesterday morning after several meetings between management and worker representatives.

Kagiso strike hits at council

By STAN MHLONGO

ABOUT 600 Kagiso Town Council employees downed tools this week in protest against the refusal by the council to recognise their union

At midday on Friday, the workers milled about the Kagiso offices with placards which said: "If FW is talking to the ANC, why is the council not talking to us?"

The workers have also threatened to boycott rent payments and vowed not to return to work unless their union - the National Union of Public Service Workers (NUPSW) - is recognised by the council.

In addition, workers are demanding the resignation of town clerk of Kagiso, Mike van Rensburg. Attempts by *City Press* to speak to the town clerk fell through, as he reportedly left the council offices under police escort on Friday.

No other council official were available at the time of going to press.

Employees told *City Press* the council had not offered them a salary increase since 1984.

"I earn as little as R4 a day which amounts to R80 every month," said one employee.

Workers claim they have been involved in negotiations, to no avail, for the recognition of NUPSW since June last year.

Political comment and newsbills by K Sibya, headlines and sub-editing by J Beffon, both of 204 Eloff Street Ext., Johannesburg.

'Attitude' of Putco boss leads to strike

PUTCO bus company management on Monday confirmed that 387 workers are on a three-day strike, demanding the removal of the divisional manager at their Wynberg depot

Putco general manager Mr Isaac Tait said transport services in the Wynberg area (close to Alexandra township) came to a halt on Friday after the workers, including drivers, downed tools

Tait said the workers objected to the manager's attitude, but declined to name him

He said management had issued a report after investigations into workers' grievances against the manager, but the workers insisted on his removal from the depot

Tait said workers on Friday turned down management's offer to re-investigate the matter and went on strike. He added that yesterday the workers also rejected an arbitration proposal from management

Tait described the strike as illegal and said Putco would not remove the manager from Wynberg

In a statement, the Alexandra Civic Organisation said workers wanted the manager to be removed from his post because he refused them permission to participate in meetings and other protest actions in Alexandra township

They also protested Putco's proposed policy of charging children the same fares as adults

Tait denied Putco proposed charging children the same fares as adults

The ACO will hold a mass meeting at the Nobuhle Hall today to discuss transport problems in the township

The Zakheni Transport and Allied Workers Union, which was negotiating with Putco on behalf of the workers, could not be reached for comment

Since January, Putco has been hit by a series of strikes in Soweto, Edenvale, Boksburg, Mamelodi, Soshanguve, and Dubiegeon, as well as its "homeland division" - Sapa.

Sowetan 27/2/90

(152) (153) (154)

Star 28/2/90

(S) (S)

6-day-old AECI strike escalates dramatically

By Drew Forrest

The six-day strike in the ammonia plant of AECI's giant Modderfontein plant escalated dramatically yesterday, with most of the plant's 5 000 black workers downing tools.

Unrest centres on demands for the firing of a white fitter who assaulted a black assistant. The SA Chemical Workers Union has linked the assault to a number of right-wing attacks on workers in the area, although management disputes this.

At a press conference, Sacwu's Mr Humphrey Ndaba said the issuing of a reprimand to the fitter ran counter to normal AECI practice of dismissal in cases of assault. AECI says dismissal has never been automatic

● Alexandra township went without bus transport for the fourth day yesterday as the strike by 400 workers at Putco's Wynberg depot continued.

~~PUTCO~~ CALLS

152

An estimated 800 000 commuters a day are affected by the strike, sparked by calls for the removal of the divisional manager.

Putco managing director Dr Jack Visser said the company faced a spate of similar demands. "They are making Putco unmanageable and we can't accede to them," he said.

Workers wanting the removal of the workshop manager last week staged a brief stoppage at Putco's Selby depot.

5/28/82 JVS

Sowetan 28/2/90

Public Servants strike threat

PRETORIA black public servants may strike for higher pay.

This was the warning from Mr Herbert Nhleko, general secretary of the 15 000-member Institute of Public Servants (IPS),

who said black labourers in the public service earned an average wage of R240 a month.

For them, the 10 per cent increase on April 1 represented a pittance of R24 a month, and he said they could not be expected to be satisfied with that.

The IPS had warned Dr Wim de Villiers of the danger of strike action even though strikes were illegal in the public service.

How can a man live on R240, and that R24 extra he gets means nothing with the price of basic food like bread and milk going up all the time, he said.

The IPS negotiated for a minimum wage of R800, with an average 20 per cent increase for other public servants.

He said IPS members would not believe the government did not have money to pay them more.

Potwa members to march in protest

152 CHARLENE SMITH

MORE than 5 000 Post Office workers will march through central Johannesburg today in protest against their wages and working conditions, according to their union.

A Post Office and Telecommunications Workers' Association (Potwa) spokesman said negotiations with the Post Office, which had been taking place since October, had broken down yesterday after six hours. 8/10/90 2/2/90

He said the union had not sought permission for the march.

The spur to the present dispute appears to be a notification to North Rand workers that the Post Office would no longer offer them transport to and from work. The Potwa spokesman said this could cost workers up to R100 a month in transport bills.

Workers are also demanding a R1 100 living wage — the present minimum wage is R500 — plus a R400 across-the-board increase.

In addition, they have called for an end to racism in the Post Office.

No comment could be obtained from the Post Office last night.

Sats strikers throughout SA begin their trek back to work

AFTER the resolution of the SA Transport Services (Sats) strike, 7 500 workers returned to work on Wednesday and yesterday

Sats labour relations senior manager Vic van Vuuren said workers throughout the country had been returning since Wednesday.

There had been a "few hiccups" but "no major problems

Van Vuuren said some of the "hiccups" had occurred in Durban

Representatives of the SA Railway and Harbours Workers' Union (Sarhwu) could not be contacted as they were holding meetings in Durban, a switchboard operator at Sarhwu's Johannesburg office said

Natal was where most of the 26 000 striking workers were dismissed

Workers have been given six days in which to reapply for their jobs.

The re-employment follows a 13-week strike that ended on January 27

Hundreds of small re-employment centres have been established nationwide.

Van Vuuren said he thought most workers would re-apply for their jobs. However, "some just won't come back", he said.

"Considering the type of strike and past experience, most workers will be back — but some may have found alternative work" — Sapa.

13/Jan 2/2/90

(152)

Rail strike was unnecessary

April 21/190

A labour relations expert believes what the recent Sats strike achieved did not justify the costs in terms of damage and human suffering. CONNIE MOLUSI assesses the repercussions of the 13-week strike

THE settlement ending the 13-week-old railway strike has been hailed by the South African Transport Services (Sats) as a victory for both sides, heralding a new era in industrial relations for South Africa.

But the cost in human suffering and damage to property was horrific. The strike left a trail of death, destruction, named people and bitter memories.

There were more than 30 deaths - many in pitched battles between strikers and non-strikers - R44 million was lost in wages and R40 million damage was caused to Sats rolling stock, apart from seven derailments.

The dispute was so bitter it was dubbed "industrial civil war" and went on for so long it became the costliest since the 1922 Rand Rebellion. Yet it need never have happened, according to Unisa School of Business Leadership associate director of labour relations Dawie de Villiers.

He did not think the strike was a breakthrough. "What was achieved by the strike does not justify the cost that was paid both in terms of human life and damage to property."

"It is tragic that when South Africa is trying to move forward to a new era of peace, we have to kill each other before finding a solution over issues which could be settled at the negotiating table," said De Villiers.

"I find it difficult to understand what Sats senior manager labour relations, Jan Bredenkamp means when he says 'the strike established a new era for labour relations'. It has not changed any principle for industrial relations. All we had was a deterioration of the industrial relations climate," said De Villiers.

He could not understand why Sats had to make registration of the South African Railways and Harbours

is the first time a State department operation has undertaken to recognise a Cosatu affiliate."

Sarhwi general secretary Martin Sebakwane agreed with Bredenkamp's views on the significance of the settlement. Sarhwi was a South Africa Congress of Trade Unions (Sactu) affiliate, founded in 1936, which had since then been fighting for equal conditions with white railway workers.

"The history of the living wage battle within Sats is historic. After so many battles the railways have finally agreed to deal with a union of the workers' choice. Within the period of Sarhwi's existence management had dealt with 'sweetheart' unions but through struggle management had to accept Sarhwi as a reality," said Sebakwane.

He admits the strike has some political overtones. "Of course Sarhwi is part of the Mass Democratic Movement (MDM) committed to democracy and freedom in this country, and will continue to vigorously pursue the ideals and policies which advance the national democratic struggle."

"In this particular dispute Sarhwi was addressing itself to the immediate demands of its members, without which their living standards would decline seriously," said Sebakwane.

Since the depression of 1933 Sats had given white workers sheltered employment as part of the State strategy in dealing with the problem of poor whites, he said. There had been rules and regulations to protect white privilege with gross wage disparity of about 90 percent with black workers being the lowest paid.

The union's winning of reinstatement of workers - although with certain conditions - represented a victory. Dismissal of workers would have eroded the union's membership

and ruined any further efforts to get support among workers

A distinguishing factor in the most recent strike was that conditions for re-employment were not unilaterally determined by management but there was bargaining before acceptance of the conditions

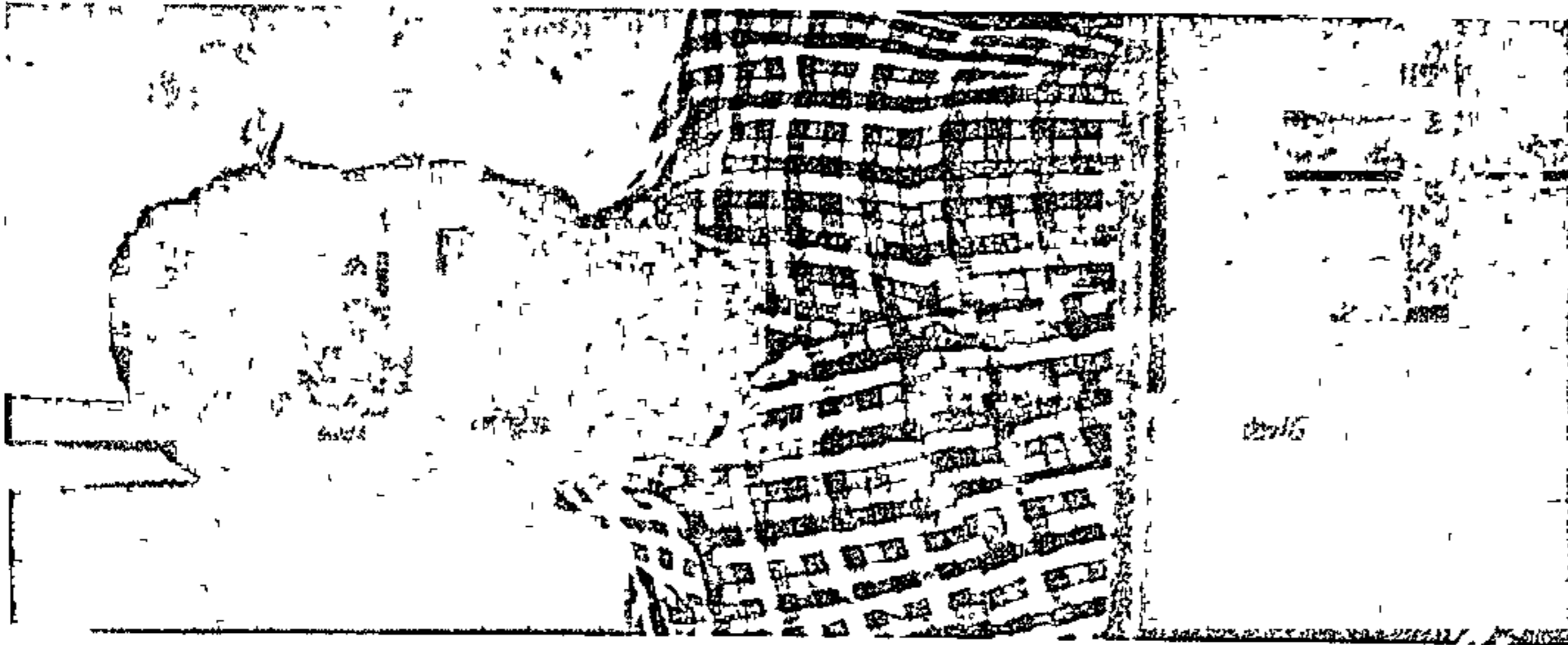
Sarhwi's recognition is a threat to the future existence of the 'sweetheart' railways Black Trade Union (Blatu) which is said to have been promoted by management to keep away radical independent unions

Director of the University of Port Elizabeth Industrial Relations Unit Mark Anstey said Sats and Sarhwi had already gone through two rounds of protracted and violent disputes, from which they could draw a lot of experience to prevent any further such conflict.

Parties should develop coherent internal structures that allowed speedy consultation for the purpose of drawing up mandates during strikes. Sats and Sarhwi both had to develop experience of collective bargaining

Sebakwane admitted experience in collective bargaining was missing. Sats workers have no experience of negotiations, because there have never been genuine negotiations at all. This dispute presented both Sats and ourselves with a new area of genuine negotiations based on the acceptance of Sarhwi as a reality - a victory which took 53 years of struggle to achieve."

Anstey said the strike had a major lesson for the country not only in industrial relations, but also with regard to wider issues currently in South Africa - that negotiation is a very painful learning process



Sarhwi general secretary Martin Sebakwane
It's the union the workers chose.

unnecessary

... a statement last week, Numsa said proposals for tighter security and protection for its members had been discussed at a general meeting and would be sent to management.

Scaw strike ends

A one-day wildcat strike last week by workers at Anglo American's giant Scaw Metals plant ended when management explained that the firm's appeal procedures had not been used, Anglo said in a statement. (152)

The National Union of Metalworkers (Numsa) said about 3 000 workers at the Germiston factory downed tools when an internal hearing cleared a white security officer accused of assaulting a union member. Anglo says 1 200 day shift employees took action.

Anglo said that after threatening a manager, the worker concerned resisted the security officer's attempts to escort him from the works area. *STIK 5/2/90* (152)

● JCI has confirmed a legal wage strike by 200 workers at a Wadeville subsidiary, Stonestreet and Hansen.

But Mr Dave Butcher, managing director of JCI's industrial arm, Lennings, denied Numsa claims that workers at nearby Tilley Macmill had downed tools in sympathy. The latter strike was over a disciplinary issue, he said.

strike was over a disciplinary issue, he said.

'Coates won't pull out'

Fears that British-based Coates Brothers might be planning to disinvest sparked a factory demonstration at the firm's Durban plant on Friday. *STAR 5/2/90* (152)

This followed a half-day stoppage at the printing ink manufacturer's Cape Town plant on the issue earlier last week, said the Chemical Workers Industrial Union. About 300 workers are employed at both sites.

Coates' British parent, Coates Plc, recently came under the effective control of French petro-chemical giant Total, and the union believes Total's large US holdings could lead to disinvestment pressures. It wants Coates to negotiate a disinvestment procedure — a demand the company has refused. (152)

The firm's Durban manager, Mr Dennis Jordan, said that Coates Plc chairman Mr John Youngman was in South Africa and had assured shop stewards that disinvestment was not on the cards. — Labour Reporter.

March fails, commuters are stranded

152 By Abel Mabelane,
East Rand Bureau

Many commuters in Tembisa were left stranded today as a call for a work stayaway, which was later to be followed by a protest march against the high township electricity and water charges, failed to materialise.

The stayaway call was made by a group of unidentified youths at a meeting convened by opposition councillors at the Jan Lubbe Stadium yesterday.

Residents at the meeting told the youths they would not support their call either for a work stayaway or the protest march.

The youths, who said they were against councillors, also attempted to disrupt the meeting, but left after they were confronted by residents.

Although Putco buses and trains operated as usual, the majority of commuters were left stranded and were late for work because of the few taxis which operated in the township.

The situation improved later when more taxis took to the streets after 7 am

Scaw strikers return to work

(152) ADELE BALETA

ABOUT 3 000 strikers at Scaw Metals in Germiston returned to work after management's assurance that an appeal could be made against a disciplinary finding that cleared a white security officer of assaulting one of them, a management spokesman said. *NUMSA 6/2/98*

He said the National Union of Metalworkers of SA (Numsa) members stopped work on Thursday after a white security officer who had assaulted a black employee was not dismissed at a disciplinary hearing.

Numsa said in a statement the worker was assaulted after allegedly failing to obey an instruction by a white foreman.

The worker resisted the security officer's attempts to remove him from the work area.

Employees went back to work after being told the existing appeal procedures had not yet been used.

□ At least 200 Numsa members at JCI's Wadeville subsidiary Stone-street & Hansen embarked on a legal wage strike on February 1, the union and management confirmed.

Numsa called the strike over management's "refusal to negotiate in good faith with the union".

Strikes raise personal insurance debate

13/10/97 6/2/98
THE incidence of violence during industrial action such as the Sats strike has created difficulties for insurance companies and employers providing group personal accident cover for workers.

Firstly, the problem is whether a dismissed striking worker is still an employee qualifying for insurance cover and, secondly, whether this applies in the event of his reinstatement, or an industrial court finding that the dismissal was an unfair labour practice.

John Haenen, technical director of broking firm Willis Faber Enthoven, says in terms of definitions in group personal accident policies, an employee remains an employee — and is covered — regardless of whether or not he is going about his employer's business

LINDA ENSOR

But Ian Lockie, regional manager for Al Insurance's African and Middle Eastern operations, says most policies exclude strikes and riots from cover, meaning injuries caused directly by a strike would not be covered.

Jan Hattingh, deputy MD of PFV Industry, Mining & Energy, says companies have recently dismissed workers after protracted negotiations with trade unions failed.

"In these circumstances, the claims arising from the injury or death of striking workers who have been dismissed, even though they may be subsequently reinstated, are likely to be repudiated by the insurers if the injury or death

occurred during the interim period"

In spite of this, however, Hattingh believes employers might be obliged to meet personal accident claims for injuries sustained during the strike if the dismissed workers are reinstated, as opposed to being re-employed.

Sats senior labour relations manager Vic van Vuuren says Sats agreed to re-employ, not reinstate, its striking workers. Those striking workers who had not been dismissed would be able to make insurance claims, but since the strike was an illegal one, some might be repudiated.

Dismissed workers injured while on strike would have no right to claim, but representations would be "sympathetically" considered.

Numsa wants to talk to Hofmeyr

(100K) By Drew Forrest

The National Union of Metalworkers has approached JCI chairman Mr Murray Hofmeyr for urgent talks after strikes erupted at two JCI companies on the East Rand. (152)

About 200 workers were fired at Tilley Macmill in Wadeville on Wednesday after striking over discipline. Another 200 have downed tools over pay at nearby Stonestreet and Hansen.

Numsa has accused JCI's engineering arm, Lennings, of anti-union tactics.

Mr Hofmeyr said Numsa had not taken up an offer to meet Lennings managing director, Mr Dave Butcher.

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Labour strife hits major sawmills

STAR 12/2/90

By Drew Forrest

Labour conflict is mounting in the paper and wood industries, with strikes erupting at three more plants and at least eight others facing industrial action

Cosatu's Paper, Printing, Wood and Allied Workers Union, involved in most of the disputes, says the unrest reflects hardening employer attitudes on pay.

Last Thursday, about 500 workers launched a legal strike at Sappi's giant Ngodwana mill. Mill manager Mr Alan Tubb said workers demanding a 35 percent rise had rejected Sappi's 16 percent offer

On the same day, a total of 470 workers downed tools over pay at Mondi sawmills in Stellenbosch and Elgin. Mondi says another five timber products plants are in dispute or poised for strike action

A five-week strike at three other mills continues. Strike ballots were also held last week at three paper waste factories in the group

Mondi's Mr Alan Young said the unrest sprang from workers' mistaken perceptions of the group's profitability.

"Because of tumbling export prices, we see an increasingly difficult time ahead," he added. "Our approach has been to consolidate wages at the level of inflation."

B/DW 13/2 90

Many leave work early to celebrate

ADELE BALETA
and DANIEL FELDMAN

152

EASTERN Cape workers left work early yesterday to celebrate Nelson Mandela's release.

However, Witwatersrand employers reported normal attendance at factories and plants, though some employees were allowed to leave early.

A Volkswagen labour relations spokesman said workers, all of whom were Numsa members, reported for work as usual yesterday, but by 8am, everyone had left for home to celebrate.

The situation at Goodyear was similar. A company spokesman said all workers would return today.

Johannesburg employers said few people stayed away from work, although thousands of people had gathered in Soweto for Mandela's arrival.

A National Council of Trade Unions spokesman said there had been no stayaway call on the Witwatersrand. Spokesmen for the Chamber of Mines, Anglo American, SA Chamber of Business and Sats reported normal attendance.

Durban Metropolitan Chamber of Commerce CE Jeff Tyler said he had received no reports of stayaways.

OK Bazaars industrial relations executive Gavin Brown said the chain had approved requests from workers at four stores to attend yesterday's scheduled rally at Orlando Stadium.

Barlow Manufacturing group personnel manager J P Kilian said employees were at their positions as normal yesterday. The company would deal with requests for time off to attend rallies for Mandela as they arose.

Checkers human resources director A S McLaurin said there was normal attendance at work yesterday. Managements should not respond to calls for leave to attend rallies in a knee-jerk style, and workers should not believe they would have an open ticket to take time off work, he added.

Between 4pm and 4.30pm Checkers workers at two West Rand stores "were allowed to leave early because transport became difficult".

Pick 'n Pay labour relations GM Frans van der Walt said about 60% of its Johannesburg staff was allowed to leave early because of transportation problems. Those who left were replaced by casual labour. A stayaway was expected today.

Putco director Vic Coetzee said 17 Pretoria buses and several from Soweto and the East Rand were commandeered to Orlando Stadium. "The incidents were not very serious, and there was no major damage to the buses."

**FACTORIES CLOSE
AS Uitenhage's
PARTY CARRIES ON** 152

PORT ELIZABETH — This could turn out to be one of the longest parties in the world

Not only did they party all night Saturday, through into Sunday and all Sunday night, but the celebrations in Eastern Cape townships over the release of Nelson Mandela continued yesterday

Workers at Uitenhage's major factories popped into work yesterday, then streamed out of the factory gates singing and toyi-toying to continue the party.

Unions gave the assurance they would return to work today.

However, a source said there was "pandemonium in Uitenhage"

Thousands of workers, who have demanded that so-called vigilantes be expelled from their places of employment in the town where a bitter feud has raged between Charterists and Africanists, were preparing to march to the Law Courts yesterday to protest against alleged vigilante action

At 9.30am police said the situation appeared under control but they were monitoring events to ensure the marchers did not get out of hand.

Two homes in KwaNobuhle were petrol-bombed on Sunday night and local UDF leaders were hard pressed to stop a march of about 30 000 supporters to the Khayelitsha area, traditionally an Africanist stronghold, to attack alleged vigilantes. The source said the crowd was turned back

The party in Port Elizabeth seemed to be slowing down after celebrations began in the townships soon after President F W de Klerk's announcement at 5pm on Saturday and took off after Mandela's release on Sunday afternoon. *BIDAM 131290*

Workers at the major factories, including Delta and Firestone, reported for work as usual yesterday

Municipal cleaning workers turned out in force to ensure basic services were not disrupted, said a municipal personnel spokesman.

An industrial relations spokesman for the Midland Chamber of Industries said the stayaway was widespread only in Uitenhage.

Uitenhage municipal traffic department chief Charles Reynolds said groups of between 50 to 300 people seemed to be marching "aimlessly" throughout the town's industrial, central and coloured residential areas to celebrate Mandela's release

There were also sporadic marches in the townships. By 11am yesterday, thousands of people were dancing in KwaNobuhle, while the town centre had quietened down. He said there were no incidents — Sapa.

Everite tots up the cost of strike

152
SYLVIA DU PLESSIS

MANAGEMENT of building and construction-listed Everite has estimated the cost of a lengthy strike in the group's major plants to have been "in excess" of 5c a share.

The strike, which began at the end of May last year during what MD George Thomas said was also a "difficult" period in the economy, continued into this year to help slash interim earnings to 10,3c a share from 14,8c. *By 14/2/90*

However, directors of the group — a manufacturer of fibre-reinforced cement products, plastic, pitch fibre and ceramic products — maintained dividends at 7,5c a share for the six months to December.

This was in spite of turnover that fell to R162,2m (R180,8m) and operating margins that were slashed to 16,5% (20%) by loss of output, lower productivity and the need to buy in products to supply customers.

Unprofitable

Interest higher at R1,3m (R940 000) and extraordinary items of R1,4m (nil) — reflecting the costs incurred in the closures of two factories and charged against non-distributable reserves — translated into bottom-line earnings R5,3m lower than the corresponding period at R7,8m.

Thomas said two relatively small but unprofitable operations, the Agriplas factory at Belville and the Tiger Tiles factory at Bronkhorst-spruit, were shut down during the period under review after having incurred losses of about R1m after tax.

He said earnings for the second half should be "somewhat above" those achieved during the period under review.

The share closed untraded yesterday at 245c — just off its November low of 230c — after peaking at 390c in April last year.

Sappi's Enstra mill workers down tools

STAR 14/2/90 By Drew Forrest

(152)

An undisclosed number of workers at Sappi's Enstra mill on the East Rand downed tools over pay yesterday, as labour unrest in paper and wood industries continued to mount.

Last week, about 500 workers launched a legal pay strike at Sappi's Ngodwana mill and more than 400 are reportedly on strike at one of the group's Port Elizabeth plants.

In the Mondi group, workers have been on strike at three board mills for five weeks. Wage strikes also erupted at two Mondi sawmills last week.

The Paper, Wood and Allied Workers' Union, involved in most of the disputes, could not be contacted yesterday.

But the general manager of Sappi's Enstra mill, Mr Ralph Clay, said the union was demanding 26,7 percent for lower grades. Sappi had offered 15,5 percent, bringing the monthly minimum wage to about R1 120.

The strike followed the failure of conciliation board talks and a strike ballot, he said.

Mr Clay said the mill was expected to maintain production at slightly reduced levels.

Dem levels are slightly down

Two in court after stayaway

sweten 15/2/90

152

TWO men have been charged with public violence following Monday's stayaway in Zithobeni township, Bronkhorstspuit, to celebrate the release of ANC leader Mr Nelson Mandela

A police spokesman yesterday said Mr Jutas Matshika (26) and Siphon Mgomezulu (19) appeared in court briefly on Tuesday

They were not asked to plead and their case

By ALINAH DUBE

was postponed to February 23

The two have been released into the custody of their parents.

Residents in Zithobeni and neighbouring Ekangala township were allegedly stopped from going to work from as early as 3am on Monday

Workers employed at Ekandustria also stayed

away in protest against low wages

They are demanding a weekly wage of R128,36 instead of the current R25 a week

They also demanded the re-instatement of their colleagues who were dismissed last year and the recognition of trade unions in KwaNdebele

There was also no schooling in the two areas

When the Zithobeni township residents heard that some activists had been detained, they decided to extend the boycott to Tuesday as a sign of solidarity

The situation was back to normal yesterday.

Interdict restrains strikers at Sappi

The Argus Correspondent (15/2/70) 15/2/70
PRETORIA. — Striking Sappi workers in Springs have been prohibited in terms of an interim interdict obtained in the Pretoria Supreme Court from intimidating or threatening persons leaving or entering the factory's premises.

Sappi Fine Papers (Pty) Ltd, Geduld Road, Springs, was granted the temporary interdict against the Paper Printing Wood and Allied Workers Union and Sappi's striking employees, following an urgent application heard by Mr Act'ng Justice Roos.

The judge ordered the second respondents, 1 081 employees, to show by February 27 why they should not be finally interdicted.

In his affidavit Mr R W F Clay, general manager of Sappi Fine Papers, said the workforce, which embarked on a strike on Tuesday at 6am, "invaded the Sappi premises" and refused to leave.

He said that while on the premises they engaged in acts which endangered the safety of other workers and seriously impeded Sappi's business activities.

Mr Clay said he did not have any problems with Sappi workers engaging in a strike, but submitted that the conduct of the strikers was illegal and unlawful.

No agreement yet in sawmill strike

By DAVID YUTAR *AALUS* *(15/2/90)*
Labour Reporter *(15/2/90)*

THE STRIKE by workers at the Stellenbosch factory of Bruply Sawmills Cape has entered its second week with no sign of an agreement between management and the Paper, Printing, Wood and Allied Workers Union, (Ppawu) being reached

About 350 workers from the Stellenbosch plant and 80 at the Elgin plant have been striking since Wednesday last week.

The dispute is over wage increases and conditions of employment.

BROKEN DOWN

Negotiations started last October but have repeatedly broken down.

Yesterday striking workers picketed outside the Stellenbosch plant after management obtained a court order prohibiting them from entering the premises and intimidating employees who wished to work.

A spokesman for the union said it was dissatisfied with the court order as it wanted to settle the matter out of court.

BIDM 16/2/90

More workers joining strike, says Ppwawu

(152)

ADELE BALETA

MORE than 100 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members at Mondi Plywood in Boksburg went on a wage strike yesterday, joining at least 3 000 union members in the paper and pulp industry involved in separate wage disputes, a Ppwawu member said yesterday.

Mondi management was unavailable late yesterday to confirm the strike.

The union spokesman said members at Mondi waste paper plants at Tulisa Park and Alrode were set to strike this week over wages and working conditions.

Management had not yet indicated willingness to reopen negotiations on the wage dispute at three board mills — Piet Retief, Felixton and Springs — and at the Richards Bay pulp mill. A total of 1 000 workers were striking at the mills.

Sappi's Springs Enstra mill GM Ralph Clay said there had been no further developments on the wage dispute there. Sappi's Ngodwana mill manager, Alan Tubb, said a meeting held with Ppwawu representatives on Wednesday failed to resolve a separate wage strike by about 1 000 workers. No further talks were scheduled.

The situation at Sappi's Novoboard mill in Port Elizabeth where 450 Ppwawu members were striking over wages remained unchanged, a union spokesman said.

Wednesday.

The six who were released on

Strikers stab 2 Sappi employees

152

STATE
2/20



Strikers at a Sappi lumber plant at Ngodwana in the Eastern Transvaal stabbed and seriously wounded two employees this week before barricading a road with a hijacked truck, police said.

Strikers stabbed Mr D Swane-poel and Mr M Singane, seriously wounding them. Crime Reporter.

Strike set to end today

Star 19/2/90 (152) Labour Reporter

A strike arising out of union rivalry at Brollo Africa in Elandsfontein is set to end today following Industrial Court action by the company.

Nearly 500 National Union of Metalworkers members downed tools on February 8 over a demand that the company withdraw stop-order facilities for the Inkatha-backed United Workers Union.

Refusing the demand, and a call to stop consulting Uwusa, as being "improper and unfair", the company applied for urgent relief from the Industrial Court.

Brollo said strikers had agreed to return to work today, and to comply with the company's recognition agreement.

Prisoners end
hunger strike

(23)
152
sta-19/2/90

A hunger strike in the maximum security section of Pretoria Central Prison ended at lunch-time on Saturday when all the prisoners began eating again.

A spokesman for the Prisons Service said that the prisoners' grievances had been resolved.

According to media reports, the prisoners began the hunger strike in protest against the conditions under which they were being held.

Initial reports said that 298 prisoners were taking part in the hunger strike. The Prisons Service denied this and said that only 66 were refusing to take their meals. — Sapa

Builders threaten to strike

Nactu's building affiliate has threatened nationwide action after the fatal shooting of one of its members at a Johannesburg building site last week.

The Building, Construction and Allied Workers Union described as "devoid of truth" a police statement that a security guard at an Old Mutual Properties site in Pritchard Street had retaliated after workers tried to take his shotgun. *Star 19/2/90 (152)*

The workers, sacked after an overtime ban last year, were peacefully picketing the site in a bid to win back their jobs, said general secretary Mr Vusi Thusi. — Labour Reporter *(152)*

star 21/2/90 (88) (48)(152)



Ms Jane Steward of the children's ward at the Brenthurst Clinic, Johannesburg and colleagues gear themselves up for tomorrow's street collection organised by the South African Nurses' Trust Fund. The non-racial body runs five homes for retired nurses and provides a monthly allowance to old and incapacitated nurses, said convenor of the street collection, Ms Jean Parr. Collectors and donations are urgently needed, and if you would like to contribute, call Ms Parr on (011) 447-3045.

Nurses' salaries, conditions will be improved — Venter

Own Correspondent

CAPE TOWN — Nurses' salaries would be increased and working conditions improved by the Department of National Health and Population Development, Health Minister Dr Rina Venter said yesterday.

Answering a question at the Cape Town Press Club, Dr Venter said the department would, however, need help from the Nursing Council to encourage new nurses to come into the profession.

Dr Venter said a survey was being conducted to see how nurses felt about conditions, what the manpower situation was and why nurses were leaving.

She said the 13 academic hospitals in South Africa were consuming approximately half of the health budget.

Dr Venter said the demand for more funds from these institutions was increasing while a small number of pa-

tients were being catered for.

A responsible government had to ask itself how it was going to achieve a balance between curative and preventative health care which would ensure proper, affordable and accessible standards.

The health budget amounted to 5,4 percent of the gross national product, in line with international standards laid down by the World Health Organisation.

The elimination of fragmentation would not necessarily put health care on a more sound financial basis. Surveys by her department showed that only about 5,2 percent of the total health budget was spent on administration, she said.

"The assertion that enough funds would be available for an increase in nurses' salaries if there was to be a single health department is totally unfounded and an oversimplification of the issues at stake," Dr Venter said.

Traffic brought to a standstill

Cape Town hit by taxi protest

Own Correspondent

Tuesday

CAPE TOWN — Hundreds of protesting minibus taxi operators who caused a mass traffic jam in central Cape Town claim to have forced a climbdown on increased hire purchase instalments.

He added that the taxi drivers should return home slowly, without causing accidents.

The taxi association would receive a letter within two weeks from the "boss" of Wesbank, who was now in Johannesburg on business, he said.

Traffic ground to a standstill by mid-morning yesterday, with an estimated 400 minibus taxis blocking streets as drivers abandoned their vehicles

Soft line

Wesbank officials could not be reached for comment or confirmation

An executive of the Black Taxi Association, Mr A Gibisela, emerged from the Southern Life Building to announce that Wesbank had promised to reduce instalments from R3 000 a month to R1 600 a month.

Cape Town's assistant traffic manager, Mr Jan Minnie, said his officers were at this stage adopting a "soft line"

"We are not ticketing or arresting anybody until we get the full picture," he said

Mr Gibisela said the bank also promised to return two minibuses that it had confiscated on

The senior officer in the city centre was in charge of operations at the scene, he said.

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Employers, union to meet

Star 22/2/90 Labour Reporter (152)

Unionists and managers are to meet tomorrow in a fresh attempt to break the seven-week strike impasse at three Mondi board mills.

The Paper Printing Wood and Allied Workers Union said that although it had cut its pay demand from R2 an hour to 72c for the lowest grades, Mondi was still refusing to shift from its offer of 64c.

At a meeting at the weekend, management had agreed to the demand of no work, no pay and no disciplinary action during March 21 and June 16 stayaways.

The union said Cosatu would attend tomorrow's talks.

Strikes at Mondi board mills in Springs, Felixton and Piet Retief are part of a wave involving more than 4 000 wood and paper workers.

This week, Sappi management agreed to mediation in an attempt to settle the pay strike at its Enstra mill.

Swazi PM warns on crime

MBABANE — Swaziland was in the grip of a frightening crime wave, Swazi Prime Minister Mr Obed Dlamini told delegates at the opening of a two-day crime symposium at a top hotel near Mbabane yesterday. Star 22/2/90 (20)

He said a trail of murders, armed robberies, house-breakings and the brazen theft of motor vehicles in daylight had become a daily routine.

As a result there was a growing feeling of public insecurity. Costs of security and insurance were escalating.


Mr Dlamini said new investors were less likely to be attracted to Swaziland because of the crime situation and, as a result, revenues from company tax would be proportionately reduced.

He said revenues were badly needed for the construction of essential infrastructure, including roads, houses, hospitals and schools.

Mr Dlamini said any slowing down in the economy would cause a further scarcity in job opportunities, resulting in more people resorting to crime. — Sapa

Bonus for non-strikers

SA Transport Services has paid over R20million in bonuses as a reward to workers who did not go on strike recently.

(152) 
Sats labour manager

Vic van Vuuren confirmed that a R200 bonus had been paid to about 120 000 non-strikers.

Sowetan 23/2/90
"Many people worked long hours in the face of intimidation," he said. "The bonus is a small token of appreciation for help in troubled times."

The payment also helped defuse the anger of non-strikers, some of whom initially refused to work with the strikers, Van Vuuren said.

He confirmed that some South African Airways technicians had refused the bonus.

Labour Act ~~1990~~ demos mooted

Star 27/2/90 152

By Drew Forrest

The Congress of South African Trade Unions has proposed marches during working hours in industrial areas countrywide if employers and the Government fail to meet its demands on the Labour Relations Act

The proposal is contained in a

Seven-week strike ends, R11,3-m is lost

Labour Reporter

The seven-week Mondi board mill strike has been settled — without the company raising its pre-strike pay offer.

Production worth R10 million and R1,3 million in wages were lost through the strike, said Mondi's Mrs Brigid Hopkins

Mills in Springs, Belville, Piet Retief and Felixton were originally hit by industrial action, although the Bellville workers settled some weeks ago.

Mrs Hopkins said the Paper, Printing Wood and Allied Workers Union had accepted the firm's final 16,8 percent offer at a meeting last Friday.

pamphlet apparently distributed to workers, which also calls on members to defy interdicts against strikes. The pamphlet also proposes that Cosatu meet Minister of Manpower Mr Eli Louw and that a congress be held in April or May to plan further action on the LRA and living wage campaigns

Interim demands

Three demands are listed in the pamphlet

- That all employers, including those in the public sector, take part in LRA talks with the employer body Saccola (SA Consultative Committee on Labour Affairs)
 - That employers agree to a package of interim demands on the LRA, including one labour law for all workers and the right to sympathy strikes
 - That the Government will enact whatever is agreed on at the Saccola talks
- Cosatu also proposes that its LRA demands be tabled during pay talks, so that employers can put pressure on Saccola

Union considers code of conduct for companies

By Drew Forrest

In a significant shift on disinvestment, the Chemical Workers Industrial Union is to investigate the drafting of a code of conduct for multinational companies investing in South Africa

CWIU general secretary Mr Rod Crompton stressed in a statement that the union's support for sanctions and disinvestment remained unchanged, and that it would continue pressing for a fair disinvestment procedure

The union joined the ANC in condemning the Thatcher government "for its efforts to undo the sanctions campaign"

But in the light of multinational firms' "avaricious and manipulative" conduct in the Third World, and assuming multinationals had a role in a post-apartheid economy, a code of conduct might be needed to protect workers, Mr Crompton said

The CWIU has spearheaded the labour movement's disinvestment campaign, and the statement reveals an important shift of focus from the terms of disinvestment to conditions for investment

It is understood that the issue is also under debate in the National Union of Metalworkers

Eight-week strike at

Mondi plants ends

Labour Reporter

AN eight-week strike by members of the Paper Printing Wood and Allied Workers' Union (Ppwawu) at Mondi Board Mills plants across the country has ended after the union and management reached a settlement.

A Ppwawu spokesman said a settlement agreement which would apply to all five Mondi mills had been signed last Friday between the union and Mondi.

The spokesman said management had "shifted significantly" on the demands and had also agreed to drop its demand for plant level negotiations.

The agreement will be backdated to January 1 and among the agreed demands were a 45-hour working week, a 72c an hour increase (up from 62c), minimum bonus of R870 (up from R639) and May 1 to be a paid holiday.

INDUSTRIAL RELATIONS - STRIKES

1990

MARCH

South* LABOUR*Marathon paper strike ends***South 1/3 - 7/3/90**152*

THE marathon strike by more than 800 members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) at five Mondi paper mills throughout the country has ended.

In terms of a settlement signed last Friday workers will get an increase of 72 cents an

hour on the minimum wage and a 30 cents shift allowance

The union had initially demanded an increase of R1,15

In a significant shift by management which had insisted that political holidays should be negotiated at plant level, the company agreed to a "no work, no pay, no victimisa-

tion" approach to June 16 and March 21

The company also agreed to increase the minimum bonus from R639 to R870 It dropped its demand for plant level negotiations

The strike has cost Mondi an estimated R10-million in loss of production while the strikers have lost about R1,3-million wages.

South African Municipal Workers' Union speaker, Salie Manie, calls for a campaign against privatisation

Hospital workers make new threat

HOSPITAL workers will take further strike action if the Cape Provincial Administration does not meet their demands for a living wage.

This was the message given to more than 800 people who attended a Health Workers support meeting in the Hanover Park Civic hall last Friday.

Health Workers' Union speaker, Mr Eddie Ntlok-wana, called on workers to build unity across ideological lines

"Unity is the tool to fight the bosses," he said

South African Municipal Workers' Union speaker, Mr Salie Manie, said it was a "matter of extreme urgency" to build an anti-privatisation campaign in

the Western Cape

Describing privatisation as a "monster" which would result in costly services and increased unemployment, Manie said public sector unions and other unions affected by privatisation should draw up a programme of action which should include educating the public about the costs of privatisation

A surprise speaker at the

rally was the acting general secretary of Nactu, Mr Cunningham Ngcukane, who said Nactu fully supported the health workers' demands

Cosatu speaker, Mr Johnny Maleni, called on all workers to throw their weight behind Cosatu's living wage, LRA and Workers' Charter campaigns.

South 11/4 - 14/4/90

152

~~152~~

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Drivers down tools at depot

South 1/3 - 7/3/90

152

NO buses left the Putco depot in Wynberg, Johannesburg, this week after 387 workers downed tools to demand the removal of a manager who allegedly stopped them from attending protest meetings in Alexandra.

A spokesperson for the Alexandra Civic Action Committee said the workers had been refused permission to participate in the meetings.

Putco general manager Mr Isaac Tait confirmed that employees, including drivers, were refusing to work until the manager left the depot.

Tait said the strikers had rejected an investigation undertaken by management and an offer to get arbitration for the dispute.

He refused to name the manager.

The Transport and General Workers' Union could not be contacted for comment.

Anglo workers boycott bars

Workers at Anglo American's Western Areas gold mine yesterday launched a boycott of mine bars and canteens. ~~152~~ (152) Star 1/3/90

The National Union of Mineworkers said the boycott had been called at recent mass meetings.

Workers wanted a management response to a set of demands, including the right to hold union meetings without magisterial permission and worker control of hostels. — Labour Reporter.

Miners down
tools over
severance pay

By Drew Forrest

SA's first strike over re-
trenchment benefits in
the mining industry has
erupted at Genmin's
Marievale gold mine.

And the National
Union of Mineworkers
says 90 percent of the
11 000 workers at the
group's Kinross mine
have voted to strike over
this and other issues.

Genmin could not be
contacted, but NUM as-
sistant general secretary
Marcel Golding said the
Marievale action, involv-
ing 300 workers, started
on Tuesday. Genmin had
obtained a court interdict
against the strike.

Central to the dispute
were demands for two
weeks' severance pay for
every year of service.
The company was offer-
ing one week.

Mr Golding said 300
workers were retrenched
at Marievale last year
and the mine appeared to
be winding down.

He also said manage-
ment had proposed me-
diation to settle the
Kinross dispute.

152

18 arrested at illegal strike

Carl Treits 1/3/90
Staff Reporter

EIGHTEEN members of the South African Chemical Workers' Union taking part in an illegal strike at the Marble Lime premises in Bellville, were arrested yesterday.

Union organisers said the workers had defied a court order prohibiting them from entering the premises.

Police said eighteen people were arrested for trespassing. They appeared in the Bellville Magistrate's Court and were released on bail.



152

B/Dam 1/3/90 .

~~1100~~

Dispute at AECI plant over union's dismissal demand

~~1100~~

ADELE BALETA

152

AT LEAST 5 000 AECI strikers yesterday rejected management's proposed reinstatement deal aimed at ending the seven-day strike in the Modderfontein plant's ammonia department, the SA Chemical Workers' Union (Sacwu) said.

The strikers, who are Sacwu members, are demanding that a white fitter who assaulted a black assistant be fired.

Sacwu said it had rejected AECI's proposal that a black worker, fired last year for assaulting a colleague, be reinstated in exchange for the union dropping its demand that the fitter be dismissed, union spokesman Humphrey Ndaba said yesterday.

Management comment was not available at the time of going to press.

Ndaba said the fitter had been found guilty of assault and reprimanded at a disciplinary inquiry

He said the issuing of a reprimand contradicted AECI practice of dismissal in assault cases.

□ About 550 workers at the Rolfes chemical factory near Johannesburg embarked on legal work stoppages this week to back a demand that the company take part in the union-initiated chemical industry national provident fund

"The company has refused for two years and has been unable to give any coherent reason. Management is now provoking workers by issuing disciplinary warnings," the Chemical Workers' Industrial Union (CWIU) said.

Company comment was not available at the time of going to press.

□ The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) and Sappi Enstra Mill management begin mediation today in an effort to resolve the two-week strike by more than 900 workers.

Meanwhile, talks have failed in three-week wage strikes at Sappi's Novobord Mill in Port Elizabeth, where about 500 workers are out, and the Ngodwana Mill in the eastern Transvaal where about 1 000 workers are on strike.

4775 Times 21/5/40
Country Club strike called off

DURBAN — The entire black staff of the Durban Country Club downed tools to enforce wage demands — in the middle of the Dewars White Label trophy golf competition — but later called off their strike about midday after negotiations with the club management.

The workers, members of the South African Commercial, Catering and Allied Workers' Union, said they stopped work after management refused to negotiate with their representatives.

A shop steward said that about 350 people were involved. — Sapa ~~15/11/40~~ (152) (247)

M & R and Consol scrap factory deal

ALAN FINE

A MULTI-million-rand deal between Consol and Murray & Roberts, involving the sale to M & R of Consol's Germiston plastics factory, has been scrapped.

Consol director Hennie Stroh confirmed M & R had notified Consol just 15 minutes before the agreement was due to go through on Wednesday, February 28, that it was walking away from the deal.

However, Stroh denied the deal had fallen through because of a two-day strike in protest against it by the factory's 250 members of the Chemical Workers' Industrial Union (CWIU). The strike began on February 28.

Stroh said M & R had cancelled the transaction because it had been "unable to come to a satisfactory leasing arrangement with the landlord of the property".

He added this did not mean the deal could not be resurrected. Consol had decided to withdraw from the plastic flexibles business as it believed the sector to be saturated.

Right now the factory was running and Consol was keeping its options open, Stroh said.

The CWIU said at the weekend its members had staged a "factory occupation" to object to the conclusion of the deal by Consol and M & R behind their backs — "particularly the items which affected workers".

The deal, the union said, was to include the retrenchment of more than 100 workers and the transfer of others. The company had informed the union of the cancellation of the deal on March 1, and further negotiations on the status of the factory and the workforce are to be held between CWIU and Consol.

Stroh confirmed plans to retrench the employees, and said the company was talking to the union about the matter. He said the union had been informed in October of the pending deal.

Samcor in battle over pension fund

BID on 5/3/90

SAMCOR is locked in a multi-million-rand legal battle over the Ford SA Pension Fund (FSAPF) which was transferred to the Anglo American Corporation Pension Fund (AACPf) after Ford's amalgamation with Amcar in 1985 and its relocation to Pretoria.

The amalgamation occurred after Ford Canada divested from SA and sold its local operation to Samcor.

An employee, John Sauls, who is being supported financially by the National Automobile and Allied Workers' Union (Naawu) — since incorporated into the National Union of Metal Workers' of SA — has brought the application in the Port Elizabeth Supreme Court.

The matter was heard last week.

Samcor and the other respondents opposed the application as "improper", saying the programme to close Ford had been agreed to by all parties. Judgment was reserved by Mr Justice Jones.

Sauls wants the original assets of the fund (about R44m) to revert to the FSAPF, plus the R13m in pension fund money which, he claims, was used to finance the retrenchment packages of 3 900 workers.

He is also seeking the liquidation of the fund so that members can use their pension

LINDA ENSOR

benefits to purchase retirement annuities. But, before he can proceed, he is required to give notice to all the other former members of the fund about his intended application for the liquidation of the fund.

Sauls' application to the Supreme Court sought directions on the proper way for this notice to be served. He applied for the amendment of the FSAPF rules allowing for retrenchment benefits to be paid out of the pension fund to be declared improper and set aside.

He submitted that there was a prima facie case that five Ford directors, who were members of the Committee of Management of FSAPF, had breached their obligations in terms of the FSAPF rules.

No employees were represented on the fund's management committee which allegedly amended the rules of the fund two days after negotiating the retrenchment package to make it possible for the FSAPF to pay for the retrenchment benefits.

In a supporting affidavit, Naawu national secretary Frederick Sauls says: "Throughout the discussions between Samcor, Naawu and the SA Iron and Steel and

□ To Page 2 .

Samcor battle

Allied Industries Union, it was perfectly clear that the separation payments would be made by Samcor. At no time was it ever indicated or suggested that these payments would come out of the FSAPF."

He says it is inequitable that the employees who created the assets of FSAPF — which shows an overfunding of at least 21,1% — be transferred to the AACPf.

John Sauls says as Ford's operations were relocated to Pretoria and the FSAPF set up in the interests of its workers, its managers were obliged to liquidate the fund rather than transfer it to an area

where members could not remain members

BID on 5/3/90

He is also applying for the amalgamation of FSAPF with AAGPF to be set aside, and for AAGPF to be ordered to return all assets to FSAPF which had been transferred to AAGPF, minus money paid out to FSAPF members. Finally he has applied for the liquidation of the FSAPF.

The respondents to his application were FSAPF, Samcor, SA Motor Corporation, AAGPF, Registrar of Pension Funds, Anglo American Corporation and Samcor (Pretoria) Pty Ltd

□ From Page 1

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Teachers go on strike

By SONTI MASEKO
 ABOUT 6 000 teachers in Soweto and Alexandra are to down tools today in a bid to force the Department of Education and Training to meet their demands.

Sources said there would be no lessons at DET schools this week.

The strike, organised by the National Education Union of South Africa, was called in protest against the outcome of a meeting between the organisation and Johannesburg chief regional director, Mr Peet Struwig.

DET, Mr Richard Chernis, yesterday warned the teachers to consider very carefully the consequences of their action.

He said the responsibility of the teachers was primarily to the children they teach.

About a fortnight ago, thousands of angry teachers marched to the DET regional offices in Braamfontein where they submitted a memorandum to Struwig demanding better working conditions.

The strike action was decided upon because the

● To page 2

Teachers to go on strike today

teachers will go ahead on Tuesday despite permission being denied by the Potchefstroom Town Council and the chief magistrate, a spokesman for the Diamond Field teachers' co-ordinating committee said on Saturday.

The protesters will present a petition calling for nonracial education, better working conditions and equal treatment for all teachers in South Africa.

The march will begin at 12 noon from the Ramosa Sports Stadium, Ikageng township, and proceed to the Department of Education's Field regional offices.

delegation reported that the teachers' demands had been rejected as not genuine. Now the organisation would seek a meeting with the Minister this week.

"It was decided at the meeting that teachers should meet again at Funda Centre on Thursday to decide on what to do next if our demands are still not met," one teacher said.

Neusa executive members could not be reached for comment yesterday.

Meanwhile SAPA reports that a protest march by Diamond Field

152
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06/12/90
 573/90

MR MOTHOPENG

School head cleared

By SONTI MASEKO

A SOWETO headmaster facing charges of indecent assault involving pupils at his school had the case against him withdrawn at the Orlando Magistrate's Court yesterday.

Mr Moses Khazamula (38), principal of Lerese Primary School in Orlando had all five counts of indecent assault withdrawn by the prosecutor, Mr J Steyn. He appeared before Mr W G Rosch.

His attorney, Mr Winston Msimeki, said the prosecutor had declined to proceed with the case.

that until this was

Teachers go on strike

By NKOPANE MAKOBANE

DET's Johannesburg regional chief director, Mr Peet Struwig, and a delegation from the National Education Union of South Africa (Neusa).

A spokesman for Neusa in Soweto said a teachers' meeting would be held in Soweto on Thursday to review the strike action.

Meeting

He said much of what is to be discussed at that meeting would depend on the DET's response to their demands.

And yesterday the DET's director-general, Dr Bernard Louw, criticised the teachers' action and

TEACHING in the Department of Education and Training's Johannesburg region came to a standstill yesterday when 6 000 teachers downed tools and left 215 000 schoolchildren unattended.

The protest action by the teachers from Soweto and Alexandra is aimed at forcing the DET to attend immediately to a list of their grievances.

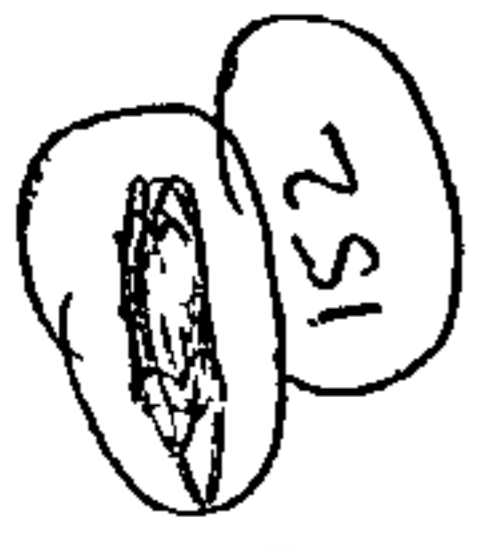
It is also intended to force a meeting this week between the delegation representing and the Minister of Education and Development Aid, Dr Stoffel van der Merwe.

The teachers' action follows a meeting on February 23 between the

said it contrasted with recent appeals by leaders that children should go back to school and study. He said if teachers participated in such action, the pupils would again be the sole victims. He sympathised with those teachers who did not agree with this action and who, he said, were intimidated into participating.

"I hope that this action, which is allegedly being instigated by Neusa, will not result in anyone, or at least all the children, suffering any personal harm.

"I do hope that teachers will not be misled by people who obviously do not have the interest of the children at heart and that they will act in a responsible and professional manner," he said.



Soweto 6/3/90

4416-1imp 6/3/90 (152) 20/50

Soweto teachers go on strike

JOHANNESBURG. — About 6 000 teachers in Soweto and Alexandra township began a strike yesterday and there are fears it will extend throughout the year unless the Department of Education and Training meets teachers' demands.

One of the Soweto teachers at a conference here yesterday said teachers would not be on strike had it not been for the arrogant attitude with which the DET had dealt with a memorandum of teachers' demands recently handed to regional director Mr Peet Struweeg.

"That attitude is going to continue until there is a radical change (in the education system for blacks)," he said. — Sapa

B/Pay 6/3/90

6 000 teachers in strike action

15.2 TANIA LEVY

THE black education crisis intensified yesterday when more than 6 000 teachers in Alexandra and Soweto "downed chalk", leaving 215 000 pupils without instruction.

There are fears that the refusal to teach will be taken up nationwide, and pupils have planned to show support for the strike action by demonstrating at schools tomorrow.

The strike has been called by the National Education Union of SA (Neusa) "to show the Department of Education and Training (DET) that effective teaching and learning are impossible under present conditions".

Neusa spokesman Veli Mnyandu said yesterday the decision was taken at the weekend during a report-back session on last week's meeting between Neusa and DET Johannesburg regional director Peet Struwig.

Teachers were "struck numb with disbelief" that their grievances had not been taken seriously, Mnyandu said.

A list of grievances had been handed to Struwig at the end of a march by about 5 000 teachers to Johannesburg DET offices on February 14.

Grievances included congested timetables that required teachers to teach 42 periods a week; freezing of posts; transfers of teachers to rural areas and; dismissals.

National Education Co-ordinating Committee general-secretary Ihron Rensburg said at least 120 teachers were retrenched in Johannesburg last year. This was ludicrous when teacher-pupil ratios of 40:1 existed in black schools.

Struwig said yesterday he was astounded that a strike had been called as he had believed an agreement had been reached at last week's meeting. Neusa had agreed to take up its grievances with Education and Development Aid Minister Stoffel van der Merwe.

Kane-Berman backs strikers

CAH Truts 6/3/90

152

By CLAUDIA KING

GROOTE SCHUUR Hospital superintendent Dr Jocelyn Kane-Berman has come out in support of the 1 500 workers at three city hospitals striking for better working conditions and higher pay.

The strike enters its second day today amid fears that it will spread to at least three more hospitals by tonight.

A Health Workers' Union official said yesterday that all non-medical workers at Groote Schuur, Tygerberg and Brooklyn Chest hospitals were on strike and those at Conradie, Valkenberg and Somerset hospitals had said they could join the strike today. This would mean a total of about 3 000 on strike.

"We expect the number to grow even further as workers in the public sector have become increasingly dissatisfied



STRIKE GROWS ... About 800 striking hospital workers marched from the new block at Groote Schuur Hospital to the Nico Malan hall yesterday.

over the past months," he said.

The striking workers include cleaners, kitchen and laundry staff and security personnel.

At Groote Schuur Hospital, 800 striking workers marched from the new hospital block to the Nico Malan hall yesterday morning.

Dr Kane-Berman said hospital management was sympathetic towards most of the six demands they had been

presented with.

They are: A minimum wage of R1 140 a month, a 40-hour week, permanent status, maternity benefits, recognition of the Health Workers' Union and an end to privatisation.

Dr Kane-Berman said in a statement "We cannot provide essential patient care if the support services are not operational and this will have very serious consequences for the com-

munity, which depends on this hospital for health care.

"It may unfortunately be necessary to drastically reduce patient admissions if the work stoppage continues."

She said she had repeatedly urged that the conditions of service of general assistants in particular receive immediate attention.

"The present minimum wage is completely inadequate and the other demands are justified. The workers have been very patient," she said.

The acting medical superintendent of Tygerberg Hospital, Dr Robbie Truter, denied late yesterday afternoon that any of the hospital workers were on strike.

He said an unknown number of workers were holding a meeting in the cafeteria. He did not know what they were discussing and no demands had been presented to management.

Sowetan 6/3/90

Strike follows dismissal in N Tvl

152

MORE than 300 members of the Food and Beverage Workers Union employed by Potgietersrus Tobacco Corporation went on strike to demand the reinstatement of a worker who was dismissed for shouting "Viva Comrade" at a bus stop, the union announced yesterday.

A FBWU official, Mr Theo Ramalamula, said the strike follows the failure by the two parties to reach an agreement over the dismissal.

Accused

He said a disciplinary hearing was held early this year where Mr Piet Bambo was accused of shouting political slogans.

He said the union contended that chanting slogans was not a crime, especially if this was done at a bus stop after work.

He said several foremen who were not union members had complained to management.

The receptionist at NTC said yesterday all senior company executives were in a meeting and not available for comment.

and their spouses to attend the November 12 coronation of Emperor Akihito, the first such ceremony in more than 60 years.

CAPL. T. 7/3/90
Sappi strikers back to work ~~(S)~~

A MONTH-LONG strike by several hundred workers at a Sappi plant in Port Elizabeth ended yesterday with management granting members of the Paper, Printing, Wood and Allied Workers Union a 16% wage hike. ~~(S)~~

Japan's oldest dies at 109

Workers down tools after alleged assault

Sowetan 7/3/90

152

ABOUT 5 000 members of the South African Chemical Workers Union have downed tools following an alleged assault on their colleague by a white fitter at AECI

Sacwu members want the alleged culprit, a Mr AF Noguera to be dismissed before they could resume work.

The union said their

By MOKGADI PELA

members and AECI were deadlocked after attempts to reconcile the parties

AECI's industrial relations manager, Mr R Birt, confirmed there was a work stoppage

He said the union and the company were involved in discussions to resolve the matter.

Meanwhile, a member of the Transport and Allied Workers' Union was allegedly assaulted by traffic policemen at Putco's Selby plant yesterday

Mr David Mokenkoane said about 60 Johannesburg Traffic

Department cops entered the premises pursuing a driver who had just returned from Soweto.

A spokesman for the Johannesburg Traffic Department, Mr E Hill, said the traffic cops wanted to stop a driver they suspected to have been under the influence of liquor

Hill also disputed that any worker was assaulted.

Putco orders 400 workers to end strike

Star
7/3/90 Labour Reporter

152

Putco yesterday served Industrial Court interdicts on close to 400 workers at its Wynberg depot, ordering them to end their week-long strike.

At the same time, the company said that managers who had been moved from the depot for safety reasons would return to supervise any return to work.

It could not be established if a march by Alexandra residents on Putco's headquarters, set for yesterday, took place.

The strike, which has cut off bus transport for an estimated 800 000 commuters daily, centres on demands for the removal of the depot manager.

● Meanwhile, workers at AECI's Zommerveld plant, in Welkom, have downed tools in solidarity with 5 000 strikers at the group's Modderfontein factory, according to the SA Chemical Workers Union.

Sacwu general secretary Mr Humphrey Ndaba said AECI workers in Newcastle and Klerksdorp had also offered

support for the strikers, who are demanding the dismissal of a white fitter who assaulted a black assistant.

● About 550 workers at Fedms in Phalaborwa, jointly owned by AECI and Sasol, launched a legal wage strike last Friday, according to the Chemical Workers Industrial Union.

The union also said mediation last week had failed to settle the five-week strike over shifts and wages at Elida Ponds in Wadeville.

Strike ends at AECI's Modderfontein plant (152)

AT LEAST 5 000 striking SA Chemical Workers Union (Sacwu) members will return to work at AECI's Modderfontein plant today after a settlement of their 12-day strike. *Blom 7/31/90*

AECI's industrial relations manager André Botha said five union members who were dismissed for assault over the past two years would be re-employed.

The strike was sparked by demands for the dismissal of a white fitter who

ADELE BALETA

was found guilty at a disciplinary enquiry of assaulting a black assistant. The fitter was reprimanded.

Botha said although the workers could sign new employment contracts, suspensions without pay, final warnings and demotions would be enforced.

"We have lessened the severity of the

disciplinary action," Botha said.

It was also agreed by the parties to arbitrate on the dismissal of another two workers or to agree to a financial settlement. The fitter would remain employed by the company, Botha said.

Sacwu said in a statement yesterday the union helped colleagues who were dismissed under an inconsistent industrial relations policy.

Nine city hospitals hit by strike

Cape Times
7/3/90

~~152~~
152

By JULIET MILNE and CLAUDIA KING

THE hospital workers' strike in the Peninsula and northern areas spread to nine hospitals yesterday. And nursing staff warned that hospital systems faced a breakdown if the strike continued.

The Cape Times yesterday established first-hand that at Groote Schuur Hospital — where about 800 workers have been on strike since Monday — operations were being cancelled, theatre instruments were not being sterilised, and patients were being served "cold" food.

On Monday, workers at Groote Schuur, Tygerberg and Brooklyn Chest went on strike.

Yesterday they were joined by workers at Somerset, Woodstock, Conradie, Karl Bremer, Avalon and Valkenberg hospitals.

The Health Workers Union reports that Mowbray Maternity and Victoria hospitals are to join today.

This represents an estimated 4 000 cleaners, clerks and kitchen and maintenance personnel.

Yesterday at Groote Schuur, medical staff said that although the hospital was functioning relatively normally, the situation would deteriorate quickly if the workers did not return soon.

● One doctor said theatre implements were not being sterilised. This would affect services when sterilised stock ran out.

● According to Dr Frank Bowey, the medical superintendent last night, non-emergency and non-critical operations are being cancelled.

● Patients complained that meals were late and were served cold.

● Mrs Marie Meiring, wife of a Springs cardiac patient undergoing tests at the hospital, said "Everything has come to a standstill in the ward. One patient has been discharged and another's operation postponed until the workers return."

● People are reportedly being told to phone and check with the hospital or their doctor on whether their operation has been cancelled.

A nursing sister said there were fears that the

To page 3

P.T.O.

Cape Times 7/3/90

Smuts delivers plea for Groote Schuur

Political Correspondent

IT would not be surprising if Groote Schuur Hospital had to start closing down some patient services by the end of the week, the MP for Groote Schuur, Ms Dene Smuts, said yesterday.

"Nothing underscores the threat to academic medicine more vividly than the fact that the departments of cardiology and cardiac surgery at the hospital would be marooned in the old wing with equipment that doctors describe as "derelict" if the rumoured cuts are enforced.

"Not only could they not acquire new equipment, they would literally be unable to move into the new wing which has been built at great cost," Ms Smuts said.

After discussing conditions at the hospital with staff yesterday, Ms Smuts said that the plight of striking workers "simply adds to the burdens our health services are expected to carry".

Heart transplant goes ahead

Staff Reporter

GROOTE SCHUUR HOSPITAL'S heart transplant team performed its third heart transplant this year on Monday despite reports that services at the hospital have been affected by a strike.

The operation, performed on a 46-year-old Transvaal man began at 10pm and finished at 2am yesterday morning.

He is in a stable condition and "recovering well" said a hospital spokesman yesterday.

From page 1

already overburdened nursing staff would have to contend with the duties of striking workers.

"If the strike continues the whole hospital system could break down and the patients will suffer."

Dr Bowey said strikers constituted "a support structure which is as vital to the hospital as the clinical care itself".

Groote Schuur was considering the possibility of bringing in more student nurses.

He said it was "not entirely fair" to criticise the quality of the food, but conceded that transport of food to the wards was being affected, which would account for its being cold and slow in arriving.

The director general of Provincial Administration, Mr Barry van der Vyfer, said

"If clerical, administrative and other personnel cannot help out adequately, alternatives will be found."

He refused to allow the Cape Times to visit the Groote Schuur Hospital "at the moment".

Cape hospital staff on strike

CAPE TOWN — More than 2 000 non-medical workers at seven hospitals in the Cape Peninsula were still on strike yesterday — for a minimum basic salary of R1 140 a month

A spokesman for the Health Workers' Union said yesterday that workers at the Tygerberg and Grootes Schuur hospitals, the Brooklyn Chest Hospital, the Evelyn Treatment Centre, Somerset, Conradie and Woodstock hospitals were still on strike.

The spokesman said non-medical workers at the Red Cross War Memorial Children's Hospital and the Mowbray Maternity Hospital indicated that they might also join the strike.

The strike started on Monday — Sapa.

Hospital strike may spread nationwide

By GILL TURNBULL
Staff Reporter

THE Cape hospital strike threatens to spread country-wide if Health Workers' Union demands for government action are not met

An HWU spokesman said today that non-medical staff at 11 Cape hospitals had stopped work and several day hospital employees were speaking of joining the general strike

"We are in contact with our comrades nationwide and if the state drags its heels in terms of recognition of the union, the strike will spread.

"Up to now we have negotiated with hospital managements and superintendents and their response has been similar. They have been sympathetic, but nothing has happened"

He said the union demanded to see the ministers of health services and public administration and the commissioner for public administration. Until then the strike would continue.

More than 3 000 hospital

workers are on strike at Groote Schuur, Tygerberg, Karl Bremer, Avalon, Victoria, Somerset, Woodstock, Valkenberg, Conradie, Mowbray Maternity and Peninsula Maternity hospitals and more may follow.

Strikers are demanding a "living wage" of R1 500, permanent status for all workers, maternity leave, a 40-hour week, recognition for the Health Workers' Union and an end to privatisation.

STRUGGLING TO SURVIVE

According to the HWU, the starting wage at Provincial hospitals is R260 a month and general assistants earn an average R300 to R400. Workers are struggling to survive.

At the strike hospitals, administrative and clinical staff are doing cleaning duties.

Patients may be turned away if the strike continued, according to Dr Jocelyn Kane-Berman, medical superintendent of Groote Schuur Hospital.

Other superintendents declined to comment.



Picture DANA LE ROUX, The Argus

PLACARD DEMO: About 40 general workers at the Peninsula Maternity Hospital in District Six staged a placard demonstration today calling for better pay and shorter working hours.

INSIDE: Weather 2, Parliament 4, Motoring 9

Emergency services supported by strikers

ARCUS
8/3/90
152
Staff Reporter and Political Correspondent

STRIKING general assistants at 11 Cape provincial administration hospitals have agreed to keep emergency services running as the hospital services crisis deepens

And doctors, consultants and nursing staff at the Red Cross War Memorial Children's Hospital in Rondebosch are to hold a placard protest today in support of the thousands of striking workers at other hospitals

Thousands of cleaners and domestic workers at major state hospitals in Cape Town and Bellville have been on strike since Monday

LIVING WAGE

They are demanding a "living wage" of R1 500, a 40-hour week, maternity leave, permanent status, union recognition and an end to privatisation

A Health Workers Union (HWU) official said today that after special representations by Groote Schuur management yesterday afternoon, the union had met strikers and decided to make workers available in emergency units

The strike, which started at Groote Schuur and Tygerberg hospitals, spread to 11 state hospitals yesterday and involved about 4 350 non-medical workers, a union official said

Non-medical staff at Red Cross Hospital resolved not to join the strike because they were involved in the care of children but expressed their solidarity

The hospital services crisis has been discussed at top government level

A statement from Mr Kobus Meiring, Administrator of the Cape, said meetings were ongoing and "Attention is being given to both the claims of the striking workers and the implications of the strike"

The HWU has threatened a nationwide strike if demands to speak directly to the ministers of health services and public administration are not met

Cabinet meets on hospital strike

CAPE TOWN 8/3/90 Staff Reporter

THE Administrator of the Cape, Mr Kobus Meiring, yesterday attended a special cabinet meeting to discuss the hospital strike

Hospital superintendents met provincial administration officials late yesterday amid speculation that the strike could spread nationwide.

Last night Mr Meiring said the CPA was eager to resolve the crisis soon and that 2 750 CPA workers were on strike at eight provincial hospitals, where only emergencies were being attended to.

The figure was disputed by the Health Workers' Union (HWU), which claimed that more than 4 000 were on strike at 13 hospitals, including about 1 600 workers at Groote Schuur and 1 300 at Tygerberg Hospital

Workers and staff at the Red Cross War Memorial Children's Hospital said yesterday they would support the strike, but voted against joining it because they were involved in treating children.

Cape hospital strike threatens to spread

CAPE TOWN — The Cape Provincial Administration (CPA) called an urgent meeting yesterday to discuss the hospital strike which had spread to 12 state hospitals in the Peninsula.

It threatened to go national if demands for better working conditions and higher wages were not met.

In another development late yesterday, Groote Schuur management agreed to allow the Health Workers' Union (HWU) to attend meetings on the premises with the workers' committee.

The strike, which started at Groote Schuur and Tygerberg hospitals on Monday, spread as an estimated 4 000 non-medical staff stopped working.

Spokesmen for the HWU said there had been short work stoppages at other hospitals and that several day hospital workers had spoken of joining the strike.

Groote Schuur Hospital superinten-

LESLEY LAMBERT

dent Dr Jocelyn Kane-Berman, who sympathised with the worker's demands, said on Monday it might be necessary to drastically reduce patient admissions if the work stoppages continued.

By yesterday, medical operations which were not critical were being postponed, while administrative and clinical staff were doing cleaning duties at strike hospitals.

At midday, union officials said the strike would continue until the union had met the Ministers of Health Services and Public Administration and the Commissioner for Public Administration.

If the state did not recognise the union, the strike would be extended to hospitals in other provinces.

National Health and Population De-

velopment Minister Dr Rina Ventel was not available for comment.

Cape Administrator Kobus Meiring issued a statement yesterday afternoon saying the MEC in charge of Hospital and Health Services, Dr George Watermeyer, together with CPA Director General Barry van der Vyver and senior officials of the Hospital and Health Services Branch, were investigating workers' claims and the implications of the strike.

The workers are demanding a minimum wage of R1 140 a month. According to union officials, the starting wage at provincial hospitals is R260 a month and general assistants earn an average R300 to R400. They are also demanding a 40-hour week, permanent status, maternity benefits, recognition of the union and an end to privatisation. If implemented, they say privatisation will reduce job opportunities and benefits and increase the cost of health services.

Note: Information is on the first Tuesday in March of the year concerned.

- (b) 1985 : 23
- 1986 : 92
- 1987 : 83
- 1988 : 97
- 1989 : 95

Note: The information in respect of CS-educators reflects the position on the first Tuesday in March of the year concerned.

- (3) Yes. The decrease in 1987 is due to the introduction of a new staffing formula at colleges of education. The decrease in 1989 is due to vacancies at the college.

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version

For written reply

General Affairs 9/3190

Export promotion schemes: subsidies

101. Dr P J GOUSS asked the Minister of Trade and Industry and Tourism:†

- (1) What total amount in subsidies was paid to manufacturers of tyres in terms of export promotion schemes during the latest specified period of 18 months for which information is available;
- (2) whether he will furnish information on the firms to which such subsidies were paid; if not, why not, if so, what amount was paid to each firm?

B251E

The MINISTER OF TRADE AND INDUSTRY AND TOURISM:

- (1) R4,3 million in respect of all types of tyres and tubes of which separate details are not available.
- (2) No. It is unreasonable to furnish particulars relating to individual firms.

SATS strikes: damage 152

108. Mr P J PAULUS asked the Minister of Mineral and Energy Affairs and Public Enterprises:†

Whether any railway coaches, road vehicles and railway lines were damaged during the recent strikes by employees of the South African Transport Services, if so, (a) what is the extent of the damage, (b) (i) how many (aa) railway coaches and (bb) road vehicles were damaged irreparably and (ii) what is the replacement cost of these (aa) coaches and (bb) vehicles and (c) what is the total amount of the damage suffered by the Transport Services in this regard?

B262E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES:†

	Destroyed	Damaged
(a) Motor coaches	16	20
Plain trailers	24	73
Road vehicles	1	10

Damage to railway lines was caused by explosions and the loosening of rail fasteners.

- (b) (i) (aa) 25
- (bb) 1.
- (ii) (aa) R25,8 million.
- (bb) R500 000.
- (c) R31,12 million

142. Adv C H PIENAAR asked the Minister of Trade and Industry and Tourism †

- (1) Whether there is any export promotion scheme for tyre manufacturers, if so, (a) what form does this scheme take and (b) what amount of money has been spent by his Department up to now in the current financial year by way of (i) direct subsidization and (ii) (aa) tax and (bb) other specified concessions in respect of this scheme;
- (2) whether this scheme is controlled in consultation with another State Department; if so, (a) what is the name of this Department and (b) why?

The MINISTER OF TRADE AND INDUSTRY AND TOURISM:†

- (1) Yes. At present, tyre manufacturers qualify for assistance in terms of the schemes mentioned below.
 - (a) Category A: Input costs assistance
 - Category B: Value added assistance.
 - Categories C and D: Marketing costs assistance.
- (b) (i) R4,3 million during the latest period of 18 months in respect of all types of tyres and tubes

152

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version

For written reply

General Affairs

Strikes/work stoppages

109 Mr P H P GASTROW asked the Minister of Manpower

(a) How many workers in each race group were involved in (i) strikes and (ii) work stoppages in 1989 and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of such (i) strikes and (ii) work stoppages?

The MINISTER OF MANPOWER

	Whites	Coloureds	Asians	Blacks
(a) (i)	1 245	19 103	5 437	135 714
(ii)	9	1 399	877	13 928
(b) (i)	4 886	142 929	22 492	1 018 955
(ii)	15	2 538	6 061	40 790

The figures are for the period 1 November 1988 until 31 October 1989

Strikes/discontinuances of work

110 Mr P H P GASTROW asked the Minister of Manpower.

(1) How many (a) strikes as defined in section 65 of the Labour Relations Act, No 28 of 1956, and (b) discontinuances of work reportable in terms of section 65A of the said Act took place in 1989.

(2) how many (a) (i) recognition and (ii) other agreements have been filed with his Department in terms of section 31A of this Act since 1 September 1984 and (b) status quo orders in terms of section 43 of the

Act were (i) granted and (ii) refused by the Industrial Court in 1989?

The MINISTER OF MANPOWER:

(1) (a) 783

(b) 72

(2) (a) (i) 325

(ii) 1 998

(b) (i) 154

(ii) 183

Note The figures in respect of (1)(a) and (b) and (2)(b) are for the period 1 November 1988 until 31 October 1989 while those in respect of (2)(a) are for the period 1 September 1984 until 31 October 1989.

Hansard 8/3/90 Pupils: subjects

121 Mr R M BURROWS asked the Minister of Education.

(1) What was the total number of pupils in Standards 8 to 10 in 1989.

(2) how many pupils in each standard were taking (a) Mathematics, (b) Physical Science and (c) Biology in that year?

The MINISTER OF EDUCATION

(1)	Std 8	Std 9	Std 10	Total
	97 599	70 062	43 840	211 501
(2) (a) Mathe-	Std 8	Std 9	Std 10	Total
tics	84 592	23 631	14 571	122 794
(b) Physical	21 933	13 881	9 802	45 616
Science	81 707	56 773	35 267	173 747
(c) Biology				

Hansard 8/3/90

PE/ibhayi areas: recreational/sports facilities

131 Mr E W TRENT asked the Minister of Education

What specified (a) recreational and (b) sports facilities are there at each school falling under

the control of his Department in the Port Elizabeth/Ibhay area?

The MINISTER OF EDUCATION

(a) Recreational facilities in the form of playgrounds exist at all schools in the area.

(b) (i) Soccer/Rugby facilities exist at the following 44 schools

B J Mnyanda	Loyiso
Daniels	Mzontsundu
Ebongweni	Garrett
Eensengeni	Inkqubela
Dittha	Jarvis Goamlana
Fumunfundo	Kama
J K Zondi	Kwa Ford
Kayser Ngrwana	Matodiana
K K Newana	Philip Nkwe
Ndzondelelo	Stephen Mazungula
Cowan	Johnson Marwanqa
Newell	Aaron Gqadu
Ithembelile	Arthur Nyobo
Masangwana	Ben Sinuka
Molefe	Charles Duma
Mangophiso	Estunyeni
Nkuthalo	Mvisiswano
W B Tshume	Myezo
Zamukuhanye	Pendla
Tamsanga	Sihembile
Khwezi Lonso (2)	Enkwenkwezini
Kwazakhele	Siyaphambili

(ii) A netball facility exists at the following two schools:

Loyiso	Garrett
Mzontsundu	
Ndzondelelo	
Cowan (2)	
Newell (2)	
Garrett	

(iii) Tennis facilities exist at the following seven schools:

Tamsanga (2)
Loyiso (2)
Mzontsundu
Ndzondelelo
Cowan (2)
Newell (2)
Garrett

Note Where more than one facility exists at a school, it is indicated in brackets

(iv) The following 29 schools have no sports facilities at their disposal

Ben Nyat	Henri Ngunza
Emzomncane	Isaac Boo!
Klenskool	Lamam
Masakhane	Samuel Nongongo
Mzimhlophe	Enkuselweni
Phakama	Douglas Mbopa
Seyisi	Kwamagraki
Masbambane	John Masiza
Phakama	Ikhwezibhile
Ilungelo Intermediate	Mbonusele
Ernest Skosana	Sivuyisemi
New Brighton	Spencer Mabya
David Vuku	Walmer
Emfundweni	Mzontsiba
Ezokweni	

Soweto College of Education: educational services

132 Mr K M ANDREW asked the Minister of Education. *Hansard* 8/3/90

(1) What is the nature of the educational services provided by the Soweto College of Education.

(2) how many (a) students were enrolled and (b) teaching staff were employed at this college in each of the latest specified five years for which information is available.

(3) whether there was a reduction in teaching staff over the past five years; if so, why?

The MINISTER OF EDUCATION.

(1)	The training of teachers for the following diplomas
	PTD (Junior Primary)
	PTD (Senior Primary)
	STD

The Primary Teachers' Diploma (Senior and Junior Primary) is also offered at the College on a part-time basis for on duty teachers with the view to improving their qualifications.

(2)	(a)	Full-time	Part-time
	1985 :	216	1985 : None
	1986 :	1 063	1986 : None
	1987 :	951	1987 : None
	1988 :	940	1988 : 120
	1989 :	864	1989 : 222

Note: Information is on the first Tuesday in March of the year concerned.

(b) 1985 - 23
1986 92
1987 83
1988 97
1989 95

Note: The information in respect of CS-educators reflects the position on the first Tuesday in March of the year concerned

(3) Yes.

The decrease in 1987 is due to the introduction of a new staffing formula at colleges of education. The decrease in 1989 is due to vacancies at the college

Hansard

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version

For written reply

General Affairs
Hansard 9/3/90
Export promotion schemes, subsidies

101 Dr P J GOUS asked the Minister of Trade and Industry and Tourism †

(1) What total amount in subsidies was paid to manufacturers of tyres in terms of export promotion schemes during the latest specified period of 18 months for which information is available;

(2) whether he will furnish information on the firms to which such subsidies were paid, if not, why not, if so, what amount was paid to each firm?

B251E

THE MINISTER OF TRADE AND INDUSTRY AND TOURISM

(1) R4.3 million in respect of all types of tyres and tubes of which separate details are not available

(2) No. It is unreasonable to furnish particulars relating to individual firms

SATS strikes: damage (152)

108 Mr P J PAULUS asked the Minister of Mineral and Energy Affairs and Public Enterprises.† *Hansard* 9/3/90

Whether any railway coaches, road vehicles and railway lines were damaged during the recent strikes by employees of the South African Transport Services, if so, (a) what is the extent of the damage, (b) (i) how many (aa) railway coaches and (bb) road vehicles were damaged irreparably and (ii) what is the replacement cost of these (aa) coaches and (bb) vehicles and (c) what is the total amount of the damage suffered by the Transport Services in this regard?

B262E

THE MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES *Hansard* 9/3/90 (152)

(a) Destroyed Damaged

Motor coaches	16	20
Plain trailers	24	73
Road vehicles	1	10

Damage to railway lines was caused by explosions and the loosening of rail fasteners

(b) (i) (aa) 25
(bb) 1

(ii) (aa) R25.8 million
(bb) R500 000

(c) R31.12 million

Tyre manufacturers export promotion scheme

142 Adv C H PIENAR asked the Minister of Trade and Industry and Tourism †

(1) Whether there is any export promotion scheme for tyre manufacturers, if so, (a) what form does this scheme take and (b) what amount of money has been spent by his Department up to now in the current financial year by way of (i) direct subsidization and (ii) (aa) tax and (bb) other specified concessions in respect of this scheme;

(2) whether this scheme is controlled in consultation with another State Department, if so, (a) what is the name of this Department and (b) why? *Hansard* 9/3/90 B323E

THE MINISTER OF TRADE AND INDUSTRY AND TOURISM

(1) Yes. At present, tyre manufacturers qualify for assistance in terms of the schemes mentioned below

(a) Category A Input costs assistance
Category B Value added assistance.
Categories C and D Marketing costs assistance.

(b) (i) R4.3 million during the latest period of 18 months in respect of all types of tyres and tubes

HOUSE OF ASSEMBLY

Act were (i) granted and (ii) refused by the Industrial Court in 1989?

B271E

QUESTIONS

†Indicates translated version

‡For written reply

§General Affairs

Strikes/work stoppages

‡309 Mr P H P GASTROW asked the Minister of Manpower

(a) How many workers in each race group were involved in (i) strikes and (ii) work stoppages in 1989 and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of such (i) strikes and (ii) work stoppages?

B270E

THE MINISTER OF MANPOWER

	Whites	Coloureds	Asians	Blacks
(a) (i)	1 245	19 103	5 437	135 714
(ii)	9	1 399	877	13 928
(b) (i)	4 886	142 929	22 492	1 018 955
(ii)	15	2 558	6 061	40 790

The figures are for the period 1 November 1988 until 31 October 1989

Strikes/discontinuances of work

‡310 Mr P H P GASTROW asked the Minister of Manpower

- (1) How many (a) strikes as defined in section 65 of the Labour Relations Act, No 28 of 1956, and (b) discontinuances of work reportable in terms of section 65A of the said Act took place in 1989,
- (2) how many (a) recognition and (ii) other agreements have been filed with his Department in terms of section 31A of this Act since 1 September 1984 and (b) *status quo* orders in terms of section 43 of the

HOUSE OF ASSEMBLY

the control of his Department in the Port Elizabeth/Ibhayi area?

B296E

THE MINISTER OF EDUCATION

- (a) Recreational facilities in the form of playgrounds exist at all schools in the area
- (b) (i) Soccer/Rugby facilities exist at the following 44 schools

B J Mnyanda	Loyiso
Daniels	Mzontsundu
Ebongweni	Garrett
Ensengeni	Inkqubela
Ilnha	Jarvis Goamlana
Funnfundo	Kama
J K Zondi	Kwa Ford
Kayser Ngxwana	Marodiana
K K Ncwana	Philip Nkwe
Ndzondelelo	Stephen Mazungula
Cowan	Johnson Marwanga
Newell	Aaron Gqadu
Ithembelehle	Arthur Nyobo
Masangwana	Ben Sinuka
Molefe	Charles Duma
Mngophiso	Estinyeni
Nkuthalo	Mviswano
W B Tshume	Myezo
Zamukukhanye	Penda
Tamsanga	Sithembile
Khweza Lomso (2)	Enkwenkwezini
Kwazakhele	Siyaphambili

(ii) A netball facility exists at the following two schools

Loyiso	Garrett
Tamsanga (2)	Loyiso (2)
Mzontsundu	Ndzondelelo
Cowan (2)	Newell (2)
Garrett	

(iii) Tennis facilities exist at the following seven schools

Tamsanga (2)	Loyiso (2)
Mzontsundu	Ndzondelelo
Cowan (2)	Newell (2)
Garrett	

Note Where more than one facility exists at a school, it is indicated in brackets

(iv) The following 29 schools have no sports facilities at their disposal

Ben Nyathi	Henri Nguzza
Emzomncane	Isaac Booi
Kleinskool	Lamani
Masakhane	Samuel Nongongo
Mzinhlopho	Enkuselweni
Phakama	Douglas Mbopa
Seyisi	Kwamagxaki
Masibambane	John Masiza
Phakamisa	Ikhwezihle
Dungelo Intermediate	Mbonsele
Ernest Skosana	Sivuyisani
New Brighton	Spencer Mabija
David Vuku	Walmer
Emfundweni	Mzomtsha
Ezkweni	

Soweto College of Education: educational services

‡312 Mr K M ANDREW asked the Minister of Education *Hansard* 813190,

- (1) What is the nature of the educational services provided by the Soweto College of Education,
- (2) how many (a) students were enrolled and (b) teaching staff were employed at this college in each of the latest specified five years for which information is available,
- (3) whether there was a reduction in teaching staff over the past five years, if so, why?

B297E

THE MINISTER OF EDUCATION

(1) The training of teachers for the following diplomas

PTD (Junior Primary)

PTD (Senior Primary)

STD

The Primary Teachers' Diploma (Senior and Junior Primary) is also offered at the College on a part-time basis for on duty teachers with the view to improving their qualifications

(2) (a)	Full-time	Part-time
1985	216	None
1986	1 063	None
1987	951	None
1988	940	120
1989	864	222

HOUSE OF ASSEMBLY

G Schuur struggles on, but staff straining

By CLAUDIA KING and DAVID MCKAY
NURSES at Grootte Schuur Hospital are washing floors and dishes while patients "have to settle" for porridge in the morning, and soup and bread for supper. This is according to a Cape Times source who was among the 100 or more volunteers who yesterday helped out in an attempt to keep the hospital's essential services functioning during the strike.
A medical specialist at Grootte Schuur last night described the conditions at the hospital as a "total and utter shambles", which was taking a toll on the morale of staff.

The doctor, who declined to be named, told the Cape Times that administrative staff at the hospital were being paid overtime to come to work at the weekend.
He said that although most of the profes-

sional staff felt that the strikers "have a real gripe", nurses now have to perform portering and administrative duties as well.

"Very few operations are performed, except essential ones which had been vetted by a medical superintendent," he said, adding that patients who had been on waiting lists for operations were being sent home.

A cardiology theatre worker said that minor heart operations had been cancelled but that major operations were still being performed.

According to a hospital staff member the kitchen was severely understaffed, with only three out of a possible 26 staff members working.

"Patients will have to settle for porridge at breakfast and soup and bread for sup-

per," another staff member said.
"But we are doing the best we can."

Nurses were seen cleaning out lifts and even administrative staff were mopping the floors. The hospital has been forced to call in cleaning services.

Most areas of the hospital showed signs of good sanitation.

Security posts were unmanned and hospital staff complained of having to wait "too long" for the lifts, which were not operating properly because of striking staff.

One nurse said "How will the striking staff have their demands met when there is so much help coming in from the public?"

From today at 8am Tygerberg Hospital will be organising volunteers "from all walks of life" into four-hour shifts.

Strike at Cape hospitals spreads

Sowetan 8/3/90
152

97 metal factory strikers charged

By Labour Reporter

NINETY-seven workers appeared in the Krugersdorp Magistrate's Court yesterday on trespassing charges following a sit-in strike at a Chamdor metal factory, police have confirmed.

A National Union of

Metalworkers spokesman said about 160 workers downed tools at Autoflug SA over demands for a R1,50 an hour wage increase.

Approached for comment, Autoflug managing director Mr Callie du Plessis said a statement would be released later

THE strike by non-medical personnel at hospitals in the Cape peninsula yesterday spread to at least 11 institutions and it is feared a major crisis could develop

The strike, involving at least 4 000 people, is being discussed at provincial level and various options are being considered.

Efforts to establish just how the strike is affecting

the hospitals have been unsuccessful and all inquiries have been referred to the administration.

Earlier, one of the superintendents at Groote Schuur hospital, Dr Frank Bowey, was quoted as saying that non-essential operations were being postponed.

He was also quoted as saying the strikers were as important to the structure of the hospital as the clinical care itself - Sapa

Nurses feel the strain of Cape hospital strike

Own Correspondent

157

CAPE TOWN — As the Cape hospital strike spreads, nurses at Grootte Schuur Hospital, where 1 600 workers are on strike, say they are "overworked and under incredible strain" after filling in for the absent staff.

"Things are beginning to get chaotic and we're all exhausted," said one nursing sister who asked not to be named.

Corridors are becoming increasingly dirty, patients are getting cold food and offers from service organisations and schools to fill in the staff gaps have been streaming in. *Blom 9/3/90*

The more than 4 000 striking workers at 12 Cape Provincial Administration hospitals have been warned by Administrator Kobus Meiring that they are guilty of misconduct and should return to work urgently.

He has also cancelled all non-emergency surgery at eight of the hospitals and banned journalists from entering any CPA hospital.

Meiring said legislation regarding public service personnel made no provision for strikes and this could have serious consequences for the strikers.

□ Sapa reports that executive director of the SA Nursing Association S J du Preez said in Pretoria yesterday that in order to curb the dire shortage of nurses, 32 000 qualified nurses would have to be produced every year until the year 2000.

Speaking at a diploma function in Atteridgeville, Du Preez said she was happy to announce that nurses' working conditions, including salaries, were receiving government attention and an announcement would be made before the end of this month.

Union ^{Call Turk} ^{10/3/90}
'rejects' ^{SE}
magistrate

Staff Reporter

THE Health Workers' Union (HWU) yesterday rejected negotiations with a retired magistrate appointed by the Cape Administrator, as the strike spread to 18 hospitals.

A spokesman for the HWU said the union had a committee "ready and waiting" to meet with government ministers.

He said former magistrate Mr Charles van Zyl was "another messenger" and many others in the past had "not responded to our grievances".

Mr Van Zyl said yesterday that he was "providing a forum" for the striking workers and gave the assurance that any grievances brought to him would be conveyed to the highest authorities.

He said he had already met representatives of the Public Servants' League from Karl Bremer Hospital who "seemed to have adopted a very reasonable attitude".

A dispute has arisen over the number of workers on strike. The CPA stands by a statement earlier this week saying that only 2 750 are off work, while the union estimates that the figure is "well over 5 000".

Yesterday, day hospitals in Guguletu, Elsie's River, Khayelitsha, Hanover Park and Langa joined the strike, bringing the number of hospitals affected to close on 20.

Troops strike back in hospital labour fight



CLEAN-UP OPS . . . SA Cape Corps soldiers tackle the laundry backlog at strike-bound Tygerberg Hospital

By **HAMISH McINDOE**

SOLDIERS of the 1st and 2nd SA Cape Corps Battalions were deployed in mopping up operations at hospitals on the Peninsula this week. The 350 troops were sent to two hospitals where non-medical workers, such as laundrymen and janitors, had joined a pay strike.

"The hospitals were in a tight spot and asked us to help," said Lieutenant Johan van Schalkwyk, a liaison officer at the SA Defence Force's headquarters at the Castle.

Crisis measures taken to cope with the strike have included ward closures, emergency-only operations and cold meals served to patients.

In all, 15 Peninsula hospitals are struggling to maintain emergency-only services, with more than 3 500 workers now on strike.

A six-hour meeting on Friday between the Health Workers' Union and Government officials failed to resolve the 16-day dispute, and a new round of talks is scheduled for tomorrow. The strikers are calling for a R1 500 minimum monthly wage — a 500 percent increase at some pay levels.

'Critical patients only' at Tygerberg

CPA Trip 13/3/90 152

By CLAUDIA KING

PATIENTS still in need of care are being discharged from Tygerberg Hospital — and only those "who would die at home" are being kept on as strike action by hospital workers at 14 city hospitals enters its ninth day

Meanwhile, Administrator Mr Kobus Meiring has cancelled engagements today to visit the worst-hit hospitals

Yesterday a specialist at Tygerberg told the Cape Times "Volunteers, patients and their families and nurses are sweeping and polishing while patient care is decreasing"

Staff at other strike-hit hospitals also claimed to be reaching "breaking point"

Staff members at Conradie Hospital in Pinelands said they "can't carry on much longer without collapsing"

"The emergency services are operating well but all 'cold' surgery (non-emergency) has been cancelled and dieticians are taking over kitchen duties," said one doctor

"Adult patients are being asked to keep themselves, the wards and the bathrooms clean while exchange and administration staff are delivering meals," he said

A spokesman for the Health Workers Union (HWU) reiterated last week's stand of not meeting retired magistrate Mr Charles van Zyl, appointed by the CPA last week to hear strikers' grievances

The HWU insists on speaking to the Minister of Health, Dr Rina Venter, or the Commission of Administration

A spokesman for Dr Venter's office said the minister was working on "contingency plans" in liaison with the Minister of Administration and Economic Co-ordination, Mr Wim de Villiers, and with Mr Meiring

"At this stage no representative of the strikers has approached the minister with a formal request to meet," the spokesman said

Dr Venter would "consider granting any requests for an interview"

The HWU is to hold a meeting tonight to decide whether to approach Dr Venter

directly

A statement issued yesterday by Mr Meiring confirmed that the strike had spread to Vredenburg Hospital near Saldanha and to the central hospital laundry in Pinelands

He appealed to patients to be "understanding and patient", and gave the assurance that everything possible was being done to end the "unhappy" situation

According to the CPA, 3 183 workers are on strike. The HWU sets the figure at "around 5 500"

● A mass meeting of all staff at the Red Cross War Memorial Children's Hospital yesterday decided that strike action was "fully justified"

A statement said the care of children would not be jeopardised by strike action, but a placard protest would be held in support of the strike

● Reports of 115 workers at the privately run City Park Hospital joining the strike were unconfirmed late yesterday. A placard protest was held outside the hospital earlier in the day

Hospital workers strike: Top officials on crisis tour

By GILL TURNBULL
Staff Reporter

THE Administrator of the Cape and other top officials are to tour 10 hospitals today to assess the effects of the current strike by non-medical staff.

The Administrator, Mr Kobus Meiring, has cancelled a planned visit to the north-western Cape because of the strike.

In a statement yesterday he urged strikers and their representatives to place their grievances before retired magistrate Mr Charles van Zyl, "or they would be doing themselves and the hospital service a disservice".

Mr Meiring was not prepared to respond to the Health Workers' Union's rejection of Mr Van Zyl as intermediary.

FIGURES DIFFER

The HWU's figures of 14 hospitals and six day hospitals affected by 5 500 striking employees do not correspond with the administrator's total of nine hospitals and the central hospital laundry service in Pinelands.

Mr Meiring will visit the hospitals, including the non-striking Red Cross Childrens' Hospital, accompanied by the director general of the Cape Provincial Administration, Mr Barry van der Vyver, executive director of hospital and health services, Dr George Watermeyer, and other top hospital officials.

Services most affected are laundry, cleaning and the preparation of meals.

Mr Meiring has again called on members of the public, including the defence force — Western Province Command — to volunteer their services to the crippled hospitals.

In a separate statement, Mr Van Zyl pledged to hear the strikers' grievances with impartiality and to relay them to the administrator without bias.

REPRESENTATIONS

Mr Van Zyl said that while he would prefer to hear representations in public, if requested he would hear them in camera.

He was available to speak with all individuals and organisations at 4 Park Road, Kloof Nek and would be prepared to meet at any other venue if preferred.

His telephone number is 23 7190.

Meanwhile, a mass meeting of non-medical, para-medical, nursing and medical staff at Red Cross has rejected the authorities' argument that the patients' interests should always be placed first, as a device to "intimidate and exploit the workers".

Hospital workers at Red Cross said strikes at other hospitals were fully justified.

Stat 16/3/90

(152)

CAPE TOWN — All heart and kidney transplants at Cape Town's Grootte Schuur Hospital have been suspended as the non-medical workers' strike entered its 12th day.

The Administrator of the Cape, Mr Kobus Meiring, said in Cape Town yesterday that all transplants had been suspended and would remain so until the situation had normalised.

He said he was aware CPA employees, who were prepared to work, were being intimidated and gave the assurance that the Cape Provincial Administration would do all in its power to guarantee the safety of its workers

Heart, kidney transplants suspended

He said the continuation of the strike was not in anybody's best interest — not in the interest of the strikers nor in the interest of patients.

Mr Meiring stressed that all channels for discussion were still open to find a solution acceptable to all parties. The CPA was doing its best to reach a settlement, as

soon as possible, with all interested parties.

Mr Meiring said about 50 percent of the staff at Red Cross Childrens' Hospital had joined the strike yesterday.

He said some strikers resorted to intimidation. Refuse bins were emptied on hospital premises and toilets were being deliberately blocked. Workers who refused to join the strike were threatened with violence. Loyal CPA workers were scared they would be attacked.

Mr Meiring said the CPA was worried about this intimidation as 70 percent of CPA employees in health services were women.

'Nurses to strike, quit jobs' says DP

Cape Times 16/3/90

152

THE Democratic Party says many nurses are considering going on strike while others are on the verge of quitting the profession.

Mr Mike Ellis, the party's health spokesman, said yesterday the DP had been "inundated" with phone calls from members of SA Nursing Association complaining that the government's statement about nurses' pay in this Wednesday's budget was "so unclear that there are deep suspicions about whether there are any significant increases in salary and benefits in the pipeline".

Mr Ellis said the large number of nurses had said they had "lost a great deal of faith" in the Minister of Health, Dr Rina Venter, who is in Johannesburg while the crisis in Cape Town hospitals continues to escalate.

"Nurses are saying that the situation is so tense that the prediction that another 20% of nurses might resign in the next month or two is likely to materialise," he said.

Mr Ellis said that nursing representatives had told the DP that the "dictatorial line" Dr Venter had taken in dealing with the crisis so far had left the impression that the minister was "involved in a cover-up and that she was powerless to assist them in achieving the conditions of service they deserve".

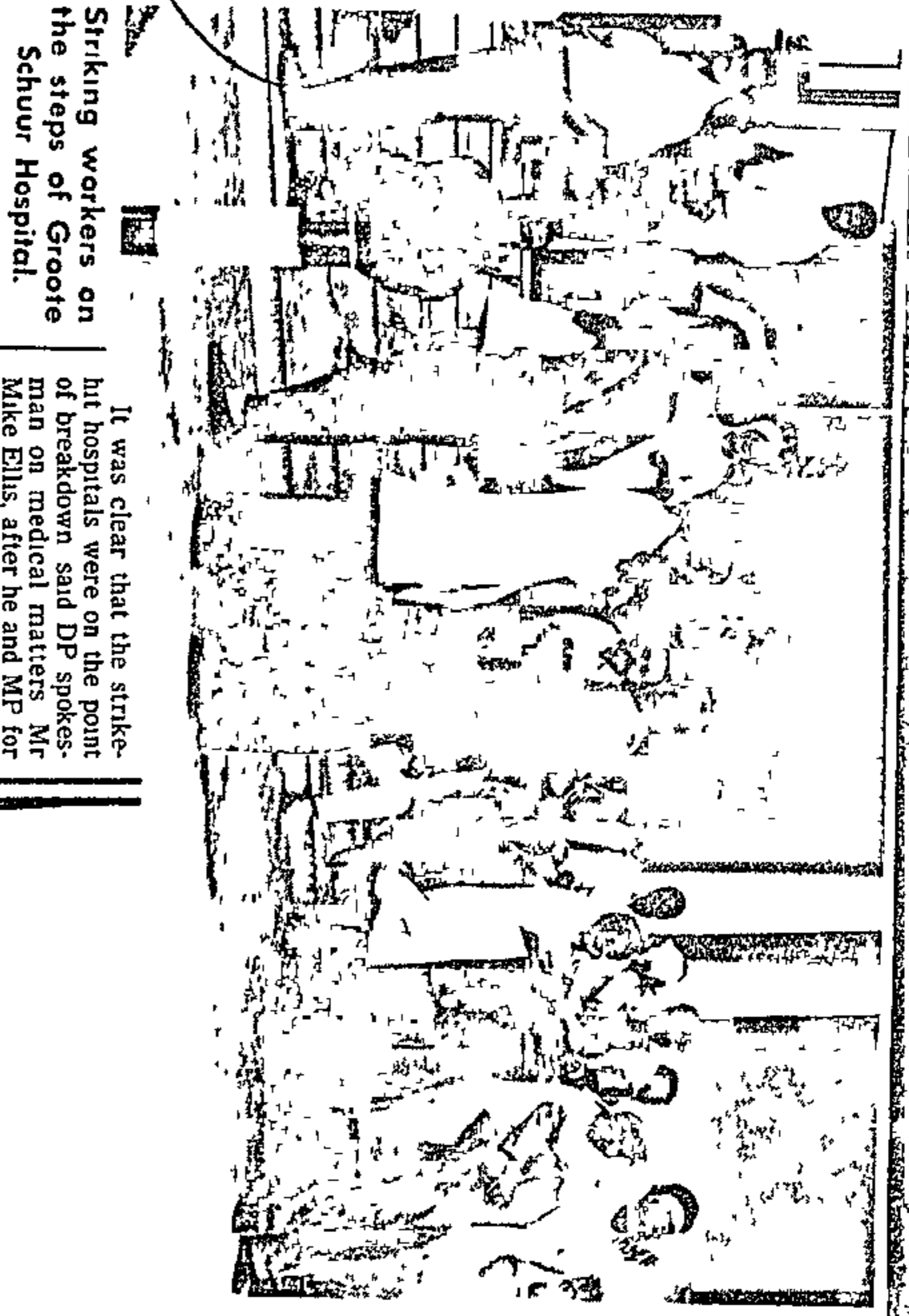
He added: "Nurses are deeply critical of the survey the minister is undertaking at present and believe that it is simply an attempt to make them believe that there is more in store for them than is likely to materialise."

Mr Ellis said that for the first time there was "serious talk among nurses about strike action".

"It is absolutely essential that the government explains clearly what it intends offering the nurses in the form of salary improvements and benefits."

"A strike by nurses would do catastrophic damage to health services in the short term, but the long-term effects of a breakdown in relations between the government and the nursing profession may well be irreparable," Mr Ellis said.

Hospitals strike nearly



Striking workers on the steps of Groote Schuur Hospital.

By GILL TURNBULL

Staff Reporter
AS the hospital strike reached crisis levels today, urgent appeals have been made to the Minister of Health Dr Rina Venter to meet aggrieved hospital workers

Amid reports of increasing intimidation and violence against nursing staff, and vandalism to hospital property, Dr Venter flew to Pretoria. A spokesman said she would not return to her office until Monday.

The Democratic Party has called on Dr Venter to return to Cape Town immediately to deal with the crisis.

Repeated efforts by The Argus over the past 10 days to contact Dr Venter have been unsuccessful.

Hundreds of workers who have been on strike for 10 days demanding more pay and improved working conditions, were today streaming to the Nico Malan Hall where they have held regular meetings since the strike started.

Physical threats

Meanwhile the Administrator of the Cape, Mr Kobus Meiring, said yesterday "Major intimidation is occurring at all the strike hospitals".

"Intimidation varies from unauthorised occupation of critical service points and turning over of bins to deliberate blocking of ablution facilities.

"Those who are determined to continue working and refuse to take part in the strike are being subjected to physical threats."

Mr Meiring said that at Groote Schuur Hospital patient care was down to 30 percent of normal. Heart and kidney transplants had been cancelled "for the time being".

He appealed to strikers to return without delay "if they have the welfare of patients at heart".

It was clear that the strike-hit hospitals were on the point of breakdown, said DP spokesman on medical matters, Mr Mike Ellis, after he and MP for Groote Schuur, Mrs Dene Smuts, contacted hospitals and authorities yesterday.

"The situation is extremely dangerous to the community and we call on the minister to return to Cape Town to meet union officials to end the strike."

"We support their grievances but essential services must be kept running," Mr Ellis said.

Nurses were injured and hospital property was damaged at Groote Schuur Hospital during a demonstration against scabs, yesterday.

Nurses and doctors have told The Argus they fear for their personal safety.

A nurse reported to work with a black eye after being punched at the gates of Groote Schuur Hospital yesterday.

An angry Plumstead father (Turn to page 3, col 1)

ARGUS
16/3/90

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Violence Groote Schuur Hospital strikers go on rampage



OPERATION OFF . . . Ms Minnie Moos whose operation was cancelled because of the strike at Groote Schuur Hospital. The flowers were sent by family and friends

Cancer op woman

PHOTO: OESD ZA/WA

STRIKERS went on the rampage through Groote Schuur Hospital yesterday, threatening and assaulting working staff and damaging property.

A spokesman for the Health Workers' Union yesterday confirmed that "intimidation and certain incidents involving strikers" had occurred and that the hospital authorities had threatened to call in the police.

Strikers forced a door leading to the maternity block in an attempt to reach workers ignoring the strike call, and a worker was stabbed in the out-patients unit.

Five obstetric and maternity units on the Cape Flats which deal with a vast amount of deliveries were closed because of fears for the safety of the staff.

As the strike entered the 11th day the CPA announced that the hospital could only handle 30% of its normal load, while all heart and kidney transplants have been stopped until the situation returns to normal.

In a day of high drama marked by confusion and fear, twelve day hospitals in the Peninsula joined the strike, leaving townships residents without medical care.

By CLAUDIA KING

Workers at the Red Cross Children's Hospital who have previously rejected strike action entered the fray.

Both the union and the Cape Provincial Administration reiterated their desire to end the strike yet no negotiation between the two bodies has been entered into as strikers hold out for an audience with the Minister of Health, Dr Rina Venter.

A spokesman for the union said, "We view this sort of undisciplined behaviour which is definitely not part of the union's policy in a serious light."

He said union officials met the superintendent, Dr Jocelyn Kane-Berman, late yesterday to discuss the situation.

He said a letter requesting an interview with the Minister of Health had been delivered to her Cape Town office on Wednesday and that the union so far had no response from her.

An administrative worker at the hospital said strikers had stabbed a worker in the out-patients unit and had "beaten up" several others while threatening to stone cars in the parking lot.

He confirmed that the doors to the maternity block at Groote Schuur had been

broken open by strikers.

Dean of the UCT Medical School Professor J P van Niekerk said he was worried the situation could get worse.

"The situation has become untenable. Nursing sisters have to do everything including transporting patients," he said.

A specialist at the Red Cross Children's Hospital where workers have been striking since Wednesday said that although the care of the children had not yet been severely affected the situation would change if the strike did not end soon.

"Next week the outpatient and specialist clinics will close and we will have to turn patients away," he said.

Workers, however, were involved in a "conflict of conscience" and did not want to jeopardise the care of the patients.

The Administrator of the Cape, Mr Kobus Mering, last night made a renewed appeal to strikers to return to work and guaranteed to ensure the safety of CPA employees.

"We will do everything in our power including the possibility of taking emergency measures if necessary," he said.

The CPA remained committed to entering into reasonable negotiations with all the parties concerned.

Pay rise for lowest-paid workers — Page 3

CPA Times 16/3/90



Strike ¹⁵² to go on, teachers decide

TEACHERS in the Johannesburg region of the Department of Education and Training yesterday resolved to continue with their strike action.

The decision to overturn a resolution to suspend the strike followed dissatisfaction by some teachers, who said Monday's meeting - where the decision to end the strike was taken - had been "undemocratic and unconstitutional".

The dissenting teachers had then called a meeting yesterday. It was attended by more than 6 000 teachers from Soweto, Alexandra, the East Rand, Carletonville, and Kagiso.

Mr Thula Nxesi, of the National Education Union of South Africa, told the meeting it was clear there were divisions.

He said many teachers felt that proposals that the strike be suspended had been made without them being consulted.

"Another feeling is that it is pointless to go back to the classrooms when the objectives of the strike have not been met. Many teachers have made it clear that they are not prepared to go back to their schools empty-handed.

"If this was the case, the purpose of the march and the 'chalk-down' would be defeating the purpose the strike was intended for," he said to loud applause.

Nxesi said his regional council believed the DET was capable of meeting the teachers' short-term demands. The DET regions were using delaying tactics by saying the demands were beyond them and had to be referred to the Minister of Education.

"By suspending the strike we shall be demoralising and dividing teachers, not only in Johannesburg, but also in other townships. We must avoid doing things that will please the enemy.

**By NKOPANE
MAKOBANE**

the DET had met the demands.

Other reports suggested that the position of clerical staff be addressed, tertiary institutions and inspectors be also involved; and that regional director Mr Peet Struwig resign.

Meanwhile, a teachers' meeting called by the Transvaal Union of Africa Teachers' Association at Funda Centre in Soweto yesterday was disrupted when chanting teachers called for the disbanding of the organisation.

The meeting came to an abrupt end when about 1 000 teachers, who had earlier attended another at Regina Mundi Church in Moroka, arrived at the venue singing and waving ANC flags.

The latter is very capable of working on any loophole that may arise," he said.

The meeting also heard reports from various sub-branches in Soweto and Alexandra. All endorsed the decision to continue the strike until

... and all 20 other Tanzanian cabinet ministers. A radio report said Mr Mwinyi would name the rest of his new cabinet tomorrow.

CA 77 7/15 15/3/80 **Court restrains strikers** *(152)*

MMABATHO. — The Supreme Court here yesterday granted a temporary interdict against striking workers at the University of Bophuthatswana, restraining them from disrupting activities on the campus, inciting other staff to down tools or causing any damage to the university's assets.

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Teachers in 'chalk-down' strike 152

By MONO BADELA ~~152~~
JOHANNESBURG - The "chalk-down" strike by more than 5 000 Johannesburg teachers is to continue, following a meeting at the Regina Mundi church in Soweto on Wednesday. South 15/3 - 21/3/90

At the meeting, the teachers reversed a decision taken earlier this week to suspend their strike conditionally and return to work.

"The teachers have decided to con-

tinue strike action until their demands are addressed," NECC general secretary, Mr Ihron Rensburg, said.

The teachers were due to return to school on Wednesday but most did not go back to the classroom, although DET's regional director, Mr Peet Struwig, reported some teachers were back at school.

The teachers' immediate demands include an end to visits by school inspectors and subject advisers and the suspension of extra-mural activities

Long-term demands include the reinstatement of retrenched teachers, a minimum wage of R1 500 a month and an across-the-board increase of R500. ~~152~~

The striking teachers have received support from the students who on Monday endorsed their demands for better conditions.

Tens of thousands of students and teachers are expected to march from Orlando Stadium to the DET regional offices next Tuesday to present a petition of grievances.

Ibhayi council workers on strike

By ZOLA NTUTU

THE Ibhayi City Council in Port Elizabeth was paralysed this week when more than 1 600 council employees downed tools in support of wage demands.

The strikers include senior administration officers, social welfare staff, traffic department officials and general labourers.

They demonstrated outside the Ibhayi mayor's parlour to highlight their grievances.

A spokesperson for the strikers, Mr TH Ngcume, said that the workers wanted substantial wage increases to be backdated to July last year.

Ngcume claimed that the majority of council workers had earned R250 a month for the past three

years.

The strikers have also called for an end to "maladministration" in the council, the resignation of councillors and recognition of the South African Municipal Workers' Union (Samwu).

Ibhayi mayor, Mr Mhlobo Jemsana, said the workers' demands were legitimate and the council intended to give them an increase.

South 1513 - 21/3/90

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ON THE MARCH: Crossroads residents marched to the rent offices in Nyanga this week to demand the disbanding of the local town council

Striking workers slam PSL

STRIKING hospital workers have hit out at the Public Servants' League (PSL) which, they say, is trying to undermine their strike.

The Health Workers' Union (HWU) this week claimed that the PSL was urging strikers to return to work, intimidating workers into joining the PSL and slandering the HWU.

The HWU also claimed that PSL members were scabbing during the strike which has severely affected provincial hospital services in the

Western Cape.

The PSL denied the allegations. PSL secretary, Mr Bernard Wentzel, said the PSL supported the demands of the strikers but had not been consulted by HWU before the strike began.

Wentzel said the PSL did not have a mandate for strike action and had pointed out to PSL members who had joined the strike that they were taking part in a HWU action.

Meanwhile, other public sector unions are discussing possible support action

South 15/3 - 21/3/90 for the strike which began last week.

Representatives from a wide range of organisations active in the public sector met last weekend to discuss the strike which was triggered off by the announcement that public servants would get a 10 percent wage increase.

Health Workers' Union general secretary, Mr Hassan Mahamed, said 5 500 workers had downed tools at 14 state hospitals, a nursing college, a central laundry depot and six day hospitals in the Cape

152

Teachers reverse decision to end strike

MORE than 6 000 striking DET teachers from Soweto and Alexandra yesterday reversed an earlier decision to resume work

152

WILSON ZWANE

National Education Co-ordinating Committee (NECC) secretary-general Ithron Rensburg called on teachers who had reported for work to obey the decision, to avoid a split in ranks that could lead to violence. *bidam 1513190*

An earlier decision to suspend the strike and resume work was taken at a mass meeting organised by the National Education Union of SA (Neusa) at Soweto's Regina Mundi Church on Monday

In a telephone interview yesterday

Rensburg said his committee would meet Neusa today

The teachers were due to start work yesterday, but at the Regina Mundi meeting they decided the strike should continue until the DET met their demands

The teachers are striking over what they have described as appalling teaching conditions and facilities.

They are demanding the reinstatement of retrenched teachers, employment of more educationists, a "living wage", and an across-the-board increase of R500

The strike is the first in three decades and started nearly two weeks ago

Ppwawu, Mondi in mediation to end wage strike:

MEDIATION aimed at ending the two-month old wage dispute by about 300 Paper Printing Wood and Allied Workers Union (Ppwawu) members at Mondi's Richards Bay pulp mill began yesterday. *BID by 157-3190*

A Mondi spokesman said Rob McCann of the Independent Mediation Services of SA would act as mediator in the proceedings

Management is offering a 17% increase to the minimum hourly wage in

ADELE BALETA

reply to the Ppwawu demand for a 26% increase. *(152)*

Results of the mediation were not known late yesterday. *(152)*

Wage strikes by Ppwawu members at Mondi's two Bruply sawmills and Alrode and Tulisa Park paper waste depots were continuing, a Ppwawu spokesman said. *(152)*

Garankuwa residents begin month-long consumer boycott

By Day 15/3/90

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THEO RAWANA

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152

ECONOMIC activity came to a standstill as Garankuwa residents began a three-day stayaway and month-long consumer boycott yesterday.

At least one bus was burnt in Mabopane on the first day of protest against last week's killing of seven people when Bophuthatswana police fired on demonstrators.

A pamphlet released by the Odi and Moretele Residents' Committee has called for a three-day stayaway and a consumer boycott until April 14.

The OK shopping complex in Garankuwa was closed yesterday and Mabopane Central City shopping centre was deserted.

A few people had trickled to work in Pretoria in the morning but the local industries were closed. There were no bread deliveries into the townships.

A Bophuthatswana Transport Holdings bus driver escaped serious injury after a man splashed petrol inside his vehicle and set it alight. The bus was destroyed.

The boycott is aimed at business in Central City and Garankuwa OK complexes and those owned by Bophuthatswana Democratic Party MPs and "collaborators".

The pamphlet calls for an indefinite boycott of Bophuthatswana buses, rent, water electricity and telephone payments, and for withdrawal of savings from all government financial institutions.

It calls for the resignation of President Lucas Mangope and reincorporation of Bophuthatswana into SA.

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Foundry 'unsafe'

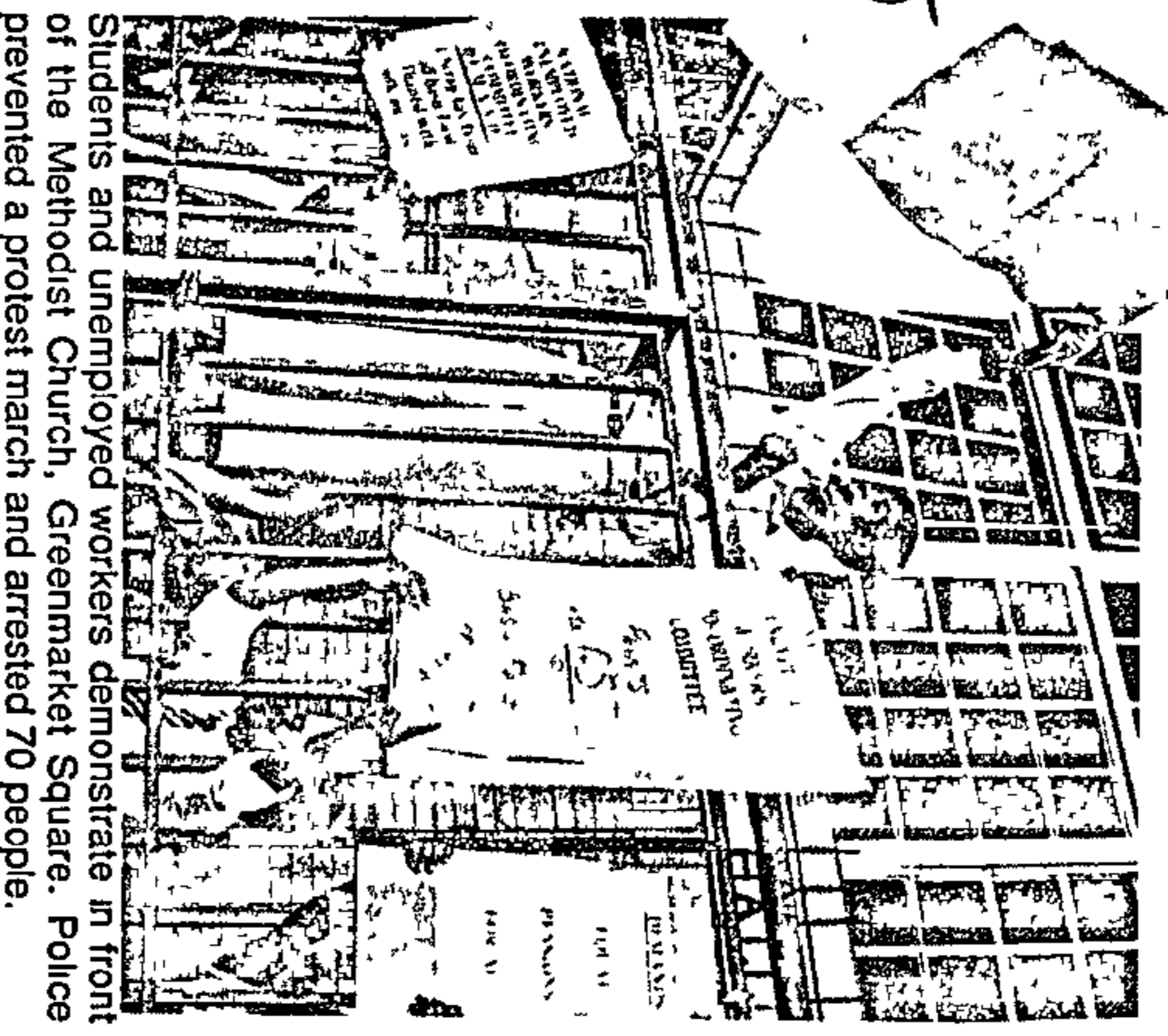
South 1513 - 21/3/90

Protest against poverty

BY CHIARA CARTER
UNEMPLOYED worker representatives will meet the Minister of Finance, Mr. Barend du Plessis, later this month to discuss "endemic poverty" in South Africa.

And, although police prevented a protest march on Monday, the unemployed have vowed to continue their campaign for cheaper food.

This week, the National Unemployed Workers' Coordinating Committee (NUWCC) and the Unemployed Workers' Movement (UWM) sent a letter of protest to Mr Du Plessis.



Students and unemployed workers demonstrate in front of the Methodist Church, Greenmarket Square. Police prevented a protest march and arrested 70 people.

BY CHIARA CARTER
WORKERS at a strike-hit Cape Town foundry claim their working conditions are so bad that health and safety are threatened.

About 150 members of the Metal and Electrical Workers' Union of South Africa (Mewusa) this week downed tools at the Cape Foundries in Paarden Eiland after the company refused to negotiate plant level increases.

The workers are demanding a minimum rate of R10 an hour — more than double the industrial council rate paid by the company. They also want their working hours reduced from 45 hours to 40 hours a week.

On Wednesday, the strikers were ordered to leave the company premises, but a union spokesperson said the strikers subsequently "re-occupied" the foundry.

The strikers told SOUTH their working conditions were "appalling". They claimed that dust levels in the factory were unacceptably high, adequate protective clothing was not provided, washroom facilities were inadequate and there was a high incidence of accidents.

The workers claimed that in the foundry section they were given only protective boots, but no overalls or aprons, although they worked constantly with molten metal which often burnt holes in their clothes.

They alleged that workers employed in the machine room had to pay for safety boots.

Mr Eliot Noyo, who has worked at the company for ten years, showed the holes in his shoes and said he had been refused free boots.

Another worker at the foundry, Mr Eppungton Sodunge, said he had lost his hand in an explosion at the factory last year.

He said workers were often rushed by foremen — resulting in accidents.

A worker in the brass foundry, Mr Alfred Masimund, claimed that foremen had repeatedly ignored him when he told them he had trouble with his eyesight.

Several workers showed SOUTH scars on their arms and legs which, they said, were caused by burns.

They alleged that there was no check on the dust which affected their breathing and that there was no dust extractor for the grinder.

Workers were "covered with grime" at the end of the day. However, there were only three cold showers for the entire work force.

Mewusa spokesperson, Mr Brian Williams, said the foundry had "one of the worst records of health and safety in the industry".

He said a report of an independent investigation into working conditions at the foundry last year had described conditions as "Dickensian".

Management at the foundry failed to respond to SOUTH requests to comment on the allegations.

No end to negotiations

South 1513 - 21/3/90

A ROW has broken out over negotiations at an American multinational company in Philippi, Cape Town, with workers rejecting company claims that annual wage negotiations have ended.

The company, Baltimore Aircraft, met with representatives of the Metal and Electrical Workers' Union of South Africa (Mewusa) earlier this year to negotiate minimum wage increases.

A subsequent meeting last month ended in disarray after Mewusa objected to the presence of representatives of a "sweetheart" union and of representatives of 'non-unionised' workers.

At this meeting, the company informed Mewusa it no longer had a majority membership at the plant.

Mewusa then held a meeting with the Baltimore workers who rejoined the union.

The company called a further negotiating meeting at the end of last month,

but union spokesperson, Mr Brian Williams, claimed the union was not informed of the meeting where workers were represented by two "unexperienced" shop stewards.

The managing director, Mr Devonson, and an industrial relations consultant represented the company.

The union was then informed that negotiations were "over". Foremen told workers they would negotiate with management on their behalf.

Williams claimed that this was an "ongoing reflection of the determination of the company to break the union".

He said the union would declare a dispute if demands to reopen negotiations were not met.

On Monday, workers at the factory delivered a protest letter to management.

● The company failed to respond to requests by SOUTH for comment.

Strikes 'part of a campaign' - Anglo

15/3/90 Labour Reporter

Rolling one-day strikes at the Vaal Reefs gold mine in the western Transvaal, involving 15 000 workers, were "evidently part of an organised campaign" and could not be tolerated, Anglo American has said.

Anglo said yesterday that a further 2 600 workers on the mine's number six and seven shafts went on strike yesterday, while the 4 300 strikers at number 4 shaft had returned to work.

The National Union of Mineworkers said that among strikers' demands were an end to discrimination at the mine and the migrant labour system.

In a clear reference to the union's resurgent defiance campaign, Anglo said action at Vaal Reefs was linked to recent protests over shaft hoisting procedures on its Free State mines.

"Management cannot tolerate this pattern of unconstitutional industrial action, particularly since it aggravates workplace relations and has led to instances of violence being reported," said Anglo spokesman Mr Adrian du Plessis.

NUM has denied that protests had led to assaults on whites.

Union tells
university
staff to
end strike

By Thabo Leshilo

The Union of Democratic University Staff Associations yesterday called on non-academic staff at the University of Bophuthatswana to end their strike immediately

More than 400 cleaners and administrative staff were fired on Monday after refusing to end a four-day strike

The workers were demanding a 12 percent pay rise but will instead get a whopping 20 percent increase on April 1

The academic staff will receive an increase of 22 percent of which 12 percent became effective on March 1, the rest on April 1

Announcing the pay hike on Tuesday, Bophuthatswana President Mr Lucas Mangope said it provided for inflation and the increased cost of living

● The Bophuthatswana National News Agency reports that temporary interdicts were granted in the Mmabatho Supreme Court yesterday against the support staff, restraining them from destroying university property

320

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By Monica Nicolson

More than 5 000 teachers from Soweto and Alexander townships yesterday voted overwhelmingly to continue their strike after an emergency mass meeting at the Regina Mundi church hall in Soweto

5 000 teachers in support of strike

"If we go back to school now, we will have gained nothing," a National Education Union of SA (Neusa) member said

Neusa committee member Mr Veli Mnyandu said it had been incorrectly interpreted that teachers had decided unanimously at a meeting on Monday to conditionally suspend their strike and resume lessons. Not all the teachers had agreed on returning to school, he said

Mr Mnyandu stressed that Neusa could not afford a decision which would split and demoralise teachers

"We can't afford to be divided. Unity is of paramount importance," he said

The strike over poor teaching conditions and facilities began 10 days ago, leaving

more than 200 000 pupils without tuition

In the long term, teachers are demanding a single education system, improved facilities, salary increases and the reinstatement of retrenched teachers

Short-term demands include doing away with inspectors, smaller classes, the suspension of extramural activities and a lighter work-load

A suggestion from a Fembisa representative that they form a co-ordinating committee to deal with strike-related issues was received enthusiastically by teachers. The representative said it would be easier to assess people's opinions and find a quick solution using a smaller representative group

Mr Mnyandu urged teachers and committee representatives not to speak to the press until the dispute had been settled

Ppwawu wave of unrest grows

South 15/3 - 21/3/90

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THE wave of industrial unrest in the paper and wood industry continued this week with thousands of workers on strike at 10 plants around the country

Members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) have been locked in a bitter conflict with industry giants Mondi and Sappi over wage disputes since the beginning of the year.

In terms of a Supreme Court interdict granted last Friday, strikers at Sappi's Novobord plant in Nelspruit are prevented from entering the factory

and have been evicted from company housing.

The company is seeking a further urgent interdict in the industrial court on the grounds that the strike is illegal in terms of the Labour Relations Act (LRA).

Workers this week also downed tools over wage demands at the Lion Match factory in Durban

Meanwhile, strikes are continuing at Mondi's Bruply Sawmills in Elgin and Stellenbosch as well as at Mondiply, two Paperwaste plants and the Richards Bay paper plant.

A marathon strike by about 2 000 workers at the Sappi

mills at Ngodwana and Enstra in the Transvaal has entered its fifth week

The workers are demanding a R1,30 across-the-board increase on the hourly rate, the company is holding out for 64 cents

Settlement was reached last month after a seven-week-long strike at four Mondi Board Mills

The paper industry is dominated by Mondi and Sappi, which are subsidiaries of Anglo-American and Gencor respectively.

The two conglomerates also own forests and sawmills.

Bus drivers call for solidarity

South 15/3 - 21/3/90

THE Alexander Action Committee (Aco) is campaigning for the reinstatement of about 400 Putco drivers dismissed from the bus company's Wynberg depot near Alexandra township in Johannesburg last week.

The drivers were dismissed after they refused to work until a manager was moved from the depot.

Aco president, Mr Moses Mayekiso, said Aco had called for a boycott of Putco busses until the

workers were reinstated and was calling on other civic organisations to assist in pressurising the company.

Aco has had several run-ins with Putco over fares and the quality of bus services in the townships.

... would negotiate with management on their behalf.

Numsa plans march

Scout 15/31 - 21/31 90

152

MORE than 2 000 workers from seven companies took to the streets of Port Elizabeth this week to protest against their dismissal.

Waste Paper, Waltons, Fry's Metal, and Connoisseur Auto Air-Conditioning where there have been mass dismissals.

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Strikers demanded that the Midland Chamber of Industries (MCI) act as mediator in prolonged strikes at Welfit Oddy, Aberdare Cables, Sappi

The march was organised by the National Union of Metalworkers of South Africa and Cosatu.

MCI said it would respond by the end of the week. —PEN

CAREERS RESEARCH AND INFORMATION CENTRE

Groote Schuur at 30 percent capacity as violence erupts

Star 16/3/90 (152) **Strike cripples hospital**

Cape Town

The crisis at strike-hit Groote Schuur Hospital has deepened with the announcement that the hospital can handle only 30 percent of its normal load and all heart and kidney transplant operations have been suspended

Yesterday, strikers rampaged through the hospital, threatening and assaulting working staff and damaging property. It was the 12th day of the stoppage by non-medical staff which has spread to 14 other Cape hospitals

A spokesman for the Health Workers' Union confirmed that "intimidation and certain incidents involving strikers had occurred at Groote Schuur and that the hospital authorities had threatened to call the police

He promised that workers would maintain discipline and order from today

Strikers forced a door leading to the maternity block to try to reach workers ignoring the strike. A worker was stabbed in the out patients unit

Five obstetric and maternity units on the Cape Flats which deal with a large number of deliveries were closed because of fears for safety of staff

Workers at 12 day hospitals in the Cape Peninsula have joined the strike, leaving township residents without medical care

Both the union and the Cape Provincial Administration have stressed they wish the strike to end but negotiations have not yet begun

Strikers holding out

Strikers are holding out for a meeting with the Minister of Health Dr Rina Venter

A union spokesman condemned unruly behaviour at Groote Schuur saying it was not part of union policy. He said Groote Schuur workers have been told not to march through the hospital

The dean of the UCT Medical School, Professor J P van Niekerk, said he was worried the situation could worsen

The situation has become untenable. Nursing sisters have to do everything including transporting patients

A specialist at the Red Cross Children's Hospital where workers have been striking since Wednesday said although care of the children had not yet been severely affected the situation would change if the strike did not end soon

Next week the outpatient and specialist clinics will close and we will have to turn patients away

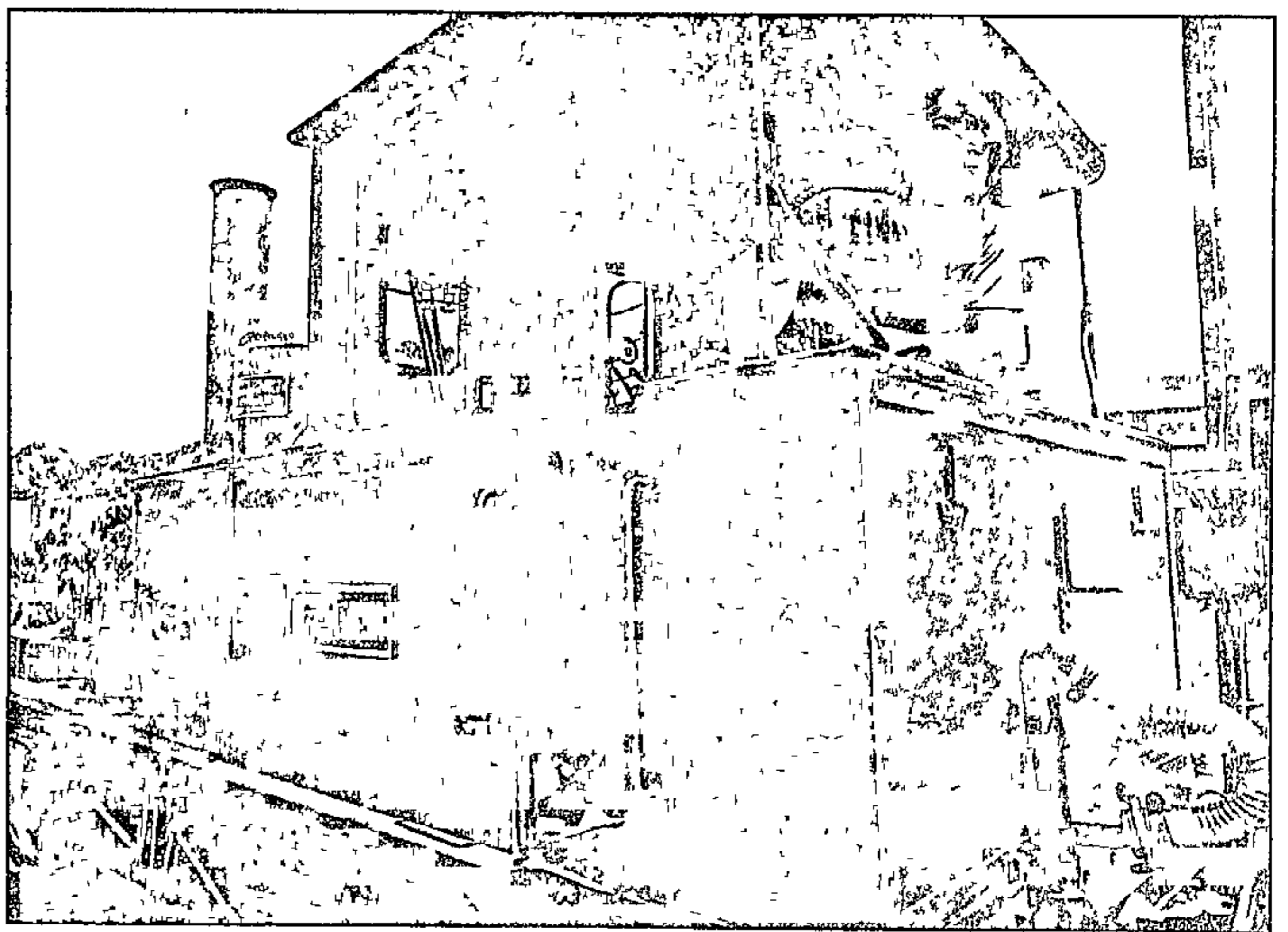
Last night, Cape Administrator Mr Kobus Meiring made a renewed appeal to strikers to return to work and guaranteed to ensure the safety of all CPA employees

A woman admitted to Groote Schuur Hospital for major cancer surgery was sent home without being operated on because of the hospital workers' strike

According to a Cape Town newspaper report, Ms Minnie Moos, a retired nursing sister from Heideveld, is a diabetic who has cancer of the colon

Yesterday, she was fully prepared for surgery when her specialist told her the operation a colostomy, was to be postponed until the strike was settled

See Page 9



Mr Andre du Plessis of the Springs loco sheds will drive this diminutive steam engine, the Emil Kessler, tomorrow when it commemorates the centenary of hauling the first train from Johannesburg to Boksburg

Picture by Stephen Davimes

Steaming again after 87 years

By Joe Openshaw

Tomorrow at 3 pm the Emil Kessler a diminutive steam locomotive which 100 years ago hauled the first train, the 'RandTram', from Park Halt (the present Johannesburg Station) to Boksburg, will again steam out of Johannesburg after being out of service for 87 years

The occasion launches festivities from March 17 to March 25 to mark the inauguration of the Rand Tram service between Johannesburg and Boksburg on March 17 1890

The passengers in the vintage coach hauled by the Emil Kessler - Engine No 1 - on tomorrow's run will be Reef mayors and Transnet dignitaries who will arrive in horse drawn coaches at Platform 14 of the Johannesburg Station where a wood and iron replica of the original ticket office has been built

The Emil Kessler stopped working in 1903, was declared a national monument in 1936 and was for years a static monument in the

old concourse of the Johannesburg station

Genius behind the restoration of the Emil Kessler built in Breda, Holland, in 1890, is Mr Pat Richards, a 63 year-old railway pensioner considered a world expert on steam, who emigrated to Australia four years ago

In October last year Mr Richards was hired by Sats and brought back to the Springs loco sheds to get the Emil Kessler going in time for the centenary festivities. Mr Andre Strauss preservation manager of the Sats Museum told The Star

Special steam trips with the Emil Kessler on Thursday March 22 and Saturday March 24 are also part of the festive week

The Kessler will be assisted on these hauls by another veteran, a ZASM 46 tonner

During the week two steam trains will pick up 1 000 schoolchildren a day from the East and West Rand

The festivities close on March 25 with a 14 day steam safari from Johannesburg to the Eastern Cape with 75 enthusiasts aboard

Pay Car & Insurance by Cred



OPERATION OFF . . . Ms Minnie Moos whose operation was cancelled because of the strike at Grootte Schuur Hospital. The flowers were sent by family and friends.

Picture OSED ZILWA

Cancer op woman is told to go home

CAT Times 16/3/80

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Medical Reporter

A WOMAN who was admitted to Grootte Schuur Hospital for major cancer surgery has had to be sent home without being operated on because of the hospital workers' strike.

Ms Minnie Moos, a retired nursing sister from Heideveld, is a diabetic who has cancer of the colon. Yesterday she was fully prepared for

surgery when her specialist told her the operation — a colostomy — was to be postponed until the strike was over.

"If performed now, my operation would be relatively easy, but I've been told that my colon could be totally obstructed in 10 days' time — which would necessitate emergency surgery," said a distraught Ms Moos from her home yesterday afternoon.

250 grooms fired after pay strike

Sowetan 15/3/90

ALL 250 grooms at the Ashburton Training Centre, Maritzburg, were escorted off the centre's premises by riot police yesterday morning when they were fired after going on strike, apparently over a pay dispute.

Police were present while trainers and grooms held discussions and grooms were eventually escorted off the premises

by the police.

David Goss said that despite the fact that there were no grooms to take the horses to Scottsville for today's meeting, the horses would still be racing.

Dispute

"We will show them we can get the horses there without them," he said

Asked how he intended getting the horses to the race without the

grooms, he said that was "our problem" and it would be sorted out.

It is not clear from officials at the Centre what the dispute with grooms is about

Mr Goss did not elaborate on the terms of the dispute saying the grooms "would not listen to us"

He said he also believed the strike was politically motivated but

added that this was only his personal opinion

Unions clash over health strike

CAPE TOWN — The Health Workers Union has branded the Public Servants League an enemy of the workers, in a statement released by HWU general secretary Mr H Mohamed in Cape Town yesterday.

This followed several reports from striking workers at various hospitals on activities of the PSL.

"Crimes" of the PSL included scabbing by PSL members, the PSL urging members to return to work despite demands not having been met, intimidation of workers by PSL members, slander of the HWU and "PSL members

opportunistically talking to Mr (Charles) van Zyl when the workers unanimously rejected this avenue," Mr Mohamed said.

"The workers do not see the need to talk to the Government," their employer, through an intermediary when it is already aware of our six demands and the demand that we meet directly with the Ministers concerned," he added.

The strike entered its 10th day on Wednesday, and has spread from the Cape Peninsula recently to as far as Vredenburg on the West Coast. — Sapa.

(257)
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Sabotage claim in hospitals strike

By GILL TURNBULL
Staff Reporter

HOSPITALS have allegedly been sabotaged by "intimidators" as the provincial non-medical hospital strike enters its 10th day

Professor J P van Niekerk, dean of the faculty of medicine at the University of Cape Town, said it was time the minister dispensed with procedures and brought the strike to an end by meeting the union.

"I have had reports of sabotage — toilets being blocked with debris, soup thrown down a lift shaft — and volunteers threatened that their houses will be burned

"Neither side is giving in and the authorities are not allowed by law to meet the strikers

"We say it's time to get beyond the law and get the thing going," Professor Van Niekerk said

The Health Workers' Union (HWU) has accused members of the Public Service League of intimidation, scabbing and slander

A spokesman said these were acts of those who wished to discredit the strike

"DISCIPLINE"

"We maintain strict discipline among our members and they are barred from entering the hospitals"

Meanwhile the HWU has reiterated its determination not to call off the strike until demands for a meeting with the Minister of Health, Dr Rina Venter, are met and has rejected Administrator of the Cape Mr Kobus Meiring's request that they place their demands before retired magistrate Mr Charles van Zyl.

● Staff reporter Clive Sawyer of The Argus Tygerberg Bureau reports that police thwarted efforts by a delegation of striking Tygerberg Hospital workers to give flowers to patients

More than 1 000 workers marched quietly across the hospital grounds and a delegation of eight with flowers was let in to the building, where they were met by a police officer

He refused to let them see the patients and took the six bunches of flowers, promising to pass them on to patients.

Warning to teachers on strikes

TEACHERS who have "downed chalk" in Soweto and Alexandra have been warned of the legal implications of their actions by the Department of Education and Training (DET)

12/3/90

Many teachers have received letters in which DET Johannesburg regional director Peet Struwig says they are "advised very strongly not to jeopardise their own future, that of the children and education in general".

Struwig says a strike is totally contrary to professional ethics and behaviour and will have disastrous results.

This year, very little meaningful education has taken place and more than 40 days of irreplaceable teaching time have been lost, Struwig says. "Is national educational suicide not inevitable if you continue in this manner?"

Struwig has reminded teachers that in 1977 some teachers were forced into a mass resignation action which led to "un-

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TANIA LEVY

told misery and despair because of loss of pension, housing subsidies, leave, study leave and a 13th cheque".

□ Sapa reports from Pretoria that the executive committee of the Council for Education and Training has held wide-ranging discussions on the education crisis with Education Department director-general J B Z Louw.

A joint statement released on Friday said the two sides thrashed out issues including school management councils and the approval by Education Minister Stoffel van der Merwe for the establishment of subcommittees to investigate and research specific areas within the DET.

They also discussed the administration of the DET's Std 10 examinations in the light of the disastrous performance by black matriculants last year.

● Comment: Page 6

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Pace teachers join strike

TEACHERS at Pace Community College in Soweto will today join the week-long strike by Department of Education and Training teachers in the Johannesburg region.

This was decided at a parents-teachers-students meeting at the school yesterday. About 1 000 people attended. *Sowetan 12/3/90*

Mr Thamsanqa Kambule, the headmaster of Pace, told *Sowetan* yesterday that a great thought had been given to the matter before this decision was reached.

Private school

Parents were told that although Pace was a private school, as part of the community it could not function when other schools in the area were also not functioning.

"We agreed that pupils will report daily in their school uniform and do school work on their own. It was also agreed that for whatever time is lost, extra afternoon and Saturday classes will be held in future.

300 sawmill workers

to continue strike?

CAF TUNTS. 13/3/90

Staff Reporter

~~15-2~~ 15-2

MORE THAN 300 workers at Bruply's Stellenbosch and Elgin sawmills have been on strike for more than a month and will decide today whether to continue with the strike.

A Paper, Printing, Wood and Allied Workers' Union (Ppwawu) organiser said yesterday that management was prepared to offer only a production bonus, not to move on the demands of the workers.

The organiser said workers had dropped some of their bonus and medical-aid demands and were demanding a 90-cents-an-hour wage increase.

Workers went on strike on February 7 and a week later management obtained a court order prohibiting them from entering the premises and intimidating other employees.

Stayaway sequel to shooting

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13/3/90

By MATHATHA
TSEDU

Sowetan
A WEEK-long work stayaway started in Messina yesterday following the shooting on Saturday night of a 15-year-old boy.

The decision was taken at a public meeting at the Nancefield township hall attended by more than 1 000 residents.

The residents also decided on a boycott of all white-owned businesses in the town and the township.

Shops remained closed in Messina yesterday with only one garage operating. Customers were served by the white owner.

A white-owned shop near Nancefield was looted yesterday morning after the owner was lured to answer the telephone which is situated at the back of the shop, residents said.

Police later arrived and dispersed the crowd. Meanwhile six people

arrested on Friday night for allegedly burning a car and stoning a policeman's house made a brief appearance in the Messina Magistrate's Court yesterday.

A scuffle broke out between some of the accused and the police when the former were loaded into a police van after the hearing ended.

The case was postponed to March 23 but they will appear in court again today for a bail application, according to their attorney, Mr Saad Cachalia.

Rubbish

The funeral of the youth who died on Saturday night, Wilson Nedambale, will be held on Saturday morning, according to Messina Action Committee chaplain, Reverend Lesiba Matsaung.

* In Gazankulu, the stayaway by government employees continued for the second week running yesterday. The stayaway, called by several youth congresses in the area, is in support for a demand for the resignation of the Chief Minister, Professor Hudson Ntsanwisi.

Meanwhile, as the rubbish accumulated in various parts of the homeland due to the stayaway, the Nkowa-Nkowa branch of Azapo last week launched a clean-up campaign in the township.

Branch chairman, Mr Phosakuwa Machele, said several business people had assigned their trucks to assist in the campaign.

He said similar action was to be initiated in other areas, including the capital, Gyiari.

Prisoners may be freed soon

A SIGNIFICANT number of political prisoners are to be freed from Robben Island soon, according to Mr Dullah Omar.

Sowetan 13/3/90
Omar, Western Cape president of the National Association of Democratic Lawyers and vice-president of the United Democratic Front, said on Monday the general understanding in the "democratic movement" was that the government "has no other alternative but to release a significant number of political prisoners and to end all political trials".

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HOUSE OF ASSEMBLY

INTERPELLATIONS

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General Affairs

Workers' Day

1 Mr P J PAULUS asked the Minister of Manpower *
Whether discussions had been held with White trade unions before 1 May was declared Workers' Day, if so, with which such trade unions, if not, why not? †

B499E INT

*The MINISTER OF MANPOWER Mr Chairman, there were comprehensive consultations with White trade unions *inter alia* before 1 May was declared Workers' Day. This took place *inter alia* at a gathering in Stellenbosch on 14 April 1988 and on 10 June 1988 in the Union Building, Pretoria.

During the gathering on 14 April 1988 the question of Workers' Day was discussed in depth, and the delegates were almost unanimous that Workers' Day should be on 1 May. During the second meeting, on 10 June 1988, the vast majority of delegates, with the exception of the Mineworkers' Union, expressed themselves in favour of 1 May as a paid holiday.

A total of 26 trade unions were represented, of which 15 were exclusively White trade unions [Interjections.] In addition the National Manpower Commission, in which both the employer and trade union organisations are represented, held detailed consultations with all parties. Here, too, a broad spectrum of White trade unions was represented.

The recommendation of the National Manpower Commission remained that 1 May should be declared Workers' Day.

The Government realises that there are certain groups of people who have objections to 1 May as a holiday for ideological reasons, because of the connection it has with communist ideology. The recent past has shown that this connection is

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becoming irrelevant [Interjections.] Yes, that is the case. This is happening as a result of the economic failure of that ideology [Interjections.] Consequently Workers' Day will become more and more detached from any specific ideology [Interjections.]

Therefore it is artificial to keep the dispute concerning 1 May as Workers' Day going, and it is not in the interests of industrial peace or of all the workers of South Africa [Interjections.]

*Mr P J PAULUS Mr Chairman, I want to make it very clear today that White trade unions were not consulted when it was decided to let Workers' Day fall on 1 May this year [Interjections.]

Let us see what the hon the Minister—then still Acting Minister—said last year when we spoke about Workers' Day. He said that Workers' Day would fall on a Monday and no longer on a Friday, so that the workers could have a long weekend. We made it very clear to the hon the Minister that the Government would change its standpoint and move Workers' Day to 1 May. I can see why the hon the Minister is moving it to 1 May this year, because he has just told us. He said Workers' Day had a communist connotation and they have now embraced the Communist Party in a big way [Interjections.] I want to ask whether the hon the Minister spoke to comrade Ramaphosa when he did this [Interjections.]

In the SA *Werkers* of February 1990 the general secretary of the trade union for iron and steel workers said it was a sad day on which we had to see 1 May declared Workers' Day, and that the perennial demand to declare the first Monday in September as such as well as the possibility of a long weekend were things of the past.

We read the hon the Minister's reply in *Hansard* of 26 April 1989 [Interjections.] The reason we have the first Monday in May, is that all the workers should get a long weekend. I still remember the remark made by the hon member who was the MP for Sasolburg. He said we had not given them any reason for not wanting the first Friday.

The NP is turning somersaults. When I was still with the trade union, I called Franke Botha Somersault Botha. I shall be calling the hon the

Minister of Manpower Somersault Louw because he does not know what he wants [Time expired.]

Mr B B GOODALL Mr Chairman, there are two issues involved here. One is whether there should be consultation with trade unions on matters like this. The answer is yes, there should obviously be consultation—not only with the trade unions, Black and White, but also with the employers' organisations. This, we understand from the hon the Minister, has been done. It would not have helped, however, because what we have here is an attempt by the far right to organise White labour in South Africa for political purposes [Interjections.]

The second point is whether we should celebrate 1 May as Workers' Day. It is an internationally accepted holiday. It is celebrated in West Germany and in France, and those are not communist countries. In South Africa 1 May was a *de facto* holiday. We have actually brought the law in line with reality. We had a situation in which we were celebrating the same event on two separate days. We cannot afford to do that. Our labour productivity is low enough as it is. It is estimated that each time we have a public holiday, we lose R340 million in lost production.

We have got to decide how many public holidays South Africa is going to have. We should then work out what they will be. We shall have to take into account the needs and wishes of the various segments of our population, not only the White sector. That is the same, rational thing to do. I find the growing similarity in the tactics of the lunatic left and the reaction very interesting [Interjections.]

The MINISTER OF MANPOWER Mr Chairman, I want to thank the hon member for Edenvale for his sensible arguments in this debate.

*It is a pity that the CP is trying to score political points out of this matter [Interjections.] The hon member for Carletonville denied that there had been negotiation. I told him that one out of the 15 White trade unions were opposed to this, and he can come to my office where I shall give him the names of the other 14 [Interjections.]

Then he said we had suddenly embraced the communists because we had declared 1 May Workers' Day [Interjections.] As the hon member for Edenvale said, this is also the case in

England and Holland, and after all, they are not communist countries [Interjections.] The CP has not embraced the communists just because the hon member for Overval is going to Russia, after all [Interjections.]

The hon member referred to what I had said about the long weekend in a previous debate on my Vote. I still think a long weekend is a good idea. I told the White trade unions that if there was consensus among the workers of South Africa, they could come back to me on the question of a long weekend, and I would consider it once again. I said then that it was a good idea.

To say that we are hand in glove is the biggest load of nonsense under the sun, and I blame the hon member and his party for trying to manipulate our White workers, who should actually play a leading part, for political gain. They can play a part on the basis of reliability, expertise and discipline, but the CP is politicising them so that they cannot play that part [Interjections.]

*Mr P J PAULUS Mr Chairman, I should like to tell the DP that the only difference between them and the NP nowadays is the name [Interjections.] Every time a DP member rises, he is praised and thanked by the NP for what the DP says about the NP [Interjections.] They are fraternising with the NP just as the NP and the SA Communist Party are fraternising today [Interjections.]

I want to repeat that I did not even mention the name of the Mineworkers' Union, because I know they did not negotiate, but I did mention the trade union for iron and steel workers. That is the largest White trade union, and they deny that there were negotiations with them at any stage.

What was even more ridiculous, was that the hon the Minister mentioned 1988. In 1989 he said we knew what the Government's standpoint was, and that was to make it the first Monday in May. Once again I say the Government does not know what is going on [Interjections.]

They say they want to protect the rights of the minorities. Up to now they have avoided telling us how they want to protect the rights of the minorities. I want to make it clear that the employers and the Black trade unions—I said this last year, and that was exactly what happened—are going to celebrate Workers' Day

HOUSE OF ASSEMBLY

Hansford

from 30 April to 4 May. Once again the White workers are going to sacrifice traditional White holidays to give the Blacks in South Africa an opportunity to have a holiday [Interjections]

How is the hon the Minister going to prevent that, and how is he going to protect this minority of Whites? He cannot do so, because he fears the Black trade unions. If he picks up the telephone and it is a Black trade union, he says they must not speak. He has heard it is a Black trade union and he will comply with their demands. The hon the Minister does so without even listening to what they want [Interjections]

*The CHAIRMAN OF THE HOUSE Order!

*Mr P J PAULUS I want to make it clear that at present the Blacks are demanding Soweto Day. When the Manpower Vote is discussed, we must not be surprised if this hon Minister says the Government has decided to make 16 June Soweto Day because the SA Communist Party and the ANC are going to claim that day, and once again the minority of Whites in South Africa are going to be left in the lurch by the NP. There is no point in the hon the Minister's telling us we want to capitalise on the question. We want to protect the White workers in White South Africa, and we shall do so as far and for as long as possible. The Government will not stand in our way.

The White workers are turning against the NP to an increasing extent because they know they can no longer rely on the NP for protection [Interjections]. That is why the hon the Minister for Virginia received a majority of only 47 votes. That is proof that the workers are turning against them.

*The CHAIRMAN OF THE HOUSE Order! There is no Minister for Virginia in the House [Interjections]

*The MINISTER OF MANPOWER Mr Chairman, the hon member said we did not protect minorities. If 14 of the 15 White trade unions say 1 May is acceptable to them, must I permit the standpoint of the remaining one to prevail? How does he justify his story about minorities then?

The fact is that in order to gain points for the CP, the hon member is reducing the White mine-workers to a political group of people who have to experience a threat in everything. He is doing the White trade unions a great disservice by

HOUSE OF ASSEMBLY

Hansford

presenting that argument. I shall say that to the White trade unions, because they have a function to fulfil. They can play a leading role, also in the new South Africa, as a result of their expertise and reliability. The White trade unions can play an enormous role on that basis, and I shall continue to say that.

Naturally productivity is an important consideration. After all we cannot afford to have another workers' day. We acknowledge that there must be a workers' day, but as the hon member said almost R-400 million is lost every day that workers do not go to work. No country's economy can afford that. Nor can the country subject its workers to that. The National Productivity Institute was also consulted in respect of the matter and gave it their full support.

By declaring 1 May as Workers' Day, we have done all the workers of South Africa a good turn [Time expired]

Debate concluded

Independent Black states

2 Mr C W EGLIN asked the Minister of Foreign Affairs

Whether the Government is prepared to consider taking steps which would make it possible for the four independent Black states once again to become part of the Republic of South Africa?
Hansford 13/3/90 DB504E INT

*The MINISTER OF FOREIGN AFFAIRS Mr Chairman, it is not up to the South African Government to take steps to make possible the re-incorporation of the TBVC states in the Republic of South Africa. Those states became independent in terms of legislation of this Parliament, and that independence was preceded by lengthy discussions, negotiations and in most cases by referendums or elections which were held in those countries before it was decided that they should become independent.

It is therefore not up to this Government to take the initiative. It is up to the relevant countries. This Government has made it clear, through the hon the State President, that their return to the sovereignty of the Republic of South Africa is an option. It is an option, not because this Government has made this decision or needs to make this decision. It is an option which they have as independent states in any case, namely the

Hansford

option to strive for any political objective they want to strive for, provided it is borne in mind that one cannot unilaterally, by means of legislation in this country bring about their re-incorporation in the Republic of South Africa.

Similarly, it will again require a decision from this Parliament. It will require a thorough study of the various implications. It will require consideration of the type of structure those countries are going to submit to their voters, because they cannot ask their voters, even in a referendum, to become part of the Republic again if they do not tell their voters on what basis they will do so [Interjections]

Will it be on the basis of a confederal relationship a federal relationship a regional government or a provincial government? What are the implications in respect of agreements which they entered into after they became independent? What are the implications of loans they may have negotiated with foreign banks governments or other financial institutions in this country?

This Government cannot be expected simply to take over debts incurred and contractual obligations entered into by independent countries. Hon members can therefore see that there are quite a number of complex questions arising from this issue [Time expired]

Mr C W EGLIN Mr Chairman I have noted the hon the Minister of Foreign Affairs cautious reply to this question. I am not arguing about the details and how one should get there.

The South African Government was for many years not neutral on this issue. For many, many years after Dr Verwoerd came to Parliament, they actively pursued the idea of Bantustans. They promoted that concept. What is more, the choice that was given to Black South Africans at that time was not a neutral choice. It was Hobson's choice. Their choice was either to go independent and have citizenship in relatively poor Black territories or else to stay in apartheid South Africa with no vote and no constitutional redress in this country.

I do not believe that a neutral approach is good enough. We believe the time has come for the Government to try to bring down the curtain on the Verwoerdian era of apartheid [Interjections]. It has done enough damage to South Africa internally and externally, more than any other policy ever pursued in South Africa. We have

asked and expect this of the Government in view of the expectations raised *inter alia* by the hon the State President's speech, and by the Government's constant reference to an undivided South Africa, which to Black people has a very specific meaning, and in view of *inter alia* the instability which is being created because of the economic and political uncertainty of the future of those TBVC countries.

We believe that this Government must admit that the Bantustan experiment in South Africa's history was costly and disastrous. While the Government may not be able to force or to coerce, it must adopt a very specific attitude and say that it is leaving the nightmare of partition to the CP. It must say it stands for a truly reconstructed and united South Africa to which all the components that were part of South Africa can come back home.

Mr J H VAN DER MERWE Including Botswana? [Interjections]

Mr C W EGLIN The Government should adopt a positive attitude towards this. This does not mean that it invades or that it coerces, but it means that it must stop being neutral on this matter. The Government must say that its policy is to work together with those other states for a new united South Africa.

*Mr T LANGLEY Mr Chairman the hon the Minister did not answer the hon member's question. The hon member's question was actually to what extent the prescriptions and the instructions of the ANC, which were probably issued from the Victor Verster Prison to the effect that the independent states in South Africa must be destroyed to pave the way for the holistic Azania of the NP/ANC, have been complied with [Interjections]. The hon the Minister can sit there grinning sheepishly. That is what is happening [Interjections]. They have destroyed the work of Matanzima and Hendrik Verwoerd [Interjections]

*Dr F J VAN HEERDEN Mr Chairman on a point of order I do not think it is parliamentary to refer to a sheepish expression.

*Mr J H VAN DER MERWE You have one on your own face. Sit down! [Interjections]

*The CHAIRMAN OF THE HOUSE Order! The hon member for Soutpansberg may proceed

HOUSE OF ASSEMBLY

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Debate concluded

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~~Handwritten~~

option to strive for any political objective they want to strive for, provided it is borne in mind that one cannot unilaterally by means of legislation in this country bring about their re-incorporation in the Republic of South Africa.

Similarly, it will again require a decision from this Parliament. It will require a thorough study of the various implications. It will require consideration of the type of structure those countries are going to submit to their voters, because they cannot ask their voters even in a referendum, to become part of the Republic again if they do not tell their voters on what basis they will do so. [Interjections]

Will it be on the basis of a confederal relationship, a federal relationship, a regional government or a provincial government? What are the implications in respect of agreements which they entered into after they became independent? What are the implications of loans they may have negotiated with foreign banks, governments or other financial institutions in this country?

This Government cannot be expected simply to take over debts incurred and contractual obligations entered into by independent countries. Hon members can therefore see that there are quite a number of complex questions arising from this issue. [Time expired]

Mr C W EGLIN Mr Chairman, I have noted the hon the Minister of Foreign Affairs' cautious reply to this question. I am not arguing about the details and how one should get there.

The South African Government was for many years not neutral on this issue. For many, many years after Dr Verwoerd came to Parliament, they actively pursued the idea of Bantustans. They promoted that concept. What is more, the choice that was given to Black South Africans at that time was not a neutral choice. It was Hobson's choice. Their choice was either to go independent and have citizenship in relatively poor Black territories or else to stay in apartheid South Africa with no vote and no constitutional redress in this country.

I do not believe that a neutral approach is good enough. We believe the time has come for the Government to try to bring down the curtain on the Verwoerdian era of apartheid. [Interjections] It has done enough damage to South Africa internally and externally, more than any other policy ever pursued in South Africa. We have

asked and expect this of the Government in view of the expectations raised *inter alia* by the hon the State President's speech, and by the Government's constant reference to an undivided South Africa, which to Black people has a very specific meaning, and in view of *inter alia* the instability which is being created because of the economic and political uncertainty of the future of those TBVC countries.

We believe that this Government must admit that the Bannu experiment in South Africa's history was costly and disastrous. While the Government may not be able to force or to coerce, it must adopt a very specific attitude and say that it is leaving the nightmare of partition to the CP. It must say it stands for a truly reconstructed and united South Africa to which all the components that were part of South Africa can come back home.

Mr J H VAN DER MERWE Including Botswana? [Interjections]

Mr C W EGLIN The Government should adopt a positive attitude towards this. This does not mean that it invades or that it coerces, but it means that it must stop being neutral on this matter. The Government must say that its policy is to work together with those other states for a new united South Africa.

*Mr T LANGLEY Mr Chairman, the hon the Minister did not answer the hon member's question. The hon member's question was actually to what extent the prescriptions and the instructions of the ANC, which were probably issued from the Victor Verster Prison to the effect that the independent states in South Africa must be destroyed to pave the way for the holistic Azania of the NP/ANC, have been complied with. [Interjections] The hon the Minister can sit there grinning sheepishly. That is what is happening. [Interjections] They have destroyed the work of Matanzima and Hendrik Verwoerd. [Interjections]

*Dr F J VAN HEERDEN Mr Chairman, on a point of order. I do not think it is parliamentary to refer to a sheepish expression.

*Mr J H VAN DER MERWE You have one on your own face. Sit down! [Interjections]

*The CHAIRMAN OF THE HOUSE Order! The hon member for Soutpansberg may proceed.

Kruger Park workers back

Sowetan 17/7/90

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ALL workers who were on strike at the Kruger National Park's main camp, Skukuza, have returned to work, according to park head Dr Salmon Joubert.

SABC radio news reported yesterday services were operating normally.

Joubert said there were no difficulties in any of the park's rest camps.

The grievances of the workers, who were dissatisfied about their wages, were addressed on Friday. - Sapa.

Strike to go on

152

THE strike by non-medical workers in the Western Cape, which has now spread to 14 state hospitals, a nursing college and six day hospitals, will not end until union officials hold talks with the government.

A Health Workers' Union official said yesterday that the general assistants' strike, now in its eighth day, would continue until demands to speak directly to the Ministers concerned are met.

South Africa
13/7/90

SOEWETAN Wednesday March 14-1990

'We want our colleagues back at work' - Metal Box



Metal Box workers in Vanderbijlpark have been on strike for more than five weeks, following the retrenchment of 10 employees. They are demanding their colleagues' reinstatement as well as an increase in their wages.

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Pic: LEN KHUMALO

TWO ANGLES TO TEACHERS' STRIKE

ON Saturday I participated in an education seminar at the University of QwaQwa and I was asked to comment on the Johannesburg teachers' strike.

There are two angles to this strike, each of which has its own merits.

Firstly, I have always thought black teachers have been emasculated by both Government and community.

They are main actors in education, but the Government seems to show complete disregard

for their views on educational matters since it is against DET regulations for teachers to publicly comment about education or their working conditions.

When they defied their masters by marching and going on strike, I felt somewhat good about it because I thought the politicisation of teachers would help them learn to assert themselves so they can earn back the respect they have lost in the eyes of the authorities and the pupils.

For a long time teachers have been among

the most timid of civil servants who are forever harassed by the department through some of its school inspectors who behave as though they see nothing wrong with the current system of education and the teachers' working conditions.

Also, pupils and the community at large had developed a contemptuous attitude towards teachers. Some political activists made the mistake of thinking that they had the monopoly of determining the course of events on all matters relating to education.

Teachers would not attend meetings where educational problems were discussed. This was sometimes out of fear of the DET, and because political activists would not allow them to their meetings.

They called them sell-outs and all such names and identified them with the problem. I often wondered how the so-called people's education would be implemented if we antagonised people who would have to implement it. Teachers, even if not

holding elected positions in any organisation, are leaders in their own right in that they can influence the thinking of millions of children they teach.

This makes them important actors in our struggle for change in education and we can only ignore them at our own peril.

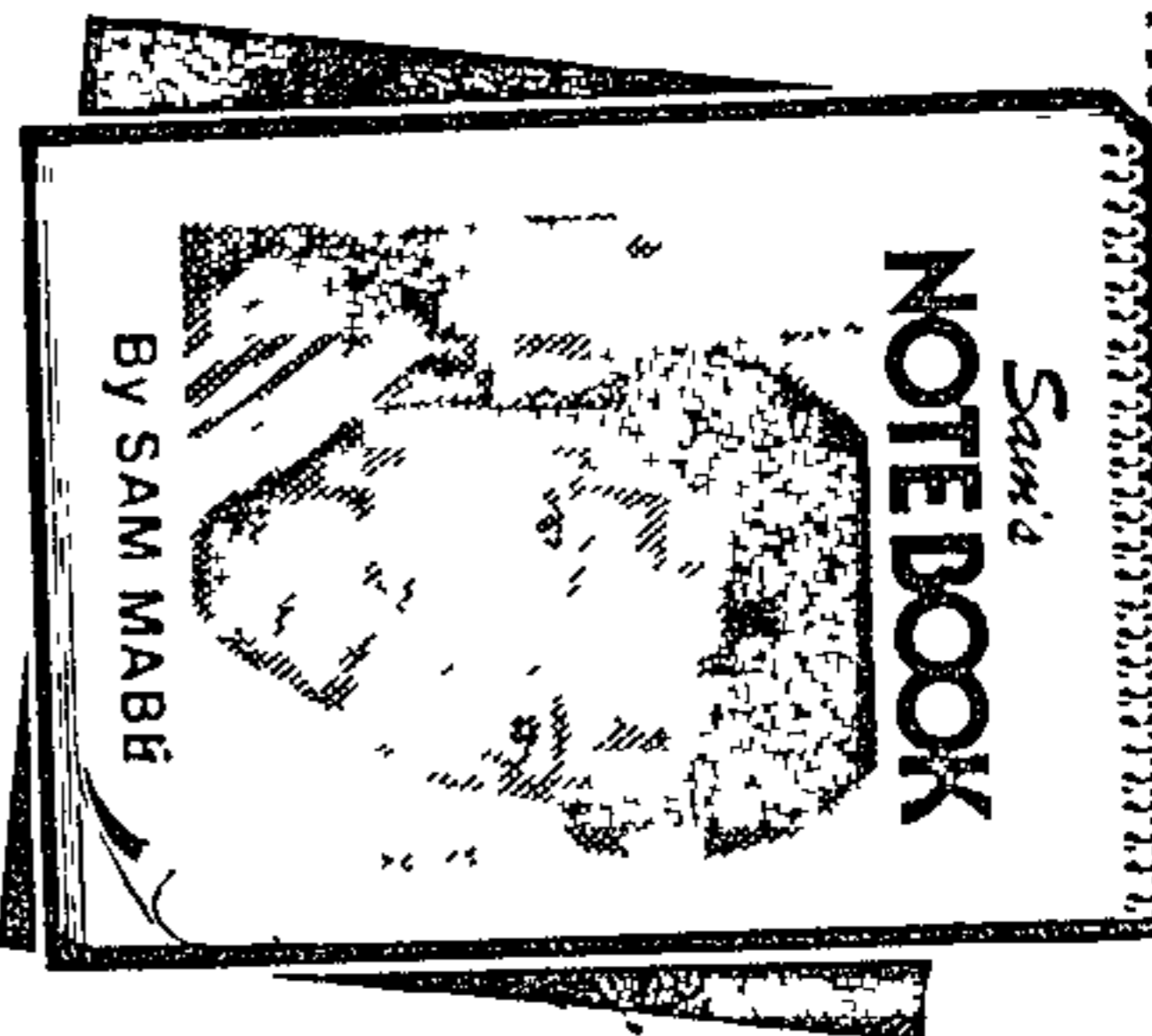
On the other hand, as a parent, I felt the strike had some flaws. Teachers, who have had their leadership challenged and their authority flouted by their pupils, should have found a better way of reasserting themselves.

If you imitate actions of children who despise you and who should be getting guidance from you, you obviously erode your own authority and they will lose respect for you.

The strike could have confirmed to our children that their methods of resolving education problems were correct and they will always expect teachers to follow their lead instead of vice versa.

Children, by their very nature, will always look for an excuse to avoid doing their work. Why on earth should teachers provide them with an excuse to sit day after day without doing any work?

At the end of the year they will insist on the pass-one-pass-all principle, arguing that the days on which teachers were



on strike are the cause of their bad performance in exams.

My other difficulty with the strike derives from my belief that there is no better place than the school classroom as the site of struggle. The bulk of whatever is to happen in changing the education system has to take place in the classroom.

Solution

I appreciate that the long-term solution to our education problem is largely political. We have to change the political order before we can usher in a meaningful education system that will help in transforming the mentality of learners.

But attitudes, habits, values, perceptions and certain lifestyles which were entrenched over the years are things that need not wait for liberation. These can be addressed by teachers even without the permission of the DET.

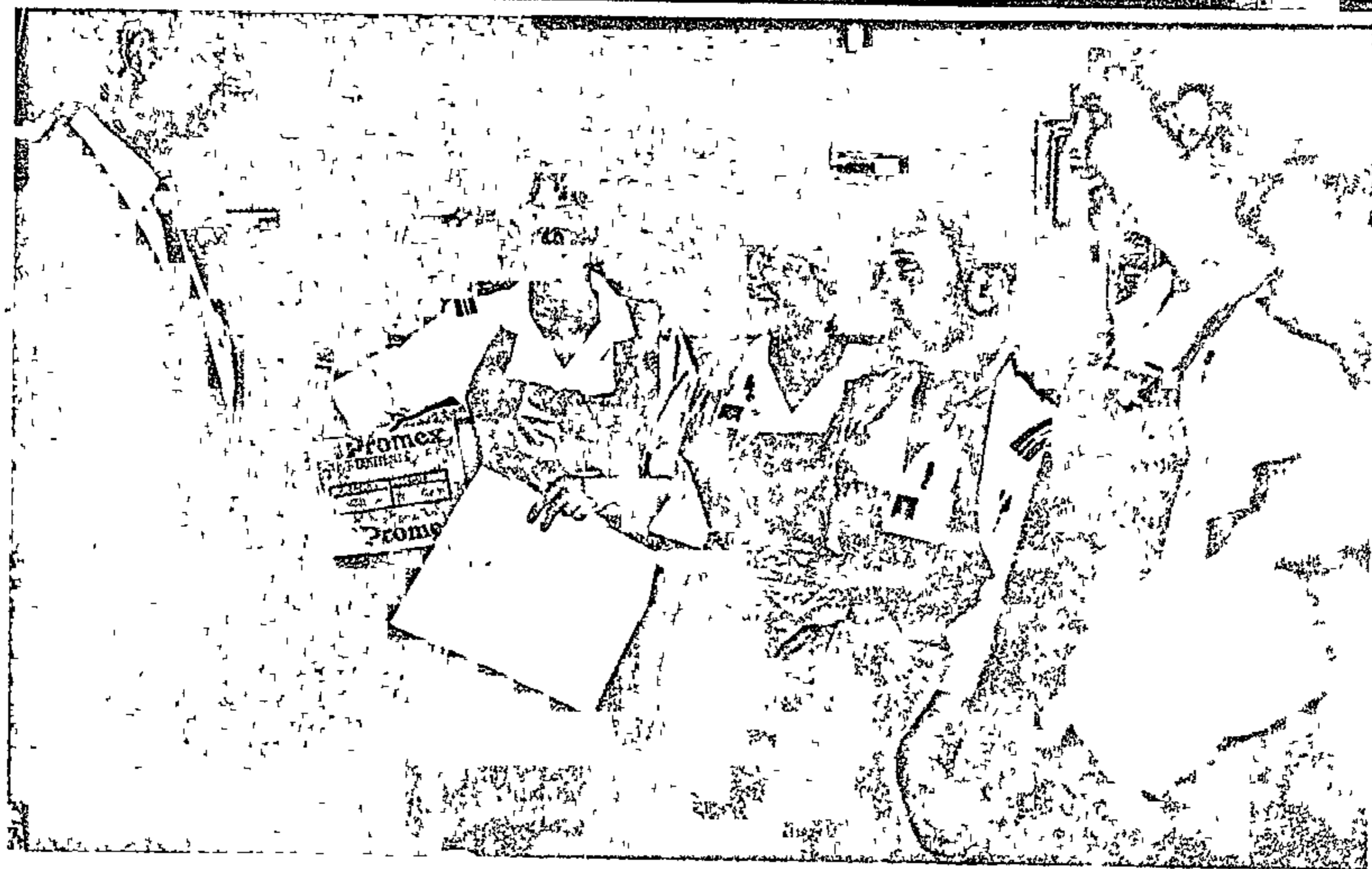
Bringing politics into a Maths class means not telling children that 15 plus 10 equals 25 and ending there. This is too abstract and will not develop the learner's understanding of life as he would if he were taught to multiply, say, 100 bullets by 15, to divide 500 tetrakis canisters by 20 or to add 150 and 200 matchbox houses.

That is how we can turn schools into sites of mental decolonisation and of socio-political and economic transformation.

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SAYING THANKS . . . The Administrator, Mr Kobus Meiring, thanks student nurses of Carinus College who are helping to dispense pills in Grootte Schuur Hospital. They are (from left) Miss Natalie Walton, Miss R D Waterberg, Miss G Robertson, Miss L Swanepoel and Miss Michelle Orban.

Picture GLENN SHERRATT

Troops helping at strike-hit hospital

Cape Times 14/3/90

THE army has sent in 200 troops from the First SA Cape Corps Battalion to keep the strike-hit Tygerberg Hospital laundry operating

This was confirmed yesterday by Lt Johan van Schalkwyk, a liaison officer at the Castle, who said Hospital Services had asked the army for help

The troops are supplementing about 600 part-time volunteers doing the work of the 719 Tygerberg strikers, according to Tygerberg Medical Superintendent Dr J G L Strauss

"The SADF is involved in humanitarian work," Lt Van Schalkwyk said. "This essential service (the hospital laundry) was in a tight spot, so we are helping out temporarily. The troops are in uniform, it's not a covert operation."

A non-striking worker at the laundry — one of a small handful — remarked wryly that lunch hours and tea breaks were longer now that the army was there

He added that the 120 striking laundromat workers had been replaced by a far greater number of

soldiers.

Yesterday the Administrator of the Cape, Mr Kobus Meiring, visited ten Peninsula hospitals to familiarise himself with conditions there and to express his appreciation to staff members coping with extra work loads, and to volunteers

While in Grootte Schuur, the Cape Times came across yesterday's 8am situation report, according to which 532 (or 35,7%) of the 1 489 beds have been vacated in measures to cope with the strike.

Catering

Provincial spokesman Mr Van Heerden Heunis could not confirm the figures, but he did confirm that admissions had been reduced and that non-urgent surgery cases had been sent home.

According to the situation report, wards C9, E11G, D7, G12 and E7 had been closed because of the strike. There were 1 100 workers on strike at Grootte Schuur and in its region, up from 934 last week, the report said

Services affected by the strike

included catering, laundry, central distribution and the central sterilising servicing department

At Grootte Schuur there were 126 volunteers, and 46 nurses and 162 administrative staff members had been redeployed.

The administrator was told by Professor Solly Benatar, head of Grootte Schuur's department of medicine, that "most of the difficulties today were predicted 10 years ago".

More patients were being seen with the same facilities. The average duration of a hospital stay was now six days instead of 14. People had to be sicker nowadays to be admitted to hospital, Prof Benatar said.

At the Red Cross Children's and Khayelitsha Day hospitals, Mr Meiring came face to face with chanting protesters who held up placards denouncing "slave wages" of R300 or R400 a month

Red Cross Hospital workers, who are not actually on strike although they support the strikers' demands, gave Mr Meiring the most trouble, chanting "Meiring go home".

rubber forces, which conducted house to
owers. house searches in areas hit by unrest.

Troops sent to help at Tygerberg Hospital

Own Correspondent

CAPE TOWN — The army has sent in 200 troops from the 1st SA Cape Corps Battalion to keep the strike-hit Tygerberg Hospital laundry operating.

This was confirmed yesterday by an SADF spokesman, Lt Johan van Schalkwyk, who said Hospital Services had asked the army for assistance.

Also yesterday, Cape Administrator Kobus Meiring visited 10 strike-hit Peninsula hospitals to familiarise himself with conditions there.

He expressed his appreciation to staff members coping with extra loads.

Tygerberg medical superintendent Dr J G L Strauss said the troops were supplementing about 600 volunteers doing the work of 719 Tygerberg strikers.

Vacated

"The SADF is involved in humanitarian work," Van Schalkwyk said "This essential service (the hospital laundry) was in a tight spot, so we are helping out temporarily. The troops are in uniform, it's not a covert operation."

Meanwhile, Groote Schuur's 8am situation report yesterday said 532 (or 35,7%) of the 1 489 beds had been vacated in measures to cope with the strike.

Provincial spokesman Van Heerden Heunis could not confirm the figures, but said admissions had been reduced and surgery cases that were not urgent had been sent home.

According to the report, there were 1 100 workers on strike at Groote Schuur, up from 934 last week.

Meiring was told by Groote Schuur's medicine department head Solly Benatar that "most of the difficulties today were predicted 10 years ago".

More patients were being treated while the facilities remained the same. Another 20% of SA's nurses could leave the profession over the next few months if today's Budget did not address their grievances, the Western Province branch of the SA Nursing Association warned yesterday.

... ..

Minister
praises
teachers

EDUCATION and Development Aid Minister Mr Stoffel van der Merwe yesterday praised the decision by striking black teachers to go back to school.

Mr Van der Merwe said he would welcome a meeting with teachers to discuss their grievances, suggestions and proposals.

He said the decision to go back to school was a "victory for reasonableness" and for everybody who had the interests of children and of education at heart.

"One hopes this will pave the way for a return to normality so the students can get on with the job of acquiring knowledge and skills."

Mr Van der Merwe also paid tribute to those involved in efforts to bring the teachers back.

He said government and the department acknowledged that there were many facets of the present education system that were not ideal but these problems were constantly assessed.

Immigrant labour sparks Dorbyl strike

A STRIKE by 188 artisans at Dorbyl Marine in Durban was a sign of growing resentment among local artisans towards the superior treatment given to immigrants, Confederation of Metal and Building Unions (CMBU) director Ben Nicholson said yesterday.

Nicholson said the strike was the second in recent months — the first occurred in Vanderbijlpark at another Dorbyl subsidiary — on the same issue.

He said an estimated 700 foreign artisans — most from Poland, Turkey and Portugal — had arrived in recent months to work on the Moss-gas project.

He said they had been brought over at high cost and were paid substantially more than their local counter-

ALAN FINE

parts, even though — it had turned out — many were incapable of doing the work.

Nicholson said it had been suggested that a large proportion of those brought over were unqualified, and had used their poor understanding of English to disguise this.

Adequate

"This while there are many unemployed artisans in SA, especially the eastern Cape," he said. He accepted Moss-gas required a few immigrants with special skills unavailable here, but for the rest, there was an adequate supply of local labour.

He said local workers applying for

Moss-gas work were subjected to strict tests, and some had failed some aspects. The immigrants were not required to do the tests.

Nicholson said it would have been preferable to upgrade the skills of the SA applicants — mostly blacks and coloureds — who had failed the tests.

He was unaware of how much the immigrant artisans at Dorbyl Marine were earning. In the Vanderbijlpark case, it emerged they were receiving R35 an hour, compared to the R15 locals were earning.

Dorbyl Marine MD Joe Bullough told Sapa 150 strikers participated in an authorised, peaceful march around part of Durban Harbour yesterday. He said the illegal strike was in a state of virtual stalemate.

Warders in demo

MORE than 400 prison warders staged a mass sit-in at the Diepkloof Prison in Soweto yesterday.

According to a reliable source, the sit-in was in protest against alleged race discrimination in the prison services.

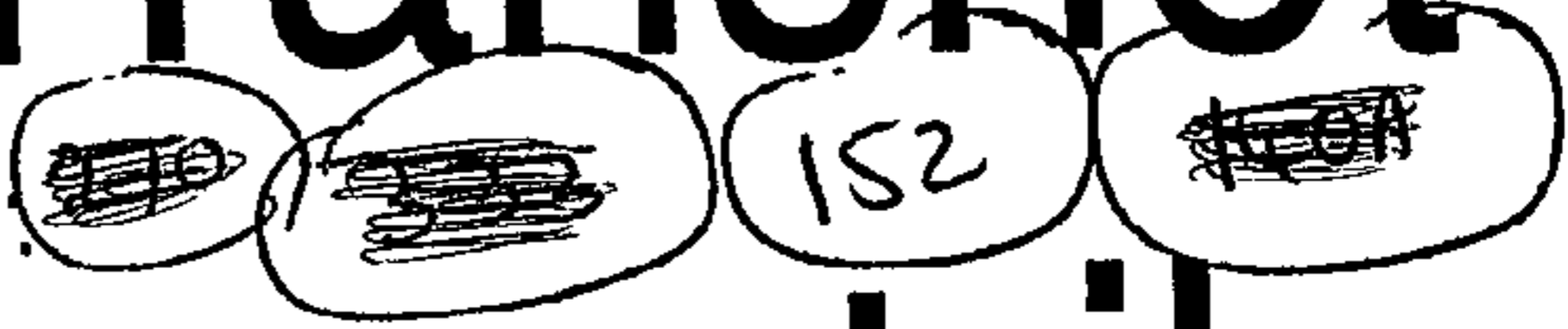
Sources who refused to be named for fear of victimisation, said there was lack of representation for the black staff in the service in higher ranks.

*Soweto
14/3/90*

(152)

Natal Transnet drivers on strike

Sowetan 14/3/90



BARELY a month after the Transnet workers - formerly the SA Transport Services - returned to work after a marathon 12-week strike, about 600 workers at the autosort section at Durban's Bayhead have downed tools.

The workers, mainly

SA Press Association

cartage drivers, were demanding they be given the trucks they drove before the previous strike action.

A meeting between Spoomet and the SA Railway and Harbour Workers Union (Sarhwu) was due to

take place yesterday afternoon and the issue of the workers would be raised, said Spoomet's public relations manager, Mr Mike Asefovitz.

Asefovitz confirmed yesterday that about 600 workers had stopped work since Monday and were sitting at the Bayhead be-

cause drivers did not receive their original trucks when they returned to work after being on strike.

However, the chairman of the Durban branch of the in-house Black Trade Union of SA Transport Services, Mr T S Gcabashe, said their members and neutral members did not want to go on strike, but were "forced" by Sarhwu members.

He said the drivers yesterday approached the workers at the Goods Shed and Container terminal and "forced" them to join the strikers.

Sarhwu spokesmen were not available for comment. - Sapa.



End of strike victory

THE ending of the "chalk down" strike by teachers was a victory for reasonableness and for everybody who had the interest of the children and education at heart, the Minister of Education and Development Aid, Dr Stoffel van der Merwe, said yesterday.

Sowetan 14/3/90
In a press statement Dr Van der Merwe said he hoped this would pave the way for a return of normality to the school scene so that students could get on with the job of acquiring knowledge and skills.

"The Government and the Department acknowledge that there are many facets of the situation that are not as they ideally should be. These conditions are being assessed by the Department."

Structures for the community to take part had been created in recent years specifically to enable people to air their grievances and to take constructive part in black education.

Due to the present fluid situation, he was prepared to have discussions on education with any interested people.

"In this spirit I am prepared to meet representatives of the teachers who were involved in the chalk down to discuss their grievances, suggestions and proposals.

"The overall objective remains that the students should be in school and receive tuition enabling them to qualify and fulfill a meaningful role in society.- Sapa.

Workers poised for mass protests

B/Day 14/3/90

THOUSANDS of black public sector employees are poised to take mass protest action against the 10% pay increase announced recently by government for public sector workers

A meeting of shop stewards from Cosatu's public sector unions will be held tomorrow to decide what unions will be involved in the action, National Education Health and Allied Workers' Union (Nehawu) national organiser Mondli Mditshwa said yesterday

Protests could take the form of go-slows, withdrawal of goodwill, overtime bans, marches, demonstrations and work stoppages

Mditshwa said it was decided after a recent privatisation march by thousands of public sector workers in Johannesburg to broaden protest action to include the community and other progressive unions.

Future action would be directed at issues causing "worker concern" such as privatisation and deregulation

A Cosatu co-ordinating committee,

ADELE BALETA

consisting of two delegates from public sector unions, was organising and discussing countrywide action.

Post Office and Telecommunications Workers' Association (Potwa) president Vusi Khumalo said yesterday strike action against the announced increase could not be ruled out if Post Office management was not prepared to respond positively to workers' demands

Minimum

Potwa was also considering mobilising community support on the issue of increased tariffs and demands for a living wage

The current monthly minimum wage was R522,50, which Potwa wants increased to R1 100 a month, and an across-the-board increase of R400, he said

A 10% increase would raise the minimum wage by R52,25 to R574,75 "The

increase of 26% for government ministers was in line with the rate of inflation and should have been extended to workers," he said

The Durban-based SA Post and Telecommunications Employees' Association and the Cape Town-based Post Office Employees' Association of SA have indicated their members would support protest action against the increases

General secretary of the Nactu-affiliated National Union of Public Service Workers Siphon Radebe said members rejected the 10% increase and the union had indicated it wanted to be part of the action

SA Railway and Harbours Workers' Union vice-president John Potgieter said the union would align itself with other public sector union members

He said the current minimum for Sarhwa members was R600 a month. The union was demanding a minimum of R1 500 a month and an across-the-board increase of R500

Bl... 14/3/90 152

Govt praises teachers for return to work

MIKE ROBERTSON

CAPE TOWN — Education and Development Aid Minister Stoffel van der Merwe yesterday welcomed the decision by striking black teachers to return to work

The decision to resume teaching was taken at the mass meeting organised by the National Education Union of SA (Neusa) on Monday

In a statement, Van der Merwe said he was prepared to meet anyone to discuss education-related matters

He would welcome a meeting with the teachers' representatives to discuss their grievances, suggestions and proposals

The decision to go back to school was a victory for reasonableness and for everybody who had the interests of children and of education at heart

"One hopes this will pave the way for a return of normality to the school scene so that the students can get on with the job of acquiring knowledge and skills"

Van der Merwe paid tribute to those involved in efforts to bring the teachers back to school

"I know that parents and elected parents bodies, many teachers themselves, teachers' organisations, other interested bodies and even many students have joined the efforts of the officials of the Department of Education and Training in this endeavour and have worked ceaselessly towards this goal"

Government and the department acknowledged that there were many facets of the present education system that were not ideal

These problems were continuously being assessed by the department.

□ WILSON ZWANE reports that National Education Co-ordinating Committee secretary-general Ihron Rensburg said the committee was wary of a decision among teachers to meet today to review Monday's decision

"We are concerned about that and we hope that there won't be a split among the teachers," he said.

Asked if the continued protest would take a toll on the matric results at the end of the year, he said although stayaways and boycotts were contributing factors, it was the bad educational system that was to blame for the poor pass rate

Militancy

B/D 14/3/90

disrupts workplace



INCREASED militancy since the unbanning of political organisations and Nelson Mandela's release has caused confusion and uncertainty in the workplace, labour sources say.

Some employers are already examining the implications of political developments which have heightened worker expectations and seen a "new-found confidence" which is likely to be displayed at the negotiating table.

National Union of Metalworkers of SA (Numsa) engineering secretary Bernie Fanaroff says a consequence of political developments is that union activists are having to spend time in townships dealing with macro-political issues. This means less planning in the workplace and more spontaneous action.

Sharing

"Workers feel liberation is imminent, causing increased militancy."
He says worker demands are changing and this is witnessed in a demand for the sharing of the economy.

OK Bazaars industrial relations executive Gavin Brown says the impact of political developments on the workplace is characterised by uncertainty and confusion and unrealistic expectations which still have to be manifested

ADELE BALETA

in a tangible form.

Companies, he said, are responding with more tolerance and sensitivity, but this is not part of a long-term policy.

He believes political developments will affect wage negotiations with heightened worker expectations of greater increases.

National Union of Mineworkers (NUM) assistant general secretary Marcel Golding says workers realise it is their right to participate in democratic organisations of their choice.

They believe this right has to be freely expressed, putting the spotlight and pressure on employers to put "their houses in order".

Recent NUM members' activity in the Free State illustrates the continuing demand for the removal of discrimination on the mines.

Golding says "We are no longer at the level of tabling demands which remain unaddressed. Workers have repeatedly tried to use the grievance procedure without success.

"Workers expect the right to organise on the mines where employers have used their property rights to restrict them."

Chamber of Mines president Kennedy Maxwell says "It is vital the parties work together to seek potential solutions", particularly in the

mining industry where recent developments are cause for concern.

He says: "It appears there has been a deliberate attempt to create polarisation (between workers and management)" and prospects for a favourable outcome to future negotiations will be reduced if parties enter the exercise from positions of polarisation.

An article in the February issue of *Seifsa* News lists employer guidelines on how to manage "the impact of the events which have created conflicting emotions in the labour force ranging from jubilation and raised expectations to anxiety and concern".

Implications

It states worker reaction to the developments can generate anxiety among other sections of the workforce, leading to confrontation and violence.

Employers are advised to consider the implications of implementing disciplinary action, which should be avoided wherever possible.

Industrial Relations Consultant Andrew Levy said worker expectations had risen and they had been shown that all was negotiable.

"Trade unions will push against the door which is swinging open and one can only speculate there will be an increase in industrial action," he said.

14/3/90 152

Black prison warders in 'racism' sit-in

By Craig Kotze

Hundreds of black warders at Diepkloof Prison, south-west of Johannesburg, staged a sit-in yesterday to protest against alleged race discrimination, lack of representation in higher ranks, and other grievances.

According to representatives of the striking warders — who call themselves the "interim committee" — close to 400 of all ranks began their action at 6 30 am

They said the sit-in was being staged at the barracks, not in the prison itself, and the guarding of prisoners was not affected

Branding present channels for complaints as "useless", the warders are now demanding to see the Commissioner of Prisons and Minister of Justice Mr Kobie Coetsee to discuss grievances

A Prisons Department spokesman confirmed that the officer commanding Diepkloof Prison had received a petition from "certain members of the Prison Service", and complaints would be dealt with, according to regulations

"It should be pointed out that this does not imply the suspension of our disciplinary measures for contravention of the applicable regulations," he added

He refused to confirm or deny that the sit-in was taking place

Demands, made in a petition to the commanding officer of Diepkloof Prison, include

- Parity in medical aid between blacks and whites in the service. Black dependants are presently not covered by the existing scheme
- An immediate R850 across-the-board salary adjustment to keep pace with the economic situation
- Promotion based on merit and not, as alleged, on race and "favouritism"
- That married black women warders be exempted from night-shift work, like their white counterparts
- The opening of all prison facilities to all races, including swimming pools and recreational facilities
- An "immediate end to racism and discrimination"
- Posts and administrative duties at prison headquarters should be proportionally shared, "because, at present, whites make all the decisions".

Popcru demands 100pc pay rise

CAPE TOWN — The Police and Prisons Civil Rights Union (Popcru) yesterday demanded a 100 percent pay increase for policemen and prison warders, and rejected the 10 percent pay rise for civil servants announced recently

The union intends to launch a campaign this month for a living wage

It was concerned the low pay rise would mean an increase in the number of policemen leaving the force.

"We believe that to stop the tide of resignations, members should receive a 100 percent increase

"The more members resign, the greater the workload on those who re-

main behind and the poorer the service to the public"

Most police and warders worked up to 40 hours overtime every month without extra pay.

● Disciplinary charges against three East London police constables for attending a meeting of the Duncan Village Civic Association have been withdrawn, Popcru said yesterday

A union spokesman said the three, whose names he gave as Constables Kok, Jacobs and Janette, were members of Popcru

The union said it was the constables' right to do what they wanted when they were off duty — Sapa



Most white unions favour May 1

STF 14/3/90 (152)
Only one of 16 white trade unions consulted — the White Mineworkers Union — had been against May 1 being declared Workers' Day, Minister of Manpower Mr Eli Louw said yesterday.

Speaking in the Assembly during an interpellation debate, he said the National Manpower Commission had always been in favour of the move.

Mr Arrie Paulus (CP Carletonville) said white unions had not been acknowledged in the decision.

Mr Brian Goodall (DP Edenvale) said Workers' Day was celebrated on May 1 in countries such as West Germany and France. The law had now

been brought into line with reality.

The previous situation was that Workers' Day had been celebrated on two days by different groups, and South Africa could not afford that.

Mr Louw said it was a pity the CP was trying to "catch political flies" on the issue.

The CP wanted to protect the white worker, and would do so, Mr Paulus retorted.

Mr Louw said white SA unions could play a big role in, for instance, enhancing productivity.

It had been calculated that every workday lost cost SA about R400 million a year. — Sapa.

Transnet workers strike

^{Star 14/3/90}
DURBAN — Barely a month after the Transnet (formerly SA Transport Services) workers ended a 12-week strike, about 600 workers at the autosort section at Durban's bayhead downed tools on Monday (152) (S)

Workers demanded they be given the trucks they drove before the previous strike action

Spoornet (Railways) spokesman Mr Mike Asefovits said a meeting on the issue between Spoornet and the SA Railway and Harbour Workers Union was due to take place yesterday — Sapa.

4 300 workers down tools at Anglo gold mine

Labour Reporter

About 4 300 workers have downed tools in further unrest at Anglo American's Vaal Reefs gold mine and a strike linked by the National Union of Mine-workers to its defiance campaign has erupted at an Amcoal colliery in Witbank

Anglo spokesman Mr Adrian du Plessis said management

was meeting unionists at Vaal Reefs to determine the cause of the strike, launched on Monday

Safety concerns are central to the dispute, according to the NUM. But workers were also protesting against a delay in talks on "discriminatory" hoisting schedules and wanted the reinstatement of two colleagues fired "after trying to form a

non-racial queue underground"

Hoisting procedures — based on seniority not race, says Anglo — have been the focus of an NUM defiance campaign which has sparked widespread conflict between white and black miners in the Free State goldfields.

Anglo also confirmed that 1 500 workers launched a wild-

cat strike on Monday at the F. Coal Estates colliery near Witbank. It said a list of grievances had been presented to management, but declined to elaborate.

NUM press officer Mr. Majatladi said curbs on rallies, including a ban on political T-shirts and songs, were a key grievance.

700 strike at Brits company

14/3/90
Labour Reporter

152

In a sequel to last week's violent upheavals in Bophuthatswana, 700 workers have downed tools at African Telephone Cables in Brits.

The National Union of Metalworkers said the strike started on Monday over the suspension of five employees, including shop stewards, accused of inciting a stayaway during the turmoil in the homeland.

The workers were suspended

pending disciplinary probes into "the breach of company rules and procedures", said ATC. It urged the union to await the inquiry outcome.

● Kohler has confirmed strikes involving 350 workers at Kohler Carton and Print in Robertsville and the group's Sylko plant in Durban.

● About 280 workers are on strike over pay at SA Breweries-owned Lion Match in Durban, according to Cosatu's paper union.

he said was based at Vlakplaas. He accepted "because I was given to understand it was my duty".

Nofemela also reiterated that he had been trained to kill while at Vlakplaas. Cross-examination continues today.

Warning after protest by warders at Diepkloof

THE SA Prisons Service confirmed yesterday a petition had been handed to the commanding officer of the Johannesburg Prison Command. (152)

The prisons spokesman was responding to earlier reports that hundreds of black warders had staged a sit-in at Diepkloof Prison to protest against alleged racial discrimination.

In a statement, the spokesman said the petition would be dealt with responsibly in terms of the Prisons Act and regulations.

11/04/70
"It should, however, be pointed out that this does not imply the suspension of any disciplinary measures for the contravention of applicable regulations," the statement concluded. — Sapa.

Municipal election candidates lose a

Sowetan
14/3/90

Sit-in over wages enters third day

152

By MOKGADI PELA
FORTY-FIVE workers at the Medscheme plant in Randburg are in the third day of a sit-in strike over wages.

A spokesman for the workers said they were demanding a 21 percent across the board increase while the company is offering R150

He said workers were also demanding a mid-year increase if the company's budget allows.

When Sowetan telephoned the company a woman said the manager was absent and that "even if he were present", she "doubted he would speak to Sowetan".

CMT 71415 14/3/90
152

Black prison warders stage sit-in

JOHANNESBURG — Hundreds of black warders at Diepkloof Prison south of here staged a mass sit-in yesterday in protest against alleged race discrimination, lack of representation in higher ranks and other grievances

According to representatives of the striking warders, close to 400 black warders of all ranks started the action at 6 30am

The sit-in was being staged at the barracks and not in the prison itself and the guarding of prisoners was not affected, they said

Branding the present channels for complaints as "useless", the disaffected warders are now demanding an audience with the Commissioner of Prisons

and with Justice Minister Mr Kobie Coetsee to discuss the alleged grievances

No comment was immediately forthcoming from the Prisons Department

In the city, meanwhile, the Police and Prisons Civil Rights Union yesterday demanded a 100% pay increase for policemen and prison warders and rejected the 10% pay rise for civil servants announced recently

And the union also said that disciplinary charges against three East London police constables for attending a meeting of the Duncan Village Civic Association had been withdrawn — Sapa

Groote Schuur staff assaulted ¹⁵² claims

Staff Reporters ^{Argus 15/3/90}

SEVERAL people telephoned The Argus today to report that nursing and administrative staff at Groote Schuur Hospital had been assaulted in incidents connected with the non-medical workers' strike.

No official comment could be obtained from either the hospital or the Cape Provincial Administration

In terms of a ruling by the Administrator, Mr Kobus Meiring, reporters are not allowed on the hospital premises.

Four calls were made to The Argus news desk between 10am and 12 30pm. None of the callers would give their names.

They all claimed they could lose their jobs if they did so. Two of the callers claimed to be doctors.

A woman caller told The Argus that men, some with knives, had threatened and assaulted nursing staff outside the hospital when they arrived for work today.

"At one stage there was a big fight going on. All the doors to the hospital building were locked," she said.

"The girls are really frightened and some of the secretaries and other staff are going home. There is a really weird feeling here."

Mere strike a rumour

RUMOURS that black workers at Mercedes-Benz SA's operations in Pretoria and East London would go on strike if their white colleagues did not work overtime in order to build a Mercedes 500 for Nelson Mandela were dismissed as untrue yesterday by the company's management. - *Bowetan 15/3/90*

According to the unconfirmed rumours, MBSA had requested their white workers to work overtime this Saturday, without remuneration, in order to build the car. If they refused to comply with the demand, the black workers would allegedly go on strike. *152*

A spokesman for MBSA said this morning, however, that discussions on the subject of Mr Mandela's car were still in progress and that no decisions had been made. In addition, no orders had been given to the workers to work this Saturday. *(Signature)*

THE SHOE BUZZ THE SHOE BUZZ

S4385

Strike rights — or anarchy

152


THE right to strike is fundamental to sound industrial relations

The right and capacity of a trade union to bring workers out on strike may ultimately be the only reason why a manager seeks genuine agreement with organised labour

Without the right to strike, trade unions become pathetic, powerless bodies and the rule of management is absolute

The right to strike requires more than freedom to withdraw labour. It requires job protection as well.

While such a right does interfere with the entrepreneur's right to manage his enterprise as he sees fit, guaranteeing the right to strike is in society's interests.

To ignore the need for labour legislation and allow any individual to do as s/he likes in order to advance his economic interests is to invite anarchy.

It is the sort of belief which invites and legitimises the smashing of machines and the burning of factories.

If there are no laws to protect strikers then there is no need to strike according to rules. This would be untenable to enterprises that rely on skilled labour — the industries vital to a strong and modern economy.

Finally, the right to strike is vital to any system of free collective bargaining, necessary to ensure the fair distribution of economic wealth and an organised and relatively orderly industrial process.

The interests of capital are protected by a range of laws. If rules exist to protect the interests of property, why not protect labour?

The right to strike provides a fair

The law should guarantee certain basic strike rights in the interests of better industrial relations, EBRAHIM PATEL, education officer of the South African Clothing and Textile Workers' Union, argued in a talk delivered at a recent industrial relations workshop. Here is an edited version of the talk:

balance between the many legal protections which an employer enjoys and the very basic rights which workers require to have effective trade unions.

It is not enough to merely have the right to strike.

Workers should be able to strike without fear of dismissal.

It is often argued that a strike for an indefinite period means employers face two choices: to close down

the business or take on a replacement workforce.

If an employer says s/he has no alternative but to recruit an alternative permanent workforce, s/he should have to prove this.

The right to physical reinstatement would act as a powerful deterrent on employers and would limit dismissal to those instances where there is genuinely no alternative.

There has been much discussion about the rights of workers to protection in "primary", "secondary" and "sympathy" strikes.

Normally a primary strike involves the legal form of a registered company.

This encourages the fragmentation of an operation into a series of separate companies.

A textile mill with spinning, weaving and finishing operations producing a single product may easily be broken into three separate companies.

This means that the employers can avoid the power of combination by the workers.

In the case of industry-wide strikes are companies who are members of an employers' association in the industrial council the primary employer and the only target for strike action?



Ebrahim Patel

get for strike action?

If this were so, it would be a powerful incentive for employers to resign from employer associations — leading to unions being forced to negotiate separately tens of thousands of agreements separately.

A large corporation can use all its resources to sit out a strike at one plant indefinitely. It can transfer production to strike-free factories.

This undermines completely the notion that a subsidiary company is the primary employer.

There is no reason why labour should accept the strength of corporations and not be allowed to exploit their weaknesses.

Secondary strikes are seen as those with no direct relationship with the plant where the dispute arose initially.

They normally involve the customers or suppliers of a strike-hit establishment.

Employers say such action hurts an uninvolved party.

Why should a secondary operator be morally exempt from industrial action when he profits from his relationship with the strike-hit company?

A business has many risks, one of which is a secondary strike — an additional pressure on the employer to settle the dispute.

Sympathy strikes involve workers with no direct interest in a particular dispute.

It is difficult to define direct interest.

At an absurd level any strike against the dismissal of a fellow-worker is a sympathy strike because the action was not done directly to us.

The crucial test whether a strike should enjoy protection is whether the strike is directly aimed at employers who are part of a dispute or can affect the outcome of a dispute — be they customers, suppliers, associated companies or employers in the same industry.

During a strike an employer is free to recruit temporary replacement strikers should have an equal right to prevent recruitment.

This is why strikers want picket facilities.

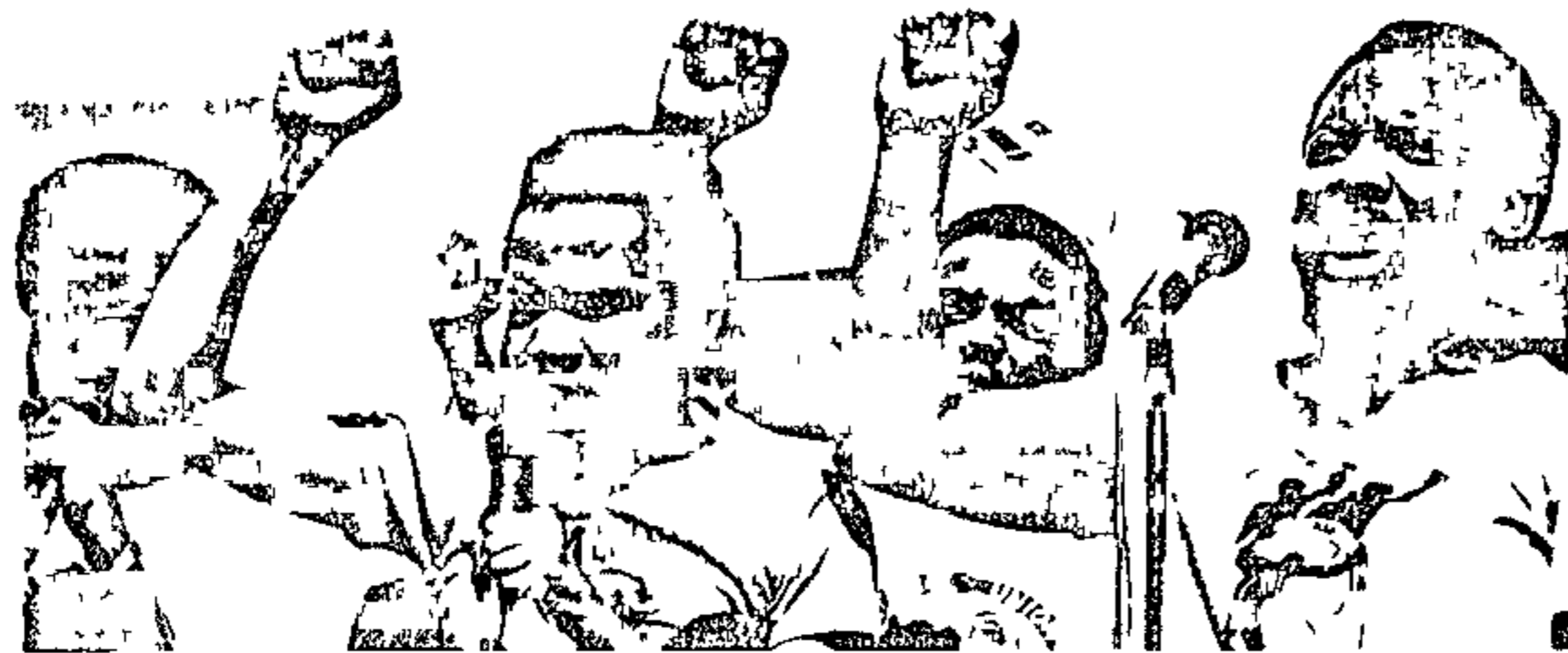
Not only is the right to picket a basic freedom of assembly. Workers will protest whether it is legal or not.

Denying picket facilities does not reduce violence. It merely drives strikers from the open factory area to the bus stops, trains and townships where trade unions are unable to monitor activities.

The lack of proper picket rights and facilities invites and encourages illegal acts and violence.

More broadly, if unions are powerless and rightless, industrial conflict will not go away — it simply takes on less controllable and predictable forms.

A further point for employers to consider is that the increasing attempts to break up centralised bargaining forums and adopt the limited 'let's look at the balance sheet' approach removes important opportunities for a joint labour-management dispensation to emerge, leaving workers to turn to the state to regulate matters.



NUM general secretary, Cyril Ramaphosa and trade unionists demand worker's rights

of 206 crated elephant tusks and a rhino horn from the garage of his home

CAF - Trip 15/10/3/90
Park staff back at work (152)

PRETORIA. — Workers at Skukuza in the Kruger National Park returned to work yesterday after a two-day stayaway, the National Parks Board said in a statement. The workers accepted a wage-increase offer from management.



Nov 2/90 *152*
**Nearly 200 000
joined in strikes**

Nearly 200 000 people were involved in strikes and work stoppages from November 1 1988 to October 31 1989, the Minister of Manpower, Mr Eli Louw, said in the House of Assembly yesterday.

He said 161 499 workers had been involved in strikes during this period, of which 135 714 were blacks. Altogether 16 213 people had been involved in work stoppages.

A total of 1 189 262 man-hours had been lost as a result of strikes and 49 424 hours as a result of work stoppages.

Mr Louw said 783 strikes 72 discontinuances took place during this period — Sapa

Wives stand in for Kruger Park strikers

Star 9/3/90

By Norman Chandler
Pretoria Bureau

152

The wives of white employees at the Kruger National Park's main camp, Skukuza, are keeping services going while black National Parks Board employees are on strike over pay.

A spokesman for the camp said the wives were making beds, servicing bungalows, doing the laundry and helping in the restaurant.

Industrial action spread to Skukuza this week

According to a statement by the NPB the stayaway was "instigated by dissatisfaction with the wage structure". No violence had occurred.

Dr Salomon Joubert, the park warden, said wages appeared to be the only complaint. Negotiations were under way.

The chief director of National Parks, Dr U de V Pienaar, was taking part in the negotiations "to normalise matters as soon as possible".

Putco fires 400 striking workers

Star 9/3/90 Labour Reporter

Putco yesterday fired about 400 Wynberg depot workers whose week-long strike has cut off bus transport for thousands of black commuters.

Warning it would take some time to relaunch the service, Putco managing director Dr Jack Visser said workers asked to be dismissed when management refused to pay them for the strike period.

Comment could not be obtained from the Transport and General Workers Union.

This week, the strikers' demand for the removal of the Wynberg divisional manager was effectively met when the manager in question decided not to return to the depot.

Additional demands were then made, including a pledge that strikers would not be disciplined. Putco agreed to this.

Tally of man-hours lost to strike action

Political Staff

(152)

CAPE TOWN — More than 177 000 workers of all races took part in strikes and work stoppages last year and more than 1,2-million man-hours were lost, Manpower Minister Eli Louw said yesterday.

He said in reply to a question, which was tabled in the House of Assembly by Peter Gastrow (DP Durban Central), that 1 254 whites took part in the strikes and work stoppages involving a loss of 4 901 man-hours.

A further 20 502 coloured workers participated, involving a loss of 165 487 man-hours, 6 314 Asian workers involving 28 153 man-hours and 149 632 blacks involving 1 059 745 man-hours.

□ ADELE BALETA reports that more than 100 National Union of Metalworkers of SA (Numsa) members at Xerotech Ltd outlets in Johannesburg are on a legal strike over wages and working conditions. This was confirmed by Numsa and management yesterday.

The three-day-old strike follows the failure of mediation to resolve the dispute. *8/10/90*

About 80 workers yesterday travelled from the Isando outlet to the company's Auckland Park sales and services branch where they chanted and formed a picket.

They then went by bus to the copy service outlet in Braamfontein and then dispersed, Numsa and management spokesmen said.

Workers have demanded a 21,5% wage increase across the board while management has offered merit increases from between 13% to 15%. The current minimum wage is R850 a month.

A Numsa spokesman said workers have rejected management's claim it could not offer more money because of budget limits set by the holding company Fintech.



Xyratech dispute (152)

*50 members
9/13/90*
ABOUT 150 members of
the National Union of
Metalworkers of South
Africa this week downed
tools at the Xyratech plant
over a wage dispute.

Teachers continue with strike

MORE than 5 000 teachers in the Department of Education and Training's Johannesburg region yesterday resolved to continue their week-long strike in a bid to force the department to attend to their demands.

However, this decision is subject to change at another meeting, scheduled for Monday to hear a

By NKOPANE
MAKOBANE

report-back from a delegation of the National Education Union of South Africa (Neusa).

The delegation, led by Neusa national president Mr Curtis Nkondo, was to meet with the DET's director-general, Dr Bernard Louw, in Pretoria

yesterday afternoon but the meeting did not take place. (152)

Mr Fred Sikhakhane, secretary of the Soweto branch of Neusa, said other means would be devised this weekend to meet Dr Stoffel van der Merwe, the Minister of Education and Development Aid, so that the delegation can report

back on Monday.

Yesterday's emotionally charged meeting at the Regina Mundi Catholic Church in Moroka, Soweto, also resolved that teachers at adult education centres and special schools should join the strike.

The DET and regional

● To page 2

DET circulars anger teachers

● From page 1

chief director, Mr Peel Struwig, in particular, came under fire for issuing letters to teachers this week. *Sowetan 9/3/90*

Among other things, the letters reminded teachers of the mass resignation of teachers in 1977 which "led to untold misery and despair because of loss of pension, housing subsidies, leave,

study leave and a 13th cheque". (152)

The letter also warned teachers that their action was in contravention of Section 22 of the Education and Training Act.

The legal implication here was that they may be charged with misconduct, the letter said.

Mr Veli Mnyandu, an executive member of Neusa (Soweto branch), said they took strong exception to Struwig's threats.

He said teachers did not expect the DET to issue warnings, but to address their demands.

The meeting was told the protest action had been 95 percent successful, barring a few schools where principals had decided to continue with lessons.

Principals and heads of departments at these schools were reminded that they were also teachers.

Black teachers decide to go on with strike

By PHIL MOLEFE

MORE than 6 000 Johannesburg region teachers yesterday decided to continue with the "no-teaching-campaign" until the Department of Education and Training meets their demands.

This is the first time black teachers have gone on strike and some have warned that the action might spread nationwide.

Primary and high school teachers from Soweto and Alexandra packed the Regina Mundi Church hall in Soweto to reassess their week-long action of refusing to teach in protest to the DET's "intransigence" to their demands.

The meeting was a follow-up to the teachers' march to the DET offices in Braamfontein where they handed over a petition to regional director Piet Struwig.

The teachers are demanding a living wage, reinstatement of teachers who were dismissed or retrenched from their posts and the creation of comfortable conditions of employment in black schools.

Almost all the schools in Soweto were deserted at midday yesterday when thousands of teachers attended the meeting.

Meanwhile, the National Education Union of South Africa, which represents the teachers, met DET director-general Dr Bernhard Louw yesterday afternoon in an attempt to resolve the strike. *WMA 913-153190*

A spokesperson for Neusa Soweto branch said the teachers would be guided by the meeting between the delegation and Louw.

In another development, the DET has warned teachers, in letters that were sent out yesterday, that their action was viewed in a serious light and legal action could be taken against them in terms of section 22 of the Education and Training Act of 1979.

The teachers were enraged by the letters, which were dated March 7, and responded by singing "Nako e fihle ya hore o suthu Struwig" (the time has come that Struwig should give way).

National Education Crisis Committee member Ihron Rensburg said the teachers' action was in line with the call by the organisation for students to go back to school.

CNY-71475 9/3/90 (152) (152) (152)

Transvaal DET teachers march

PRETORIA. — About 1 800 striking Department of Education and Training teachers demanding salary increases held a protest march through central Pretoria yesterday.

DET officials confirmed that marchers arrived at the department's head office and regional offices, where they sang and danced. Marchers said they were demanding a pay increase of 70%.

The DET said in a statement that the teachers' strike left more than 100 000 pupils in the Pretoria area without teachers.

And in Soweto, about 20 000 teachers gathered in and around the Regina Mundi Church yesterday to review their strike action.

The teachers are calling for the reinstatement of retrenched colleagues, an end to the policy of freezing vacant posts and a "living wage". — Sapa

1a Murder and Robbery
Unit at ☎ 951-6665 (w) or
33-3459 after hours.

Art. 11.1 9/3/70
**Stayaway at
Kruger Park**

PRETORIA. — Black Parks Board employees at the Kruger Park's main camp, Skukuza, have staged a stayaway, apparently over wages, the park warden, Dr Salomon Joubert, said yesterday.

He said Dr U de V Pienaar, Chief Director of National Parks, would go to Skukuza for negotiations.

Services in Skukuza were continuing as usual, with housewives of the staff village assisting with bungalow, laundry and restaurant services, said Dr Joubert. — Sapa

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er-

018

IMMEDIATE action was needed to prevent South Africa from becoming an ungovernable society, whatever future government emerged, Media Council chairman Mr Jan Steyn said

CAT TIME 9/3/80
177 000 strikers last year (152)

MORE THAN 177 000 workers participated in strikes and work stoppages last year, the Minister of Manpower, Mr Eli Louw, said yesterday.

Strike: SATS
men in court

Cape Times 13/3/70
152
Court Reporter

SIX former South African Transport Services workers who allegedly attempted to throw two men off a train during a recent strike appeared briefly in the Cape Town Magistrate's Court yesterday on charges of attempted murder.

Messrs Oliphant Mpheqeka, 52, Mxolisi Ntila, 43, Bisinethi Nkandlalana, 29, Ngu-benkomo Bonase, 50, No-zitsolo Dudumayo, 40, and Bonakele Nqalathi, 39, all of Langa and Khayelitsha, were not asked to plead.

The case was postponed to March 22.

The six are out on bail of R100 each.

Handwritten notes:
SATS
13/3/70
152

Union wants wage hike backdated

Somehow
13/90

By MOKGADI PELA

1984

A row is brewing between the Chemical Workers Industrial Union and Elida Ponds following the latter's refusal to meet with the union over wages.

15/9

The union wants wage increases to be backdated to January for the 240 workers currently on strike.

18/9

According to Meshack Ravuku, of CWIU, despite mediation the company refused to backdate wages.

Boycott threat

CWIU has in the process solicited support from the International Trade Union Movement and threatened a boycott of Unilever products unless the company reopened negotiations with the union.

A spokesman for Unilever, Mr B R Dalberg, said yesterday that management had not refused to meet with the union and that discussions were currently under way.

13/90

Five more hospitals join Cape strike

LESLEY LAMBERT

152

CAPE TOWN — The Peninsula hospital strike continued at the weekend, with five more day hospitals reported to have joined the 16 striking hospitals and the Health Workers' Union (HWU) refusing to co-operate with a retired magistrate appointed by the Cape administrator to hear their demands.

An HWU spokesman said that day hospitals at Elsies River, Khayelitsha, Langa, Guguletu, Crossroads and Nolongile had joined the non-medical workers' strike, which enters its second week today. *5/10/70 12/3/70*

The parties appeared no closer to a resolution on Friday. The HWU spokesman said a representative workers' committee decided on Friday not to co-operate with retired magistrate Charles van Zyl, appointed by Cape Administrator to hear their demands. The decision had been made because they regarded the appointment of "an intermediary between themselves and government" as a delaying tactic.

Strike ends at Mondi's Richards Bay mill

ABOUT 300 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members returned to work at Mondi's Richards Bay pulp mill after their two-month-old wage strike was settled, Mondi and the union confirmed.

Ppwawu accepted the company's final offer of a 17% increase on the minimum wage. The company agreed to pay a weekly amount ranging from R4,97 to R8,29 for a year in lieu of the increase that would have been given to workers during the strike.

The parties said the four-week-old wage strike by between 145 and 150 Ppwawu members at Mondiply in Boksburg was continuing and a meeting was scheduled for this week.

There was no change at Mondi's

16/3/90
ADELE BALETA

Cape-based Stellenbosch sawmill where 270 employees have been on a wage strike since February 7. Mondi spokesman Brigid Hopkins said production had resumed at the mill.

The parties are deadlocked in a four-week-old wage dispute at Mondi's two paperwaste depots at Tulisa Park and Alrode where between 100 and 150 are striking. No meetings have been planned and Hopkins said production was unaffected at both depots.

Ppwawu general secretary Siphon Kubeke said more members had joined the wage strike at Sappi's Enstra mill bringing the strikers' total to 1 150.

He said it appeared as if manage-

ment was not interested in a settlement at the mill. Mediation held last week failed to end the five-week-old strike.

Kubeke said Ppwawu's revised proposals aimed at bringing management closer to a settlement of the strike by 1 200 workers at Sappi's Ngodwana mill in the eastern Transvaal resulted in management "creating more stumbling blocks".

He said Sappi had proposed a 70% minimum increase an hour on condition the offer was accepted by Monday.

The union was expecting an industrial court judgment today on a court interdict sought by Sappi Novobord management in Nelspruit to prevent continuation of the wage strike by about 146 Ppwawu members.

should be interpreted restrictively.

Certain previous decisions had viewed the matter from an individualistic perspective, concentrating on the role of common law contractual principles. The decision rejects this but still emphasises the common law angle. Le Roux believes this ignores the reality "that an overtime ban is a form of collective action in support of a demand (similar to a strike)."

The decision has led to the position, says Le Roux, where "it is now possible for employees to enter into a form of industrial action which, though it is similar to and has the same purpose as a strike, is completely legal. This is so even though the dispute-resolution procedures of the Labour Relations Act have not been complied with and even though the matter may already be regulated in a binding collective agreement between the parties."

Le Roux suggests that this undermines the purpose of Section 65 of the Act — that "collective action should be resorted to only after the dispute-resolution mechanisms of the Act have been exhausted." Failure to adhere to Section 65 renders action illegal, allowing an employer to approach the courts for an interdict prohibiting the action.

Le Roux suggests that some of the reasons put forward by the Appellate Division are not that persuasive. Thus the scenario that employees would be forced to work against their will is unlikely. Any court order would "only prevent a refusal to work overtime where it is collective in nature and where it is in support of a demand." Such an order would last only until the statutory dispute-resolution procedures had been exhausted, whereupon the overtime ban would become legal. At no stage would individuals who did not wish to work be forced to do so.

Le Roux says two factors reduce the scope for uncertainty: only overtime bans of a collective nature are relevant, and these will be resorted to only in situations where overtime is usually worked (otherwise they don't offer any leverage).

LABOUR LAW — 2 FIM 16/3/90

A question of time

Does an overtime ban, where there is no contractual duty to work after hours, constitute a strike? In a case between SA Breweries and the Food & Allied Workers' Union the Appellate Division recently said no (*Currents*, October 6 1989) but an article by Unisa's Prof P A K le Roux, in Juta's *Current Labour Law Workbook*, suggests the decision "does not reflect the reality of everyday industrial relations."

The reasons for the decision were:

- The vagueness which could be imported into the definition of a strike and the ensuing uncertainty if the word "work" was interpreted to include work normally done,
- The fact that such an interpretation could lead to an infringement of the employee's common law rights not to be compelled to work overtime;
- The idea that the right to withhold labour is an important tool in the bargaining process; and
- The principle that a penal provision

that the courts have "consistently held that actions which are otherwise legal in terms of common law or statutory provisions may nevertheless constitute an unfair labour practice".

He hopes the court will continue to apply this rule "and to find that overtime bans can constitute an unfair labour practice in situations where it is unfairly utilised, for example, where it is resorted to prior to the exhaustion of collective bargaining or where the demand being made is already regulated in a binding collective agreement."



Unisa's Le Roux ... another view on overtime bans

On the question of a restrictive interpretation of a penal provision, Le Roux says this should not apply when it would lead to the whole purpose of Section 65 being undermined. He adds that this case indicates the problem with "making criminal offences the primary method of enforcing the prohibition against strikes." He advocates some form of civil sanction instead.

Le Roux believes industrial relations will be best served if the use of overtime bans, as economic weapons, is regulated through the practice mechanism. He notes

Minister, unions strike deal to seek labour changes

A COSAFU/Nactu delegation won a commitment from Manpower Minister Eih Louw yesterday that he would try during this session to push through Parliament amendments to the Labour Relations Act based on the agreement devised jointly by the unions and employer federation Saccocola.

The historic "fruitful" meeting was the first between the present generation of black unions and a Manpower Minister.

Manpower Department sources at the meeting, which lasted for four hours — twice as long as scheduled — said there had been some tough talking, but in the end it was "all smiles".

The issuing of a joint Press release ap-

ALAN FINE

peared to testify to the positive outcome of the meeting — unions normally resist issuing joint statements, even with the employers they deal with regularly.

The parties agreed the draft agreement negotiated between the unions and Saccocola should be submitted to Louw as soon as possible. He would then refer the agreement to the National Manpower Commission for its urgent attention.

Once the NMC — many of whose members are also Saccocola members — made proposals, the Minister would give this priority attention and endeavour to put it through Parliament in the current session.

The joint statement said the parties committed themselves "to reaching the broadest possible consensus and consultation on future labour legislation".

Sources said this meant legislative changes would also require substantial support by groupings outside Cosatu, Nactu and Saccocola.

Louw also agreed to assist Cosatu/Nactu efforts regarding public sector and agricultural labour. He was prepared to facilitate a meeting between the unions and the Minister responsible for public-sector employment for discussions on the application of labour legislation to the public service.

He would also convey to the SA Agricul-

tural Union the unions' request for an urgent meeting to discuss legislation covering farm workers.

Louw and the union delegation also exchanged preliminary views on issues relating to privatisation, deregulation, inflation and workplace violence.

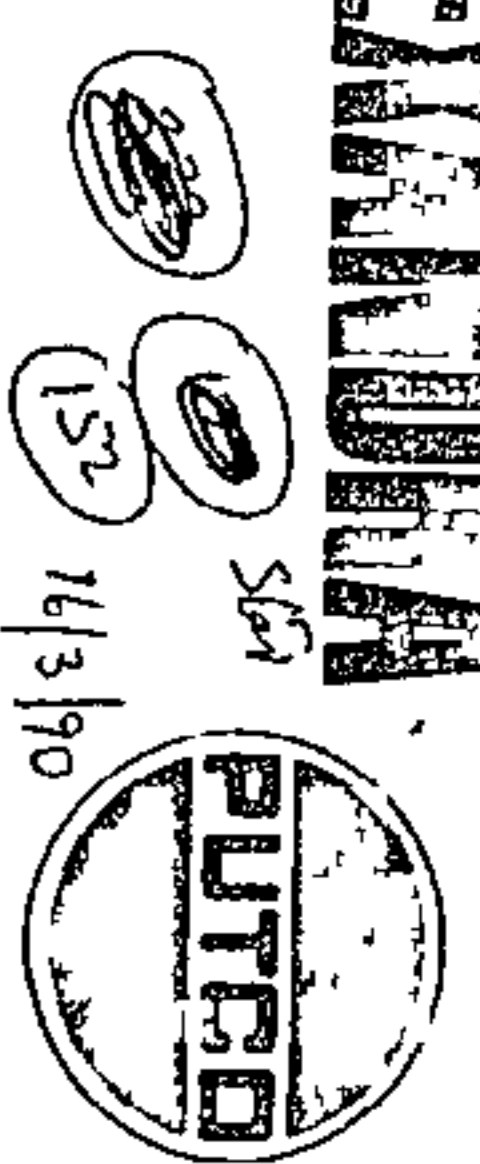
He further agreed to convey to the appropriate authorities union proposals for direct negotiations between those authorities and the unions concerned in the hospital and prisons disputes.

Further meetings would be held between the unions and the Minister.

It was agreed Saccocola should join them for discussions on the proposed labour amendments.



COMMUNICATION TO THE COMMUNITY OF ALEXANDRA FROM THE PUTCO HEAD OFFICE DIRECTORATE



1. At 12h00 on Thursday 8 March 1990 dismissal notices were handed to **STRIKING** workers at Wynberg, Alexandra. Because of the immense inconvenience the **STRIKE** had caused to many bus commuters on the Reef, more particularly to the Alexandra commuters, the management of Putco believes that the Company should provide the **FACTS** surrounding the strike to all its commuters. The **STRIKE** arose from certain grievances, tabled by the workforce against the Divisional Manager at Wynberg, followed by a demand for his immediate removal from that Division.
2. Prior to commencing their **STRIKE ACTION** the workforce were offered, and they accepted, a comprehensive investigation into all their grievances; they were also satisfied with the senior manager who was nominated to investigate these grievances.
3. The workforce did not accept the findings of the investigator and, following protracted negotiations during which senior managers from the Company's Head Office offered outside arbitration as a reasonable solution to the impasse, the workforce also rejected that proposal and they then embarked on a **STRIKE**. The management of the Company is of the opinion that this extreme action was premature and unnecessary because if an arbitrator, appointed by **BOTH PARTIES**, should have found the Divisional Manager substantially guilty of mismanaging the workforce, the Company would not have hesitated to order his removal from the Division.
4. A fundamental principle is embodied in the doctrines of equity and fairness which is that no individual should be treated as if he was guilty **BEFORE PROVEN** guilty.
5. The workforce continued to **STRIKE** and, in a final effort to break the impasse, the Managing Director of Putco personally met with the Trade Union and Workers Representatives. He said that he had the power to remove the Divisional Manager and indicated that he would do so **PROVIDED** that the Divisional Manager's guilt is **PROVEN**. He pointed out that a continuation of the strike was not benefiting (a) commuters (b) the workforce nor (c) the Company. He also suggested that the workforce return to work and that an outside arbitrator be appointed, acceptable to both parties. Again this **REASONABLE** course of action was rejected with the comment that the strike would continue until the Divisional Manager was removed. The Managing Director responded that he had no facts to prove the Divisional Manager's guilt and therefore refused to remove him. He said that he was extremely disappointed with the attitude of the Trade Union and Workers Representatives, who were substituting **REASONABLENESS** with **FORCE**.
6. Shortly after that meeting, the Divisional Manager informed the Putco management at Head Office that he had decided not to return to the Division. Since this **UNILATERAL** decision was seen as another opportunity to break the **STRIKE**, the decision was immediately communicated to the workforce, via their leaders.
7. The workforce now demanded that they be paid for the period while they were on strike. The Company **WILL NOT** under any circumstances agree to this for the following reasons:
 - ★ The workforce brought the loss of pay upon themselves when deciding to **STRIKE** instead of following the contractual grievance procedure,
 - ★ The Company has already sustained substantial losses as a result of the **STRIKE**;
 - ★ The Company did everything in its power to investigate the grievances and, when the enquiry was rejected, it offered outside arbitration as a means of discovering the substance of these grievances;
 - ★ The community suffered, not because the Company did not want to operate its scheduled services but because the workforce took the law into their own hands;
 - ★ The payment of wages during a **STRIKE** constitutes an **UNACCEPTABLE PRINCIPLE** in industrial relations; once this principle is established **STRIKES** will become the only means of settling industrial disputes, since all the stakeholders in and around the **STRIKE** will suffer except those who are **RESPONSIBLE**.
8. The management of Putco wants to re-instate the service as quickly as possible but refuses to re-employ the dismissed workforce **UNCONDITIONALLY**. It is suggested that the community persuades the workforce, who were dismissed at their own request, to re-apply for employment. The Company will be reasonable with its terms of re-engagement but **WILL NOT** move away from the established principle of "**NO WORK, NO PAY**".

UP INQ 'UONEL

UCT registrars' threat to quit

W/L ARGUS 17/3/90
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ALMOST half the overworked registrars at the University of Cape Town's teaching hospitals have threatened to resign, with about a third of these threatening to emigrate, according to this week's issue of the South African Medical Journal.

In an editorial, Professor S Benatar, Head of the Department of Medicine at Groote Schuur Hospital, discusses the results of a recent survey on service conditions and teaching programmes for registrars in training at the university's training hospitals.

"There was widespread dissatisfaction. This is disquietening news indeed, in one of the most prominent teaching hospitals in the country.

"A major problem was with working hours. The average working week being 66 hours and the average day 9,8 hours.

"To put this in more practical terms, the average registrar might have worked on patient care from about 7.30 am to 5.30 pm every weekday, had a continuous night of 14 hours on emergency call when he had 3,6 hours sleep, and visited the hospital twice for 1½ hours over the weekend. He would have spent a further 18 hours on call from home. He frequently performed a full day's work after a night on call."

CM 7/15/63/90
Mondi strikers return

ABOUT 300 Paper Printing Wood and Allied Workers' Union (Ppwawu) members returned to work at Mondi's Richards Bay pulp mill when their two-month wage strike was settled after mediation, management and the union confirmed.

Hospital strike spreads

GILL TURNBULL and SAPA

Minister urged to help prevent more violence

CAPE TOWN — As the hospital strike reached crisis levels yesterday, urgent appeals have been made to Minister of Health Dr Rina Venter to meet aggrieved hospital workers.

Armed reports of increasing intimidation and violence against nursing staff, and vandalism to hospital property, Dr Venter flew to Pretoria a spokesman said she would not return to her office until Monday.

The Democratic Party has called on Dr Venter to return to Cape Town immediately to deal with the crisis.

The South African Nursing Association made an urgent appeal yesterday to health authorities to resolve a crippling strike.

The call for official intervention in the crisis was made by the president of the Sana, Miss OH Muller, and the organisation's central board after a meeting in Pretoria.

Sana was deeply concerned about the deteriorating circumstances under which nursing personnel were having to function because of the strikes.

Security was yesterday stepped up at Groote Schuur. Walkie-talkie-bearing security guards patrolled the grounds and building.

Hundreds of workers who have been on strike for 10 days demanding more pay and improved working conditions, yesterday streamed to the Nico Malan Hall where they have held meetings since the strike started.



PICKET Tygerberg workers, on strike for 10 days, yesterday held a protest outside the hospital.

Talks aimed at solution

CAPE TOWN — Representatives of the Cape Provincial Administration, the Office of the Commissioner for Administration and the Health Workers' Union met late yesterday following the reported strikers rampage through Groote Schuur Hospital on Thursday.

A brief statement issued by Cape Administrator Kobus Meiring late last night said issues of mutual concern were discussed. He said a decision had not yet been reached, but a further meeting was planned for Monday.

"The parties involved will then continue to seek a solution to the conflict," Mr Meiring said. — Sapa.

blocking of ablution facilities.

Those who are determined to continue work and refuse to take part in the strike are being subjected to physical threats." Mr Meiring said that at

Groote Schuur Hospital patient care was down to 30 percent of normal. Heart and kidney transplants had been cancelled "for the time being". He appealed to strikers to return "if they have the welfare of pa-

tients at heart".

DP spokesman on medical matters Mr Mike Ellis said his investigations confirmed reports of violence and intimidation and he called on strikers not to damage their communities.

"We support their grievances, but essential services must be kept running," Mr Ellis said.

Nurses were injured and hospital property was damaged at Groote Schuur Hospital during a demonstration against strike breakers yesterday. Nurses and doctors have said that they fear for their personal safety.

A nurse reported to work with a black eye after being punched at the gates of Groote



BACK ON THE JOB Former nursing home matron Mrs Anne Parrott (left) and volunteer Mrs Jean Carlsen help out in the Tygerberg Hospital kitchen.

Schuur Hospital yesterday support the strike.

Somerset is in chaos. Patient files are being destroyed, they are being taken in the passages." A Health Workers' Union official said the set Hospital and she and strike committee would other nurses were being meet Groote Schuur, and threatened by strikers real superintendent Dr who demanded that they Jocelyn Kane-Berman

about damage to the hospital and injuries to staff. Officials of the Health Workers' Union have denied a Health Ministry claim that no direct approach had been made to Dr Rina Venter for an audience.

the Red Cross Children's Hospital in Rondebosch have joined the Cape Peninsula hospital strike, a spokesperson for the workers said yesterday. Members of the Transport and General Workers' Union pledged their support for the strikers yesterday.

...and the medical profession protesting vigorously and successfully

Who must suffer and how much?

SOCIETY finds itself challenged by the demands and actions of hospital and health workers. What are the issues and what are the effects? Can they be resolved and how?

These are some of the questions which arise out of the current chaos of the health care services in the Cape.

Firstly, it is important to recognize that hospital management and the health care professionals acknowledge the legitimacy of many of the grievances of the workers

In particular there is support for the claim that the low wages are insufficient reward for the work done and in many instances cannot sustain even a bare existence

Exploitation

Secondly, the health workers are perhaps the most vulnerable in the hospital services. Through chance or lack of opportunity they find themselves in posts where the tasks may be important but the skills are usually readily acquired by new, inexperienced personnel. In such circumstances there

is a potential danger of exploitation, which indeed is claimed by the workers. It is for this reason that their demands include inter alia "permanent status for general assistants" and "recognition of the Health Workers Union"

Thirdly, the workers perceive that previous demands have gone unheeded and argue that they therefore have been driven unwillingly into strike action

One of the objectives of all strikes is to hurt and this one is no exception. How else, they reason, will society appreciate their predicament when previously it appeared immune to their pleas?

Herein lies the danger to the health care services which are fragile and readily susceptible to disruption. How much suffering must there be and who must suffer before sufficient

notice is taken?

The leaders of the workers initially stated their intentions of simply withdrawing the services of their constituents, except for the provision of emergency services. But again, who is to determine what constitutes a true emergency and what about the essential services such as provision of food, the packing and sterilisation of operating theatre materials?

Poor worst affected

When it became apparent that services could continue to an extent without the workers, it appears that many, with and without external assistance, started taking matters into their own hands.

Intimidation and physical violence resulted in many services being closed. Herein lies perhaps the greatest tragedy of all

The closure of services such

as the midwife obstetric units, the inability to treat children dying from dehydration as a result of diarrhoea and the inability to deal with many serious medical and surgical emergencies, affects the very 80 percent of the population who cannot pay for alternate health care services in the private sector.

Doctors' dilemma

The dilemma facing health care professionals such as nurses and doctors is the tight-rope which they have to walk between supporting genuine grievances of workers and actions which harm their patients

In this their duty is clear. The Declaration of Geneva, which is the modern equivalent of the Hippocratic Oath and which doctors subscribe to upon graduating, states unambiguously "the health of my patient will be my first consideration".

When police action hampered the activities of doctors and students in rendering assistance to those in need during the political disturbances last

year, the medical profession protested vigorously and successfully

When presently denied access by mob intervention, the profession again unequivocally states its opposition to such action as reflected in the statement from the Board of the Faculty of Medicine of the University of Cape Town which "condemns all forms of intimidation and attempts to hamper those who are committed to caring for patients"

Public sympathy

Should conditions deteriorate further, it seems likely the effects of worker frustration will lose public sympathy and that the ability of the authorities to respond will be further limited

Good health care services are vital to the people and an important asset of our country. Every effort should be made to preserve and to improve them. Their destruction is unthinkable. Negotiating parties therefore should urgently meet in order to implement acceptable solutions for the good of our patients and the people of our country

WM 1613-22/3/90

RONALD MBANA is 33 years old. He has a wife, an eight-year-old child and supports his elderly parents.

He works as a cleaner in the public lavatories at Cape Town's Grootte Schuur Hospital, where he has been employed for three years.

His take-home pay is R400 a month. Most of it — R287, to be exact — goes on a loan repayment for the home he bought in Khayelitsha.

There is little left for food, the education of his child and other expenses, despite the contribution of his wife's wages as a domestic worker.

"When you get paid, the first thing you have to do is get a loan. So you end up living on loans and getting threatening phone calls from where you bought your clothes, your furniture," Mbana told the *Weekly Mail*.

"How you survive is to pay one this month and hope the other will wait to get paid the next month. But there is never enough money."

For Mbana, to strike was the only opportunity he saw of getting an improvement to his salary and working conditions.

"I could see the only way out was collective action. Everyone had the same problem, but the way things were structured meant each person had to approach with their problems individually. It was frustrating, you didn't get anywhere," he said.

Mbana is one of about 6 000 non-professional hospital workers whose strike in support of better working conditions and more pay has plunged some 25 Cape provincial hospitals, day hospitals and related service institutions into a crisis.

Wards have been closed and mortuaries placed on non-emergency surgery. Hundreds of volunteers and off-duty staff have been called in to fill for striking workers, most of whom are cleaners, porters, domestic workers, catering staff and clerks, and for whom the minimum monthly starting wage is R260 and the average monthly salary between R300 and R400.

Some hospitals are faring better than others, as Cape Administrator Kobus Meiring discovered this week

Behind the strike that plunged 25 hospitals into chaos

GAYE DAVIS reports on the hospital workers who went on strike

at the Khayelitsha Day Hospital, one of 10 hospitals he visited, he found blood-smeared floors, walls and overflowing refuse baskets. Fears of retribution were given as the reason for volunteers failing to come forward, and the refusal of nursing staff to step into the breach.

Represented by the Health Workers' Union, a non-aligned union which has organised workers at Cape hospitals and health centres since 1985, but is not yet recognised, the workers are holding out for face-to-face talks between their union and Minister of Health Dr Rina Venter and Minister of Public Administration Wim de Villiers.

They have rejected presenting their grievances to retired Chief Magistrate Charles van Zyl, appointed last week by the Cape Provincial Administration in a bid to defuse the crisis, saying they were weary of dealing with "messengers" when the government was already aware of their demands.

The workers want a "living wage" of R1 500 a month, six months' paid maternity leave, a 40-hour week, recognition of their union and permanent status.

According to union officials, most of the workers are classified temporary staff, meaning they face dismissal

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sal on 24-hours notice and reduced pension benefits, although many boast long service records.

The demands are almost identical to those listed in November 1988 when workers at three large Cape hospitals downed tools for a day, resuming work on being promised an investigation into their grievances.

"Nothing ever came of the investigation," a union official said.

He said union membership before the strike started was around 4 000. He claimed that since the strike, it had soared as workers threw their weight behind the strike. This week the strike spread to the Vredenburg Hospital on the Cape West Coast and workers at a central laundry depot serving hospitals also stopped work.

That the workers have a case is underscored by Grootte Schuur Hospital medical superintendent Dr Jocelyn Kane-Berman's comment that the minimum wage was "completely inadequate." She felt workers' other demands were justified, and that they had been "very patient".

Medical students at Grootte Schuur have also demonstrated in support of the workers' demands.

But as the strike drags on and hospital services face collapse, claims and counter-claims of intimidation are mounting.

The dean of the University of Cape Town's faculty of medicine, Professor JP van Niekerk, this week accused workers of failing to honour their side of an agreement to maintain emergency services and claimed they were intimidating workers who wanted to return to work.

Workers in turn accused hospital authorities of encouraging scab labour by paying higher-than-usual wages and taking advantage of the workers' agreement to continue emergency services.

"We don't want our concession abused," said one. "We give them people and then find they are used for cleaning."

The situation reflects the overall crisis in South Africa's under-funded health services and the fiscal implications of having 14 separate health departments.

Disillusioned nurses, many highly trained, are leaving the profession. Specialist units and wards have been closed because they cannot be adequately staffed.

Despite threats that their failure to return to work could result in dismissal and the loss of a month's wages, the workers are committed to continue for as long as they can.

Said Mbana: "To resolve the issue they (the government) must meet some of the demands."

"The strike will go on until the government decides to talk in language which the workers respect," he said.

Strikers accused of 'sabotage'

By CLAUDIA KING

SENIOR personnel at the University of Cape Town yesterday expressed grave concern for the welfare of patients at the city's strike-torn hospitals and urged the strikers to enter into negotiations with authorities.

The dean of the faculty of medicine, Professor J P van Niekerk, accused workers of failing to maintain the emergency services they had undertaken to and of intimidating workers who wished to return to work.

"Striking workers are also sabotaging work within the hospital — soup is being thrown in lifts and down toilets and drains to block them," he said in an interview yesterday.

He said he had received desperate calls from hospital superintendents requesting assistance from the students.

A spokesman for the Health Workers' Union said last night that "undisciplined behaviour of that sort goes against union policy" and that the matter would be thoroughly investigated.

Deputy dean Prof R P Colburn told the Cape Times that the strike was seriously affecting the well-being of the patients and said Groote Schuur was "a splattered white elephant".

When the strike first began, people waiting for the results of tests would have been regarded as emergencies but this was no longer so.

apt 7:15 5/3/90

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Medical students took part in a lunch-time demonstration in support of the striking workers yesterday.

Under the auspices of the Medical Faculty Students' Council, about 100 placard-bearing students marched from the medical school to De Waal Drive where they were joined by several hundred of the striking workers.

The demonstration marked a decision by the students to help render emergency services in the hospital "while still fully supporting the workers' demands".

The Health Workers' Union confirmed yesterday that they had sent an urgent letter to Administrator Mr Kobus Meiring, Minister of Health and Population Development Dr Rina Venter and Minister of Administration and Economic Co-ordination Dr Wim de Villiers asking that

At a meeting of the board of the faculty of medicine on Tuesday night, it was decided that although the board acknowledged the validity of the strikers' grievances there was an urgent need for both



SUPPORT FOR STRIKERS... UCT medical students yesterday staged a demonstration in support of the striking hospital workers, but said they would be helping with emergency services at Groote Schuur.

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The dean of the faculty of medicine, Professor J P van Niekerk.

Afternoon and in turn submitted to Mr Wim de Villiers.

To date, more than 5500 workers in at least 14 provincial hospitals have joined the strike, which began 10 days ago.

According to the administrator's office, the first interim report on representations made to Mr Van Zyl was received by Mr Meiring yesterday

The workers have repeatedly refused to meet Mr Charles van Zyl, appointed by the province to hear grievances, saying that previous "messengers" had failed to convey their problems to the correct authorities and vowed to continue the strike until the relevant ministers came forward.

It is in the state's hands to end the strike yet their delaying tactics are making the workers impatient and militant.

NEW Bid to End S. Strike More talks to break hospital deadlock

Cape
T. H. 17/3/90
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By ANTHONY JOHNSON
Political Correspondent

A NEW bid to end the Peninsula hospital strike will be made on Monday.

Yesterday the strikers and government officials met for six hours of "highly sensitive" negotiations. Another meeting will be held on Monday.

In a statement after yesterday's meeting, a spokesman for the Administrator, Mr Kobus Mearing, said representatives of Mr Mearing, officials representing the Minister for Public Administration, Dr Wim de Villiers, and the Health Workers' Union had met to discuss "issues of mutual concern".

"A decision has not been reached yet. A further meeting is planned for Monday when all parties involved will continue to seek a solution to the present conflict."

During the meeting a source close to the talks told the Cape Times that there was a "serious effort to get the ball rolling to end the crisis" and that "negotiations were delicately balanced".

Government sources were confident that the ongoing stand-off would be resolved, the source said. In further developments yesterday

● The South African Nursing Association (Sana) made an urgent appeal to authorities to resolve the strike.

Political Staff

THE first direct talks between government and ANC delegations are to take place in Cape Town on April 11 — and the ANC will be free to include anyone it likes in its delegation.

The meeting was announced simultaneously yesterday in a statement by State President Mr F W de Klerk in Cape Town and at the ANC's exile headquarters in Lusaka, Sapa-Reuter reported.

ANC secretary-general Mr Alfred Nzo said he would head the movement's delegation. He did not name the other members.

At a press conference held after his statement was released, Mr De Klerk was asked whether the ANC would be free to include anyone in its delegation.

He replied: "We are not prescribing to other organisations how their delegations must be compiled and constituted."

This means that the ANC will be able to include people like the general secretary of the South African Communist Party, Mr Joe Slovo, who is also a member of the ANC's national executive, and Mr Chris Hani, the commander of the ANC's armed wing, Umkhonto w' Sizwe.

Date set for FW to meet the ANC

Cape T. H. 17/3/90

11/4 the ANC

he had seen various lists of what could be discussed at the meeting, and while he agreed some of items should be discussed, others should be the subject of negotiations

For instance, it was reasonable that the question of

He also reiterated that the test for the lifting of the state of emergency would be the security situation in the country and was not a matter for negotiation. "It is not a card we are keeping up our sleeves to play in the negotiating process."

He hoped that government actions and the influence of the total leadership in South Africa, including the ANC, would make it possible to end the state of emergency. The state of emergency was not aimed at any organisation and was the same for the National Party, the ANC and any other organisation.

Mr De Klerk added that he hoped that these initiatives would make it possible to achieve a practical solution.

Mr Mandela, 71-year-old ANC deputy president, told Swedish radio in Stockholm, where he has been visiting ailing ANC president Mr Oliver Tambo, that future negotiations would depend on the outcome of the initial talks.

"Our strategy is going to be that the very first meeting between the ANC and the government must produce a result if we are going to continue talking," he said. Yesterday

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More talks

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In further developments yesterday

● The South African Nursing Association (Sana) made an urgent appeal to authorities to resolve the strike.

Sana said it was "deeply concerned about the deteriorating circumstances under which nursing personnel were having to function" and the "stress being placed on nurses by the additional workload".

● Members of the Transport and General Workers' Union (TGWU) threw in their lot with the strikers after a meeting at UCT.

Banners

Workers of both unions marched from UCT to Groote Schuur to continue a picket of the hospital. Traffic along the N2 freeway was stopped as union members displayed banners and called out slogans to motorists.

A government source said one option that was being considered by authorities was to fire the strikers without pay and bar them from re-employment at hospitals.

The Conservative Party yesterday demanded this step while the Democratic Party and the Health Workers' Union urged the Minister of Health, Dr Rina Venter, to intervene.

However, Dr Venter has declined to take a direct hand in the crisis and was in Pretoria yesterday.

A spokesman for Dr Venter said a meeting would be held soon between Dr Venter and the Public Servants' League.

The League, with nearly 47 000 members, yesterday threatened a nationwide strike at government institutions if its demand for a meeting with President F W de Klerk and other ministers on the hospital strike were not met by the end of next week.

A source said the government saw the strike at Cape Town hospitals as a Cape issue which provincial authorities must solve.

However, the DP health spokesman, Mr Mike Ellis, said it was essential that Dr Venter met strike leaders "to discuss very real grievances" and prevent the "possible collapse of a number of hospitals and our health services in general".

The MP for Groote Schuur, Ms Dene Smuts, appealed to all parties involved in the dispute to meet urgently to resolve their differences.

● All pitch in at Groote Schuur — Page 2

Hospitals 'critical' as over 2 500 strike

W/E ARGUS 17/3/90

By JANIS FRASER
Weekend Argus Reporter

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THE Cape's provincial hospitals are in a critical state today as the militant 16-day health workers' strike tightens its hold

At Groote Schuur Hospital

■ More than half the 1 489 beds were empty early today,

■ Kitchens were closed last night for the first time and supper and breakfast were being served together;

■ Seven midwife obstetric units run by the hospital in black and coloured areas were closed for the first time in their history,

■ A source within the hospital said there was a question mark hanging over the hospital's maternity wards and intimated they might be closed in line with the closure of maternity wards in Peninsula day hospitals, and

■ Heart and kidney transplants have been suspended and operations on tumour patients are being rescheduled.

Twenty-five hospitals are affected by the strike, with 1 500 workers out at Groote Schuur Hospital, 650 at Tygerberg, 270 at Somerset and 230 at Conradie, according to a provincial administration spokesman

The strike is continuing despite a meeting yesterday between representatives of the provincial administration, the office of the Commission for Administration and the Health Workers' Union (HWU)

At the six-hour meeting it was agreed they would meet again on Monday, according to the Administrator of the Cape, Mr Kobus Meiring

Volunteers

In a new move of solidarity yesterday, members of the Transport and General Workers Union (TGWU) pledged support after a meeting at the University of Cape Town

At Tygerberg Hospital 200 troops from the First Cape Corps Battalion and volunteers, most of them from Ned Geref Kerk womens' organisations, are doing the washing, preparing food and helping in the wards. At Groote Schuur, volunteers and nurses are helping the few non-strikers to keep services limping along

There have been reports of intimidation and violence from several hospitals. Strike leaders pledged yesterday to check the aggression after a mob of strikers smashed kitchen doors to reach and assault non-strikers.

The strikers are calling for a R1 500 minimum wage, maternity leave, permanent status for all workers, a 40-hour week, recognition of the Health Workers' Union and an end to privatisation

They say the lowest grade of general assistant earns only R267 a month. Some workers, who have been in temporary posts for more than 20 years but have no prospect of a pension, earn about R400 a month

Medical superintendent Dr Robin Pelteret said ☎ 404-3178 was being answered between 7am and 10am each day to take details of volunteers.

■ See page 4

Prisons strikers fear gassed

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Rockman warns of countrywide solidarity action

MONTSHIWA MOROKE and SAPA

At least one warder was arrested, four were dismissed and many of the 262 Johannesburg Prison warders who were suspended after going on strike were tear-gassed outside the Johannesburg Prison yesterday.

The detained man is Sergeant Thokoza Mado, who was however later released after being charged with crimen injuria, resisting arrested, reckless and negligent driving

The names of those dismissed were not available last night, but it is believed they have lost their accommodation at the prison quarters

Prisons Civil Rights Union (Popcru) leader, Lieutenant Gregory Rockman warned yesterday that prison strikes would flare across the country if warders' demands were not met

Immediate reinstatement

Suspended Johannesburg Prison warders will not comply with their conditions of suspension and SAP members of Popcru will also join the action, he said.

Speaking at a conference hosted by the Post and Telecommunication Workers Association, Lieutenant Rockman said a letter had been sent on Tuesday to Minister of Law and Order Mr Adriaan Vlok, and Minister of Justice Mr Koble Coetsee, calling for the immediate reinstatement of suspended warders



CELEBRITY Lieutenant Gregory Rockman attended a meeting of striking Diepkloof prison warders in Johannesburg yesterday. ● Photograph: Alf Kumalo.

"If a settlement has not been met by the weekend, the Government must accept the consequences which will follow," said Lieutenant Rockman

There are 262 warders on suspension from Johannesburg prison and 14 at Polismoor

Popcru is demanding a 100 percent increase in warders' wages, medical aid for the families of black warders, an increase in housing subsidies and recognition of the union

Repeated petitions calling for an improvement of the black warders lot had been sent to the authorities, to no avail, according to Popcru

It said married black female warders were compelled — unlike their white counterparts — to do night duty, sports facilities at the Johannesburg prison were closed to blacks and there was no parity in accommodation

Yesterday, the New Nation newspaper, quoting unidentified striking prison warders, said white warders

frequently assaulted black prisoners at the complex

It said a prisoner died two years ago after an assault and another lost his sight in one eye in similar circumstances The prison authorities had said the prisoner had died after falling down a staircase, the newspaper said

Night duty at the prison was exclusively performed by black warders, it said

"Apart from is worse inside than outside prison," the newspaper quoted a warder as saying

Reacting to the report, the Prisons Service said in a statement "The problem with regard to accommodation is receiving the necessary attention"

However, it charged the report was "interpersed with inaccuracies, unsubstantiated statements and generalisations"

The Prisons Service denied that only blacks performed night duty, refuted a claim that two black warders were assaulted by a white colleague and the

allegation that prisoners were assaulted "merely because they are black"

"The suggestion that a prisoner who fell down a stairway was actually murdered, is devoid of all truth," it said "The case was heard in the Supreme Court and it was found that nobody could be held responsible for the death"

The case of a prisoner who had lost his eyesight after being assaulted was presently being heard in court

The Johannesburg Prison warders who went on strike were suspended by Brigadier M C Louw, commanding officer, with effect from yesterday "until further notice pending an inquiry into your fitness to remain in the service of the Prison Service or retain your rank or seniority in rank"

According to Brigadier Louw the warders would not be entitled to any salary, wages, allowance, privilege or benefit to which they would otherwise have

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Striking teachers are not tempted by boost in Budget

By DAVID JACKSON and ALAN DUGGAN

THE strike by black teachers remained deadlocked this weekend as they vowed to stay out until their demands were met.

Some 6 000 Soweto and Alexandra teachers this week reversed their earlier decision to return to their blackboards. And the R150-million Budget sweetener from Finance Minister Bar-end du Plessis has not swayed them.

The Department of Education and Training said yesterday it would respond to teachers' demands on Wednesday.

General secretary of the National Education Coordinating Committee Mr Ihron Rensburg said that if teachers were to go back without having realised their short-term demands, "the whole strike action would have been worthless".

These demands include improvement in conditions of service, which takes in demands for salary hikes and



KEN ANDREW

a reduction of the teachers' workload, reduction of the overcrowding problem through provision of more classrooms and teachers, and a promise that the Department of Education and Training would stop "the arbitrary transfer of teachers and arbitrary retrenchment without consultation".

In the long term, the teachers want nothing less than the dismantling of "apartheid education".

It is the biggest show of black teacher muscle in three decades.

But the NECC's Mr Rensburg said the strike was "not overtly politically inspired".

For the first time in 30 years teachers feel they have room to put pressure on the DET to meet some of their demands," he said.

DET regional director Peet Struwig told the Sunday Times: "I met them (the teachers) on February 23 and I've left the door open to them to discuss whatever they want. I extended an invitation to talk but so far they haven't come back to me."

Bizarre

Democratic Party spokesman on black education Mr Ken Andrew said decades of neglect had left South Africa's black education system at the point where only a concerted effort could restore its credibility among pupils and the community.

"The first hurdle is the credibility gap. And, if you've relegated people to a second-class education for generations, you cannot expect to regain their trust overnight — especially not with small concessions."

Mr Andrew said that in the meantime, the Government should provide "crisis funding" and a coherent plan for resolving the situation.

In his Budget speech this week, Mr Du Plessis announced a R150-million allocation to eradicate the backlog in black schools, and R205-million to the DET vote for capital projects.

But the long haul is only beginning. And teachers want the crisis to be tackled on an emergency footing.

Figures for the 1988-89 financial year show the Government spent R3 082 on educating each white child and R765 for each black child.

Positive

Black educationists, embittered by many years of official stonewalling, cite the bizarre anomaly of massively overcrowded black schools and white schools that have to shut down because they are nearly empty.

Education Minister Dr Stoffel van der Merwe said on TV this week that overcrowding and insufficient facilities in black schools had created a potentially "explosive" situation.

"I think if white teachers had to work under the conditions under which many black teachers work, there would have been an outcry."

However, he said the Government had adopted a "very positive" attitude to black education and was trying to catch up with the "historical backlog".

And the Minister of Education and Culture, Mr Piet Clase, recently announced a policy review that could see white government schools being opened to all.

But there was a proviso they could admit black pupils only with the blessings of their parents' organisations — which, according to disgruntled headmasters, have not been forthcoming.



Thousands of Rand Water Board workers took to the streets of Johannesburg on Friday in solidarity with colleagues fired last year. *clippers 18/3/90* ■ Pic: ANDRIES MCINEKA

Water Board workers stage protest

By **BONGANI HLATSHWAYO**

MORE than 2 330 workers from the Rand Water Board toyi-toyed in the streets of Johannesburg and at Faraday Station on Friday in solidarity with 370 fired workers.

The 370 workers, who were stationed at Suikerbos, were fired in November last year and had gone

to the Industrial Court to hear their fate, but the case was postponed until July 7.

They are members of the Municipal, State, Farm and Allied Workers Union from Vereeniging, Swaartkoppies, Village Mam and Suikerbos

The workers left Vereeniging on Friday morning in five bus loads, but only three made it to Jo-

hannesburg. Two buses were turned back by police on the highway near Diepkloof, according to union general secretary Phillip Masia

"A Sgt Selfontein from the Diepkloof Riot Unit told us people from Vereeniging needed permits when coming to Johannesburg. We are still going to take it up with

them," he said

He said they had given management an ultimatum to reinstate the workers before March 5 or face strike action

"Workers have now resolved to stage a sit-in until their fellow workers are reinstated. This is meant to put pressure on the Board to reinstate them pending the court hearing," said Masia

Remembering one of our great tragedies

A LL BLACK political groups agree that March 21 - Sharpeville Day - has special significance for the political liberation of South Africa.

This will be the first anniversary in almost 30 years that African National Congress, Pan Africanist Congress, Azanian People's Organisation and the United Democratic Front have been united in commemorating the deaths of more than 60 residents of Sharpeville, near Vereeniging, who died in a pass protest called by the PAC.

The name Sharpeville and sad memories will come to the minds of millions countrywide and abroad as the adherents of different political ideologies reflect on the events in Sharpeville 30 years ago.

UDF publicity secretary Patrick "Terror" Lekota said Sharpeville Day would always be important in the history of the liberation struggle.

He said it was a landmark in the resistance struggle by the black people of South Africa.

"The day is important as it forms the historical change in the resistance struggle of the black people of South Africa.

"We hope that it will see our people put aside their differences to pay homage to their fallen heroes" Azan-



Sharpeville 30 years ago... an injured rioter is dragged away.

po publicity secretary Strini Moodley said: "It has been policy and practice for all our members to observe the tragic events of the day as Black Consciousness was the first movement to initiate the commemoration of the day."

He said this year Sharpeville Day assumed special significance as it coincided with Namibian independence.

"Thus we shall unavoidably relate this day to our historical past and indicate to the world that freedom from colonialism will not stop," said Moodley.

The day would be marked by services and rallies throughout the

Press 18/3/90 (152)

Wednesday is Sharpeville Day - a significant event on the black political calendar which becomes a bond of unity among most black political organisations. SANDILE MEMELA spoke to a range number of political organisations on the significance of the tragedy which hit the country's political scene 30 years ago.

country, he said "We hope that this year, especially, the day will be marked by joint celebrations to encourage a spirit of unity among all the oppressed groups in the country."

Moodley also said Azapo will send a special envoy to the Namibian independence celebrations this week with a message of solidarity to the Swapo leadership.

The Pan Africanist Movement, which organised the march in 1960, has pledged to mark the day at a rally in Sharpeville on Wednesday by staging a replay of the events of that fateful March 21, 1960.

"We do not doubt that the tragic day marked the end of the non-violent struggle as popularised by the congress alliance in the 1950s.

"The shedding of our people's



Amid the confusion, the body of a dead man lies ignored by shocked residents of Sharpeville after the shooting.

blood and loss of life ushered in a new era that completely changed the nature of the struggle in South Africa," said PAC internal assistant general secretary Philemon Tefo.

Permission has been granted to hold the rally at Sharpeville's George Thabe Stadium, and the highlight will be the keynote address by PAC president Zeph Mothopeng.

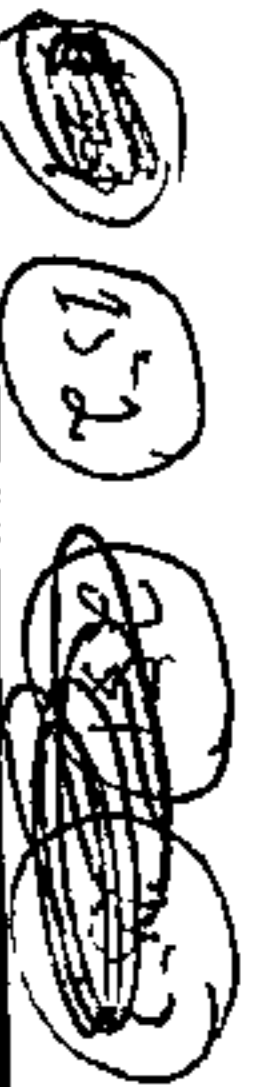
Sharpeville Day is important as political action initiated by the PAC is still

relevant to the needs of present-day South Africa

This was echoed by PAC Youth Wing general secretary Carter Seleka. "At Sharpeville we changed the strategy of the struggle from protest politics to direct challenge of the status quo.

"Since then the pace of the struggle has not changed and we continue to carry that spirit of resistance and defiance"

clipped 18/3/90



Warder strike may spread to other prisons

By **CONNIE MOLUSI**

THE South African prison service faces a serious crisis following a strike by warders at Johannesburg and Bloemfontein prisons that could spread to other areas

President of the Police and Prison Civil Rights Union (Popercu), Lt Gregory Rockman, said there will be national consultation this weekend to discuss grievances

He warned that failure to reinstate suspended warders could worsen the crisis and lead to solidarity action from prisons around the country

A letter with complaints of police and warders has been sent to Justice Minister Kobie Coetzee and Law and Order Minister Adriaan Vlok

It condemns the suspension of 262 warders and dismissal of two others at Johannesburg Prison and demands their reinstatement

Popercu has called for police restraint in dealing with the situation after warders were teargassed at the prison during strike action on Friday

Warders, on a sit-in strike since Tuesday, were

given 20 minutes to leave the prison

At a Press briefing on Friday warders expressed concern that the prison was now understaffed and hard-core criminals could escape

The strike was sparked when warders demands were not fulfilled They include

■ An across the board salary increase of R850, proportional sharing of prison service administration between blacks and whites,

■ Extension of night shift, court and hospital duty to white warders,

■ Opening of prison facilities to all warders irrespective of colour,

■ Provision of transport for black warders as done for whites; and

■ An end to job reservation

Prison social worker Daphne Marks said warders reporting for duty on Friday were issued with suspension orders

Warders said they were not going to observe the conditions of their suspension orders, which require that they report weekly at police stations

As warders left the prison they were provoked

and called derogatory names, said Marks

Warders alleged that one of their colleagues was assaulted by a major on prison premises and insulted by a sergeant

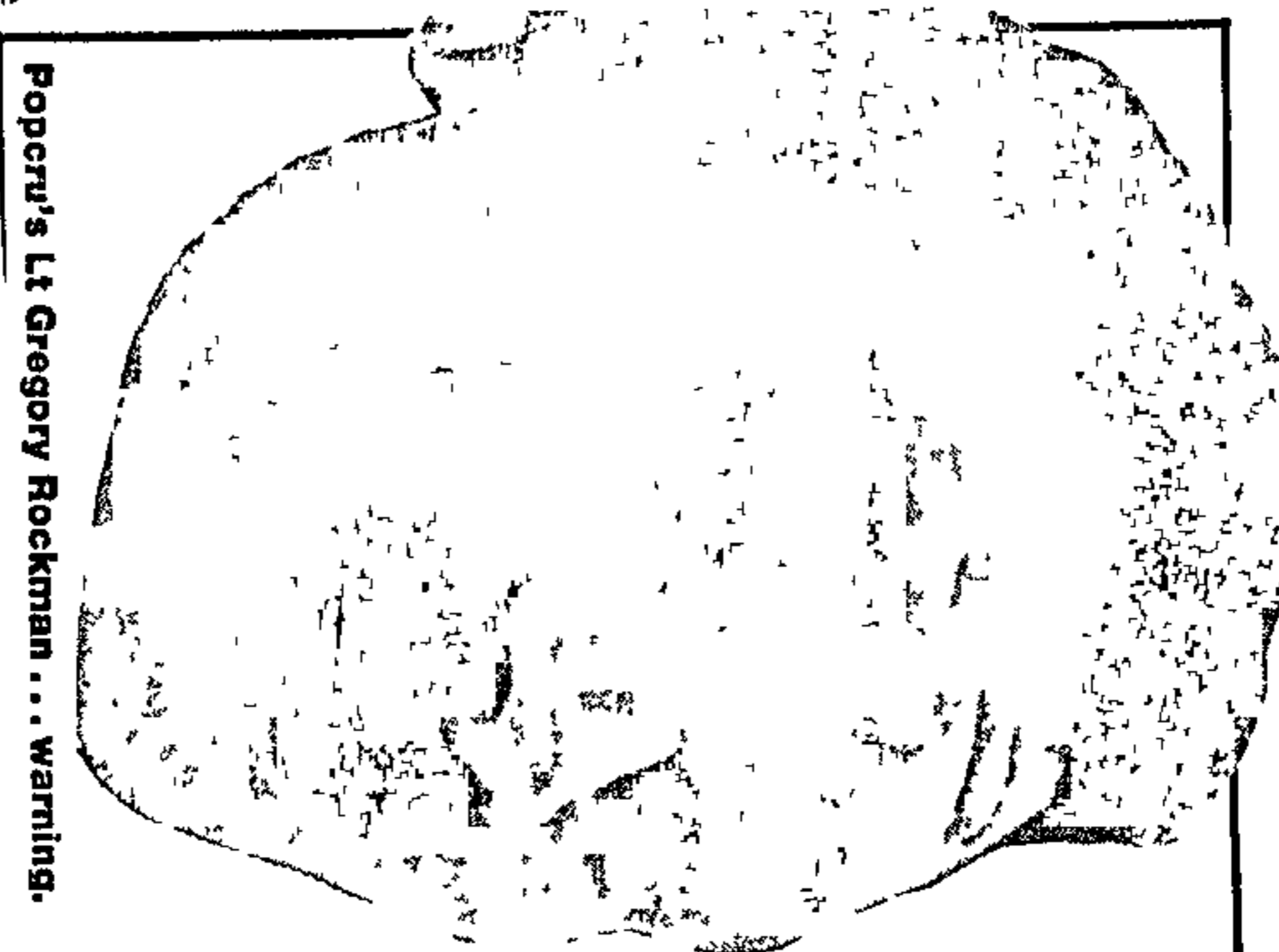
Warders said on March 14 they were body searched by riot police - who claimed they were under instruction from a brigadier to check for unlicensed firearms

A spokesman for the Johannesburg Prison Black Members Interim Committee, Peter Nkuna, said black warders were housed in large groups in cells while whites lived in comfort

"These inequalities brought us together to protest against our working conditions."

In a statement on Friday, Commissioner of Prisons Lt-Gen WH Willemsse said "The South African Prisons Service has to rely on the exemplary behaviour of all its staff to ensure good discipline among inmates"

He said special channels existed for personnel to air their grievances but a number of staff had resorted to actions inconsistent with prescribed Prison Service orders



Popercu's Lt Gregory Rockman... warning.

Rockman warns of prison 'revolt'

SI Times 18/3/90

STRIKES by prison warders could spread countrywide if their demands were not met, rebel policeman Lt Gregory Rockman warned this week.

His statement followed the suspension of 262 prison warders at Johannesburg's Diepkloof Prison and 14 at Pollsmoor Prison in Cape Town after they protested against working conditions.

The striking warders were dispersed with teargas and at least one warder arrested at Diepkloof on Friday morning.

Lt Rockman, leader of the Police and Prisons Civil Rights Union (Popcru), said prison warders would not comply with their conditions of suspension and SAP members of Popcru would also join the protest action.

Speaking at a press conference, Lt Rockman said a letter had been sent to Minister of Law and Order Mr Adriaan Vlok and Minister of Justice Mr Kobie Coetsee calling for the immediate reinstatement of suspended warders.

"If a settlement has not been reached by the weekend, the government must accept the consequences," warned Lt Rockman.

Gangsters

Popcru plans to launch a campaign for improved wages and working conditions for police and prison staff.

According to Popcru, repeated petitions for an improvement in the lot of black warders have been sent to the authorities, to no avail.

It is demanding a 100 per cent increase in warders' wages, medical aid for the families of black warders, an increase in housing subsidies, and recognition of the union.

A staff sergeant at Diepkloof warned grimly "We are guarding gangsters who have been terrorising the population. Every prisoner is a potential escapee. When the warders go on strike, the community is in danger."



SGT JOHNSON
'Honest cop'

Suspended cop resigns

A POLICE sergeant suspended without pay since November last year after taking part in a demonstration with rebel policeman Lt Gregory Rockman, has resigned.

Sgt George Johnson, attached to the Bishop Lavis Police College, said on Friday he handed in his resignation this week after 17 years as an "honest cop".

The sergeant, who acted as bodyguard for Lt Rockman after the lieutenant made his widely publicised claims of riot squad brutality, said he had no other job lined up.

"I don't feel that I want to be in the force any more after the way the police brushed aside our grievances over discrimination in the force and other matters," he said.

Lebowa public servants stop work to demand books

(152) (111) (115) (117) (118) (119) (120) (121) (122) (123) (124) (125) (126) (127) (128) (129) (130) (131) (132) (133) (134) (135) (136) (137) (138) (139) (140) (141) (142) (143) (144) (145) (146) (147) (148) (149) (150) (151) (152) (153) (154) (155) (156) (157) (158) (159) (160) (161) (162) (163) (164) (165) (166) (167) (168) (169) (170) (171) (172) (173) (174) (175) (176) (177) (178) (179) (180) (181) (182) (183) (184) (185) (186) (187) (188) (189) (190) (191) (192) (193) (194) (195) (196) (197) (198) (199) (200)

PIETERSBURG. — Lebowa public servants in the homeland's capital of Lebowakgomo are to start an indefinite work stayaway today to press demands for the provision of books for school pupils, according to a call made at the weekend.

The decision, taken at a meeting of the Lebowakgomo Civic Association on Thursday night, does not affect other areas, according to an LCA spokesman, Mr Godfrey Selepe.

The decision was, however, strongly contested at a meeting to launch a public servants' union on Saturday.

More than 1 000 civil servants argued that the LCA decision was taken without consulta-

tions and that a proper work stayaway should be organised to involve all workers employed by the Lebowa government.

Mr Selepe said the LCA wanted Chief Minister Mr Nelson Ramodike to rescind a decision not to hire more teachers, provide books for pupils, build more classes and libraries.

In Sehego, school pupils from four high schools marched to the local circuit office on Friday to demand books and more teachers. Mr Ramodike could not be reached for comment yesterday.

In nearby Gazankulu, a major police crackdown is under way following the indefinite

suspension of all sittings of the homeland's legislative assembly.

More than 200 people have been detained since Thursday, sources said.

Reports from Gazankulu capital Giyani, the scene of a large-scale stayaway by civil servants for the past two weeks, said a house belonging to Chief Minister Hudson Ntsewisi's chauffeur was attacked by arsonists at the weekend.

It was unclear on Sunday whether the work stayaway by government employees, which was to continue until Mr Ntsewisi resigned, would continue.

In Venda, the scene of a massive funeral on

Saturday for Mrs Elsie Makuya, a spokesperson for the UDF announced that people would march on the homeland's parliament on Friday when this year's session begins.

It was also announced that a consumer boycott of shops in Louis Trichardt would begin on April 1 and end on June 1 to protest at the conservative policies of the town council and its white inhabitants.

● In Johannesburg yesterday a Foreign Affairs spokesman said SA troops had completed their withdrawal from Ciskei but would be ready and available at short notice to re-ent Ciskei if the homeland requested help. Sapa

ATC and Numsa meet in bid to resolve strike

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WILSON ZWANE

NATIONAL Union of Metalworkers of SA (Numsa) representatives and African Telephone Cables (ATC) management yesterday met in a bid to end the week-old strike by 512 workers at the company's Brits factory.

An ATC spokesman said proposals were made at the meeting which Numsa would take back to its membership. No details of these were given.

ATC human resources director Jan Nel said yesterday a further meeting was expected today.

The strike followed the suspension of five shop stewards by ATC after they left work early on March 8 because of unrest that swept through the Odde district in Bophuthatswana, Numsa spokesman Alistair Smith said.

He said the five had left early after management refused them permission to do so. *BIDAN 2013/90*

But the ATC spokesman dismissed Numsa's claims that workers had been refused permission to leave early.

He added that ATC suspended the five shop stewards on full pay pending disciplinary inquiries.

Partial stayaway expected

Staff Reporter

A partial work stayaway is expected and a mass rally has been planned for tomorrow to commemorate the 30th anniversary of the Sharpeville shootings, sources say

A Congress of South African Trade Unions (Cosatu) spokesman said that while there had been no national call for a stayaway, regional stayaways could take place

Sapa reports that the United Democratic Front and Cosatu will host a mass rally at the Sebokeng Zone II Stadium, according to a joint statement by the organisations yesterday

The rally will be addressed by three

ANC leaders — as yet unnamed — the UDF's general secretary, Mr Popo Molefe, its publicity secretary, Mr Terror Lekota, and community leaders from regional and local levels

Traditionally calls for a mass stayaway have never been made on Sharpeville Day, but, according to union sources, many workers regard March 21 as a rightful public holiday.

Eastern Cape township residents say there has been a call for a full stayaway in the region

Shops in Ga-Rankuwa will close again tomorrow in commemoration of the Sharpeville shootings, The Star learned.

Chris Barnard backs wage claims, not strike

CAPT. Times 19/3/90 FEB (8) (52)

Staff Reporter

PROFESSOR Chris Barnard supports the wage demands of the hospital strikers — but says he could never condone a work stoppage as patients would suffer.

Prof Barnard also said he had been "humiliated" by a hospital superintendent last week when he was hustled off by hospital security guards while filming with a French television crew.

Hospital administration later apologised to Prof Barnard

Yesterday he said he had not been aware of the strike as he had just returned from a trip to the Far East, but he had been told some hospital workers are

getting as little as R300 a month.

"I don't know all the details yet, but if this is true, then they have my full sympathy as far as wages are concerned," he said.

"However, as a doctor, no matter what the situation, I would never have gone on strike. I cannot condone action in which people are made to suffer"

Referring to the postponement of heart and kidney transplants, Prof Barnard said: "These operations may not be urgent, but it is so difficult to get donors, it seems a terrible waste to postpone such an operation when an opportunity does come along."

Prof Barnard first became aware of the strike on Friday when he spoke to the Groote Schuur duty superintendent while at the hospital on a television shoot.

He was being filmed outside the hospital by a French television team doing a documentary on past newsmakers and what they were doing now

Dr Dennis Adams, medical superintendent on duty at Groote Schuur on Friday afternoon, issued a statement apologising to Prof Barnard yesterday

● Doctors to join sit-in — Page 3

Top-level bid to break hospital strike deadlock

AKGUS
20/3/90

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By DAVID YUTAR
and GILL TURNBULL
Staff Reporters

TWO top-level meetings are to be held today in an attempt to break deadlock in the hospital workers' strike, which has entered its 16th day.

The Minister of Health, Dr Rina Venter, is due to meet representatives of the Public Servants' League to discuss grievances that include allegations of race discrimination.

And the Administrator, Mr Kobus Meiring, and other top officials of the Cape Provincial Administration are due to have their third meeting in five days with Health Workers' Union representatives.

"Good progress"

In a short statement last night Mr Meiring said there had been "good progress" in the six-hour discussions that took place between himself and the union yesterday.

The chairman of the national

hospital sub-committee, Mr Arthur Farred, emphasised that today's meeting with Dr Rina Venter was not a substitute for the meeting the PSL demanded last Friday with the President, the Minister of Finance and the Minister of Public Administration.

"We are still awaiting a reply from the State President's office. These are the three authorities who can give us an answer. We want to see all three together, otherwise we would be passed from one to the other and get nowhere."

Points to be raised at today's meeting are

- The breakdown of communication between first-line supervisors and general assistants and the many jobs in which whites are given preference

- Because of the provincial freeze on posts workers are expected to perform more specialised functions and feel they are being exploited

- Throughout the country there are large numbers with

long service doing duties for which they are not qualified, which means they are not getting paid for the job

- Lack of promotional opportunities for black workers, particularly in the clerical and administration field. Workers find they are not moved beyond white staff, even if they have the qualifications.

- Lack of permanent status and a lump-sum pension payout on retirement.

- Lack of overtime and night-duty allowances for general assistants.

- Privatisation Workers fear they will lose their pensions and housing subsidies if private companies take them over.

Yesterday representative from the SA Nursing Association met Dr Venter to discuss problems arising from the general assistants' strike.

A statement on the meeting is expected today

Patient dies as strike goes on

Cape Times 20/3/90 152

By CLAUDIA KING and PETER DENNEHY
A WOMAN has died as the hospital workers' strike enters its 16th day.

A reliable source within Groote Schuur Hospital told the Cape Times yesterday that an elderly woman admitted to the hospital for a routine hernia operation died after her operation was postponed and she was sent home.

"The hernia strangulated, she was rushed to hospital for emergency surgery and died post-operatively last week," he said.

The Health Workers' Union, the Commission for Administration and senior officials of the Cape Provincial Administration are to meet for continuing talks today in an attempt to thrash out a solution to the strike.

According to the Administrator of the Cape, Mr Kobus Meiring, "progress had been made" during talks yesterday.

The Public Servants' League (PSL) also announced yesterday that they would meet the Minister of Health, Dr Rina Venter, this morning.

They "felt betrayed" by the authorities and unless the outcome of their talks was satisfactory, they would call on members to extend the strike nationally, a PSL spokesman said.

The Registrars' Association of Cape Town yesterday issued a statement supporting the demands of the strikers and urging the government and the Minister of Health to take the plight of the workers seriously and begin negotiations with them immediately.

"Whilst the hospitals and therefore the community suffer, Dr Venter's stubborn refusal to talk to the workers is inexplicable. Stalling and procrastination are as misplaced as messengers," said the statement.

The Congress of South African Trade Unions has also reiterated its support for the striking workers and called on all public sector workers to unite with them "in taking forward the fight for a living wage".

Commenting on the woman's death, the Dean of the UCT Medical School, Professor J P van Niekerk, said it was very difficult to blame anyone for a death of that nature — but agreed that the strike could result in someone dying.

● Twenty-eight doctors who joined more than 1 000 hospital strikers on a march around Groote Schuur early yesterday were met on the steps of the hospital by the superintendent, Dr Jo-

To page 2

— Sapa

Police are investigating. — Sapa

celyn Kane-Berman, who told them their actions were illegal.

According to sources within the hospital, the doctors were threatened with disciplinary action by Dr Kane-Berman before returning to work.

Despite repeated attempts, Dr Kane-Berman could not be contacted for comment.

A union shop steward, Mr Theo Mtombeni, said the picket was not intended to stop anyone from going to work, but rather to maintain a visible presence at the hospital.

"We care about the patients," he said "It is the authorities who do not care. We gave them plenty of warning that we could not continue work-



STRIKERS MARCH ... More than 1 000 strikers marched around Groote Schuur Hospital yesterday.

Picture STEWART COLMAN

ing for these wages." Kolweni, told the Cape Times that he had earned R400 a month before the march, Mr Walter worked for the hospital fore deductions.

to a magistrate. The cases of alleged confessions made

That ruling had taken the State by surprise, Klem said.

Progress at hospital talks

(152)

LESLEY LAMBERT

CAPE TOWN — Discussions aimed at ending the Cape hospital strike will resume today between representatives of the Cape Provincial Administration, the Commission for Administration and the Health Worker's Union.

B/Day 20/3/90
Cape Administrator Kobus Meiring said progress had been made at yesterday's meeting and the three parties had agreed to continue discussions today.

As the strike entered its third week yesterday, about 26 doctors joined about 800 non-medical hospital workers in an hour-long placard demonstration. More than 3 000 non-medical health workers at 10 hospitals, including Groote Schuur and south Peninsula groups and a number of day hospitals, were still on strike yesterday.

Meanwhile, Sapa reports the Khayelitsha Day Hospital serving about 100 000 people has been closed and its doctors and nurses transferred to other hospitals.

A sign on the Khayelitsha Day Hospital's gate referred patients to other hospitals.

Star 20/3/90 (152)

174 warders suspended from duty

At least three striking probationary prison warders have been fired and 174 full-time warders have been suspended from duty at Diepkloof Prison, near Johannesburg, an SA Prisons Service spokesman said yesterday.

He said that apart from those at Diepkloof, no other Prison Service members were on strike.

Diepkloof staff stopped work about a week ago over pay and conditions of service.

The spokesman said there had been ample opportunity for personnel to raise grievances with Prison Services management, and the Prisons Act and regulations provided for an effective procedure for such grievances to be "responsibly dealt with".

"Comprehensive steps have already been initiated to identify predicaments and grievances.

The spokesman said an investigation under the leadership of top officers was already working on a "macro-plan" to deal with all problems in an imaginative and responsible manner.

Sapa

Four arrested in Isando strike

Labour Reporter

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Star 2/3/90

Four people were arrested when police baton-charged a group of striking workers outside Xerotech in Isando, Kempton Park, yesterday. Police confirmed this

The National Union of Metalworkers (Numsa) said several strikers were admitted to hospital after the incident, which follows a two-week stayaway over wages by 150 workers.

A police spokesman said the SAP took action after vehicles were damaged. Three workers were held for malicious damage and one for contravening emergency regulations

Reacting to Numsa charges that management "dishonestly" pre-empted a meeting by calling police, Xerotech managing director Mr Rob van der Merwe said it had been a last resort.

● About 500 workers yesterday downed tools over the retrenchment of 81 colleagues at Consol Glass in Wadeville, Germiston, and sympathy strikes have erupted at three other plants in the packaging group, the Chemical Workers Industrial Union said.

The union said 1500 workers took sympathy action at glass plants in Pretoria and Dundee, and the Consol plastics factory in Wadeville

Putco urges return of 400 fired strikers

20/3/90 Labour Reporter

Putco has distributed 30 000 leaflets urging black residents to persuade fired Wynberg depot workers to reapply for their jobs.

However, the pamphlets — and newspaper advertisements — stress that Putco will not meet workers' demands for payment during the strike.

The pamphlets had been distributed in Alexandra, Johannesburg and the Soweto area, said Putco managing director Dr Jack Visser.

Putco's Wynberg operation remains suspended after the dismissal of 400 strikers. Some 800 000 Alexandra and northern Johannesburg commuters have been without Putco transport since the strike began a month ago.

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382 152

AT LEAST three striking probationary prison warders have been fired and 174 full-time warders have been suspended from duty at Diepkloof Prison, near Johannesburg, the SA Prisons Service told Sapa in a telephone interview yesterday.

SAPS said apart from stoppages at the Johannesburg Prison (Diepkloof) no other members of the SA Prison Service are presently on strike. Diepkloof staff stopped work about a week ago over pay and conditions of service.

"On March 19 the commanding officer of the Johannesburg Prison Command served notices of suspension on 174 members in terms of Section 15 of the Prisons Act," the SAPS spokesman said, adding: "A further three probationary warders have also been served with notices for the termination of their services."

There was ample op-

Striking prison warders fired

Sowetan 20/3/90

portunity for personnel to raise grievances with management of SAPS and the Prisons Act and regulations provide for an effective procedure for such grievances to be responsibly dealt with," he added.

"Comprehensive steps have already been in-

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itiated to identify predicaments and grievances within the SA Prisons Service.

"Given the financial and other realities, these matters will be investigated and addressed systematically in the short, medium and long term."
- Sapa.

is the seat of the KwaZulu Legislative Assembly.

Chief Buthelezi told the Assembly yesterday that he had strong reservations about the venue. — Sapa

CMT-71715 20/3/90 (10) 152
Strike: Magistrates detained

JOHANNESBURG. — Two magistrates and a prosecutor have been detained as a strike over salary increases and political freedom escalated at the Garankuwa's Odi Magistrate's Court, Bophuthatswana.

Chief magistrate Mr A C Greyling said by telephone yesterday that the strike by legal staff and cleaners had entered its seventh day.

However, a few employees trickled back to work yesterday, he said.

Thousands' stranded by stayaway

Staff Reporters

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Thousands of people in the East Rand townships of Vosloorus, Spruitview and Marimba Gardens eager to go to work in Johannesburg and nearby Boksburg were frustrated this morning when no transport was available because of a Sharpeville Day work stayaway.

A Spruitview resident told The Star today there were neither taxis nor buses to carry people from Vosloorus, Marimba Gardens and Spruitview — all neighbouring townships — to work, and that many more people had apparently heeded the call for a stayaway in remembrance of the Sharpeville massacre of 1960.

The source said some residents had

apparently not received pamphlets distributed in the three townships yesterday calling on people to stay away and attend a commemoration service at the Vosloorus Stadium.

The service, to start at 10 am, will be addressed by the secretary-general of the internal wing of the PAC, Mr Benny Alexander.

The main service of the day will be at George Thabe Stadium in Sharpeville at 11, and will be addressed by PAC president Mr Zeph Mothopeng.

Churches, particularly in Pretoria's black areas, are today holding commemoration services today and a rally has been planned by the Pan Africanist Congress.



Concern over patients' statements

THE Minister of National Health and Population Development, Dr Rina Venter, said she was concerned that patients were being used to make a statement in the hospital strike.

However she assured a delegation of the Public Servants League that she would bring the health workers' problems to the attention of the Cabinet as well as the Minister of Administration and Economic Co-ordination, Dr Wim de Villiers.

The delegation confirmed salaries and service conditions were not in Minister Venter's

hands, but that discussions were held with her because the care of patients was affected.

Strike

is over

Hospital crisis ends

Capt. Timp
21/3/90

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PERIOD

By CLAUDIA KING

THE strike which has crippled the Peninsula's provincial hospitals for the past 16 days ended last night.

The Health Workers Union (HWU) described the settlement reached as a "major victory".

According to a statement issued late last night by the Administrator of the Cape, Mr Kobus Meiring, it has been decided that the strikers will return to work in an orderly manner tomorrow.

An agreement to end the strike was reached after three days of "heavy and tense" discussions between union officials, CPA director general Mr Barry van der Vyfer and the Director of Hospital Services, Dr George Watermeyer.

A union spokesman said the settlement marked significant advancements in trade union terms.

The striking workers had demanded a minimum living wage of R1 500, maternity benefits, permanent status, recognition of the union, an end to

privatisation and a 40-hour week.

The agreement signed last night made provision for a "good" salary increase to be announced on April 16, a 40-hour week effective from May 1 and the introduction of permanent status for workers with



Strikers celebrate last night's settlement.

Picture RICHARD BELL

more than three months' service.

Maternity benefits were agreed to in principle and it was provisionally agreed that workers could have representatives of their choice in matters of discipline at all hospitals.

Workers and the union are to be consulted on matters of privatisation and an assurance has been given that no one will lose his or her job, or benefits, in the event of privatisation.

No workers are to be victimised or intimidated when they return to work.

A union spokesman warned that the wage agreement was "too vague" and that if the increase was unsatisfactory, action could follow.

"We hope the increase to be announced on the 16th does not result in a situation worse than that which has prevailed over the past 16 days"

Dr Jocelyn Kane-Berman, superintendent of Groote Schuur Hospital where nearly 2 000 workers have been on strike, said she was "very thankful that an agreement has been reached".

"We will be working extremely hard to ensure

Groote Schuur doctors join sit-in to support strikers

CME 7175 19/3/90 900152

Staff Reporter

MANY Groote Schuur doctors sympathise with hospital strikers — and will take part in a sit-in at the hospital today in support of the strike

Meanwhile, a doctor warned that if the strike continued, hospitals would not be able to cope with the backlog of serious operations which have been postponed a result of the strike

"Health workers have put in decades of solid work, and we feel their demands have not been taken seriously enough," said one doctor who did not wish to be named

Doctors said ambulances would not be blocked and the hospital would not be disrupted during the sit-in

A senior doctor said that while essential services at Groote

Schuur were working well because only urgent operations were being undertaken and all non-emergencies were being sent home, there was still cause for concern

The doctor said those on the waiting list for cancer and other operations were mounting up, and they would soon become emergencies

If the strike continued much longer, the hospitals would not be able to cope because of the backlog in postponed serious operations

Professor J P van Niekerk, president of the Cape Western branch of the Medical Association of South Africa and dean of the faculty of medicine at UCT, said yesterday that he could not approve of the doctors' sit-in

"Action of that sort by medical people would be in alignment with a particular political viewpoint and it would not be in accord with internationally accepted medical ethical codes to which the Medical Association of South Africa is a signatory," he said.

These codes stated that a doctor's first duty, together with enhancement of the profession, was to the patient. He said this was irrespective of the political situation of the moment.

He said he sympathised with the grievances of the strikers, but if patients were to be compromised — which they would if these doctors would ordinarily be on duty attending to patients at that time of the morning — the association could not approve such a sit-in



STRIKERS ... Members of the Health Workers Union during a placard demonstration at UCT yesterday.

Nurses assured of pay adjustment

PRETORIA. — Nurses could be assured they would receive an adjustment over and above the 10% granted to civil servants, the SA Nursing Association (Sana) said yesterday.

Sana was responding to queries by members of the nursing profession as to why nurses were not specifically mentioned in the budget speech on March 14.

The adjustment would be backdated to April 1, 1990.

THERE'S no job too menial for Groote Schuur Hospital staff, as nurses turn their hands to preparing meals and highly qualified administrative staff load dishwashers.

As the hospital strike ended its second week yesterday, a Cape Times reporter volunteered to help, and found morale high among the remaining staff.

Administrative staff who had been assigned to a staff canteen said they were

GSH admin staff dishwasher, I presume?

quite enjoying the change from their usual jobs. "It's fun to see how other people in the hospital spend their days," said one woman.

A cross-section of staff, from administrators to secretaries, were loading dishwashers and serving at lunchtime.

Most were unable to continue with their usual work because people they needed to liaise with were either not at work or too busy keeping their departments going to spare time for administration.

Nurses were seen making up patients' meals and help-

ing in the main kitchen. The transport of food to and from wards was done by nurses.

Some nurses who were taking over workers' duties expressed fears following the previous day's rampage through the hospital, in which people were threatened and assaulted.

Nurses calling down to the main kitchen asked whether it was "safe" to come down and collect food for their patients.

CAPE TIMES 17/3/90
152 A



Big gains for strikers as hospital crisis ends

ARLUS 2/13/90

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Staff Reporter

THE strike by thousands of hospital workers which brought provincial hospitals in the Peninsula to their knees has ended after 16 days.

Hospital workers, through their Health Workers' Union, have won a major victory in gaining many of their demands after three days of tough negotiations between union officials and CPA director-general Mr Barry van der Vyfer and the director of hospital services, Dr George Wattermeyer.

The strikers had demanded a minimum wage of R1 500, maternity benefits, permanent status, recognition of the union, an end to privatisation and a 40-hour week.

The agreement signed last night includes a salary increase to be announced on April 16, a 40-hour week from May 1 and permanent status for workers with more than three months' service. Maternity benefits have been agreed on in principle and it was provisionally agreed that workers can have representatives of their choice in matters of discipline. Workers and the union will be consulted on privatisation.

During the strike major hospitals were down to less than 30 percent of capacity, patients were turned away, all Groote Schuur transplant operations ceased, day hospitals closed, nursing and medical staff swept floors, cleaned toilets and washed dishes and volunteers were brought in to help.

In a statement last night the Administrator of the Cape, Mr Kobus Mearns, said following further discussions yesterday between top CPA officials and the union "agreement had been reached on certain issues pertaining to conditions of service and general assistants".

Minimum wage

"It was decided that the strike would come to an end with immediate effect and the workers would return to work in an orderly manner on Thursday".



ON THE MARCH: Strikers at Tygerberg Hospital yesterday. The strike has now been resolved. Picture BRENTON GEACH, The Argus

Health workers see hospital accord as major victory

AR64S 23/3/90



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By DAVID YUTAR, Labour Reporter

THE Health Workers Union regards the recent agreement reached between itself and the Cape Provincial Administration as a major victory and attributes the success of the 16-day strike, which affected more than 20 hospitals throughout the Peninsula, to the legitimacy of the grievances of its workers.

A spokesman for the union points out that although only just under 6 000 workers took part in the strike, the effects will be felt by more than 250 000 workers, most of whom are grappling with real bread and butter issues and trying to support families under trying circumstances.

The union has clinched for its members a 40-day working week, which amounts to a reduction of two working days a month, the right to a month's notice prior to dismissal, where previously workers could be dismissed upon 24 hours notice, and the granting to workers with over three months' service of permanent status.

The issue of wage increases has been resolved with an undertaking by the administration to come back to the union with definite details by

not later than April 16.

One of the most important issues, from the union's point of view, has been that of formal recognition of the union.

In this regard it has been agreed that since legislative changes are due to take place in the not too distant future, formal recognition of the HWU will be put on hold for the moment.

But in the interim it has been agreed that regular meetings are to take place, between the HWU shop steward committees and the hospital administration at hospital level, and at provincial level, between the HWU and the CPA.

Employees have further won the right to be represented by a person of their choice in all disciplinary matters.

But perhaps most importantly the agreement represents an acknowledgement on the part of all parties concerned that hitherto, channels of communication between the state and the workers have been patently inadequate and that existing methods of resolving disputes had been far behind those in use in the private sector and as such, totally unsatisfactory.



APARTHEID SALARY PSL

"Remember until now there were no avenues for negotiation, no recourse to the Industrial Court or dispute-settlement procedures," says a spokesman for the union.

"The Public Servants Act removed all the basic rights of workers who had no means of expressing their grievances effectively."

The union says that throughout the strike it was "acutely aware of the effect the strike would have on patient care and that day hospitals were being closed and services at provincial hospitals curtailed."

"We were not doing this without any sense of responsibility," says Dr Norman Maharaj of the HWU.

"But we were also of the view that those in whose power it was to meet our demands, had to bear responsibility for the repercussions of the strike."

He says that despite the fact that certain important demands such as the salary demand have been placed on hold until April 16, the union felt that the strike should be called off immediately, because its prolongation would

have "disastrous consequences for all".

He says that the union accepts the administration's argument that since salary increases will effect at least 250 000 general assistants and necessitate many other salary adjustments, it will take the time stipulated to provide clarity in this regard.

"We have accepted that there is nothing up their sleeve and on that basis have agreed" says Dr Maharaj, who says the strike has already notched a considerable victory for health workers' rights.

Sharpeville remembered 152

Soweto 22/3/90

THOUSANDS of people stayed away from work in Pretoria's black townships yesterday to commemorate the Sharpeville shootings, writes **ALINAH DUBE.**

A large crowd turned up for a commemoration service called by Cosatu at the Mamelodi YMCA, where workers were urged to take an interest

in labour matters affecting them.

Speakers said the grievances which had led to the Sharpeville massacre of 1960 still existed.

In Soshanguve, residents packed the St Charles Lwunga Roman Catholic Church to commemorate the day.

Mr Donsie Khumalo, Cosatu's secretary general

in the northern Transvaal, said it was time people understood the historic background of the black man's fight for freedom.

He said it was important for black people to know where they came from and where they were going to for them to make the right decisions about the future.

Police kept a low profile in the township.

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152) CAPT Tumps 2/2/90

Strike action stops smelting

Staff Reporter

TENS of thousands of rands' worth of damage was caused at the Cape Foundries metalworking plant in Paarden Eiland on Friday when the workers walked out on a legal strike in the middle of the production process.

Mr Brian Williams, spokesman for the Nactu-affiliated Metal and Electrical Workers' Union of SA (Mewusa), said workers had not finished the production run they had been busy with.

"It is a smelting process which would not normally be stopped in mid-stream," he said. He believed it would take some time to get the plant going again even after the strike was settled.

Sowetan 21/3/90

Strikes and typhoid rock PE townships

TYPHOID has broken out in Port Elizabeth's black townships where garbage and nightsoil have not been col-

lected for a week because of a strike by municipal workers.

Ten cases have been reported and urgent warnings have been issued by

local authorities.

Mr J Pozyn, deputy-chief municipal health inspector, said: "We are worried about this situation. It could become epidemic."

Mr Flip Alberts, Town Clerk of Ibhayi, a black area, said: "There is an escalating health threat."

Pamphlets are being distributed describing precautions that can be taken.

Six of the notified cases are in the Ibhayi area, four in Motherwell.

They were confirmed by Dr A Brazdley, of the Port Elizabeth Municipal Health Office yesterday.

He said four of the Ibhayi cases were in New Brighton and one in Zwide.

"We will be going out now to visit the homes of these people to see whether the non-removal of sanitation and refuse has anything to do with this," he said.

Mr Pozyn said there was a fear of a typhoid epidemic breaking out in Port Elizabeth. He said typhoid could be spread by contact if proper hygiene rules were not applied.

He thought it was quite possible the outbreak was due to the uncollected waste and he said it was imperative the authorities resolve the wage dispute so workers could go back to cleansing the townships.

"We are concerned with the situation. If the strike continues for long it could be a disaster," he said, adding that his office had distributed the advice pamphlets urging people to bury nightsoil and not throw it in the streets, yards or streams.

The office was also distributing black bags in which refuse could be kept until it was collected.

- Sapa

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Hansard 21/3/90
 Cape 29 159
 Natal 10 176
 Orange Free State 3 568
 Transvaal 14 953

(b) (i) complete information is not yet available regarding the data for 1989. The following information is as at 28 April 1989 and is included in the reply to Question 420 of 1989.

Cape 9 639
 Natal 9 447
 Orange Free State 2 773
 Transvaal 10 283

(ii) notified deaths,
 Cape 1 171
 Natal 59
 Orange Free State 36
 Transvaal 644

Aids information programme

158 Mr M J ELLIS asked the Minister of National Health and Population Development

Whether the Government has given consideration to the implementation of an Aids information programme for use in schools, if so, (a) who is to devise such a programme, (b) when is it to be introduced into schools and (c) in which schools or categories of schools is it to be used, if not, why not?

Hansard 21/3/90

B377E

THE MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

Yes.

- (a) programmes are being devised by all education authorities in collaboration with the Department of National Health and Population Development,
- (b) as soon as it has been finalised,
- (c) to be decided by the relevant educational authorities

Neo-natal deaths

179 Mr M J ELLIS asked the Minister of National Health and Population Development

What is the most common cause of neo-natal deaths amongst (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks in (i) urban and (ii) rural areas?

Hansard 21/3/90

B440E

THE MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

Hansard 21/3/90

Information regarding separate figures for urban and rural areas are not readily available. Information is available for 1987 only. Prematurity and low birthweight are the causes of 47.7% of all neo-natal deaths. The percentage for the various population groups is as follows:

(a) Whites 33.7%
 (b) Coloureds 50.5%
 (c) Indians 53.2%
 (d) Blacks 48.0%

Strikes

205 Mr P H P GASTROW asked the Minister of Manpower

Hansard 21/3/90

(a) How many strikes occurred in 1989, (b) in how many cases did the strikes arise out of wage demands and (c) what were the main causes of the remainder of the strikes?

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B485E

THE MINISTER OF MANPOWER

(a) 738

The Department of Manpower only keeps record of strikes which have to be reported in terms of the Labour Relations Act, 1956

(b) 267

The figures furnished are for strikes and workstoppages as separate figures are not kept

(c) Working conditions

- Disciplinary measures
- Wages and other matters
- Trade union matters
- Other or unknown

Note

The figures furnished are for the period 1 November 1988 until 31 October 1989

Own Affairs

Land transferred to White farmers

27 Mr A A B BRUWER asked the Minister of Agricultural Development

(1) Whether any land has been transferred to his Department by the Department of (a) Development Aid and (b) Public Works

Hansard 21/3/90

Hansard 21/3/90

and Land Affairs with the view to making it available to White farmers, if so, (i) how many hectares (aa) have been transferred and (bb) are still to be transferred by each of these Departments, (ii) what pieces of land are involved and (iii) in respect of what date is this information furnished,

(2) what procedure is followed in allocating land that is again made available to White farmers,

(3) whether the political affiliations of persons applying for such land play a role in the allocation thereof, if so, to what extent?

B248E

THE MINISTER OF AGRICULTURAL DEVELOPMENT

Reply bound in Annexures of House — see M/205-1990

Group Areas Act: permits for Hillbrow

33 Mr L FUCHS asked the Minister of the Budget and Local Government

Whether his Department received any applications for permits in terms of the Group Areas Act, No 36 of 1966, in respect of (a) business and (b) residential premises in the

Hansard 21/3/90

Hillbrow constituency in 1989, if so, (i) how many such applications had been (aa) granted and (bb) refused as at the latest specified date for which information is available and (ii) what were the reasons for (aa) granting and (bb) refusing each application?

Hansard 21/3/90 B293E

THE MINISTER OF THE BUDGET AND LOCAL GOVERNMENT

Statistics of applications for permits per constituency are not kept. For the area known as Hillbrow the situation since taking over the function on 21 July 1989 to 31 January 1989 is as follows:

(a) Yes

(i) (aa) 2

(ii) (bb) None

(b) Yes
 (i) (aa) 10
 (ii) (bb) None

(c) Each application is considered on merit in terms of the provisions of section 21(2)(a) of the Group Areas Act, 1966

Five singing demos held

By MOKGADI PELA

FIVE Xerotech workers were reportedly detained by police while singing freedom songs outside company premises. *Sowetan 21/3/90*

They together with 145 workers, have been on a legal strike for 10 days over wages. They demand a 21 percent a month across the board increase while the company offers 14 percent.

They also demand an educational grant to cater for books, school fees and related items. Workers also want the transport subsidy to be increased from the present R150.

A spokesman for the workers said some employees were sjambokked in the process at the Isando plant.

A spokesman for Xerotech said both legal of the management and the union would meet to try to solve the matter. He would not comment on allegations that the company had called the police to act against the workers.

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~~200A~~

Typhoid breaks out in PE's black townships

PORT ELIZABETH — Typhoid has broken out in Port Elizabeth's black townships where garbage and nightsoil have not been collected for a week because of a strike by municipal workers

Ten cases have been reported and urgent warnings have been issued by local authorities.

Six of the notified cases are in the Ibhayi area, four in Motherwell. They were confirmed by Dr A Brazdley of the Port Elizabeth Municipal Health Office yesterday

"We will be going out now to visit the homes of these people to see whether the non-removal of sanitation and refuse has anything to do with this," he said.

Meanwhile, the Ibhayi City Council has warned strikers that if they fail to report for duty today an interdict against them will be sought from the Industrial Court. If they fail to heed the warning they will further be liable to disciplinary procedures, which might include dismissal.

— Sapa

Sta 22/3/90 (152)

Hospital staff agree to return after 16-day strike

Workers win concessions

Own Correspondent
 CAPE TOWN — Cape hospital workers have won several concessions from the Cape Provincial Administration (CPA) and the Commission for Administration (CFA) after three days of harrowing negotiations.

The workers have agreed to return to work today after a 16-day strike which seriously affected 21 Peninsula hospitals, the central laundry at Pinelands, six maternity clinics and the Nico Malan Nurses College.

In terms of the agreement reached, employees who have been employed for a period in excess of three months will no longer be classified as "temporary workers."

Up until now many workers some of whom have been in the employ of provincial hospitals for as long as 15 years, have still been labelled as temporary employees.

However, from now on the previously accepted practice of dismissing employees on 24 hours' notice will be regarded as an unfair labour practice.

All departments will be instructed to comply with the requirement of giving at least one month's notice or a month's pay in lieu of notice.

Although general assistants are to get a salary improvement over and above the 10 percent general increase for all public servants, with effect from April 1 1990, the CPA and CFA have indicated that they are not yet able to specify what wage improvements will be given to the lowest paid workers.

The associations have, however, undertaken to make an announcement on the exact extent of wage increases by not later than April 16.

The Health Workers Union (HWU) has indicated its dissatisfaction with this arrangement but has nevertheless agreed to terminate the strike and to ensure that its members are back at work by today.

Agreement has also been reached on other important issues such as a 40-hour working week, recognition of unions, maternity benefits and protection for workers from the effects of privatisation.

The CPA has stated it is "in principle" in

agreement with the introduction of a 40-hour working week, which it has agreed to implement by not later than May 1.

With regard to the question of union recognition, it has been agreed that since formal recognition is currently being debated on a national level and as legislative changes are imminent, formal recognition of the HWU will await further development.

Changes to the present system of maternity benefits, so as to conform more to the private sector, are to be investigated and discussed between the parties.

Hospitals had strike warning

By CLAUDIA KING

THE director of Provincial Hospital Services was presented with a list of health workers' demands 16 months before the hospital strike began, the Health Workers' Union claimed yesterday

The union claims the director was also warned that a strike would be called two weeks before workers started striking

The 16-day strike which ended on Tuesday crippled 25 Peninsula hospitals and involved nearly 5 000 workers

One woman died when she was sent home as a hernia operation could not be performed

"In November 1988, the worker's committee at Groote Schuur Hospital met Dr (George) Watermeyer and presented him with a list of demands," a union spokesman said

Demands at that stage included a minimum wage of R800, maternity benefits, permanent status and recognition of the union

Demands presented by workers participating in the recent strike were identical to these other than that they specified a minimum living wage of R1 500 and an end to privatisation.

"He promised to investigate the situation but we heard no more and issued him with the new demands two weeks before calling the strike," he said

"We indicated that if his response was unsatisfactory we would initiate strike action"

According to the spokesman, Dr Watermeyer replied stating that the demands could not be accommodated

0c (44c + 6c GST)

COUNTRYWIDE stay-aways and rallies marked the 30th anniversary of the Sharpeville shootings - "Heroes Day" - yesterday.

Police shot and killed 69 people and wounded 186 when they opened fire on a crowd protesting against the pass laws in Sharpeville in the Vaal Triangle on March 21, 1960.

Violent incidents occurred yesterday in Natal, Pretoria and the Free State and damage was caused to trains, cars and houses.

In several Natal townships barricades were set up to prevent buses and minibuses from taking commuters to work and at Umlazi, south of Durban, several cars were stoned and some were set alight.

Violence mars "Heroes Day"

Sowetan 22/3/90

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There were also unconfirmed reports of several houses being burned and trains stoned at Umlazi.

Some of the workers who attempted to leave the townships returned home after being intimidated.

Vehicle

In Atteridgeville, Pretoria, one person was shot when groups of youths blocked entrances and stopped people from going to work from as early as 4am.

The shooting occurred at the main entrance when

a group of youths turned back vehicles driving out of the township.

A spokesman for the police in Pretoria yesterday confirmed the incident. The youth was rushed to Kalafong Hospital.

An OFS newspaper reported that doctors were yesterday prevented from reaching Pelonomi Hospital in Bloemfontein. White doctors were permitted through only at 11am. Several people were treated for injuries but no deaths were reported.

● See page 2

CHE-Trip 22/3/90

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Stayaways, rallies mark anniversary

JOHANNESBURG. — Sharpeville Day was commemorated across the country yesterday with stayaways and rallies. Most workers in Durban and on the East Rand failed to turn up for work, while absenteeism varied in Port Elizabeth and the Western Cape.

Violence erupted in several Natal townships with arson, barricades and stonings across the province. Crowds were dispersed by police. (See unrest map).

Stayaway figures ranged from between 30% to 100% in the Transvaal, 75% to 100% in Durban and 20% to 70% in Port Elizabeth.

Sapa reported a total stayaway of most black townships around Pretoria.

Residents in KwaMashu, Lamontville and Inanda — all near Durban — said many spontaneous rallies and marches were being held in all the townships in an attempt to keep them small and controlled.

Groups of toyi-toying youths allegedly intimidated people and prevented them from going to work.

In Johannesburg, Azapo was snubbed by the PAC at the main com-

memoration service for the Sharpeville shootings.

Earlier in Soweto, the UDF's Dr Cassim Saloojee told a gathering of several thousand, predominantly ANC-supporting schoolchildren, that there must be peace among political organisations so that those left dead after the Sharpeville and Uitenhage shootings would not have died in vain.

In Uitenhage the MDM called for a complete stayaway, with residents urged to attend a commemoration rally at the Jabavu Stadium in KwaNobuhle.

The rally started with a service at the spot in Langa township where 29 people were shot dead and dozens injured when police opened fire on a crowd on March 21, 1985.

Most employers across the county adopted a policy of no work, no pay and no discipline.

The stayaway in Durban was estimated at between 75% to 80% in industry and some businesses reported 100% absenteeism in the Durban/Pinetown area.

Natal Chamber of Industry executive director Mr John Pohl said most major industrial firms were at a standstill.

Cape Times 22/3/70

Sit-in protest by policemen and warders

By MARIUS BOSCH and
MONICA GRAAFF

POLICEMEN and prison warders — all members of the Police and Prisons Civil Rights Union (Popcru) — yesterday staged sit-ins at a number of police stations and prisons across the country.

The government took swift and stern action — including dismissing 39 Eastern Cape policemen — in a bid to halt union action.

Protests which could be confirmed yesterday were at Pollsmoor Prison in Cape Town and Duncan Village police station and Fort Glamorgan in East London.

Police also arrested 68 prison warders at Pollsmoor after a sit-in and placard demonstration, police liaison officer Major Jan Calitz confirmed.

Popcru president Lieutenant Gregory Rockman said the sit-in was called to demand the reinstatement of all Popcru's suspended members in the police and prison services and to call on the government to negotiate with the union on grievances in the police and prison services.

Lieutenant Rockman said the union's 5 000 members would stage a sit-in as a forerunner to a national strike — the first industrial action in the police force since 1917.

Last night the Commissioner of

Police, General Johan van der Merwe, said policemen in King William's Town and East London were "summarily dismissed" because he had reason to believe they had gone on strike or plotted to go on strike.

General Van Der Merwe warned that any member of the police who went on strike or planned to go on strike would be dismissed immediately.

Police were there to protect and serve the community, and it was totally unacceptable that this vitally important task should be jeopardised by strikes, he said.

The 68 warders arrested at Pollsmoor appeared briefly in Wynberg Magistrate's Court yesterday afternoon and were released on their own recognisances and warned to appear in court again on May 7.

Yesterday Justice Minister Mr Kobbie Coetsee announced that disparities where the dependants of Prison Service employees did not enjoy the full benefit of the service's medical-aid scheme would be rectified from April 1.

The cost of implementing this would be about R14 million a year.

The cabinet approved the move in principle on Monday and a firm decision had been taken after consultation with the Minister of Finance, Mr Barend du Plessis, Mr Coetsee said.



Policemen get the axe after going on strike

11/6/5
22/3/90

The Argus Correspondent

JOHANNESBURG — Thirty-nine policemen have been dismissed after striking in King William's Town and East London yesterday

The dismissals were announced by the Commissioner of Police, General Johan van der Merwe

In a warning believed to be aimed at members of or sympathisers with rebel Lieutenant Gregory Rockman's Police and Prisons Civil Rights Union (Popcru), General Van der Merwe said any policeman who went on strike or planned to strike would be dismissed immediately

Housing benefits

All those dismissed yesterday have lost housing and med-

ical aid benefits, as well as any other benefits

"Twenty-four coloured and 15 black members of the SAP were summarily dismissed because I had reasonable grounds to believe that they went on strike or gathered to strike in King William's Town and East London," said General Van der Merwe

"They were dismissed in terms of Article 17(B) of the Police Act and the reasons will be provided to each one in writing"

It is illegal for any member of the security forces to strike

"I would like to emphasise that any member of the SAP who strikes or plans to strike will be summarily dismissed. The SAP is there to protect the community and it can never be

tolerated that this essential service can be paralysed by strikes," General Van der Merwe said

His action follows soon after the Prisons Service suspended almost 200 of its members who went on strike at Diepkloof Prison near Johannesburg recently

Pollsmoor

● Sixty-eight Popcru members who held a sit-in and placard demonstration at Pollsmoor Prison near Cape Town were arrested yesterday

Police spokesman Major Jan Calitz confirmed the arrests in terms of the emergency regulations and Prisons Act

They appeared before a Wynberg magistrate and warned to appear again on May 7

Strikers ordered to stay away from building site

Supreme Court Reporter

CONSTRUCTION workers at a Blue Downs building site who were fired after industrial action have been ordered to stay away from the site after an urgent application in the Supreme Court

Mr Acting-Justice Van Deventer granted the application by Sersteel (Pty) Ltd last night, interdicting and restraining Mr W Nconjane and 41 others from entering the building site at Malibu Secondary School or any other building site or place of business of Sersteel

The workers, members of the Building, Construction and Allied Workers' Union, were also restrained from intimidating any other employees, temporary staff or sub-contractors at the site or from damaging, tampering with or interfering with property belonging to Sersteel, or interfering with normal business operations

In an affidavit Mr Leslie Ballard, a director of Sersteel, said industrial action had been taken by the workers in contravention of the Labour Relations Act

Their services had been terminated on March 20, but they refused to vacate the building site and had sought to intimidate sub-contractors, several of whom had refused to return to the site until the dispute was settled

Mr Ballard said Sersteel could not afford more delays and the attorney acting for the strikers had been unable to give an undertaking on their behalf because union officials had not met the workers

The strikers were ordered to show cause by April 20 why the order should not be made final

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Farmer shoots two protesters

By DERRICK JACKSON
GEORGE.— Two persons
were shot and killed and
eight others were injured
after a Sharpeville Day
commemoration service at
the Conville Civic Centre
near here on Wednesday.

A local farmer apparently
opened fire on a crowd at
Borchards township after
several hundred people
participated in a march
after the service.

Eye-witnesses said the
crowd was blocked by the
police as they reached the
outskirts of the township
and dispersed peacefully
after being ordered to do
so. South 22/3 - 25/3/90

Stayaways

The farmer opened fire at
people as they were walk-
ing back to township.

The persons killed are
believed to be a four-year-
old girl and a 59-year-old
man.

The injured were being
treated at the George Hos-
pital.

Police comment could
not be obtained by the
time of going to press.

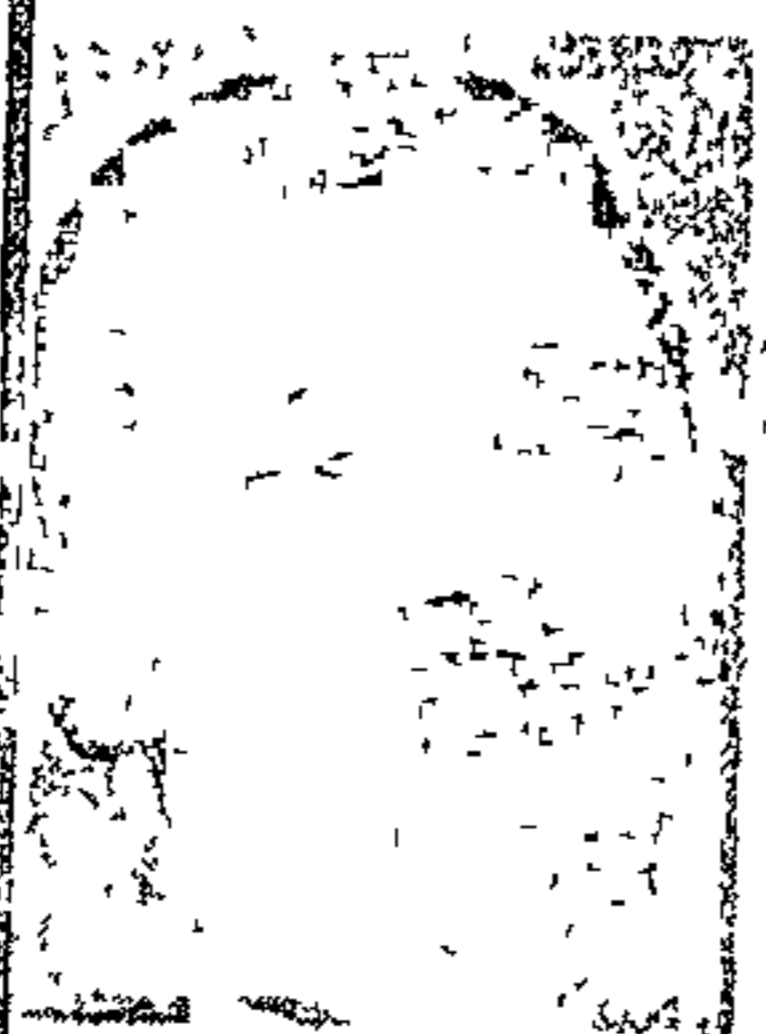
● Incidents of unrest and
stayaways were reported
throughout the country as
Sharpeville Day was
commemorated on
Wednesday.

TURMOIL IN SAP PRISONS

Pollsmoor disrupted by warders' sit-in

South 22/3-28/3/90
MONTHS of simmering discontent over conditions, racial discrimination and the suspension of hundreds of prisoner warders, this week exploded into a major crisis for the authorities.

And on Wednesday after a dramatic day of sit-ins by at least 100 warders in various parts of the country, Police and Prisons Civil Rights Union (POPCRU) president, Lieutenant Gregory Rockman, warned that "more action" was being planned.



Rockman

In Cape Town, 68 Pollsmoor prison warders began their day at 6.30am on Wednesday with a sit-in at the jail which led to their suspension and appearance in the Wynberg Magistrates Court.

They were not formally charged and were released on warning on condition that they report to the police to process their arrests and charges. The hearing was postponed to May 7.

After their appearance, the warders, in full uniform, toy-toyed to Wynberg station where they were greeted enthusiastically by passengers on the platform.

And in East London, police turned up for duty on Sharpeville Day this week to be confronted by an unusual problem — their own colleagues on strike.

A police spokesman later confirmed that 31 policemen from the East London area and another seven in nearby King William's Town had been suspended.

● Rebels with a cause — See page 7

Mill strike ends

A MARATHON wage dispute in the paper industry ended last week when agreement was reached between the Paper, Print, Wood and Allied Workers' Union (Ppwawu) and Mondi Paper Mill in Richards Bay. (152)

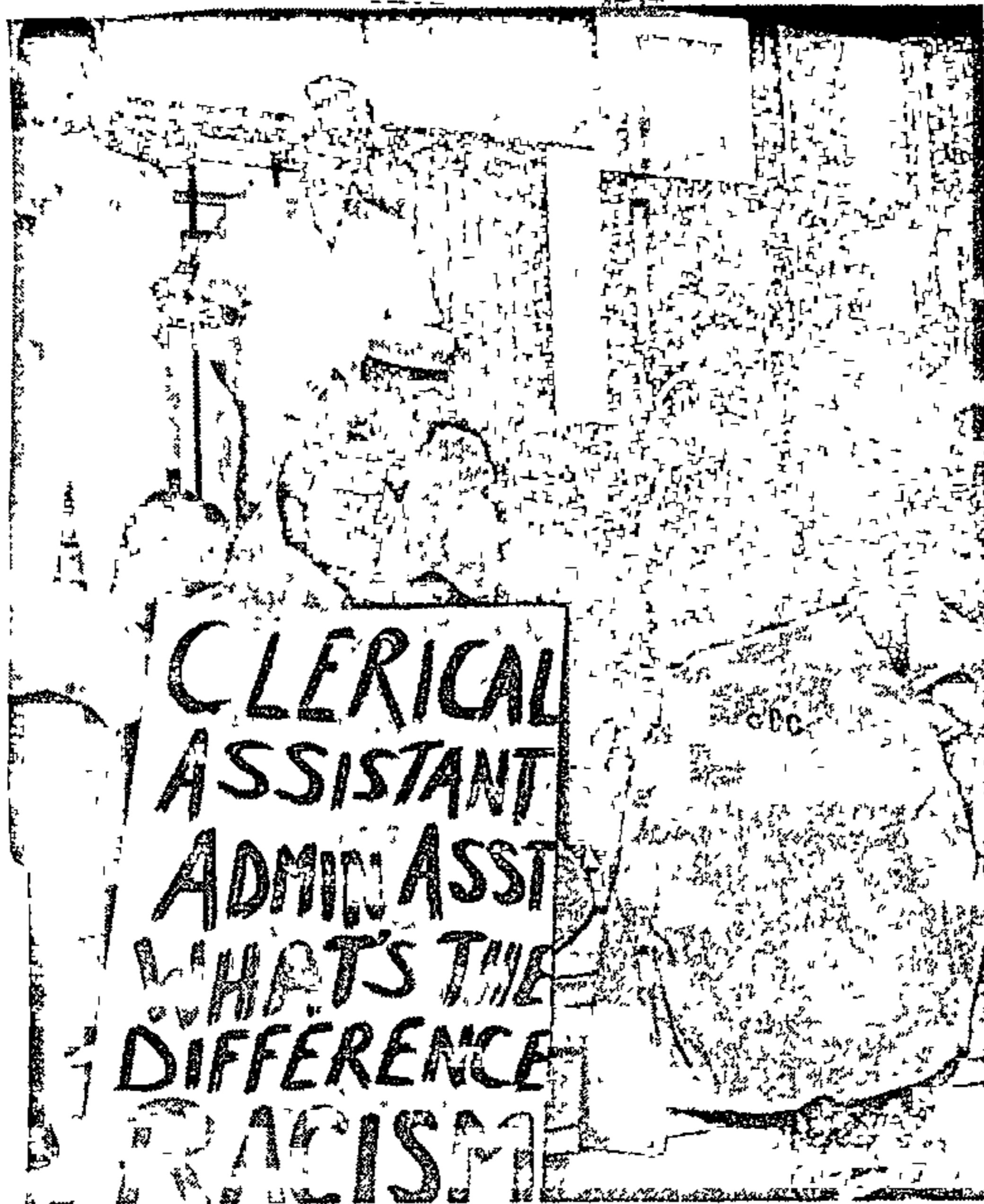
The ten-week-old strike was ended after mediation by the Independent Mediation Services of South Africa. (152)

In terms of the agreement, workers get an increase of between 66 cents an hour at the lowest grade and R1,09 on the highest grade. South 22/3-28/3/90

Together with an additional weekly allowance, this brings the minimum wage at the plant to R210,62 a week.

About 700 workers at five other Mondi plants, including the Bruply sawmills in Elgin and Stellenbosch, are still on strike over wages.

A further 2 000 Ppwawu members are on strike at five Sappi plants around the country.



City Council workers demonstrate in the Civic Centre

Clerks protest race 'bar'

THE Cape Town Civic Centre resounded to freedom songs this week when more than 250 council employees gathered to demand that the Cape Town City Council change a grading system they claim is "racist".

Clerical assistants and plan filers from all sections of the council downed tools last Friday to demand that the council remove "apartheid barriers" to their being appointed administrative assistants.

This week they defied a council order to return to work before further negotiations took place and refused to return to their depots until the issue was resolved.

The approval of the head of department is required before a clerical assistant can become an administrative assistant and the union claims that this barrier is a form of racial discrimination.

In 1985 Samwu and the council were in dispute over, among other matters, the position of clerical assistants and the council agreed to negotiate with the union over the status of the clerical assistants.

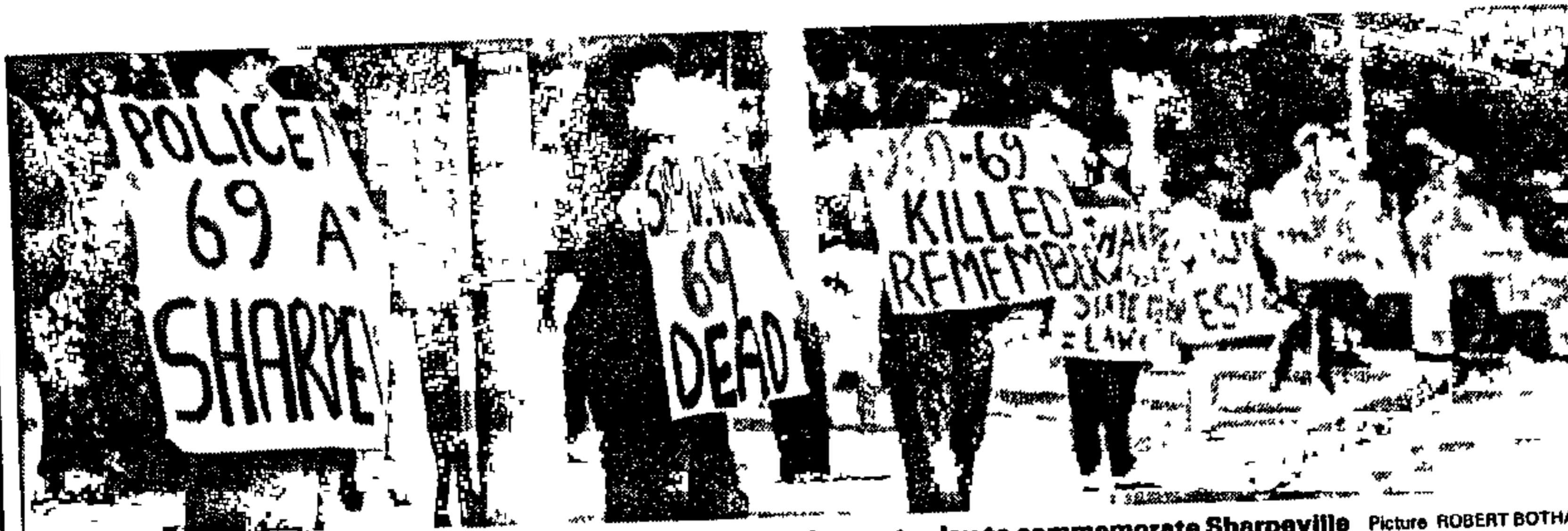
Samwu spokesperson, Merle Brown said that the workers wanted clerical assistants and associated designations upgraded to administrative assistants without any barriers.

The union, while "frustrated with the negotiating machinery and the council's approach to collective bargaining, remains ready to negotiate," Brown said.

She said a meeting of CCC shop stewards this week would examine solidarity action. South 22/3-28/3/90

Samwu declared a dispute with the council over the issue after negotiations broke down on Tuesday.

At the time of going to press the CTC council had not responded to requests for comment.



A picket was held on Jan Smuts Avenue outside Wits University yesterday to commemorate Sharpeville. Picture ROBERT BOTHA

Major centres hard hit by Sharpeville stayaways

152 B/day 22/3/90

THE 1960 Sharpeville killings were commemorated yesterday by extensive stayaways in Durban and on the East Rand. Absenteeism varied in Port Elizabeth and the western Cape was largely unaffected.

Stayaway figures were highest in Durban, where they ranged between 75% and 100% and between 90% and 100% on the East Rand.

They averaged between 30% and 100% in the Transvaal, and 20% to 70% in Port Elizabeth.

Sapa reported a total stayaway of most of Pretoria's black townships.

Most employers adopted a policy of no work, no pay and no discipline.

Natal Chamber of Industries executive director John Pohl said most major industrial firms in the Durban area were at a standstill.

A Johannesburg Putco spokesman said there were no buses operating on the East Rand and in the homelands. She said 52% of buses were operating from Soweto, 80% from Selby and 20% from Dobsonville.

A Transnet spokesman reported a 75% stayaway on trains yesterday in the PWV area. About 70% of Trans-

ADELE BALETA

net employees did not come to work.

Seifsa communications head Hendrik van den Heever said Natal and eastern Cape employer members reported extensive stayaways.

OK Bazaars industrial relations executive Gavin Brown said the countrywide absenteeism rate ranged from 15% to 70%. City centres most affected were Pretoria, Johannesburg and Port Elizabeth.

SAB human resources director Rob Childs said there was an average 60% stayaway countrywide. The total workforce at Rosslyn Brewery near Pretoria stayed away and 80% of staff in Durban.

Production continued at most major industries in Port Elizabeth, Sapa reported.

A Midland Chamber of Industry spokesman said most large firms had arranged suitable alternatives such as paid holidays or no work, no pay.

A police spokesman yesterday said at least one person was wounded when police fired shots during an incident in Atteridgeville near Pretoria yesterday.

In Natal, barricades were set up in most townships to prevent buses and minibuses from taking commuters to work and at Umlazi several cars were stoned and some set alight, police said.

Some of the workers who attempted to leave the townships turned back, saying they had been intimidated.

Police also dispersed marching mobs at Stanger on the Natal north coast and there were stoning incidents at Inanda and at Wyebank a car was stoned. A police vehicle was stoned at Clermont.

DANIEL FELDMAN and WILSON ZWANE report that more than 50 000 people attended a mass rally in Sebokeng organised by Cosatu and the UDF while an estimated 3 000 people turned up at a PAC rally in Sharpeville yesterday.

A police spokesman said no violent incidents were reported at either

ANC leaders, including Walter Sisulu, were among the speakers in Sebokeng.

In nearly all black townships commemorative marches, rallies and prayer services were organised.

Rockman calls for sit-ins at prisons across the country

Business Day Reporter

152

POLICE and Prisons Civil Rights Union (Popcru) president and suspended policeman Lt Gregory Rockman yesterday announced the start of a nationwide protest to back the union's demands for the lifting of members' suspensions.

At a Press conference in Cape Town yesterday morning, Rockman said Popcru's 50 000 members would begin a sit-in at prisons around the country. He said the action was a prelude to a national strike.

He said 305 Popcru members had been suspended, including 29 yesterday.

Outside Pollsmoor Prison in Cape Town, where 14 warders were suspended last week, 68 Popcru protestors were arrested by police yesterday in terms of the emergency regulations and the Prisons Act.

SA Prison Services spokesman Brig Erica van Zyl said yesterday that Popcru was not a recognised union and the SAP was under no obligation to negotiate with it on wages, conditions of service, or any other matter relating to prison services.

Rockman said Justice Minister Kobie Coetsee's announcement of a R14m pay-out to equalise disparities among the dependants of Prison Service employees, some of whom do not receive full medical aid benefits, was a victory for Popcru.

Meanwhile, the dispute at Diepkloof Prison in Johannesburg continued yesterday. Three warders were dismissed and 174 suspended last week, after a protest against working conditions.

Prison CO Brig M C Louw said yesterday the authorities were prepared to reinstate any suspended staff member who returned. Some had already gone back.

Louw said steps had already been taken to investigate grievances, which would be addressed within financial constraints.

However, Rockman said there was a deadlock at Diepkloof as the authorities were unwilling to discuss the basic grievance of unequal working conditions.

Hand Tailored Shirts

More anger at govt pay

152

GERALD REILLY

PRETORIA — Government workers at protest meetings throughout the country in the past two weeks have been demanding talks with the President F W de Klerk on their "meagre" 10% pay increase.

At a meeting in Durban earlier this week, the Public Servants Association's largest Natal branch passed a motion of no confidence in government for its indifference to its worker's financial plight.

The PSA wants to by-pass Administration Minister Wim de Villiers and have direct talks with De Klerk.

The Durban meeting, in line with other protest meetings, also called for a speeding up in the passing of legislation now before parliament to provide for a more effective bargaining mechanism for public servants.

Meanwhile, senior government workers in Pretoria say lack of motivation and low morale in the service because of the "unacceptable" increase may result in a go-slow strike. *B/Dam 22/3/90*

Government workers are prohibited from strike action, but a slowdown in the work tempo could threaten the efficiency of key services.

The PSA has called a special general meeting for April 9 to decide on a line of action.

Star 22/3/90

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Rockman warns of nationwide strike 68 Popcru members held at Pollsmoor

CAPE TOWN — Police arrested 68 Police and Prison Civil Rights Union (Popcru) members who held a sit-in strike and placard demonstration at Pollsmoor Prison near Cape Town yesterday

Major Jan Calitz of the police liaison department confirmed the arrests in terms of the emergency regulations and the Prisons Act

Sit-in

The 68 were later brought before a Wynberg magistrate and warned to appear again on May 7.

Earlier in the day, Popcru had informed the Ministers of Law and Order and of Justice that its 5 000 members would start a sit-in from yesterday which could be the forerunner to a national strike, suspended police Lieutenant Gregory Rockman said.

Addressing a press conference in Athlone, Cape Town, yesterday, he said a nationwide sit-in

was being held and that he had received information that 29 Popcru members (police and prisons employees) had been suspended after a sit-in at Duncan Village in East London

Lieutenant Rockman, the national president of Popcru, said the sit-in would continue until the relevant authorities had agreed to reinstate all suspended Popcru members

He said the authorities had to negotiate with Popcru regarding all grievances in the prisons and police departments, and that the union also demanded that the authorities refrain from provoking or using any form of violence against sit-in members

Lieutenant Rockman said that in the light of all the channels they had tried to utilise to air their grievances, Popcru members had no option but to call for a national sit-in "to show the Government the seriousness of our complaints and our disillusionment"

"Popcru calls upon its members nationally to join the sit-in

Members in the police, traffic and prisons (departments) are requested to stage sit-ins at their commanders' offices

"We want to warn authorities that suspensions do not scare us off and that we will continue until we reach a settlement meeting the demands of Popcru"

Disparities

Later yesterday, Minister of Justice Mr Kobie Coetsee announced that disparities where the dependants of Prison Service employees did not enjoy the full benefit of the service's medical aid scheme would be rectified as from April 1

The cost of the implementation would be about R14 million a year

The Cabinet had approved the move in principle on Monday and a firm decision had been taken after consultation with Minister of Finance Mr Barend du Plessis, Mr Coetsee said — Sapa

Sts 22/3/90

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3 die, 50 injured as violence flares up

Crime Reporter

At least three people died and 50 were injured yesterday in a countrywide flare-up of unrest as thousands of township residents stayed away from work on the anniversary of the Sharpeville shootings.

More than 100 incidents of stonings, shootings, petrol bombings and other incidents in townships as far afield as Bloemfontein, Durban, Pinetown, Ermelo, Pretoria and Nelspruit, were reported by police.

Yesterday's deaths raised the unrest death toll over the past two days to at least eight. Five died on Tuesday, police said.

Among the incidents:

- At Mangaung near Bloemfontein, 49 people were injured when police used birdshot, rubber bullets and tearsmoke to disperse crowds. Six of the wounded were still in hospital and 43 had been discharged.

- In Clermont near Pinetown, two people were injured when police used birdshot to disperse a mob stoning a police vehicle.

- At Umlazi near Durban, a man was shot dead after a petrol bomb attack on a house.

- A youth was fatally wounded after police fired teargas and rubber bullets at mobs who attacked police in Sithembile near Glencoe.

- A man was shot dead in Ateridgeville near Pretoria after police were attacked.

Four of those killed on Tuesday were stabbed to death and set alight in Ezakheni near Ladysmith in Natal.

The fifth murder was in Mpu-malanga near Hammarsdale, where a mob attacked a 50-year-old man and stabbed him to death.

Minister to meet Neusa in a bid to end teachers' strike 152

EDUCATION and Development Aid Minister Stoffel van der Merwe is to meet National Education Union of SA (Neusa) representatives tomorrow in a bid to end the three-week-old strike by Alexandra and Soweto teachers.

Government spokesmen said Van der Merwe was expected to make a public statement next week. *5/10 am 22/3/90*

About 6 000 teachers at about 300 schools in Alexandra and Soweto "downed chalk" at the beginning of March in an attempt to get government to address their grievances. They were dissatisfied with the response to grievances handed to the Department of Education and Training (DET) in February.

They are demanding reinstatement of retrenched and dismissed teachers, a living wage, shorter hours and improvement of condi-

TANIA LEVY

tions which presently make effective learning and teaching at black schools impossible

Meanwhile, Education and Culture Minister Piet Clase, speaking in Johannesburg last night, said free settlement areas would demand adjustments in the provision of education, GERALD REILLY reports.

Other realities that would have to be faced in education were the country's complex heterogeneous population, a declining white school population and unused classroom accommodation, he said.

All this, he said, had to be seen against the background of a fast-changing SA.

Speaking at a meeting of branches of the Transvaalse Onderwysvereniging, Clase said

there would be parents who wanted their children in multiracial schools and others who would want schools with their own group identity

His department was investigating the problem.

He said the use of underutilised classroom accommodation would have to be given urgent attention

"We are not blind and deaf, nor are we indifferent to the needs of other citizens

"In fact it would be extremely irresponsible, not say unchristian to try and hold onto facilities which we no longer use," he said.

At this stage 21 schools had been hired out to the Houses of Representatives and Delegates

Another area which had to be examined was privatisation of certain support services

ape Times

Inside

A TIMES MEDIA PUBLICATION

1876

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FRIDAY, MARCH 23, 1990

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Rockman sacked

CNY 7/4/90 23/3/90 (152)

REBEL policeman Lieutenant Gregory Rockman was dismissed from the force yesterday. The decision was made by the Commissioner of Police, General Johan van der Merwe, who said Lt Rockman and another policeman had been fired "due to their involvement in strikes". On Wednesday, 39 policemen were dismissed for taking part in or planning a strike.

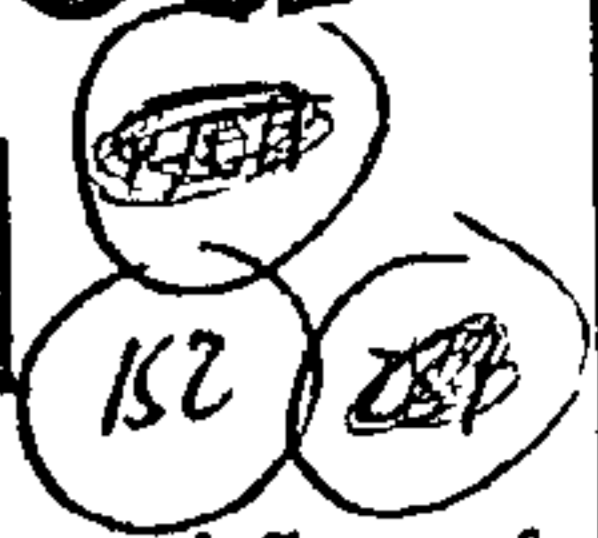
Lt Rockman said: "It's a victory for the people if they fire me."

"I'm the happiest man because I know that it will be a temporary setback. In the new South Africa, I will take up my rightful position in the police again."

● Striking warders suspended — Page 3

Workers ordered from city hotel

CAT TIPS 23/3/90



Supreme Court Reporter

DISMISSED workers at the Cape Sun were yesterday ordered to leave hotel premises and were further interdicted and restrained from intimidating other workers or in any way interfering with the business.

The interim order was granted by Mr Acting Justice W van Deventer after an urgent application was brought by the hotel against the South African Commercial Catering and Allied Workers' Union and 72 workers

In an affidavit, Mr Stephen John Ford, general manager of the Cape Sun, said the workers had created a noise in the restaurants, singing and ululating and "generally causing a tremendous disruption" to business.

Workers who did not participate in the demonstrations had been threatened and intimidated

Management and union representa-

tives had met on the second floor of the hotel early yesterday and agreed that the workers would remain in the canteen and changing rooms and behave in a disciplined manner while management investigated grievances, Mr Ford said.

In breach of the undertaking, the workers had intimidated casual as well as regular workers and in addition paraded and demonstrated through the public areas, disrupting services and interfering with hotel guests.

The hotel would suffer "severe and incalculable and irreparable harm" if the workers were not prevented from repeating their conduct, he said.

In terms of the order the union and the workers must show by April 19 why the interim interdict should not be made final.

23/3/90
Cape Times, Friday,

Striking Pollsmoor warders suspended

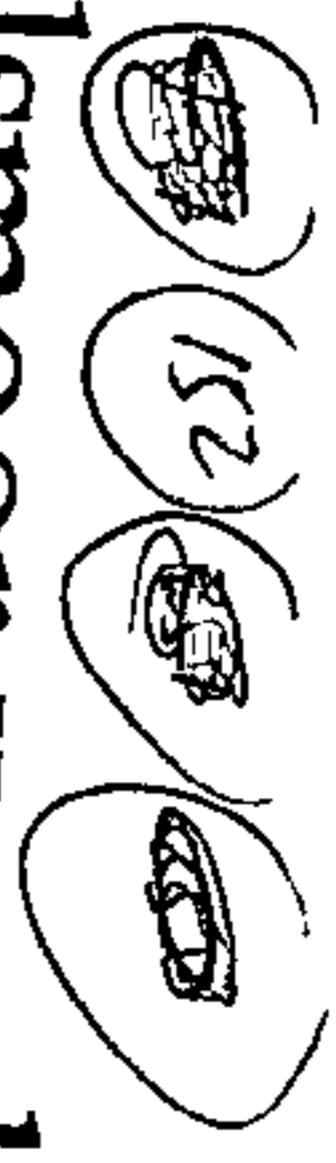
Staff Reporters

SIXTY-EIGHT striking Pollsmoor Prison warders have been suspended.

The strike involves members of the Police and Prisons Civil Rights Union (Popercu), of which Lieutenant Gregory Rockman is president. Lt Rockman was yesterday dismissed from the police.

The Pollsmoor strike went into its second day yesterday with prison warders, sometimes accompanied by policemen, staging sit-ins at prisons and police stations countrywide.

This was confirmed by a Prisons Service spokesman, who said "personnel at certain prisons did not perform their normal duties".



Lt Rockman said "sit-ins" were held in the grounds of prisons at Worcester, Brandvlei, Johannesburg, Bloemfontein, Fort Beaufort, Stutterheim, Grahamstown, Kirkwood, George, Oudshoorn, Mossel Bay, Ladysmith, Cape, and Pollsmoor and at police stations and prisons in Queens-town and King William's Town.

He said policemen at Duncan Village police station, East London, and Glamorgan also held sit-ins.

A Pretoria police liaison officer said last night that the sit-ins could not be confirmed.

Pollsmoor warders protested on the prison parade ground from 7am to 3.45pm with white warders looking on, said Lt Rock-

man.

He said the strike would continue until Popercu had been recognised as a legal union, all suspended warders had been reinstated and a "full settlement to the problems has been reached".

The chairman of Popercu in Queenstown and King William's Town, Mr Peter Swartz, said 29 warders at the Queenstown prison and 13 warders at the Fort Beaufort prison staged sit-ins yesterday.

"The dismissed police and prison warders in King William's Town and prison warders in Queenstown will, however, continue with their sit-in protests until such time that we receive positive reactions to our demands," he said. — Sapa



ON STRIKE . . . Prison warders from Pollsmoor who are on strike carry placards during a demonstration yesterday.

Picture: ERIC MULLER

Rockman is fired from police force over strike action

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23/3/90

CAPE TOWN — Police and Prisons Civil Rights Union (Popcru) president Lt Gregory Rockman was fired by Police Commissioner Gen Johan van der Merwe yesterday afternoon.

Van der Merwe said in a statement: "I announce that I have dismissed two more members of the SA Police force this afternoon as a result of the stipulations of Article 17b of the Police Act due to their involvement in strikes." He said one was Rockman, reports Sapa.

It was also reported that policemen and prison warders are to march on Parliament on March 30 to demand increased salaries and housing subsidies.

The march will form part of the Popcru labour action which began on Wednesday with a strike. The strike has already led to the suspension of 68 warders and the dismissal of 39 policemen.

It was called to demand the reinstatement of all suspended members and to call on government to negotiate with the union on grievances in the police force and Prisons Service.

Rockman said yesterday the strike would continue until the union was recognised. Dismissed policemen would continue demonstrating outside police stations. Our Cape Town correspondent reports that Rockman

said his dismissal was a temporary setback and he vowed that he would be reinstated "in the new SA".

Rockman said sit-ins were held in the grounds of Worcester, Brandvlei, Johannesburg, Bloemfontein, Fort Beaufort, Stutterheim, Grahamstown, Kirkwood, George, Oudtshoorn, Mossel Bay, Ladysmith, Cape, and Pollsmoor prisons and at police stations and prisons in Queenstown and King William's Town.

He claimed policemen at stations at Duncan Village, East London and Glamorgan also held sit-ins.

A Fort Beaufort Youth Congress spokesman said black staff at Fort Beaufort prison protested in solidarity with suspended warders.

EVEN THE MORE CONSERVATIVE TEACHERS COME OUT IN SUPPORT OF THE STRIKE

Now 'moderate' teachers join 'chalks down' strike

THE African Teachers' Association of South Africa, the main national organisation of black teachers recognised by the government, this week came out in strong support of the three-week-old 'chalks-down' strike by more than 6 000 teachers in the Johannesburg region. They said the action would be more effective if all teachers were involved in taking such a "bold step".

Atasa general secretary Hamilton Dlamlenze said in a statement on Wednesday "we believe that the teachers had to resort to such strong action against the DET because their grievances, previously expressed through delegations and negotiations, were not heeded".

The teachers demand a living wage a reduction in the high teacher-student ratio, a reduction in the number of teaching periods, and that the gross

shortage of text-books be addressed inadequate facilities in black schools be upgraded and the issue of 'insufficient teaching corps' — in both numbers and qualified personnel — be addressed.

"African education compares unfavourably with white education in the context of these demands," said Dlamlenze.

He said since all the grievances listed are matters of common complaint throughout the country, "such a protest would have more effect if all

Three-weeks into their 'chalks down' strike, the teachers are in a stronger position than ever, with the largest 'moderate' group joining in
PHIL MOLEFE reports

teachers were involved in taking such a bold step.

"However, in any issue of this nature, the parents and the students themselves should be consulted as the

strike action affects them directly.

"The parents, while siding with the demands of the teachers are not happy when the students are not receiving tuition more especially since the students have failed so regularly and in large numbers over the years".

Dlamlenze called on all teachers throughout the country to strive to achieve unity and stop clinging to those issues which divide them.

The general secretary of the white Transvaal Teachers Association Hugo Ackerman, said "We are also



Curtie Nkondo. Good response

appalled by the conditions in which our colleagues in the township have to teach.

"As an association we really do not have sufficient insight and understanding of the negotiations which have taken place within the township to express a meaningful opinion as to whether the present action is the only or best way of resolving the problem."

He said, however, as a matter of principle his organisation does not support strike action.

Soweto, Alexandra and Tembisa teachers have vowed to continue with the strike until the DET meets their demands.

All schools in these areas have ground to a halt and more than 250 000 students are not receiving tuition.

"How can we call off the strike when we do not have anything in our hands?" said an Alexandra teachers' representative.

"We said we do not want to teach 42 periods a week and we no longer want to teach overcrowded classes. So how can we go back to the same conditions?" he asked.

Said Veli Mnyandu of the National Education Union of South Africa (Neusa) "How can a hungry teacher teach a hungry child?"

In support of their living wage campaign the teachers are demanding a minimum wage of R1 200 a month plus a R500 increase across the board.

"The 13 percent increase that the government is offering us in April is too little, too late," said Mnyandu.

"We can only go back to classes when the DET has met these demands," he said.

Meanwhile the much-awaited meeting between the Minister of Education and Training, Dr Stoffel van der Merwe, and Neusa takes place in Johannesburg today.

A delegation of 20 Neusa officials, from various regional councils of the organisation including Transkei, Eastern Cape and Transvaal, will be led by national president Curtie Nkondo.

"We expect a good response," Nkondo told the *Weekly Mail* yesterday.

"From the telephone conversations I have had with the minister, he sounds promising."

Nkondo said the delegation will discuss with the minister all the grievances that the teachers have put forward as well as the current teachers' strike.

"From his (the minister's) response, we shall call all the teachers involved in the strike to review their action."

A voice booms from the police truck ... 'Viva MK!'

Face to face in the street a wall of toyi-toying students and armed police. Then a voice booms from a police loudhailer.

'Viva the ANC'
PHIL MOLEFE reports

A POLICE Landrover, often used to chase youths in a township during unrest, became the stage for a slice of South African theatre of the absurd this week. And a loudhailer normally instrument of the familiar and dreaded command "I give you three minutes to disperse," boomed out revolutionary slogans — "Viva the African National Congress, Viva Umkhonto we Sizwe and the South African Communist Party".

The scene a face-to-face confrontation between a human wall of the forces of law and order and a toyi-toying singing crowd of protesting students, under a M1 highway bridge in Booyens Reserve south of Johannesburg.

The process of "negotiation" had begun. The students were bent on taking a list of grievances to the offices of the Department of Education in Booyens, just one kilometre away; the armed police contingent was determined that they should not take another step forward.

It was student leader Pemmy Majodini who leapt on the Landrover, grabbed the loudhailer, and addressed what looked like a human sea of 50 000 students carrying ANC and SACP flags and a solid barricade of armed security forces.

"Viva the ANC, Viva Umkhonto we Sizwe, Viva the SACP," she cried. "Long live!" roared the crowd. "Comrades, we don't want a confrontation with the police. Please let us behave ourselves and remain disciplined, we are trying to get Struwig (Pete Struwig, DET regional director) to come here," she said.

The crowd boomed, they wanted to



Protesters come up against a human wall of policemen under the M1 highway bridge near Booyens

Picture AVIGAIL UZI, Afrapix

(we and the old man — Tambo — are going to start a base in Ingwavuva). As the song reached a crescendo he started toyi-toying on top of the police van. He was soon brought down by police to deafening shouts of *Amandla*.

Earlier there had been an interchange between the head of the Soweto riot unit Lieutenant Colonel Alec Stapelberg and leaders of the Soweto Students Congress (Sosco).

"If you can't control your people then I will be forced to disperse them," said Stapelberg.

"But, Sir," said (Sosco) president Lawrence Bayana "we are getting towards a confrontation".

"Of course yes, replied Stapelberg.

Just after 2pm the rain poured down. It could not dampen the spirit of the crowd. The police had to retreat a few metres as the marchers

pushed forward to get shelter under the bridge. It had been a day of patience — the students had braved a cold Tuesday morning when they had gathered at the Orlando Stadium to start the march.

Then Struwig clearly shaken but yet composed arrived.

He was met by a group of placard-carrying teachers who chanted *Nako e fihle, O a Jika Jika Struwig* (your time is over Struwig, why are you running round in circles).

"Comrades, Struwig has finally arrived but it is unfortunate that we have to meet him in the *veld* when there are offices where we should hand over our memorandum," said Bayana.

Struwig received a memorandum drafted jointly by Soweto and Alexandra students.

Meanwhile, students from Alexandra arrived just after Struwig had re-

ceived the memorandum because the police would not allow them to join their Soweto colleagues.

The memorandum, which the students expect the DET to respond to within seven days, said the crisis in black schools was caused by the government.

The students said there is a discrepancy in allocation of funds between white and black education gross overcrowding in schools and lack of facilities.

In the memorandum the students are demanding, with immediate effect the supply of stationery and text-books, more schools, laboratories and libraries, schools fully supplied with desks, chairs and tables and that the teacher-student ratio must be 1 to 25.

The students also demanded that all unused and under-used white schools be opened to black pupils.

Health strikers claim victory

STATE-RUN health services in the Western Cape edged back from the brink of collapse this week as striking hospital workers agreed to return to work after a settlement was reached between their union and government representatives

"It's a big victory for us," Health Workers' Union Acting General Secretary Hassan Mahomed said of the outcome of the 16-day strike, which ended on Tuesday after three days of talks.

Workers returned to work yesterday without a firm answer on wage increases, a central issue for the estimated 6 000 workers who struck: minimum starting salaries are R260 a month and average monthly wages between R300 and R400.

They will be informed no later than

By GAYE DAVIS
Cape Town

152

April 16 on wage increases.

Negotiators said that despite the recent budget allocation to improve wages of lowest-paid workers they were not yet able to indicate the size of increases.

The decision to return to work was a strategic one, taken in the face of the possibility of hospital services collapsing and potential loss of community support, Mahomed said.

The union's formal recognition will await the outcome of discussions between government, the Congress of South African Trade Unions and the National Council of Trade Unions, which could result in new legislation.

Three days and nights — how the strike was resolved

Labour Reporter

UNTIL last Thursday, the health workers strike, already in its 10th day, showed little prospect of resolution

The union says it was determined not to debate its demands, which it claims had already been communicated to the authorities months ago, at factory floor level, but that from the start it wanted to go to the highest authorities

"That is why when the Administrator came forward with the Van Zyl option, (retired chief magistrate Van Zyl was initially appointed by the administration to hear strikers' grievances) we rejected that because we knew Van Zyl would be in no position to give effect to our demands," says a spokesman for the union



"We knew he would have had to report to the administrator who would then have had to go to the Minister and so on

And so the strike continued ... Then, on Thursday, the tide started to change

The Health Workers Union was informed via its lawyers that the administration would allow the union to negotiate directly with the director-general of the Cape Provincial Administration (CPA)

and the Commissioner for Administration (CPA) After a thorough report-back to the workers, a meeting was set up for Friday

Friday's meeting lasted for almost five hours and wasted no time in getting down to real issues

"Initially we expected the meeting to be only exploratory, but as it turned out we got into debates on many of our demands right from the start," says Dr Norman Maharaj, a union spokesman

"We also reached an important agreement that there should be no dismissals while the talks were going on

"In turn we undertook to ensure that no intimidation of staff or damage to state property would occur"

On Saturday the union's negotiating team had a mass meeting with workers when

they reported on the progress made

"The workers were extremely unhappy," says Dr Maharaj

"They felt the offers were too vague and especially that the April 16 promise on salaries was "way off the mark"

And so it was decided to continue the strike until clarification, especially on the salary demand, was forthcoming

The union says that it was on the following Monday that for the first time workers started to feel that some of their grievances were being adequately addressed in definite terms

"We soon got down to the nitty gritty of negotiations on Monday. The meeting lasted from 10.30am until after 7pm and we were able to canvass all our demands"

And it was to prove decisive in bringing about an agreement

The union was informed that Tuesday's meeting would be the final one and that it would have to attend it with a mandate from its constituents

Everything now seemed to move into fast forward

"One team went to the meeting at 2.30pm to finalise details while another was busy collating mandates from the workers"

At the eleventh hour, workers still wanted reassurances that there would be no victimisation against those who had taken part in the strike

The reassurances were in fact given and at 6pm on Tuesday the agreement was signed

The hospital strike was over

Hospitals start their recovery

CAPE TOWN 23/3/90

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Staff Reporter

THOUSANDS of workers streamed back to work at 25 hospitals yesterday marking an end to the general assistants' strike which hit provincial hospitals for 16 days.

At most of the institutions affected, the return was without incident although workers at Tygerberg Hospital reported acts of intimidation by senior nursing personnel.

"Some returning workers were verbally abused and had stickers announcing the end of the strike torn off their clothing," a Health Workers' Union spokesman said.

He said an emergency meeting between union officials and hospital management had been called in an attempt to rectify the situation.

A spokesman for Tygerberg Hospital, Dr FP Erasmus, declined to comment on the meeting or the reports of intimidation.

The superintendent of Groote Schuur Hospital, Dr Jocelyn Kane-Berman, said the hospital was in the process of restoring all its services to their normal level of operation.

"They should be functioning fully by Sunday while all clinical

Hospital standstill as workers march

PORT ELIZABETH. — Work at Livingstone Hospital here was brought to a halt for more than two hours yesterday when staff, including nurses and some doctors, marched through the grounds.

When they presented a petition to the medical superintendent, Dr G White, he told them: "I am on your side." He complimented them on their orderly behaviour.

The marchers demanded the reinstatement of 78 sacked nurses.

The march was held under the banner of the Livingstone Hospital Healthworkers' Committee, an affiliate of the National Education Health and Allied Workers' Union.

The marchers waved flags of the ANC and the SA Communist Party. — Sapa

units are to reopen on Monday," she said.

Elective surgery is to recommence on Tuesday.

The head of the cardio-thoracic unit at Groote Schuur, Professor

John Odell, confirmed that the go-ahead had already been given for kidney and heart transplants.

"To the best of my knowledge we missed no donors during the strike action," he said, adding that on average they were notified of one donor every two weeks.

The agreement signed between the Health Workers' Union and senior representatives of the province on Tuesday has been hailed as a major victory for the union.

Reservations have been expressed regarding the increase in wages which is only to be announced by April 16.

The Congress of South African Trade Unions has released a statement saluting the hospital workers "for the victory they have won through their courageous strike action".

The statement directs a warning to the Commission for Administration and the CPA, saying that Cosatu members will be monitoring increase very closely.

"If the offer is not satisfactory they will have to deal with the anger of hospital workers as well as the organised support of all Cosatu members."

The strikers and the sangomas

w/Mail 23/3-29/3/90

STRIKES and labour disputes frequently involve the use of traditional healers or witchdoctors.

And although recent examples show that union organisation can be strengthened when workers seek supernatural support, there have been occasions when this leads to extreme violence.

During the bitter railway strike in 1987, for example, union members called in a *sangoma* (witchdoctor) from Swaziland to administer medicine that would make them invulnerable to police bullets.

Striking workers, fortified by black dots of *muti* placed on their foreheads by the *sangoma*, brazenly fought back when confronted by police outside Cosatu House in Johannesburg.

Four workers were killed and another four died later that day in battles with police outside the offices of the South African Railway and Harbour Workers' Union (Sarhwi) in Germiston.

In another case, union members at shaft 6 of the Western Holdings Gold Mine travelled to the Transkei to fetch a *sangoma* to protect them from retrenchments that were taking place at the time.

After consulting the *sangoma*, workers confronted management at the mine and a vicious battle ensued. Six miners, a mine engineer and a security official died.

During the subsequent trial, which led to 15 workers being convicted of murder

on the basis of the controversial "common purpose" principle, police said they had arrested the *sangoma* and 250 people with "muti marks" on their bodies.

In another bizarre twist to the case, the *sangoma* and one of the accused died in mysterious circumstances while being held in prison.

The use of traditional practices during labour disputes does not always have destructive consequences.

Shop stewards at a large metal factory near Johannesburg used routinely to consult an *inyanga* (traditional healer) for "cleansing medicine" that would fortify them during wage negotiations with management.

On other occasions, lawyers and expert witnesses in court cases involving labour issues have been asked by their clients to use potions that will give them the power to deal effectively with cross-examination from the prosecutor.

There are positive benefits in the use of tradition and the supernatural, says Lloyd Vogelmann, director of the Project for the Study of Violence at Wits University. It reduces insecurity and boosts self-confidence.

"Often in situations where people feel helpless they resort to supernatural means of handling the situation. This is usually deeply rooted in their history and socialisation."

Eddie Koch

Union cut off over stayaway

SA 23/90

By Drew Forrest

De Beers has withdrawn recognition from the National Union of Mineworkers (NUM) at its largest diamond mine after a stayaway of workers to mark Sharpeville Day

The move was a "flagrant breach" of the procedural agreement at Premier Mine near Pretoria and would be challenged, said the NUM's Mr Marcel Golding

De Beers said it had cancelled the agreement after the union's continuing disregard of its provisions and "persistent misconduct" by 3 000 NUM members

The immediate trigger was the union's refusal to negotiate a mutually acceptable way of commemorating Sharpeville Day.

De Beers spokesman Mr Sej Motau said the move would affect the relationship between De Beers and the NUM at mine level, but not on central bargaining.

Star 23/3/90

Strike under control, says police chief

Coetsee denies 568 warders were fired

By Peter Fabricius,
Political Correspondent

CAPE TOWN — Justice Minister Mr Kobie Coetsee has denied that 568 prison warders were dismissed or suspended because of their membership of the Police and Prisons Civil Rights Union (Popcru)

Mr Coetsee told Parliament yesterday that the action had been taken against the warders because they had gone on strike. He said "after long and positive involvement with personnel who were not performing their normal duty, several members were suspended and a few probationary warders were dismissed"

"In the meantime several members have negotiated with the commanding officer concerned and have been reinstated in their posts"

He said the position on March 23 1990 was that 564 members

had been suspended and four dismissed

Meanwhile the Commissioner of Prisons, Lieutenant-General W H Willemse, has stated that contingency plans at prisons provide for abnormal circumstances and that the situation at the 11 prisons which were involved in the strike was under control.

Mr Coetsee was replying to questions from Mr William Meyer, MP for Robertson, who also asked him if he intended recognising Popcru.

Process of negotiation

Mr Coetsee said the rights and responsibilities of trade unions were governed by the Labour Relations Act which was not applicable to the prisons service.

The Public Service Act stipulated that members of the services were excluded from the process of negotiation and giving advice

by means of staff associations and trade unions at the Joint Advisory Council and Central Bargaining Council of the Public Service

The Prisons Act made no provision for the rights and privileges of trade unions

He said that SA Prisons Services were part of the essential services

There was a communication channel for complaints and grievances to be channelled to the highest level

All members were aware of it and it had always been the policy of the prisons service to deal actively with all complaints and grievances

"As a matter of fact, service conditions have recently been improved in respect of medical benefits for black members," he said, referring to a recent decision that dependants of prison staff would join the prisons medical scheme on April 1

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Thousands to strike over plans to privatise

COUNTRY-WIDE strikes, marches and demonstrations by up to half-a-million workers in protest at privatisation are planned for Monday and Tuesday next week.

The protests, which coincide with a threatened national strike by 5 000 prison warders and policemen, will cap a fortnight of unprecedented industrial militancy in the public sector. A huge demonstration outside the Johannesburg Stock Exchange will be the central event of the anti-privatisation campaign, says Sisa Njikelana, general secretary of the National Education Health and Allied Workers' Union (Nehawu).

The national campaign is being co-ordinated by four affiliates of the Congress of South African Trade Unions (Cosatu) which — with a combined membership of 10 000 in hospitals, the post office, education institutions and on the railways — have formed themselves into a coalition called the Public Sector Forum (PSF).

The wave of protests is being planned by organisations — including the Mass Democratic Movement and the Azanian People's Organisation — and the National Council of Trade Unions (Nactu) in order to mobilise a massive show of force.

"Privatisation is not only an issue that affects private sector workers. The selling of state assets affects the community as a whole and we are urging all political parties and unions to take part."

The demonstration outside the Johannesburg Stock Exchange is designed as a warning to those private companies which have plans to buy shares in privatised parastatals.

Key sectors of the civil service — hospitals, prisons and even the police

A tide of strikes and protests is sweeping the public sector.
By EDDIE KOCH

force — have witnessed unprecedented labour action in the last two weeks.

● This week 39 warders and policemen in the Eastern Cape were fired for staging a sit-in strike

● A 16-day strike that caused a crisis in western Cape hospitals was resolved in the middle of the week with promises that the Health Workers' Union would be recognised.

● The Public Sector League (PSL), a traditionally moderate union, has threatened industrial action if the government does not increase the 10 percent wage increase it has granted to state employees this year

● Cosatu made a breakthrough by establishing a working relationship through the PSL with the newly formed Police and Prison Civil Rights Unions (Popcru). The new union has already recruited 5 000 members, including scores of white warders.

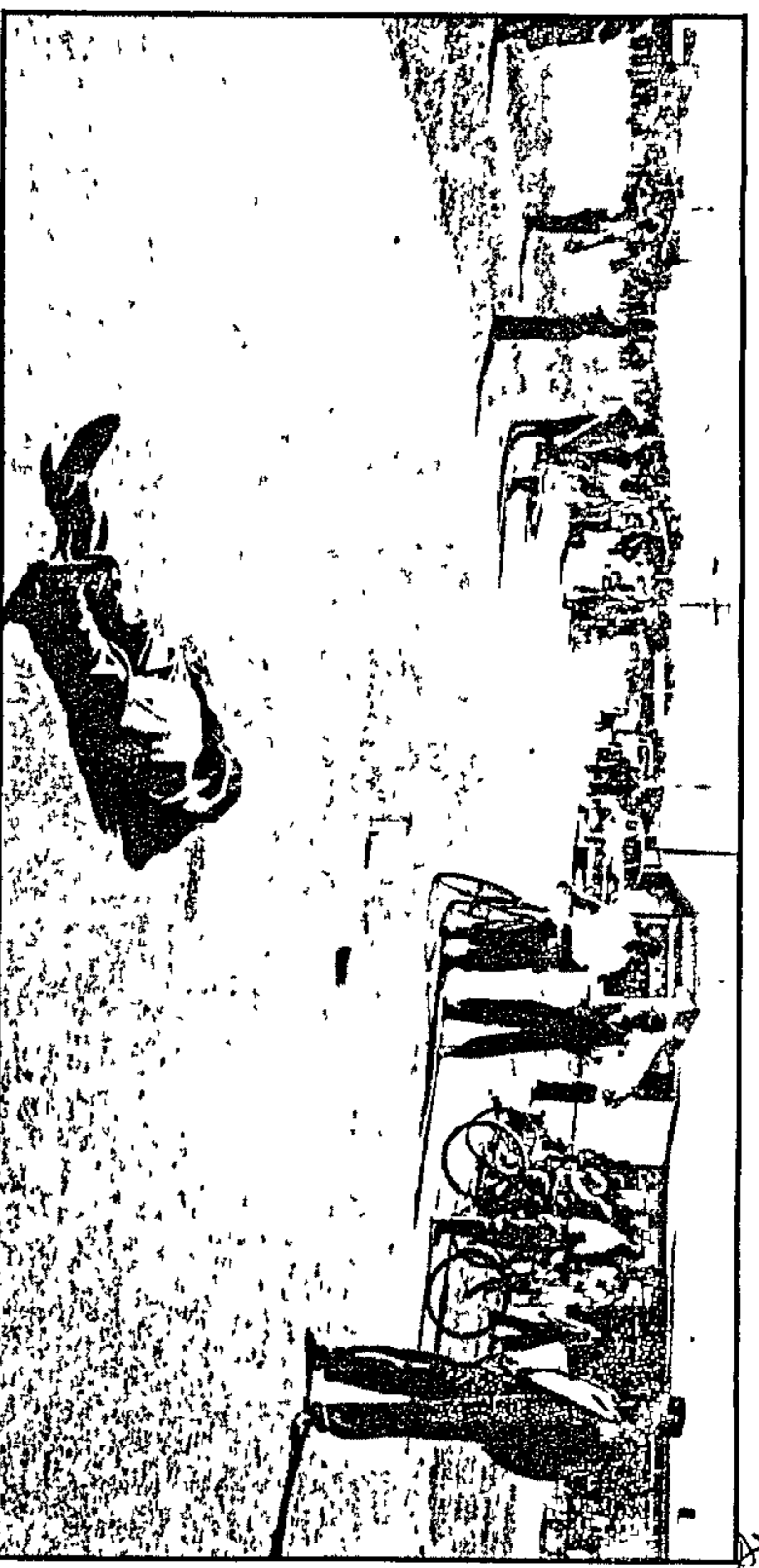
Last week organised labour and business reached an historic agreement to redraft the Labour Relations Act so that government and agricultural workers would be given trade union rights.

Labour Minister Eli Louw has agreed to present the draft through parliament once it has been formally accepted by the affiliates of Cosatu and Nactu as well as industry's South African Consultative Committee on Labour Affairs (Saccola).

"The state sector has neglected its labour relations for a decade and is now paying the price," says leading labour lawyer Clive Thompson.



MASS FUNERAL. Thousands mourned the victims, some brought in trucks carrying eight coffins each



DEAD IN THE DUST One of the victims of the Sharpeville shootings. Post-mortems revealed that 52 of the 67 dead were shot from behind

Who gave fatal order to shoot?

IN 1960 the world, and most of "white" South Africa too, knew very little about the town called Sharpeville — until Monday March 21, when police opened fire on a crowd of protesters, killing 67 of them. Most people, however, were well aware that black South Africans were forced to carry "passes" wherever they went. That they didn't realise was just how much the document, which tore families apart and sent many thousands to jail, was resented

Letter of warning

Less than a week before the protest, Mr Robert Magaziso Sobukwe, the then president of the Pan Africanist Congress (PAC), had written to the then Commissioner of Police, Major-General Rademeyer, to warn him of the proposed campaign against the hated "dompass" laws. The campaign called for black men and women to refuse to carry their "passes" on that day. People would instead converge at police stations throughout the country to surrender themselves for arrest.

Mr Sobukwe, as chairman of the PAC, started the campaign by inviting his own arrest at Soweto's Orlando police station. Similar demonstrations took place in Cape Town, and in Durban 12 people came forward while only five dared to face arrest in Pretoria. In Evaton, near Vereeniging, about 10 000 people were dispersed when military aircraft flew over

them at a low level, and in nearby Vanderbijpark one person was shot dead when a crowd of about 4 000 converged on a police station. An attempt to loot a bread van in the neighbouring township of Bophelong ended in another death.

In the meantime, a crowd of between 5 000 and 7 000 people had gathered outside the Sharpeville police station, where the telephone wires had been cut, to demand their arrest. Police reinforcements were called in from nearby Vereeniging and they battled to disperse the crowd throughout the morning.

There was a force of 130 white and 77 "Bantu" constables in the police station when the commanding officer, Lieutenant-Colonel J Penaar, arrived from Vereeniging.

The black constables were armed with assegais, sticks and batons while each white policeman had a rifle, at this point unloaded.

It was later said the crowd's shouting and singing was too noisy for police warnings to be heard. A baton charge was made during the morning and a few protesters were arrested.

At 1 pm when a crowd of at least 10 000 were milling around the police station, Colonel Penaar lined up police on the western side of the station. Most of the police were constables with rifles and near by were a few Sten guns and two Saracen armoured cars.

The men were ordered to load the five rounds issued to each of them, with Penaar later testifying that his specific instructions were "no shooting with out an order to do so."



AFTERMATH Hats and shoes lie beside the fence of the police station, left by the fleeing crowd

SUE OLSWANG

The shootings, which brought a barrage of criticism from within the country and from every corner of the world, took place at 1.15 pm soon after the commandant of police, Colonel A J Speengler, was knocked over in a scuffle with "one Molepe". Then part of the fence at the entrance of the po-

lice-station gave way, shots were apparently heard from the crowd and a shower of stones fell among the police. No one, to this day, knows who gave the order to "shoot", but the word was used and a volley of bullets rang out from rifles, Sten guns and Browning machine-guns mounted on the Saracen vehicles.

Within seconds 67 people lay dead and 186 wound ed, many of them seriously injured. Eight of the dead were women and 19 were children. A few hours after the massacre, the then Prime Minister, Dr H F Verwoerd, promised a judicial inquiry into the events. Mr Justice P J Wessels, of Natal, was appointed as commissioner.

Struck from behind

Dr Jack Friedman, then senior district surgeon of Johannesburg, and three other medical officials performed post-mortems on the victims and reported that 52 of the dead had been struck by bullets from behind.

It was alleged that the "riot" had been pre-arranged, with this allegation based on the fact that media people were stationed at strategic points when the shootings began. There was, however, no evidence of intentional violence by the organisers of the event or most of the crowd. The size of the crowd was said to be "threatening" and "tempers rose with the hours of tension".

The mood of the policemen stationed at Sharpeville on that fatal Monday, now remembered as "Heroes Day", may have been influenced by events of January 24, two months earlier when nine policemen including several black constables, were killed by a mob in Cato Manor, a notorious slum in Durban. Mr Benjamin Pogrud, a close friend of Robert Sobukwe and former assistant editor on the Rand Daily Mail, was a reporter on black politics at the time of the Sharpeville massacre. He was also one of the four white newspapermen who were in Sharpeville when the shootings occurred.

Mr Pogrud told the Saturday Star this week from London, where he now lives: "I was at Sobukwe's home at about 4 am that morning. I had gone there to say goodbye to my old friend, who planned to hand himself over for arrest, when I heard there had been a death at Bophelong. 'I went to Bophelong with a photographer and then we moved on to Sharpeville, a township I had never heard of before. The police, however, ordered journalists and photographers out of the area but four of us, including Mr Humphrey Tyler, who was then a reporter with Drum magazine, defied the police and went back in.'"

"Thousands of people had gathered outside the police station to protest against 'passes', one of the most hated aspects of South African politics. The crowd, contrary to later reports and police statements, was friendly and not at all riotous and I, as a lone white face, even sat on the pavement while people told me about their problems. 'No one knows who gave the order for the first shot to be fired, or why, but within seconds many people were lying dead and the crowd was fleeing in terror.'"



MASS FUNERAL: Thousands mourned the victims, some brought in trucks carrying eight coffins each.



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'Day of pain' still haunts minds

of young and old

EVERYWHERE the grass was green and moist from heavy rain the previous night. A refreshing morning breeze swept across Sharpeville as it awakened to remember its fallen heroes.

A crowd of young 'comrades', many of whom were born long after the now historic shooting 30 years ago, walked arm in arm, carrying flags of various liberation movements and

JOVIAL RANTAO

softly singing songs as they approached George Thabe Stadium where a commemoration service was to be held.

As they filed past, Mrs Elizabeth Ntho, who does not know exactly how old she is but believes she is more than 70, sat outside her house on a wooden chair wishing she could have been part of another crowd of residents, this

time on their way to the local cemetery to clean the graves of those who had died in the shooting.

She could not do so because her right leg had to be amputated below the knee after she was shot on March 21 1960. The artificial leg which she wears does not help much, she said.

I asked her to tell me about that day. She became distant and was quiet for what seemed like a long time. "I did not know what was going on that day. People told us a leader was going to address us about 'passes'. But before we reached the venue, near the police station, we heard gunfire. I saw people falling down and I ran away."

Mrs Ntho said she took off towards her home but as she went around a corner she fell from the impact of a bullet. "After a few minutes ambulances arrived and we were taken to Baragwanath Hospital."

"That was a painful night, not only because of the pain we had to endure, but also because of worry about the fate of our children and the people we saw being shot."

Mrs Ntho used to work as a domestic servant. Now she earns a modest living making and repairing clothes.

Another victim was Mrs Magdelaine Kgosi (55), Mrs Ntho's neighbour, whose left foot had to be amputated. She said "On that Monday we were told not to report for work but to attend a meeting near the police station."

"As we approached the place where the meeting was to be held, I saw a white policeman holding a machine gun. He opened fire and within seconds we were all on the ground."

All that Mrs Constance Maysiels has left to remind her of her husband is a piece of granite stone with his name engraved on it. He was one of the 67 people shot dead



VICTIM: Mrs Elizabeth Ntho had her leg shot from under her. ● Photograph: Alf Kumalo

Every year on March 19, she goes to the local cemetery to clean her husband William's grave and to spend some time alone with her memories of him.

Tears filled her eyes as she recalled the day Mrs Maysiels joined thousands of people walking towards the hall to listen to the late Pan Africanist Congress Robert Mangaliso Sobukwe speaking on the issue of "dompasses".

"That was the last time I saw him alive," said the retired teacher, who at the time was expecting the couple's fifth child. "My first son, who was then only 13, is now a married man."

BITTER MEMORY: Pan Africanist Congress supporters this week commemorated the fatal day of 30 years ago. ● Photograph: Herbert Mchuzo.



Teachers' strike despite meetings

THE teachers' strike in Alexandra and Soweto continued yesterday despite two meetings at the weekend between the Minister of Education and Development Aid, Dr Stoffel van der Merwe, and a

delegation representing teachers.

Mr Curtis Nkondo, president of the National Education Union of South Africa (Neusa), who took part in the talks, said yesterday that "unavoidab-

ly", the strike, which started more than three weeks ago, would continue until the Government responded to the teachers' demands.

Describing the weekend talks as "fruitful and frank", Nkondo said Van der Merwe was due to release a comprehensive statement tomorrow whereafter teachers would meet to review the strike.

He said teachers had agreed to stage a "sit-in" at schools with the pupils, although no normal classes would take place.

Pupils

Speaking in Pietersburg on Sunday, ANC deputy chief Mr Nelson Mandela called for pupils to return to classes without delay.

Spokesmen for Soweto schools reported a 70 percent to 100 percent teacher attendance yesterday, but said that pupils generally failed to arrive.

Mr G Nephawe, a striking teacher at Vuwani Secondary High

School, said about 70 percent of teachers arrived at school and were holding a meeting, but no pupils reported to school.

He added that pupils should attend school even though there were no classes taking place.

Mr Nkondo said while it appeared there was a contradiction between Mandela's call and the action by teachers, this was not so.

Classes

He said Mandela had not called for the suspension of the strike, but was concerned about maintaining discipline among pupils not attending classes.

"We do not disagree with Mandela (At the beginning of the year), the back-to-school campaign was arrived at by students, teachers, and everybody.

"Children went back, and as expected, this created mass overcrowding and a shortage of facilities and text books which made effective learning impossible."



CURTIS NKONDO

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March 27 1990

Prisons Service denies report

4 more warders on strike — union

Star 27/3/90 (152)

By Dawn Barkhuizen

Four more prison warders went on strike yesterday following the suspension and dismissal of more than 600 warders and policemen in a national protest last week, according to Police and Prisons Civil Rights Union (Popcru) spokesman Mr John Jansen

He said four warders from Pollsmoor Prison had started a protest action, and that they were determined to fight for their rights and the rights of fellow striking warders who were suspended last week

However, a South African Prisons Service spokesman last night told The Star that no more warders were on strike

While Popcru estimates that 675 warders have been suspended, the South African Pris-

ons Service puts the figure squarely at 564 at 11 different prisons throughout the country

Thirty-nine policemen have been fired for taking part

Conflicting versions of the impact of the strike were yesterday given by the organisations involved

Double shifts

Mr Jansen said female warders at Pollsmoor Prison had been forced to work double shifts since last Wednesday as the strike and suspension of 86 warders exacerbated an already critical manpower shortage

He said prisoners were not doing agricultural labour, but sitting inside the jail all day as there were not enough warders to watch over them

The Prisons Service however said "Contingency plans at prisons make provision for abnor-

mal circumstances which may arise and the situation at the prisons concerned is therefore under control"

Among the demands made by Popcru are an end to racial discrimination against warders and prisoners, a 100 percent salary increase, recognition of the union and equal social facilities

In a statement the Prisons Service said "There are sufficient and effective channels of communication which can be used freely by personnel to air their grievances and therefore it is not necessary to resort to undisciplined behavior"

According to Mr Jansen, prisons affected are Pollsmoor, Brandvlei, Worcester, Mosselbay, George, Oudtshoorn, Lady-smith (Cape), East London, Fort Beaufort, Stutterheim, Grahamstown, Kirkwood, Diepkloof and Duncan Village Police Station, East London

CPM- 76415 24/3/90

Director denies HWU claim of strike warning

Staff Reporter

THE executive director of Provincial Hospital and Health Services has denied allegations made earlier this week by the Health Workers' Union (HWU) that he had two weeks prior warning that strike action was to be called.

"A list reflecting demands of general assistants at Groote Schuur Hospital only was presented to Dr George Watermeyer some 17 months ago," said CPA spokesman Mr Van Heerden Heunis yesterday.

"The talks that took place were between Dr Watermeyer and workers at that hospital only, as the Health Workers' Union was not in existence at the time," he said, adding it was untrue the union had warned the province two weeks before the strike began that strike action would be taken.

A spokesman for the HWU said the union had existed since December 1985 but was not recognised by the state.

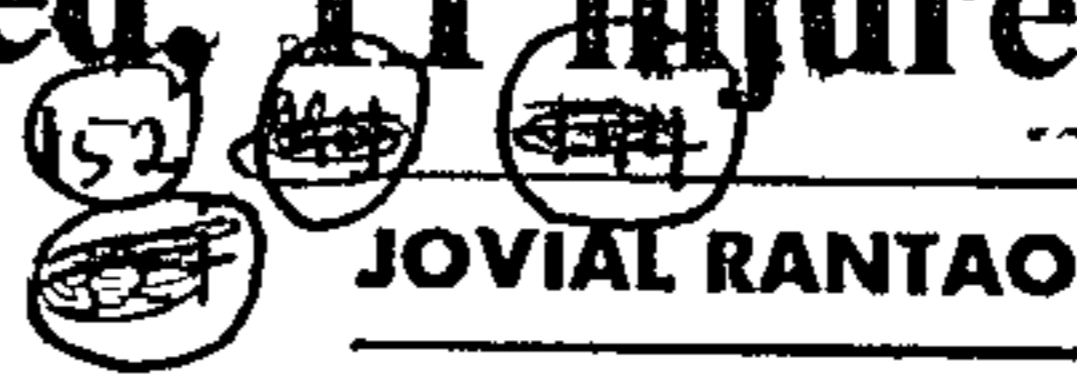
"We therefore operated through workers' committees at the hospitals, who in turn spoke to the authorities," he said.

As workers streamed back to work and hospitals began functioning normally again, the Administrator of the Cape, Mr Kobus Meiring, issued a statement thanking members of the public and Defence Force who volunteered to help during the strike, the long-suffering patients, hospital staff and top CPA officials who remained calm under difficult circumstances.

Sappi striker killed, 11 injured

sta 24/3/90
THE six-week strike by about 500 workers at Sappi Enstra Mill, outside Springs took another turn yesterday when a worker was killed and 11 injured after police dispersed workers who had staged a demonstration outside the company's premises.

According to Mr S Khubheka, general secretary of Paper, Printing and Allied Workers Union (PPAWU) which



JOVIAL RANTAO

represents the workers, police to some extent used live ammunition to disperse the workers.

He accused Sappi management of not being prepared to meet the workers' demands. A police spokesman, Colonel J H Labuschagne, denied that live ammunition was used.

Star 28/3/90

Teacher strikes to protect her career

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Teacher Mathuto Masechaba believes she is getting a raw deal and striking is the only alternative to abandoning the profession, reports
THABO LESHILO

Ms Mathuto Masechaba's realised her childhood ambition to become a teacher to help uplift her community. Now finds herself on strike, and wondering whether to opt out and find another career.

Ms Masechaba, not her real name, is one of the thousands of Soweto and Alexandra teachers on strike.

She viewed the strike as an alternative to abandoning the career she loved for the private sector, or enduring the pain with the hope that things might sort themselves out.

None of the above prospects appealed to her and she decided to "down the chalk" and fight the Department of Education and Training (DET).

"The strike is the only weapon by which the DET can be forced to address our grievances," she said.

A university graduate, Ms Masechaba said although she enjoyed teaching, she found the working conditions unbearable. "I work 39 periods a week and teach six classes — some with over 50 pupils.

"I also have to supervise extra mural activities, which sometimes involves accompanying school children on tours. "What happens to my role as a mother and wife?" asked the teacher, who also has a young baby.

"The workload is so heavy I get home very tired and unable to do my household chores. It's even difficult to mark the children's work properly."

She said it took her two hours a day to mark her pupil's essays, exercises and tests at home.

A 28-period teaching week would go a long way in easing their workload, she said, and added that the department should employ more teachers.

She also complained the salary she earned was not commensurate with her qualifications. She holds a degree and has been teaching for three years, but her gross monthly salary was R1 595.

She said teachers working for the DET had been "oppressed for too long by school principals, subject advisors and inspectors".

"The principals turn a deaf ear to our grievances and we end up doing more paper work than teaching because of the subject advisors and the inspectors," she said.

She said the subject advisors did not advise them but merely inspected their work.

The former student leader said she joined the strike voluntarily and felt it was long overdue.

39 policemen fired over Popcru strike

CAPE TOWN — More than 600 prison warders have been suspended and 39 policemen dismissed country-wide since the prisons and police strike started on Wednesday last week, according to former police lieutenant Mr Gregory Rockman.

Mr Rockman, president of the

Police and Prisons Civil Rights Union (Popcru), said the strike would continue until recognition was given to the union, all dismissed and suspended personnel were reinstated and serious negotiations were started to resolve problems

Pretoria police spokesman

Major Reg Crewe last night confirmed that 39 policemen had been dismissed

A Prisons Service spokesman said last night that figures on the number of warders suspended could not be released. Unions were not recognised by the Prisons Service, she said. — Sapa.



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Gold Fields fires teargas, birdshot at petitioners

Miners strike over colleagues' deaths

By Drew Forrest

A total of 7 500 miners refused to work on Sunday and yesterday at Gold Fields Deelkraal Mine, near Carletonville, to mourn seven colleagues who died in recent underground accidents

Gold Fields' Mr Attie Roets confirmed that mine security personnel fired teargas and birdshot at workers who had planned to march yesterday on management offices to present a petition. Workers had been given several warnings to disperse. The National Union of Mine-

workers said the strike, which started on the Sunday night shift and continued yesterday, served to mourn five workers killed by runaway rolling stock last Thursday and two others killed last month.

Attacking management's approach to safety issues, the workers' petition demands the dismissal of a white rigger whose alleged negligence led to the accident, and the suspension of the manager responsible pending the outcome of the accident inquiry.

The NUM also demands the right to elect its own safety representatives and the creation of a

R700 000 fund for the families of the dead men.

Mr Roets said strikers had agreed to go back after a management undertaking to consider their petition. He declined to comment on the demands.

● The Chemical Workers Industrial Union says it plans a health and safety campaign at Sasol in Secunda following the recent death of two workers at the complex, one in an explosion at an electrical sub-station.

Describing the accidents as 'exceptional', Sasol spokesman Mr Jan Krynanuw said they were being investigated.



CITY

Public Service League 'disgruntled' over strike

By GILL TURNBULL
Staff Reporter

THE Public Service League, official representative of civil servants, is disgruntled at accolades accorded to the unaffiliated Health Workers' Union after the successful conclusion of the Cape hospital strike

A spokesman for the league's national hospital sub-committee said that weeks before the strike started his organisation had placed the non-medical workers' six grievances before the Provincial Administration and the Commission for Administration and negotiations were at an advanced stage when the illegal strike was called.

He said the fact that the union had

stepped in to stop the strike had made the league look bad in the eyes of its members

He added that the authorities had instructed the league not to tell its members of the negotiations until after the Minister for Public Administration, Dr Wim de Villiers, had raised the matter in parliament.

In a Press statement, the Administrator, Mr Kobus Meiring, confirms that "at the time of the strike, the Commission for Administration was already investigating the grievances of general assistants about their salaries and conditions of service, which had been brought to their attention by a delegation of the hospital sub-committee of the Public Service League

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Hospital workers' concerns discussed

Staff Reporter

REPRESENTATIVES of the Public Servant's League yesterday morning met the Minister of Administration and Economic Co-ordination, Dr Wim de Villiers, to discuss working conditions and salaries of provincial hospital workers.

A spokesman for the PSL, Mr Arthur Farred, said the league would present the minister with a list of demands — including a minimum living wage of R850 and a future meeting with President F W de Klerk, Finance Minister Mr Barend du Plessis and Dr De Villiers.

"The Groote Schuur branch of the organisation is also to seek affiliation with Cosatu," he said.

A mass rally in response to the meeting is to be held by the PSL in the Westridge Civic Centre at 8pm this evening.

"We will spell out the worker's new salary package then," said Mr Farred.

A spokesman for Dr De Villiers' office confirmed that a meeting had taken place.

March against privatisation

FOUR Cosatu unions are to stage marches nationwide on Thursday to force the government to drop plans to private certain parastatals.

Cosatu spokesman Floyd Mashele said Cosatu would be holding

BY LEN MASEKO

rallies in Durban, Johannesburg, East London, Port Elizabeth and Cape Town (tomorrow), to explain the implications of privatisation to public sector workers (152)

Unions involved are, the SA Railway and Harbour Workers Union, the National Education, Health and Allied Workers Union, the Post and Telecommunication Workers Association and the SA Municipal Workers Union. (52)

The two-day protest action is a culmination of weeks of lobbying by unions against privatisation which they fear will lead to retrenchment.

Cosatu members will

^{Sowetan 27/3/90}
march on the Johannesburg Stock Exchange on Thursday, to deliver a petition calling on investors to stop buying shares in parastatals earmarked for privatisation. (152)

The march will start from the Central Methodist Church, in Pritchard Street.

Four unions to stage protests nationwide

ADELE BALETA

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THOUSANDS of public sector employees from four trade unions will stage nationwide protests against privatisation tomorrow and on Thursday.

Post Office and Telecommunications Workers Association (Potwa) vice-president and a national co-ordinator of the protest action Floyd Mashele said anti-privatisation rallies would be held tomorrow in Johannesburg, Cape Town, Port Elizabeth, East London, Pretoria, Bloemfontein and Kimberley.

He said workers were prepared to fight to the "bitter end" to prevent privatisation and he warned shareholders "they would not be reimbursed once nationalisation takes place".

Members of Cosatu affiliates Potwa, the SA Railways and Harbours Workers Union (Sarhwu), the National Education Health and Allied Workers Union and the SA Municipal Workers Union (Samwu) would take part in the action.

Sarhwu launched a three-day anti-privatisation campaign at the Kaserne railways depot in Johannesburg yesterday.

A depot spokesman said 500 workers held a peaceful demonstration on the premises for about an hour. Workers did not meet management.

Mashele said public sector employees countrywide would march on employer bodies starting at 10am tomorrow. Memorandums calling for a halt to privatisation would be handed in and a picket would be staged for the rest of the day.

Johannesburg public sector workers, however, would march on the JSE, where a memorandum would be handed in, followed by a picket.

The action was part of a public sector worker campaign to protest against privatisation, de-regulation and government's 10% pay rise for workers.

Action would include work stoppages, overtime bans and, as a last resort, strikes, Mashele said.

Cosatu march to Union Buildings

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FOUR Cosatu public-sector unions plan to stage a march on the Union Buildings in Pretoria tomorrow to present an anti-privatisation memorandum to the Minister in charge of the Office for Privatisation, Dr Dawie de Villiers.

The march, for which permission has been sought, forms part of a two-day programme of protests countrywide against the State's privatisation policies, beginning with rallies during working hours today.

Nationwide marches, including a procession to the Johannesburg Stock Exchange, are planned for tomorrow.

Rejected

Campaign co-ordinator, Mr Floyd Mashele said the unions would ask De Villiers to halt privatisation, which was rejected by workers and the black community as a whole.

Meanwhile, Transnet has warned of possible disciplinary action against employees who miss work to take part in the protests. Workers would also not be paid for any period of absence, a spokesman said yesterday.

The post office will also apply a policy of "no work, no pay," said senior personnel manager Mr Pieter Senekal.

No disciplinary action was planned at this stage, he said. - *Sowetan Correspondent.*

Prison action:

'No union link'

CMT Tuis 28/3/98 Political Staff

THE suspension of 564 prison warders and the dismissal of four was not carried out because of their connection with the Police and Prisons Civil Rights Union (Popcru), the Minister of Justice, Mr Kobie Coetsee, said yesterday.

"No members were suspended or dismissed on account of their connection with a trade union," he said in reply to a question tabled in the House of Representatives by Mr Willie Meyer (LP, Robertson).

"After long and positive involvement with personnel who were not performing their normal duty, several members were suspended and a few probationary warders dismissed.

"In the meantime, several members have negotiated with the commanding officers concerned and have been reinstated in their posts."

Asked whether he intended recognizing Popcru, Mr Coetsee said various laws excluded prison service personnel from trade union membership and the Prisons Act made no provision for the rights and privileges of trade unions.

Teachers
paid, so
it's back
to school

By ANDRE KOOPMAN

BLACK teachers who had been on strike since last Tuesday would return to school today, the chairman of the Democratic Teachers' Union (DETU), Mr Shepherd Mdladlana, said last night.

The teachers had been striking because they had not been paid since January but this had now been rectified, he said.

He said the decision was taken at a packed joint meeting of DETU and the Peninsula African Teachers' Association.

Teachers "at most primary schools and some high schools" decided to "down chalk" last Tuesday when the Department of Education and Training said salary cheques for six schools had been lost in the post.

Two DET officials flew to Cape Town last Wednesday and issued handwritten cheques to teachers who had not been paid.

Mr Mdladlana said black teachers still had grievances, including "the very high pupil-teacher ratio, overcrowding and lack of educational resources and basic items like books and chalkboards".

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600 fired in jails strike

By MATSHUBE MFOLOE

MORE than 600 prison warders and 39 policemen have been dismissed, and more than 500 warders suspended in a week-long strike, president of the Police and Prisons Civil Rights Union, dismissed policeman Gregory Rockman, has claimed.

He said 86 warders were suspended at Pollsmoor; 262 at Diepkloof (Johannesburg); 131 at Fort Glamorgen (East London); nine at Mossel

Bay; two each at George; Oudtshoorn and Ladysmith (Cape); 39 at Grahamstown; 13 at Fort Beaufort; 12 at Stutterhelm; 39 at King Willim's Town and 29 at Queenstown.

Police have confirmed that 34 policemen in Duncan Village, East London, have been dismissed.

Popcru vice-president W/O John Jaansen said the strike would

continue until the authorities recongnised the union.

Jaansen warned the government yesterday to immediately reinstate all dismissed and suspended members.

The strikers "immediate demands" should be met before any negotiations to resolve grievances could start.

Prisons Services spokesman Lieutenant General WH Willemse confirmed that warders from various prisons

had recently participated in "illegal strikes".

He said after talks with the prison authorities, some striking members had decided to resume their duties.

However, a total of 564 members at 11 different prisons had "an uncompromising attitude" and were still on strike.

This left Prisons Services with no option but to suspend the members concerned in accordance



Dismissed policeman Gregory Rockman

with Section 15 of the Prisons Act (1959), pending the outcome of further investigations.

"Members of the prisons service provide an essential security service to the community which cannot be interrupted or scaled down," a Prisons Services statement said.

Delay dither

One of the worst strikes in government health services ended last week. Why was there such a delay in resolving it, in view of the hardship to patients and staff and the damage to hospitals and, not least, the hardship

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endured by the strikers themselves?

The strike started on March 5. Only on March 16 did talks begin between the Cape Provincial Administration (CPA), the Commission for Administration (CFA) and the striking Health Workers' Union.

The union is not aligned to either of the major trade union groupings, Cosatu and Nactu, nor is it officially recognised — though it has been organising Cape health workers since 1985. Initially, it refused to present grievances to retired Chief Magistrate Charles van Zyl, appointed by the CPA. Workers were holding out for talks between the union, Health Minister Rina Venter and Public Administration Minister Wim de Villiers. They were weary of dealing with representatives, saying problems had been brought, in vain, to the attention of the provincial authorities since 1987.

The Dean of Medicine at UCT, Prof J P van Niekerk, points out that normal procedures do not allow for direct bargaining with the minister. He says there was a lack of co-ordination in bargaining between the union and the Public Servants' League (PSL), the recognised health staff association.

However, the union's acting general secretary, Hassan Mohammed, counters that there was very little direct contact with the PSL and that no joint planning for the strike took place. The PSL was also "ambiguous" towards the strike, with some of its members joining in and others engaged in "scab" la-

bour. He says the union raised a central set of demands and indicated whom it wanted to meet from the outset. However, no response was received until March 15.

The union's demands included a "living wage" of R1 500 a month (current minimum starting wage is R260, average R350); six months' paid maternity leave; a 40-hour week, union recognition, and permanent status for workers classified as temporary. Compromise has now been reached on all issues except the size of the wage rise.

The DP's health spokesman, Mike Ellis, attributes the delay in talks to the minister's reluctance to meet striking workers from an unrecognised union. Minister Venter apparently felt that since the strike was about employment conditions, it should have been handled by colleague Wim de Villiers. However, Ellis maintains that as the strike was a health matter, involving patient care, the health minister should have involved herself.

The terms of agreement between the union and the CPA and CFA do not specify the size of wage increases for lowest paid workers. All that is said is that public servants are to get a 10% general increase from April 1, "general assistants" will receive a "salary improvement over and above the 10%" — precisely how much will be known by April 16. Ellis hopes that when salary increases are announced, they will be "substantial" in order to avert another crisis.

Van Niekerk, however, warns that "all



Minister Venter . . . thrust into the labour arena

hospitals in the Cape are on tight budgets and cost-cutting measures are likely to hit unskilled workers first. In so far as workers have won better conditions as a result of the strike, it must be remembered that hospitals may well respond by gradually trimming their staff."

All the parties are at least agreed on the need to improve communication, chiefly by regular meetings at both hospital and provincial level.

Hospital services disrupted by strike

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Ben Vosloo

By MATSHUBE MFOLOE

A NUMBER of essential services at Garankuwa hospital, north of Pretoria, were disrupted yesterday when more than 3 000 workers downed tools in protest against alleged racism and poor working conditions.

An hour-long protest was staged by the catering, cleaning, messengers and switchboard staff.

Some medical staff also supported the strike which began at 7am.

After a meeting which was followed by a march around the hospital premises, a workers' delegation handed a petition to the hospital superintendent, Dr Louis van Heerden.

A hospital spokesman confirmed that some services were 'slightly dis-

rupted' by the hour-long strike.

He said workers alleged that some superiors were intimidating black staffers.

The spokesman said some of the demands were vague and specific

incidents were required before investigations could be made.

Workers demanded an immediate removal of two white employees whom they allege were "racists".

The workers later resolved to resume work after authorities undertook to respond to the grievances by Monday.

Breakfast for patients was served hours late and other patients who came early for treatment at the hospital returned home.

70 striking workers held after city demo

By HENRI DU PLESSIS
Staff Reporter

POLICE arrested about 70 striking workers from an Epping toolmaking company today after a demonstration outside their union offices in Corporation Street, Cape Town.

A union representative said the workers of Neill Tools went on strike when management refused to continue bargaining about working conditions and called for industrial council intervention.

The representative said the workers belonged to the Steel and Engineering Workers' Union

The workers opposed the intervention of the industrial council and went on strike, af-

ter which about 100 were dismissed

The union spokesman claimed the workers were on their way to the union office to discuss further action when they were arrested

But witnesses said the workers held placards, and sang and shouted slogans in the street outside the building.

A number of police vehicles arrived and after warning the demonstrators to disperse, police made the arrests.

Policemen warned Press photographers not to take pictures. A policeman told union representatives the workers would be taken to Caledon Square and charged.

A spokesman for the company's head office in Johannesburg was not available for comment

Popperu strikes back

South 29/3 - 4/4/90

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By CHARA CARTER
A DEFLIANT Police and Prisons Civil Rights Union (Popperu) is heading for a showdown with authorities determined to break a national strike by more than 700 of its members

More than 680 warders have so far been suspended without pay while 31 policemen who joined the strike have been dismissed. Despite the crackdown by the authorities, Popperu founder member, Lieutenant Gregory Rockman has vowed to "step up protest action" and the vice-president of Popperu, Warrant Officer John Jansen, has said the strike will continue "indefinitely" unless the authorities agree to recognise the union and reinstate those dismissed.

No benefits

"We are determined to make the government listen to us. Even if it means changing ourselves to the railings of parliament," said Rockman. The union intends to march to Tlynhuy on Saturday morning to present a petition outlining the strikers' grievances. The strikers are also planning picket demonstrations.

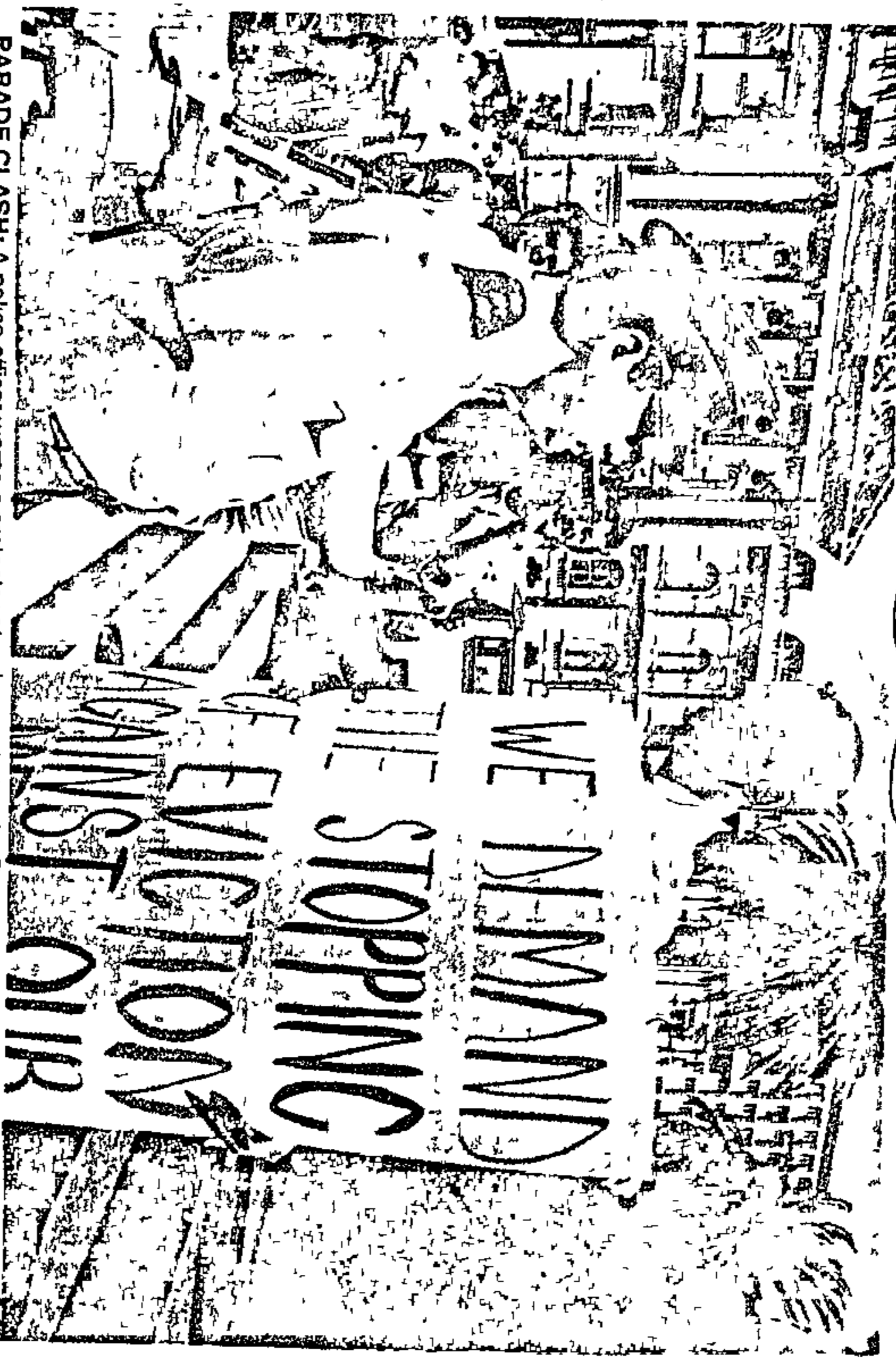
On Wednesday, scuffles broke out when about 12 Popperu members were arrested during a placard protest by suspended warders at the Grand Parade in central Cape Town.

The arrested warders, some wearing t-shirts saying "Rock Them Rockman", shouted ANC slogans as they were loaded into a waiting police van.

A large contingent of police watched impassively as some of the other warders and spectators did an impromptu 10y1-10y1 through a nearby bus terminus.

Rockman said that more than 30 warders who faced eviction from their Westlake living quarters on Thursday would "daily" attempt to remove them from the property.

Warders would not abide by the terms of their suspension orders



PARADE CLASH: A police officer warns a protester at a demonstration by Popperu members on Cape Town's Grand Parade on Wednesday

which he described as "extremely harsh".

In terms of the orders the warders are suspended without pay and lose all benefits.

Court challenge

Striking warders at Diepkloof prison in Johannesburg are also reported to be facing eviction.

Rockman said that the union intended to challenge the dismissal of five Kings William's Town and 34 East London policemen in the Supreme Court.

Meanwhile the Stutterheim prison where 12 warders are on strike was reported to have been closed this week and prisoners transferred to Fort Glamorgan in East London where 15 warders are also on

strike.

Other prisons affected by the strike include Polismoor, Brandvlei, Worcester, Diepkloof, Queenstown, King Williams Town, Fort Beaufort, Grahamstown, Kirkwood, George, Oudshoorn, Mossel Bay and Ladysmith.

At a press conference attended by suspended warders from Polismoor prison on Tuesday, Warrant Officer Jansen said that Popperu intended to continue fighting racial discrimination within the SA Prisons Service and SAP against Popperu members and prisoners. He said Popperu members had experienced discrimination in housing, sports, recreational facilities and benefits. "We are prepared to be arrested time and time again," Jansen said.

Negotiations on a knife-edge

NEGOTIATIONS to bring peace to South Africa were poised on a knife-edge this week as a new outbreak of violence swept through Vaal townships. The police shootings in Sebokeng, in which at least nine people died and several hundred were injured, have raised doubts about the intention of the government to allow peaceful protest. But police insist they fired in self defence against an angry 50 strong crowd armed with sticks, stones, iron bars and a string of "legitimate" grievances. Monday's shootings blamed in part on right-wing elements in the police force clearly illustrates how volatile the political situation is - and how quickly it could spin out of control. Monday's shooting claimed more than lives say anti-apartheid leaders. It could seriously impinge on the process of peace.

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AECI black strike goes on

Star 29/3/90 - Labour Reporter

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A clash has led to work stoppages by both black and white workers at AECI's Midland factory in Sasolburg

A total of 1750 blacks have been on strike since Friday after a company decision to uphold the dismissal of a worker who allegedly assaulted a white fellow employee, AECI said yesterday

The general secretary of the SA Chemical Workers Union, Mr Humphrey Ndaba, said the worker had first been suspended, then fired after a protest stoppage by white members of the Mine Workers Union

AECI said the dismissal had been upheld in an appeal hearing. The factory is still maintaining production

Sawmill workers stop work

South 29/3-4/4/90

MORE than 300 Boland sawmill workers took part in a protest march at Mondi Bruply in Elgin, and Stellenbosch on Monday to protest against disciplinary charges against three workers.

The workers, who are members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), returned to work last week after a marathon six-week strike at the plants.

In terms of the agreement reached between the union and management, the minimum wage at the plant will be increased by 2 cents an hour.

A striker was killed and 25 others injured when police opened fire at a group of about 500 Ppwawu members at the Sappi mill in Enstra last Friday.

Govt pledge on restructuring black schools

152 ~~SA~~ MIKE ROBERTSON ~~SA~~

CAPE TOWN — In a new bid to end the teachers' strike and continuing school stayaways, Education and Training Minister Stoffel van der Merwe yesterday committed government to negotiating new structures to broaden black community involvement in the running of schools

He said the time had come for black leaders to go beyond issuing statements calling on children to go back to school and make a concerted effort to achieve this

Van der Merwe was speaking at a Press conference at which he unveiled government's detailed response to a wide variety of grievances raised by opposition groups in recent meetings on the continuing crisis in black education

The Minister said his department's 34-page response to the demands had been circulated to all the groups it had met

These included the National Education Crisis Committee (NECC), the National Education Union of SA (Neusa), the Council for Education and Training and the African Teachers' Association of SA (Atasa)

Van der Merwe said in delivering such a detailed response government had gone out of its way to demonstrate the seriousness with which it viewed the crisis in black education. He hoped black leaders and people involved in black education would be prepared to respond to this demonstration of good faith

He said some of the demands related to the constitutional system. These were being addressed in the negotiation process

"The education authorities cannot by themselves take this further"

Other grievances concerned general education policy matters that had to be addressed by the overall education system

However, he gave a commitment that he would take up these demands with National Education Minister Gene Louw

The third category of demands related to matters over which his department had direct control. The department had undertaken to address these issues.

Van der Merwe said after consulting a broad spectrum of black leaders, he had decided to subject the existing structure of community involvement in the running of schools to a thorough review

□ To Page 2

Black schools

The existing structure included school management committees, regional committees for the Council for Education and Training, as well as the council itself

He said when these structures were set up, many organisations did not wish to participate in them. A campaign was being conducted to replace these structures with parent-teacher-student associations

"Since I am anxious to effect a much greater measure of parent involvement in education, I am inviting bodies to submit to me their ideas for a structure for community co-operation in the provision of education. I am willing to negotiate with groups in the black community with regard to their proposals, and I am willing to eventually introduce a new structure if consensus can be reached"

However, he said that while keeping an open mind on the subject he would reserve his stand on the possible involvement of students in decision-making on the management of schools

Van der Merwe said he could not immediately address teachers' demands for increased salaries as this fell under Louw's ambit. However he was prepared to support in discussions with Louw, demands that teachers with few or no qualifications be given special attention

He was also prepared to consider demands for official recognition from or-

152 ~~SA~~ □ From Page 1

ganisations such as Neusa. It was up to Neusa to submit its constitution, but he would consider any application sympathetically

Van der Merwe said to date striking teachers were being paid. This was because it was difficult to assess whether teachers were on strike or had been intimidated into staying away. But he warned "this situation will not be able to continue indefinitely"

He said the biggest stumbling block in resolving the crisis was the return of teachers and pupils "to resume the process of tuition"

Government was committed to addressing grievances but wanted agreement that while negotiations continued the tuition process would be resumed

He said government had taken concrete steps to prove its willingness to address problems in black education in a meaningful way

DANIEL FELDMAN reports that NECC general secretary Itron Rensburg said an emergency meeting would be held tonight to formulate a national response to Van der Merwe's statement

Rensburg said representatives of Neusa, Congress of SA Students (Cosas), SA National Students' Congress (Sansco), Teachers' Unity Forum, National Union of SA Students (Nusas), Cosatu, UDF and NECC would attend the meeting

R/par 29/3/79

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Police and prison union
demonstration broken up

Own Correspondent

CAPE TOWN — Police broke up a lunch-hour placard demonstration by the Police and Prison Civil Rights Union (Popcru) at the Grand Parade yesterday and arrested 12 demonstrators.

The demonstrators were demanding the reinstatement of 680 suspended members.

Police confirmed that 11 men and one woman had been arrested and later released on R100 bail.

Former police lieutenant and Popcru executive president Gregory Rockman, who was at the scene, criticised the police for their "hard-handed action" and said Popcru members were showing their disillusionment with the current state of affairs in the police and prisons departments. He said their peaceful protest had been met by "brutal reaction" from the police.

Rockman, sporting a Viva Mandela T-shirt, said he had had 13 years' experience in the police and he believed police were acting "outside their powers when they break up peaceful demonstrations with such brutal force".

He said a big Popcru march would be held on Saturday from Greenmarket Square to Tuynhuys to hand a list of grievances to government.

He said city council and magisterial approval would be sought.

"But if they deny us permission we will march in any case and I will be there to lead them."

He said the sit-in strikes at prisons would continue.

Workers demand dismissal of man after fight

(152) By LEN MASEKO

ABOUT 1 800 workers have downed tools at AECI's Midrand firm in protest against the outcome of an inquiry into a racial incident on the plant.

The workers, all members of the SA Chemical Workers Union (Sacwu), demand the dismissal of a white man who allegedly assaulted their colleague. The fight occurred on March 15.

Sacwu official Mr Humphrey Ndaba said the work stoppage was triggered by management's decision to fire the black worker who was involved in the incident.

A spokesman for the company confirmed that the black worker "for assaulting and injuring a fellow worker". He said the worker was dismissed after an appeal hearing upheld the company's decision.

The union maintains that its member was "in fact" assaulted by his white colleague, who belongs to the whites-only Mynwerkers Unie (MU).

According to Ndaba, the company dismissed the Sacwu member a day after members of the MU downed tools, demanding the dismissal of the black worker. Sacwu demands the reinstatement of their member and that the MU member be called before a disciplinary hearing, instead *Sowetan 30/3/90*

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Robben Island warders ease crisis

By GAYE DAVIS
Cape Town

EXTRA warders are said to have been ferried from Robben Island to Cape Town's Pollsmoor Prison in a bid by the Prisons Service to cope with a staffing crisis sparked by continuing protest action by members of the Police and Prisons Civil Rights Union (Popcru)

Striking Pollsmoor employees this week claimed warders in the female "coloured" section of the prison were having to work double shifts and that male and female coloured prisoners were having to remain in their cells because of a lack of personnel to oversee work-parties

They also claimed that prisoners were encouraging other warders to join the strike and said one prisoner had been sentenced to solitary confinement for shouting "Viva Popcru!"

"The prisoners are behind us but because they are behind bars it's difficult for them to show it," said Popcru general secretary Andrina Rhode

87 Pollsmoor employees have so far been suspended for taking part in the national sit-in, which started last Wednesday. They are among 731 policemen and warders said to have been suspended or sacked so far

Popcru vice-president John Jansen this week gave the following breakdown of sackings and suspensions of Popcru members: Pollsmoor 87, Brandvlei Prison (Worcester) 9, Johannesburg 262, Queenstown 29, King William's Town 46 (including five policemen); East London 131 (34 of them policemen), Fort Beaufort 13, Stutterheim 12, Grahamstown 39, Kirkwood 54; George 2, Oudtshoorn 2, Mossel Bay 9, Ladismith (Cape) 2

In Cape Town, 13 suspended Pollsmoor employees were arrested by police on Wednesday after taking part in a placard demonstration on the Grand Parade.

Dressed in T-shirts emblazoned with the uniformed image of Popcru national president Gregory Rockman and the legend "Rock them, Rockman", the men and women stood for about 15 minutes before police moved in and started arresting them, without warning

Bystanders heckled policemen as they bundled the demonstrators into a van, which soon resounded with

cries of "Viva Popcru!" and voices singing "Forward we shall march"

On Monday, another suspended warder was arrested and detained in a cell overnight. Popcru vice-president John Jansen said Warder William Plato was arrested after he entered Pollsmoor premises and was released on R200 bail after appearing in court the next day

The union is meanwhile waiting to hear whether permission has been granted for the march it intends staging on Parliament tomorrow to hand over a memorandum listing members' grievances

Jansen said Popcru members were determined to continue with their protest until their immediate demands were met: the reinstatement of suspended and fired members, recognition of Popcru as a union and a commitment on the part of police and prisons authorities to discuss members' grievances

"We are not allowed to take part in any strike action and we were told we would be suspended. But we're prepared to sacrifice anything for justice," he said. "Popcru has decided to carry on until its demands are met."

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Mandela urges teachers to 'reconsider' strike

AFRICAN NATIONAL CONGRESS deputy leader Nelson Mandela and the Mass Democratic Movement intervened in the crisis facing black schools in the Johannesburg region as more than 6 000 teachers continued with the "chalks-down" strike this week.

Mandela addressed a meeting of the National Education Union of South Africa (Neusa) Orlando branch in Soweto on Tuesday and urged the teachers to reconsider their action.

He told about 100 teachers who had gathered at Orlando West High School that their action could not go on indefinitely and promised to take the matter up with President Fw de Klerk if the Department of Education and Training did not meet their demands.

His meeting with the teachers came after various formations of the MDM met in Soweto over the weekend to "find ways" of intervening in the four-week-old strike.

The Soweto Civic Association and local structures of the Congress of South African Trade Unions, National Education Co-ordinating Committee and the Federation of Transvaal Women met on Sunday to try and encourage teachers to call off the strike.

A *Weekly Mail* source said there had been behind-the-scenes discussions since the beginning of this week to resolve the "deepening crisis" and discussions were continuing.

Thousands of Soweto students are now staying away from school as the "chalks-down" strike continues.

Many schools, particularly high schools, this week reported a substantial drop in attendance figures with some recording less than one percent of students reporting at school.

"Frustration has set in and many students are no longer coming to school because there is no learning taking place," said a teacher at Allen Secondary School.

Schools in Soweto, Alexandra and Tembisa have virtually ground to a halt and it feels like school holidays when you drive around these areas.

Very few students make their way to school in the morning and even those go back home shortly after 9am.

"We have less than 50 students reporting in the morning and they disappear in less than an hour," said a teacher at Orlando High School,

Too many students are getting too little education as the teachers' strike in Soweto enters its fourth week, reports PHIL MOLEFE

which has a attendance roll of over 1 000.

"It is going to take some time before things return to normal because schools are closing for Easter next week," he said.

Primary pupils were still turning up for school but there had been a steady decline in attendances, according to some of the teachers.

Most high schools have lost almost the whole first quarter because classes started late in February as schools were battling to find accommodation for students who failed and who wanted to be re-admitted. Schools also didn't have space for those who had been out of school for some time and returned this year in response to the back-to-school call by political leaders.

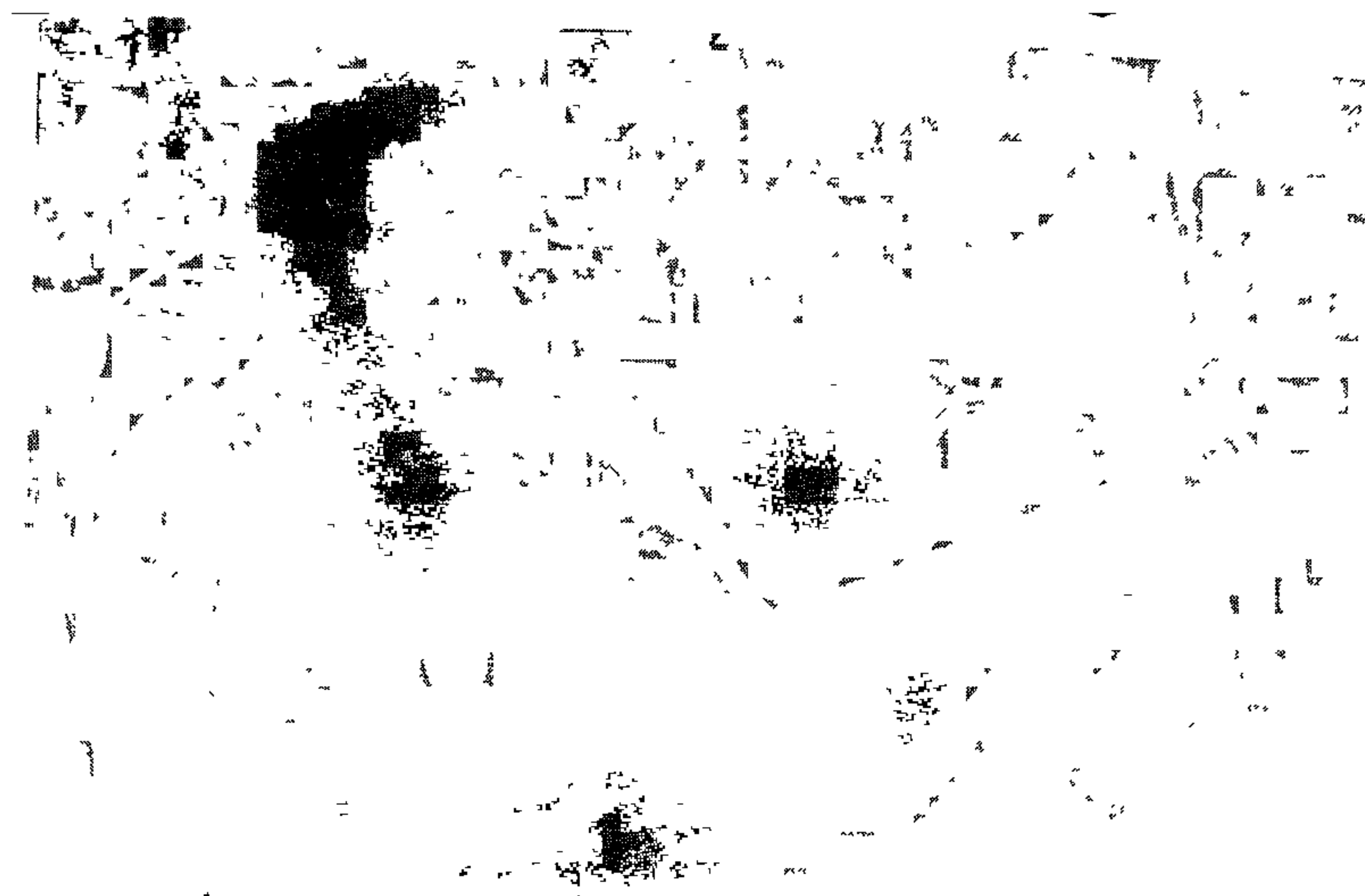
Then when things were stabilising teachers decided to go on strike at the beginning of this month complaining about overcrowded classes and poor learning conditions in schools and demanding a living wage.

Students at Lamula High School in Meadowlands have not been taught since the year started because there are no classrooms.

The prefab walls at the school, now dubbed First National Bank Stadium, were destroyed in 1986 and students are now playing soccer in what used to be classrooms.

Community leaders fear that students will resort to the "pass-one-pass-all" tactic at the end of the year which was the policy during the 1985-86 unrest period.

The teachers have vowed to continue with the strike until the DET meets their demands.



A demonstrator with a toy AK47 clowns, Rambo-style in front of an anti-privatisation, pro-nationalisation march through Johannesburg

W/Mail 30/3-4/4/90

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Picture: DENIS FARRELL, AP

Economy march ends in violence

Weekly Mail Reporters

TWO anti-privatisation protests were held in Johannesburg and Pretoria yesterday, with the latter ending in violence

People attempting to stage a peaceful march to the Union Buildings were arrested, bitten by police dogs and beaten by police, according to trade union representatives

More than 150 policemen, an armoured bus, remand trucks and 10 police vans surrounded Church Square, preventing protesting workers from gathering at the square

The protesters vacated the square peacefully

Eyewitnesses reported that they were walking in small groups from Cosatu offices when, near Pretoria station, police began beating workers, firing teargas and setting the dogs on them

The march organisers, however, did not let the day's incidents disrupt their plans. Yesterday afternoon a five-man delegation delivered a memorandum, rejecting privatisation and demanding a living wage, to the Union Buildings.

The police public relations directorate said 39 people were arrested and three injured but would not elaborate on the incident

In Johannesburg, about 8 000 people marched to present an anti-privatisation petition to the chairman of the Johannesburg Stock Exchange, Tony Norton

INDUSTRIAL RELATIONS - STRIKES

1990

APRIL → MAY

Bl Day 4/11/90

Labour law set for significant changes

SIGNIFICANT changes to the Labour Relations Act (LRA) were proposed by the National Manpower Commission (NMC) technical committee in a 16-page document released yesterday.

A significant proposal is to widen the ambit of the Act to include domestic and farm-workers, state employees, academics and oil rig employees within the limits of SA territorial waters. These workers have never enjoyed protection in terms of the Act.

The proposals encompass major aspects of the Act including its scope of application, registration of trade unions, industrial councils and courts, strikes and unfair labour practices, but does not reflect suggestions on technical aspects of the Act.

Although not part of its mandate, the committee proposed that labour legislation in SA, the self-governing territories and the TBVC countries be "harmonised".

Among others, the goals of the proposed labour legislation should promote industrial peace, foster collective bargaining, protect freedom of association, simplify procedures and address the duty to bargain, the NMC said.

The NMC, commissioned by Manpower Minister Eli Louw to investigate a revision of the Act, has invited comment and public debate on the proposals and has suggested that May 21 to 23 be set aside for oral representations.

The proposals are independent of the draft agreement reached between employers' body Saccola, and two major black trade union federations, Cosatu and Nactu.

It was suggested certain sectors such as farm workers and domestic workers be included in principle but provision could be made in the Act to include them by proclamation.

Different parties should be allowed to agree on their own dispute resolution procedures. They should be able to choose independent mediation or private dispute resolution procedures.

Strikes should be decriminalised but regulated in terms of the unfair labour practice (ULP) definitions. Strikes on

ADELE BALETA

rights disputes including ULP disputes should be outlawed and strikers who complied with procedures should be protected.

Secondary industrial action should not be declared illegal. Instead of a cooling off period of 30 days before the start of a strike, the NMC has proposed this be changed to 24 days. Employers' right to interdict strikes should be restricted.

The Act should impose a duty on the employer, if requested to do so, to bargain on appropriate matters with a union which is sufficiently representative.

The NMC committee was divided on the question of trade union registration.

One proposal was to retain the existing system but to make it compulsory and the other suggested "representivity" was relevant when a union sought to bargain, but not at the level of registration.

Agreement

A simplified certification process should replace complicated registration requirements — representation, gazetting and the noting of objections. Any union denied certification would have the right of appeal to the Industrial Court.

On the issue of Industrial Council agreements the NMC suggests provision be made in law for the Manpower Minister to consider the position of smaller businesses before signing an agreement.

The existing Conciliation Boards (CB) time limits should be abolished, but a dispute should still be referred within 180 days, a period which could be extended. The CB would have 30 days in which to attempt to settle the dispute.

There should be a single labour appeal court with no further appeal to the Appellate Division and trade unions should be allowed to affiliate to political movements.

It was recommended the NMC be reconstituted as the National Labour Council — a bipartisan body with state representatives enjoying observer status.

● Comment: Page 10

Railnet crisis talks set for Monday

By Day 4/4/70

PRETORIA — The Artisan Staff Association has arranged a crisis meeting with Railnet management for April 9

Until then the "spontaneous" strike action in workshops throughout the country was likely to continue, association general secretary Kenny Cuthbertson said yesterday

It could extend beyond April 9 unless management came up with acceptable proposals

Cuthbertson said at least 10 000 of the association's 17 000 members were involved in the strikes across at major centres and other towns

Management's apparent indifference to the association's claim for market-related wages

GERALD REILLY

had caused anger and frustration. Another factor was management's decisions to grant special allowances to "critical artisan grades"

This was done unilaterally, Cuthbertson said, without consultation with the association, sparking the strike action

After a protest meeting in Bloemfontein on April 22, management suggested the issue should be referred urgently to the labour council

"But when we got to the meeting the following day we found management representatives had turned up with virtually no mandate to negotiate"

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About 3 000 artisans had accepted management's general offer to railway staff to resign

They left a critical shortage of skilled workers in some areas

Some of the grievances were
□ The certainty of market-related earnings outside the service, and

□ The ready cash from pension and accumulated leave payments and the long hours of overtime worked by many artisans, Cuthbertson said

Meanwhile, Sapa reports the work stoppage by almost 200 Railnet artisans in the Cape Peninsula yesterday morning did not disrupt train services in the western Cape, a Railnet spokesman said

Huge increase in strike action

By Shareen Singh

Statistics released by industrial relations consultants yesterday, indicate a 293 percent increase in the number of man-days lost in strikes for the first quarter of this year, compared with 1989 figures.

Between 500 000 and 600 000 man-days were lost in the first quarter of 1990, 140 000 for the same period last year, and between 60 000 and 84 000 for the first quarter of 1988. These figures exclude man-days lost during stayaways.

This extremely high level of strike activity, together with a marked increase in stayaways has resulted in low morale and businesses losing production, the report

states. Thus pressure from management can therefore be predicted in the next two quarters.

The metal sector was responsible for 26 percent of all strikes, followed by 11,6 percent in the mining industry and 10 percent in the paper and wood industry.

Paper and wood

The paper and wood sector was responsible for the most number of man-days lost — 25 percent, due to a number of long-lasting strikes in the sector involving a large number of employees.

An estimated 14,3 percent man-days were lost in the metal sector and 6,5 percent in the mining industry.

The report states that sectoral shifts reflect militancy and union organisation in State, provincial and municipal sectors which counted for 12,9 percent of all strikes and 16,8 percent of man-days lost.

Strike-related violence increased to levels higher than usual, the report said. It also noted an increase in racial tension and a tendency for white workers to resort to strike action.

Most strikes (42 percent) were wage related but retrenchment and union recognition continued to be important triggers. Significantly, strikes over disciplinary issues had declined to four percent.

According to the report, political developments during this time must be seen as more than incidental to the increased strike activity.

'Political developments a factor'

(152)

Big rise in lost days from strike action

8/12/90
5/14/90

ALAN FINE

MAN days lost due to strikes in the first three months of 1990 were four times the level in the same period last year, consultants Levy, Piron and Associates have found.

In a strike report published yesterday the consultants said political developments in the period were more than incidental to this dramatic increase in strike action and to other features of industrial action.

The report estimated man days lost at between 500 000 and 600 000, compared to less than 140 000 in the same period last year and 84 000 in 1988.

There is little doubt, it said, that increased levels of expectations are manifesting themselves in the workplace.

The greater level of militancy and mobilisation on the part of the unions during this traditionally quiet time of the year meant increased pressure on management for the next six months could safely be predicted.

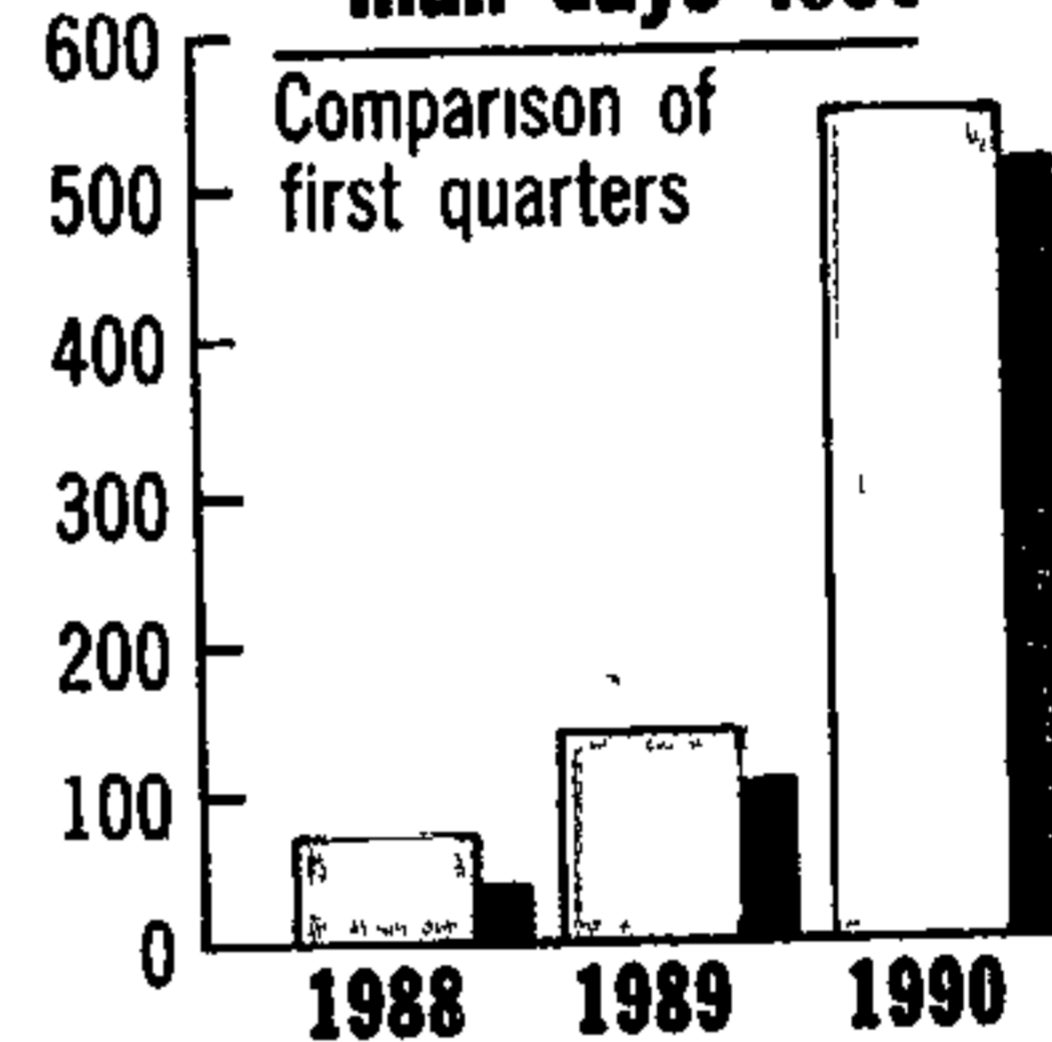
The length of strikes — 25 days at Aberdare, 45 at Mondi, 20 at Sappi and 16 at the Cape hospitals — was a further indication of higher levels of expectations and militancy, the report said.

There had been far higher than usual levels of violence, accompanied by damage to property and serious assaults. An increase in racial tension and a propensity for white workers to resort to strike action was also noted.

The report said high levels of strike activity and stayaways in politically volatile areas had resulted in businesses losing production and low morale.

But what was positive, it argued, was

Strike action
- man days lost



Source LEVY, PIRON & ASSOCIATES
Graphic FIONA KRISCH

that, in the main, these were articulated as economic demands.

"We believe that the greater degree of free political expression outside of the workplace will result in less direct political mobilisation within it," the report said.

Wages remained the main strike trigger, being the issue in 42% of strikes. Retrenchments and various grievances triggered 15% and 16% of strikes respectively.

A notable feature was that dismissals triggered only 4% of strikes showing improved management competence and greater use of third party intervention.

The growing militancy in the public sector was demonstrated by the fact that 16,8% of man days lost occurred in such establishments as hospitals, prisons, schools and city councils.

The paper and wood sector was hardest hit, suffering 25% of man days lost.

Mossgas strike ends but talks continue

ARCW
S/4/80
152
Staff Reporter

THE strike by more than 4 500 Mossgas workers employed by construction companies has ended, but negotiations on worker demands will continue, a Mossgas spokesman has said

She said representatives of contractors and workers reached an agreement after two days of negotiations

The strikers were due to go back to work at 7am today

UNDER CONTROL

"Negotiations on the demands of the workers will, however, continue in an effort to reach an amicable and mutually acceptable solution to the dispute

"The situation on site is and has been, calm and under control throughout," the spokesman said

She said the strike began on Monday last week when workers demanded that they be transported home over the Easter weekend

Before the issue could be addressed, however, other workers joined the strikers in solidarity and added a pay demand to their grievances

On Monday worker representatives and employers held negotiations which were stalled

Bara — taking a look at the other side of the coin

Star 3/5/90

The Star visited Baragwanath Hospital yesterday, where the strike by non-medical workers has led to the closing of medical facilities

MICHAEL SHAFITO spoke to patients and strikers

ALF KUMALO took the pictures

He is old and grey and toothless. He was turned away at the outpatients section of Baragwanath Hospital yesterday because they could not attend to him. He has a heart condition and badly swollen legs and as he shuffled across the bridge that spans the old Potchefstroom road outside the hospital, he stopped several times to rest.

Arriving at the hospital he had passed hand printed signs at the security offices at the entrance to outpatients which read "All patients to be referred to other hospitals HOSPITAL CLOSED."

Mr Albert Mathenjwa, who is over 70 but on certain of his age, cannot read. But his case sharply focuses attention on the hardship the strike has caused for many patients who require ongoing treatment at Africa's largest hospital.

The old man, a typical "keha" with grizzled grey hair and beard, was told to return on Friday, "when they say things may be better", he said in a voice no louder than a whisper.

He was not complaining; only a little bewildered.

He has children who will look after him at his home in Phiri Township

"But I am very tired and I don't feel well," he said in the same paper voice

Mr Mathenjwa's case represents one side of the coin of the frightening dilemma that has brought Baragwanath to this

The month long strike has brought the giant hospital to its knees.

His own people — fighting for what they believe are just and simple demands — could be said to be partly the cause of Mr Mathenjwa's misfortune

Reasonable case

It would be wrong to see the strike — an initial go-slow only turned into a full-blown strike on May Day — as the work of "agitators". During a day of mingling with a crowd of close to a thousand which choked the premises, one gained the impression of reasonable, caring people.

They know about people like Mr Mathenjwa. But they have their own problems

The strikers, all non-medical personnel so far, are members of the National Education Health and Allied Workers' Union (Nehawu). Their demands include:

- A living wage of at least R1 100 with an additional R400 across the board increase for all
- Recognition of Nehawu
- Immediate integrated health care for all
- The abolition of general and own affairs hospitals
- An end to privatisation especially with regard to health care

This is the other side of the coin

Mr Albert Mathenjwa (55), has been with the hospital



Strikers (from left) Mrs Gladys Mlangeni, Mrs Lillian Mkyusa and Mrs Rita Muzungwe with low wages and non-recognition of their union, they have their own problems

Strikers looked tired and discouraged as day wore on

tal for eight years. She hails from Diepkloof and her take home pay is about R500

She has six children between five and 18 years of age, and she is the family's sole breadwinner. She has no husband. She also looks after her 73-year-old mother, and all the children still attend school

Daily meals consist of mealie-pap and cabbage

"We have meat once a week on Sundays," she says. Milk is not part of the family's daily diet. Sugar and tea are also luxuries she says.

"My mother is supposed to have a regular diet of milk, vegetables and eggs. I give her a boiled egg once a fortnight as a special treat."

Monday was pay day. She hasn't a cent left. "I have to keep borrowing to keep going," she says.

Lillian Mkyusa (36), has been with the hospital for nine years. Her pay packet is R405, but she was sick last month and was on half-pay for 34 days. Her pay cheque was R118 33. She doesn't understand why.

Mrs Mykisa from Erdem South, says she is entitled to sick leave — "surely". But the office gave her no explanation

Mrs Mkyusa — her husband is a carpenter — has five children, all of schoolgoing age

Mrs Gladys Mlangeni (52), is a member of the strikers' committee. She says she would love to go back to work.

She is an ambulance driver and this week took home R754 after deductions. The chief aim of the strike she says is recognition of Nehawu

"As soon as they do that, she said confidently, "we will return to work. We will get on with it while they do the talking."

On a wide concrete bridge across the old Potchefstroom road, overlooking the Baragwanath Hospital, business goes on as usual. Well, for most people, anyway

Crowds usually throng the bridge, coming and going from the hospital's side gate where all patients, except ambulance cases, are admitted

Very few went through the gates yesterday. There was no point. The hospital, which normally caters for more than 3 000 patients a day was, to all intents and purposes, closed

A total of 1 000 cases had been discharged prematurely and only emergencies were admitted.

On the wall outside is an advertising hoarding which proudly proclaims "OUR BABIES ON THE ROAD TO HEALTH" — unless the strike is resolved soon this could well turn out to be a classic piece of ironic misinformation as children eagerly in need of medical attention find the gates of the hospital closed to them

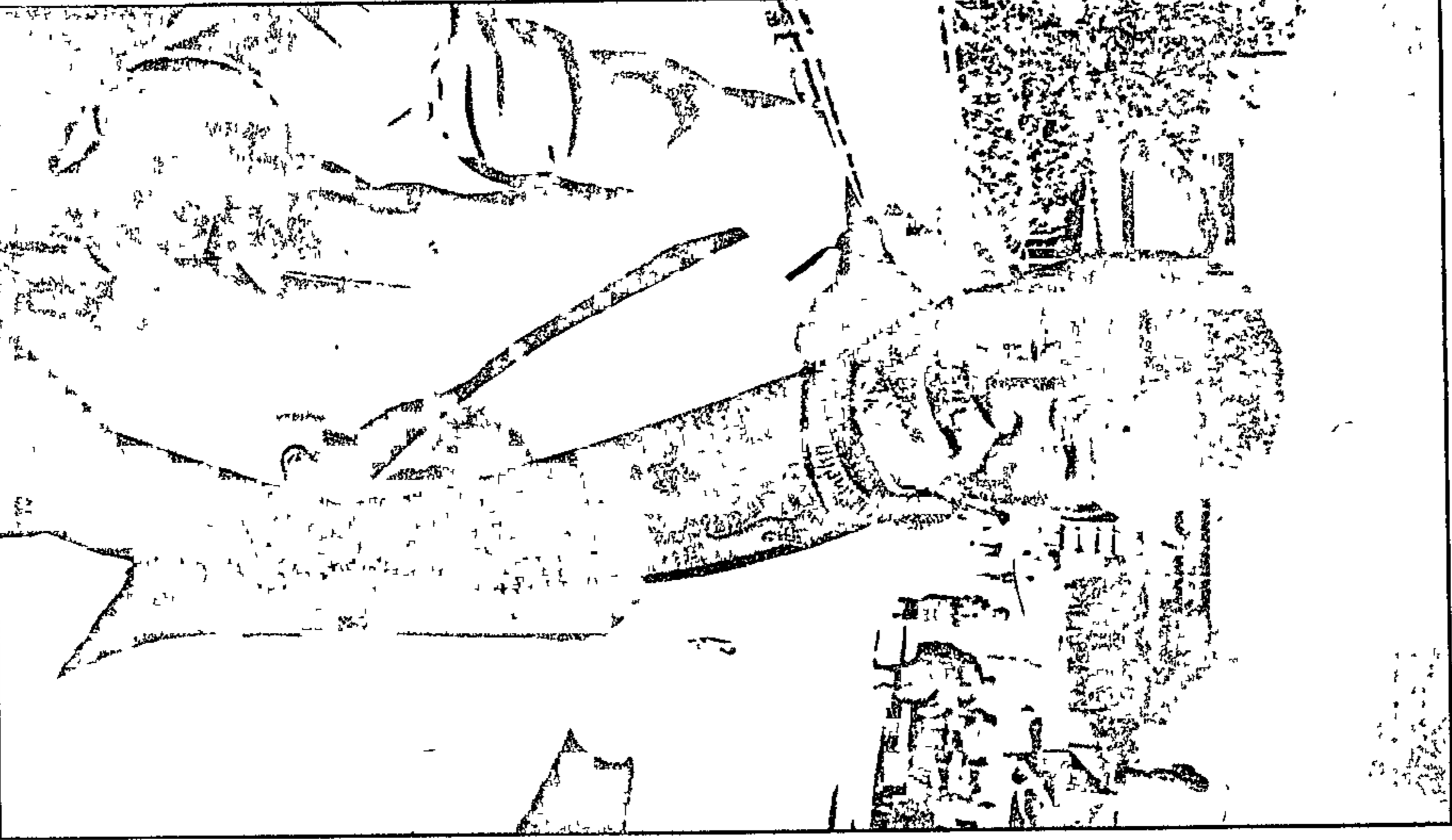
There were times yesterday when the sprawling premises, choked with strikers, resembled a fairground as ululating protesters marched up and down "Come and give an answer to our demands" they chanted

A huge banner in ANC colours carried at the head of the dancing procession proclaimed, "NEHAWU — An injury to one is an injury to all"

But there was a grimmer side which began to show as the day wore on. The strikers looked tired, depressed and discouraged. Some sprawled on the lawns of the administration building, sleeping. They looked as if they had given up

"I want to work, but what can I do," said one man, a cleaner, glancing about to make sure he wasn't overheard. "It is wrong. We deserve better pay — but even had pay is better than none."

He puffed nervously on a cigarette. Then squashed it out and went back to sleep



When you are old and ill and medical care is not readily available, life can be extremely hard

Mr Albert Mathenjwa, after calling in vain at Bara, slowly makes his way home

End in sight to strike at Baragwanath

JOHANNESBURG — The strike at Baragwanath Hospital in Soweto looks set to end today after union representatives and the Transvaal Provincial Administration agreed yesterday afternoon to begin negotiations

National Education, Health and Allied Workers' Union representatives described the agreement with the TPA as a major breakthrough in their bid to win union recognition and have their grievances addressed

Nehawu and the TPA agreed to start negotiations "on the highest level" on the basis of Nehawu's demands and "other variables" raised by the TPA, as soon as possible, it was announced in a joint communique

"We have established mutual trust and understanding today," said Mr Fanie Ferreira, the MEC concerned with health services in the Transvaal, who led the TPA delegation

A decision on whether to end the strike will be taken at a mass meeting of non-medical workers this morning at Baragwanath Hospital

Nehawu has agreed to report back to the TPA and hospital management by noon

Non-medical workers are also on strike at the Johannesburg and Hillbrow hospitals, and there are reports of go-slows and demonstrations at Leratong, Paardekraal, Boksburg-Benoni and Natalspruit — Sapa and Own Correspondent



SELF-SUFFICIENT: A normally wheel-chair-bound Baragwanath Hospital patient takes to crutches to find food.

Pay grievance led to strike at Baragwanath

Argus 3/5/90
The Argus Correspondent
JOHANNESBURG. — Pay, specifically the 10 percent wage increase for public servants, was the main factor which triggered the Baragwanath Hospital strike

Hundreds of strikers, many wearing ANC T-shirts and badges, collected outside the hospital administration building to await the outcome of talks between union shop stewards and officials of the Transvaal Provincial Administration

BELOW INFLATION RATE

A Baragwanath paramedic and member of the National Education Health and Allied Workers' Union, who asked not to be named, said worker anger centred on the 10 percent pay rise which was far below the inflation rate

Militancy had been fuelled by a recent conference in Natal on the nursing crisis which had called for 60 percent increases for nurses, he said

A messenger and union shop steward said some non-medical staff earned R250 a month. He said the temporary status of many employees, some with 20 years' service, was another "burning grievance"

Striking docs could face court action

TWO doctors and many nurses on strike in solidarity with non-medical staff at 11 Transvaal provincial hospitals could face criminal and disciplinary action.

Strike action is against the law for both doctors and nurses

They are also subject to rules of the South African Medical and Dental Council and the South African Nursing Council respectively.

Doctors also take the Hippocratic Oath and nurses a Pledge of Service on qualification. Doctors who are members of medical associations are also bound by the Declaration of Geneva.

Two doctors attached to the Hillbrow Hospital in Johannesburg and scores of nurses have joined the two-week-old strike by non-medical staff at hospitals in the Transvaal

The registrar of the SAMDC, Mr Nico Prinsloo, said it was an offence for doctors to strike and the Attorney-General could decide on whether to prosecute.

He said conviction carried a maximum fine of R1 000 or a jail sentence of one year or both. Upon conviction the name of the offending doctor is removed from the register of the SAMDC

The chairman of the federal council of the

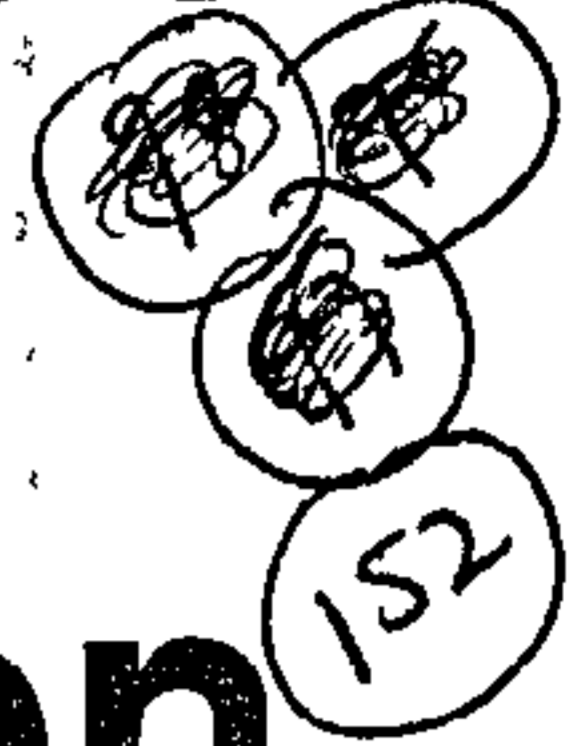
Nurses flout the law

Medical Association of South Africa, Dr Bernard Mandell, said Masa regarded it unethical for doctors to strike as the well-being of patients should under all circumstances be their foremost consideration.

Speaking for the National Medical and Dental Association, Dr Max Price said they would not accept a strike which compromised patient care.

Nurses could also face criminal and disciplinary action.

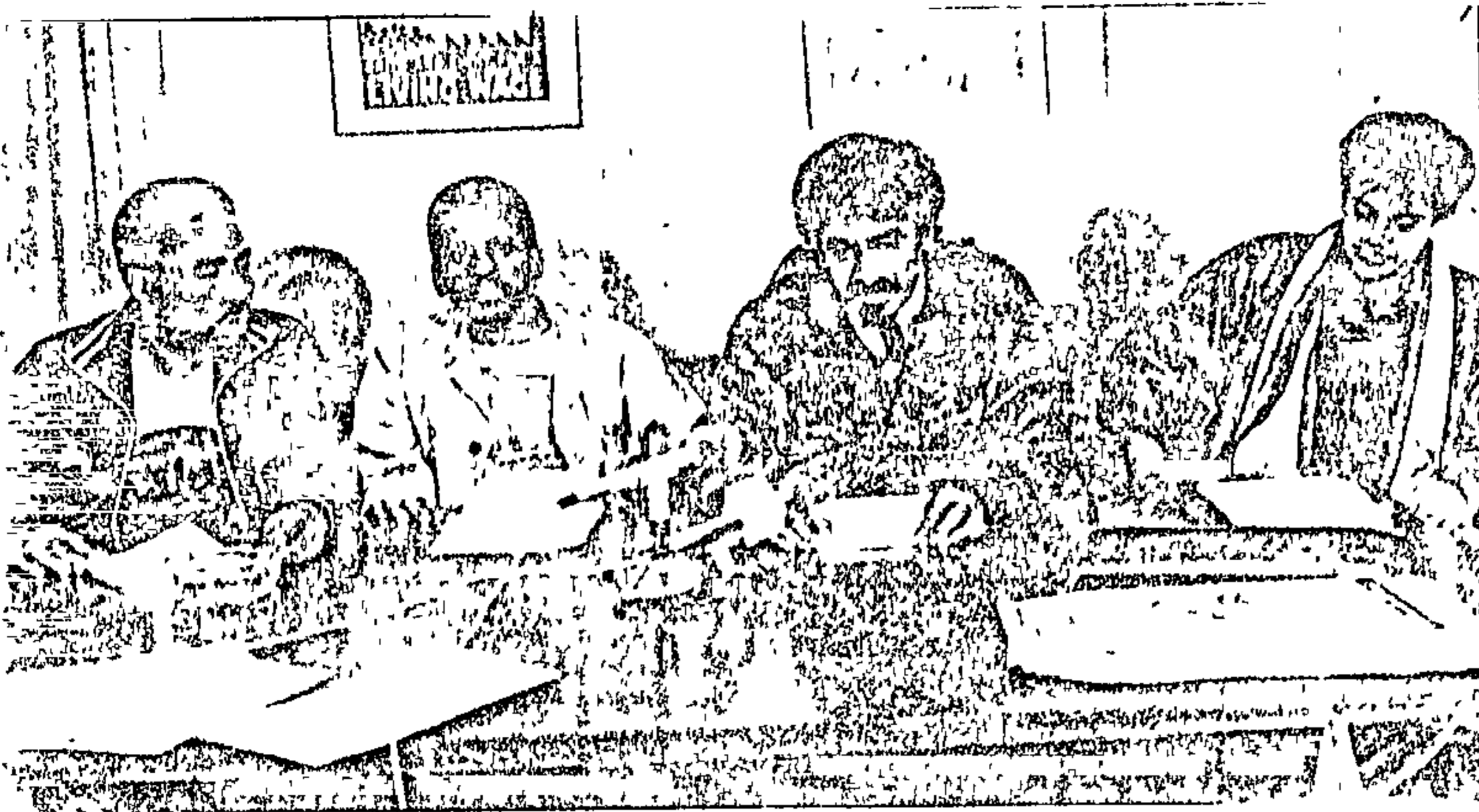
The registrar of the SANC, Mr Frank Germishuizen, said while nurses took a pledge of service, it was not legally binding. At the same time, the Nursing Act of 1978 made strike action by nurses a criminal offence



News in Brief

TVL hospitals on line *OH 7/15/90*

15/2
PRETORIA. — General assistants at 10 Transvaal hospitals have returned to work, but stoppages still continued at three others, the Transvaal Provincial Administration said yesterday. Strikes were still taking place at the H F Verwoerd and Kalafong hospitals in Pretoria, and a partial stoppage has been reported from the Paardekraal/Leratong Hospital at Krugersdorp.



A Press conference yesterday to announce the decision reached between the National Education Health Workers' Union and the Transvaal Provincial Administration are the union's president Bhekli Mkhize, Mr Sisa Njikelana (general secretary), Mr Jay Naidoo (general secretary of Cosatu) and Dr Aslam Dasoo

Bara strike ends

THE hospital strike that crippled 16 Transvaal hospitals has ended.

An agreement to end the strike, which started at Baragwanath Hospital on May 1, was signed yesterday by National Education Health and Allied Workers' Union national organiser Mr Monde Mditshwa and Transvaal Provincial Administration director general Mr Andie Cornelius in Cape Town. The union has undertaken that

By PHANGISILE MTSHALI

about 11 000 striking non-medical workers will return to work by today.

Returning workers would not be disciplined. They will be allowed to use their leave as credit for the days they did not work, or the days they did not work shall be dealt with on the basis of leave without pay.

They should apply for the leave concession by 7.30am tomorrow.

In a de facto recognition of the union, the IPA agreed to set up

joint working committees as channels of communication between the two parties.

"The agreement is a major victory for all hospital workers," Nehawu general secretary Mr Sisa Njikelana said.

"It is an important step forward in that it guarantees basic trade union rights. If the IPA had agreed to negotiate from the beginning, we would not have ended up in this crisis."

Negotiations to resolve the is-

OTOLFORE

Bara strike over

From Page 1

...sues will start within seven days.

The hospital crisis followed a dispute between Nehawu and the TPA.

Nehawu demanded a "living wage" of R1 100, a R400 across-the-board increase, recognition of Nehawu, six months' maternity leave, an end to the privatisation of health services and a single, desegregated health system.

The TPA said the workers will not be given a wage increase this financial year.

"It has to be stressed that talks between the TPA and Nehawu have been positive throughout and occurred in a good spirit, a TPA statement said.

The agreement, which binds only the 16 hospitals, includes:

- * The appointment of an impartial arbitrator to deal with issues arising from the agreements;

- * Steps to be taken by the TPA to have the name of the pension funds in which employees are referred to "temporary" changed. This will only be used in respect of people employed for less than three months;

The affected hospitals are: Baragwanath, Hillbrow, Johannesburg, Natalspruit, Willem Cruywagen, Boksburg-Benoni, HF Verwoerd, Lynville, Tshepong in Klerksdorp, Pietersburg, JG Strydom, Rietfontein, Tembisa, Middleburg, Sebokeng and the Far East Rand.

152 (10A) (70)

Health unions defend strike as necessary for equality

W/Mond 11/5 - 17/5/90
By THANDEKA GQUBULE

THE strike by health workers at hospitals round the country has drawn heavy criticism, with accusations that the strikers are putting human lives at risk.

Strikes in the Transvaal, however, ended last night

This week, in an interview with the *Weekly Mail*, Monde Mditshwa, a founder of the two-year-old National Education and Health Workers Union (Nehawu), vehemently defended the right of health workers to strike.

It cannot be compared to industrial strikes, he said

The union has created "skeleton structures" to keep emergency services going as a service to the patients and the community. They did this with fraternal organisations of social workers, doctors and other medical workers

"The primary dispute is between our union and the employers. No doubt the patients are caught in between. We are sensitive to the fact that the health sector is different and that it is not books or coal or capital that is at stake here, but human lives

"But our members should not be mistreated and racially discriminated against — then held at ransom over their right to strike

"It is the responsibility of the health administration to cater to the material needs of its employees," he said

Black patients have given support to the strike and could be seen *toyitoying* with striking workers

"The issue of health in South Africa cannot be separated from the apartheid society in which we live. Our members are not only exploited as workers but as members of the black community



Founder member of Nehawu ... Monde Mditshwa

"We subscribe to the ethics laid down by the International Labour Organisation. I believe workers have the right to join unions of their own choice. They have the right to mediation and other basic human rights.

"But in South Africa workers in the public sector are being held hostage.

They do not have the right to strike"

Negotiations with the Transvaal Provincial Administration, the result of the strikes, have established some procedures and achieved the recognition of the union. The TPA has also agreed to desegregate the health system

Striking doctors and nurses may be charged

By Carina le Grange

Two doctors and many nurses on strike in solidarity with non-medical staff at 11 Transvaal provincial hospitals could face criminal and disciplinary action.

Strike action is against the law for doctors and nurses. They are also subject to rules of the South African Medical and Dental Council (SAMDC) and the South African Nursing Council (SANC)

Doctors also take the Hippocratic oath and nurses a pledge of service on qualification.

Doctors who are members of medical associations are also bound by the Declaration of Geneva.

An offence

Two doctors attached to the Hillbrow Hospital in Johannesburg and scores of nurses have joined the two-week-old strike by non-medical staff at hospitals throughout the Transvaal.

The registrar of the SAMDC, Nico Prinsloo, said it was an offence for doctors to strike. Any interested party could draw it to the attention of the police who would investigate after which the Attorney-General would decide whether to prosecute.

It could also be brought to the attention of the SAMDC

He said conviction carried a maximum fine of R1 000 or a jail sentence of one year, or both. On conviction, the name of the offending doctor would be removed from the register of the SAMDC.

On the ethical issue, the chairman of the federal council of the Medical Association of South Africa (Masa), Dr Bernard Mandell, said Masa regarded it unethical for doctors to strike as patients' well-being should always be their foremost consideration.

"However, Masa believes that if a doctor participated in a strike, he should be given the opportunity by the SAMDC to justify his or her actions."

He said Masa was grateful the SAMDC supported proposals for changes in the present legislation which, if implemented, would mean convicted doctors will no longer be summarily erased from registration if found guilty of participating in a strike.

Speaking for Namda (National Medical and Dental Association), Dr Max Price, said his association did not have a policy on strike action.

Nurses could also face criminal and disciplinary action. However, the registrar of the SANC, Frank Germishuizen, said the council could only act if detailed complaints were received.

He said while nurses took a pledge of service, it was not legally binding. The Nursing Act of 1978 makes strike action by nurses a criminal offence.

Hospital strike still on but settlement nears

Wilson Zwane (152)

THE hospital strike will continue for another day today as the parties — the Transvaal Provincial Administration (TPA) and National Education, Health and Allied Workers Union (Nehawu) — prepare to sign a final agreement.

The nine-day old strike by hospital workers has seriously affected essential health services at Baragwanath, Johannesburg, Hillbrow, Middeburg, Thembisa, H F Verwoerd, Willem Cruywagen, Tshepong, Natalspruit, Boksburg/Benoni and Far East Rand hospitals.

TPA spokesman Piet Wilken said: "The indications are that the agreement will be signed today by the TPA and Nehawu."

Nehawu official Neal Thobejane has also said strikers might return to work tomorrow.

The union had finally received the response it sought from the TPA after a series of talks.

The regional workers' co-ordinating committee had found the agreement confusing and amendments were being made, he said.

Once necessary amendments had been made, the agreement would be returned to the TPA, which was expected to endorse it, he said.

Star 10/5/90 (152) (18) (44)

Agreement imminent to end 10-day hospital strike

By Carina le Grange

The Transvaal Provincial Administration and National Education, Health and Allied Workers' Union (Nehawu) are poised to sign an agreement today which could end the 10-day hospital strike

The agreement will bring relief to Transvaal hospitals suffering severe disruption of services. In some hospitals patients lay for 24 hours without food and volunteer workers washed linens and prepared food.

Nehawu spokesman Dr Aslam Dasoo said the union will consult with workers this morning, according to union procedure.

If the agreement is signed,

workers are expected to be back at their posts tomorrow.

Marathon talks between the TPA and Nehawu started last Friday after an earlier consultation with the Minister of Health, Dr Rina Venter.

The strike, by non-medical workers, started at Baragwanath on May 1 after several weeks of a go-slow. Other hospitals soon followed, and at Natalspruit and Hillbrow nursing staff also joined.

Two white nurses at the Johannesburg Hospital and two doctors at Hillbrow stopped working and joined the strikers this week.

● See Page 6

Star 10/5/90 (52) (23) (111) (112)

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● See Page 6.

Hospital strikers return to work

By DAVID YUTAR, Labour Reporter

HOSPITAL workers at the H F Verwoerd Hospital in Pretoria returned to work today as the Transvaal hospital strike entered its tenth day.

The strike has seriously affected essential health services in at least seven Transvaal hospitals.

Negotiations between representatives of the National Education, Health and Allied Workers Union and the Transvaal Provincial Administration have continued over the past 72 hours.

"GOOD SPIRIT"

The strike has disrupted services at the Baragwanath, Johannesburg, Hillbrow, Tembisa, H F Verwoerd, Tshepong and Natalspruit hospitals and has spread to several other Transvaal hospitals.

A spokesman for the TPA, Mr Piet Wilken, confirmed that workers at the H F Verwoerd Hospital had returned to work today.

"An agreement on content has been reached on paper and needs still to be signed," said Mr Wilken, who added that the negotiations had taken place "in a good spirit".

It is believed that an agreement ending the hospital strike will be finalised by late this afternoon.

Hospitals: ^{CAF 7/2/75} ^{10/5/70} Industrial ^(S2) action threat ^(S2)

Staff Reporter

THE 40 000-strong Hospital Personnel Association of SA (Hospersa) has warned of possible industrial action following a refusal by National Health minister Dr Rina Venter to meet with them

In a statement, Hospersa said the association was refused an interview with Dr Venter on April 30, but "a few days later representatives of a militant trade union, Nehawu, were granted an interview

"Are the 40 000 members of Hospersa, which has been in existence for 40 years, now set aside in favour of Nehawu?" the statement asked

Hospersa was "now inundated by calls from its members who insist upon more militant action"

In her reply to the statement, Dr Venter said the matters concerning Hospersa fell "within the jurisdiction of the Minister for Administration and Eco-

Discussion best

PORT ELIZABETH. — The best way to resolve differences was through discussion, Cape Administrator Mr Kobus Meiring said here yesterday.

Mr Meiring, who was referring to the recent strikes at Cape Peninsula hospitals, was speaking at a function to commemorate the start of the construction of phase 2 of the Dora N'Ginza Hospital. — Sapa

conomic Co-operation, Dr J W de Villiers

"Hospersa is an acknowledged personnel association with direct access to the Commission for Administration and the relevant minister," Dr Venter said

Hospersa was requested to contact Dr De Villiers and the negotiations with the National Education, Health and Allied Workers' Union (Nehawu) had only dealt with the National Health Policy, she added

Late-night talks fail to end hospital strike

By Carina le Grange

The latest round of talks last night on the hospital crisis failed to solve the strike which started nine days ago, but efforts to get workers back to hard-hit hospitals are continuing.

Hospitals crippled or severely affected by the strike are Johannesburg, Baragwanath, Hillbrow, Tembisa, Natalspruit, Boksburg-Benoni, Willem Cruywagen, Middelburg, Tshepong, H F Verwoerd and Far East Rand.

Two white nurses at the Johannesburg Hospital and two doctors are on strike along with black nurses at several hospitals. The strike was initiated by non-medical workers

Emergency services are available only at Tembisa, Baragwanath, Hillbrow, Johannesburg and Far East Rand.

Last night's sixth round of talks between the Transvaal Provincial Administration (TPA) and the National Educational, Health and Allied Workers' Union (Nehawu) lasted more than six hours and ended after midnight.

The two parties agreed not to issue statements on progress, because of the "delicate phase" the talks had entered, but said the deliberations were very intensive.

Expectations are high that a settlement will be reached soon, but any proposals made by the TPA that are acceptable to Nehawu will have to be put to the striking workers for ratification.

Last night's talks started after a meeting lasting the better part of the day during which Nehawu officials put earlier TPA proposals to more than 4 000 striking non-medical workers and nurses

Earlier yesterday a TPA spokesman confirmed reports that an agreement had been reached on Monday night, and Dr Hennie van Wyk, director of hospital services, issued a statement saying Nehawu would report back last night to finalise the agreement.

Later, the TPA retracted a statement that an agreement on any strike-related issues had been reached.

At the workers' meeting, representatives of the different hospitals gave short reports of the situation at each hospital. Almost every speaker referred to intimidation and said if it occurred, the acts were carried out by non-union members. They also claimed that skeleton staffs were still working

The TPA says there is large-scale intimidation.

Workers at the meeting accused the TPA of a lack of concern because most of the patients affected were black.

Union official Mr Sipiwe Mabaso said Nehawu was "fully committed to serve the health requirements and to develop a non-racist health service".

"The responsibility (for the strike) lies completely with the TPA. All we demand is recognition of our basic human rights," he said

Early today it could not be determined exactly when talks would resume again.

Reef hospital workers may end strike action

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WILSON ZWANE

STRIKING Reef hospital workers agreed yesterday to return to work if talks between the Transvaal Provincial Administration (TPA) and the National Education, Health and Allied Workers' Union (Nehawu) yielded positive results, union official Neal Thobejane said.

"The workers agreed to return to work on Thursday this week if a positive response is received from the government," he said.

The administration had agreed to negotiate wage and union recognition issues with the union within seven days of the workers' returning to work.

"That is, of course, part of tonight's talks between the TPA and Nehawu," Thobejane said.

At least 5 000 striking hospital workers met yesterday at Wits Soccer stadium yesterday where they took the decision.

The workers, among them nurses and doctors who had joined the strike, were from Baragwanath, Hillbrow, Johannesburg, Thembisa, H F Verwoerd, Boksburg/Benoni, Middelburg, Willem Cruywagen, Tshepong, Natalspruit and Far East Rand hospitals.

The Boksburg/Benoni non-medical workers and the Thembisa and Tshepong general-assistants began strike action this week.

Siphiwe Mabaso of Nehawu said the union understood the nature of the industry.

"We are committed to health services but we had no other alternative but to embark on the industrial action to force the authorities to negotiate," he said.

The union sought the normalisation of the situation.

"We urge the Transvaal Provincial Administration to address the causes of the strike, not the results of it," he said. *bidun 9/5/90*

The workers are demanding a living wage of R1 100 and an across-the-board increase of R400, permanent instead of temporary worker status, an end to privatisation of health services, and end to own and general affairs and recognition of the union.

'Knife threats' at hospital as 3 000 strike

11/26/65
9/5/90
KZ

Argus Bureau

PORT ELIZABETH — Livingstone Hospital has become the latest casualty of strike action

About 3 000 workers walked out yesterday amid reports of widespread intimidation. Staff said nurses hid under beds when a group of knife-wielding men demanded that doctors and nurses join the strike.

The cause of the strike is unclear, but medical superintendent Dr Graham White said workers were upset by the high amount of Site tax many had to pay.

Meanwhile, the National Educational, Health and Allied Workers' Union (Nehawu) and the Transvaal Provincial Administration moved into the sixth round of talks late yesterday aimed at resolving the nine-day hospital crisis in the province.

White nurses strike

Two doctors and two white nurses are also on strike and 11 hospitals are now involved.

Emergency services are available only at Tembisa, Baragwanath, Hillbrow, Johannesburg and Far East Rand hospitals.

Last night's talks began after a meeting lasting most of the day during which Nehawu officials put TPA proposals to striking nurses and non-medical workers.

At a workers-union report-back meeting at Wits soccer

stadium, from which the media was barred, union officials put TPA proposals to the workers for ratification and to obtain a fresh mandate with which to enter last night's talks.

About 4 000 workers attended the soccer stadium meeting, at which most speakers denied that intimidation, if it occurred, was carried out by union members.

The TPA says there is large-scale intimidation.

Hospitals crippled or severely affected by the Transvaal strike are Johannesburg, Baragwanath, Hillbrow, Tembisa, Natalspruit, Boksburg-Benoni, Willem Cruywagen, Middelburg, Tshepong, H F Verwoerd and Far East Rand.

Docs join strike

South Africa
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By PHANGISILE
MTSHALI

TWO Hillbrow Hospital doctors have joined the strike by thousands of Transvaal hospital workers.

About 4 000 National Education Health and Allied Workers Union members, who attended a report-back meeting yesterday, were told that Dr Aslam Dasoo and Dr Norman Dubazana were among the Hillbrow medical staff now on

TO PAGE 2

Doctors join the strike

THE QUESTION OF

strike
The meeting was held at the University of Witwatersrand where workers' representatives from 11 different hospitals advised that they had informed workers and volunteers

the question of 'about,' a spokesman from the Hillbrow Hospital said 'But we will do so in a disciplined manner We do not have to force people to join the struggle'
spoke in from the strike but hospitals and they had is embled 'skeleton staff to care

for patients while the strike was on
The patients affected by the strike are Harip worth, Natit print Hillbrow, Tembisa Johanneburg (General) Ford and Park Hospital Benoni Willem City Wynca Middelburg Eshepum and Hill Verwoerd

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STRIKE action crippling 12 Transvaal hospitals threatened to spill over into the Peninsula yesterday as Cape health workers called for a six-hour work stoppage today in solidarity with up-country workers

In several developments in the strike, which spread to Eastern Transvaal and Free State hospitals yesterday

● The Minister of Administration and Economic Co-ordination, Dr Wim de Villiers, met a Cosatu delegation last night in a bid to resolve the strike

The Cosatu delegation was led by Mr Jay Naidoo, its general secretary

● ANC vice-president Mr Nelson Mandela met President F W de Klerk separately yesterday to discuss the crisis at Soweto's Baragwanath Hospital.

It was arranged that Mr Mandela "would in-

Cape health workers set to join strike

Cape Times 4/5/90
Cape Times 4/5/90 (92/11/152)

terest himself to the situation at the hospital", a Tuynhuys statement said

● It was also announced that Mr Mandela will join this morning's talks between trade union leaders and Health Minister Dr Rina Venter in Cape Town

According to a Health Workers' Union (HWU) spokesman in Cape Town, today's planned stoppage will also be in protest against their demands not being met by the state

Earlier this year, hospital services at 15 Pen-

insula hospitals were crippled when nearly 6 000 workers went on strike for nearly three weeks, demanding a wage increase and the recognition of the HWU

Strike action in the Transvaal has affected the Hillbrow Hospital, the Johannesburg Hospital and 10 other hospitals on the Reef

The Hendrik Verwoerd Hospital in Pretoria and hospitals in the Eastern Transvaal and the Free State have also been affected

The situation at Baragwanath Hospital deteriorated still further yes-

terday as the strike entered its fourth day

● Patients were being admitted only in "extreme emergency cases",

● Laundry is at a standstill, and tons of soiled linen were beginning to rot, nurses said,

● Floors in wards have not been cleaned for days, refuse bins are overflowing and visiting undertakers at the mortuary described conditions as "filthy", and

● Senior sisters in the post-Caesarian ward said they had been instructed by management to discharge mothers and their newly-born babies after five days, instead of sending them to another ward after the usual seven days

According to Mrs Annette Clear, of the hospital's public relations department, there are 2 750 non-medical workers on strike at Baragwanath — Sapa and Staff Reporter

Cape health staff join hospital strike

By DAVID YUTAR
Labour Reporter

ARGUS

4/5/90



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CAPE Health workers today started a six-hour work stoppage in solidarity with striking hospital workers at the Baragwanath and other Transvaal hospitals.

A spokesman for the Health Workers Union (HWU) said the stoppage, which started at 7am, would affect all those Peninsula hospitals at which its workers were employed.

WAGE ISSUES

These include the Grootte Schuur, Tygerberg, Somerset and Karl Bremer hospitals as well as several day hospitals under the control of the House of Representatives and others in "the so-called African townships", the spokesman said.

He indicated that the work stoppage had also been called to try to "force" the Commission For Administration (CFA) to meet the union to discuss the wage issues which prompted a 16-day strike by 6 000 workers at hospitals on the Peninsula in March.

● Baragwanath latest, page 10.

23 held in demo against Sun hotel

Southern
4/5/90

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POLICE yesterday arrested 23 people demonstrating outside the hotel where Mr Thabo Mbeki was speaking to journalists in Cape Town.

Members of the South African Commercial, Catering and Allied Workers' Union were protesting against their dismissal by the management of the Cape Sun on March 21

They were singing and displaying placards outside the hotel when about 45 policemen bundled them into four vans.

Minutes before, Mbeki and some members of the ANC taking part in talks with the Government had shaken hands with the demonstrators before entering the hotel, where he was scheduled to speak at

**By JOE THLOLOE
in Cape Town**

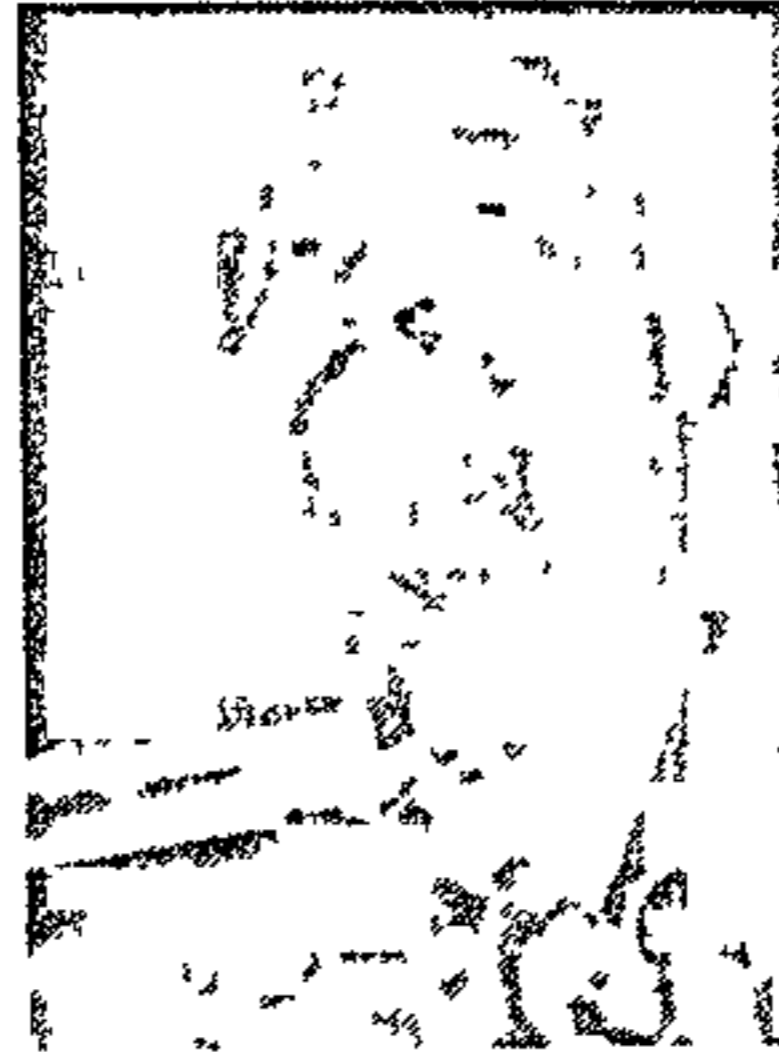
a Cape Town Press Club meeting

The protesters were carrying placards which read "The Cape Sun is Racist", "We are protesting against unfair discrimination" and "We will not allow Southern Sun to dismiss us."

Dismissed

Twenty-seven employees of the luxury hotel were dismissed on March 21 when they protested against a housekeeper they alleged assaulted staff and swore at them.

Police spokesman Major Jan Calitz later said the 23 were charged under the Gatherings and Demonstrations Act and were still in custody



THABO MBEKI

A union official, Mr Power Malgas, earlier said they had spoken to the ANC and made it clear that they had no objection to Mbeki addressing the meeting at the hotel

"Our protest is not against him or the ANC, but against the hotel management," he said.

According to a by-

stander, Mr Jules Tromp, 45 policemen and three police officers arrived at the hotel in four vans about 1 20pm

Without telling the group to disperse, the policemen began hitting the demonstrators - who were mostly women - with sjamboks

"I could not believe it. One of the women fell to the ground and her handbag and shopping baskets went flying

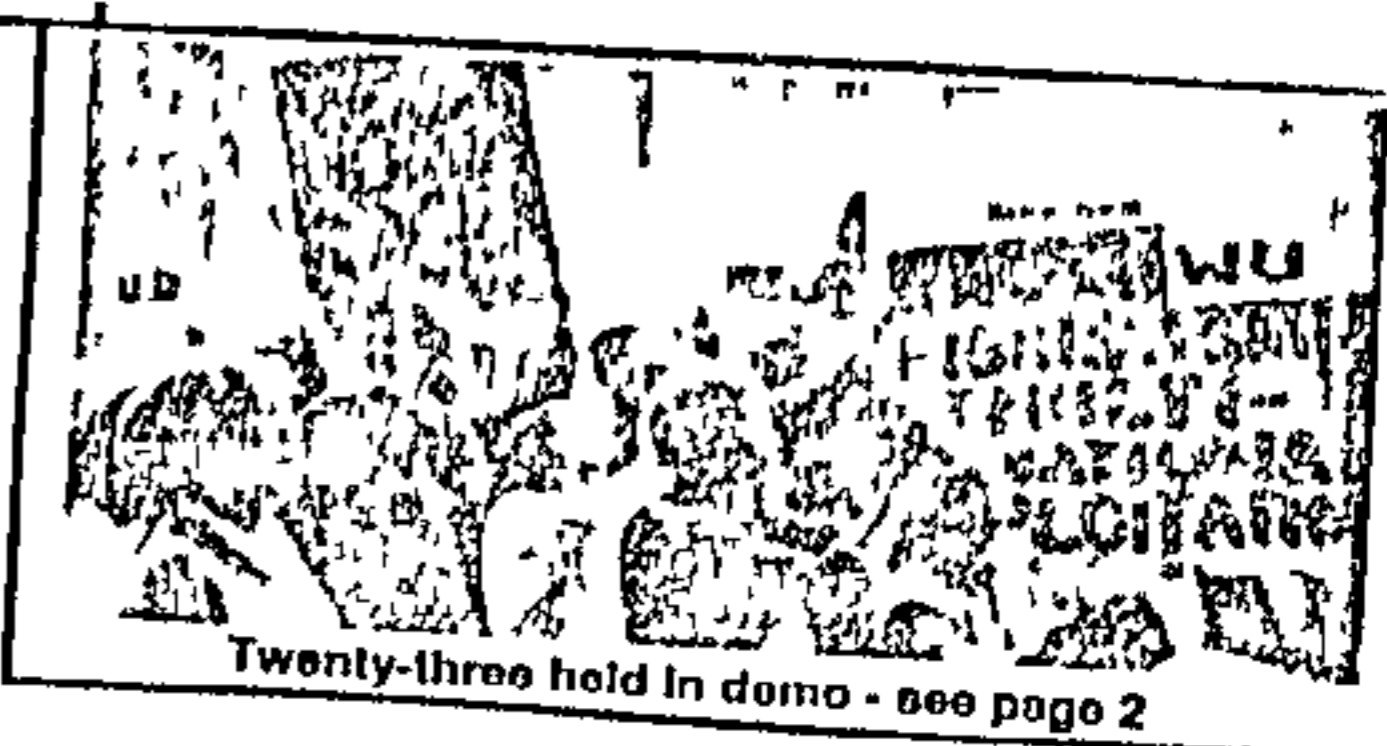
Wife

"Policemen were hitting other women and forced a middle-aged man into the van when he arrived to collect his wife from the hotel"

An assistant manager at the hotel said only the directors could comment and a director was not available

HOSPITAL STRIKE GROWS

Sowetan 4/5/90



Twenty-three held in demo - see page 2

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THE week-long Baragwanath Hospital strike yesterday spread to several other Transvaal hospitals.

About 8 000 workers are now on strike despite yesterday's high-level talks in Cape Town to address their grievances.

The strike called by the National Education Health and Allied

By MOKGADI PELA and PHANGI MISHALI

Workers Union members has spread to Hillbrow Johannesburg General, HIF Verwoerd and Natalspruit hospitals.

Natalspruit nurses are reported to have joined the strike.

According to a statement by the SA Nursing Council the nurses action is "endangering" patients lives.

Striking non medical workers at Baragwanath Hospital resolved to continue their action over the weekend even though their union met Minister of National Health and Population Development Dr Rina Venter and Minister of Administration and Privatisation Dr Wim de Villiers late yesterday.

ANC deputy president Mr Nelson Mandela also attended the meeting.

Mandela is reported to have held urgent discussions with President FW de Klerk over the strike.

Lunchtime stoppages were reported at Krugersdorp's Paardekraal Leratong, Sterkspruit hospitals and Boksburg Benoni hospital.

Solidarity action at Witbank and Middelburg in the eastern Transvaal was also taking place, Nehawu spokesman Monde Nditswana said.

However, a Transvaal Provincial Administration spokesman said he did not know of the solidarity action.

Crisis

TPA assistant director Irwin Mr Jan Loubser confirmed that the crisis at the five hospitals now involved about 8 000 workers.

"No lives are endangered although we are treating only emergency cases in all affected hospitals," he said.

"Volunteers and TPA workers from other departments have been called in for essential services."

Representatives from

Hospital strike

From Page 1

the National Medical and Dental Association, South African Health Congress and other organisations have volunteered to provide emergency services.

In the past two days no operations had been done at all and only emergency operations had been done in the past 10 days.

* All operations at the Natalspruit Hospital have been cancelled. Only one matron remained in theatre and patients who had come for diabetic and

high blood pressure check-ups were turned away.

A Nehawu delegation last night held talks with the Minister of Administration, Dr Wim de Villiers, at his office in Cape Town.

Meanwhile, State President FW de Klerk and ANC deputy President Nelson Mandela said in a joint statement yesterday it was imperative that medical services at the hospital returned to normal as soon as possible.



Brought relatives of Mrs Coliwe Ngobese, who was admitted to Baragwanath Hospital with a stroke and heart problems, take her home after falling to hospital transport. Ngobese, from Dundee, Natal, had been in the hospital since March.

Pic LEN KUMALO

2

Num members in strike deadlock

Somefan 4/5/70
By LEN MASEKO

152
EIGHTY workers yesterday went on a legal strike at a Rand Mines subsidiary, Geotest, in Johannesburg in support of their wage demands and better working conditions

142
They are members of the National Union of Mineworkers (Num), whose negotiations with the company have reached a deadlock

137
The Num members demand an increase of R160 a month - to be backdated to January 1 - against the company's offer of R69. They also demand a monthly 'inconvenience allowance' of R100 as well as a 40-hour working week.

Num official Mr Jerry Majatfadi said the strikers were locked out of the company's premises yesterday.

A Rand Mines spokesman confirmed that Geotest employees had embarked on a legal strike, saying management would hold further negotiations with the union with a view to seeking an early settlement of the dispute.

An executive member of the Metal and Electrical Workers Union of SA (Mewusa) has been detained, a Mewusa spokesman said.

Mr Kaizer Makapan was taken by Bophutatswana police from his Garankuwa home last Friday.

Mewusa official Mr Tom Oliphant said the union and Makapan's family were still trying to secure his release.

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Hospital crisis looms as urgent top-level talks end in deadlock

By SOPHIE TEMA

A last-minute bid by government and the National Education, Health and Allied Workers Union (Nehawu) to end the crippling hospital strikes ended in deadlock on Friday, and raised the possibility of a complete breakdown in health services.

This followed a failed top-level attempt to end the looming crisis when Health Minister Rina Venter, Nehawu and Cosatu met in Cape Town this week.

And Cape Town reports said ANC deputy president Nelson Mandela met State President FW de Klerk to discuss the spreading strike.

Provincial Hospital Services executive director Hennie van Wyk and a Nehawu delegation held talks on Friday and yesterday.

Wits University's medical faculty has called for an end to the strike and stressed its support for the strikers key demands which included:

- A wage in line with the cost of living and the rate of inflation;
- Recognition of trade union rights;
- Desegregation of health services;
- The rejection of privatisation of public hospitals, and
- The abolition of temporary work status.

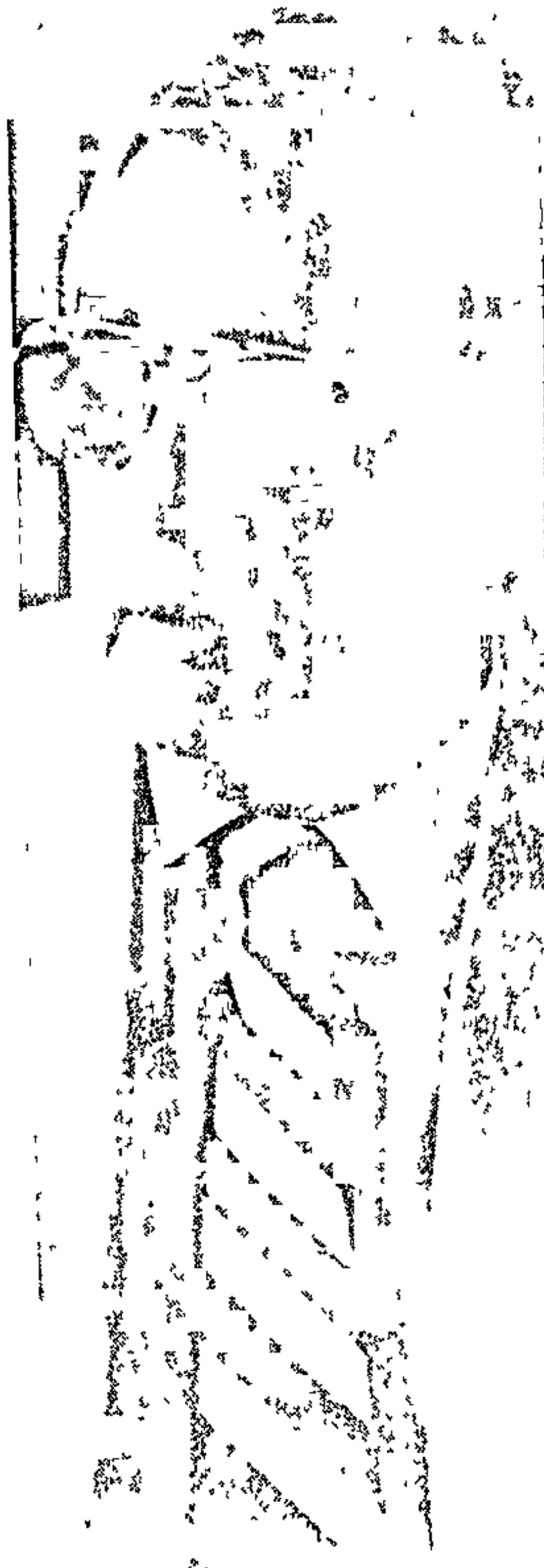
The faculty's support for strikers came after Friday's meeting at Baragwanath Hospital by members of the South African Health Workers' Congress (Sahwco), the National Medical and Dental Association (Namda) and the Health Workers' Union.

While urgent top-level talks continued the situation at Baragwanath was deteriorating.

Senior nurses said Baragwanath, which normally accommodates about 3 000 patients, now had - according to hospital records - about 1 935 and only "serious emergency cases" were being admitted.

Transvaal Administrator Dame Hough confirmed it had been necessary to discharge patients.

He also gave the assurance that



Administrator Danie Hough

measures would be taken to normalise services, including the re-commissioning of the laundry.

But by yesterday bundles of dirty linen and clothing were still heaped outside some wards. At the laundry tons of linen had piled up.

Transvaal Provincial Administration spokesman Jan Loubser said 8 000 workers at nine hospitals were on strike.

Growing concern over hospital intimidation

Govt, unions meet in bid to end crisis

Staff Reporters and Political Correspondent

Tense consultations were under way in Cape Town today between National Health Minister Dr Rina Venter and unions representing hospital workers to try to resolve the growing hospital strike.

The Minister for Administration and Economic Co-ordination, Dr Wim de Villiers, met union representatives until late last night.

The union delegation was led by Cosatu secretary-general Mr Jay Naidoo. It is understood the National Education, Health and Allied Workers' Union (Nehawu) was also represented.

The situation at Baragwanath Hospital, where Nehawu members were the first to halt work — deteriorated further yesterday.

While a hospital spokesman said this morning that the situation was unchanged, there is growing concern over intimidation of voluntary workers.

A hospital source confirmed claims that a gas similar to tear-gas was sprayed in the kitchen while volunteers and nursing staff were cooking.

A Transvaal Provincial Administration (TPA) spokesman, Mr Jan Loubscher, said yesterday about 8 000 workers at nine hospitals were on strike. A TPA spokesman said today he believed the situation was unchanged.

Worst hit are the Baragwanath, Hillbrow, Johannesburg, Natalspruit and H F Verwoerd hospitals.

President de Klerk said in a statement last night that he and ANC deputy president Mr Nelson

Mandela had discussed the problems at Baragwanath and agreed it was imperative services return to normal as soon as possible.

"It was furthermore arranged that Mr Mandela would interest himself to improve the situation at the hospital. Arrangements are also being made for high-level talks on problems pertaining to health services and specific policy aspects regarding labour organisations and unions."

A spokesman for Dr Venter said she would meet Cosatu representatives today in Cape Town. The meeting was scheduled for last night, but part of the Cosatu delegation apparently missed its Johannesburg flight.

At Baragwanath, senior nurses said patients were being discharged prematurely.

Not cleaned

Nurses said there was no laundry service and soiled linen has started to rot. Floors have not been cleaned for days.

Senior sisters in the post-caesarean ward said they had been instructed to discharge mothers and their newly born babies after five days.

"There could be burst abdomens, or wounds becoming septic," said one sister.

At 2 pm yesterday Baragwanath had 1 935 patients, compared to the usual 3 000, and was admitting only extreme emergencies.

The hospital is being kept going with the help of volunteers.

Baragwanath workers yesterday rejected an agreement between shop stewards and the MEC in charge of hospital services, Mr Fanie Ferreira.

Several hospitals have reported that staff have been intimidated. Nehawu officials have denied that its members are involved.

● At Hillbrow Hospital in Johannesburg, the situation worsened yesterday when most nurses joined the strike. Only emergency operations were being done.

"The hospital has, in effect, been closed. I know of at least four patients dangerously affected by the strike, and of others who will die if the situation continues," a doctor told The Star.

Authorities say no lives are in danger.

● At Natalspruit Hospital, workers continued to demand the dismissal of certain doctors. Surgical operations were cancelled and ambulances brought to a halt.

● Johannesburg Hospital is accepting emergency cases only.

● At Middelburg Hospital, the strike by non-medical staff entered its fifth day. Nurses described the situation as "terrible".

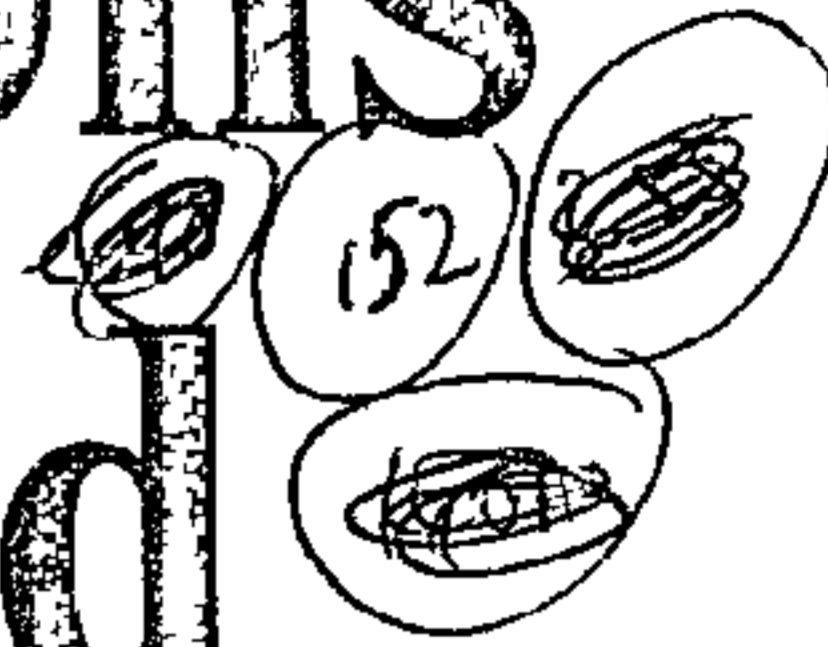
● At Sebokeng, Boksburg-Benoni, Paardekraal, Coronationville and Leratong hospitals, a TPA spokesman said workers were still on duty.

Representatives from the National Medical and Dental Association, the South African Health Workers' Congress and other organisations said they would provide emergency services during the dispute.

Democratic Party health spokesman Mr Mike Ellis said workers had genuine grievances because, despite salary increases, they had a take-home pay of little more than R400 a month.

But Mr Ellis said workers' efforts to make hospitals unworkable were unacceptable.

STW 4/5/80



Meirings salary threat as health workers go slow

By PETER DENNEHY

THOUSANDS of health workers at 21 hospitals and health centres in the Peninsula stopped work for various periods yesterday morning in solidarity with their colleagues in the Transvaal, the Health Workers' Union said yesterday.

The Administrator of the Cape, Mr Kobus Meiring, strongly disapproved of the union's actions, which he described as "incomprehensible and completely unacceptable".

He threatened to stop workers' pay "if they don't want to work". Other disciplinary steps would also be taken, he added, and the union would "have to accept responsibility when action is taken against strikers".

A union official said he had received reports of "solidarity action" taking place at Groote Schuur, Tygerberg, Conradie, Somerset, Victoria, Karl Bremer, Woodstock and Valkenberg hospitals.

There had also been stoppages at the Brooklyn Chest Hospital, the Avon Treatment Centre for alcoholism, the Peninsula Maternity Home "and ten day hospitals", the unionist said. The action, in support of the Cosatu-affiliated National Health and Allied Workers' Union (Nehawu) in the Transvaal, had been due to take place between 7am and 2pm. At some of the institutions, however, the stoppages were brief.

A Groote Schuur Hospital spokes-

man said that about 100 general assistants had marched up and down outside the hospital, sang a few songs and displayed placards for about two hours before going back to work.

Mr Meiring explained in his statement that he had been upset because the CPA and HWU had been in touch with each other as recently as Wednesday this week, and then the CPA heard via the media of plans for a "go-slow strike".

The CPA wanted disputes resolved by discussion, not strikes and confrontation. The latest action must be seen as "rocking the boat", he added.

Meanwhile, in Pretoria, the president of the SA Nursing Council, Professor W J Kotzé, "noted with utmost concern" that nurses were leaving their patients to participate in protest actions.

The council said it wanted every nurse to understand that "such behaviour is totally unacceptable and, if proven, will lead to disciplinary action by the council".

Where intimidation existed, the council said, "it should be met with firm, professional resolve to maintain patient care". Nurses were expected to take a firm stand that patient care for all was their first concern "at all times".

The council expressed pride in those nurses who "maintained the standards of their profession in these difficult times".



STRIKE TALKS. . . Minister of Health Dr Rina Venter (centre) in her office yesterday after she reached agreement on some points with the union delegation, from left, Nehawu national organiser Mr Monde Mdlishwa, Dr Aslam Dasoo, Baragwanath shop steward Mr Meshak Maila and Cosatu general secretary Mr Jay Naidoo.

Picture STEWART COLLIER

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1988

Urgent talks on hospital crisis begin

CAP Tink 5/5/90

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JOHANNESBURG — Urgent talks between the Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union on the growing hospital crisis began here yesterday evening and will continue this morning, Professor Wynand Pienaar, who is acting as negotiator, told Sapa last night.

According to Prof Pienaar, a senior consultant to a South African merchant bank, the two sides were unlikely to reach agreement on all Nehawu's demands by the end yesterday's session.

"There may be agreement on some issues, though," he said during a break in the negotiations.

Prof Pienaar has also made arrangements to use the venue this morning. The TPA was represented by Dr Hennie van Wyk, the executive director of Hospital Services in the Transvaal, while Nehawu's team comprised 11 people.

The talks in Johannesburg were agreed upon at a meeting in Cape Town yesterday morning between the Minister of Health and National Welfare, Dr Rina Venter, and a Nehawu delegation, which included the general secretary of Cosatu, Mr Jay Naidoo.

PETER DENNEHY reports that a Nehawu delegation and Cosatu were involved in a flurry of activity yesterday, in a bid to end the crippling Transvaal hospital strike.

Members of the delegation and Dr Venter spent two hours in Cape Town yesterday morning hammering out an agreement in Dr Venter's office, dealing with general principles rather than the "concrete issues giving rise to the present crises", according to a joint statement issued.

Then the entire union delegation flew to Transvaal for the meeting late yesterday with the Transvaal Provincial Administrator, Mr Fanie Ferreira, and Dr Van Wyk to deal with the strike itself.

In Cape Town yesterday, Dr Venter assured the Nehawu delegation that there were no plans afoot to sell state hospitals.

"Should any privatisation issue regarding health services arise in the future, the government undertakes to ensure that consultations with affected workers will take place at the earliest possible opportunity," she said.

The meeting urged all parties concerned to address seriously the issues

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Hospitals

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that had given rise to the hospital crisis, "so that the situation can be normalised and workers can return to work".

Both parties agreed that the present crisis and broader issues of health policy "can only be resolved through proper consultation with representative organisations, and based on the principle of sound employer/employee relations".

They also agreed that a health system "that is both equitable and based on high-quality health care, with the accent on preventative rather than curative health", was essential.

Sapa reports further that a gloomy picture was painted of strike-torn hospitals by the Transvaal Provincial Administration yesterday morning, as nurses at some institutions joined the strike by non-medical workers and the Red Cross had to be called in.

"Everybody is toy-toying at Hill-

brow hospital, including the nurses," the TPA Director of Liaison Services, Mr Piet Wilken, said in a statement issued from Baragwanath Hospital, where he is based. "The situation is worse than yesterday."

At Natalspruit Hospital on the East Rand, "80% of the nurses are not in the wards", Mr Wilken said.

The situation at Baragwanath Hospital is the same as on Thursday, according to Mr Wilken. Baragwanath was able to handle only "extreme emergency" cases on Thursday.

At the Johannesburg Hospital, all the non-medical staff are on strike. According to Mr Wilken, "although nurses are (being) intimidated, they are working. The situation is the same as yesterday."

In Pretoria at HF Verwoerd Hospital, "between 1 800 and 2 000 general assistants" are on strike.

The situation is normal at the Boksburg-Benoni, Paardekraal and Coronation Hospitals, Mr Wilken said.

Demands highlight main issues

A BROAD look at the striking Nehawu workers' basic demands provides a perspective on some of crucial aspects affecting the country's health care system.

● **Concerning wage demands and worker status:** The Transvaal Provincial Administration claims it has a cash crisis and is under severe financial strain because of Government measures to cut spending on health. Hospital workers, some of whom are paid only R224 a month and have served as hospital staff for decades, are recognised only as temporary workers and can be dismissed within 24 hours.

● **On recognition of Nehawu:** The authorities claim that in terms of the Public Service Act, they may only recognise and negotiate with associations.

● **The immediate opening of all health care facilities to all races:** No wards in State-administered hospitals are as yet integrated and there have so far been no moves by the Government to desegregate any wards in these hospitals. But the Government has conceded that while some wards in State hospitals (mainly white) are under-utilised, others (mainly black) are overcrowded.

Although wards in State hospitals are formally segregated, black patients are admitted to white hospitals if they require specialised treatment not available at black hospitals. They must then be accommodated in separate wards. However, sources at Cape Town's Groote Schuur, which is State administered, have indicated that wards at the hospital are mixed.

● **On the cessation of own and general affairs:** At present the health care system is being administered through the tricameral parliamentary system. As a result there is tremendous duplication of health care facilities, at great cost to the State and to local authorities.

● **The abandonment of privatisation, especially with regard to health care:** The Government's intention to privatise hospitals will have two dire consequences, argues the Centre for the Study of Health Policy.

Firstly, it will lead to a rapid escalation in the cost of hospital care, which may soon be beyond the reach of all but the very wealthy.

Secondly, it will lead to a rapid decline in the quantity and quality of care in the public sector, on which about 80 percent of South Africans depend for treatment.

The most common argument for

privatisation of hospitals is that privatising hospitals is more cost effective than a bureaucratic Government health service because there is a free market. A second angle is that the Government cannot afford health care for all, so those who can afford to should pay for their own health care. This would allow the Government to use its tax money to pay for health care for the poor.

But, it is argued, there is no free market in health care.

At present there are three major interest groups in the private health care market: the suppliers, the patients and those who pay on behalf of the patient — the medical aid societies. Not one of these has the will, the ability or the incentive to keep control of costs.

And contrary to the myth carefully cultivated by those in favour of privatisation, the private sector is not more efficient. About 45 percent of money spent on health care in SA already goes to the private sector. Yet that money provides care to less than 25 percent of the population.

The Centre for the Study of Health Policy suggests that: "Any proposed solution to the crisis in paying for health care must incorporate at least the following elements:

● It must aim at equality of access to health care.

● It must, therefore, ensure that the care of the sick, the poor and the elderly is subsidised.

● It must not exclude anyone on the grounds of their health risks, health status or ability to pay.

● It must have the power to negotiate with the providers of the health care — doctors, other health workers and hospitals — in order to modify those aspects of their behaviour that contribute to escalating costs. In other words, those who pay for health care must be in a position to ensure that they are paying for cost-effective care and that they are not subsidising extravagance.

The centre adds: "To our knowledge, these principles can only be achieved where health care is paid for.

● By the State out of tax revenues.

● By a compulsory health insurance system that pays for a comprehensive range of benefits, and in which all who are eligible by virtue of their income or employment will participate and that excludes no one on the grounds of their health status or age.

● Some combination of both the above."



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NEWS

Hospital crisis cuts deeper

THE three-hour Cabinet-level meeting with hospital workers' union representatives failed yesterday to resolve the rapidly spreading hospital strike as higher-than-average weekend casualties inundated Baragwanath and Hillbrow hospitals last night.

In Soweto there is an average of 20 gunshot wounds over a weekend, apart from other emergencies which run into hundreds.

The outcome of yesterday's meeting between the National Education, Health and Allied Workers Union, Cosatu and Minister of Health Dr Rina Venter was that a meeting between Nehawu and the Transvaal Provincial Administration will follow shortly in an urgent attempt to resolve the crisis

Statement

The two parties issued a joint statement after the meeting calling on everyone to help solve the difficulties

It was also agreed that the issues giving rise to the present crisis would be dealt with at a meeting between Nehawu and the TPA which began last night

Talks between the TPA's representative Dr Henne van Wyk, the executive director of hospital services, and an 11-person Nehawu team began last night and are expected to continue today

After the meeting with the Minister, Nehawu organiser Mr Monde Mditshwa said he believed the TPA meeting could lead to an end to the strike

Minister, union seek a way out after talks fail

PAT DEVEREAUX

director liaison officer Mr P J Wilken said last night

In Soweto, private doctors' consulting rooms were flooded with patients and the Red Cross was said to be taking on the task of caring for casualties

Johannesburg Hospital acting chief superintendent Dr T M Frankish reported that many services had been drastically curtailed and only emergency services were being maintained

At Natalspruit 95 per cent of staff did not report for work and the hospital was teetering on the brink of closure

The situation was said

to be less critical at Pretoria's HF Verwoerd Hospital

Other Transvaal hospitals said to be affected by the strike included Coronationville, Boksburg-Benoni, Sebokeng, Pietersburg and Lynville

Three hundred strikers at Middelburg Hospital claimed they were attacked by policemen wielding batons and sjamboks when demonstrating this week

Police denied any knowledge of the action

Solidarity strike

In the Cape yesterday, more than 6 000 hospital workers at over 10 provincial hospitals took part in a "solidarity strike with Transvaal, Free State and Ciskei strikers" which lasted all morning

Both major training hospitals in the Peninsula, Grooteschoor and Tygerberg, were affected. But the strikers returned to work by 2 pm, according to Nehawu

The Natal Provincial Administration yesterday announced substantial increases to hospital workers to prevent the strike spreading.

● See PAGE 8.

Skeleton staff

However, by yesterday evening at least nine Transvaal hospitals were running on skeleton staff and having to turn away weekend casualties

The Administrator of the Transvaal, Mr Danie Hough, urgently appealed to organisations and the general public to offer voluntary services to those hospitals which are being affected by the strikes

He said the hospitals most affected by strike action were Baragwanath, Hillbrow, Johannesburg and Natalspruit

"So far, Baragwanath and Hillbrow hospitals are admitting only emergency casualties, all others are being turned away," exhausted TPA

Hospital crisis looms as urgent top-level talks end in deadlock

By SOPHIE TEMA

A last-minute bid by government and the National Education, Health and Allied Workers Union (Nehawu) to end the crippling hospital strikes ended in deadlock on Friday, and raised the possibility of a complete breakdown in health services.

This followed a failed top-level attempt to end the looming crisis when Health Minister Rina Venter, Nehawu and Cosatu met in Cape Town this week.

And Cape Town reports said ANC deputy president Nelson Mandela met State President FW de Klerk to discuss the spreading strike.

Provincial Hospital Services executive director Hennie van Wyk and a Nehawu delegation held talks on Friday and yesterday.

Wits University's medical faculty has called for an end to the strike and stressed its support for the strikers' key demands which included:

- A wage in line with the cost of living and the rate of inflation,
- Recognition of trade union rights;
- Desegregation of health services,
- The rejection of privatisation of public hospitals; and
- The abolition of temporary work status.

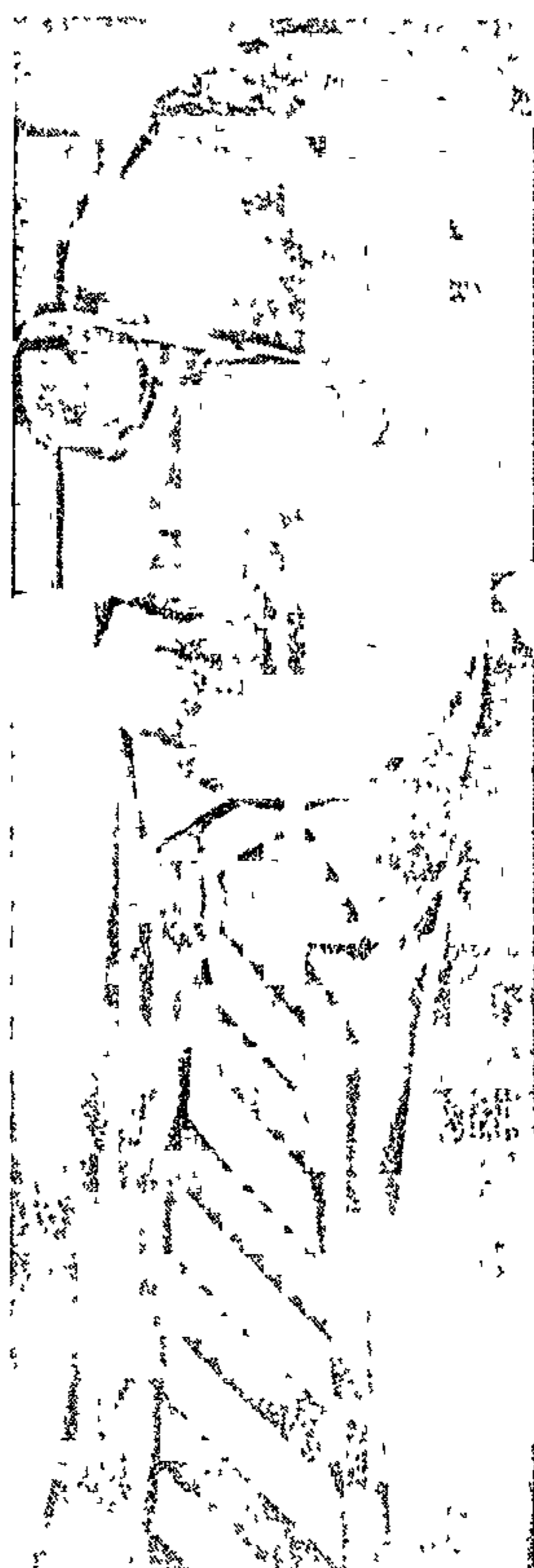
The faculty's support for strikers came after Friday's meeting at Baragwanath Hospital by members of the South African Health Workers' Congress (Sahwco), the National Medical and Dental Association (Namda) and the Health Workers' Union.

While urgent top-level talks continued the situation at Baragwanath was deteriorating.

Senior nurses said Baragwanath, which normally accommodates about 3 000 patients, now had - according to hospital records - about 1 935 and only "serious emergency cases" were being admitted.

Transvaal Administrator Danie Hough confirmed it had been necessary to discharge patients

He also gave the assurance that



Administrator Danie Hough

measures would be taken to normalise services, including the recommissioning of the laundry.

But by yesterday bundles of dirty linen and clothing were still heaped outside some wards. At the laundry tons of linen had piled up.

Transvaal Provincial Administration spokesman Jan Loubscher said 8 000 workers at nine hospitals were on strike.

Not a place to heal the sick

By ~~STAN~~ STAN MHLONGO

BARAGWANATH Hospital has become a health hazard.

This is the spectre haunting South Africa's biggest black hospital after its 1 500 non-medical workers decided to go on strike this week.

I got a dose of the crisis when I went there to keep an appointment with a doctor.

Mountains of dirty bed linen, towels and clothing were piled everywhere.

I met a woman staggering out of the hospital, her eyes blinded by tears.

"What's happening?" I asked an unsmiling man beside me.

"I have not had food since yesterday. As far as I am concerned, nothing is happening here," he said.

C/press 6/5/90
The man, who said his name was Timothy, had hit the nail on the head — Baragwanath had come to a standstill.

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"There's no one to clean up the mess," shrugged Timothy.

He said the woman I had met at the hospital entrance had given birth and was going home to care for herself.

"This is no place to be, no matter how sick you are," he grumbled.

As I waved goodbye to my new-found friend, I sighed with relief because the doctor had given me a clean bill of health.

But for scores of Bara patients the question is: How long will they be able to survive in these conditions?

THE SQUELCH OF STICKNESSES

BARA BECOMES A DISEASE TIME-BOMB AS LAUNDRY AND TRASH PILE UP

The southern hemisphere's biggest hospital, the 4,000-bed Baragwanath in Soweto, is sitting on a disease time bomb.

A stinking, festering 40-ton mountain of week-old soiled laundry is the cause of concern. The pile, containing blood and puss-stained blankets, sheets and clothing is being monitored daily.

The smell in the laundry section was overpowering at the end of this week. Fears have been expressed that the pile has become the breeding ground for infectious diseases.

The Baragwanath laundry is usually manned by about 240 people. Those 240 have joined the general workers' strike for higher wages and better working conditions.

Last week Baragwanath was a hospital under siege and conditions worsened as the strike went into its second week. Another cause for concern is the garbage steadily piling up at strategic points — some close to hospital wards. Piles have found these dumps a perfect breeding ground.

The crippled hospital is on its knees struggling to treat the sick and the lame. Thousands of ill patients are being turned away. Those too sick to vacate their beds remain. Those able to be discharged — some mothers recuperating from Caesarean births — were tossed out after five days — are asked to leave the premises.

In the casualty section — usually one of the busiest — doctors have been instructed to treat only dire cases. On Thursday a blood-spattered grey haired man obviously the victim of an assault sat for hours trying to get attention for his wounds. Nobody helped him because there were more urgent cases to attend to.

TROUBLE

Non-striking workers said Baragwanath was suffering from a deadly fever which if not cured could spread — wreaking havoc and death among patients.

The malaise is called Strike Fever and if the Government gives in to the general workers' demands for an increase of up to R1 100 a month other health-care workers — who earn slightly more after several years of study — could go on strike.

A Baragwanath intern with five years university education said. I earn R1 300 a month and work 18-hour shifts.

If the general workers get R1 100 for their 40-hour week, there's going to be trouble. The interns and sisters have been discussing the problem among themselves.

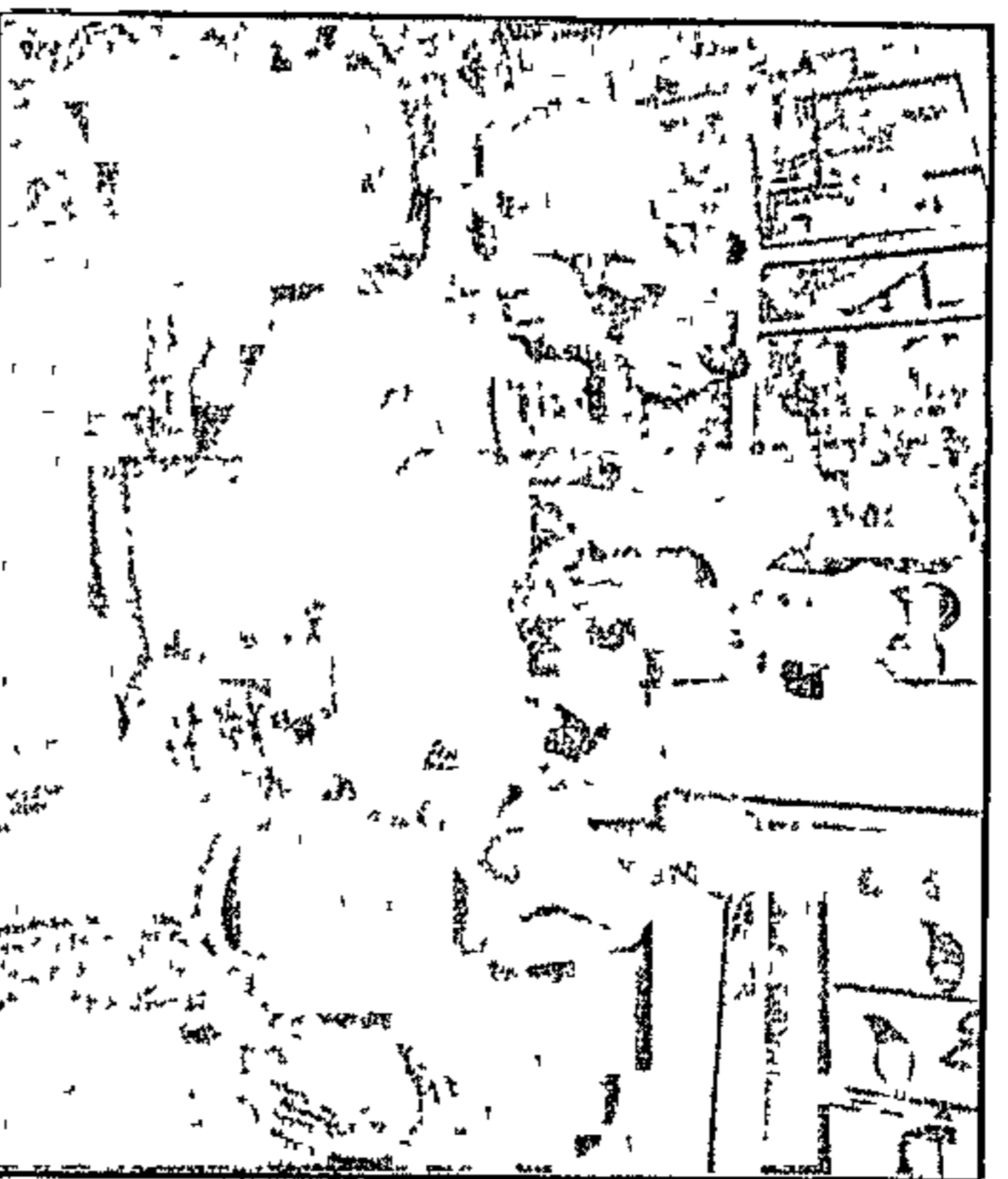
We have sympathy with those workers who earn about R240 a month. Nobody can live on such a piddly sum — it's disgusting and they



SMELL OF DANGER a 40 ton pile of stinking, festering laundry



'DIRE' CASES ONLY Baragwanath's short handed casualty section



A WELCOME MEAL last week, patients went without food for 24 hours



SPECIAL REPORT BY MARK STANSFIELD

have a right to demand a living wage.

But to ask for such an unrealistic sum — in comparison to what others who are more qualified are earning — is ridiculous.

If they get what they demand we will have to do something about demanding a salary comparable to our skills and education he warned.

Last week's general hospital workers strike at Baragwanath and several other hospitals on the Reef almost forced their closure.

A strike by more qualified personnel would almost certainly ring a death knell for hospital services, interns warned.

Ultimately it will be the patients who suffer. During a general strike at Cape Town's Groote Schuur hospital some time ago several patients died because there was nobody to attend to them.

The cure for any strike, said the Baragwanath strikers, was a quadrupling of wages between workers and management.

However, non-striking members of the health ser-

vices warned that the Government would have to tread carefully to satisfy everybody.

They warned that other members of the health profession could also go on strike for higher wages and better conditions if the demands of the general hospital workers were met in full.

After the Groote Schuur strike the work stoppage at Baragwanath is a sign that health workers have smelt blood and will continue to strike until health care in his country has been crippled, a nursing sister warned.

LOYALTY

People are angry about their working conditions and wages. It is only loyalty and dedication which has kept other health professionals at their posts, she said.

Dedication to their professions has not only kept nursing staff and other health care professionals at their posts — it kept them working flat-out last week at other more strenuous and unfair jobs in an effort to keep the hospital running.

There were 15 ward matrons slaving over betty kitchen pots last week so that patients could be fed — their wards left in the hands of more junior staff.

The doors to the kitchen were bolted — because several strikers had threatened them with death for breaking the strike.

STime 6/5/90

Continued chaos at strike-hit hospitals

By MARK STANSFIELD

CHAOS prevailed at several hospitals countrywide this weekend as the general workers' strike continued.

Meanwhile, talks between the Transvaal Provincial Administration and the National Education, Health and Allied Workers Union aimed at ending the strike were adjourned late yesterday with only the issue of wage demands outstanding, Nehawu national organiser Monde Mditshwa said.

The union is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase.

"We have reached agreement on the rest," Mr Mditshwa said, referring to Nehawu's demands for TPA recognition, an end to temporary status for all workers and an end to racial discrimination within health institutions, among others.

"The strike will continue until the wage demand is finalised."

Hospital spokesmen predicted the tally of deaths due to the weekend's usual assaults and accidents would be higher than normal as crippled casualty wards try to cope with reduced staff.

The Administrator of the Transvaal, Mr Danie Rought, urgently appealed to organisations and the public to offer their voluntary services to hospitals affected by the strike.

These include Baragwanath, Johannesburg, Hillbrow, Nelspruit, H.F. Verwoerd, 10 unnamed provincial hospitals in the Cape and several in the Free State and Ciskei.

Yesterday afternoon, nurses at several hospitals in the Transvaal, the Free State, Ciskei and Cape joined the general hospital workers' strike, aggravating the situation, said Dr Hennie van Wyk, the Transvaal's executive director of hospitals.

Negotiators from Nehawu and the Government were still on the negotiating table late yesterday.

Threatened

The Government's chief negotiator, Professor Wynand Plenaar, said late yesterday the talks about wage demands would continue. He declined to reveal any details.

Several hospital matrons who donned aprons at Baragwanath Hospital this week so patients could be fed reported they had been threatened with death by strikers.

Spokesmen for Baragwanath, Nelspruit and Hillbrow hospitals expressed similar experiences.

Thousands of patients — reckoned not to be in need of urgent medical attention — have been turned away from hospital doors in the past week as loyal staff battle to serve those considered "in dire need" of medical attention.

Fears have been expressed that South Africa's health services could collapse as the strike continues.

● See Scent of Sickness, Page 13

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WORKERS OVER THE YEARS

Not a place to heal the sick

By STAN MHLONGO

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But for scores of Bara patients the question is: How long will they be able to survive in these conditions?

Catherine has had enough!

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By **CONNIE MOLUSI**

THE anger that exploded at Baragwanath Hospital into a full-blown strike is the result of years of workers' discontent. They claim that for years they had to contend with low wages and indefinite temporary working status.

Among those on strike are some who claim they have worked for Baragwanath for almost 20 years and are still employed on a temporary basis.

One of them is 62-year-old Catherine Luthuli, who has a painful story to tell about her 18 years at Bara Luthuli, with a Std 6 education earns only R471 after all her years of dedicated service.

She joined the hospital in 1972, earning R26 a month. After 18 years her plight has not changed much. This week she went on strike - the second in her working life.

The first strike, in 1975, was also over her wages. The outcome of that strike was R10 a month increase.

Luthuli remembers that the strike lasted three days, but she relates her ordeal with passion. She was among those arrested and taken to John Vorster Square.

"Well we were not fighting then, as we are today. All we are demanding is a living wage and decent working conditions."

Although aware of the grave implications of the strike, Luthuli does not want to hurt patients. The only problem is that her endurance has been stretched too far and she feels enough is enough.

"The hospital authorities should now listen to our grievances. Because tea break and lunchtime demonstrations have not worked, workers reluctantly took to strike action."

She has been clocked-in every morning since Monday only to sit in the sun and watch as her younger colleagues dance and toyi-toyi around

18 years as a temporary, she still earns a mere R471

Her age and weight do not allow her to join the ritual.

Asked to pose for a picture outside the hospital premises, she explained that she could not leave the premises as she was still officially on duty.

With her meagre wage Luthuli has three children to support and a bond to pay. She took a R22 000 loan from the hospital in 1985 to build a garage and two rooms in her backyard.

Asked how she managed to pay the loan she said she did so with a government subsidy.

Despite the gloom in Luthuli's life she still hopes a settlement will be reached soon and that the workers' demands will be met.

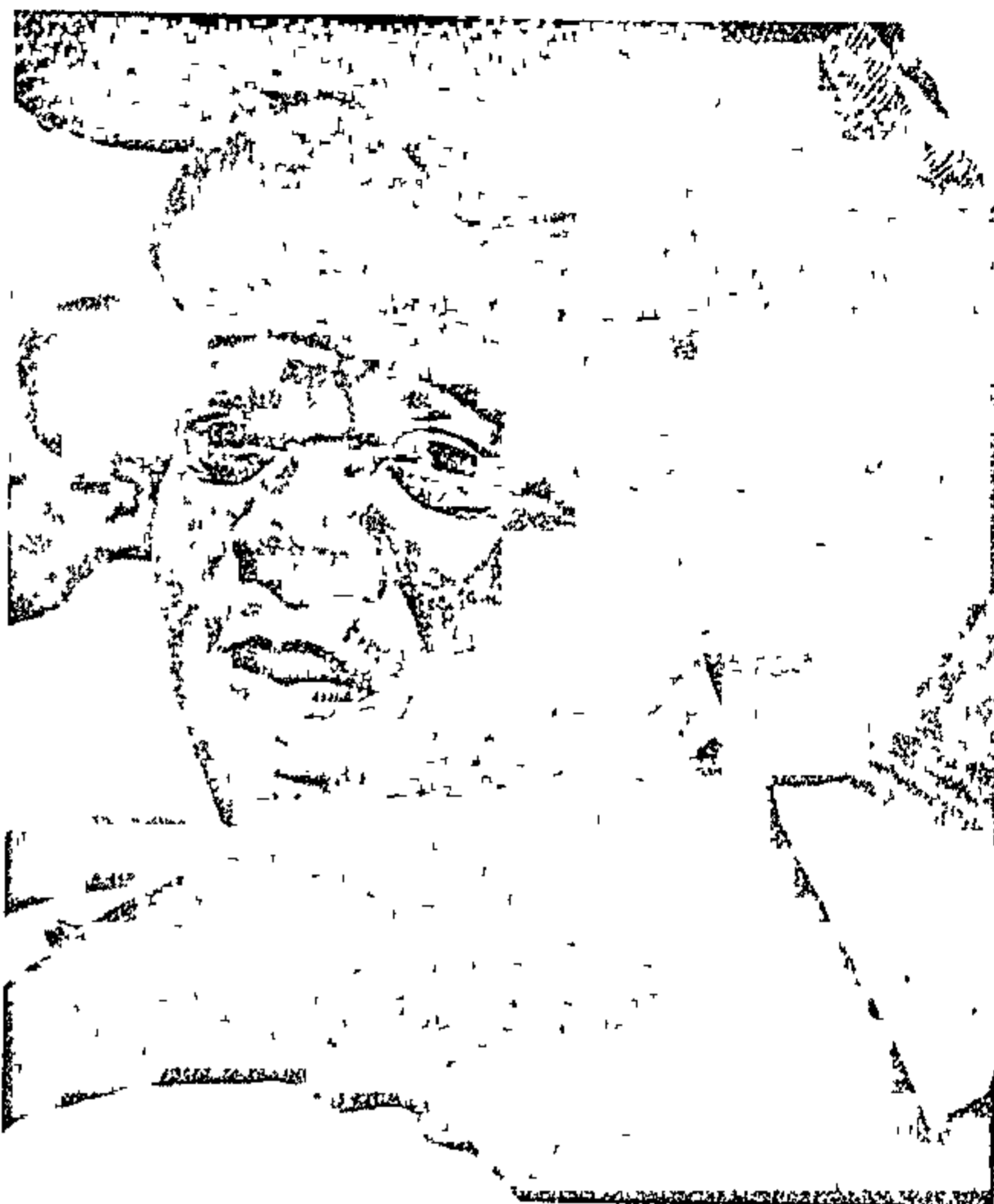
"You see these are some of the things we are fighting for. As a temporary worker I will not get money when I retire."

"I have only a few years to go before pension. But I am still strong and as long as I am strong I will continue working."

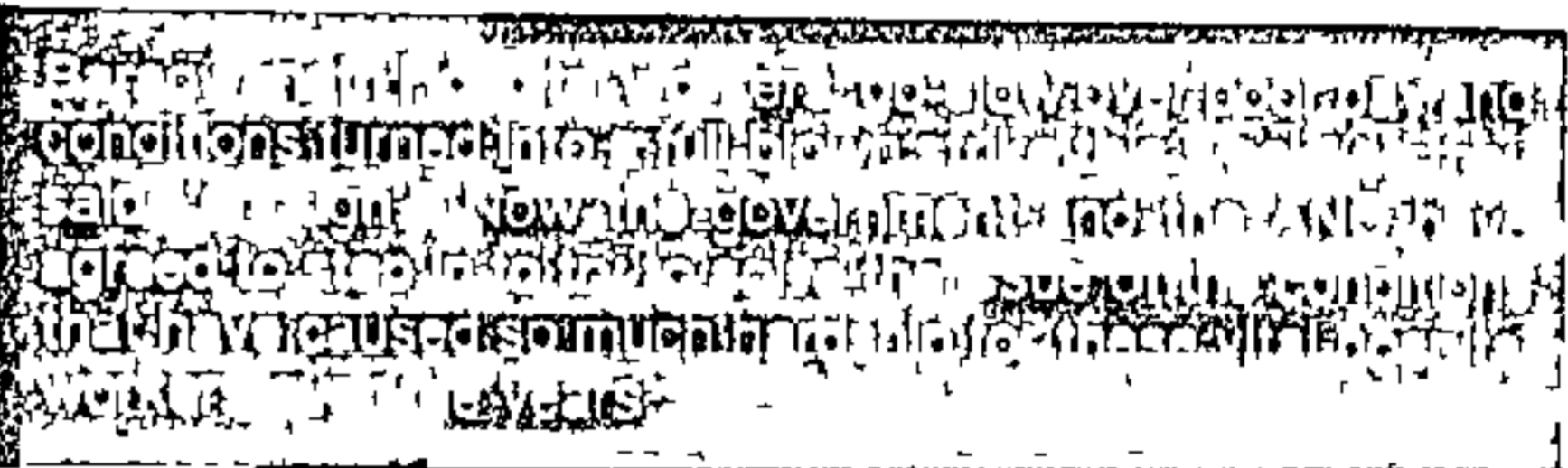
Luthuli views the strike as a worthwhile sacrifice. Although she is already past the official pension age of 60 for women, she still hopes to be employed permanently.

She is quick to point out that the strike will ensure better wages for others in the future.

What makes Luthuli's situation depressing is that none of her children is working. Although they are fit, she is the sole breadwinner.



Catherine Luthuli... still classed as a temporary worker after 18 years' dedicated service.



Not a place to heal the sick

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Nehawu confident for today's talks

Capt. Tim 7/5/90

JOHANNESBURG — Talks resume today between the Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union aimed at settling the last remaining issue — Nehawu's wage demands.

The two delegations will meet this morning in Pretoria when the TPA will respond officially to Nehawu's wage demands.

Meanwhile, the strike by thousands of non-medical staff continues to cripple Transvaal hospitals.

"The only outstanding issue still is our wage proposal," Nehawu national organiser Mr Monder Mditshwa said.

The union is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase.

"We have reached agreement on the rest," Mr Mditshwa said, referring to Nehawu's demands for TPA recognition, an end to temporary status for all workers and an end to racial discrimina-

tion within health institutions, among others.

"It now depends on the TPA response (to the wage demand) Everything hinges on it," Mr Mditshwa said.

He declined to disclose details of what had been agreed so far.

According to Mr Mditshwa, Nehawu was confident the hospital strike could be resolved at today's talks.

However, the TPA representative at the talks, Dr Hennie van Wyk, Executive Director of Health Services in the TPA, did not share Nehawu's feeling that the hospital crisis could be resolved today.

"I can't foresee this, but we are looking forward to an early solution and an ending of strike action," he said after Saturday's meeting.

According to another source, national developments, not controlled by the TPA, would also be implemented in addressing the union demands.

Nehawu is demanding. The inclusion of all South African work-

ers into an equitable labour legislation, the opening of health services to all, irrespective of race, colour or creed, an end to privatisation of hospitals.

"There are developments in the pipeline at a national level concerning Nehawu's demands," said the source, who asked not to be named.

Dr Van Wyk said he was "in almost constant contact" with Mr Fanie Ferreira, MEC for Health Services in the TPA, and Mr Danie Hough, Administrator of the Transvaal, about the latest developments in the hospital crisis.

They in turn were in daily contact with the Minister of Health, Dr Rina Venter, and President F W de Klerk.

● The SABC radio news reported that essential services were performed at the six major Transvaal hospitals affected by the strike yesterday.

Some nursing staff had returned to work but non-medical employees were still on strike.

Final issue — crucial pay talks in hospital crisis

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The Argus Correspondent

JOHANNESBURG — Transvaal Provincial Administration officials have met on the eve of crucial negotiations with National Education, Health and Allied Workers' Union as the situation at strike-crippled hospitals remains critical

Today the final issue — wage demands — will be discussed when the administration meets union officials. They were locked in negotiations at the weekend and hopes are high that an agreement acceptable to workers will be reached. Agreement on wages is considered the key to ending the strike.

Strikes continue at Baragwanath, Hillbrow, Johannesburg, H F Verwoerd and Natalspruit hospitals.

Before the weekend more than a score of other hospitals were also affected by the strike, which involved up to 8 000 at one stage and included nurses at Hillbrow and Natalspruit.

At Natalspruit, one of two hospitals where the Red Cross is helping, there were fewer than 10 nurses working at one stage and at Hillbrow doctors were preparing food for patients.

As at Baragwanath, volunteers from all walks of life were performing essential services as reports of intimidation continued. A great cause of concern remained in the hard-pressed casualty sections.

Another massive headache is the 40-ton mountain of dirty laundry at Baragwanath.

There was an ugly incident when strikers emptied rubbish bins in the corridors, undoing the work of Rhema church volunteers who cleaned up Hillbrow Hospital on Saturday night.

Strikers' error

It was later reported that the strikers had been under the impression that other workers had been hired "behind their backs". They cleaned up the mess after they discovered their mistake.

There have been many other reports of intimidation. Union officials have responded by saying that some people identified as intimidators were unknown to the union.

Officials said they were wholly opposed to intimidation, especially of nurses.

● The Natal Provincial Administration has announced wage increases of between 20 and 100 percent in an attempt to prevent the strike spreading to Natal.

Monday, May 7 1990

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Hospitals forced to restrict cases

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MATTHEW CURTIN

TRANSVAAL's six strike-hit hospitals were forced to deal with only priority cases yesterday as volunteer workers filled in for striking general assistants.

The hospitals involved are Johannesburg, Hillbrow, Baragwanath, Natalspruit, Middleburg and HF Verwoerd.

Talks between the Transvaal Provincial Administration and the National Education Health and Allied Workers Union (Nehawu) to resolve the week-long strike resume today at TPA headquarters in Pretoria.

After Saturday's meeting between the TPA and Nehawu, the union's national organiser Monder Mditshwa said he was confident the dispute would be resolved today as the only outstanding issue was the union's wage proposal.

Nehawu is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase

Mditshwa said both sides had reached agreement by the end of Saturday's meeting on all the other issues, but refused to divulge the details of the agreement. The TPA would not comment yesterday on the content of the talks.

Apart from the wage increase, Nehawu demands were for formal TPA recognition, an end to temporary status for all workers, and an end to racial discrimination within health institutions.

Hospital workers are excluded from the Labour Relations Act, and are covered by the Public Administration Act in which there is no provision for trade unions.

But TPA Health Services execu-

tive director Dr Hennie van Wyk said he could not foresee an early solution to the strike. He was in contact with Health Services MEC Fanie Ferreira, Health Services Minister Rina Venter and State President F W de Klerk.

Baragwanath Hospital received a boost to staff attempts to maintain services when Transnet stepped in and took over responsibility for washing linen on Saturday.

Staff had also been able to cope with the usual heavy incidence of casualties on Saturday night

Natalspruit hospital, where nurses have joined the strike called by Nehawu, remained the worst hit over the weekend. A spokesman said despite the help of some volunteers, the situation was critical.

TPA spokesman Piet Wilken made an urgent appeal on Saturday for volunteers to assist the East Rand hospital. On Saturday Natalspruit only had two nursing sisters, five ward matrons, and five student nurses caring for 500 patients.

But in Johannesburg, hospital spokesmen said staff and volunteers were coping with emergency cases.

The Hillbrow Hospital was clean once more after angry strikers had emptied rubbish bins in protest at "scab" labour used on Friday night to clean up the hospitals. Strikers tidied up the litter later out of respect for the patients.

A Johannesburg Hospital spokesman said the response from the public for volunteers had been overwhelming. The hospital would need volunteers during the week.

Klerk
possible
men to

Hospitals row nears crunch

TALKS between the Transvaal Provincial Administration and the National Education, Health and Allied Workers Union resume this morning. These must now settle the most burning aspect of the dispute - wage demands by the non-medical staff.

The two delegations will meet this morning in Pretoria when the TPA will respond officially to Nehawu's wage demands.

Meanwhile, the strike by thousands of non-medical staff continues to cripple Transvaal hospitals, among them Baragwanath hospital.

"The only outstanding issue is our wage proposal," Nehawu national organiser Mr Monde Mditshwa said.

It was not clear last night if this morning's meeting would focus on wage demands by non-medical staff at all hospitals, or if Baragwanath was a test case.

● To page 2

Baragwanath crisis

From Page 1

The union is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase.

"We have reached agreement on the rest," Mditshwa said, referring to Nehawu's demands for TPA recognition, an end to temporary status for all workers, and an end to racial discrimination within health institutions, among others.

"It now depends on the TPA response (to the wage demand). Everything hinges on it," Mditshwa said.

He declined to reveal details of what had been agreed so far. - Sapa

Nigamare a! Bara

^{Soweto 15/90}
Stench, hunger still haunt
victims of hospital strike

By SIZAKELE KOOMA

Women's Page Editor

PATIENTS at Baragwanath Hospital this weekend recalled the nightmare conditions they enduring during the strike by non-medical workers. They told of the stench of filthy wards, sleeping on dirty linen and of hunger and irregular meals.

About 2 850 workers went on strike on May Day, demanding a living wage and recognition of their union, among others.

About 1 000 patients were discharged, most of them prematurely, only a day after the strike began. An occasional grim-faced patient, shuffling barefoot out of the gates in a hospital gown, was still seen leaving the hospital grounds a few days after.

The discharged patients left in hospital gowns because their clothes were locked up in the unattended locker rooms

Heart

Celwe Ngobese, who had been admitted to Baragwanath with a stroke and heart problem, was taken away by her daughter Zodwa after she had lost hope of ever getting the hospital transport she had been promised.

Ngobese looked haggard and in pain as Zodwa and a friend carried her across the bridge to where the taxis were. She had been transferred to the hospital from Nquthu, Dundee, last month.

Mabel Ndlovu of Alexandra, with her one-year-old daughter on her back, negotiated the steep incline of the winding Baragwanath bridge at a painstaking pace. She was still recuperating from a thyroid operation when she was prematurely discharged.

Hoarse

"I am not healed. But there is no point staying in hospital with a one-year-old infant and no regular meals, in an unhygienic place," Ndlovu said in a hoarse voice.

Her daughter, the

desperately ill and have no alternative but to endure the misery.

Queen Beu of Emdem, Soweto, is one of them. She has been in hospital for three weeks. Nurses, she said, believe she has asthma but they have not been able to help.

"I have short breath and feel very weak. I cannot do anything on my own, which means there is no hope for a person like me here. I have to wash myself and take medication without any assistance. I don't, because I cannot. I have told myself that I will survive on God's mercy," Beu said.

Samson Kubheka, who is in the surgical admission ward, was admitted to Baragwanath two weeks ago with a sceptic hand. He had suffered burns and had thought the hand would heal on its own. His negligence will cost him his index finger, which is slowly rotting.

Kubheka cannot have the urgent operation he needs because he was told, he said, that the hospital's theatre was not in use.

Fears

"I have been told to wait until next week. I am only hoping that the operation will not be postponed again when the day comes. I have fears that my whole hand might rot in the process and it will be amputated. Nurses have trained us how to wash our sores. I clean my hand every day to keep it from festering," he said.

A doctor at the hospital said operations were being postponed because there were not enough staff to assist in the theatre. He said in the

Mabel Ndlovu . . . "No point in keeping an infant in an unhygienic place with no regular meals."

who sleep with their newborn babies in soiled linen. We are using blankets instead of sheets because dirt does not show as obviously as it does on a white sheet. We depend on Savlon to sterilise utensils," the doctor said.

"He said - mothers' of newborn infants in his de-

partment were discharged a few hours after delivery even when their condition was not satisfactory.

"I have got two patients who have been bleeding since they were admitted. They cannot be given proper treatment because we do not have all the equipment re-

quired. I have thought of negotiating with doctors in private practice to assist."

The crisis spread to 11 other hospitals in the Transvaal on Thursday. At Hillbrow Hospital and Natalspruit Hospital nurses joined the strikers and brought services to a virtual standstill.

Alexandra woman said, survived on tea and she often went without meals. Ndlovu and Ngobese were some of the fortunate patients who survived the nightmarish conditions at the hospital. There are others who are

gynaecology department, where he worked, medical staff had become resigned to unhygienic ways of conducting their work.

"There are patients

The Star of the stench of filthy are being done.

Star 7/15/90
Fewer Sowetans at Bara casualty

By Thabo Leshilo

The people of Soweto have learnt not to get injured or sick during the strike by non-medical staff at Baragwanath Hospital, a doctor at the hospital jokingly told The Star last night

The doctor was explaining the dramatic drop in patients visiting the casualty department.

According to a matron at the hospital, only 61 patients compared to the usual 500 or so had been treated by 6 pm last night

Most patients told The Star they did not expect to find anybody

working at the hospital.

Mzimhlophe Hostel inmate Mr Robert Gumede, who was nursing a stab wound, said he was not aware of the strike.

Mr Lawrence Ngcobo (23), whose father, Mr Ben Ngcobo, had sustained head injuries after falling on a stone in Dube, was worried that his father would not receive treatment. He was however attended to within minutes.

Mr Elias Motshele (24) praised the medical staff for giving him "prompt service" because of fewer patients.

recovers from more than three years
in Lebanon. *Cape Times 28/1/90*

Nurses back to work

EAST LONDON. — Nurses returned to work at Mdantsane's Cecilia Makiwane Hospital yesterday after going on strike on Wednesday in support of demands for better pay and working conditions. This was confirmed by Ciskei's Minister of Health, Dr Henk Kayser.

Reports by Staff Reporter, Own Correspondent, Sapa-Reuter/AP and UPI

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Hospital go-slow crisis

JOHANNESBURG — In its first official confirmation of the disruption of medical services in the wake of a go-slow by hospital staff, the Transvaal Provincial Administration on Friday revealed that two hospitals, Baragwanath and Hillbrow, have been severely affected.

Several hundred general assistants, such as cleaners, porters and some clerical staff, have been on a go-slow since Thursday last week demanding higher wages, recognition of their union and better employment conditions.

In a statement issued to Sapa, the MEC charged with health services, Mr Fanie Ferreira, revealed dispensary supplies at Baragwanath hospital would be exhausted within the next three days.

In the laundry section, circumstances had taken on such proportions that babies were being born on unmade mattresses, there were no napkins or clothing for newly-born babies, and mothers had no maternity jackets.

Food, he continued, was still being prepared, but was not being served, while clean-

ing delivery and transport services had been severely curtailed. No porter services were in operation at the casualty, x-ray, theatre and wards departments, while theatres were dealing only with emergencies.

At Hillbrow hospital, only emergency operations were being undertaken, only casualties were being handled, patients were being discharged earlier than they should be, and the out-patients department was functioning only in the afternoons.

Despite the situation, Mr Ferreira made it clear the TPA did not see its way clear to meeting the demands of the protesters.

"I wish to point out that certain demands are being made in the (workers') memoranda on the Province in respect of which it has no exclusive powers of decision-making; for example the recognition of the union, the desegregation of hospitals, privatisation and salary demands," said Mr Ferreira.

He went on to say that it was clear hospitals in the country had become the targets "of certain groups/bodies for the furthering of their political aspirations". — Sapa.

C.M. T. 14/17
28/4/96

Strike: 152 Medicine to run out at Reef hospital?

JOHANNESBURG. — Medicines are running out at the Reef's Baragwanath Hospital because workers who pre-pack the medicines are on strike and patients might soon be referred to private chemists, a hospital spokesman said yesterday.

The large hospital is just one of at least two hit by a go-slow protest from workers demanding better wages and employment conditions.

There are mountains of unwashed linen, said the spokesman, and mothers are forced to give birth on bare mattresses.

"Patients are feeling the brunt," she said. "It's worse on them than on the government."

National Education Health and Allied Workers Union organising secretary Mr Monde Nditshwa said workers had been forced into their action because of government inaction.

"Basically we are demonstrating because the department (of Health) failed to respond to our grievances," he said.

Nehawu is calling for "a living wage" of R1 100 per month — R850 up on present minimum pay.

Meanwhile, a spokesman for Hillbrow Hospital said although that institution had also been affected by the union action, it was "coping".

A spokeswoman for the Reef's mammoth Johannesburg Hospital yesterday confirmed "a small demonstration with placards" had been going on every day since last Friday — "but just during lunchtime" — Sapa

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Hospital go-slow continues

MATTHEW CURTIN

A THREE-DAY go-slow at three major Johannesburg hospitals continued yesterday with the National Education Health and Allied Workers Union (Nehawu) claiming over 3 000 workers had joined the rotest for a basic minimum wage of R1 100 a month.

a minimum of 10%.

Hospital Services spokesman Jan Loubser confirmed there had been peaceful placard demonstrations. Executive director Hennie van Wyk was engaged in negotiations with Nehawu and the TPA could not comment on the progress of talks.

Hospital sources said there were no more than 1 000 non-medical workers involved. 310am 27/4/90

Johannesburg acting chief superintendant Dr Tom Frankish said the peaceful demonstration of had not affected hospital services. But a Baragwanath hospital spokesman and Hillbrow acting chief superintendant Jack Norman-Smith said the go-slow was having an effect.

Nehawu members at Johannesburg General, Hillbrow and Baragwanath were demanding an average wage increase of 100%, and as much as 500% for the lowest paid staff.

Union spokesman Neal Thobegane said the Transvaal Provincial Administration (TPA) had offered

● See Page 9

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B Day 27/4/90

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TEACHERS' STRIKE COST TAXPAYERS R12m IN SALARIES

THE month-long strike by 6 000 teachers in Soweto and Alexandra last term cost taxpayers R12m in salaries.

The 6 000 teachers from the Johannesburg region — and more than 5 000 others who participated in intermittent boycotts around the country last term — had been paid as if they were on leave, DET Johannesburg regional deputy director Peter Mundell said yesterday.

Mundell said teaching staff salaries in this region totalled R400 000 a day. The DET had paid out R12m as if teachers had been on vacation for 30 days — the duration of the "chalk-down" strike. Teachers are entitled to 12 days' paid leave a year, besides school holidays.

Government could not afford to spend masses of money with no return, he said. By the end of April

TANIA LEVY

there had been no meaningful education in DET schools.

Organised under the National Education Union of SA (Neusa), Soweto and Alexandra teachers have undertaken to make up for time lost during the strike by teaching through the June holidays.

Education and Training Minister Stoffel van der Merwe said his decision not to penalise any of the boycotting teachers would not be repeated.

Soweto and Alexandra teachers have threatened to resume their strike in July if the DET fails to meet their demands, which include fewer teaching periods, employment of extra teachers, reinstatement of retrenched teachers and a salary adjustment.

Neusa president Curtis Nkondo and DET Johannesburg regional director Peet Struwig met last week to review the effects of the strike.

Neusa confirmed the 10 conditions of the temporary return to teaching. These included teaching from 8am to 2pm only, working 32 periods instead of 48 a week, the disbanding of satellite schools, refusing circuit inspectors and subject advisors access to classrooms and refusing to teach non-academic subjects or extra-mural activities.

In a statement yesterday Struwig said he had pointed out implications of these actions to Nkondo and asked him to avoid total disorder by withdrawing the conditions.

Nkondo undertook to report to his executive committee by today.

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ROUND



Striking domestic staff at the Johannesburg Hospital pictured this week during protest action outside the hospital premises.

Beset with labour unrest and severe staff shortages, provincial hospitals received a further blow this month when minimal increases were tabled for health services this year

Transvaal presented its budget knowing it would have to ask for more money this year; Natal has already prepared motivation for additional funds barely three weeks after the provincial budget sittings and the Cape foresees a shortfall

Belts are being tightened in an effort to provide an adequate service within budgetary restraints

According to Dr GS Watermeyer, chief director of health services in the Cape, "it would be impossible to provide the same level or extent of health services as exists at present within the budgetary constraints of this financial year

"The purchase of additional equipment, the commissioning of some 20 community health centres and basically all new building schemes have been postponed until such time as funds can be made available

"Funds have only been provided to purchase, in a limited fashion, essential replacements of outdated and irreparable equipment"

Hospitals suffer on limited budgets

Belts are being tightened in provincial hospitals in order to provide adequate services within budgetary constraints
CLAIRE ROBERTSON of The Star's Pretoria Bureau reports.

An early victim of the 1,4 percent increase is the final phase of the extension to Groote Schuur Hospital as the province struggles with a R1,6 billion budget

In the Transvaal, health MEC Mr Fanie Ferreira told the budget meeting bluntly that obsolete and expensive equipment would simply not be replaced. Anger at this situation has led to resignations at HF Verwoerd in Pretoria, where a lack of adequate cardio-thoracic equipment was cited

In Natal, chief-director of health Dr Charles Roper said "Purchase of the latest technology and medical equipment had to unfortunately be postponed. All essential equipment has, however, been provided"

Natal's budget of R777 million is 4,25 percent more than

last year's actual expenditure "The question of whether the State can continue to provide medical services to all and sundry at the present levels of sophistication will have to be addressed by the powers that be," said Dr Roper

He said stricter control measures relating to stores and prescribing had already been introduced, and the province would cope unless the unrest escalated. This "could have serious implications at certain hospitals," he said

"It is, however, believed that this matter is being addressed at central government level

"The main problem with budgetary constraints is therefore not the discontinuation of services, but rather the inability to address the need to expand curative and particularly

primary health-care services, in order to meet an ever increasing level of demand"

Dr Roper said no specific planned projects were "actually being shelved because of lack of funds" However, it was announced this month that plans for the new teaching hospital planned for Durban had been put on ice

In the Free State, the recent closure of 170 beds at two hospitals was said to be partially due to the resignations of eight doctors because of a lack of funds to buy new equipment

The Free State health budget was increased by 1 percent to R434 million

The Transvaal budget was increased by 0,8 percent to R1,9 billion, following a year in which the province had to cope with a shortfall of R242 million

The budgeted amount was only half of what was needed to meet minimum needs, according to MP for Langlaagte Dr J J Vilonel

He suggested a redistribution of funds to meet health needs

Mr Brian Goodall (MP for Edenvale) said hospitals should be open to all races in order to use resources efficiently

Cosatu, Azapoo May Day rallies

Sowetan Reporter

TRADE unions and community organisations will hold services countrywide on May 1, marking the International Workers' Day.

Among organisations holding services as part of worldwide celebra-

tions are the Congress of SA Trade Unions (Cosatu) and the Azanian People's Organisation (Azapo). Cosatu's May Day rallies will be held at East London's Sisa Stadium, or Dukashe Stadium (9am); Gomo Hall (10am); Dan Qege Stadium in Port Elizabeth (10am); Queenstown's Border Agricultural Show-grounds (9am). *152*

Grahamstown: Lavander Valley (10am); Uitenhage Jabavu Stadium (10am); Mamelodi Stadium (10am); Phokeng Hall in Rustenburg (10am); Warmbaths Stadium (10am); Phalaborwa Stadium (10am). Thabe George Sharpeville Stadium, Rocklands (9am); Bloemfontein Stadium, (9am); Harrismuth (9am); Thabong Stadium, Welkom (9am); Huhudi Stadium, Vryburg (9am); Embalehle Secunda Stadium, Ackerville Witbank (10am);

Lakazi Stadium, Nelspruit (10am); Ratanda Stadium, Heidelberg (11am); Vosloorus Stadium (10am), Athlone Stadium, Cape Town (10am); Durban's Curries Fountain (9am).

Azapo will hold services at Leeufontein Hall (9am); Tweefontein in Kwanabele (1pm); Lebowakgomo Show-grounds (9am); Bekkersdal Stadium (10am); Mohlakeng Stadium (1pm), David Landau Community Centre, Durban North West (10am);

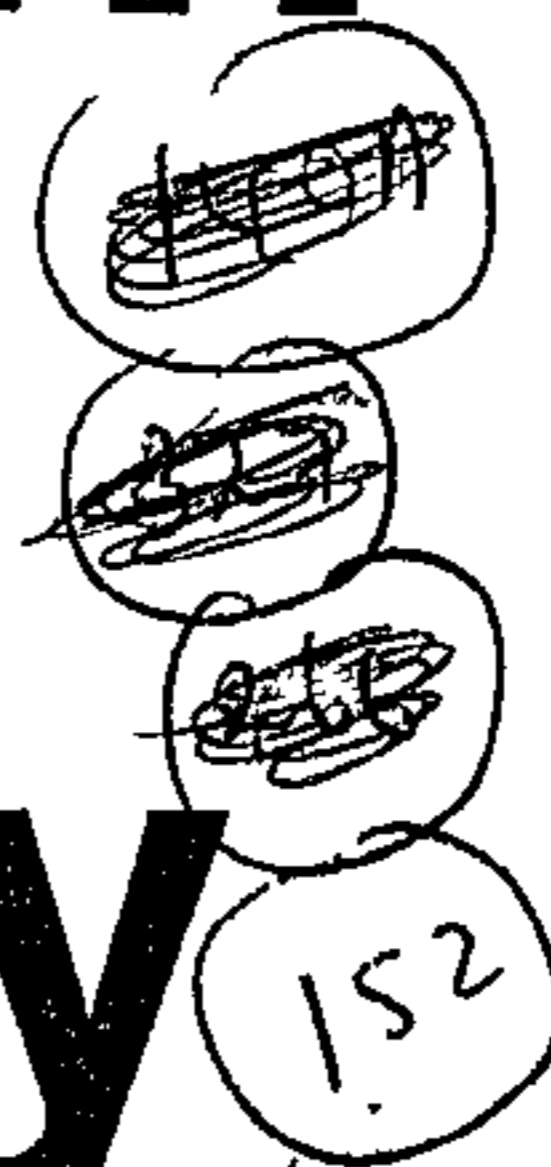
Garanakuwa Stadium (10am) and Rio Cinema in New Brighton (12pm). Banncwu said its services would be held at Daniel Skul Hall in the Northern Cape (10am); Uleo Hall (10am); Seshen in Kuruman at 12pm.

Azapo and Banncwu said other services would be announced later in the week.

The theme of Azapo's meetings is "Negotiations and the Working Class".

Rallies jointly organised by Cosatu and Nactu will take place at George Thabe Stadium, Sharpeville (10am) and Orient Theatre in East London (10am).

Stadium closed for rally



THE Vosloorus Town Council has refused the Witwatersrand region of the Congress of South African Trade Unions permission to use Vosloorus Stadium for its celebrations of International Workers' Day tomorrow.

In a statement, Cosatu said this was despite the fact that the chief magistrate of Boksburg, Mr JCM Roets, had granted the federation permission to go ahead with the rally.

A spokesman for the federation claimed at the weekend that a delegation was also told by town clerk Mr GDP Prinsloo that all future applications would be turned down.

Cosatu urged the council to rescind its decision as "failure to do so will prove once more that community councils do not have the interests of the workers and the community at heart".

Calling on councillors to resign, the federation said it did not understand why the council decided to act differently from the chief magistrate of Boksburg.

Meanwhile, trade unions and community organisations will hold services countrywide

By SY MAKARINGE

tomorrow to celebrate International Workers' Day.

Among organisations holding services as part of worldwide celebrations are Cosatu, National Council of Trade Unions (Nactu) and the Azanian Peoples Organisation (Azapo).

Cosatu

Rallies jointly organised by Cosatu and Nactu will take place at George Thabe Stadium, Sharpeville (10am) and Orient Theatre in East London (10am).

In Port Elizabeth, Nactu and independent unions will host a meeting at Rio Cinema (9am).

Cosatu's May Day rallies will be held at East London's Sisa Dukashe Stadium or Gompo Hall (10am); Dan Qeqe Stadium in Port Elizabeth (10am); Queenstown's Border Agricultural Showgrounds (9am).

Grhamstown Lavander Valley (10am); Uitenhage Jabavu Stadium (10am); Mamelodi Stadium (10am), Phokeng Hall in Rustenburg (10am), Warmbaths Stadium (10am), Phalaborwa Stadium (10am)

George Thabe Stadium, Sharpeville (9am); Rocklands Stadium, Bloemfontein (9am); Harrismith Stadium (9am); Thabong Stadium, Welkom (9am); Huhudi Stadium, Vryburg (9am); Embalehle Stadium, Secunda (10am); Ackerville Stadium, Witbank (10am).

Likazi Stadium, Nelspruit (10am); Ratanda Stadium, Heidelberg (11am); Vosloorus Stadium (10am), Athlone Stadium, Cape Town (10am), Durban's Curries Fountain (9am).

Azapo

Azapo will hold services at Leeufontein Hall (9am); Tweefontein in Kwandebele (1pm); Bekkersdal Stadium (10am); Mohlakeng Stadium (1pm); David Landau Community Centre, Durban North West (10am); Garankuwa Stadium (10am) and Rio Cinema in New Brighton (12pm).

The theme of Azapo's services is "Negotiations and the Working Class".

Bamcwu said its services would be held at Daniel Skuil Hall in the Northern Cape (10am); Ulco Hall (10am), Seshen in Kuruman at 12pm.

Nactu's meetings will be held at Shareworld Arena, Crown Mines (9am), Lebowakgomo Showgrounds (9am); Phillip Smith Hall, Welkom (10am); Hervormers Hall, Idas Valley, Cape Town (10am), KwaGurqa Community

Hall, Witbank (10am), Mandla Cinema, Newcastle (9,30am), Soshanguve Stadium, Pretoria (9am); AME Church, Jouberton, Klerksdorp (9am); Sethoga Hall, Tembisa (9am)

Behind the big ones

What can be learned from the major strikes of 1989, marked as they were by death, violence, intimidation and severe destruction of property? This is what three management executives explored in a Durban seminar last week. They discussed the strikes which affected SA Transport Services (now Transnet), SA Breweries and the Durban Transport Management Board (DTMB).

Transnet's Nico Heyns said his organisation is still facing major difficulties with relations between strikers and non-strikers, three months after the strike ended. One of the most bitter and violent strikes in SA's history, the 13-week Sats vs Sarhwu dispute cost 37 lives, R42m in lost wages and R40m in damage to property.

Heyns said there had been two main consequences the realisation that staff could be significantly reduced, "by up to 30%" and the subsequent voluntary retrenchment

package offered by Transnet to employees. There was also a white employee backlash.

In contrast, the more conservative Blatu union is still complaining that its members did not get enough protection during the strike. An important similarity between the Sats strike and the 10-week SAB strike last year, was the role played by the MDM in helping settle the disputes.

While Sats insisted on Sarhwu registration, called their strike illegal and fired strikers, these were not important issues for SAB. Yet the beer strike was also prolonged and marked by violence.

One consequence of the SAB strike is their attempt to put forward an arbitration model, so far rejected by the Food and Allied Workers' Union, to decide on acts of violence.

"The idea is to have an inquiry of fact, with provision for the arbitrator to hear evidence in camera, to decide what happened, but not how to settle," says SAB's Rob Childs.

A retrospective view of Durban's bus strike shows that it was an anomaly, with political events like the defiance campaign and elections leaving the DTMB powerless.

But the strike was also characterised by shop stewards taking virtually full control.

Says DTMB's Marshall Cuthbert: "Our strike was Mickey Mouse compared to the Sats strike but I believe the 'organisers' (not union officials) behind both the Sats and SAB strikes cut their teeth on us."

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Peninsula firemen

work to rule

Staff Reporter

EIGHTY-FOUR Regional Services Council firemen at four fire stations in the Peninsula — Ottery, Constantia, Melkbosstrand and Atlantis — have embarked on work-to-rule industrial action in protest against their 72-hour working week.

Western Province Local Authority Workers' Association organising secretary Mr Leonard Koza said the RSC had not reacted to the demands of the firemen to work a 56-hour week, as is the case at a municipality like Goodwood.

He said the long hours meant a "break-up of family life".

Mr Koza said if that the RSC did not heed the demands of the firemen, "this thing could spark into something bigger that the union would like to avoid".

RSC spokesmen could not be contacted.

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Service for dead babies

A memorial service for 23 babies who died during a 14-day strike by health workers at Ga-Rankuwa Hospital will be held on Saturday.

The service will be at the Medical University of Southern Africa at 2 pm, a spokesman for the Medunsa Students' Representative Council said yesterday.

The service will be held jointly by the Ga-Rankuwa Doctors' Club, the National Education, Health and Allied Workers' Union, the Ga-Rankuwa and Medunsa workers' committees and the South African National Sports Congress.

Twenty-three babies died at the hospital, allegedly due to neglect following the strike by health workers, doctors and nurses.

The Transvaal Provincial Administration is to appoint a commission of inquiry into the deaths. — Sapa.

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Hospital
protests 152

JOHANNESBURG. — Johannesburg's three largest provincial hospitals — Baragwanath, Johannesburg and Hillbrow — have been hit by protest action

All three institutions are experiencing shortages of clean linen and medicine as a result of protest action by general assistants over working conditions and segregated residences

Baragwanath is able to continue with only emergency cases and some of its highly specialised services

● Meanwhile, nurses at Mdantsane's Cecilia Makiwane Hospital went on strike yesterday in support of demands for more pay and better working conditions, closing the giant Ciskei hospital. — Sapa

Water Board employees strike

Disciplinary moves against a union shop steward have touched off a strike by about 500 workers at the Rand Water Board's Zwartkopjes pumping station and depot, near Alberton.

An official of the Municipal, State, Farm and Allied Workers' Union, Mr Abe Empangeni, said workers downed tools on Monday.

He deplored the deployment of "heavily armed" RWB security personnel at the site.

RWB management could not be contacted.
Labour Reporter. Star 26/4/90 - ~~152~~ 152

2/18/40 (132) (10)

Reprieve for doctors who go on strike?

Own Correspondent

Striking doctors may enjoy a measure of protection against having their right to practise removed without being able to present their cases to the South African Medical and Dental Council

The council decided at a meeting in Pretoria yesterday to appeal to the Minister of National Health and Population Development to amend legislation pertaining to strikes by medical doctors.

Under the provisions of the Medical, Dental and Supplementary Health Services Act, the registrar of the council must cancel the registration of any doctor who goes on strike, regardless of whether any mitigating factors exist.

Doctors are therefore not granted an opportunity to furnish reasons for their actions

The South African Medical Association believes striking doctors should be granted a hearing by the council's disciplinary committee.

South

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Infamous PE Jail disrupted

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From PATRICK GOODENOUGH

PORT ELIZABETH —

The notorious St Alban's Prison near here was disrupted by a warders' strike this week

"Home" to hundreds of Eastern Cape detainees between 1986 and last year, St Alban's had to contend with a sit-in by 27 warders

Their action was in sup-

port of fellow members of the Police and Prisons Civil Rights Union (Popcru)

700 of the union's members have been suspended by the Prisons Service in recent months because of its activities

Arising from the sit-in, the St Alban's warders were summarily suspended, given 48 hours to vacate their living quarters, and were only spared from eviction by a last-minute Supreme Court

application

The authorities agreed to allow them to return to their homes in the prison grounds pending a hearing later this month. In return, the warders undertook not to force colleagues to join their strike

A SA Prisons Service liaison officer, Colonel Danie Immelman, confirmed that 26 warders had been suspended

"Prison Service personnel provide an essential service to the community

and consequently it is understandable that the Service cannot allow personnel to act in an undisciplined manner by striking

The management of the SA Prisons Service at the various relevant levels has always been and is available to discuss with members of the Service, in their capacity as members of the Service and not as members of a union, any problem in order to try resolve it, bearing in mind economic and other realities that may prevail

"It must be emphasised that Popcru is not a recognised union in terms of existing laws

"Therefore the SA Prisons Service is under no obligation to negotiate with it concerning remuneration, conditions of service or any other matter pertaining to the Prisons Service

He said membership of a union without the permission of the authorities constitutes a disciplinary offence

Dismissal of worker leads to strike

Howe on 24/4/90

ABOUT 300 striking AECI workers protesting the innocence of a dismissed colleague gathered outside a central Johannesburg office block yesterday to watch union leader Joseph Maqhekeni hand over a memorandum of demands to management.

Banners demanded the immediate reinstatement of Mr Philip Mphuti.

A small, slight man, Mphuti was raised on the shoulders of his fellow South African Chemical Workers Union members as they chanted and sang.

Many waved their job cards above their heads. "They must take it back. It doesn't work," said one unionist.

An assistant fitter, Mphuti was apparently involved in a fight with Mr Duncan Maclaughlin and was consequently dismissed on March 15.

Maqhekeni, who is

Sacwu shop stewards committee chairman, said Mphuti had been attacked by the fitter and a witness had made a statement to this effect.

Maclaughlin is still employed at AECI's Midlands Sasolburg plant.

More than 2,000 workers, according to the union, went on strike on March 23 in protest at the ruling. AECI says 1,760 workers are involved.

Accepting the memorandum, company human resources manager Bokkie Botha said he had already communicated with the union to suggest independent arbitration in the matter.

A statement from the company said a disciplinary inquiry had convened and both it and a subsequent appeal had upheld the order for Mphuti's dismissal.

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Hospitals: strikes/stayaways

237 Miss M SMUTS asked the Minister of National Health and Population Development

- (1) Whether there have been any strikes or stayaways at Cape provincial hospitals in 1990, is so, (a) when and (b) in what way were services disrupted,
- (2) (a) what was the lowest paid grade of employee involved in these strikes or stayaways and (b) what (i) is the salary and (ii) are the working hours of these employees,
- (3) (a) what is the longest period served by a temporary staff member at such hospitals and (b) for what benefits were these workers ineligible as a result of their temporary status,
- (4) what action has been taken by the Government to end these strikes or stayaways?

B607E

THE MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

- (1) Yes,
 - (a) 5 to 21 March 1990,
 - (b) services were scaled down and in certain cases only emergency services functioned,
- (2) (a) General Assistant I,
 - (b) (i) are remunerated according to the salary scale R2 685 X 228 — 3 369 X 312 — 4 617 X 399 — 5 415 per annum plus R540 per annum area allowance,
 - (ii) 44 hours per week,
- (3) (a) 45 years,
- (b) none Section 7 of the Public Service Act, 1984 (Act III of 1984) determines the various classifications of persons in the public service. For each division or group a specific set of conditions of service are prescribed. Some of the conditions of service that may differ between groups are leave provisions, pensions and requirements for the termination of services. These aspects are dealt with by the Minister for Administra-

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972

Non and Economic Co-ordination

The temporary staff concerned were eligible for all benefits due to them in terms of their conditions of appointment, the Public Service Act, 1984 and the regulations framed in terms thereof as well as the Act on the Temporary Employees Pension Fund, 1979 (Act 75 of 1979).

- (4) all channels of communication were used to resolve the problem, namely

— Channels of communication were kept open between Management of the hospitals concerned and representatives of the striking workers

— A retired magistrate Mr Charles van Zyl was appointed by the Cape Provincial Administration to hear the grievances of the striking workers who were invited to approach him freely in this regard

— The Administrator of the Cape Provincial Administration, by means of the Press invited striking workers to approach him personally in respect of their grievances

— The Administrator send personal letters to officials of the Health Workers Union inviting them to approach him in respect of their grievances

— Discussions were held between representatives of the hospital workers and senior officials of the Cape Provincial Administration at which grievances were heard in full and replied to in order to reach agreements which were reasonable and fair to both parties

23/4/90 Medical waste

247 Mr M J ELLIS asked the Minister of National Health and Population Development

- (1) What systems currently used by hospitals falling under the control of the provincial administrations to dispose of medical waste,
- (2) whether consideration is being given to changing this system, if not, why not, if so, what are the relevant details?

B637E

THE MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

- (1) Depending on the hazardousness of the specific type of medical waste, these wastes are disposed of by incineration, through a solid waste removal service or into the sewer system after disinfection thereof if necessary, 23/4/90
- (2) no, the existing system is sufficient however, a watchful eye is still kept on potential hazardous practices

Own Affairs

23/4/90
Private schools: subsidies

68 Mr A E DE WET asked the Minister of Education and Culture

- (1) Whether any private schools in (a) the Transvaal, (b) Natal, (c) the Cape Province and (d) the Orange Free State (i) applied for and (ii) were granted a subsidy for private schools in 1989 in terms of the Private Schools Act (House of Assembly), No 104 of 1986, if so, which schools in each case,
- (2) whether any registered private schools did not apply for this subsidy in 1989, if so, which schools?

B615E

THE MINISTER OF EDUCATION AND CULTURE

- (1)(a), (b), (c), and (d)(i) Yes,

TRANSVAAL

Assumption Convent (Germiston)
Assumption Convent (Pretoria)
Auckland Park Preparatory School
Bellavista School
Beth Jacob Girls' High School
Boys' Town School
Brescia House Ursuline Convent
Broadlands School
Capital Tutorial
Carmel Primary School
Carmel High School
Christian Brothers' College (Boksburg)
Christian Brothers' College (Pretoria)
Christian Brothers' College (Springs)
Christian Community College
Convent of our Lady of Mercy Dominican School

Convent of the Holy Family

Crossroads
Danelm College High School
De La Salle Holy Cross College
Deutsche Schule (Johannesburg) 23/4/90

Deutsche Schule (Pretoria)

Dominican Convent
Eden College (Johannesburg)
Eden Christian School (Warmbad)

Flamboyant School

Gerformeerde Laerskool "Derk Postma"
Gerformeerde Laerskool "Johannes Calvyn"

Glensaks School

Granley Private School
Hilbet School

Holy Rosary Convent

Iona Convent
Japan School

King David Primary School

King David School (Lunskfield)
King David (Victory Park)

Kingsmead College

Kroondal Deutsche Schule
La Salle College

Loreto Convent (Skinner Street)

Loreto Convent (Queenswood)
Mansel Brothers' College (Mannan College)

Maryvale College

Mc Auley House School
Menora Primary School Gienhazel

Michael Mount Waldorf School

Modern Methods Business College
Our Lady of Mercy School

Paterson Park School

Presda Laer
Pretoria Chinese School

Pretoria Preparatory School

Pudwn Preparatory School
Redhill School

Roedean School (S A.)

Sacred Heart College
Saheti School

Santa Maria Junior Convent

Sedaven High School
Sedaven Primary School

Selly Park Convent

Sha-Arei Torah Primary School
St Andrew's School

St Benedict's School

St Catherine's Dominican Convent
St Catherine's School (Florida)

St Columba's Primary School

St Conrad's
St David's Mansel Brothers College

8/1 Times 22/4/90

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R200m strike toll

By Don Robertson

STRIKES in the Eastern Cape have cost motor manufacturers more than R200-million this month.

A 10-day stay-out at Mercedes-Benz in East London and a five-day lock-out at Volkswagen in Uitenhage resulted in lost production of almost 3 000 vehicles worth more than R220-million.

Unprocedural work stoppages and illegal strikes by groups of employees forced Volkswagen to close its plant on April 10.

Volkswagen says this regrettable step became necessary because it is impossible to produce vehicles during disruptions. It had no option but to close the plant.

The closure affected about 6 000 hourly paid employees. VW says many loyal employees were jeopardised by the actions of a minority.

Work resumed on Tuesday after negotiations between management and Numsa officials.

The company produces about 300 vehicles a day.

Mercedes-Benz employees resumed work on Wednesday.

Based on normal production rates, Mercedes lost 240 commercial vehicles, 560 Mercedes and 510 Honda cars. The retail value of lost production is about R133-million.

Lost production will extend waiting lists, which in some cases are as long as 12 months. Volume producer, Volkswagen, has been able to keep the backlog down to

about three months for some models.

Mercedes-Benz has wait-

ing lists of up to a year for some models and is unable to meet demand for Hondas.

In Search of Harmony

152

S/Times 22/4/90

THE wider economic and social environment must be examined before solutions to increasing violence in the workplace can be found.

Institute of Personnel Management (IPM) executive director Wilhelm Crous says there has been a significant increase in violence in the past four years both by and towards employers, employees and trade unions, and the Government.

He notes, however, that violence in the workplace is not merely a shopfloor issue which can be resolved through the intervention of industrial relations practi-

tioners

Mr Crous writes in the IPM journal that reasons for violence include the poor quality of life of most people, high unemployment, the shortage of housing and the absence of outlets for social and political grievances.

CRUCIAL

"The key to the solution of the problem lies in the macro social, political and economic arena as well as within organisations

"It is crucial for disparities in social, economic and political matters to be removed and the disadvantaged to be empowered"

In spite of the initiatives taken by President De Klerk in unbaring organisations, Mr Crous says management will continue to respond to socio-political demands from employees and their trade unions

Before undertaking socio-political actions on behalf of employees, management should ensure that the workplace is free of discriminatory practices

"Management must halt unilateral actions and enter into meaningful consultation and negotiation on all issues which could affect an employee's worklife

"Consideration must also be given to democratisation of the work-

place — to such issues as worker participation and participative management. It is important for management to consider white resistance, uncertainty and prejudice"

IMPORTANT

Intimidation is clearly an important cause of violence. Mr Crous says picketing could provide a solution to violence during strikes

Picketers could be allowed to operate on company premises by agreement between management and trade unions. Rules could regulate the number of picketers permitted, their conduct and location.



WILHELM CROUS . . . ways to end workplace violence

Executive

100 Johannesburg Hospital workers mount protest

Staff Reporters

About 100 singing and toying workers yesterday staged a peaceful demonstration outside the front entrance of the Johannesburg Hospital to highlight grievances.

They held aloft placards reading "Mr Vlok - Teargas is no answer to workers", "Stop privatisation", "We demand a living wage", and "Not 10 percent increase".

Reaction

A spokesman for the protesters said the workers representing 13 Transvaal Provincial Administration hospitals were reacting to the latest 10 percent salary increase.

Yesterday's turn-out was the second in their campaign, following the protest by 1 200 health workers at Baragwanath Hospital on April 6.

A general assistant said they were going to demonstrate outside the hospital every lunch time until their demands were met.

"We have been making the same reasonable demands for a long time, but the hospital authorities do not seem at all concerned. This is the only peaceful way we can be protest because striking endangers the lives of innocent patients," she said.

Last month lists of grievances were presented to authorities in the Witwatersrand region.

They include a minimum wage of R1 100 and a guaranteed minimum across-the-board increase of R400 a month for all workers.

"Our present salary of R227 is not only a starvation wage but far below the consumer price index," said the spokesman.

Workers are also demanding the abolition of segregated health services.

The workers were also particularly concerned about the pro-

posed increases in hospital-subsidised transport fares which are set to jump from R6 a month to R27.

Acting Hospital superintendent Dr Trevor Frankish said the hospital had been subsidising transport "extremely heavily" and some workers had only been paying R3,75 a month for transport from the bus station to work and back.

Progress

"The highest rate will be R27 but we are still negotiating the fares," he said.

Dr Frankish said the hospital administration held regular meetings with Nohawu officials and believed they were making progress.

"We are addressing all issues concerning the hospital directly and referring those out of our jurisdiction to the highest possible level where they are receiving immediate attention," he said.



Hospital workers singing and dancing outside the Johannesburg Hospital's main entrance yesterday in a demonstration against their working conditions and wages. Picture by Jacobus Rykliff.



The NUM protest outside Anglo American headquarters in Johannesburg yesterday. PICTURE: ROBERT BOTHA

Anglo head office workers demand union recognition

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152
ADELE BALETA

ABOUT 150 NUM members staged a lunchtime placard demonstration outside the head office of the Anglo American Corporation in Main Street, Johannesburg, yesterday.

Police in vehicles looked on from a distance and there were no incidents.

The workers — all employees at Anglo's headquarters — demanded an end to discrimination, recognition of the union at the corporation's head office, provision of stop-order facilities for the payment of union dues, a wage increase of 83% to bring the minimum up from R820 a month to R1 500 and a 25% across-the-board increase.

They further demanded a single housing loan for black and white employees.

The demonstrators insisted on seeing Anglo's chairman Julian Ogilvie Thompson. He was not in the building at the time and the workers vowed to hold similar demonstrations every day until they met him.

In a statement the demonstrators said they failed to understand why Anglo had refused to see their "democratically elected committee" while the corporation was willing to travel to Lusaka to meet ANC representatives.

An Anglo statement said the demands had been presented to management who had already explained procedures were in place for the handling of grievances of individual head office employees in respect of salary increases and the home ownership scheme.

The statement said management and the employees involved had agreed the NUM had just over 10% support at Anglo's head office. This was short of the accepted level. *Monday 20/4/90*

But NUM spokesman Jerry Majatladi said the requirement of 50% plus one to prove representativeness was unfair as the majority of workers at the head office were white. He said that meant about 750 black workers were denied the right to belong to the union.

ANC deputy president Nelson Mandela — an NUM honorary life president — would receive his NUM official membership card at a meeting of the NUM central committee in Johannesburg tomorrow, Majatladi said.

HOUSE OF REPRESENTATIVES

The MINISTER OF MANPOWER

QUESTIONS

Indicates translated version.

For written reply

General Affairs

152

(1) (a) (i) and (ii) Information on lawful and unlawful strikes is not available. However, the number of strikes reported to the Department of Manpower in terms of section 65A of the Labour Relations Act, 1956, is as follows:

(aa) Uitenhage	(bb) Port Elizabeth
1987 — 10	1987 — 56
1988 — 40	1988 — 30
1989 — 24 (provisional figure)	1989 — 46 (provisional figure)

21. Mr W J DIETRICH asked the Minister of Manpower

(1) (a) How many instances of (i) lawful and (ii) unlawful industrial action were there in the (aa) Uitenhage and (bb) Port Elizabeth area over the latest specified period of three years for which information is available and (b) in how many instances did such action result in (i) closed businesses and (ii) job losses;

(2) whether the introduction of a code of behaviour dealing with (a) violence during industrial action and (b) other related matters is being contemplated, if so, what are the relevant details; if not, why not? C61E

(2) (a) and (b) No. The National Manpower Commission was, however, directed to investigate the principle of labour codes—vide Government Notice 1313 of 13 October 1989.

INTERPELLATIONS UNDER NAME OF MEMBER

Andrew, Mr K M—

General Affairs

Education, 61

Own Affairs.

Education and Culture, 90, 830

Bruwer, Mr A A B—

Own Affairs

Agricultural Development, 706

Burrows, Mr R M—

Own Affairs

Education and Culture, 569

Charlewood, Mrs C B—

General Affairs.

Finance, 670

Chetty, Mr K—

General Affairs.

Mineral and Energy Affairs and Public Enterprises, 933

Own Affairs.

Education and Culture, 739

Coetzee, Mr H J—

Own Affairs.

Health Services, Welfare and Housing, 196

De Jager, Adv C D—

General Affairs.

Justice, 1

Law and Order, 157

Eglin, Mr C W—

General Affairs.

Foreign Affairs, 408

Ellis, Mr M J—

General Affairs.

National Health and Population Development, 7

Own Affairs.

Health Services, Welfare and Housing, 324

Gerber, Mr A—

Own Affairs.

Education and Culture, 32

Herandien, Mr C B—

Own Affairs

Housing, 213

Local Government and Agriculture, 218, 595

Isacs, Mr N M—

General Affairs

Law and Order, 919

Jacobs, Mr S C—

General Affairs

Justice, 539, 663

Landers, Mr L T—

General Affairs

Law and Order, 119

Leon, Mr A J—

General Affairs

Planning and Provincial Affairs, 164

Panday, Mr K—

Own Affairs

Education and Culture, 881

Children flee attacks

152
235

TENSION has gripped the Bushbuckridge area where several activists and their homes were allegedly attacked by vigilantes leading to many children and elderly people seeking refuge at a local police station.

A complete work stayaway, described by police as 100 percent effective, started yesterday and is to continue today to protest against the alleged partisanship of police in investigating the attacks.

Sowetan 20/4/90

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Artisans demonstrate against foreign labour

WMail 2014 - 26/4/90

By CARMEL RICKARD
Durban

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MORE than a thousand artisans and their families marched through Durban this week in protest against the employment of foreign workers by a local shipbuilding and construction company.

Carrying placards reading, "Solve South Africa's employment problems first" and "Portuguese go home" demonstrators marched to the offices of the Department of Manpower on Wednesday to demand that the company, Dorbyl, "gets rid" of its foreign workers.

ANC official Patrick "Terror" Lekota told demonstrators before they set off on the march that the UDF and ANC supported the Dorbyl workers, some of whom were sacked last month after striking against the employment of foreign workers.

Lekota told the gathering that the employment of foreign workers was "an attempt to increase white numbers" and added:

"On behalf of the ANC I wish to make the point that companies such as Dorbyl will not enjoy the right to do as they have been doing with workers in the past.

"They must get rid of those foreign workers. It is not because we are against workers of other countries. But the interests of workers from other countries cannot be placed ahead of the interests of workers of this country."

A number of workers sacked for ignoring a management ultimatum to return to work after striking against the employment of foreign workers have

since applied to join the National Union of Metalworkers of South Africa. Numsa officials said they have tried to help the workers where possible, but that they were limited until membership formalities had been completed.

Later a representative for the marchers said they had "nothing against foreign labour" but that South Africans should be employed first.

He said most of the foreign workers employed by Dorbyl were from Portugal, but that there was talk that some would be arriving from East Germany and Turkey.

At the offices of the Department of Manpower, the marchers handed over a memorandum to the regional representative, Hennie Venter.

They urged that foreign workers' permits should not be renewed.

Venter replied it was the policy of his department that local workers should be given preference if they were capable of doing the job.

He said he would send the memorandum to his head office immediately and added, "I can assure you that this matter has been addressed already. I know that certain steps have been taken by my department and the Department of Home Affairs."

Venter said Dorbyl had told his department the company was training skilled workers, but could not do so fast enough to meet its demand.

Council claim denied

THE National Union of Public Service Workers yesterday denied a claim by the Pretoria City Council that its striking members were the subject of an interim court order for them to return to work on Tuesday, writes ALINAH DUBE. *Sowetan 19/4/90*

Reacting to a statement by a council spokesman in Wednesday's *Sowetan*, Mr Mnkoto Lesufi, organiser for NUPSW in the Pretoria region said members decided to return to work after their week-long strike was reviewed at a meeting last week. (152) (184) (184)

According to Letsufi, workers were happy that management agreed to meet their representative body. This had been one of their long-standing demands.

Lesufi said talks with the city council failed to materialise last Thursday. Instead of deliberating issues relating to the dispute, trade union officials were served with an interdict preventing workers from striking.

TPA to probe deaths of 23 babies

An urgent inquiry is to be launched into allegations that more than 20 premature babies died as a result of the recent strike at Ga-Rankuwa Hospital.

A doctor at the hospital, who did not want to be named, claimed 29 of 50 premature babies in a single ward died from neglect while nurses and hospital workers withheld their services in protest at alleged unfair labour practices.

The hospital last night confirmed the

Star 19/4/90
deaths of at least 23 babies

Transvaal Administrator Mr Danie Hough last night said he had decided to appoint a commission of inquiry into the strike at the hospital.

TPA liaison services deputy-director Mr Jan van Wyk said reports about the babies dying because of the strike were being viewed as unconfirmed. — Pretoria Correspondent.

ANC at May Day rally

A MASSIVE ANC May Day rally is being planned to take place in Cape Town on May 1.

The rally will precede talks between the government and a top ANC team, scheduled to begin the following day.

It will combine a traditional May Day programme with input from

the ANC.

Events scheduled to take place include marches from different areas, cultural events and a briefing from the ANC.

A May Day picnic is being organised by the South African Clothing and Textile Workers' Union (Sactwu) at Zeeko-evlei on the following Saturday, May 5.

South 19/4 - 25/4/90

152

Shipyard workers against Portuguese labour replacements

South 1914 - 25/4/90

From CHRISTINA SCOTT
MORE than 500 Dorbyl shipyard workers marched to the Durban manpower offices on Wednesday to protest against management attempts to import semi-skilled Portuguese labour.

Artisans dumped their "sweetheart boilermakers' union" and unanimously signed up this week with the Cosatu metalworkers' union, Numsa.

They did so after learning that the Portuguese workers would earn three times more than they did, said MDM spokesperson and former detainee, Mr Trevor Bonhomme.

Office staff have walked out in support, and Durban's Catholic Archbishop Denis Hurley and Democratic Party MP, Mr Peter Gastrow, have reproached the chief executives for their "shortsightedness"

Dorbyl workers say they should be upgraded instead of foreign workers being imported.

They objected to man-

agement's request that they train the Portuguese workers in some of their duties

This is the second challenge to the giant shipyard this month.

Earlier, three German MPs toured the harbour-

side dockyard to investigate claims that submarines were being built with German blueprints, in contradiction to sanctions laws.

They found no supporting evidence, however

Mossgas sacks workforce

From JUSTICE SIGONYELA

THE entire workforce at one of the companies contracted to the Mossgas fuel-from-gas project has been dismissed for striking.

About 170 workers from KPL, a company building modules for Mossgas's offshore rig at Mossel Bay, downed tools for the third time in two months, demanding clarification on a medical aid scheme.

A shop-steward at the plant said the workers had been contributing to the scheme for nine months but no medical cards had been received.

The workers alleged the company underpaid labourers. South 1914 - 25/4/90

Other grievances include alleged unfair dismissals, problems with unaffordable accommodation and the absence of transport home over holiday periods.

A local organiser for the Nactu-affiliated Metal and Electrical Workers' Union of South Africa (Mewusa), Ms Amanda Williams, said talks were continuing between the union and KPL management.

Williams claimed management had locked out the workers during the strike.

The union has asked KPL to refund the medical aid contributions deducted from workers.

KPL said it would look into the matter. — PEN

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activists available to

Postal South 19/4 - 25/4/90 workers mobilise

A MASS rally for post office workers is scheduled to take place in the Municipal Hall in Salt River at 1pm on Saturday.

A spokesperson for the technical branch of the Post Office Employees' Association of South Africa (Peasa) said the meeting was being called to discuss wages, privatisation and unity between the different unions which organise at the post office.

damages
assistant general secretary and the regional secretary of the South African Clothing and Textile Workers' Union (Sactwu) in connection

Sactwu
further R1 200 and costs.

The Port Elizabeth magistrate's court found the pamphlet defamed the two Sactwu officials, Mr John Copelyn and Mr Jabu

ANC at May Day rally

A MASSIVE ANC May Day rally is being planned to take place in Cape Town on May 1.

The rally will precede talks between the government and a top ANC team, scheduled to begin the following day.

It will combine a traditional May Day programme with input from

the ANC. (152)

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South 19/4 - 25/4/90

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152

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South 1714 - 25/4/90

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Williams claimed management had locked out the workers during the strike.

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KPL said it would look into the matter. — PEN

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News in Brief

Stayaway over

Cape Times 152
19/4/90

GIYANI. — Civil servants in Gazankulu streamed back to work this week after a stayaway of more than a month to back demands for the resignation of Chief Minister Hudson Ntsanwisi.

Week-long VW strike ends

Star 18/11/90 (152)
UITENHAGE — Production was resumed at the Volkswagen plant at Uitenhage yesterday, after 6 000 workers had been on a week-long strike.

The dispute was settled after talks between the management of Volkswagen and representatives of the National Union of Metalworkers of South Africa (Numsa). — Sapa.

Athlone police district: offences reported
 137 Mr C W EGLIN asked the Minister of Law and Order

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in the Athlone police district in 1989?

The MINISTER OF LAW AND ORDER
 B302E

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Athlone	38	16	263	362	36	279	301	293	730	23
Bishop Lavis	78	60	882	987	126	514	163	1010	684	31
Nyanga	109	22	720	385	66	146	61	212	163	1
Grassy Park	35	24	358	492	101	174	255	291	911	51
Guguletu	151	39	1377	631	109	367	86	460	375	-
Langa	48	6	477	304	46	204	19	130	222	2
Lansdowne	12	10	93	255	38	114	249	196	576	8
Philippi	47	55	390	399	84	255	159	383	513	21
Mannenberg	50	26	592	398	61	369	159	594	618	28
Mitchells Plain	84	32	593	2073	214	717	774	1097	2045	36
Khayelitsha	252	80	1517	887	191	330	97	431	616	-

Note

Because the South African Police is not satisfied with the crime situation in the RSA, crime tendencies are continuously monitored. I wish to assure the honourable member that everything possible is being done to prevent crime. When it is apparent that there is an increase in crime, active steps are taken to counteract this tendency.

Bellville police district offences reported
 138 Mr C W EGLIN asked the Minister of Law and Order

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in the Bellville police district in 1989?

The MINISTER OF LAW AND ORDER
 B303E

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Bellville	20	16	161	279	23	119	150	152	799	7
Brackenell	14	20	154	69	18	26	149	69	238	0

HOUSE OF ASSEMBLY

Workers striking illegally
 207 Mr P H P GASTROW asked the Minister of Law and Order

How many workers were arrested for striking illegally in 1989?

The MINISTER OF LAW AND ORDER

67 workers

220 Mr P H P GASTROW asked the Minister of Justice

How many workers in each race-group were (a) charged with and (b) convicted of illegal strikes and related conduct in 1989?

The MINISTER OF JUSTICE

The required information is not readily available in the Department. In an effort to be of assistance to the Honourable Member, the following information was obtained from the Central Statistical Service for the period 1 July 1987 to 30 June 1988

	(a)	(b)
Whites	0	0
Coloureds	4	0
Asiatics	0	0
Blacks	921	925
Total	925	925
Whites	0	0
Coloureds	3	0
Asiatics	0	0
Blacks	819	822
Total	822	822

Functional/legal training courses

225 Mr D J DALLING asked the Minister of Justice

How many (a) White, (b) Coloured, (c) Indian and (d) Black persons (i) attended and (ii) successfully completed courses in (aa) functional and (bb) legal training provided by the legal training branch of his Department in 1989?

The MINISTER OF JUSTICE

(aa) Functional Training

	(a)	(b)
White	(i) 1 133	(ii) 1 133

(b) Coloured

(i) 19

(ii) 19

(c) Indian

(i) 5

(ii) 5

(d) Black

(i) 366

(ii) 366

(bb) Legal Training

(a) White

(i) 229

(ii) 144

(b) Coloured

(i) 4

(ii) 4

(c) Indian

(i) 4

(ii) 3

(d) Black

(i) 28

(ii) 6

Non-White acting judges/judges

226 Mr D J DALLING asked the Minister of Justice

Whether any persons who are not White were appointed as (a) acting judges and (b) judges within the Republic in 1989, if not, why not, if so, (i) who were so appointed and (ii)(aa) when and (bb) where was each such person appointed?

The MINISTER OF JUSTICE

(a) and (b) No

The State President may in terms of section 10(1)(a) of the Supreme Court Act, 1959 (Act 59 of 1959) appoint fit and proper persons as judges of the Supreme Court of South Africa. It is policy to appoint only advocates with the distinction of *Senior Consultants* as judges. At present only one Black advocate, namely T L Skweyiya and two Indian advocates, namely

HOUSE OF ASSEMBLY

SPOKESMEN for chambers of commerce in Durban and Maritzburg have expressed satisfaction over the calm in the black areas brought about by police reinforcements.

However, they were concerned about the effect the unrest and stay-aways had had on the manufacturing sector.

The director of the Natal Chamber of Industry, Mr John Pohl, said although exact statistics were not available, a day's loss of production in factories in Natal cost more than R100 million.

Crisis

The Maritzburg Chamber of Commerce said the city had lost more than R500 000 because of the one day stayaway last week.

Meanwhile, medical staff at King Edward Hospital in Durban are still trying to clear the backlog of patients that arose after last week's crisis when emergency and planned surgery had to be stopped.

Patients requiring surgery were sent to other hospitals because an influx of gunshot wound

Stayaway
cost Natal
more than
R100-m

Sowetan 18/4/90

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victims of the Natal violence exhausted the intensive care unit, the theatres and the already overworked staff to their limits.

The hospital's superintendent, Dr Justin Morfopoulos, said yesterday that although emergency and planned surgery were again being undertaken, the situation had not returned to normal.

The facilities were inadequate and there was

not enough staff to handle the increasing daily intake of patients

The name of the soldier killed in an ambush in the unrest-plagued area of Mpumalanga near Maritzburg has been made known.

He was Rifleman Stoney van Wyk (25), of the Cape Regiment.

He was a member of the permanent force. - Sapa.

CMT.
Times
18/4/90
~~152~~
152

VW dispute settled

UITENHAGE. — Production was resumed at the Volkswagen plant here yesterday morning after 6 000 workers had been on a week-long strike. The labour dispute was settled after talks between the management of Volkswagen and representatives of the Numsa trade union.

CIT-Times 18/4/90
Mercedes back to work

(152) (472)
JOHANNESBURG. — Management of the Mercedes-Benz of South Africa plant in East London and National Union of Metal Workers of South Africa (Numsa) representatives agreed yesterday that normal production would resume today.

Probe into hospital deaths of 22 babies

ARGUS 18/4/90 (152)
PRETORIA. — An urgent official inquiry has been launched into claims that 22 babies died during a recent strike at the Garankuwa Hospital north of Pretoria, the Transvaal Provincial Administration (TPA) said today.

Although still unconfirmed, the TPA regarded the reports in a very serious light.

The Executive Director of Health Services, Dr Hennie van Wyk, had ordered an urgent inquiry into the matter.

"Distraught"

According to Press reports, a "distraught" intensive care unit doctor last Thursday allegedly told colleagues of 29 babies, not 22 as was mentioned in the TPA statement, who died during the week-long strike.

The doctor allegedly urged that babies in the hospital's intensive care unit be urgently transferred to other hospitals.

The TPA said the truth concerning all the particulars contained in the reports should be determined at all costs.

"Sensitive"

Consequently, the inquiry into the alleged deaths could take a long time.

The hospital's acting chief superintendent, Dr Louis van Heerden, had no comment other than that the matter "was extremely sensitive".

● After being on strike for eight days workers at Garankuwa Hospital on Wednesday last week unanimously decided to resume work following undertakings that two white officials had been removed.

But emotions ran high when delegates representing strikers failed to present fellow strikers with documentary proof showing the two officials had in fact been removed from the troubled hospital — The Argus Correspondent and Sapa.

Warm welcome . . . Mr Nelson Mandela, accompanied by his wife, Winnie, at Wembley Stadium yesterday where the 72 000 capacity crowd gave the couple a standing ovation. ● Picture by Reuter.

FW expected to maintain Govt's reform initiative

By Peter Fabricius,
Political Correspondent

CAPE TOWN — President de Klerk is expected to throw further light on the Government's reform plans in an important speech to Parliament today.

He will be speaking in the debate on the State President's vote, traditionally an occasion for dealing with weighty political matters.

Although political observers believe that Mr de Klerk will clarify several important Government policy issues, they do not believe he will make any momentous announcements. But they do believe he will try to maintain the initiative by keeping the focus on the Government's reform plans

The timing of today's speech is important, coming as it does before the Government's crucial talks with the ANC starting on May and Mr de Klerk's expected visits to Britain, Europe and America after that.

The speech may give some indication if any important decisions were made when the Cabinet held a special "bush indaba" session two weeks ago to discuss basic policy.

It is understood that the Cabinet agenda included ways of dealing

with remaining apartheid legislation such as the Group Areas Act and the Land Acts. There has been speculation that Mr de Klerk will today announce a timetable for the abolition of these measures.

National Party sources said today this was unlikely and that the Government had already made enough of the running.

"Mr de Klerk cannot keep making concessions while the ANC gives nothing in return," one source said.

Mr de Klerk may also discuss the continuing violence and the ANC's continued refusal to renounce the armed struggle.

Mr de Klerk indicated before the Easter recess that he would deal with the Conservative Party's claims that it has discovered a secret ANC plan to assassinate right-wingers and that the Government was not dealing satisfactorily with the threat.

Intelligence sources said today that the ANC plan was "nothing more than an informer's report" which had not been confirmed.

Mr de Klerk is also likely to address the question of whether or not the NP should admit members of other races or seek alliances with other parties.

Teachers set to end strike tomorrow

Staff Reporter

Thousands of teachers and pupils are expected to return to classes tomorrow when schools controlled by the Department of Education and Training reopen for the second term.

The decision on April 4 by 6 000 teachers in the DET's Johannesburg region to suspend conditionally their month-long "chalks down" strike, has come as a relief to parents.

Fears were already being expressed that, should the crisis continue much longer, this year's results were bound to be the gloomiest.

Aware of these sentiments, the teachers have agreed that schools should not close in June for the winter holidays.

The Minister of Education and Development Aid, Dr Stoffel van der Merwe, last week announced the Government had waived a rule automatically firing about 11 60 black teachers for their strike action and a clause treating unauthorised absence as leave without pay.

Regional Director of Manpower concerning the establishment of conciliation boards were taken to the Supreme Court by aggrieved parties and (b) what legal costs were incurred by his Department in each of these years in respect of Industrial Court decisions that were taken to the Supreme Court on review?

Howard 17/4/90 B691E

Financial year*	Amount
(a) 1986/87	R 252,20
1987/88	R 7 071,60
1988/89*	R 21 664,00
(b) 1986/87	R 1 956,60
1987/88	R 1 799,50
1988/89*	R106 493,00

*NOTE The Department only has the information requested available per financial year and not per calendar year

Strikes

267 Mr P J PAULUS asked the Minister of Manpower + Howard 17/4/90 152

(1) How many strikes occurred in the Republic during the period 1 January to 31 December 1989 and (b) how many (i) Blacks, (ii) Whites, (iii) Coloureds and (iv) Indians took part in them,

(2) (a) how many man-days were lost as a result of these strikes and (b) what was the average duration of each such strike,

(3) how many of these strikes in which only (a) Blacks, (b) Whites, (c) Coloureds and (d) Indians took part were illegal?

The MINISTER OF MANPOWER

- (1) (a) 783
- (b) (i) 135 714
- (ii) 1 245
- (iii) 19 103
- (iv) 5 437
- (2) (a) 1 189 262
- (b) 7.4 man-days

(3) (a) to (d) The Department of Manpower does not have this information available

Note The figures are for the period 1 November 1988 until 31 October 1989. The figures as requested will only be available during the debate on the Manpower Budget Vote on 27 April 1990. Please see paragraph 1.36 on page 30 of the Department's Annual Report for 1989 as well as the replies to questions 109 and 110 by Mr P H P Gastrow

Posts in mining: certificates of competency

268 Mr P J PAULUS asked the Minister of Mineral and Energy Affairs and Public Enterprises + Howard 17/4/90

(a) How many applications were received by the Department of Mineral and Energy Affairs during the period 1 January to 31 December 1989 from Whites, Blacks, Coloureds and Indians, respectively, in respect of the obtaining of certificates of competency in the categories of (i) Blasting, (ii) banksman, (iii) on-setter, (iv) locomotive driver, (v) hoist driver, (vi) mine captain and (vii) mine manager and (b) how many applicants in each of these categories obtained certificates?

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

Applications received and certificates issued during the period 1 January to 31 December 1989	Applications (a)	Issued (b)
(i) Blasting Certificate	1 901	1 451
Whites	644	402
Blacks	50	46
Coloureds	4	4
Indians	1 599	1 903
Total		
(ii) Banksman and Onsetter Certificate	919	733
Whites	229	156
Blacks	30	14
Coloureds	3	2
Indians	1 181	905
Total		

NB The onsetter's certificate is valid for both onsetters and banksman

(iv) Locomotive Drivers Certificate

Applications (a)	Issued (b)
Whites	2
Blacks	0
Coloureds	0
Indians	0
Total	2

(v) Hoist Driver Certificate

Applications (a)	Issued (b)
Whites	143
Blacks	0
Coloureds	0
Indians	0
Total	143

(vi) Mine Captain Certificate

Applications (a)	Issued (b)
Whites	1 570
Blacks	0
Coloureds	0
Indians	0
Total	1 570

(vii) Mine Managers Certificate

Applications (a)	Issued (b)
Whites	710
Blacks	1
Coloureds	0
Indians	0
Total	711

While every effort has been made to ensure the accuracy of the figures quoted above the application forms for examination do not make provision for the race or colour of the applicant to be disclosed and no formal record is kept of the race or colour of the recipient of a certificate

SATS. retirement package offer

270 Adv J J S PRINSLOO asked the Minister of Mineral and Energy Affairs and Public Enterprises + Howard 17/4/90

(a) How many (i) White, (ii) Black, (iii) Coloured and (iv) Indian employees have retired voluntarily in terms of the retirement package offer of the South African Transport Services from 1 February 1990 up to and including the expiry date of the offer and (b) what total amount was paid out in each of these categories to the employees in terms of the said offer?

B712E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

Applications (a)	Issued (b)
(i) 5 372	95,6
(ii) 1 031	7,4
(iii) 378	2,2
(iv) 25	0,25

Labour bureaux: registrations

282 Mr P H P GASTROW asked the Minister of Manpower + Howard 17/4/90

How many males and females, respectively, were registered at labour bureaux as work-seekers in terms of the Guidance and Placement Act, No 62 of 1981, as at the end of each month in 1989?

The MINISTER OF MANPOWER

Month	Male	Female
January	75 531	37 637
February	96 843	50 365
March	88 729	45 079
April	87 001	42 451
May	86 772	41 311
June	90 254	41 530
July	85 231	40 823
August	90 082	41 964
September	88 279	39 195
October	83 396	36 008
November	90 850	37 626
December	77 951	31 229

Work-seekers registered

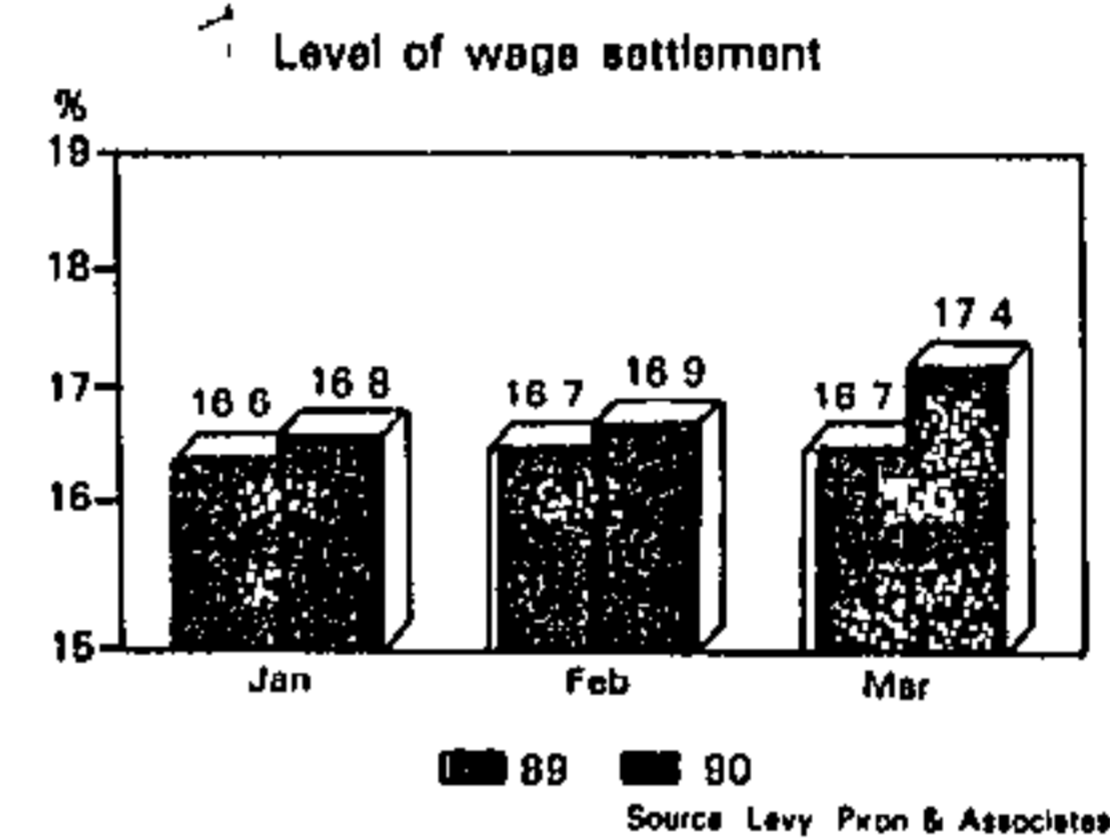
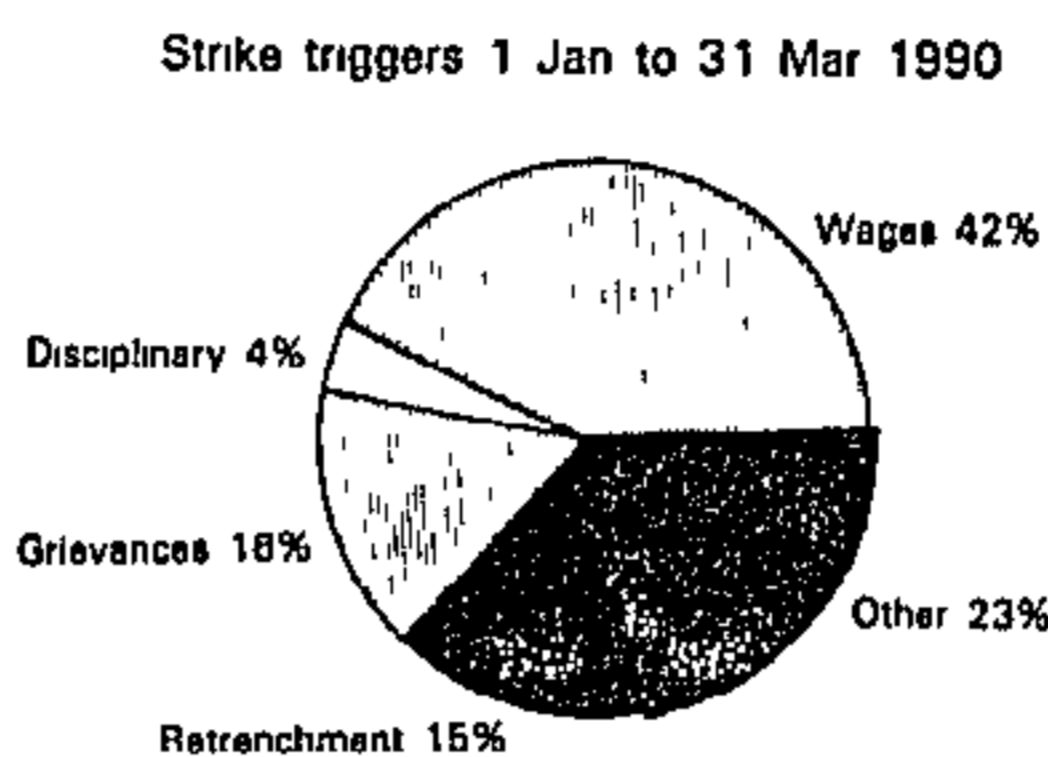
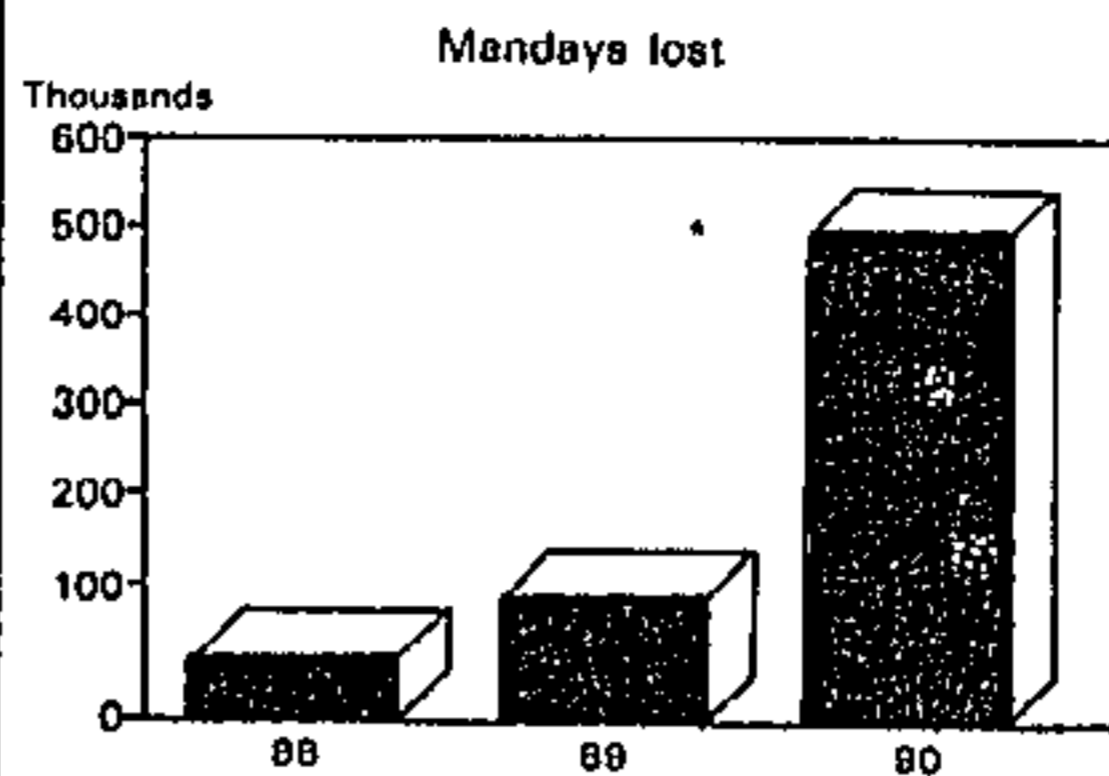
283 Mr P H P GASTROW asked the Minister of Manpower + Howard 17/4/90

How many Black males and females, respectively, were registered as work-seekers in the Republic in each month of 1989?

The MINISTER OF MANPOWER

Month	Male	Female
January	49 947	16 909
February	65 071	23 980
March	56 741	19 349
April	55 541	16 550
May	56 221	16 213
June	59 080	16 941
July	58 118	17 172
August	59 535	17 570
September	61 062	16 946
October	57 219	15 824
November	64 638	17 620
December	54 922	13 340

Striking first quarter



LABOUR RELATIONS FIM 13/4/90

Militant high (152)

Industrial disputes — and the resulting dip in output — are normally experienced after the first quarter of the year as the wage bargaining season gets under way

This year is proving different — largely, it would seem, as a result of political developments. The unbanning of organisations and release of Nelson Mandela have heightened black expectations (131)

Strike statistics for the first quarter show a fourfold increase in man-days lost — up to between 500 000 and 600 000, according to Levy, Piron & Associates. The figure for the same period last year was 140 000, in 1988, between 60 000 and 84 000 (see graphs).

Not surprising, therefore, is the blow to business confidence (see Fox) with a number of companies reporting dipped first-quarter turnovers mainly as a result of politically triggered unrest

The significantly higher number of man-days lost in the first quarter "would suggest greater levels of union militancy and mobilisation," says Levy, Piron, which goes on to predict "increased pressure on management" in the next six months

Most strikes (42%) were wage-related and tended to reflect a higher level of worker expectation. The militancy/expectation level, says the labour consultancy, is reflected in the length of some disputes — for example, 45 days at Mondi, 25 at Aberdare, 20 at Sappi and the 16-day strike at Cape hospitals.

The metal sector had 26% of all strikes and just over 14% of man-days lost during the period. Mining (11,6% and 6,5%) and paper and wood (10% and 25%) follow

Another significant trend has been growing militancy and organisation in State, provincial and municipal sectors, which were responsible for 12,9% of all strikes and

16,8% of man-days lost (152)

Far higher levels of violence (property destruction and assaults) and a marked increase in stayaways were features of the period. It also saw an increase in racial tension and the propensity of whites to resort to striking (see "Rail strike").

More positively, disputes over discipline (4%) continued to decline as a strike trigger, reflecting both better management in this area and greater use of mediation and arbitration. (131)

Levy, Piron concludes that from the first three months of 1990 "There seems little doubt that overall increased levels of expectation are finding their voice in the workplace. What is positive, however, is that in the main, these are articulated as economic demands" The consultancy believes that the greater degree of free political expression will result in less direct political mobilisation at work

On the other hand, it might continue to be seen as a "site of struggle" ■

White smoke (152)

In what could signal a new labour trend, thousands of white employees of the Railways downed tools last week to press pay demands (1200) (2400)

Illegal strike action, described as spontaneous by Artisan Staff Association general secretary Kenny Cuthbertson, occurred throughout the country. He says about 10 000 artisans and trade-hands were involved in work stoppages at mechanical, electrical and maintenance workshops and sheds in the western Cape, Port Elizabeth,

27

East London, Pretoria and Johannesburg

Most strikers are members of the association and other affiliates of the Federation of Sats Trade Unions (152)

The strike, the first of its kind in 40 years, erupted amid prolonged negotiations over pay and conditions. Cuthbertson said the stoppage was an attempt to prompt management into bringing forward demands for market-related wages, which are linked to discussions on productivity and the rationalisation of trades.

Strikers are demanding an increase of R900 a month on the monthly minimum pay of R1 942

Grievances include the discrepancy between State enterprise pay scales and a higher, market-related rate employees believe they should be earning in the newly privatised service, management's decision to grant general wage increases to train drivers only; and the long hours of overtime worked by many artisans. This has worsened since about 3 000 artisans accepted management's lay-off package. This caused a critical shortage of skilled workers in some areas.

Railnet spokesman Jan Bredenkamp claims about 1 150 artisans were involved in the stoppage but by last Wednesday work was back to normal. He adds that general negotiations for salary and wage increases for more than 100 000 workers started at the Labour Council last Monday. A meeting with the association is scheduled for Monday on market-related pay. This comes after the association alleged that management tried to delay negotiations at a previous labour council hearing by claiming it had no mandate.

Meanwhile, negotiations between the federation and the council over a 17,5% pay rise reached deadlock last Wednesday. They were to resume on Monday. Failure could well mean a dispute being declared and calling in arbitrators. ■

TEACHERS' STRIKE ~~2/13~~ 152

Not just yet ^{F1M} 13/4/90

As black schools closed for the Easter holidays Alexandra and Soweto teachers resolved to suspend their five-week-old strike.

FINANCIAL MAIL APRIL 13 1990

Hospital tense as strikers return

Staff Reporter

Striking nursing staff at the Ga-Rankuwa Hospital have returned to work but the situation remained very tense yesterday following rumours that the hospital might be closed down

Earlier this week, nurses and doctors joined a strike by non-professional hospital staff demanding the dismissal of two white officials. This led to the virtual collapse of services at the hospital, and patients had to be transferred to neighbouring institutions.

According to Sapa, the Transvaal Provincial Administration yesterday removed the two white officials from the hospital — effectively bowing to the demands of strikers.

Awaiting proof

The move is seen as a major victory for the health workers and could bring the eight-day strike to an end.

"We have won the battle and are awaiting documentary proof from the TPA (that the officials were removed)," a representative of the strikers said yesterday

This emerged after a meeting between the National Education Health and Allied Workers Union, Medical University of SA (Medunsa) principal Professor LT Taljaard and Medunsa heads of department. Professor Taljaard has apparently acted as a mediator between the TPA and strikers.

A strikers' representative said: "Mr A J Boshoff (hospital secretary) has been transferred to another TPA branch and Mr F A Swanepoel (senior provincial administrative official) suspended for seven weeks"

The striking health workers have meanwhile petitioned Professor Taljaard to press for their outstanding demands to be met before they resume work. They are demanding the release of about 14 workers detained on Monday after a skirmish between strikers and police at the hospital in which 10 people were injured.

Strikers also demand the withdrawal

of a court interdict against strikers which ordered them to vacate hospital premises or resume work on Monday.

Further demands are the removal of police and troops from the hospital, after the TPA moved troops in last week to take over essential services.

The strikers have also demanded an undertaking from the TPA that workers would not be victimised when they resumed work

A commission of inquiry was to be appointed as a long-term solution to the situation at Ga-Rankuwa Hospital, Professor Taljaard said

Nurses and doctors yesterday said they would return to work but called for the reinstatement of striking cleaners, saying it was difficult to work in filthy wards and theatres.

Hospital officials allegedly brought in busloads of people yesterday to clean the hospital, but left after being approached by strikers.

Sources said the authorities had threatened to close the hospital next week if the strike continued.

Ambulances yesterday transferred patients from the hospital to others in Pretoria as patient care dropped to a minimum

Garbage

Some patients interviewed by The Star said they had not received clean clothing and linen since the strike began. They had also been forced to sleep in dirty and stinking wards

They showed The Star heaps of dirty linen inside the wards and complained about the stench from the toilets. Piles of garbage lay outside wards, the theatre and intensive care unit.

Dirty theatre uniforms were strewn on the ground in front of the building

Transvaal MEC for hospital services Mr Fame Ferreira last night said negotiations between health authorities and strikers were continuing. He said Mr Swanepoel "had himself asked for a transfer while Mr Boshoff is at present preparing for a course which starts in Pretoria on April 17 this year".

Move to resolve hospital crisis

THE Transvaal Provincial Administration (TPA) has agreed to appoint a mediator to resolve the strike by workers, including doctors and nurses, at the Garankuwa Hospital amid fears that patients were dying and the condition of others deteriorating due to lack of care.

Workers continued the eight-day-long strike yesterday and one doctor, who refused to be named, said corpses were not being removed in wards and patients were not bathed and did not receive proper food

"It's a chaotic situation. The floors are dirty and the wards are stinking," the doctor said

Mr F E S Ferreira, Transvaal MEC for health, said a mediator would be appointed to resolve the matter following discussions he held on Tuesday with senior TPA officials, Professor Leon Taljaard, rector of Medunsa, the medical advisory committee of the Garankuwa Hospital and Dr Hennie van Wyk, executive of the health services' branch of the TPA.

In a statement released yesterday, Ferreira said: "I deeply regret any inconvenience caused to patients or staff as a result of the current situation at the hospital. I urgently request all interested parties not to put the lives of patients in jeopardy through their actions nor to disrupt patient care in general."

Striking teachers will not be fired

12/14/90 Political Staff

CAPE TOWN — The Government has waived a rule automatically firing about 11 600 black teachers for their "chalk-down" strike.

In a conciliatory gesture designed to restore normality to strife-torn black education, Education and Development Aid Minister Dr Stoffel van der Merwe suspended a clause in the Education and Training Act of 1979 which provides for the dismissal of teachers who are absent without permission for longer than 14 days.

Dr van der Merwe also waived the

clause treating unauthorised absence as leave without pay.

He said he deemed in it the public interest that all teachers who took part in the boycott be reinstated on April 17, the day before schools re-open, as if they had been on leave with full pay.

"This is an extraordinary and non-recurrent concession, due to the unique circumstances which are now prevailing," he said.

Dr van der Merwe welcomed the teachers' intention to resume duties on April 18 at the start of the second school term for black pupils.

29 fired workers arrested in Vereeniging protest

12/4/90 By Shareen Singh

A total of 29 people were arrested during a picket demonstration in Vereeniging yesterday, a spokesman for the Municipal, State, Farm and Allied Workers' Union said.

About 370 people fired from the Rand Water Board's Suikerbos plant in September last year picketed against their dismissals at six points in Johannesburg and Vereeniging.

(52) They were dismissed after a strike sparked by management pensioning off a senior shop steward, the union said.

The dispute will be heard in the Industrial Court in June.

But the workers are demanding their jobs back immediately, as they have been unemployed for over six months and are starving, a union official said.

Those arrested will appear in court in Vereeniging today.

Three special-care patients detained

w/Man

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By VUSI GUNENE in Garankuwa

THREE patients in an intensive care unit were among those detained after a clash between striking workers and police at Garankuwa Hospital, near Pretoria, this week

It is alleged by eyewitnesses that patients were among those teargassed and beaten and some were even detained when police, after a three-minute warning, opened fire on a crowd of workers on Monday

Patients among those teargassed after a clash between hospital strikers and police

The South African Police Public Relations Division in Pretoria yesterday denied using teargas at the hospital "Only rubber bullets, batons and police dogs were used to disperse the crowd"

The SAP spokesman also denied that ICU patients were among those bitten by police dogs or baton-charged. However the spokesman did not respond to questions about the detentions

Three ICU patients were still in detention yesterday, as were eight nurses and more than 20 other hospital workers. The hospital itself was deserted, many patients had been transferred to Kalafong and HF Verwoerd hospitals

Only a handful of patients were still at Garankuwa Hospital, waiting for relatives to collect them. Some said they had been hastily discharged even though that they had not completely recovered

The corridors leading to the wards were badly littered. Linen and patients' clothing lay outside the doors of the wards in black refuse bags. No doctors, nurses or other medical staff were on duty

The hospital came to a standstill yesterday when personnel gathered at "Freedom Square" at the Medical University of Southern Africa (Medunsa)

Medical students doing their practicals in the hospital joined striking hospital personnel when the Workers' Committee, representing the National Education and Health Workers Union (Nehawu), met with management to discuss the dispute that had led to the strike

The strike began last Wednesday when workers demanded the dismissal of two administrators alleged to have made racist remarks

Peter Diadla, a Workers' Committee member who was shot on the left arm with a rubber bullet, described Monday's incident "At about 9am on Monday, the superintendent, Dr L van Heerden, brought a court interdict against the Workers' Committee, stating workers should vacate the premises of the hospital by 11am

"At about 12 30 a senior police arrived at 'Helicopter Square', where workers had been meeting since their strike began, and told us to disperse or resume duties

● To PAGE 2



Prepared for violence ... an armed and wary young man peers from the charred wreck of a house in Mpumalanga township in Natal. For more on the ongoing Natal civil war, see pages 4 and 5

w/Man 12/4 - 19/4/90

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Picture JUSTIN SHOLK, Afrapix

Doctors, nurses join week-long strike *Sowetan 11/4/90*

Health care grinds to halt in Garankuwa

By MONK NKOMO and ALINAH DUBE

HEALTH care ground to a halt and patients were turned away at the Garankuwa Hospital yesterday when doctors and nurses joined the week-long strike in protest against "brutal police action" and detention of nurses at the hospital.

Angry nurses and doctors also demanded the immediate resignation of

the two superintendents, Dr Louis Van Heerden and Dr Rudy Van Niekerk whom they accused of having sanctioned the police action.

Doctors yesterday said they were only going to

treat seriously ill patients until the authorities address the workers' grievances.

Medical technologists, kitchen, laundry and cleaning staff, as well as clerks, went on strike last week against "the discriminating racial attitudes" displayed by two white administrators.

Doctors and nurses joined the strike yesterday following police action on Monday afternoon.

Major Reg Crewe, liaison officer of the police public relations division in Pretoria, said 10 people were injured, eight of whom sustained dog bites.

Fifteen others were arrested.

He confirmed that police used rubber bullets, batons and dogs to disperse striking workers.

He said dogs were only used against strikers outside the hospital.

Workers, however, rejected this version and said dogs were let loose inside the wards and several nurses were bitten by the dogs while attending to patients.

Workers also claimed that tearsmoke was sprayed into the intensive care unit which houses seriously ill patients.

Police denied having used tearsmoke.

Crewe said police took action when workers refused to disperse despite a Supreme Court interdict obtained by the administration on Thursday preventing strikers from gathering inside the hospital premises.

Officials

A group of concerned doctors met with hospital authorities yesterday and urged them to immediately remove the two white officials at the centre of the strike.

They also suggested that investigations be launched into the alleged racist attitude of both men.

"Both these suggestions were rejected by senior officials of the hospital", concerned doctors said at the Press conference yesterday afternoon.

The Transvaal Provincial Administration, in a statement released in Pretoria, gave striking workers until 9am today to resume their duties or face dismissal.

Workers have been urged to make written representations to Van Heerden stating why their services should not be terminated.

"If no acceptable reasons are given the strikers would be discharged as from April 12 1990 from the services of the hospital".

Coal price goes up

By SY MAKARINGE

THE price of coal in the Transvaal has been increased by between 18 and 22 percent as the country braces itself for yet another chilly and wintry season.

A member of the Soweto Coal Merchants association said this week the price was increased from R7 a bag to R9.50 with immediate effect.

Mr N D Kets, managing director of Southern Coal in the Transvaal, said in a letter to all coal merchants in the province that the increase was "in line with inflation pertaining to mining and in particular, to the steep rise in costs of labour, equipment replacement etc." *Sowetan 11/4/90*

The increase affects all black townships in the Transvaal.

Rand Show's popularity is not waning, says official

IT is untrue that the popularity of the annual Grand Rand Show is on the decline.

This is the view of Ms Elize Duncan, media liaison officer for the event, who was reacting to suggestions that this year's event was a flop compared to others.

"It is an unfair comparison and I do not think this year's show is a flop."

She explained that the Rand Show started a week later this year. However to date, the number of people attending the show was picking up steadily.

She said a rare sight at this year's occasion was the presence of black pupils in school uniforms because they were on Easter vacations.

On Monday, 20 000 people attended the show and this figure was higher than 1989.

Just over 19 000 attended on the same day last year.

Organisers of the show have increased the admission fee from R8 to R9

By SOWETAN REPORTER

for adults. Children under 12-years-old pay R5.

The increase, according to Duncan, "has not scared people away", rather the Rand Show has proved to be a provider of entertainment and information "for almost nothing."

She said the admission fee was "reasonable" compared to entertainment offered anywhere in the country.

This year, the independent Namibian stall was among several world class pavillions on show. The pavillion was officially opened last night.

A thousand exhibitors - ranging from tourism, heavy, industry, textiles and many more - would be on display until April 22.

Today's highlights include: The Rand Show High School Drum Majorette, Show Jumping and the Dairy Gold Cup and Parade.

Boycotting teachers reinstated

CMT TUN
12/4/90

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Political Staff

THE 11 600 black teachers who had boycotted classes for more than 14 days and were liable for automatic dismissal have been reinstated, the Minister of Education, Dr Stoffel van der Merwe, announced last night

He added that the time lost during the boycott was to be regarded as paid leave for the teachers

He noted "with pleasure" that teachers intended to resume their duties on April 18, at the beginning of black schools' second term

The Education and Training Act made provision the discharge of all teachers who had been absent without authorisation for more than 14 days on grounds of misconduct and that this be regarded as vacation leave without pay.

However, the Act also gave the minister the discretion to reinstate teachers on conditions determined by him.

Non-recurrent concession

"Because of a number of considerations, I deem it in the public interest that all teachers who took part in the boycott be reinstated in their employment on April 17, 1990, the day before the schools re-open, as if they had been on leave with full pay," he said.

"This is an extraordinary and non-recurrent concession due to the unique circumstances which are now prevailing, and can therefore not be repeated in future."

More than 90 demands had been submitted during the teachers' stay-away, and these had been properly studied and considered

"I am of the opinion that obstacles which, according to the teachers, stood in their way are now in the process of receiving attention and that education can now resume for the benefit of the pupils."

It was his firm intention to continue the process of negotiation and give continuous attention to matters which were not immediately addressed.

"I trust that all parties concerned with the education of black pupils, including parents and the community at large, will from now on ensure that children will not be harmed because of the failure of adults to come to an agreement on matters which fall outside the ambit of education," he said

APARTHEID BAROMETER

GAZANKULU DETENTIONS

W/Mail 12/4/1990

The Detainees Support Group in Gazankulu this week released the names of 28 people detained in Giyani, Gazankulu, between mid-March and early April. Several of them are believed still to be in detention. Among those still being held on April 3 were secondary school teacher David Mathebula, 25, who is vice-president of the Giyani Youth Congress and executive member of the Giyani Progressive Teachers' Congress; Giyani College of Education drama head, Dr Muthal Naidoo, 55; and Giyani College of Education drama lecturer Marlene Winberg, 31. *W/Mail 12/4 - 19/4/90*

STRIKES

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A total of 161 499 workers were involved in strikes between November 1 1988 and October 31 1989, Manpower Minister Eli Louw said in parliament. He said 135 714 of these workers were black.

A total of 1 189 262 man-hours were lost as a result of strikes and 49 424 as a result of work-stoppages. 783 strikes and 72 "discontinuances" took place during this period. *W/Mail 12/4 - 19/4/90*

Louw said 325 recognition agreements and 1988 other agreements had been filed with the Department of Manpower between September 1 1984 and October 31 1989.

EDUCATION FIGURES

W/Mail 12/4 - 19/4/90

● A total of 97 teachers at white state schools had been made redundant during 1989, the Minister of National Health and Population Development, Dr Rina Venter, said in parliament.

She said R7 972 862 had been paid out, in the form of gratuities and R172 708 in monthly pensions, to these teachers. In 1988 56 teachers at white state schools had been made redundant with gratuities amounting to R1 166 398 and monthly pensions of R72 985.

● A total of 197 English-medium private primary or high schools falling under the Department of Education and Culture (white "own affairs" department) admitted "non-white" pupils in 1989, the Minister of Education and Culture in the House of Assembly, Piet Clase, said in parliament. He said 36 such schools did not admit "non-white" pupils.

● A total of 47 499 African students were enrolled in 1989 at "universities for whites", Clase said in parliament. Of these, 41 455 were studying at the University of South Africa and 6 044 at other "white" universities.

● The number of pupils at secondary schools (outside the "independent homelands") increased by 62 percent from 1984 to 1989, from 209 000 to 488 015, the Director-General of Education and Training, JB Louw, said in the department's annual report. This represented an average increase of 37 313 pupils a year. He said in his report the classroom/pupil ratio in secondary schools had decreased from 1:63 to 1:54. *W/Mail 12/4 - 19/4/90*

Hospital strike over today?

CAPL. TIME 12/4/80 (152)
GARANKUWA. — Workers at Garankuwa Hospital, on strike for eight days, yesterday unanimously resolved to resume work today following undertakings that two white officials had been removed.

But emotions ran high when delegates representing strikers failed to present fellow strikers with documentary proof showing the two officials had in fact been removed from the troubled hospital.

Strikers said yesterday if the men were reinstated they would again withdraw their labour. — Sapa

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KWV pushed to meet rise in export demand

By Tom Hood

CAPE TOWN — After boosting wine exports by 85 percent last year, KWV says its export prospects for 1990 are so favourable there may not be enough stock to meet demand for bulk products.

Chairman Pietman Hugo told the annual meeting in Paarl yesterday that previously hostile attitudes towards South Africa were changing and KWV was ready to use any positive development for exports, particularly by increasing its brand product exports again.

Wine farmers could as a result expect a reasonable increase in income this year.

"Provisional estimates indicate that the expected income growth

could exceed the inflation rate in 1990," said Mr Hugo.

"In spite of the unfavourable economic climate and threatening unrest, the remainder of the year is being met with keen anticipation."

Mainly because of the big increase in exports KWV had made a good profit, of which a larger proportion than ever (75 percent) would be paid to KWV members.

However, increased cutbacks in good-wine purchases by wholesalers led to total producers' income of R452 million for 1989 being less than expected. It was only 6,8 percent up on 1988's R423 million.

KWV's grape juice concentrate plant was making an increased contribution to the total producers' income from exports.

The bonus payable for juice so far amounted to at least R13,34 a hectolitre above the advance price. This was equal to the bonus for natural wine exported in bulk.

Mr Hugo expressed concern about wine farmers' unfavourable financial position in spite of KWV's profit rising to R35 million last year from R27 million in 1988 and in spite of 75 percent being

paid to farmers against 66 percent in 1988.

Wine farmers' income in the past 10 years rose by an average of 12,9 percent a year while inflation ran at 14,6 percent.

Production costs rose 14 percent and the good-wine price by 12,2 percent.

The almost stagnant wine market required the good-wine price to be adjusted conservatively and market-related.

Domestic sales of natural wine showed no growth in 1989. At the same time wholesalers' purchases of wine from producers fell drastically as they reduced stock levels, cutting farmers' income in some wine-growing areas.

The only long-term solution to the problem of the industry's diminishing income in real terms was expansion of domestic sales.

However, the market was showing positive signs of change. Brandy sales rose five percent and fortified wine sales by 2,8 percent. Some natural wines and sparkling wines also showed growth.

Brandy sales continued to show strong growth over the first few months of 1990, Mr Hugo said.

2 000 Sarhwu workers strike

By Shareen Singh (152)

A strike by workers at Pietersburg Carriage and Wagoning which started last Monday has spread to other Transnet depots (formely Sats), a spokesman for SA Railway and Harbour Workers Union said yesterday.

More than 2 000 workers at Pietersburg station and other depots downed tools in solidarity with colleagues who went on strike after management at Pietersburg Carriage and Wagoning dismissed 31 workers. The workers were selectively dismissed following disciplinary action after they refused to start work at 6 am instead of the usual 7 am starting time.

Sarhwu has threatened a full-scale national strike if the dispute is not resolved

Transnet spokesman Mr Marius Butler said workers have chosen to act outside the accepted labour practice in dealing with the dispute. They ignored their right to appeal against their dismissals, he said.

21 hurt in foiled march

By LEN MASEKO

AT LEAST 21 people were injured when police baton-charged a group of workers who were preparing to march on an Isando company yesterday, witnesses said.

The workers, members of the Chemical Workers Industrial Union, are locked in a dispute with Rolfes Limited.

The workers had organised the march to present a memorandum to the company's directors.

The petition called on the company to heed the union's call to join the chemical industry's provident fund.

Police spokesman Major Reg Crewe said the workers, who assembled at Isando Station, ignored a police order to disperse and were baton-charged several times.

A police vehicle's windscreen was smashed

during the incident, Crewe said.

He said no injuries or arrests had been reported.

* A National Union of Metalworkers of SA member was among the 21 workers injured when police broke up a march at Isando Station yesterday, a Numsa spokesman said.

The Numsa spokesman said the worker, whose name could not be established, was among a group of Xerotech employees who had just

alighted from a train at Isando when police charged at CWIU members.

* Fifteen Food and Allied Workers Union members were yesterday treated by a doctor for injuries sustained when police allegedly whipped Clover strikers near Dunswart Station, Benoni, a Fawu spokesman said.

But Crewe yesterday said he was not aware of the incident.

Union upset at Ngema's strike play

Does Mbongeni Ngema's new Broadway-bound musical insult the workers who inspired it? The Cultural Desk has been called in to mediate, reports PHIL MOLEFE

PLAYWRIGHT Mbongeni Ngema has been asked to submit the script of his musical *Township Fever* to the Cultural Desk for review following objections by the Living Wage Group of the Congress of South African Trade Unions to some of the scenes in the play.

Cosatu's Living Wage Group last week "dissociated" itself from the play, which deals with the 1987 strike by the South African Railway and Harbour Workers' Union against South African Transport Services.

A meeting on Friday — three days after the play opened at the Market Theatre — brought together the desk, Sarhwu and Cosatu cultural workers and Market Theatre directors John Kani and Alan Joseph.

According to Mzwakhe Mbuli of the Cultural Desk, the workers were offended by scenes and songs in the play which put "our struggle in a bad light".

"There is a song that says politicians are corrupt," said Mbuli. "How do you stage a play about our political struggle and at the same time you say our political leaders are corrupt. Isn't it a contradiction?" he asked.

He said Act Two of the play, which deals with the killings of strike-breakers and the subsequent trial for murder of several workers, badly portrayed the workers involved in the strike. "The play gives the impression that workers were ignorant, hungry, intimidated and manipulated by others to kill workers used for 'scab labour'," said Mbuli.

In a statement, the Living Wage Group said it objected to the play because it "grossly misquotes our federation", "poorly portrays" Sarhwu and some of its members, uses "one of our significant leaders in the ANC" in a "most unbecoming manner" — apparently a reference to the mention of Nelson Mandela in a freedom song on stage — and is intended to make money, not to "express the true reflections of the working class and its allies".

Mbuli said the Desk has advised the *Township Fever* group to review seriously their intentions of staging the play.

It was a house-full show on Monday despite rumours circulating in theatre circles that workers were planning to picket The Market in protest against "undesirable" portions of the play.

As a musical, *Township Fever* is probably destined for international acclaim and success like its predecessor, *Sarafina*.

But Ngema took on a difficult subject when he chose a strike and the audience's sympathy is clearly divided between workers on strike and strike-breakers.

Union leaders might find their members "portrayed poorly" as they are shown regretting resorting to some of the methods used during the strike. In the murder trial scene involving the strikers, for example, Ngema gives a picture of workers intimidated or forced by their leaders to commit some of the acts they were prosecuted for.

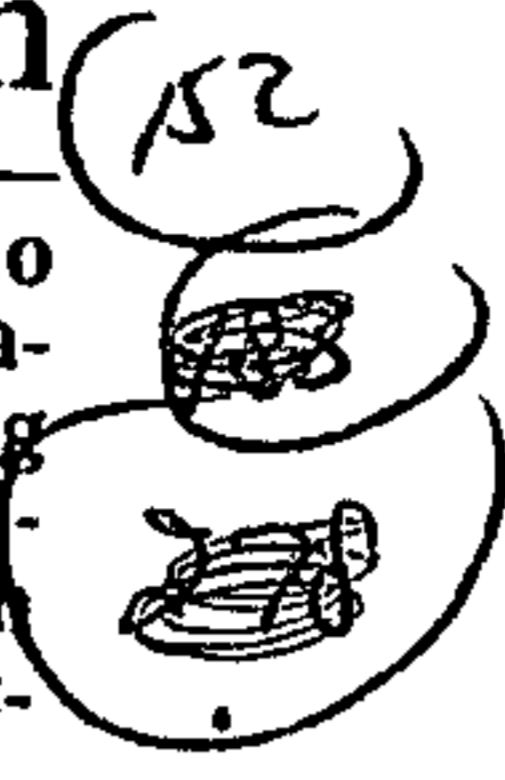
At the time of going to press, neither Ngema nor the Market had responded to repeated requests for comment.

Cops charge workers at Isando station

Cart.
Temp
11/4/90

JOHANNESBURG. —

Chemical workers who assembled at Isando station yesterday morning in preparation for a solidarity march ignored an order by police to disperse and were baton-charged several times, police said.



A police vehicle had its windscreen smashed in a stone-throwing incident, Major Reg Crewe said.

The union said its members had gathered at the station and were planning to march to Rolfes factory in support of workers on strike.

Permission to hold the march had been refused by the Boksburg magistrate. — Sapa

Lingelethu Council workers end strike

Staff Reporter

ARC 43 11/4/90 152

THE strike by more than 500 Lingelethu West Town Council workers in Khayelitsha has ended pending a council meeting, said Town Clerk Mr Graham Lawrence

The workers, who downed tools demanding recognition of their union, agreed to resume work after talks between their representatives and council officials.

He said the council executive committee would meet on April 24 to address the grievances.

The workers demand that the council recognise and negotiate with their union, the National Union of Municipal Workers.

Lingelethu Council workers end strike

Staff Reporter

AKG 11/4/90

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Prisons takes tough line against striking warders

By DALE KNEEN, Staff Reporter

THE Prison Services continues to take tough action against the Police and Prisons Civil Rights Union (Popcru) in order to halt the prison warden strike.

St Albans prison in Port Elizabeth told 28 Popcru members on Monday that they had been suspended, bringing to 684 the number of warders suspended since the start of the strike on March 21.

44 POLICEMEN FIRED

"We condemn the SA Prison Services for this action as it makes a mockery of what President F W de Klerk says about negotiations," said Popcru vice-president Mr John Jansen.

"The authorities have consistently refused to negotiate with Popcru on the real and pressing grievances of prison warders and policemen," he said.

A total of 44 policemen had been fired from the force since the start of the unofficial strike. Popcru is not recognised as a union by the government and the contracts of warders and policemen prevent them from joining unions.

In what is regarded as a victory for the strikers, the SA Prison Services has agreed not to evict 31 suspended warders from their houses at Pollsmoor, said Mr Jansen.

"The SA Prison Services contacted Popcru's lawyers to say they were prepared to compromise and allow the suspended warders to carry on living in their houses until the entire strike action was resolved," he said.

"They did not, however, agree to negotiate with Popcru as they still refuse to recognise us as a legitimate union for the warders"

Suspended warders were not being paid.

11 1990

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~~Pupils in~~
~~Pretoria~~
~~clean-up~~

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PRETORIA — Squads of
holidaying Pretoria school-
boys have swapped their
pens and books for brooms
and rubbish bags in a stop-
gap effort by the municipi-
pality to sustain the city's
strike-hit refuse removal
services.

And as the unlawful stop-
page by municipal workers
dragged into its seventh
day yesterday, trade union
organisers and city council
officials met in a bid to re-
solve the deadlock over
wages. *11/4/90*

Nearly 5 700 city council
workers are demanding a
R1 000 starting "living
wage" instead of the cur-
rent R434 a month. They
were given increases on
April 1.

The strike was induced
by rivalry between unions
and there had been claims
of intimidation, an SA
Municipal Workers Union
spokesman said.

The strike, involving
workers in the engineering
and electricity depart-
ments, had not yet posed a
health hazard, a council
spokesman said. — Sapa.

Miners demand return to SA

By Shareen Singh

More than 3 000 mineworkers who downed tools at Bleskop shaft at Rustenburg Platinum Mine on Sunday are demanding that it be reincorporated into South Africa.

Bleskop shaft falls under Bophuthatswana. The company's four other shafts fall under South Africa, a National Union of Mineworkers (NUM) spokesman said yesterday.

The union is not recognised at Bleskop shaft, he said, because the management uses Bophuthatswana labour regulations — which outlaw unions in the homeland.

NUM has about 12 000 members at the Johannesburg Consolidated Investments (JCI) mine, it said, and other shafts are expected to join the strike today.

Workers are also demanding the reinstatement of four workers dismissed after a strike in February, and the scrapping of racial discrimination at the workplace, such as separate canteens, toilets and mine cages.

The union said mine security used rubber bullets to disperse toy-toying workers who gathered at the company's hostel in Entabeni on Sunday to discuss the strike.

Public servants want another 10 percent

By Norman Chandler,
Pretoria Bureau

Public servants do not intend taking strike action for higher salaries, but are seeking another 10 percent rise payable from September 1.

Their biggest union did, however, decide in Pretoria yesterday to change its attitude towards salary negotiations after what it termed "non-recognised militant groups" had successfully forced the Government to pay them more after strikes, stayaways and protests.

The officially recognised Public Servants' Association (PSA) said after an extraordinary council meeting that it would not call a strike "as striking is immoral and to withhold services is unacceptable".

But PSA president Dr Colin Cameron admitted at a press conference that there were some members "who did say we would have to reconsider our stance if the salary demand failed".

"To my mind, there is no way in which we can strike in terms of the law. We would, through striking, be diminishing our responsibilities to the public. It is not fair to withhold one's services ... The dedication of our civil servants is in fact the strongest basis of any representation (for more money)."

In a statement, the PSA said: "In view of the obvious success achieved by non-recognised militant groups — that have members within the public service — with stayaway actions, protests and strikes, it is now compelled to revise its policy concerning negotiations"

This is an apparent reference to industrial action over wages taken at hospitals and other institutions in various centres in recent weeks.

The PSA is seeking a 10 percent salary increase on top of a 10 percent non-pensionable rise received this month. The 20 percent total would be the same as originally asked for during salary negotiations earlier this year, but which the Government said it could not meet.

It is also requesting an interview with President de Klerk to thrash out a "serious confidence crisis".

The executive accused the Government of being completely out of touch with PSA salary demands

Future crises

The 10 percent rise being sought is one of eight which delegates decided to press for. The others are: re-evaluation of career groups to correct anomalies, the April 10 percent figure be converted to a pensionable allowance; uniform optional retirement at 60; an increased housing subsidy; maternity leave benefits; widows' pensions increased from 50 to 75 percent; and improved transfer benefits.

The PSA also wants recognised negotiation machinery put in place in order to avert future crises.

A decision to pass "a unanimous motion of deep disappointment in the Government over its unsympathetic attitude towards the remuneration needs of public servants" was also taken. Dr Cameron said: "The whole situation is one of discontent and disillusionment."

Durban and Maritzburg hit by stayaway

B Day 10/4/90
DURBAN — Employers in the Durban and Maritzburg areas reported massive absenteeism by workers who heeded a call by Cosatu for a stayaway to protest against police action in the townships.

Estimates on the extent of the stayaway varied from area to area but, according to Durban Metropolitan Chamber of Commerce secretarial division manager James Akman, absenteeism was as high as 90% to 95% in the Pinetown area while it ranged from 50% to 90% in southern and central Durban.

Natal Chamber of Industries (NCI)

~~152~~
Own Correspondent

executive director and labour adviser John Pohl said the NCI deplored stayaways as "negative and totally unhelpful to current attempts at various levels to work towards normalising the SA situation"

Last night Cosatu spokesman Alec Erwin could not be reached for comment. Cosatu offices in Durban were also shut.

Durban Town Clerk Wilf Stone said a "very high percentage" of black municipal workers did not report for work yesterday. "We estimate, on average, about 75% to

80% of the black work force from the city engineer's, electricity, health, transport, parks and police departments were absent," Stone said.

Hardest hit was the electricity department with about 82% absent, while the health department only reported 19%.

SAA public relations officer Elize Gladling said SAA had a 50% turnout by black staff. "Alternative arrangements were made so that the provision of services were not disrupted."

Reports said the Durban Regional Ma-

To Page 2

Natal stayaway

B Day 10/4/90
Magistrate's Court was exceptionally quiet yesterday. Many trials were remanded to later dates as black witnesses and accused on bail failed to appear.

A high percentage of black workers in Maritzburg stayed at home yesterday and there were rumours that the stayaway could continue until tomorrow.

A Maritzburg Chamber of Industries survey of 19 city factories stated attendance figures ranged from 0% to 75%. Five factories reported total stayaways.

Chamber director Rowley Waller said it

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was time Cosatu told industry what was going on. There had been no advance warning of yesterday's stayaway.

ANDREW GILL reports Waller said about 10 000 people had taken part in the stayaway.

"Tens of millions" of rands had been lost as a result of violence in the area, he said.

If the action did not stop some businesses might have no option but to close shop and move to a different area.

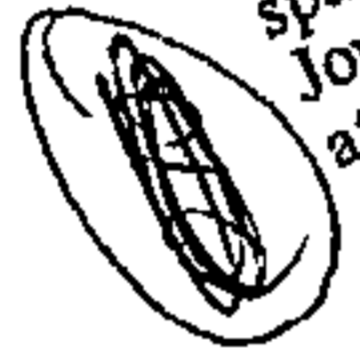
A police spokesman said townships around the capital were "quiet" yesterday.

From Page 1

Mining towns are feeling the pinch of boycott

By DAN DHLAMINI

THE situation is tense in the Western Transvaal mining towns of Klerksdorp, Orkney and Stilfontein, following a spate of detentions of activists and a week-old boycott of white businesses.



The refusal of these towns' councils to open public facilities to all and the mass detention of civic association leaders and activists since March 20 sparked the boycott, a Jouberton Civic Association statement said.

press 2/4/90

Hit hardest are small businesses in Klerksdorp's central business district and the new multi-million Terminus complex which opened last weekend.

Big businesses in Klerksdorp such as Pick 'n Pay, Checkers and OK said they were not affected by the boycott.

Lawyer RA Bradie, regional president of the Westvaal Chamber of Business, said his organisation was trying to arrange a meeting with the civic associations to resolve the matter, but was worried there would be no-one to talk to as most civic leaders were in detention.

A fugitive Jouberton Civic Association (JCA) spokesman said arrangements to meet the chamber would be made after a community meeting.

The spokesman added the JCA had not received any response from the Jouberton Town Council regarding a petition demanding investigation of council corruption, site allocation, and the scrapping of rents, handed to the council on March 3.

Ikageng residents are to start a consumer boycott following Potchefstroom Town Council's decision to bar blacks from local amenities



Hospital workers to strike?

CPH Times 7/4/80 Staff Reporter (152) (152) (152)

THE Hospital Workers' Support Committee held a poorly attended meeting at the Hanover Park Civic Centre yesterday, to inform the community of possible strike action that could follow the government announcement on wage increases by April 16

"We depend on community support, and we want to inform the people of possible strike action that will depend on the announcement of wage increases," said a spokesman for the Health Workers' Union

The committee, which was set up by the HWU, Cosatu and several other organisations, said that no marches or further public meetings were being planned before April 16

"We intend holding more meetings at workplaces before that date," said the union spokesman

Strike to go
on, say
Pay workers

By Shehnaaz Bulbulia

More than 4 000 workers who went on strike at Pick 'n Pay outlets for the sixth day yesterday have promised to sustain the strike pending the outcome of discussions with management.

A spokesman for the South African Commercial, Catering and Allied Workers Union said yesterday that workers were demanding the expulsion of a security guard who had allegedly made antagonistic remarks to workers at the Pick 'n Pay branch in Alberton.

The strike has now spread to several outlets in the Johannesburg area and the East Rand.

As a result of the work stoppage, Alberton, Ormonde and Rosebank branches have closed their doors for business, the spokesman said.

Whites now clear the garbage — happily

Pretoria Correspondent

White workers of the Pretoria City Council took on the unaccustomed role of dustmen, and doing other menial tasks, when striking black workers refused to return to work yesterday.

About 40 white workers are removing refuse from important points such as hospitals, restaurants and hotels, said council spokesman Mr Jan Bezuidenhout.

"If we must remove refuse, we will do it. We will show that we are not dependent on them," said Mr Flip Entres, a council driver working on a refuse removal truck.

Although the black workers' strike over pay has been called off, some workers have refused to return to work.

Strikers were protesting about the delays in pay negotiations, but the strike had been called off, said a South African Municipal Workers Union spokesman. He gave no reasons.

Mr Bezuidenhout said he did not know exactly how many council workers had joined the strike, nor what their pay demands were.

Emergency services had not been affected, he added.

Union threatens national strike

stop
6/11/90
By Shareen Singh
A strike by 60 workers at Pietersburg Carriage and Wagoning Depot could spread into a national strike by members of the South African Railway and Harbour Workers Union (Sarhwu), a union spokesman said yesterday.

Workers at the Pietersburg depot of Transnet (formely Sats) downed tools after management selectively dismissed 30 workers, Sarhwu organiser Mr Johan Beaurain said.

The dismissals followed disciplinary action against workers who had re-

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fused to start work at 6 am instead of the usual time of 7 am. They had not been consulted about the change and had experienced transport problems, he said.

On Tuesday, police fired teargas and rubber bullets to remove strikers from the company premises. Five workers were injured, the union said.

Police liaison officer of the far northern Transvaal, Captain Cas Jones, said police were called in by management. He confirmed that police had used rubber bullets.

Transnet Star 6490 152 artisans go back to work

By Shehnaaz Bulbulia

The strike by artisans of Transnet has been called off pending the outcome of a meeting between management and workers, a spokesman for the Artisan Staff Association (ASA) said yesterday.

The spontaneous strike, which began earlier this week and spread countrywide, involved more than 10 000 workers.

For the first time in 37 years, artisans downed tools, demanding higher wages.

The general secretary of the ASA, Mr K Cuthbertson, said a meeting scheduled between both parties is due to take place on Monday. He said striking artisans had resumed work and were waiting for the outcome of the meeting with management.

"The ASA will be meeting with management and hopefully the matter will be solved."

Strikers are demanding an increase of R900 a month on the current minimum monthly wage of R1 942, he said. The maximum wage is R2 175 a month.

Workers also complained that train drivers had received a general wage increase but artisans had not, he added.

Most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

A Transnet spokesman said the situation had returned to normal. Management would discuss grievances with the ASA.

For 5/4/90

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Strike by Venda workers resolved

By Dirk Nel,
Northern Transvaal Bureau

THOHOYANDOU — Government workers in Venda returned to their jobs yesterday after reaching an agreement with the Venda Cabinet.

The civil servants, who had been staging a sit-in for more than a week, were represented in the discussions by an interim committee.

The main issue was a demand that salaries be brought into line with those in South Africa, a government spokesman said.

After an undertaking by the Cabinet to give the matter urgent attention, the civil servants agreed to resume work. By yesterday afternoon, all departments were reported to be functioning normally. Hospital services were not unduly affected by the brief participation of nurses in the sit-in.

Pupils and students are still boycotting classes.

Only 3 000 Transnet artisans on strike

5/4/90

By Shehnaaz Bulbulia

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The strike by 10 000 artisans of Transnet (formerly Sats) had dwindled to fewer than 3 000, a spokesman for the Artisan Staff Association (ASA) said yesterday.

The spontaneous strike, which started on Monday and spread countrywide, was currently limited to Pretoria and Durban, general secretary of ASA Mr K Cuthbertson said.

The reason for the dwindling numbers of workers involved in the strike centred around the legality of the strike, he said.

"Artisans cannot strike for more than three days and the strike in East London and other areas had already gone on for three days," he said.

Strikers are demanding an increase of R900 a month on the current minimum monthly wage of R1 942, he said. The maximum wage is R2 175 a month. Workers also complained that train drivers were given a general wage increase but artisans were not.

According to Mr Cuthbertson, most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

A meeting between artisans and management is scheduled to take place on April 9.

Prisons respond to allegations by striking warders

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In last week's *Weekly Mail*, striking prison warders explained their grievances and made claims about suspensions, racial discrimination and transfers.

The response by the South African Prisons Service to these allegations arrived too late for publication last week. This is the full text:

"The report is riddled with false allegations, half-truths, inaccuracies and generalisations. For example, no member at the Kirkwood prison is presently suspended. The figures are inaccurate and give a false perception.

Contingency plans at prisons make sufficient provisions for situations which may arise, because of this as well as the loyalty and dedication of the majority of personnel who are still dutifully performing their tasks, which is sincerely appreciated, there is complete control at all prisons. This is in line with the character of a disciplined organisation within

which personnel fulfil their duty with dedication and responsibility in spite of difficult circumstances. The statement that warders have been fanned from Robben Island to Pollsmoor to cope with a staffing crisis is devoid of all truth.

South African Prisons Service personnel provide an essential service to the community and consequently it is understandable that the Prisons Service cannot allow personnel to act in an undisciplined way by striking. As there are sufficient and effective channels of communication which can be used freely by personnel to make complaints or submit requests or to take up any matter with management, it is not necessary for personnel to resort to undisciplined actions and behaviour.

Comprehensive steps have already been initiated to identify predicaments and grievances within the SA Prisons Service. Given the financial and other realities these matters will be investigated and addressed systematically in the short, medium and long term.

An investigation team under the leadership of the SA Prisons Service is already working on a macro-plan which will deal with all predicaments in a responsible and imaginative way. It must also be stressed that as far as salaries, benefits and allowances and promotion opportunities are concerned no disparities exist.

With regard to the alleged discriminatory policy as far as the treatment of prisoners is concerned, it must be stated that policy provides for all prisoners to receive the same treatment without any discrimination. As far as the allegations in the report are concerned, the following

● The availability of dining rooms in prisons are not determined by race. All newly built prisons are provided with dining rooms

● All prisoners are daily given the opportunity to lodge their complaints and requests with the head of the prisons or any other officer appointed by him. These complaints and requests are re-

corded in an official register and dealt with promptly

● It must also be mentioned that no prisoner in the Pollsmoor prison has been sentenced to solitary confinement for shouting "Popertu" (Police and Prisons Officials Civil Rights Union)

In conclusion it must be emphasised that Popertu is not a recognised union in terms of existing laws, therefore the SA Prisons Service is under no obligation to negotiate with them concerning remuneration, conditions of service or any other matter pertaining to the SA Prisons Service

The management of the SA Prisons Service at the various relevant levels has always been and is available to discuss with members of the Service, in their capacity as members of the Service and not as members of a union, any problem in order to try and resolve it, bearing in mind economic and other realities that may prevail."

W/Mail 5/4 - 11/4/90

Mossgas hit ¹⁵² by big strike ⁸⁸

By JUSTICE SIGONYELA

CONSTRUCTION work on the on-shore refinery for the multi-million-rand Mossgas fuel-from-gas project in Mossel Bay has been halted by a strike among workers of the firms contracted to do the work.

The entire workforce of 5 000 went on strike last Thursday, but earlier this week the Mossgas consortium was claiming that half of them had "broken away" from the strike. Denise Gee, a spokesperson for Mossgas, said these workers were not back on site yet, as the firm wanted to avoid "confrontation".

She denied rumours that the workers who did "not wish to be associated with the strike" had been laid off. Employees of Mossgas itself were not involved in the action.

Dark clouds gathering for matriculants

Strikes, stayaways will take toll on education

Sowetan 5/4/90
By NKOPANE MAKOBANE

SCHOOLS under the Department of Education and Training closed for the Easter holidays yesterday with little or no effective teaching having taken place in the first term.

As a result, results for black pupils, particularly the Std 10s, will be gloomier this year.

Last year only 19 596 of the 195 960 who wrote their matric examinations qualified for university.

It is obvious that regardless of the amount of effort teachers and pupils put into their work the coming months, the effects of the month-long strike by teachers and class boycotts will still tell when results are announced.

With another set of catastrophic results facing the black community, finger-pointing has already started.

Damaging

Just recently, the DET's Johannesburg chief regional director, Mr Peet Struwig, said the stayaways and strikes will have a damaging impact on matric results

According to him the "achievement ceiling for the end of the year has irrevocably dropped and more than 60 percent of candidates will fail their final examinations".

Meanwhile teachers, pupils and parents maintain that although the department sees itself as having a good excuse for grim results this year, it must not forget the many weeks spent on registration.

Even if there had not been any strikes or class stayaways, teachers assert overcrowding, lack of furniture, books and other necessities would still have made normal schooling impossible.

The deepening of the crisis in black schools this year has come as a shock to all involved. The thinking behind the current stayaways and strikes, however justified as they are, cannot be understood

After all the National Education Co-ordinating Committee launched a "back-to-school campaign", knowing full well there were problems at schools

Mr Nelson Mandela later endorsed the back to school campaign, maintaining that black youths needed to equip themselves for the future.

Teachers and pupils deny that their protest actions were in defiance of calls to return to school. They say they are a second phase of the campaign for a decent education for blacks.

Environment

They had gone back to school, only to find that the environment was not conducive to effective teaching and learning.

For example posts were frozen, teachers were being transferred or retrenched; the DET and inspectors were harassing them; timetables were congested, and there was general overcrowding in classrooms.

On the other hand pupils blame the short supply of textbooks and stationery; lack of proper libraries or laboratories, overcrowding in black schools while white schools stand empty or under-utilised; damaged schools with no proper furniture; and the refusal by DET to allow them to have democratically elected student representative councils

Since the beginning of March, there have been protest marches by angry teachers in many parts of the Orange Free State and the Transvaal.



Although during these marches the regional officials have accepted memoranda presented to them, the teachers feel this was merely a gesture to diffuse the explosive situation at the time

Some teachers believe deep down in their hearts that the authorities do not take them seriously.

One example cited by teachers is that in some instances no sooner had they presented their memorandum than they were also given a memorandum by the DET regional officers without even reading the presented documents.

In these DET memoranda, their actions were being questioned and they were reminded of their professional ethics

Responded

The teachers also said even before the Minister of Education and Training, Dr Stoffel van der Merwe, had responded to teachers' demands last week, two senior officials of the DET had articles in the *Sowetan* in which they dismissed major grievances by teachers

One teacher said after reading the two articles, it was clear that the Minister was not going to come with up anything concrete to their demands.

The articles, according to many of his colleagues, were aimed at putting teachers in a bad light in the eyes of the community.

"What the department and the public forgets is that many of us are also parents and we cannot

just put the future of our own children at risk.

"We are aware that the strike has dragged on longer than anticipated, but we are not to blame. The DET should have long made a commitment to attend to short-term grievances and not just order us to return to classes"

Many contend that the DET knows grievances in black education quite well. They say it is only using delaying tactics by saying that it is prepared to further consult and renegotiate.

Marches

On the other hand, the DET has questioned the wisdom of marches and stayaways.

On marches it says whether one agrees with the principle or not, the entire issue needs to be looked at within context

The DET argues that when people like bank tellers, salespeople and artisans go on strike, the moral implications are less than when nurses, doctors and teachers do so.

"In a school climate, which over the last decade has been characterised by pupil boycotts, indiscipline and violence, organised absence from school by teachers, for whatever reasons, will simply tend to reinforce similar behaviour on the part of pupils"

On boycotts by the pupils, it says 1990 will take its toll as did the years of the preceding decade. It notes that should the situation prevail, this year will swell the ranks of the uneducated and will place more people on the unemployment list.

Teachers suspend strike

152

SOWETO and Alexandra teachers yesterday resolved to temporarily suspend their month-long strike.

They said, however, they would embark on a defiance campaign against the Department of Education and Training until such time as their demands are met.

By NKOPANE
MAKOBANE

This resolution was taken at a meeting organised by the National Education Union of South Africa (Neusa), held at Regina Mundi Catholic Church, Soweto.

The teachers agreed to resume lessons when

Sowetan 5/4/90
schools reopened on April 18. However, there would be a defiance campaign against most instructions from the DET.

The campaign, it was said, would go on until June, by which time Neusa hoped the DET would have addressed the teacher's short-term demands.

Should the DET fail to do so, Neusa would review the action when schools re-open in July.

The campaign will include no class visits by principals, inspectors and subject advisers, heads of departments and principals should also physical-

● To page 2

School teachers strike halted

● From page 1

ly teach other classes and no educational courses offered by the DET should be attended.

The campaign includes the cancellation of non-examination subjects like music, religious instructions, guidance and physical education; classes to be conducted only between 8am and 2pm, teachers at all schools to have an equal number of teaching periods.

Satellite schools are to be done away with and teachers and pupils at these schools should be allocated classes at various schools.

Decision

The withdrawal of teachers from the DET's projects conducted at Funda Centre, Broederstroom and Soshanguve is also planned.

It was also resolved to do away with cultural activities organised by the DET. However, those organised by the pupils themselves could go on.

A decision was also taken not to close for the June school holidays. Teachers were also to be encouraged to conduct afternoon classes.

Postcards

These two measures, it was felt, would help to make up for the lost time during the first term.

Meanwhile, a delegation of representatives from 20 societies at Wits University yesterday went to the the DET offices in Braamfontein to present 5 000 signed postcards from staff, students and workers on the campus.

The cards demand the disbanding of racial education and implementation of one non-racial education system.

Strike spreads to more hospitals

TRANSVAAL's hospital crisis deepened yesterday as the strike by more than 8 000 general assistants spread to Tshepong (Klerskdorp) and Tembisa hospitals.

Talks between the Transvaal Provincial Administration (TPA) and the National Education Health and Allied Workers Union (Nehawu), aimed at resolving the dispute, continued into the night yesterday.

While the negotiations were being conducted at TPA headquarters in Pretoria, hospitals in Johannesburg, Baragwanath, Hillbrow, Natalspruit, Middleburg and H F Verwoerd hospitals were offering emergency services only.

The TPA announced there were no staff working at Tembisa. Operating theatres, kitchens and casualty had been closed.

The situation at Baragwanath had improved, but conditions at the other strike-

hit hospitals were the same yesterday, according to hospital spokesmen. (152)

Transnet had assisted in clearing most of the backlog of dirty laundry at Baragwanath. Volunteers and nurses had kept the kitchens running.

At Johannesburg Hospital yesterday, many volunteers had ensured laundry and cooking facilities were maintained. Medical staff were only performing emergency surgery and casualty work.

Only 600 patients remained in the wards, but a spokesman said more volunteers were needed. Volunteers could phone Johannesburg 488-4123 for details.

Nehawu is demanding a minimum wage of R1 100 and an additional guaranteed across-the-board R400 increase.

MATTHEW CURTIN

...are required to declare
"any payments or material benefits or advantages
received from or on behalf of foreign governments,
organisations or persons".

Metalworkers back at work

Cape Times 5/4/90 Labour Reporter *(103) (103) (152)*

NEARLY 130 metalworkers at a Paarden Eiland plant who had been on strike for more than three weeks, returned to work yesterday.

The company, Cape Foundries, will negotiate wages and working conditions at plant level, following the agreement reached this week between Cape Foundries management and the Metal and Electrical Workers' Union of SA.

Cape Foundries has also agreed to pay a R3 000 death benefit and has negotiated a health and safety agreement with the union.

Picket: Popcru members held

Cape Times 5/6/90 *(132) (132) (138)*

EAST LONDON. — About 80 people, many of them members of the Police and Prisons Civil Rights Union (Popcru), were arrested in the city centre here yesterday.

According to an official of Popcru, those arrested were students from various coloured schools in East London and Popcru members who had been picketing.

A senior Border police spokesman confirmed the arrests, but said he could not say when those held would appear in court. — Sapa

We'll address all gripes, says Prisons Service

Star 11/4/90 By Dawn Barkhuizen

As the national strike by prison warders goes into its third week, the Prisons Service is drawing up a plan to deal with "all predicaments and grievances" and has undertaken to address them.

By the end of last week 707 warders had been suspended and 39 policemen had been sacked for taking part, Police and Civil Rights Union (Popcru) spokesman Mr Lawrence Venter said.

Warders from prisons near Worcester in the Cape plan a sit-in today and the union is threatening to make known allegations of murder and assault behind prison bars. Mr Venter cited an eyewitness account of repeated assaults on black prisoners by a white warder at Pollsmoor Prison.

At the root of the strike is an allegation of racial discrimination in jails around the country and a demand that Popcru be recognised.

While Popcru alleges that racialism against prisoners and warders abounds, the Prisons Service denies this. In a strongly worded statement, it said its policy provided for all prisoners to be treated equally and stressed that "as far as salaries, benefits, allowances and promotion oppor-

tunities are concerned, no disparities exist".

All prisoners were allowed to lodge complaints each day, and these were promptly dealt with.

Mr Venter, however, alleges that prisoners are segregated on racial lines; black warders are not allowed to work with white prisoners, black prisoners are fed inferior food, there are more black prisoners per cell than whites, most black prisoners sleep on the floor while whites have beds; black juveniles as young as nine are locked up with ordinary prisoners whereas white juveniles are placed in special institutions.

In another development, Prison Services lawyers announced they would fight, in court, eviction orders served on suspended prison warders.

Mr Venter said 31 suspended warders resident in prison quarters were last week ordered to move out by April 2 or 4.

Popcru alleges its protest action has had a crushing effect, forcing the closure of at least one jail. The Prison Services, however, says contingency plans exist and there is complete control of the situation "thanks to the majority of personnel who are still dutifully performing their tasks".

City trains hit by stoppage

By SHARKEY ISAACS, Staff Reporter

A DISRUPTION of suburban train services is expected in the rush hour this afternoon, after a Peninsula-wide work stoppage by artisans and trade-hands of Spoornet, the railways division of Transnet (which used to be Sats).

A spokesman for the Artisan Staff Association said the disruption would be widespread, but Spoornet PRO, Miss Yvette Marais, said the railways would "try to ensure the running of services as close to normal as possible".

Mr David Oosthuizen, Western Cape executive officer for the association, said the "down tool action" was instituted about 9.30am at the Peninsula electrical running sheds and was followed by other sections about noon.

The move was expected to cause widespread disruption of train services from about 4.30pm at stations including Cape Town, Salt River and Maitland.

He said the action was prompted by prolonged wage negotiations over two years with Sats management.

The association believed management

was "deliberately delaying" negotiations over market-related salaries, allied to talks about productivity and rationalisation of trades.

He said that the association had made concessions about the rationalisation of trades — which would allow artisans from one trade to do jobs of a different trade — and had agreed to allow trade-hands to take over some of the artisans' work.

However he said the association had "got nowhere on market related wages".

"Today's action involved staff in the mechanical workshop, electrical running sheds, signals section and the Bellville diesel depot.

Each section would hand over a letter of protest to the head of its department.

The letter urged management to end "delaying tactics" at talks with staff in Johannesburg on April 9.

Mr Oosthuizen said the stoppage would apply only today and was intended to give management an "indication" of what could develop if a settlement was not reached at the talks.

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84
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39

for 415/90

~~152~~ 152 ~~152~~

3 000 Reef municipal workers down tools

By Montshiwa Moroke

About 3 000 black municipal workers from Alberton, Bedfordview and Kempton Park downed tools this week, bringing rubbish removal to a standstill

The work stoppage, concerning wages, enters its third day today after a breakdown in negotiations between workers and the three councils

Yesterday, union officials alleged that 16 members had been attacked by the police

A spokesman for the Witwatersrand police said last night he was not aware of any police action

Officials of Alberton and Bedfordview councils said yesterday they were prepared to resume negotiations only if work started

A union official said members would go back only if reasonable increases were offered. The demand is for a minimum across-the-board R1 000 to R1 200 a month. Management's offer is R460

Council workforce strikes

Municipal Reporter

THE entire 650-strong workforce of Lingeletu West Town Council came out on a short-lived wildcat strike yesterday morning in support of pay demands, according to both their employer and their union.

Mr Graham Lawrence, the town clerk, said it was the second work stoppage in three weeks. The previous one had been related to a demand for the recognition of their union, the SA Municipal Workers' Union (Samwu).

The council had resolved to accept the draft of a recognition agreement, Mr Lawrence said, but before the union had come forward with written proof of membership, the workers had gone on strike yesterday.

Mr John Ernstzen, general secretary of Samwu, said lawyers had persuaded the strikers to return to their work while negotiations were in progress.

The municipality had made "some sort" of offer, Mr Ernstzen said. After everyone had returned to work they were allowed to attend a meeting to discuss the offer. Talks were still proceeding yesterday afternoon.

● Meanwhile in Umtata, 114 workers, also organised by Samwu, were involved in a dispute with the municipality, Mr Ernstzen said.

Samwu called yesterday for the "reinstatement of all the affected workers" and the withdrawal of court proceedings which had been instituted against Samwu members.

3 Reef councils hit as workers strike

By LEN MASEKO

152

WORKERS downed tools at three Reef town councils yesterday in support of demands for higher wages and better working conditions.

The municipalities are Duduza, Kagiso and Katlehong. *Sowetan 18/5/90*

Duduza mayor Mr Kebana Moloji said the council's employees later suspended their strike "after we told them we were hardly given time to study their grievances" which were presented to him yesterday.

The workers were demanding recognition of their union, the SA Municipal Workers' Union and a 1,5 percent increase, to be backdated to January 1.

"We are not against trade unions," Moloji said

Katlehong mayor Mr Tau Molotsi and Samwu officials met yesterday in an attempt to resolve a strike by council employees

At Kagiso, members of the National Union of Public Service Workers demand recognition of the union, a R900-a-month minimum pay, medical aid for "non-classified" staff and an end to temporary employment

Young whites clean a strike-hit Pretoria

CPT TruS
11/4/90

PRETORIA. — White schoolboys are spending their holiday working for the strike-hit refuse-removal services here.

As the unlawful stoppage by municipal workers dragged into its seventh day yesterday, trade union organisers and city council officials met in a bid to resolve the dispute over wages.

The wildcat strike was induced by inter-union rivalry, an SA Municipal Workers' Union (Samwu) spokesman said.

Members of the Pretoria Municipal Workers' Union — soon to be merged with Samwu, a Cosatu affiliate — opted to return to work last Thursday.

However, employees belonging to the rival Nactu-affiliated National Union of Public Sector Workers "intimidated" those aligned with Cosatu, sparking the wildcat strike, the Samwu spokesman said.

Meanwhile, Pretoria City Council spokesman Mr Jan Bezuidenhout confirmed that more than 70 schoolboys had been deployed to clean the city's streets, earning R7 an hour. — Sapa

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152

Municipal strike is over

Sowetan

(152)

18/4/70

A STRIKE by Pretoria municipal workers has ended and most of the 5 500 workers involved returned to work yesterday

A council spokesman said 99 percent of the workers reported for duty, and "everything is expected to be back to normal by tomorrow".

The city council and the 4 600 member Union of Pretoria Municipal Workers reached an out-of-court agreement on Thursday before a council application to terminate the strike.

About 1 000 members of another union, the National Union of Public Service Workers, were the subject of an interim court order for them to return to work

The spokesman said the council had undertaken to protect workers from possible intimidation "while they were working"

Workers, who had been paid a minimum wage of R560 a month after increases on April 1, were said to have been demanding a R1 000 a month starting wage.



Prisons look to warders' grievances

AX643
2/14/90
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From DAWN BARKHUIZEN
The Argus Correspondent

JOHANNESBURG — As the national strike by prison warders goes into its third week, the Prison Services is drawing up a plan to deal with all predicaments and grievances and has undertaken to address them

By the end of last week 707 warders had been suspended and 39 policemen, including Lieutenant Gregory Rockman, had been sacked. Police and Prisons Civil Rights Union (Popcru) spokesman Mr Lawrence Venter said

Warders from prisons near Worcester plan a sit-in today and the union is threatening to make known allegations of alleged murder and assault behind prison bars unless the government does not desegregate the service

Mr Venter cited as an example witness accounts of repeated assaults on prisoners by a senior warder at Pollsmoor Prison

At the root of the strike is an allegation of racial discrimination in jails around the country and a demand that Popcru be recognised

While Popcru alleges that racialism against prisoners and warders abounds, the Prison Services denies it

In a strongly worded statement, the

Prison Services said its policy provided for all prisoners to be treated equally and emphasised that "as far as salaries, benefits, allowances and promotion opportunities are concerned, no disparities exist"

All prisoners were allowed to lodge complaints each day. These were promptly dealt with, Prison Services said

Mr Venter, however, alleged that

- Prisoners are segregated on racial lines

- Black warders are not allowed to work with white prisoners

- Black prisoners are fed inferior food

- There are more black prisoners to a cell than whites

- Most black prisoners sleep on the floor while whites have beds

- Black juveniles as young as nine are locked up with ordinary prisoners while white juveniles are placed in special institutions

- Assaults on black prisoners are common while white prisoners are not subjected to the same treatment

- The families of white officers are eligible for the medical scheme benefits while black families are not

- A black sergeant with 21 years service was earning R1 200 while a coloured sergeant with four years service was earning R1 135

Strikes in SA 'on a plateau'

CAPE TOWN 3/4/90 (152)

Political Staff

DESPITE an increase in the number of man-days lost in strikes, the incidence of strikes in South Africa seems to have reached a plateau.

This is the view of the acting chairman of the National Manpower Commission (NMC), Dr Frans Barker

Between November 1, 1988, and the end of October last year, there were 855 strikes involving 177 712 workers in which 1 238 686 man-days were lost, the NMC said in its annual report tabled in Parliament yesterday

Although the number of strikes was lower than in 1988, the number of man-days lost increased from 914 000, but was considerably lower than the 5 825 000 man-days lost in strikes in 1987

The NMC did, however, point out that last year's figures excluded the SATS strike — which began on November 1 and was reported to have involved 20 000 workers — and the SA Breweries strike, which was settled only on December 1

The Department of Manpower said in its annual report, also tabled in Parliament yesterday, that R42,6 million was estimated to have been lost

in wages in strikes last year. This was higher than the R24,3 million lost in strikes in 1988 but lower than the estimated loss of R111,1 million in 1987.

In his review, Dr Barker said it was disconcerting to note the degree of violence and loss of life that characterised certain strikes in 1989

The NMC said the manufacturing sector was hardest hit by strikes.

The average duration of strikes last year rose to seven days compared to 5,6 days in 1988, and 38% of strikes lasted more than one day.

Wages and wage-related issues gave rise to 44% of all strikes, while working conditions and disciplinary measures led to 35% of all strikes

The causes of the remaining strikes were not known.

Most of the strikes (33%) occurred in the Witwatersrand area and the greatest loss of man-days occurred here

Relative to the number of workers in each area, the greatest incidence of strikes occurred in the Eastern Cape

Most strikers came from the black population group.

The Department of Manpower pointed out that the number of whites involved in strikes last year — 1 245 — was still low, but was greater than during the preceding five years.

CIM-114B 3/4/90 (152) (240)

W Cape artisans in one-day strike

Staff Reporter

HUNDREDS of members of Spoornet's (formerly SATS) white Artisans' Staff Association at several workshops and depots around the Peninsula downed tools for one day yesterday.

Mr David Oosthuizen, the association's Western Cape executive officer, said yesterday that about 600 of the company's 700 artisans in the Western Cape were participating in the action.

"We have something on the table that looks at market-related pay tables and our perception is that there is some stalling on this," he said.

The industrial action was not in protest against privatisation, he said.

Some disruption of train schedules was possible, he said, as trains go through the electrical workshops for minor repairs during off-peak periods.

Artisans also kept the train signals in operational condition, he said, but they did not drive the trains.

Spoornet spokesman Ms Evette Marais said yesterday that she understood that a similar down-tools action had taken place in Durban.

She confirmed that a few depots in the Western Cape were also affected. Among these was the Salt River mechanical workshop, where the Cape Times saw about 100 artisans relaxing in the courtyard in the early afternoon.

Ms Marais said she doubted there would be much disruption of train schedules.

"As far as I know we are an essential service," she said. She did not know whether the industrial action was legal or not.

AECI ~~183~~ stoppage goes on ¹⁸²

By LEN MASEKO

Sowetan 3/4/90

THE work stoppage by about 1 800 workers continued at AECI's Sasolburg plant yesterday with their union pressing for the unconditional reinstatement of their dismissed colleague.

The workers' representatives, the SA Chemical Workers Union, and AECI management have deadlocked over the issue.

A meeting between the two parties last Thursday drew a blank.

Fight

The stoppage followed a fight between a white worker and a Sacwu member, who was dismissed by the firm after an inquiry.

The union maintains that their member was assaulted by his white colleague and has called on management to review its decision.

AECI spokesman Mr Rob Vermont had not yet responded to a *Sowetan* inquiry by late yesterday.

Sacwu official Mr Humphrey Ndaba yesterday said that management had now offered to reinstate the dismissed worker pending an enquiry - a suggestion rejected by the union.

1310am 314190

More man-days lost because of strikes, says commission

CAPE TOWN — There was an increase in the number of man-days lost as a result of strikes last year, National Manpower Commission (NMC) chairman Frans Barker said in his annual report yesterday.

The report, which was tabled in Parliament, indicated about 1 278 686 man days were lost between November 1 1988 and the end of October last year when there were 855 strikes involving 177 712 workers.

Although the number of strikes was lower than in 1988, the number of man-days lost increased from 914 000, but it was considerably lower than the 5 825 000 man-days lost in strikes in 1987.

The NMC did, however, point out that last year's figures excluded the Sats strike, which started on November 1 and reportedly involved 20 000 workers, and the SA Breweries strike, which was only settled on December 1.

The Manpower Department said in its annual report, which was also tabled in Parliament yesterday, that R42,6m was estimated to have been lost in wages in strikes last year.

This was higher than the R24,3m lost in strikes in 1988 but lower than the estimated loss of R111,1m in 1987.

In his review, Barker said it was disconcerting to note the degree of violence and loss of life that characterised certain strikes in 1989.

"One would hope that as trade unions became more mature they would be able to exercise greater control over their members and that disputes between em-

Political Staff

ployees and employers could be dealt with without either of the parties resorting to violence of any sort."

The NMC said the manufacturing sector was hardest hit by strikes.

Wages and wage-related issues gave rise to 44% of all strikes, while working conditions and disciplinary measures led to 35% of all strikes. The causes of the remaining strikes were not known.

The NMC also disclosed the strict racial division in trade unions had decreased appreciably and by last year nearly 80% of members belonged to unions which were registered as multiracial.

Membership of registered trade unions rose from 2,08-million in 1988 to 2,13-million last year.

Black membership of registered trade unions had increased and it was estimated that in 1989 blacks accounted for 63% of total registered trade union membership.

A further 10 trade unions registered for the first time last year and at the end of October, 212 unions were registered.

The number of registered union members constituted 20% of the total economically active population, or nearly 41% of the labour force that fell under the Labour Relations Act.

The Manpower Department's report said the registration of a trade union was voluntary but there were about 85 unregistered trade unions at the end of 1989 with about 550 000 members.

Guidelines for Cane

Manpower expects

Labour Relations Act proposals up for public comment

THE National Manpower Commission (NMC) legislation subcommittee today released its proposals for the consolidation of the Labour Relations Act

The recommendations, which simplify the Act, will be open to public debate with the intention of inviting comment

The report commissioned by Manpower Minister Eli Louw to investigate a revision of the existing law proposes the Labour Relations Act be extended to include the TBVC countries and the self-governing territories in anticipation of their reincorpor-

ADELE BALETA

ation into SA
 The subcommittee has proposed the ambit of the Act be extended to include state employees, farm and domestic workers and academics Only SAP employees and state security personnel have not specifically been included in the proposal but the committee has suggested these employees be given trade union rights in terms of the Act

It was recommended dispute procedures

be simplified under the Act Both parties may choose independent mediation or private dispute resolution procedures.

There should be a duty to bargain at the appropriate level Strikes should be decriminalised and regulated by unfair labour practice jurisdiction Strikes on rights disputes including unfair labour practice disputes should be outlawed and protection be given to strikers who comply with procedures Dismissal provisions of the Act should be simplified to follow the Interna-

To Page 2 152

Labour

3/14/90
 tional Labour Organisation convention
 Court procedure should be simplified so that the six labour appeal courts be replaced by a single court with no further appeal to the Appellate Division

Union registration provisions should be similar to company registration requirements The complicated registration system should be abolished and replaced by a simple certification procedure

~~From Page 1~~ (152)
 Restriction on trade union affiliation with political movements should also be scrapped

The NMC should be reconstituted as the National Labour Council, which would be bipartisan — with state representation

Its function would be to formulate policy on all aspects of labour

● See Page 4

31 Dec 1990 152 (120) (122)

White railway workers down tools over salaries

CAPE TOWN — For the first time in about 40 years, dissatisfied white artisans and trade-hands employed by Railnet, the railways division of newly commercialised Transnet, downed tools yesterday in a bid to have their salary demands met.

A spokesman for the Western Cape division of the Artisan Staff Association (ASA) said about 2 000 artisans and trade-hands at mechanical, electrical and maintenance workshops and sheds in Salt River, Bellville and the Cape Town harbour had joined the day-long work stoppage by noon.

Their bid to disrupt rush-hour traffic at western Cape stations, including Cape Town, was prompted by prolonged wage negotiations and implemented on the day Sats became Transnet. But the effect was limited by supervisors who stepped in to keep trains running.

ASA executive officer David Oosthuizen said the one-day stoppage was

LESLEY LAMBERT

an attempt to warn management of the consequences of not addressing ASA members' demands for market-related salaries. He said the association would decide today whether to continue the stoppage in the electric running sheds.

A Railnet spokesman said the railways would try to ensure services ran as close to normal as possible.

Deliberate

While supervisors worked to achieve this yesterday, Oosthuizen said a continuation of the stoppage would be more effective in disrupting the entire western Cape train service. He said there had been reports of similar stoppages in the Cape midlands and East London and that Natal was expected to follow today.

Oosthuizen said Transnet MD Anton Moolman had scheduled a meeting between management and the

ASA for April 9 after ASA claimed management had deliberately delayed negotiations by saying it did not have a mandate at two labour council hearings.

The ASA's demands for market-related salaries are allied to discussions about rationalisation of trades and productivity.

GERALD REILLY reports that negotiations for salary and wage increases for more than 150 000 Transnet workers which could send the annual pay bill soaring to above R4,25bn started before the labour council in Johannesburg yesterday.

It is understood the pay increase demanded by the Federation of Sats Trade Unions — it represents 12 unions — is 17,5%, although federation general secretary Abe Koeke-moer declined to comment last night.

Since the last pay increase for Sats workers of 10% in July last year, the CPI has risen by 15%.

The meeting is expected to last three days.

Soweto commuters call off bus boycott

SA 3/4/90 By Stan Hlophe

152

832

The Putco bus boycott by Soweto commuters, scheduled to have started yesterday, has been called off, Putco managing director Dr Jack Visser said.

This decision followed an executive meeting held yesterday to discuss an agreement reached at the weekend with Soweto Daily Passengers Committee (SDPC) chairman Stephen Sangweni.

When Mr Sangweni was asked for comment, he

said the bus boycott had been postponed for a week.

The SDPC threatened boycott action to press for demands for better service, an 18 percent fare decrease, a more regular service and less overcrowding.

While conceding there were deficiencies in the bus service, Dr Visser said it was impossible for Putco to cut fares by 18 percent because of the "heavy losses" sustained by its Soweto services.

End of school strike in sight as term ends

Spec 3/11/90
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By Janet Heard, Education Reporter

Black schools close tomorrow for the Easter holidays — but in many areas in the country there has been little schooling at all this term

In Soweto, Alexandra and the East Rand, teachers may resume duties today after more than a month-long strike against working conditions and overcrowding, but face the daunting task next term of catching up on work not covered

Teachers held meetings at branch level yesterday, and sources said the strike had been suspended and they would return

Mr Curtis Nkondo, president of the National Education Union of South Africa, said there was a delay in suspending the strike because the Minister of Education and Development Aid, Dr Stoffel van der Merwe, had "dragged his feet" and taken three weeks to reply to teachers' demands

Apart from the strike, registration in February was extended for a few weeks, and most high schools have not functioned normally since opening because of the delay in trying to accommodate the flow of pupils wanting to return to learning

He even if there had been no strike, there would not have been effective learning

"There has been a national crisis in education for a long time. Many weeks were spent on registration, and teachers found themselves in the predicament of having 70 to 80 pupils in a class

He said teachers were worried that they would be returning to the same conditions where effective learning was impossible, and stressed that when lessons resumed it did not mean an end to their demands

Mr Nkondo said that while the Minister had committed himself to addressing the crisis in education, he had not laid out concrete plans for a crisis which needed an "SOS" response

At the very least, the short-term demands, such as providing classrooms and improving pay and working hours, could be solved without delay.

Powerful pressure

Mr Piet Struwig, the Department of Education and Training (DET) regional director, said 50 of 200 teaching days had been lost this year, and teachers had to take full responsibility for their actions if results at the end of the year were bad

The Teachers' Association of South Africa (Tasa) has come out in support of demands for the shortcomings in black education to be addressed urgently by the Government

Tasa president Mr P Naicker said "Tasa supports the call for the resumption of schooling, particularly through the NECC's (National Education Co-ordinating Committee) back-to-school campaign, but without in the least relaxing the already powerful pressure being brought to bear on the authorities"

Sats hit by stoppages

2/4/90 Labour Reporter

Rolling work stoppages by hundreds of white railway artisans linked to demands for a market-related wage hit the Cape Peninsula yesterday.

Sapa reports that members of the Artisan Staff Association downed tools at the Peninsula's mechanical workshop, electrical running sheds, signals section and the Bellville diesel depot. Letters of protest were handed to department heads.

Last week, similar stoppages took place in Germiston and Sentra Rand

The union says workers are angry at delays in talks aimed at bringing railway artisans' pay in line with private industry

1 300 municipal workers strike

Star 3/4/90 152
#184 #185

About 1 300 Roodepoort municipal workers yesterday went on strike and demanded an immediate wage increase.

Roodepoort town clerk Mr Div de Villiers said the strike was unexpected as the council was in the process of negotiating with union members for a salary increase for the municipality's black employees.

He had spoken to the strikers and suggested they elect a committee to speak to council officials concerning their demands.

Mr de Villiers was not sure whether the strikers would return to work today.

If the strike continued, the council would concentrate on supplying emergency services. The employees' other functions would be resumed when possible. — West Rand Bureau.

Bus firm fires 120 strikers

3/4/90

Highveld Bureau

152

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WITBANK — Eastern Bus Lines dismissed about 120 drivers and workshop staff at the company's Witbank depot yesterday — within hours of the workers staging a wildcat strike.

Local Transport and Allied Workers Union (Tawu) organiser, Mr Charles Kgopa, said workers had gone on strike because the company refused to accede to wage demands, and also because the company would not negotiate on poor working conditions.

"The transport sector is regarded as an essential service and companies take advantage of this because their workers by law do not have the right to go on strike," said Mr Kgopa.

The company's general manager, Mr Chris Kuun, said a dispute had been declared between the company and the union about two weeks ago and had been due to be heard by the Conciliation Board this month. New staff were being hired and he hoped the bus service would be partially restored by today.

Move against 600 striking mineworkers

Amcoal Colliery and Industrial Operations on Sunday obtained an urgent interdict to stop 614 workers at Kriel Colliery from further participating in an illegal strike.

Pretoria Supreme Court judge Mr Justice Roos granted an interdict against the National Union of Mineworkers and 614 employees of the Kriel Colliery, directing the union to comply with the provisions of the disputes procedure and the Labour Relations Act.

The 614 employees, who embarked on an illegal strike last month, were interdicted from conducting strike action in breach of Section 65 of the Labour Relations Act, or encouraging other persons to do so, interfering with the operation of the colliery's business, promoting racial friction, and interfering with of the colliery's employees

Mine manager Mr Anthony Redman said the strike followed an incident on March 13, when a mineworker, Mr S Mbuyazi, assaulted an employee, Mr J de Jager.

Mr Mbuyazi was found guilty of assault and, after a lengthy appeal, was dismissed on March 20, the court heard. — Sapa.

10/10

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Star

3/4/70

200 railway artisans end strike after talks

AR665 4/4/90
By SHARKEY ISAACS
Staff Reporter

NEARLY 200 striking artisans and trade hands at Salt River's suburban train electrical running sheds have ended their "extended" work-stoppage action after a meeting between representatives of their union and senior Spoornet personnel

The meeting was held after Peninsula members of the Artisan Staff Association at Salt

River, Paarden Eiland and Cape Town extended Monday's countrywide 'one-day' work stoppage until 130pm yesterday

Mr David Oosthuizen, Western Cape executive officer of the association said the workers had prolonged their "down-tool action" while they were waiting for an acknowledgement of their letters of protest

They returned to work after the general manager at Trans-

net's head office acknowledged the letters

Spoornet PRO Miss Yvette Marais confirmed that staff had returned to work and said 121 workers at Salt River's electrical running sheds had also been involved in the work stoppage

Wage negotiation talks stretching over two years with Sats - now Transnet - management prompted the association action

Mr Oosthuizen said the association felt management was "deliberately delaying" negotiations over market-related salaries and talks about productivity and rationalisation of trades

Each section had handed over a letter of protest to the head of its department. The letter urged management to end "delaying tactics" at talks with staff in Johannesburg on April 9

Eviction of Pollsmoor warders stayed

ARGUS 4/4/90 (152)
By GILL TURNBULL
Staff Reporter

THE eviction of suspended prison warders at Pollsmoor prison has been stayed pending the outcome of an urgent application brought before the Supreme Court, Cape Town

Counsel for the recently formed Police and Prisons Civic Rights Union (Popcru), headed by former policeman Mr Gregory Rockman, reached agreement yesterday with

counsel for the Minister of Law and Order in the matter relating to the suspension of prison staff on strike against discrimination and inequality in the prison services

The application for an interdict restraining the prison authorities from evicting them from their Pollsmoor homes, which was to have been put into effect yesterday at 2pm, was brought by 10 of the 30 striking prison warders

Counsel will approach the Judge President of the Cape for a date for final adjudication in the matter of the warders' suspension, and have agreed that the prison authorities will not evict the warders pending the outcome.

Mr A Oosthuizen, instructed by E Moosa and Associates, appeared for Popcru and Mr F D J Brand SC, assisted by Mr N Treurnicht and instructed by the State Attorney, appeared for the minister

situation with the ANC is to be a priority for both organisations.

Victory in metal strike

South 4/4 - 10/4/90

MORE than 130 Paarden Eiland metalworkers who have been on strike for more than three weeks return to work this Wednesday, having won a demand for plant level negotiations.

YELITSHA

Following an agreement reached this week between Cape Foundries and the Metal and Electrical Workers' Union of South Africa (Mewusa), the company will negotiate wages and working conditions at plant level.

The company agreed to pay a R3 000 death benefit and negotiate a health and safety agreement with the union.

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'Whites only' policy upsets

South 4/4 - 10/4/90

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By CHIARA CARTER

AN Atlantis clothing factory has denied that it practices a "whites first" hiring policy.

Workers at Kaymac Industries demonstrated at the factory last month to protest against what they claim is racial discrimination by management.

The workers claim that, instead of giving preference to unemployed people in Atlantis, the company has been recruiting

white workers from outside the area.

They claim that they were told they would be replaced by workers from Eastern Europe

They are unhappy that, while black shift workers are transported in a bakkie, the company has purchased a kombi to transport white workers.

The company manager, Mr Piet Kruger, denied that the company practised racial discrimination.

'Solution'

"We do not look at colour when we employ someone. We get the best person for the job"

Kruger said he knew nothing about workers' allegations that they had heard a director say that whites were "the solution"

He confirmed that the company had agreed to meet the union's shop stewards to discuss workers' grievances.

A Sactwu spokesperson said the union planned to meet management to discuss the matter.

● Meanwhile, another strike around protests against alleged racial discrimination ended this week.

The strike involved more than 300 Belville glass workers who had declared a dispute with the company

'Guerilla strike'

The members of the Chemical Workers' Industrial Union (CWIU) downed tools at Consol Glass in Bellville last Wednesday in what shop steward, Mr Wally Roy, described as a "guerilla strike".

A CWIU spokesperson said workers were unhappy over internal job advertisements and racial discrimination.

He said the situation was aggravated when management refused to pay workers for time during which they took part in a protest.

A fully-fledged strike followed

Sorry,
we're
closed

South 4/4 - 10/4/90

ABOUT 100 Parow workers were shocked to find themselves without jobs last Friday.

The workers, members of the South African Chemical Workers' Union (Sacwu), claim they were not given advance notice that Protea-Pak plastics factory was being closed down.

Sacwu organiser, Mr Peter Roman, said the workers had recently joined Sacwu. The union had been busy discussing recognition with the company when the workers were dismissed.

Company spokesperson, Mr D Moss, said the workers were retrenched and not dismissed

The company was in financial difficulty and had no option but to close down, he said

He denied any connection between the retrenchment and the workers' having joined a union

He said management planned to meet the union and lawyers later this week to discuss the matter

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IS2

'Chalks-down' threat in Natal

BY S'BU MNGADI

Inadequate security at schools among the list of grievances

ABOUT 8 000 teachers in the Durban and Hammarsdale regions are poised to embark on a "chalks-down" strike if the KwaZulu Education and Culture Ministry ignores their ultimatum.

Already about 800 teachers in Mpumalanga, Hammarsdale, have been staying away from school since Thursday until the Department of Education and Culture (DEC) provides them with adequate security.

Three of their colleagues were this week end fighting for their lives at two Durban hospitals following a gun attack at Chief Lutshaya High School in Unit Four on Wednesday.

The strike threat comes as most Transvaal and Free State teachers have resolved to return to work while awaiting a response from authorities.

Teachers from Mpumalanga and surrounding villages decided on Thursday to hold a protest march to the local circuit office, demanding adequate security from vigilantes and members of the SA Police.

Across the region at KwaMashu, about 2 000 teachers on Wednesday abandoned classes and marched to the local DEC circuit office. They

demand a response to their memorandum of grievances forwarded to the Ministry on March 12.

The 'teachers, from KwaMashu, Ntuzuma and Clermont gave the department until April 10 to respond.

"Failure to do so will result in teachers taking drastic steps," warned a petition handed over to circuit inspector NR Nanzu by Gugu Mji, a member of the teachers' committee.

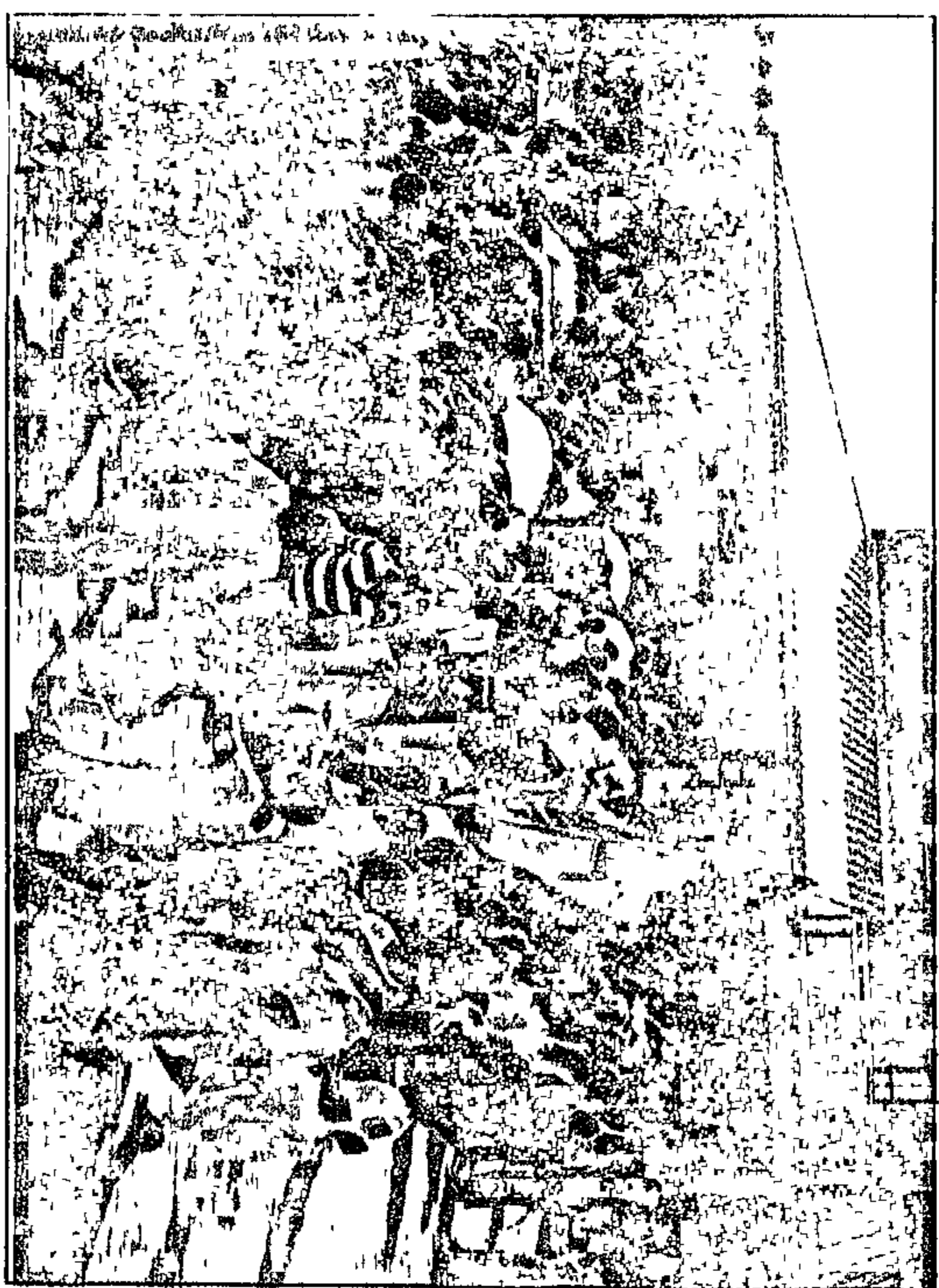
Teachers at Umlazi's north and south circuits, with a total of about 3 000

staff, met on Thursday and compiled a memorandum to be sent to the DEC.

A teachers' co-ordinating committee, elected at this meeting, meets on April 10, to decide on the next course of action, said their spokesperson.

Similar meetings are scheduled to take place today in Port Shepstone and Empangeni, and at Mandeni next week.

Comment to all memoranda was lack of adequate security, working conditions, salaries, overcrowding, lack of physical education and guidance.



Striking Vaal teachers resolve to return to class after Easter

By STAN MHLONGO

IT'S chalk-up for Vaal teachers who have been on a three-week strike after handing a memorandum containing their grievances to the Department of Education and Training (DET).

The back-to-school decision was taken after the Vaal Progressive Teachers' Organisation (Vapto), the Vaal Civic Association (VCA), Congress of South African Students (Cosas) and the Vaal UDF area committee held a crucial

meeting this week.

In view of the agreement reached, all pupils and teachers should report at their schools on April 18, when schools reopen.

In a statement Vapto general secretary Ronjo Hailela said the back-to-school decision was taken "because of the adverse implications the strike might have on our pupils - not because of the DET".

Hailela said the 33-page answer by DET to the teachers' grievances was nothing but a clear sign of the "DET's arrogance..."

"There is little doubt that the DET has not addressed the issues contained in the memorandum," added Hailela. According to the memorandum, Vapto wants:

- No class visits by principals or deputies;
- No individual or panel inspection;
- No in-service training;
- No signing of any declaration of dissociation from the Vapto manifesto;
- No interview of any kind by anybody in authority;
- No person or teacher should write tests so as to gain promotion; and
- That the regional DET office and circuit office should be left in isolation.

Hillbrow Hospital threatened

By Carina le Grange

The crisis that brought Baragwanath Hospital to a virtual standstill yesterday has spread to Hillbrow Hospital, which is threatened with closure after nurses joined the strike by non-medical workers

Only emergency cases were being admitted and a Transvaal Provincial Administration spokesman yesterday said the hospital was being operated by a skeleton staff

The superintendent, Dr J Nach, said the possibility could not be ruled out that the hospital would close unless conditions improved

At Baragwanath the situation remained critical in spite of a three-hour meeting yesterday between top TPA officials and representatives of striking workers

A spokesman for Baragwanath said early today the strike of non-medical workers continued. There was no change from yesterday, when the situation was described as "critical" and the hospital was closed for a few hours

TPA spokesman Mr Jan Loub-scher said it was believed that

workers at Boksburg-Benoni, Natalspruit, Leratong, Paardekraal and Coronationville hospitals were also still on strike, but he was unable to confirm this

About 1 000 non-medical staff are on a go-slow at Johannesburg Hospital, where a group of workers marched down corridors last night

Mr van Wyk said what had started as a go-slow by general workers had become a full-blown strike

"Patient care at the hospital is still normal, but laundry and cleaning services have been completely disrupted. Hospital administration staff are working in the kitchens"

Meeting

At the Baragwanath meeting yesterday an agreement was reached that negotiations "on the highest level" between the TPA and union officials would start soon

However, the outcome of the meeting, described as a breakthrough, between the MEC for health services, Mr Fanie Ferreira, and the National Education, Health and Allied Workers' Union would mean an end to the strike only if

workers accepted the agreement

A mass meeting is scheduled for non-medical workers at Baragwanath this morning

The outcome is expected to affect similar strikes at other hospitals

The seriousness with which the authorities view the situation was reflected by the presence at Baragwanath yesterday of the Administrator of the Transvaal, Mr Danie Hough

There was chaos at the hospital yesterday morning when the administration declared the massive complex "in a critical situation and effectively closed"

Less than an hour later, Mr Hough announced the situation was effectively normal and the hospital was open. Mr Hough said the closure was "apparently a misunderstanding"

Mr Hough said no patients whose lives were in danger had been among the 1 000 discharged to ease the crisis

He admitted, however, the situation was normal only because of the work of volunteers

● See Page 17

Bara strike forces patients to leave

Sowetan 3/5/90

152

BARAGWANATH Hospital stood almost empty yesterday after hundreds of patients were prematurely discharged due to a strike by 2 750 non-medical workers.

In spite of assurances by Transvaal Provincial Administration officials that the hospital will not close, hundreds of patients turned away when they were greeted by a notice at the entrance of the hospital saying patients should go to other hospitals as Baragwanath was closed.

Mr Danie Hough, Ad-

By PHANGISILE MTSALI

ministrator of the Transvaal, said the TPA had the situation under control.

Resources

It was able to utilise resources from other branches, he said.

Meanwhile, emergency cases only are being treated at the Hillbrow Hospital in Johannesburg, which has been affected by protest action by non-medical staff since last week.

Superintendent, Dr Norman Smith, said the staff were only working until 11am each day before beginning their protest action.

He said the biggest problems facing the hospital were food, linen and general hygiene.

Strikers representatives belonging to the National Education and Health Workers Union (Nehawu), led by Mr Meshack Maila, met TPA officials led by Mr S E L Feirreira, MEC in charge

● To page 2

Bara almost empty

From the... of Health Services, for about three hours at Baragwanath Hospital yesterday and agreed to continue talking to each other in a bid end the strike.

The strike may end today after Nehawu officials have reported back to their members.

A spokesman said Nehawu would try to persuade members to return to work.

Dirty linen continued to pile up along corridors at the hospital and the usually overcrowded wards were empty.

A doctor expressed fears that unhygienic conditions may result in a spread of infection.

Patients the hardest hit victims in the dispute seemed resigned to their fate.

"There is nothing we can do if the workers want to fight for their rights," a patient said.

"We only hope that the doctors will treat us as soon as they can and discharge us. We have no where else to go."

Nehawu national organiser Mr Monde Mditshwa said it was unfortunate that patients were caught in a cross fire.

● Picture on page 8

PRAISE FOR A PEACEFUL RALLY

ABOUT 15 000 people attended a May Day rally organised by the Natal region of the Congress of South African Trade Unions at Curries Fountain, Durban, on Tuesday. *Sowetan 3/5/90*

The president of the Durban Sports Ground Association, Mr Abass Rasool, whose organisation administers the stadium said he was suprised there were no inci-

dents.

"Even though there were no high-profile leaders at the rally, the people turned out in force for what was a really well organised meeting

"Speakers and cultural groups kept the six-hour meeting going, after which the people dispersed peacefully," said Rasool.

There were also no traffic

problems outside the stadium and police kept a low profile

A police spokesman said the rally went off without any problems and the crowd turned out to be one of the best behaved for a long time

Speakers dealt mostly with labour-related issues, including wage increases and improved working conditions.

3/5/90 *152*



TOYI-TOYI. A gumbboot dancing group go through their paces at the May Day rally at the Athlone Stadium



SALUTE Cosatu's Western Cape regional secretary Luci Nyembe



MUSICAL ROAD The band N2 treat the crowd to their brand of reggae music

Worker power!

By CHIARA CARTER,
MONO BADELA
and THABO DANIELS
TENS of thousands of workers around the country this week attended rallies to celebrate the first legal May Day in South Africa

A theme of the rallies was the ongoing violence in Natal and the anti-privatisation campaign

In Cape Town, about 10 000 people attended a spirited rally at the Athlone Stadium after a march from Langa to Athlone

Their ranks were swelled in the late afternoon when they were joined by four busloads of workers from Steltonbosch, where a joint Nactu Cosatu rally collapsed after Cosatu supporters were told they could not bring banners or badges to the rally

The stadium was a sea of red and the ANC's black green and gold colours. Stalls selling ANC and union artefacts did a roaring trade

South African Commercial Catering and Allied Workers Union education officer in Natal Mr Jay Naidoo, gave a chilling account of violence in Natal

Naidoo said Cosatu's Natal region would propose to the Cosatu executive committee which meets in Johannesburg next week that the entire country take part in a day of protest against the killings at the end of May

Matjieskloof

Other speakers at the rally included the ANC's interim Western Cape secretary Mr Amos Lingisi and Ms Grace Bosman of the newly formed Western Cape Unemployed Workers' Union

Cultural groups entertained the highly appreciative crowd

The rally ended with the entire stadium on their feet, dancing to reggae music

May Day rallies also took place in Atlantis and Paarl

In the Northern Cape about 6 000 people marched 3km from a church service in Matjieskloof to the show grounds in the conservative stronghold of Springbok where they were addressed by several speakers, including Mr Johnny Issel of the ANC's Western Cape interim committee

In Kwa Thema outside Springs, nearly 20 000 chanting and dancing

Cosatu members and supporters roared with appreciation when the Cosatu general secretary, Mr Jay Naidoo, said "Today May Day is ours Tomorrow our country will be

ours"
Naidoo also received a thunderous applause when he warned that the government services which had been privatised would be re-nationalised without compensation

The chairman of the southern Natal Cosatu region, Mr Sam Mthwetha, called on the international community to isolate Inkatha's Chief Gatsha Buthelezi

Naidoo and Mthwetha also addressed 5 000 Cosatu supporters at another rally held in Ratanda a black township outside Heidelberg on the east Rand

Stronghold

In Welkom Orange Free State, a rally attended by more than 30 000 workers mostly miners took place peacefully only five kilometres from the Conservative Party stronghold of Welkom

Speakers in Welkom included the president of the National Union of Mineworkers Mr James Matlatsi, and Mr Floyd Mashele vice president of the Post and Telecommunications Workers' Association

At a May Day rally attended by thousands of workers in Zwide Stadium in Port Elizabeth the general secretary of the National Union of Metalworkers of SA (Numsa) Mr Moses Mayekiso called on workers to support negotiations

Another rally organised by Nactu and Azapo in New Brighton's Rio Cinema, drew fewer than 2 000 people

Meanwhile at a rally in the Sisa Dukashe Stadium in Mdantsane, the regional secretary of Cosatu Mr Mike Basopi, called on all workers internationally to unite and intensify the national democratic struggle against apartheid



DEFIANCE: A member of the Athlone Stadium crowd brandishes a toy AK47 rifle



NAMAQUALAND MARCH. About 6 000 people marched from Matjieskloof to Springbok in the Northern Cape



Police,

prisons

strike off

152
Soc. H. 3/5-9/15/90

THE historic national strike by rebel prison warders and policemen is over

Lieutenant Gregory Rockman, a founder member and president of the Police and Prisons Civil Rights Union (Popcru), announced on Wednesday that all striking Popcru members would return to work next Tuesday

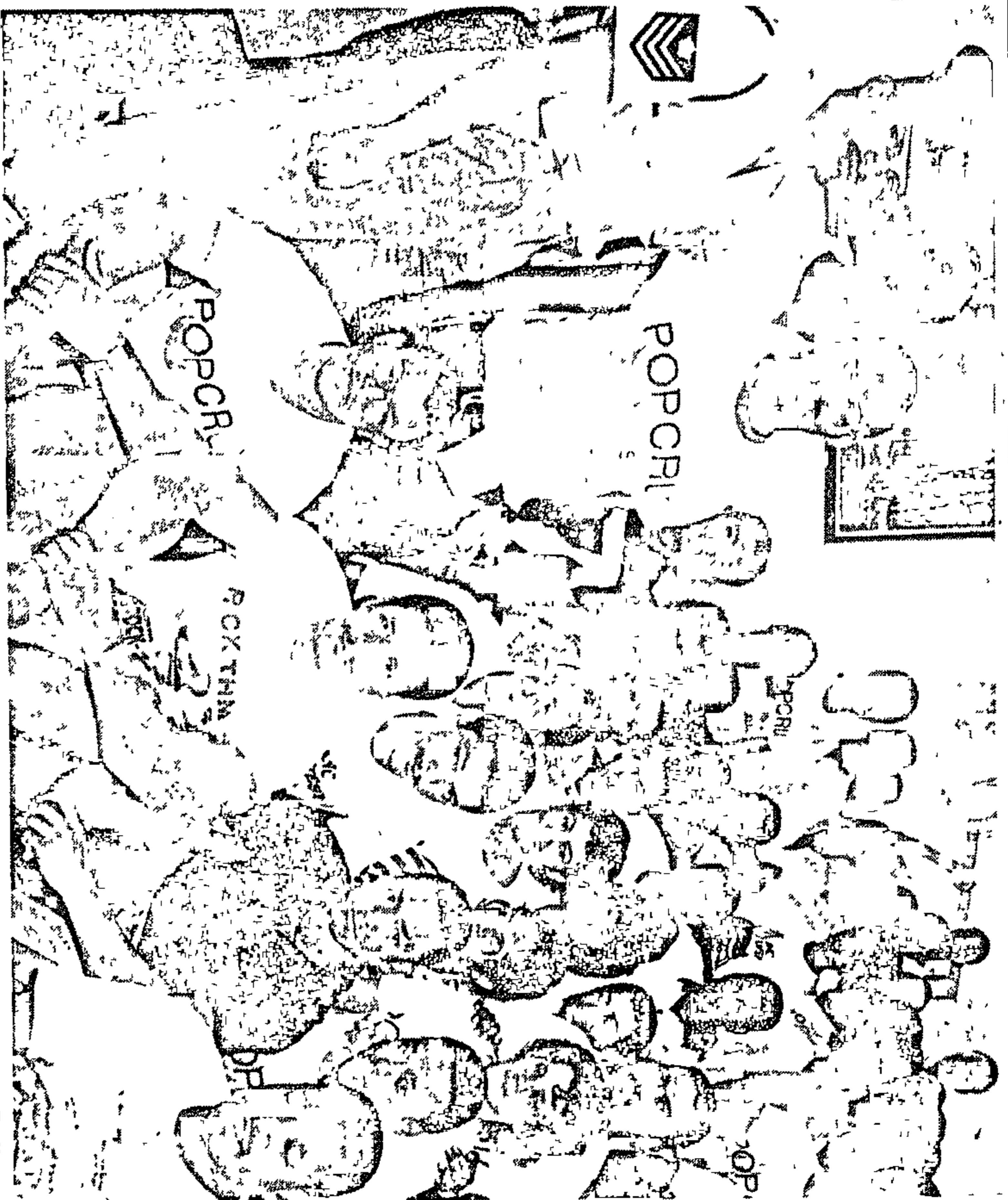
"The national executive of Popcru has decided to call off the strike nationally," Rockman said.

The decision was reached after "negotiations between the concerned parties"

Rockman refused to identify who had been involved in the negotiations, which he said were "ongoing"

He also refused to reveal any further details, including whether he would be returning to work.

This might jeopardise negotiations, Rockman said.



STRIKE CALLED OFF: Members of the Police and Prisons Civil Rights Union at a recent meeting during their strike

PIC YUNUS MOHAMED

CAH 70915 30/4/90

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Go-slow firemen get warning letters

By CLAUDIA KING

REGIONAL SERVICES COUNCIL firemen who have been on a work-to-rule since Wednesday have been sent letters warning them that their action is illegal and may lead to their dismissal

Mr Leonard Koza, organising secretary of the Western Province Local Authorities Workers' Association, which is acting on the firemen's behalf, told the Cape Times yesterday that the firemen were demanding a 56-hour week

At the moment they work a 72-hour week

"The 84 firemen from the Ottery, Melkbosstrand, Constantia and Atlantis fire stations are prepared to provide emergency services but refuse to do any non-essential work," he said.

"We have consulted our lawyers and have been advised that the firemen's action does not constitute a strike and is therefore not illegal"

Mr Koza added that the association regarded the RSC's letter as intimidation

He claimed other firemen taking action had been individually victimised "They've been told their leave has been cancelled and that unless they return to work they could lose their council housing"

Mr C H Mocke, chief executive officer at the RSC, confirmed that the firemen had been sent letters of warning but declined to comment further

Mr Koza said the association had been trying to initiate negotiations between the firemen and the authorities since 1984 and that their efforts had never succeeded

"Last week we sent a letter to the Regional Services Council notifying them of the firemen's intended action They replied saying they were waiting for the results of a liaison committee which is going to sit early in May," he said

This was the first time in the history of the Regional Services Council that a work-to-rule had been called in one of its departments, said Mr Koza

'Others may not stick to ANC agreement'

MAY Day came at a point where negotiations were "thick in the air" and the liberation movement highly divided, Nactu general secretary Cunningham Ngcukana said yesterday.

In a May Day statement he said: "It comes on the eve of talks about talks between the ANC and government without the ANC consulting with any section of the liberation movement".

He said it indicated that the ANC might enter into an agreement which other sections might never honour.

In a May Day call to

THEO RAWANA

workers, the council urged workers to use May Day as a forum to launch a struggle in the areas of housing, jobs, unity, education and training, working hours, and the fight against privatisation.

The May Day rally at Sharpeville Stadium — attended by about 10 000 people — was addressed by speakers from a cross-section of black organisations, including Cosatu, Nactu, UDF, ANC, PAC and Azapo. Another rally at Shareworld was attended by about 2 000 people.

A statement by the Workers' Organisation for Socialist Action (Wosa), which seeks leadership of the black working class, said there were no shortcuts to freedom.

"May Day has been won

through mass struggle. Freedom will not be won through negotiations, but only through the struggle of the masses," Wosa said.

□ Sapa reports that a May Day rally in Mamelodi yesterday was marked by the first public appearance of a high-ranking ANC member in Pretoria since most of the organisation's imprisoned leadership was released last October. (152)

Former Rivonia trialist Elias Motsoaledi was the keynote speaker at a rally attended by fewer than 2 000 people in Mamelodi's soccer stadium. (153)

□ Our Durban correspondent reports that a number of Cosatu rallies were held in Natal to celebrate Workers' Day yesterday.

Organisers of the rally at Durban's Curries Fountain had a disappointing turnout of only 5 000.

- + 30%
- + 10%
- + 14%

1989

NATAL UNREST DEATHS

September 1987 — January 1989:	668
February 1989 — April 29 1990:	949
Past 48 hours' official toll:	9
TOTAL:	1 626

GPE-719B 2/15/90
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Full strike creates crisis at Baragwanath Hospital

JOHANNESBURG — Soweto's Baragwanath Hospital faces a crisis after hundreds of non-medical staff came out on full strike yesterday following days of go-slows and intermittent work stoppages

Members of the security forces were expected to be called in to assist in running the hospital, said Dr Chris van der Heever, the medical superintendent

Soweto clinics served by Baragwanath may be forced to close as a result of the strike at the hospital

Baragwanath's public relations officer, Mrs Annette Clear, told journalists yesterday that the clinics were also experiencing severe shortages of medicine and linen

The hospital had been forced to suspend visiting hours to prevent further chaos, she said

About 1 000 patients had been discharged in an attempt to keep essential services running

The situation in the maternity section was chaotic and senior nursing staff expressed fears of infections breaking out

Mothers and their newly born babies in the labour ward were lying naked on beds without any linen

Doctors in the casualty section said they were not able to cope.

The surgical ward was reported to be dealing only with emergency operations

The radiography department said they were handling emergency cases only

On Monday night neither staff nor patients were fed. The kitchen was mysteriously locked. Management suspected that striking workers were responsible, Dr Van der Heever said

JOHANNESBURG — The situation at the giant Johannesburg Hospital, hit last week by stoppages of general assistants, is operating normally, the medical superintendent, Dr Clive Wills, said yesterday.

The assistants were back at the hospital and were working normally while staff representatives and management continued to discuss their grievances over wages and working conditions

Dr Wills said it was not opportune to discuss progress made in negotiations with the general assistants until the talks were concluded and agreements reached. — Sapa

The closure had affected about 2 500 patients and about 500 staff members, he said

About 500 workers are on strike demanding higher wages, the recognition of their union, Nehawu, and an end to temporary status for workers, said Nehawu local chairman Mr Patrick Sibeko

Nehawu is demanding R1 100 a month minimum wage as well as a R400 across-the-board increase "The grievances of non-medical staff affect all of us," said one nursing assistant.

A nurse, Mrs J E Molo, showed her April payslip. After 15 years' service she netted R362,93

A porter employed at Baragwanath since 1974 said she earned R420 a month, and a housekeeper with 19 years' service was paid R426,00

Staff have been told to lock themselves into wards following charges of intimidation from striking workers

The situation has remained peaceful, but there were fears the strike could escalate into violence — Sapa

Baragwanath Hospital strikers to draw up response to TPA

By Carina le Grange

The crisis facing Baragwanath Hospital began on March 6 when members of the National Education, Health and Allied Workers' Union (Nehawu) presented the chief superintendent, Dr Chris van den Heever, with a memorandum containing a list of demands.

He was asked to channel the memorandum to the "authorities".

Nehawu demands included:

- A living wage of at least R1 100 with an additional R400 across the board increase for all.
- Recognition of Nehawu.
- The immediate opening of all health facilities to all races.
- The cessation of own and general affairs.
- The abandonment of privatisation, especially with regard to health care.

Dr van den Heever said he had passed the memorandum on to his superiors.

The reply from the Transvaal Provincial Administration (TPA) came on April 27 and was read out to the assembled workers after it was handed to Nehawu officials.

A union official, Mr Patrick Sibeko, said workers would draw up a response to the TPA letter today.

Dr van den Heever said resolving the strike was not in his hands and that he believed the situation was of "great concern" to the authorities.

He said there had been "fairly large-scale intimidation" of nurses. Some were forced to lock themselves in their wards. If nurses joined the strike, he warned, the hospital would be immediately incapacitated. Nehawu denied that nurses were being intimidated.

Peaceful

Hospital authorities said the strike had been peaceful, but a Soweto police spokesman said last night that an illegal gathering of about 300 people was dispersed with teargas yesterday morning from bus stops outside the hospital.

Later in the day, the hospital issued an urgent announcement through "black" radio stations, warning prospective visitors they would be barred from visiting because the hospital could not cope with the usual up-to-20 000 visitors.

vention to deal with
of the people
identify

40 000 kg mountain of dirty washing piles up

Staff Reporter

Sta 1/5/90

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Until a few weeks ago, 237 workers in the laundry division at Baragwanath Hospital washed 80 000 items of dirty linen a day.

When they went on a go-slow which developed into a full-scale strike yesterday, the mountains of washing to be done amounted to 40 000 kg. It served as silent witness to the seemingly mundane activities which keep the world — and hospitals — turning

With colleagues refusing to operate automatic tablet counters in the pharmacy, porters refusing to transport patients and kitchen staff who hid pots before locking the kitchen against "scabs", non-

medical staff showed their power.

They can and they will, they say, continue with the strike which threatens to close the hospital

"It is up to the authorities to meet our demands and stop the hospital from closing," said union shop steward Mrs Gladys Mlangeni yesterday when asked about the fate of the patients

In the maternity section there were no sheets for mothers who had given birth. There were no vests or nappies for new-born babies

Baragwanath also delivers clean linen to 11 Soweto clinics and Leratong Hospital on the West Rand

Yesterday reporters saw car-

penters repairing a kitchen door. Matrons and sisters had forced the locked door open to get into the kitchen. With the help of volunteers, they yesterday gave about 2 500 patients and medical staff their first meal in 24 hours

"It's tough," a sister said "We are not employed for this but the patients are starving"

"The salaries are terrible, they (the strikers) need to complain. But I question the method, their direction. But we feel for them," another matron said

In the pharmacy, chief pharmacist Mr Henry Booyzen was assisted by colleagues who had given up their public holiday to pack medicine

Handwritten notes and scribbles at the bottom of the page.

Hospital work stoppages spread

Star 11/5/90 152

Staff Reporters

Disruptions in Rand hospital services yesterday spread to Leratong and Paardekraal hospitals on the West Rand because of dissatisfaction over the 10 percent wage increase.

Medical superintendent of Leratong and Paardekraal, Dr Pauline van Wyk, said workers stopped work at 10 am when they received their salaries, but there was no serious disruption of services.

A Transvaal Provincial Administration spokesman said they were currently talking with the hospital workers' liaison committee.

Disillusioned

A worker at Leratong told The Star yesterday that the hospital was "deserted" by workers who were disillusioned by higher deductions in their paypackets after a 10 percent increase. She said they were worse off than before the increase.

Baragwanath Hospital was yesterday still hard hit by the demonstrations, with loads of dirty washing piling up, a shortage of medicines and a delay in the release of bodies to undertakers.

Hillbrow Hospital was experiencing similar problems, and by 11 am the strike had resumed.

Dr J Norman-Smith said general as-

sistants, clerical staff, porters and sections of the physiotherapy and radiology department worked from 7 am to 11 am only.

Patients' lives however, were not in danger, he said.

Baragwanath spokesman, Mrs Annette Clear, said there were presently "very good relations between hospital management and the workers' committee" and that a number of workers voluntarily turned up on Saturday — not a working day — to tackle about 75 percent of the backlog in dirty linen.

She said demonstrations had been peaceful.

Workers are demanding a wage increase of more than 10 percent. Many earn a minimum monthly salary of R223 and they are demanding an increase to R1 100, as well as shorter hours and permanent employee status.

Mrs Clear said that from April 18 to 25, the medicine packing department lost 1 152 man hours, while the kitchen department lost 7 020 man hours from April 10 to 26.

She said the medicine situation was not critical.

Acting chief superintendent of Johannesburg Hospital, Dr T Frankish, was not available for comment. On Friday he said the demonstrations at the hospital were restricted to lunch hours and did not disrupt patient services.

Transport to rally

Soweto am

30/4/90

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THE National Council of Trade Unions has lined up several buses to ferry hundreds of workers from different parts of the Reef to a May Day rally to be held at Shareworld, near Soweto, tomorrow.

All workers from the East Rand have been asked to assemble at either the Vosloorus Civic Centre or Natalspruit Hospital before 8am from where they will be transported to the rally.

Buses for workers from the West Rand will leave from Mohlakeng Roman Catholic Church and Mr Mike Matsobane's house in Kagiso. Both buses leave for Shareworld at 8am.

Seven buses have been arranged for workers from Soweto. One will leave from Naledi's Esso garage at 7.45am and will pick up more people at Jabulani Flats at about 8am. The second bus leaves Esso garage, near Dlamini, on the old

By SY MAKARINGE

Potchefstroom Road, at 7.45am.

Other buses will leave from the Dobsonville police station, Meadowlands Zone 6 garage, Mayibuye Garage in Klipspruit, Emndeni bus terminus and Protea North's BP garage. All the buses leave at 7.45am.

They will stop at the following places to pick up more people en route

to the rally: Zone 9, Meadowlands, shopping centre, Sputnik garage, Uncle Tom's hall in Orlando West, J K Motors in Diepkloof, Baragwanath Hospital, Chiefs Bakery, Ikhwezi railway station and Protea police station.

The federation has also arranged two buses which will leave from Lekton House in Wanderers Street, Johannesburg at 8.30am and 9am.

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5/4/87

SAB strike ~~(152)~~ is examined in Industrial Court hearing

Labour Reporter

South African Breweries and the Food and Allied Workers Union cross swords in the Industrial Court today in a sequel to labour conflict at SAB's Rosslyn brewery last year.

At issue is Fawu's claim that management unfairly locked out 900 workers over an eight-day period last June. It wants compensation for lost wages.

SAB public affairs manager Mr Adrian Botha said workers had refused to work alongside a certain Mr Mxinge after he had complained of intimidation.

Strike

Both parties accepted that this was a strike.

SAB refused to allow a resumption of work once Mr Mxinge was off site. Management believed a conditional tendering of services constituted strike action.

In a statement, Fawu said the company had launched an "outrageous" counter-claim running into millions of rands for lost production during the dispute.

Mr Botha said SAB had considered such a claim, but had since dropped the idea.

Workers urged to rally for unity



STAFF REPORTERS

MAY Day was celebrated in many parts of the country yesterday with calls for workers to unite in dismantling apartheid.

More than 10 000 workers at George Thabe stadium, Sharpeville, heard - perhaps for the first time - leaders of Cosatu, Nactu, ANC, PAC, BCM, UDF and independent unions present their stances from the same platform. A Nactu banner flew opposite a flag proclaiming the South African Congress of Trade Unions.

Shouted

From the stand PAC and ANC supporters shouted "Awethu" in unison, responding to a call of "Amandla" from the podium.

The Sharpeville meeting was permitted to go on between 10am and 3pm by the chief magistrate of Vereeniging.

Nactu assistant general secretary, Mr Mike Matsobane, said the rally was a watershed gathering "in

our struggle" which called for worker unity and more vigilance against the capitalists. Azapo projects coordinator Mr Muntu Myeza said the workers who were the life-blood of the nation would ultimately decide the fate of the country.

He said the workers unfortunately were caught between the major liberation forces (ANC and PAC) and the Government.

A Cosatu spokesman, Mr John Capel, warned that his federation would embark on a concerted action by May 21 if recommendations to alter the Labour Relations Act are not met.

He said both Nactu and Cosatu had been informed that the National Manpower Commission had made certain recommendations for gazetting to the Ministry of Manpower.

The two federations had also sent certain recommendations for debating gazetting, the earliest by today. A worker representative from Natal whose

name was given as Mr Michael Vlakazi called on workers to help create structures to defuse the war in Natal.

An executive member of the South African Youth Congress, Mr Rapu Molekane at May Day rally held in Bekkersdal on the West Rand said workers should use their power to build a non-racial democratic country.

No police were at sight during the gathering which was monitored by marshalls

Slogans

In Pretoria, a rally called by the Congress of South African Trade Unions (Cosatu) at the H M Pige stadium in Mamelodi failed to attract expected crowds.

Cultural groups rendered musical items and slogans were chanted throughout the morning.

No-one turned up at Randfontein's Mohlakeng township stadium where a similar rally was supposed to have been held. No reason for the cancellation of the meeting

was given.

In Johannesburg, about 700 people, mostly wearing Pan Africanist Congress T-shirts, attended a rally organised by the National Council of Trade Unions (Nactu) at Shareworld Entertainment Centre, writes Nkopane Makobane

All speakers strongly criticised the negotiations between the African National Congress and the Government which start today. They said the ANC had no mandate from the working class to enter into talks with the De Klerk regime

Mr Colin Kotu, general secretary of the Steel, Engineering and Allied Workers Union of South Africa, said the outcome of the negotiations was already known when one considers a statement by the State President that "minority rights will not be compromised".

Mr Patrick Msimanga of the Workers' Organisation for Socialist Action (WOSA), a body launched early this month, said De Klerk wanted to use "negotiations" to weaken the struggle. He said May Day had been won through mass struggle and

Mr Rapu Molekane told a May Day rally in Bekkersdal that workers should use their power to build a democratic South Africa.

Cosatu to broaden trade union unity under its umbrella, Mr Johnny Malebo, regional chairman of the federation (Cosatu), said yesterday at a May Day rally

in Cape Town, writes Ishmael Lagardien. He said Cosatu and Sactu had agreed to merge two months ago with the aim of achieving a single federation.



Strike: Bara

Sowetan 2/5/90

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set to close

BARAGWANATH Hospital may be closed within days if the strike by about 1 200 non-medical staff continues, the hospital's chief superintendent, Dr Chris van den Heever, warned yesterday.

The executive director of Health Services in the Transvaal, Dr Henne van Wyk, and Mr Fanie Ferreira, MEC in

By PHANGISILE MTSALI

charge of health services, will visit the hospital today. Said Van den Heever: "The situation is very serious, particularly because medical and nursing staff are intimidated by strikers."

Patients

"Yesterday we turned away patients from as far as Zambia, discharged about 150 patients before time and attended only emergency

cases. "Today we may close down the smaller of Soweto's 11 clinics and its only a matter of days before we close the hospital.

"Availability of medicine, clean linen and food will determine when we will close.

Van den Heever was commenting on a "go slow" that started three weeks ago and developed into a full-blown strike yesterday.

The striking staff includes porters, clerks, laundry, kitchen

● To page 2



A laundry worker at Baragwanath Hospital, Mr Henry Kleinmans, holds some of the dirty and blood-stained linen that has been piling up at the hospital as a result of the strike by non-medical staff. Some new born babies and their mothers lay naked on their beds because there was no clean linen in the maternity section.

Bara may close due to strike

WILSON ZWANE

THE giant Baragwanath Hospital and some of its 11 Soweto clinics could be forced to close because of deteriorating services, caused by a strike by the hospital's non-medical staff

Chief medical superintendent Chris van den Heever said yesterday. "There are fears that the hospital may close down if the nursing staff can be intimidated out of the wards" 510am 215790

The hospital's general, non-medical staff started a series of industrial actions about three weeks ago in an attempt to have wage and working conditions grievances attended to.

According to National Education, Health and Allied Workers' Union (Nehawu) organiser Neal Thobejane what had been a go-slow strike became a full strike on Monday due to unhappiness over the size of general assistants' salary increases.

About 1 500 general assistants — non-medical staff such as drivers, porters, medication packers, kitchen and laundry workers — were not working yesterday.

Salaries for grade one general assistants have been increased from R2 685 to R5 016 a year; grade two general assistants' salaries from R3 141 to R5 814, and grade three salaries from R3 681 to R6 612

Health services director-general Hennie van Wyk and MEC for hospitals Fanie Ferreira are due to visit Baragwanath today to evaluate the situation

Van den Heever said the hospital had, by yesterday, discharged more than 100 patients prematurely and were only dealing with emergency cases.

"We won't be able to run the hospital for long under the present circumstances," Van den Heever said

Soweto community health services superintendent Dr George Louw said some of the clinics would also have to close down. "Yesterday the nursing staff was helping with kitchen and laundry duties.

According to chief pharmacist Henry Booyzen volunteers from Soweto had begun packing the medication.

"Medication production dropped by 60% and we'll have to work extended hours to catch up," Booyzen said.

Thobejane warned yesterday that if "no positive response" was received from government in a week or two, Nehawu would not be able to "restrain" the workers.

□ Sapa reports from Cape Town that Groote Schuur Hospital fund-raiser Pixi Gillow said yesterday that donations of R223 000 had poured in since Friday, when a public appeal for funds for the hospital's ailing cardiac unit was launched.

Of that amount, R100 000 was donated by Pick 'n Pay Stores, which has launched an appeal for R1m. A second R100 000 was donated by a company which wishes to remain anonymous at present, and R23 000 had been donated by the public.

She added she had a "critical list" of units within the hospital which urgently needed more than R4m.

● See Page 3

'Many will die' if hospital forced to close

Workers threatened by strikers at Bara

Star 2/5/90

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Hospital strikers carry an ANC flag on which is written "Bara"

By Carina le Grange

Strikers at Baragwanath Hospital — which may be forced to closed down soon — were preventing people from approaching the casualty section early today and were threatening nursing assistants, said chief superintendent Dr Chris van den Heever

This followed his warning last night that Baragwanath, the largest hospital in Africa, may have to close its doors unless the crippling strike by 1 500 non-medical workers is resolved today

Dr van den Heever said it would be a disaster if the hospital closed "Many people will die"

He said that normally 1 400 emergencies were treated at the hospital each weekend

Up to 1 000 patients had been discharged prematurely and only emergency cases are being admitted. While deaths have not yet occurred because of the strike, which developed from an initial go-slow, there is fear of infectious diseases developing

No food

Patients have been deprived of basics including food. At midday yesterday the remaining 2 065 patients in the hospital had their first meal in almost 24 hours after voluntary workers forced open a locked kitchen to prepare the meal. They were given supper last night and breakfast this morning.

In the maternity section some mothers are being discharged within hours of giving birth.

Top hospital and provincial officials were locked in an hours-long meeting to discuss the crisis which has also spread to other Reef hospitals such as Hillbrow, Leratong, Paardekraal, Boksburg Benoni and Natspruit.

As at Baragwanath, Hillbrow is also treating emergency cases only.

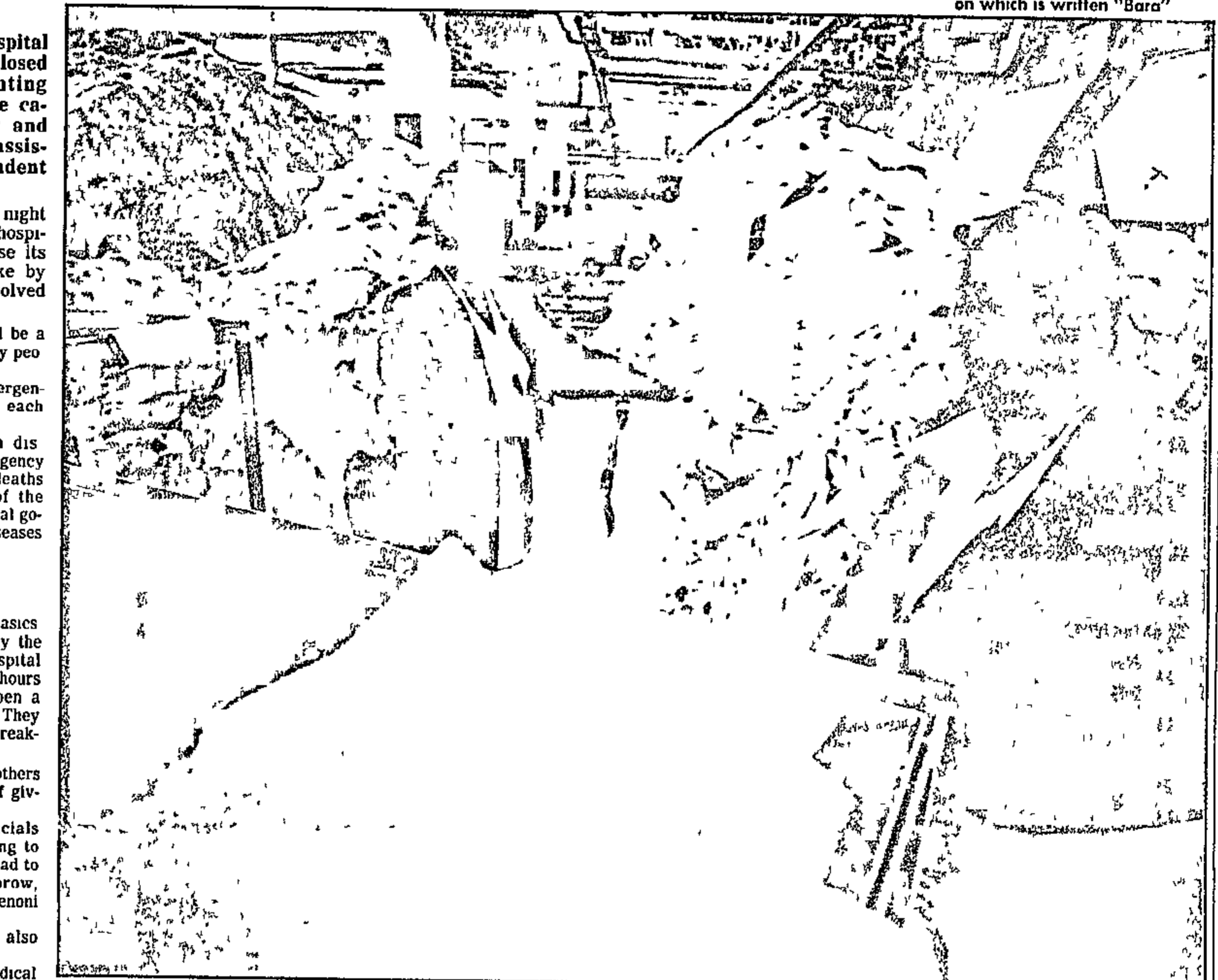
The strike is restricted to non-medical workers but allegations of intimidation of nurses have resulted in nurses locking themselves into wards in some cases.

A health expert said yesterday he feared the strike may spread to the Vaal Triangle and Pretoria and then become countrywide since it is union based. Health services would be completely paralysed.

Strikers, belonging to the National Education, Health and Allied Workers' Union (Nehawu), demonstrating inside hospital grounds yesterday, told The Star they intended to continue their action.

Among their demands are higher salaries, permanent workers' status, union recognition, immediate integrated health care for all, an end to privatisation and the abolition of the present general and own affairs departments.

The MEC in charge of hospital affairs Mr Fanie Ferreira, and the executive director of health services, Dr Hennie van Wyk, will arrive at Baragwanath early today to evaluate the situation in loco.



A mammoth task — two nurses with the mountains of dirty linen piling up at Baragwanath

© Pictures by David Sandison.

The assistant director of the TPA liaison services Mr Jan Loubscher, said requests had been sent to the "relevant authorities" regarding the crisis. They were expected to respond soon.

It is understood that contact has been made with the Red Cross, which may offer aid to the stricken hospital.

The dilemma facing the hospital is that workers' demands concern "broad political and socio-economic issues" which can possibly not even be addressed by the province. Dr van den Heever said.

He said some matters were constitutional and would need change at the highest level.

"Those are things about which President de Klerk and the African National Congress are meeting today," Dr van den Heever said.

"All the demands the hospital could meet were settled some time ago."

Baragwanath serves between 4 million and 6 million people. Dr van den Heever said "We can carry on only a few days more." If it depended on him he added the security forces would not be called in although that decision could be made elsewhere.

The superintendent in charge of community health, Dr George Louw, sketched a horrifying scenario if chronically ill patients were deprived of medication distributed by the clinics.

"About 30 percent of the 15 million people we see annually are chronically ill with diseases such as hypertension and diabetes."

If they can't get medicine, the implications are strokes and heart failure. Patients in diabetic comas would flood the hospital," he said.

● See Page 8

Taximen to meet

Efforts are being made to form a single taxi association in Katlehong on the East Rand where feuding between rival taxi groups has led to bloody fighting.

The president of the South African Black Taxi Association (Sabta), Mr James Ngcoya, said that a meeting to launch a new taxi association in Katlehong would be held at the D H Williams Hall tomorrow.

Taxi operations in Katlehong were suspended by Sabta during the taxi war to avoid further violence.

Residents have called for the formation of one taxi association to defuse tension.

Tomorrow's meeting, which starts at 10 am, will enable taxi permit holders to launch a new association and elect office bearers — East Rand Bureau.

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bring you spa

1965

Namibia's jobless 'the top problem'

By Dale Lautenbach,
The Star's Africa
News Service

WINDHOEK — The May Day messages in Namibia showed remarkable agreement between trade union leaders and government speakers.

Addressing a rally at the Independence Stadium in Windhoek, President Sam Nujoma said his government's number one priority was to reduce the "intolerably high" unemployment rate

Sources estimate it to be 30 percent to 40 percent

The Department of Labour, Public Service and Manpower Development has presented a draft code to the Cabinet for consideration, said Mr Nujoma

This would be put to the National Assembly soon, so that Namibia can shed the discriminatory legislation of apartheid labour in the creation of its own democratic practice.

Consultation between parastatals, the private sector and workers would be actively promoted

Unemployment

Mr Hendrik Witbooi, Minister of Labour, outlined what his recommendations to the government would be, and named as a priority, "drastic measures to combat unemployment".

He said his department would ask for financial provision for a short-term scheme for semi-

skilled workers.

Manpower development, in which the government and the public and private sectors were involved, was crucial to solve Namibia's human resources issues

National Union of Namibian Workers president Mr John Shaetonhodi exhorted workers to fight for justice and "organise the weapons of struggle".

There was a danger that the future planning of the economy would not be in the hands of the workers.

He called for mass democratic mobilisation to strengthen the working class

"We don't want our economy to be under the control of market forces."

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Township residents to end Delmas stayaway

By Esmaré van der Merwe,
Political Reporter

Botleng residents and police, involved in several clashes over several weeks in the troubled Delmas township, reached a compromise last night after talks between a delegation of community leaders and police officers.

Residents agreed to end a two-day stayaway which had led to several clashes, with police firing teargas at residents gathered in the streets.

Police told the delegation that 12 people had been detained, all of whom would either be released or charged soon. A major grievance — the presence of a police riot unit in the township — was resolved when the unit was withdrawn yesterday.

A member of the mediating delegation said it had been agreed at a residents' meeting yesterday that talks would be organised to discuss with the local council the five-week consumer boycott of Delmas businesses.

The boycott was sparked by appalling conditions in the township, particularly the lack of services, as well as overcrowding in a shantytown on the border of the township, where

an estimated 3 000 people live in about 300 shacks.

Lutheran minister the Rev. Frank Muller said police had confirmed that a Botleng resident was shot dead on Tuesday.

Yesterday's police unrest report stated that a man was wounded when a policeman "surprised a man on his property" and fired at him before he could throw a petrol bomb at the policeman's house.

Rumours

However, Mr Muller said, the man was fatally wounded while fleeing the property.

The minister denied earlier claims that a resident had been shot dead by a man wearing an Afrikaner Weerstandsbeweging uniform. He said rumours were rife in Botleng, where political tension had reached a climax.

A youth was wounded on Friday when an armed AWB member entered the township and was attacked by residents, Mr Muller added.

Yesterday's police report confirmed several incidents of looting, arson and stone-throwing as well as incidents of teargassing to disperse crowds. A policeman was injured when struck by a bottle, the report said.

More than 700 CWIU members on strike

MORE than 700 members of the Chemical Workers' Industrial Union (CWIU) are on strike at four Cape factories.

A spokesperson for the CWIU said workers at the Continental China factories in Blackheath and Atlantis in Cape Town downed tools last Friday over a wage dispute.

The workers are demanding a minimum hourly wage of R4,90 while the company is holding out for an increase of R4,45 (152 ~~201~~ ~~201~~ ~~201~~).

On Monday this week, more than 100 workers at Price's Candles in Cape Town and East London downed tools to demand that the company agree to joint negotiations for both plants.

Price spokesperson Mr G van Heerden confirmed that 120 workers were on strike. *Sowtl 17/5 - 22/5/90*

He said that the company had already met with the union to discuss the situation.

Continental China could not be contacted for comment.

W/Mail 18/5 - 24/5/90

State service unions could benefit from TPA's hospital deal

WHEN the hospital strike on the Reef ended last week, its consequences were felt far beyond the hospital wards that had been paralysed for 10 days by the stoppage.

The Transvaal Provincial Administration agreed to effectively recognise the National Education Health and Allied Workers' Union (Nehawu) and to bargain with it over wages. This was the first time ever that a government department agreed to deal with a union in this way.

The precedent will have a dramatic effect on the position of about one million workers employed in the schools, municipalities, prisons, local government, the police force and other state departments that make up the public service.

In the six-month period that preceded the health workers' strike, thousands of these workers took part in militant industrial action, despite official rulings that this was forbidden.

"The notion that most of these strikes in the public service are illegal was finally debunked during the negotiations to end the hospital dispute," says Nehawu's lawyer, Jonathan Joffe.

During the negotiations over the strike, the union's argument that the Public Service Act does not outlaw strikes and unions was accepted by the TPA.

Thus, together with the precedent set by Nehawu's agreement with the TPA, is likely to boost the militancy sweeping through the state sector.

"The agreement is a victory for the entire labour movement in that it is another step in the battle to win basic worker rights from the state in the public sector," said Nehawu general secretary Sisa Njikelana.

In January a bitter strike by 40 000 railwaymen was settled after scores of workers were killed in police shootings or battles between strikers and non-strikers.

This was followed by a stoppage, which came to be dubbed the "chalks down" strike, by some 6 000 teachers in schools on the Witwatersrand.

The teachers went back after the government promised to give urgent attention to inequalities in their wages and the allocation of resources to segregated black schools.

While the teachers' protest was in progress, black police officers and prison warders formed their first union and staged sit-ins and demonstrations against discrimination in the force. This led to the sacking of at least 30 officers from the police and prisons services, including Lieutenant Gregory Rockman, who founded the Prison Officers and Police

The most far-reaching consequence of the settlement of the hospital strike is the recognition of the union by the Transvaal Provincial Administration. EDDIE KOCH reports

Civil Rights' Union (Popcru).

Tumult in the sector has set in motion a series of divergent approaches to the regulation of labour conflict in the state sector.

The government plans to table a Public Service Bill during this session of parliament. The draft law recognises trade unions and creates a collective bargaining forum to negotiate wages and other work conditions. However, it places a strict ban on strikes in the sector.

The Congress of South African Trade Unions (Cosatu) has mounted a campaign to demand that all government employees be covered by the Labour Relations Act.

The Public Service Act (PSA) does not cover the railways and postal services, which each have their own pieces of legislation. The prisons and police force are covered by the PSA as well as their own legislation. And, to compound the situation, the labour laws covering each of these sectors and parastatals will fall away if and when they become fully-fledged privatised companies.

Some unionists argue it would be much simpler to apply one system to all workers and to limit the right to strike in "essential services". They reject the way all government institutions have been defined as such and insist on the right to strike in public sector.

The National Manpower Commission (NMC), the government's advisory body on labour matters, is re-drafting the Labour Relations Act (LRA). A working document released by the NMC this month indicates thinking on the commission is in line with these demands.

"It is now common cause that prohibitions on strikes don't work ... that there are often legitimate reasons why workers go out and that these need to be dealt with," says Joffe.

The position of public sector workers was discussed this week at a unique conference between representatives from Cosatu, the National Council of Trade Unions, the Department of Manpower, big business and the International Labour Organisation. They met in Harare this week to discuss a new labour dispensation for South Africa.

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Security guards plan demo

By LEN MASEKO

HUNDREDS of security guards are to take place in demonstrations countrywide on June 1, to call on the Government to drop the controversial Security Officers Act.

The pickets are being organised by the Transport and General Workers Union (TGWU), whose members are employed mainly by security companies and cleaning contractors.

The Act has drawn criticism from both the employer's organisation, the South African National Security Employers Association, and trade

unions in the industry.

Mrs Kally Forrest, TGWU's information officer, said the union's members were demanding the repeal of "the whole Act".

The Act required - among other things - security guards to register with the newly formed Security Officers Board, which has been set up by the Government to control the industry.

* The National Union of Steel and Allied Workers has submitted its

18/5/70
wage proposals to Iscor management, claiming a R950-a-month minimum pay.

Nusaw official Mr Ndomane Tibane yesterday said the two parties had postponed their negotiations to June 21, with management offering a minimum pay of R780 a month.

* Forty members of the SA Black Municipal Workers Union (Sabmawu) will appear in the Johannesburg Magistrate's Court on June 11, after they were arrested while picketing outside a home of the aged in Bel-

levue East last week.

Sabmawu official Mr Philip Dlamini said the State had not yet formulated charges against the 40.

He said the workers - mostly women - were protesting against what they termed as "bad working conditions" at the place, which is owned by the Nederduitsch Hervormde Kerk (Africa)

* About 400 members of the Building Construction and Allied Workers Union (BCAWU) were locked out and dismissed at Pilkington Tiles on Monday, Meyerton, a spokesman for the union said yesterday.

* Swiss multinational Ciba Geigy has become the second firm in as many months to be hit by a strike over a union-initiated provident fund

* About 170 of the firm's employees, all members of the Chemical Workers Industrial Union (CWIU), are taking part in a legal strike to force management to join the Chemical Industries National Provident Fund (CINPF).

ART Times 18/5/90

1 000 protesting teachers

JOHANNESBURG. — A three-day old "chalks-down" protest by "coloured" teachers in schools around Johannesburg spread to Boksburg's Reiger Park township yesterday, raising the number of protesting teachers to more than 1 000.

By Adrian Hersch

Worker militancy to the fore

Strikes 2015/190

POLITICAL and economic expectations of the black workforce have been heightened as a result of President De Klerk's speech on February 2, says Andrew Levy, a labour relations consultant

Worker demands have been given a major boost by a sense among trade union members that political developments are on their side. Militancy is thus expected to increase, warns Mr Levy. Mr Levy was addressing a labour relations conference organised by Levy, Piron & Associates.

Factions

He believes that several factors should be considered in assessing the nature of militancy. The ANC has yet to agree on a political programme.

The organisation comprises factions whose economic and political interests do not necessarily coincide. Cosatu is a major player, and there are differences of opinion in its camp.

Mr Levy says now that legitimate channels for political activities exist, political debates are likely to take place outside the workplace. "Unions will apply their political clout in the political arena."

This could result in a toning down of politically motivated activities in the workplace. Although there will be heightened militancy, most demands should be confined to economic matters. However, political issues that directly affect workers could result in industrial action. The protests in the past against the Labour Relations Act illustrate this. But the

Saccola-employee talks show that the parties are willing to compromise even in cases of severe conflict.

Mr Levy says the view that militancy will increase is bolstered by the fact that far more strikes have been called this year than in the same time last year. Increases in the number and length of strikes are expected. Strikes will be long, hard and expensive.

Credibility

Mr Levy says Cosatu has gained credibility among its members. Significant gains in the workplace have been made, and promised political change has occurred. Cosatu's campaigns in favour of a "living wage", for example, will have to be taken seriously. Johan Piron says that

change in collective bargaining in the past decade occurred largely through the use of unfair labour practice jurisdiction of the Industrial Court.

Although the decisions of the court in themselves do not set a precedent, they have the effect of regulating collective bargaining principles and even the behaviour of management and unions. The Industrial Court has set several values for collective bargaining.

Professor Piron, of the University of South Africa, says that if the major cases are examined, fundamental points emerge, including: ● Management is obliged to deal with trade unions regardless of whether a structured relationship exists between the parties. ● A union has the right to negotiate on behalf of its

members even if it does not enjoy majority representation among the workforce. However, management is not obliged to deal with inconsequential minorities. ● Management is required to negotiate on all employment-related issues including the "traditional areas" of managerial prerogative such as disciplinary rules.

Thrust

● The court will evaluate the behaviour of the parties at the bargaining table as well as tactics used in bargaining. ● The court requires the collective agreement to be honoured, irrespective of whether the agreement constitutes a contract or an agreement within the strict legal meaning of those terms. Some areas of collective bargaining have not been

dealt with by the court. Professor Piron predicts that in the next five years developments are likely to occur regarding remedies where breach of collective agreements occur.

Indications are that disclosure of financial information pertaining to good faith bargaining and the degree to which the courts should involve themselves in the cutting and thrusting of collective bargaining, are also likely to be dealt with.

At another conference, Frans van der Walt, general manager, industrial relations, of Pick 'n Pay, said management had failed to establish an industrial relations strategy to take into account the political aspirations of employees. Management had tried to divorce itself from politics on the shopfloor and this had

been a major mistake, said Mr Van der Walt. He spoke at a conference organised by Gilliam, Brun-quel & Associates.

Mr Van der Walt urges employers to get to grips with the conflicting ideologies of the various employee groups and the aims of the company. Every company should have an industrial relations strategy to understand the political perspectives of its employees.

ANDREW is an expert

Provident fund bid sparks strike

81 Times 20/5/90

152

By Adrian Hersch

WORKERS at Swiss pharmaceutical company Ciba Geigy are on strike over a demand that the firm join the Chemical Industries National Provident Fund (CINPF).

Workers belonging to the Chemical Workers Industrial Union (CWIU) went on strike at the Spartan and Brits plants on May 7. There have been several similar strikes at other companies.

The CINPF, administered by Alexander Forbes, is controlled by a board of trustees comprising 50% union and 50% employer representation.

Ciba Geigy human resources manager Chris van Staden says the company is willing to establish such a fund with the union with 50-50 representation, provided it is in-house.

Difficulties

Mr Van Staden says Ciba Geigy opposes taking part in a national industry provident fund, mainly because specific company-related issues cannot be dealt with.

In the national fund, trustees can represent the union adequately because all their members belong to one organisation. But there are difficulties of representation on the employers' side.

Certain companies, for example, provide benefits outside of provident funds and they may conflict with national industry provisions. It is more practical for individual companies to negotiate the rules of their own provident funds.

The union says the administration of a provident fund can be carried out more efficiently on a national basis. Several strikes have occurred over this matter. Some workers returned to work even though the ques-

tion has yet to be resolved. Industrial action lasting about five weeks took place at SA Cyanamid last October. The parties agreed that the issue would not be raised until after October 1990, but discussions could be held in the meantime.

A spokesman for the company said although it had a pension fund, it was not against a jointly controlled 50-50 in-house provident fund.

An eight-week strike over the issue of the CINPF at Rolfes ended in April this year. The parties agreed to negotiate, hoping to reach settlement by mid-July.

Rolfes general manager Andrew Petrou confirms that negotiations are in progress. The company has kept its original pension fund intact and provided for an in-house provident fund.

The union-initiated CINPF was launched in 1987, and several small companies in Natal joined it. Companies in the Transvaal were asked to join it at the beginning of 1988.

Consol Group's glass division joined the CINPF in March this year — it is the largest company to do so. The union says about 15 companies are members.

Alexander Forbes has administered many negotiated provident funds since the early 1980s.

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CP Correspondent

A 10-day Council workers' strike was settled just hours before shack dwellers were due to tip overflowing nightsoil buckets on to the steps of Port Elizabeth's Ibhayi Council on Thursday morning.

In an attempt to force the council to meet workers' demands, community leaders had urged residents carry to their buckets to the council's build-

Stink over strike

ding and empty the contents on the steps.

Streets in some townships became smelly, dangerous quagmires because garbage and nightsoil had not been collected.

Residents using the bucket system were forced to use toilets in neighbour-

ing townships and there was a serious risk of disease breaking out.

Ten typhoid cases were reported during a previous strike when nightsoil had also not been collected.

The Council employed temporary workers to start collecting the huge

piles of nightsoil and garbage.

Hours of negotiations between the council and the South African Municipal Workers' Union (Samwu) finally led to an agreement and workers returned to their posts on Thursday morning.

The 1 100 striking workers were demanding wage increases and the reinstatement of employees suspended after a previous strike.

A joint statement issued by Samwu and the council outlined an eight-point agreement, including the reinstatement of suspended staff, recognition in principle of the union and the setting up of an ad-hoc committee to investigate alleged discrepancies in pay. -Pen

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Unpaid teachers to end their strike

B/Day 21/5/90 (152)

2679

TRANSVAAL coloured schoolteachers have decided to end their week-long strike — sparked by late salary payments — today but they have set May 29 as the deadline

TANIA LEVY

for the meeting of their short-term demands

Some teachers have still not received any salary cheques this year. They are demanding that outstanding salaries be paid by the end of May and that future salaries be paid on time.

A spokesman for the coloured Department of Education and Culture said salary cheques had been airfreighted from Cape Town to alleviate the backlog and the department was doing everything it could to prevent future delays.

The strike — in which teachers went to school but did not teach — culminated in a march on Friday by about 2 000 teachers to the Johannesburg office of the Education and Culture department in the House of Representatives.

Teachers, including delegations from Potchefstroom, Pretoria and Boksburg, came to see a memorandum of short-term grievances handed to regional director Johnny Frances.

Progressive Teachers Union spokesman Mike Davy said teachers wanted these met by May 29.

He said the key demand had already been met when a Kiptown Magistrate dropped charges against 29 teachers on Friday. Their arrest — for participating in a march to protest at late salaries — led to the strike. By Friday more than 1 000 teachers at about 30 schools had joined the action.

Davy said the department seemed to have made no effort to solve the problem of late salaries which had plagued coloured teachers for more than 20 years. Teachers could go up to six months before receiving a salary cheque.

Other short-term demands included that no action be taken against teachers who took part in the strike, that temporary teachers be appointed for at least a year instead of for three months, and the reinstatement of those temporary teachers not readmitted after a stayaway on June 16 1981.

n
ents

1990 R'000	1989 R'000
51 174	37 766
6 283	2 490
162	77
57 619	40 333
39 738	29 050
42 628	29 667
82 366	58 717
24 747	18 384
57 619	40 333
87	65

'Winnie told not to testify'

(34) **SUSAN RUSSELL** *(152)*

WINNIE Mandela was advised by her husband's attorneys not to testify on behalf of Jerry Richardson — who is on trial for the murder of teenager Stompie Seipei — according to evidence before the Rand Supreme Court on Friday.

A letter from Nelson Mandela's attorney Ismael Ayob to Richardson's attorney Kathleen Satchwell, putting this on record, was submitted to the court.

Satchwell took the witness stand and read out Ayob's letter and one from herself to the attorney requesting a consultation with Winnie Mandela to assist in preparing and presenting Richardson's case.

Richardson — the former coach of the Mandela United football team — has testified that Mandela was not at home when Stompie and three other youths were allegedly assaulted. The youths testified to the contrary.

In his reply, also dated May 9, Ayob said "We had consulted with Mrs Mandela and had advised her not to make herself available to give evidence in the abovementioned matter."

"She has accepted our advice."
The defence closed its case on Friday.
Argument will begin today.

NATALIA

SAP action in strike criticised

2/1/90 Labour Reports (152)

Police have been criticised for their handling of a strike at Telkor Manufacturing, in Industria, Johannesburg.

According to a worker, more than 300 strikers were gathered outside the plant last week when riot police arrived and gave them five minutes to disperse.

"As they were collecting their weekly pay, this was impossible," he said.

Police then held three women and threw them into a van "as if they were just rubbish".

An SAP spokesman said action had been taken after reports that strikers were rowdy and had been drinking.

Three women, seen as instigators, had been taken into temporary custody "Police might have used necessary force to get them into the van," he said.

Pretoria strikers demo outside lawyers' office

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Sowetan 21/5/90

EIGHT employees of a Pretoria firm of black attorneys who have been on strike since last Monday, staged a placard-waving demonstration outside their offices in the city on Friday, accusing the company of exploiting and underpaying them.

Mr Willie Seriti, director of Seriti, Mavundla and Partners, yesterday confirmed the strike that started on May 14 and said the company obtained a Supreme Court order last Wednesday restraining the eight workers from entering their offices.

The court order was granted after it was alleged that the strikers had removed important documents, deliberately mixed clients' files and tampered with typewriters, some of which are still not in working order.

The strikers were also making a lot of noise, disturbing other workers and

neighbours, Seriti added.

The workers turned away clients and also interfered with telephones and intercom systems.

Seriti said the strike started while he was attending a political trial in Australia. He left on May 4 and returned on Friday to find eight of his 17 employees on strike.

"I was never warned about the strike. They did not even declare a wage dispute with me", he said.

He denied allegations by the eight employees that he was exploiting them and dismissed as "nonsense" claims that none of the strikers were registered.

He added that one of the strikers, a typist, earned R1 500 a month and the longest serving clerk earned R2 100.

"I also have an endowment and life insurance policy for all but two of the workers. For every rand that they pay towards the policy, I contribute a rand."

THE strike that crippled several Transvaal hospitals over the past week is the latest example of militancy that has swept the public sector.

Like a Trojan horse within the heart of the state's institutions, thousands of government employees at homeland institutions, the post office, railways, schools and security services this year have embarked on industrial action designed to force the authorities to listen to their demands

As public sector workers, they are not entitled to protection under the Labour Relations Act

Bargaining

They have been denied union recognition. Because they do not have the right to collective bargaining, they earn pitifully low salaries without job security

There are cases of general assistants earning as little as R240 a month after years of service with the administration

Moves by the state to privatise the public sector present a massive threat to jobs and workers' ability to take united

The 'Trojan Horse' of the public sector

action.

The announcement earlier this year of a 10 percent increase for civil servants — while ministers were awarded an increase of 26 percent — incensed workers and even conservative staff associations responded by threatening strike action

The public sector revolt was spearheaded by Cosatu's South African Railway and Harbour Workers' Union (Sarhwu), whose members engaged the authorities in a bitter and protracted national strike last year.

The strike ended with notable gains for the union — including an undertaking to re-employ thousands dismissed during the strike

Since the beginning of this year, there have been rumblings from workers in the post office, sporadic strike action by municipal workers and industrial action by warders and policemen who are members of the fledgling Police and Prisons

Civil Rights Union (Popcru)

Several other unions such as Nactu's NUPSW and black staff associations have indicated interest in joining the protest action

Even white public servants are learning the lesson that militancy brings tangible gains.

When parliament opened, members of the conservative South African Nursing Association marched to protest for increases

White Transnet workers took industrial action last month — the first ever in the industry

Settlement

The most spectacular victory won by workers was the settlement that brought an end to a 16-day strike which crippled Cape provincial hospitals in March

The strike was the largest public sector strike ever experienced in Cape Town. It was considered unusual as strikers were not dismissed and the strike received strong sympathy from other members of the medical staff, including the hospital superintendent, Dr Jocelyn Kane Berman

The strike was suspended after the authorities agreed to guarantee job security, grant maternity benefits, negotiate with the Health Workers' Association and increase pay.

Cosatu and Nactu are demanding that labour legislation is extended to cover all workers in South Africa

The recently-completed report on changes to the LRA by the Manpower Commission includes similar recommendations

Clearly, the days of excluding civil servants from labour legislation are over. Workers have shown themselves willing to embark on extensive industrial action with or without the sanction of law.

The involvement for the first time of nursing staff in the Johannesburg strike indicates that militancy is spreading to professions which have previously passively accepted being underpaid and overworked.

What will have to be ironed out is just how far workers in essential services can go in expressing grievances.

Handwritten
22/5/90

Products, the Atomic Energy Corporation and local food irradiators as well as the South African Consumers Union. Recently objections were expressed by a few individuals who did not want to eat irradiated food, whether it was safe and wholesome, as declared by the World Health Organisation, or not.

(b) (i) refer to (2) (a).

(ii) although no scientific reasons exist for doing so the Department of National Health and Population Development decided that since it is the democratic right of the consumer to be able to choose whether he/she wants to eat irradiated food or not, the labelling of such foodstuffs be made compulsory.

To this effect all first generation products have to be labelled, as from 1 January 1990, with the internationally recognised Radura emblem and one of the following words "Radunseed", "Irradiated" or "Geradunseed"/"Bestraald".

Draft Labelling and Advertising Regulations which are in the process of being drawn up, will make full labelling of all irradiated products including ingredients of composites or manufactured food products, mandatory.

None of the other processing methods such as boiling, cooking, roasting, frying, grilling, retorting, pasteurisation or cooking by microwave, have been subjected to the same scrutiny as was the case with food irradiation.

Mr Lemnox Sebe, current residence

*3 Mr L FUCHS asked the Minister of Foreign Affairs *Handwritten* 22/5/90

With reference to paragraph (1) (b) of his reply to Question No 24 of 17 April 1990 (a) who owns the house in which Mr Lemnox Sebe is currently residing, (b) what rental is being paid for the house by Mr Sebe and (c) where is it situated?

B986E

THE DEPUTY MINISTER OF FOREIGN AFFAIRS *Handwritten* 22/5/90

(a) The Department of Public Works and Land Affairs

(b) Mr Sebe is temporarily accommodated in Pretoria as a guest of the South African Government in an attempt to promote peace and quiet in Ciskei which is also in the interest of South Africa. Mr Sebe is consequently not expected to pay rent. He, however, pays for his own upkeep.

(c) Waterkloof Heights

Simons Town dockyard vessels repaired/refurbished

*4 Mr R V CARLISLE asked the Minister of Defence

(1) Whether any vessels other than those of the South African Navy were repaired or in any way refurbished at the Simons Town dockyard in 1989, if so (a) which vessels and (b) at what cost.

(2) whether Treasury approval was obtained in advance in each case, if not, why not? B989E

†THE DEPUTY MINISTER OF DEFENCE

(1) Yes

(a) A British vessel and a yacht belonging to the General Botha Merchant Navy Academy

(b) R13 203,94

(2) No. The British vessel called at Cape Town harbour for emergency docking but the dock was occupied. The ship was routed to Simons Town where it was repaired without obtaining Treasury approval in advance due to the time factor. The cost was recovered and receipts were issued. The yacht was loaned by the SA Navy under contract conditions, including maintenance and repair. Treasury approval was not required in this case.

Hillbrow Hospital strike action/staff dissent

*5 Mr L FUCHS asked the Minister of National Health and Population Development *Handwritten* 22/5/90

(1) Whether there has been any strike action or staff dissent at Hillbrow Hospital since January 1990, if so (a) when (b) what (1)

Handwritten (152)

is the extent of and (ii) are the reasons given for such action or dissent and (c) what steps were taken and/or are being taken to rectify the situation.

(2) whether patients were affected by this action or dissent, if so, in what manner? B990E

THE MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

(1) Yes.

(a) 19 to 27 April 1990 and from 30 April 1990.

(b) (i) during the period 19 to 27 April 1990, the general assistants and clerks only worked until 11 00, thereafter they assembled on the grounds. From 30 April 1990 all general assistants, clerks and approximately 30 nurses struck. The strikers were aggressive and intimidated the personnel who wanted to proceed with their work. The strikers assembled on the grounds and disrupted the hospital activities.

(ii) reasons advanced for the incidents are —

dissatisfaction with salaries and conditions of service, alleged discriminatory practices at the hospital, temporary status of general assistants, segregated health services, privatisation, local accommodation arrangements at the hospital, dissatisfaction with recognised staff association, and the demand for the recognition of the National Education Health and Allied Workers Union (Nehawu) as union.

(c) discussions between the hospital management and the workers committee were conducted to defuse the situation.

Representatives of the Transvaal Provincial Administration negotiated with the workers committees.

Discussions between Nehawu and the TPA were held to resolve the problems at this hospital, as well as other hospitals and an agreement was reached with the union in terms of which the strikers would resume duties not later than 12 May 1990. Formal channels for communication between Nehawu and the TPA are to be established.

(2) yes, admissions were limited to emergency cases, out-patient services were discontinued, cleaning and food services were obstructed and surgery had to be postponed.

†Dr W J SNEYMAN Mr Chairman arising out of the reply of the hon the Minister I should like to know in respect of the nurses who were involved in the strike, whether any disciplinary steps were taken against them in their professional capacity, and if so, what steps. In the second instance I should like to know whether the hon the Minister's announcement arose out of the strikers' demand for non-segregation.

†The MINISTER Mr Chairman, in the case of disciplinary steps against the nurses, this is a matter for the Nursing Council. The Nursing Council issued a press statement on this and it is thus within their authority to decide what steps they will take.

As far as the second question is concerned, I can say that the request made by Nehawu in this case had nothing to do with the announcement I made in Parliament last Wednesday.

Mr H H SCHWARZ Mr Chairman, arising from the hon the Minister's reply, would she please tell us whether and to what extent payment was made during the period that the people did not work either wholly or partially?

The MINISTER Mr Chairman, I do not have that information available. If the hon member will table his question I shall get the information for him.

Services et Services' copies printed

*6 Mr P G SOAL asked the Minister of Labour and Order *Handwritten* 22/5/90

(a) How many copies of the planner *Services et Services/Ons beskerm en ons diens/We protect and we serve* were printed, (b) to what

Nursery teachers go on strike

Nursery school teachers have gone on strike at eight creches in Meadowlands and Kagiso in support of demands for a pay increase.

The pre-school teachers - all members of the South African Black Municipality and Allied

Workers' Union - are demanding a minimum pay of R500 a month, a provident fund and maternity leave.

At Kagiso about 20 pre-school teachers with 600 other council workers started their strike last week, demanding a R900-

a-month minimum salary. They also demand the recognition of their union, the National Union of Public Service Workers

(152) (205)
Kagiso parents will meet at a local creche tomorrow to discuss the strike by council workers

Attacks on 2 activists lead to stayaway

Sowetan 22/5/90

THOUSANDS of people yesterday stayed away from work in Zithobeni, Bronkhorspruit, after two local political activists were seriously injured during an alleged attack by members of the local council at the weekend.

Schools were also empty.

The vice-chairman of the Zithobeni Residents' Organisation, Mr Mshuluzane Mayisela, and the organisation's assistant secretary, Mr Johannes Moleya, were

attacked for allegedly opposing the local council.

They had to receive medical treatment.

Sowetan knows the identity of the three councillors.

Spokesman for SAP headquarters in Pretoria Major R Crewe said police could not comment on the stayaway as it was unrest-related. He also said he did not know about the alleged assault.

Northern Transvaal police also said they did not know about the assault and stayaway incidents.

Speaking on behalf of

the two men, the chairman of the Zithobeni Education Crisis Committee, Mr Chabe Kekane, said "There has been tension between members of ZRO and councillors over the past few weeks concerning the running of the township's affairs

"Things came to a head at the weekend when the two were attacked. Local residents retaliated by stoning a councillor's home. Yesterday they consulted a lawyer with a view to taking legal action against the councillors," he said

Sowetan could not reach the three councillors yesterday.

10 000 set ⁽¹⁵²⁾ for OK strike

ABOUT 10 000 workers at OK Bazaars stores throughout the country are poised for strike action following a breakdown in annual wage negotiations. ~~(152)~~

A spokesperson for the South African Commercial, Catering and Allied Workers Union (Saccawu) said the union was conducting strike ballots countrywide. ~~(152)~~

This follows the breakdown of a conciliation board hearing to resolve the dispute on Monday.

Saccawu is demanding an across-the-board salary increase of R160 and a minimum salary of R800

The company is offering increases of between R115 and R145, depending on length of service, and a minimum salary of R710 after a year's service. *South 22/15-21/5/90*

The present minimum salary is R620

Saccawu has also demanded a 13th cheque for all workers, a five percent commission for salespersons and March 21 (Sharpsville Day) as a paid holiday.

OO dissatisfied TSE mem-
bers protested at the organi-

district chairperson, Mr Stuart
Cloete, and the chairperson of

Clothing dispute ends

From PATRICK GOODENOUGH
PORT ELIZABETH. — A three-day
strike by about 2 500 textile workers
at 14 Port Elizabeth factories ended
with a major victory for the strikers.

The "spontaneous work stoppages",
which almost brought the clothing
industry to a standstill in the Eastern
Cape, followed deadlock between the
Midlands Chamber of Industries and
the South African Clothing and Tex-
tile Workers' Union (Sactwu) earlier
this month.

After what Sactwu regional
organiser, Mr Lesley Maasdorp,
described as "hard bargaining", an

agreement was reached which brings
Eastern Cape wages slightly higher
than those paid in the Transvaal.

In terms of the agreement, workers
will get an across-the-board weekly
increase of R23,50, backdated to the
beginning of May.

Machinists will get an additional R5
from November, while general work-
ers will get another R3.

Sactwu initially demanded a R30
across-the-board increase, while em-
ployers offered R17,76 for machinists
and R15,56 for general workers, with
a further increase later in the year.

South
23/5 - 29/5/90

Mass stayaways in Transvaal

Staff Reporters

Work stayaways, marches and factory demonstrations erupted across the Transvaal yesterday as thousands of workers took part in the Congress of SA Trade Unions (Cosatu) "day of action" on the Labour Relations Act.

Sapa reports that police arrested 128 demonstrators on the East Rand and that teargas was used to disperse marchers in central Johannesburg.

The Cosatu action was designed to press the Government into enacting a union-employer accord on the Act before Parliament goes into recess.

A national picture could not be obtained yesterday, although hundreds of shopworkers staged protests in Port Elizabeth.

Major industries in the Eastern Transvaal were hit when the protest, fuelled by local grievances, mushroomed into full-scale stayaways.

A Sasol spokesman said very few black workers had turned out at the Secunda plants and Anglo American reported a complete stayaway of workers from all divisions of Highveld Steel in and around Witbank.

A Cosatu spokesman in Secunda said between 40 000 and 50 000 people had

taken part in a march through eMbalenhle township to the council offices.

Police reported that teargas was used on several occasions in eMbalenhle to disperse youths setting up roadblocks. A coal truck was burnt near Secunda and there was sporadic stoning of vehicles.

In Witbank, where a boycott of white businesses is taking place, the town centre was deserted.

In Germiston, an estimated 5 000 unionists from three industrial areas marched through the city at lunch-time yesterday.

Police said 128 people had been arrested for obstructing traffic during marches in Kempton Park, Spartan and Isando.

Postal and commercial workers staged separate marches in the Johannesburg city centre yesterday, one to the Stock Exchange, and, according to Cosatu regional secretary Amos Masondo, there was a partial stayaway in Industria.

Demonstrations were also reported from Elandsfontein, Wadeville and Edenvale. A union source said thousands of workers had marched from Vereeniging to Sebokeng.

ABOUT 1 400 workers were dismissed from a Woodstock frozen food factory on Tuesday after a strike over wage demands.

In another incident in which management responded to unprocedural labour stoppage, 100 Kuils River sawmill workers were dismissed for a work stoppage.

Members of the Food and Allied Workers Union downed tools at the Irvin and Johnson factories in Woodstock and Paarden Eiland last Thursday.

The Paarden Eiland workers subsequently returned to work but workers at the Woodstock plant continued their industrial action

A worker representative said the

Over 1 400 frozen food workers dismissed

workers were demanding a minimum wage of R200 a week while the company had offered them R163.

The company did not respond to enquiries. See also 23/5 / -2 11/5 / 90

Meanwhile, about 100 sawmill workers in Kuils River are without jobs after a row about whether workers should be paid on a weekly or fortnightly basis

The workers, members of the Black Construction and Allied Workers' Union (BCAWU), claim that management at Boland Wood went back

on an agreement to change the pay system from fortnightly to weekly

A spokesperson for the workers said some of them stopped work the previous Friday to demand that the company manager meet with them to explain why they were not being paid that day.

When they returned to the plant the following Monday, only those workers who had not taken part in the stoppage were allowed onto the premises.

The entire workforce then refused to work, the spokesperson said

152

ball bat, while nine others participated or watched

CAN TIME 24/5/90

UPE: Situation explosive

PORT ELIZABETH — The situation at the University of Port Elizabeth was "serious and explosive" with striking workers armed with various weapons rampaging through the premises, the Supreme Court was told yesterday. The university was granted an interim interdict prohibiting demonstrations, processions or meetings on the UPE premises.

Varsity workers' protests^{AK47s} curbed^{24/5/70} by court⁽¹²⁾

The Argus Bureau

PORT ELIZABETH — After an attempt by an armed mob to invade its main building this week the University of Port Elizabeth has been granted an urgent interdict by the Supreme Court here

Mr Justice Burger granted a rule nisi calling on the Transport and General Workers' Union six shop stewards and 222 workers to show by June 6 why they should not be interdicted from holding processions, demonstrations or meetings on the UPE campus, or taking action that would hinder the orderly conduct of its work, staff or students

The court ordered that the rule nisi act as an interim interdict pending the return date

In an affidavit Mr J R A W Sachse, labour relations officer at the university, said demonstrations on Tuesday took a threatening turn, and the situation was now "serious and explosive"

He said workers had become more aggressive and many had sjamboks, chains and knobkerries. On Tuesday they attempted to invade the main building and the doors were barred just in time

DISRUPTION

Security staff were not equipped to handle the situation

Mr J H Jacobs, registrar of finances at UPE, said the respondents were monthly-paid workers including kitchen and maintenance staff, drivers, gardeners and general labourers. They were members of the union

Negotiations were conducted yearly between the university and the union about wages and employment conditions. These began on April 17. The union had demanded an 88 percent increase across the board, which it later reduced to 30 percent

A deadlock occurred and the matter was referred for arbitration on May 9. The first available date was June 7. Serious problems developed, Mr Jacobs said

On May 14 there was a demonstration when workers carrying placards moved through the university buildings singing, dancing and shouting slogans

The demonstration and noise disrupted lectures and board meetings. He pointed out it was a week before half yearly examinations. A similar demonstration occurred the next day

GRIEVANCES

Urgent representations were made to the shop stewards, but their attitude was that it was their democratic right to air grievances

After the university sent a letter warning the union that demonstrations were not permitted on the campus, the workers became more aggressive. More weapons were brought in, as well as replicas of AK47s

On May 17 the demonstrations were more intense. A complicating factor was that students were starting to object

Warders ¹⁷⁶⁴⁵ strike: More ^{24/5/70} than half ¹⁵² reinstated ²⁰³

CAPE TOWN. — Of the 646 prison warders who were suspended from duty after disobeying orders and ignoring ordinary discipline, 362 have been reinstated to date, a spokesman for the South African Prisons Service said.

The Prisons Service emphasised that the Police and Prisons Civil Rights Union (Popcru) — of which the warders are members — was not a recognised union in terms of existing laws.

"Sufficient and effective channels of communication exist, which can be used freely by personnel to make complaints or submit requests or to take up any matter with management," the Prison Service said in a statement yesterday.

RESUME DUTIES

The Commissioner of Prisons would maintain and keep these channels open.

The Prisons Service added all suspended members who reported to their commanding officers not later than May 30 and applied for the lifting of their suspension would be permitted to resume their duties immediately — "subject to the application of the Prisons Act, regulations and the disciplinary code on all actions of such members" — Sapa.

Sacked workers to decide today on job offer

24/5/90
Staff Reporter

THE nearly 600 fish factory workers dismissed by I&J management on Tuesday had been offered their jobs back but would decide only today whether to accept the offer, a Food and Allied Workers' Union (Fawu) spokesman said yesterday

Yesterday police dispersed about 300 workers outside the company's Woodstock premises. The Fawu spokesman said that at least 10 workers were injured in the confrontation — including an eight-month-pregnant woman

The spokesman said police had used teargas and rubber bullets to disperse the workers — many of whom then gathered on an open field, where they had a meeting with union officials

Police confirmed that about 300 people had been dispersed after taking part in an "illegal gathering"

Police said some of the people had thrown rocks at police and confirmed that ten people had been treated at Woodstock Hospital, but could not confirm that a pregnant woman was hurt.

In a statement yesterday, I&J general manager Mr L H Fourie claimed that workers on both the day and night shifts who had wanted to work had been intimidated and prevented from working

The workers embarked on a strike on May 17 and were given an ultimatum on Monday to return to work — which they did for three hours.

On Tuesday, management gave the workers an ultimatum to return to work or face dismissal and when the workers did not heed the ultimatum, nearly 600 workers were dismissed

The workers demand a minimum wage of R200. The present wage is R142 and management has offered R172.

They also demand a 40-hour work week to replace their present 46-hour week.

(S)

(152)

(S)

Zithobeni township stayaway ends

Ste 24/5/90
The stayaway by residents of the tiny Eastern Transvaal township of Zithobeni near Bronkhorstspuit, has ended

The mass stayaway — from work and schools — started on Monday following weekend clashes between members of the local civic body, the Zithobeni Residents Organisation and the local town council

Trouble started earlier this year when residents demanded

the resignation of all councillors and the mayor because of "high monthly rentals" They resolved not to pay the rent.

Clashes between councillors and residents were reported at the weekend

Yesterday residents said most people had returned to work and school and taxis and buses were operating.

Police described the situation as quiet — Pretoria Bureau

Report predicts
an increase in
strike action in
the years ahead

By Ann Crotty

There are indications that both management and labour are improving in the way they handle disputes. Despite this, in the years ahead, production will continue to suffer because of increased strike and other labour activity.

In a Davis, Borkum, Hare report on trade unions, professors Petri Schutte and Lou van Wyk say labour activity will generally remain highly politicised until the current reform process makes provision for the realisation of black aspirations.

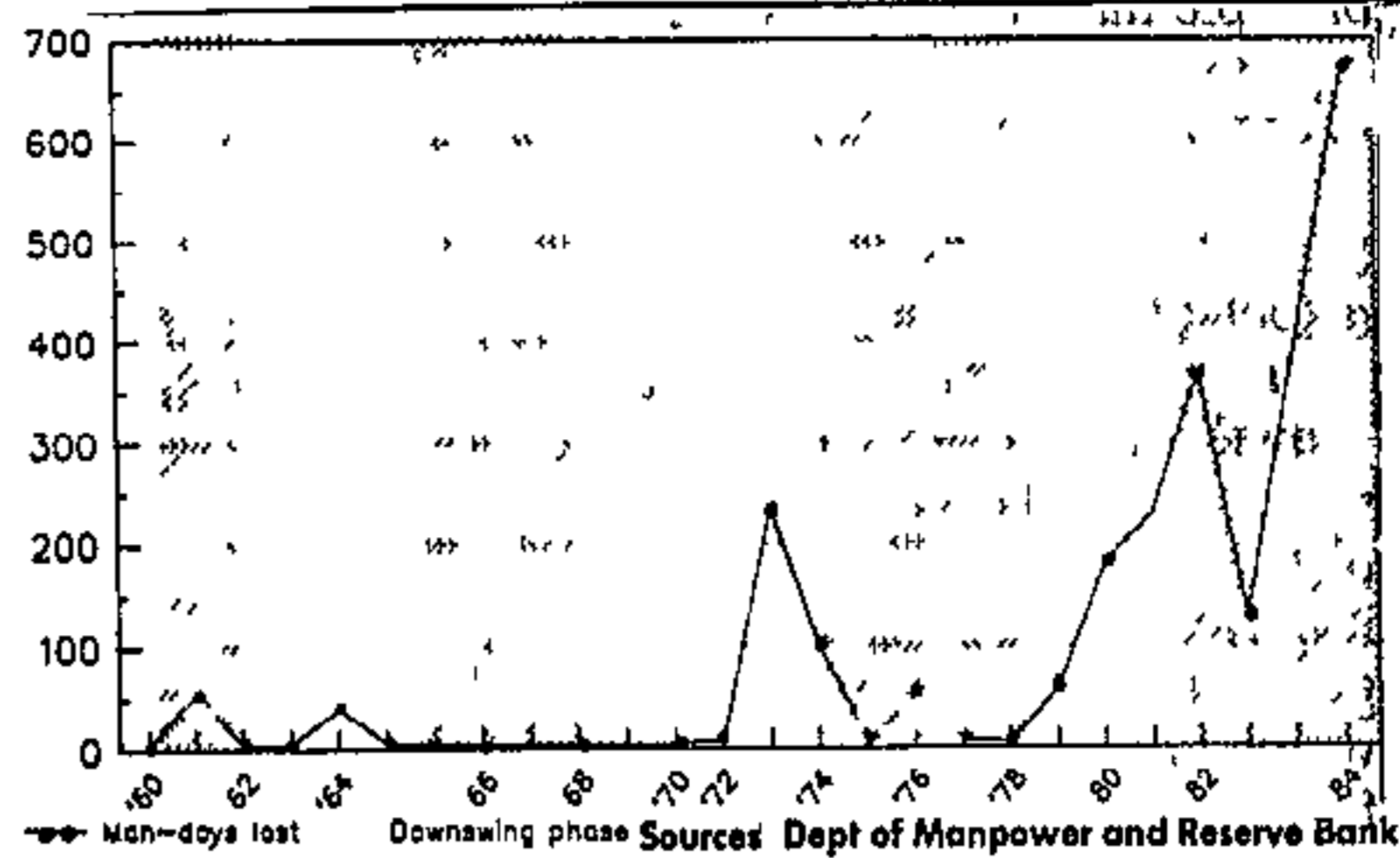
"Overall, political reform entailing greater participation of workers in management and ownership will be crucial to shaping the future in industrial relations."

The report identifies three categories in the SA union movement:

- Conservative or rightwing (1,5 percent of the economically active population).
- Independent multi-racial (eight percent).
- Progressive unions (16 percent)

The independent multi-racial unions operate within the statutory framework and strive towards the evolutionary adjustment of the political dispensation, providing it does not conflict with members' interests.

"The so-called progressive unions use the collective bargaining process to achieve not only their members' economic goals, but also sometimes misuse their eco-



Comparison between trade cycle and number of man-days lost as a result of strikes (1960-1985)

economic power base at the cost of the workers' interests to foster and achieve their own socio-political objectives"

Within this "progressive" group there are two sub-groups. Cosatu with a membership of 80 000 (about eight percent of the economically active population and the United Workers Union of SA (UWUSA) with a membership of up to 80 000) The latter is an important Natal grouping

Cosatu comprises two ideologies the "Workerist sect" which, the report says, "strives towards a non-racial worker-class-controlled socio-economic dispensation" "In some ways it denies support to organisations such as the ANC, SACP, PAC and Inkatha because it believes the SA worker would still be oppressed and exploited, should one of these organisations govern"

The other ideological grouping is the Charterist/United Democratic Front, which has a smaller membership, but has managed to gain control of Cosatu "This group's policies and goals are to a large extent in line with those of the ANC/SACP/SACTU alliance."

The report says that in the early nineties the progressive unions are likely to make headway in using their economic power base to put pressure on management to achieve their political ends This is why strike action looks set to increase, despite the economic slowdown

Armed strike at PE varsity 'explosive'

PORT ELIZABETH — The situation at the University of Port Elizabeth is "serious and explosive" with armed striking workers rampaging through the premises, the Supreme Court was told yesterday.

The university was granted an interim interdict prohibiting demonstrations, processions or meetings on the premises.

Mr Justice Burger also granted a rule nisi calling on the Transport and General Workers' Union, six shop stewards, and 222 workers to show on June 6 why they should not be interdicted from taking any action that would hinder the orderly conduct of the university's work, staff or students.

In an affidavit, J R A W Sachse, labour relations officer at the university, said demonstrations on Tuesday took a threatening turn.

He said workers had become more aggressive

Many were armed with sjamboks,

chains and knobkerries

They tried to invade the main building. The doors were barred just in time.

The security staff was not equipped to handle the situation.

They were not armed and could not control an armed mob.

J H Jacobs, the UPE registrar of finances, said negotiations began on

April 17 between the university and the union on wages and conditions.

The union demanded an 88 percent increase across the board, which it later reduced to 30 percent.

Talks became deadlocked and an arbitration hearing was set for May 9.

On May 14 there was a demonstration.

Workers carrying placards moved through the university buildings, singing, dancing and shouting slogans.

The demonstration and noise disrupted lectures and board meetings.

He pointed out that it was a week before the half-yearly examinations.

There was a similar demonstration the next day.

On May 17 the demonstrations were more intense. A complicating factor was that students were then starting to object.

Mr Jacobs said many students were threatening to take action against the demonstrators — Sapa.

Striking workers held

Star 24/5/90 (152) (101) (101)
Police yesterday arrested about 180 striking workers at Rand Rubber Products in Boksburg, according to the Chemical Workers Industrial Union.

The workers, some of whom were teargassed, were arrested while leaving the factory, the union said.

Police confirmation could not be obtained. The union said the workers had been charged with obstructing traffic and faced R300 fines. It would fight "this absurd charge" in court.

CAW 25/5/90 (152)

Parents back 'chalks-down'

Staff Reporters

Parents of pupils affected by last week's teachers' "chalk-down" yesterday, at a mass meeting in Ennerdale, endorsed the action taken by teachers

Teachers called the meeting to explain the reasons for their actions, including the strike and the march last Friday by about 1 000 teachers on the Johannesburg office of the Department of Education and Culture (House of Representatives)

"Some parents felt that teachers didn't have the interests of

pupils at heart when they marched and engaged in a chalks-down," an Ennerdale Civic Association spokesman said last night

"They were fully briefed at the meeting and now understand why teachers took these actions," the spokesman said, adding that parents had pledged their full support to any future actions taken by teachers

Suspended

The areas affected by the four-day strike action, which started last Tuesday, included Eldorado Park, Ennerdale, Riverlea, Bos-

mont, Coronationville and Randfontein

The strike was suspended last Friday pending the response on May 29 of the education authorities to a list of short-term grievances

The short-term demands include

- Reinstatement of all teachers who were allegedly unfairly suspended in 1981
- That all outstanding salaries be paid immediately
- That salaries be paid on time
- That there be full parity between male and female teachers

Boksburg election posters vandalised

By Anna Louw, East Rand Bureau

Posters of four candidates contesting a municipal by-election in Boksburg have been spray painted with signs of the anti-Christ (666) and the Ku Klux Klan (KKK)

In another incident, the walls of the home of the National Party Member of Parliament for Boksburg, Sakkie Blanche, had the

words "Mandela", "AWB" spray-painted on them

Posters of the four candidates in the municipal by-election in Ward Two which includes Sunward Park were damaged on Wednesday

The candidates are Andrew Wheeler (Independent), Hansie Rabie (CP), Ronnie Wiggell (NP) and Colin Auret (DP)

The by-election takes place on

Wednesday

According to Mr Blanche he received a call yesterday morning from Johan Brandt, a National Party campaigner, who told him his wall had been spray-painted

Mr Blanche said when he had driven past his home at 10 30 pm on Wednesday there was nothing on the walls

The incidents have been reported to the police

Santa review may be screened on TV

Sowetan 25/5/90

Saccawu to consult on strike (152)

THE South African Commercial, Catering and Allied Workers Union (Saccawu) is to conduct a strike ballot among its 9700 members at OK Bazaars' outlets around the country.

This follows a breakdown in annual wage negotiations between the two parties on Monday.

In a statement this week, the union said management had refused to grant workers an across-the-board increase of R160 a month as well as a minimum monthly wage of R800.

Wages

Instead, the company had offered service-related increases ranging from R115 to R145 and a basic monthly wage of R710 after the completion of 12 months service, the union statement said.

In addition, OK Bazaars had refused to recognise March 21 (Sharpeville Day) as a paid holiday.

A conciliation board hearing was held to bring the two parties together, but it had collapsed, said the union.

A strike ballot would now be conducted to enable members to embark on a legal strike if they voted in favour of one. - Sapa.

2 500 Durban cleaners on strike

82
25/5/70 Labour Reporter (152)

More than 2 500 workers have gone on strike at 11 contract cleaning companies in the Durban region. It is the largest strike recorded in the sector.

The Transport and General Workers Union (TGWU) says worker militancy grows out of a mobilising drive, including union meetings at all branches, for cleaners this month.

Cleaners are to join security guards in a nationwide "day of action", including marches and demonstrations during working hours on June 1. The demand is for a national industrial council in both sectors, although security guards will also call for the scrapping of the Security Officers Act.

TGWU spokesman Kally Forrest said the demands of the Durban strik-

ers, who were mostly women, included an R800 minimum wage, six months' maternity leave, and union recognition.

A key demand was for the establishment of an industrial council. In line with this, workers were insisting on negotiations with the Contract Cleaning Association of Natal.

At a meeting between the union and the association this week, employers demanded a prompt return to work in return for talks on the demands.

However, as police had dispersed a huge worker gathering at Currie's Fountain, the union had been unable to report to them.

Mrs Forrest also said that about 450 in-house cleaners were on strike over retrenchments at Sage Properties in Johannesburg.

362 suspended warders on duty

CAPE TOWN — Of the 646 prison warders who were suspended from duty after disobeying orders and ignoring ordinary discipline, 362 had been reinstated, a spokesman for the SA Prisons Service said yesterday.

The Prisons Service emphasised that the Police and Prisons Civil Rights Union (Popcru) — of which the warders are members — was not a recognised union in terms of existing laws.

“Sufficient and effective channels of communication exist.”

It added that all suspended members who reported to their commanding officers not later than May 30 and applied for the lifting of their suspension would be permitted to resume their duties immediately — “subject to the application of the Prisons Act, regulations and the disciplinary code”.

The warders went on strike country-wide about 10 weeks ago, protesting against discrimination. — Sapa

Bid to end city soft drink delivery strike

Staff Reporter

1864 29/8/90 (152/183)
FOOD and Allied Workers' Union representatives hope to meet the Peninsula Beverage management today to try to resolve a strike which has affected soft drink deliveries

A union spokesman said about 100 truck assistants had stopped work yesterday over pay demands

The union did not have a recognition agreement with Peninsula Beverage and, although the truck assistants were members, it was not negotiating wages on their behalf

MINIMUM WAGE

The assistants were seeking a minimum wage of R350 a week, against their present earnings of around R230 a week

Another cause of discontent was the status and pay of "permanent casuals"

They earned R35 for the first truckload of the day and R5 for each subsequent load. They wanted permanent status

Production workers had not been organised by the union and had not joined the strike

Tokoza employees to continue strike

By Abel Mabelane, East Rand Bureau

About 400 Tokoza council employees, who have been on strike over salary increases since last Wednesday, have vowed to continue the strike until their demands are met.

A Transvaal Provincial Administration (TPA) spokesman said talks were held with the workers' union on salaries, but the union had rejected all proposals made by the TPA.

The chairman of the Tokoza Administrators, Gert Muller, said further talks were held with the workers yesterday, but no agreements had been reached.

He said the workers claim they have not received salary increases since 1988. However, their salaries were increased last year.

Mr Muller said the workers had insisted that the council pay them according to the Industrial Council scales and not the TPA scales, because the council was a member of the Employers' Organisation.

Higher scales

He said the Industrial Council scales were higher and the TPA had insisted that if the Industrial Council scales were adopted then there must be a job evaluation.

"The unfortunate part is that the council has no money because of the rent boycott and must negotiate with the TPA to get money to pay their employees at the end of this month," Mr Muller said.

Mr Muller said that if the strike continued there would be no one to repair water and electricity services in the event of breakdowns.

He said further talks would be held with the workers tomorrow.

Sta: 29/1/90

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PO workers down tools

POSTS and Telecommunications workers at two Germiston engineering yards have downed tools and their union has warned the department of continued worker action.

The workers downed tools shortly before they were due to begin work yesterday, a statement by the Posts and Telecommunications Workers' Association said.

"We wish to warn the PT management that their refusal to include PT workers under the cover of a fair Labour Relations Act is a recipe for continued workers' action on the ground," the statement said.

"We shall call on all workers in and outside the PT to take solidarity action with our embattled colleagues."

Potwa said Cosatu was presently engaged in a "struggle" for a fair Labour Relations Act and would not allow Potwa's members to "engage in this battle alone".

Strike

Before yesterday's strike action, workers had gathered to discuss their grievances.

"The most important issue in the workers' demands is that the PT bosses should stop harassing Potwa members and their shop-stewards," the statement said.

Potwa claims that instead of the bosses listening to workers' demands, police were called in and ordered the workers to disperse within 20 minutes.

The workers had dispersed to the Cosatu regional office in Germiston.

"The PT bosses are not interested in moving in step with their Government's announcement of reforms and better conditions for workers," Potwa claimed.

Comment from the department was not available yesterday. Sapa

Strike ballot held at OK Bazaars

By Day 29/5/70
MATTHEW CURTIN

A STRIKE ballot was conducted among OK Bazaars employees yesterday to decide on industrial action, the SA Commercial Catering and Allied Workers' Union (Saccawu) said in a statement yesterday.

This followed the failure of a final conciliation board meeting on May 21 to resolve a wage dispute between Saccawu and OK Bazaars management.

Saccawu has demanded a R160 across-the-board increase and a minimum monthly wage of R800. OK has offered service-related increases ranging from R115 to R145 and a minimum wage of R710 after one year's service.

Strike over fund spreads

Multinational Reckitt and Colman yesterday became the fourth company to be hit by a strike over demands that it join the Chemical Industries National Provident Fund.

In the climax to a three-year dispute, about 300 workers had downed tools at the firm's Elandsfontein plant, said the Chemical Workers Industrial Union.

It said the company had reneged on an earlier agreement to join the fund, which was initiated by the union and is controlled jointly by management and worker representatives.

Management comment could not be obtained.

A strike linked to the fund is in progress at Ciba-Geigy. Other strikes on the issue have erupted at Rolfes and SA Cyanamid. — Labour Reporter.

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Star
29/5/90

No stayaway planned for public sector

29/5/90
BIDAY
DANIEL FELDMAN

THERE will not be a nationally organised stayaway by public sector workers today, but localised protests might occur, according to Cosatu spokesman Neil Coleman.

The proposed action coincides with a second round of talks today between Public Enterprises Minister

Dawie de Villiers and the general secretaries of Cosatu's postal, health and rail affiliates. National Union of Mineworkers and UDF representatives will also be present.

Today's talks follow discussions yesterday between

De Villiers and Administration and Economic Co-ordination Minister Wim de Villiers and union representatives.

Today's talks centre around the workers' opposition to privatisation. Some work stoppages have been planned to occur between those hours. (152)

Coleman said a national stayaway had been planned originally, but no final decision concerning it was ever reached. It was therefore the decision of local affiliates to decide what action to take. "This is not a major national action," he said.

A joint statement by the two ministers said the discussions with union representatives took place in a good spirit. (153)

"There was an open and frank exchange of views on important issues such as basic worker rights as well as the case for including public servants and postal workers within the ambit of the Labour Relations Act," they said.

Potwa workers down tools over alleged harassment

BIDAW 29/5/90

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DANIEL FELDMAN

ABOUT 70 Posts and Telecommunications workers "downed tools" yesterday at two engineering yards in Germiston, a Post Office and Telecommunications Workers' Association (Potwa) spokesman said.

Potwa president Kgabisi Mosunkutu said the workers demanded that Post Office bosses "stop harrassing Potwa members and their shop stewards".

Mosunkutu said workers were also protesting against the recent transfer by the Post Office of Potwa regional education committee vice-chairman Abraham Mathebula and Potwa shop steward Reuben Shange, and were calling for the removal of a Posts and Telecommunications manager.

A Potwa spokesman said police were "called in and they instructed workers to disperse, rather than allowing them to

speak with bosses. Workers then went to the Cosatu offices in Germiston.

A Posts and Telecommunications spokesman said Mathebula and Shange "were placed at other sections for manpower utilisation reasons within the last week". He also said there were unconfirmed reports that most of the workers would return to work tomorrow.

A Potwa statement warned bosses of "continued worker action in and outside the P & T".

"It should be remembered that Cosatu is currently engaged in a struggle for a fair Labour Relations Act, and we believe that Cosatu will not allow our membership to engage in this battle alone," the statement said.

Ruling over loo led to strike, say fired men

Sowetan 30/5/90
By LEN MASEKO

A GROUP of workers claim they have been fired by a Meyerton firm, Homecraft, for going on strike in protest against a ruling by management that they clock out when going to the toilet.

But a manager of the company, Mr Dave

Monroe, yesterday refuted the allegation, saying the workers were fired for downing tools. He would not divulge the reasons for the strike.

The workers said their row with the company started when an employee, a Mr Klaas Mazibuko, refused to clock out when he went to the toilet. He was later dismissed.

* The strike by 600 employees of the Kagiso Town Council has been called off, according to a spokesman for the National Union of Public Service Workers (152)

NUPSW official Mr Frans Sebeane said the two parties yesterday agreed on a 15 percent increase for NUPSW members, retrospective to January.

* Wage negotiations between the National Union of Mineworkers

and the Chamber of Mines resume today.

The chamber has offered between nine and 14,4 percent for mine-workers in the gold and coal sections. The union demands average increases of 30 percent.

* About 500 workers downed tools at Katlehong Town Council yesterday - for the second time in as many weeks.

They demand the resignation of a white

council official whom they accuse of being "a racist".

* About 10 000 OK Bazaars employees are balloting this week to decide whether to go on strike in support of their wage demands, a spokesman for the South African Commercial and Allied Workers' Union said yesterday.

Saccawu official Mr Jeremy Daphne said results of the ballot would be released on Friday.

Union expects ballot will lead to strike at Shell plants

610^{am} 30/5/90
MATTHEW CURTIN

THE Chemical Workers' Industrial Union (CWIU) is confident the strike ballots recently conducted at Shell Oil and Shell Chemical plants and depots in the eastern Cape and Durban will lead to the first division-wide strike at Shell.

CWIU southern Natal coordinator Pat Horn said she was confident the 260 workers would vote to strike.

She said wage negotiations with Shell had reached a stalemate

The CWIU insists Shell should bring its wage agreement in line with other settlements in the petroleum industry. The union has already settled at BP, Mobil, Caltex and Zennex.

Increases ⁽¹⁵²⁾

Wage increases at these companies are implemented on July 1, as is the non-union agreement at Shell, but Shell management refused to shift its new wage implementation forward from March 1, said Horn.

Workers at Shell's Price's Candles subsidiaries in East London and Cape Town are on strike over management refusal to agree to joint wage negotiations, she said

Shell Chemical and Shell Oil have offered 15% and 16% wage increases respectively.

Horn said this was below settlements reached elsewhere in the industry. Caltex and Mobil made pay awards of 19% and 18%

Union meetings will be held this weekend if the strike ballot shows workers support a strike

Shell management were unavailable for comment last night

Workers clash with AWB members

South 20/5 - 6/6/90

From JUSTICE SIGONYELA
PORT ELIZABETH — SKF Manufacturers in Uitenhage have locked out striking workers demanding the dismissal or suspension of an alleged AWB member

This followed an incident in which the AWB member allegedly stopped a black worker from entering change-rooms he said were reserved for whites and insulted him.

According to a spokesperson for the National Union of Metalworkers of SA (Numsa), the white worker was given a verbal warning for jostling a black worker and shouting abuse at him, but workers demanded firmer action.

Workers returned to work after six days, agreeing to hold talks with management. A company spokesperson said talks were continuing, and the matter was an "internal" affair.

SKF managing director, Mr Edgar Schindler, was said to have instructed company officials not to speak to the press.

On Tuesday, a Numsa shopsteward and another worker were dismissed at Onvlee Engineering in Sidwell, leading to a strike by the entire workforce demanding their immediate reinstatement.

Negotiations were in progress when workers returned to work, said the managing director of the plant, Mr Robert Onvlee.

In another incident in Port Elizabeth, a black man was assaulted by an alleged AWB member while on his way to board transport to the township.

Police liaison officer in the Eastern Cape, Major Bill Dennis, said the incident had not been reported.

He said police would investigate every matter reported to them, irrespective of who was assaulted.

He said the Eastern Cape was one of the "very quiet regions" as far as racial conflict was concerned, and asked people to respect one another as people. — PEN

Strikes hit Coke construction firms

South 3015-616190

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ABOUT 300 construction workers downed tools at several building sites in Cape Town this week to demand that their employer negotiate retrenchments with their union

The workers, members of the Black Construction and Allied Workers Union (Beawu), went on strike on Monday at about 10 sites where Resnekov and Nielsen Building and Engineering are doing contract work

Another major strike in Cape Town this week brought Coca Cola deliveries close to a standstill

Workers at Peninsula Beverages, bottlers of Coca Cola, in Athlone and Parow Industria downed tools in support of wage demands

A worker spokesperson said they wanted a minimum wage of R350 a week. Workers presently earned R230.

A spokesperson for the Food and Allied Workers' Union said the union was busy signing up members at the Parow depot

Company spokesperson Mr Bryan Morse said about 80 workers were on strike at the Parow plant

Morse said strikers at Athlone had returned to work. The strike only affected truckhands, and not production staff.

He said no deliveries were presently taking place

About 1400 workers dismissed from a Woodstock frozen food factory last week after a strike over wage demands returned to work this week.

A spokesperson for the Food and Allied Workers' Union said Irvin & Johnson had agreed to reinstate workers dismissed for taking unprocedural industrial action.

A two-week strike by about 600 members of the Chemical Workers' Industrial Union (CWIU) at the Continental China factories in Atlantis and Blackheath ended this week after workers accepted the company's offer of R4,45.

A strike by about 120 CWIU members at Price's Candles in Observatory and in East London is continuing.

CWIU members at several offshore oilrigs operated by Sopolog decided to suspend strike action pending a meeting with management next week.



BACK TO WORK: Strikers outside the Continental China factory in Atlantis

Privatisation protests a damp squib

Labour Reporter *152* municipal affiliates and the Minister responsible for privatisation, Dr Dawie de Villiers.

Nationwide anti-privatisation protests threatened by Cosatu's public sector unions appear to have been a damp squib. *30/5/92*

The protests were to coincide with yesterday's meeting between the general secretaries of Cosatu's rail, health, postal and

The Post Office said small demonstrations had taken place at depots in Milner Park, Bryanston and Randburg. There had been no action in other centres. Transnet said no protests were reported.

Reef teachers plan to strike

152
Education Reporter

Coloured teachers on the Reef yesterday decided to embark on an indefinite "chalks down" strike from tomorrow.

About 1 000 teachers took the decision at a meeting in Eldorado Park after the Department of Education and Culture (House of Representatives) failed to respond to their demands, Mike Davy, the co-ordinator of the Action Committee of Teachers, said last night.

After suspending a week-long strike a few weeks ago, teachers gave the department until Tuesday this week to respond to their demands, which included the timely payment of salaries, parity between male and female teachers and a living wage.

Mr Davy said the strike would continue until the department addressed the demands.

Teachers 'down chalk' until minister responds

CAPE TOWN 31/5/90
JOHANNESBURG. — About 1 200 Johannesburg teachers yesterday decided to "down chalk" until National Education Minister Mr Gene Louw responded to demands made by teachers on Monday.

The decision was taken at a meeting held by the Action Committee for Teachers at Eldorado Park.

The "chalk-down" would begin tomorrow, said a spokesman for the Action Committee, Mr Ronnie Swart.

The teachers' demands include a non-racial education department for all; gender parity for all teachers at all levels; "democratisation" of education; recognition of the National Teachers' Unity Forum and of a teachers' Bill of Rights. — Sapa

Health crisis looms as SA tries to

By Vivien Horler
and Andrea Weiss

First World medicine is staring the Third World in the face — and blinking

Concerned South Africans no longer say "health" without adding "crisis". Budgets are being cut as more and more people stream into the cities to use the shrinking facilities.

Frustrated doctors, nurses and health workers, tamed at the taxpayers' expense, are emigrating, leaving the profession or going on strike because of long hours, difficult working conditions and inadequate pay.

Some hospital wards are closed because of lack of staff, others because of a lack of patients of the right colour.

But at hospitals such as Baragwanath, patients lie on the floor because there are not enough beds.

Prestige units such as Groote Schuur's world-famous cardio-thoracic unit — where the world's first heart transplant was performed — are threatened with closure because of a lack of money to buy basic essential equipment.

At the same time South Africa has more magnetic resonance imaging machines — body scanners which sell for R7 million each — than there are in Britain, a country with double the population. But all South Africa's MRIs are in private hospitals.

Not enough beds

And while the Government bemoans a shortage of money, it has created a health service consisting of 14 different departments.

Professor Walter Loening of Natal University commented. "If the devil himself had been set the task of evolving a health structure so complex in nature that it would confound the minds of the most skilled health administrators, he would not have come up with anything quite as bizarre as we have managed to create."

The questions being asked about the country's crippled health services are becoming more and more strident.

Can we afford to run what in effect are two separate health services, the public and the private?

Can we afford the departure of trained personnel from both the profession and the country?

Can we afford to provide hideously expensive surgery, such as heart transplants, when the same money could pay for thousands of children to be immunised against tuberculosis or measles?

Can we afford expensive research?

Can an increasingly Third World country afford First World standards?

There are no easy answers, no quick fix solutions will have to be found by addressing the entire politico-socio-economic situation. The current health crisis is merely a symptom of a general malaise affecting the country, much of it the result of years of apartheid rule.

Last week the Minister of Health in the House of Assembly, Dr Rina Venter, spoke of the importance of increasing spending on primary health care — out-patient clinics, day hospitals, immunisation facilities, general practitioners, health visitors and illness prevention efforts.

Primary health care also includes good nutrition, adequate and clean water, sanitation, decent housing, education, birth control and healthy lifestyles.

A good system of primary health care will help prevent people needing expensive treatment in hospital. Yet according to Dr Joseph Levenstein, chairman of the South African Academy of Family Practice/Primary Care, only five percent of public health spending goes into primary care.

And only about 10 percent of private medical aid money goes to the general practitioner. Most medical aids will not pay for contraceptives, for example, or for a flu jab, yet will cheerfully pay confinement costs or when a member comes down with flu.

Dr Venter told a medical seminar at the

University of Stellenbosch "As long as each medical faculty insists on offering all services — all forms of transplant surgery, in vitro fertilisation and so on — there will not be funds to eradicate tuberculosis."

"As long as all medical faculties want to immediately buy all the newest equipment and are not prepared to make agreements to share — there will continue to be communities in South Africa that are deprived of basic health services."

She said if the emphasis in the health services could not be shifted from a preference for the highly advanced to basic, community-oriented health services, the resulting patient overload in hospitals would mean not enough money to maintain sophisticated academic medicine.

While top doctors agree with Dr Venter, they have some reservations.

Professor John Odell, head of Groote Schuur's cardio-thoracic unit. "She's right in a way to put the emphasis on preventive medicine — but the results of this policy will take 20 years to filter down the line, and in the meantime we have to deal with patients now — and 25 percent of the population is affected by some form of cardio-vascular disease."

"The equipment I need is absolutely basic, nothing fancy or sophisticated, and as essential to me as a stethoscope is to a general practitioner."

"I'm familiar with the argument that queries the expense of operations such as heart transplants, but 80 percent of the population doesn't have access to private medical care, and someone has to treat them."

Dr J P van Niekerk, dean of the medical school at the University of Cape Town, also backed some of Dr Venter's ideas.

First and Third Worlds collide

"There is certainly room for some rationalisation. For example four institutions training pharmacists in the Western Cape have now been amalgamated into one."

"We also need to provide a unitary health service instead of the fragmented service we have if we're going to use the available money properly."

"And we need to develop a relationship between the public and the private sector — the amount of money spent in the private sector is out of proportion to that spent in the public sector."

"South Africa cannot afford unbridled facilities in the private sector as this diminishes what can be provided in a teaching hospital."

"The services the private sector can provide must be made part of the general health service equation and become part of total health planning."

The fragmented health services also came in for criticism from both the Medical Association of South Africa and from the National Medical and Dental Association.

Dr Hendrik Hanekom, secretary-general designate of the Medical Association, said "In Masa's opinion the fragmentation of health services is one of the most important detrimental influences on the present health care system."

"The present problems experienced in academic medicine clearly illustrate the results of the duplication and even triplication of services — professional, technical and administrative — and unequal distribution of workload, inequalities in services and an inevitable increase in costs."

Namda spokesman Dr Stanley Levenstein said. "There has been a lamentable neglect of

health needs as shown for example in the low budget allocations in favour of priorities such as defence expenditure, and the wasteful fragmentation and inefficiency of 14 departments of health."

"This has resulted in the demoralisation of health workers at all levels in hospitals and other settings with the result that many services have come to a virtual standstill."

Dr Levenstein said the most important cause of ill-health in South Africa was socio-political, rooted in poverty, poor living and working conditions and over-crowding. The situation could only be improved if the Government "musters the political will to address the root causes of the problem in a meaningful and effective way."

In the face of this barrage of criticism, what do the authorities say?

Dr George Watermeyer, executive director of hospital and health services in the Cape, said in an interview "In the light of the financial situation, we are really having to relook at our total priorities. In the first place, we are not just responsible for hospital care."

"Primary health care is the most important priority. There are facilities that need to be developed. But with that of course is the need to maintain our hospital services."

He said Groote Schuur's present difficulties, including a shortage of equipment, were mainly to do with the fact that it was moving to a new building and "the place still needs to be run in. It is functioning pretty well."

He added "I think it is fair to say it is a management problem. The thing that concerns me is that the perception is engendered in the minds of many that there is a crisis. The service continues as normal. There is no real danger to the public at this stage."

"I don't really know that there is a running down of services. The question one needs to answer is are we dealing with equipment failure, overstressed personnel, are we dealing with the whole situation of an inadequate care service?"

"The answer to all those is no. We are really looking at a health service which is being stretched, which is being asked to re-examine its priorities."

He conceded that "perhaps we haven't over the years spent sufficient time and effort developing primary health care and that we have spent rather too much time at developing hospital facilities. Having said that, I want to point out that in a geographical area you need an appropriate mix of services."

Not ashamed

But the academic hospitals were being over-stretched by patients who could often go elsewhere, such as the day hospitals.

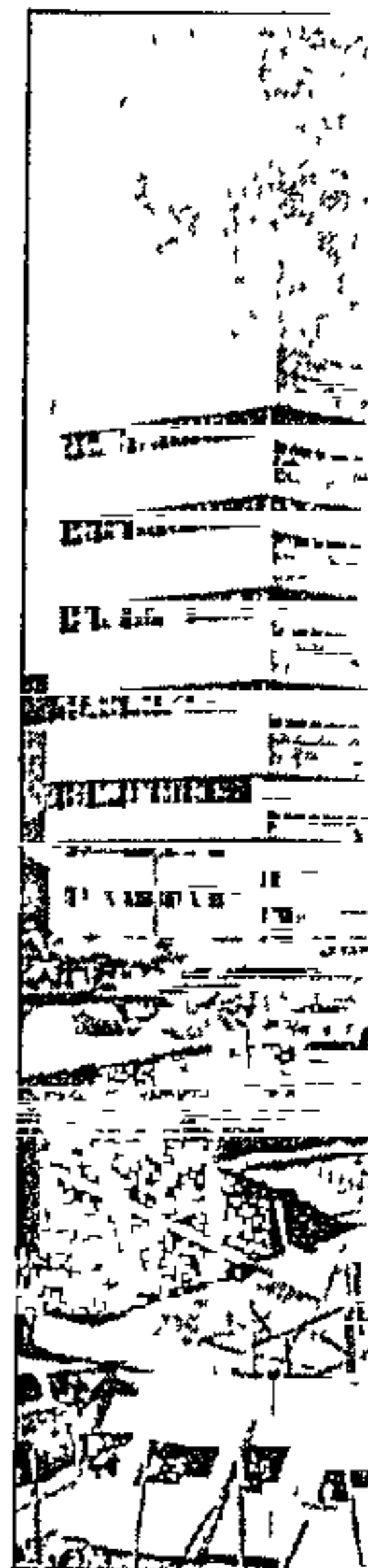
"Academic hospitals are centres of excellence where the care and the training of medical students, specialists, nurses and everybody else can be equated to the best in the world."

"I believe that our teaching hospitals are equal, have been and remain equal to those overseas."

I don't believe that we have anything to be ashamed of or anything to be afraid of in that regard. It is again part of the negative perception being created.

"People are working hard, the service load is enormous, we don't have large sums of money now to purchase on a broad scale what we would want to purchase to develop a new service."

"And of course that results in frustration and anxiety. But at the same time I must admit I am very proud of the service and facilities we are providing. It's perhaps not the same easy system of operation perhaps there is a degree of overload, but they are still damn good."



Groote Schuur

Govt recognition of May 1 a victory,

Step 2/5/1990 152

By Janet Heard

Workers attended mass rallies countrywide to celebrate Workers' Day

This was the first year that the Government had recognised May 1 as a public holiday

A feature of this year's rallies was the presence of the recently unbanned African National Congress and Pan Africanist Congress

In Sharpeville about 6 000 people gathered at the George Thabe Stadium for a joint National Council of Trade Unions and Congress of SA Trade Unions rally

Exploitation

Speakers stressed that the Government's recognition of May 1 as a paid holiday was a victory for the workers who for many years had struggled for the right to celebrate May Day

Workers were urged to stand united in the struggle against exploitation and intensify the struggle for a "living wage"

Although the focus of the rally was on the workers' struggle on the shop floor, the emphasis was on the country's changing political climate and today's talks between the Government and the ANC

Regional ANC executive member Mr Cassim Saloojee announced that a mass rally would be held on Sunday at the First National Stadium outside Johannesburg, at which black leaders, including SACP leader

Mr Joe Slovo, would report back on this week's talks

Mr Saloojee promised that the ANC would not take any decisions on whether to proceed with negotiations before consulting the people of SA

He said the ANC was not entering today's talks to bring about reform, "but for the transformation of power to the people of South Africa"

South African Youth Congress executive member Mr Peter Skosana reaffirmed Sayco's support for the ANC and for its entering into negotiations

"We are conscious that negotiations have a tendency to break down, and that is why we agreed with the ANC that they would not dismantle Umkhonto we Sizwe yet," he added

PAC stalwart Mr Mark Shunners criticised the policy of negotiations and said it was an attempt by the Government, in an alliance with private enterprise, to regain economic stability

He warned that division among workers weakened the labour movement. He said a rally in Soshanguve had to be cancelled at the 11th hour because organisers feared there would be friction with another workers' rally in the vicinity

Mr Paul Stewart, of the Independent Trade Union movement, said division among workers had to come to an end

"We want to build a bridge to bring all workers together into one union. We will only dissolve

when one single union has been formed," he said

At a rally in Thabong, outside Welkom, ANC leader Mr Andrew Mlangeni told about 50 000 people that the time was not right for the ANC to abandon the armed struggle

At the rally, Mr A Leeuw, the Goldfields regional chairman of Cosatu, said the struggle against privatisation should be intensified. "We say that we will nationalise without compensation all companies that have been privatised"

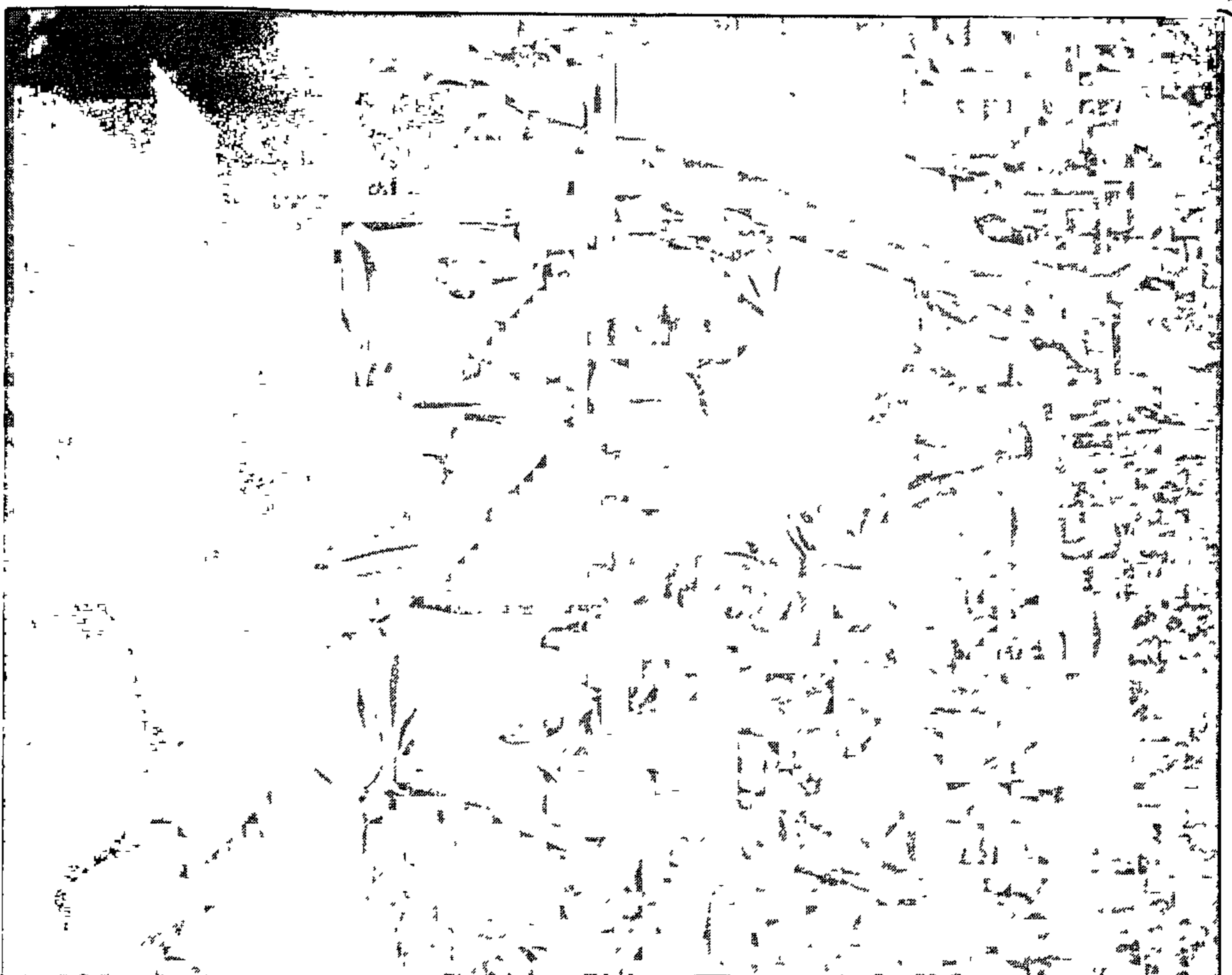
In Vosloorus outside Boksburg, workers were forced to travel to a rally in nearby kwaThema after the Vosloorus Town Council refused permission for Cosatu to hold a rally at the local stadium

Co-operation

Former Rivonia trialist and ANC leader, Mr Elias Motsoaledi, told about 2 000 people gathered at the Mamelodi soccer stadium for a Cosatu rally that no political organisation could be successful without the co-operation of the working class, and that this class played the most important role in the struggle for liberation

No workers reported for work at one of the three giant factories in Bophuthatswana's Odi region yesterday. In other areas of the homeland, attendance ranged from 50 to 100 percent.

See Page 4.



A group of youths show support for the workers' struggle at a May Day rally in Sharpeville. Celebrations were held at venues throughout the country

Picture by Herbert Mabuza

One-party row stops displays

The Star's Africa News Service

HARARE — A row over the one party state issue led to the cancellation of displays by workers of their achievements at a May Day function in Harare.

The Zimbabwe Congress of Trade Unions had put up a banner opposing a one party state. When a government Minister ordered it removed, union officials called off a parade of workers.

University students who also carried banners attacking the one party proposal were ordered out of the stadium by members of the ruling party's youth brigade.

President Mugabe said a multi-party system caused unnecessary rivalry.

Teachers' strike to end tomorrow

TANIA LEVY (132)

TEACHERS at about 30 coloured schools in the Transvaal will end their week-long strike tomorrow with a march to the Department of Education and Culture in the House of Representatives regional offices in Bree Street, Johannesburg.

The strike was sparked off by the arrest last week of 29 Eldorado Park teachers, who marched in protest at salaries that had not been paid for some months, a Progressive Teachers Union (PTU) spokesman said yesterday.

At a meeting called on Monday by the PTU, about 700 teachers from around the Transvaal decided to go on strike for a week to protest against the arrests, the department's "negligence" in paying salaries and broader grievances with the education system.

He said almost all coloured Transvaal schools and more than 20 000 pupils had been affected by the strike.

The list of grievances to be handed to the department tomorrow included having to wait between one and six months for salaries and no maternity leave.

Teachers were demanding parity in salaries for men and women, an overhaul of the inspection system and decentralisation of House of Representatives' Education and Culture Department from Cape Town.

The spokesman said inspectors had visited schools yesterday to inform teachers of the illegality of their actions and warn them they would not be paid for the time they did not work.

Sapa reports the department yesterday confirmed the action taken by coloured teachers in areas such as Coronationville, Ennerdale, Riverlea and Boksburg, but said it could not comment as the matter was being dealt with a ministerial level.

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17/1/90

New workers sought as mine strikers go

JCI's Lebowa Platinum Mines is recruiting a new workforce after the mass dismissal of 1 500 strikers last week.

Recognition of the National Union of Mine-workers had been imminent at the time of the strike, which centred on demands for the dismissal of an overseer, said JCI spokesman Ann Dones. The strike started on a shift last Tuesday and spread to the entire underground workforce. They refused to follow normal grievance procedures.

About 450 NUM members are also said to be on strike at Consolidated Metallurgical Industries in protest against the dismissal of six colleagues. Star 16/5/90

152
~~151~~
~~150~~

Railway workers clash

Star 16/5/90

Labour Reporter

152

In a violent sequel to the recent rail strike, several workers have been treated in hospital and a work stoppage has erupted following clashes at the Braamfontein marshalling yard in Johannesburg.

Sources said the clashes were between former strikers, largely members of the SA Railway and Harbour Workers Union (Sarhwu), and non-strikers mainly belonging to the rival Black Trade Union (Blatu).

Braamfontein was allegedly the staging-point for a series of attacks on Sarhwu members during the strike.

Sarhwu spokesman Johannes Ngcobo said union members had been treated in the Hillbrow Hospital after being set upon by gang-wielding assailants on Monday.

Attributing the violence to "a new wave of intimidation by non-union workers", he said another Sarhwu member, Phineas Mukhodi, was shot in the head yesterday. He could give no further details.

Blatu comment could not be obtained.

Confirming the work stoppage, Transnet's Mr Ian Bleesdale said senior Transnet labour executives met both sides yesterday in an attempt to defuse the conflict.

Further talks were planned today, he said.

All have right to strike doc

THE National Medical and Dental Association believes that all workers should have the right to strike to back up their demands against their employers

Namda spokesman Dr Max Price made this point after strikes at several hospitals last week at which some doctors and nurses took part.

He issued a statement yesterday saying his organisation supported the strike by doctors and nurses but that such action should not have a detrimental effect on patients' health.

He said, "There are many forms of industrial action besides a full-blown strike. For example, tea- and lunchtime stoppages, work to rule, protest and pickets, and go-slows" *Sowetan 15/5/70*

He explained that certain activities, such as emergency care at hospitals, could be excluded from the industrial action, so that only medical care which can be delayed without affecting patients' health (should be part of the industrial action).

All of these, if properly co-ordinated by a strong trade union which has ready access to members, can be done in a way which does not affect the health of patients, although they may certainly cause great inconvenience. *(FISA)*

"Namda, therefore, supports the strengthening of the National Education Health and Allied Workers Union. We were impressed by the way Nehawu gradually escalated the level of the industrial action, and we blame the Transvaal Provincial Administration for not responding timeously - thus forcing Nehawu to take workers out on strike.

"If the TPA had taken Nehawu seriously at an earlier stage, the strike and consequent disruption of hospital services could have been avoided.

"The de facto recognition of Nehawu will, we believe, enable future industrial relations in the health sector to be conducted more constructively.

This will ultimately have a major positive impact on the health of all patients in the future.

1367

TUESDAY, 15 MAY 1990

1368

Health Services and Welfare

Programme 3 School Health Services

National Health and Population Development.

Programme 8 Civil Pensions

Transport

Programme 4 G G Transport

R 48 000

R 2 757 000

R 68 000

(c) A strategic adjustment for this and the next four years is at this stage being planned to determine what expenditure could possibly be deferred without affecting the standard of education. As soon as the full implications of such an adjustment have been evaluated, the necessary authorities (including the Departments of National Education and Finance) will be approached conveying our predicament. If necessary the matter will be taken up at ministerial level and if need be with the State President.

For written reply

General Affairs

SATS, Strike

16 Mr K CHETTY asked the Minister of Mineral and Energy Affairs and Public Enterprises

(a) What are the dates of the most recent strike by workers of the South African Transport Services, (b) how many workers participated in this strike (c) what were the causes of the strike, (d) how many man-days were lost as a result, (e) what was the total financial loss in respect of damage to property and (f) what total amount was lost by these workers in earnings?

17 The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

(a) 2 November 1989-31 January 1990

(b) 26 745

(c) (i) Minimum wage of R1 500 per month

(ii) Recognition of SARRHWU as a Trade Union

(iii) Revision of the Disciplinary Code

HOUSE OF DELEGATES

1369

TUESDAY, 15 MAY 1990

1370

The MINISTER OF HOUSING

(1) No

(a) Because in terms of a directive issued by the former Minister of Housing (Mr A Rajbansi) the Housing Development Board resolved at its meeting held in Johannesburg on 17 November 1988 that when a tenant sold his business, it would accept the purchaser of such business, as the new tenant.

(b)

R Parther
S Govender (Mrs)

K Naidoo

A A Vally

Jivan Seebrian

M P Moodley

M E Govender (Dr)

R Perumal

O F Manjoo

S A Perrin

M Jeena (Dr)

I Dada (Dr)

(2) (a) B Seebrian (Autobran (Pty) Ltd)

D Parmanand

Messrs Chatsmoor Trading (pty) Ltd

(D Paragjee)

A K Suleman

A Khan

S G Ram

A S Wahab

A M Moola

A F Bee Bee

62 Bellair Road, Cato Manor

121/123 Dorchester Road, Sea View

15 Mansfield Road, Warwick Avenue

94 River Road, Sea View

272 Randles Road, Cato Manor

22 Acorn Road, Durban

97 Trimbome Road, Cato Manor

188 Umgem Road, Greville

741 Bellair Road, Cato Manor

(3) (a)

No

(i) Because the difference in extent of the different shops

(ii) Shop 6 — B Seebrian (Autobran (Pty) Ltd) R12,01/m²Shop 8 — D Parmanand 11 20/m²Shop 9 — Messrs Chatsmoor Trading 10 50/m²Shop 11 — A K Suleman 12,00/m²Shop 12 — A Khan 11 77/m²Shop 14 — S G Ram 11 89/m²Shop 15 — A S Wahab 10,92/m²Shop 18 — A M Moola 10 93/m²Shop 21 — A F Bee Bee 11,95/m²

(b) No

D31E

HOUSE OF DELEGATES

... also given a three-year suspended sentence.

CAR Trip 4/5/90 (152) (152)
Strike probe head named

PRETORIA. — A commission of inquiry investigating the recent GaRankuwa Hospital strike during which 20 newborn babies allegedly died will be headed by retired Appeal Court judge Mr P M Cillie.

PEOPLE AT THE TOP
ARE ON THE MOVE
SEE PAGE 9

TOP NEWS

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

MANPOWER
MIRROR by
ADRIAN
HERSCH



Hospital strikers spotlight a raw deal

STRIKES involving hospital workers belonging to the National Education, Health and Allied Workers Union (Nehawu) have raised many questions.

The issues involve the morality as well as the conditions that gave rise to the strikes. But the strikes could mark a turning point for legislation for those in the public service.

Nehawu sent a memorandum to the chief superintendent of Baragwanath Hospital at the beginning of March outlining workers' demands.

They included a minimum wage of R1 100 a month and a R400 across-the-board increase recognition of the union, an end to temporary status of workers, and the abandonment of race discrimination at health institutions.

The authorities responded by saying that in terms of the Public Service Act only the Commission of Administration and Co-ordination could recognise staff associations. The authorities said that because of this they were not in a position to formally recognise or enter into a recognition agreement with a trade union.

Lunch hour demonstrations occurred. They were followed by go-slow action and then full strike action, which spread to 10 hospitals involving about 8 000 workers. Only emergency cases could be handled.

Most of the strikers were non-medical staff but there were exceptions, such as at Natalaspruit Hospital where some

nurses were not working at various stages. Their action was condemned by the SA Nursing Council.

The authorities have been accused of dragging their heels when warning signs began to flash. One of the warnings was strike action involving non-medical staff at Cape Peninsula hospitals.

The origins of the dispute can be found in the historical context regarding different forms of legislation for public- and private-sector workers.

There have been three major strikes in the public sector this year. One involved teachers in the Johannesburg area and the other two the non-medical staff at hospitals in the Cape Peninsula and Transvaal.

Since 1979 black workers in the private sector have been covered by the Labour Relations Act (LRA). As a result they have been able to secure higher wages and better job security than their counterparts in the public service.

Public servants, on the other hand do not have access to it. Further some workers who have been employed in hospitals for decades but are still classified as temporary employees and can be dismissed on 24 hours notice.

As far as job security is concerned, workers in the private sector covered by the LRA enjoy the protection of the Industrial Court.

At the time of writing, fortunately no known casualties have occurred as a result of the hospital strike. The action marks one of many traumatic periods in the history of South African industrial relations, but there is a possibility that it could be a turning point for the better for public service workers.

The strikes could strengthen the National Manpower Commission proposal released in April that certain sectors of the public service be accommodated in a special way more or less along the lines that essential services would be accommodated (in the LRA).

(152)

(147)

5/1/90

13/5/90

152 ~~134~~ ~~135~~ ~~136~~ ~~137~~ ~~138~~ ~~139~~ ~~140~~ ~~141~~ ~~142~~ ~~143~~ ~~144~~ ~~145~~ ~~146~~ ~~147~~ ~~148~~ ~~149~~ ~~150~~ ~~151~~ ~~152~~ ~~153~~ ~~154~~ ~~155~~ ~~156~~ ~~157~~ ~~158~~ ~~159~~ ~~160~~ ~~161~~ ~~162~~ ~~163~~ ~~164~~ ~~165~~ ~~166~~ ~~167~~ ~~168~~ ~~169~~ ~~170~~ ~~171~~ ~~172~~ ~~173~~ ~~174~~ ~~175~~ ~~176~~ ~~177~~ ~~178~~ ~~179~~ ~~180~~ ~~181~~ ~~182~~ ~~183~~ ~~184~~ ~~185~~ ~~186~~ ~~187~~ ~~188~~ ~~189~~ ~~190~~ ~~191~~ ~~192~~ ~~193~~ ~~194~~ ~~195~~ ~~196~~ ~~197~~ ~~198~~ ~~199~~ ~~200~~

Prison warders appear in court

TWELVE prison warders and three women who were arrested in the aborted Police and Prison Civil Rights Union (Popcru) march last week appeared in the Johannesburg Regional Court

William Shalong, 46, Alexandra; Mavis Dlamini, 49, Soweto; Alfred Mojela, Kempton Park; Gladys Xabamiga, 27, Joubert Park; Tozamile Tana, 32, Pimville, Thokozani Madondo, 33, Protea North, Michael Mhlanga, 30, Rockville; Mondzi Gungubele, 33, Phomolong; Samule Maseko, 28, Evaton; Freddie Janje, 22, Sebokeng; Glory Ramphosi, 24, Sebokeng; Petrus Molelekoa, 28, Johannesburg; and Thina Mlambo, 24, Evaton; appeared before Mr Be P Luyt

Bail of R1000 each was fixed. The case resumes on June 7. *C.P. 13/5/90*

Gant fires 420 workers at farm

By MICHAEL DOMAN
False Bay Bureau

LEADING Democratic Party member and losing candidate in Helderberg last year Mr Dave Gant said he had regrettably fired about 420 workers on his family farm, Lourensford, near Somerset West after they went on strike and intimidated the farm's 2 000 employees

The black male workers on the 4 500-hectare farm were bused home, mostly to the Transkei, from their hostels on May 2 Some live in Khayelitsha

Mr Gant said that labour problems began on April 27 when 23 workers met the general manager to discuss issues, including wages

Protest march

One demand was that managing director, Mr Gant, respond personally to their demands, failing which they would march in protest

Mr Gant, chairman of the DP's national council, said he told the 420 labourers at their hostel on April 30 that he could not have a detailed meeting with such a large group

"I said we were more than prepared to discuss various issues If they weren't happy with the existing workers' committee, departmental elections for new representative committees could be held I said we would also discuss wage increases, even though this is normally done in October"

Mr Gant said the workers refused to go through the election process and went on strike, with a small group preventing others from returning to work

Mr Gant said general labour laws did not yet apply to agricultural workers, but he welcomed the fact that these would eventually be extended to farms

He had discussed the "unfortunate incident" with the Food and Allied Workers' Union, although the union had no members on the farm

Sowetan 11/5/90

Striking could lead to action against medics and nurses

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TWO doctors and many nurses on strike in solidarity with non-medical staff at 11 Transvaal provincial hospitals could face criminal and disciplinary action.

Strike action is against the law for both doctors and nurses. Respectively they are also subject to rules of the South African Medical and Dental Council (SAMDC) and the South African Nursing Council (SANC).

Doctors also take the Hippocratic Oath and

By SOWETAN CORRESPONDENT

nurses a Pledge of Service on qualification

Doctors who are members of medical associations are also bound by the Declaration of Geneva.

Two doctors attached to the Hillbrow Hospital in Johannesburg and scores of nurses have joined the two-week old strike by non-medical staff at hospitals throughout the Transvaal.

The registrar of the SAMDC, Mr Nico Prinsloo, said it was an offence for doctors to strike and any interested party could draw it to the attention of the police who would investigate after which the Attorney-General would decide whether to prosecute.

It could also be brought to the attention of the SAMDC. He said the offence carried a maximum fine of R1 000 or a jail sentence of one year or both.

Upon conviction, the name of the offending medic is removed from the register of the SAMDC.

On the ethical issue, the chairman of the federal council of the Medical Association of South Africa (Masa), Dr Bernard Mandell, said Masa regards it as unethical for doctors to strike as patients' well-being should under all circumstances be their foremost consideration.

Jeopardise

Mandell said every possible other venue should be explored to resolve problems, and should a dead end be reached, whatever action followed should never jeopardise patients.

"However, Masa believes that if a doctor participated in a strike, he should be given the opportunity by the SAMDC to justify his or her actions."

He said Masa was grateful the SAMDC supported proposals for changes in the present legislation which, if implemented, would mean the names of convicted doctors will no longer be summarily erased from registration if he has been found guilty of participating in a strike.

Speaking for Namda (National Medical and Dental Association), Dr Max Price, said Namda does not have a policy on strike action.

"We support Nehawu (National Education, Health and Allied Workers' Union) and various forms of industrial action, which does not necessarily mean a total strike," he said.

Never mind talks ~~(S)~~ this is war

w/ment 11/5 - 17/5/90

Open war threatens Galeshewe where militant youths refuse to accept the mood of reconciliation. PHILIPPA GARSON reports

OPEN warfare in Galeshewe near Kimberly continues oblivious to reconciliatory moves between the government and the African National Congress

The town had a brief respite as thousands mourned the death of Stephen Thompson, 19, and Jacob Mothibe, 14, who were killed in separate incidents after weeks of clashing with police and *kitskonstabels*

The mood in the township was far from conciliatory as militant youths attending the funeral declared open warfare on Galeshewe police

The imminent war follows allegations by the youths that police fired on them from the top of the police station while they were holding a vigil the night before the funeral.

Four people were rushed to hospital

Mothibe was killed last Wednesday when *kitskonstabels* allegedly fired on youths returning from a Galeshewe Youth Organisation (GYO) meeting. The youths alleged that the electricity in their township was turned off and *kitskonstabels* shot at them in the darkness as they *toy-toyed* to their homes.

Mothibe was returning from a soccer practice

Thompson died after being overcome by teargas last Thursday when riot police fired on youths at a meeting at the secondary school

Youths then went on the rampage, burning delivery trucks, killing a *kitskonstabel* and wounding two policemen. One, who was allegedly ambushed with petrol bombs, is in a critical condition in Kimberley Hospital. Youths deny that the girlfriend of one of the policemen was raped

Police kept a low profile at the funeral and at the march afterwards to the cemetery

In an emotive address one of the speakers called on mourners to arm themselves against the police

"We will fight them with our petrol bombs and our stones. We will call on our parents to join us"

The applause grew as the community was told that they must dance at the gravesides of the *kitskonstabels*.

Funeral organisers circulated a



Angry young men at a funeral in Galeshewe this week.

Here, the spirit of reconciliation prevails

IN a local equivalent of the Grootte Schuur talks residents of Bhongweni, near Kokstad, agreed to return to work after a two-day stayaway.

Following police action on people returning from a May Day rally at Matatiele, residents of Bhongweni township did not go to work, partly out of fear, partly out of anger.

On the second day of the stayaway, officials of the Kokstad Chamber of Commerce and employers participated in lengthy talks in Bhongweni on problems there. The day-long negotiations bore fruit and the people agreed to resume work.

During the meeting residents gave affidavits to lawyers saying police ordered a gathering after the May Day rally to disperse within three minutes. But before the time was up they fired teargas and took other action in the

(152) By CARMEL RICKARD

township during the night.

The official police version stated that teargas and shotguns were used when people refused to disperse and threw stones at the police.

After the meeting a chamber official said it appeared there had been an "over-reaction" by police and added that it was totally unacceptable.

Chamber members urged employers not to take action against employees. Later they said that in the spirit of the "new South Africa" it was essential to maintain good relations.

President of the Southern African Catholic Bishops' Conference, Bishop Wilfred Napier, said employers had earned warm praise in Bhongweni for attending the meeting there.

pamphlet justifying their plan to "launch an offensive against the enemy. The killings occur at a time when the De Klerk junta is trying and apparently succeeding to convince South Africa and the whole world that it is committed to peace. But the event of past weeks in Galeshewe and throughout the country prove that De Klerk and his gang are not really serious about a peaceful negotiated settlement"

As huge crowds sang and danced in the fading light outside the houses of the dead, all was quiet in the neighbouring "coloured" township, Greenpoint. Entrances were barricaded to

prevent police access and residents told how police had prevented them from marching to the funeral

Northern Cape liaison officer Captain Johan Hickman responded to the Galeshewe youths declaration of war, saying, "The bulk of the people are not against the police. There is a section, however, that is against anything pro-government, and that includes the police force"

Regarding the incident on the night before the funeral, Hickman said *toy-toying* youths had barricaded the road near the station with rocks and burning tyres. The youths were fired on only after they stoned the guards

Postmen suspend work stoppages

POST Office employees have suspended sit-in strikes at major centres in the Transvaal pending further meetings between management and the Post and Telecommunications Workers' Association, a Potwa spokesman said yesterday.

The workers embarked on brief work stoppages this week in support of their wage demands which include a R1 000-a-month minimum wage and a R400 across-the-board increase.

The strikes coincided with talks between Potwa and Post Office management on Monday.

Post Office public relations officer, Mr J Roodman, was not avail-

By **LEN MASEKO**

able for comment yesterday. (152)

A Potwa spokesman said the two parties had not yet reached agreement but management had promised to inform the Minister of Telecommunications about the workers' demands.

The two parties will resume the next round of wage talks on May 21.

* A row has broken out between a West Rand company and Food Beverage Workers Union over the company's decision to lock out employees who rejected its wage offer.

The FBWU has con-

demned Advance Seed's action, saying the lock-out was "unprocedural and unlawful".

FBWU official Mr Goba Ndlovu said the union had applied to the Industrial Court to declare the lock-out, instituted against 40 FBWU members on Monday, illegal.

Mr B Lever, a manager of the company, yesterday confirmed the dispute between the two parties.

* The National Union of Public Service Workers and the Kagiso Town Council yesterday resumed talks to resolve the wage strike by about 600 employees of the council.

Handymen stop work

From MAKHAYA MANI

ABOUT 105 Oudtshoorn handymen this week downed tools to demand higher wages and the right to join the union of their choice. *Sent L 10/5-16/5/90*

The workers are employed as artisans' handymen by the JJJ Construction company which is building the local magistrate's court.

The strikers are demanding a R5-an-hour increase for trainee plumbers and R4,50 for other workers. *(152)*

The present rate of pay is R1,24.

The strikers want to withdraw from the "sweetheart union" and join Cosatu affiliate, the Construction and Allied Workers' Union.

They want transport facilities with shelter for all workers who travel to the building site from outside Oudtshoorn.

The company manager has refused to meet with the strikers.

CMA-71415 (152)

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Postal strikers end sit-in

PRETORIA — Post office workers in the Pretoria and Witwatersrand regions yesterday ended a two-day sit-in strike, but the action in support of wage demands was continuing at a Chloorkop engineering yard.

Sixty-nine workers at Chloorkop in the southeastern Transvaal had opted to continue the protest.

Workers, all members of the Post and Telecommunications Workers' Association, had staged the sit-in strike in support of their demand for a R1100 monthly "living wage" and a R400 across-the-board increase.

Six SATS workers in court

GM 7m P 10/5/80 (152) Court Reporter

SIX SATS workers appeared briefly in Cape Town Regional Court yesterday on charges of attempted murder following incidents on February 5 in which four people were thrown from moving trains in the Cape Town area.

They are alleged to have hit Mr Albert Zimela with an axe before throwing him off the train.

The men are Mr Oliphant Mpheka, 52, Mr Nozitsolo Dudumayo, 40, Mr Bonakele Ngalathi, 39, of Khayelitsha, Mr Mxolisi Ntaka, 43, of Jonkersdam, and Langa residents Mr Bisinathi Nkandalana, 29, and Mr Ngubenkomo Bonase, 50, of Qwesi Hostel.

All pleaded not guilty.

Bail of R100 each was extended and the hearing was postponed to June 26.

Mr J P Vermaak was on the bench. Mr F Silbert prosecuted. Mr F J van Dyk appeared for the accused.

negotiations
panies and the Western Cape re-
gion of the Metal and Electrical

Handymen stop work

From MAKHAYA MANI

ABOUT 105 Oudtshoorn handy-
men this week downed tools to
demand higher wages and the
right to join the union of their
choice. *Small 10/5-16/5/90*

The workers are employed as arti-
sans' handymen by the JJJ
Construction company which is
building the local magistrate's court.

The strikers are demanding a R5-
an-hour increase for trainee
plumbers and R4,50 for other work-
ers. *(22) (25) (152)*

The present rate of pay is R1,24.

The strikers want to withdraw
from the "sweetheart union" and join
Cosatu affiliate, the Construction
and Allied Workers' Union.

They want transport facilities with
shelter for all workers who travel to
the building site from outside Oudt-
shoorn.

The company manager has refused
to meet with the strikers.

Tables +

Zip factory in 'catch 22' battle

South 10/5 - 16/7/90

By CHIARA CARTER (152)
MORE than 50 workers were fired by a Maitland zip factory this week after they took part in a stoppage to demand that a dismissed shop steward be reinstated.

A spokesperson for the South African Clothing and Textile Workers' Union (Sactwu) said the workers were locked out of the factory on Wednesday after they took part in a demonstration the previous day.

The factory, YKK, has been the centre of a "catch 22" battle for recognition by the South African Clothing and Textile Workers' Union (Sactwu).

Sactwu claims to have signed up 53 workers at YKK — the entire workforce — but the company says the union must prove its paid-up membership before it will grant stop-order facilities.

The union, in turn, says that only once it gets stop-order facilities can

it prove its paid-up membership. A Sactwu spokesperson said after management received a letter from the union two weeks ago, requesting recognition and outlining proposed disciplinary procedures, the company went on short time.

Workers then took go-slow action. The spokesperson said the company subsequently retrenched eight workers.

He claimed the company retrenched the workers without consulting Sactwu and that the company had refused to meet with the union.

The spokesperson said a shop steward was dismissed — because she was allegedly "rude" and had "incited" the workers.

YKK refused to comment.

The Maitland factory is one of 46 in 40 countries owned by the company which employs 27 000 people.

600 on wages strike

152
384
123

By LEN MASEKO

ALMOST the entire workforce went on strike at the Kagiso Town Council on Monday, crippling essential services in the West Rand township. *Sowetan 9/5/90*

The 600 council employees demand recognition of their union, the National Union of Public Service Workers, a R600-a-month minimum wage, medical aid facilities for "non-classified" staff and an end to temporary employment.

Kagiso town clerk Mr HM van Rensburg and other officials could not be reached for comment yesterday.

Sections affected are administration and maintenance, NUPSW official Mr Frans Sebeane said.

Strike crisis

Sowetan 8/5/90

Worse

More join Bara staff protest

THE hospital crisis that has crippled six Reef hospitals yesterday spread further when nurses and non-medical staff at Tembisa Hospital downed tools.

The theatre, emergency reception and kitchen were closed at noon when workers took to the streets, a Transvaal Provincial Administration spokesman said.

"Tembisa Hospital has virtually closed down because we do not even have volunteers," she said.

Workers joined the strike while discussions between their union, the National Education Health and Allied Workers Union, and TPA

By THEMBA MOLEFE

officials were being held in Pretoria. Nehru will hold a meeting at the University of Witwatersrand's Flower Hall this morning to report back on the latest development.

Meanwhile the outcome of the meeting between Nehru and the TPA could not be established at the time of going to press yesterday as discussions were still continuing.

Strikes continued at Johannesburg General, Verwoerd Baragwanath, Hillbrow, Natalpruit, Madelburg and Willem Cruywagen hospitals while a go-slow was reported at Doksburg Benoni Hospital.

A large force of the nursing staff

Hospitals crisis

From Page 1

was reported to be still on strike at Natalpruit and Hillbrow hospitals.

Strike action was called off at Tshepong Hospital in Klerksdorp after hospital officials negotiated with workers.

The Administrator of Transvaal, Mr Danie Hough, made an urgent appeal to organisations and the public to offer voluntary service to the affected hospitals.

"Help is urgently re-

quired for kitchen services, the laundries, general ward services, clerical duties and the pre-packaging of tablets and medicines," he said.

Nurses are also needed, especially at Natalpruit and Tembisa hospitals, a statement from the TPA said.

Interested organisations should telephone (012) 201-4117 or (012) 201-4133.

See page 6

Ciba Geigy workers' strike over union's provident fund

WORKERS at Ciba Geigy's Spartan and Brits plants began a legal strike yesterday after negotiations broke down over company participation in the Chemical Industries National Provident Fund (CINPF).

The strikers are members of the Chemical Workers' Industrial Union (CWIU).

Ciba Geigy, a subsidiary of the Swiss-based pharmaceutical company, insists an in-house provident fund best serves

MATTHEW CURTIN

the interests of their work force.

The union has been campaigning since November 1987 for the company to participate in an industry-wide fund created by CWIU.

Ciba Geigy human resources manager Chris van Staden said yesterday participation in the CINPF was "inappropriate". It would not forsake its commitment to providing guaranteed

retirement benefits. (152)

An in-house fund would satisfy employees' needs, providing greater flexibility than the CINPF.

CWIU general secretary Rod Crompton said yesterday industrial action had been taken because of Ciba Geigy's "stone-age paternalist" approach to its work force.

Administration of workers' pensions could be done more efficiently at national level, he said.

Proposals to end hospital strike

News 8/5/90
The Argus Correspondent

JOHANNESBURG — Proposals which could end the week-old hospital strike will be put to National Education, Health and Allied Workers Union (Nehawu) members here today.

The proposals are the result of a 13-hour meeting in Pretoria yesterday between a Nehawu delegation led by national organiser Mr Monde Mditshwa and a Transvaal Provincial Administration delegation led by the executive director of hospital services, Dr Hennie van Wyk.

Dr Van Wyk said today good progress had been made in finding a solution to the strike, which had affected eight Transvaal hospitals.

He hoped hospital services could be back to normal within the next few days.

Work stoppages, which began last week at the Baragwanath, HF Verwoerd, Natalspruit, Johannesburg and Hillbrow hospitals, are continuing. Staff at three other hospitals — Tembisa, Tshepong and Middelburg — joined the strike this week.

Employers, unions agree on new ITRA

CPM 7/25 8/5/90
(152)

JOHANNESBURG — Employers and worker representatives signed a major agreement yesterday which calls for a number of amendments to the Labour Relations Act which points, it was suggested, to a new climate of negotiation.

Habitual enemies of old, yesterday wise-cracking representatives of the SA Consultative Council on Labour Affairs, the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions sat alongside one another to sign the document.

It will be forwarded immediately to Manpower Minister Mr Eli Louw for processing and it is hoped it will be law by the end of this session of Parliament, reporters were told. As outlined by Cosatu last week, the

amendments include.

- Scrapping of the time limits and bureaucratic procedures in relation to the declaration of disputes (other than a 180-day time bar on disputes of right but with expeditious condonation procedures)

- Provisions for proper notice and an opportunity to be heard in the case of interdicts against illegal strikes and lockouts.

- Reversion to the unfair labour practice definition of pre-September 1988.

- New provisions relating to dismissals and retrenchments in line with the International Labour Organisation conventions

- Provisions for specialist assessors to sit in Labour Appeal Court matters and for this court to hear appeals within 90 days of referral.

- A set of basic worker rights (including the right to bargain collectively and the right to strike)

Saccola chairman Mr Anton Roodt, in a brief reference to the details of the agreement, said it represented "a major step towards broadly supported 'rules of the game'."

Mr Roodt said he was sure most of the signatories to the agreement wished it had been signed long ago.

"It (the agreement) shows it is possible to reach consensus through discussion," said Mr Roodt, a sentiment confirmed by Cosatu general secretary Mr Jay Naidoo.

Although the labour agreement had been signed before the Groote Schuur Minute, said Mr Naidoo with a smile, it had in fact pre-empted that document.

Some of the delay was apparently

caused by the position of two Saccola affiliates — Transnet and the National Printing Federation. Transnet has since advised Saccola that it is a willing signatory to the agreement, if only to end the delay.

Another Saccola representative, Anglo American director Mr Bobby Godsell, said the National Printing Federation was not party to the agreement.

Mr Roodt said Mr Louw had not indicated whether there would be enough time to process the document in this session of Parliament.

And in another cautionary note, Mr Naidoo said that a deal still had to be negotiated with employers from the agricultural, administration and postal sectors.

There was still a long road ahead, he said — Sapa

near the Hurungwe Communal Area.

CA/1-71413 13/4/90 (152)
M-B factory still closed

EAST LONDON. — Production has still not been resumed at the Mercedes-Benz assembly plant here, two weeks after the factory closed because of "high absenteeism and unprocedural industrial action".

Saficon hit by Mercedes strikes

152

STRIKES and work stoppages at the Mercedes-Benz factory caused a sharp fall in profits for Saficon Investments Limited

The luxury motor retail company reported a 65% drop in earnings a share to 31c (89c) for the six months ended September.

Saficon chairman Sidney Borsook said in a statement that despite warning shareholders erratic vehicle supplies would affect group results, Saficon could not have anticipated the strike, which meant no Mercedes-Benz or Honda vehicles were received for the last six weeks of the financial period.

As 81% of Saficon's earnings were derived from the motor industry, the limited amount of vehicles available for sale dras-

MARC HASENFUSS

tically reduced attributable income to R8,9m (R22,4m) when sales dipped 16% below forecast to R760m (R795m).

Commenting on prospects for the rest of the year, Borsook said he expected trading conditions to worsen as the economy deteriorated at a faster rate than originally expected. R10m 6/11/96

The group, whose subsidiaries include the Cargo Group, Lindsay Saker, LSM Distributors and a substantial investment in Boumat, had little chance of building up stocks of Mercedes-Benz and Honda vehicles to facilitate sales during the plant closedown in December despite the supply being resumed from mid-October.

Numsa official

axed after bitter Mercedes strike

By LOUISE FLANAGAN
and DREW FORREST

MERCEDES-BENZ workers have axed a key union official following the settlement of the bitter seven-week dispute at the East London car giant.

The National Union of Metalworkers (Numsa) denied any connection between the strike and the axing of Numsa's Border regional secretary, Msiteli Nonyukela, in elections at the weekend.

But workers were known to be critical of Nonyukela's alleged dictatorial style during the dispute, and at one stage carried his mock coffin through the plant. Mercedes has hotly denied rumours that it insisted on his removal during negotiations with Numsa.

The dispute, centring on worker demands that Mercedes pull out of the car industry's national bargaining forum (NBF), has cost the company close to R500-million in lost revenue — but this takes no account of savings on wages and materials while the plant was closed. Mercedes said actual losses were being assessed.

Mercedes said 90 percent of workers returned to work on Tuesday in terms of the settlement. This does not include 538 dismissed strikers, whose fate will be decided by arbitration.

The settlement deal, reached after protracted negotiations, contains key provisions aimed at improving relations at Mercedes. Both sides have committed themselves to the company's continued participation in the NBF, and Numsa has confirmed that a recent NBF wage deal binds all its Mercedes members.

It also provides for joint union-management structures to address the grievances and agreement has been reached on how to handle operational issues such as absenteeism and discipline.

It is believed the company has also agreed to drop the retrenchment of about 800 workers countrywide announced during the strike.

The strike threw into sharp relief the union's problems with a "labour aristocracy" in this highly paid sector.

The threat that the plant might close also brought to the surface potential rifts between labour and the African National Congress. ANC leader Arnold Stofile was sharply critical of the workers, suggesting they had a political agenda. He said the Congress of South African Trade Unions should withdraw from the political arena now that the ANC and SA Communist Party had been unbanned.

Strike puts the brake

On Nelson's Merc

By **CONNIE MOLUSI**
and **CP Correspondent**

DEPUTY ANC president Nelson Mandela will have to wait a little longer for his Mercedes Benz gift from the National Union of Metal Workers of South Africa — because of a two-week strike at the car-maker's East London assembly plant.

The car, which takes only 10 to 15 days to assemble, has already been delayed by the two-week work stoppage

The car is a R211 530 top-of-the-range red Mercedes Benz 500 SE. A majority of hourly-paid workers will work without pay for one hour daily for four days to pay for the car as a symbolic contribution towards a new democratic South Africa.

Numsa has refused to comment on the stoppage — even to give reasons for it — except to say the matter was being discussed within union structures.

Stoppage is not connected with car present for the ANC leader

Meanwhile, Mercedes Benz spokeswoman Wendy Hoffman said production at the East London plant was suspended on April 2 and had not been resumed. She said discussions were continuing between management and Numsa in an attempt to resolve the problem

Hoffman said the stoppage was due to "high absenteeism and unprocedural industrial action".

However, she denied the stoppage had anything to do with the four hours which a majority of workers agreed to

work for no pay to build a car for Mandela

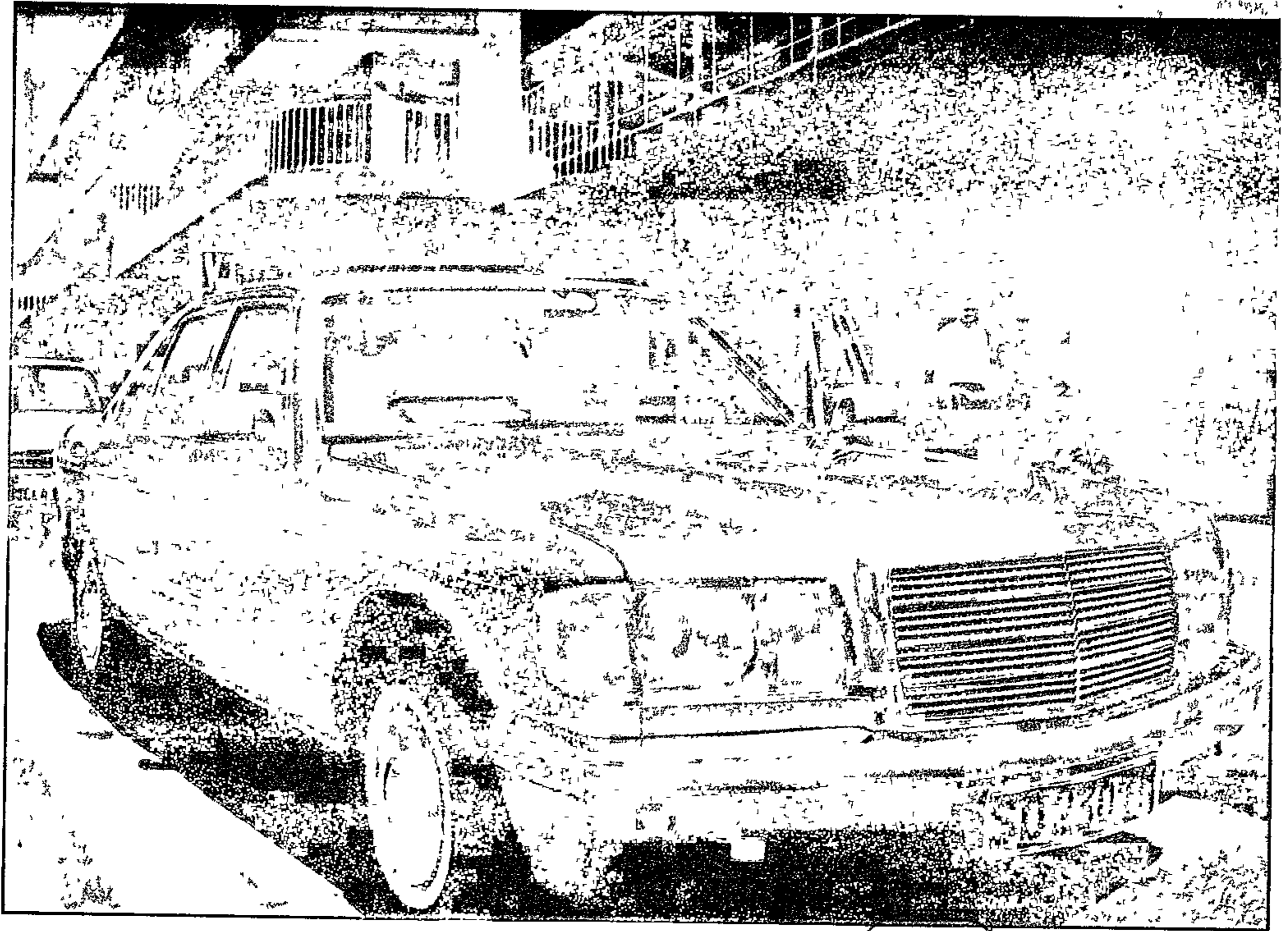
In an open letter to management this week, Mercedes worker ZR Monggo said the reasons for the strike offered by the company were untrue and misleading

Monggo disputed the company's version of the strike and said many workers spent money on transport coming to work every day only to be turned back.

He said the company had embarked on dirty tactics to discredit the union.

"The first sign of this unacceptable attitude is when one department embarks on industrial action, the company stops the lines, switches off the lights and posts notices asking all workers to attend a mass meeting to thrash out the problem," said Monggo.

He said if the company was serious about solving the problems, it should consider introducing a company newsletter in which management and workers would be able to voice their views and criticise one another constructively



A Mercedes-Benz 500 SE like the one being made for Mandela at Port Elizabeth.