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INDUSTRIAL ~~&~~ STRIKES

1990

AUG. — SEPT.

'Record' mandays lost

CME Traps Own Correspondent 11/8/90 152

JOHANNESBURG. — The loss of 700 000 mandays due to strikes during July pushed the total for the first seven months of the year up to some 1,94 million — a record for the January to July period, according to figures supplied yesterday by Andrew Levy and Associates

However, despite the recent wave of strikes, the total mandays lost for 1990 would probably still be way behind the record nine million established in 1987, a consultant at the firm said.

This was largely due to the three-week NUM wage strike staged in August 1987

In the seven-month period, strikes in the retail sector accounted for 32% of mandays lost, followed by the state sector (30%), and chemical and textile (each 8,1%)

GDP hit by holidays, strikes

Own Correspondent

JOHANNESBURG —

Knocked by stayaways and a spate of public holidays, SA's real gross domestic product (GDP) fell for the third consecutive period in the June quarter — providing strong evidence of a deep recession

Central Statistical Service (CSS) figures released yesterday showed GDP fell by a preliminary 0.8% in the June quarter from the first three-month

period this year, annualised and seasonally adjusted. Real GDP is the value of all goods and services produced in an economy in a given period, adjusted for inflation

The fall, which follows a 1.3% decline in the first quarter, means SA has almost no hope of achieving positive real growth for the year. The slump is bad news for employment, as SA needs an average annual growth rate of

5%-6% a year to absorb new job seekers

Nedcor economist Edward Osborn said. "The weak gold price, stayaways, the many public holidays and the lack of business confidence explain the continued negative trend in GDP growth." He forecast an overall decline in GDP for 1990

The forecast is a far cry from the 1%-2% growth rates predicted at the beginning of the year

The CSS figures show that mining and manufacturing were hardest hit with their contributions to overall GDP falling by 3.4% and 3% respectively.

Rand Merchant Banks Rudolf Gouws said de-stocking of inventories had taken place in this past quarter in anticipation of weak demand — with a negative effect on overall production levels. Agricultural pro-

duction put a brake on the fall in real GDP with a real growth rate of 15% in the second quarter (seasonally adjusted and annualised). Excluding agriculture, real GDP declined by almost 2%

Standard Bank economist Nico Cypionka said the figures confirmed his belief that the monetary authorities were beginning to "over-kill" the economy with high interest rates.

15/1/90

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Strikes crippling economy, black leaders are told

Star 21/8/90

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By Derek Tommey
Senior Cabinet Ministers have been meeting ANC and other black political leaders to warn about the effects the current wave of strikes are having on the economy and on foreign and local confidence.

Minister of Finance Barend du Plessis is reported to have spent two hours with an ANC leader last week discussing economic matters and the effects political actions are having on business activity and hopes for future prosperity.

The meetings have come after mounting calls from commerce and industry to the Government to use its influence to avert strikes.

Some firms claim the strikes are threatening their existence, and others that they are frightening away badly needed job-creating foreign investment.

Mr du Plessis warned recently that wages and salaries had been increasing much faster than productivity.

He said employers and employees had to understand that the economy could not grow unless there was increased produc-

tivity or unless wage demands were arrested.

He urged employers and others in positions of authority to explain to workers the link between productivity and remuneration.

This should be explained because there were millions of South Africans who had not yet experienced the benefits of free enterprise and private property ownership, he said.

Industrial unrest

An indication of the seriousness of the current wave of industrial unrest is given by Johan Louw, Sanlam's chief economist, who says that probably more than 1,2 million man-days (the number of people on strike multiplied by the number of days they are away from work) were lost through strikes in the first half of the year.

This was more than three times the figure in the same period last year.

Writing in Sanlam's latest economic survey, he says "Particularly worrying is the sharp increase in the duration of the strikes and the growing mea-

sure of violence and loss of life"

Mr Louw says the effect of the strikes is being felt throughout the economy.

He warns that they could intensify the current downturn and lead to further unemployment and an increase in unrest.

He says the strikes are inhibiting attempts to reduce the inflation rate and are affecting the external value of the rand.

"Wage demands which have no relation to productivity reduce the country's ability to compete in international markets and curb the ability of the economy to provide jobs."

"Excessive wage demands by trade unions (which only look after the interests of their members) may enrich their members, but hamper the creation of additional jobs."

"Continued strikes could cause businesses to reduce their labour force and become more capital-intensive."

Mr Louw says one of the greatest challenges is to create jobs.

The trade unions have a great responsibility in ensuring that labour unrest is restricted to a minimum, he says.

New peak in man-days lost

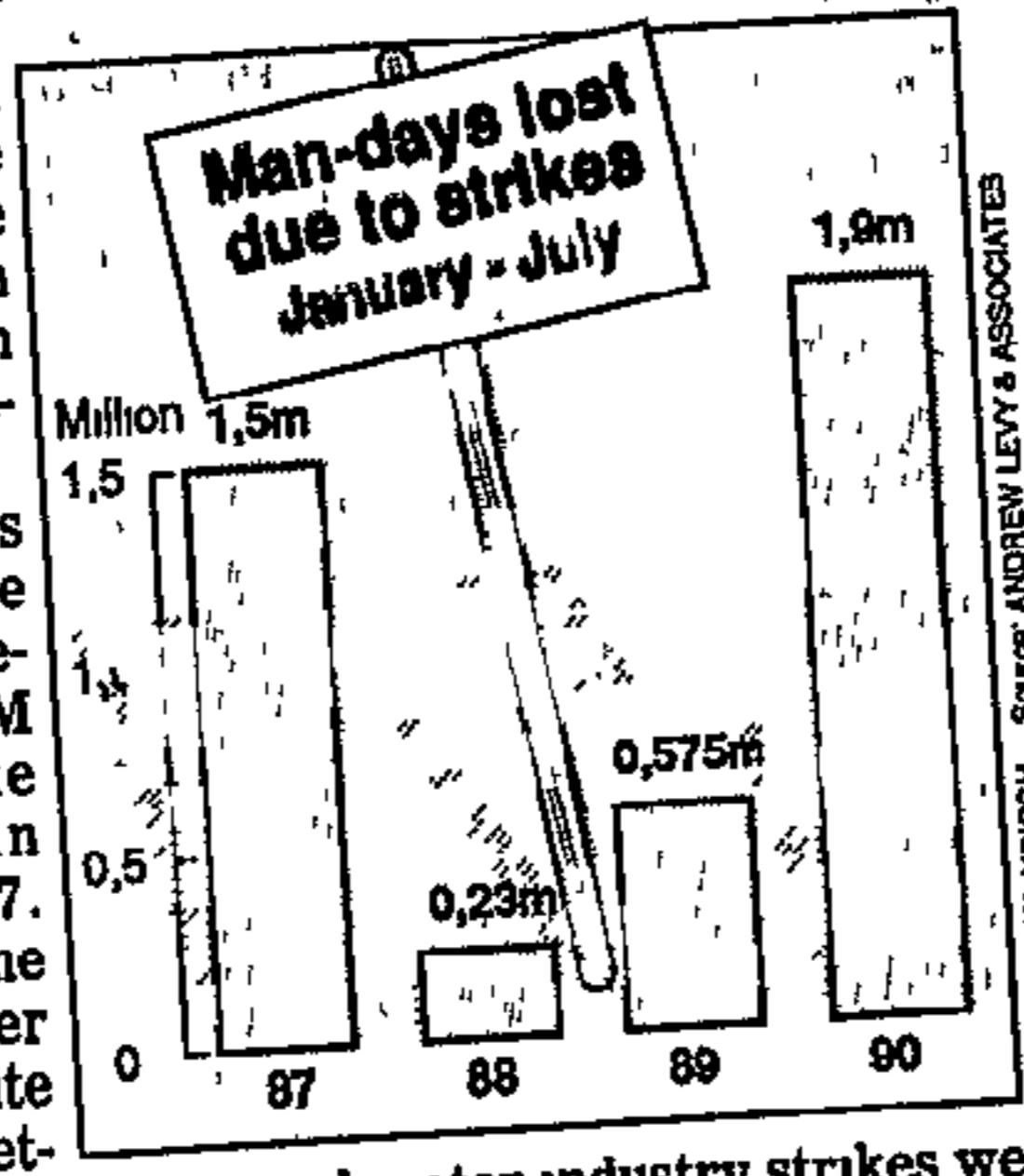
ALAN FINE 81024 10/8/90
THE 700,000 man-days lost because of strikes in July pushed the total for the first seven months of 1990 to 1.94 million — a record for the period, according to figures supplied yesterday by Andrew Levy and Associates.

However, despite the recent wave of strikes, the total man-days lost for 1990 would probably still be way behind the record 9-million established in 1987, a consultant said.

This was largely because the huge, three-week NUM wage strike happened in August 1987. This year, the NUM/Chamber of Mines dispute is all but settled.

Major engineering and motor industry strikes were possible, but would not compare with the 1987 dispute.

In the seven-month period, strikes in the retail sector accounted for 32% of man-days lost, followed by the state sector (30%) and chemical and textile (each 8.1%).



Graphics: FIONA KRISCH Source: ANDREW LEVY & ASSOCIATES

Longer strikes may cause more hardships - expert

By JOSHUA RABOROKO

CONCERN about the serious damage the wave of strikes, experienced mainly in the manufacturing and retail sectors, can have on the economy is expressed in Sanlam's latest *Economic Survey*

Sanlam's chief economist, Mr Johan Louw, says it is estimated that more than 1,2 million man-days were lost during the first half of this year - more than three times as many as in the corresponding period last year.

Particularly worrying is the fact that there has been a sharp increase in the duration of the strikes and that they have been accompanied by a growing measure of violence and loss of life.

Louw says the effect of the strikes is being felt throughout the economy. It can, for example, result in the current downturn in the economy being intensified.

A further rise in unemployment, with an accompanying increase in unrest; attempts to reduce the inflation rate being seriously inhibited; and the external value of the

rand being weakened again are some of the effects

Wage demands which have no relation to production can also decrease our competitiveness on international markets and adversely affect the ability of the economy to provide jobs

Excessive wage demands by trade unions, which look after the interests of their members only, result in an increasing portion of the wage bill being diverted to members and actually hamper the creation of additional jobs

They could even cause businesses to reduce their labour force

and/or becoming more capital intensive

He says one of the greatest challenges of the future is to increase the number of jobs significantly. This is also a prerequisite for peace and order.

The trade unions therefore have a very great responsibility in ensuring that labour unrest is restricted to a minimum

Wages

The annual wage negotiations are now in full swing and employers can expect a difficult time. Indications are that wage demands - despite the strong levelling-off in general economic activity - are at a considerably higher level than the increases in the consumer

price index

Really GDP would show no growth this year

Any noteworthy improvement in the economy should not be expected before the second half in 1991

In the meantime, the favourable course taken by the inflation rate during the past 12 months continued into June (13.6 percent compared with 15.7 percent in June 1989). By the end of the year it could reach 12.5 percent

At this stage he considers that the average inflation rate for 1991 could well be at that level

He says this expectation could be disappointed if it were to become necessary to increase the petrol price sharply

RB slams high labour costs

Call time 27/8/90 (152)

Own Correspondent

JOHANNESBURG — The Reserve Bank blames "too high" real labour costs for fuelling endemic inflation and helping create a capital-intensive economy that cannot generate enough employment opportunities

The Bank said in its latest Annual Economic Report "Unduly aggressive wage demands, and employers' willingness to accede to such demands, will delay and may potentially frustrate success for the authorities' anti-inflation policies

"Industrial action, organised labour protest and labour unrest raise the perceived effective real cost of labour."

Inflation in its present form and at current levels appeared to be driven mainly by inflationary expectations — embodied in, among others, the annual wage claims of organised labour and employers' willingness to meet these demands

The Bank notes the inflationary effects of expectations would probably only be tempered after "a fairly dramatic" decline in the observed inflation rate

Similarly, a substantial reduction in money supply growth, generally re-

garded as an important factor in the fight against inflation, was to a large extent also dependent on a lowering of the inflation rate itself

The Bank notes "unsatisfactory wages" triggered 63,5% of the 1.2m man-days lost in the first half of 1990

It said the high real effective cost of labour had contributed to the capital-intensive nature of the SA economy. A "hassle factor" had caused a shift away from labour-intensive production processes

"The 'hassle' element in the cost of providing employment comprises the loss of output on account of worker intimidation and unauthorised absenteeism, and of work stoppages, strikes, stayaways and other forms of trade union or organised labour action, the management costs of dealing with these and related phenomena, and the loss of goodwill on account of strained labour/management relationships"

The economy's inability to create enough jobs and the tendency towards "undue capital intensity" were major structural weaknesses

This was illustrated by high unemployment, estimated at 5,4m in the non-agricultural sectors of the economy.

Protests 'will cripple SA's economy'

Business Day Reporter

VIOLENCE, stayaways and strikes, which have cost SA about R3bn so far this year, are set to cripple the country's economy if they continue, says Castrol SA CE Deryck Spence

152 He was commenting in a statement on recently published views of SA economists and sociologists on the direct losses suffered by the country this year

Since the cessation of hostilities was announced earlier this month, the business community looked forward to an end to the violence," says Spence

"However, the violence in the townships reached epidemic proportions"

It now appeared to be declining, but if

there was a resurgence the economy would suffer so severely that SA could find itself among the poorest in Africa

Since the beginning of 1990, business has suffered losses of R2 200m in lost man hours BID 3118190

The other R850m in losses were represented by the deaths of an estimated 1 800 people, injuries to thousands of others, and the burning of factories, shops and houses

"It is now more vital than ever for business, political organisations, unions and the people of southern Africa to work together," Spence says

AP 645
31/8/90

'Red lights are flashing in the economy'

From TOS WENTZEL
Political Staff

DURBAN. — The trend of low productivity and rising wages were "red lights flashing in the economy", Minister of Finance Mr Barend du Plessis said here.

Addressing the Natal congress of the National Party, Mr Du Plessis said South Africa could be priced out of the export market if productivity continued to drop while wages rose.

He said the time had come to warn trade unions that this could not only happen but that unrealistic wage demands also diminished work opportunities for others.

In the new South Africa there would have to be a very special relationship between employer and employee. There would have to be close co-operation in order to stimulate economic growth.

PROFIT SHARING

Modern techniques to motivate workers including profit sharing and incentive schemes would have to be considered.

The new South Africa needed a high growth rate which in turn led to job creation. The two went together.

This could only be achieved in a market-orientated economy.

Mr Du Plessis warned against a too rigidly ideological approach in the debate between those in favour of a free market economy and those who stood for socialism.

FIRM POLICY

The two sides should rather be brought together in order to define what would be needed in an economic system for the new South Africa.

A decent, firm and sensible monetary policy including firm control over State expenditure would be needed.

Confiscation of property under a new system or punitive taxation would scare away investment from abroad.

There would also have to be special policies to educate manpower. Too many whites were being educated for white-collar jobs that would not be available.

● Violence, stayaways and strikes, which have cost South Africa about R3 billion so far this year, are set to cripple the

country's economy if they continue, says Mr Deryck Spence, chief executive of Castrol SA.

He said today: "Since the cessation of hostilities was announced earlier this month the business community has looked forward to an end to the violence."

"But instead the violence in the townships reached epidemic proportions. If it continues the South African economy will suffer so severely that the country could find itself among the poorest in Africa."



Worker demands and militancy at record levels

By SHARON SOROUR, Labour Reporter

HEIGHTENED expectations and tensions in the South African political arena had dramatically affected labour relations with the demands and militancy of labour intensifying to record levels.

Every company in the country "from the conglomerate to the corner shop" had been affected in some way.

This emerged at a seminar yesterday on *Industrial Relations in the Era of De Klerk and Mandela* presented by Andrew Levy & Associates.

Industrial relations expert, Professor Andrew Levy, said: "One of the most important effects following events after February 2 has been an increase in black expectations.

"Over 10 million man days will be lost this year through industrial action by workers with 64 percent caused by wage grievances," he said.

Professor Levy said employers had to plan for a new labour environment and consider new norms to cope in the industrial relations arena of the new South Africa.

Black people had high expectations regarding the redistribution of wealth and land in South Africa, said Stellenbosch academic Professor Blackie Swart.

Any government would have a problem satisfying black expectations and white fears — which were growing, and a major factor.

Only a growing economy could fulfil these expectations.

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Boeresake pay offer accepted

ABOUT 70 locked out workers at the Boeresake agricultural supplies wholesalers in Sacks Circle, Bellville, have accepted a management pay offer of 64c on their hourly wage.

● Hundreds of leather workers in the Durban-Pinetown area have been dismissed as wild-cat strikes continue five days after a national pay deal was signed. And at Groot-Brakrivier, 170 workers at Watsons Shoes were dismissed after striking for a 21% rise. — Sapa

28 700 workers now on strike

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MORE than 28 700 workers were on strike last week - almost 4 000 up on the previous week. About 127 000 workers are due to participate in strike ballots, and about 4 000 ended their strikes over the past seven days.

SOWETAN Correspondent

Companies with workers on strike included:

- * Southern Sun /Holiday Inns and 6 000 South African Commercial Catering and Allied Workers Union members at 41 hotels
- Strike 27 days old Union demanding R160 increase, reinstatement of 105 workers and right of part-time workers to join union
- Hotels offering R100 or 15 percent increase
- * Metro Cash 'n Carry and over 5 000 Saccawu workers at more than 150 stores
- Workers demanding R150 increase, management offering R135
- Liquor producers and the National Union of Wine, Spirits and Allied Workers Union
- About 3 800 on nationwide strike
- Over demand for R40-a-week increase
- Employers offering R33
- About 70 workers arrested during the strike.
- * Modderfontein Gold

bers in 78-day strike over company's non-participation in union's provident fund. Mediation on Friday

* Reckitt-Colman and 400 dismissed CWIU members over company's non-participation in provident fund

Arrested

* Labethica, Bethlehem, and 160 SA Chemical Workers Union (Sacwu) members Total of 104 people arrested during six-week wage strike

* Ciba-Geigy and J72 Chemical Workers Industrial Union (CWIU) members

* African Catalysts, Sasolburg, and 30 Sacwu members. Demanding wage increase be backdated to April 1.

* Steeledale FBE, Epiting, and 120 Numsa members over 28 retrenchments

* Parrow municipality and 500 SA Municipal Workers Union members over wages and union recognition

* Vereeniging municipality and 1 000 Municipal, State, Farm and Allied Workers Union members over wages

Settlements

Strike settlements included:

- * Rand Mines and 3 600 members of National Union of Mineworkers at Harmony mine's Number Four shaft
- NUM was

recognised at the mine and negotiations over wages are scheduled.

* National Union of Mineworkers with about 12 000 members in coal mines affecting 45 000 miners

Issues:

- * Saccawu's 90 000 members held a one-hour work stoppage on Friday to highlight their 'living wage' campaign, the right to picket and the right of strikers to company premises during strikes
- * Six-hour work stoppage by about 13 000 CWIU members supporting strikes at Reckitt and Colman, and Ciba-Geigy.

Mossgas workers strike

Call Tents 11/9/90 *(K21) (12) (15)*
WORK at the Mossgas refinery ground to a halt shortly after lunchtime yesterday when an estimated 9 000 workers downed tools for the second time in a week, upsetting talks to resolve a dispute over accommodation and wages.

The disaffected workforce charged the 22 contractors involved in the dispute had not fully addressed their demands, said Mr Bimba Manqabashana, of the National Union of Metalworkers of SA (Numsa)

Mr Manqabashana said management had issued a notice on negotiations to workers after lunch. These had been rejected and caused the stoppage.

Dissatisfaction with their accommodation prompted about 500 civil engineering workers to stage a wildcat stoppage last Thursday. The entire workforce was involved and the plant was paralysed for 3½ days. — Sapa

Hard line
taken on
worker
demands

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11/8/90

THE Goodwood Municipality would not give into "socialist demands" nor would it hesitate to privatise its services if strikes persisted, town clerk Mr Dave Wilken said yesterday.

Up to 200 workers at Goodwood downed tools on Thursday demanding a R1 000 minimum wage and recognition of the SA Municipal Workers' Union (Samwu).

Samwu has played a pivotal role in representing council employees in strikes at the Cape Town, Parow, Goodwood and Bellville Municipalities, as well as the Ikapa Town Council in Khayelitsha.

Commenting on the unprocedural stoppage, Mr Wilken said "My door is always open and if a strike happens again I'll not hesitate to dismiss."

The Goodwood Municipality had granted its staff a 19,5% wage hike on July 1 and could not continue increasing the minimum wage "to more than what matriculants earn", he said.

Samwu was not available for comment.

Mr Olivier said a logical solution could be to make the Labour Relations Act accessible to all public servants "in view of the fact that it is an easier avenue for the solution of the present problems".

Coal miners poised to go on strike

By SHARON SOROUR, Labour Reporter

MORE than 16 000 coal miners are set to join tens of thousands of workers on strike throughout the country as industrial unrest continues to plague several industries

This follows a strike ballot at 18 mines involving more than 20 000 miners, all members of the National Union of Mineworkers, a union spokesman said

"More than 16 000, which is about 90 per cent, of the workers voted in favour of strike action and unless something dramatic happens, the union is going ahead with contingency plans for a strike," he said.

Meanwhile, the SA Commercial, Catering and Allied Workers' Union is still locked in battles with Southern Sun hotels and Metro Cash and Carry

More than 6 000 hotel workers are still on strike at 41 hotels — including eight in Cape Town — pending mediation

At Metro Cash and Carry, more than 5 000 union members at more than 150 stores nationwide are demanding a R150 increase

WORK STOPPAGES

Sapa reports that hundreds of leather workers in Natal have been dismissed as wildcat strikes continue to plague the industry nearly a week after a national pay deal was signed between two unions — the SA Clothing and Textile Workers' Union and the National Union of Leatherworkers — and the SA Footwear Manufacturers' Federation

In spite of the 19 percent across-the-board weekly wage increase agreement reached between the nine employer bodies and the unions, companies in Natal and the Eastern and Southern Cape have been hit with work stoppages.

More than 3 800 members of the National Union of Wine, Spirits and Allied Workers, who have been on strike since July 11, are demanding a weekly increase of R40 while the SA Wine and Spirits Industry Employers' Association has offered R33

Talks to resolve the dispute failed two weeks ago and no further plans had been made, association spokesman Mr Charlie Hoeflich said today

In Bellville, about 70 employees of Boeresake Co-operative, who were locked out of the agricultural wholesaler's Sacks Circle plant on Monday, have accepted a management pay offer of 64c on their average hourly wage of R4,03.

R2,5m at stake in union, firm battle

AT LEAST R2,5 million is at stake in a battle by the National Union of Metalworkers to force car giant Delta Motor Corporation to join the motor industry's informal National Bargaining Forum.

Delta has steadfastly refused to implement last year's wage agreement between the union and the NBF on a R1 per hour increase.

Joining the NBF would not be in the interests of the company or its 4 000 employees, Delta said.

Sowetan Correspondent and Sapa

It obtained a Supreme Court interdict earlier this year against the local Industrial Council when it tried to force the motor giant to join the NBF.

The NBF's wage agreement was concluded in July last year, but has not yet been gazetted by Manpower Minister Mr Eli Louw.

Numsa spokesman Mr Gavin Hartford said he believed this was on Delta's request.

Delta instead introduced a 50c raise in August last year and another

50c in February.

If the dispute remains unresolved, Numsa could move to a strike ballot

Three demands are at issue. They are.

- * That Delta participate in the NBF with immediate effect,

- * That it implement last year's wage agreement with retrospective effect from July 1, and that

- * It implement any agreement made by the NBF and Numsa for the 1990-91 contract period

Delta spokesman Mr

George Stegmann said yesterday the company was considering taking legal steps because the continued attempts by Numsa to force it into the NBF constituted an unfair labour practice

The two sides are due to meet the Industrial Council tomorrow, subject to confirmation, to try resolve the issue

Numsa is scheduled to hold a last-ditch meeting with car and tyre employers later this week over annual wage negotiations and is also conducting a strike ballot in the metal engineering industry involving about 115 000 workers

Sowetan 1/8/70

Protest march against pulling

By MATHATA TSEDU
WORKERS at Zebediela Citrus Estate are to march on the office of the Department of Development Aid in Pietersburg to demand the scrapping of a proclamation prohibiting dealings between management and trade unions.

This resolution was taken at a meeting of workers at the weekend.

The workers, who are members of the Nactu affiliated National Union of Farmworkers, also resolved to suspend strike action planned for next Monday.

The suspension of the planned strike came after management offered to open talks with worker representatives this week, instead of at the end of the month.

The talks, to negotiate a new contract of employment, begin in Pretoria tomorrow, according to Nactu's regional organiser, Mr Mos Mphahlele.

Talks 152

The workers resolved that proclamation R84 of 1970, which was quoted by management at a meeting two years ago as a stumbling block to direct talks with the union, had to be scrapped.

Meanwhile, about 80 members of the Steel, Engineering and Allied Workers of South Africa, employed by NTY in Pietersburg, have been dismissed following enquiries made by a representative over alleged continued retrenchments.

Nactu's Pietersburg organiser, Mr Theophilus Ramafamula, said yesterday that 18 workers had been retrenched in two separate actions since the beginning of the year.

Efforts to get comment from management were unsuccessful.

Also in Pietersburg, more than 3 000 members of the National Union of Metal Workers of South Africa employed by Tempest International in Seshego have been on strike for more than 14 days, demanding higher wages.

The congress was the first unit

Action in Oudtshoorn

From MAKHAYA MANI (152)
OUDTSHOORN. — About 100 workers at an ostrich leather factory here are continuing with their strike over the alleged "unfair" dismissal of 20 of their colleagues

The Oudtshoorn Agricultural Co-operation workers went on strike two weeks ago after their colleagues were allegedly dismissed for leaving their jobs without permission. *South 218 - 8/8/90*

The workers claim they left the factory, fearing the Oudtshoorn municipality would carry out its threat to evict families who are refusing to buy homes they have been renting for years

The municipality has confirmed that, due to poor condition, homes in the Toekomsrus are now up for sale.

Meanwhile, about 17 bus drivers in the town went on strike last week to protest against the poor condition of buses.

"We are no longer prepared to drive people over these mountains in buses which are in such a bad state," said a driver who asked not to be named.

A company spokesperson has refused to comment on the workers demands.

More disputes loom

South 2/8/90 - 8/8/90

MORE than 28 000 workers countrywide are still on strike over wage disputes and, while several major strikes have been settled, at least four new disputes are looming.

More workers this week joined a marathon national strike in the liquor industry

National Union of Wine Spirit and Allied Workers' spokesperson Mr November Nkosi said three more plants in Natal had joined the strikes, bringing the total number of strikers to 450.

Nkosi said that while the union remained prepared to meet management, no meeting had been scheduled

Nusaw is demanding a R40 across-the-board increase while the Wine and Spirit Employers' Association has offered R35

Meanwhile, more than 5 000 South African Commercial, Catering and Allied Workers' Union (Saccawu) members are on strike in support of wage demands at Metro Cash and Carry stores countrywide

The dispute has been submitted to mediation and a company spokesperson said they hoped a solution would soon be found

The national union of Mineworkers is still balloting about 20 000 workers on coal mines

A Numsa spokesperson said the union had begun an 11-day strike ballot among at least 100 000 members

Numsa has rejected Scifsa's offer of a 19 percent wage increase for labourers and 15,5 percent for artisans

● The union is demanding 56 percent

across the board

Fourteen other unions, representing about half Scifsa's employees, have accepted the wage offer

A strike is also looming at the giant Delta Motor Corporation in Port Elizabeth over a dispute which involves a pack pay claim of least R3-m

The matter has already been to court and sparked unprocedural strike action earlier this month

Forum

At stake is Numsa's year long campaign to force Delta to agree to join the national bargaining forum, a move Delta regards as an unfair labour practice

Meanwhile, Numsa and other motor and tyre employers remain far apart, according to Numsa spokesperson, Mr Gavin Hartford

The union will declare a dispute if progress is not made in the next round of negotiations

Delta is the largest private employer in Port Elizabeth with a workforce of 4 000

Some 6 000 Southern Sun workers are still on strike

SAB workers list demands

SOUTH African Breweries workers marched on the SAB head office in Johannesburg at the weekend

Their demands included a living wage

South 2/8-8/8/90 (152)

for all SAB workers, an end to all racist employment practices, an end to union-bashing tactics, and public confirmation that SAB strikers have the right to picket and to hold sympathy strikes

Chamber, NUM fail to reach agreement

2/8/90 By Brendan Templeton

Mining bosses and the National Union of Mineworkers (NUM) last night failed to resolve whether a strike by about 20 000 miners would go ahead or not.

NUM spokesman Jerry Majatladi said the Chamber of Mines had made some concessions at the last-ditch meeting

They had made concessions on holiday allowances but had increased wages on only one mine.

In a strike ballot about 90 percent of the NUM's members voted in favour of striking after the Chamber of Mines failed to meet the union's demands for wage increases of between 18 and 20 percent

Later revised wage increases from Anglo American's Amcoal and General Mining's Transnataal were also rejected by the union.

The Chamber of Mines offered increases between 14,5 and 17 percent, Amcoal between 16,4 and 18 percent and TransNatal between 14,5 and 28 percent.

Although the NUM has accepted offers from the gold mines in financial difficulty, it believes the coal mines can meet its demands.

Metro Cash and Carry strike settled

THE week-long wage strike involving about 5 000 workers at 150 Metro Cash and Carry stores has ended.

Union members would return to work today, SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Jeremy Daphne said yesterday

Daphne said the wage dispute was resolved on Tuesday night after "many hours" of mediation and negotiations. The settlement involved an across-the-board increase of R140 a month, a minimum wage of R765 a month for union members and an undertaking by the union and management not to victimise striking or non-striking workers

BIP 2/8/90

WILSON ZWANE
and OWEN MAUBANE

The wage increase and minimum wage would be backdated to July 1 and would apply to union members located in the homelands, he said

The strike began last Thursday after the union's demand for a R150 across-the-board wage increase was rejected by management, which offered R130

A Metro Cash and Carry spokesman said yesterday the firm was happy that the dispute was settled "amicably and quickly" and was looking forward to getting back to business

Deadlock ^{All} in Paarl ^{2/18/90} strike action ⁽¹⁵²⁾

By SHARON SOROUR
Labour Reporter

ABOUT 195 striking workers at Satchwell Controls are still locked out of the Paarl South plant after a deadlock in annual wage negotiations.

Steel, Engineering and Allied Workers' Union spokesman Mr Peter Roman said the company was awarded an interim interdict on Friday restraining workers from entering the premises, damaging property, interfering with other workers or security guards

The union has proposed mediation to resolve the strike but has condemned the company for allegedly calling in police to monitor the industrial action

"Police confirmed the company called them in even though Satchwell assured the union they had not," Mr Roman said "We condemn this because the strike is legal and we see it as bad faith bargaining as there was no violence and it is a ploy to get workers to accept management's wage offer"

Union members filed charges at the Paarl police station against Satchwell security guards, accusing them of assaulting employees

The strike action follows a dispute over wage increases and service conditions

The union initially demanded an across-the-board weekly increase of R100 but dropped to R65. Management offered a final increase of R40 on a minimum wage of R173

Other issues to be debated included annual, sick and maternity leave, long-service allowance, annual bonus and public holidays



Bid to avert strike by 16 000 miners

By SHARON SOROUR
Labour Reporter

NEGOTIATIONS are taking place to avert a strike by about 16 000 coalminers over a wage dispute while several thousand workers in other industries continue to strike.

According to reports the National Union of Mineworkers (NUM) met the Chamber of Mines last night to discuss a wage increase.

In favour

The union is demanding an 18 to 20 percent increase for all eight categories of workers at collieries while the Chamber of Mines offered increases of between 14,5 and 17 percent, Amcoal between 16,4 and 18 percent and Transnatal between 14,5 and 28 percent

About 90 percent of the union's members earlier voted in favour of industrial action after the union rejected the offers.

ARLWJ 2/8/90 (S) (S) 152

Meanwhile, the strike by about 5 000 Metro Cash and Carry employees at 110 stores has ended with the SA Commercial, Catering and Allied Workers' Union (Saccawu) accepting a R140 monthly increase across-the-board, Sapa reports

Metro's final offer prior to the strike had been R135 while the union demanded R155.

The strike by about 6 000 hotel workers, members of Saccawu, at 41 Southern Sun/Holiday Inn hotels continues while about 10 000 members of the SA Clothing and Textile Workers' Union (Sactwu) are still on strike at Consolidated Cotton Textiles

In Grahamstown tension increased between Rhodes University and the Transport and General Workers' Union following demonstrations by about 400 workers during wage negotiations

University vice-principal Dr Roux van der Merwe said the university noted "with concern" that union members had decid-

ed to protest while negotiations were in progress "to press their demands for higher wages"

While procedures would be followed to end the dispute as soon as possible, Dr Van der Merwe warned that "outside protest cannot accelerate this procedure".

With transport

After five meetings the union rejected the university's offer which raised the basic wages of non-residence staff to between R505 and R1 130 a month, while the basic wages of residence staff would be increased to between R346 and R521 a month with transport, or to between R376 and R551 a month without transport

Union representative Mr Elijah Ntentile said the university paid its workers substantially less than other universities

Dr Van der Merwe said "No subsidy is received from the government for wages and fringe benefits for residence staff and all these costs are met by the university"

Liquor strike drags into fourth week

Labour Reporter

AS South Africa's longest and largest liquor industry strike drags into its fourth week no plans are in the pipeline to resolve the dispute.

The strike, by about 3 800 members of the National Union of Wine, Spirits and Allied Workers, has affected six companies — Stellenbosch Farmers' Winery, Douglas Green, Henry Taylor and Ries, Union Wine, Distillers Corporation and Gilbeys

The workers, on strike since July 11, are demanding a R40 weekly wage increase. The SA Wine and Spirit Industry Employers' Association is offering R33.

Association spokesman Mr Charlie Hoeflich said yesterday neither party had made any move to settle.

"It's very quiet and there have been no incidents".

The first round of talks to resolve the dispute failed but both parties committed themselves to handle the industrial action peacefully.

"BALL IN THEIR COURT"

Union spokesman Mr William Makhunga accused employers of not being interested in settling the strike action.

"The ball is in their court. We are prepared to meet with employers if they are prepared to reconsider their position and settle the matter.

"Unfortunately they do not seem to be interested in settling. They prefer to pretend they are not losing anything."

The union has called for a nationwide consumer boycott of the six companies' products and has threatened that about 5 000 workers at KWV in Paarl will join the strike if demands are not met.

The association has repeatedly claimed that the effects of the boycott have not been felt.

CPD 1175 3/8/90 (23) 152

Bus drivers in work stoppage

GEORGE — Bus drivers in the southern Cape towns of George and Oudtshoorn, citing dangerous conditions and poor wages, refused to work for at least two days this week.

About 11 drivers refused to work on Monday and Tuesday.

A spokesman for the Southern Cape Passenger Transport company here said the stoppages were prompted by the UDF.

But newspaper reports yesterday said workers were "no longer prepared to drive people over mountains in buses which are in such a bad state".

7 Sapa

AS the longest and largest strike ever to hit the South African liquor industry drags into its fourth week, no plans are in the pipeline to resolve the wage dispute.

The strike by about 3 800 members of the National Union of Wine, Spirits and Allied Workers has affected six companies in the industry - Stellenbosch Farmers' Winery, Douglas Green Henry, Taylor and Ries Union Wine, Distillers Corporation and Gilbeys.

The workers are

No end in sight to liquor firms strike

Sowetan 3/8/90

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SOWETAN Correspondent

demanding a R40 weekly wage increase while the SA Wine and Spirit Industry Employers Association is offering R33

man Mr Charne Hoeffich said yesterday neither party had made any move to settle the strike. Union spokesman Mr William Makhunga accused employers of not being interested in settling the strike and said

boycott of products of the six companies and threatened that about 5 000 workers at KWV in Paarl would join the strike if their demands were not met.

Association spokesman Mr Riaan Kruger has repeatedly claimed that the effects of the boycott, which started in Stellenbosch have not been felt. We believe that the companies are suffering and there is a big loss in production and sales. Production is not running smoothly at all, delivery trucks are not fully loaded and not all products are available," Makhunga said. Sixty-nine strikers have been arrested since the start of the strike.

"the ball is in their court" "Unfortunately they do not seem to be interested in settling, they prefer to pretend they are not losing anything," he said. The union called for a nationwide consumer

Cape Times 3/5/90

300
12

Meat prices rocket after 300 abattoir men sacked

By PETER DENNEHY

RED meat prices have rocketed in the Western Cape in the wake of the sacking of 300 wildcat strikers at the Matland abattoir.

A spokesman for Cape Slaughtering confirmed yesterday that about 300 of the company's 420 workers were fired yesterday morning for going on an illegal strike over wages.

Mr. Ted Doman, PRO for the City council, which owns and runs the abattoir, said between 600 and 700 cattle were normally slaughtered every day, and between 5 000 and 6 000 sheep.

But yesterday the expected figures were 32 cattle and 1 000 sheep, Mr Doman said.

Mr Malcolm Simpson, general manager of Blue Ribbon fresh meat centres in the Western Cape, said lamb prices at the wholesalers' auction had already risen from R6,50 a kilogram on Monday to R7,50 yesterday.

A striking worker said the strike revolved around nine weeks of backdated wages.

"We got an increase from June 1, but management said they would keep the wages back for a certain time. Then last week they said they would only give us R120 each for the backdated pay, and if we don't accept it, it will be nothing. It was supposed to be more."

"Our lowest wages had been R115 a week before the rise, and they were brought up to R150."

A management spokesman said workers had rejected a written wage agreement reached two months ago between themselves and management and negotiated through the Food and Allied Workers' Union.

He could not confirm rumours that a new team of slaughterers would be brought in from Johannesburg — even at the risk of upsetting non-striking workers into extending the strike.

"We will be planning as we go along," he said.



Abattoir crisis: Meat prices set to soar in city

ARCUS 3/8/90

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By SHARON SOROUR
Labour Reporter

MEAT prices are set to soar and a shortage is expected if the slaughtering crises continues at the Maitland abattoir after 300 striking workers were sacked

Slaughtering at the abattoir has nearly ground to a halt with thousands of animals waiting to be slaughtered after a wildcat strike over wages by Cape Slaughtering employees led to their dismissal yesterday

A company spokesman said a back-up slaughtering team would be flown from Pretoria today and casual labourers were being mobilised to stave off the crises

Abattoir director Dr Wally van Heerden confirmed the

price of meat would be affected by the dismissals and a crisis could develop if slaughtering did not pick.

"There are about 12 000 sheep, more than 1 000 cattle and 1 000 pigs to be slaughtered," he said

Remove animals

Mr Ted Doman, spokesman for the city council, which owns and runs the abattoir, said meat producers had been given permission by meat hygiene officials to remove their animals from the abattoir to avoid a health crisis

"There is also the problem of feeding and watering the animals while they are waiting to be slaughtered," Mr Doman said

He said about 700 cattle

were slaughtered at the abattoir daily, but only 32 were slaughtered yesterday while about 1 000 of the usual 5 000 sheep were slaughtered

The price of meat could go up drastically next week if the crises remains unresolved while supermarket suppliers try to "weather the price hikes"

Mr Malcolm Simpson, general manager of Pick 'n Pay fresh meat centres, said meat supplies, especially beef, had already been affected while lamb would be in short supply today.

Meat prices went up yesterday and were expected to increase today, he said.

"Cost prices of lamb went up yesterday from R6,50 a kg to R7,50 a kg while quality beef prices were over R6 a kg

Another supermarket meat centre said while they were only affected by lamb prices, an effort was being made to buy meat on other markets like Port Elizabeth.

A Cape Slaughtering spokesman said annual wage negotiations between the company and the Food and Allied Workers' Union were completed two months ago and the sacked workers had now decided to reject the offer.

● Thousands of coal miners are poised to strike after a last-minute bid to resolve a wage dispute failed as industrial action hits the mining industry

Talks between the National Union of Mineworkers and the Chamber of Mines ended in deadlock on Wednesday after mining bosses offered no substantial changes on initial wage increase offers, a union spokesman said

Randburg

Sta 3/8/90

strikers talk

Staff Reporter

Council officials and 900 striking Randburg municipal workers met this morning following an ultimatum yesterday that they would be dismissed if they did not return to work today.

Randburg Town Clerk Bart van der Vyver said the workers came to work but gathered at their usual meeting place and showed no signs of working.

Workers are demanding a R650 minimum wage in contrast to the council's R525 offer, a National Union of Public Service Workers spokesman said.

● Another 1 450 municipal workers are engaged in a pay strike in Meyerton and Vereeniging.

22 500 in strikes, protests

By Brendan Templeton

About 22 500 workers were involved in strikes and protest action at mines in the Free State and Transvaal, the National Union of Mineworkers (NUM) said yesterday.

About 18 000 workers were boycotting stores and kitchens at JCI platinum mines around Rustenburg in protest against "repression" and working conditions, said NUM spokesman Jerry Majatladi.

Talks with the Chamber of Mines over wage demands on coal mines deadlocked on Wednesday, he said.

Another 1 500 workers at the Modderfontein gold mine, near

Brakpan, were sleeping on a football ground after being locked out following a strike over wages, recognition of the NUM, and dismissals.

At the Harmony gold mine, near Welkom, about 3 000 workers are striking over the detention of 11 colleagues arrested in June in connection with the death of a mine official.

A strike by about 20 000 workers is looming after a strike ballot by NUM.

Talks with the Chamber of Mines had failed to bring about any substantial changes in the mines' wage offer, said Mr. Majatladi.

METAL STRIKES FIM 3/8/90

Brace yourself (152)

Engineering companies are preparing for an industry-wide strike by National Union of Metalworkers of SA members. It could involve up to 115 000 workers.

Seifsa announced last week it would hold a half-day strike workshop for companies in the Transvaal "to assist employers in developing effective strategies to deal with strike balloting and the various forms of strike action."

It will also explore the possibility of a lockout. The strike is expected to start on August 20.

Ballot

The union is holding a strike ballot from this week until August 10 after deadlock in Industrial Council wage negotiations. Employers say other unions involved in negotiations — including the Confederation of Metal and Building Unions and the Mineworkers' Union — have accepted their wage offer of 19% for labourers and 15,5% for artisans.

Numsa has repeated its original demand for a R2/hour across-the-board increase and 56% increase in the lowest grades. Also in dispute are hours of work; maternity and child-care benefits, and March 21 as a paid holiday. ■

Civil Tmps 4/8/90 (152)

Mossgas strike probe

NEGOTIATIONS to establish the cause of a two-day mass strike by 9 000 workers at the Mossgas refinery site near Mossel Bay began yesterday, according to Mossgas spokeswoman Ms Denise Gee. The workers, who had vacated the site at noon yesterday, as was usually the case during the bi-weekly contractors' weekend, were not employed by Mossgas, but worked for contractors involved with the construction of the refinery plant, she said. The situation was calm and no incidents had been reported. — Sapa

CAH-7118 4/8/90 (152)

Grooms in wild-cat strike

ABOUT 100 Milnerton grooms staged a wild-cat strike yesterday, according to racehorse owners — but this will not affect racing today. Negotiations on wage demands between owners and the SA Commercial, Catering and Allied Workers' Union began almost two months ago and are still on track. Last week grooms stopped work for an hour in demand of a minimum wage of R250 a week.

CAPE TOWN 4/8/90 (152)

Strike: Meat price 'to remain stable'

Staff Reporter

MEAT prices in the Western Cape are not expected to rise dramatically over the next week, even though a Maitland abattoir has been unable to meet huge wholesale demands following the dismissal of about 300 of its striking workers on Thursday morning.

This was said by Blue Ribbon Meat Corporation general manager Mr Malcolm Simpson, who said Pick 'n Pay's 26 Western Cape outlets would have enough meat to last the weekend, after which they would be stocked with carcasses trucked from the Transvaal.

Asked how much meat Blue Ribbon had bought from the Cape Slaughtering abattoir yesterday, Mr Simpson replied "None".

"If the strike continues till next Wednesday we could be in trouble. Hopefully the abattoir and the union will sort out the problem, otherwise there could be a drastic price increase," Mr Simpson said.

Checkers consumer executive Ms Theresa Erasmus said the giant retail chain did not foresee any problems at this stage, and that "a problem will only depend on the duration of the strike".

Nursing staff in wage picket

Staff Reporter

CM-T 4/8/70
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"ABOUT 60 off-duty nurses complaining about recent salary increases and compulsory membership of the South African Nursing Association (Sana) staged a four-hour picket at the Red Cross Children's Hospital yesterday morning

Meanwhile, the Sana executive director, Mrs Susan du Preez, said she hoped the picketing nurses "get wet in the rain, go home and sleep".

She said nurses would achieve nothing by picketing for changes to "broad policy matters" in the profession

Nurses were demanding a review of their July 1 salary increases and called for voluntary membership of Sana.

A dissatisfied registered nursing sister said the salary increases were not what they had expected nor did they receive promised tax deductions

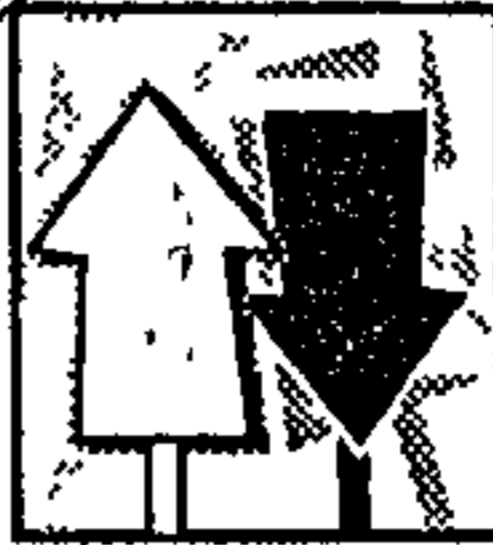
"We are very unhappy about this and we are thinking about going to the nursing council," said the nurse, who asked not to be named. She said nurses were required to perform additional duties because of staff shortages without receiving extra pay.

Number of strikers drops by 9 000

By Brendan Templeton

6/8/90

Strike
Barometer



Over 19 900 workers were on strike last week — almost 9 000 down on the previous week. About 115 000 metalworkers are participating in a strike ballot, and 23 200 ended their strikes over the past seven days.

Companies with workers on strike included:

- Southern Sun/Holiday Inns and 6 000 South African Commercial Catering and Allied Workers Union members at 41 hotels. Strike 34 days old. Union demanding R160 increase, reinstatement of 105 workers and right of part-time workers to join union. Hotels offering R100 or 15 percent increase.
- Liquor producers and the National Union of Wine, Spirits and Allied Workers Union. 3 800 on nationwide strike over demand for R40-a-week increase. Employers offering R33. About 70 workers arrested during the 35-day strike.
- Modderfontein Gold Mine, Brakpan, and 1 500 National Union of Mineworkers over NUM recognition, wages, 30 dismissed workers, and working conditions.
- Ciba-Geigy and 172 Chemical Workers Industrial Union (CWIU) members in 92-day strike over company's non-participation in union's provident fund. Mediation on Friday.
- Reckitt-Colman and 400 dismissed CWIU members over company's non-participation in provident fund.
- Labethica, Bethlehem, and 160 SA Chemical Workers Union (Sacwu) members. Total

of 104 people arrested during eight-week wage strike.

- AECI, Modderfontein, and 80 Sacwu workers. Drivers demanding equal job grading between races.
- African Catylists, Sasolburg, and 30 Sacwu members. Demanding wage increase be backdated to April 1.
- Steeledale FBE, Epping, and 120 Numsa members over 28 retrenchments. Strike in its third week.
- Parow municipality and 500 SA Municipal Workers Union members over wages and union recognition. Negotiations in progress.
- Meyerton municipality and 250 Municipal, State, Farm and Allied Workers Union (MSFWAU) members over wages. Workers want R800 minimum wage. All strikers dismissed.
- Randburg municipality and 900 National Union of Public Service Workers over their demand for a R650 minimum wage. Council offering R525.
- Harmony gold mine, Welkom, and 6 000 miners over continued detention of 11 col-

leagues and implementation of wage agreement.

Strike settlements included

- Frame Group and 11 000 SA Clothing and Textile Workers Union members over wage demand for R35 increase a week from July and R35 from next January. Final agreement not yet published.
- Metro Cash 'n Carry and over 5 000 Sacwu workers at more than 150 stores. Workers given R140 across-the-board monthly increase. Initially demanded R150 and management offered R135.
- Harmony gold mine and 6 000 NUM members who returned to work after negotiations with the union.
- Vereeniging council and 1 200 MSFAWU workers. Strikers returned to work pending negotiations with council on August 8. Strike ballots pending.
- Numsa with 115 000 workers employed by Steel Engineering Industry Federation of SA — from July 30 to August 10.
- NUM held a successful strike ballot on coal mines last week.

Issues

- Boycott by 18 000 NUM members at JCI platinum mines of concession stores, liquor outlets and kitchens. Workers' demands include a living wage, dismantling of mine security, an end to dismissals, free political expression, an end to the transfer of NUM members to the rival Federated Mining Union (FMU), and the reincorporation of Bophuthatswana into South Africa.

Wildcat strike: 800 Cape grooms sacked

Hand 152
McLus 4/8/90

Racing Staff and Sapa

NEARLY 800 grooms involved in a wildcat strike at the Milnerton and Philippi stabling complexes over the weekend, have been dismissed.

The grooms, who have been on strike since Friday, were given until 4pm on Friday to return to work. This ultimatum was extended to 6am on Saturday.

When the grooms refused to report for work, they were given notice of dismissal for today and warned of being evicted from their quarters. This morning they had still not returned to work.

A spokesman for the trainers said today they had not spoken to the grooms and assumed they were demanding wages of R250 a week — their initial demand at a former strike.

The spokesman said if that demand was met it would put most small owners, and certainly a good percentage of the smaller trainers out of the business. "And if they go out, so will the jobs of most of the grooms."

"It would cripple the industry." The consensus among trainers is to find alternative staff and cut down the size of their strings. Friends, family and even strangers are helping, and the horses were being exercised and cared for this morning at both centres.

The strike is presently restricted to the Cape, but the spokesman said he believed the area was being used as a

"testing ground" and expected the up-country grooms to follow suit soon.

There are about 600 grooms employed at the Milnerton complex and about 200 at Philippi.

The grooms have been marching, chanting and toy-toying on and off since Friday.

Most trainers interviewed said many of the older grooms were prepared to work but were being intimidated by younger ones. They also said they would re-employ some of the grooms, but would be looking for new staff.

Trainers also complained about a lack of security at the Milnerton complex. Reacting to this, Mr Eddie Price, general manager of the Cape Turf Club, said, "The security people are there to ensure the correct people are in the complex. That is their only function."

Saturday's race meeting at Kenilworth was almost disrupted with 30 scratchings. About four were withdrawn for legitimate reasons. The rest of the scratchings due to the strike amounted to about a quarter of the acceptances.

However, members of Cape Town's horse community rallied to trainers' aid and the meeting went off smoothly.

Climbers in death plunge

AOSTA (Italy). — A shower of rocks from the Italian side of Mount Blanc struck two Japanese climbers, causing them to fall 500 metres to their deaths. — Sapa-AP.



Picture WILLIE DE KLERK, The Argus

PITCHING IN: Wives, friends and racing fans pitched in at Kenilworth Racecourse on Saturday to keep the meeting going smoothly after grooms of two major training centres called a wildcat strike.

Anger as SABC ko's big fight r

JOHANNESBURG. — After sitting through 12 disappointing rounds of boxing from Barranquilla, Colombia, in the early hours of the fight, which was commentated by Malinga on points, a call to SABC

At the end of the fight, which was commentated by Malinga on points, a call to SABC

SAU.

Strikes spread in E Cape

Cape Times
6/8/70

Own Correspondent

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PORT ELIZABETH. — From Mossel Bay to Grahamstown, more than 13 000 employees are reportedly involved in industrial strife as the week begins.

At the weekend, Mossgas officials discussed the grievances in the strike of 9 000 construction workers, a Mossgas spokesman said yesterday.

Company and union officials are set to meet early this morning in a bid to resume construction of the refinery plant near Mossel Bay.

About 3 000 members of the National Union of Metalworkers of SA (Numsa) launched the strike last Wednesday.

● The week-old sit-in of 2 800 railway, harbour and airport workers is expected to continue today.

East Cape members of the SA Railway and Harbour Workers' Union (Sarhwu) waged a sit-in at their workplaces last week in protest at a dismissal of a general labourer at Spoornet's Deal Party depot.

● No change was reported in the work stoppage of about 800 Pilkington Shatterprufe employees which began last Wednesday.

The dispute centres on the employment of 14 short-term workers to assist with packing an urgent order, said Mr Robby McWilliams, the company's industrial relations adviser.

● About 600 Port Elizabeth employees remain embroiled in unresolved legal strikes at Southern Sun and Holiday Inn hotels and at four major liquor companies.

Grooms strike; women step in

Chat Topics 6/8/80

(152)

Staff Reporter

NEARLY 400 grooms on a wildcat strike for higher wages would be served with an interdict today stating that they either come back to work and negotiate with trainers, or face dismissal, according to trainer Mr Darryl Hodgson.

The grooms yesterday failed to show up for the second day at the Milnerton and Philippi stables.

Discord between owners and grooms began almost two months ago with a demand for higher wages, and the SA Commercial, Catering and Allied Workers' Union stepped in to present demands for a R1 100-a-month minimum wage. Some grooms are paid only R65 a week, a union spokesman said.

About 50 women took the place of the grooms on Saturday.

According to Mr Hodgson, the horses were more manageable on race day at Kenilworth because the women "are far gentler."

"All the trainers commented on how efficient everything went, how quiet the horses were, how much more manageable they were," he said.

The women grooms at Milnerton stable said they would enjoy working on a full-time basis with the horses if given the chance because it was rewarding work.

They did not want to comment on how much grooms were paid.



Hotel strike over, agreement signed

MLW 7/8/90 *152*

By SHARON SOROUR
Labour Reporter

AFTER a five-week nationwide strike at 41 hotels, more than 6 000 Southern Sun/Holiday Inn workers return to work this week.

A wage agreement was signed last night between the SA Commercial, Catering and Allied Workers' Union (Saccawu) and management, according to Southern Sun spokesman Mr Carl Ludick.

The strike ends tomorrow and all striking workers had until August 22 to return to work, after which they would have to re-apply for positions with the company, he said.

Mr Ludick said workers would get a R100 or 15 percent increase effective from April 1 and a further increase of R20 from September 1.

The agreement provided for a phased increase in wages of R120 and referral of other disputed issues to arbitration.

Confirming a settlement had been reached, union spokesman

Mr Allan Horwitz said in a statement the strike had been a success as the union had secured better working conditions for its members.

"Regarding conditions of work, the strike was a clear victory for Southern Sun workers," he said.

A R710 minimum wage had been secured, R90 short of their initial demand, Mr Horwitz said.

The union initially demanded R160 across-the-board and a monthly minimum wage of R800.

In a major concession the company agreed to recognise March 21 — Sharpeville Day — as a paid public holiday, he said.

Other agreements — regarded by the union as achievements in terms of improved working conditions — reached were:

- A doubling of the night al-

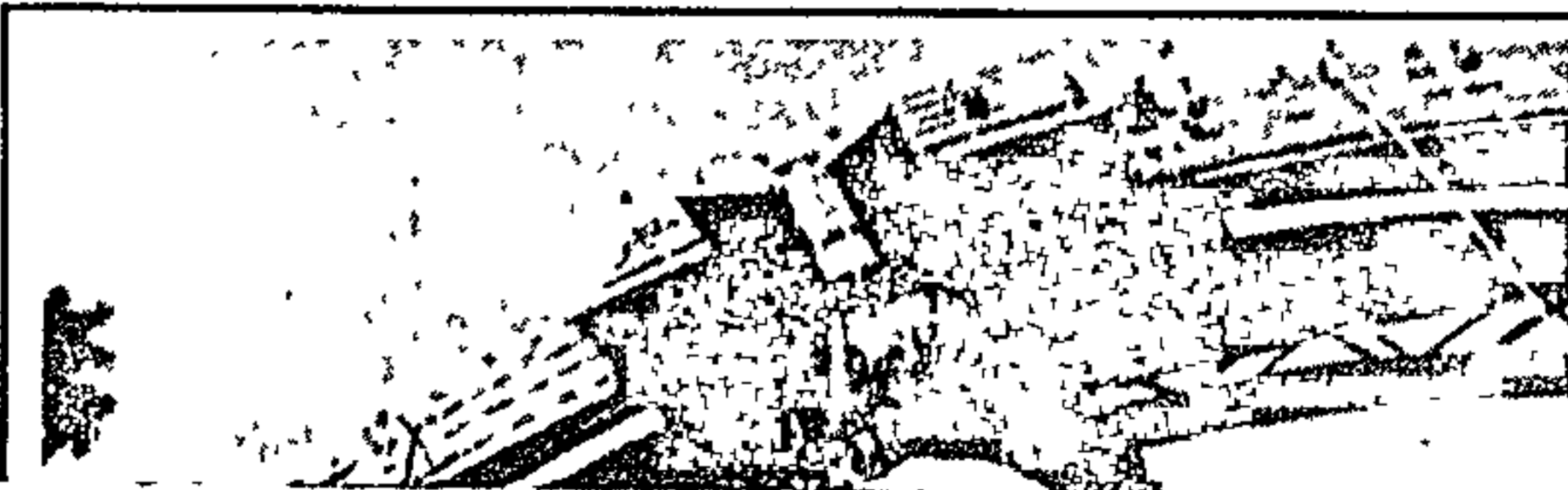
lowance to R110 a month, the abolition of split shifts and a pay-increase of R120 during the three-month probation.

- The right to join the company medical aid with Southern Sun agreeing to contribute 50 percent to medical costs.

- The right of casual workers to join a union within the company.

Mr Ludick said disciplinary action related to the conduct of strikers during the industrial action and dismissals at the Cape Sun and Pietersburg Holiday Inn and retrenchments at Pine Lake and Sabie would be referred to arbitration.

Mr Horwitz said about 300 strikers had been dismissed during the strike.



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Star 7/8/90
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Bid to defuse stayaways, boycotts fails

Political Staff

The Pretoria Minute contains an effort to defuse mass actions such as boycotts, stayaways, strikes and defiance campaigns

It said the Government and African National Congress considered it necessary, in viewing the roles and involvement of other parties, that whatever channels of communication were necessary should be established at local, regional and national levels:

"This would enable public grievances to be addressed peacefully and in good time, avoiding conflict," the document said.

Commenting on the ANC's "mass action" campaign, Nelson Mandela said the fact was that there were no mechanisms for black people to address their grievances in South Africa.

Strategies

"Therefore it is to be expected that in the absence of mechanisms, mass action should be resorted to by the mass of the people. As long as that mechanism is not available, it is natural that people will have such strategies as are available to them," he told a news conference.

Nobody should expect an end to mass actions until those mechanisms were in place. They would reduce their number, Mr Mandela said.

Mass mobilisations have been increasingly worrying the Government, which feels they are a "disguised" form of violence, intimidation and instability

The Government wanted a clear commitment yesterday from the ANC against campaigns such as rent boycotts, schools defiance, strikes and stayaways

Mr Mandela's words, however, fell far short of that, and there was no specific mention in the Pretoria Minute denouncing mass action.

Building stops as 9 000 go on strike

Str 7/8/90 By Brendan Templeton (152)

Construction on the Mossgas on-shore plant has been crippled by a wildcat mass walkout involving about 9 000 contracted construction workers

Mossgas Public Affairs Manager Harry Hill confirmed the walkout and said management at Mossel Bay was meeting the workers to find out what their demands were

Union officials were also meeting the workers, the National Union of Metalworkers (Numsa) and the Construction and Allied Workers Union (Cawu) said

All construction at the plant came to a halt following the sudden tools-down on Thursday. Workers were due to hold a "contractors' weekend" starting on Friday which made it difficult to quantify the effect of the strike at this early stage, Mr Hill said

The strike appeared to have been sparked by engineering workers whose union, Numsa, was involved in a dispute with the Steel and Engineering Industry Federation of South Africa, he said

The strike is the biggest to hit the multibillion rands oil-from-gas project — about 4 500 construction workers went on strike in March over union recognition and higher wages

7/8/90

2 Cape Times, Tues

Wage deal ends Sun hotel strike

JOHANNESBURG — Striking workers at Southern Sun Hotels signed a wage agreement with management yesterday, ending a five-week nationwide strike involving about 6 000 workers.

Mr Carl Ludick, Southern Sun Hotels spokesman, said workers would return to work tomorrow.

The agreement provides for a phased increase in wages of R120 and the reference of other disputed issues to arbitration.

Mr Ludick said workers would get R100 or 15% effective from April 1 and a further increase of R20 or less from September 1.

"All striking workers have been allowed until August 22 to return to work, whereafter they will have to reapply for positions with the company," Mr Ludick said.

He said disciplinary action would be referred to arbitration.

The strikers, who picketed the hotels throughout the country, had also charged the company with practising racism.

The end to the strike comes shortly after the conclusion of wage agreements at the OK Bazaars and Checkers supermarket chains. — Sapa

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③ ② ① 152

Mossgas strike talks continue

THE mass wildcat stoppage by 9 000 Mossgas workers remained unresolved yesterday as management and trade unionists tried to establish the causes of the paralysing walkout.

Mossgas spokesman Mr Harry Hill said the strike appeared to have been sparked by engineering and instrumentation workers embroiled in a dispute with Seifsa — Sapa

PHOTO COURTESY

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day, August 7 1990

By PETER MALBIN

ABOUT 450 grooms are refusing to leave stabling complexes at Milnerton and Philippi after they were fired yesterday.

An urgent meeting was held late yesterday afternoon between racehorse trainers and their attorneys in an effort to resolve the situation.

Trainers have tried to hire new grooms since they fired 700 grooms for calling an illegal strike on Friday but they have been prevented from doing so by angry fired staff.

Trainer Mr Darryl Hodgson and his assistant, Mr Patrick Labuschagne, went to Goodwood showgrounds on Sunday to hire seven new grooms. An hour

Fired grooms refuse to quit stables

after returning with the new men, they were surrounded by 450 angry fired grooms, who threatened to kill their new grooms if they worked there.

"I had to take them back," Mr Hodgson said.

He said the fired grooms had been "sit-

ting around and every few hours they go around the stables toyi-toying". Police dispersed marchers near the Cape Turf Club yesterday afternoon, an eyewitness said

Trainers' wives and friends, mostly women, have been filling in for the grooms. The horses need to be brushed for 45 minutes every day and some are feeling the effects of the strike, Mr Hodgson said.

Grooms were fired after they failed to return to work by 6am on Saturday. They were demanding salaries of R250 a week. At Mr Hodgson's stable, grooms are paid between R100 and R130 a week and were offered an increase of R30 a week when they went on strike.

900 Randburg municipal workers dismissed

Star 7/8/68 (135) (140) (152)
About 900 Randburg municipal workers were dismissed yesterday when they failed to report for duty, municipality spokesman Andre Jacobs said

Final warnings were issued to them on Friday.

A minimum wage of R650 is being demanded by the National Union of Public Service Workers (NUPSW)

against the R525 offer by the council

The dismissed workers did not include those on leave or who were sick, the council would only know later in the week exactly how many were on strike, Mr Jacobs said, adding that municipal services were still functioning, "but not as productively as we would like them to be". — Staff Reporter

8/8/90 (152)

New offer can avert strike on coalfields

By Brendan Templeton

An increased wage offer by the Chamber of Mines yesterday could persuade coalminers to call off a strike.

The new offer followed a strike ballot by the National Union of Mineworkers (NUM) on the mines last week and subsequent meetings with the Chamber

The NUM requested the Chamber to give it until Friday to canvass its members on the offer.

NUM spokesman Jerry

Majatladi said the new proposed increases of 31 percent for lowest paid workers and 14,5 percent for the highest paid groups would "definitely" influence members not to strike.

"We are optimistic that we will now reach a settlement," Chamber spokesman Peter Bunkel said.

Following a meeting with the NUM yesterday, the union indicated it would recommend members accept the offer, the Chamber said.

Second round talks to end Cape strike

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Soweto
8/8/90

~~SAW~~

EMPLOYERS in the wine and spirit production industry have initiated a second round of talks to resolve a 26-day national wage strike

The meeting between the SA Wine and Spirit Industry Employers' Association and the National Union of Wine, Spirits and Allied Workers has been scheduled for today, SAWSIEA spokesman Mr Charlie Hoeflich said.

The parties will meet in Stellenbosch, the venue of the first meeting since the legal strike by some 3 800 employees began on July 11

Hoeflich said

employers would go into today's meeting with an open agenda

Talks on July 18 ended inconclusively, with the union claiming it would not budge from its mandate of a R40 increase on the weekly wage and vowing to strengthen the strike.

The six companies represented by the SAWSIEA are offering a R33 increase.

They are Stellenbosch Farmers' Winery, Distillers Corporation, Unon Wines, Gilbeys, Douglas Green and Henry, Taylor and Ries. - Sapa.

Star
9/8/90
152

De Beers is facing strike

By Brendan Templeton

The National Union of Mineworkers (NUM) intends balloting members for strike action at De Beers Consolidated Mines.

This was confirmed by the union and management yesterday after talks deadlocked.

The NUM is demanding a 22,5 percent increase in the minimum wage of R653. The company has offered between 15 percent for skilled and up to 16 percent for unskilled.

Call-Top 7/8/70

Most Moss gas workers back

MOST of the 9,000 Moss gas onshore refinery workers who stopped work for four days in a wildcat strike, resumed their duties yesterday, Moss gas spokeswoman Ms Denise Gee said. The return-to-work follows two days of negotiations between 22 contractors and a 17-member employee team led by the National Union of Metalworkers.

CALL TIME 9/8/90 (152)
1 500 on strike at Zebediela

PIETERSBURG — Africa's largest citrus estate, Zebediela, came to a standstill yesterday when more than 1 500 members of the National Union of Farmworkers went on strike. The workers are demanding an immediate wage increase of 50% across the board, a minimum wage of R400 per month, the completion of negotiations on a new contract of employment and the recognition of their trade union.

Reports by Sapa

South 918-1518170

Satchwell talks fail

152

A TWO-WEEK-LONG strike by about 200 members of the Steel, Engineering and Allied Workers' Union of South Africa is continuing after a second attempt at mediation failed to resolve a wage dispute at Satchwell in Paarl

The workers have been locked out since the strike began.

Campus strike threat

GRAHAMSTOWN.— Workers at Rhodes University have reached a deadlock over wages and will consider embarking on a legal strike if mediation fails. (152)

Last week the workers held lunchtime demonstrations on the university campus after declaring a dispute with the administration. (152)

The workers are demanding a 45 percent wage increase while the university administration is offering 26,85 percent

Workers will hold meetings this week to organise and strategise on further action to pressure the university administration, according to the union

South Concern
9/8 - 15/8/70

The action will be planned to coincide with a meeting between the union and the administration next week

In a press statement released by the university, vice-principal Dr Roux van der Merwe expressed his concern over the "outside protest" while negotiations and dispute procedures were under way

He said both parties were bound by their procedural agreement

As the union declared a formal dispute, the prescribed procedure in terms of the agreement would be followed to settle the dispute as soon as possible

"Outside protest cannot accelerate this procedure,"

Dr Van der Merwe said the university's offer of 26,85 percent increase would remain open — ANA

Dismissal follows favouritism

South 9/8 - 15/8/90
GRAHAMSTOWN — A strike by more than 500 Harvestime workers in Port Elizabeth has ended after management

(152)
The workers, organised under the Food Workers Council of South Africa, embarked on strike action last week after management delayed taking action against supervisor Mr H de Klerk for clocking

in the work cards of two workers who were not at work

The union organiser, Mr Elliot Nzolwana, said the workers complained that De Klerk favoured workers who were not members of the union and clocked in the workers for this reason.

The workers then approached their shopstewards to lodge a grievance with management because other workers were dismissed for doing exactly what De Klerk had done

When management failed to respond a week after the grievance was lodged workers decided to embark on a sit-in strike because they felt management was trying to avoid taking action against De Klerk

The strike was called off on Friday after a hearing where it was decided that De Klerk should be dismissed — ANA

August 15 1990

South Labour

Strikes: 1 000 fired

South 9/8-15/8/90

152

By CHIARA CARTER

THE number of workers fired in the Western Cape over the past month for taking unprocedural strike action is fast approaching 1 000

About 400 members of the Food and Allied Workers' Union (Fawu) were fired at the end of last week after a stoppage at the abattoirs

More than 40 metalworkers were fired this week after taking part in

an illegal stoppage at Bremco Productions in Atlantis

The workers, members of the National Union of Metalworkers of South Africa (Numsa), downed tools over wage demands last Friday

A shop steward at the factory, Mr Michael Davids, said the stoppage by the dayshift workers at the factory followed a report back on mediation in a dispute over annual wage negotiations the previous day

At the mediation meeting, the company had offered workers an increase of 75c an hour, while Numsa dropped its demand from R2 across the board to

R1,50

Davids said workers were unhappy with the offer especially because they feared they would have to pay for their own transport to Atlantis next year

The workers were issued with warning letters before being dismissed on Monday

Hundreds of Numsa members in Cape Town have recently been fired after similar stoppages

About 250 workers fired from Gabriel in Reurel following a strike last month have rejected an offer of selective reinstatement for 150 workers and hardship

pay for the other 100

The union has declared a dispute over the dismissals and is receiving support from the American United Automobile Workers' Union and community organisations

SA Metal, where workers were fired last month, has also proposed selective re-employment

About 300 Numsa members downed tools at Gearing foundries in Epping this week after management attempted to introduce short-time measures

The workers returned to work on Wednesday after the company withdrew the proposal

Meanwhile, more than 100 000 Numsa members throughout the country are gearing up for strike action over an industrial council wage dispute

Numsa is presently rallying its membership in the metal industry to canvas support for strike action

Deadlock

There are fresh attempts to resolve a marathon strike by about 4 500 members of the National Union of Wine, Spirit and Allied Workers (Nuwsaw) throughout the country

The union is meeting with management in an attempt to break the deadlock over wage increases

Another lengthy national strike ended this week when about 6 000 South African Commercial, Catering and Allied Workers' Union members returned to work at Southern Sun hotels

Following a spirited march by about 600 members of the South African Municipal Workers' Union in Cape Town last Saturday, the Cape Provincial Administration has agreed to meet union representatives to discuss workers' grievances over wage discrepancies



ABATTOIR STRIKERS: In front of the Fawu offices in Guguletu

Postal strike may spread

A POSTAL strike involving about 2 000 workers in the East Rand is likely to spread elsewhere in the Transvaal.

A spokesperson for the Post and Telecommunications Workers' Association (Potwa) in Germiston said workers on the East Rand downed tools on Wednesday, to protest the dismissal of a colleague.

The spokesperson said more were poised to join the stoppage which had affected postal yards, post offices and the telecommunications exchange in the area ^{South} 9/8-15/8/90

Grooms Striking at Milnerton

By LANCE NAWA

STRIKING grooms are sticking to their demands for a wage increase and Cape racing could again be disrupted this weekend.

Wednesday's racing at Milnerton was abandoned because of the rainy weather, preventing a repeat of last Saturday when the "grooms' revolt" led to more than 20 horses being scratched on the card. South 918 - 151890

Grooms, earning between R35 and R90 a week, are demanding wages of R250.

About 800 grooms from stables in Milnerton and Phillippi have been served with an interdict for allegedly intimidating "scab" labourers, interfering with the training of horses and damaging private property.

157 Ceremony

Edward Hurling, spokesperson for South African Commercial, Catering and Allied Workers Union's (SACCAWU), criticised trainers for taking legal action against the workers.

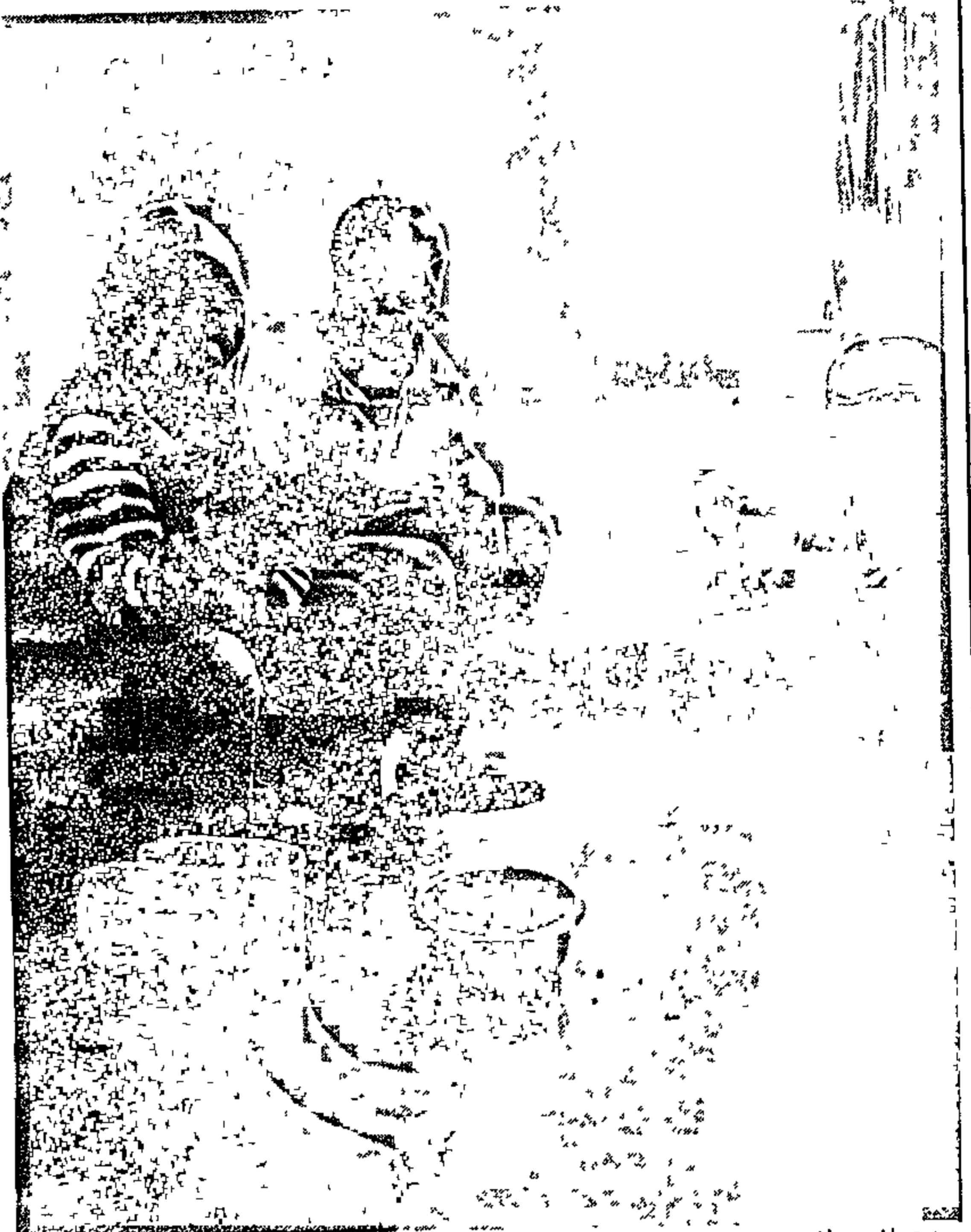
"We will have to respond to the matter very urgently because the grooms are the people feeling the pinch", he said.

Low salaries and poor working conditions of many grooms have long been a hidden feature of this glamour "sport of kings".

The Koeberg Road and Barns single men's hostels at Milnerton race course present a different picture to the pomp and ceremony of race day.

A few weeks ago racing stakes topped the million mark. Yet, about 600 Milnerton grooms share a handful of dilapidated blocks where privacy is a luxury.

The issue of child labour is also a thorny issue on the agenda of



LUNCH: Shortie Mbana, 14, left, shares samp with other grooms

trainers and the union, said Hurling.

"I came to this place two years ago when I was 12 as my parents did not earn enough money to sustain our family back home," said Shortie Mbana, who comes from the Transkei.

One of the trainers, Mr Greg Ennion, denied ever hiring workers under the age of 18.

He said the grooms are to blame for the condition of the hostels.

Said Ennion: "If the grooms are complaining about the condition of the hostels, then they should look for accommodation somewhere else."

PIC: YUNUS MOHAMED

"I give them reasonable accommodation with two beds.

"They are responsible for cleaning as I supply them with cleaning items to keep their rooms clean.

"If they cannot do that they must not expect me to inspect the place because I have 40 horses to look after."

Mr Mike Louw, the Cape Turf Club's assistant general manager, said the club did not want to be involved in the dispute.

"The strike action will not affect us in anyway because there's no racing at Milnerton at the moment."

Industrial court interdict 'set dangerous precedent'

MATTHEW CURTIN

AN INDUSTRIAL court interdict prohibiting a planned legal strike by workers at Barlow Rand subsidiary African Telephone Cables (ATC) set a dangerous precedent in labour law, Numsa assistant national organiser Bernie Fanaroff said yesterday.

Yesterday ATC management informed the union of the interdict, which, as it was not an interim order, effectively banned strike action over rights issues at the company.

Fanaroff said Numsa members at ATC processed the dispute for a legal strike in protest against the dismissal of four shop stewards during the week.

The dismissals were a clear case of victimisation, he said Numsa was unlikely to abide by the interdict. An ATC statement yes-

terday said Numsa rejected a company offer to settle the dispute through arbitration. It considered the decision to strike "unfair".

Cosatu representative Rob Rees said ATC's approach contradicted the Saccola/Cosatu/Nactu labour relations accord — yet to be legislated — which Barlows supported.

Meanwhile in Stellenbosch, negotiations between the National Union of Wine, Spirits and Allied Workers and the SA Wine and Spirits Employers' Association over a wage dispute continue today as 3 800 workers at 72 depots remain on strike.

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Wage talks bog down — grooms' strike goes on

By SHARON SOROUR
Labour Reporter

CONFLICT in the Western Cape horseracing industry continues after "very little" progress was made following talks between officials representing trainers and nearly 800 grooms sacked after a wildcat strike

Representatives of the SA Commercial, Catering and Allied Workers' Union (Saccawu) met a trainers' committee yesterday but the talks over wages and the re-employment of dismissed workers failed to resolve the dispute

Union spokesman Mr Edward Hurling told Sapa that employers refused to budge on their final wage offer of a R30-a-week increase and proposed selective re-employment.

TWO ULTIMATUMS

Philippi trainer Mr Stan Elley said "Very little progress was made and the discussion centred on wages and re-employment"

Another round of talks was scheduled for Monday, he said.

The crisis began last Friday when hundreds of grooms from the Milnerton and Philippi sta-

bling complexes went on strike and were dismissed at the weekend after ignoring two ultimatums to return to work

On Monday a Supreme Court interdict was issued restraining more than 400 strikers at the Milnerton stables from intimidating other workers

This week, as trainers' friends and family stepped in to replace the strikers, trainers expressed concern over the health of their horses

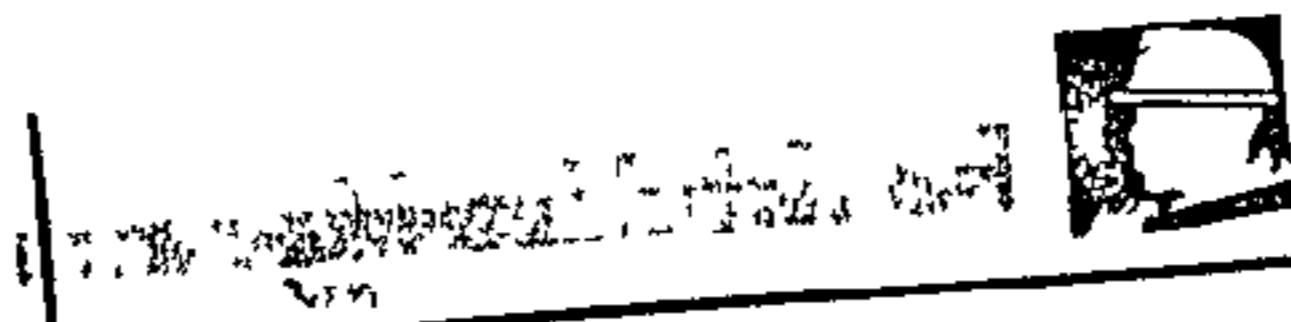
"VERY CRUEL"

Milnerton trainer Mr Mike Bass said racehorses which were kept in a confined space were prone to certain diseases

He said "What is happening to the horses at the moment is very cruel — they have to be exercised, fed and cared for, otherwise they will die"

Philippi trainer Mr Colin Burroughs said most trainers were concerned because their horses were not getting adequate attention

"We've just got to carry on and do the best we can until a settlement is reached between trainers and the grooms," he said



Right spirit for liquor strike talks

AKG
10/8/90

152

Labour Reporter

NEGOTIATIONS to resolve the longest nationwide strike in the wine and spirit industry was set to continue today in Stellenbosch

The talks between the National Union of Wine, Spirits and Allied Workers' Union and the South African Wine and Spirit Industry Employers' Association resumed on Wednesday and continued yesterday.

The latest round comes two weeks after a stalemate between the two parties, who first met on July 18.

More than 3 500 employees, part of a national bargaining unit of 10 000, have been on strike at 83 plants since the strike began.

Association spokesman Mr Riaan Kruger said a variety of proposals on wage and other issues were discussed yesterday.

FREE OF VIOLENCE

He could not say if a settlement was imminent

Union spokesman Mr Wilham Makhunga said the industrial action would continue until the dispute was resolved.

The association represents six strike-bound companies Gilbeys, Stellenbosch Farmers' Winery, Distillers Corporation, Union Wine, Douglas Green and Henry, Taylor and Ries

Both sides have agreed that the strike action should be free of violence, harassment, intimidation or victimisation.

Employees embarked on a go-slow after their wage increase demands were rejected

Star 10/8/90 152

Whites down tools, refusing to do work of black strikers

By Brendan Templeton

About 200 white Spoornet artisans in Braamfontein threw a spanner in the works yesterday when they downed tools in protest against having to do the jobs of 350 black workers who went on strike last week.

The strikers' jobs included fetching materials, carrying tools to job sites, and assisting in repair work.

A spokesman for the white workers said they wanted to be paid their own salaries and that of the black workers as they were doing more than one job.

They would return to work tomorrow but in all likelihood, would refuse to work and return home, he said.

This could hold serious impli-

cations for Spoornet because the railway traditionally relies on its white workers to do manual jobs during strikes.

The South African Railways and Harbour Workers' Union (Sarwhu) said it expected the strike among its workers to escalate because negotiations with Spoornet management were progressing slowly.

The strike was sparked off by the dismissal of three workers and the issuing of a final warning to another.

Spoornet spokesman Ian Bleasdale said the workers had been told they could appeal against the disciplinary hearing's findings, but they had insisted on embarking on strike action.

Teachers start sit-in at Witbank DET office

Size 10/8/90

By Therese Anders,
Highveld Bureau

(152)

About 60 Witbank teachers staged an eight-hour sit-in at the office of the Department of Education and Training (DET) yesterday to protest about the growing education crisis in KwaGuqa township.

A spokesman for the Witbank Teachers Union said the teachers would occupy the office every day during working hours until the DET's regional director, H Booysen, agreed to travel from Springs to Witbank to discuss their grievances.

A DET highveld area official who met the teachers yesterday said Mr Booysen had indicated

the earliest he could be available would be next Wednesday.

The union spokesman said the situation at KwaGuqa schools was "extremely serious".

"Hundreds of children are learning out of doors, there is a grave shortage of textbooks and an immediate need for two new primary and secondary schools.

"We have classes with up to 110 children."

He said the union demanded the permanent appointment of teachers presently on probation.

He said the union had forwarded these grievances to the regional director in March, but had received no reply.

Overseas focus on Zebediela strike

THE strike by 1 500 Zebediela Citrus workers is to become the subject of national and international focus in the next few days, unionists and lawyers involved in the matter said yesterday, writes MATHATHA TSEDU. (152)

Legal Education Centre litigation officer Mrs Dolly Mokgatlle said a memorandum had been sent to State President FW de Klerk in his capacity as a trustee of the South African Development Trust which controls the estate *Sowetan 10/8/90*

They want a meeting to discuss wages and conditions of service at Africa's biggest citrus estate.

The Pietersburg organiser for the National Council of Trade Unions, Mr Mos Mphahlele, said the Anti-Apartheid Movement (City Group) in London was to stage a one-hour picket at South Africa house, Trafalgar Square London, today.

Barlows strike ruling angers unions

W/Mail 10/8-12/8/90

By DREW FORREST

TRADE unionists have reacted with dismay to a "precedent-setting" industrial court judgment which, they say, could have the effect of banning all lawful strikes over dismissals

At a press conference yesterday, Congress of South African Trade Union members linked the ruling, interdicting a threatened strike of 570 workers at the Barlow Rand subsidiary ATC, to Barlows' "hardline industrial relations policies" Cosatu is waging a campaign against Barlows

As the interdict was against a lawful strike, Barlows was accused of using

(152)
the controversial 1988 amendments to the Labour Relations Act "This flies in the face of the group's stated support for the Saccola agreement," said National Union of Metalworkers' official Bernie Fanaroff

ATC's application follows a strike ballot at the Brits firm over demands for the reinstatement of four Numsa shop-stewards dismissed after a stayaway

According to Numsa's legal officer, Ruth Edmond, ATC argued in court that it had offered arbitration and that a dispute of rights, such as over dismissals, should not be settled by the exercise of power

White railway workers join Sarhwu strike

By KATHY STRACHAN

ABOUT 100 white railway workers — previously a bastion of the right-wing — yesterday joined a work stoppage in solidarity with their black colleagues at the Braamfontein station, according to management sources.

"This is the first time in South African history that white workers on the railways are sympathising with the black workers' cause," said Elliot Sogoni of the South African Rail and Harbour Workers' Union (Sarhwu).

"We consider it a victory as we have been trying to get everyone to become Sarhwu members," he said.

The strike, which began last Friday because of Transnet's disciplinary procedure and the dismissal of three black workers, has spread to most depots of the station. The running shed closed down yesterday when the white workers joined.

Johan Beaurain, a Sarhwu organiser, said he had worked at the Braamfontein station previously and was surprised at this turnabout as "those people were racists before. They threatened me with my life when I joined Sarhwu and made it impossible for me to work there."

"Now the militancy of the white workers in the the 1921 and 1965 mine strikes is coming back again"

Strikes hurt Everite 152

■ Hampered by strike action and a decline in business conditions, Everite has shown a decline in earnings for the year to June 1990.

The group states that attributable income was R18,42-million compared to last year's R23,67-million.

Earnings a share were down to R30,4c(32,2c).

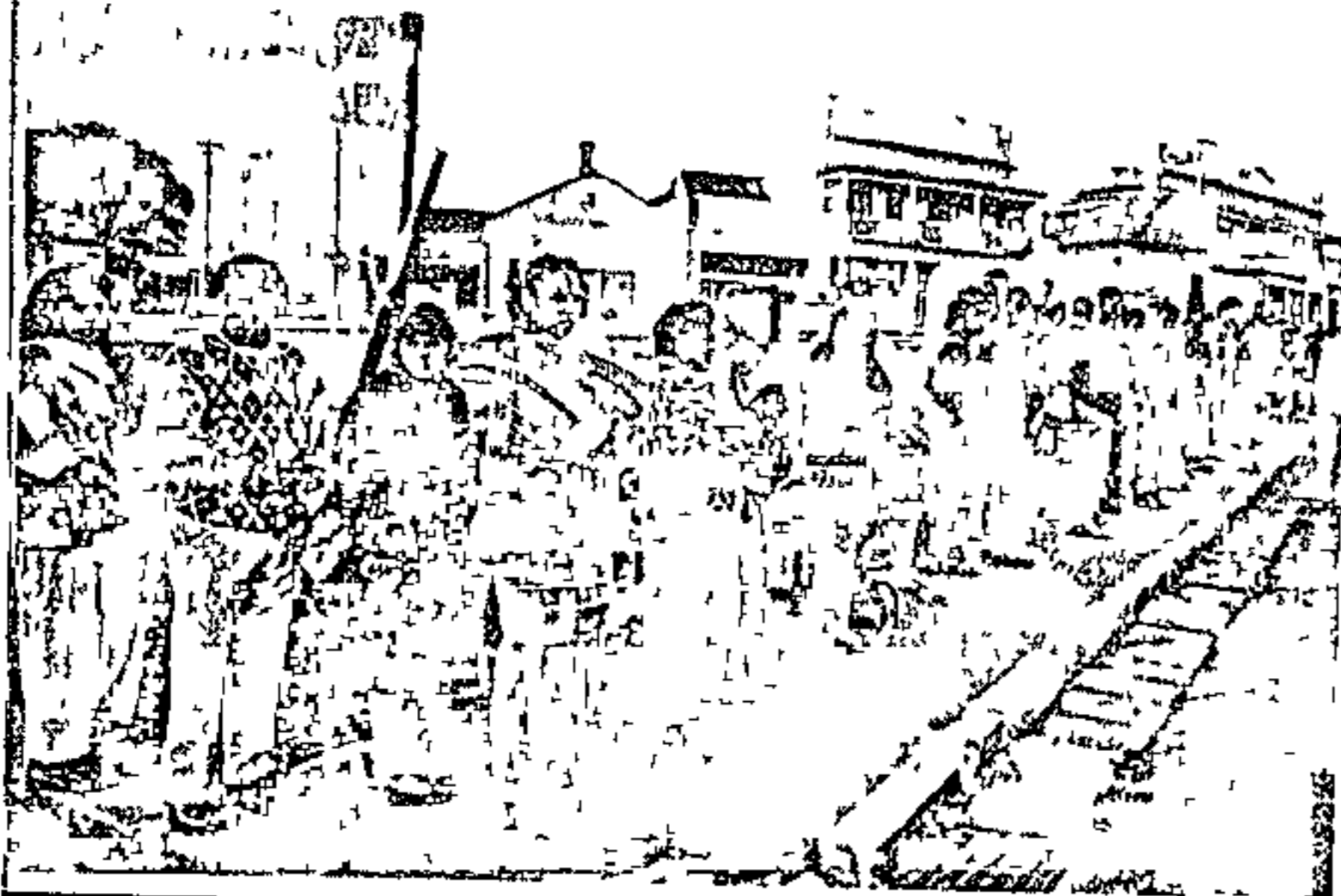
A final dividend of 5,5c a share was declared. w/Man 10/8 - 12/8 90

At Everite Holdings, the figures were much the same as its only income comes from its 56 percent holding in the Everite Group A dividend of 16c a share was declared.

Reports from Sapa

BUS STRIKE

Sit-in by drivers, thousands late after union dispute



THE LONG WAIT: A sit-in strike by drivers led to long queues at Mowbray station bus stops today

Picture: DANA LE ROUX The Argus

By JOHN YELD and JOHN VILJOEN
Staff Reporters

THOUSANDS of commuters were late today after several hundred City Tramways bus drivers refused to work because of a union dispute

When buses failed to arrive on time, many commuters turned to minibus taxis to get to work

A spokesman for the Taxi Owners Liaison Association said his taxis were busier than usual

We are more than a 100 per cent full today he said

The bus drivers are members of the Cosatu-affiliated Transport and General Workers Union which is attempting to claim a majority recognition from management in place of the Tramways and Omnibus Workers Union (TOWU)

A union official at the Arrowgate Depot at Montana off Modderdam Road said early today that about 200 bus drivers had started a sit in after a decision at a meeting on Friday

He believed more than 100 drivers were also involved in a sit in at the Philippi depot

They are also being denied a majority there

The other two depots (Diep River and Tollgate) may follow suit," he said

Annoyed

He said management had originally suggested a ballot to decide on majority recognition but was now refusing to hold the ballot, despite a request from the union

"We want a ballot but they're refusing

"We will sit here until they come back to us," he said

At Mowbray station, annoyed commuters complained to City Tramways inspectors that there were no buses

"I can't use a clipcard on a taxi" one said

Another commuter said he had waited "much longer than usual" for a bus and that he was "very late for work"

City Tramways PRO Mr Bob Krause, said they would issue a statement later today The TOWU could not be reached for comment

Goodwood heart recipient 'well' after transplant

Medical Reporter

GOODWOOD heart recipient Mr Clifford Willemse, 57, who was given the heart of Californian missionary Mr Tim Fultz, 23, over the weekend, is "doing very well", according to Groote Schuur Hospital

Mr Willemse, who had to retire early because of his heart condition had been waiting for three months when the dramatic series of events that led to his transplant unfolded

Donor Mr Fultz fell off the roof of a church he was helping to build in Kinshasa 10 days ago and was flown to Johannesburg for treatment On Saturday he was declared brain dead and his family agreed to the donation

The flights from Kinshasa to Johannesburg and Johannesburg to Cape Town were organised by Medical Rescue International

Mr Fultz's kidneys, thyroid and spleen were to be used for transplants in Johannesburg

The transplant marked the beginning of National Organ Donor Week

Mr Fultz's wife, Norma, has appeared on national television to encourage organ donation

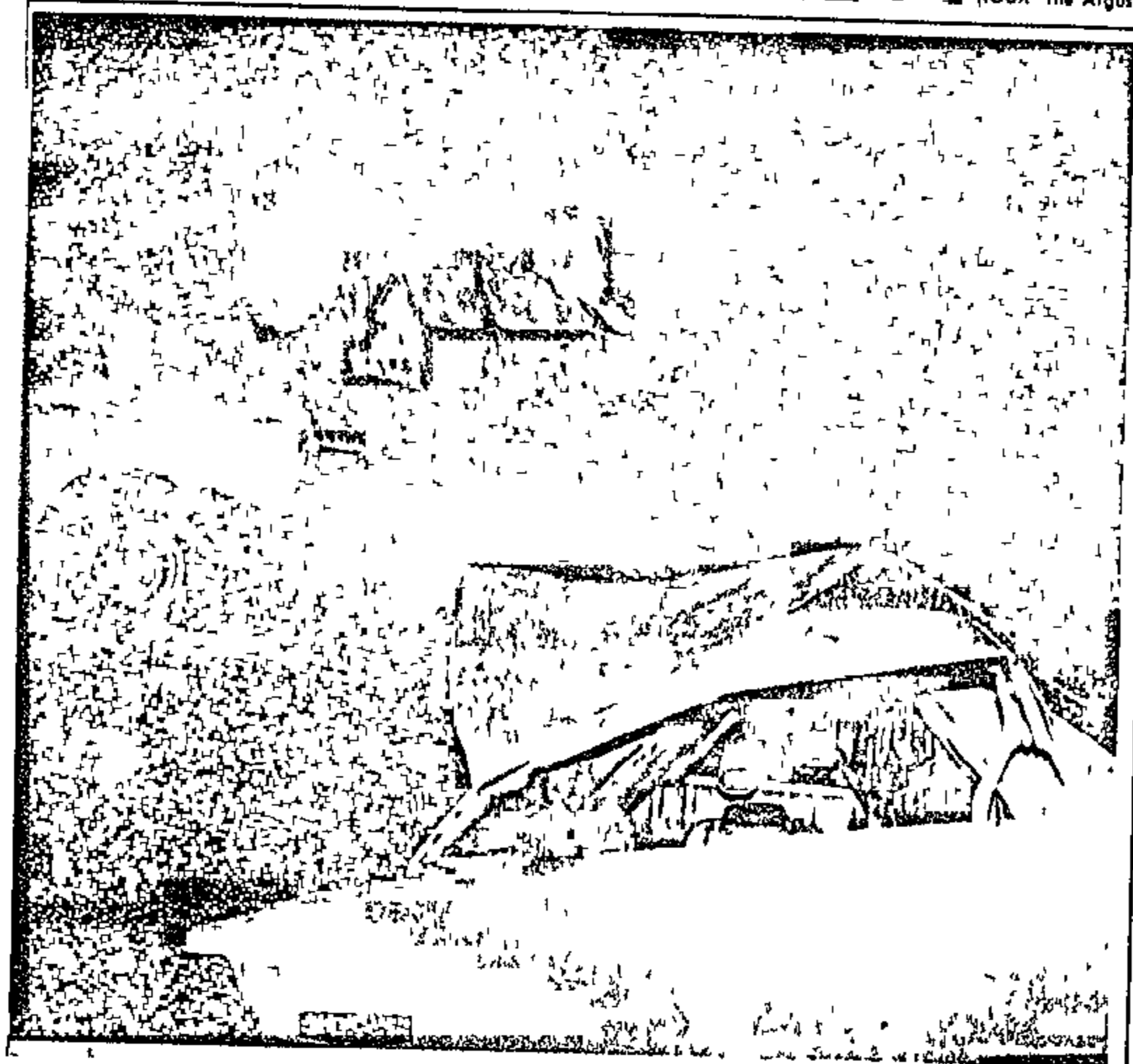
Playful pup calls the cops

The Argus Foreign Service

LONDON — When the police in Wolverhampton answered a 999 call they rushed to pensioner Pat Robinson's house fearing she had a heart attack

But when they got there they found a 12 week old Staffordshire bull terrier had knocked the phone off its hook and nudged the 9 button

Mrs Robinson 50 said "It's incredible She must have touched the button with her nose or paw"



From bookend

Wine workers to decide on wage offer

ARLW.S. 13/8/90

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By SHARON SOROUR
Labour Reporter

THOUSANDS of striking workers in the wine industry will decide this week whether to accept a revised wage offer.

The National Union of Wine, Spirits and Allied Workers' Union met the SA Wine and Spirit Industry Employers' Association last week in an attempt to resolve the five-week strike by more than 3 800 workers.

Association spokesman Mr Riaan Kruger said in a statement that negotiations had not been completed.

Revised offer

Mr Kruger said a revised employers' offer was tabled on Thursday.

"The union will inform the association of the members' decision as soon as practicably possible," he said.

Mr Kruger declined to divulge details of the revised offer before the union's response was known.

Association spokesman Mr Charlie Hoeflich said employers were hoping the strike action would be resolved "as soon as possible".

Union spokesman Mr William Makhunga said the union hoped to have canvassed all its members by next Thursday.

Negotiation resumed last week following a two-week stalemate after the two parties met for the first time on July 18.

The workers — part of a national bargaining unit of 10 000

— have been on strike at 83 plants since July 11.

Six companies represented by the association have been affected by the strike: Gilbeys, Distillers Corporation, Union Wine, Stellenbosch Farmers' Winery, Douglas Green and Henry, Taylor and Ries.

● Beer giant SA Breweries has come under fire from the Food and Allied Workers' Union (Fawu) for insisting that employees agree to work overtime.

The union has declared a dispute on overtime after five rounds of talks on the issue failed to shift the company's position.

Fawu said in a statement that the breweries insisted that workers contract to work overtime and on weekends "in spite of the workers' position on the issue and the disruption it creates to their family, social and sporting lives".

"SAB also proposes a clause that claims that workers' re-

fusal to contract to overtime constitutes an overtime ban and is therefore a form of industrial action, although the Appellate Division upheld a decision granting workers the right to refuse or agree to contract to overtime," the statement claimed.

Breweries public affairs manager Mr Adrian Botha said the union's decision to declare a dispute was "totally premature as the company is always prepared to talk and it's not our final offer on the table".

● In a separate statement, Cosatu accused a Barlow Rand subsidiary of a "serious breach of trust" after bugging devices were found in offices used by two unions for meetings and other activities.

According to reports, Barlow Rand spokesman Mr Ken Ironside denied the allegations and said: "The practice of bugging, if and when it is occurring in the group, is completely unacceptable to us".

Talks between sacked grooms, trainers resume

Labour Reporter

TALKS between Cape Town racehorse trainers and nearly 800 grooms — sacked after a wildcat strike — were scheduled to resume today.

This follows a meeting between a trainers' committee and the SA Commercial, Catering and Allied Workers' Union (Saccawu) on Friday when "little progress" was made in

talks about wages and re-employment.

The grooms, from Milnerton and Philippi, went on strike on August 3 and were dismissed for ignoring two ultimatums to return to work.

Last week a Supreme Court interdict was issued restraining more than 400 strikers at the Milnerton stables from intimidating workers.

Star 13/8/90

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Over 20 000 on strike

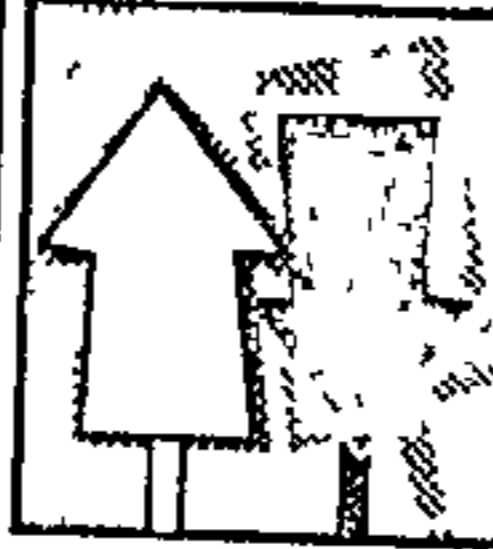
By Brendan Templeton

More than 20 100 workers were on strike last week — about 200 more than the previous week — and about 115 000 metalworkers are holding a strike ballot

Companies with workers on strike included

- Mossgas and 9 000 construction workers at its onshore plant. Workers struck over grievances about accommodation, attendance bonuses and project allowances. They returned to work on Wednesday pending talks
- Liquor producers and the National Union of Wine, Spirits and Allied Workers Union. A total of 3 800 went on strike over a demand for a R40-a-week increase. Employers offered R33
- Cape horse trainers and 600 sacked grooms belonging to the SA Commercial Catering and Allied Workers Union over wages and working conditions
- Parow municipality and 500 SA Municipal Workers Union members over wages and union recognition
- Meyerton municipality and 250 Municipal, State, Farm and Allied Workers Union members over wages. Workers want an R800 minimum wage. The strikers were dismissed
- Randburg municipality and 900 National Union of Public Service

Strike
Barometer



Workers over their demand for a R650 minimum wage. The council offered R525

- Maritzburg municipality and 700 municipal workers over bonus pay
- The Post Office and 1 000 Posts and Telecommunication Workers Association members on the East Rand over the firing of a worker
- Spoornet, Braamfontein, and 350 SA Railway and Harbour Workers Union members over the dismissal of three workers. A total of 200 white workers subsequently went on strike, refusing to do the strikers' jobs
- Zebediela citrus farm, Pietersburg, and its workers over a R400 minimum monthly wage demand
- Modderfontein gold mine, Brakpan, and 1 500 National Union of Mineworkers over NUM recognition, wages, 30 dismissed workers and working conditions
- Satchwell Controls, Paarl, and 60 percent of its workforce, who are members of the Steel, Engineering and Allied Workers Union. Workers demanded a R50-a-week

increase, management offered R40

- Xactics Rigid Plastics, Cape Town, and 148 Chemical Workers Industrial Union members over retrenchment of workers
- Ciba-Geigy and 172 Chemical Workers Industrial Union (CWIU) members in 99-day strike over the company's non-participation in the union's provident fund. Mediation takes place on Friday
- Reckitt-Colman and 400 dismissed CWIU members over the company's non-participation in the provident fund
- Labethica, Bethlehem, and 160 SA Chemical Workers Union (Sacwu) members
- AECI, Modderfontein and 80 Sacwu workers. Drivers are demanding equal job grading between races
- Wella, Wynberg, and 35 Sacwu members demanding R200 increase on the current R1 005 minimum wage. Management offered R140
- Justine, Wynberg, and 60 Sacwu members demanding improved working conditions and a R150 weekly increase on the current minimum wage of R174 a week. Management offered R50
- Kamillen Products and 40 Sacwu workers demanding a R150 monthly increase. Management offered R65.

All aboard as bus drivers^{ARC65} return to work¹⁵² 14/8/90

By SHARON SOROUR, Labour Reporter

CITY Tramways bus drivers returned to work today after a one-day stoppage which left thousands stranded.

Scores of drivers staged sit-ins at the Arrowgate and Philippi depots yesterday.

All members of the Transport and General Workers' Union (TGWU), they were demanding a ballot to prove the union's claim that it represented most workers. The Transport and Omnibus Workers' Union (TOWU) has management recognition.

Tramways managing director Mr Barry Gle said the drivers had offered to return to work after negotiations took place yesterday between the management and the union.

Mr Gle said negotiations would continue.

THREATENED

"The drivers offered to return to work and asked me to respond to their demand for a ballot by Thursday at 10am," he said.

While union officials claimed several hundred drivers had stopped work, Tramways public relations officer Mr Bob Krause said 150 drivers at Arrowgate and 45 at Philippi were involved.

TGWU shop steward Mr Valentino Clarke said the drivers had been threatened with dismissal if they did not return by 3pm yesterday.

Mr Gle said the strikers' action was "unreasonable, unprocedural and illegal".

"I told the union that if the drivers did not return I reserved the right to take legal action which might include their dismissal."

Mr Clarke said it was up to management to "do the spadework and negotiate with the TOWA to hold a ballot".

"TGWU workers agree that if the ballot is in favour of the TOWA, they will accept it and the agreement which exists between the TOWA and City Tramways management, he said.

A victory for his union would mean new negotiating structures under Cosatu guidelines.

Mr Gle said it was difficult to assess the effect of the stoppage but it had "obviously" affected the company financially and had inconvenienced commuters.

● The strike over a pay dispute by more than 1 000 Ikapa (Langa, Nyanga and Khayelitsha) council workers has ended and all workers have returned to work, a worker representative said today.

She said the dispute was resolved after a day-long meeting between the South African Municipal Workers Union (Samwu) and management at the council's Guguletu offices yesterday.

The management had promised backpay at the end of the month.

The stoppage started on Friday after the council failed to honour promises of pay increases back-dated to January, the representative said.

Ikapa workers on strike over wage demands

Municipal Reporter

HUNDREDS of Ikapa Town Council municipal workers — who serve the Langa, Guguletu and Nyanga areas — came out on strike yesterday over wage and wage-related grievances

Negotiating teams from both the Cosatu-affiliated SA Municipal Workers Union (Samwu) and the council were engaged in meetings from 8am yesterday until late afternoon at the council offices in Nyanga.

Several security men guarded the gate at the offices yesterday, while hundreds of workers sat in the sun outside

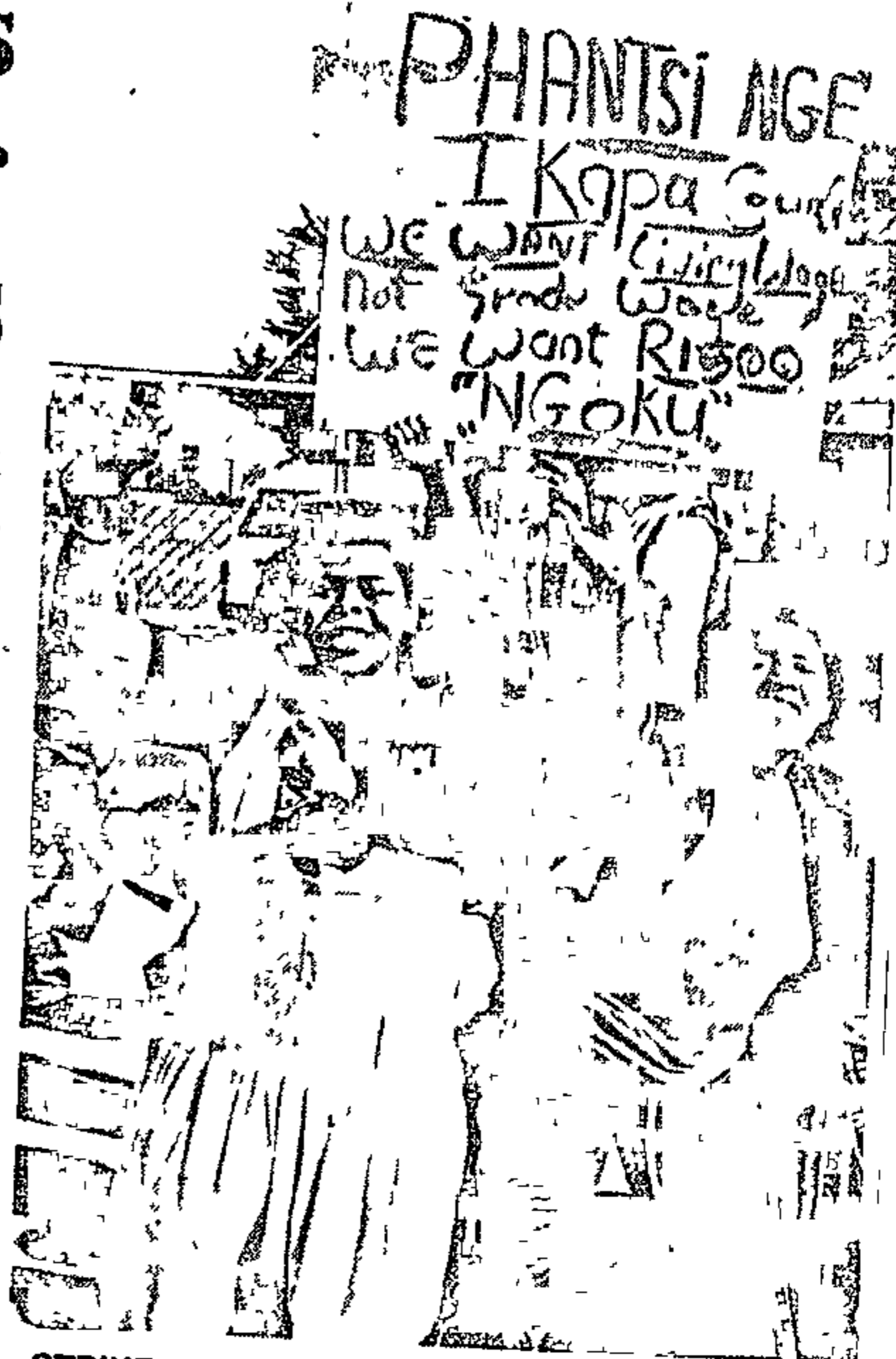
Workers, who claimed nearly 2 000 were out on strike, said they wanted R857 a month as a starting wage for a labourer, as opposed to the present rate of between R500 and R600 even for those with 20 years of service.

"Ikapa told us we were employed by the CPA, and the CPA now says we are employed by Ikapa," one of the workers complained "We came to an agreement in June but afterwards we were told to go to the CPA

"It's August now, and we have got nothing yet (out of that settlement)."

Another worker complained that whites without matrics landed up in high positions in the Ikapa administration, yet there were plenty of black matriculants in the townships who could not get jobs

Officials at the offices could not be reached by telephone yesterday



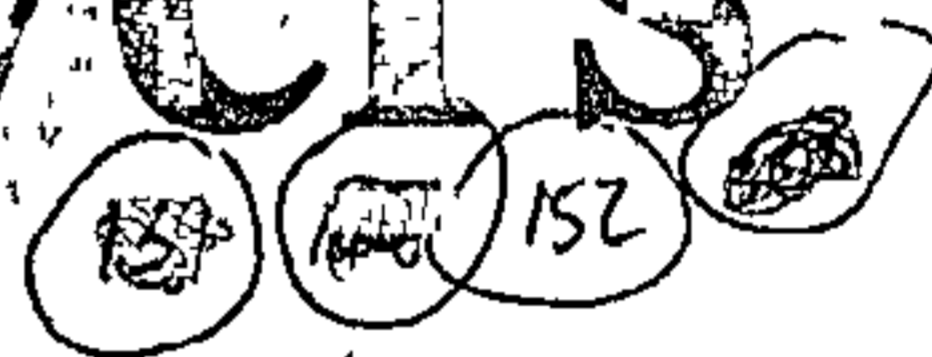
STRIKE II ... Some of the hundreds of Ikapa Town Council municipal workers on strike. "We want R1 500 (per month) NOW" reads the sign.



ON STRIKE . . . City Tramways bus drivers who went on strike yesterday stand on the first-floor balcony at the Arrowgate depot.

Bus drivers back at work

CAPT Timp 14/8/90



By **GLYNNIS UNDERHILL**

HUNDREDS of City Tramways bus drivers who staged a wildcat strike yesterday over a union dispute went back to work this morning

Further action by The Transport and General Workers Union will be decided on Thursday morning when City Tramways management is expected to respond to a demand by the union members for a ballot to test its strength at both Phillipi and Arrowgate depot.

The striking drivers are unhappy that the current negotiating union recognised by Tramways Management is the Transport and Omnibus Worker's Union — dubbed a "management sweetheart union" by its opposition.

The Cosatu-affiliated Transport and General Workers Union is hoping to establish itself as the majority union with full negotiating rights

"City Tramways management

has agreed to give us an answer on the ballot by 10am on Thursday. Then we will see if further action will be taken," said a spokesman for The Transport and General Workers Union.

Thousands of bus commuters were late for work yesterday when the striking drivers staged sit-in protests at both Arrowgate and Phillipi depots

The day-long strike yesterday involved more than 400 dissatisfied City Tramways drivers who have been pushing for a ballot to establish their union as the majority union, according to the Transport and General Workers Union spokesman.

"For years the Transport and Omnibus Worker's Union has been seen to work in an unhealthy cosy relationship with management," he said

Meanwhile City Tramways have condemned the strike by the Transport and General Workers Union members as being "without justification" and "illegal".

"The allegation by the union

concerned that the action it has taken is connected to a dispute over management's recognition of the union, is rejected," claimed a City Tramways statement

"Two meetings have been held with the union to discuss the suggestion that a ballot should be conducted to prove the Union's claim that it represents the majority of workers. The documentary evidence put forward by the union to justify its claim failed to do so, and the union conceded that this was so," it said

A spokesman for City Tramways said that the "question of a ballot was out of our hands"

City Tramways management will be holding discussions with the majority union, the Transport and Omnibus Worker's Union before Thursday morning, to find out if they agree to a ballot, confirmed the spokesman

A spokesman for the Transport and Omnibus Worker's Union declined to comment

14/8/90

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152 152

Trainers look at ways to replace strikers

By DANIEL SIMON

STRIKE-AFFECTED racehorse trainers at Milnerton are considering several options to replace staff if about 450 striking grooms are evicted from stable complexes tomorrow, when an eviction order comes into force following a two month wage dispute.

The fate of more than 200 others at Philippi is still unknown, as they have not been served with eviction orders.

It was disclosed yesterday that before the wildcat strike 10 days ago trainers were paying grooms R90 to R130 a week — plus food and accommodation — and were only prepared to increase the rate by R30.

After talks with trainers' representatives, the SA Commercial Catering and Allied Workers' Union (Saccawu) dropped its weekly minimum wage demand of R250 to R150 and lowered the across-the-board wage increase demand of R80 to R40 yesterday afternoon.

Saccawu official Mr Zuzile Ramuncwana yesterday, said attorneys acting for the trainers said the employers at Milnerton and Philippi were prepared to reinstate the dismissed grooms if a settlement was reached — except for 105 whom they had labelled "instigators".

Lesotho recruits?

Mr Ramuncwana said Saccawu would make a final attempt today to resolve the deadlock before the eviction of the grooms begins tomorrow.

Trainers are considering several options should the grooms be evicted.

One mentioned by a Milnerton trainer yesterday was the recruitment of 600 Lesotho nationals at the "trainers' rate" if the strike dispute between about 40 trainers and the Saccawu is not resolved during the day.

Trainers considered the Lesotho nationals to be "better" horsemen than the dismissed grooms.

Another option was the recruitment of white women who would receive about R600 a month — the weekly minimum wage Saccawu put forward last week but which was rejected by the trainers.

The last option was the selective re-employment of dismissed grooms, coupled with the recruitment of unemployed coloured people from the Goodwood.

Several trainers said the strike had made them realise that they could get by with less labour.

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Strikers to decide on offer

AFTER intense negotiations to end the longest nationwide strike in the wine industry, thousands of striking workers will decide this week whether to accept a revised management wage offer tabled at talks in Stellenbosch

The National Union of Wine, Spirits and Allied Workers' Union (Nuwsaw) met the SA Wine and Spirit Industry Employers' Association (Sawsica) last week in an attempt to resolve the five-week strike by more than 3 800 workers

Sowetan 14/8/90
Association spokesman Mr Riaan Kruger said a revised employers' offer would be communicated to union members by officials

New pay offer in wine strike

MATTHEW CURTIN

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AS THE strike by 2 800 workers in the wine industry entered its sixth week yesterday the National Union of Wine Spirits and Allied Workers (Nuwsaw) adjourned negotiations with SA Wine and Spirit Industry Employers' Association (Sawsiea) to present a revised pay offer to its members *610-1418/90*

Sawsiea spokesman Riaan Kruger said yesterday he was "cautiously optimistic" both sides were on the verge of settling the strike.

He said both Sawsiea and Nuwsaw revised their stances on wages during the talks held last week in Stellenbosch to try and break the deadlock. He gave no details on the new bargaining positions

Union president November Nkosi was not available for comment yesterday.

Nuwsaw began the strike on July 11 after a 76% ballot in favour of industrial action. The ballot followed a management lock-out after a national go-slow campaign by 5 400 workers began at 83 depots on July 4.

The union's last official demand was for a R40 a week across-the-board wage increase.

Sawsiea's final offer was a R33 or 18,7% increase on lowest rates which Kruger said 1 600 out of 4 400 workers in the industry had accepted

Union rejects wine industry wage offer

Own Correspondent

JOHANNESBURG — The National Union of Wine Spirits and Allied Workers (Nuwsaw) yesterday rejected a revised wage offer from the South African Wine and Spirit Industry Employers' Association (Sawsiea), union president Mr November Nkosi said.

More than 2 800 workers continued the six-week-long strike over pay and conditions in the wine industry yesterday

Mr Nkosi said Sawsiea's scaled wage offer ranging from R32 to R40 for grades one to six was unacceptable

The union insisted on an across-the-board increase and their demand stood at a R40 increase for all grades, although they made a revised "provisional" demand during last week's talks in Stellenbosch, which Sawsiea did not meet

A Sawsiea spokesman said yesterday afternoon that Nuwsaw had not informed employers of the rejection, but the two sides had scheduled a meeting in Johannesburg last night to try to break the deadlock.

The employers' offer included R33 a week back-pay for the period April 1 to July 4 for strikers. The spokesman said 320 workers at Stellenbosch Farmers' Winery plants in the Western Cape returned to work yesterday, having accepted management's latest offer

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15/8/90

Judge rejects workers' plea to see video

Supreme Court Reporter

AN application in the Supreme Court by workers to compel their employer to release a copy of a videotape allegedly depicting scenes of violence at the factory during a strike, was refused yesterday.

Mr Justice D G Scott said reasons for his refusal would be given later if they were necessary and were requested by the parties.

On July 27 Satchwell Controls obtained an interim interdict against Mr J Brown and 194 workers, after they went on strike for higher wages, which forbade them from entering the premises, preventing access, interfering with company vehicles or the business, damaging property or assaulting or threatening employees.

Yesterday, the return date of the interim interdict, the workers brought the application that they be allowed to view the videotape which the company claimed it had or that a copy be made available to them.

Mr A Kruger, for the workers, said "very serious allegations" of violence had been made against the workers and they should be allowed to view the videotape to prepare a defence or decide if they wished to continue their opposition to the interdict.

Mr Paul Hoffman, for Satchwell Controls, said that if the application were granted the court would allow a "fishing expedition" by the workers who could then work out a defence if there had been none.

The company did not depend on the video tape, which may not be used or become an issue in the hearing.

By consent Mr Justice Scott extended the interim interdict to October 18.

Mr Kruger, instructed by Mr John Hendry of K G Druker, appeared for the workers. Mr Hoffman, instructed by Francis Thompson and Aspeden, appeared for Satchwell Controls.

HSRC to help SA search for new basis

PRETORIA. — The Human Sciences Research Council has, in a bid to help South Africans in their search for a new constitution, established a centre for constitutional analysis to undertake research.

Council spokesman Dr Bertus de Villiers said the centre would analyse all modern constitutions, to enable constitutional lawyers to study and analyse different provisions of modern constitutions.

The centre would also undertake research on topical issues in constitutional law with the aim of contributing to the debate in the country.

Dr De Villiers said research topics would be determined by the centre and its clients. He said the results of these research projects would be published regularly to contribute to the development of the constitutional knowledge of the general public and a newsletter would be distributed to opinion-makers. — Sapa

Detainees' families stage sit-in protest

DURBAN — A group of about 25 members of the families of Durban detainees staged a sit-in protest at CR Swart Square yesterday.

They threatened to remain there "until something is done about the situation of these detainees".

The families of Section 29 detainees Billy Nair, Pravin Gordhan, Dipuk Patel, Anech Sankar, Jabulani Sithole, Siphwe Nyanda, Mack Maharaj, and Raymond Lalla were present at the protest.

"We are outraged that ... the security apparatus of the state is allowed by law literally to kidnap individuals," they said in a statement.

Station Commander Colonel Kobus le Roux expressed anger at the fact that the families had not requested permission for their protest.

At the time of going to press he was discussing the situation with a delegation of family members.

Liquor strike to continue, say workers

By Brendan Templeton

The nationwide liquor workers' strike, the longest ever in the industry, is set to continue after yesterday's rejection by most workers of management's latest revised offer.

The South African Wine and Spirits Industry Employers' Association (Sawisea) last week offered increases backdated to April 1 ranging from its original R33 a week for lower grades to R40 at the highest grades.

About 400 Stellenbosch Farmers' Winery workers at Stellenbosch and George had accepted the offer, an association spokesman said.

This leaves about 3 400 who are still on strike.

Management's original offer was R33 in response to the workers' R40 demand.

The organisation was due to meet the National Union of Wine, Spirits and Allied Workers last night.

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Ikapa workers return while talks continue

Municipal Reporter

THE entire 1 300-strong workforce of the Ikapa town council, which serves Langa, Nyanga and Guguletu, returned to work yesterday after a 1½-day salary and wage related work stoppage.

Mr Kobus Olivier, acting Ikapa chief executive officer, said an agreement had been reached with the South African Municipal Workers' Union (SAMWU) on Monday.

Yet negotiations would continue over 14 firemen and fewer than 100 other staff members on "personal" pay scales, he said.

Some staff had recently been given back pay from January to June in terms of a settlement with the union, but others, on "personal" pay scales, felt discontented, and this had led to the stoppage, he explained.

SAMWU regional organiser Mr Russell McGregor said that on August 9, when some workers were given their agreed back pay, "we found out that 692 workers — half the workforce — were on personal pay scales, so they received nothing".

He said an agreement had been reached this week that these workers would get some back pay by the end of August.

Yet there was still a problem because as far as the union was concerned, a minimum salary of R857 should have come into effect from July 1, but now the CPA had vetoed this part of the union's agreement with Ikapa.

The CPA wanted it "re-negotiated", but the union saw no sense in this, Mr McGregor said.

Mr Olivier said many employees had been on "personal" pay scales because they had been transferred from the Cape Provincial Administration or the divisional councils or development boards.

Kalafong Hospital workers go on strike over wages dispute

152

ABOUT 2 000 general workers, including assistant nurses and clerks, at Kalafong Hospital near Atteridgeville went on strike yesterday demanding wage increases, writes MONK NKOMO.

White employees took over some of the duties, including cooking and cleaning, and doctors and matrons pushed trolleys taking patients from the wards and the dead to the mortuary.

There were unconfirmed reports that some patients at the casualty department who came from outside Atteridgeville and were not seriously ill were sent home yesterday *Sowetan 15/8/90*

Workers said the strike, which started at 6am, was sparked off by the breakdown of wage talks between the Transvaal Provincial Administration and their trade union, Nehawu, on Friday

The hospital's management team were yesterday locked in discussions with employee representatives to resolve the strike

World inflation rate goes up

Sowetan 15/8/90

GENEVA - Inflation is rising in two out of every three countries surveyed by the International Labour Organisation despite a decade of efforts to control it

The ILO said yesterday that countries with steadily rising inflation in the first few months of 1990 included Sri Lanka with 22,6 percent compared with 15,1 percent last December, Hungary 26,8 percent, Sweden 10,1 percent, Chile 24,8 percent and Britain 9,4 percent - *Sapa-Reuter*



Union rejects pay offer

PROSPECTS for a quick settlement of the longest ever strike in the wine industry receded yesterday when the National Union of Wine, Spirits and Allied Workers announced they had rejected management's latest wage offer ~~(152)~~ (152)

Only workers at Stellenbosch Farmers' Winery plant in Stellen-

^{15/18/190}
bosch accepted the offer, returning to work yesterday, said Nuwsaw national president Mr November Nkosi

About 3 200 workers at plants and depots elsewhere in the Western Cape, Eastern Cape, Northern Cape, the Free State, Transvaal and Natal would continue their 34-day strike, he said - Sapa

Cape Times 16/8/90 (152)

Cape cracks in wine strike

CRACKS are appearing in the 36-day wine-industry strike as workers in the Cape broke ranks this week and accepted a revised management offer

By yesterday, 750 workers at plants and depots in the Western Cape and George had signed their acceptance of the employers' offer, said Wine and Spirit Industry Employers' Association spokesman Mr Charlie Hoeflich.

Another 1 400 had agreed to the initial offer of R33 a week across-the-board when management set a

deadline for acceptance on July 9.

However, deadlock continued elsewhere, with an estimated 2 300 members of the National Union of Wine, Spirit and Allied Workers still on strike

A sixth round of talks is planned for next Wednesday in Johannesburg, Mr Hoeflich said.

In the Western Cape, workers at Stellenbosch Farmers' Winery settled on Tuesday, followed by colleagues at the Distillers Corporation Green Park depot in Ep-

ping, Union Wines in Wellington, and Douglas Green and Gilbeys, in Stellenbosch

Disputing these figures, Nuw-saw president Mr November Nkosi said workers at Gilbeys in Stellenbosch had never been on strike, and only about 500 union members had gone back to work

He said the majority of strikers rejected a revised management offer ranging from R33 to R40, tabled at talks in Stellenbosch last Thursday. — Sapa

Grooms' eyiction ordered

Cape Turf 16/8/90
Supreme Court Reporter (152)

MORE THAN 400 striking grooms were ordered to be evicted from their hostels at the Cape Turf Club yesterday when a Supreme Court interim interdict was made final

Mr Justice P Tebbutt also ordered that the grooms pay the costs jointly and severally

The grooms, with more than 200 others from the Philippi stabling complex, went on a wildcat strike 11 days ago and were dismissed after ignoring two ultimatums to return to work

Negotiations between trainers and trade union officials are due to continue this week, however, in a final bid to resolve the dispute over wages and reinstatement of the sacked grooms

Altogether 700 grooms were sacked following the strike

8/16/90 (152)

Stayaway call in Tokoza

By Stan Hlophe

The Tokoza Civic Association (TCA) has called for a mass stayaway today in protest against the violence in the East Rand townships.

The TCA and the South African Youth Congress (Sayco) will hold a protest meeting at the local stadium today.

Residents have been urged to end "apartheid violence" and "ethnic chauvinism."

Pamphlets distributed in the township blamed the apartheid regime with its "repressive, unjust and inhuman" system for the wave of violence in the township.

The pamphlets say: "Apartheid has enforced ethnic chauvinism. It teaches black people to see themselves as Zulus, Xhosas and Sothos."

"TCA and Sayco therefore call upon all the people of Tokoza to stop this fight."

renewed as alleged," them on to the Commission for Administration.
TPA director-general

Numsa workers want strike

Star 16/8/90 Labour Reporter (152)

Initial results of a countrywide strike ballot involving 115 000 National Union of Metalworkers (Numsa) members showed they were in favour of going on strike, Numsa spokesman Alastair Smith said yesterday.

Numsa is demanding a 56 percent wage increase, in response to the offer of 19 percent by the Steel and Engineering Industries Federation of South Africa (Seifsa)

The ballot began at the end of last month following a deadlock in talks with Seifsa.

Employers have condemned the union's decision to ballot for a strike

But Numsa has hit back, saying its members sometimes received wage increases below the inflation rate and the wage gap between the race had not been substantially closed.



LABOUR

Solution seen for bus dispute

By SHARON SOROUR
Labour Reporter

WHILE two rival unions representing bus drivers at City Tramways depots do battle for majority status and negotiating power, the company is positive the issue will be resolved when the parties meet today.

The dispute boiled over into a one-day work stoppage this week involving scores of drivers and inconvenienced thousands of commuters.

City Tramways managing director Mr Barry Gie said various options had been considered to resolve the dispute and he believed "an equitable, workable solution that will be acceptable to all the parties concerned" had

been found

The crisis arose when members of the Transport and General Workers' Union (T&GWU) staged sit-ins at the Arrowgate and Philippi depots on Monday

They were demanding a ballot to prove a claim by the union that it enjoyed majority support and not the Transport and Omnibus Workers' Union (TOWU), which enjoyed management recognition.

The drivers returned to work on Wednesday with the company agreeing to respond to the T&GWU's ballot request when the parties meet today

In a statement yesterday the TOWA chairman, Mr J Sineke, said while "the minority union T&GWU" claimed to have the

majority at the Arrowgate and Philippi depots, they had not been able to substantiate this with "relevant documentation"

Mr Sineke said the work stoppage could have been avoided if the T&GWU had approached the TOWA to discuss the issue

He also accused City Tramways of being manipulated by the T&GWU.

● A three-week wage dispute between the T&GWU members at Rhodes University and management was resolved this week with both parties agreeing to a 37,47 percent across-the-board increase, Sapa reports.

The increase raised the minimum wage for university workers from R270 to R371 a month

**CP pledges to
ban unions**

10am 16/8/70
Political Correspondent

BLOEMFONTEIN —
Black trade unions and illegal strikes were becoming a "monster" costing SA millions in lost productivity, the CP complained yesterday.

Delegates at the party's Free State provincial congress called on government to maintain law and order in the market place and applauded when CP Manpower spokesman Frank le Roux said the party would close down black unions when it came to power. (152)

He said 700 000-man hours had been lost through strikes in July.

Illegal strikes had increased 204% last year.

The post office strikes had led to 27 deaths and damages totalling about R40m. About 1,2-million man hours and R42,5m in wages had been lost.

Wine workers
take up offer

MATTHEW CURTIN

ALL striking liquor industry workers in the western Cape return to work today as the countrywide pay strike by the National Union of Wine and Spirits Allied Workers (Nuwsaw) enters its sixth week.

An SA Wine and Spirit Industry Employers' Association (Sawslea) spokesman said yesterday 750 workers had accepted the employers' latest wage offer in the region while 2 300 Nuwsaw members were still on strike in other parts of the country.

Union president November Nkosi confirmed the return to work of members in the western Cape but said 3 400 were on strike in the Transvaal, Free State and eastern Cape.

Nuwsaw rejected Sawslea's revision of its original final wage offer of a R33 weekly across-the-board hike to scaled increases from R33 to R40 a week.

Nuwsaw is demanding a R40 across-the-board increase.

Strikers ¹⁵⁷ assaulted, says union

*50 women
16/8/90*
SECURITY guards employed by Zebediela Citrus have been allegedly assaulting and intimidating striking workers, ordering children of strikers to move out of the residential compounds, a union spokesman said yesterday

Nactu's Mr Moss Mphahlele said night raids by security officials were common since the strike began. Five workers were allegedly assaulted on Friday night

Demand

The workers, who earn R120 a month, are demanding a minimum salary of R500 a month

Zebediela spokesman Mr Cornel van Rooyen denied that security guards assaulted workers

"Management has neither found it necessary to use force to induce the workers to return to work nor to exert pressure on the workers to do so."

Strikes puts hospitals in crisis

SAF Times 4/9/90 (8) 152
DURBAN — Natal provincial authorities are to make an urgent appeal to the Minister of Health, Dr Rina Venter, to intervene immediately in the province's health problems and to implement the Civil Protection Act which will declare the situation a national crisis

The move follows strikes by nurses at various hospitals and at least two deaths — one a baby and another a seriously ill adult — which occurred at Edendale Hospital in Maritzburg this weekend as a direct result of 1 000 striking nurses leaving the hospital unattended from Friday afternoon.

The nurses downed tools over a pay dispute. Several other KwaZulu hospitals, including Prince Mshiyeni and the KwaMashu polyclinic, have also been crippled by strikes.

KwaZulu Health Minister Dr Frank Mdlalose is to meet strike representatives today. — Sapa

Hospital strike: two dead

DURBAN — An emergency is expected to be declared at government hospitals in Natal and KwaZulu under the Civil Protection Act following a wage strike by more than 1 000 nurses in Natal.

At least two deaths at Maritzburg's Edendale Hospital have been linked to the strike *3/24/90*

MEC in charge of hospital and health services Peter Miller said yesterday the province was facing "a crisis of major proportions", stemming from the virtual closure of the 2 000-bed Edendale.

The other strike-hit hospitals — Prince Mshyeni Hospital and the Kwamashu polyclinic in KwaZulu — have closed their doors after similar walkouts.

Miller said the Civil Protection Act would give Natal powers to call in the private sector and the SADF, as well as to mobilise civil protection volunteers. Elective surgery had been stopped.

The nurses are striking over May salary increases which did not materialise and because deductions were made from their

98 *98* *152* *98*
Own Correspondent

salaries in August for no apparent reason. Patients had been diverted to Grey's Hospital and Northdale Hospital in Maritzburg. The latter is "at breaking point".

Sapa reports that at least two deaths — one a baby and another a seriously ill adult — occurred at Edendale at the weekend as a result of nurses leaving the hospital unattended from Friday afternoon. A doctor working at Edendale reported the deaths yesterday and said more than 100 babies in the paediatric ward were not fed on Friday night and went for more than 12 hours without food.

A baby that died on Friday was left dead in its bed until Saturday afternoon.

Miller said women in labour were lying in the corridors of the hospitals waiting to give birth.

KwaZulu Health Minister Dr Frank Mdlalose is to meet representatives of the strikers today.

Estate dismisses 1 500 strikers

152

ZEBEDIELA Citrus Estates has dismissed over 1 500 striking workers and restricted their movements with the orange farm. workers, whom they said came from Damaraland, had been working under armed guard and had requested to leave.

Confirming this yesterday, the company's public relations manager, Mr Cornel van Rooyen, also added that scab labour recruited in Johannesburg last week, had left the estate. According to a notice distributed in the compounds last week, workers and their families have until September 21 before evacuating the premises. In the meantime the workers are forbidden from entering any areas outside their compounds and farm roads.

Strikers said the new

Commenting on this, Van Rooyen said this did not restrict the workers movement "unfairly".

Union organiser Mr Mos Mphahlele said yesterday the National Council of Trade Unions (Nactu) would launch a major information drive in black areas this week to heighten awareness amongst people of the four-week old strike.
Sowetan Reporter

Natal hospital strike threatens many lives

Star 5/9/90

152

DURBAN — The hospital crisis in Natal deepened yesterday with the lives of many patients, including babies, now threatened.

Deputy director of hospital services Dr Charles Roper said there was still no light at the end of the tunnel.

KwaZulu health officials, hospital authorities and nurses' representatives were still locked in talks at Maritzburg's Edendale Hospital late last night.

The KwaZulu delegation was led by the Minister of Health, Dr Frank Mdlalose.

Admissions are being refused at the KwaZulu-administered hospital, which can accommodate 2 000 patients but now has only 20.

Dr Roper said he was particularly perturbed

about maternity patients at Edendale, where there are about 1 000 births a month.

Many were delivered by caesarean section, and without proper treatment, mothers and babies would die.

The hospital at Umlazi, outside Durban, has been closed.

Peripheral clinics have also been closed, leaving no health service operating between Umlazi and Transkei.

Natal Provincial Administration hospitals are verging on collapse under the influx of KwaZulu patients.

Yesterday the Greys and Northdale hospitals were closed to all except emergencies.

The president of the KwaZulu Nurses Association has appealed to Edendale nurses to return to work. — Sapa.

LOA considers social upliftment schemes

8/04/90

A DELEGATION from the Life Office's Association (LOA) met adviser to the Finance Minister, Japie Jacobs, last week to discuss ways in which life companies could invest in social upliftment programmes

The LOA has appointed a subcommittee to look into the issue, which has become one of concern to the assurance industry, particularly in the light of the investigation by the Jacobs committee into the flow of funds between life offices, building societies and banks.

In the past, the industry has felt constrained from investing in risky, low return social upliftment programmes by the need to uphold the trustee principle and to achieve the highest returns for policyholders

LOA executive director Dick Geary-Cooke said the delegation expressed to

LINDA ENSOR

Jacobs the LOA's willingness to help with such investments, stressing the need for suitable instruments for such investments to be devised

While the LOA subcommittee's work was at an exploratory stage, LOA participation in the securitisation of mortgage bonds by building societies was being looked into

LOA director Jurie Wessels said it was difficult to respond to views that life assurers should invest in venture capital projects "because we do not know what exactly people are expecting of the industry

"Life Offices do not really have the skills to identify and monitor high risk investments They also do not feel that it is in the interest of policyholders that their retirement and insurance savings should be exposed to high risks"

FM, Sage accord stops printing of report

AN AGREEMENT was reached late on Monday between Sage Holdings and the Financial Mail (FM), averting a move by Sage Holdings to obtain an urgent court interdict yesterday against the weekly magazine.

FM editor Nigel Bruce said the FM intended to publish an article on Sage Holdings in today's edition, parts of which Sage had said were incorrect

Sage would not specify which parts

EDYTH BULBRING

of the article were wrong, and threatened to bring an interdict to stop publication

Bruce said the parties had reached agreement late on Monday He could not elaborate, but part of it was that the FM would not publish the article

A Sage spokesman said yesterday "I am not commenting at all, except to say there is no interdict"

Hospitals bending under strike strain

Own Correspondent

DURBAN — The pressure on Natal Provincial Administration hospitals as a result of the nurses' strike was getting worse, hospitals MEC Peter Miller said last night.

KwaZulu health officials, led by Minister of Health Dr Frank Mdlalose, hospital authorities and nurses' representatives were still locked in talks at Edendale Hospital last night, and there were indications that the meeting might continue "until midnight".

A statement by the KwaZulu Nurses' Organisation (KNO), of which all striking nurses are members, released yesterday said their main grievance was that they had "expected a higher salary increment" and what the nurses got "did not meet their expectations"

The other grievances related to "the gross shortage of staff especially in intensive care units and theatres" and security at Edendale

It has been estimated that the crisis at Edendale is costing the province R600 000 a day, and it has placed an almost unbearable burden on staff and finances

Speculation which could not be confirmed was that the strike had spread to clinics in the greater Edendale area

A skeleton staff was working at Prince Mshiyeni Hospital in Durban and at Umlazi Hospital

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Settlement reached

ABOUT 1 000 workers of the Department of Development Aid have been appointed following dismissals after a strike action in Botshabelo, a joint statement from National Education, Health and Allied Workers Union (Nehawu) and the department said.

Secretary 3/9/90

A settlement was reached after union and department's officials met to discuss the return to work of the workers and normalisation of essential services which were hampered by the strike.

Resume

The workers are to resume their duties on September 3.

Both parties have agreed to "avoid a repetition of such an unpleasant situation in future"

The statement said there was growing opportunism within both parties that the agreement would influence a positive development of labour relations.

SEBOKENG POLICE BLOWMANS CAUSED SHOOTINGS

C/P Res Box 49190

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Out-of-control cops caused shootings

CP Reporter

A JUDGE has stated policemen involved in the Sebokeng shootings on March 26 this year and recommended that the Attorney-General investigate prosecutions against several of them.

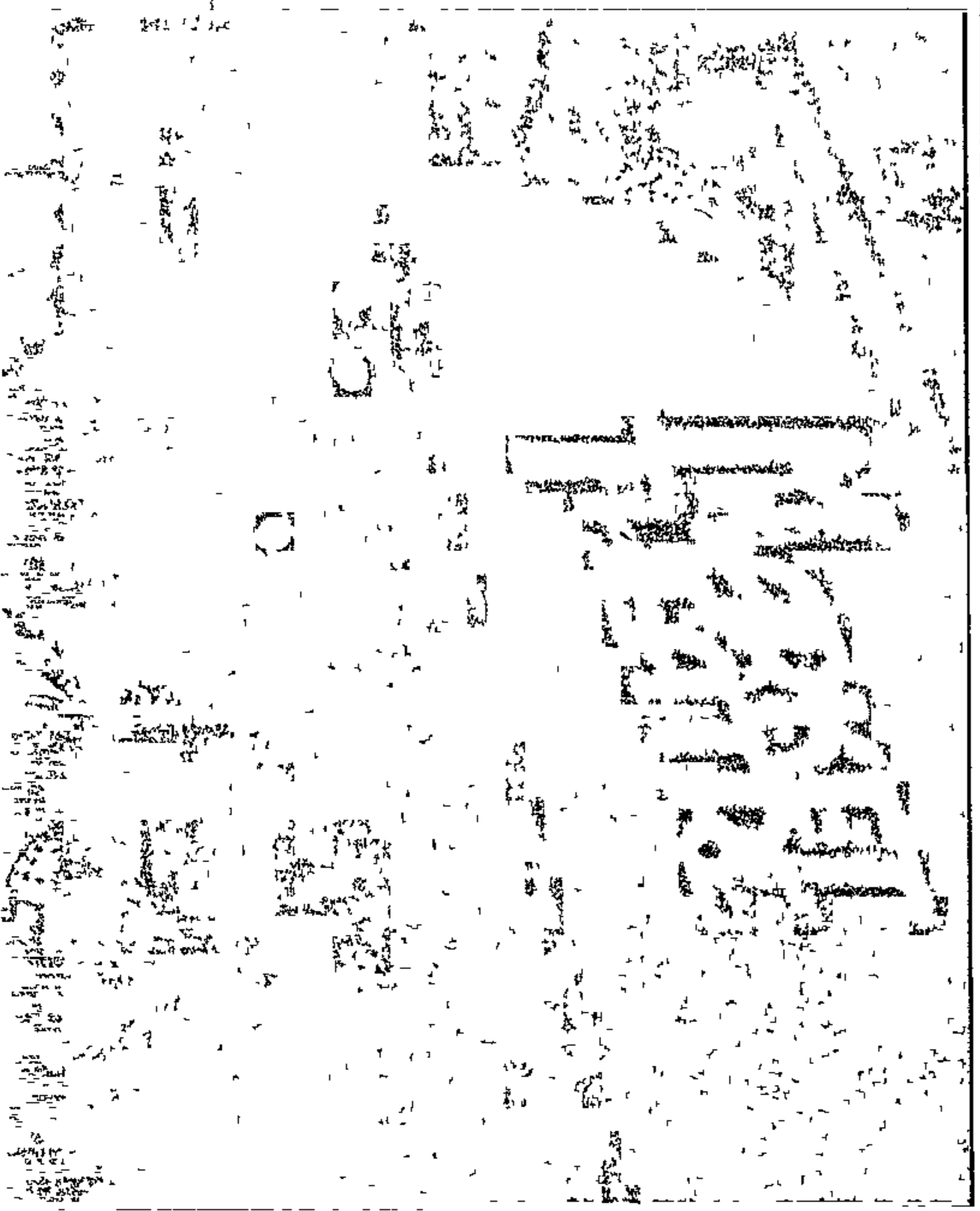
Judge RJ Goldstone found in his commission report no order was given to police to shoot in an incident at the Sebokeng police station where five people were killed and 161 injured after a UDF march to present a memorandum to the police.

On the same day seven more people were killed and more than a hundred others injured in scattered incidents during unrest in the Lekoa townships.

In his report, which was released yesterday, the judge said the force the police used was "quite inordinate and disproportionate" to what they could try to achieve.

He also spoke of the "complete lack of discipline" in the "police line" that was formed near the police station which was "the direct cause of the shooting into the crowd".

He severely criticised the commanding officer of the relevant Reaction Unit, Capt WJ du Plooy, saying there was a "distinct probability" that the shootings could have been avoided had Du Plooy been in effective control of his men. He however did not find evidence of criminal con-



PEACE PACT IN NATAL'S KILLING FIELDS

A PEACE pact signed yesterday has ended the carnage in the killing fields of the Natal north coast.

The Lower Umfolozi Regional Peace Accord was the brainchild of the Zululand Chamber of Industries and was signed by Inkatha, the ANC, Cosatu, the mayors of Eskhawem, Ngwetzane and Enselim plus security forces in the area of Empanjeni and Richards Bay, reports Sapa.

The ANC said, "Local leaders of the people feel strongly that this commitment to peace principles will lead to real peace in the area and they believe not be disrupted by political activity."

Problems experienced by refugees must be urgently addressed with a view to their rehabilitation and return home.

Organisations must not abuse the youth for violent purposes. Dangerous weapons should not be carried in public and the possession of illegal weapons is condemned. Residents should be guided by local leadership and rumours by outside forces which incite people to violence must be stamped out. A joint peace rally will be held soon, the ANC

Funeral of violence victims

CP Reporters

TWENTY-SIX people killed in the Reef violence will be buried at a mass funeral in Kagiso today.

The Kagiso Crisis Committee has appealed to residents to identify bodies still at the mortuary.

At least 45 people were killed in Kagiso during the violence which erupted on the Reef about three weeks ago.

Meanwhile, police have been criticised after rotting bodies were found "dumped" in the backyards of two mortuaries on the East Rand. Police said the large number of dead had led to an abnormal situation and undertakers had refused to take away bodies not in body

the Sebokeng police station where five people were killed and 161 injured after a UDF march to present a memorandum to the police

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He severely criticised the commanding officer of the relevant Reaction Unit, Capt WJ du Plooy, saying there was a "distinct probability" that the shootings could have been avoided had Du Plooy been in effective control of his men

He however did not find evidence of criminal conduct on Du Plooy's part

"The taking of human life and causing of injuries by policemen, where it is without justification, is a matter of utmost gravity," the judge said

The ANC said in a Press statement yesterday the commission findings demonstrated "indiscipline, callousness and readiness to shoot on the part of the police" If the ANC had not postponed the Groot Schuur talks an internal police inquiry would have resulted in a whitewash, the statement said

Goldstone said the way in which special constables loaded their guns without receiving orders was "a matter of grave concern", and he suggested that the use of special constables during unrest be reconsidered by the authorities

In a Press release yesterday Law and Order Minister Adriaan Vlok said in future special constables would as far as possible not be used for riots and crowd control

He said the actions of certain policemen would be referred to the Attorney-General and steps had already been taken to adapt the training of riot police

Goldstone also criticised the organisers of the march, saying they had informed the authorities about it at short notice and the march had been organised in a haphazard way

Although no order was given to shoot, a policeman fired a shot "That was followed by a chain reaction in which a large number of policemen fired in the direction of the crowd"

The judge found that Const S van Rhyn fired the first shot intentionally

Of the 161 people known to have been shot at this incident, 84 were shot from behind

Of a total of 11 incidents in which people died or were injured, the report devotes most attention to the Sebokeng march in which 50 000 people took part

Du Plooy had set up the 47-member Reaction Unit "police line" near the Sebokeng police station because he thought the people wanted to march to Verceniging

The report says Du Plooy had erred because he did not call for reinforcements, there appeared to be a lack of coordination and discipline among his men, and he did not liaise with the Sebokeng police station commander Col OP Mazibuko

Du Plooy was situated away from his men and was not able to communicate effectively with them

Twenty-two members of the Reaction Unit were special constables

The judge rejected as false police evidence that members of the crowd were carrying pangas and iron pipes

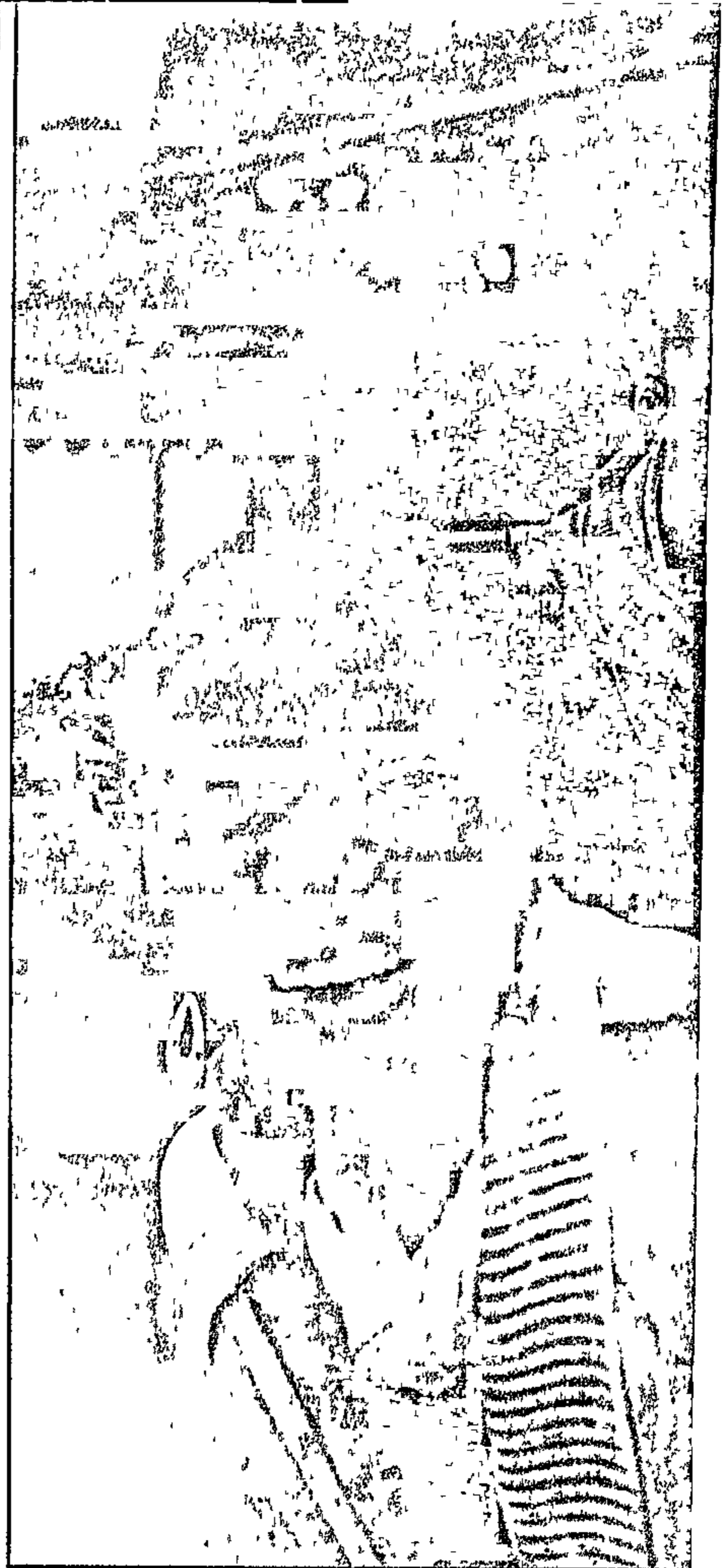
At the time of the shooting the crowd was between 30m and 40m from the police line

Not more than five stones were thrown at the police. The behaviour of the crowd might have warranted the use of teargas but only after a proper warning to disperse

Goldstone recommended that the conduct of the policemen who shot at the crowd be referred to the Attorney-General "They shot without an order to do so"

He also recommended that the case of Sgt R Van Huyssteen and Constable JJPA Geldenhuys in connection with the fatal shooting of five people in other incidents be referred to the Attorney-General

He recommended that the fatal shooting of Mahlomala David Khale near the Fvaton Service Station be referred to the Attorney-General



Songbirds in a nest of their own . . . Mara Louw and her daughter the first time in Mthombi Mutloatse's latest musical *Baby C* Theatre on September 17 with the evergreen Afro-fusion

Sello joins *City Press* **Abc**



JOURNALIST Sekola Sello has been appointed *City Press* political editor

Sello, 38, was formerly assistant editor at *Drum* magazine. He started his career as a sports reporter with *The World* and later with *Transvaal Post*

He is a former sports editor of the *The Voice*. Sello studied African Politics and Development Administration through Unisa

By THABIS IT'S official Brand) Mail Film hannesburg Ibrahim, country to After over hot debate this time v This wet alliance Sg organisers of turn of exile inviting Ib without fir tions" with

Liquor industry strike ends after seven weeks

THE longest strike in the liquor industry — almost seven weeks — ended yesterday when the National Union of Wine Spirits and Allied Workers accepted a revised wage offer by employers.

Union president November Nkosi said he expected the 3 200 strikers to report today for work around the country.

He said Nuwsaw notified the SA Wine and Spirits Employers' Association (Sawsiea) yesterday of its acceptance of weekly wage increases of between R33 and R40 for the lowest and highest grades. Workers in Grade 1 and Grade 6 will receive monthly wages of R905 and R1 470 respectively.

Nkosi said the union asked Sawsiea to end the contracts of casual "scab" labourers from yesterday evening.

Sapa reported that a Sawsiea spokesman said employer representatives met yesterday to discuss conditions necessary for a return to work.

Nkosi said if an immediate return to work was not feasible, the union would recommend union members delay their return for three days as long as management agreed to pay them from today.

The union's last wage demand was for an across-the-board increase of R40.

Nkosi said he was disappointed the union had not achieved an across-the-board in-

MATTHEW CURTIN

crease, but said the strike was a positive experience for Nuwsaw.

The union had won improvements in maternity benefits and overtime allowances for its members, and employers had agreed to reducing weekly working hours from 45 hours to 44 hours.

Nuwsaw began the strike on July 11 after a 76% ballot in favour of industrial action, which followed a management lock-out after a week-long national go-slow campaign by 5 400 workers.

Nuwsaw sought to rally community support for a consumer boycott of Sawsiea members' products to strengthen the union's campaign. But Sapa reported management denied that the township boycott had had any affect on sales, and said deliveries had continued uninterrupted except in the Transvaal.

The union said liquor supplies to the Transvaal and the Cape were maintained by companies trucking supplies from Natal, where union support was limited.

Companies involved in the dispute were Stellenbosch Farmers' Winery, Distillers' Corporation Ltd, Gilbey's Distillers and Vintners, Union Wine Ltd, Douglas Green of Paarl, and Henry Taylor and Ries.

Unhappy liquor workers end ^{AR6 u5} ^{J8/8/90} the longest strike

By SHARON SOROUR, Labour Reporter

THE longest nationwide strike in wine industry history ends today with more than 3 000 strikers scheduled to return to work after downing tools for nearly two months over a wage dispute

National Union of Wine, Spirits and Allied Workers (Nuwsaw) president Mr November Nkosi announced the end of the strike yesterday in a letter to Mr Riaan Kruger, secretary of the SA Wine and Spirit Industry Employers' Association (Sawsiea)

Mr Nkosi said "Despite the fact that our members are not happy with the situation, they have decided to return to work"

The strike, which began on July 11, initially involved about 3 800 workers — who form part of a national bargaining unit of 10 000 — at 83 plants and affecting six companies Stellenbosch Farmers' Winery, Gilbeys, Douglas Green, Distillers Corporation, Union Wine and Henry, Taylor and Ries

"FRUITLESS" TALKS

The decision by the union to end the strike comes barely a week after "fruitless" talks between the two parties in Johannesburg on August 22 which failed to resolve the dispute in spite of intense negotiation

Sapa reports that union officials will meet association representatives in Cape Town today to discuss means of implementing the strikers' return to work.

In the letter the union proposed that back-pay be paid separately to members "not later than Thursday, August 30" and that the union be advised of the formula to calculate the tax on back-pay

In terms of a settlement wage increases would be backdated from April 1 to July 4 at the original management offer of R33 a week

Workers on Grades 1 and 2 would get an increase of R33 a week or R142,89 a month

Grade 3 workers would get an increase of R34 a week or R147,22, Grade 4, R35 a week or R151,55 a month, Grade 5, R37 a week or R160,21 a month and Grade 6, R40 a week or R173,20 a month

Strikers at liquor firms return today

Sowetan 28/8/90

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MORE than 3 200 striking workers in the wine industry will return to work today after downing tools for nearly two months.

This was disclosed by National Union of Wine Spirits and Allied Workers president Mr November Nkosi disclosed yesterday.

The decision to return work coincides with workers' acceptance of weekly wage increases varying between R33 and R40 and marks the end of the longest strike in the sector.

Work

"In spite of the fact that that our members are not happy with the situation, they have decided to return to work," the union said in a letter to the SA Wine and Spirits Industry Employers Association yesterday

A Sawsica spokesman confirmed receipt of the letter, adding that employers were due to meet yesterday to decide whether certain conditions relating to a return-to-work were acceptable.

Six firms locked in a national wage dispute were hit by a countrywide legal strike on July 11, when nearly 3 800 workers stopped work in support of a R40 increase on the weekly wage

Shopfloor industrial action was presaged by a national lockout, imposed on July 5, and by mid-August workers in the Western Cape had opted to accept a revised management offer.

In its letter of acceptance, Nuwsaw demanded that employers terminate the contracts of casual, "scab" labour at affected

plants by 5pm yesterday

This, the union claimed, was "to avoid problems - especially at Distillers Corporation, Wadeville"

The union also demanded that back-pay be paid by Thursday, August 30, and that it be advised of the tax formula by which back-pay will be assessed - *Sapa*

Call for stayaway in N Tvl township

Sowetan 28/8/90
THE Bela-Bela Action Committee at Warmbaths has called for a work stayaway on Friday and Saturday, the day of the funeral of a local resident, Mr Charles Khoele, who died following security force action last Monday.

Committee chairman Mr Eddie Mokoena said Khoele's funeral would start at his home in Sisulu Section of Bela-Bela township and proceed to the local Roman Catholic Church.

Warning shots

Police public relations officer for the Far Northern Transvaal, Colonel JC Jones, said police were investigating a case of murder following the fatal shooting of Khoele, who died a day later at Garankuwa Hospital after being admitted there with a gunshot wound.

Jones said Khoele was injured when a member of the South African Defence Force fired warning shots when they were stoned at a meeting in the township. He said police were investigating two other cases of assault and one of malicious damage to property.

Sapa

~~28/8/90~~
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Many 'forced to heed stayaway'

(152)

INTIMIDATION and fear led to many people staying away from work yesterday, the West Rand branch of the Inkatha Youth Brigade has said

Inkatha youth spokesman on the West Rand, Themba Khoza, also told Sapa in a telephone interview that thousands of people defied the stayaway call made by the Mass Democratic Movement and travelled to work on foot

Southon 28/8/90

"With the shortage of buses and taxis contributing to workers' problems, one assumes that thousands more people were keen to go to work," he said

Khoza said Inkatha had monitored the situation since the early hours of Monday and the organisation was convinced that the level of intimidation and fear contributed to many people staying away from work.

He said there was stone-throwing and barricades in parts of Orlando and White City, and a lot of intimidation in Zola and Emndeni

He said he had also seen barricades in the East Rand townships of Tokoza, Tembisa and KwaThema.

He said another factor that could have contributed to

How strikers 'survive' on no pay

By SHARON SOROUR
Labour Reporter

SURVIVAL for workers on strike is a matter of support — from their families, their communities and their union, say union officials.

They seldom get paid by management during a strike and most trade unions do not have strike funds to pay salaries to their members.

How do they survive economic hardship, the insecurity of not knowing if the industrial action may cost them their jobs and the domestic pressure of supporting a family without an income?

"They survive through support — from the union and from their communities," according Mr Jeremy Daphne, spokesman of the SA Commercial, Catering and Allied Workers' Union (Saccawu)

Comprehensive structuring around strike action ensures the union can mobilise its members and provide adequate support to strikers while co-ordinating the strike, he said.

Man days lost

Saccawu, which recently settled disputes with major companies in the retail sector including Checkers, OK Bazaars, Southern Sun/Holiday Inns, was responsible for 12.3 percent of the total 1.2-million man days lost through strike actions in the first half of the year.

While Mr Daphne admits that there is "considerable hardship" when workers go on strike, they are carried by their conviction that the strike action is necessary and the only way to address what they perceive to be an unfair deal.

"In 1987 Saccawu members at OK Bazaars survived without salaries for three months," he said.

To cope with workers' need for both financial and moral support, a central strike committee co-ordinates a series of committees to organise fund-raising, education and counselling.

Saccawu has structures on all levels — from shop floor to central level — specifically set up for action campaigns.

Strike committee

"At shop floor level there is a strike co-ordinator and various committees like a disciplinary committee ensures that members behave in a way set out by the union's code of strike conduct and an education committee which informs workers on the progress of the strike on a day-to-day basis.

"At regional level there is a regional committee which consists of shop stewards who communicate with stewards on the shop floor, while at national level there is a national strike committee with a national strike co-ordinator and a national negotiation committee. There is also a legal structure to deal with legal matters."

Others like publicity, media and support committees exist on various levels.

"Basically, that is how the



Strikers march and gather together in an attempt to drum up support for their strike action

union is structured around a strike action," Mr Daphne said.

Funds are raised by special committees which also collect food and money from stores in the community. Depending on the nature of the strike action, funds are distributed according to various needs.

The financial standing of a trade union will determine if it has the ability to provide strike pay but this is "very unusual," Mr Daphne said.

"Saccawu does not have a

strike fund and salaries are not paid by the union."

According to Mr Richard Good of the Labour Research Service, the amount of money available to unions at the moment is "quite low."

"When strikes become occupation strikes where workers sleep-in at the affected plant, food and other material and moral support is provided by relatives," he said.

While the National Union of Wine, Spirits and Allied Workers' Union (Nuwsaw) did not have a strike fund, union

president, Mr November Nkosi, said strikers did not have to depend on anyone for financial support.

Members, who settled a six-week industrial dispute over wages this week, were urged to prepare themselves financially for a strike.

"They are expected to put money aside so that they can survive financially through a strike," he said.

Nuwsaw has a legal fund to pay legal fees of members, he said.

Regional fund-raising com-

mittees were set-up to prepare for the wine industry strike by getting donations, mostly money and food.

Last year, survival of workers on strike at National Panasonic — one of the longest running industrial actions of 1989 — was a matter of community and mutual support, according to a spokesman of the Electrical and Allied Workers' Trade Union (EAWTUSA).

According to reports, when National Panasonic cut off strikers' access to medical

and other arrangements for health care through the Health Workers' Union Union were made with doctors living in the same areas as strikers.

Strikes often causes intense domestic stresses which can weaken morale. To help obviate this, unions have a counselling committee which counsels members and their families.

Strikers also propagandise their cause nationally with marches through their industrial area and internationally through ties with overseas unions and international federations.

Militant mood

During the wine industry strike, Nuwsaw's regional office in Stellenbosch held several "consultative" meetings with different political, religious, sports, youth, community and taverners' organisations to elicit support for the strike.

Support committees, formed in Paarl and Stellenbosch, called a consumer boycott of products produced by the six companies affected by the strike.

Hotel strikers marched through the city centre and picketed outside hotels in the city centre and Southern Suburbs to highlight their "plight".

"At the moment, the mood of workers is even more militant and determined than ever before to rectify the present unsatisfactory shop floor situation — people want to see a new world unfolding from the shop floor, to the communities to the government," according to Mr Daphne.

"They are prepared to suffer."

Consumer boycott starts today in Parys

Star 29/8/90 (152)

By Thabo Leshilo
A consumer boycott to protest against alleged police harassment and high rent in Tumahole, near Parys in the Free State, is scheduled to begin today.

Tumahole Civic Association (TCA) spokesman Vuyo Dabi said the boycott was called after the police and the Parys Town Council (PTC) had failed to respond to township residents' grievances.

Mr Dabi said the boycott, which affects only white businesses, would last until residents' demands had been met.

Among their demands are affordable housing and a monthly rent of R18,50 a month.

PTC secretary Jacob Versfeld said he did not understand why the boycott had been called, because Tumahole was outside the PTC's jurisdiction.

He explained that Tumahole had its own local authority which was responsible for the levying of tariffs.

The PTC only sold services to Tumahole, Mr Versfeld explained.

Mr Dabi said Parys town clerk Joop Ferreira had visited him on Monday to arrange a meeting to be held later that day to discuss the boycott.

The meeting could not take place because Mr Dabi needed to consult other members of the civic body. The meeting might be held next week.

Rejected

The secretary of the Tumahole Town Committee, Gert Prinsloo, denied that the committee had failed to respond to residents' demands, adding that he had responded to demands from the TCA on Friday.

He added that police conduct was not a matter to be dealt with by the town committee.

A spokesman for police headquarters in Pretoria, Lieutenant Nina Barkhuizen, said the SAP rejected harassment. She referred The Star to the Free State police for comment on the TCA's allegations against the police in Tumahole.

The Free State police could not be reached at the time of going to press.

CME 4/1/15 29/8/90 (157) (152)
Engineering strike called off

ABOUT 40 000 members of the Metal and Engineering Workers' Union of South Africa (Mewusa) have withdrawn from a planned national strike after accepting a final employer offer "under protest", Mewusa general secretary Mr Tommy Oliphant said yesterday.

He said union members would call off a strike, but still had reservations on proposals regarding reduced working hours and March 21 as a paid holiday.

The union and its much larger counterpart, the National Union of Metalworkers of SA (Numsa), were the only unions to opt for a strike ballot when talks in the engineering sector broke down — Saga

IMF team reviews Zambian reforms

LUSAKA — An IMF team is in Zambia to review reforms to a debt-ridden economy reeling from the added burden of soaring oil prices

A source close to President Kenneth Kaunda's government said on Monday it was still too early to estimate the effect of the Gulf crisis on one of Africa's most fragile economies with a foreign debt of \$7bn — the highest per capita in the world.

The August jump in oil prices followed riots in June after the government sharply increased the price of maize as part of an IMF-backed austerity programme

Western diplomats have said the programme could be Zambia's last chance for economic survival

Economic hardship has also fuelled demands for political pluralism and an end to 17 years of one-party rule

The source said the IMF team, which last visited Lusaka in May, arrived on Saturday and was expected to spend two weeks examining reforms to state industries and the civil service.

"This is a purely review mission. It is the customary approach to the whole programme," the source said

Commitment

The recovery plan includes price decontrols, currency devaluation, an end to subsidies on maize and to state firms, trimming the civil service and creating conditions for investment

The source said the IMF team would examine Zambia's July commitment to a donor consultative group when \$500m was pledged for balance of payments, project and import support.

He said close to \$90m had been disbursed to Zambia since the beginning of August. Most of it diverted to buying oil. The government increased petrol and diesel prices by 50% last week.

"The money is coming but it is being diverted to oil needs. It is not going into development of infrastructure or industry as it should, but the donors do not mind because most of them are willing to help Zambia purchase her oil," the source said. He said the government expected problems in payments falling due to the IMF and World Bank

Zambia is \$1bn in arrears to the IMF and \$217m to the World Bank

"The oil crisis has disrupted both our kwacha and foreign exchange budgets. This is a cost that cannot be registered at the moment because the price is still going up, but there is nothing we can do," the source said — Reuter



● KAUNDA

Return-to-work ruling (142) for wine industry (152)

copy - 7/14/90 29/3/90

WORKERS at two East Rand wine production plants who took part in the longest strike in the industry have been given two days' paid leave and until Thursday to resume their jobs, a senior trade union source claimed yesterday.

Ms Fay Mandy, general secretary of the National Union of Wine, Spirits and Allied Workers, said some 1 200 union members at the Distillers' Corporation and Stellenbosch Farmers' Winery plants in Wadeville had been affected by the ruling.

Ms Mandy said she believed the two days' grace granted to former strikers would allow companies to phase out casual labour hired during the 47-day strike for higher wages.

The union's Johannesburg head office had not received reports from its regions on whether workers were going back to work, she said, adding "I presume it's going well."

The union and the SA Wine and Spirit Industry Employers' Association was set to meet in Stellenbosch today to discuss implementing the final agreement on wages and conditions of service.

Sapa

THE STAR

200 sleep-in strikers damage motor plant

Sowetan 24/8/90

152

MERCEDES Benz South Africa yesterday confirmed that striking workers occupying the plant in East London had caused damage inside the premises

Company spokesman Mrs Wendy Hoffman said they did not know what the extent of the damage was

She said the company was committed to resolving the problem at their manufacturing plant.

The sleep-in strike by some 200 workers has entered its second week. Production was suspended on August 16

Workers have remained in the grounds since then to pressure MBSA into withdrawing from the motor industry's National Bargaining Forum

The National Union of Metalworkers of South Africa supports the NBF

Several meetings have taken place between shop stewards representing the sleep-in contingent and Numsa officials

The union's general secretary, Mr Moses Mayekiso, said MBSA had rejected a proposal that the company temporarily suspend their membership of the NBF to give the union an opportunity to sort out its internal difficulties

He said the company had rejected the proposal, saying management had an obligation to other industry managements with whom it had co-operated in establishing the NBF

Grace for strikers

152

WORKERS at two East Rand wine production plants who took part in the longest strike in the industry have been given two days' paid leave and until tomorrow to resume their jobs, a senior trade union source said yesterday. *Journal 29/8/90*

Ms Fay Mandy, general secretary of the National Union of Wine, Spirits and Allied Workers, said some 1 200 union members at Distillers Corporation and Stellenboch Farmers' Winery plants in Wadeville had been affected by the ruling.

Nampak hit by strike over 'bugging'

AT LEAST 150 workers at three Nampak plants had gone on strike over the use of "bugging devices to monitor union meetings" at the company's plants, the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) said yesterday

The plants involved are Nampak Corrugated Wadeville, Boxcraft and Transvaal Box Ppwawu said the strike started on Tuesday

"Workers at Boxcraft and Transvaal Box have strong reason to believe that their union meetings were bugged Nampak has already acknowledged that bugging devices were used to monitor union meetings at the Wadeville plant (in addition to the bug found at the Rosslyn corrugated plant)," the union said

Ppwawu said it had received information that Nampak management had been employing trained informers at the Wadeville plant

"The union has met Nampak management on two occasions to demand a full investigation into the whole of Nampak,

31/8/90
WILSON ZWANE

which should be preceded by management supplying the union with reports on all the security companies that they are employing. Management refuses this, and has argued that the bugging is restricted to the corrugated division," Ppwawu said.

Nampak human resources manager Neil Cumming said he was "shocked and dismayed" that the union had again chosen to attack his firm in the media on claims that were part of a smear campaign.

"We have held productive meetings on the matter with Ppwawu. We not only provided the union with background on the bugging and fraud inquiries but we also gave Ppwawu's attorney full access to all facts and papers on the investigation," Cumming said

Bugging was an unacceptable practice, Cumming said, adding "that is why we have sought the union's co-operation in helping us get the matter sorted out once and for all"



PAY DEMANDS: Off-duty nurses at the Red Cross Children's Hospital in Rondebosch demonstrate outside the hospital in support of higher wages and better working conditions. *ARCW 31/1/90* (92) (152)

City nurses in protest over pay

By **DON HOLLIDAY**, Staff Reporter

ABOUT 30 nurses at the Red Cross Children's Hospital in Rondebosch demonstrated outside the hospital today in support of higher wages and better working conditions.

They were mostly night staffers who had finished work. Running the hospital was not affected.

A statement by the nurses' action committee said the nurses did not wish to strike or neglect responsibilities.

"We realise that we chose to nurse and

will not abandon our patients or withdraw our care. But it must be taken into account that we have duties and responsibilities to our own children."

Their demands included an urgent review of salaries and working conditions, salary-scale adjustments and voluntary instead obligatory membership of the Nurses' Association.

The statement said they were required to perform duties beyond their scope of practice because of staff shortages, without extra pay.

Nurses strike causes chaos

CAA Trip 1/9/80
MARITZBURG — Chaos erupted at Edendale Hospital yesterday when hundreds of nurses went on strike to protest "massive" deductions in salaries after they claim they were promised substantial salary increases

Late yesterday afternoon, a delegation from the kwaZulu Department of Health in Ulundi flew to Edendale in an attempt to resolve the crisis

Doctors were reported to be frantically trying to maintain control. Surgeons had to ferry patients from the wards into the theatres and all routine operations were cancelled

A police spokesman said police were called to the scene, but said no clashes occurred

A Department of Health spokesman said the strike had arisen out of a discrepancy in salaries due to payments made regarding new dispensations, and there were "some increases and some deductions" on the staff's pay cheques yesterday — Sapa

East Rand hardest hit by stayaway called to protest against violence

COMMERCIAL and industry throughout the Reef were hit by yesterday's stayaway, with some companies reporting employee absenteeism of up to 90%.

Transport and schooling in Soweto and the East Rand townships of Tembisa, Vosloorus, Katlehong, Thokoza, Daveyton, KwaThema, Tsakane and Duduza were also affected.

The stayaway — called by the mass democratic movement (MDM) — was to protest against the recent wave of violence in which more than 510 people died.

A funeral for seven of the victims was

held by the MDM in Soweto yesterday.

SA Chamber of Business (Sacob) spokesman Gerrie Bezuidenhout said businesses on the East Rand were hardest hit.

Bezuidenhout could not say how much money was lost due to the stayaway, saying the information he had was "too sketchy".

Major chain stores canvassed by Business Day said the stayaway was significant in the Johannesburg area, where absenteeism was more than 80%.

Steel and Engineering Industries Federation of SA (Seifsa) communications head

WILSON ZWANE, OWEN MAUBANE and THEO RAWANA

Hendrik van den Heever said he had received varied responses from member companies, but those in the East Rand were most affected.

Sapa reports that Putco Soweto region spokesman Jerry Thobeyane said 50% of the staff had not turned up for work and about 33% of buses available were able to operate. Buses were only half full.

Transnet spokesman Willie Coetzee said although he had no figures for the percent-

age of passengers who had used the trains, the stayaway had a "definite effect," on the train service.

Soweto trains were "fairly empty". SA Black Taxi Association (Sabta) Soweto region chairman Joe Mabaso said few taxis were operating.

In another development, the stayaway almost had a negative effect on Soweto's mass funeral yesterday when Putco drivers declared they would not be on duty because of the call.

UDF publicity secretary Murphy Morobe told the 35 000-strong crowd at the fu-

neral in Jabulani that drivers from Cosatu would be driving the buses.

Soweto civic leader Nthato Jofhana said more than 90% of Soweto residents honoured the stayaway.

ANC internal leader Walter Sisulu told the Soweto funeral crowd that nobody could say the ANC was fighting Zulus when the ANC's first president was Zulu.

Sisulu was addressing a crowd of about 35 000 at the funeral of the seven victims of the violence.

Calling for unity that embraced all in-

Stayaway 8-10 am 28/8/90

SA, he said "This violence has been orchestrated by evil forces, and it has to stop."

"The first president of the ANC, Dr (Lan-galibalele) Dube was a Zulu, so who can dare say the organisation is fighting Zulus?"

The ANC is only fighting apartheid.

Archbishop Desmond Tutu said the hostel system had to be destroyed because it was destroying people.

"We are paying the price of the migratory labour system."

Evidence that the police were responsible for the violence was overwhelming.

"Police must not only be impartial, they must be seen to be impartial," he said.

Meanwhile, Sapa reports that alleged police bias in the factional violence that

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swept black townships on the Reef will top the agenda on Tuesday when a high-powered church delegation holds talks with President F W de Klerk in Pretoria.

The delegation, headed by SA Council of Churches president Khoza Mgojo, includes Tutu and other Anglican, Catholic, Methodist and independent African church clerics.

In Grahamstown, more than 60 Grahamstown school children, Rhodes University students and others were arrested yesterday afternoon after staging a march to the city centre, where a picket was held to protest against the violence.

Eastern Cape police liaison officer Maj Bill Dennis confirmed "a number of arrests were made".

□ To Page 2

Clerks 'down pens' for salary increase

25/8/90

Staff Reporter

ABOUT 200 House of Representatives administrative clerks "downed pens" yesterday, and threatened to call a nationwide strike in all state departments if they do not get a salary increase this year.

Public Servants' League spokesman Mr Neville Petersen said "After negotiations between staff associations and the Commission for Public Administration, it was announced that salary increases will only be implemented in the next financial book year"

This has caused frustration among government officials, as only labourers received salary increases, said Mr Petersen

"Administration officials went on a 'pen-down' strike to reject the present system of occupational differentiation, where the clerks in the finance department earned better salaries than general clerks"

He said Mr Bernard Wentzel of the PSL would seek "an urgent appointment with the State President to negotiate for a salary increase in this financial book year"

House of Representatives spokesman Mr Thinus Dempsey was not available for comment

Soweto stayaway call for mass burial of victims

By SOPHIE TEMA and
CHARLES MOGALE

A STAYAWAY has been called for tomorrow to observe the mass burials of Soweto victims who died in the recent violence.

The Reef death toll stood at 514 yesterday.

Two more bodies were found on the East Rand yesterday morning. A badly burnt body was found in Vosloorus and the body of a person who had been shot was found in Daveyton.

A four-year-old Kagiso child was hospitalised in a serious condition on Friday after being hit on the head with an axe when rival groups clashed, police said.

The Soweto Civic Association (SCA) in conjunction with other organisations has called on residents to stay away from work to mark the untimely deaths of those killed in the strife-torn townships.

Eight of the victims will be buried tomorrow and five today, while five were buried yesterday.

The SA Council of Churches (SACC) has called for a national week of prayer for peace. It said the week would begin with a day of prayer and fasting tomorrow and end on Friday.

Organisers of the stayaway told *City Press* it had been called in the name of residents' demands that:

- Police should stop collaborating with Inkatha.
- All those who carry and were in possession of dangerous weapons be disarmed.
- The dismantling of hostels for conversion into family units.
- The rejection of the notion of "traditional weapons" which have caused the misery.
- The unreserved condemnation of those who were the aggressors must be made known.

Tomorrow's burial service for

the victims will be held at the Jabulani amphitheatre from 10am until 12, when the procession will proceed to the Avalon cemetery.

The SCA said Soweto undertakers had offered the bereaved families free coffins, hearses, family coaches and graves.

Families who had already bought coffins and paid for burial expenses would be refunded.

Orlando East residents were rudely interrupted from their sleep this week by men shouting through a loudhailer - driving from street to street advising them to arm themselves.

Black-on-black warfare had not reached Orlando and residents believed the men, driving a white Nissan Skyline, were "agents of apartheid" trying to spread the conflict.

They ignored the war call.

Number of strikers rises by 2 000

152
 27/8/90
 Management offering R180 to R240
 Strikes ended

By Brendan Templeton

More than 8 500 workers were on strike last week — about 2 000 more than the previous week

About 435 returned to work and another 126 000 are involved in strike ballots.

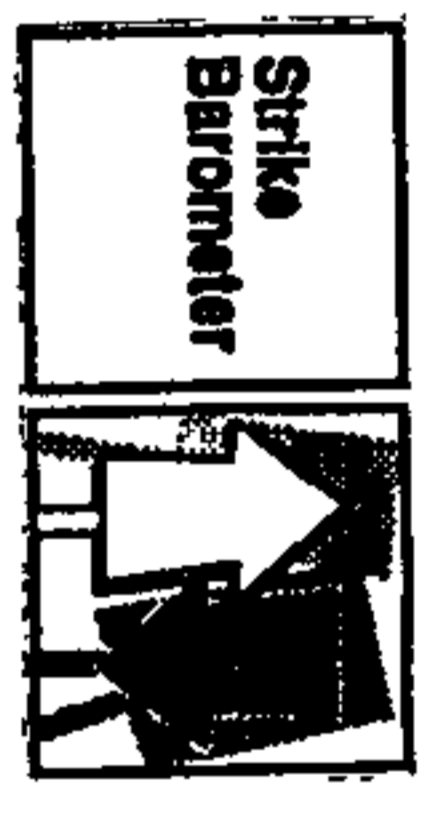
- Strikes included
- Liquor producers and 3 200 National Union of Wine, Spirits and Allied Workers Union members. About 600 workers accepted a revised offer of increases ranging from R33 to R40, according to grade
- ATC, Brits, and 600 National Union of Metalworkers members over

the dismissal of three shop stewards

● The KwaZulu Department of Education and Culture and about 4 000 teachers from 70 schools over conditions.

● Zebediela citrus farm near Pietersburg and its workers over a R500 minimum monthly wage demand

● Mercedes-Benz, East London Between 200 and 500 workers are demanding that the company leave the National Union of Mineworkers of SA's National Bargaining Forum Production has been shut down for 10 days



● Xactus rigid plastics, Cape Town, and 148 Chemical Workers Industrial Union members over their retraining. Court case pending.

● Tembisa Hospital An undisclosed number of white doctors, pharmacists and administrators are on strike over the eviction of a white matron by black workers. The Transvaal Provincial Administration den-

ied there was a strike but admitted that top officials had met white workers to "improve staff relations".

● Reckitt-Colman, and 400 dismissed workers pressuring the company to take part in the union's provident fund

● Labethica, Bethlehem, and 160 SA Chemical Workers Union (Sacwu) members.

● African Catalysts, Sasolburg, and 30 Sacwu members over backdating of wage increase

● SA Druggists and 30 Sacwu members demanding a R400 minimum monthly increase.

Management offering R180 to R240
 Strikes ended

● Southern African Black Taxi Association and 300 Transport and General Workers Union members Short-term demands accepted

● Wella, Wynberg, and 35 Sacwu members who demanded a R200 increase on the current R1 005 minimum wage Management offered a R140 increase

● Lovasz Chemical Corporation, Midrand, and 100 Sacwu members demanding a R180 a week increase Management offered R160.

ping belt and force — "one that is acceptable people"

SA wine strike over

Circ 7/15 28/8/90 *152*
MORE THAN 3 200 striking workers in the wine industry will return to work today after downing tools for more than six weeks, National Union of Wine, Spirits and Allied Workers president Mr November Nkosi said yesterday

The decision to return to work coincides with workers' acceptance of weekly wage increases of between R33 and R40, and marks the end of the longest strike in the sector

Mr Nkosi said the decision had been taken "in spite of the fact that our members are not happy with the situation" The countrywide legal strike involving six companies began on July 11 over a demand for a R40 increase on the weekly wage

In its letter of acceptance, the union demanded that employers terminate the contracts of casual labourers at affected plants — Sapa

Abattoir 'back on track' after strike

By SHARON SOROUR
Labour Reporter

SLAUGHTERING at the Maitland Abattoir has almost returned to normal and meat prices have stabilised after 300 slaughterers on a work stoppage were dismissed.

The workers, members of the Food and Allied Workers' Union (Fawu), were fired from Cape Slaughtering, Flaying and Dressing (Pty) Ltd after a one-day work stoppage last month which seriously affected operations at the abattoir.

A company spokesman said yesterday the emergency back-up team of 25 expert slaughterers — flown to Cape Town from the Transvaal by the company last month — were still hard at work. The company was training temporary staff.

"We are training people at the moment and taking them in on a daily basis. Obviously they are all temporary staff pending the outcome of a court action."

BEEF FROM NAMIBIA

Fawu had brought an application against the company which would be heard in the Industrial Court on August 28, he said.

The union was not available for comment.

Meat Board regional manager Mr Bertie Ackhurst said about 4 000 sheep, 400 cattle and 450 pigs were slaughtered yesterday.

Normally between 600 and 700 cattle and between 5 000 and 6 000 sheep are slaughtered at the abattoir, which is owned and run by the Cape Town City Council.

Mr Ackhurst said "We are also bringing in 400 beef carcasses from Namibia every week."

Meat prices were not higher than usual at the moment, he said.

At the abattoir, super beef was selling at R5,18 a kg, prime beef at R4,99 a kg and Top C beef at R4,58 a kg, he confirmed.

Super lamb was selling at R6,13 a kg, prime mutton at R6,13 a kg and Top C mutton at R4,39 a kg while pork super was selling at R3,56 a kg.

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'Mozambicans hired as scabs at Zebediela,' says union

PIETERSBURG: Strike-torn Zebediela citrus estate is set to employ Mozambican refugees to replace striking workers, an union spokesman alleged yesterday

Moses Mphahlele, regional organiser for the National Council of Trade Unions, said strikers had been reliably informed by some white supervisors that Mozambican refugees from the Lulekani camp were to arrive last night.

"Temporary shelters have already been built, complete with toilets, at a garage

away from the compounds used by the striking workers. We see this as a tactic to force workers back to work without meeting their demands," he said.

It is illegal for Mozambican refugees to accept employment in South Africa and many found on white farms in the Transvaal have already been repatriated

Asked to comment on the union allegations, Zebediela's chief public relations officer, Cornel van Rooyen, said "It is very possible that the contractor could

employ Mozambican nationals. We just want to emphasise that the above-mentioned workers are not being employed by Zebediela but by the contractor. He did not know who the contractor was (152) (4) (ZAP)

A spokesman for the Department of Home Affairs in Pietersburg said no application to hire Mozambicans had been received by his office. Employing such people without his office's permission was illegal, he emphasised — Sapa

LABOUR FIM 24/8/90

Dark fears (152)

The violence-torn Number Four shaft at Anglo American's President Steyn gold mine near Welkom is working again. Management asked the 6 500 workers at the mine — from the white Council of Mining Unions (CMU) and the National Union of Mineworkers (NUM) — to sign a peace declaration, committing all employees to "uphold good order and discipline on the shaft." Both groups agreed to sign after talks with management, says Anglo's Adrian du Plessis.

The shaft was closed two weeks ago under safety provisions in the Mines & Works Act, after the death of three black miners in clashes with police and mine security and the death of a white miner underground. Ac-

ording to Du Plessis, the underlying causes of the violence are not clear. Part of the signed declaration is an agreement to set up a joint commission of inquiry to look into the causes. FIM 24/8/90

The NUM denies allegations that miners had attacked mine security and the police, claiming police fired on unarmed protesters after a meeting to discuss grievances about racial discrimination on the mine.

Last Friday, some members of the craft unions of the CMU failed to sign up for work at the Number Two and Four shafts because of concern over personal safety. This happened despite the signing of the declaration and assurances given by management to bring threats and the use of violence to an end, says Du Plessis.

□ The six-week wine industry strike looks set to continue after the National Union of Wine, Spirits & Allied Workers rejected a revised employer wage offer in talks last week. (152)

The Wine & Spirit Industry Employers' Association, representing six strike-hit companies, offered scaled increases of between R33 and R40 for different grades, in place of its original offer of R33 across-the-board. The union rejected the offer, which it says is an attempt to divide workers. It repeated its demand for a R40 across-the-board increase for all grades.

According to Riaan Kruger, spokesman for the employers, an estimated 2 300 workers in the western Cape, southern Cape and Natal had accepted the revised employer offer. Another 1 400 agreed to the initial offer of R33 across-the-board, tabled at the beginning of July. However, the deadlock continues in the Transvaal, Free State and eastern Cape where some 2 100 workers have not resumed work, he said.

The strike initially spread to 83 plants and depots owned by Stellenbosch Farmers' Winery, Gilbeys, Distillers, Union Wine,

FINANCIAL MAIL AUGUST 24 1990

FIM 24/8/90
Douglas Green and Henry, Taylor and Ries
Talks are expected to continue this week. (152)

Union fury over Nampak 'spying' erupts in strikes

By DREW FORREST

UNION fury over management espionage within the Nampak group erupted in strikes by over 500 workers at three Transvaal plants of Nampak Corrugated Containers this week.

At the same time, Nampak has suggested that a manager suspended in connection with an alleged multimillion-rand fraud is leaking information to unionists as part of a "smear campaign".

In the latest development in the spying saga, the Paper, Printing, Wood and Allied Workers Union (Ppwawu) said it had been leaked reports by "paid management informers" on union activities at Nampak Corrugated's Wadeville plant.

This follows the discovery of an electronic listening device at a Nampak plant in Rosslyn, planted in a room used for union caucuses, and a management admission that "bugging" had also taken place in Wadeville.

Nampak has denied that espionage is a group-wide practice, stressing that the bugs at the two factories were the work of managers now under suspension, pending disciplinary hearings. It also said union lawyers had been invited to

take part in probes into bugging practices.

Ppwawu national organiser Rob Rees said more than 500 workers downed tools on Wednesday at the Wadeville plant, Box Craft in Germiston and Transvaal Box in Industria over the bugging issue. The Nampak head office had acknowledged electronic eavesdropping may also have happened at the latter two plants, he said.

In addition, protests had been staged by up to 5 000 union members at 39 Nampak plants countrywide, Rees said.

Workers were demanding the removal of all bugs, a Nampak-wide investigation on bugging and, at Wadeville, that management surrender any other reports on union activities by "informers".

As the information gathered by "spies" must have been relayed to head office, he added that it was hard to believe the claim that top management was unaware of spying activities.

Rejecting this allegation "with the contempt it deserves", Nampak human resources manager Neil Cumming said a group-wide investigation was "unwarranted and logistically impossible", as there were 100 sites in the group.

Strikebreakers sent home after protesting against conditions

By GLENDA DANIELS

WORKERS brought in from the northern Cape to break the Zebediela Citrus strike were sent home after protesting about their conditions, the National Union of Farmworkers said yesterday.

Moses Mphahlele, regional organiser of the NUFW, said the Cape workers had lodged a protest at the Pietersburg police station about the "slavery conditions" at Zebediela. They were then sent home.

He said earlier company plans to bring in Mozambican refugees to break the strike had not materialised.

Management could not be contacted for comment yesterday.

The Weekly Mail was told that Zebediela

spokesman Cornel van Rooyen was unavailable.

Mphahlele said the failure to resolve the three-week dispute meant oranges were rotting on the trees at the estate.

The current strike involves about 1 500 workers and is the second to hit the company in a year.

Management of the estate, a project of the parastatal development corporation STK, argues that the exclusion of farmworkers from the scope of the Labour Relations Act prevents management from granting union recognition.

Also at issue are wages — the workers are demanding a minimum wage of R500 — and the renegotiation of employment contracts.

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Hospital probe hears of strikers' demands

Sowetan 21/8/90.

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~~28~~
~~29~~

A SENIOR clerk has told the Cillie Commission into strike action at the Garankuwa Hospital that workers had insisted on the permanent removal of two hospital officials.

The two officials, Mr AJ Boshoff and Mr H Swanepoel, had been ac-

cused of allegedly being racists who bullied their subordinates

The commission heard previously the eight-day strike was sparked by the TPA to temporarily suspend the officials pending an inquiry into their conduct

The clerk Mr Ernest Mothabela, confirmed the workers committee sug-

gested to management that the officials be temporarily suspended

However, the committee's suggestion was not forwarded to the workers as the committee's mandate had been to insist on their permanent removal, he said

Boshoff had countered the suggestion of

temporary suspension saying that an internal investigation be held

Mothabela said that at a mass meeting the day before the strike started the workers were told that the committee was unhappy about an internal investigation being held as Boshoff would be involved in an investigation

He said the National Education Health and Allied Workers Union, to which many of the workers belonged, had advised the committee not to strike until April 5

Mothabela has also alleged Swanepoel was involved in an "irregular" transaction concerning the disposal of patient's clothing left at the hospital.

Star 22/8/90 (152)

Majority of mineworkers in favour of strike action

Staff Reporter

The National Union of Mineworkers is still balloting its members at De Beers mines this week, but results so far show a majority "yes" for strike action.

NUM spokesman Sej Motau said incomplete ballot results indicated a 77,2 percent "yes". Premier Mine and De Beers' geology department were still balloting.

A strike would affect five De Beers mines and the geology department

The union and De Beers deadlocked on wages two weeks ago and a strike ballot started last week.

Management offered a 16 percent increase at the bottom grades and 15 percent at the top, against the NUM's demand for a 22,5 percent increase on the minimum wage of R653.

Workers blame hospital strike for death of Tembisa woman

Star 22/8/90
30 (152) 20

By Abel Mabelane and
Brendan Templeton

A Tembisa woman, Elizabeth Maringa, is alleged to have died in the strife-torn township's hospital without being seen by a doctor when white personnel went on strike yesterday.

The strike action was in retaliation to the forced removal of Chief Matron JN Beukes from the hospital premises by a group of toyi-toying workers on Monday.

Health services at the hospital were reported to have been disrupted as white staff stood in groups without attending to incoming patients.

Mrs Beukes was accused by workers of having an arrogant,

provocative and racist attitude towards them

A spokesman for the National Education, Health and Allied Workers Union (Nehawu) said that after the chief matron had been removed, superintendent JPC Fleringer decided to withdraw the services of his white staff.

Nehawu condemned the superintendent's behaviour of withdrawing the services of the white personnel.

Pressure

A statement signed by "concerned workers" at the hospital criticised the doctors' and pharmacists' actions and accused them of acting against their oath.

Violence between warring factions in Tembisa meant the casualty ward was under severe pressure and patients were waiting in vain for help, the workers said.

"This behaviour will endanger the lives of patients and may set a precedent to some superintendents of racist hospitals," a Nehawu spokesman said.

"We are appealing to the TPA and SA Medical and Dental Council to intervene and hope that an inquiry will be launched should any deaths be incurred due to the action," the statement said.

Dr Fleringer could not be reached for comment and TPA officials refused to comment.

More hospital strikes follow union demand

Sowetan Correspondent

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THE number of strikes at hospitals in the Transvaal has increased dramatically following a demand for recognition by the National Education, Health and Allied Workers Union

The deputy director, labour relations, for the Transvaal Provincial Administration, Mr D van Wyk, told the Cillie Commission yesterday that 33 strikes had taken place at TPA hospitals since the beginning of May

This compared to four strikes at Transvaal provincial hospitals during the first four months of the year, one of which was the eight-day dispute at Garankuwa Hospital.

The commission is investigating the causes and consequences of the strike at Garankuwa Hospital, during which 23 premature babies are alleged to have died

Van Wyk said a letter, dated March 3, had been circulated at various TPA hospitals by Nehawu members

The letter had called for, among other demands, the establishment of a minimum wage, a halt to any move to privatise provincial hospitals, the recognition of Nehawu as a representative body by the TPA and the upgrading of the temporary status of hospital workers

Meanwhile 250 National Education and Health Workers Union members employed at the Medical University of Southern Africa yesterday took part in a lunch-hour demonstration.

They were protesting against the current deadlock in negotiations between their union and the Transvaal Provincial Administration

Nehawu declared a dispute against the TPA after the two parties failed to agree on the interpretation of the agreement they reached on May 10

A Nehawu spokesman said negotiations would be referred for arbitration following the deadlocked talks

Sowetan 22/8/90

Tembisa doctors strike

152
PB

WHITE doctors and administrators at Tembisa Hospital in the strife-torn East Rand township yesterday went on strike demanding the reinstatement of a matron evicted from the hospital by workers on Monday

The Transvaal Provincial Administration confirmed a strike was in progress and that the mat-

ter was being investigated

A statement signed by "concerned workers" slammed the doctors' and pharmacists' action and accused them of acting against the Hippocratic Oath.

Matron

The matron, JM Beukes, was forced from the hospital by workers who accused her of holding "a racist and dictatorial attitude" towards them

Striking staff were conducting a 'sit-in' at the hospital superintendent's office, sources said

The "concerned workers" said violence in

Tembisa between warring Inkatha and other factions meant the casualty ward was under severe pressure and patients were "waiting in vain for help"

"We are applying to the TPA and South African Medical and Dental Council to intervene and hope that an inquiry will be launched should any deaths be incurred due to the action" the statement said

Several faxed messages were sent to the TPA complaining about the matron but no action was forthcoming, a National Health and Allied Workers Union spokesman said yesterday.

Sovetan Correspondent

'Strike caused two deaths'

SA 23/8/80 By Brendan Templeton anaesthetist in the theatre

At least two Tembisa women are alleged to have died without being seen by doctors when white staff at the strife-torn township's hospital downed tools on Tuesday.

They were identified as Maria Makoena and Elizabeth Maringa.

Sources were adamant that white doctors, pharmacists, and administration staff at the hospital held a sit-in between 7 am and noon, leaving only a doctor in the casualty ward and an

(152) But Transvaal Provincial Administration (TPA) yesterday denied claims that the women died due to strike action and dismissed claims of a sit-in as "rumours".

The strike action was allegedly held in retaliation to the forced removal of the Chief Matron JN Beukes from the premises by toyi-toying workers on Monday.

Black and white workers were due to meet today to discuss the situation at the hospital, a hospital source said.

Hospital strike intimidation denied

Pretoria Correspondent

"Patients die daily, whether there is a strike or not," a witness has told the Cillie Commission into the causes and consequences of a strike at the Ga-Rankuwa Hospital

Senior clerk Jeffrey Mothoa was giving evidence yesterday on events leading to and during the strike in April, which allegedly caused the deaths of 23

premature babies. J Wessels, for the Transvaal Provincial Administration, had asked Mr Mothoa if he had considered that patients might die as a result of the strike.

Mr Mothoa said he had been rebuked by H Swanepoel, a senior administration clerk, for not wearing a tie to work

Mr Swanepoel and his superior, A J Boshoff, have been ac-

cused of being racists. He was later "punished" by Mr Swanepoel by being transferred to the filing room

Mr Mothoa also said he ignored Mr Swanepoel's instructions concerning the files of renal unit patients

He said he had assisted in organising workers to join the strike but denied there had been intimidation

First for Ciskei

From LOUISE FLANAGAN

CISKEI'S first legal strike began this week when 130 workers downed tools at the Ciskei Milling Company.

The strike followed an unsuccessful conciliation board hearing last week.

It is the first case which the conciliation board, set up in terms of Ciskei's new labour law, has heard.

The company has agreed to pay workers an extra R19,50 a week. This brings the basic wage to R109,00.

The workers are demanding that the agreement be extended to cover contract workers and that the increase is backdated.

Although the Food and Allied Workers' Union (Fawu) is organising at the company, the workers were represented by a worker's council at the board hearing because the union has not yet won official recognition.

Amicable end to 'controlled' strike

THE recent national strike at Metro Cash and Carry was marked by extraordinarily amicable relations between the company and the South African Commercial, Catering and Allied Workers' Union (Saccawu).

Both union officials and management used adjectives like "peaceful", "amicable" to describe the strike.

This surprising state of affairs is attributed largely to innovative strike rules hammered out before the strike began.

Eight pages of strike rules were negotiated a week before the strike — the first in the company's 22 year history.

"It was the first time in the industry that a set of rules has been negotiated," said Mr Piet Strydom, human resources director for Metro Cash and Carry.

Punch

"The rules didn't take the punch out of the strike, but they did put controls on what the company and union could do," Strydom said.

The rules governed the conduct of about 4 500 workers at more than 100 stores and warehouses throughout the country.

The strikers were given free access to staff canteens — a flashpoint in other strikes in the industry.

One rule required the company to provide a reasonable number of toilets and changing rooms for the strikers.

The union agreed to prohibit their members from interfering with customers, while the company undertook to prevent customers from intimidating the strikers.

The strike, which was settled after mediation, produced some other interesting developments.

Striking employees were paid for a "cooling-off day" on condition they reported for work the day after the settlement was announced.

March in ¹⁵² Retreat on Saturday

ABOUT 200 members of the National Union of Metalworkers of South Africa (Numsa) intend to hold a protest march through Retreat to the Gabriel SA factory this Saturday South 23/8 - 29/8/90

They were dismissed from the factory after an illegal strike there last month.

They will be accompanied by members of other Cosatu affiliates and community organisations which have been assisting the strikers

The workers were fired after they defied an interim interdict ordering them to vacate the company canteen and return to work.

Offer

The strike followed negotiations at which the workers demanded a minimum wage increase of R2,50 an hour and R3,00 for artisans

The company responded with a final offer of 65 cents an hour for the lowest grade, R1,38 for supervisors and with productivity-linked incentives

The company has been meeting with Numsa to discuss the dismissals

Meanwhile, about 80 Numsa members who were dismissed from SA Metal after a wildcat strike last month have returned to work.

The company offered to reemploy the workers selectively and give about 30 other workers priority when vacancies occur

About four workers were excluded from this offer

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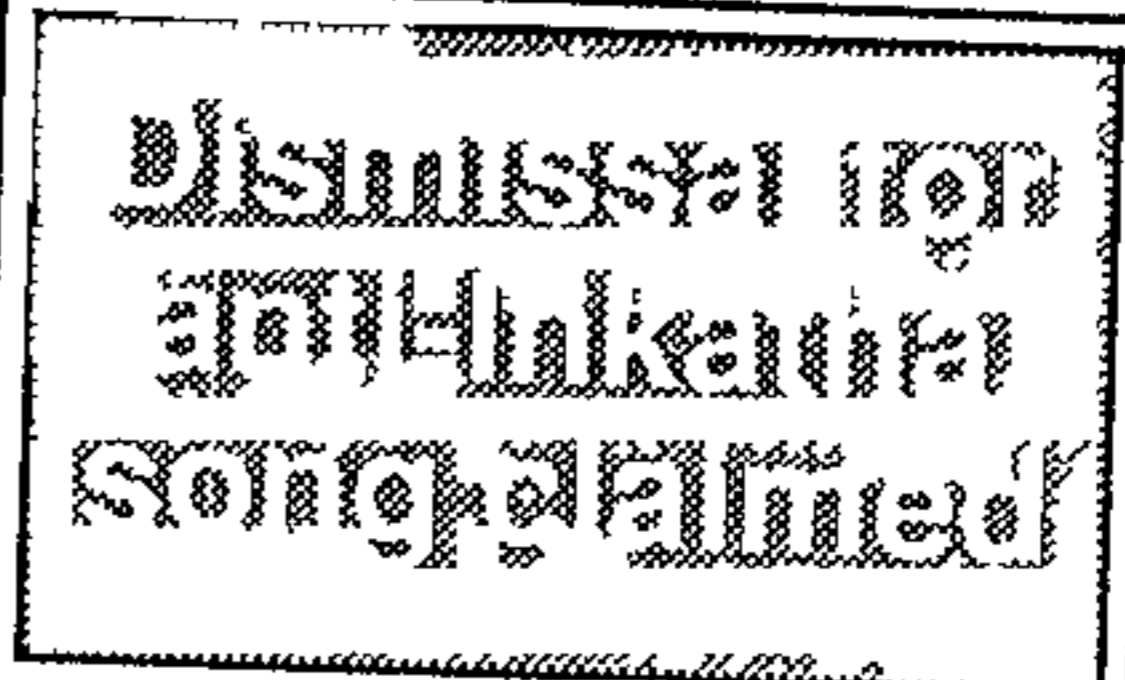
Conflict

By LOUISE FLANAGAN and CHIARA CARTER

CONFLICT at the Mercedes Benz South Africa (MBSA) plant in East London has highlighted the difficulties unions face in building unity between highly- and lowly-paid workers.

The MBSA plant ground to a halt this week after about 300 workers staged a sleep-in protest against their union's National Bargaining Forum (NBF) over the weekend.

Two union officials were assaulted by workers at the plant after a demonstration against the NBF last week



THE vice-president of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), Mr D Motha, was dismissed by Mondi last week, allegedly for singing an anti-Inkatha song. South 23/8 - 29/8/90

A Ppwawu spokesperson said two workers at the Mondi factory in Piet Retief had complained to the company that Motha had sung songs which expressed sentiments against Kwazulu's Gatsha Buthelezi and Inkatha.

The spokesperson said the workers had told management Motha incited workers to take part in the July 2 anti-Inkatha stayaway. He claimed that the company favoured Inkatha and said the union was discussing solidarity action for Motha.

● A Mondi spokesperson said the company viewed the workplace as politically neutral. Disciplinary procedures had not yet been exhausted.

50411 23/8-29/8/90

Abattoir strike: Clergy called in

THE Food and Allied Workers' Union (Fawu) is meeting with religious leaders as part of a move to intensify efforts to get more than 300 abattoir workers reinstated (152) (207)

The workers were dismissed three weeks ago after they downed tools at Cape Slaughter over a backpay dispute

A Fawu spokesperson said the union was meeting with religious leaders, traders and butchers this week to discuss developments at the abattoirs.

He said the union also intended meeting with representatives from other unions and community organisations to discuss solidarity action

Fawu is distributing more than 10 000 pamphlets about the dismissals

A court application for the workers' reinstatement is due to be heard next week.

SOWETAN BUSINESS

Strike by drivers hits taxi owners

Sowetan 23/8/90

152

By JOSHUA RABOROKO

MORE than 300 Vaal taxi drivers went on strike last week demanding higher pay, medical aid and improved working conditions.

The strike, which affected about 30 000 commuters in all Vaal Triangle townships, is reported to have caused operators to lose thousands of rands in revenue. There was also extensive damage to vehicles.

The drivers, all members of the Transport and General Workers Union, stopped work for five days after talks with their bosses deadlocked the week before.

The first

This is believed to be the first major strike to affect the taxi industry. It also came shortly after the office of the Receiver of Revenue said it was sending notices to taxi owners for them to pay tax.

It is feared drivers in other parts of the country would take similar action.

Low wages, long working hours and bad working conditions are a feature of the industry.

The Vaal is Region 8 of the Southern Africa Black Taxi Association.

Sabta's media manager Mr Fanyana Shiburi told *Sowetan Business* they mediated during the labour dispute that took operators by surprise.

He said the matter was left to the private operators to attend to because of different problems.

Sabta's involvement in the dispute was aimed at seeing to it that there was no violence during talks. He conceded that most drivers were dissatisfied with their pay. The strike action ended when operators promised to look into the drivers' problems.

Promise

A spokesman for the union said that during talks operators had promised to look into a medical aid scheme for drivers and to consider paying for treatment in the meantime.

The drivers demanded a medical aid cover for job-related health problems, such as kidneys and back disorders and injuries in accidents. The employers have also

agreed that long distance drivers should be better paid.

They claim that drivers work an average of 16-hours, six or seven days a week.

The union has demanded a nine-and-a-half-hour day with over-

time for additional work and it is demanding R250 a week for the drivers.

Most drivers claim they earn between R100 and R150 a week.

They are expected to pay for traffic fines and defects to the vehicles.



FANYANA SHIBURI

Marathon Paarl strike ends after talks

^{South 3018-519190}
A MARATHON five-week strike by about 200 Paarl workers ended this week after two days of talks between representatives of Satchwell Controls and Nactu affiliate, the Steel, Engineering and Allied Workers' Union of SA (Seawusa).

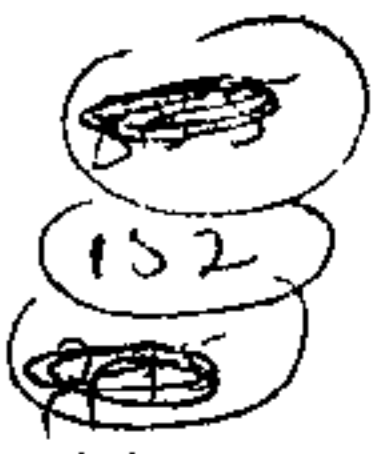
In terms of the agreement the workers accepted the company's offer of a R40 across-the-board increase. They will get a minimum of R4,74 an hour, backdated to July. ~~152~~ 152 ~~355~~

Seawusa organiser Mr Peter Roman described the settlement as a "victory" and said it emphasised the importance of plant-level negotiations as opposed to industrial council bargaining — currently the focus of debate within the trade union movement.

Roman said — with the exception of six people — the workers, who were locked out from the beginning of the strike, had remained firm and not returned to work.

Workers teargassed

South 30/8 - 5/9/90



CMC man quits

THE chairman of the Kensington management committee has resigned and publicly apologised for what he calls his "betrayal of the oppressed people"

Mr Dirk Mason, a lecturer in biblical studies at the Roggebaai training college who was elected to the committee in 1988, resigned earlier this month from the committee, which he says is a "toothless puppet body"

"I want to throw my weight behind the progressive organisations in Kensington," a penitent Mason said this week

By standing for election, he had "betrayed the freedom-loving people

of South Africa"

Mason apologised for his involvement in the tricameral system at a meeting of the Kensington Factreton Residents' Association (KFRA) this week. South 30/8 - 5/9/90

In his resignation letter, which has been circulated to mosques and churches in the area, Mason said he had stood for election in the belief that, as a resident of the area, he could serve his community

A spokesperson for the KFRA, Ms Yasmin Cassiem, said the organisation welcomed the resignation and hoped others would follow Mason's example

By CHIARA CARTER

A SMALL West Coast town was thrown into turmoil after police fired teargas at and baton-charged protesting workers last Friday.

About 250 members of the Food and Allied Workers' Union (Fawu) last week held a lunchtime picket outside the Lamberts Bay Canning company in support of wage demands

On Friday — the third day of the protest — police told the chairperson of the shopstewards' committee, Mr Henry Koopman, that the picket was illegal because it was on municipal land

Koopman said workers decided to go ahead with the demonstration because the alternative site suggested by police was out of public view and because there had been no problems the previous two days

Harbour

Koopman said police gave the protesters seven minutes to disperse, after which they fired teargas

He claimed that, even after people had fled, the police pursued them

Several people ran to the harbour and leapt onto boats. Others ran through the town centre

Mr S Simanga, 51, said he was grabbed by a policeman and flung against a wall before being arrested

A 13-year-old girl who claims she was buying bread and had nothing to do with the demonstration, alleged she was dragged out of the bakery and beaten by police pursuing a crowd of people who ran into the shop

The girl has arm and leg injuries and received medical treatment

Simanga, Koopman and the girl are among six people arrested for being part of an illegal picket

The company, which denied it had called in the police, paid their R50 bail and provided transport for workers to travel to Cape Town to see union officials

Barricades were erected in the town after the incident

Fired

The workers are demanding a minimum wage of R175 a week — half their original demand. They presently earn a minimum wage of R148. The company has offered R164

A police spokesperson said about 100 people gathered at the factory last Friday

He said the crowd began walking towards police on the scene who ordered them to disperse

After eight minutes, police fired teargas and dispersed the crowd. He confirmed that six people, including the girl, were arrested

A policeman was injured by a stone

The spokesperson said the girl should lay a complaint with the police if she was unhappy with the manner in which she was treated

"We are sick and tired of people making allegations against the police," he said



Clubs halt violent feud

argued with African youths belonging to another club

A "coloured" youth stabbed a member of the rival club, after which fighting spread through the Smutsville township a few kilometres outside Sedgefield

"By the time I was called upon to intervene, youths from both communities were burning houses,

as," Luthango said

His car and house were burnt down by the youths

Peace was restored this week after a meeting between community leaders convened by the town clerk, Mr IR Basson

Both sides agreed to appeal to the youths to stop the fighting.

ON THE MARCH: Residents of Netreg defy police on Wednesday as they march in protest against the poor condition of their houses. Residents refused requests by police to stop the illegal march and fetched an official to accept their petition.

PIC. YUNUS MOHAMED

South 30/8 - 5/9/90

Strikers fired up again

South 2018 - 519150
THREE years after a bit-

ter strike at Firefight, a Cape Town company which has cornered the market on firefighting equipment, workers have once again demonstrated outside the company headquarters in support of wage demands.

The workers, members of the Metal and Electrical

Workers' Union of South Africa (Mewusa), are demanding a minimum wage of R5 an hour

Profits

The company, now called Xiton, has offered R4,45 — an offer the workers reject on the basis that the company is said to be making large profits.

The union is in deadlock with the company

152

Mossgas strike ends

From XOLA SIGONYELA

PORT ELIZABETH. —

A four-day strike at the giant Mossgas refinery in Mossel Bay earlier this month has ended in victory for the contract workers who were represented by the National Union of Metalworkers of SA (Numsa). (152)

Unusual

An unusual feature of the settlement is an agreement that management, Numsa and local civic associations will embark on a campaign for land and housing in the George/Mossel Bay area

As an interim solution, accommodation will be found for 500 general labourers from outside the area —

PEN South
30/8-519190

Pact fires 270 workers after 'illegal' strike

BY MARK GEVISSER

THE Performing Arts Council of Transvaal (Pact) has summarily dismissed all 270 black workers in its Pretoria office for taking part in an "illegal strike" on Tuesday.

The workers, all members of the Paper Printing Wood and Allied Workers Union (Ppwawu), range from highly specialised technical workers to chefs and office cleaners.

After a report-back from their shop-stewards on Tuesday, they demanded to see deputy general director Louis Bezuidenhout. He did not appear and the workers were fired less than two hours later after refusing to return to work.

"We wanted to see Mr Bezuidenhout," said shop steward Enoch Mawasha, "because management is stalling over granting us stop-order facilities." The workers want Pact to deduct union dues from pay-checks.

"We are willing to grant stop order facilities," responded Bezuidenhout, "but we are locked into an agreement with another union, and we are currently applying to the Industrial Council for exemption. Our representative explained this at the meeting, but the workers were unprepared to wait."

Ppwawu officials said the union has been engaged in a deadlock with management over this issue for months now. Pact, they say, has consistently refused to deduct union dues from pay cheques

STRIKE TRENDS W/Mand 28/9 - 4/10/90
ACCORDING to consultants Levy, Piron and associates, more than 3,5-million mandays were lost in the first nine months of this year. (152)

Wide-scale strike activity in the state and retail sectors has led to a significant increase (6,3 percent) in the number of strikes involving more than 1 000 workers.

Wages still remain the main trigger factor leading to strike action, accounting for 71,5 percent of work stoppages. Grievances and disciplinary issues caused 14,2 percent, dis-

er 28 to October 4 1990

5

missals 3,4 percent, and recognition agreements and retrenchments 1,5 percent. W/Mand 28/9 - 4/10/90

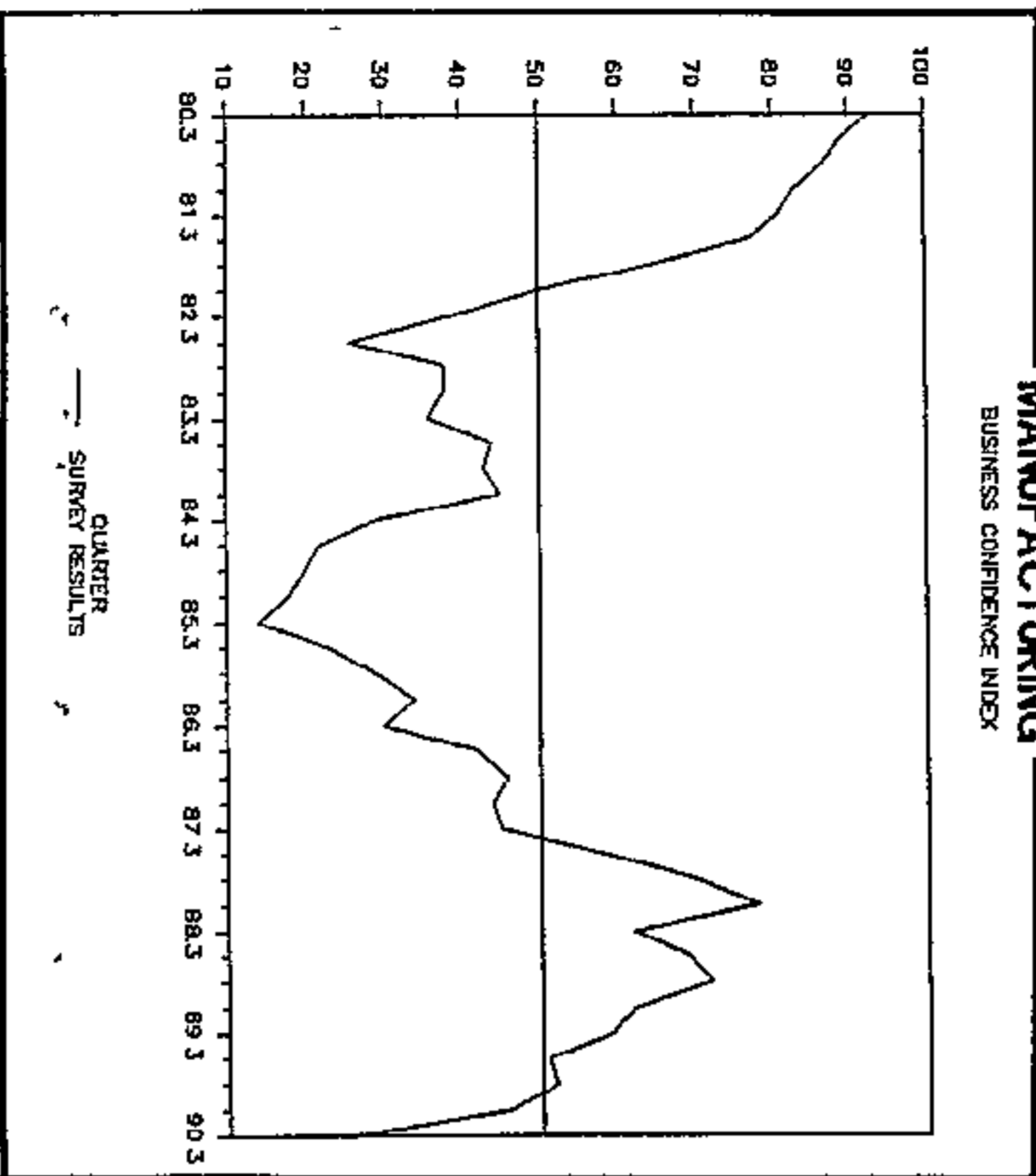
The National Union of Metalworkers (Numsa) organised the largest number of strikes (23,1 percent); the Chemical Workers Industrial Union 10,4 percent; the National Union of Mineworkers 7,7 percent, and the Transport and General Workers Union seven percent. (152)

Saccawu accounted for most of the mandays lost (22,5 percent), followed by Numsa (9,8 percent) and the Paper, Printing, Wood and Allied Workers Union (5,6 percent).

Labour unrest threat to SA economy

MANUFACTURING

BUSINESS CONFIDENCE INDEX



By PIETER COETZEE
Financial Editor

LABOUR unrest, if left uncontrolled, could surpass sanctions as the greatest destroyer of the SA economy, says the Bureau for Economic Research (BER) of the University of Stellenbosch, in its latest manufacturing survey.

This is because it particularly affects multi-nationals whose perceptions of the host country's internal social, political and economic stability are of the utmost importance. "Foreign investors are here for financial gain and not to demonstrate social responsibility and any disruptive labour would impact negatively on their perceptions of a profit making environment. "Local sub-contracting man-

ufacturers dependant on international business, face the dilemma that foreign investors could disinvest for purely economic reasons and use labour unrest as a scapegoat with detrimental effects on the investment opportunities in the country," says the BER.

"Until labour disruptions have been curbed, further attempts at economic development will continue to be inhibited."

Respondents to the BER's manufacturing survey are increasingly dissatisfied with the current general political situation, as can be deduced from responses to the question on political policy as a business restriction.

Constraints of a political nature hampering business ac-

tivities increased during the survey quarter on index from 30 to 36 points, stressing the uncertainty of the present political climate.

"Political uncertainty is presently the most destabilising factor in the SA economic arena.

"Not only is development capital being withheld for want of clarity on the post-apartheid economic system and political power structure but the initiatives of local entrepreneurs are also being dampened by fears of possible future business restrictions, while labour on the other hand is pursuing unrealistic remuneration goals.

"Economic instability will prevail until consensus has been reached on a new econo-

mic and political system for SA," says the BER.

The BER says business confidence in the manufacturing sector dropped during the survey quarter to the levels of early 1986, with 74% of respondents being dissatisfied with prevailing business conditions.

Magnitudes affecting business confidence like volume of sales, production, orders received and production capacity utilization were at lower levels while stocks on hand increased during the third quarter of 1990, compared to the same period a year ago.

"Expectations are that these factors will remain negative until the end of the year."

"Marginal increases in export volumes and decreases in import volumes are also foreseen for this period," says the BER.

Sowetan 27/9/90

Strikers picket Nampak



ABOUT 200 striking workers held a demonstration outside the Nampak head office in Sandton yesterday and vowed they would not leave until senior executives met their representatives.

The Printing, Paper, Wood and Allied Workers Union said about 3 000 workers were on strike at 19 Nampak plants to demand centralised bargaining.

Protesters demanded to be addressed by senior executives.

A delegation held discussions with management representatives.

The workers said they knew that senior executives were in the building because they had informed the company last week about the demonstration.

LABOUR BRIEFS

Strike support for union

South 2719 - 3/10/90

MORE than 2 000 workers from 18 Nampak factories in the Transvaal and Port Elizabeth last week downed tools in support of their union, the Paper, Print, Wood and Allied Workers' Union (Ppwawu).

A Ppwawu spokesperson said the workers were unhappy about a range of issues and felt the union was "under attack".

There were several stoppages last month at Nampak plants to protest against the bugging of union meetings at Nampak's Wadeville and Rosslyn plants

6102279190
**Nampak sleep-in
as strike spreads**

MATTHEW CURTIN

MEMBERS of the Printing Paper Wood and Allied Workers' Union (Ppwawu) began a sleep-in at Nampak's Sandton head office yesterday as the strike at the company spread from 18 to 20 plants yesterday. (152)

Ppwawu national organiser Rob Rees said a picket by hundreds of workers outside the company premises successfully pressured Nampak into negotiations at group level yesterday. He said a union delegation and management met until yesterday evening in a bid to end the deadlock.

The union expected Nampak to announce new proposals today to help resolve the dispute. (15)

Rees said at last night's meeting the company remained committed to the practice of plant-level collective bargaining.

Nampak human resources manager Neil Cumming was unavailable for comment.

Nampak ordered to pay court costs

By Cathy Stagg

Star 28/9/90

Nampak Products Ltd should not have brought an urgent application for repayment of R2.3 million which was allegedly obtained fraudulently, because it should have expected a "massive dispute fact", a Rand Supreme Court judge ruled yesterday

Mr Justice P J Streicher said three men, accused by Nampak of fraud, had replied to the allegations and had therefore incurred "substantial unnecessary costs which they should not have to pay no matter whether they were honest or dishonest"

He ordered Nampak to pay their costs

Give evidence

The dispute is to go to trial in the ordinary way Both sides will give evidence instead of attempting to resolve the matter on papers, as is done in motion proceedings

The urgent application first came to court on July 2

The respondents were Corrugating Machinery Services CC (CMS), A H Barker, a Nampak director and Nampak managers R L Webb and G Germanis

● A strike by more than 3 500 workers at Nampak outlets over their demand for centralised bargaining has spread to 27 factories in the Transvaal, Natal and the western Cape, a union spokesman said yesterday

Workers are demanding a single bargaining forum for wages and working conditions

Management said yesterday they believed the interests of employers and employees were best served by plant-level bargaining

Boycott comes to an end

87-28/9/90
The 12-week-old consumer boycott in Vanderbijlpark came to an end yesterday after the town council accepted demands by the Mass Democratic Movement (MDM) to hold marches through its streets

And the Vaal Triangle MDM wasted no time taking advantage of the latest breakthrough — it said yesterday it would submit an application for a protest march

And it warned in a statement the boycott could be resumed if the town council failed to give the march the go-ahead

Other successes claimed by the MDM included an agreement with the council's man-

agement committee to take the issue of more land being made available to local townships to the next council meeting, and a committee agreement to discuss with other white Vaal Triangle town councils the possibility of establishing one council for all

"It is anticipated that the town council will enter into responsible negotiations with the Boycott Committee in the planning of this march," the MDM said "Subject to the co-operation of the council on this matter, the boycott will then be lifted"

A council spokesman was not available for comment

MDM suspends
Vaal boycott

VEREENIGING — Mass Democratic Movement affiliates in the Vaal Triangle have agreed to suspend the consumer boycott in Vanderbijlpark with immediate effect.

The boycott began on July 16.

The Consumer Boycott Committee (CBC) said yesterday the suspension was the result of a change in position by the Vanderbijlpark Town Council, which has accepted the right of all South Africans to protest.

During a meeting between the council's management committee and the CBC last week, the committee also undertook to discuss the issue of more land for townships. — Own Correspondent

Industrial unrest cripples economy

LABOUR unrest could surpass sanctions as the greatest destroyer of the South African economy, Stellenbosch University's Bureau for Economic Research has found.

Political uncertainty was another destabilising factor in South Africa's economic arena, the Bureau found.

Researcher Murray Pellissier said in a Press statement that "an undisciplined labour force could be the Achilles heel of future South African development and economic growth".

Labour unrest affected multinational companies whose perceptions of the host country's internal social, political and economic stability were of the utmost importance.

Foreign investors were in the country for financial gain, not to demonstrate social responsibility. Any disruptions on the labour front would have a negative impact on their perceptions of a profit-making environment.

"The number of hours worked in the manufacturing sector decreased during the survey quarter compared to the same quarter a year ago, with 25 percent of manufacturers experiencing lower levels and a high percentage of respondents expecting lower levels next

quarter.

"Although this decline in labour input could not in all cases be ascribed to work stoppages, with the present recession also taking its toll, sectors like the motor and transport industries were riddled with impromptu strikes and 58 percent of this sector reported a decline in labour input.

"Local sub-contracting manufacturers dependant on international business face the dilemma that foreign investors could disinvest for purely economic reasons and use labour unrest as a scapegoat with detrimental effects on investment opportunities in the country," Pellissier said.

His nationwide survey also found that business conditions in South Africa had been influenced since the worldwide shift to more open economic societies, as portrayed by developments in Eastern Bloc countries over the past year.

The Bureau added that not only was development capital being withheld for want of clarity on the post-apartheid economic system and political power structure, but the initiatives of local entrepreneurs were also being dampened by fears of possible future business restrictions. Labour on the

other hand was pursuing unrealistic remuneration goals, the Bureau added.

"Economic instability will prevail until consensus has been reached on a new economic and political system for South Africa."

Business confidence in the manufacturing sector had dropped during the survey quarter to the levels of early 1986 with 74 percent (gross) of respondents being dissatisfied with prevailing business conditions.

Magnitudes affecting business confidence like volume of sales, production, orders received and production capacity use were at lower levels, while stocks on hand had increased in the third quarter compared to the same period last year.

"Although the general business conditions, as interpreted by manufacturers, have been negative on index since the first quarter of 1989, expectations about conditions 12 months hence seem to be at slightly less pessimistic levels, with three percent of respondents planning to increase their real investment in machinery and equipment. Marginal increases in export volumes and decreases in import volumes are also foreseen for this period. - Sapa

Township plans hit by boycotts

By Therese Anders,
Highveld Bureau

Multimillion-rand township development projects are being shelved in Transvaal areas afflicted by payment boycotts as the funds allocated for these projects are used to pay for essential services.

The projects expected to be affected include electrification programmes, the upgrading of stormwater facilities and the erection of buildings such as community centres.

Essential

The funds earmarked for these projects by regional services councils (RSCs) are in many cases to be used as bridging finance to pay for essential services such as water, sewerage and waste removal.

The relocation of RSC funds has been given the blessing of the Transvaal Provincial Administration, but the TPA has stipulated that no RSC money is to be used for settling township electricity accounts.

This means that while boycotting townships no longer face the threat of having their water supply cut, they could still have power blackouts

Eskom communications manager Johan du Plessis said defaulting townships were now R30 million in arrears to the electricity giant.

He stressed that Eskom would not be suspending supplies to any of the more than 20 defaulting townships until all avenues had been exhausted. Eskom was now holding discussions with 15 townships in a bid to resolve payment problems, he said.

The TPA said the supply of clean water and sewage removal were absolutely essential services in all communities.

"In order to ensure that these indispensable services are rendered and that the bulk suppliers — these are in many cases the adjacent white local authorities — are paid, high-level discussions were held on the possible rescheduling of funds with RSCs.

"At this stage the only possible alternative is that local authorities with a cash-flow problem should approach RSCs with the request that capital projects earmarked for such local authorities be suspended, and that those funds be used to pay bulk suppliers for their services."

Strikes at
19 Nampak
factories

By Brendan Templeton
and Shareen Singh

An illegal strike by Nampak workers which started last Wednesday has spread to 19 Transvaal and Eastern Cape factories, involving 3 000 workers, a union spokesman said.

At issue is the union's demand for centralised bargaining, but workers have combined other demands, including the reinstatement of dismissed workers and a probe into "bugging" at Nampak plants.

Nampak confirmed the strike but described the union's striker figure as exaggerated.

Rob Rees, a spokesman for the Paper, Printing, Wood and Allied Workers Union, (PPWAWU), said the union was forced to bargain separately at the company's 40 plants.

Legal dispute

Workers downed tools after the company suspended negotiations on central bargaining, he said.

But management claimed talks were suspended because PPWAWU made a "premature" decision to declare a legal dispute — "which, in itself, is totally at odds with the illegal industrial action which has been embarked on," he said.

Nampak management has denied PPWAWU's claims.

Last week, two plants, Transvaal-Box and Eastleigh Recycling, dismissed about 350 striking workers and management at Memix, a factory in Chamdor, evicted workers from company premises.

Nampak defended its actions, saying PPWAWU had ignored recognition agreements and individual plant managements had to take action.

● A strike by workers at Nampak's Rosslyn plant is in its fifth week. Workers downed tools after a battle over the loss of the 1989 annual bonuses.

13 1000 28/9/90
28/9/90
Six more Nampak plants hit by strike

MATTHEW CURTIN 152

A STRIKE by more than 3500 Paper Printing Wood and Allied Workers' Union (Ppwawu) members campaigning for centralised bargaining at Barlow Rand subsidiary Nampak yesterday spread to six more plants, bringing to 25 the number affected

Ppwawu national organiser Rob Rees said the union had received a written response from the company proposing ways to resolve the dispute. This would probably be discussed with the company today.

A Nampak spokesman said yesterday the company was prepared to discuss national forums for negotiating issues such as provident funds, medical aid and training.

It nevertheless believed plant-level bargaining over wages and conditions of employment best suited the interests of the company's employees because of the diverse nature of Nampak companies, their products and markets.

Lights go out in two townships

Pretoria Bureau

Electricity supplies to Mamelodi and Atteridgeville, adjoining Pretoria, were cut off at 4 am this morning

No notice of the decision was given to 500 000 people living in the area

The bulk supplier, the Pretoria City Council, decided last night that as the townships owed it about R6,5 million for electricity, and had had three months in which to pay the arrears, there was no alternative but to cut off supplies

The large Kalafong Hospital in Atteridgeville was not expected to be affected by today's switch-off, but clinics in both areas are likely to be without electricity

Pretoria's management committee chairman James Leach said of the proposed power cut "This is merely a suspension. We are not following to the letter the contract between ourselves and Mamelodi and Atteridgeville, which called for a cut-off of supplies in the event of default"

He said representatives of the two townships would be attending talks today in a bid to resolve the situation. The council would maintain an "open door" policy

Police break up protest ^{Sowetan} 26/9/90

WORKERS from Select-a-shoe went to work yesterday after their protest demonstration at the company's head office in Elandsfontein was allegedly disrupted when police fired teargas to disperse them (152)

Captain Ida van Zweet of East Rand police yesterday said the police took action to disperse the workers because the demonstration was illegal

The demonstration, according to Hotelicca spokesman (Hotel, Liquor, Catering and Commercial and Allied

workers union) was held as a 'warm-up' to a national action and to put pressure on management to negotiate with the union

Mr Oscar Malgas said the union wanted to negotiate wages and "substantive issues", such as working conditions with the company.

He said the union had applied to the Conciliation Board to intervene following the company's refusal to negotiate with them

Councils try to head off power cuts

152
Steel 24/9/96

Mamelodi City Council, which has until today to pay the R3,5 million it owes Pretoria City Council, has urged local residents to pay their rent and service charges promptly to avoid power cuts.

In Daveyton, the town council said yesterday it would accept a service charge of R70 per household per month in an effort to recover more than R3 million owed to Benoni Town Council for electricity.

A statement issued by the Daveyton council said agreement had been reached with about 10 000 residents who attended a meeting yesterday.

Notices

Pretoria City Council has issued notices to both Mamelodi and Atteridgeville councils giving them until today to pay their electricity accounts or face a blackout.

Mamelodi and Atteridgeville owe Pretoria about R3,5 million and R1,7 million respectively.

Mamelodi council revealed that rent and service charge arrears by local residents amounted to R22 million. It warned residents that they could find themselves without vital services in the months ahead unless they paid at least

their current monthly accounts. The local council and the Mamelodi People's Delegation (MPD) reached an agreement two weeks ago to freeze rent and service charges arrears on condition that the defaulters paid their current accounts.

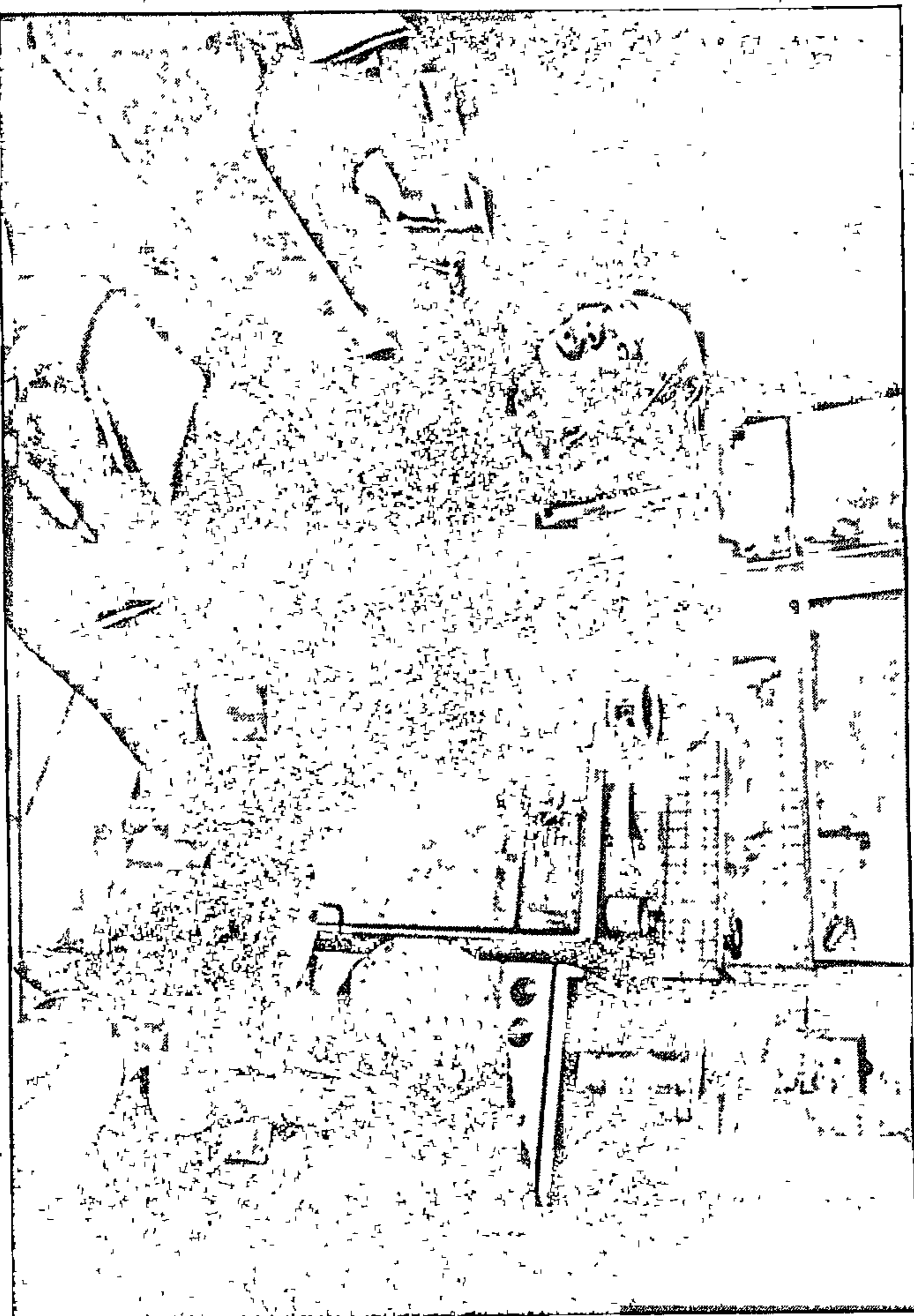
"The council is optimistic that the residents will realise the gravity of the matter and make an earnest attempt to settle their accounts."

Daveyton council said about 10 000 residents met yesterday to discuss threats by Benoni Town Council to cut the black area's power unless the debt was settled.

The flat rate of R70 per month for services was an interim rate, the statement said. Daveyton mayor Tom Boya pleaded with residents at the meeting to pay more than the agreed amount if possible to help prevent a switch-off.

Residents of Daveyton's lower-income area of Etwatwa are excluded from the R70 charge. They will only have to pay R50 per month for services.

The agreement represents a compromise on the part of the Daveyton council. It entered the meeting with the demand that some residents, like those living in the township's new extensions, pay R130 per month for services — Pretoria Bureau-Sapa



Life goes on Annah Soko uses three pressure cookers to cope with her chores after electricity was cut in Tembisa
Picture by Alf Kumalo

Battling without power

By Thabo Leshlo

"It's surprising how we take things for granted, but miss them immediately we stop having them. Then their importance dawns on you like never before."

were warm

A few kilometres away, in Xubem section, The Star team met a mother of three, Linah Ndubam, returning from Oakmore station where she had gone to collect water in a

Official trips abroad to be queried

By Louise Burgers, Municipal Reporter

Questions will be asked at the Johannesburg City Council's monthly meeting tomorrow about its planned spending, of

accompanied by two secretaries — at a total cost of R110 000. Every Johannesburg mayor has the opportunity to travel abroad when in office and can choose between Eu-

involved with housing problems to attend the conference to find out how other countries coped with their problems. Management committee chairman Ian Davidson, city

Mr Davidson said criticism of the trips was unjustified — officials travelled business class to save money, and the budget for overseas trips by council officials had been cut to

Mamelodi City Council, which has until today to pay the R3,5 million it owes Pretoria City Council, has urged local residents to pay their rent and service charges promptly to avoid power cuts

In Daveyton, the town council said yesterday it would accept a service charge of R70 per household per month in an effort to recover more than R3 million owed to Benoni Town Council for electricity

A statement issued by the Daveyton council said agreement had been reached with about 10 000 residents who attended a meeting yesterday

Notices

Pretoria City Council has issued notices to both Mamelodi and Atteridgeville councils giving them until today to pay their electricity accounts or face a blackout.

Mamelodi and Atteridgeville owe Pretoria about R3,5 million and R1,7 million respectively

Mamelodi council revealed that rent and service charge arrears by local residents amounted to R22 million. It warned residents that they could find themselves without vital services in the months ahead unless they paid at least

their current monthly accounts

The local council and the Mamelodi People's Delegation (MPD) reached an agreement two weeks ago to freeze rent and service charges arrears on condition that the defaulters paid their current accounts

"The council is optimistic that the residents will realise the gravity of the matter and make an earnest attempt to settle their accounts"

Daveyton council said about 10 000 residents met yesterday to discuss threats by Benoni Town Council to cut the black area's power unless the debt was settled.

The flat rate of R70 per month for services was an interim rate, the statement said. Daveyton mayor Tom Boya pleaded with residents at the meeting to pay more than the agreed amount if possible to help prevent a switch-off

Residents of Daveyton's lower-income area of Etwatwa are excluded from the R70 charge. They will only have to pay R50 per month for services.

The agreement represents a compromise on the part of the Daveyton council. It entered the meeting with the demand that some residents, like those living in the township's new extensions, pay R130 per month for services. — Pretoria Bureau-Sapa.

Battling without power

By Thabo Leshilo

"It's surprising how we take things for granted, but miss them immediately we stop having them. Then their importance dawns on you like never before"

This was Anna Soko's reaction to the "big switch-off" after parts of Tembisa on the East Rand were plunged into darkness when the town council cut off electricity

The council also cut off the water supply elsewhere in the township

Mrs Soko (37), mother of five and spaza shop owner, said the power cut had disrupted her family's life

When The Star visited her home she was cooking potatoes on a paraffin stove before going to sell food at local schools

"I now have to wake up at 3 am — two hours earlier — to be able to cook the food that I sell, before boiling water for the children's bath and breakfast," she said.

Mrs Soko said electricity in her section had been cut off without notice on Friday.

She was losing income because perishable food got spoilt and customers were not buying her cooldrinks because they

were warm.

A few kilometres away, in Xubeni section, The Star team met a mother of three, Linah Ndubani, returning from Oakmore station where she had gone to collect water in a 20 litre container. She was unable to get the water because the queue was too long

Ms Ndubani (31) had her youngest child on her back and was carrying a parcel of clothing she intended to wash at a house near the station

"It's tough in Tembisa," she remarked

She said the water supply had been cut off last Monday.

"I don't know why they trouble us like this."

Asked how she had coped since Monday, she replied that her only option was to wake up and go and collect water at the station about 1 km away.

"I go to the station in the morning and at 2 pm. Sometimes, like today, I return with nothing because of the long queues"

When approached, town clerk Anton Relihan refused to comment and referred The Star to the township mayor. The mayor could not be reached at the time of going to press

LABOUR FOCUS

Hospital strikes' 'chain reaction' for Nehawu

By DREW FORREST

A WATERSHED agreement between the National Education, Health and Allied Workers' Union and the Free State provincial authorities was part of a "chain reaction" triggered by the recent Transvaal hospital strikes, the union said this week.

Nehawu general secretary Sisa Njikelana revealed that since May, membership had mushroomed from 30 000 to 50 000 and that approaches had been made to the Natal and Cape provincial administrations, as well as numerous homelands.

"We are being flooded with requests from workers everywhere. As well as hospitals, there's been rapid growth in state departments such as Manpower and Development Aid," he said.

The state sector has become a key focus of union activity. In the first half of this year, state employees accounted for more than 40 percent of man-days lost through strikes.

Njikelana said the deal with the Free State provincial administration (PAO), signed last Friday, was similar to that reached in the Transvaal after the hospital strikes. It provides for a Nehawu-PAO committee which will establish communications channels in hospitals and other departments where Nehawu is representative.

The committee will investigate union facilities such as workplace access for officials, stop-orders and representation at disciplinary hearings.

Giving details of headway made elsewhere, Njikelana said formal rec-

ognition talks would start this week, with QwaQwa, following a 32-day wage strike by 10 000 public servants which the union helped settle.

An agreement at the University of the Transkei was imminent and major roads had been made into the homeland's health department. Approaches had also been made to the governments of kaNgwane, I ebowa and Gazankulu.

Njikelana said Nehawu's role in settling recent strikes at kwaZulu's Edendale and Prince Mshiyeni hospitals was a "major breakthrough".

Despite kwaZulu's restrictive labour laws and Nehawu's links with Cosatu, the settlement provided for Nehawu involvement in joint committees at the hospitals, he said.

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LRA stayaway on ice after Cabinet endorses 'minute'

By DREW FORREST

IN a giant step towards labour consensus, the Cabinet has endorsed the Labour Relations Act (LRA) "minute" agreed by unions, employers and the government last week.

Next month's threatened LRA stayaway will now almost certainly be averted. The structures of the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) must still approve the deal, but agreed to recommend the dropping of stayaway action if the Cabinet gave its backing.

Cosatu said yesterday it would make a formal decision at a special executive committee meeting on October 4.

It warned that if the parliamentary standing committee "tampered" with agreed changes to the LRA, "the whole process may revert to square one". The minute merely initiated a series of processes, it added. The outcome of these would be the acid test of whether the state and employers were willing to drop "antiquated practices".

The Cabinet decision will boost government efforts to win world credit for labour reforms. In a major diplomatic coup, Manpower Minister Efi Louw is to attend this year's annual conference of the International Labour Organisation (ILO), a specialist United Nations agency in Geneva. *WMA 219-27/9/90*

Louw will be the first government minister to attend an ILO meeting since South Africa was ousted from the body in 1964. At a press conference in Pretoria yesterday, he said he hoped to draw on the ILO's "vast know-how" with an eye to developing an internationally approved labour system.

The Cabinet had unanimously accepted that the LRA agreement between Cosatu/Nactu and the employer body Saccola, as modified by the National Manpower Commission (NMC) and the joint working party involving the state, should be enacted.

Its key feature was the redefinition of unfair labour practice, such that the Industrial Court would weigh strikes and lockouts on the basis of their legality, not fairness. The NMC would negotiate codes of conduct on fair labour practices for employers and employees.

Changes to the LRA would not interfere with planned negotiations in the public service and education sector on a new labour dispensation, Louw said. Provision in the Saccola accord for the registration of unions with public and private sector members would be enacted once these talks were completed.

He confirmed that Cosatu and Nactu had agreed to join a restructured NMC, after consultations.

● See story on page 9

Sowetan 21/9/90

Dismissed workers (152) picket

Sasol's Sigma Colliery in Sasolburg was picketed by about 2 000 employees who were dismissed yesterday.

The workers, who are members of the SA Chemical Workers Union, went on strike last week after wage talks which started on September 3 deadlocked.

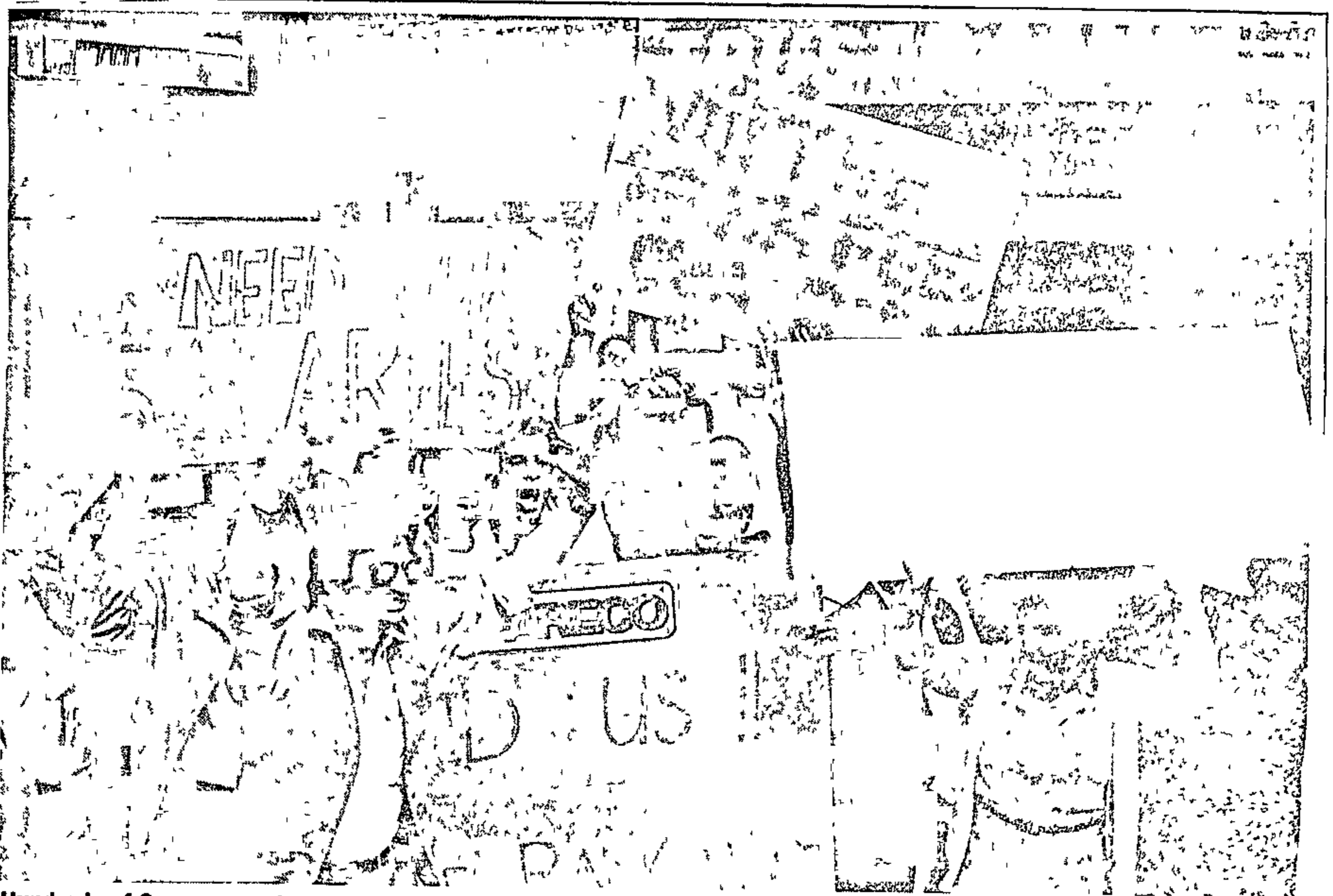
Sasol had set yesterday as the deadline for strikers to return to work.

A company spokesman said they had started recruiting new workers but added that the dismissed workers could also re-apply.

Sasol's media manager, Mr Jan Krynauw, said the deadlock and subsequent dismissal of workers followed the union's "unrealistic and outrageous" demand for a 259 percent wage increase.

Krynauw said the company offered increases of between 20 and 23 percent on the minimum wage scale, which works out to R500 and R454 a month for underground and surface employees respectively.

He said the union rejected the offer. - Sapa



Hundreds of Spareco workers picket Trust Bank after their cheques were not cashed.

Pic TLADI KHUELI.

Unpaid workers demand salaries

By **DESMOND BLOW** and **SANDILE MEMELA**

Press 23/9/90

(152)

THREE hundred Spareco workers protested in front of the Trust Bank in downtown Johannesburg on Friday when the bank refused to cash the cheques of 683 employees

Carrying placards and yelling "We want money!" they refused to leave the bank until ordered out by riot police

However, they staged a sit-down protest in front of the bank until 4pm when the riot police reappeared and ordered them to disperse

Earlier this month four banks to whom

Spareco, an automobile spares company, is indebted for R60-million, obtained a court order freezing its assets until a court action which they are bringing against the company is heard next month

Staff were asked to stay on and continue working for the full month

Germiston branch manager Janet Walker said staff had continued to work for the company and all money they had earned was banked with Trust Bank

Trust Bank spokesman Etienne van Loggenberg said there were not sufficient funds in the bank to pay the employees

He said their client Senbank had instructed them not to pay out salaries - amount-

ing to R1-million - as the company's assets had been frozen

"I feel very sorry for the employees, but they must take the matter up with Spareco," he said

"We stamped their cheques 'refer to drawer' and they can submit them as claims against Spareco when the case of creditors is heard next month"

The three other creditor banks are First National Bank, Bankorp and Alpha Bank

Most workers said they felt betrayed by the company which had plunged them into unexpected hardship and an uncertain future

Formal end to rent boycott

Staff Reporter

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Soweto's four-year rent and services boycott is set to end today with the historic signing of the Greater Soweto Accord ratifying an agreement reached last month to write off the R516 million in rent arrears

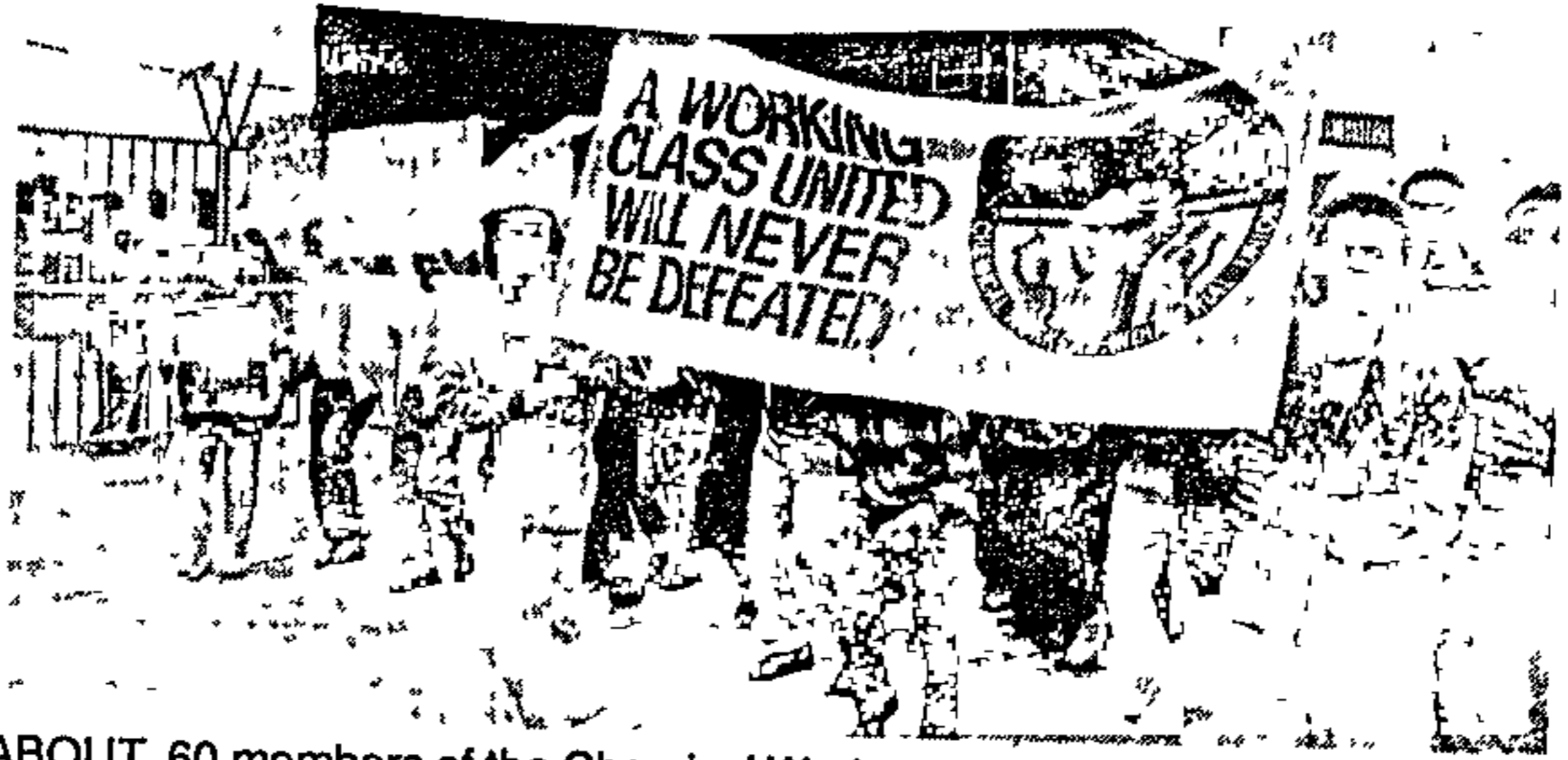
The Transvaal Provincial Administration (TPA), the Soweto People's Delegation (SPD) and the Soweto, Dobsonville and Diepmeadow local councils will all sign the accord.

One of the most important decisions to be

reached will be the establishment of a metropolitan chamber by the five signatories

The Johannesburg City Council will be invited to join the chamber and look at new models for local government and investigate the possibility of a common tax base for Johannesburg and Soweto

The Soweto agreement comes in the wake of a decision by the province to cut bridging finance to black councils MEC Fanie Ferreira will chair the meeting



South 20/9-26/9/90

ABOUT 60 members of the Chemical Workers' Industrial Union (CWIU) were locked out of Cape Gas in Woodstock this week. The move came as the workers were about to take industrial action in support of wage demands. A CWIU spokesperson said that 99 percent of union members at the plant had voted in favour of industrial action. The company has offered an increase of 50 cents an hour, bringing the minimum rate to R3,25 an hour. The union is demanding an increase of R1,25 an hour. (152)

Protest call for Soweto mass funeral

152
2/15

Soweto
20/9/90

THE Mass Democratic Movement has called for a stayaway in Soweto today to mark the mass burials of 12 of the 100 victims killed in renewed violence over the past three weeks.

A Soweto Civic Association spokesman said the stayaway would affect Soweto only, to allow the residents to attend the mass funeral.

Soweto police spokesman Colonel Tienie Halgryn said yesterday the usual security measures would be taken.

Mr Nad Ramogopa of the SCA said the funeral service would be held at Jabulani Amphitheatre.

It will run from 10am to noon. They will then proceed to Avalon Cemetery for the burials.

The SCA, together with other civic organisations, has called for the stayaway to demand that:

By DON SEOKANE

* Hostels be demolished and proper housing be created for people,

* The police and army be impartial during unrest,

* The people responsible for the violence which is sweeping townships should be arrested.

The names of the 12 people to be buried today are

Benny and Martin Maboja, of Tladi camp, Abram Mlangeni and Benjamin Ramatlolo, also of Tladi Camp; Mapule Motshwana, of Orlando East, Sabata Makhanya of Mofolo South; Micky Nyame of Naledi, Solomon Seema, of Naledi Extension; Elias Theola, of Mapetla, Lessy Mosetlhe, of Moletsane; David Motseme, of Central Western Jabavu; and Benjamin Khanye, of Mapetla.

Delicate talks solve rent boycott

Special Correspondent

152 (152) (152) (152)
 News 16/9/90

VERY few people knew how delicate the negotiations were which led to the solving of the rent boycott in Greater Soweto - or what the consequences could be

The local authority and the ANC-orientated Soweto people's Delegation (SPD) have agreed to co-operate after nearly five years of boycott action. Just three months ago members of the SPD and councillors of Soweto, Diepsmeadow and Dobsonville did not even talk to each other. Now they are co-operating with the Transvaal Provincial Administration in an effort to solve Soweto's problems. Decisions are being taken by the five groups based on investigations done by a Joint Technical Committee (JTC) which they have appointed.

The great breakthrough is that for the first time Soweto leaders have accepted that people have to pay for services while local black councils and regional service councils are being recognised.

Leaders like Albertina Sisulu, Ellen Kuzwayo and Cyril Ramaphosa - who were considered to be too radical to negotiate with - now support the new proposals and are presently explaining it to the street committees in Soweto. The groups are expected to sign the final agreement on September 24.

For September an all-inclusive tariff of R55 per home is payable. From October an interim service fee of R23 a month will apply, plus 12 cents per unit for electricity consumed, with discount on a sliding scale for low usage of electricity. A working group of the Joint Technical Committee is to make proposals on realistic and affordable tariffs.

Electricity meters were destroyed on a large scale during the boycott action. In cases where accounts were delivered, the figures were often untrustworthy. Without control over costs, the use of electricity jumped sky-high and the average household was con-

suming up to four times more than a similar household in Johannesburg.

Meanwhile, the meters have been repaired and a computer system installed in the TPA's Johannesburg offices to handle bills for the three councils of Greater Soweto and Alexandra.

An important factor in the agreement is that representatives of the Soweto Civic Association will accompany meter readers on test readings. During the boycott action some of the meter readers were murdered. Soweto residents will now have to be disciplined in their use of electricity. For years electrical heaters have been used day and night, and the plates of stoves turned on to heat homes.

Electricity will now have to be used according to need and ability to pay, which should bring about savings for the councils. Eskom has been approached to launch an information campaign in this regard.

Bills to the value of R116 million as well as an amount of R399 million were written off on August 31 this year. The term "bridging finance" is misleading because these amounts are never repaid.

Instead of paying instalments on amounts in arrears, each household in Soweto will also pay an additional levy of R5 per month which will be used to form a community fund under the control of an independent trust in which all five parties will be represented.

The finance obtained through the new payment system will only cover about a quarter of Soweto's running expenditure. This is considered to be a first step to make inhabitants used to paying for services and the amount will be gradually increased.

The Soweto Council's running costs for each household averages R256 a month. With the new tariff the monthly deficit for each household will be R196.

The money for the deficit will have to be partially financed by the Central Witwatersrand Regional Services Council, the TPA and the government. In Johannesburg, 70 percent of the income comes

from property tax and profit on payments for electricity by the private sector - as well as 11 percent from public bodies. The people in Johannesburg would be paying very high tariffs if the business sector - which is supposed to serve the complete metropolis - did not make a contribution.

A joint source of income already exists in the form of regional services council levies. About 85 percent is already being paid by businesses in Johannesburg, and 77 percent of these amounts are being spent on improving infrastructure in the areas of black councils.

The five groups plan to form a Metropolitan Chamber to serve as an interim consultative forum with the aim of conducting research on proposals for non-racist and democratic approaches towards policy within the metropolitan area. The Johannesburg City Council will be invited to serve in the Chamber as the sixth institution.

The Joint Technical Committee will once again be instituted under the Metropolitan Chamber. Working groups will do research on a variety of important issues, including problems of financing local management, possibilities of a joint fiscal basis for the metropolitan area, transfer of houses to tenants, and the upgrading of hostels, services and infrastructure.

What would be the position of the TPA in this process? Firstly, it has become clear the image of the TPA has improved among black people as a result of the negotiations under the leadership of Olaus van Zyl, MEC, and the conduct of Fanie Ferreira, MEC, who chaired the meetings. Further, the TPA recently "saved" the black township at Carolina when the CP-controlled town council threatened to cut off water and electricity.

These negotiations form the framework for successful negotiations elsewhere in the region. While the boycott had been a political action in the past, it has now become a local issue. Many problems still have to be addressed, but they can be overcome through negotiations.



Evictions stalled... this could have been a possible scenario if the almost five-year rent boycott was not solved. Residents will now gradually be made used to paying for their services.

Residents threaten businesses

RESIDENTS of Huhudi township in Vryburg have threatened to ruin white businesses in the area if their demands for better living conditions are not met. The local civic association has demanded that Vryburg authorities scrap all rent arrears; make service charges affordable, provide adequate housing, electrify the township, and allocate housing sites.

The association threatened to intensify the consumer boycott of white-owned businesses, especially over Christmas until an irreversible commitment to change has been achieved. They also called on traders not affected by the boycott not to exploit residents by overcharging them.

152 Press 16/9/90

Joy as Vosloorus hostel crashes down

By ELIAS MALULEKE and Sapa

C/Press 16/9/90 152

VOSLOORUS residents rejoiced this week when the local hostel was partially demolished, but their joy was short-lived as their electricity was disconnected on Friday night, plunging the East Rand township into darkness.

Local civic association publicity secretary Keith Montsisi said it was not known why the electricity was disconnected at about 6pm.

He confirmed township residents had embarked on a rent and services boycott in May, but maintained they should have been informed of any "switch-off".

Montsisi informed the Pretoria police after the electricity was disconnected and told them there were no patrols in the town-

ship "I was concerned about what might happen in the darkness following what happened on Tuesday."

Pretoria police liaison officer Maj Steve Senegal said: "There is definitely a police presence in the area."

On Friday the Vosloorus council told police the electricity would be reconnected that night.

Residents were woken on Wednesday morning by bulldozers moving in to demolish the hostel. Vosloorus is the second township to demolish hostels after Tsakane, whose hostels were pulled down in 1985 after a bitter battle between hostel inmates and township residents.

Kagiso in the West Rand is also about to demolish its hostels fol-

lowing the council's resolution to resettle the inmates at Durban Deep Mines in Roodepoort.

The Vosloorus demolition comes after women marched to the council offices and demanded the hostel be demolished immediately. The council initially turned down their request, saying inmates had until September 21 to occupy the hostel.

Vosloorus councillor Sydwell Mofokeng said the inmates would be temporarily housed at the Nguni hostel, which has already been partly demolished to make way for family units.

However, a shortage of funds means there is still a long wait before hostels are phased out for residents of Soweto, Katlehong, and Thokoza.

Strikers 152
chased
away
claim 17/9/90
Sowetan

THE Jumbo Cash and Carry in Pietersburg, where more than 100 workers are on strike demanding the recognition of their union, is alleged to have hired a band of panga and knobkierie-wielding people from the Reef to replace the strikers.

This claim was made by Mr Lepola Mokgopi, regional general secretary of the South African Commercial, Catering and Allied Workers Union, who said management had steadfastly refused to enter into negotiations with the union.

Mokgopi claimed the men, who allegedly arrived in kombis from the Reef last Thursday, chased the workers out of the premises in full view of the customers and passers-by.

The company's acting manager, a Mr Mithethwa, refused to respond to the allegations when contacted telephonically on Friday.

"The union condemns this action in the most strongest terms," Mokgopi said.

He said such actions could lead to violence similar to the one being experienced on the Reef and in Natal - Sowetan Reporter

Samancor orders not hit by strike

8 10 4 179190
A TWO-week strike by 2 000 metal workers at Samancor had led to a production loss of about 4 000 tons of ferrochrome, MD Hans Smith said

"One of our plants, Ferrometals in Witbank, is running at 70% capacity, which means a loss of production of about 8 000 tons a month," he said

The loss amounted to about one-sixth of Samancor's total ferrochrome output and would not affect the company's ability to fill its orders

"It's not significant

"We have four months' stock," he said

The other strike-affected plant,

152
Metalloys, was running at full capacity, he said

The strikers, all members of the National Union of Metalworkers of SA, are demanding a 36% wage increase for the lowest paid workers and 15% for the highest paid workers

The company is offering 15% across the board

The union is also calling for increased job security.

Smith said the company would dismiss the strikers if an agreement was not reached

Its offer would bring the monthly minimum wage to R1 200 a month, including a housing allowance and

attendance bonus

The union, whose members represent two-thirds of the workforce at the two plants, accused the company of using "high-handed" tactics against strikers and said it would do everything in its power to protect the interests of workers

Last month Samancor reported earnings a share of 322c for the year to end-June compared with 379c for the previous 15 months

The commodities producer said it expected lower group earnings for the coming year because of bleak prospects for ferrochrome prices —
Reuter

Unions set to cancel national stayaway

Star 18/9/90 (152)

By Brendan Templeton

The nationwide stayaway originally planned for next month is likely to be called off following an agreement over amendments to the Labour Relations Act (LRA)

Representatives of unions and employers ironed out an agreement with Minister of Manpower Eli Louw at a 12-hour meeting on Friday

The accord was expected to be accepted by the Cabinet tomorrow, a Government source said yesterday

Two years of bitter strikes, demonstrations and stayaways preceded the agreement, which looks likely to be introduced in Parliament next year

Following the union-

employers accord earlier this year, the Government said these could not be implemented immediately because comment needed to be obtained from other businessmen and parties involved.

If Friday's agreement is approved, Cosatu and the National Council of Trade Unions agreed to recommend to affiliates to cancel the proposed protest action and to join a restructured National Manpower Commission — something they have refused to do for years

Although neither side was willing to give exact details until the amendments had been approved by the Cabinet, public sector and farmworkers received certain "organisational rights", Cosatu said.

Ennerdale boycott goes on

Residents of Ennerdale, south of Johannesburg, decided yesterday to continue boycotting the payment of service charges until the local management committee introduces "affordable" rates. Their refusal to

pay follows the arrest of several people after battles between police and residents last week when residents marched to the Ennerdale Civic Centre, which was later set alight. — Staff Reporter.

(152) 18/9/97

Still no queues to pay rent

Star 18/9/90 (152) (122) (123) (124) (125)
By Montshiwa Moroke

Most Soweto residents have not yet started paying rent in spite of an agreement in principle between the Transvaal Provincial Administration (TPA), the Soweto People's Delegation (SPD) and the Greater Soweto councils to end the rent boycott

This was revealed by a check at the townships' administration offices yesterday

After a 15-hour meeting in Pretoria on August 30 it was decided that township residents would pay a uniform tariff of R55 for September and from October an interim service charge of R23 a household plus electricity on metered consumption of 12c a unit

The Soweto agreement was to have been referred to various parties' constituencies for ratification and another meeting has been scheduled for September 24 for formal agreement

Comments from sources ranged

from "no change at all" to "a slight improvement" compared to the period before the latest developments

It appears to council sources that residents have adopted a "wait and see" attitude before they decide to pay because there had not been any formal agreement between the three parties

The other assumption is that people have not fully grasped the implications of what was discussed at the talks and are perhaps waiting for a mass consensus on whether to pay

The rent boycott was started in June 1986 after the Government's declaration of the state of emergency. The state of emergency was revoked in June this year

There are still no queues at rent office

The mayor of Soweto, Samuel Mkhwanazi, said "We are keeping our fingers crossed"

COMMONWEALTH STATE OF VIRGINIA
CART 71415 18/9/96 152
Employees down tools

MARITZBURG. — Services in several municipal departments here have been brought to a standstill following a work stoppage by black municipal employees. The city engineer, Mr John Robbins, said the cleansing, water purification quarry and electricity departments were affected.

1.1

PO workers challenge Bill

WORKERS in the Department of Posts and Telecommunications have started picketing various main post offices in the country in an effort to get the Post Office Amendment Bill scrapped.

They picketed post offices in Johannesburg and Pretoria.

In the Eastern Cape workers are staging a sit-in and in Durban's West Street branch, a memor-

^{Sowetan 19/9/90}
andum has been presented to officials

In a statement this week, the Post Office and Telecommunications Workers Association said workers were suspicious of the Bill and viewed it as an attempt to introduce privatisation, disguised as restructuring and rationalisation.

Potwa has sent a memorandum to the Minister of Telecommunica-

tions, Dr Dawie de Villiers, demanding that the Bill be withdrawn

The statement said workers objected to it because of the strong belief that the Bill would lead to loss of jobs, as they would no longer be covered by the Labour Relations Act for up to two years

(152)
The statement added that the Bill sought to give equal representation between management on the one hand and the unions/staff associations on the other. Potwa believed this situation would reduce the workers' bargaining strength - Sapa

Mine union in dispute threat

By Shareen Singh ~~Star 19/10/90~~ retrenchment policy applicable to all affiliates and members of the Chamber of Mines

The National Union of Mine-workers will declare a dispute with the Chamber of Mines if its draft proposal on retrenchments is not accepted by October 15, the union said yesterday.

About 4 000 miners headed by the NUM leadership and SACP and ANC leaders Joe Slovo and Pallo Jordan marched to the Chamber of Mines and Anglo American offices last Saturday to hand over the proposal.

The union plans to get a uniform

Among the wide range of demands forwarded are that

- A retrenchment fund be set up with contributions by mining houses, in respect of each worker, to be administered jointly by the company and the union, and payable to retrenched workers
- The last-in-first-out principle be used when retrenching workers
- At least four months' prior notice be given on retrenchments

Tokoza gets power cut reprieve

AN emergency payment by Alberton industrialists has averted the disconnection of the power supply to the township of Tokoza

Electricity was to have been cut off at 5 pm yesterday because of arrears owed to the supplier, the Alberton Town Council

In talks between the Tokoza Civic Association and the Alberton council, chaired by senior Transvaal Provincial Administration official Jan van der Walt, it was agreed that the deadline for disconnection be extended until September 24

The Alberton Industries Asso-

ciation has arranged for its members and others to pay R100 000 to the council to cover the cost of electricity until September 24

The civic association has reportedly agreed to advise its members in the township to start paying for municipal services and electricity immediately

The interim payment is to be R70 per month for houses wired for electrical supply, and R10 in the case of other houses

Further negotiations will also take place with a view to identifying affordable charges and deal-

ing with the community's grievances. The intention is to introduce new tariffs at the end of November

● Electricity to the East Rand township of Vosloorus was apparently switched off from 6 pm to 8 pm last night

Vosloorus residents telephoned Saturday Star last night, concerned that attacks would occur in the township during the power cut

Natalspruit and Spruitview were without electricity from Thursday

EMPLOYERS are bracing themselves for a new wave of industrial unrest following a call by Cosatu for three days of mass action including a national stayaway.

The call for mass action to pressure the government to meet demands on labour legislation and to end the

Stayaway set for October 8

intermine violence in Natal and the Transvaal, follows the second meeting of Cosatu's campaigns conference in Johannesburg, last weekend.

More than 300 delegates to the conference agreed to

hold three days of mass action — a national stayaway on October 8 and factory based protests on the following two days


The federation is planning a programme of mass marches, pickets, demon-

strations and rallies to lead up to the October action.

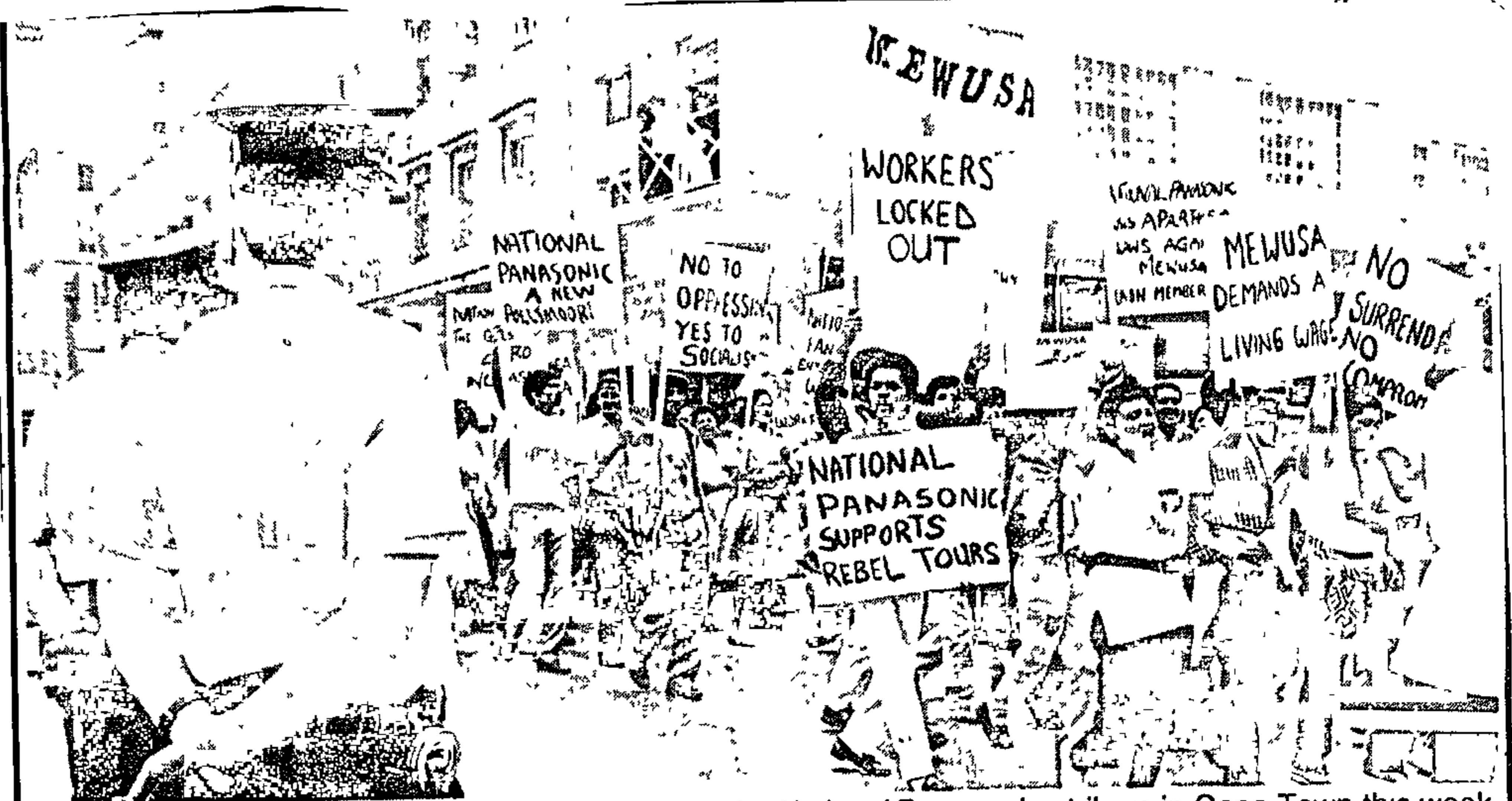
If the call is heeded, employers face losses which will run into millions of rands. **South Africa 1990** The federation's decision

to resume mass action follows an effective breakdown in negotiations between the federation and the government over the controversial Labour Relations Amendment Act (LRA). A working party was

formed at the end of June to attempt to resolve the deadlock between the two sides.

Delegates also expressed the view that the national minimum wage issue needed to be considered in the context of demands for the restructuring of the economy 

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SPIRITED: Police closely monitor a spirited march by National Panasonic strikers in Cape Town this week
 PIC. YUNUS MOHAMED

Workers lay charges against firm

AT least two charges have been laid against a television manufacturer where violence erupted last week.

A spokesperson for the Metal and Electrical Workers' Union of South Africa (Mewusa) said the union had laid two charges relating to a worker who was bitten by

a dog and another worker hit with a brick in incidents at the National Panasonic factory in Parow last week

About 40 workers and Mewusa organiser Mr Brian Williams were removed by police from the factory premises.

Williams said he intended suing the company for alle-

gations it made about him in a press statement issued to a Cape Town daily newspaper

On Monday more than 100 strikers marched through the city centre to protest against the involvement of the police in the dispute.

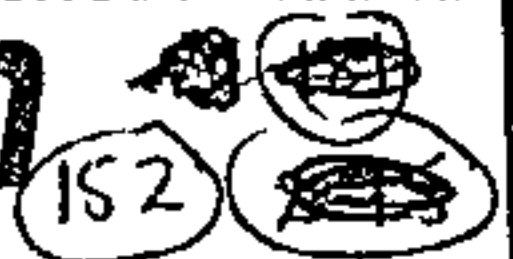
The company is meeting with the union later this

week. ^{South} 1319-176190
 A wide range of political organisations have expressed support for the strike and, according to Williams, the union intended mobilising "consumer support" for the strikers.

Community support is also being sought for about

45 Mewusa members who downed tools at the Allens Metal and Wire Company at Blackheath this week

The strike is over plant level bargaining but a Mewusa organiser said workers at the company had a range of grievances.



ig experience in a man- and three years commercial experience are necessary

BUSINESS M

Strike action looms at Nampak group

By DREW FORREST

W/Mar 14/9- 20/9/90

MAJOR confrontation is looming in the Nampak group over the issues of centralised bargaining and industrial espionage, the Paper, Printing, Wood and Allied Workers' Union warned this week. Reacting, Nampak group human resources manager Neil Cumming said conflict was neither in the interests of the union nor the group. Ppwawu national organiser Rob Rees said the union had declared a dispute with Nampak and group-wide strike action was in prospect over demands for corporate bargaining on wages and an independent, company-wide investigation into bugging of union activities.

He said another electronic bug had been found at Nampak's Transvaal Box in Industria. This followed the discovery of a bug at a plant in Rosslyn and an alleged management admission of bugging at Nampak Corrugated in Wadeville.

The dispute also concerns demands that Nampak commit itself to rebuilding defunct industrial councils in the printing and paper sectors. Ppwawu sees Nampak as a key player in the collapse of the printing council last year.

There was "fierce militancy on the ground", Rees said. Last week, 3 000 Nampak workers took part in a national stoppage of one to two hours over the central bargaining and bugging issues.

In addition, a 70-day strike was in progress at Nampak Paper in Rosslyn; workers sitting in at Printpak Gravure in Industria faced eviction, and stoppages had been reported at Box Craft in Leondale and Nampak Recycling and Nampak Corrugated in the Cape.

Nampak confirmed court action aimed at binding Box Craft workers to agreed procedures was planned for today.

Cumming said the re-establishment of the councils "was not on the cards".

On the bugging he said "The union had full access to our probe in the corrugated division. The bugging incidents are a thing of the past, and the individuals responsible are no longer with Nampak."

Departments follow setting of Venda minimum wage

Cosatu plans stayaway for October

By DREW FORREST ~~152~~ (152)

THE one-day general strike planned by the Congress of SA Trade Unions next month may be a curtain-raiser for protracted mass upheavals over the Labour Relations Act. W/M 149-10/9/90

In the wake of its campaigns conference at the weekend, Cosatu announced a stayaway on October 8 followed by two days of factory protest in working hours. A continued state refusal to meet its LRA demands would spark "follow-up action", Cosatu warned.

Manpower Minister Eli Louw was yesterday locked in last-ditch "joint working party" talks with Cosatu/Nactu and the employer body Saccola over ways of breaking the LRA deadlock and averting next month's action.

On Wednesday, Cosatu's Marcel

Golding was not hopeful of a positive outcome. But employers felt there was hope of a compromise deal on union demands, which include the enactment of the "Saccola accord", the extension of the LRA to all workers and a streamlined labour appeal system.

National Manpower Commission recommendations, which substantially coincide with the Saccola agreement, might form the basis of a compromise, they said.

Cosatu said the government had made no decisive move to meet its demands.

"We want our stayaway to be a clear signal that we are not prepared to get involved in effective talking-shops. If we go the route of negotiations, the state must be prepared to make genuine and fundamental changes."

Conduct of nurses 'disgraceful'

Nov 14/9/90

Own Correspondent

DURBAN — Peter Miller, Natal MEC for Health and Hospital Services, yesterday lashed out at the "disgraceful professional and ethical conduct" of striking nursing staff at Natal hospitals

"The Natal Provincial Administration will not be party to any efforts to bring the health services in KwaZulu to their knees," Mr Miller said, "for the simple reason that the patients and the people are our first responsibility"

Nurses were on strike

at Maritzburg's Edendale Hospital from August 31 to September 5 and at Prince Mshiyeni from September 3 to 12

Mr Miller said he believed nurses at Edendale were once again not working yesterday.

He said the reason given for the strikes was that there was a "fragmented, duplicated" health service in Natal — an issue that had to be solved at the political negotiating table, not industrial action

Mr Miller estimated that the burden of treating patients who were

diverted to provincial hospitals during the recent strikes had cost the NPA between R6 million and R10 million

He said every responsible person had to realise that health services in KwaZulu and Natal had to continue to function until a new health dispensation was negotiated

Mr Miller said the strikes were "a blot against the good name of the nursing profession"

He said in terms of their ethics nurses had to place the interests of patients above all else.

50 000 retrenched union

Star 14/9/90
By Shareen Singh

An average of 8 000 miners were retrenched every month and 50 000 had already lost their jobs since the beginning of the year, the National Union of Mineworkers (NUM) said yesterday

Another 78 000 faced retrenchment with the threatened closure of 18 marginal mines

Anglo American's Freegold mine near Welkom planned to retrench 7 800 miners soon, the union alleged. An Anglo American spokesman said discussions were still in progress with the union and no decision on retrenchments had been made

The union claimed that at Genmin mines alone 25 000 had lost their jobs this year. A company spokesman said only 12 500 jobs had been lost.

Paulus Nhnlonipo (31) told The Star he had worked at Grootfontein mine for 10 years

and received his retrenchment papers last week. He had been paid one week's salary for every year of service, which amounted to R1 540,08. Several miners who spoke to The Star said they had been employed for more than nine years.

The retrenchments have prompted a joining of forces by mine unions.

The NUM and white unions — the Council for Mining Unions and the Mine Surface Officials' Association — have held several meetings and reached agreement on retrenchments. This was the first major alliance since the unions got together earlier this year to discuss racial issues, the National Union of Mineworkers said.

About 10 000 miners plan to join an NUM-organised march to the Chamber of Mines head office in Johannesburg tomorrow.

Sasol starts to dismiss strikers

Star 14/9/90 (152)

Sasol had begun dismissing about 2 000 striking workers at the Sigma colliery after a wage negotiations deadlock with the SA Chemical Workers' Union, a company statement said yesterday.

Tracing the 14-day dispute, Sasol charged that the union had initially demanded an "outrageous" increase of 300 per cent.

After negotiations, the union dropped its demand to 258 per cent.

Sasol also said its wage offer of 20 to 23 percent was on a par with that between the union and management at its Secunda mines.

Despite this, the union had refused to end the strike.

The union has not yet commented on the dismissals — Sapa.

to put in motion

ruled by the very people who individual policemen

Now blackouts add to their woes

PATRICK LAURENCE and ABEL MABELANE visited Katlehong and Tokoza yesterday in the aftermath of another burst of fighting and as electricity to the townships was being cut off. An official acknowledged that the townships were becoming ungovernable.

The voice crackled over the walkie-talkie "We are under attack. They are attacking with petrol bombs and stones."

The commander of a police Casspir had radioed in to report that they were low on diesel. Their mission was to cut electricity off from the more than 22 000 houses in Katlehong.

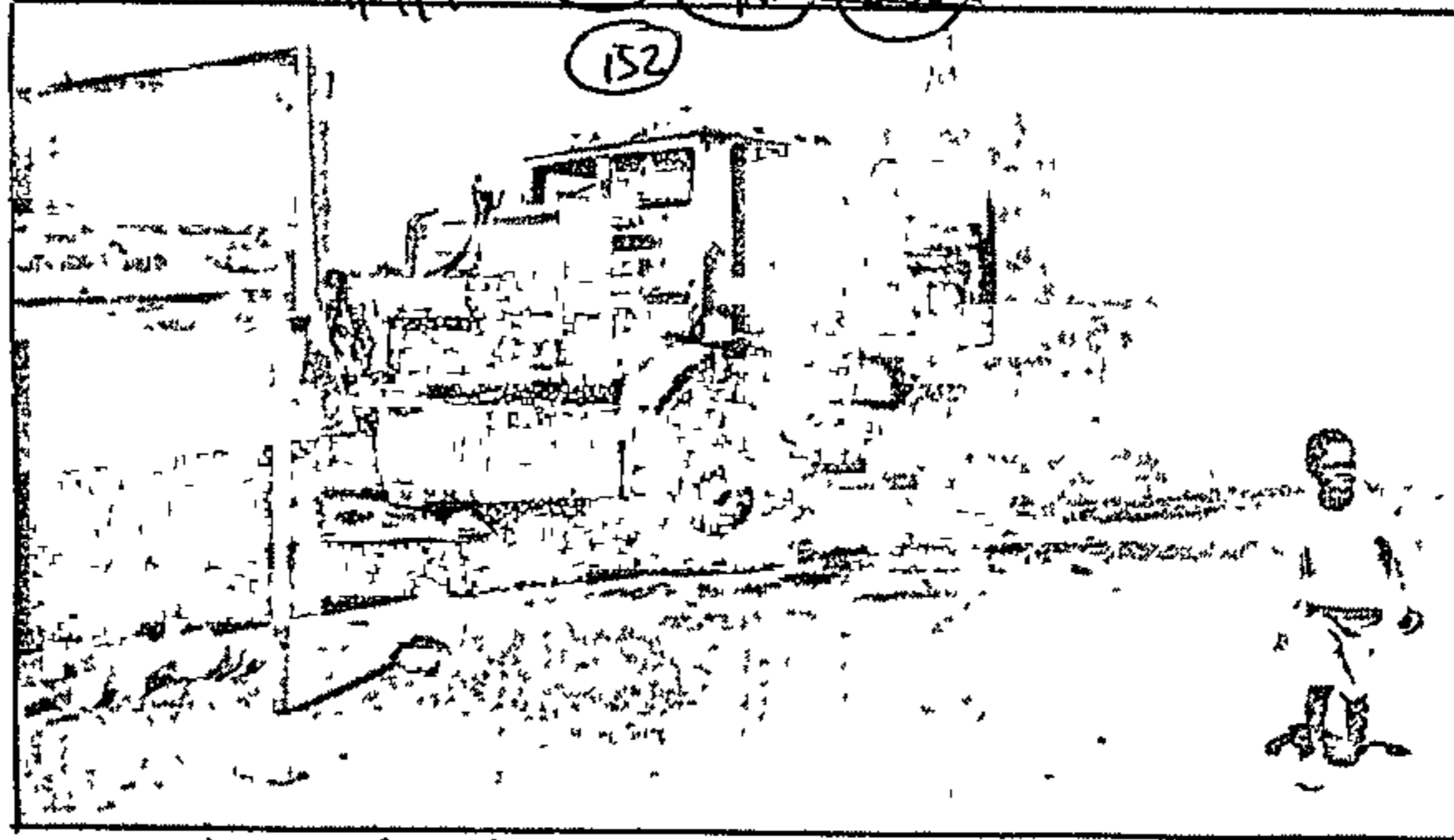
It was deeply resented by Katlehong's residents, some of whom felt angry enough to bombard the Casspir with Molotov cocktails and rocks at the risk of being shot.

The commander wanted to know whether there was diesel at the Katlehong Town Council headquarters.

Town clerk Fanie Mare responded calmly to the commander's question. He picked up one of three telephones and spoke to a town council official. Diesel was clearly in low supply.

Mr Mare spoke into the walkie-talkie, advising the commander to try his luck in neighbouring Vosloorus. But, he hastened to assure the police officer, he would make a plan if Vosloorus could not help.

The decision to cut off electricity had been taken in an



A young boy runs from the burnt-out wreck of a truck during recent mayhem at Vosloorus on the East Rand. © Picture: Herbert Mabuza

attempt to persuade Katlehong residents to pay their bills for electricity and refuse removal.

The town council bought electricity from Eskom. It was unable to pay because of the refusal by householders to meet their bills. The town council owed Eskom R4 million. Its debt for refuse removal stood at R500 000.

Trouble

Mr Mare calmly recited the facts of the situation. The cigarette in his hand was the only visible concession to the strain of trying to administer a township without funds and in the midst of sustained and repeated violence in its streets.

Katlehong, with an official population of about half a million and situated on the outskirts of Germiston, was seemingly quiet for the mo-

ment. It is, however, one of the main trouble spots in the violence sweeping townships around Johannesburg.

The signs of violence which were devastating Katlehong were everywhere: boulders lay across its streets, reminders of the barricades that had made the township impassable only the day before; soldiers manned roadblocks at entrances to the township; burnt-out cars added a surreal dimension to the urban landscape, and Katlehong residents, wary of strangers, kept to themselves.

Mr Mare admitted frankly that it was a bad time to cut electricity. "It will definitely cause an increase in the crime rate," he said. Streetlights, once thought to be the answer to township violence, were not excluded from the cut-off.

But, Mr Mare argued, if the

town council waited longer, the situation would become worse — they would have to cut off electricity totally instead of keeping it flowing to indispensable services, such as those provided at the Natalspruit Hospital.

The office of the Tokoza administrator was dim. Electricity had already been cut off, even to his office.

Squeezed

The administrator, Gert Muller, told a similar tale. Tokoza bought its electricity from the Alberton Town Council. Tokoza's bill now stood at R1,5 million. Alberton, which was being squeezed by Eskom, was demanding payment. Tokoza could not afford to allow the debt to grow.

Last-minute negotiations between the Transvaal Provincial Administration, Mr

Muller and the Tokoza Civic Association (TCA) had failed to end the deadlock. The TCA had offered a flat payment of R30 a month from each household in return for a decision to write off the accumulated debt and to reconnect electricity supplies.

Local-government chief director J J van der Walt rejected the proposal outright. He mentioned a compromise figure of R70 a month in return for raising a bridging loan to cover the R1,5 billion debt and reconnecting the electricity.

No agreement was reached, however, and the electricity supply was cut. It made little difference to the squatters of Phola Park, on the edge of Tokoza, who don't have electricity.

Their minds were on more fundamental matters: their lives and, after that, their possessions. A long stream of people moved steadily out of Phola Park to friends in Tokoza.

They had been raided the night before by "Inkatha". People had been killed and shacks burnt down. They alleged that "Inkatha" — a reference to Zulu migrant workers in hostels in Tokoza — were assisted by police.

They had no faith in the police, yelling "Inkatha! Inkatha!" at a Casspir as it approached. "Only God saves us here," a man said. "Inkatha is using rifles and we only have sticks."

In Katlehong and Tokoza, sewerage pipes were blocked and sewage spilt into the streets sporadically.

"The townships are becoming ungovernable," an official remarked after he had been assured of anonymity.

82-14/11/70

Electricity restored in 2 townships

By Claire Robertson
and Abel Mabelane

Hastily convened meetings between residents and local authorities led to the partial — and temporary — restoration of electricity in two blacked-out East Rand townships yesterday.

At one of the meetings the Tokoza Civic Association was given until 5 pm today to find more than R2 million — or the blackout begun in the township yesterday would continue.

Electricity to Tokoza and violence-wracked Katlehong had been cut yesterday in an effort to force residents to resume rent and service payments.

Guarantee

In an unprecedented agreement reached between Tokoza local authorities and residents yesterday, it was settled that power would be restored between 8 pm last night and 5 pm today — when Alberton City Council, the bulk supplier of electricity to Tokoza, wants either a guarantee or a cash cheque for R2,2 million, the amount owed to it.

Eskom has offered to pay for today's power to Tokoza, East Rand regional director of the Transvaal Provincial Administration Piet du Toit said today.

At the Tokoza meeting between a delegation of the Civic

Association, members of the Tokoza council and representatives of the TPA yesterday, it was also agreed that residents would be asked to resume rent payments at R60 a month.

Power was cut in Katlehong and only partially restored today, according to witnesses and local church officials.

In some parts of the township the towering high mast lights were also affected by the cuts.

The partial restoration of power in Katlehong followed a meeting between the local African National Congress branch and the Germiston Chamber of Commerce yesterday, after which the Chamber approached Eskom to have street lighting in the township restored.

Katlehong ANC spokeswoman Bertha Gzowa said the ANC had left the matter in the hands of the Chamber and was hoping that full electricity would be restored by today.

The President of the Witwatersrand Council of Churches, the Rev I E Thlooe today condemned the black-out in the violent township as showing a "total disregard for the safety and welfare of the people of Katlehong".

One Tokoza resident contacted by Sapa yesterday greeted the restoration of power last night with the words "Now we can see who is killing us".

● More reports — Page 13.

Sasol fires striking workers

SASOL dismissed 2 000 striking workers from its Sigma colliery, company spokesman Jan Krynauw said yesterday.

Krynauw said the workers — members of the SA Chemical Workers' Union (Sacwu) who have been on strike over wages for two weeks — yesterday failed to respond to management's return-to-work deadline.

The union was told on Monday that its members had to end their industrial action by 2pm yesterday.

Krynauw said production at the colliery was seriously affected. However, Sasol 1 — which receives its coal from Sigma — has not been hit by the strike.

Dismissed workers had one week to reapply for employment. Sasol would re-

MATTHEW CURTIN

ruit new workers if this deadline was not met. *BIDM 1419190*

Union officials said on Monday they believed the coal stockpile at Sigma was running low but said they would continue their strike for a 300% wage increase.

The company has offered wage increases of between 20% and 23%.

The union was not available for comment yesterday.

Sasol had an industrial court declaration that their dismissal of 1 000 strikers in October 1987 was an unfair labour practice overturned in June this year. The union is applying to the Bloemfontein Supreme Court for the right to appeal.

Cosatu plans stayaways

CAP-T 7/17/83 11/19/80
JOHANNESBURG. — Cosatu is three days of "mass action" — a one-day stayaway on October 2 and two days of "factory-based action" on October 9 and 10. The decision was taken at the weekend by 300 Cosatu delegates from affiliates and regions. Cosatu said this was a result of the government's "refusal to meet Cosatu's demands on labour legislation and to pressurise the government to take effective action to end the violence". — Sapa

TV factory troubles

By CHIARA CARTER
MEMBERS of the Metal and Electrical Workers' Union of South Africa (Mewusa) have been interdicted from activities which could cause damage to employers and property at National Panasonic in Parow.

About 250 workers were locked out at the factory this week.

The company claims that workers have been involved in acts of violence including stone

throwing and assault.

Meanwhile, Mewusa organiser Mr Brian Williams has laid a charge of attempted murder at the Ravensmead police station in connection with a car which drove out of the National Panasonic company gates at high speed on Tuesday morning while workers were gathered outside.

Bitten

Williams claims the car drove directly towards him.

Ms Edna Sherike, one of the workers locked out, was bitten by a security guard's dog, also on Tuesday morning.

National Panasonic claims workers threw stones at cars.

South 6/9 - 12/9/90
"We are worried that a situation which will result in further violence is developing at the factory," Williams said.

He claimed that a "siege situation" existed at the factory, saying the company was using armed guards and had called in the police on Monday.

National Panasonic has confirmed that it has instituted a "legal lockout" and union members are not being allowed onto the premises.

Settlement

A company spokesperson said the move followed a deadlock in annual wage negotiations, after which all dispute-settlement procedures including mediation were exhausted.

He said the company had reached a settlement with about 280 hourly-paid employees but not with the union.

"We trust that the lockout will encourage Mewusa members to accept the company's offer and that the situation will return to nor-

mal soon "

According to Mewusa, about 270 workers are presently locked out. Williams alleges that the lockout is an attempt to "break the union" and is part of a wider attempt by Barlow Rand and other companies to undermine unions.

Sinister

Describing the lockout as "sinister", Williams said the move was not productive in terms of improving labour relations at the plant which last year experienced the longest strike in the country.

A Mewusa shopsteward said workers were not given prior warning of the lockout and were "astonished" when they arrived at work and found the gates closed.

He said the company was using the LRA against workers. Workers regarded their demands as reasonable and were particularly unhappy about managements proposal to change the disciplinary code.

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Cosatu calls for stayaway

Sowetan 12/9/90
COSATU is to embark on three days of "mass action" - a one-day stayaway on October 8 and two days of "factory-based action" on October 9 and 10 - the trade union federation announced on Monday.

A *Sapa* report issued on Monday, which appeared in *Sowetan* yesterday about a Cosatu call

for a stayaway incorrectly gave the date as October 2.

According to a decision taken at the weekend by 300 Cosatu delegates, the decision was a result of the Government's "refusal to meet Cosatu's demands on labour legislation and to pressurise the Government to take effective action to end the

violence" (152)

"We see a close link between the violence and the refusal of the State to meet our demands on the Labour Relations Amendment Act," Cosatu said.

Extended

Among the demands were that the LRA should be extended to farm-workers, domestic workers and public sector workers, labour legislation must have the support of workers before it went to Parliament; a "fairer, quicker and cheaper labour appeal system" should be legislated.

Star 12/9/90

NS

E Rand power cuts loom

By Therese Anders
and Abel Mabelane

The electricity supply will be cut off in Tokoza and Katlehong tomorrow, according to notices issued to residents yesterday.

Pamphlets warning of the power cuts in the township were dropped by helicopter

The notice said "As a result of your five-month rent and service charge boycott, it has become inevitable that the provision of essential services by the council can no longer be rendered. The funds of Katlehong are now exhausted"

Tokoza administrator Gert Muller said power would be cut at 7 am tomorrow. He said Tokoza owed the Alberton City Council R1,5 million in electricity bills.

Mr Muller said the Alberton City Council had agreed that

power would be restored if residents could pay the average daily usage of power

He said various community organisations such as the ANC, the civic association, the taxi association and the local chamber of commerce had been invited to a meeting with the council today in an attempt to avert the power cut

● According to ANC regional secretary Joe Nkuna, many eastern Transvaal township residents are loath to begin paying their service accounts because of councillors' previous records of corruption

Mr Nkuna has urged the Transvaal Provincial Administration to step in quickly and appoint administrators in all townships throughout the eastern Transvaal

He was commenting on why many township residents were

still not paying, although the rent and services boycott was called off on August 31

All service payments are to be made before September 17, yet The Star has been told that in KwaGuqa (Witbank), Mhluzi (Middelburg) and Wesselton (Ermelo) there has been little or no response.

In KwaGuqa, the TPA appointed three councillors as administrators several months ago

It has subsequently been discovered that these were illegal in terms of the Black Local Authorities Act

● The Mamelodi People's Delegation and the local city council are due to meet tomorrow to discuss the rent issue in the township

Suggestions from both parties will be submitted to the TPA for consideration

● The Kimberley City Council has announced that water and electricity services to the nearby Galeshewe township will be cut from September 18, prompting township mayor Taolo Bosvark to appeal to residents to start paying their rentals and service charges arrears

Mr Bosvark said residents had been boycotting rent and services charges since March this year, and they now owed about R6 million to Kimberley Town Council

He said it was not his council's intention to cut services, but since the suppliers were intent on doing this there was nothing the council could do

If residents started paying by September 18, they might be able to convince the town council not to proceed with a switch-off, the mayor said

Switch-off catches residents unawares

152

Star 12/9/90

By Musa Mapisa

The disconnection of water and electricity in Tumahole township near Parys on Monday has changed the lifestyle of the 40 000 residents

Parys Town Clerk Joop Ferreira said the disconnection had come about because residents had not paid their bills for three months

Buckets

The township now owed the council about R235 000

Mr Ferreira said the decision to cut services was strictly a business matter, not a political one.

Women who had forgotten to store water before leaving for work

yesterday were seen in the afternoon moving in streets with buckets on their heads

After touring the township, The Star team stopped at a supermarket to buy cold drinks. They were warm

The stench of rotting meat hung heavily in the air.

One customer was buying candles, while a small boy struggled out of the shop with a five-litre container of paraffin.

Some residents, like the Modise family, were using gas for cooking and lighting

Music could be heard from their home. It came from a battery-operated hi-fi set

Cosatu plans stayaway

MATTHEW CURTIN

COSATU will organise a one-day national stayaway as part of three days of mass action from October 8 to 10 to protest against government's refusal to meet its demands on amendments to the Labour Relations Act (LRA).

A Cosatu spokesman said yesterday the stayaway on October 8 would be followed by two days of factory-based action.

This action was decided upon by 300 delegates at the Cosatu Campaign Conference held in Johannesburg at the weekend.

The spokesman said the government had made no decisive moves to meet Cosatu's demands put to the LRA working committee.

The committee — consisting of representatives from the National Manpower Commission, the Manpower Department and Cosatu, Saccola and Nactu (CSN) — was commissioned by President FW de Klerk to break the deadlock which arose from the failure to promulgate aspects of the CSN accord in LRA

amendments this year. Cosatu set a 30-day deadline, now past, for government to meet its demands that the CSN accord be legislated, the Act be extended to farm and public sector workers and a more efficient labour appeal system be legislated.

The spokesman said in these circumstances the conference "had no alternative" but to sanction mass action.

Effective (1400) (152) (100)

He said Cosatu also saw a close link between the recent spate of township violence and government's refusal to meet its demands on the LRA, as both were attempts "to undermine democratic organisation and working class unity".

Cosatu hoped, through mass action, to put pressure on government to take effective action to end the violence.

A 10M 11 9 1990

cl from 9/9/90
**Bid to
end rent
boycott
in Vaal**

THE Vaal Civic Association and the Vaal African Chamber of Commerce will meet the Le-ko-a City Council this week in a bid to resolve the rent-and-service-charges boycott.

The council announced it would attempt to persuade the Vereeniging Town Council and Eskom not to disconnect the electricity supply to Sharpeville and other townships within the council's jurisdiction.

This week the TPA said steps to cut off water and electricity supplies would be taken by the Black Local Authorities -- which are autonomous bodies over which the TPA has no say and thus cannot prohibit or order to cut off bulk supplies.

Students sit-in

c/press 9/9/90

(152)
(151)

■ From Page 1

congress of the Azanian Students' Movement (Azasm) – the student wing of Azapo.

Also, Azapo members went into closed session in downtown Johannesburg to discuss the possibility of President F W de Klerk extending a formal invitation to peace talks

Azapo leadership, including president Dr Jerry Mosala and deputy Dr Aubrey Mokoape, had flown to Johannesburg earlier to discuss suggestions made by Dutch, German, US and British diplomats regarding the talks.

As their black and gold flag flew

with its stark red star in the centre, pupils and students from throughout the country chanted and sang liberation songs as they entered the complex

Azasm publicity secretary Siphosiso Maseko said. "This is a historic gathering because it comes at a time when students have to act decisively in shaping the future of the education system and their country"

The congress is scheduled to deal with the impending matric examinations, abuse of drugs among pupils and how the question of negotiations will affect black students and pupils

Metalworker 8004 11/9/90 strike still unresolved

By Shareen Singh

A major wage strike at Samancor's Ferrometals and Metalalloys plants involving 2 000 workers has entered its 14th day.

The National Union of Metalworkers said 1 000 workers at Ferrometals in Witbank, and 1 000 at Metalalloys in Meyerton, had struck for higher wages.

Workers were demanding an across-the-board increase of R1,41 an hour, a R300 housing allowance, job security and time off for shop stewards.

At the time of the deadlock, management was offering 59c at the lower grades and R1,41 at the top.

About 30 strikers have been picketing outside the company's head office in Johannesburg since last Tuesday.

At Ferrometals, workers have been sleeping at the plant since the strike started.

The union said management, at a meeting with union officials on Thursday, had threatened to call the police to evict strikers.

A management spokesman denied this, saying the strike was disciplined, with no major cases of intimidation.

A meeting between the parties on Thursday failed to resolve the dispute but further meetings were being planned.

...coup against the Government."

...government was conducting a war against his followers and

...condoning violence or of failing to control supporters. — Sapa.

NUM-De Beers agreement averts strike

By Shareeh Singh

A strike was averted yesterday after the National Union of Mineworkers (NUM) and De Beers reached a settlement on wages and working conditions.

Workers will receive increases ranging from 16 percent for skilled members to 17 percent at the lowest levels.

The agreement raised the minimum wage from R653 to R765 a month.

Improvements to shift, field and other allowances formed part of the agreement.

● At Duvha Opencast Services in Witbank, about 300 workers have been on strike for more than two weeks.

● About 15 000 miners at Rustenburg platinum mine will start balloting this week after pay talks reached deadlock.

● The NUM is preparing a strike ballot for its 7 000 members at Goldfields' Libanon mine over a dispute arising from the disappearance of a mineworker.

LIQUOR STRIKE FIM 719190

BACK TO WORK

The liquor industry strike — lasting almost seven weeks and involving 3 200 workers — ended last week when the National Union of

FIM 719190

Wine, Spirits & Allied Workers accepted a revised wage offer

The decision to return to work was announced last Monday. Workers at Distillers Corp and Stellenbosch Farmers' Winery plant in Wadeville were given two days' paid leave before returning to work — mainly so that casual labour could be phased out, according to union president November Nkosi.

In terms of the final offer by the Wine & Spirits Industry Employers' Association, there will be weekly wage increases of between R33 and R40 for the lowest and highest grades. Workers in grade 1 and grade 6 will now receive monthly wages of R905 and R1 470 respectively. The union's final demand had been for a R40 across-the-board increase for all grades. Other terms include

The working week reduced from 45 to 44 hours,

Women workers to be granted 12 weeks of maternity leave at 15% of salary, in addition to guaranteed job security, no break in service and "clinic leave"

Fathers to be given two days of paternity leave on the birth of a child, and

Improvement in retrenchment benefits

In its letter of acceptance, the union demanded that employers terminate the contracts of casual "scab" labour at affected plants, and asked that companies ensure that middle and floor management do not "provoke members regarding their strike action"

Employers (Stellenbosch Farmers' Winery, Distillers Corp, Gilbeys, Union Wine, Douglas Green and Henry Tayler & Ries) and the union still have to agree on an implementation date of the terms of settlement

Star 7/9/90

Nampak workers in brief work stoppage

(152)

Staff Reporter and Sapa

Nampak plants were hit by a stoppage yesterday involving more than 3 000 workers

A spokesman for the Paper, Printing, Wood and Allied Workers Union said workers at 20 plants had downed tools, demanding centralised bargaining and the reinstatement of a dismissed shop steward

Workers downed tools for between one and two hours. At some factories there were sit-ins

Another demand stems from an incident in which workers found a bugging device at the Nampak plant in Rosslyn, Pretoria

At the plant in Wadeville, Germiston, management confirmed that union offices had been bugged

The union has demanded that the company disclose the names of all paid informers as well as the names of the security companies hired to do the bugging. This had been refused

The union spokesman claimed that Nampak had tried to contain the "bugging" dispute in its corrugated division, arguing that the section had been plagued by management corruption for the past two years.

Certain former members of Nampak management were involved in legal proceedings regarding allegations of fraud, he said

The company had indicated it would speak to the union only at plant level — in line with established agreements on bargaining forums

Cosatu plans three-day stayaway on LRA

COSATU plans to call for a three-day stayaway in October to protest against the slow progress being made by the Labour Relations Act (LRA) working committee, a Cosatu official said yesterday.

Lisa Setfel said Cosatu's central executive committee will recommend to a conference this weekend that the federation organise the stayaway.

She said Cosatu believed government was stalling attempts to reach consensus on the LRA and only by resorting to mass action would Cosatu revive the negotiating process.

The LRA working committee — consist-

MATTHEW CURTIN

ing of representatives from the National Manpower Commission, the Manpower Department, and Cosatu, Saccola and Nactu (CSN) — was commissioned by President F W de Klerk to resolve conflicts which arose from the failure to promulgate aspects of the CSN accord in LRA amendments this year.

The Manpower Department has begun drafting new LRA amendments, but no details are available yet.

The working party is waiting for the inclusion Bill and a Cabinet decision on the inclusion

of union proposals on the rights of public sector employees and their unions to organise.

Manpower director-general Joel Fourie said the new Bill should defuse tensions surrounding the LRA dispute and make Cosatu's planned action unnecessary.

Setfel said the stayaway would take place from October 8 to 10, preceded by mass marches at the end of September if demands were not met.

She said the closed conference at Wits University would be attended by 300 delegates from Cosatu affiliates.

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Work stoppages at Nampak

MATTHEW CURTIN

MORE than 3 000 Paper Pulp Wood and Allied Workers' Union (Ppwawu) members took part in work stoppages at 20 Nampak plants nationwide, the union's national organiser Rob Rees said yesterday

Rees said a strike by union members at Nampak's Rosslyn paper plant would enter its second week today.

He said the industrial action was taken in protest against Nampak's opposition to centralised bargaining — in line with the Cosatu campaign in the Barlow Rand group — and at the company's use of bugging devices to monitor union meetings

Rees said Ppwawu intended declaring a dispute with Nampak over these issues today, as well as notifying management of a new wage demand for a R3 an hour, across-the-board increase to bring minimum rates to R8 an hour.

Management at Nampak's Wadeville and Rosslyn corrugated plants acknowledged union meetings were bugged.

Last week Ppwawu claimed the company had also employed "trained informants" at Wadeville.

Rees said Ppwawu was satisfied with a company investigation of the bugging inci-

dent at Rosslyn, but shop-floor resentment was running high with fears that bugging was not confined to Nampak's corrugated division

Nampak human resources manager Neil Cumming yesterday downplayed the extent of the industrial action

He said he was aware of only six hour-long stoppages by employees at six of Nampak's more than 100 plants

Cumming said production was hardly affected and he understood the principal grievance was on the decentralised bargaining issue

The bugging incident was now "dead" and the two managers at Rosslyn responsible were no longer with the company, he said

Cumming said he felt the union was taking advantage of the wider problems at Nampak — police are investigating an alleged over-invoicing fraud at Nampak which, market sources say, could run into millions of rands

Rees tagged this suggestion 'dishonest'.

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Workers cleared on trespass and strike charges

By DREW FORREST (152)

NINETY-TWO workers facing the unusual charge of staging an illegal strike were this week acquitted in the Krugersdorp Magistrate's Court.

The former employees of German multinational Autoflug SA were also cleared on trespass charges arising from a sit-in at the plant in March, according to the National Union of Metalworkers.

The union said five workers who resigned from the union had been convicted after pleading guilty. It claimed management paid their fines.

In terms of the Labour Relations Act, strikers who fail to follow laid-down procedures can be prosecuted. With the rise in illegal strikes in the post-Wiehahn period and greater official tolerance of strikes, such cases have become rare.

According to Numsa, the strike erupted after the company's disciplinary code was not applied to a non-union member.

The union said it would approach Autoflug to pay workers for the time they spent in court. Workers would also seek compensation for their night in jail.

1 21/11/90 719-1319190
Stayaway looms 152
**after government
response to LRA**

By DREW FORREST ~~150~~ ~~11/11/90~~

A MASSIVE three-day stayaway is looming next month following an "unsatisfactory" government response to demands on the Labour Relations Act.

A final decision on the stayaway, provisionally set for October 8 to October 10, is to be taken by 300 delegates at a key Cosatu campaigns conference in Johannesburg this weekend. Delegates will also decide on whether to launch mass marches on September 29.

The decision was deferred pending a government response to demands for interim changes to the LRA. Cosatu has demanded the enactment in the next parliamentary session of amendments based on the "Saccola accord", a separate Bill extending the Act to all workers and restructuring the Labour Appeal Court. It also wants recognition and organising rights for public sector unions.

Cosatu campaigns co-ordinator Lisa Seftel said a satisfactory state response had not been received.

The recent government announcement that the Commission for Administration and the Department for National Education are to negotiate with representative state sector unions on a new labour dispensation for the public service falls far short of Cosatu's demands.

It is also understood that in redrafting the Bill based on the Saccola accord, the Manpower Department is seeking changes to the unfair labour practice clause. The major feature of the accord is its proposed reversion to the pre-1988 definition.

Arguing that the "joint working party" talks on the LRA, involving the state, Saccola and Cosatu/Nactu, have been unproductive, Cosatu is understood to have proposed one further meeting of the forum.

The Cosatu conference is also expected to produce recommendations on a proposal of a R700 national minimum wage, the closed shop and whether strikes should be curbed in essential services. Fierce controversy is expected over the minimum wage, which at least one major affiliate opposes.

Edendale
nurses' ^{17/6/90}
strike ends ^{6/19/90}

MARITZBURG. — The crippling strike at Edendale Hospital near Maritzburg has been resolved, with nurses agreeing to return to work immediately.

The strike at the Prince Mshiyem Hospital in Durban had not been unresolved by late last night and negotiations are to continue today.

The Kwazulu secretary for health, Dr Darryl Hackland, said agreement was reached with the nurses at Edendale Hospital last night and would apply to all nurses and general assistants employed by the Kwazulu Department of Health.

In terms of the agreement, nurses and general assistants are to be refunded in a lump sum the overpayments on allowances which were deducted without warning from their salaries. The overpayments are to be recovered in monthly deductions until March 1991.

INCREASES

The authorities have also undertaken to implement by September 15 the promised pay increases that will bring Kwazulu nurses and general assistants' salaries in line with those of nursing staff in the rest of the country.

It was also agreed that Edendale Hospital staff members who failed to return to work by tomorrow would have to appear before the hospital administrator to explain their absence according to the usual conditions of service. — Sapa.

Health strike at Edendale resolved

MARITZBURG

152 6/9/80
The crippling strike that nearly brought Natal's health service to its knees was resolved at Edendale Hospital near here late yesterday afternoon when nurses agreed to return to work immediately.

But late last night the strike at Durban's Prince Mshiyeni Hospital was unresolved, and basic services were being provided at the hospital by a skeleton staff.

Negotiations will continue today.

KwaZulu Secretary for Health Dr Darryl Hackland said last night that the agreement reached with the nurses at Edendale Hospital would be applicable to all nurses and general assistants employed by the KwaZulu Department of Health. — Sapa

Cillie strike inquiry hears of bribes for merit awards

Pretoria Correspondent

A teddybear, cake and several bottles of brandy are alleged to have changed hands in return for merit awards at the Ga-Rankuwa Hospital, the Cillie Commission has heard.

The commission is investigating the causes and consequences of strike action at the hospital in April this year.

A senior clerk and a member of the Ga-Rankuwa Hospital's workers' committee, Ernest Mothabela, testified yesterday he had seen colleague Thomas Mayambo carry cake and a container into the office of the senior administration clerk, H Swanepoel.

When asked what was in the container Mr Mayambo said it held brandy and juice which he was giving to Mr Swanepoel because the senior administration clerk had promised him a merit award.

Mr Mayambo received a merit award along with several other clerks a week later, said Mr Mothabela.

Earlier, another member of the workers' committee, Jerry Ndlovu, testified that Mr Mayambo had "bought" himself the merit award with a teddybear and some money.

Mr Swanepoel's legal representative, C H Fourie, said his client

would deny any allegations of bribery arising from the presentation of merit awards.

He put it to Mr Mothabela that he had got his times mixed up and that Mr Mayambo was celebrating already having received the award.

Both Mr Swanepoel and another official — deputy-director, administration, A J Boshoff — have been accused of being racists who bullied their subordinates.

The Transvaal Provincial Administration's refusal to suspend the two officials pending an inquiry into their conduct is alleged to have sparked the strike.

The hearing continues

5/21/87 152

Teachers begin chalk-down until electricity is installed

By Karen Stander,
Education Reporter

Fed-up teachers at Mid Ennerdale Primary School have embarked on a "chalk down" strike in support of demands that the school be renovated and supplied with electricity.

The strike, which began on Thursday, is to continue until teachers have been given a date when the work on the school will begin.

The campaign is being supported by parents, who plan their own demonstration in the form of a sit-in at the regional offices of the House of Representatives' Department of Education and Culture from tomorrow.

A parent told reporters that it had been suggested at a par-

ents' meeting at the weekend "that we should burn down the existing building because that is the only way we'll get a new school."

Since 1982, parents and teachers have been asking the department to make improvements to the 33-year-old school, including electrification, replacement of the sewerage system and additional accommodation.

They have been told since 1985 that upgrading of the school had been placed on the department's list of top priorities, but they have since seen little progress.

There have been several break-ins at the school, but a burglar-alarm system cannot be installed without electricity.

ANC puts
stop to
stayaway

Own Correspondent

DURBAN. — The southern Natal region of the African National Congress has announced that there will be no organised stayaway on Thursday in protest against the country's security legislation

The decision has been welcomed by politicians and businessmen.

Last week an ANC spokesman in Johannesburg hinted that there might be a stayaway as part of a nationwide campaign of demonstrations against the security laws under which a number of activists have been detained

● The Chatsworth recruitment committee of the ANC said yesterday that it would proceed with a placard demonstration on Thursday

Top-level bid to stem wave of SA strikes

ARGUS 21/8/90 (152)

From DEREK TOMMEY
The Argus Correspondent

JOHANNESBURG — Senior Cabinet ministers have been meeting ANC and other black political leaders in a bid to warn them about the effect the wave of strikes is having on the economy and on foreign and local confidence.

Minister of Finance Mr Barend du Plessis is reported to have spent two hours with an ANC leader last week discussing economic matters and the effects political actions are having on business activity and hopes for future prosperity.

The meetings have come after mounting calls from commerce and industry to the government to use its influence to avert strikes.

Some firms claim the strikes are threatening their existence, and others that they are frightening away badly needed job-creating foreign investment.

Free enterprise

Mr Du Plessis warned recently that wages and salaries had been increasing much faster than productivity.

He said employers and employees had to understand that the economy could not grow unless there was increased productivity or unless wage demands were arrested.

He urged employers and others in positions of authority to explain to workers the link between productivity and remuneration.

This should be explained because there were millions of South Africans

who had not yet experienced the benefits of free enterprise and private property ownership, he said.

An indication of the seriousness of the wave of industrial unrest is given by Mr Johan Louw, Sanlam's chief economist, who says that probably more than 1,2 million man-days (the number of people on strike multiplied by the number of days they are away from work) were lost through strikes in the first half of the year.

This was more than three times the figure in the same period last year.

Writing in Sanlam's latest economic survey, he says: "Particularly worrying is the sharp increase in the duration of the strikes and the growing measure of violence and loss of life."

Mr Louw says the effect of the strikes is being felt throughout the economy.

He warns that they could intensify the economic downturn and lead to further unemployment and an increase in unrest.

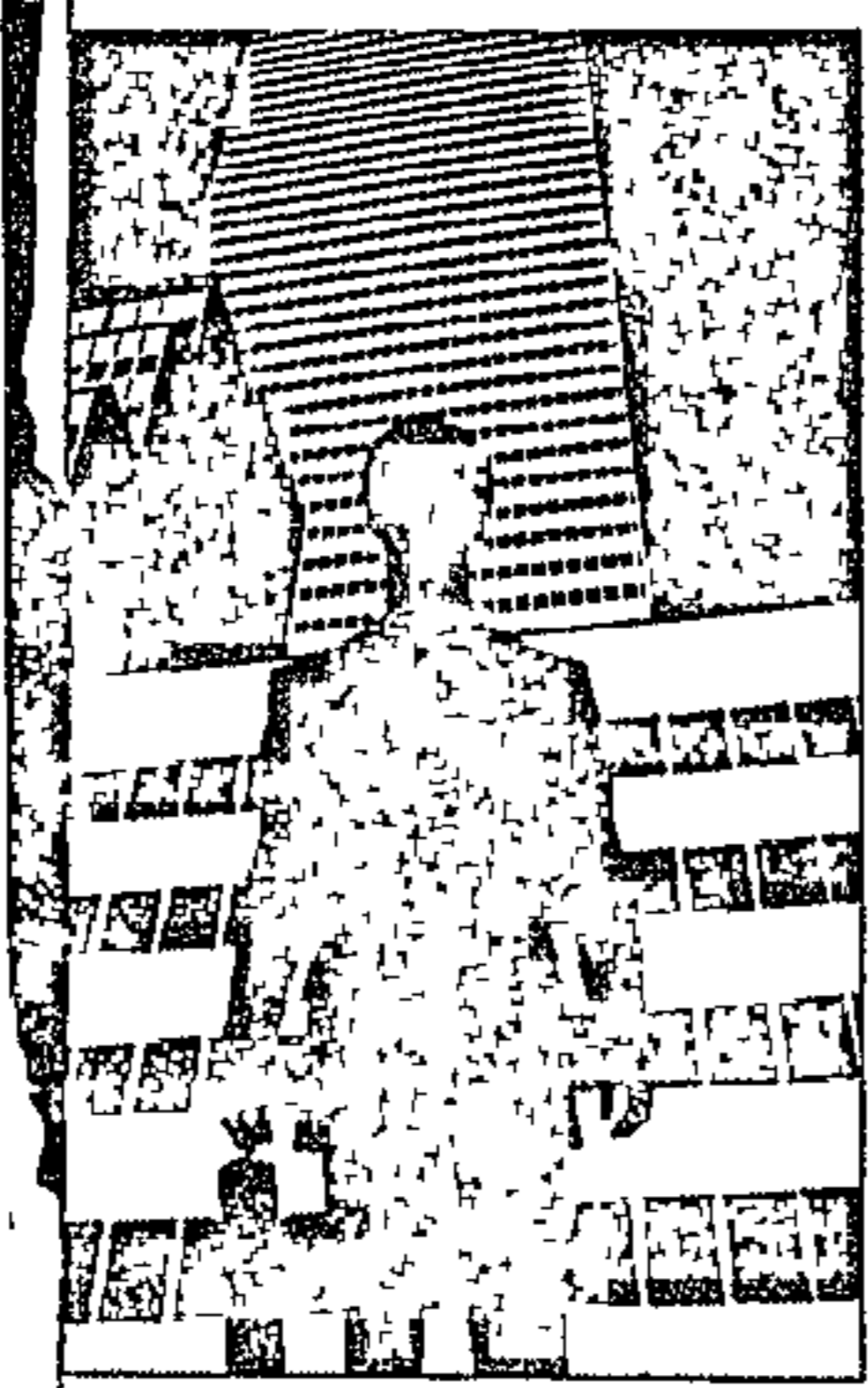
He says the strikes are inhibiting attempts to reduce the inflation rate and are affecting the external value of the rand.

"Excessive demands"

"Wage demands which have no relation to productivity reduce the country's ability to compete in international markets and curb the ability of the economy to provide jobs.

"Excessive wage demands by trade unions (which only look after the interests of their members) may enrich their members, but hamper the creation of additional jobs.

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Cape Times
21/8/90

Union members vow to boycott ballot

Staff Reporter

MEMBERS of the Transport and Omnibus Workers' Union (Towu) have vowed to boycott a ballot to determine union representation at the Arrowgate and Philippi depots of City Tramways

Towu chairman Mr Joe Sineke said the "sweetheart Transport and General Workers' Union (TGWU) can have a ballot among themselves"

"You are having a good time — carry on," he said, and agreed to appoint a member to help process proof of union membership.

The ballot announced yesterday by City Tramways managing director Mr B W Gie followed pressure from the Cosatu-affiliated TGWU, whose members staged a one-day strike last week in a bid for recognition as the majority union

TGWU regional secretary Mr Nic Henwood said union representatives met City Tramways management yesterday

"If Towu believe they are the majority, they should be confident that the ballot will demonstrate that," he said

Mr Henwood added that TGWU believes it has an overall majority at City Tramways, with a particular advantage at the Simon's Town, Philippi, Arrowgate and Diep River depots

⊗ Cape provincial authorities have acceded to a demand by hospital workers for paid maternity leave, Health Workers' Union spokesman Dr Hassan Mohamed said yesterday Pregnant workers will be granted three months' maternity leave as from November 1, with the concession limited to three terms of pregnancy

Gabriel riding the recession, labour unrest

W/L M/L (4) / R/R (9) / S-2
From page 1

quired by law such as new tyres and silencers, for as long as possible.

New passenger car sales, he said, had averaged about 200 000 units a year for the past couple of years and expected increases in sales had not materialised. Forecasts were that sales of new passenger vehicles would not increase dramatically in years to come.

The average life of a car, he said, had increased in recent years from five years to eight and a half.

Mr Keywood said the downturn in the economy had been compounded by widespread industrial action in the motor manufacturing industry throughout the year which had resulted in production losses by a number of vehicle manufacturers which they

supplied and more recently in their own factory where 253 workers downed tools three weeks ago.

The company, which had employed more than 500 people directly and indirectly provides jobs for at least tripling casual workers and hoped to return to full production by the end of August, he said.

Difficult period

In order to meet the requirements of motor manufacturers for original equipment they had been forced to airfreight their products to make up for lost time.

"Losses, resulting from the unlawful strike, to date are more than R2 million," he said.

"In addition the strike has resulted in the loss of certain export markets which will

take an immense amount of work to rebuild.

"All in all, the state of the industry and the economy has severely impacted on the automotive industry. We have been going through a very difficult period, and have survived better than most. But if conditions do not improve shortly I believe many component manufacturers will find it difficult to survive."

Gabriel holds about 70 percent of the replacement market in South Africa and about 45 percent of the OE market.

Results for the current financial year ending September 30, were expected to be well behind forecasts. However, he was optimistic that interest rates would drop towards the end of the year or early next year, boosting the economy and that conditions on the labour front would

normalise.

"Sales forecast for the 1990/91 financial year are expected to be back on target and in line with growth projections."

He said that due to limited public transport people in South Africa would always require cars.

"However, before we see any major upturn we will have to attract much more foreign investment, which, in turn is unlikely to occur prior to greater political stability being achieved."

"I don't see this happening quickly but when it does industry will reap the benefits," he said.

The government would also have to review company tax which presently stands at 50 percent.

Mr Keywood said the industry had also faced a major

challenge in having to adapt from the mass-based phase 5 of the government local content programme to the value-based phase 6 programme.

"Phase 6 is really a foreign exchange saving and export complementation and the transition is proving to be a major challenge to both vehicle builders and component manufacturers."

"Under phase 6 component manufacturers are able to share the government export incentive programme. The only proviso is that they have to cede their exports to a motor manufacturer to share the incentive."

Mr Keywood is president of the National Association of Automobile Component and Allied Manufacturers which represents 170 000 employees in the automotive and allied industry.

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600 fight for right to strike

By Brendan Templeton

About 600 workers and their employers in the small Northern Transvaal town of Brits are engaged in a struggle which could prove crucial to the development of industrial relations in South Africa. At stake is the workers' right to strike over dismissals. The telephone and optical fibre cable manufacturing com-

pany, ATC, applied for and was granted an interdict in the Industrial Court preventing its workers from embarking on strike action after the dismissal of three shop stewards. The National Metalworkers Union (Numsa) said a direct effect of the court ruling will be to make all strikes over dismissals illegal.

Despite the interdict, workers embarked on their planned strike and were locked out of the company premises, a shop steward said. ATC said in a statement it viewed the matter as a dispute of right which should be resolved through arbitration. "The decision to strike where such a dispute resolution mechanism has been offered is considered unfair and can only cause harm in the relationship

between the company and its employees," it said. Numsa general secretary Moses Mayekiso said the dismissals were "selective" and an "attempt to rob the workers of their leadership". The union's legal officer Ruth Edmonds said the interdict was not served as a rule nisi which would have given the union a chance to challenge it. It was up to the company to follow it up.

Sleeping on the job

AKC Oct 17 1990
EAST LONDON. — The entire workforce at the Mercedes-Benz plant in East London have reportedly conducted a "sleep-in" to demand that the company must withdraw from the motor industry's National Bargaining Forum.

Mr Wellington Jongola, a shop-steward of the National Union of Metalworkers, said the "sleep-in" would continue until the company agreed to the workers' demands.

He said the workers wanted to "clarify any confusion which might be circulating about the decision by workers of Mercedes-Benz to withdraw from the forum". — Sapa.

Justine strike ^{Star} 17/8/90

It was incorrectly reported in The Star's Strike Barometer that workers at Justine Ltd were on strike.

Director Timothy Devine said yesterday a negotiated settlement was reached. An across-the-board increase backdated to July 1 was implemented with a minimum wage of R754, rising to R1 000 on January 1.

Strikers 152 break ranks

HUNDREDS of Western Cape workers, involved in the longest strike in the wine industry, have broken ranks with other union members by accepting a revised management wage offer

Sowetan 1/11/90

While the National Union of Wine, Spirits and Allied Workers rejected the revised offer at a meeting between union officials and the SA Wine and Spirit Industry Employers' Association this week, more than 700 Western Cape and George strikers have accepted the offer

NO LEADERS

Sabta makes concessions as taxi strike continues

By DREW FORREST

THE Vaal taxi strike entered its second day yesterday with the SA Black Taxi Association (Sabta) making further concessions to striking drivers.

The strike affects an estimated 24 000 commuters in all the major Vaal townships except Sharpeville, where drivers fall under a different taxi federation. About 300 members of the Transport and General Workers Union are involved.

TGWU representative Kally Forrest said that in talks with the union yesterday, Sabta's region 8 had agreed to look into a medical aid scheme for drivers and to ask members to consider paying for treatment in the interim.

The drivers have demanded medical cover for job-related health problems, such as kidney and back disorders and injuries in accidents.

Employers had also agreed that long-distance drivers should be better paid

Alleging that drivers work an average 16-hour day six or seven days a week, the union has demanded a nine-and-a-half hour day with overtime for additional work.

However, no agreement had been reached on a demand for a R250 weekly "living wage", Forrest said. Sabta had offered to take the proposal to its members, but had argued that a R250 minimum was unrealistic in view of the wide range of passengers carried and trips completed by different drivers.

Forrest said the union had also approached the Vaal Transport Corporation, a private bus company, to reduce its fares from R1,50 to R1 — the average cost of a taxi trip from the townships to Vereeniging — for the duration of the strike.

The corporation has taken over the task of transporting commuters in the absence of taxi services.

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LABOUR NEWS

DAILY UPDATE ON LABOUR RELATIONS, UNION POLITICS AND INDUSTRIAL DISPUTES

Nactu metal union may join Numsa in giant national strike

By DREW FORREST

NACTU'S largest metal affiliate could join forces with Cosatu's National Union of Metalworkers (Numsa) in the looming national strike in the giant metal industries

This emerged from an interview with Tommy Oliphant, the general secretary of the Nactu-affiliated Metal and Electrical Workers Union (Mewusa). The union's 40 000 members could add significant clout to a strike

More than 100 000 Numsa members have balloted on industry-wide strike action, and results are expected at the weekend. Mewusa and Numsa are the only unions in the metal industrial council to have rejected the employer wage offer of between 15,5 percent at the top and 19 percent at the bottom

Paradoxically, Nactu's other metal affiliate, the Steel, Engineering and Allied Workers Union, has settled with employers. The offer has also been accepted by largely white craft unions in the Confederation of Metal and Building Unions

Oliphant said a proposal that the pay battle should be settled by arbitration, resolved at a Mewusa shop stewards committee meeting, had been rejected by employers at an industrial council dispute meeting this week

Mewusa would meet again at the weekend to decide whether to move to a strike ballot and to co-ordinate strike strategies with Numsa, in line with a suggestion by the Cosatu union. A ballot was highly likely, he said

Although they belong to rival federations, Numsa and Mewusa's non-wage

demands show a significant overlap. Both unions want a 40-hour week, improved maternity leave pay, paternity leave, Sharpeville Day as a paid holiday, payment of wages to political detainees and the inclusion of severance pay as a right in the main agreement

Regarding pay claims, Mewusa is demanding R1,50 an hour across the board and a R6 minimum, while Numsa has pushed for R2 an hour throughout the negotiations. Wages, severance pay and hours were the key issues for Mewusa members, Oliphant said

Labour sources see the decision by Nactu's Seawusa to settle with metal employers as an expression of weakness. A long-established black union with apparently dwindling membership, it was invited to join the two-year merger process which led to Mewusa's formation in May last year, but declined to merge because of "internal problems"

It is understood that Nactu called a further meeting earlier this year with an eye to forging one Nactu-affiliated metal union, but that neither Seawusa nor the tiny United African Motor and Allied Workers Union turned up

Political differences may be a factor in Seawusa's unwillingness to merge. The union's leadership is known to be strongly supportive of the Pan Africanist Congress (PAC), while Mewusa is politically non-aligned

Some metal employers fear that if there is a national strike, conflict between Numsa strikers and Seawusa non-strikers could spill over into the political arena. Numsa, through Cosatu, is aligned with the ANC

Cape Times 13/8/90

Grooms back at work as strike resolved

THE two-month wage dispute between 700 jobless grooms and about 30 Western Cape racehorse trainers was finally resolved on Thursday night when the SA Commercial Catering and Allied Workers' Union (Saccawu) agreed to the trainers' two-figure wage increase offer.

In terms of the agreement all dismissed grooms from Milnerton and Philippi — except for four — were guaranteed immediate reinstatement by their respective employers after being dismissed on August 6 for taking part in a wildcat strike.

City attorney Ms Sue Stelsna, acting on behalf of the trainers, said the agreement reached would be "binding for a year" and no mass actions or wage demands could take place within that period.

She said the increase agreed to by Saccawu was the trainers' offer of R30 across-the-board for experienced grooms and R20 across-the-board for inexperienced workers.

However, trainers who had already increased wages from May 1 would, depending on the amount given, be exempt from the full increase.

She said the agreement also allowed trainers to reserve the right to take disciplinary action against grooms for "any misconduct" during the protracted strike.

"If grooms have any complaints on the disciplinary measures, they can take them up individually in an industrial court," Ms Stelsna said.

Ms Stelsna said other working conditions agreed to were a R50 bonus to a groom if "his horse" won a race and R5 on top of a day's salary for working Sundays.

Gabriel rides shocks

W/LA 6645
152 18/8/90

By MAGGIE ROWLEY
Business Staff

RETREAT-based Gabriel SA, manufacturers of suspension products for the automotive industry, has come through the toughest year of its history

Steering the company through the harsh impact of high interest rates, the economic downturn and labour unrest, is British-born Fred Keywood who says that in spite of all the problems which have beset the industry he is optimistic that the next financial year will see the company back on a growth path exceeding the rate of inflation.

An engineer by profession, Mr Keywood came out to South Africa from England in 1965 when he joined Plessey on the production engineering side

At the time Plessey held 35 percent of the equity in Gabriel SA — which was founded in 1962. Mr Keywood was transferred to Gabriel as production engineer in 1965, was promoted to plant manager in 1969, divisional manager in 1974, and general manager in 1978 and a director of Gabriel in 1979. He was appointed MD in 1982 when Maremont Corporation, the major shareholder in Gabriel SA, assumed management control locally

Fred Keywood... back on a growth path.

Since then Maremont Corporation has been acquired by Arvin Industries, a US-based multinational conglomerate

Gabriel SA traditionally concentrated on two markets



— original equipment (OE) manufacturing for the automotive industry on the one hand and the replacement market (AM) through distribution networks to the consumer on the other hand

However, in the past five years in particular the company has looked increasingly to exports which now average between 15 and 20 percent of sales

The automotive industry is a major barometer of the economy of South Africa. It is one of the first industries to be affected by a downturn

"By increasing our export market we are able to ride the troughs more easily," he says

However, sanctions have taken their toll and the US parent company has come under great pressure to disinvest

"Many US companies in South Africa, especially those who were not doing so well, have buckled under the pressure. But we have been here a long time and we have a long-term commitment to South Africa

"This pressure will no doubt remain until greater political stability is achieved"

While they did export to the US, they had had to look for new markets and trade with Europe remained strong

High interest rates, he said, had impacted heavily on disposal incomes and people were simply not buying cars and were putting off repair work, except for that re-

See page 3

INDUSTRIAL REL. - STRIKES

1990

OCT. — DEC.

Race rumpus at hospital leads to work stoppage

THE alleged refusal by the Pietersburg hospital authorities to take disciplinary measures against a white employee who allegedly assaulted a black worker led to a work stoppage by more than 500 workers at the institution

Workers told *Sowetan* reporters when they visited the hospital that a Mrs Snyder allegedly assaulted Grace Mpai because she failed to give way to Snyder when they met in a corridor

The workers claimed Snyder and Mpai first clashed while in a queue for their salary cheques on Wednesday afternoon

They alleged that it was the third time that Snyder had assaulted a black employee since the beginning of this year and that management had failed to take disciplinary action against her

However, the hospital superintendent, Dr E

By RUSSEL MOLEFE

du Plessis, said he had no knowledge of any other incident involving Snyder

He denied that the authorities had refused to take action against Snyder, but said they would convene a disciplinary hearing within 14 days regarding the latest incident.

Agreed

Du Plessis said workers had agreed to resume their duties after he had held a meeting with their representatives

He said the hospital's day-to-day opera-

tion had been badly affected

During the interview with *Sowetan*, a group of white workers gathered outside his office demanding a meeting with him over "exhaustive duties they were performing following the stoppage"

He added that workers in other hospitals in the area had also downed tools in sympathy with workers at his institution but this could not be confirmed

Workers were still undecided at the weekend whether they would go back to work today as they were still engaged in a heated debate on the matter

Sowetan 1/10/90

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Strike threatens East London

Press 2/9/90

STRIKE action at the Mercedes Benz plant in East London has cost the company R121-million in lost production, and concern is now mounting the plant may shut down for good - devastating the city's economy and depriving many of jobs.

The plant has been brought to a standstill by rebel members of the National Union of Metalworkers of South Africa (Numsa), and reports of sabotage are circulating.

New electrolytic paint equipment costing millions is thought to have seized up and become worthless.

This week the company warned the future viability of the plant was at stake.

On Friday, East London Chamber of Commerce vice-president Eddie Hart said Mercedes Benz of South Africa (MBSA) brought in 50 percent of the city's business and the consequences would be tremendous if the plant closed.

The Numsa regional office said organisers had tried their utmost to persuade rebel workers occupying the plant to end the

action. However, the men were adamant they would remain until their demands were met.

At a National Bargaining Forum meeting this week, motor manufacturers said Numsa had to state clearly whether it supported the rebels' demand that the company withdraw from the NBF and negotiate wages at plant level.

The union was asked to state what action it intended taking against the rebels who had "defied and undermined Numsa policy, the NBF structure, internal company structures, management, requests from shop stewards, and the Supreme Court".

Numsa was also asked to detail what steps it would take to ensure the rebels vacated the plant and whether it was in any position in current negotiations to conclude an agreement in the NBF binding on all hourly-paid employees at Mercedes.

MBSA said Numsa had responded to the questions in the NBF, but had requested it

not be made public. Mercedes warned that if the union was unable to persuade the men to leave the plant, management would have "no alternative but to take whatever steps it believes necessary... to ensure they leave".

However, management said it shared Numsa's view that dismissed employees should be afforded a fair appeal hearing.

East London suppliers of components to MBSA have begun halting production and laying off workers as the crisis at the plant continues.

Local suppliers stand to lose R600-million a year if the company halts production.

Suppliers, some of whom rely on Mercedes Benz for up to 86 percent of their business, claim they would be forced to close or relocate if MBSA has further problems.

It was confirmed on Friday that MBSA has requested suspension of supplies from local and overseas component manufactur-

ers - Sapa
See Page 9

EAST LONDON — Lost production through prolonged industrial action has cost Mercedes Benz R121 million amid mounting concern the East London plant may shut down for good — devastating the city's economy and depriving many of jobs.

The plant has been brought to a standstill and occupied by strikers, and reports of sabotage are circulating.

New paint equipment costing millions is thought to have seized up and become worthless.

The company warned three days ago the future viability of the plant was at stake.

Yesterday East London Chamber of Commerce vice-president Mr Eddie Hart said Mercedes Benz SA generated 50% of the city's business and the consequences of its loss would be tremendous, with critical ripple effects.

The National Union of Metalworkers of regional office said organisers had tried their utmost to persuade rebel strikers occupying the plant to end the action.

The men were adamant, however, they

Strike cost Merc Benz

R121 million

would remain until their demands were met.

MBSA management have warned that if the union is unable to persuade the men to leave the plant, management would have "no alternative but to take whatever steps it believes necessary to ensure they leave".

Suppliers of components to Mercedes-Benz have begun halting production and laying off workers as the crisis at the MBSA plant continues.

Local suppliers stand to lose R600m a year if Mercedes Benz halts production permanently.

The 50-odd suppliers, many of whom rely heavily on contracts with MBSA, have warned that a lengthy delay in solving the dispute at the Mercedes Benz factory could threaten hundreds of jobs — and have a devastating effect on their businesses.

It was confirmed yesterday that MBSA has requested suspension of supplies of both local and overseas components, seriously jeopardising the future of local suppliers in the greater East London area.

Suppliers, some of whom rely on Mercedes-Benz for up to 86% of their business, claim they would be forced to close or relocate in the event of further problems at MBSA.

Some businesses have already begun laying off staff with the understanding that staff will be taken on again if the MBSA strike is resolved — Own Correspondent and Sapa

Star 31/8/90 (152)

Mercedes warns sit-in workers

By Brendan Templeton

Mercedes-Benz today warns in newspaper advertisements that it will take whatever steps it believes necessary if armed workers occupying its East London plant do not vacate the premises soon.

The 14-day occupation has caused the company to close

A number of workers are demanding that the company withdraw from the motor industry's National Bargaining Forum, which was established on the instigation of their union.

The union has tried unsuccessfully to persuade the rebel workers to return.

Mercedes 'held to ransom'

ARGUS
31/8/90

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152 122

By SHARON SOROUR, Labour Reporter

WEAPON-wielding rebel strikers occupying the Mercedes-Benz manufacturing plant in East London have been warned by the company it would not be held to ransom. The company expressed outrage at serious damage being caused by a group of between 350 and 500 employees amid warnings that its future in the country was at stake.

It warned the National Union of Metalworkers of SA (Numsa) that if it was unable to persuade its workers to leave the plant, management would have no alternative but to take whatever steps it believes necessary and in the best interests of the company to end the unlawful occupation of the plant.

It has been stated on a number of occasions to Numsa that the future of the company is at stake and the situation cannot be accepted any longer without causing irreparable harm to the company.

Bargaining forum

The crisis at the plant began on August 16 when several hundred National Union of Metalworkers of SA (Numsa) hourly-paid employees went on strike and occupied the plant, demanding the company pull out of the National Bargaining Forum (NBF) and negotiate at plant level.

In a statement yesterday company public relations manager Mrs Wendy Hoffman said the position at the East London manufacturing plant remained unchanged.

"The unprocedural industrial action at the manufacturing plant of Mercedes-Benz of South Africa is still on-going. Management and the union are continuing efforts to resolve the matter," she said.

Theft

The company believed that it was "untenable that a group of employees can hold a company to ransom by wielding an assortment of weapons, threatening to intimidate other employees, staff and contractors, taking control of the company premises, preventing normal operation, cause serious damage and theft and various other forms of unacceptable conduct."

The strike, which has already cost the company R121 million in lost revenue, has resulted in three official warnings by the company that the future of the factory was in the balance.

Mock arms

In a full-page advertisement, appearing in daily newspapers nationwide today, the company demanded the union clearly state:

• If it supported the demand by some hourly paid employees that the company withdraw from the bargaining forum

• If it condoned in any way the unlawful occupation of the plant or the behaviour of its members who had engaged "in several forms of unacceptable conduct such as taking control of the company plant premises by force, wielding an assortment of dangerous weapons, carrying mock arms such as AK47 and Bazooka replicas, damaging and stealing company property and threatening and intimidating other employees

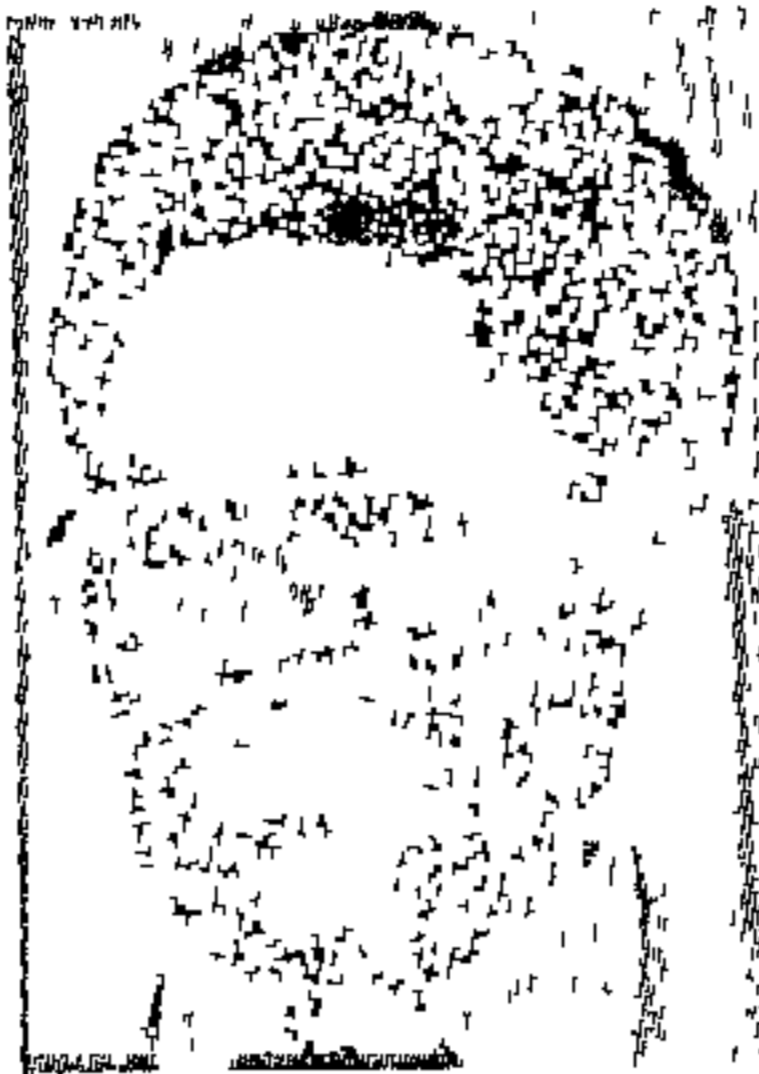
• If it intended taking action against its members who had defied and undermined Numsa policy, the bargaining forum structure, internal company structures, management, requests from union shop stewards and the Supreme Court

• What steps it would take to ensure that the workers vacate the plant as a "matter of urgency" to avoid further damage to property and injury to other workers

The company said the union had responded to the questions but requested that they not be made public at this stage.

CME TRIPS

August 31 1990 3



Mr Moses Mayekiso

Mercedes accepts Numsa response

Own Correspondent

JOHANNESBURG
Motor industry employers have accepted as adequate Numsa's response to an ultimatum on the Mercedes Benz (MBSA) crisis, and yesterday withdrew a threat to halt wage talks at the industry's national bargaining forum.

But the two-week-old sit-in at the MBSA East London plant by Numsa dissidents demanding in-company wage talks appeared no closer to resolution.

Mercedes management warned yesterday that if the union was unable to persuade members to vacate the plant it would "have no alternative but to take whatever steps it believes necessary" to ensure that they leave.

"We understand Numsa's dilemma, but the employees' conduct is unacceptable."

Numsa general secretary Mr Moses Mayekiso said the negotiating team had held talks with members at the plant yesterday to try to thrash out an understanding.

Ten shop stewards from other motor companies spent much of yesterday inside the plant attempting to convince the rebels to end the action.

LONDON. — Daimler-Benz of West Germany yesterday issued a warning that the future of its East London plant could be jeopardised by the protracted industrial action, but stressed that no decision had yet been taken for the company to withdraw from South Africa.

Production at the Mercedes-Benz South Africa plant has been halted for the past fortnight.

Asked about the possibility of the company relocating to Namibia, a company spokesman confirmed that this was raised during the last lengthy strike at the plant a few years ago, but said he could not "give such a statement now".

Management were

Mercedes delays

Cap Talks 30/8/90

decision on pull-out

talking to the workers and would "exhaust all possibilities. We are still hoping that a solution can be found".

With 200 of those holed up already having been dismissed, he would not comment on whether their reinstatement was a condition for the termination of the strike.

"I would not like to comment on strategy. I think we are willing to use all reasonable possibilities to convince them that it is illegal and

should be stopped very soon."

He declined to comment when asked whether the police might be called in to remove the workers.

A large section of the Numsa executive flew to Port Elizabeth yesterday for internal union consultations on the Mercedes-Benz crisis and for talks with employers party to the national bargaining forum (NBF).

Several hundred Numsa members have

forced the plant to a standstill in protest against the union's participation in the NBF. The strikers believe they could win a better deal in company-level negotiations.

Union and management representatives were still locked in negotiations late yesterday. No details of discussions were available.

Talks between MBSA management and Numsa have been at a standstill since last week.

ALAN FINE

NUMSA executive members flew to Port Elizabeth yesterday for internal union consultations on the Mercedes Benz crisis and for talks with employers party to the national bargaining forum (NBF)

Several hundred Numsa members have kept the Mercedes East London plant at a standstill for the last two weeks in protest against the union's participation in the forum. Strikers believe they can win a better deal in negotiations at company level.

Union and management representatives held negotiations into the night yesterday and details of the discussions could not be ascertained.

Talks between management and Numsa have been at a standstill since last week

Urgent talks on Mercedes strike

when management rejected a Numsa proposal that the company temporarily suspend membership of the forum while the union resolved its problem with the dissident members (152) (152)

KIN BENTLEY reports from London that Daimler-Benz of West Germany warned yesterday that the future of its plant in East London could be jeopardised by the strike (152)

However, a senior Press spokesman at its Stuttgart head office stressed that no decision had been taken for the company to withdraw from SA.

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PHILIP MOFFAT ZUNGU

200 sleep-in strikers damage motor plant

Sowetan 29/8/90

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MERCEDES Benz South Africa yesterday confirmed that striking workers occupying the plant in East London had caused damage inside the premises

Company spokesman Mrs Wendy Hoffman said they did not know what the extent of the damage was

She said the company was committed to resolving the problem at their manufacturing plant.

The sleep-in strike by some 200 workers has entered its second week. Production was suspended on August 16.

Workers have remained in the grounds since then to pressure MBSA into withdrawing from the motor industry's National Bargaining Forum

The National Union of Metalworkers of South Africa supports the NBF.

Several meetings have taken place between shop stewards representing the sleep-in contingent and Numsa officials.

The union's general secretary, Mr Moses Mayekiso, said MBSA had rejected a proposal that the company temporarily suspend their membership of the NBF to give the union an opportunity to sort out its internal difficulties.

He said the company had rejected the proposal, saying management had an obligation to other industry managements with whom it had co-operated in establishing the NBF

CAPE TIMES 28/8/90

Mercedes warns: We are ready to quit SA

Own Correspondent

EAST LONDON — Mercedes-Benz South Africa yesterday issued its second warning that the future of the company was at stake as dissident National Union of Metalworkers of South Africa (Numsa) members continued to occupy the plant.

The warnings have fuelled concern over the future of the company in the city as the illegal strike enters its second week.

In a statement, an MBSA spokesman, Mrs Wendy Hoffman, said that while the company was committed to resolving the problem at the plant,

"the future growth and viability of MBSA is undoubtedly at stake and management views this in a very serious light"

The implications of MBSA leaving the city would be enormous, as numerous companies here and in Ciskei, employing thousands of workers, supply components to MBSA.

There are rising fears that Mercedes-Benz may consider closing down the factory, its only manufacturing plant outside West Germany, and move it to a new factory in East Germany.

Numsa says 'no strike' in engineering sector

CAPE TOWN: A threatened national strike in the engineering industry seemed to be averted yesterday following a recommendation by the National Union of Metalworkers of SA (Numsa) that its members accept revised employer offers. *W. Mail 24/8 - 26/8/90*

The inter-tribal violence raging through Transvaal townships played a major role in persuading the giant union to reverse its strike plans, Numsa spokesman Bernie Fanaroff said.

However, workers would first have to be canvassed before final agreement could be reached on a series of revised proposals by the Steel and Engineering Industries Employers' Federation.

Numsa and 13 other trade unions in the sector met Seifsa yesterday in a last-ditch bid to settle on wage and other differences. *152*

Numsa and the significantly smaller Metal, Engineering and Allied Workers Union of SA were the only trade unions to reject Seifsa's final offer — Sapa

CME Times 25/8/90

Mercedes union men meet

EAST LONDON. — Shop stewards representing National Union of Metalworkers (Numsa) members "sleeping-in" at the Mercedes-Benz SA plant here met regional and national Numsa officials yesterday, a shop steward said

The meeting came shortly after the company warned that the workers' "unlawful actions" were threatening "the viability of the company and the jobs of all employees"

The union later met for further talks with the management.

The shop steward said the workers would sleep in over the weekend unless negotiations with management were fruitful — Sapa

Numsa reverses plan to strike

CMT Plans 24/8/90
152

A THREATENED national strike in the engineering industry seemed to be averted yesterday following a recommendation by the National Union of Metalworkers of SA (Numsa) that its members accept revised employer offers.

The violence raging through Transvaal townships played a major role in persuading the giant union to reverse its strike plans, Numsa spokesman Mr Bernie Fanaroff said yesterday.

However, workers would first have to be canvassed before final agreement could be reached on a series of revised proposals by the Steel and Engineering Industries Employers' Federation (Seifsa).

Numsa and 13 other trade unions in the sector met Seifsa yesterday in a last-ditch bid to settle wage and other differences.

Numsa, with about 140 000 members, and the significantly smaller Metal, Engineering and Allied Workers' Union of SA (Meawusa) were the only trade unions to reject Seifsa's final offer before deadlock was declared in annual negotiations.

Yesterday's talks centred on six revised proposals tabled by the employer grouping last Friday.

Seifsa is expected to issue a full statement today, followed by Numsa on Monday. — Sapa

City march for peace

A NATIONAL day of action has been called for tomorrow to urge President F W De Klerk to end the violence sweeping the country.

The local branch of the ANC's Women's League said a morning march, led by the league and organisations including the Black Sash and Cosatu, would start at District Six and end at Tuynhuys where a memorandum would be handed over.

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Merc work hope

By DON ROBERTSON

MERCEDES-BENZ SA (MBSA) chairman Christoph Kopke is confident that work at the East London factory will resume on Wednesday.

Production has been halted for 32 working days after a sleep-in by rebel union workers demanding that wage negotiations be conducted internally with management and not through the National Bargaining Forum (NBF). The NBF method was approved by the National Union of Metalworkers of SA (Numsa).

MBSA had lost R432-million in revenue by Friday. The stoppage has cost hourly paid workers almost R10-million in wages.

Mr Kopke has warned three times that MBSA could quit SA.

But he believes negotiations which continue tomorrow will be successful.

"The revised proposals have been in the hands of Numsa for the past 10 days.

"I am optimistic that we will be able to notify our workers, most of whom are in Transkei, that we will start production on Wednesday or Thursday."

The stoppage has affected component suppliers and retrenchments and short working weeks have been introduced by several companies. It is estimated that if MBSA were to withdraw, these companies could lose about R700-million a year in sales.

MBSA carries insurance for loss of profits. But it will have to be decided whether damage to the plant was caused by a politically motivated action or by valid

labour protest before a claim can be submitted
The cost of salaries and

essential maintenance at the plant is being financed by normal lines of credit

Concern at Mercedes Benz warning

152

THE National Union of Metalworkers of South Africa (Numsa) is concerned about a warning by Mercedes Benz that an ongoing sleep-in by dissident Numsa members at the company's East London factory could lead to the plant's closure.

About 600 workers have been sleeping-in at the plant for the past two weeks in support of a demand that the company pull out of the National Bargaining Forum for the motor industry.

Mercedes Benz this week said the strike had cost R121,5m in loss of production and if it continued, the company's future would be at stake.

With some 3 000 employees, the firm is one of the city's largest employers.

Numsa official Mr Sitheli Nonyukela said the union was taking the threat of closure seriously.

He said all 23 shop stewards from the company this week met with national and regional union officials to

discuss the situation.

The meeting followed Mercedes' rejection of a union proposal that the company temporarily suspend participation in the bargaining forum to give the union a chance to sort out its internal differences on the issue.

Numsa has found itself in the ironic position of negotiating over an issue where it disagrees with the workers' demand.

The bargaining forum was set up at Numsa's insistence to centralise negotiations throughout the motor industry.

However, some Mercedes Benz workers believe they can get better wages by plant level negotiations.

The dispute at Mercedes erupted just as the union was involved in legal moves to force Delta Motor Corporation in Port Elizabeth to participate in the forum.

Last week, the company dismissed 200 workers for ignoring a court order to leave the premises.

Numsa general secretary Moses Mayekiso said "We decided we had to be flexible because our members are divided".

Mayekiso said management refused to suspend participation in the NBF on the grounds that it had an obligation to other employers in the industry.

The company has refused to comment on the progress of negotiations. — ECNA

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W/L ARCA

Argus, September 29-1990 3

Mercedes workers back-paid

EAST LONDON — Most of the Mercedes-Benz South Africa workers who were not dismissed during the recent industrial unrest have collected back-pay at the East London plant

A spokesman for the company, Mrs Wendy Hoffman, said about 90 per cent of the workers yesterday collected their back-pay, which was for wages prior to the industrial dispute which has kept the plant closed since August 16

In a notice published on Thursday, MBSA said the 538 workers who were dismissed for illegally occupying the factory last month would be paid today, after they had cleared their belongings from their lockers at the plant

The regional secretary of the National Union of Metalworkers (Numsa), Mr Msitsh Nonyukela, confirmed that most of the workers had collected their pay yesterday

Meeting on Monday

Both he and Mrs Hoffman said a meeting set for Monday between Numsa and Mercedes was expected to go ahead

Several of the workers spoken to at the plant yesterday said they were satisfied with the manner in which the company had kept them informed of developments, and expressed optimism that the dispute would be settled soon

However, some of the workers said they felt strongly that their dismissed colleagues should be reinstated

MBSA said that in talks on Wednesday, Numsa confirmed that the dismissed workers had agreed to arbitration — Sapa

11/11/90 28/9/90
Merc's future
here looking
'brighter'

EAST LONDON — Mercedes-Benz's future in South Africa took a slightly more promising turn yesterday when company management and the National Union of Metalworkers of SA (Numsa) "made progress" in talks to resolve the crippling industrial dispute at the manufacturing plant here

Mercedes-Benz of South Africa (MBSA) said its hourly-paid workers had accepted the wage agreement concluded at the National Bargaining Forum, and the matter of dismissed workers was to be referred to arbitration.

These developments were conveyed to management by Numsa on Wednesday. — Sapa

CM- TUIS 24/9/90

(152)

Benz 'missed targets for years'

Own Correspondent

JOHANNESBURG. — Mercedes-Benz SA's East London plant had not met its weekly production targets once in the past five years because of industrial relations problems, Mercedes-Benz spokesman Ms Wendy Hoffman said at the weekend.

Ms Hoffman said go-slows and absenteeism at the East London plant were responsible for the shortfalls in production. She said chairman Mr Chris Kopke had expressed concern that labour problems were the single greatest threat to the firm's viability.

But the firm was confident the National Union of Metalworkers (Numsa) would agree to procedures under discussion, which would provide a stable future for all plant employees.

Production has been at a standstill since mid-August, when Numsa members staged a sit-in to demand the company withdraw from the industry's national collective bargaining forum.

Our East London correspondent reports that companies an-

cillary to the Mercedes-Benz plant are bracing themselves for the possibility that production at the factory will not be resumed this year.

Two weeks ago these companies, which supply components to Mercedes-Benz, began laying off workers as no end to negotiations between management and Numsa was in sight. It was feared that if Mercedes-Benz was not back on stream by the end of the month, it might not open until next year as it would have to close for the Christmas industrial holiday during December.

Turin, which supplies engine blocks to Mercedes-Benz, has laid off 155 of its 250 workers. The Wilsonia factory's financial manager, Mr Jan Mans, said last week that his company was preparing for "the worst scenario".

Mr Mike Crosby, financial director of National Converter Industries (NCI), which makes Mercedes-Benz interior fittings, said his people were working two days a week until there was "something definite to go on".

If production was suspended until the end of the year NCI

would probably retrench staff.

The department manufacturing wire-harnesses for Mercedes-Benz at Kromberg and Schubert had been closed.

And Mr Roger Wass, general manager of Feltex, which manufactures seating foam rubber, said he was aware of the talk about no production until next year, but did not believe it.

If it did happen Feltex would have to retrench 40% to 50% of its workforce. However, it was managing to keep people employed by finding alternative work.

None of the companies would disclose losses suffered since several hundred Mercedes-Benz workers went on strike on August 16.

Kromberg and Schubert, Turin and Feltex said they would consider releasing the figures soon.

Mercedes-Benz had said its plant was losing R13,5m a day since the strike began.

East London Chamber of Commerce director Mr David Groom said the region could lose up to R700m a year and up to 10 000 jobs if Mercedes-Benz closed down its plant.

Local economy 'affected by Mercedes shut-down'

8/10/90 20/9/90
EAST LONDON — Various supporting industries in and around East London were feeling the effects of the shut-down at Mercedes-Benz, now in its fifth week, with some employees laid off and some businesses considering shutting down and/or relocating.

This warning was issued by East London Chamber of Commerce director Dave Groom, SABC's radio news reported yesterday.

Groom said a closing down of the plant would result in an annual loss of more than R700m to the regional economy.

Meanwhile, Mercedes-Benz management has sent the National Union of Metalworkers (Numsa) a proposal which could resolve the industrial dispute at the company's East London assembly plant if agreed to by the union, the radio broadcast report-

ed. In a statement released yesterday the company said the proposal should form the basis of a settlement which would allow normal production to resume.

Groom said the talks between Mercedes-Benz and Numsa could prove to be a test case for national industrial dispute settlements.

If an agreement was reached, both parties would have to have a clear understanding that any deviations from procedural actions would have disastrous socio-economic consequences, he added.

Groom confirmed that various supporting industries in and around East London were feeling the effects of the shut-down. Some employees had been laid off and some businesses were considering shutting down and relocating, he said — Sapa

Scoutman 319190

Police evict Mercedes Benz sleep-in strikers

POLICE moved into the Mercedes Benz plant in East London early yesterday morning to remove about 150 striking workers who had occupied the premises for some time. (152)

A police spokesman said about 260 policemen had given the strikers the choice of leaving voluntarily or facing arrest.

The workers then left voluntarily with the exception of a man who was arrested for allegedly possessing dagga.

Production at the plant has been severely affected by the strike, which has cost the company about R120 million, it has been reported. - Sapa.

11
19/11/90

of Benz workers still issue for talks

152

Own Correspondent

EAST LONDON — The dismissal of 200 Mercedes-Benz South Africa (MBSA) workers who occupied the company's plant here last month remains one of three unresolved issues in talks between MBSA and the National Union of Metalworkers (Numsa)

The company said it had submitted a draft agreement to Numsa on the three outstanding issues which were

- That MBSA and Numsa agree on a process to determine the fairness of the dismissal of the 200 workers

- That Numsa satisfies management that all its hourly-paid members at the plant — excluding those who had been dismissed — were prepared to resume work.

- That MBSA and Numsa agree on an acceptable and understood "practical process to remove the problems impacting on the growth and viability of the company"

Other questions which had been resolved included Numsa's confirmation of its acceptance of centralised wage negotiation through the National Bargaining Forum

MBSA said the company had informed Numsa that damage caused by the occupation of the plant had been assessed and that, from a technical point of view, production could be resumed

Benz plant stays closed

Own Correspondent (1/9/80) (152/12)

EAST LONDON — The Mercedes-Benz South Africa plant was closed for the 26th day yesterday, and the loss in revenue is fast approaching R230 million

The company has said it is losing R13,5m a working day — a total of R229,5m over the 17 working days since production was suspended

The plant has been closed since August 16, and the management intends keeping it closed until

● MBSA and the National Union of Metalworkers (Numsa) have agreed on "practical process to remove the problems impacting on the growth and viability of the company"

● Numsa has informed management that the problem relating to MBSA's participation in the National Bargaining Forum (NBF) has been resolved

● MBSA and Numsa have agreed on a process to determine the fairness of the dismissals of the workers who unlawfully occupied the plant

On-going strike threatens motor giant

ABOUT 100 000 jobs would be lost if Mercedes-Benz (MBSA) was forced to permanently close its East London plant, a local business leader said last week

Production has been paralysed since August 16 when rebel workers occupied the plant demanding the company pull out of the motor industry's National Bargaining Forum (NBF).

Although they were peacefully

Sowetan 11/9/90
evicted on September 2. MBSA has kept the plant closed, saying it would not resume production until the workers sorted out their position with their union, the National Union of Metalworkers (Numsa), which played a major part in establishing the NBF

Cost of closure for the company is enormous - more than R330 million if one takes MBSA's figure of R13,5 million

152
in production lost a day.

Over the last four years Mercedes has lost R2,4 million because of strikes

The factory's temporary closure sparked off nightmare rumours that MBSA was considering relocating to Namibia or other areas where the industrial relations atmosphere was more friendly. MBSA's statement dur-

ing the occupation that its viability was being threatened did nothing to allay these fears

The company has since denied it has any intention of relocating and dismissed rumours that it has held meetings with the Namibian government, but the situation has once again emphasised how reliant the region is on the motor-ing giant - *Sowetan Correspondent*

PEACE OR WE QUIT, MERCEDDES WARNS

B1209 9/9/90

MERCEDES-BENZ SA (MBSA) has given Numsa a final warning — settle now, or the company could withdraw from SA

MBSA's warning is backed by IG Metall, Germany's largest trade union, which has associated itself with the National Union of Metal Workers of SA (Numsa) in the past

Launching a revamped 200E sedan and the 300TE station wagon this week, managing director Christoph Kopke said that if negotiations between MBSA and Numsa were not resolved, parent company Daimler-Benz would "seriously look at its investment in SA"

Dreams

But he added: "Not in my wildest dreams do I expect Daimler-Benz to leave"

The crisis at the plant follows a 17-day "sleep-in" by a few hundred rebel workers who brought production to a halt. The group varied between 150 and 600 and demanded that wage negotiations be conducted internally and not through the national bargaining forum (NBF).

BY DON ROBERTSON

through which most motor manufacturers decide pay MBSA joined the NBF at Numsa's request

The action by the workers was declared unlawful by the Supreme Court and police were called in last Sunday to evict them

New discussions with Numsa are expected to take another six days before work can resume

Worker militancy in the Eastern Cape is already affecting investment there A Germany company has cancelled plans to build a laminated wood-board factory at Berlin, near East London, giving strikes at MBSA and boycotts as the reason About 200 jobs have been lost

Revenue losses at the MBSA plant are about R13,5-million a day, totalling almost R230-million in the latest stoppage Lost wages total about R300 000 a day

About 180 vehicles on the assembly line will have to be scrapped because they will not meet quality standards The dip tank is also damaged and could cost millions

The company's profitability has also been hit Asked how the labour problems had affected the company, Mr Kopke said "If I were an investment man, I would not invest in MBSA"

Mr Kopke has repeatedly warned that the company's viability and growth would be endangered if labour problems were not solved

152 Turning

Mr Kopke says, however, that if negotiations are successful they could mark a turning point in relations between the company and the union

In the last four years MBSA has lost R2,4 billion in revenue because of strikes The factory has been closed for at least two months a year because of labour problems

This does not take into account the annual one-month shutdown over Christmas

Mr Kopke discounts suggestions that the East London plant will be moved He says it would cost too much to move the R500-million operation

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Merc. Numsa in crisis talks

EAST LONDON. — A top-level Numsa delegation, headed by general secretary Mr Moses Mayesiko, is to visit Mercedes Benz's plant here today for crisis talks with shop stewards and members who have revolted against the union's national bargaining policy. They have also demanded Mercedes's withdrawal from the industry national bargaining forum.

The plant has been shut down since Thursday afternoon due to a sleep-in by a group of about 300 workers. The company was yesterday granted a court order requiring the union to en-

sure compliance with the parties' recognition agreement.

Mercedes has said that although the strikers were a minority, the plant was closed to prevent any violent confrontations.

Meanwhile, employees at the plant have been issued with letters offering them voluntary resignations, early retirements and ill-health retirements.

Chief executive of Mercedes Benz Mr Christoph Kopke yesterday said the rationalising of the employee complement was "as a result of the decline in the economy"

CMT
pe Times, Thursday, September 6 1990

Ciskei slams Benz strikers

BISHO — In its first official reaction to the strike at the Mercedes Benz plant in East London, the Ciskei government yesterday launched a strong attack on the strikers, calling for their summary dismissal.

The ruling Council of State also labelled them "foolish and misguided" as well as "selfish rebels", "rogue workers" and a "totally undisciplined rag tag of people acting in defiance of their own union".

In a statement the Ciskei Council of State called on the workers to return to work.

The council also called for the summary dismissal of those backing "this reckless behaviour", and said they should be dealt with by law if they engage in any more "confrontational conduct".

The council stated "Nowhere in the world can behaviour of this kind be tolerated. The foolish and misguided workers who noisily supported the criminal occupation of the plant, should not doubt the seriousness of their folly.

"This insane behaviour has cost Mercedes Benz well over R162 million, and caused them to consider relocating somewhere not cursed by an unruly labour element.

"Spelt out, the closure of Mercedes Benz would result in the closure of many other factories supplying components in the Ciskei, and elsewhere in this region, and even further afield.

"This would mean thousands of people out of work. It would also signal the departure of investors no longer prepared to operate in an area notorious for its undisciplined work force. The effects on ordinary people will be catastrophic, resulting in no work, hardship and starvation for thousands of innocents," the council noted — Sapa

Threat to Border economy if Mercedes pulled out

AKG 3/9/90
152

By SHARON SOROUR
Labour Reporter

CCLOSURE of the Mercedes-Benz manufacturing plant in East London would have devastated the Border city's economy, causing tremendous hardship to both blacks and whites and triggering investment flight

STRIKES

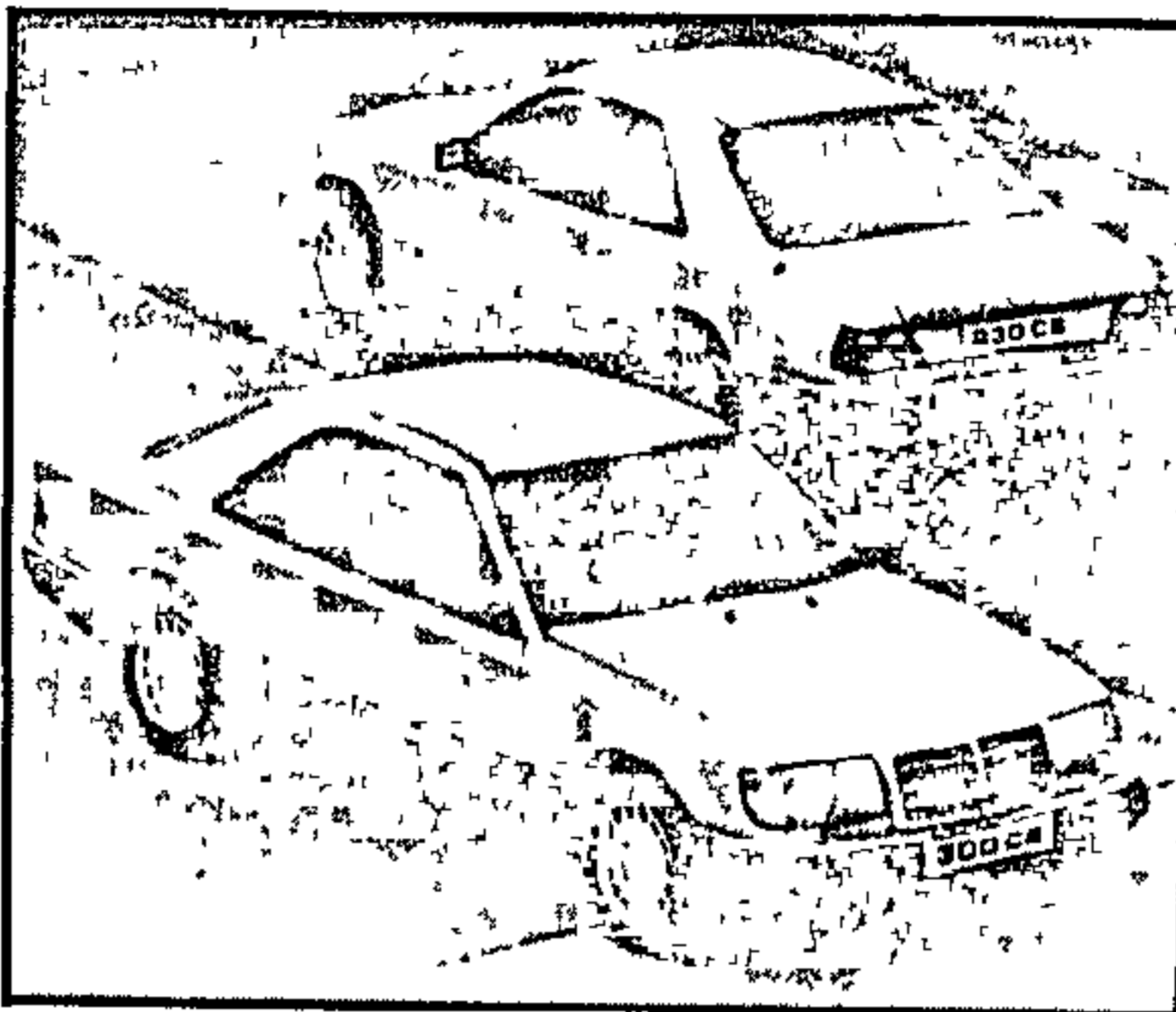
While the crisis was partially averted yesterday when police raided the premises and ended the unlawful occupation of the plant by rebel strikers, East London business and community leaders have been grimly contemplating the possibility of losing Mercedes-Benz's R250-million a year contribution to the local economy

This, they feared, would send a signal to other investors to avoid the area. The company, one of the biggest employers in the city, warned on three occasions during the two-week siege that the future of its manufacturing operation in the Eastern Cape harbour city was at stake

Domino effect

Production at the plant was suspended when the illegal strike began on August 16 and Mercedes-Benz chief executive Mr Christoph Kopke said the plant would remain closed until damage had been assessed and repaired and other problems resolved

According to East London mayor Mr John Badenhorst the prospect of Mercedes-Benz leaving East London was of great concern and the effect of a pullout would be devastating "If you try to quantify it then you under-



Mercedes Benz ... a R250-million contribution to the local Border economy.

stand what the effects would be"

He said the company spent over R250-million in the city a year, and paid the council some R4-million in services alone

The council was aware of the danger of the city having such a narrow economic base and had been working on diversifying the local economy

Border Chamber of Industry president Mr Terry Brice-land said the effects of the plant's closure would "go far into the future" and "there would be a domino effect on other businesses"

He said "Every single person in this area, of every political hue, should be very concerned as well because what is destroyed here is not part of the old apartheid South Africa but an important part of the new South Africa"

The departure of Mercedes-

Benz from the country would be the "clearest sign" to other investors to avoid the area

Vice-president of the East London Chamber of Commerce Mr Eddie Hart said the company represented 50 percent of the city's business and its loss would be tremendous, with critical ripple effects

Mr Hart said "It would affect all the businesses supplying MBSA — the suppliers of batteries and tyres, and the businesses these people deal with and the shops employees support. Even schools would be affected"

According to reports, suppliers of components to Mercedes had begun halting production and laying off workers

About 50 suppliers, who rely on Mercedes-Benz for nearly 90 percent of their business, stood to lose R600-million a year if the giant

corporation halted production permanently

Mr Brice-land urged the workers involved to "seriously consider the future"

He said "The people who will be most affected will be young blacks, who looking back in a few years' time will condemn the actions of some of their elders"

East London Town Clerk Mr Les Kumm said the situation was cause for "real concern" as it would have a ripple effect on supportive businesses in the area and cause tremendous hardship

The crisis became more intense at the start of the weekend when Mercedes-Benz warned that the situation "cannot be accepted any longer without causing the company irreparable harm"

Weapon replicas

The rebel workers, members of the National Union of Metalworkers of SA (Numsa), were demanding the company pull out of the National Bargaining Forum (NBF) for the motor industry and negotiate wages at plant level

It had to state clearly whether it condoned the unlawful occupation of the plant by force and the wielding of "an assortment of dangerous weapons, carrying of mock arms such as AK47 and bazooka replicas, damaging and stealing company property and threatening and intimidating other employees and contractors"

All attempts by the union — which supports centralised bargaining through the forum — to persuade the workers to leave the plant failed

The union appealed to the company to withdraw from the NBF to allow the union time to resolve the differences among its members

Closed to count the cost

By SHARON SOROUR
Labour Reporter and Sapa

MERCEDES Benz's manufacturing plant in East London will remain closed until damage caused by rebel strikers has been assessed and relations between management and the union patched up

This decision follows the eviction of 200 workers who had occupied the premises for 17 days in a dramatic dawn raid by hundreds of policemen yesterday.

The peaceful eviction, requested by Mercedes Benz, followed a warning by the company on Friday that it would not be held to ransom by weapon-wielding workers. No arrests were made.

The industrial action by about 200 National Union of Metalworkers of SA (Numsa) members halted production on August 16 when they demanded the company withdraw from the National Bargaining Forum for the motor industry, initiated by the union, and negotiate wages at plant level.

The industrial action is reported to have cost the motoring giant at least R160-million.

According to Mercedes Benz chief executive Mr Christoph Kopke the company decided to call in the police after exhausting every possible avenue.

A convoy of about 50 police vehicles entered the plant through three gates, Sapa reports.

Policemen with dogs and armed with shotguns and assault rifles scoured the property for workers.

ANC and South African Communist Party flags were removed from the company flagpoles and Mercedes banners hoisted.

The strikers were given the opportunity to leave the property, according to a Border police spokesman.

While no workers were arrested, one was charged with possession of dagga.

Mr Kopke said management had been assured, and satisfied, that no one was injured and no property damaged in the raid.

The possibility of charges being laid against workers had not been ruled out.

Meanwhile the plant would remain closed until damage had been assessed and repairs done.

Negotiations with the union would continue.

Police end Mercedes plant siege

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Own Correspondent

JOHANNESBURG — The Mercedes-Benz siege ended early yesterday morning when 160 workers, who had been sitting in at the East London plant for 17 days in defiance of a Supreme Court order, quietly left the premises after a police warning.

But both Mercedes chief executive Mr Christopher Köpke and Numsa negotiator Mr Les Kettleidas agreed the underlying causes of the crisis still remained and that a great deal needed to be done to restore normality at the factory.

The sit-in by the workers — who represent about 12% of the hourly-paid workforce — was a rebellion against Numsa policy which supports national wage bargaining. The dissidents wanted to bargain just with their own management in the belief that they would win a better deal.

Mr Köpke said the police arrived at 6am and the plant was vacated within half an hour. The police said before entering they would use minimum force, and it was "refreshing" that there had been no conflict, he said.

The question of the dismissal of strikers threatened to be a point of conflict between management and Numsa. Mr Köpke said yesterday as far as he was concerned the dismissals would not be reconsidered.

He said the dismissal of those responsible for the events of the last 2½ weeks would assist in restoring normality at the plant. However, the offer to Numsa of arbitration to determine whether the dismissals were, as Numsa alleged, an unfair labour practice, still stood.

Mr Kettleidas said yesterday the union believed the dismissals had only exacerbated the entire situation.

Mercedes was unable to give a clear assurance yet regarding its future in East London, but would have to clarify a number of issues first, Mr Köpke said.

He said R13,5 million a day had been lost in revenue alone during the strike.

Mr Köpke said the factory would remain closed until damage to property had been assessed and repaired and the problem revolving around Mercedes's participation in the national bargaining forum had been resolved with Numsa.

Mercedes close damaged plant

(152) Sowetan Correspondent

MERCEDES Benz's manufacturing plant in East London has been closed until damage caused by rebel strikers has been assessed and relations between management and the union patched up.

This news follows the eviction of 200 workers, who had occupied the premises for 17 days, in a dramatic dawn raid by hundreds of policemen at the weekend

The peaceful eviction - requested by Mercedes-Benz - followed a warning by the company on Friday that it would not be held to ransom by weapon-wielding workers. No arrests were made.

The industrial action by about 200 National Union of Metalworkers of SA (Numsa) members halted production on August 16 when they demanded the company withdraw from the National Bargaining Forum for the motor industry, initiated by the union, and negotiate wages at plant level. *SO weta 4/9/90*

Numsa members gear up for wage strike

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STRIKE action involving more than 13 000 Numsa members was either under way or on the cards for later this week, industry sources said yesterday

This was despite Monday's wage settlement by employers and unions party to the metal industry's main agreement

Numsa assistant national organiser Bernie Fanaroff said 2 000 members were on strike at Samancor's Meyerton and Witbank plants, 1 600 workers were striking at Usko's steel plant, and strike ballot results were being processed at Iscor.

Fanaroff said the three companies in-

(152)
MATTHEW CURTIN

involved were members of the metal industry's industrial council, but had house agreements with Numsa

Iscor industrial relations director Neels Howatt said yesterday Iscor was awaiting the result of the strike ballot at its Vanderbijlpark, Pretoria and Newcastle plants

Usko MD Johann Kaltwasser yesterday said 1 600 Numsa members were locked out on Monday after deciding to strike.

A Samancor spokesman confirmed striking in Witbank and Meyerton

Star 6/9/90

Ciskei supports Mercedes' handling of wildcat strike

The Ciskei Council of State has come out in support of Mercedes Benz in its handling of the wildcat strike at its East London factory.

The council warned the strikers not to doubt their fate if the factory closed and relocated "somewhere not cursed by an unruly labour element"

It added that the closure of the plant would result in the closure of other factories in the Ciskei supplying the company and would re-

sult in unemployment as well as withdrawal of investment capital.

The Mercedes Benz plant is to remain closed until further notice. Strikers, who had occupied the premises since August 16, were evicted on Sunday.

"The crude action of selfish rebels can no longer be tolerated. They are gambling with the prosperity, welfare, and future of all Border dwellers," the council said — Pretoria Correspondent

Mercedes
plant to
re-open
this week

Own Correspondent

JOHANNESBURG — Mercedes-Benz SA's East London plant will re-open this week after being at a standstill for almost two months.

National Union of Metal Workers (Numsa) regional organiser Mr Les Kettledas said yesterday that at this stage there was nothing to prevent the plant re-opening in a matter of days.

He said Numsa and Mercedes-Benz management had reached agreement on the remaining issues which had prevented production at the plant restarting.

Once Numsa leaders had consulted union members at Mercedes-Benz and received their mandate, the union would be able to sign a final agreement.

Mercedes-Benz official Ms Wendy Hoffman on Friday said management and union representatives had last week reached agreement "in principle" on issues which had stood in the way of the re-opening.

Mercedes production lines roll again today

Labour Reporter *MRG* 9/10/90

PRODUCTION at Mercedes-Benz resumes today following the resolution of the two-month industrial dispute which closed the company's East London plant.

The company announced yesterday that management and the National Union of Metalworkers of SA had reached an agreement on outstanding issues and normal business operations and production would start today.

Production was suspended on August 16 when hundreds of weapon-wielding workers occupied the factory.

They were demanding the company withdraw from the motor industry's National Bargaining Forum, which was initiated by their union.

DISMISSED

Mercedes dismissed the rebel workers and asked the police to peacefully evict them from the premises after a seige which lasted 17 days.

Public relations manager Mrs Wendy Hoffman said these points had been agreed to

- The wage agreement concluded at the National Bargaining Forum had been accepted by hourly-paid workers at Mercedes and both parties were committed to the company's continued participation in the forum.

- The dismissal of the workers would be referred to arbitration

- All hourly-paid employees would start work in accordance with their conditions of employment.

- The growth and viability of the company would be adressed through structures jointly created by the company and Numsa.

- Ways of solving other operational problems like the need to reach production schedules, discipline and absenteeism were agreed upon.

- A further meeting to finalise and implement a housing, education and social responsibility programme.

Star 9/10/90

Mercedes strike is over

By Shareen Singh

The seven-week-long strike at the Mercedes Benz plant in East London, which cost the company about R700 million, ended yesterday and the company will re-open its plant today, management said last night.

After several meetings between the National Union of Metalworkers and Mercedes management — and intervention by South African Communist Party and African National

Congress officials in a bid to resolve the dispute — the parties concluded an agreement yesterday afternoon.

Hourly paid workers accepted the wage agreement reached at the industry's National Bargaining Forum (NBF)

At the onset of the strike, Mercedes workers had demanded management opt out of the NBF and negotiate wages and working conditions at plant level.

Mercedes industrial dispute has ended

JOHANNESBURG — The industrial dispute at the Mercedes Benz (MBSA) factory in East London has ended.

A statement by the company said yesterday it had resolved the dispute and work would resume today after a break of seven weeks.

The strike began on August 16 with a sit-in at the factory premises, but it was ended two weeks later by police at the request of the management.

MBSA chief executive Mr Christoph Kopke said recently the dispute had cost the company R13,5 million a day and had jeopardised foreign investment in South Africa.

MBSA official Ms Renee Killian said yesterday the company had lost over R500m in revenue during the 37 working days production was suspended — Sapa-Reuter, Own Correspondent

90% at Benz reopening

Own Correspondent

CAT Trif 10/10/90

EAST LONDON. — About 90% of the workers at the Mercedes Benz South Africa (MBSA) plant here returned to work yesterday morning, ending the factory's seven-week-long closure.

This followed an agreement reached on Monday between MBSA and the National Union of Metalworkers of South Africa (Numsa).

A company spokesman said the parties had agreed in the settlement first to deal with "certain operational issues to enable normal production to resume".

The necessary tasks were completed before noon yesterday and staff were permitted to go home early.

Production is due to resume at normal times from today.

The spokesman said MBSA's chief executive, Mr Christoph Kopke, expressed his appreciation to all staff for their co-operative and constructive handling of yesterday's "operational problems".

He also said MBSA and Numsa had agreed to arbitration on the issue of the 538 dismissed workers and said they did not have access to the plant.

More talks between Mercedes and union

AKGUS
2/10/90

By SHARON SOROUR
Labour Reporter

MORE talks between Mercedes-Benz and the National Union of Metalworkers of South Africa take place this week to try to resolve the industrial dispute which has closed the motoring giant's East London manufacturing plant.

Company public relations manager Mrs Wendy Hoffman said no "firm arrangement" had been made but the parties would meet "in the early part of this week".

Last week Mercedes announced that progress had been made in negotiations with the union, raising hopes of ending the dispute.

Suspended

Production was suspended on August 16 when hundreds of weapon-wielding union members occupied the plant unlawfully for 17 days.

They were demanding Mercedes withdraw from the motor industry's National Bargaining Forum — originally initiated by their union.

While Mercedes has admitted that the closure is costing R13,5-million every working day, it has refused to reopen the plant until certain pre-conditions have been met.

Company chief executive Mr Christopher Köpke said the progress of the negotiations and agreement on the issues raised by management would determine whether or not the company would be able to continue doing business in South Africa.

Four of the pre-conditions had been met, according to the company. Damage caused during the occupation had been assessed and repaired. Hourly-paid workers had accepted the wage agreement concluded at the bargaining forum.

The company's dismissal of the rebel workers would be referred to arbitration to determine if it was fair.

Outstanding

The two outstanding pre-conditions were: The union had to satisfy management that its members were prepared to resume work in accordance with their conditions of employment.

A practical process to remove problems limiting the growth and viability of the company had to be agreed upon by both parties.

Whites assault black church group on outing

MEMBERS of black church group the Voices of Healing Ministry were assaulted by white men chanting "AWB" at a Vanderbijlpark picnic spot on Tuesday ^{B/Dam 4/1/91}

Voices of Healing Ministry member Abel Lehoko said the church group had booked one of the venue's halls for a New Year's Day outing. Events were interrupted when the church members received a report that a white man was assaulting one of their children.

Lehoko said that when church members approached the man he walked away. He returned later in a group of about 20 people which started assaulting people.

Lehoko, who sustained a swollen lip after being hit with a beer bottle, said the police were summoned, but they advised the church group to leave as they were likely to get hurt.

Lehoko said the attackers made it clear they did not want to share their park with blacks.

He said the whites chanted "AWB" as the group left the park.

This is the second incident in which a church group has been assaulted by white extremists at a previously whites only park.

Last year Sunday school children were beaten in Louis Trichardt in the northeastern Transvaal. The incident led to a consumer boycott.

Vaal police spokesman Capt Pieter van Deventer said police were called to the scene of the Vanderbijlpark incident but when they arrived no assaults were taking place.

He said no member of the church had laid a charge so police could not pursue the matter. The church group decided to leave because they felt they were not welcome.

"Police assured them they were more than welcome, but they left," Van Deventer said — Sapa

Call for a boycott a 'fundamental right'

B/Dam 4/1/91

SUSAN RUSSELL

CALLING for a boycott entailed the exercise of the fundamental rights of expression and association and therefore in the context of collective bargaining was lawful in principle.

This is the view of labour lawyers J Gauntlet and D Smuts in the latest issue of the Industrial Law Journal, where they examine boycotts and whether they might be unlawful in certain circumstances.

In examining what limitations the common law imposed on the exercise of the right to boycott, the authors referred to the significant increase in the use of boycotts in industrial conflicts over the past year.

They pointed out that those making an organised call for a boycott of products of furriers and ivory merchants on ecological and religious grounds would be surprised if their actions were considered unlawful.

Freedom (152)

"It would thus seem that the legal convictions of any community laying claim to democratic values recognise that certain actions of organised withdrawal of custom are lawful, while others are not."

The difficulty, they said, was drawing the jurisprudential line.

"The departure point must surely be that the right to combine in an organised withdrawal of custom is an aspect of the recognised fundamental right to freedom of association, expression and at times, assembly."

They said recent boycotts had generally been called by a trade union to exert pressure on an employer to re-employ dismissed workers who were members of that union.

A boycott in those circumstances had a purpose directly related to the resolution of the labour conflict and it

could not be suggested that such a boycott was prompted by primarily punitive considerations, they said.

The authors said in these circumstances the critical tests as to lawfulness were whether or not the party calling for the boycott was acting in protection of "justifiable interests" and whether to recognise the action as lawful would be in accordance with a general sense of justice.

Taking the ecological and religious boycotts as examples, they said, SA society could be considered to accept boycotts of products in the propagation of a legitimate aim or interest of the party calling for the action.

"If our law recognises and protects social or religious interests in appropriate circumstances, equally it must be considered to protect economic ones," they said.

"It would seem that in principle the fact that in strict law the employer may have been entitled to dismiss the workforce, but its entitlement to act would not per se render boycott action organised in response unlawful."

On this approach, they said, there was no bright line between lawful and unlawful boycotts.

The authors said the question of whether or not a boycott was lawful would probably arise in court proceedings in which a party was a target of organised withdrawal of custom and sought to restrain the instigator.

Therefore, if as suggested a boycott entailed the exercise of a number of fundamental rights and thus lawful on the face of it, it was up to the applicant to establish that in those particular circumstances the exercise of the right was in fact unlawful.

Gas supplier ends lockout of 73 after deal with union

By SHARON SOROUR ^{4R6as 29/10/90}
Labour Reporter

THE six-week lockout of 73 employees by Woodstock gas supplier Capegas has ended

Most of those affected agreed to resume work today, said company spokesman Mr B Straughan.

He said the Chemical Workers' Industrial Union had unconditionally accepted the company's wage package of a 21 percent across-the-board increase backdated to April 1. The union initially demanded 53 percent, he said.

Capegas locked out the workers on September 17 one hour before they were due to go on strike

Mr Straughan said the union accepted the company's final offer on October 17 "plus a gesture by the company of a R50 food voucher for each of the locked out employees".

The union first accepted the offer

on condition that the company waived its legal right to take disciplinary action against employees guilty of "criminal acts of physical assault and intimidation".

When Capegas refused to concede the right to take action against three offenders, the union accepted the offer unconditionally.

Several employees were arrested outside the plant after the lockout. The company also obtained a Supreme Court interdict restraining workers from being near the premises and damaging company property.

The Woodstock branch of the African National Congress also entered the dispute, urging management to end the lockout and threatening to mount local community support for the workers

On October 11 about 100 people marched to Capegas to hand the management a petition.

Crisis at 9 strike-hit hospitals

Sowetan 2/11/90

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By MATHATHA TSEDU

THE dismissal of five nurses from a hospital in Lebowa last Friday has precipitated a health crisis in the area with nine hospitals at a virtual standstill.

Patients, some of them still unable to walk, are being discharged from several hospitals as services came to a halt. A skeleton staff of senior nurses and doctors is manning emergency and intensive care cases, hospital sources said.

A spokesman for the Lebowa government, Mr N Bambo, said yesterday the Department of Health had confirmed that at least nine hospitals were affected.

These included major referral centres such as Groot Hoek Hospital. Bambo said a decision on patients had been left to individual superintendents to handle according to available manpower.

"Patients no longer in dire need of hospital care are being sent home while serious cases are either being

retained or transferred to other centres", Bambo said.

Trouble started at Maandags Hoek Hospital, at Driekop, on Saturday after five nurses were fired for allegedly organising meetings of workers.

Almost the entire staff downed tools and demanded the immediate dismissal of the superintendent, a Dr de Jager, who they accused of alleged right wing leanings and racism.

Other hospitals joined in solidarity on Monday and the strike has spread, Bambo said.

Lebowa Chief Minister Nelson Ramodike was quoted on the radio as saying the dismissed would be reinstated but confirmation of this was unavailable yesterday.

No doctor after rough 75km donkey cart ride

By SOPHIE TEMA

MADUMETJA Matume travelled about 75km by donkey cart from her home to the Matlala Hospital to receive treatment for her chronic illness, but there were no doctors to attend to her.

Madumetja was one of hundreds of very sick people who could not receive treatment because of the three-week-old strike that has brought almost all health services in Lebowa to a complete standstill.

The strike by the Northern Transvaal Public Servants' Union (Notrapsu) has spread to about 18 hospitals in the homeland, leaving matrons and nurses to do the work of ordinary workers.

Workers were to have returned to work by Thursday, said Chief Minister Nelson Ramodike

Elisa Matlala, 54, said she travelled a long way from her home near Nebo to the Glen Cowie Hospital to have treatment for a chest ailment which, she says, started a month ago.

Breathing with difficulty, Elisa said. "I could not get to the hospital earlier because I had no money. Last week my brother who works in Johannesburg sent me R30 and this money helped me pay for transport to get me here.

"I had to pay R8 for a private car to bring me to hospital because there are no telephones in our village to call an ambulance and transport is not easily available."

But there were no doctors on duty at the hospital. "The nurses told me there was a strike and that I would only be able to get the necessary treatment once things returned to normal. They were, however, very sympathetic towards me. They examined me and gave me medicine to drink."

In hospitals like Matlala - one of the biggest in Lebowa - primary health nurses manned the outpatients' department because there were no doctors.

Nurses at most hospitals had to scrub floors, clean toilets, wash and iron laundry and do the cooking - in some cases assisted by patients.

The situation had become so serious that emergency cases from Matlala and Glen Cowie hospitals had to be transferred to Jane Furse Hospital.

On Thursday night a patient who was to have had an emergency caesarian section had to be transported 85km to the

HC Boshoff Hospital in Maandagshoek near Burghersfort because "Notrapsu had cut off the water supply" by sending their pump operators to Jane Furse, claimed a doctor.

Unofficial reports said workers at Glen Cowie and Matlala hospitals trickled back to work on Friday.

A spokesman for the Lebowa government said a commission of inquiry has been appointed to look into the grievances of the more than 2 000 public servants who embarked on an indefinite strike after the home-

land's government failed to respond to their demands.

Demands include.

■ Labourers who are regarded as "permanently temporary" be taken on as full-time staff,

■ An end to preferential treatment of white officials and the implementation of study schemes, particularly in the cases of officials who are allegedly punished for not being in the good books of their seniors, and

■ Maternity leave and benefits for women in public services.

The workers also demand the immediate re-

lease of six Notrapsu executive members detained in connection with the strike and held under the Internal Security Act.

Members of the Lebowa Nurses' Association (Lebna) on Friday reported for work at hospitals and clinics after a sit-in was called off during a meeting at Groothoek Hospital on Thursday, reports Sapa.

Nine resolutions, including the calling off of the sit-in, were adopted at the meeting which was aimed at ironing out problems encountered by association members.



A blind patient helps with the dishwashing at a Lebowa hospital where nurses and doctors are on strike.

Clives 14/10/90

(15)



Patients lie in hospital corridors waiting for treatment they will not get until the strike ends.

Picture: BONGANI MNGUNI

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NUM denies sit-in miners were held hostage

By Shareen Singh

The National Union of Mineworkers yesterday denied allegations made by JCI that union marshals held miners hostage during an underground sit-in at Lebowa Platinum Mine.

NUM spokesman Marcel Golding said about 400 workers voluntarily held a sit-in after management dismissed 150 miners.

JCI said numerous employees stated on their return to the surface on Tuesday that they had been held hostage underground by "marshals apparently acting on instructions of the NUM".

The company found that various items of equipment underground had been damaged. The union claimed management had switched off the ventilation system in the shaft.

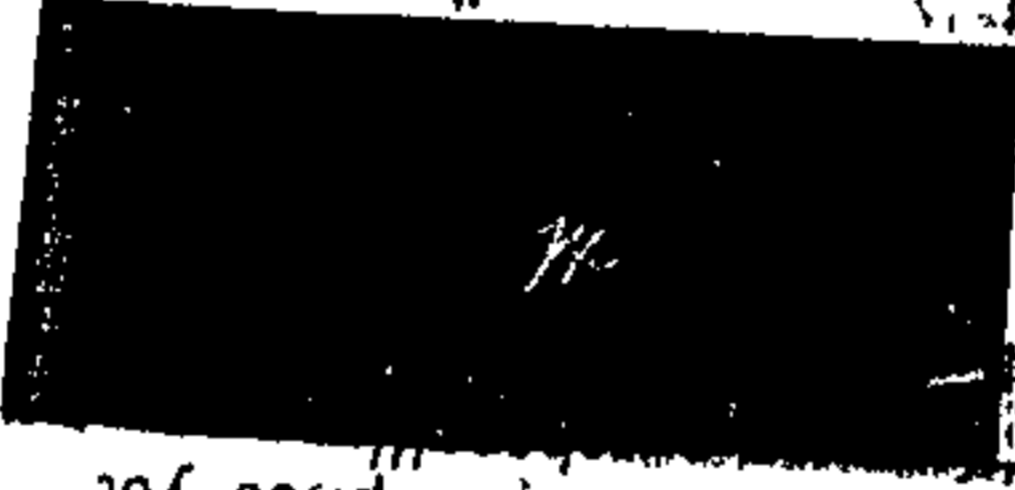
Food supplies to the shaft were stopped after management had sealed off all openings leading to the shaft, the NUM added.

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UNIT 1354



A CHANCE TO WIN BACK THE PRICE YOU



Mandela in Khayelitsha today on first-time tour

AK6US 30/11/90

Staff Reporters

MR Nelson Mandela will visit Khayelitsha for the first time today.

He will be taken on a tour, stopping at the Lingeletu West resource centre to meet municipal workers and other "battle-weary" residents of the area, according to an African National Congress spokesman.

The scene in the trouble-torn township is likely to be one of rubbish bins overflowing and streets impassable because of sewage spills.

A claim by Lingeletu West Town Clerk Mr Graham Lawrence that the sewerage system was sabotaged has been dismissed by Western Cape Civic Association chairman Mr Michael Mapongwana as an attempt to discredit striking town council workers.

Mr Lawrence alleged that someone blocked the system with cloth and other objects on Wednesday, causing a health risk.

Sewage spilled on to the road in at least two places yesterday as casual workers tried to unblock the drains.

The strikers, members of the South African Municipal Workers' Union, said they would not return to work until the council resigned.

Mr Mapongwana accused Mr Lawrence of making "unfounded allegations" in an attempt to "discredit the workers' struggle".

The sewerage problem had plagued

Khayelitsha for "a long time". This was probably because the system had been constructed with inferior materials, said Mr Mapongwana.

Refuse litters the street in the two-roomed section of the township where the main offices of the Lingeletu Town Council are situated and where strikers gather daily.

At least two streets, Kusasa Road next to Mvusemvuse Comprehensive School and one in U-section in the shack settlement of Site B, have been impassable since Monday because of sewage.

At the start of the strike, workers demanded protection from the council after nine clerical staff were injured in a petrol-bomb attack. Strikers demanded that the council dissolve because attacks on councillors were spilling over to the workers.

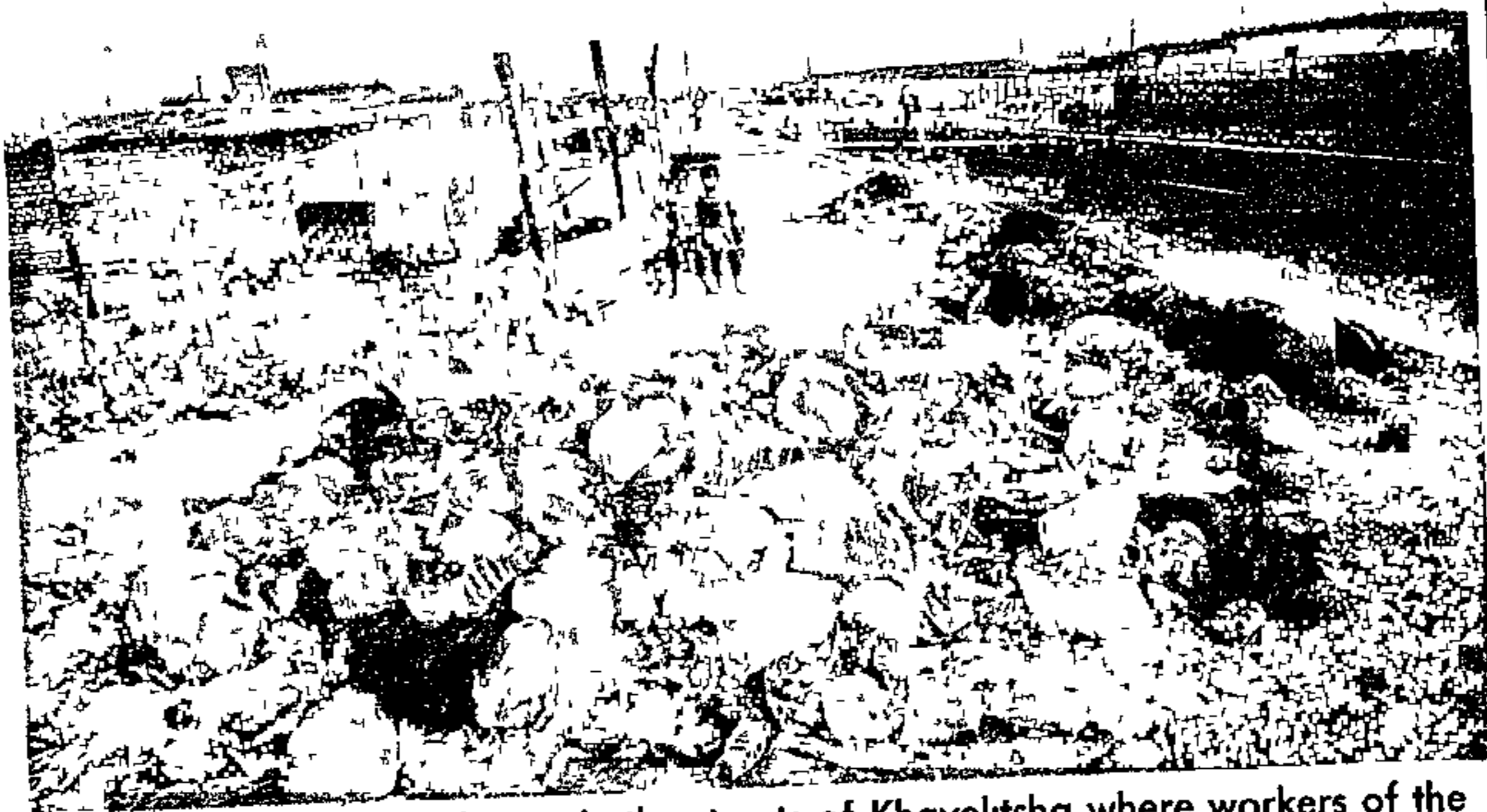
The council retaliated by adopting a "no-work-no pay" policy.

Meetings between the Western Cape Civic Association, the ANC, the union and Cape Administrator Mr Kobus Meiring have taken place but have failed to resolve the impasse.

Mr Meiring said he had no power to dissolve the controversial council.

The parties will meet again on Monday.

● Security forces conducted a door-to-door search in Greenpoint, Khayelitsha, yesterday as part of the intensified operation against violence launched by the police and Defence Force this week.



STRIKE-HIT: Refuse piles up in the streets of Khayelitsha where workers of the Lingeletu West Town Council are on strike until the council resigns.

agreement has been signed by Volkswagen and the National Union of Metalworkers, bringing to an end the two-week closure of VW's Uitenhage plant. W/M 30/11-1/12/90 (152)

A VW statement said the agreement committed both sides to the "maintenance of acceptable work and behaviour standards, the growth and viability of the company, health and safety in the workplace and the principle of equal opportunity for all employees".

VW made the signing of the agreement a condition for reopening the plant, closed on November 16 after an alleged unprocedural walkout.

Like agreements reached between Numsa and Mercedes and BMW, the VW deal is based on the "IG Metal" code of minimum standards for German firms in South Africa.

VW said both parties had to work to make the agreement effective, as continued disruption of production experienced this year would threaten its viability. The plant reopened yesterday.

Agreement at VW (152)

■ A new and progressive recognition

Metal industry employers ready to lock out strikers, says Seifsa

B/pan 14/9/90

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CAPE TOWN — Metal industry employers have rallied along a countrywide front in response to threats of a national strike following deadlocked wage talks with 117 000-member Numsa

Seifsa says the deadlock has since been resolved.

Disclosing the outcome of a ballot on a countrywide lockout, Seifsa executive director Brian Angus said yesterday the ballot was the first successful industrywide vote embracing an employer constituency of its size.

The ballot reflected 53,3% support among Seifsa members for a lockout and was considered a significant show of solidarity among employers in the industry, Angus said in a statement.

Forty-nine Seifsa associations, representing 3 200 member companies,

were balloted in anticipation of large-scale industrial action by Numsa and the Metal and Electrical Union of SA (Mewusa)

Ballot results were counted on September 6 with Mewusa general secretary Tommy Oliphant present. Numsa was invited, but did not attend.

The Labour Relations Act requires a simple majority decision in favour of a lockout before this can be implemented.

An industry-wide strike was averted two weeks ago when agreement was reached with Numsa, the largest union in the national bargaining forum

"In this respect, the result of the lock-out ballot may be somewhat academic unless Mewusa, the only trade union which remains in dispute,

decides to ballot for strike action

"Should the union pursue this course of action, employers will be in a position to lock out Mewusa members," Angus said

The union, which has about 30 000 members in the industry, was not available for comment

Seifsa said a total of 32 member associations achieved successful lock-out ballots of between 50,7% and 100%.

Seventeen associations recorded unsuccessful ballots. Four of those obtained ballots of exactly 50% and required only one additional positive vote per association to make the ballots successful.

Of the 1 959 votes cast in a 61,2% poll, only 21 negative votes were received. — Sapa

Nampak strike: Employers battering down the hatches

By DREW FORREST

W/Mail 23-29/11/90
"BRITISH unionist Vic Feather always used to say. 'Leave the other fellow the bus fare home' I can't help feeling Nampak's gone beyond this"

The comment highlights widespread feeling that Nampak has failed to take the long view in crushing the nine-week strike by 4 000 workers over central bargaining

Strategic errors were undoubtedly made by the Paper, Printing, Wood and Allied Workers' Union. The calling of a national strike in breach of recognition agreements and labour law enabled Nampak to shift the focus to one of conduct and "due process"

But given the unions' growing role in social policy-making, observers stress

that the central bargaining issue will not go away

"Employers will have to accept that the subject matter of bargaining is going to widen, and that the right forum may not be the plant," said labour consultant Pat Stone

Employers might see factories as distinct cost units, but labour was bound to push for common pay rates for the same skills, he added

The settlement, reached after crisis intervention by Cosatu, at least enables Ppwawu to retreat in reasonable order

About 700 fired strikers have been rehired on final warning, and although the fate of another 500 will be sealed in mediation, they are likely to recover their jobs

But there is no escaping the disastrous setbacks

Strikers, who lost over R10-million in wages, won no concession on their minimum wage demand and forfeited half their annual bonus. Some workers, particularly in Nampak Corrugated, may be retrenched as a result of restructuring and lost business during the strike

More significantly, the union has agreed to a nine-month moratorium on the central bargaining demand. Exploratory talks had started before the strike, and the corrugated division had signalled its willingness to negotiate alternative bargaining levels

The demand for a group-wide "bugging" probe was also lost. Instead, Cosatu, Ppwawu and Nampak will enter an accord stating their abhorrence of the practice

The handling of the strike, say both Stone and Nampak's Tony Mercer, bears out hardening employer attitudes on unprocedural industrial action.

This was a central issue in the Mercedes dispute. Significantly, Volkswagen has demanded "agreement to abide by all conditions of employment and the elimination of unprocedural action" as a condition for re-opening its Uitenhage works, closed this week after engine plant workers walked out to attend a court hearing

"Employers are battering down the hatches as the recession deepens. They're demanding stricter compliance with agreements," ventured Stone

Mercer said that while the Cosatu negotiators had indicated their support for "due process", elements within Ppwawu took an expedient view. "The attitude is 'We'll use it if it works for us'"

"Employers are offloading their burden of collective guilt. Especially at senior level they're saying 'We're entering a new phase of our history, based on democratic values. We can't allow these to be raped,'" said Mercer

'Death knell' for Harrismith if Frame closes blanket mill

Weekly Mail Reporter
THE closure of the Frame group's Harrismith blanket mill, with the loss of 1 100 jobs, would reduce the Free State town to a "sanctuary for artists and poets", the SA Clothing and Textile Workers Union has warned.

"It's by far the largest employer — it's the death knell," said Sactwu's Jabu Gwala. "Shops will close and taximen are selling their vehicles. There'll be chaos in the 42nd Hill township"

Last week, Frame announced the closure of three plants, one in Harrismith and two in East London, with the retrenchment of 2 000 workers. Gwala said jobs were also being shed in Durban, Pinetown and Ladysmith

Plant-by-plant negotiations were under way and a possible third shift at another East London plant could cut job losses there from 850 to 600, he said

The Harrismith crisis raises the prospect of a joint union-employer approach to the government on textile imports

Gwala said the union intended setting

up a meeting involving the state, Frame, organised business in Harrismith and another beleaguered blanket-maker, Aranda Textile Mills in Randfontein

"We're looking for protection," he said. "The last straw is preferential treatment for Turkish blankets under a government trade agreement"

Frame chairman Mervyn King complained last week that the tariff on imported yarn was hurting local cotton growers and spinners, and that a revision agreed last year had not been gazetted. Imports had leapt to nearly seven-million kg in the first half of this year, as against four-million kg for the same period of 1989

"It is unbelievable that government is standing by in a recession and watching imports increase, while an industry employing some 400 000 is being eroded"

Denying that imports would spur efficiency, he added "You cannot improve the efficiency of an industry by destroying it"

'Peace and justice' as VW slips into gear again

By SHARON SOROUR
Labour Reporter

VOLKSWAGEN reopens its Uitenhage motor plant today after signing a detailed recognition agreement with the National Union of Metalworkers.

A company spokesman said: "Both parties have committed themselves to industrial peace and justice in the workplace and to maintaining acceptable work and behaviour standards, the growth and viability of the company, health and safety in the workplace and the principle of equal opportunity."

Production at the plant stopped on November 16 when about 600 engine plant workers walked out to attend a court case involving a shop steward and a foreman.

Volkswagen refused to reopen the plant, where about 6 000 people are employed, until the union signed an agreement which ensured continuous production.

While the union has demanded that Volkswagen pay all employees affected by the closure, the company spokesman said Volkswagen had "no legal or moral obligation" to do this.

The recognition agreement is

based on 14 points contained in the German IG Metall metalworkers' union employment contract. Volkswagen is the third South African car manufacturer to sign it with Numsa, after Mercedes-Benz and BMW.

The document contains minimum standards for labour relations and includes procedures for grievances, disputes, arbitration and retrenchment.

Previously the Volkswagen employment contract provided for jointly agreed procedures and policies, with wages and similar substantive issues determined by an industrial council agreement.



PHOTO-STAR
THE HORIZONTAL
REVOLUTION HAS STARTED

SANYO VIDEO
CAMERA

777MA

News in Brief

Policemen shot dead *Art T. 29/11/80*

DURBAN — Two KwaZulu policemen were shot dead in a police van in White City village in Umbumbulu, south of Durban, on Tuesday night.

Eskom chief has bypass

JOHANNESBURG — The chairman of Eskom, Dr John Maree, is reported to be "resting comfortably" after cardiac bypass surgery.

Jan Smuts strike over *Art T. 29/11/80*

JOHANNESBURG — The strike by about 200 SAA technicians at Jan Smuts Airport ended yesterday afternoon. The workers had begun a sit-down strike in the morning after a colleague had been dismissed for allegedly smoking daega

Air traffic was not affected by strike

A SIT-IN at Jan Smuts Airport by striking black SAA workers had not affected air traffic, a spokesman for the airline said yesterday.

Zelda Roux confirmed black staff were involved in a dispute but could not say what it was about.

She said negotiations between management and staff were taking place but she did not know what demands were being made.

She said air traffic in and out of the airport had not been affected - Staff Reporter.

21/11/90
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Opp. Times
sday, November 27 1990

Crisis in Khayelitsha — talks resumed

By CHRIS BATEMAN

SENIOR members of the ANC's regional executive spent more than four hours late yesterday locked in resumed negotiations with Cape Administrator Mr Kobus Meiring and his senior community services advisers over the crisis in Khayelitsha.

As they spoke, hundreds of police and soldiers mounted a major "clean-up" operation in Khayelitsha, searching houses, mounting roadblocks and conducting foot patrols.

A police spokesman said the operation was to "try to stabilise the area".

The security force action came as Khayelitsha town clerk Mr Graham Lawrence announced that services had partly resumed after a 10-day disruption because of the SA Municipal Workers Union' (SAMWU) strike.

Mr Lawrence said he had hired some 180 casual labourers while about 3% of the 1 000 striking SAMWU workers had resumed work.

"We've been inundated with people looking for work — at last we're operating and can resume refuse removal and some administration."

He said he was "pleasantly surprised" that the ANC had resumed talks with Mr Meiring after breaking them off last week.

The ANC alleged "collusion" by Mr Meiring with the police in the imposition of a now-lifted curfew and the declaration of Khayelitsha as an unrest area.

Yesterday's talks followed two days of failed negotiations between SAMWU and Khayelitsha's Lingeletu West town council and a further two days of deadlocked discussions between a joint SAMWU-ANC delegation and the council.

Yesterday's ANC delegation included ANC regional president Mr Christmas Tinto, exco members Mr Bulelani Ngcuka and Mr Amos Lungisi, publicity secretary Mr Trevor Manuel and SAMWU general secretary Mr John Ernstzen.

The CPA delegation included director-general Mr Barry van der Vyfer, regional director of community services Mr Faan Naude, his deputy, Mr Carel du Plessis, and Mr Themba Nyati, MEC in charge of local government.

Council workers, subjected to violent community attacks earlier this month, claim that the continued presence of town councillors is threatening their safety and are demanding their immediate resignation before resuming work.

Numsa to adhere to VW agreement

Cape Times

22/11/90

Own Correspondent

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PORT ELIZABETH — The National Union of Metalworkers of South Africa (Numsa) has agreed to adhere to the recognition agreement demanded by Volkswagen as a precondition to restart production.

However, the union would not sign the agreement until all employees were educated on its contents, reported Numsa's chief shop steward, Mr John Gomo.

Assembly lines at the Uitenhage plant remained idle for the seventh production day yesterday after managers halted operations on November 15.

The company has demanded that Numsa officials sign a recognition agreement worked out earlier this year. It covers the relationship between company and union and sets out the rights and obligations of both parties.

● An apparent about-turn by Old Mutual may help bring an end to the two-week-old strike of more than 300 employees in the Eastern Cape, Ciskei and Transkei.

The company has proposed a meeting with the committee representing the employees, only two days after it stated it did not recognise the committee as a bargaining unit.

Council must resign, says Flats activist

Staff Reporter

CAP 747/90
24/11/90

WESTERN CAPE Civic Association chairman and veteran Khayelitsha activist Mr Michael Mapongwana yesterday lashed out at the "continued stubbornness" of the Lingeletu West Town Council in not resigning.

Reacting to yesterday's deadlock in talks between the council and an ANC/SA Municipal Workers' Union (SAMWU) delegation, he said the tricameral parliament, the homeland system and black local authorities were a "confirmation of the exclusion of the African majority from decision-making at national level".

This was why black local authorities such as the council were rejected by most residents, he said.

● Mr Mapongwana narrowly escaped an assassination attempt in which his wife Nomsa was killed in Khayelitsha last month. He has been at the forefront of the campaign to get the controversial Khayelitsha council to resign.

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Council wants to use legal force on strikers

24/11/90
By CHRIS BATEMAN

THE Lingeletu West Town Council yesterday signalled its intention to bring a Supreme Court interdict to try legally to force 1 000 striking Khayelitsha municipal employees to return to work.

Town clerk Mr Graham Lawrence said this yesterday after a second day of negotiations with the SA Municipal Workers' Association (SAMWU) and an ANC delegation had again failed to break deadlock.

The workers have been on strike for the past eight days, bringing most township services to a halt and posing a potential health hazard.

The ANC/SAMWU delegation is insisting that the council either resign or suspend themselves after which work will resume. They claim this is the only way the controversial council can protect workers from violent attack.

The council, however, is insisting that workers return to their jobs before the issue of councillors resigning is discussed.

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residence at No 10 Downing Street yesterday on his way to the House of Commons.

Khayelitsha crisis talks breakthrough

CAT Times 23/11/90

By CHRIS BATEMAN

IN a dramatic breakthrough yesterday the ANC and the Lingeletu West Town Council sat down for the first time to discuss the crisis in Khayelitsha.

The 3½-hour discussions were prompted by a week-long strike by the SA Municipal Workers' Union (Samwu), to which most of the 1 000 council employees belong.

The workers said they would break their strike, which is crippling township services, only if the council resigned. They cited this as the only way to ensure their safety in the community.

Nine council workers were injured, three seriously, when a kombi taking them home was petrol-bombed near the Lingeletu West offices last week.

A day earlier a council worker, Mr Wiseman Mdube, 38, was murdered in an ambush in Site C. These and other attacks followed last month's assassination attempt on the ANC-supporting Western Cape Civic Association chairman, Mr Michael Mapongwana, in which his wife Nomsa was killed.

Yesterday's talks deadlocked in spite of earlier top-level mediation between Samwu and the council. However, both parties agreed "in principle" that there was a need for future discussions.

In a statement afterwards, ANC regional execu-

To page 2

From page 1

Khayelitsha

tive member Mr Trevor Manuel said the town council's call was "Come back to work and we'll discuss our resignation".

"We are saying it's not that easy, the workers feel threatened by your continuing presence," he said.

Khayelitsha town clerk Mr Graham Lawrence said that while workers had been clocking in and out, they had downed tools for a week, disrupting services and plunging the township into chaos.

In a reference to the murder and related charges against eight of his councillors, he said the council could not pre-empt the "due process of law" by forcing councillors to resign.

He intimated that his council may seek an urgent Supreme Court interdict to force workers to return if talks stalled.

It was reliably learnt that Cape Administrator Mr Kobus Meiring contacted the council yesterday to update himself on developments. The ANC broke off talks with him last week.

Mr Manuel yesterday held out an olive branch, saying resumed talks with Mr Meiring were now a "definite possibility".

CHC 7145 (102)
22/11/90 152

VW resumes production

PORT ELIZABETH — The Volkswagen motor plant in Uitenhage is to resume production on Thursday.

A company statement yesterday said management and representatives of the National Union of Metalworkers of SA had agreed in principle to sign a recognition agreement.

Employees would attend special sessions at the plant today and tomorrow to familiarise themselves with the contents of the agreement.

The production line was shut down following a staff walk-off in the engine plant division on November 15 — apparently to attend a colleague's court case — Sapa

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Union claims lockout ^{Mew} 26/10/20 was illegal

Supreme Court Reporter

AN electronics company acted illegally in locking-out more than 200 workers on September 3, the Cape Town Supreme Court has heard.

The Metal and Electrical Workers Union of South Africa (Mewusa) is claiming that the lockout of 227 workers by National Panasonic at its Parow Industria factory nearly two months ago breached the Labour Relations Act.

National Panasonic has denied the lockout was illegal.

The company declared a deadlock on August 13, but Mewusa submitted in papers that no deadlock had yet been reached on that date.

The union claims that further dispute-settling procedures agreed to between the parties were still to be attempted and the matter was prematurely submitted to the Industrial Council before 30 days had passed after the company's dispute letter.

Mewusa claims that the dispute letter did not constitute a deadlock notice as determined by the Act. It was sent by telefax, not by hand or registered post as determined by the Act, and was consequently invalid, the union submits.

The hearing was postponed to Monday.

Stoppages cost VW 'millions'

CAT Titl 22/11/90
Own Correspondent and Sapa

JOHANNESBURG — Volkswagen SA claims that repeated work stoppages, which had disrupted production at Volkswagen's Uitenhage plant over the past three years, had cost the company "millions". This year alone 20 days' production had been lost, a company spokesman claimed yesterday.

The spokesman said high levels of absenteeism had compounded the problem, so undermining the company-union relationship that "it has become impractical and uneconomic to continue to operate production". The factory was closed last Friday.

Talks between Volkswagen SA and the National Union of Mineworkers (Numsa) remain deadlocked over management's demand that Numsa shop stewards sign a so-called recognition agreement before production at the Uitenhage plant is resumed.

VW would not comment on the progress of talks or when the plant was likely to reopen.

Numsa officials could not be reached for comment.

Many heed Pretoria call for stayaway

Sowetan
22/11/90

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THOUSANDS of people in Mamelodi, Pretoria, stayed away from work yesterday in remembrance of the 14 people who were shot dead by security forces during a rent protest march on November 21 1985.

Scores of residents, mostly youths, attended the commemoration service at HM Pitje Stadium where speakers called on local councillors to resign.

Mr Bheki Khoza, who chaired the meeting, paid tribute to civic leader Mr Stanza Bopape, who went missing about four years ago after being arrested by police.

He also called on Min-

By MONK NKOMO

ister of Defence General Magnus Malan to bring to book the killers of Dr Fabian Ribeiro and his wife.

City Press reporter Elias Maluleke was turned away and barred from reporting yesterday's events by a group of youths and local civic leaders who accused him of "bad reporting and distortion of facts".

Wreaths

The procession, led by priests, marched through the streets to lay wreaths on the graves of 13 of the 1985 victims. The 14th victim, Mr Thabo Makola, was buried in

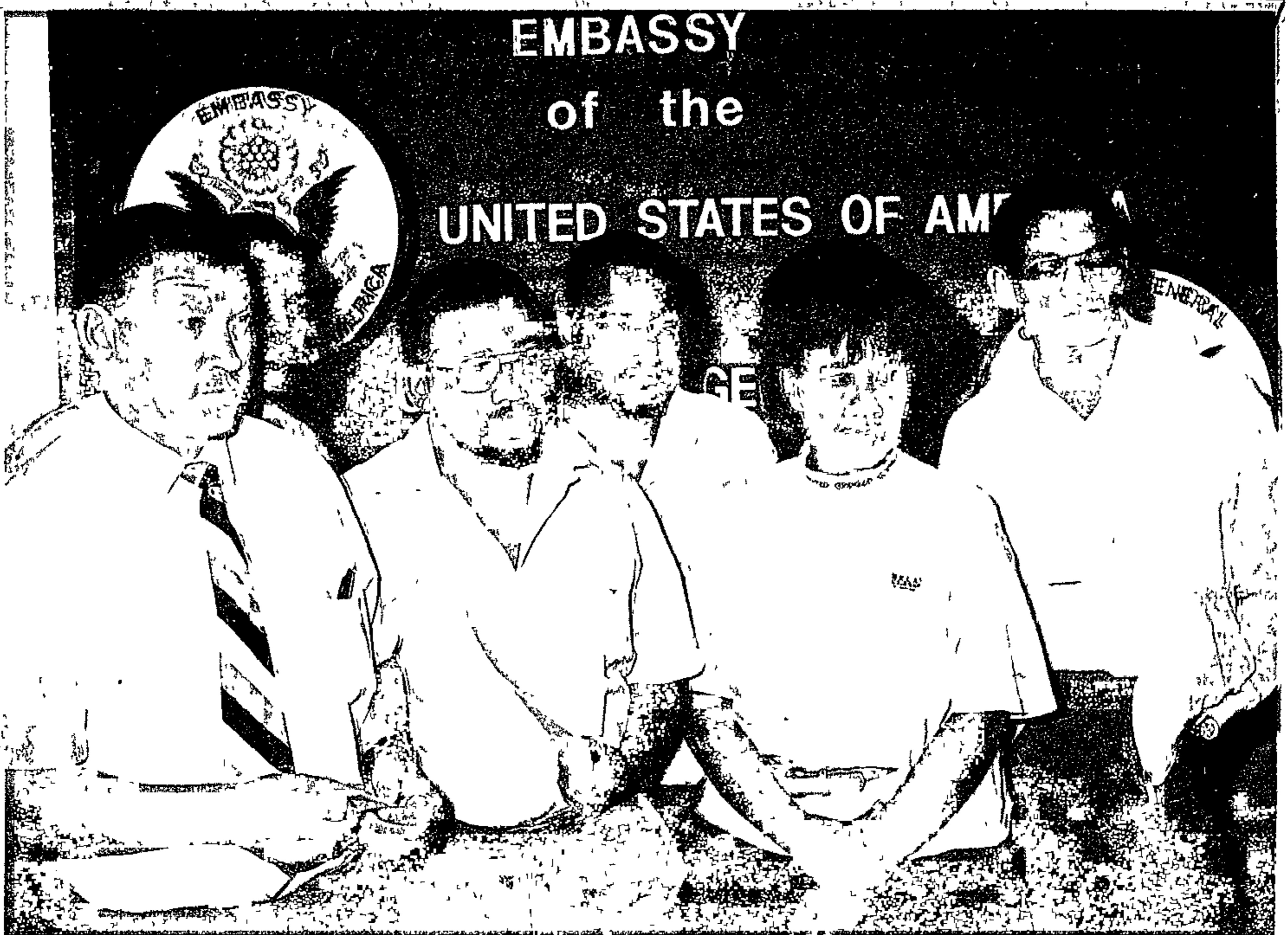
Mabopane.

The procession then went to the stadium where speakers blamed town councillors for the deaths of the 14.

Police kept a low profile and monitored the proceedings from their cars.

Mr Lazarus Mzwayine, chairperson of the Mamelodi Peoples Delegation, said the resignation of Mr Zikhali Ndlazi from the council last week "is not enough - he must face the consequences of what he did".

Other speakers at the service were Mr Dan Mmutle of the Pan Africanist Congress and Mr Mos Chikane of the African National Congress.



Picture WILLIE de KLERK, The Argus

SIT-IN: The six staging a sit-in at the American consulate are, from left, Mr Albert de Jager, Mr Andre Stryers, Mr Pedro George, Mr Ferdie Fourie, Ms Doreen Februarie and the Reverend Neville Swartz.

Public servants stage sit-in at US consulate

ARGUS
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By SHARON SOROUR
Labour Reporter

FOUR government workers from Worcester who were suspended for taking part in a work stoppage are staging a sit-in with two others at the American consulate in Cape Town.

The four, from the House of Representatives administration section, were among 83 suspended in Worcester and 50 around the country six weeks ago.

They are refusing to leave the foyer of the consulate in Broadway Centre until their demands for a 20 percent wage rise and elimination of disparate salary adjustments are met.

The group arrived in Cape Town yesterday to ask Consul-General Mr Charles Baquet to contact the American Embassy in Pretoria and President De Klerk to send a "senior official" to the consulate to address their grievances.

Mr Baquet refused to contact President De Klerk but explained during a two-hour meeting that he was willing to convey their concerns to the US embassy in Pretoria.

"It was not our intention to occupy the offices," said sit-in member Mr Pedro George.

"We came here to ask them to address our grievances and they have not done that. We are going to stay here until our demands are met — it doesn't

matter how long it takes."

The four suspended workers — Mr George, Mr Andre Stryers, Ms Doreen Februarie and Mr Albert de Jager — were accompanied by two community members — the Rev Neville Swartz and Mr Ferdie Fourie.

They had no food or water and were not allowed to use the consulate's toilet facilities, Ms Februarie said.

The industrial action by House of Representatives' workers started on October 16 when scores of workers downed tools after talks between the Public Servants' League and the House of Representatives reached an impasse.

VW: stoppages have cost millions

6/04/90 22/11/90

UNPROCEDURAL work stoppages had disrupted production at Volkswagen's Uitenhage plant for three years, costing the company "millions" This year 20 days' production had been lost, the company claimed yesterday.

Volkswagen said in a statement high levels of absenteeism had compounded the problem, so undermining the company/union relationship that "it has become impractical and uneconomic to continue to operate production".

It said employees failed to follow procedures in the union recognition agreement and ignored requests to return to work, causing the firm to lose millions

Talks between the firm and the National Union of Metal Workers (Numsa) remained deadlocked yesterday.

MATTHEW CURTIN

day.

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A VW spokesman would not comment on the progress of talks and Numsa officials could not be reached

Volkswagen suspended production last week after a group of Numsa members left an engine room to attend a court case involving a colleague

The company said yesterday it was "ready to open the factory as soon as the (recognition) agreement is signed by the union as an act of commitment by shop stewards to ensure industrial peace and orderly industrial relations"

Volkswagen claimed Numsa had agreed in principle to a recognition agreement but had yet to sign it.

March over mystery death

South 22/11 - 28/11/90
MYSTERY still surrounds the death of a Cape Town trade unionist who died in suspicious circumstances earlier this year.

Mr Sidwell Nonno's body was found in Zone 18, Guguletu, in May.

He had last been seen more than a week earlier when he attended evening classes at St Francis Church in Langa.

Last Friday more than 2 000 members of the South African Railway and Harbour Workers' Union (Sarhwu) downed tools and marched through central Cape Town to demand that Nonno's killers be found.

The protesters delivered a memorandum to the South African Police and one outlining their grievances to Transnet's regional labour relations manager, Mr Mannie Engelbrecht.

Nonno's death was initially viewed as a hit-and-run accident but subsequently two eyewitnesses contacted his family's lawyers to say they had seen him being abducted. ~~(152)~~ (152)

The witnesses said they saw Nonno get into a car outside the school after being told his sister had sent the driver to fetch him because of a family emergency.

His family had no knowledge of this and the identity of the occupants of the car is unknown.

Nonno, 32, was a Sarhwu shopsteward at the Cape Town docks and a member of the ANC branch in Guguletu.

A docket has been sent to the Wynberg magistrate's court but no decision has yet been made on whether there will be an inquest into his death.

Khayelitsha street refuse piles up as strike drags on

By VUYO BAVUMA
Staff Reporter

ARG 45
21/11/90

152

REFUSE was piling up in Khayelitsha streets as the strike by 800 Lingeletu Town Council employees entered its fourth day.

The employees, most of whom are members of the South African Municipal Workers Union (SAMWU), are demanding protection from the council. They have been victims of a spate of attacks since the outbreak of faction fighting in the area in August.

Nine clerical workers were injured when a petrol bomb was hurled into a van taking them home. Mr Wiseman Mbube, a council employee, was shot dead with a 9mm pistol and his vehicle set alight.

In October another employee was

killed after he was allegedly found guilty by a kangaroo court of killing Mrs Nomsa Mapongwana, wife of civic association leader Mr Mike Mapongwana.

The town clerk of Lingeletu, Mr Graham Lawrence, said today refuse was piling up in the streets but he hoped the problem would be solved.

"Fortunately, the night-soil removal is not being affected as the employees of the Regional Services Council are not involved in the strike.

"But our staff, including those who work in the graveyard, are on strike. We cannot carry out maintenance work."

The council would meet SAMWU officials today to discuss the employees' demands.

Call for Mamelodi stayaway

152
~~200~~

Sowetan 21/11/90

By MONK NKOMO

THE Mamelodi Civic Association has called for a work stayaway today to commemorate the deaths of 12 people who were shot by security forces during a rent protest march in the township on November 21 1985.

A night vigil was scheduled to be held by residents at the local community hall from 9pm last night.

Priests will lead a procession to the local cemetery at 8am today to lay wreaths on the graves of those who died during

the protest march.

The procession will then move to the stadium where a commemoration service will be held.

Appealed

Publicity secretary of the MCA Mr Patsy Malefo yesterday appealed to residents to observe the day "with respect and dignity and request the security forces to give us that opportunity".

He said the stay-away would not affect teachers, pupils, health workers and journalists.

Malefo congratulated former mayor Mr Zikhali Ndlazi, who resigned from the council on Monday, and said all remaining local councillors will be given a platform at HM Pitjje Stadium today to announce their resignations.

"Failure to do so will be followed by the intensification of peaceful mass-based action," Malefo said.

Barlow
workers
protest

(152)
Sowetan 17/10/90

ABOUT 1 200 workers at Barlow Rand subsidiary companies yesterday held a rally at Alexandra stadium and marched to the company's offices in Sandton to protest the dismissals of workers.

Cuts

The rally, attended by ANC veteran Mr Govan Mbeki and shopstewards from Nampak, ATC factory and Barlow Rand, planned to persuade Barlow Rand to reinstate the dismissed workers.

A memorandum was handed to Barlow Rand management.

Nampak strike prompts march

MATTHEW CURTIN (152)

MEMBERS of several Cosatu affiliates including the Paper Printing Wood and Allied Workers' Union (Ppwawu) marched on Barlow Rand head office yesterday in support of calls for the group to intervene in the six-week Nampak strike and other disputes.

A Ppwawu spokesman said several thousand workers joined the march on Barlows' head office in Sandton, after which they submitted a memorandum detailing grievances relating to disputes at Nampak, ATC's Brits plant, Barlows Kew and the Duvah colliery. Barlows undertook to respond by the end of next week.

Ppwawu said yesterday progress towards ending the strike over union demands for centralised bargaining at Nampak was mixed. B/Dm 17/10/90

The union would meet Nampak Business Forms today.

Sapa reports two final orders were granted against Ppwawu in the Supreme Court in Durban yesterday restraining Nampak workers from striking at its plants in Natal.

accept or reject pupils of all race groups

VW closed talks go on

PORT ELIZABETH — The Volkswagen motor plant in Uitenhage was still closed yesterday but negotiations were to continue between company officials and Numsa officials representing the workers. Last week the company said workers would have to agree to certain conditions before the plant would be reopened.

Chit Top 20/11/80
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Standstill at VW factory

152
~~152~~

THE Volkswagen factory in Uitenhage was closed for the third day yesterday following the walkout by 600 workers on Thursday

Talks are continuing between management and trade unions to secure "uninterrupted production". *Sowetan 20/11/90*

Management advised the National Union of Metalworkers on Friday that production would not resume until the company had a "written agreement" from the union ensuring "uninterrupted production".

The plant, which employs about 6 000, closed when 600 engine plant workers left to attend a court case.

Groundwork is laid for 'Workers Charter'



WORKERS should have the right to strike and no interdicts should be implemented during strike action, it was decided at Cosatu's charter conference in Johannesburg at the weekend.

Worker representatives, it was agreed, should have full access to company documentation and should be allowed to distribute union literature from the conference, attended by delegates from all over the country, was convened to pinpoint issues which could become part of a workers'

charter. A number of other agreements arose from the series of union commissions appointed to investigate worker interests - although it was noted that these still had to be discussed with grassroots membership.

Remain independent

It was agreed that the trade union movement should remain independent - although the Congress of South African Trade Unions (Cosatu)

would continue its links with the African National Congress. Cosatu debates should "feed into" decisions made by the ANC, said union spokesman Kgetsi Lekoko in his summary of the conference. Cosatu general secretary Jay Naidoo confirmed that the alliance entailed that the union federation would be consulted before any major decision by the ANC.

Lekoko said it had been agreed that the cor-

rect political climate had to be created before the forming of a constituent assembly and this would entail the release of all political prisoners and the return of exiles.

Mass mobilisation, it was decided, was still the union's key instrument in fighting for worker rights.

The National Council of Trade Unions was apparently invited to the conference but did not attend. - Sapa

Textile workers to vote on strike

By SHARON SOROUR, Labour Reporter

THOUSANDS of clothing and knitwear workers in the Western Cape are preparing for a strike ballot after mediation failed to resolve a wage dispute.

According to Mr R Bernickow, national media officer of the South African Clothing and Textile Workers' Union, mediation had failed between the union and the Cape Clothing Manufacturers' Association at the weekend.

The union had called for an urgent Industrial Council meeting today to discuss strike rules and the ballot procedure.

Negotiations collapsed

Sactwu represents about 55 000 people in the Western Cape clothing and knitwear industry. The union declared a dispute with manufacturers two weeks ago after wage negotiations collapsed.

Mr Bernickow said that at mediation the union had changed its 1990/91 demands to weekly increases of R30 for machinist grades, R25 for categories below machinists and R30 or 15 percent — whichever is the greater — for categories above machinists. A further demand is an extra day's annual leave in 1991 in addition to the 13 already granted.

Manufacturers had indicated they were prepared to accept the union's demands on condition that they were implemented in the first pay week in January, rather than the traditional date of December 13.

Festive season

"The employers' position confirms the reasonable nature of the union's demands. But a deferment of the implementation date to January is unacceptable. It will cause immense hardships over the festive season to clothing workers, who already earn low wages.

"Over the past year employment figures for the industry have shown a marginal drop of about 400 workers."

● The CCMA could not be reached for comment but weekend reports indicated that manufacturers expected huge retrenchments next year if there were strikes. Strikes would "devastate" the industry and create intense bitterness, one was quoted as saying.

... challenge application before the court...
... was to challenge...
... Mr. Jolip... Soweto University...
... police...

SOWETAN Wednesday October 17 1990

Stayaway threat over Bop actions

The United Demo-
cratic Front and the
Winterveidt branch
of the African Nation-
al Congress yesterday
threatened to embark
on "intensified mass
action" in the face of
continuing alleged po-
lice harassment,
detentions and the ex-
istence of the state of
emergency in
Bophuthatswana.

ANC Winterveidt branch,
who did not wish to be
named for fear of reprisal,
said President Lucas
Mangope was using
"banditry tactics" to si-
lence opposition in
Bophuthatswana in which
Winterveidt falls.

The ANC called for a
mass stayaway in honour
of one of their members,
Mr Morgan Mshewene,
who allegedly died during
police action in the area
on October 5 Mshewene
A spokesman of the

will be buried on October
24, the day of the
stayaway
About 42 people had
also been detained during
the "police raids" said
the spokesman.

"The
ANC branch strongly con-
demns these actions and
we wish to reiterate our
stand that the
Bophuthatswana Govern-
ment is the product of

apartheid. As such we call
for the reincorporation of
Bophuthatswana into
South Africa."
The ANC also
demanded the release of
all political prisoners, the

The spokesman called
on ANC members to in-
tensify the struggle
against Bophuthatswana
Government
The UDF condemned
the killing of Mr
Mshewene, saying Presi-
dent Mangope's govern-
ment had no respect for
law
"We urge the people
in Winterveidt and
Pretoria to intensify the
struggle for the reincor-
poration of Bophuthats-
wana into South Africa."
A Bophuthatswana po-
lice spokesman said he
could not immediately
comment on the matter
but would do so later.

Sapa

Final order
for Nampak
Supreme Court Reporter

AN interim interdict brought by Nampak Products against members of the Paper, Printing, Wood and Allied Workers' Union was made a final order in the Supreme Court yesterday.

In terms of the order, union members were instructed to vacate the Epping premises of Nampak and are restrained from entering unless for purposes of work.

The union members were also interdicted and restrained from in any way intimidating, assaulting or threatening other workers and in any way from hindering or obstructing the normal operation of Nampak's factory.

Mr Justice H L Berman presided.

1/16/70

Reps staff victimised — league spokesman

By SHARON SOROUR
Labour Reporter

PUBLIC servants in the House of Representatives administration section on a work stoppage over disparate salary adjustments have allegedly been victimised

According to Public Servants' League (PSL) spokesman Mr Neville Petersen workers were harassed and victimised by the management at various offices

The workers, most of whom belong to the PSL, were demanding a 20 percent increase on the "living wage", he said.

They were also demanding the immediate scrapping of the system of "occupational differentiation" in which workers in other departments who do the same jobs are paid more.

'REPRIMANDS'

About 20 000 workers throughout the country — including 3 000 in the Western Cape and Boland — had downed tools since Monday, he said.

PSL officials yesterday met Dr L Kathan, chief director of budgetary and auxiliary services in the administration section of the House of Representatives, to discuss alleged victimisation.

Mr Petersen said "At certain offices workers were not allowed to use the hall facilities, others received verbal reprimands and threats and some were continually called out of meetings and told to return to work."

Dr Kathan undertook to investigate, he said

The administration section was the only department where workers had had only a 10 percent salary increase, said Mr Petersen

LABOUR (152) FM 22/2/91

GIVE AND TAKE

"Labour unrest, if left uncontrolled, could surpass sanctions as the greatest destroyer of the SA economy" That's according to the Bureau of Economic Research at Stellenbosch University

However, industrial relations experts Andrew Levy & Associates believe a "social contract" will become the labour issue of the

continue →

(152)

FM 22/2/91

(152)

CURRENT AFFAIRS

Nineties, defusing labour unrest While it will be a complex contract, requiring strong parties to negotiate it, it could hold the key for defusing worker expectations, promoting growth and addressing inequalities

Last year, despite unemployment exceeding 5m, heightened expectations on the shop floor saw a dramatic escalation in strikes — particularly in the public sector, where there were 24 times as many strikes as in 1989. Four million man-days were lost, compared to just over 3m in 1989.

Levy & Associates warn in their annual report that these trends are likely to persist and that the issue of job security will be a union priority dominating labour relations during 1991.

"With unemployment among the potential work force estimated by the Development Bank of SA to be in the region of 41,5% and threatening to destroy the social fabric of the country, serious efforts will need to be made to accommodate the aspirations of the economically active. In an effort to address the problem of retrenchments in the mining industry, the National Union of Mineworkers has called for a central fund to be established and used for the retraining of retrenched staff and creative suggestions such as these could well be tailored to meet the needs of other sectors."

However, the economically active are also chronically unproductive. The report noted

that some employers faced with "continual upheaval, absenteeism and lack of productivity in relation to strike activity" have locked out workers until they have guarantees of some degree of normalisation. "The Mercedes-Benz 37-day closure cost the company some R13,5m a day, but perhaps more disturbing was the fact that the East London plant had not reached its production targets for three years prior to the dispute."

The report says that small employers — those with less than 200 workers — became targets of unionisation in the past year. It noted that small employers tend to "have less expertise, less experience and less tolerance in the industrial relations area." Strikes in this sector represented just under 40% of all strike activity in 1990, compared to just under 32% in 1989.

Wages were the single most important strike trigger, accounting for 66% of all man-days lost — though unions achieved an average 17,4% increase on payroll, the same as in 1989. The report says that "taking into account that food price inflation for lower income groups has been measured at around the 18,5% mark, then the settlement levels do not appear excessive."

The scenario for the future is gloomy. Levy & Associates estimate that SA needs a growth rate of 5% a year "just to maintain the present rather dismal employment level." However, the President's Council

forecasts a growth rate of only 1,6%

A social contract is being seen by some as a way out of an economic impasse. Essentially an economic compromise, it would have to be "worked out not only with political leaders, but with organised interest groups whose leaders are strong enough to ensure that their followers will accept and live with it," say Levy & Associates. Such contracts, while successful in developed countries, have not been successful in developing ones.

Not only workers but "the urban unemployed, rural landless and small farmers," as well as civic associations, would need to be involved in the formation of such a contract and give it their approval, in order for it to work. One of the major tussles in the formulation of such a contract would be between "workerists" such as Cosatu and "nationalists" such as Nactu.

The nationalists will prefer to wait for political change before drawing up such a contract, while workerists will seek to negotiate economic power-sharing in advance — their primary interest is the worker and no government will necessarily be trusted.

"The sooner negotiation on the (economic) compromise begins and the more it involves those at the grassroots who will be affected by it, the greater the chance that a post-apartheid economy will enjoy growth and stability — and labour relations conducive to both," the report notes. ■

Iscor miners on strike over wages

By Brendan Templeton

workers' general secretary
Cyril Ramaphosa accused Iscor
of fuelling ethnic antagonisms
on its collieries,

About 5 100 workers went on
strike at Iscor's Thabazimbi, Si-
shen and Grootgeluk mines yes-
terday.

Workers are demanding R630
excluding overtime and shift
allowance while Iscor is offer-
ing R560 Previous talks dead-
locked in August.

National Union of Mine-

The NUM would seek a
meeting with Law and Order
Minister Adriaan Vlok to dis-
cuss the situation. They would
hold talks with leaders of the
Transkei, Ciskei and KwaZulu
governments, he said.

B / Day 19 / 10 / 90

~~152~~ ~~152~~ 152

'Baasskap' seen as strike cause

HUMAN resources specialists should address the issue of "how to deal with baasskap" as a matter of urgency, Centre for Development of Human Resources director George Negota said yesterday.

In his talk at the Institute of Personnel Management convention he said "baasskap" had been at the centre of many strikes at industries in SA.

"The fact that SA companies pay lip service to the enforcement of human resources management principles has created room for 'baasskap' to breed and ex-

pand to the level where it has become cancerous," he said.

SA needed a concerted programme of action in which technikons, the private sector, professionals and government should form a part, he said.

The role of technikons should be to respond directly to the needs of both the private and public sectors by providing tuition.

The programme should be aimed at school dropouts, particularly from Bantu Education, to provide them with job skills

A COSATU affiliate has managed to negotiate an agreement which offers the best package deal on parental rights ever won by a union in South Africa.

The coup was pulled off by the South African Commercial, Catering and Al-

Game plan for mums

lied Workers' Union (Saccawu) which pioneered the fight for parental benefits

The agreement between the union and Game Discount World was signed in Durban last week. It covers more than 1 000 workers at

10 of the firm's stores throughout the country.

The agreement is a precedent in that mothers get a guaranteed 50 percent of their salary while on eight months paid maternity leave. In previous agree-

ments, workers who do not qualify for UIF maternity benefits in the first six months of their leave do not receive more than 33 percent of their salary.

Women employees will get 10 months parental leave which can be shared if both parents are employed by the company.

Fathers will get eight days paid leave at the time of birth.

A novel provision is a baby hamper worth R50 for the prospective parent.

Other provisions include paid time off for women to get antenatal care.

Nampak strikes set to continue

A COUNTRYWIDE strike at the paper packaging firm Nampak is to continue despite signs that the company might give in to demands for centralised bargaining.

According to a spokesperson for the Paper Print Wood and Allied Workers Union, two divisions of Nampak have agreed to centralised bargain-

ing — the chief demand of more than 3 000 strikers at 28 plants.

A national shop stewards' council last week decided to continue the strike until all Nampak divisions agreed to centralised bargaining.

In the Western Cape about 350 workers are on strike at three Nampak plants.

South 18/10 - 24/10/90

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Nampak's strike may be 'exported' to UK retail giant

By DREW FORREST

BRITISH supermarket giant Sainsbury's is being sucked into the bitter four-week Nampak strike — and could face South African-initiated boycott action.

The Paper, Printing, Wood and Allied Workers' Union is to approach Sainsbury's and British supermarket chain Asda — both major purchasers of plastic bags made by Nampak Polyfoil — to pressure the South African packaging group to settle the strike. (152)

If this failed, the next step could be a boycott, warned union general secretary Siphso Kubheka, adding that contact was being established with British unions and the Anti-Apartheid Movement.

Kubheka said action could be broadened to target the overseas interests of Nampak's parent, Barlow Rand, and Nampak customers in France and other European countries.

"It's about time the company sat down to address our serious long-term differences," he said. Nampak complaints that the strike was unprocedural had to be measured against its bugging of union activities. W/M/W 19/10 - 25/10/70

The union says Nampak's export market is crucial to its profitability. Concerns over the impact of the strike on exports are mentioned in several applications for court interdicts against strikers.

Yesterday Nampak slammed as "desperate acts" union moves to internationalise the dispute, which affects about 3 700 workers at 29 plants and centres on demands for central bargaining. The union says about 1 000 strikers have been fired in eight mass dismissals.

Asserting its "remarkable restraint in dealing with the strike", Nampak said attempts to undermine it in the marketplace could only jeopardise the job security of hundreds of employees.

No victory in Nampak strike union

MATTHEW CURTIN

THE "long and bitter" two-month strike at Nampak ended in victory for neither side, a Paper Printing Wood and Allied Workers' Union (Ppwawu) spokesman said yesterday. *by Pwawu 26/11/90*

A nine-month moratorium on discussion of centralised bargaining at Nampak was agreed to. *152*

The spokesman said the willingness of Ppwawu's rank and file membership to strike for as long as they did demonstrated the strength of support for centralised bargaining. Nampak estimated strikers lost R10,5m in wages. But the spokesman admitted a major impact of the strike and the settlement achieved at the weekend after long discussions between Cosatu, Nampak and Ppwawu, was the importance of "due process" in industrial action.

Nampak insisted throughout the strike by several thousand workers at as many as 32 plants that Ppwawu's action was illegal. The company said at the weekend the settlement was based on resolving unprocedural aspects of the strike.

Ppwawu said all but 150 of the 1200 workers dismissed during the strike were guaranteed re-employment. The cases of 500 dismissed workers would be referred to mediation and arbitration but in 150 cases "the question of dismissal would not be part of the terms of reference"

Cosatu, Ppwawu, Nampak and Independent Mediation Services would meet for "post-strike examination" discussions

A Nampak spokesman said yesterday the agreement provided for a joint accord between the company, Cosatu and Ppwawu stating "their abhorrence of bugging" as a practice in industrial relations and committing themselves to outlawing the practice in Nampak businesses.

Sapa reported Nampak industrial relations director Tony Mercer said yesterday the company agreed on the moratorium "for at least nine months"

● Comment: Page 10

Workers return after eight weeks

By SHARON SOROUR, Labour Reporter
ABOUT 3 800 Nampak workers return to work this week, ending the nationwide eight-week strike which cost them more than R10,5 million in lost wages.

The workers, members of the Paper, Printing, Wood and Allied Workers' Union, dropped their demand for centralised bargaining on wages and working conditions, said Nampak spokesman Mr Tony Mercer.

"The company's bargaining structures remain intact. We agreed to a moratorium on the issue of alternative bargaining levels for at least nine months," he said.

The agreement — between the company, the union and Cosatu — was signed yesterday after

17643 20/11/90
marathon talks, which ended one of the longest strikes this year.

Three plants in Cape Town were affected: Nampak Recycling, Nampak Corrugated and Nampak Packaging.

Mr Mercer said of the 1 200 workers dismissed during the strike, 700 would be reinstated "with penalties and a final written warning". They would lose 50 percent of their annual bonus.

The fate of the remaining 500 dismissed workers would be decided at mediation and arbitration forums.

Union national organiser Mr Rob Rees said the workers "do not really feel defeated — the strike has put the issue of central bargaining clearly on the agenda".

NAMPAK STRIKE (S) (152) (S)
WAYS AND MEANS FIM
30/11/90

The bitter nine-week strike by 4 000 Nampak employees over centralised bargaining ended last week. The union suffered some setbacks and the company took a hardline attitude on unprocedural action.

However, the strike showed that centralised bargaining is firmly on the union agenda and will not go away. According to a spokes-

FIM 30/11/90 (S) (152) (S)

man for the Paper, Printing, Wood & Allied Workers' Union, the strike "put a cutting edge" to Cosatu's Barlow Rand campaign.

The decision to strike, despite negotiated recognition agreements, enabled Nampak to focus attention on union conduct. Nampak accused the union of "refusing to honour agreements" and "calling an illegal strike without a ballot among workers."

Though the union managed to get reinstatement for most of the 1 200 workers dismissed — about 700 were reinstated on final warning, while the remaining cases will be decided in mediation (though most are likely to be taken back) — the union has been hard hit in several ways.

Strikers have lost R10m in wages (a company estimate), as well as 50% of the annual bonus. The company last week warned that workers could face retrenchments as a result of losses during the strike and changes in the production process — possibly at the corrugated division, which was most affected by the strike.

At the heart of the union concession is an agreement to a nine-month moratorium on the issue of centralised bargaining at Nampak. The union says negotiations at plant level are to continue this year.

In terms of the "bugging issue," Cosatu, the paper union and the company have entered an accord, stating their "abhorrence of the practice in industrial relations." The union had originally called for a full inquiry into alleged electronic eavesdropping on unionists by management.

Nampak's industrial relations director Tony Mercer has commented on the senselessness of the strike and he stresses the unprocedural industrial action. But the union points to the fact that members went on strike for nearly two months, apparently demonstrating the strength of support for centralised bargaining.



Power cuts 'recipe for disaster'

By SOPHIE TEMA

A new rent crisis was looming in Transvaal townships, civic associations warned this week.

The associations said the official strategy of power and water cuts was a recipe for disaster that would affect the progress of a number of official and township negotiations in progress on rent boycotts. But the Transvaal Provincial Administration (TPA) pointed out this week that electricity and water in townships were being cut by the bulk suppliers of these services - Eskom and the Rand Water Board - and not by the TPA.

(CAST) - said the water and power cuts to Suloela, Mhluzi, Wesseton and eMzantsi, would lead to intensified residents' action. Water and electricity were cut to these areas between October 15 and 16. A statement by the UDF National Civics Office said: "We are deeply disturbed by the developments in various townships in the Transvaal."

"The switching off of the electricity supply to numerous townships, together with the uncompromising attitude of the TPA, local authorities and other para-

state institutions, have led to a situation where negotiations at local level have become untenable." Cast said: "The switching-off of lights while negotiations are in progress can only lead to anger among the people." Matters came to a head on Friday at Pretoria City Council when the court temporarily restore electricity to Aternd-gerivle residents. The court ruled that 1 500 houses be stopped until October 24 this year.

Several organisations including the East Rand's Daveyton Town Council were this week negotiating with the white town councils to restore the supply of power to townships that have been affected by the power cuts. In Germiston electricity supply and the switch-offs were discussed at length at a meeting held between the Daveyton Town Council, the TPA, the Daveyton Residents' Association and the Daveyton Ministers' Fraternal. Following discussions with Eskom, an agreement was reached between the council and the supplier to reconnect electricity to Daveyton. The accord would be valid until October 31. It was agreed Daveyton residents would start paying a flat rate of R/70.

Many ignore stayaway call

By McKeed Kotlolo
Pretoria Bureau

Star 22/10/90

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Hundreds of residents in Atteridgeville, Pretoria, heeded today's stayaway call by the local civic body, but many others ignored it and travelled by train, bus and private cars to work.

Today's stayaway is in protest against the local council's refusal to resign and the recent electricity cuts in the township.

Taxis were not operating and commuters were forced to use trains, buses and private cars to reach their places of employment, township sources said.

They said scores of police

were patrolling the streets.

The sources said that no incidents had been reported.

The local town clerk, Daan Mouton, said few council employees had reported for work today.

Mr Mouton appealed to residents to pay their September rent, as ordered by the Supreme Court on Friday.

Electricity supplies to households which were recently disconnected could then be re-connected, he said.

Township sources also said that primary school pupils were sent back to their homes by older pupils from secondary schools.

Star 23/10/90
**Coal miners
strike over
race policies**

By Shareen Singh

Coal miners at Genmin's Matla Colliery in the Eastern Transvaal downed tools yesterday demanding an end to racial discrimination at the mine, a union spokesman said.

Jerry Majatladi, spokesman for the National Union of Mineworkers (NUM), said 1 300 workers stopped work yesterday morning at Shaft 2 and 3. Later a further 800 from Shaft 1 joined them.

A Genmin spokesman said about 350 workers were on an illegal strike.

About three weeks ago workers went on a defiance campaign by using change rooms which they claim were reserved for whites only.

Management at Matla Colliery instituted disciplinary action against 40 workers who participated in this campaign, the union said.

Workers then downed tools demanding an end to racial discrimination and the withdrawal of the disciplinary action against their colleagues.

Cosatu to focus on Nampak strike

152 MATTHEW CURTIN

COSATU intends staging national protest action to press its demand for centralised bargaining at Barlow Rand companies, in a campaign which will focus on the Paper, Printing, Wood and Allied Workers' Union's (Ppwawu) Nampak strike.

At a Press conference in Johannesburg yesterday, the union's Barlow Rand campaign co-ordinator Tony Ruiters said the national campaign would also concern Cosatu affiliates' grievances at Barlow's subsidiaries Romatex, Barlow Kew and ATC.

Work stoppages would be among measures to be discussed at a Barlow's shop stewards council meeting to be held next month.

Industrial action by about 4000 workers at more than 30 Nampak plants is now in its second month. Cosatu general secretary Sidney Mafumadi said the federation had approached Nampak head office yesterday to set up a meeting between Cosatu, Ppwawu, the company head office and divisional representatives to bring about a speedy resolution to the strike.

Nampak industrial relations director Tony Mercer said yesterday R5m in wages and R500 000 in provident fund contributions had been lost, but it was not possible to put a figure to Nampak's losses.

Star 23/10/90

Iscor strike talks ¹⁵²

Iscor management is expecting to meet union representatives later this week to resolve a wage strike by more than 4 000 miners at three mines, a company spokesman said yesterday. The legal strike at Grootgeluk and Thabazimbi in the northern Transvaal and Sishen in the northern Cape began last Tuesday. Workers are demanding a minimum wage of R700 a month (27,5 percent increase) against management's offer of R560. Iscor spokesman Neels Howatt said the National Union of Mineworkers was the only union, out of eight, which had rejected the final offer.

CPI signals inflation fight is far from over

Stals
24/10/90 (152)

How prices have soared

Percentage increase in retail prices in 12 months ended September

| | |
|-----------------------------------|------|
| Vegetables .. | 28,4 |
| Fruit and nuts | 27,9 |
| Milk, cheese and eggs .. | 23,1 |
| "Other" foods | 21,9 |
| Household consumables (soaps etc) | 20,1 |
| Footwear .. | 19,9 |
| Cigarettes & tobacco .. | 18,8 |
| Non alcoholic soft drinks .. | 18,8 |
| Alcoholic drinks .. | 18,5 |
| Med care and health expenses | 18,2 |
| Education .. | 18,6 |
| "Other items" .. | 17,2 |
| Unprocessed food .. | 17,2 |
| Processed food .. | 17,1 |
| Household operation .. | 16,8 |
| (Cleaning, wages, insurance) | 16,6 |
| Clothing and footwear .. | 16,6 |
| Coffee tea and cocoa .. | 16,6 |
| Personal care .. | 16,1 |
| Textiles .. | 16,0 |
| All items excl housing .. | 15,9 |
| Sugar .. | 15,9 |
| Commodities .. | 15,9 |
| Clothing .. | 15,7 |
| Grain products .. | 15,6 |
| Fish and sea foods .. | 15,4 |
| Fats and oils .. | 14,6 |
| Fuel and power .. | 14,6 |
| All items together .. | 14,3 |
| Domestic workers .. | 13,9 |
| Vehicles .. | 13,9 |
| Furniture .. | 14,9 |
| Furniture and equipment .. | 13,7 |
| All items excluding food | 13,5 |
| Transport .. | 13,2 |
| Vehicle running costs .. | 12,7 |
| Other household services .. | 12,7 |
| Public transport .. | 12,6 |
| Recreation, entertainment .. | 11,8 |
| Services .. | 11,5 |
| Meat .. | 11,2 |
| Reading matter .. | 8,8 |
| Appliances .. | 8,3 |
| Housing .. | 7,9 |
| Communication .. | 4,7 |

By Derek Tommey

Dr Chris Stals, Governor of the Reserve Bank and the architect of and chief campaigner in the fight against inflation, will not welcome the latest inflation figures.

Consumer price indices for September, issued last night, show that in spite of Dr Stals efforts in recent months to curb inflation there has been another leap in prices and he is still a long way from achieving success.

It could be some time before he will be able to ease up on his anti-inflation campaign

The figures show that the consumer price index (1985 equals 100) jumped 1,5 percent in September to 209,7 from 206,5 in August. This brought the increase in consumer prices in the 12 months ended September to 14,3 percent — up from 13,6 percent in the 12 months ended August.

Some rise in the index was expected owing to the 10c a litre increase in the petrol price at the beginning of September. But an analysis of price trends in other commodities shows that the petrol price increase accounted for only 20 percent of the recorded total rise in prices last month.

Central Statistical Services estimates that the higher fuel price lifted the cost of running a vehicle by 5,5 percent. But in the same month it found the cost of recreation and entertainment rising by 5,9 percent, personal care by 3 percent, sugar by 6,2 percent, fats and oils by 3 percent, electrical appliances by 3,3 percent and "other household equipment and textiles" by 3,8 percent.

Footwear, for the second month running, showed a price increase of more than two percent to bring the increase for this item in the past 12 months to 19,9 percent.

Christmas spree

One suspects that retailers are starting to put up their prices for the Christmas shopping spree.

One small ray of sunshine in these gloomy CPI figures was the one percent monthly increase in the food price index — in spite of some food items showing considerable increases as indicated above. But nonetheless, the 17 percent year-on-year rise in the food price index is still far too high.

However, perhaps the crunch is about to come. The latest 32c a litre petrol price increase will

undoubtedly push up the CPI sharply in October. But it will also be taking some R600 million a month out of the economy.

As the economy begins to experience the cumulative effects of this huge cash outflow, there will be an intensification of the squeeze on the price of everything but oil.

Some economists believe that it is Government policy to hit the consumer hard in this way, providing the pain does not last too long. They suggest that the Government hopes this will halt price increases in their tracks and sharply reduce inflationary expectations. Time will tell.

In the meantime, Dr Stals is likely to continue to maintain an extremely tight control on the already rigidly restrained money supply.

But disappointed though he may be at the inflation figures, he could find some solace in the trade figures.

The trade surplus for the nine months ended September is R10,6 billion — up from R9,3 billion in the same nine months of last year, which suggests that South Africa's should have few balance of payments problems in spite of the sharply higher oil imports.

Strikers turn to UK for aid

THE strike by 3 000 workers at the Barlow Rand subsidiary Nampak took another turn yesterday when the Paper, Printing, Wood and Allied Workers Union said it had asked British unions and anti-apartheid organisations for help

Ppwawu said at a Press conference the action had been taken after

repeated attempts to meet Nampak had failed

"In the latest attempt, a representative of Business Forms, a division of Nampak, walked out of the meeting because of the delegation workers had chosen

Union

The union alleged Nampak had engaged "in a host of heavy-handed tactics".

A Nampak spokesman said its companies were willing to meet Ppwawu, "but meetings so far, for example with Business

Forms, had not taken the matter further"

The boycott by the union "is another example of a confrontational tactic and could involve our businesses responding appropriately", said the spokesman - *Sowetan Correspondent*

24/10/90

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NUM, Iscor talks on resolving strike

MATTHEW CURTIN

THE NUM and Iscor meet today in an attempt to resolve the strike by between 3 700 and 5 100 workers at three of the company's mines, NUM Press officer Jerry Majatladi said yesterday. *10am 24/10/90*

Iscor spokesman Ernest Webster said yesterday production was almost at a standstill at the Grootgeluk colliery in the northwestern Transvaal and the Thabazimbi iron ore

mine in the Transvaal. The northern Cape's Sishen iron ore mine was running at 50% capacity. *(152)*

He said Iscor had "more than sufficient stockpiles" to ensure neither its own operations nor clients expecting iron and coal exports would suffer.

The strike is over wages and conditions.

CWIU leaders stage sit-in protest

Business Day Reporter

CHEMICAL Workers' Industrial Union (CWIU) leaders staged a sit-in at Liquid Air head office in Parktown yesterday after management allegedly refused to speak to a group of 50 dismissed workers.

The workers and their families were demonstrating outside the offices.

Sapa reported yesterday CWIU president Calvin Makgaleng and regional organiser Meshack Ravuku threatened to remain in the building until they they were able to meet management.

The CWIU protest was sparked by the retrenchment of 15 employees including Makgaleng who, the union said, had completed 13 years' service with the company.

The union also alleged management replaced black drivers with whites and retrenched temporary black staff while re-

taining their white counterparts. 152

In response to union allegations made in statements to Sapa that the company was engaged in "union-bashing", Liquid Air's legal advisers warned that the union claims were "either totally unfounded or are gross distortions of the true, factual situation". They told Sapa dissemination of the statements was at its own risk.

Liquid Air did not comment on yesterday's developments but indicated an official statement would be released today.

Replying to CWIU allegations that Makgaleng was dismissed on racial grounds, the company had said earlier his position had been frozen, and his retrenchment concerned the job rather than the individual

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DETAILS
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Strike to continue

A STRIKE by about 4 000 public servants employed by the House of Representatives is continuing after an abortive attempt to meet with the Director General, Mr Patrick McEnery, this week.

The strike over wages and job parity threatens to affect the payment of pensions, housing subsidies, grants and salaries as well as end of year examinations.

Cosatu has offered to mediate in the dispute and is trying to set up a meeting with the authorities.

Cosatu, Nactu join fray



South
25/10-31/10/90

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A STRIKE by thousands of Nampak workers around the country is set to develop into a costly showdown between the country's two largest trade union federations and the corporate giant Barlow Rand.

If the strike is not resolved this week, the corporation is likely to be hit by stoppages and a national stayaway which could be costly.

Already both Nampak and the strikers are feeling the pinch as the strike by about 4 000 workers at 32 plants enters its second month

According to spokesperson for the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), Rob Rees, who is a key figure in the Barlow

By CHIARA CARTER

Rand Campaign, the federation sees the strike as having broad implications for the entire labour movement

The strikers' main demand is centralised bargaining and Barlow Rand's opposition to centralised bargaining lies behind Cosatu's campaign

Rees said solidarity action for the strike, including protests by workers at Barlow Rand plants, was gaining momentum

Cosatu (Western Cape)

has assigned two office bearers to build strike support and a protest march is planned for this week

Several Nactu affiliates have also pledged support for the strike

This week Cosatu sent a letter to Nampak requesting a meeting

According to Ppwawu, the meeting is vital if the strike is to be resolved

A Nampak spokesperson said Ppwawu's plans were "confrontational" and the company would respond "appropriately"

Bid to defuse mine unrest

THE National Union of Mineworkers (Num) is hopeful that two top level meetings last week will help to stem the violence which erupted at several Natal mines earlier this

month

Thousands of workers last week returned to the Ciskei and Transkei after outbursts of violence between Zulu and Xhosa speaking workers left 11 workers dead

Following a two-hour



NUM proposes mediation in Iscor strikes

6/1/93 25/10/93
MATTHEW CURTIN

THE National Union of Mineworkers (NUM) had proposed mediation in an attempt to settle strikes by several thousand union members at Iscor's Thabazimbi and Sishen iron ore mines and Grootgeluk colliery, Iscor public relations director Piet du Plessis said yesterday.

The two sides met yesterday and Du Plessis said Iscor would respond once it had considered the union's proposal. He said the majority of the workforce was on duty at the Sishen mine,

but production was minimal at the other plants.

There are between 3 700 and 5 100 mineworkers on strike over wages and conditions.

The NUM demand is for a minimum wage of R630 a month. Iscor has offered R560, up from the present R439 a month.

Yesterday Iscor and the National Union of Metal Workers (Numsa) resolved to set up structures to defuse mounting tension and

violence at the company's plants on the Reef and in Natal.

After a meeting in Pretoria, Numsa national organiser Allstair Smith said both parties agreed to meet again in two weeks.

Numsa said recently it called off a proposed strike

at Iscor's Vanderbijlpark, Pretoria and Newcastle plants because of the outbreak of Reef township violence.

Du Plessis said yesterday Iscor was prepared to cooperate at any level with the union to defuse violence.

57- 26/10/90

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'Racism' protest at SABC

More than 100 SABC employees at the Pretoria studios stopped work yesterday in protest against an allegedly "racist" appointment.

The stoppage was called by members of the Media Workers' Association of South Africa (Mwasa)

It followed the appointment of S L du Toit as drama organiser — a post that required someone well-versed in Ndebele culture and language

Mandla Sithole, a producer in the department, applied for the post "but he was never called for an interview"

It was also claimed that Mr Sithole had been "harassed". — Pretoria Bureau

Workers march
on Barlow Rand

(152)

Workers staged a protest march on the Pinelands officers of Barlow Rand — parent of strike-hit Nampak — yesterday, as Cosatu began a “campaign in defence of the working class” in the Western Cape. *W/M and 26/10 - 1/11/90*

The day of action also involved half-day stoppages in support of strikers.

Announcing the campaign at a Cape Town press conference, Cosatu said the blacking of products and marches were aimed at forcing the settlement of disputes at Nampak, Gabriels, Cape Gas and Cape Slaughtering.

The ANC, UDF and SACP pledged their backing for the campaign.

Cosatu warned a red meat boycott would be launched if fired Cape Slaughtering workers were not reinstated by 5pm yesterday.

Workers would also picket Cape Town's Taiwanese consulate to demand compensation for frostbitten sailors, while a march is planned on the offices of Environment Minister Gert Kotze to “address the crisis in the fishing industry and gillnet legislation”.

NAMPAK STRIKE

HARD BARGAIN

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F17 26/10/90

The union involved in a bitter dispute with Barlow Rand subsidiary Nampak has asked for help from British trade unions and anti-apartheid organisations

The Paper, Printing, Wood & Allied Workers' Union has announced that it will call for a product boycott of Nampak, to pressure the company into settlement. British supermarket group Sainsbury's and chain store Asda could be involved.

Nampak says the union's plans are confrontational and warns against boycotts. Attempts to undermine sales will only jeopardise job security for hundreds of employees, says the company.

The union is also planning demonstrations and work stoppages and has asked for support from community and political organisations. Trade union federation Cosatu is planning national protest action — focusing on the Nampak strike — in its campaign for centralised bargaining at Barlow Rand.

Industrial action by nearly 4 000 workers at 29 Nampak plants was sparked by the centralised bargaining issue, there is no sign of settlement and the dispute is in its second month.

This week, Cosatu approached Barlow's head office to request an urgent meeting between the group and the various Nampak divisions. Cosatu general-secretary Sidney Mafumadi stressed the need to bring about "a speedy resolution of the strike".

The paper union estimates that over 1 000 workers have been dismissed so far, and says some members have lost up to a month's wages because of the strike. ■

SABC (152)

workers

on (10)

strike

Sowetan 26/10/90

By MONK NKOMO

MORE than 100 South African Broadcasting Corporation workers in Weavind Park, Pretoria, went on strike yesterday in protest against the alleged harassment of a colleague and the appointment of a white person to a senior post for which he was apparently not qualified.

The workers, all members of the Media Workers' Association of South Africa (MWASA), staged a sit-in at about 1.30pm demanding that the white employee's post be readvertised.

Those on strike included reporters on all black radio and TV services as well as the few whites who are members of MWASA.

Problem

A MWASA spokesman said the problem started a few months ago when management appointed a white to the post of programme organiser after rejecting an application from Mr Mandla Sithole.

Mr Koos Ludick, Regional Director of the SABC in the Northern Transvaal, could not be reached for comment.

Unions start action to boycott oranges

Sowetan 26/10/90

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A BOYCOTT of oranges in solidarity with striking Zebediela Citrus Estate workers has been adopted by organisations in the northern Transvaal, with Seshego township taking the lead.

The boycott call was made by the National Council of Trade Unions.

University of the North students pledged to ban drinks derived from oranges and lemons in campus canteens, following a campaign by the Azanian Students Convention and the National Students Congress.

In Venda, vendors joined the boycott while the African Council for Informal Business has cancelled a R2,1 million order of orange-related items.

The Azanian Students Movement and the Azanian Peoples Organisation in the northern Transvaal have called for support for the strikers. They pledged to boycott oranges.

The strike by more than 1 200

workers started in August after the management's alleged refusal to negotiate wages for the workers, who the union says earn an average of R120 a month.

The estate is Government-owned, with State President FW de Klerk as chief trustee.

De Klerk's connection with the estate has caused a political row, with the union targetting him overseas for demonstrations by anti-apartheid campaigners.

Zebediela public relations officer, Mr Cornel van Rooyen, has said workers earned a minimum of R156 a month.

The company is to conduct a tour for journalists today to counter the adverse publicity by what has become the longest farmworker strike in South African history. - Sapa.

Strike may delay pension payouts

By GLENDA DANIELS Cape Town
COLOURED pension payouts may be delayed in the wake of the nationwide strike by over 2 000 House of Representatives employees. (152) ~~(152)~~

And a message to the workers from State President FW de Klerk — that increases will only be considered in next financial year — has not resolved the dispute

The strike began 10 days ago, with workers demanding a 20 percent pay increase across-the-board, a minimum of R850 a month and an end to wage disparities

There are about 300 workers on strike in Port Elizabeth, 300 in Johannesburg and 1500 in Cape Town, said Lucy Nyembe of the Congress of South African Trade Unions.

34 Nampak plants on strike as talks remain deadlocked

STRIKE action by more than 4 000 Paper Printing Wood and Allied Workers' Union (Ppwawu) members spread yesterday to a total of 34 Nampak plants while the stand-off in attempts to resolve the dispute continued (152) (152)

Nampak industrial relations director Tony Mercer said yesterday the company had turned down a Cosatu proposal to convene a meeting between Nampak and Ppwawu because it was inappropriate in the present circumstances.

Despite a positive meeting between Nampak's corrugated division and Ppwawu last week, Mercer said the company informed Cosatu that while the union continued with illegal strike action and indulged in acts of intimidation, there could be no constructive outcome to such a meeting.

Should Ppwawu members return to work, Cosatu might have a role to play as a facilitator in the dispute.

Nampak called on Cosatu to distance itself publicly from acts of violence carried out by "Ppwawu supporters" Mercer alleged these acts included contract workers being

MATTHEW CURTIN

dragged from delivery trucks by strikers and union shop stewards favouring a return-to-work being hauled before "kangaroo courts".

A Ppwawu spokesman said yesterday the union was frustrated at Nampak's unwillingness to come to the negotiating table.

The spokesman said several hundred Ppwawu members from Nampak plants in the western Cape and fellow Cosatu members from P G Wood, Epping and Mondi plants marched on Barlow Rand's Cape office yesterday and presented a memorandum laying out union grievances. Solidarity action with Nampak strikers was spreading with Food and Allied Workers' Union (Fawu) members at SAB in East London "black-ing" products from Nampak's corrugated plant. 610 26 10 90

Barlows group public affairs GM Ken Ironside said the group would respond today to a Cosatu memorandum presented after a march through Johannesburg last Saturday.

Nampak action spreads (152)

■ About 450 workers at Nampak Corrugated Containers in Pietermaritzburg have joined 4 000 workers at 32 other Nampak factories in their strike for central wage bargaining.

This week the Paper, Printing, Wood and Allied Workers' Union announced it had called for an international boycott of Nampak, which supplies large chain stores in Britain, France, Austria and Germany. *WMAJ 26/10 - 1/11/90*

Cosatu this week intervened in the dispute by writing to the Nampak head office for urgent talks. Nampak says strikers have lost R5-million in wages.

3.11 to may delay

pension payouts

By GLENDA DANIELS Cape Town
COLOURED pension payouts may be delayed in the wake of the nationwide strike by over 2 000 House of Representatives employees (15/2)

And a message to the workers from State President FW de Klerk — that increases will only be considered in next financial year — has not resolved the dispute.

The strike began 10 days ago, with workers demanding a 20 percent pay increase across-the-board, a minimum of R850 a month and an end to wage disparities.

There are about 300 workers on strike in Port Elizabeth, 300 in Johannesburg and 1500 in Cape Town, said Lucy Nyembe of the Congress of South African Trade Unions.

White letters

burn as rent dispute flares up

By Shadley Nash Port Elizabeth
THE rent dispute in Port Elizabeth's Northern Areas is once again causing tension — just under three months after the issue flared into violence that left at least 49 dead.

There is growing dissatisfaction over the municipality's failure to respond adequately to demands put forward by the African National Congress-aligned Northern Areas Co-ordinating Committee (NACC).

Now, residents are considering a campaign of mass action including a consumer boycott to force the municipality to respond. In a number of incidents, attempts by the local authority to enforce the payments of rent arrears failed when street committees intervened and sent council workers away.

Last weekend, residents publicly burned letters of demand for rent arrears, known as "white letters", at a rally organised by the NACC. Among the demands put forward by

White letters

burn as rent dispute flares up

the NACC is that rent increases be frozen, and that the council bear all administration costs.

The organisation has also said that a rental of not more than R25 would be paid until its demands were addressed, and has been demanding the dissolution of the Northern Areas Management Committee, linked to the Labour Party.

Last weekend's rally resulted in a decision to embark on a programme of peaceful "confrontation", which would, after consultation, include other progressive organisations like the Port Elizabeth People's Civic Organisation.

The plan includes a boycott of the newly built Cleary Park shopping complex in the Northern Areas and a mass march to the City Council to present a "complete" list of demands.

Consideration is being given to a mass consumer boycott of the business area. An NACC spokesperson said that the Cleary Park Complex boycott would form part of its campaign against the

Northern Areas Management Committee, which it says had a big part to play in the development of the complex.

The spokesperson said that the burning of "white letters" was part of the plan to resist rental increases and payment of rental arrears until demands had been addressed by the City Council.

Meanwhile the deputy director of housing for the municipality Ignatius van Jaarsveld this week confirmed that "white letters" were sent to about 200 people, while 20 people were referred to the municipality's lawyers for further action for defaulting on payments.

He said that, in the last five months, the messenger of the court served notices urging payment by a certain date. Failure to comply resulted in the cases being handed over to the municipality's lawyers.

He said the total arrears by the end of August for the municipality's rental and letting schemes was nearly a million rand. — Pen

1102 Times 27/16/80

Capegas lockout ends with wage agreement

A SIX-WEEK lockout at Capegas ended on Thursday when the Chemical Workers' Industrial Union unconditionally accepted the Woodstock-based company's final wage offer.

The 77 locked-out workers have agreed to return to work on Monday, company spokesman Mr B A Straughan said yesterday

In effect, basic hourly wages will be increased by 45 cents to R3 20, with workers also accepting a once-off R50 food voucher.

Settlement of the dispute was delayed when workers, having accepted the company wage offer on October 17, insisted that Capegas waive its right to discipline three workers facing criminal charges issuing from incidents during the lockout. — Sapa

THE House of Representatives has clamped down on a strike by about 2 000 "coloured" civil servants, summarily suspending more than 400 strikers yesterday, a strike committee spokesman claimed

Mr Wayne du Plessis, of the Workers' Action Committee, said up to 200 employees had been suspended in the Mitchells Plain, Wynberg and Athlone regional of-

Cape Times 27/10/90
**House of Keps suspends
400 strikers — claims**

ices in the Cape and another 259 were suspended elsewhere in the country

But a House of Representatives spokesman said that a total of only 129 (four in Cape Town and four in Wynberg) strikers had been sus-

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pended
Mr Du Plessis said about 2 000 civil servants were still on strike in the Western Cape but a House of Representatives spokesman said most of the strikers had returned to work —
Sapa and Staff Reporter

Klerksdorp boycott

By DAN DHLAMINI

FROM tomorrow, residents of Jouberton will boycott stores in nearby Klerksdorp until policemen - who they allege are involved in violence in the township - are suspended or arrested.

At least three people have died in five weeks of unrest

The boycott - announced by the Mass Democratic Movement (MDM) this week - follows a press conference last week when alleged police brutality was discussed.

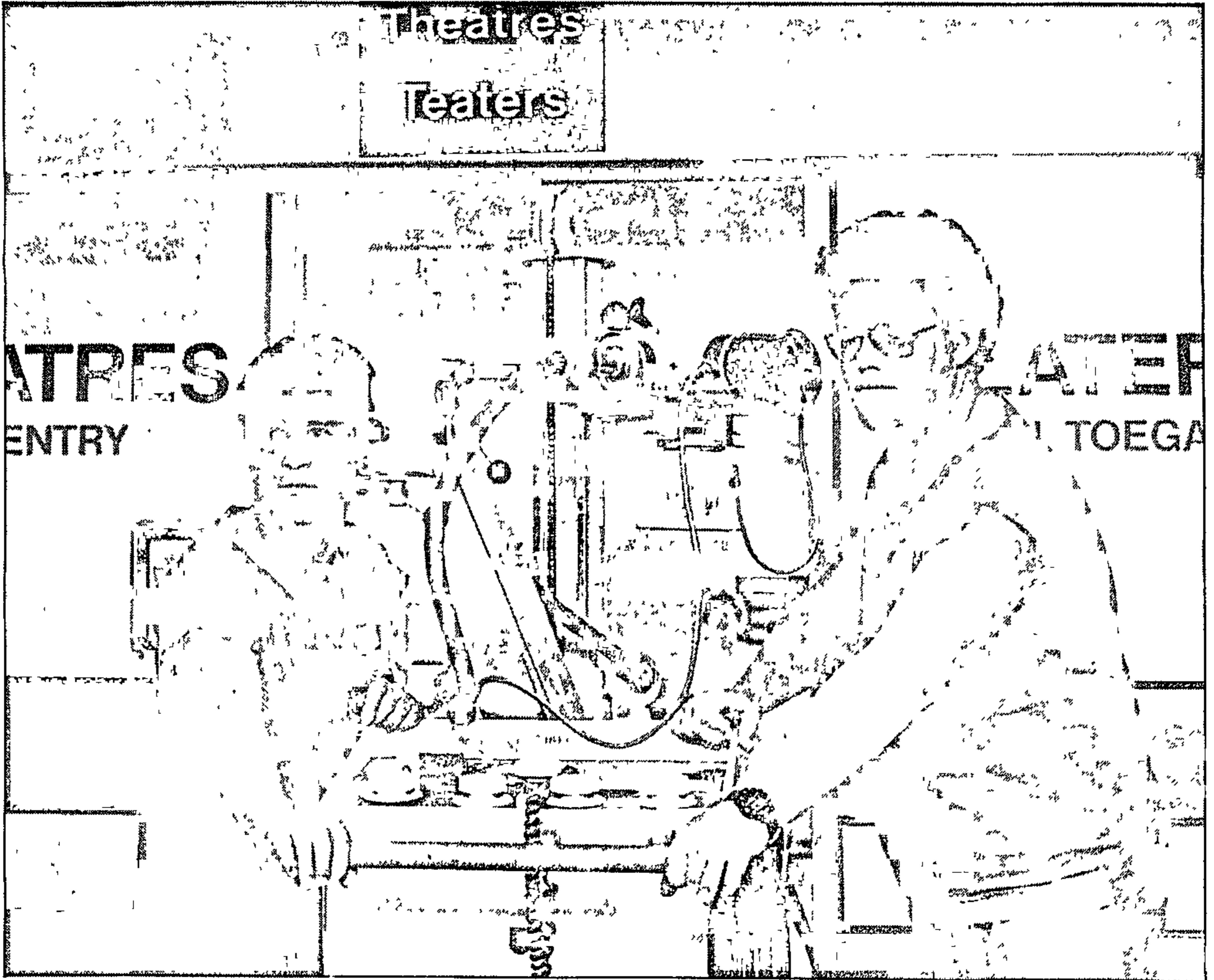
The MDM called for an independent judicial commission of inquiry into police activities in the township

Two victims of alleged police brutality, Alfred Mbolweni and William Mbhakaqani, were buried yesterday. Police in Pretoria said Mbolweni was fatally wounded on October 13 after he and several youths allegedly petrol-bombed security personnel who were guarding a burning vehicle.

The police said Mbhakaqani was shot dead on October 14 when he was part of a mob which allegedly attacked the home of a policeman

Police, however, deny they shot dead Raymond Morapedi on September 23

They claim a taxi with false registration plates dumped Morapedi's body in front of a police Casspir and sped away



Helping hands . . . voluntary workers step in as theatre porters at the Sandton Clinic after 112 members of the Health and Allied Workers Union were fired for going on a strike. Picture Karen Fletcher

Volunteers lend hand during clinic strike

By Musa Mapisa

Sandton Clinic seems to be coping well after about 112 striking members of the National Education, Health and Allied Workers Union (Nehawu) were fired last week.

The strike allegedly started after two workers were caught smoking in a locker room and were fired. This was denied by management.

The clinic has engaged voluntary workers from various

churches including Rhema and New Covenant Churches, as well as a few private individuals.

The voluntary workers are used in wards for cleaning, serving meals, laundry and as theatre porters.

At the weekend the clinic had to bring in Girl Guides and schoolchildren to help out.

Many of the hospital sections were not affected by the strike, for instance catering was done by a private company, the pub-

lic relations officer Ms Sonja Welleman said.

The clinic manager Dr Anette van der Merwe said in a statement that the dismissed workers were intimidating the remaining staff and voluntary workers, but the situation was totally under control.

"Thanks to the continued support of members of the community, the clinic continues to function smoothly," said Dr van der Merwe.

One of the volunteers, who re-

fused to give her name, said she was taken out of a bus by the dismissed workers and ordered to go back home.

A group of dismissed workers outside the clinic premises denied that they were intimidating volunteers and other workers.

"We merely try and convince colleagues working in other departments not to leave their jobs to help in other departments," said Jan Thape, one of the strikers.

SAW 30/12/90

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30/10/90 152

We'll continue strike, vow SABC workers

Pretoria Bureau

More than 100 striking SABC employees in Pretoria have vowed to continue their work stoppage, following a deadlock in negotiations between the SABC and the Media Workers Association of SA (Mwasa)

Mwasa members downed tools on Thursday in solidarity with one of their colleagues

The SABC had appointed a white person, SL du Toit, as production organiser on Radio Ndebele. Another em-

ployee, Mandla Sithole, had applied for the post but he was not invited for an interview

As a result of the strike, Radio Ndebele and Radio Tswana were withdrawn from the air on Friday

Mwasa regional chairman, Mandlakayise Masanabo, said that despite the hardline attitude adopted by management, "we are still prepared to meet them"

The local regional director, Koos Ludick, was not available for comment

(152)

Strike enters fifth day

Sowetan 30/10/90
THE strike by more than 100 workers at the SABC in Pretoria, in protest against the company's alleged "racist attitude", entered its fifth day yesterday.

The employees, members of the Media Workers Association of South Africa, downed tools after the appointment of a white member to the post of programme organiser at Radio Ndebele.

They allege the black applicant, Mr Mandla Sithole, was not invited for interviews.

Mr Koos Ludick, regional director of the SABC, could not be reached for comment.

By Brendan Templeton

Striking workers at the Sandton Clinic have been accused of abducting and torturing non-strikers

Police spokesman Captain Eugene Opperman, said yesterday that 39 statements alleging kidnapping, assault or intimidation were being investigated.

Clinic strikers 'torturing' non-strikers

Police units would be used if necessary to rescue non-strikers allegedly being held by those on strike

Two day-patients from the clinic told The Star a nurse had been abducted yesterday by striking workers and tortured.

Captain Opperman confirmed the kidnapping and said the nurse, as well as other workers who refused to heed a National Health and Allied Workers Union call to strike, had been forcibly removed from buses en route to Sandton.

"They were allegedly beaten severely with sjamboks and plastic piping," he said.

They were then taken to a building in Johannesburg where the alleged torture continued and were released only once it was made clear

to them that they should not return to work.

"The police wish to make it very clear that this sort of barbarism will not be tolerated. We will do whatever it takes to apprehend the perpetrators of these crimes," he said

The clinic management yesterday refused to discuss the alleged abductions.

The strike was sparked by the dismissal of two workers. All the strikers were fired last week and a Supreme Court interdict was obtained preventing them from intimidating non-strikers or from being on company premises.

By CHIARA CARTER

A CAMPAIGN

launched by Cosatu in the Western Cape this week could signal a new wave of industrial unrest on the labour front.

In addition to Cosatu flexing its muscle in support of its members,

the ANC, SACP and UDF have expressed solidarity with the

Cosatu Campaign Set to Hit Industry

South 25/10 - 31/10/90

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campaign to support widespread job losses in a range of industries and fight

mass stayaways, stoppages, demonstrations and product boycotts

It takes place against a backdrop of spiralling retrenchments, dismissals and lockouts which have left thousands of workers facing a bleak Christmas.

On Wednesday, shop stewards met with employers at a range of companies to discuss reinstatement of dismissed workers, the lifting of lockouts, workers' demands for centralised bargaining and a threat of blacking action against companies identified as "union bashers".

Cosatu regional secretary Ms Lucy Nyembe said the federation had noted organised workers were "under attack" from employers "Mass dismissals, lock-

outs, retrenchments, short-time, court interdicts, police harassment and arrests are the order of the day," Nyembe said

defend all our members," ANC spokesperson Mr Reggie September said the organisation would work out ways of assisting in the campaign.

CAR-Tent 31/10/90

Judgment soon on lock-out of strikers

Supreme Court Reporter
JUDGMENT will be handed down in the Supreme Court tomorrow in a lockout dispute between the Metal and Electrical Workers' Union of SA and National Panasonic

This follows an application by the union against National Panasonic (Parow), after 197 of its striking members were locked out of the National Panasonic premises on September 3.

Mr A P Blignault SC, for the union, told the court the lock-out was invalid and unlawful because National Panasonic's reference of the dispute to the Industrial Council was in breach of the Labour Relations Act

A deadlock had not been reached on the date of the lock-out and further dispute-settling procedures, agreed to between the parties, had not been attempted

National Panasonic contended that the lock-out was legal and raised several technical points in its defence

Mr Justice JH Conradie presided. Mr Blignault was assisted by Mr A Freund and instructed by Bernard Vukic and Potash. Mr Jeremy Gauntlett SC, with Mr Les Rose-Innes appeared for National Panasonic (Parow)

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Teachers ^{south} embark on sit-in strike

11/11-7/11/90

(152)



ABOUT 50 Oudtshoorn teachers this week stopped work in protest against what they claim is a politically-motivated staff appointment.

Teachers at the Morester High School in Bridgton began a sit-in strike on Tuesday in the middle of examination preparations. They claim the teacher, Mrs Angelne Arnold, is well-qualified for the post which has been given to a less-qualified applicant.

The principal, Mr George Snyman, was not available to comment

Construction workers down tools

Southern
1111-711190

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ABOUT 800 Mitchells Plain construction workers this week downed tools over wage demands.

The strike has led to construction by Bester Homes, a construction company which builds houses in Khayelitsha and Crossroads, grinding to a halt

The strikers are members of the Building, Construction and Allied Workers' Union (Bcawu), a Nactu affiliate

A union spokesperson said the company had refused the workers' demand for a R2-an-hour increase

The present minimum rate is R3,21

TWO recent Industrial Court decisions reflect a more tolerant attitude by the court towards political stayaways, according to an article in the latest edition of Labour Law Briefs (LLB) published by Andrew Levy and Associates

Before this crop of 1990 cases — and a recent arbitrator's award took a similar view — the court usually took the view that political stayaways were illegal, served no purpose, and were contrary to employer interests.

Where dismissals of workers were reversed by the court, this was on the grounds that dismissals could be unfair when intimidation or lack of transport prevented people getting to work. This could also be the case where an employer departed from a previous policy of not dismissing workers for participating in stayaways.

The Industrial Court judgment in *Gana and others vs Building Materials Manufacturers*, trading as Doorcor, took a significantly different view.

In that case, all 158 employees who stayed away from work on June 6 and 7 1988, as part of a protest against the Labour Relations Amendment Act, had been dismissed without disciplinary hearings, although some were later rehired

More tolerance to stayaways

By Day 1/11/90

152

ALAN FINE

Before the stayaway the employer had offered food and accommodation to workers if they feared entering and leaving their township during the stayaway.

In ordering the employer to pay compensation to the dismissed workers, the court argued that the view that stayaways were political in nature and deserved no protection failed to take into account SA's political realities.

It noted black workers were not enfranchised and therefore had to find other means of expression on legislation which directly affected their lives. The Act was of immediate concern to workers and their unions in that it was seen to erode hard-earned rights.

According to LLB, the court formulated six guidelines to be considered in relation to stayaways:

□ A stayaway about a law related to labour relations and the work environment should not be regarded as an ordinary political protest of no concern to an employer. Employers should show appreciation of the dilemma ordinary workers faced in reconciling the conflicting loyalties

to employer and union

□ A national stayaway called by the unions was a valid reason in itself to be absent, even if there was no intimidation or transport problem. However, an employer would be entitled to limit this concession to one day because absences of a greater length would be counter-productive.

□ An employer remained obliged to hold a proper disciplinary inquiry before taking action against a stayaway participant. Further, a stayaway should be seen as ordinary absenteeism and dealt with accordingly. Mass dismissals carried out without hearings would be unfair to individuals and could be seen also as "political retaliatory action".

□ Employers and employees should negotiate on rules to govern this type of action, for example, the length of stayaways or devising opportunities to make up for lost production.

□ Employers should not use stayaways to "weed out trouble-

makers" or effect a retrenchment. □ While it was commendable for an employer to seek to protect employees from intimidation, this offer should not be held against an employee who refused it.

The second case involved the 1989 stayaway on September 5 and 6, which was directed against both the Labour Relations Amendment Act and the general election. The case was brought by the NUM against Amcoal Colliery and Industrial Operations. It referred to the arguments used in the Doorco case and noted a number of special factors.

These included that the employer had previously adopted a more lenient policy towards time related offences. Therefore Amcoal's warning prior to the stayaway that "normal disciplinary measures" would be applied could not be expected to carry much weight with the workforce.

The arbitrator's award also related to the September 1989 stayaway (The identities of the parties are confidential).

He argued that while willing absence from work without permission was, at face value, an act of miscon-

duct, it should be entirely or partially excused if caused by a political stayaway.

In determining the acceptability of a stayaway, factors to consider were whether it was called by the union or workers at large, whether it was a reasonable option in all the circumstances, whether it was work-related, and whether it was reasonable in nature and duration.

If the stayaway was not found to be totally justifiable, disciplinary action could be considered. It should be treated as any other form of absenteeism, and consideration should be given to previous similar offences.

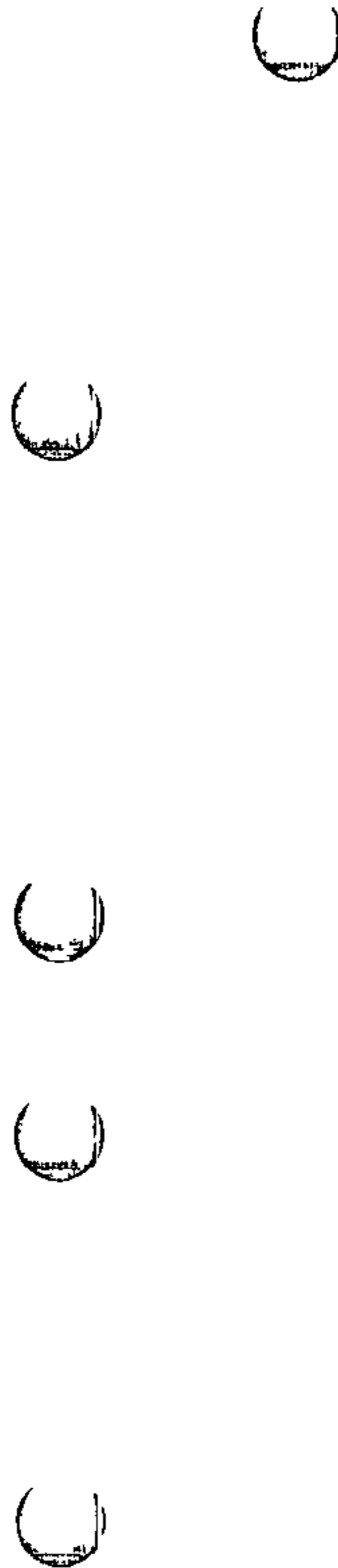
Also relevant, he argued, was the harm caused to the employer, the nature, duration and frequency of the stayaway, and the nature of the employer's previous sanction in similar circumstances and whether he acted consistently.

In this case the arbitrator concluded that the stayaway was not completely justified, but dismissal was not appropriate.

The dismissed employees were therefore reinstated, partly retrospectively. The reinstatement was subject to a final warning that should they be found guilty of absence without permission due to an unjustified stayaway in the next six months they might be dismissed.

LETTERS

1/11/90



Workers propose march to abattoir

Cape Times 1/11/90 152
A RED MEAT boycott initiated by dismissed Cape Slaughtering Abattoirs workers would have "absolutely no effect" on the company, Western Cape Meat Board spokesman Mr Bertie Ackhurst said yesterday.

He said producers and consumers — specifically township businesses which sold tripe — would bear the brunt of the action announced on Monday by members of the Food and Allied Workers' Union.

The dismissed workers and sympathisers are expected to march to the Maitland municipal abattoir today.

Nearly the entire Cape Slaughtering workforce of about 300 was dismissed on August 2 following a wildcat strike over claims for back-dated wages

High price/wage rises slated

By Derek Tommey

The authorities seem about to appeal for single-digit wage and price increases in the coming months in a final push to crush inflation.

What looked suspiciously like the opening shots in the campaign were fired in Johannesburg yesterday by Professor Jan Lombard, the senior deputy governor of the Reserve Bank, when he told a large number of businessmen that the situation had been reached where the only cause of inflation was the expectation of further inflation.

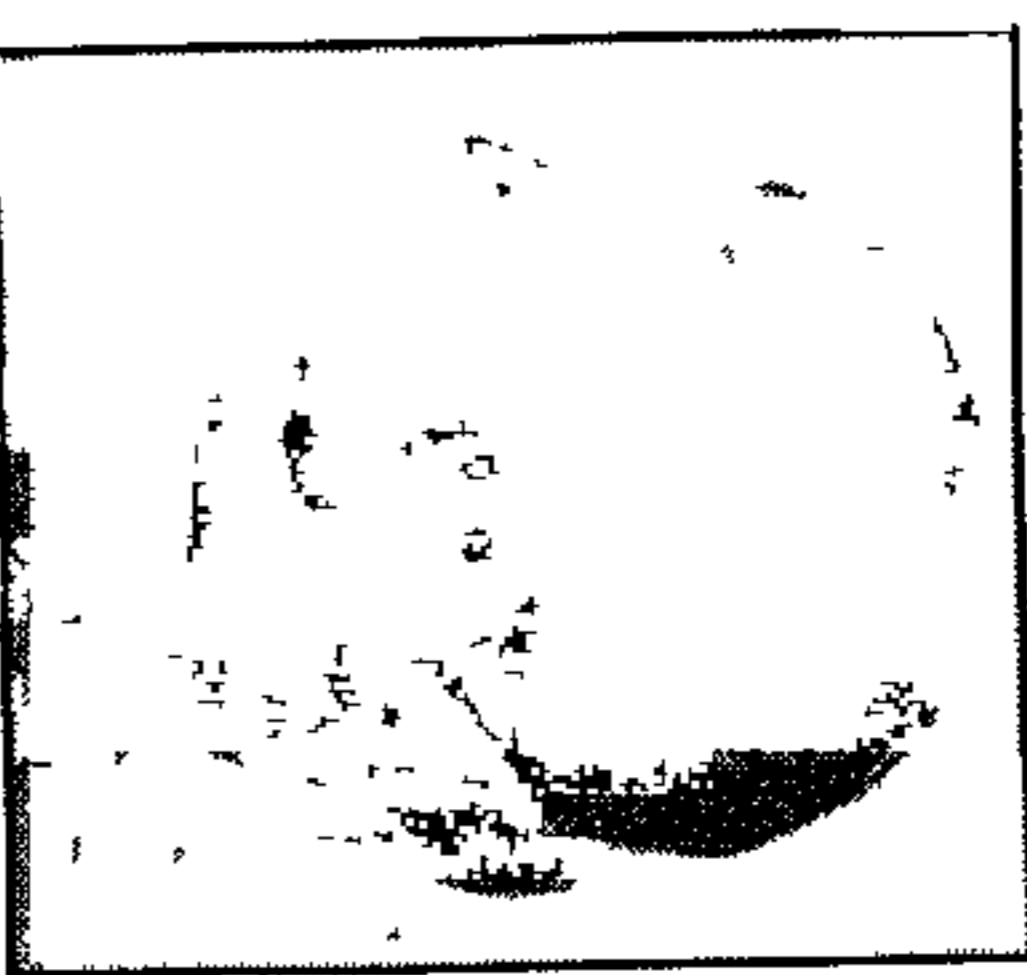
"There is no reason why prices and wages must rise by more than a few percentage points in 1991," he told the annual convention of the South African Chamber of Business. "Even if or when higher oil prices have to be accounted for there is no reason — beyond

our inflationary expectations — why the price level and the wage level in 1991 and 1992 must rise by double-digit figures."

Indicating that the belief was shared by others in the Government, he said "I would like to underline the view expressed by Dr Chris Stals (Reserve Bank Governor) and several Cabinet Ministers recently, that apart from the oil price issue, there have been no external inflationary influences operating on the economy in 1990.

"Prices and wages have been rising because producers and workers expected them to.

"Inflation has been feeding on the expectation that it would continue," he said. Prof Lombard said the result was that no one was gaining. But the economy as a whole had been losing some of its international competitive edge. He argued that ending this situation in which South Africa



Jan Lombard . . . Inflation feeding on expectation of Inflation

was chasing its tail would have little effect on living standards.

"If these inflationary expectations were abandoned by producers and trade unions, nominal prices and wages can come down quickly without much further loss of real incomes. "This would also lead to a drop in nominal interest rates

and stabilise the rand exchange rate."

He emphasised that the authorities would not allow the increase in petrol prices to lessen the effect of the anti-inflation campaign.

The higher oil price must lead to changes in real incomes, he said.

But unless the banking sector accommodated these higher costs through the creation of cash by the Reserve Bank and credit by the private banks, the adjustment could not develop into a process of general wage and price inflation.

But the Reserve Bank had no intention of providing this accommodation.

And letting the iron fist show through the velvet glove, he said the Reserve Bank would charge commercial banks even more for loans should they should seek Reserve Bank cash for this purpose. Reviewing current economic

conditions, Prof Lombard said that although the downswing was milder than those of 1981 and 1984/5, it was lasting longer. "We are now in the throes of a real recession."

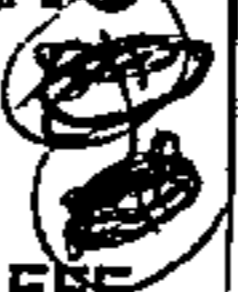
He said the sustained high level of industrial action, absenteeism, worker intimidation and labour unrest in the third quarter had further contributed to losses of physical output.

"In these circumstances the outlook for 1991 must be of serious concern for us all."

He said unemployment would not disappear in a cyclical recovery. The lack of job opportunities was a structural problem caused by the declining levels of capital formation and the declining productivity of capital.

These were among the main reasons for the failure of two million jobs to materialise since economic stagnation had taken hold more than a decade ago.

Headache for Turf



By RUSSEL MOLEFE

THE three-day old strike by the entire black workforce and the likelihood of the Union of Democratic University Staff Association downing tools at the University of the North has placed the examinations at risk (152)

*11/11/70
Molefe*

The workers, all members of the National Education Health and Allied Workers Union, have been on strike since Monday demanding wage increases, recognition of their union and that casual labourers, who have more than two years' service, be hired permanently.

SPAS 1/11/90

Education boycotts criticised

By Julienne du Toit

Organisations which discouraged children from attending school had worsened South Africa's illiterate youth problem, KwaZulu Chief Minister Chief Mangosuthu Buthelezi said last night.

He was speaking after a banquet he hosted in Sandton on behalf of the KwaZulu Finance and Investment Corporation.

The function was intended to highlight the development needs of South Africa and specifically Natal/KwaZulu.

Chairman of the newly formed Independent Development Trust, Jan Steyn, agreed with Dr Buthelezi, but said the private business sector should take the initiative to remedy the situation as it was in business's self interest to fight the lack of skills. A housing programme could give the economy its "initial kick-start".

Leading Belgian businessman Filip Verbeke said southern Africa was set to take over from South-East Asia as a low-cost industry possibility. Foreign investors were looking to invest in South Africa more than in Eastern Europe, where there was little or no infrastructure, and no will to work, Mr Verbeke said.

11/14/90
**Students riot on
N Tvl campus**

Northern Transvaal Bureau

PIETERSBURG — Extensive damage was caused to the restaurant at the University of the North yesterday, when students went on the rampage in sympathy with striking workers on campus.

Crockery was smashed, food was strewn over a wide area and furniture was damaged.

A faculty member said damage was estimated at R500 000.

It is thought the students rioted because there were no staff to serve their meals. Earlier they had looted the kitchen. Someone had scrawled "Pay the Workers" across one of the walls.

The workers on the campus have been striking because of a pay dispute.

Students are presently writing exams on the campus, but by late yesterday it was not known whether they would be writing today.

At one stage yesterday morning the university's administration block was under siege, as chanting students surrounded offices.

Boksburg traders face 3-week boycott

By Helen Grange

Boksburg traders — ravaged by almost two years of poor business — are bracing yet again for what could be another disastrous Christmas.

Although trade was "fairly normal" in the town yesterday, a consumer boycott called by the Vosloorus Civic Association because of the rent boycott crisis in the township threatens to strangle Christmas trade from today.

The boycott, set to last three weeks, has been called in protest against the withdrawal of services from Vosloorus.

Businessmen in Boksburg have unceremoniously resigned themselves to the possibility

of another "white Christmas" like the one in 1988, which saw the closure of several small traders in the town centre.

The 1988 consumer boycott, called in protest against the new Conservative Party-led town council, lasted a year

Cut back

The fact that East Rand Proprietary Mines has cut back heavily on its workforce in the area has meant that traders are at present doing only half their usual business

"Now, when we've just stocked up for Christmas, this boycott has to happen. How are we going to sell these goods?" an Indian trader, who wished to remain unnamed, complained yesterday.

Some traders have

cancelled their Christmas stock orders on hearing of the boycott, and are hoping to survive by selling old stock.

However, others were more optimistic.

"With the petrol price as high as it is, I doubt families will travel to the next suburbs to shop," one trader said.

"In any case, the mine-workers who buy here are mostly foreign and do not adhere to boycotts"

"If we made it through Christmas '88, we'll make another one," said another.

Bobby Bieber, who suffered a heart attack after his clothing store almost went bankrupt last year, said: "I don't know what's going on, but it's been slow all year. Come back next week and I'll tell you."

Striking civil servants sit-in at PSL offices

Cape Times 1/11/90
MORE THAN 80 striking Public Servants' League members occupied the organisation's Worcester offices yesterday to protest at the PSL leadership's lack of support for a two-week wage strike

More than 60 suspended civil servants and 20 others charged with misconduct by the Administration House of Representatives started the sit-in

PSL general secretary Mr Trevor Wentzel and a Cape Town lawyer visited Worcester yesterday in an effort to defuse the crisis in the organisation's ranks, already struck by defections to a Cosatu-aligned "workers action committee", said strikers

A spokesman said the PSL executive is due to meet the Minister's Council today — Sapa

Wildcat strike over sackings at Tygerberg

By SHARON SOROKA
Labour Reporter

TYGERBERG Hospital workers are on a wildcat strike to protest against the dismissal of three Health Workers' Union shop stewards.

According to union spokesman Mr Dale Forbes about 300 general assistants at the hospital went on strike at 7am.

But a hospital spokesman said "about 100 workers are not at their posts at the moment". Mr Forbes said the strike followed the dismissal of three shop stewards who took part in a demonstration at the hospital on July 20.

The union held "urgent talks" with the Cape Provincial Administration yesterday.

"We asked them to reconsider their position as a protest action by workers would seriously disrupt the hospital and would jeopardise the relationship which has been built up between management and the union.

"They were unreasonably intransigent and insisted on the dismissal of the shop stewards."

NOV. 1990

SAA dispute with staff over

By John Miller

152

More than 200 black South African Airways technical staff returned to work yesterday afternoon after resolving a dispute over a casual worker whom they demanded be reinstated

Staff downed tools yesterday morning when the worker was refused permanent employment. He had been tested positive for dagga during a medical examination.

SAA spokesman Zelda Roux said "It is the airline's policy to test all applicants who wish to be employed as permanent staff members"

She said the man was refused employment when dagga traces were found in his urine.

Union members returned to work after union representatives had been given reasons why he had not been employed, and why he had been subsequently dismissed, Mrs Roux said.

Reps workers occupy staff association office

ARCUS
1/11/90

By SHARON SOROUR
Labour Reporter

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HOUSE of Representatives workers occupied the Public Servants League office in Worcester to protest against the staff association's "lack of support" for their two-week countrywide industrial action.

A Workers' Action Committee spokesman said more than 80 people had entered the offices yesterday. "Last week the House of Representatives suspended 64 workers and charged 20 others in Worcester with misconduct.

"We expected the PSE to do something to fight for our rights and demands, but they have done nothing. They simply told us to write a letter of protest to the director-general."

According to the House of Representatives, 129 workers — including 100 in the Western Cape — have been suspended since thousands of workers in the administration section downed tools over disparate salary adjustments.

They are demanding a 20 percent salary increase and a minimum salary of R850.

WORKING ARRANGEMENTS

AS RECESSION BITES, A SENSE OF REALITY IS BEGINNING TO PREVAIL

Labour relations in this recession year are reflecting an oddly mixed message. There has been an upsurge in industrial action with an estimated 3,5m man-days lost to the economy so far. Projections for 1990 as a whole suggest a figure in excess of 4m, well over the total for 1989 (3,09m).

Yet, despite increased worker militancy, particularly noticeable in the first half of the year, labour relations have been marked by a heightened awareness by both management and the unions of each other's concerns. While the events following February 2 triggered a sudden increase in worker expectations, a greater awareness of economic factors on the part of the unions seems to have moderated negotiating attitudes.

For management in certain key industries there has been an increased awareness of union aspirations.

But Cosatu cautions that while there is a general sense of optimism, there are other causes for concern. Recent township violence has spilled over on to the shop floor, creating high levels of tension. The federation also claims that though there may be advances at a "global level," at the level of individual employers there are still cases of "intensified union-bashing tactics."

For years, the unions — mainly grouped under Cosatu — have happily achieved improvements in wages and working conditions. And the freeing-up of the political situation has meant that workers have gained confidence in Cosatu's social and political programmes. The result has been a strong and relatively mature trade union movement.

Unofficial figures indicate that Cosatu's membership has risen from just over 938 000 in 1989 to nearly 1,2m this year. Even despite increased retrenchments on the mines, the NUM estimates its total paid-up membership on stop-order rose from 229 000 in 1989 to 264 000 this year. In the public sector, membership of Cosatu's municipal wing, Samwu, is believed to have increased from 23 000 last year to 35 000 this year —

in line with Cosatu's increased focus on public-sector employees.

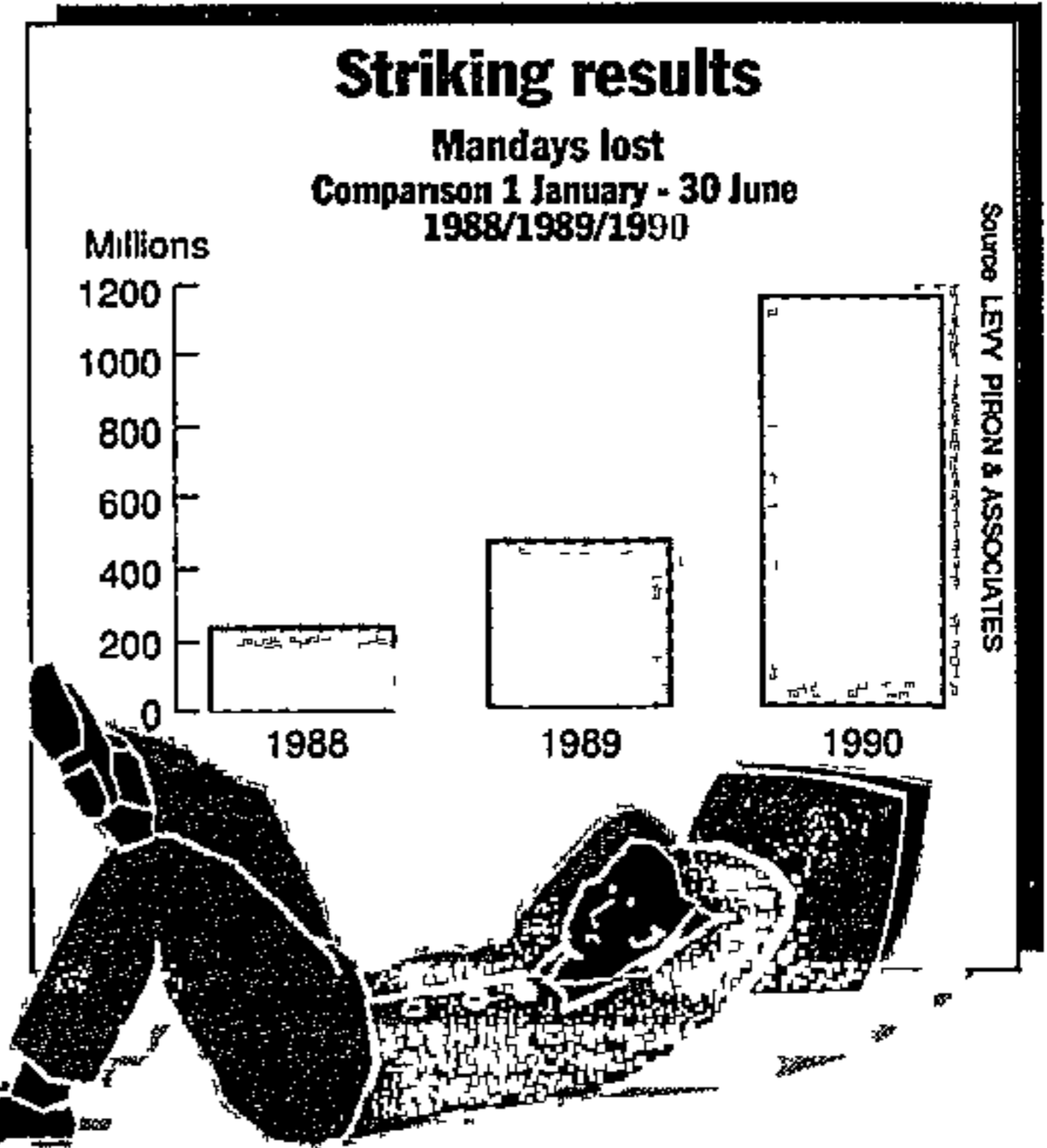
While workers have been motivated to push pay claims fairly hard because of heightened social expectations and the effects of high inflation, there has been a significant decrease in the level of claims tabled by unions. From an average proposed increase of 86% in 1989, they have fallen to 51% this year. Senior GM external relations at the Chamber of Mines, Johan Liebenberg, sees "a new economic reality coming into the equations," pointing specifically to wage negotiations with the NUM this year. Both sides have been educating each other as to their respective viewpoints, he says.

The precedent set by the Saccola and Cosatu-Nactu discussions on the Labour Relations Act (LRA) is another major leap forward — and could hold lessons in the political arena. Barlow Rand vice-chairman and chief executive Warren Clewlow hopes the accord will lay the foundation for co-operation between employers and labour in future.

"In general, collective bargaining this year has been effective — thankfully with less disruption than in some previous years," he says, adding that the economic downturn has had a serious effect on employment and the ability of employers to meet high wage demands.

Cosatu general-secretary Jay Naidoo says "Trade union demands reflect the aspirations of workers for a living wage. But by anyone's standards, wage settlements are anything but excessive. Looking at wages of the lowest-paid unskilled workers show that recent settlements are at their lowest level since 1988."

A recent Labour Research Service survey of 368 current wage agreements negotiated by trade unions reveals an average minimum wage of R681,36 per month — well below the "poverty lines" produced by some universities, according to Cosatu. Earlier this



year, in its *Campaign Bulletin*, Cosatu announced that R700 a month is the "national minimum wage," recommended by the federation's Living Wage Committee. This sparked debate over the principle of a minimum wage.

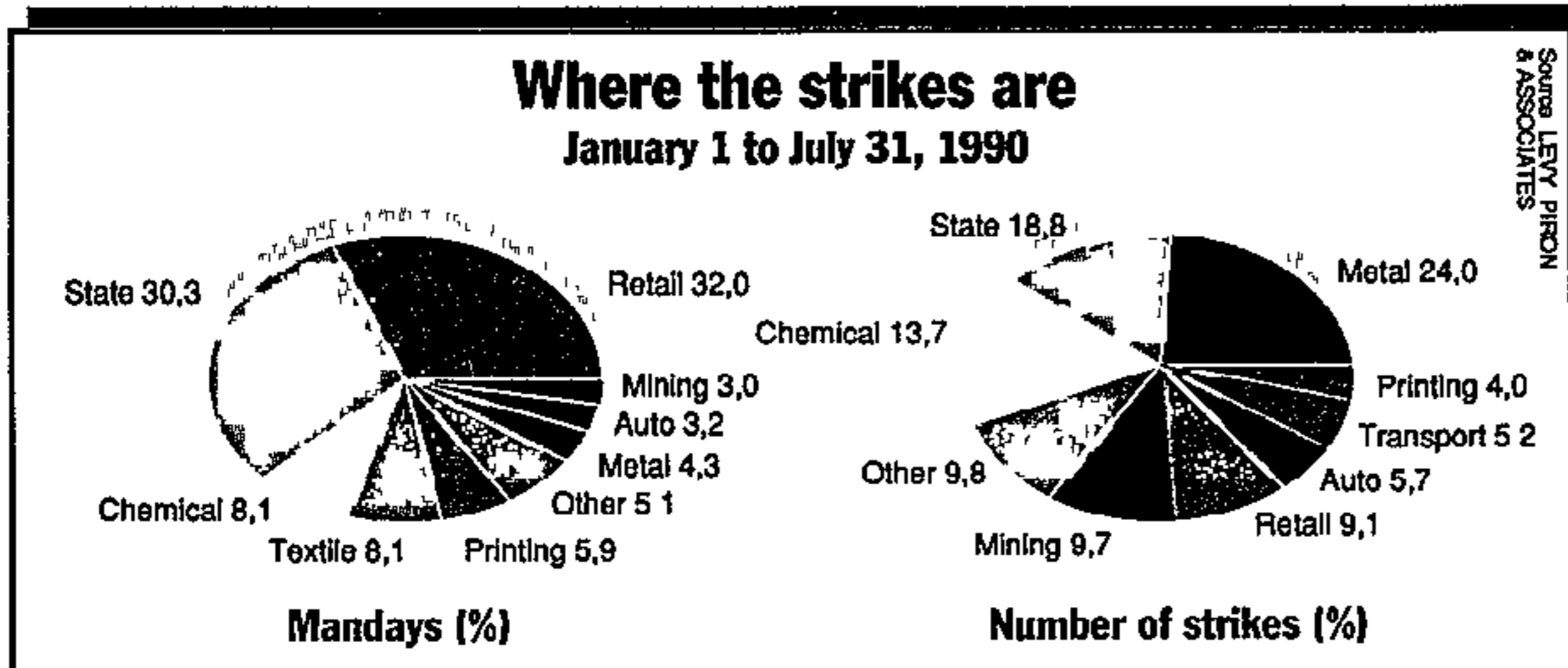
In its latest strike update for 1990, industrial relations consultants Levy & Piron report that strike trends in the first nine months of 1990 indicate a steep upward movement. The total of man-days lost so far this year (3,5m) is high — but there has been a noticeable decrease in strike activity in the last few weeks.

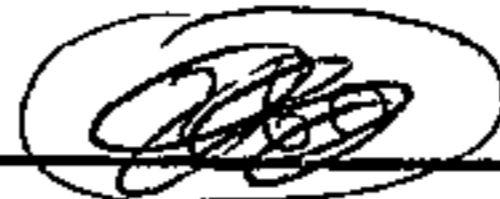
In the first seven months, the retail sector was most affected in terms of man-days lost — largely as a result of recent activity by Saccawu. Large-scale strikes took place at OK Bazaars, Checkers, Southern Sun, Metro Cash & Carry, Trador and other retailers. The recently formed Saccawu — a merger of Ccawusa, Harwu and Cape Liquor & Catering — says it was able to sustain intensified strike action because of strong shop steward structures inherited from Ccawusa.

In the industry in general, negotiations have "improved management's understanding of union aspirations," according to Pick'n Pay chairman Raymond Ackerman.

The public sector showed a dramatic increase in terms of man-days lost and increased unionisation. Intensified industrial action took place during May and June in municipalities, hospitals, post offices and schools. This indicates a concerted effort by the unions to align conditions in the public sector with those in industry as a whole, according to Mike Beaumont, of consultants FSA-Contact.

Prior to the recent agreement between





as night follows day. It will be manifest in the form of higher prices

This is not the first time that government has interfered in the electricity price. It held down the price in the Sixties and early Seventies when the cost of a major input, coal, was rising. That led to massive increases in later years.

If Eskom has invested in too much capacity (and here we have to depend on the fallibility of human forecasts) then the market, through privatisation, should be allowed to determine the cost. Statements from Wim and others in Pretoria that Eskom is a "natural" monopoly are utter baloney. Frank Vorhies, of Wits University, argues the case with compelling logic for Eskom's privatisation elsewhere in this edition.

And that brings us to Dawie de Villiers, our Privatisation Minister, whom Wim appears to be doing out of a job at present. Is he, too, going to sit by and allow Wim to boot all over his turf with what can only be disastrous economic consequences?

As for subsidies, the principle of comparative advantage must determine what we export and what we import. The creation of a maze of tax concessions, special assistance to blocs of exporters with exceptional lobbying strengths, and the like, is to distort gravely the role of the price mechanism as allocator of resources. It will curtail, not encourage, growth.

It hardly needs to be recorded that a policy of using Eskom and Transnet as milch cows precludes any further discussion of the issue of privatisation, and concedes ground to the Left in advance — on arguments that are unsound.

Another problem area is Wim de Villiers's apparent obsession with import parity prices. This is a complex subject, where causes may differ from area to area (Sasol, for example, was privatised on the basis of a commitment by government to ensure the continuation of import parity pricing for liquid fuels). In general, the way to get competitive prices in the economy is through ensuring competition, not through various administrative manipulations or even by "jawboning" (US-style exhortation and political pressure).

Wim was appointed Minister of Administration & Privatisation on September 16 1989, after the last white general election. His position was based on his status as a nominated MP. To free him for these tasks, the State President relieved him of all party political tasks.

He had previously been asked by then State President P W Botha to assist with the modernisation of Armscor and the Atlas Aircraft Corporation, after he resigned as executive chairman of Gencor because of a disagreement with Fred du Plessis. Sometime prior to Gencor, he was a mining engineer with the Anglo American Corp.

Subsequently, he was given special assignments to investigate the policies and structure of Sats, the Post Office and then health-care services. He also undertook an important investigation of Eskom (the 1983

Commission of Enquiry) which led to the appointment of a new chairman, John Maree. He has also served as a special adviser to government on privatisation.

On his appointment, he said that one of his special assignments would be to develop, in close co-operation with all ministers involved with economic portfolios, "improved systems for co-ordination, monitoring and financial management." He also said "I am no politician and it was a difficult decision to take."

He told David Carte (*Business Times* September 24 1989) that he believed that natural monopolies such as Eskom, Sats and the Post Office could be privatised.

Press reports are suggestive that the reduction in Budget allocation for Armscor was, in fact, his work.

In August 1988, he was reported as saying (in *Beeld*) that he was excited about the decision of Sats to accept his commission's recommendations on privatisation. In his report, he cited present deficiencies in Sats' (now Transnet's) financial operations as including "failure to consider norms on return of capital and profitability as requirements for the utilisation of present investments."

In a report (*Business Day*) on September 5 1988, he was quoted as saying, at Assocom's western Cape regional congress, that the transformation of Eskom, Sats (Transnet) and Posts & Telecommunications into private-sector companies was the only way to overcome serious structural flaws in the economy.

The transitional steps needed to achieve this included a reduction in State expenditure to reduce the deficit before borrowing and the making of as many products and services as possible subject to market forces.

In the course of this speech, he complained about the financing problems experienced by the parastatals. This caused them to resort to "inflation accounting" and increased their



Chris Stals



Barend du Plessis



Dawie de Villiers

dependence on borrowings and accelerating tariff adjustments.

We are not quite sure of his views on the rand. But it has been suggested that while in the past he was quoted as saying the rand's value must be determined by the market in view of the importance of exports, he now appears to want a stable or rising rand to curb import inflation. Whether he realises that would have to be achieved at the expense of scarce reserves — or some form of subsidies — is not clear.

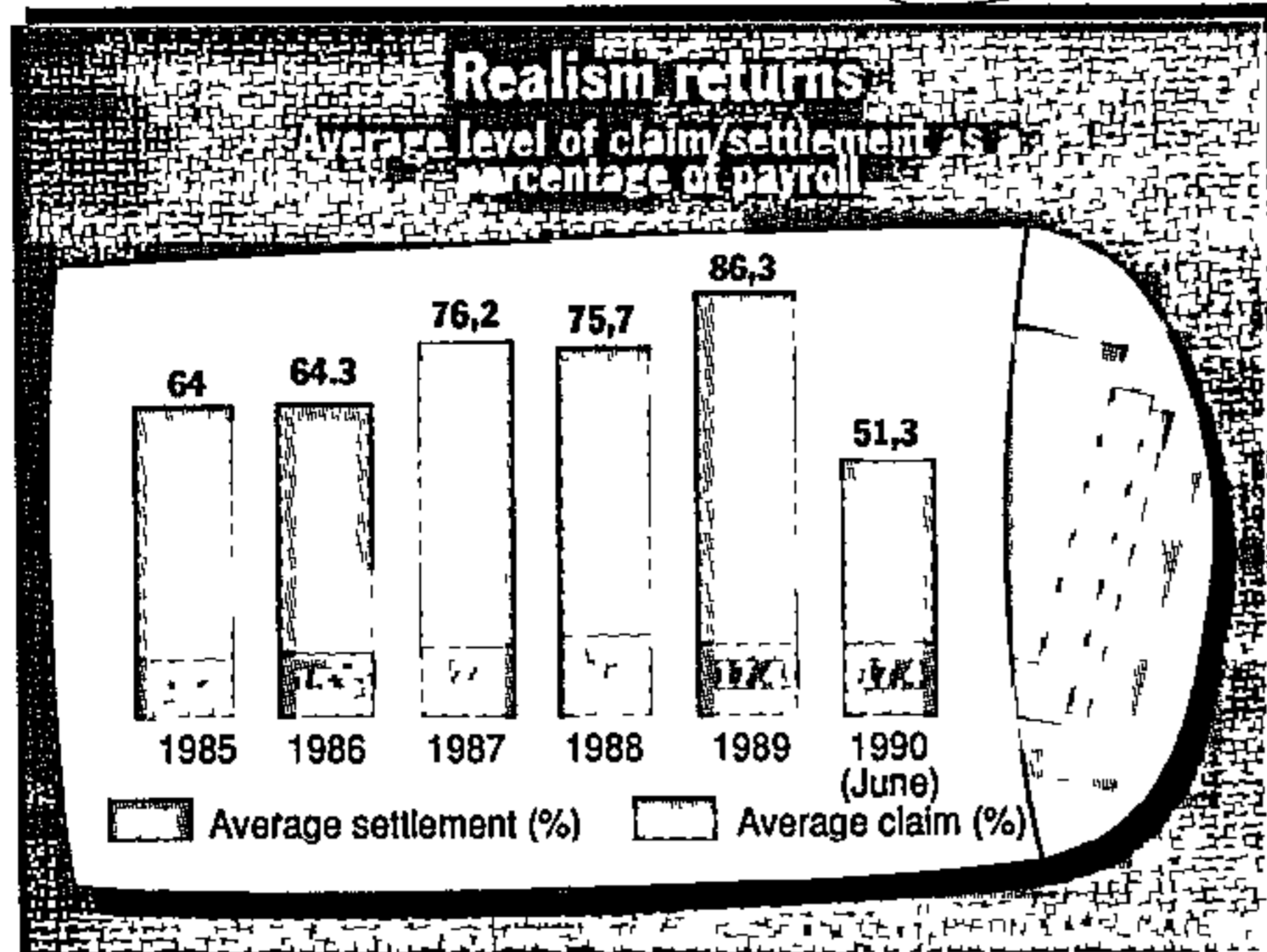
The answer is: curb the growth in the money supply and leave the rand be. It is the responsibility of the Reserve Bank and any attempt by Wim to achieve his purpose through subsidies or tariffs will retard the process of economic adjustment through which the economy is passing — not without difficulty — now. It certainly looks as if he has turned out to be a politician after all — and a muddled one at that.

Something needs to be done about him, for if he does, by force of personality, become a sort of economics czar, we will have no coherent fiscal, monetary and restructuring policy — and the integrity of government's free-market policy will have been shot.

If the tone of his October 19 press conference is anything to go by, Finance Minister Barend du Plessis, Reserve Bank Governor Chris Stals and Privatisation Minister Dawie de Villiers have become obsolete. Indeed, the State President might have to look to his own position.

Since he became State President, F W de Klerk has shown a sensitive and practical appreciation of the importance of market economics. But he himself cannot avoid making sure

that the reforms needed in that direction are implemented consistently by the individual ministers responsible. He alone must be the co-ordinator, it is not a responsibility to be passed on through patronage, especially not to someone as economically irrational and politically shortsighted as De Villiers. The ultimate cost will be too high. ■



government, the employer body Saccola and Cosatu-Nactu over the LRA, Cosatu had called for the recognition of representative public-sector unions as a condition for reviewing threatened mass action over the Act Negotiations between the Commission for Administration, the Department of National Education and representative State sector unions on a new labour dispensation for the public service were announced in August

Numsa led the field as far as strike activity is concerned (23,1%), followed by CWIU (10,4%) and NUM (7,7%) Interestingly, Samwu featured for the first time in the top six unions and accounted for 3,4% of man-days lost Despite the heavily weighted political situation since February 2, wages have remained by far the most important strike trigger (71,5%) — much the same as last year Next is grievance-discipline (14,2%) and other factors (9,4%)

In general, employers have been finding this year's wage round tough and fairly protracted There is also a heavy emphasis on disclosure of information and unions are putting up new claims, such as security of employment

Some unions have also begun to negotiate on behalf of subcontractors

A threatened national strike by Numsa members in the engineering industry was averted recently According to union spokesman Bernie Fanaroff, the decision to call off the strike was strongly influenced by the factional violence that swept Transvaal townships Though Numsa said members were not satisfied with wage increases ranging between 19% and 15,5% for the lowest and highest grades respectively, they decided to settle

Despite the possibility of a strike on the coal mines, wage agreements between the Chamber of Mines and the NUM were also reached without industrial action On the gold mines, NUM accepted a chamber offer of wage increases between 14,5% and 17%

Though the union was less flexible on the coal mines — which it believed had a better ability to pay — it finally accepted increases between 14,5% (the lowest in any category) and 30,8% (the highest in any category)

ages this year have included demands for provident funds, housing subsidies, parental rights, education and training and a reduction in the working week from 45 hours to 44 hours

There has also been a heavy emphasis on long-service benefits

Two areas which have been particularly important this year and in which progress has been made, are provident funds and parental rights

Saccawu in particular has made substantive gains, forging a precedent-setting agreement with Pick 'n Pay and recently achieving a substantial deal at Foschini At Pick 'n Pay, women staff are entitled to nine months paid leave, which can be shared by couples working in the company

And workers have pushed to move out of company-controlled pension funds into union-controlled ones

Centralised — as opposed to plant-level — bargaining remains a big issue Though there is a willingness on both sides to explore the possibility of negotiating at a centralised level, results are still tentative, says Cosatu's assistant general secretary Sidney Mufamadi

It appears that while unions are again prepared to accept wage settlements much lower than their opening demands, there is renewed and increased emphasis on conditions of service

According to Saccawu's Jeremy Daphne, significant improvements were made on non-wage issues demands for March 21 as a paid holiday were generally won and there has also been a focus on compassionate leave and year-end bonuses

As these processes continue, managements, in turn, table counter-demands — mainly linked to productivity

To date, they have had little success Other demands are in areas of production and attendance bonuses

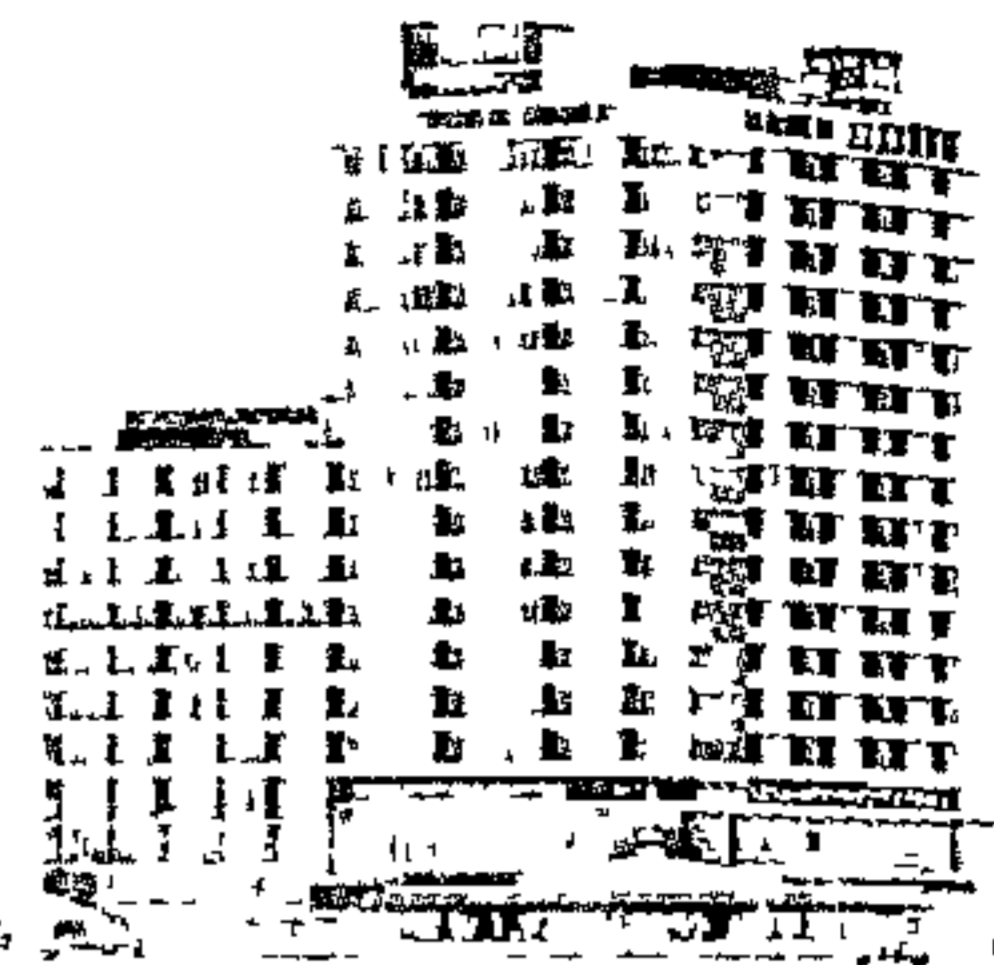
Managements, in other words, are looking at more of a labour trade-off than the bargaining process has seen in the past It is probably the right time to make such counter-claims, as recession bites and the economic arguments gain weight

While again unions are trying to ensure that members achieve increases above the inflation rate, the flip-side is a significant rise in retrenchments

NUM spokesman Jerry Majatladi estimates that retrenchment figures on gold mines have reached 32 000 since the beginning of the year and the Chamber of Mines has warned that thousands more jobs are at risk

Apart from wage claims, wage pack-

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LABOUR

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NO PACKAGE YET 2/11/90

The strike by about 4 000 members of Cosatu's paper affiliate, the Paper, Printing, Wood & Allied Workers' Union, at 29 Nampak plants is now entering its seventh week. The company estimates the cost to workers in lost wages at R6m.

A Nampak spokesman says a Cosatu attempt to arrange a meeting between Ppawu and the company last week was turned down. It was felt to be inappropriate, given that the paper union is an affiliate of Cosatu. The company also alleges strike-related violence and intimidation by union members, at least two supervisors' homes at Mobeni and Rossborough in Natal petrol-bombed and incidents of violence on Tuesday in Maritzburg.

Responding to the allegations, a union spokesman said that while the union is certainly against forms of violence and intimidation, it holds out for the right "to convince workers of the legitimacy of strike action."

Last week, several hundred union members at Nampak plants in the Cape marched on Barlow Rand's Cape office and handed over a memorandum of union grievances. The march was the first in a Cosatu campaign in the western Cape, aimed at forcing employers into settling disputes involving Cosatu affiliates. The campaign is also concerned with work stoppages and "blacklisting" of Nampak products and supplies.

The strike, aimed at the establishment of a central bargaining forum to negotiate wages and working conditions, has been joined by several hundred workers at Nampak Corrugated Containers in Maritzburg and Nampak Paper Mill in the western Cape, according to a union spokesman. Nampak workers also held a lunchtime demonstration in Johannesburg last week in support of the strike.

However, says Nampak, at three plants 50% of strikers are back at work. Two of the six Nampak divisions affected by the strike — Business Forms and Corrugated Containers — have agreed to meet the union.

Meanwhile, Iscor and the National Union of Mineworkers will enter mediation to resolve the strikes at the company's Sishen and Thabazimbi iron ore mines and Grootegeluk colliery. Between 3 700 and 5 000 workers are out over wages and working conditions. ■

JCI strike averted

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■ A threatened strike at JCI platinum mines in Rustenburg and Lebowa appears to have been averted.

JCI's Ann Dones said strike ballots at the Rustenburg and Amandelbult sections of Rusplats had not yielded a majority "yes" vote. Final NUM acceptance of the settlement — on JCI's original offer of 17 percent at the top and 15 percent at the bottom — was now awaited. *W/11/2/11-8/11/90*

At Leplats, workers had not balloted, and had earlier accepted JCI's offer, she said. *2/11/8/11/90*

Hospital strike appears in ill health

By PETER DENNEHY

THE Health Workers' Union (HWU) and the Cape Provincial Administration (CPA) were at odds yesterday over whether or not a non-medical workers' strike was underway at Tygerberg Hospital.

When the Cape Times arrived at the hospital about three dozen workers were in or around a small union office. They said "about 500 workers" out of a workforce of 1 500 were on strike, but most had gone home after a meeting. The union had a membership of over 1 000, they said.

CPA spokesman Mr Van Heerden Heunis said later that there

had been no strike at all. About 100 workers had discussed the dismissal of three workers, but they had gradually returned to work, he said.

"No services whatsoever were affected," he said.

The dismissal of the workers had been the result of an incident on July 20 last year when "general assistants" had occupied the office of the medical superintendent and threatened him, Mr Heunis said.

One of the dismissed workers, Mr Ockert Jansen, who is also chairman of the local Health Workers' Union branch, said yesterday that about 300 people had

taken part in the initial demonstration "against the hard-line attitude which management adopted in refusing to talk to us".

Four workers, including the chairman, vice-chairman and secretary of the union branch (Mr O Jansen, Mr C Arendse and Mr B Scholtz) were subsequently charged with disruptive and provocative behaviour, using abusive language and being absent from their posts without permission. The fourth man charged was Mr J Winnar.

Workers felt it was unfair that these four had been charged, as many more had taken part, Mr Jansen said.

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Union's plea dismissed

Court Reporter

AN application by the Metal and Electrical Workers' Union of South Africa for an order declaring a lockout by National Panasonic (Parow) illegal, was dismissed in the Supreme Court yesterday.

The court, however, did not rule on the legality or otherwise of the lockout.

Mr Justice J H Conradie said he would give reasons later if necessary.

National Panasonic had contended that the lockout was legal.

Hospital workers back on the job at Tygerberg

152

Labour Reporter *ARC 2/11/90*
TYGERBERG Hospital workers who stopped work to protest against the dismissal of three Health Workers' Union shop stewards are back on the job, a hospital spokesman said.

"There is no work stoppage at the hospital this morning," he said.

Union organiser Mr Dale Forbes said more than 200 general assistants were still on a wildcat strike yesterday afternoon but this was disputed by Cape Provincial Administration spokesman Mr Van Heerden Heunis.

"About 100 workers discussed the matter in groups and gradually returned to work," Mr Heunis said.

"There was not a real strike at any stage and no services of the hospital

were affected at all."

Mr Heunis said the shop stewards were dismissed after an incident in July when the workers occupied the office of one of the medical superintendents and, with another worker, threatened him.

"A disciplinary investigation into their conduct followed in August but the workers were not interested in putting their case forward. The hearing led to one worker being reprimanded and three were dismissed."

They were found guilty of serious misconduct, Mr Heunis said.

Mr Heunis said the date of the disciplinary hearing had been postponed for three weeks to enable the workers to lodge an appeal.

Red-meat boycott call over sackings

Labour Reporter

THE Food and Allied Workers' Union has called for a red-meat boycott after the refusal by Cape Slaughtering to reinstate 285 dismissed workers.

Union media officer Mr Mansoor Jaffa said the boycott was a last resort as the company refused to negotiate on the reinstatement of the workers

The slaughterers were dismissed in August after a wildcat strike over wages.

About 100 workers and community members marched from Pinelands station to the Maitland abattoir yesterday to hand a letter to the company, urging management to review the situation.

FACED WITH REPOSSESSIONS

The letter, supported by Cosatu, the UDF and the ANC, said the workers had been out of work for several months and were being "deprived of the opportunity to earn an income".

"A large number of the affected workers are facing repossession of furniture and eviction for failing to pay rents, not to mention the other needs of their families."

A Cape Slaughtering spokesman said the march "by about 70 people" included not more than 15 ex-employees. He refused to comment on the content of the letter but said a red-meat boycott would have no effect on the company

Call Times 3/11/70

Supreme Court ends Karoo teachers' strike

A TWO-WEEK strike by Beaufort West junior school teachers protesting at the choice of a new principal at St Matthew's Primary School was ended by a Supreme Court order yesterday.

The teachers agreed to go back to work yesterday after Mr Justice Pat Tebbutt granted an order in favour of the executive-director of the "coloured" education department, Mr Awie Muller.

Departmental spokesman Ms Annalene Oberholzer said the teachers apparently stopped work in protest against a ministerial decision over-ruling the appointment of a Mr Duimpies as principal.

The Rev Allan Hendrickse, Minister of Education and Culture in the House of Representatives, had instructed that Mr Duimpies be replaced by a Mr De Vos, she said — Sapa

CONSULTANTS expect that 4-million mandays will be lost through strikes this year — a 33% increase on last year.

In 1989, 3-million mandays were lost. By the end of the third quarter this year the figure had already been exceeded, Levy Piron Associates calculating a total of 3,5-million

But this year's projection of 4-million lost days will be less than half the all-time high of 1987 when the figure was 9-million. It was the year when the largest and costliest action in SA's history occurred — the three-week miners' strike over wages. The year was also marked by the three-month Sats strike, triggered by a dismissal

In 1988, mandays lost declined to 1,6-million, but rose last year to 3-million. This year's 4-million projection is cause for concern.

Economists and cabinet ministers continuously stress the harmful effects of strikes on the economy

Stellenbosch University's Bureau for Economic Research (BER) warns. "Labour unrest, if left uncontrolled, could surpass sanctions as the greatest destroyer of the South African economy, particularly as it affects multi-nationals whose perceptions of the host country's internal social,

Strike toll rising despite trade-union moderation

S/Time 4/11/90 (152) (15) (18) (2/15)



political and economic stability are of the utmost importance.

"Until labour disruptions have been curbed, further attempts at economic development will continue to be inhibited"

Consultant FSA Contact believes that the recent agreement between the Manpower Department, the National Manpower Commission, Cosatu, Nactu and Saccola over the Labour

Relations Act (LRA) will defuse tensions in industrial relations. But demands for higher wages are unlikely to be reduced

Manpower Minister Eli Louw says economic education on the shopfloor is crucial for labour relations. He believes that the low industrial action rate in Germany can be ascribed to the high level of economic education there

Mr Louw is particularly

impressed by the economic awareness of German trade unionists

Cosatu's decision to "postpone for further discussion" the setting of a statutory national minimum wage rate perhaps reflects a more realistic economic approach

The postponement was made after opposition from the SA Clothing and Textile Workers Union (SACTWU), one of its larger affiliates. The threat to job security of those earning less than the proposed minimum wage was one of the major reasons for the postponement decision

Many trade unionists still surprisingly refuse to accept that unrealistically high wages can cost jobs

Wage issues are responsible for most of the mandays lost in strikes. Trade unionists often seek wage increases of well above the inflation rate

By all accounts, negotiations have been tough this year. The average pay in-

crease for the year is 17,4% — the same as last year — in spite of a worsening economic climate

Levy Piron Associates reports that industrial action occurred in 64% of negotiations conducted between July and October this year — the highest ever. Last year's figure was 56% and it was 36% in 1988

Between July and October the overtime ban was the most common form of action (30%), followed by strikes (26%) and the go-slows (22%)

Disputes were declared in 58% of these negotiations. Most were resolved without intervention by a third party. Only 37% of the disputes went to mediation, and 5% to conciliation boards.

There was a sharp drop in the average opening level of pay claims. It declined from 90% last year to 51% for 1990. This is not seen as a modification of expectations but merely as a shift to a new bargaining approach.

It is based on accepting reality. Trade unions are able to avoid making huge changes in their bargaining positions and thus losing credibility with their members

This year the Chamber of Mines and the National Union of Mineworkers reached agreement without a strike. This is ascribed to the particularly harsh climate in the industry, marked by large-scale retrenchment.

Numsa denies link to dispute

152

South 29/11/90
5/12/90

THE National Union of Metalworkers of South Africa (Numsa) has claimed that protest action over wages and working conditions by security guards at a co-operative centre in Port Elizabeth and reports on the guards' strike were an attempt to "smear" the union.

The guards twice downed tools earlier this month to protest against poor wages and working conditions.

Press reports said the guards were employed by Numsa — but Numsa has denied this.

Numsa's general secretary, Mr Moses Mayekiso, said the guards were employed by an independent company, Siyanda Pty Limited, which was established by the National Automobile and Allied Workers' Union.

Stayaway in Bekkersdal to plan end to killings as toll rises

Peace

Sowetan 6/11/90



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move

THOUSANDS of Bekkersdal residents stayed away from work yesterday to plan ways of bringing an end to the township violence that has so far claimed 18 lives.

Eleven people were killed on Sunday.

By ALI MPHAKI

Among those killed was a special constable, who had been stabbed and his body set alight.

There were sporadic attacks on shacks, and police used teargas to disperse the crowds, mostly youths

At least eight houses, including that of mayor Mr Johny Mokone, were gutted

A spokesman for the residents said they gave a memorandum to the police yesterday, asking for the protection of schools and the demolition of shacks in an area known as "Mandela View"

A police spokesman confirmed receipt of the memorandum.

Examinations were disrupted in the area last Thursday, sparking off the violence between

brother and brother

"This violence is not ANC versus Azapo or PAC The whole thing is thuggery and counter-revolutionary and must be stopped," a resident said

The township was uneasy yesterday and groups of armed residents marched through the streets

There were no buses or taxis operating and shops in the townships were closed •Picture P2

INSIDE: Youth leader freed Page 2

Union signals move in Nampak strike

Biday 6/11/90

MATTHEW CURTIN

THE strike by more than 3 500 Nampak employees entered its seventh week yesterday with the Paper, Printing Wood and Allied Workers' Union (Ppwawu) indicating movement away from its deadlock with management.

A Ppwawu spokesman said yesterday the union presented a "settlement position" to Nampak head office in which it outlined a shift in position over its demands for centralised bargaining.

He gave no details but said Ppwawu

would meet Nampak's Corrugated division tomorrow, and he expected another meeting soon with Nampak Business Forms

But Nampak's paper division yesterday announced it had declared a dispute with Ppwawu over its illegal strike action and demands for centralised bargaining

Paper human resources director Steve Meyer said the division had applied for a conciliation board hearing

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in a motor accident here on Saturday

DATE (17) 6/11/90

Strike at Steiner Services

ABOUT 300 Steiner Services workers started a legal strike yesterday. Supermarkets, factories, police stations, universities, hotels, and even Groote Schuur Hospital would be affected by the wage strike, a Transport and General Workers' Union spokesman said yesterday.

Steiner Services strike ends

■ A month-long strike by about 250 Steiner Services workers ended this week, with the workforce accepting their Lansdowne-based employers' final wage offer.

Workers at the laundry and cleaning firm would receive a R25 increase, raising the weekly minimum to R130, said a Transport and General Workers' Union representative. ^{7/12-13/12/90} (152)

The company was set to release 27 hours of video recordings to the union in a run-up to possible disciplinary inquiries, the union said.

About 6 000 Cape businesses were affected by the action, TGWU's first lawful strike in the laundry business.

after colliding with a truck, killing at least 21
and injuring 20. CAPL 7/15 6/11/90

Deadlock in pay talks

DEADLOCK has been reached in annual pay talks between the Food and Allied Workers' Union and Fattis and Monis following a management walkout, union spokesman Mr David Makhema said yesterday. CAPL 7/15 6/11/90

300 in city wildcat strike

ABOUT 300 workers at Ready Mix Materials, Paarden Eiland, staged a wildcat strike yesterday when annual wage talks deadlocked over union demands for centralised bargaining. 152

Hospital workers ready for arbitrator

By SHARON SOROUR
Labour Reporter

THE Health Workers' Union will suspend all industrial action at Cape Provincial Administration hospitals if the disputed dismissal of three Tygerberg Hospital shop stewards is referred to arbitration.

Union organiser Mr Dale Forbes said this was decided at a weekend union meeting.

CPA spokesman Mr Van Heerden Heunis said union secretary Mr Hassan Mohamed had telephoned with the proposal.

"The proposal will be considered when we receive it in writing"

The development follows a one-day work stoppage last week when scores of general assistants at Tygerberg Hospital downed tools in protest over the dismissals

Mr Forbes said similar action at other Peninsula hospitals had been postponed pending the CPA's decision

Mr Heunis said four shop stewards had taken part in a protest on July 20, occupying the office of the medical superintendent and threatening him.

A disciplinary hearing had found the workers guilty of misconduct.

Three had been dismissed and one had been reprimanded. An appeal for their re-instatement had been rejected by the Administrator, Mr Kobus Meiring.

'FAIR HEARING'

"The workers were given a fair hearing by an impartial committee. They chose not to be present for the full duration of the hearing.

"They were given an opportunity to state their case but chose not to do so. They were given three weeks to submit their appeal."

The workers had been dismissed on October 31 and had been paid their November salaries

City traffic officers end work stoppage

1/11/80
6/11/80

Labour Reporter

CAPE Town traffic officers return to work today after a one-day work stoppage over conditions of service.

About 40 traffic officers, members of the South African Municipal Workers' Union, gathered on the fifth floor of the civic centre yesterday.

The City Council public relations officer, Mr Ted Doman, said the Town Clerk, Dr Stanley Evans, held talks with a

union delegation about "unhappiness on the part of certain changes in the allocation of duties".

The municipality had agreed to suspend implementation of the changes until further discussions had taken place, he said.

The union branch secretary, Mr Roger Ronnie, said the officers were unhappy with the breaking up of traffic-law enforcement teams.

Cape
Times
7/11/90

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Workers seek court ruling

SIX members of the "coloured" civil service have applied to the Cape Supreme Court for their reinstatement after allegedly being singled out and victimised for their part in a month-long wage strike.

The Rev Allan Hendrickse is cited as the first of five respondents.

The applicants claimed that their charges for misconduct and subsequent suspensions were unlawful and invalid.

Direct postal day promoting European
operation

Call Times 7/11/90 (152)

Readymix back at work

WORK returned to normal at Readymix Materials, Paarden Eiland, yesterday after a day-long strike which disrupted cement production.

Continued

Council takes 500 workers to court

THE Atteridgeville Council yesterday brought an application in the Pretoria Supreme Court to have more than 500 of its employees convicted for contempt of a court order.

The action followed an illegal strike on July 23 by 516 workers, all of whom are members of the Transvaal Association of Employees of Black Local Authorities.

In papers before court

By MONK NKOMO

the council cites as respondents five former executive committee members of Taebia who are presently on suspension.

They are Mr Harry Mauoane, Mr Simon Moropa, Mr Noel Madiba, Mr Simon Mashigo and Mr Patrick Khomola.

Mr Justice Preuss ruled

on July 31 that the five should not be permitted to enter council premises pending the finalisation of the council's application.

The council submitted yesterday that the respondents should be convicted for having failed to honour a court order prohibiting them from striking or holding meetings on council premises.

The matter was postponed to tomorrow.

Just you dare . . . A policeman next to a minibus with TopSport
at Zeph Mothopeng's funeral

7/11/90

Miners down tools over missing worker

By Brendan Templeton

Libanon mine in the western Transvaal came to a standstill yesterday when 6 000 workers downed tools over the mysterious disappearance of a colleague at the mine

Workers suspect he was murdered underground

The National Union of Mineworkers (NUM) said management had dragged its feet over Mokhameleli Ntoko, who went missing in May

Mine security, police and army personnel were forcing workers underground at gunpoint, the union said

This week Goldfields spokesman Michael de Kok denied the charges and said an intensive search for the missing man had been conducted above and

below ground.

"Mine property has been available to protect workers who wanted to work and at no point has anybody been forced at gunpoint to work."

The NUM demanded the dismissal of three mine officials. The union said management had admitted that the day after Mr Ntoko's went missing, he was clocked in by a mine captain after being told to go to work early for repair work

Mr Ntoko's computerised identity card was found at the mine's crush office and his lamp was discovered underground. They said his tool case was also found hidden underground

Mr de Kok would not discuss the issue further. "At present, Goldfields are engaged in talks with the union," he said

Call for a boycott of white shops

●From Page 1

assaulted for not supporting their call

The chairman of the Atteridgeville branch of the PAC, Mr Phil Mndawu said yesterday they did not know about the stayaway and the consumer boycott nor the reasons behind them

"We have instead invited delegates from Asro, Azapo, ANC and UDF to a meeting next week to discuss the rent boycott in our township," he said.

Tshidi expressed his concern about reports that

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certain Asro officials and residents, at a meeting held in the township on Tuesday night, had threatened to assault householders who had paid their rent accounts through stop orders

Residents also said they were intimidated and threatened that "no taxis, buses or private cars would leave the township on Monday"

SO REFER 8/11/90

Workers,

PSL row

South 8/11 - 14/11/90
A FRESH row has broken out between the Public Servants' League (PSL) and suspended House of Representatives employees.

More than 70 people employed at the House of Representatives offices in Worcester were suspended following strike action last month.

They are now occupying the PSL offices in Worcester to protest against the way the PSL leadership is handling the dispute.

The around-the-clock occupation began last Thursday.

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Cosatu: right to strike is critical

B Dam 8/11/90

(152)

(152)

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MATTHEW CURTIN

THE entrenchment of a worker's right to strike was the most critical issue facing SA's trade union movement, Cosatu senior official Geoff Schreiner said yesterday.

Unions had only the "freedom to strike" in SA which created an imbalance in the collective bargaining process and reduced union negotiation to the level of "collective begging".

Addressing an FSA-Contact labour law conference in Sandton yesterday, Schreiner said Cosatu maintained workers should have the right to undertake strike action with protection from dismissal, eviction or court orders being brought by employers to end strikes, provided unions followed correct procedures.

Cosatu's position was "absolute" and the concept of a protected strike would be "undermined" by imposition of cumbersome procedures.

Cosatu was still concerned about numerous issues, particularly the question of extending the Labour Relations Act (LRA) to farmworkers, but the federation was confident its agenda could be achieved.

FSA-Contact managing executive Mike Beaumont said the major omission from the new LRA amendments was adequate clauses clarifying legitimate strike action and employers'

right to dismiss workers.

At the conference attorney Graham Damant said Cosatu's position lay at one end of a spectrum opposite the employer's right to dismiss workers over strike action.

There should be cases in which a union would forego its right to a protected strike. If the viability of the firm was jeopardised, if the strike was violent, or if the union's grievances proved illegal then the union should lose the protected status.

Damant traced turning points in industrial court decisions.

The industrial court had signalled the entrenchment of employers' duty to bargain with trade unions, whether officially recognised or not, although there was no consensus as to whether this duty concerned general or only specific disputes.

Employers were also bound to bargain with minority represented unions even if majority unions had majority agreements at industrial council level with management.

Damant said the industrial court had shown it would not intervene in disputes over appropriate bargaining levels or employers' intent to withdraw from industrial councils.

Political groups speak out on strike

THE ANC, Cosatu and the SA Communist Party yesterday expressed concern at what they said was the refusal by Nampak and its parent company, Barlow Rand, to resolve a seven-week labour dispute at Nampak involving more than 4 000 workers

The alliance's political committee is to meet next Tuesday to decide on "combined concrete action to ensure the speedy resolution of the dispute"

A Barlow Rand spokesman said in a statement yesterday the directors would meet early today to formulate a reply from Barlow Rand and Nampak.

The alliance's statement said union attempts at mediation and negotiation "have

^{Bl Day 8/11/90}
consistently been refused or frustrated by the company".

"We call on Barlow Rand and Nampak to reconsider the course they have embarked on. From our side, the tripartite alliance is willing to contribute to ensure the speedy resolution of the dispute"

A Nampak statement said an offer by the Paper, Printing, Wood and Allied Workers' Union for a return to work was encouraging in some respects

"But it is unrealistic of the union to propose a return to the position prior to the strike while the dispute remains unsettled," it said

The statement said Nampak hoped to see an early resolution of the dispute. — Sapa.

Terms offer to Nampak

South 8/11 - 14/11/90

By CHIARA CARTER

BOTTOM-LINE terms for a return to work by more than 4 000 paper industry workers, involved in a marathon nationwide strike, have been presented to a Barlow Rand subsidiary, Nampak, but the company has said the proposals are "unrealistic".

The Paper, Print, Wood and Allied Workers' Union (Ppwawu) has offered to end the strike in support of centralised bargaining at the company if Nampak agrees to negotiate a central bargaining arrangement to be implemented next year

Ppwawu wants negotiations with Nampak's paper, corrugated and printing divisions to include discussing the establishment of industrial councils — a move which

flies in the face of Barlow Rand industrial policy. (K) (A)

In return, Ppwawu will agree to plant-based wage negotiations for this year

A company spokesperson said while the offer was "encouraging" in some aspects it was "unrealistic" to revert to the pre-strike position with the dispute unsettled.

The spokesperson said the company was concerned at the impact the strike was having on employees who had lost more than R8-million and called on the union to pursue settlement with the company's divisions.

He said the company challenged the union to submit its allegations that the company is a "union basher" which provoked the strike to arbitration.

The solidarity action taken around the strike has been unprecedented in Cosatu's history but Ppwawu has appealed for more assistance.

In part, the relatively slow pace of support action can be attributed to differences between the unions involved in the Barlow Rand campaign over strategic approaches to the corporation.

Cosatu also does not have a history of strong solidarity action, although the federation has recently made moves to emphasise building strike support.

A special Cosatu executive committee meeting this Friday will discuss the strike and the Barlow Rand campaign. A final decision will be taken on a proposal for a stayaway.

Meanwhile the ANC and SACP have entered the fray.

A joint statement issued by the alliance called on Barlow Rand to reconsider its approach, saying the alliance was willing to contribute to resolve the dispute and would examine "concrete support action"



Sowetan
9/11/90
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NAMPAK STRIKE KNOW THE FACTS

In its advertisements in the "Weekly Mail" of 2 November 1990, and in the "Business Day" of 5 November 1990, "Star" of 6 November 1990, COSATU and PPWAWU accuse NAMPAK of "union bashing" and of having "provoked" the current strike action at some of its businesses. The advertisement is a gross distortion of the facts.

HERE ARE SOME OF THE FACTS:

- * 37 NAMPAK businesses have negotiated recognition agreements with PPWAWU;
- * NAMPAK businesses engage in collective bargaining with PPWAWU in terms of these agreements;
- * NAMPAK businesses believe in the freedom of association of all their employees and this right is entrenched in all recognition agreements with trade unions;
- * NAMPAK businesses honour all the agreements they have with trade unions, including with PPWAWU;
- * NAMPAK businesses believe in settling disputes by following agreed and prescribed procedures;

PPWAWU, ON THE OTHER HAND:

- * Refuses to honour any agreements it has with NAMPAK businesses while discussions take place;
- * Called the illegal strike without a ballot amongst workers;
- * Has cost its members more than R8-million in lost wages;
- * Continues illegal strike action characterised by the severe intimidation of workers;
- * Persists with a programme of gross misinformation.

WE CHALLENGE PPWAWU TO SUBMIT TO INDEPENDENT ARBITRATION

We are willing to let an independent arbitrator decide where the truth lies.

Let the arbitrator decide:

1. Whether we are "union bashing" and whether we "provoked" an illegal strike by the union's members;
2. Whether PPWAWU'S conduct is consistent with the democratic values of good faith bargaining, freedom of association, following due process and compliance with the SACCOLA/COSATU/NACTU accord;
3. Whether PPWAWU took adequate measures to condemn and prevent acts of intimidation, arson and violence committed against those of our employees who have worked during the strike.

Dryclean workers on strike

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sdwrh 8/11-14/1990
ABOUT 300 drycleaning workers in Cape Town this week downed tools in the first-ever legal strike at Steiner Services.

The workers, who are members of the Transport and General Workers' Union (TGWU), are demanding a R40 across-the-board increase, almost double the company's offer of R22. The present minimum weekly wage is R115.

The company was granted an urgent interdict restraining strikers from interfering with its business. Police warned strikers to leave the area on Wednesday.

CAPE TOWN

14/11/90 152

Union pickets Steiner offices

STRIKING Steiner Services workers picketed their employer's Lansdowne offices yesterday as efforts continued to resolve a week-long stoppage affecting up to 6 000 businesses in the Western Cape.

More than 240 laundry and cleaning workers belonging to the Transport and General Workers' Union started a legal strike on Monday last week.

Company spokesman Mr Bryan McEvedy said discussions were continuing with the union.

Drycleaning workers in 'bitter' conflict

A STRIKE by more than 240 Cape Town laundry workers has developed into a bitter conflict with strikers in a militant mood and the company determined to hold out.

The strike, the first ever at Steiner Services, began last Monday.

The day after workers downed tools, the company obtained an interim court interdict *South*

Intimidating

Management said this was to prevent strikers from interfering with company business and intimidating other workers.

The following day the strikers, who are members of the Transport and General Workers' Union (TGWU), were warned by police to leave the area as they constituted an illegal gathering.

The strikers defied both the police warnings and the interdict but were forced to leave the area on Friday when the police gave them 10 minutes to disperse.

The strikers say they are determined not to return to work unless the company budges on its offer of R22.

They include workers with long service at the company who can recall earning R12 a week when they began in the 1960s.

A shopsteward, Ms Nomsa Chope, said recent petrol and food price hikes had increased the workers' determination to hold out

By CHIARA CARTER

"The price of everything has gone up. Workers need a decent wage to live."

Chope said the company had recently installed new equipment and bought a subsidiary company.

Workers felt that if it could afford these expenditures, it could afford to pay higher wages.

She said the workers deserved better pay because they were involved in "dangerous work"

She said employees in the drycleaning section worked with chemicals while the pressers faced the danger

of burns.

A health and safety agreement had not yet been concluded at the company (152)

Chope said the situation had been made more volatile by the presence of casuals or scabs — many brought in by supervisors

The workers originally demanded R60 across-the-board increase, four weeks' annual leave, three weeks' bonus pay, 12 days' paid sick leave, service awards and paid public holidays including Sharpeville Day

A Steiner spokesperson did not respond to requests for comment

MATTHEW CURTIN

PROSPECTS for a settlement in the 50-day nationwide Nampak strike receded yesterday as both sides declared each other's proposals to end the dispute over centralised bargaining "unacceptable".

A Paper Printing Wood and Allied Workers' Union (Ppwwu) spokesman said yesterday the meeting between the union and the company's corrugated division this week ended in stalemate.

He said management's position amounted to an out-of-hand rejection

Nampak strike settlement hopes recede

2 days 9/11/90

A Nampak spokesman said yesterday the settlement proposals of the union could not accept the company's demands. He said any return-to-work agreement would have to be determined at plant level and the company could not guarantee "all strikers would be re-employed in view of the loss of market share" caused by the strike.

Nampak human resources director Neil Cumming and a senior

Ppwwu official agreed yesterday the key issue in the dispute was obtaining a return-to-work undertaking by union members in exchange for a management commitment to negotiate centralised bargaining.

Ppwwu has demanded Nampak commit itself to negotiating centralised bargaining and for a working committee to be set up to work on proposals with a report-back date of February 1991. The

IWWU workers dismissed during the strike should be reinstated and negotiations should proceed.

Nampak has insisted that strikers return to work and undertake to refrain from further "illegal strike action" by abiding by existing plant-level recognition agreements.

Once operations returned to normal, the company would discuss alternative bargaining levels in March next year.

Cosatu proposes new strike laws to give workers 'bite'

W/Mar 7/11 - 15/11 90
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NO firing during procedural strikes, no "scabbing" or anti-strike interdicts and the right to picket "without having to obtain permission under any law" — these are among the sweeping changes to be pursued by Cosatu in its Right to Strike Campaign

Details of the campaign, decided at Cosatu's recent campaigns conference, are revealed in the federation's latest *Campaigns Bulletin*. If the demands are won, they will radically alter the balance of power in the labour arena

Stressing that "the bosses and the government will only listen (to unions) if workers can bite", the bulletin lists certain broad rights for possible inclusion in a future constitution. These include.

- All workers shall have the right to strike "in pursuit of social and economic interests" This looks beyond workplace disputes and appears to embrace "political" strikes

- Workers should be able to strike without being sued, interdicted or evicted

- Workers shall have the right to picket and to set up strike funds.

Strike rights would be limited only in essential services, where the life, health or personal safety of people are potentially threatened, and essential workers should have the right to compulsory arbitration

Constitutional strike rights are to be discussed at Cosatu's Workers' Charter Congress next weekend. However, the bulletin stresses that workers should not wait for a new constitution, and that some strike demands should

Cosatu will seek many changes to existing labour legislation in its Right to Strike Campaign, reports
DREW FORREST

be included in a revamped Labour Relations Act and recognition agreements

Elaborating on the picketing issue, the bulletin says no legal sanction should be necessary, there should be a right to picket on company and public property, the picket size should not be "unreasonably" restricted and picketers should be entitled "to be defended and defend themselves" against right-wing attacks

Cosatu demands strikers' access to company premises and facilities, including phones, canteens and hostels. The eviction of strikers from company accommodation should be prevented

Employers should not hire "scabs", strikes should be immune from court action in any form" and strikers who have followed procedures should be protected from dismissal, the bulletin says.

The bulletin also demands the right to call boycotts during industrial action, to stage sympathy strikes, "especially where workers are from the same company or conglomerate", and the provision of time and facilities for strike ballots on company premises.

Cosatu's recent Workers' Charter workshop suggested that the right to strike should be an entrenched clause in the constitution. Stressing that strike rights are linked to union independence from the state, the bulletin also suggests that union autonomy should be constitutionally entrenched

LABOUR

By DREW FORREST
 COSATU, the UDF and community organisations are to link arms in a potentially massive stayaway next Monday targeted at Bophuthatswana's labour policies

Part of Cosatu's push for acceptable labour law in the homelands, the action reaches beyond Bophuthatswana itself.

A joint statement by Cosatu, the UDF and the anti-Bophuthatswana Coordinating Committee — an umbrella body of community bodies — said it would also cover Pretoria, Brits and Rustenburg. Central to the stayaway, the first salvo in a planned campaign, is a demand for

Mass stayaway planned to get repeal of Bop law

the repeal of the Bophuthatswana Industrial Conciliation Act. This bans unions with head offices outside the homeland.

"Political" demands include the re-incorporation of Bophuthatswana into South Africa, the lifting of the homeland's state of emergency, the repeal of security laws, the withdrawal of security forces from townships and villages and free political activity and expression.

In a message to the homeland workforce this week, Bophuthatswana Manpower Minister Simon Seodi said Cosatu was a "foreign" organisation misleading workers with "false promises and promises".

By heeding the stayaway, a "political tactic", workers risked their jobs, he said. Seodi and other ministers have reportedly visited factories to warn workers against the protest action. Seodi's secretary, Herbert Moloan-

toa, told *The Weekly Mail* that Cosatu was linked to the ANC, whose goal was to destabilise Bophuthatswana. "If anarchy is created, the government will have to react."

● Gazankulu has passed a labour statute based on current South African law, including controversial 1988 amendments, and has asked President FW de Klerk to promulgate it, Cosatu's Donnie Khumalo has revealed.

Cosatu made the "horrifying" discovery in talks with Gazankulu Internal Affairs Minister CJ Hlaniki, he said.

Cosatu had urged Gazankulu to request a delay in the promulgation of its statute, and negotiate changes. Further talks are planned.

Cracks appear in eight-week Nampak strike

By DREW FORREST

THE Paper, Printing, Wood and Allied Workers' Union is facing a mounting crisis over the eight-week strike at the Nampak packaging giant.

Cracks are appearing in the strike solidarity amid hardening management attitudes. Nampak says full or partial returns to work have occurred at six plants, involving 500 workers. About 3 300 are still out at 29 factories.

Rising alarm is shown in statements by both Cosatu and the Cosatu-ANC-Communist Party alliance this week, attacking Nampak and its parent, Barlow Rand, for their "anti-democratic and union-bashing" tactics.

Accusing Nampak of undermining progress towards a new industrial relations era, the alliance secretariat — the ANC's Alfred Nzo, Cosatu's Jay Naidoo and the SACP's Joe Slovo — offers to help in the speedy resolution of the dispute.

It also warns that the political committee of the alliance will meet on Tuesday to decide further action if the impasse continues.

The current balance of power emerges from the tough Nampak response to union compromise terms for an end to the strike, offered this week.

Dropping demands for immediate central pay bargaining, Ppwawu asked for a commitment to negotiate separate central bargaining arrangements for next year in Nampak's paper, corrugated and printing divisions. Plant-based pay talks should continue this year, it said.

It also softened demands for a group-wide probe of "bugging", asking only that negotiations proceed with head office. A further demand was for the reinstatement of about 1 000 dismissed strikers.

In response, Nampak attacks the union for striking illegally and in breach

Joe Slovo .. attacks Nampak for 'anti-democratic and union-bashing tactics'

of agreed procedures and derailing exploratory talks on bargaining levels. It does not respond to Ppwawu's proposals, merely referring the union to its divisions.

Stressing there could be no simple return to the pre-strike position, it says: "You have chosen a path designed to compel settlement on your terms. We believe you should accept the results."

The strike has strengthened the hand of divisional management, which is determined to ride it out, sources say. Attitudes to bargaining are known to have hardened at divisional level, notably in tissue, which wants no part of a central forum.

Ppwawu also has a tough battle on its hands on dismissals. At two plants where strike interdicts were ignored, Polyfoil in Nancefield and Box Craft in Leondale, management is known to be strongly opposed to reinstating about 300 strikers.

Ppwawu general secretary Siphon Kubheka stressed that the unprocedural character of the strikes had to be measured against Nampak's bugging of the union over a two-year period and Barlows' spearhead role in "bashing central bargaining".

As strikers had been out for many weeks, it was possible that some were returning to work. "But Nampak should not make the mistake of thinking that the problem is over. If people go back, the struggle continues."

Panasonic and union agree

Chc 7-1-75 8/11/80 152
Staff Reporter

NATIONAL Panasonic and the Metal and Electrical Workers' Union of SA yesterday signed an agreement which ended a 10-week lockout by the company.

A joint statement by the company and the union said both parties re-affirmed their support for dialogue, discussion, negotiation and procedures as a preferred way of settlement.

10/11/90 (152)

Strike at mine halts production

GOLD Fields management yesterday warned of possible dismissals as a strike by more than 6 000 mineworkers at the Libanon gold mine, near Westonaria, crippled production.

Workers downed tools last Sunday demanding increased security underground and the dismissal of three mine officials who, miners claim, were responsible for the disappearance of a colleague on May 15.

National Union of Mineworkers official Jerry Majatladi claimed management had distributed pamphlets warning workers of possible dismissals if production did not resume by Monday.

"The union and management have deadlocked on the demands of the strikers. Management says they cannot transfer the three officials as they could not break their employees' contracts," said Mr Majatladi.

Gold Fields officials were not available for comment — Sapa.

Miners strike after shaft murder claim

By DAN DILAMINI

ALLEGATIONS of the underground murder of a mineworker have sparked a strike at the Labanon Gold Mine in Westonaria where 6 000 miners are demanding that management produce the missing man.

Mokhelemeli Ntoko went underground on May 15 this year and never surfaced again — though he was later clocked-out.

It is alleged Ntoko had been shot dead underground, his tongue cut out and private parts mutilated.

A man allegedly forced to participate in the crime has also disappeared.

The National Union of Mineworkers (NUM) says management claims the man who says he witnessed the murder

a certain Mabuza — has resigned.

But mineworkers fear he may have been killed in a cover-up.

According to Mohale Mohale — Mabuza's former room-mate — Mabuza told him Ntoko had been gunned down underground by a white official after an argument.

He claimed two white officials were involved in the alleged murder.

Mohale said Mabuza told him the officials wanted Ntoko's killing to look like a ritual murder and forced him to mutilate Ntoko's body.

Because he was terrified, Mabuza cut off Ntoko's tongue and private parts.

The officials then threatened to kill Mabuza if he breathed a word, Mohale said.

Mabuza then disappeared from the mine, shortly after Mohale advised him to talk to union officials.

Goldfields spokesman Michael de Kock confirmed a miner had gone missing and that an intensive search had been launched, but denied workers' allegations about Ntoko's disappearance.

De Kock also refused to discuss several conflicting points with City Press.

He refused to confirm or deny allegations by NUM press officer Jerry Majatladi that a white official had clocked out on behalf of Ntoko on the day he went missing.

Majatladi said management had admitted that an official had clocked out for Ntoko on May 15.

Two white men were temporarily suspended after this irregularity.

Majatladi said Ntoko's tool box and lamp were discovered hidden underground.

Mineworkers at Labanon are up in arms and have been on strike for the past seven days after the NUM reached a deadlock at a conciliation board hearing over the security of miners.

The striking workers, who meet every day at the mine's stadium, are also demanding the dismissal of two white officials and the general manager because "they failed to give a full explanation about Ntoko's disappearance".

Majatladi said mine security officers had been forcing workers to go underground at gunpoint.

De Kock would not comment on this allegation.

Cosatu not party to Pretoria boycott

Sowetan 12/11/90

152

CONTROVERSY surrounds the start today of an indefinite consumer boycott of white businesses in Pretoria after the 200 000-strong local branch of Cosatu said they were not party to the action.

Mr Donsie Khumalo, Cosatu's Northern Transvaal regional secretary, said their members only knew of and had given a mandate for a one-day stayaway from work today.

The stayaway has been

called in protest against the Bophuthatswana government's refusal to allow the federation to operate in the homeland.

The stayaway has been organised by Cosatu, UDF and the Anti-Bophuthatswana Coordinating Committee. Cosatu's demands included the lifting of the state of emergency and the repeal of the homeland's Labour Relations Act.

"We never called for a

consumer boycott", said Khumalo. Cosatu members interviewed at the weekend also indicated that they were not in favour of the consumer boycott.

Meetings

The boycott of white businesses and today's stayaway from work were announced in Atteridgeville last Tuesday at church meetings organised by Astro.

Pamphlets making a similar call were distrib-

uted in the township at the weekend by the "Mass Action Committee and the Anti-Bop Coordinating Committee".

Areas affected also include Mamelodi, Soshanguve, Biltis and Kwa-Ndebele.

Students, teachers, journalists and nurses are not affected by the stayaway.

The demands include a single tax-base for Pretoria, dismantling of the black local authorities and the restoration of electricity in Atteridgeville and Zithobeni.

EFFORTS to end a nationwide strike by nearly 3 000 Nampak employees remained deadlocked yesterday

Cosatu, which is demanding centralised bargaining for 2 800 Nampak workers, threatened solidarity action against the Barlow Rand subsidiary's "iron fist attitude".

About 130 workers at the Nampak Spicers plant in Johannesburg

Talks deadlocked

returned to work yesterday, leaving about 2 800 employees at 28 plants still on strike, Nampak's industrial relations director Mr Tony Mercer said.

About 500 workers at eight plants had been dismissed since the illegal strike began on August 29, and talks on

the dispute "had not been fruitful", he added

The Paper, Printing, Wood and Allied Workers' Union, which represents the striking workforce, is demanding that the company scrap factory-level negotiations in favour of a single national bargaining forum — Sapa

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Strike talks deadlock

Cowetown 9/10/90
EFFORTS to end a countrywide strike by 2 800 Nampak employees demanding centralised bargaining remained deadlocked yesterday.

Cosatu threatened solidarity action against the Barlow Rand subsidiary's "iron-fist attitude".

About 130 workers at the Nampak Spicers plant in Johannesburg returned to work yesterday, leaving about 2 800 employees at 28 plants still on strike, Nampak industrial relations director Mr Tony Mercer said - *Sapa*.

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Union 'stiffening' on Nampak

JOHANNESBURG. — Shopfloor resolve to continue the strike at 29 Nampak plants was stiffening, a Paper Printing Wood and Allied Workers' Union spokesman said at the weekend. *PA/17-11/90*

He said the workers' position on the strike had become "more hard-line" after a meeting between Nampak's Corrugated Division and the union ended in stalemate last week.

The union wanted Nampak to move on the issue of reinstating 1 000 dismissed workers, he said.

Nampak strikers take 'hard line'

152 MATTHEW CURTIN

SHOPFLOOR resolve to continue the strike at 29 Nampak plants was stiffening, a Paper Printing Wood and Allied Workers' Union (Ppwawu) spokesman said at the weekend. *BIDAM 12/11/90*

He said after a union meeting workers' position on the strike had become "more hard-line" as a meeting between Nampak's Corrugated Division and the union ended in stalemate last week.

The spokesman said Ppwawu wanted Nampak to move on the issue of reinstating 1000 dismissed workers.

Last week the Corrugated Division said it could not guarantee the re-employment of all strikers.

A Nampak Corrugated Division spokesman said at the weekend the division, at which Ppwawu has its strongest representation and where there are more than 2500 workers on strike, said that only after a return-to-work and resumption of "normal working conditions" would the firm agree to establishing a forum to discuss centralised bargaining.

Stayaway call heeded.

HUNDREDS of thousands of people in the Pretoria and Bophuthatswana area stayed away from work yesterday in protest against Bophuthatswana's Security and Labour Laws.

The stayaway call was jointly made by the Northern Transvaal Region of the UDF and Cosatu.

Incidents of violence reported by the police yesterday included the petrol bomb attack on the house of Atteridgeville's mayor, Mr Justus Tshungu and the local township manager, Mr Drums Masete.

Masete said two petrol bombs were thrown into the house while he was asleep at about 10pm on Sunday. Curtains, ceiling, a video recorder, a TV and a decoder were extensively damaged. No damage was caused at Tshungu's house.

Areas affected by the one day stayaway included Mamelodi, Soshanguve, Bophuthatswana and KwaNdebele.

Taxis did not operate and only a few buses were seen on the road in Mabopane. Those who wanted to go to work were stranded due to the lack of transport.

Roadblocks were set up in townships entrances and police in casspirs and vans patrolled the streets in Atteridgeville. A police helicopter monitored the situation from the air.

Most companies reported that almost their entire black workforce had not reported for duty and said they were going to apply the no work, no pay rule.

Mr Johan Jooste, Marketing Manager of Boerstra Bakery in Pretoria West, said they were seriously affected by the stayaway and no

By **MONK NKOMO**
and **MATSHUBE**
MFOLOE

deliveries of bread were made in the city and the townships yesterday.

Most shops in the townships were closed. Large numbers of school children reported for classes as the stayaway did not affect them as

well as health workers and journalists.

Bophuthatswana's Minister of Manpower, Mr Simon Seodi, warned that workers who stayed away from work would be viewed as having participated in an illegal strike.

Other incidents of violence in Atteridgeville which was declared an unrest area at the

weekend, included a petrol bomb attack on the shop of former councillor, Mr Jerry Phiri. His house was petrol bombed on Saturday night.

Police Liaison Officer, Major Ray Herald yesterday said a white policeman received 30 stitches on the head at the HF Verwoerd Hospital after being attacked.

Meanwhile two members of the Azania People's organisation were arrested by Bophuthatswana police for allegedly participating in an illegal march. The march was in solidarity with striking workers at Vametco in Mothutleng near Brits, yesterday. The two are Mr Pako Mosepe and Mr Simon Sibiya.

THERE'S A NEW TASTE



Protest stayaway leaves Pretoria streets empty

152

b/day 13/11/90

PRETORIA'S streets, offices and shops were virtually emptied of blacks yesterday as the majority of residents from surrounding townships stayed away in protest against electricity cuts in Atteridgeville and Saulsville townships and in support of the reincorporation of Bophuthatswana into SA.

EDYTH BULBRING

ers coming to work, he said.

A Putco spokesman said its buses were prevented from entering Mamelodi and Soshanguve by "comrades" who had sealed off the townships, and the other two services from Denilton and KwaNdebele were not running at full capacity.

There were no buses from Atteridgeville and Saulsville, he said.

A Spoornet spokesman said the train service was running at only 10% of capacity.

The one-day stayaway and the first day of a consumer boycott of Pretoria's shops were in response to a call by the Atteridgeville/Saulsville Residents' Organisation, Cosatu, the UDF and the Anti-Bophuthatswana Co-ordinating Committee.

The action was also in protest against the cutting off of electricity supplies to Atteridgeville last month, and in favour of free union and political activity in Bophuthatswana.

Taxis

Shops operated on skeleton white staff, while some restaurants were reduced to serving only liquid refreshments in the absence of kitchen staff and supplies.

A Sabta spokesman said no taxis were on the streets yesterday.

Sabta members, he said, were part of the community and heeded the call by the various progressive organisations.

Secondly, it would have been uneconomic for taxis to be out on the streets when there were no custom-

W/Mant 16/11/90 - 22/11/90

Strike at Old Mutual

(152)

■ Close on 500 Old Mutual employees in the Eastern Cape, Ciskei and Transkei went on strike on Monday this week to protest against management's alleged refusal to negotiate with their representatives.

The nine affected branches are Mdantsane, which has operated in East London since its offices were burnt down, King William's Town, Port Elizabeth, Bisho, Queenstown, Butterworth, Engcobo, Mount Frere

W/Mant and Umtata

(152)

Strikers carrying SA Commercial, Catering and Allied Workers' Union posters picketed Old Mutual offices on Monday.

W/Mant 16/11/90 - 22/11/90

Coast.

CAT 7-11B 16/11/90 (152)

Mutual offices picketed

UMTATA. — Old Mutual workers picketed their offices yesterday as a strike by white-collar employees continued into its fourth day.

Reports by Own Correspondent, Sapa-Reuter-AP and UPI

Assembly line halted after 600 walk out

From PAT CANDIDO, Argus Bureau
PORT ELIZABETH. — Production at the Volkswagen plant in Uitenhage has been suspended indefinitely following a walkout by engine plant employees yesterday.

The general manager of public affairs, Mr Ronnie Kruger, said in a statement last night: "It is impractical and uneconomical to generate a sophisticated production concern under these circumstances."

"Discussions have started and will continue until the issues are resolved."

A group of 600 engine plant employees walked out yesterday to attend a court hearing in which Numsa was suing a VW employee in a civil matter.

Sept 14/19
Back to work

with 'no gains'
Own Correspondent

JOHANNESBURG. —
Several thousand Nam-
pak employees are due
to return to work today
— with no apparent
gains — in terms of a
weekend settlement be-
tween the company, Co-
satu and the Paper,
Printing, Wood and Al-
lied Workers' Union
(Ppwawu) of the two-
month strike.

The strike supported
union demands for cen-
tralised bargaining.

Conciliation board to rule on Gant sackings

1264) 10/10/90.

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SACKINGS on a Somerset West estate owned by Democratic Party national chairman Mr David Gant have resulted in a successful application for a conciliation board by five of the dismissed workers.

Confirming this, Stellenbosch attorney Mr Glyn Williams said the workers, formerly employed in a sawmill on Mr Gant's Lourensford Estate, claim they were summarily and unfairly dismissed.

The employees and about 400 colleagues were fired on May 2 after a three-day strike, demanding that Mr Gant negotiate with an elected committee on wages and conditions of service

All but 69 workers were reinstated

The farm manager allegedly refused to convey the workers' demands to Mr Gant unless they changed the name of their committee, which called itself the "ANC".

Obliging, they renamed the committee "Uzamaxolo" —

Xhosa for "In the name of Peace"

Commenting, Mr Gant said the strike had been marked by intimidation, especially of "coloured" workers

"During the course of that morning (Tuesday May 2) I decided to dismiss the 420 on the basis of the continued strike, the fact that they had taken the law into their own hands and on account of intimidatory practices"

Mr Williams said the former sawmill workers are deemed to be factory workers in terms of the Labour Relations Act and have access to the Industrial Court — Sapa.

Nine shot dead

MARITZBURG — Nine people, including a seven-year-old boy, were shot dead when a mob attacked four kraals while the occupants were sleeping in the Swayimani area outside Wartburg, Natal, at the weekend, police said — Sapa

(152) (scribble) (scribble) GMA 71473 10/10/90

Cap



COSMO DEMO ... Striking factory workers protest in the Golden Acre Centre on Monday about the level of their wages and proposed increases. They had hoped to see Ms Jane Raphaely, MD of Cosmopolitan, about her husband, MD of the factory
Picture BENNY GOOL

Strike may be averted

Staff Reporter

THERE was still "a glimmer of hope" that a strike in the 56 000-strong Western Cape clothing industry might be averted, one of the negotiators said yesterday. Mr Johann Baard, chief negotiator for the Cape Clothing Manufacturers' Association and the Cape Knitting Industries' Association, said this after he emerged from a special Industrial Council meeting yesterday. The meeting was adjourned till tomorrow to allow the parties to take new options to their constituencies

Staff Reporter

A DELEGATION of about 35 striking clothing workers from Wilmill Narrow Fabrics factory in Steenberg, managed by Mr Mike Raphaely, went to the Golden Acre Centre on Monday to make an appeal to his wife, Ms Jane Raphaely, managing director of Cosmopolitan Magazine. Unionist Mr Joe Williams of the SA Clothing and Textile Workers' Union (SACTWU), who led the delegation, said he had an appointment with Ms Raphaely. Initially, a security officer had permitted only Mr Williams to go up to Ms Raphaely's

Striking workers appeal to Raphaely

office, but after brief negotiations, four women and a man were allowed to accompany him. The remainder of the unionists, holding protest posters, agreed to disperse within the building for 15 minutes while the delegation spoke to Ms Raphaely. Among the slogans on their hand-written posters were "We demand a living wage, not rotten potato (sic) money" and "Femina

what about our story?" Other posters complained about the minimum wage of R115 a week. The workers said that about 300 people were employed at the factory, and they had been legally striking for a week over their annual pay increase of R20 a week. The delegation who met Ms Raphaely reported that she had been very pleasant, but had said she was unable to interfere in

her husband's business. She said she would mention their visit to her husband. Ms Raphaely could not be reached later on Monday to confirm this. Mr Raphaely, the managing director of Wilmill Narrow Fabrics (not the owner, as several of the workers thought) said yesterday "What on earth are they talking to her for? I don't see what it has to do with Cosmopolitan"

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Protest march

(S2)

THE Barlow Rand shop stewards council have decided to embark on a march tomorrow in protest against Barlow Rand's "iron-fist" policies, a statement from Congress of South African Trade Unions said. Cosatu has blamed Barlow Rand and its subsidiaries, for employing "union-bashing tactics"

Textile industry Strike loomings

CMA 1/1/90
9/10/90

By BRONWYN DAVIDS

A HUGE clothing and knitting workers' strike is looming following a breakdown in mediation between the SA Clothing and Textile Workers' Union (Sactwu) and employers at the weekend, a Sactwu spokesman warned yesterday.

According to Sactwu spokesman Mr Shahid Teladia, the union has met shop stewards to prepare for strike ballots.

The union, the largest in the Western Cape, represents about 56 000 workers and requires a majority vote from its members for the go-ahead to strike.

The results of the strike ballot should be made available on Friday.

"At mediation, the union modified its demands to a R30 increase for the machinist grades, R25 for categories below that of machinists and R30 or 15%, whichever is greater, for categories above machinists. The other demand is for one extra day's annual leave in 1991," said Mr Teladia.

Machinists currently earn about R170 a week. If a R30 increase is granted, weekly wages would be pushed up to about R200 a week.

Chief negotiator for the Cape

Clothing Manufacturers' Association and the Cape Knitting Industries' Association, Mr Johann Beard, said the employers had given the union three options.

- An increase of R30 for grade B machinists effective from December 13, 1990, and 15% for all other categories

- An increase of R29 for grade B effective from December 13, 1990, and 16,5% for all other categories

- From the first pay week in January, 1991, R30 for grade B machinists, 16% for all those above grade B and 18% for those below grade B

East London sweet factory strike ends

Labour Reporter

HUNDREDS of employees of the Wilson-Rowntree sweet factory in East London, who downed tools after wage negotiations deadlocked, have returned to work.

Mr David Jelley, director of the company's chocolate and confectionary division, said an agreement had been reached between management and the Food and Allied Workers' Union (Fawu).

"Both sides are committed to building relationships for the future."

The workers returned to work yesterday.

Production at the factory was interrupted last week when about 400 workers staged a sleep-in strike and others were locked out by management.

● Nampak Corrugated Containers is to meet the Paper, Printing, Wood and Allied Workers' Union in a bid to resolve the nationwide six-week "illegal" strike by thousands of workers.

The meeting today follows a threat by trade union federation Cosatu to take solidarity action against the Barlow Rand subsidiary's "iron fist attitude".

The workers are demanding the company stop factory-level negotiations in favour of a single national bargaining forum.



Cosatu may act against Nampak

By SHARON SOROUR
Labour Reporter

TRADE union federation Cosatu has threatened to take action against the Barlow Rand subsidiary Nampak, where thousands of workers are on strike nationwide.

The workers, members of the Paper, Printing, Wood and Allied Workers' Union (PPWAWU), are demanding the company stop factory-level negotiations in favour of a single national bargaining forum.

In a statement Cosatu accused Barlow Rand of "union bashing tactics, particularly in the current dispute at Nampak".

Cosatu claimed the corporation's strategy "to destroy meaningful collective bargaining" had led to a number of disputes involving their subsidiaries

At Nampak it involved a refusal to take part in centralised bargaining and the collapse of the industrial council for the paper industry.

Bargaining

Nampak industrial relations manager Mr Tony Mercer said about 2 800 employees at 28 plants were still on strike. But according to Cosatu 3 700 were on strike at 29 plants — three in the Western Cape.

Mr Mercer said about 500 workers at eight plants had been dismissed since the strike began on August 29.

He said Nampak was still prepared to talk about bargaining levels if the union respected established structures and procedures.

But union general secretary Mr Sipho Khubeka said the paper and packaging group had rejected union attempts to negotiate an end to the impasse, including a proposal for mediation.

● Last week 29 strikers at Nampak Recycling, Cape Town, were dismissed for ignoring an ultimatum to return to work.

11/10/90

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Stayaway call to aid citrus workers

Sowetan 1/10/90



THE National Council of Trade Unions yesterday called for a one-day countrywide stayaway, which will include a march to the office of the State President, to support striking workers at Zebediela Citrus Estate.

The stayaway is to take place within 20 days but the exact date will be announced soon. The federation resolved at its third biennial congress which ended at the Nasrec Exhibition Centre in Johannesburg at the weekend.

Noting that Zebediela Citrus Estate is owned by the Government, with State President Mr FW de Klerk as chief trustee, the congress dismissed "the reformist rhetoric of the Government as

By MATHATHA TSEDU
 meaningless as proved by De Klerk's refusal so far to intervene despite several approaches by the workers".

The "day of action" will consist of a one-day stayaway, during which workers will march on Government centres throughout the country.

National leaders of the federation and its affiliates will lead the main march in Pretoria which will end at the offices of the State President.

A call has also been made to people to stop eating and selling oranges and drinks derived from them. An approach is to be made to Cosatu independent unions, chambers of commerce and politi-

cal organisations for support. International allies of Nactu, such as the British Trade Union Congress, the International Confederation of Free Trade Unions and others are to be approached to help in publicising the boycott of oranges from South Africa, the resolution said.

The Zebediela strike started on August 8 but management has refused to meet the union and its lawyers to discuss wages.

It was revealed that scab labourers from Nelspruit were being paid R120 a month and given three free meals a day.

The strikers were paid the same amount a month but were not provided with food, it was said.

The congress re-elected its also re-elected



JAMES MNDAWENI

president, Mr James Mndaweni, but replaced the only woman in the executive Ms Patricia de Lille, with Mr James Mndaweni as vice-president.

Also returned to office as treasurer, Mr Boas Mashele. The secretary of the federation was

NEW

---CAF 7/11 11/10/50 (K2)
Rowntree strike ends

EAST LONDON. — Striking workers at Wilson Rowntree here are expected to return to work today following an agreement between management and the Food and Allied Workers' Union. More than 1 000 workers downed tools last Monday after wage negotiations deadlocked.

Protest over Vlok claims

ANTI-apartheid organisations are to stage a lunch-hour picket protest in Johannesburg today over Law and Order Minister Adriaan Vlok's dismissal of claims of security force involvement in the recent Reef violence

Vlok this week told the NP Cape Congress in Port Elizabeth that information in affidavits submitted to government by SA Council of Churches (SACC) secretary-general Frank Chikane did not tally with the accusations Chikane made to President F W de Klerk.

The affidavits were investigated and turned out to be fabrications, unsigned or unsworn statements or compilations from newspaper reports.

Quoting from a sworn statement made by someone from the Independent Board of Inquiry into Informal Repression, Vlok said conclusions in that affidavit had not been based on the person's own observations but had been drawn from unsworn statements.

Chikane could not be reached for comment but a Lawyers for Human Rights (LHR) spokesman said the SACC had not submitted affidavits but a memorandum outlining the grievances relating to security force involvement in the violence

Stop the Violence Campaign, which includes the ANC, Black Sash, LHR and Human Rights Commission — said it had organised today's picket as government had "shown extreme reluctance to bring the perpetrators of violence to trial".



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SACP calls for mass action

PETER DELMAR

THE SA Communist Party has called for increased mass action on a number of unspecified fronts

This statement followed the second meeting of its internal leadership group since the party's re-launch in July 1990

The SACP said Tuesday's meeting in Cape Town had agreed the process leading to negotiations, and negotiations themselves, were not the only site of struggle

Rejecting government attempts to "compel us and persuade us to abandon mass struggle", the statement said a war of attrition was being waged against the party and its leaders, including Chris Hani and Mac Maharaj

Mass action should be stepped up to "defend and enhance the interests of the people," it said

The SACP repeated the ANC allegation that recent township violence was orchestrated by groups within the state

ANC backs union talks

CAPE TOWN — The ANC has become involved in trade union attempts to resolve two industrial disputes in the Western Cape

The ANC intervention in labour affairs was announced on Tuesday by Food and Allied Workers Union (Fawu) official Nosie Peterse at a media conference. The conference pledged community support for the reinstatement of more than 300 abattoir workers, who held a wild-cat strike over backpay

Labour, religious and community bodies also called on the Cape Slaughtering, Dressing and Flaying management to open talks with the union

A delegation, including representatives of the ANC, Cosatu, the UDF, the Muslim Judicial Council and Combined Muslim Traders, plans to meet management tomorrow.

In a similar move, the ANC's Woodstock, Cape, branch initiated a meeting with Cape Gas management on Friday to discuss a lockout of workers. — Sapa

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Setback in inflation fight

By Duma Gqubule

Recent economic data flowing from the Central Statistical Services is signalling that the fiscal authorities are suffering setbacks in the fight against inflation.

August's Producer Price Index provided another blow by reversing its downward trend with the year-on-year increase up at 10,5 percent from 10,3 percent in July.

Southern Life economist Mike Daly says "With the effect of higher oil prices due to come through in September, it is un-

likely that the PPI will fall below July's 10,3 percent during the rest of the year."

However, the Reserve Bank's policy of keeping the rand at a stable level is continuing to pay off as the low rates of imported inflation are putting a lid on increases in the overall PPI which has a 25 percent import content.

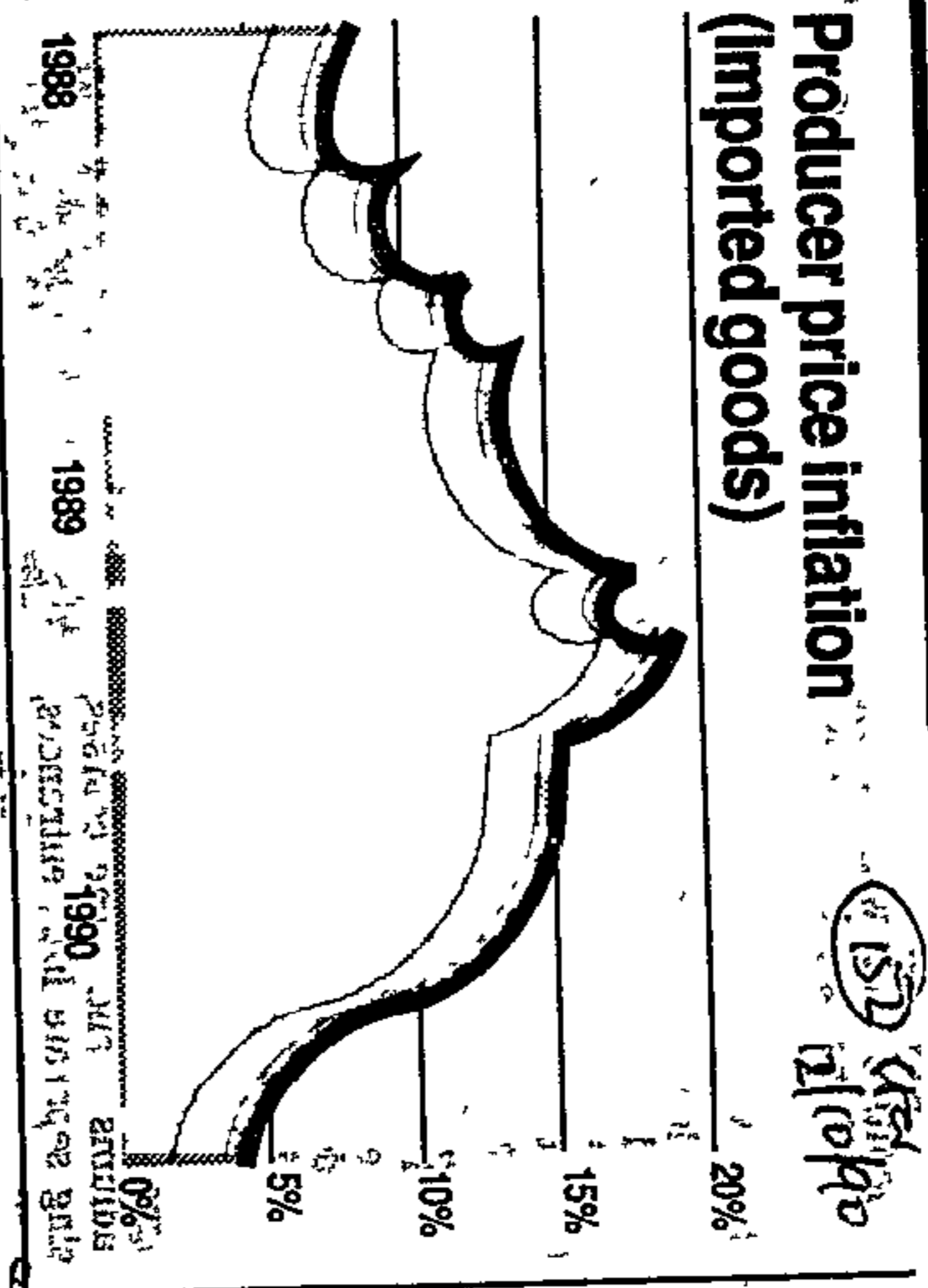
The seasonally adjusted year-on-year increase in the PPI for imported commodities was 4,1 percent — 0,6 percentage points down on the figure for July and over 15 percentage points down on

the high of 19,3 percent in June last year.

The annual rate of increase for locally produced commodities was 12,0 percent, 0,4 percent up on the July figure of 11,6 percent.

The CSS says fairly large monthly increases in the indices for goods for South African consumption occurred in other manufacturing products (5,5 percent), fresh meat (3,5 percent), transport equipment (3,5 percent), non-metallic mineral products (3,0 percent) and metal products (1,9 percent).

Producer price inflation (Imported goods)



17/10/90

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VS



Demands . . . Nampak shop steward Peter Moeketsi hands a memorandum to Barlow Rand public affairs general manager Ken Ironside.
 ● Picture by Jacob Rykliff.

3 000 march on Barlow Rand

In the biggest Cosatu demonstration yet against company practices of the Barlow conglomerate, about 3 000 workers from Barlow Rand-owned companies marched on the company's head office in Sandton yesterday.

Nampak shop steward Peter Moeketsi handed over a memorandum of demands to Barlow

Rand public affairs general manager Ken Ironside

Dismissed and striking workers belonging to the National Union of Metalworkers and the Paper, Printing, Wood and Allied Workers Union (Ppwawu) demanded their reinstatement. Mr Ironside refused to open the office gate to workers

The memorandum included

demands that Barlow Rand intervene in the current Nampak strike and ensure that management there negotiate with Ppwawu, the reinstatement of four workers dismissed by African Telephone Cables in Brits, and reinstatement of 415 workers dismissed at Barlow Kew

Mr Ironside promised to respond to Cosatu next week

LABOUR FIM 12/10/90

NOT PROMISING

Tension mounted last week in the Nampak strike as police stepped in to disperse workers outside Nampak Polyfoil in Nancefield, Soweto — injuring several, according to Paper, Printing, Wood & Allied Workers' Union national organiser Rob Rees. He also claims workers were injured when police fired bird-shot last week at a union march in Epping, Cape Town.

A Nampak spokesman confirms that police had been called in at plants in Cape Town and Durban last week.

He adds that workers at Nampak's Spicers plant in Johannesburg have returned to work after an illegal strike and that other workers have indicated their willingness to return.

FIM 12/10/90

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The strike — now in its third week — hinges on union demands for centralised bargaining.

It has spread to 29 factories, involving almost 3 700 workers, says Rees. But the company claims 2 800 workers are on strike at 28 plants.

Nampak says it is prepared to discuss non-wage issues such as training, housing and medical aid on a national basis but is opposing national pay talks. The company believes plant-level bargaining over wages and working conditions to be in the best interest of employees and management because of "the diverse nature of Nampak companies, their products and markets."

Indications are that the strike could spread beyond the Nampak group. Rees confirms that there has been a commitment from workers at Barlow Rand factories to begin solidarity demonstrations and work stoppages.

Last week the company rejected a union proposal for mediation to resolve the dispute over centralised bargaining. It hit out at the union's "wanton disregard for its members' interests by promoting illegal strikes," adding that, in spite of negotiated procedures for settling disputes in recognition agreements, the union has chosen illegal strike action and side-stepped conciliatory mechanisms of the Labour Relations Act.

According to the union, 1 000 workers have been dismissed so far and the company has secured Supreme Court orders calling on workers to return to work and prevent picketing.

Nampak says 500 workers at eight plants have been dismissed for failing to comply with court orders and ultimatums to return to work.

Workers and ANC march to gas plant

Staff Reporter

ABOUT 200 workers and African National Congress supporters marched to the Cape-gas plant in Woodstock yesterday to hand over a memorandum demanding recognition of their union and a wage increase.

Seventy-three members of the Chemical Workers' Industrial Union were locked out of the premises by Capegas on September 17, in a pre-emptive move when the company learnt that the workers planned to strike because of deadlocked wage negotiations.

The Woodstock branch of the ANC took up the workers' cause and called on the community to join the protest march.

Several Cosatu-affiliated unions sent messages of support.



POLICE CORDON ... Locked-out Capegas workers and Woodstock ANC supporters sing and toyi-toyi in front of a police cordon outside the plant yesterday.

Picture: OBED ZILWA

The workers, who are demanding a minimum wage of R4 an hour, said they regarded the march as the "beginning of a major war against Capegas".

A meeting will be held today between worker representatives and management, who claim that Capegas shift workers already earn R4,29 an hour.

Last-minute wage agreement averts textile workers' strike

Own Correspondant

CAPE TOWN — A last-minute wage agreement in the clothing and knitting industry dispute has averted the threatened strike by about 56 000 Western Cape garment workers

SA Clothing and Textile Workers Union (Sactwu) spokesman Ronald Bernickow said yesterday the agreement included a R29,50 a week wage hike for Grade B machinists, R25 for Grade C machinists, R22 for learner machinists and R29,50 or 15%, whichever is greater, for machinists above the grade system

The increase for Grade B machinists — about 70% of the workforce which earns a minimum wage of R155 a week — is 50 cents less than the amount initially demanded.

Settlement was reached yesterday morning when Sactwu and clothing and knitting industry employers accepted revised options decided upon at a special meeting on Tuesday.

Departure

Sapa reports that chief negotiator for the Cape Clothing Manufacturers' Association Johann Baard said yesterday collective bargaining emerged as the real victor in Western Cape garment industry talks.

The industry's weekly wage bill would now increase by R1,5m from R8,6m to R10,1m

In a departure from previous practice, the agreement would remain in effect for 18 months instead of a year, and in future apply from July 1 to the end of June, said Baard.

Besides assuring employers of a longer period of industrial peace, the new arrangement was seen as a union strategy to raise basic wages

spread over a longer period

For employers, the altered currency of the industrial council agreement moved wage talks out of the end-of-year peak period into the first quarter, making them less vulnerable to shopfloor disruption

"The possibility of a strike was never ruled out, but on balance our assessment was that the union would have experienced tremendous difficulties and obstacles in engaging the majority of its members in a trial of strength"

The employer caucus revealed a "very strong stream of sentiment" that a strike would have caused an effective 20% permanent loss of jobs in the local region, due to factory closures and retrenchments.

Meanwhile, our Durban correspondent reports that more than 12 000 clothing factory workers began a strike in Durban yesterday which could cripple the clothing industry's end of year sales.

Sactwu spokesman Paul Hartley said a dispute had been declared after five meetings with the National Clothing Manufacturers Association Workers had gone on strike "in response to the employers' position"

Natal Clothing Manufacturers' Association executive director Len Smart said there was a "technical deadlock" which happened every year at this time

He said although the strikes were illegal, his association would not take any action against the strikers. Negotiations would continue until a settlement had been reached

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Last-minute deal averts big strike

Staff Reporter

A LAST-MINUTE wage agreement in the clothing and knitting industry dispute has averted the threatened strike by about 56 000 Western Cape garment workers, according to a SA Clothing and Textile Workers' Union (Sactwu) spokesman

Mr Ronald Bernickow said the agreement includes a R29,50-a-week wage rise for Grade B machinists, R25 for Grade C machinists, R22 for learner machinists and R29,50 or 15%, whichever is greater, for machinists above the grade system

The increase for Grade B machinists — about 70% of the workforce who earn a current minimum wage of R155 a week — is 50 cents less than the amount initially demanded by Sactwu

Settlement was reached yesterday morning when Sactwu and clothing and knitting industry employers accepted revised options decided on at a special meeting on Tuesday

Strike action had threatened on Monday when mediation between the two parties broke down last weekend

"An important aspect of the agreement is the 25% maternity

pay provision for a period of three months — a milestone in an industry dominated by women workers," said Mr Bernickow

"The 25% will be paid out by the Industrial Council Sick Fund and is over and above the amount paid to women on maternity leave by the Unemployment Insurance Fund

"Effectively women on maternity leave will receive 70% of their wage for the first three months and 45% for the next three months"

The next wage negotiations will begin in January 1992, with wage increases being implemented in July 1992, said Mr Bernickow

..CM-7125
13/10/90 (152) *SZA

Cosatu calls Bop stayaway

PRETORIA. — Cosatu's members and affiliates will embark on a one-day stayaway in Bophuthatswana on November 12, the organisation announced here yesterday.

The stayaway marks the beginning of the action Cosatu threatened would take place if Bophuthatswana employers continued to refuse to recognise Cosatu and its affiliates.

● A UDF spokesman said there was still widespread government and police oppression in Bophuthatswana. — Sapa

Defiant Vosloorus to continue boycott

By Stan Hlophe
and Sapa

Residents of Vosloorus on the East Rand have rejected their town council's demand of a R70 per household flat rate for rent and vowed to continue their six-month-old rent and services-charge boycott.

At a mass meeting at the local stadium yesterday, the Vosloorus Civic Association said the council was demanding a R70 flat rate fee but the residents' final offer was R50.

The VCA said the council, and not Eskom, had been responsible for intermittent electricity cuts in the township over the past two weeks.

Electricity was fully restored on Saturday morning.

Vosloorus residents have also boycotted electricity bills, which they claim cost 2,5c a unit more than the rates paid by the nearby Boksburg Town Council's white residents

In Katlehong, residents will pay a flat rate of R45 a month for services, in accordance with an agreement reached on Friday between the local civic association, Eskom, the town council and the Transvaal Provincial Administration.

The R45 fee is applicable only to residents with electricity, those without will pay R10.

The R45 fee per household will ensure Eskom's electricity supply for another month, while negotiations continue

WORKERS STOPPAGE

AK 45 17/10/90 (152)

By SHARON SOROUR, Labour Reporter

THOUSANDS of public servants have stopped work — a move which is expected to seriously affect pension payouts, teachers' salaries and school examinations.

The employees, from the House of Representatives' administration section, have stopped work over disparate salary adjustments.

A Public Servants' League spokesman said they were demanding an immediate 20 per cent increase on the 'living wage'.

The employees were also demanding the immediate scrapping of the system of "occupational differentiation," in which people in other departments who do the same job are paid more.

The spokesman said more than 3 000 Western Cape employees had stopped work yesterday in the departments of budgetary and auxiliary services, health and welfare and teaching personnel.

The stoppage would have a serious effect on pension payouts, teachers' salaries and school examinations.

Cut services

"The personnel who work directly with these matters have threatened to cut the services to the community if their demands are not met," the spokesman said.

A working committee had been formed to represent the majority of the workers, who were not members of the Public Servants' League.

"We are having discussions with Cosatu about whether or not to let them take up our demands".

A meeting between workers' representatives and the chief director of the Department of Health and Welfare was scheduled for today.

"At this stage services at schools and clinics are not affected. But if the strike continues it will definitely affect both

Pay rises halt the police exodus

Crime Reporter

SALARY increases seem to have ended the exodus of policemen

A police spokesman said today the number of police had increased by 702 after the pay rises in July.

Paltry pay was one of the reasons for hundreds of policemen buying their discharge last year.

The loss was considered a catastrophe before the government announced in April that salaries would be increased.

The spokesman said 2 063 policemen had bought discharges since April and 2 208 had been recruited.

After the increases 1 509 had joined the force and 807 had bought discharges.

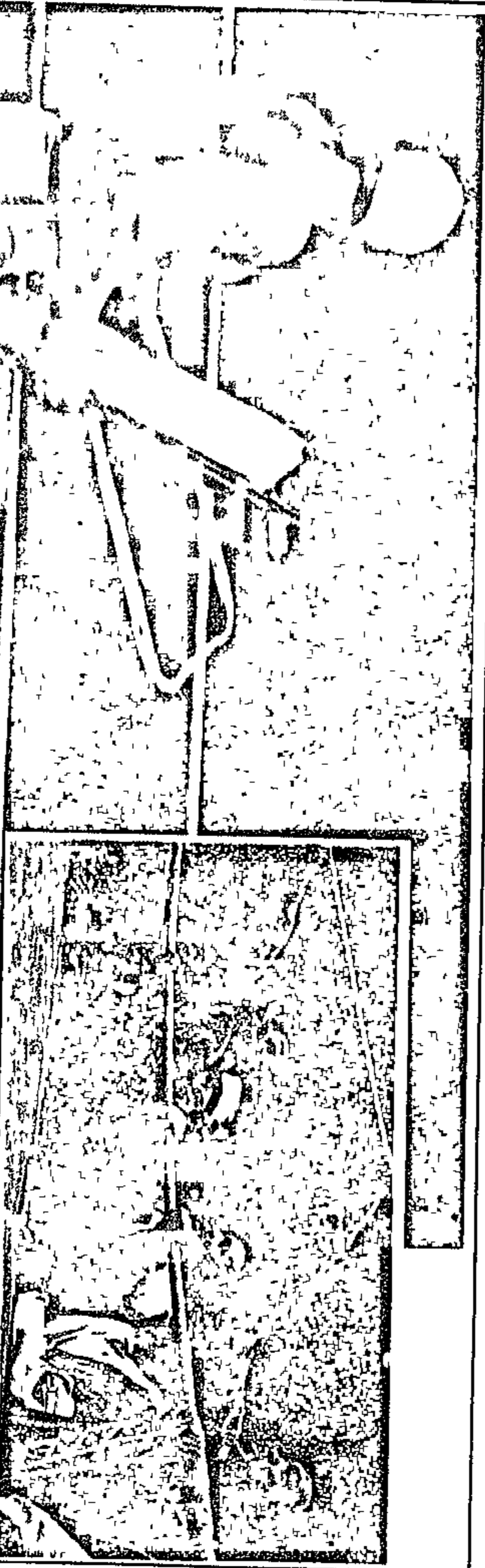
Fights to Comoros

PRETORIA — South African Airways is set to resume flights to the Comoros in March. Comoran Minister of Tourism Saidi Youssouf said here two of his country's major tourist hotels would reopen at the beginning of March — The Argus Correspondent

The weather

Cloudy and cool
(Details, page 2)

20% pay increase demanded by thousands of Repps public servants



Black night for the White Angel

The return of professional wrestling to the Good Hope Centre was last night marred by an angry crowd which stormed the ring demanding their money back after two top South African wrestlers did not show up. Here angry fans at the apron of the ring demand their money back from promoter Shane Jaipal. Left: Masked American wrestler White Angel with one of the chairs thrown at him by fans.

who do the same job are paid more

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"At this stage services at schools and clinics are not affected. But if the strike continues it will definitely affect both the payout of teachers' salaries and pensions"

Main centres

Clerks, child-care officers, labourers and social workers attached to the regional offices in Wynberg, Mitchell's Plain, Athlone, Bellville were involved in the stoppage, as well as workers from the Bonnytoun Place of Safety, the Ottery and Faure industrial schools and the Porter correction school in Tokai

Workers in Worcester, Paarl, Johannesburg, Kimberley, George and Port Elizabeth had also downed tools

All the country's main centres were affected

"The administration section is the only government department in which workers have received only a 10 percent increase"

A letter requesting a 20 percent increase had been sent to President De Klerk 10 days ago

"We were very disappointed with the way he dealt with the issue"

High priority

Dr L Kathan, chief director of budgetary and auxiliary services in the administration section of the House of Representatives, said "There is no large-scale strike in the true sense of the word"

"The core of the problem is occupational differentiation, which affects the entire public service"

"This issue was taken up with the Commission for Administration. Their reply reflected that the matter would receive a high priority"

recruited

A police spokesman said today the number of police had increased by 702 after the pay rises in July.

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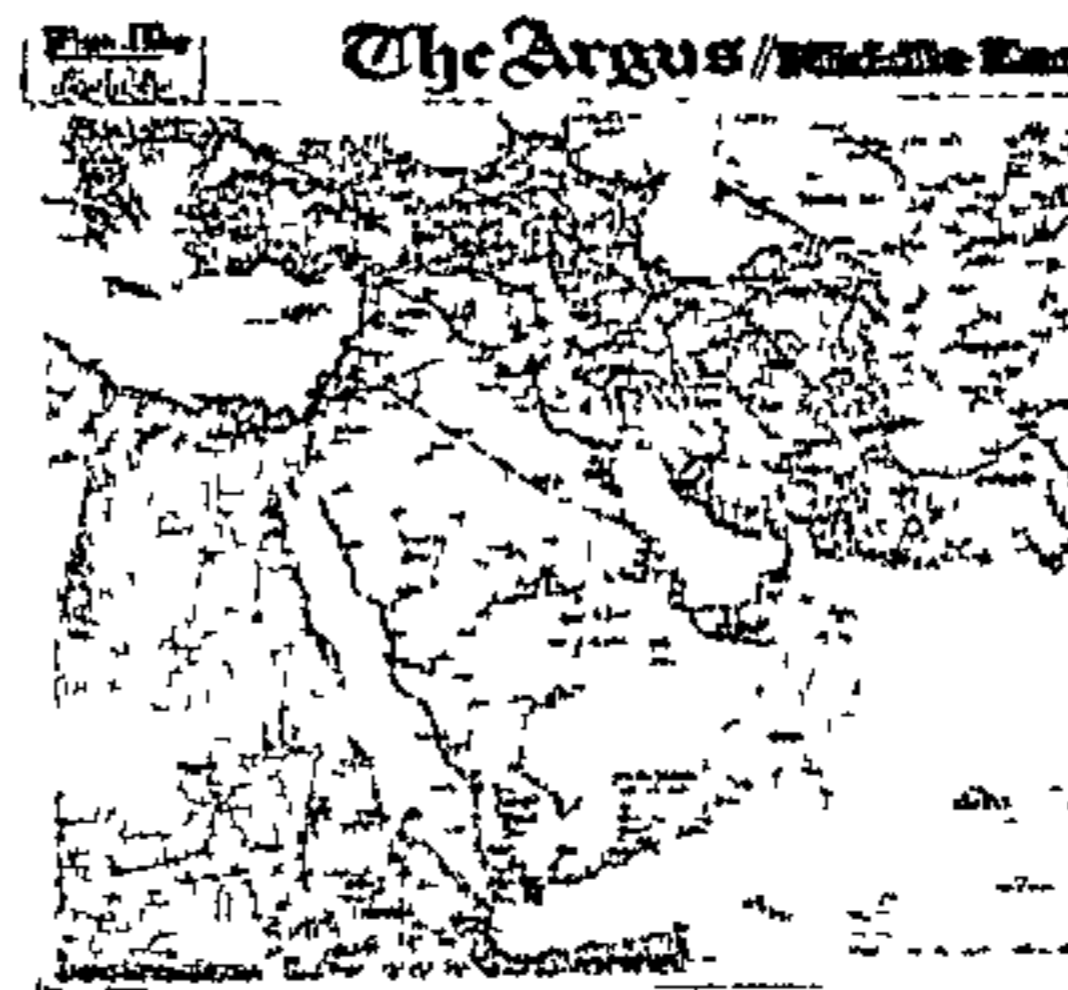
Flights to Comoros

PRETORIA — South African Airways is set to resume flights to the Comoros in March. Comoran Minister of Tourism Saidali Youssouf said here two of his country's major tourist hotels would reopen at the beginning of March — The Argus Correspondent

The weather

Cloudy and cool

(Details, page 2)



Free colour map of Middle East on FR

LOOK out on FRIDAY for the detailed page colour map of the Middle East to be included free with every copy of

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Bulk orders from educational institutions should be made to The Argus Circulation Department, Newspaper House, 122, Street, Cape Town or by phoning 4

Don't miss YOUR Middle-East map on FRIDAY

Inside today: Exam

A 12-page special section which includes matric science, biology and mathematics which goes with the SABC TV review — is inside The Argus today.

● See also page 4.

Clothing workers gear up for strike ballot

By SHARON SOROUR
Labour Reporter

CLOTHING workers in the Western Cape are gearing up for a strike ballot after annual wage negotiations ended in deadlock

The SA Clothing and Textile Workers' Union (Sactwu) has declared a dispute after talks with the Cape Clothing Manufacturers' Association (CCMA) failed last week

Union regional secretary Mr Howard Gabriels said the first of three dispute committee meetings would be held today to try to resolve the situation.

"If the dispute is not resolved we will hold a strike ballot," he said

The union represents about 55 000 workers in the Western Cape clothing industry

Demands

A CCMA spokesman confirmed the deadlock and said an attempt would be made this week to resolve the dispute

Mr Gabriels said the union's demands included

- A R30 across-the-board increase on the weekly wage this December and a R15 weekly across-the-board increase next December

- One week's annual bonus and an extra day's leave

He said "The bosses offered us increases of R26 weekly for grade B workers, 14 percent or R20 for categories below grade B and 14 percent for higher categories for December 1990

"For December 1991, the offer was R14 for grade B workers, 7 percent or R12 for categories below grade B and 7 percent for higher categories"

Mr Gabriels said the offer was provision on the union dropping some of its demands

Daubed monkey found tied on trawler

By SHARKEY ISAACS
Staff Reporter

SPCA officials have rescued a Far-Eastern Maquaque monkey from a trawler in Cape Town harbour, the second found in two months on Taiwanese vessels.

SPCA inspectors persuaded the skipper of the trawler Chung 66 to hand over the monkey which had paint daubed on its face and a wound on its neck.

Inspector Mark Lawson said the 60cm animal had been tethered with a light chain and electrical flex around his neck and was found to be in poor health and under severe stress

SPCA chief Mr Keith Goudie said the monkey was "voluntarily handed over on request" and placed in quarantine for 30 days at SPCA headquarters, Grassy Park because there were no quarantine facilities for monkeys at the harbour

"It is a fully-grown adult and requires great care in handling since these animals are known carriers of various contagious viruses," he said

Last month SPCA staff rescued a baby Maquaque monkey which they found on the trawler Ruye Yiu No 2. It had been tethered with a chain and also had mange.

Mr Goudie took the baby monkey to Pretoria Zoo last week.



MONKEY RESCUE: SPCA wild life unit manager, Mr Temba Matomela, with a Far-Eastern Maquaque monkey "rescued" from a Taiwanese trawler.

"The SPCA is not contemplating prosecuting either under South African or Taiwanese animal protection laws and we

intend to rather speak to consular officials and to ask them to discourage skippers from bringing monkeys here"

R20 000 prizes

Killing of two linked to strike

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By MONK NKOMO

POLICE are investigating the deaths of two men who were allegedly kidnapped, murdered and their bodies set alight in an apparent strike-related incident in Pretoria about a week ago. *Sowetan 2/10/90*

A police spokesman said yesterday the charred remains of Mr Philemon Matlala and Mr Hendrick Tshwane, both employees of Shoredits Construction Company in Pretoria, were found in a street near Mamelodi Hostel.

Police are investigating allegations that their death was related to a strike at the company, which resulted in 1 200 workers being dismissed last month.

Both men were still employed by the company at the time of their deaths.

Loyal

Managing director of Shoredits, Mr Leo Bender, said loyal employees and new recruits were being assaulted and intimidated almost daily by some of the dismissed workers who were members of the Construction and Allied Workers Union.

Various charges have been laid against certain individuals in connection with the alleged crimes, Bender said.

He said union officials had done nothing "to combat the intimidation of our loyal workforce".

Mr Japhta Rabothata, regional secretary of Cawu in the northern Transvaal said yesterday the union was unaware of the two murders and the assaults and intimidation of workers at Shoredits.

"It is against our policy to indulge in violent activities," he said.

Workers down tools in Alex

152
2/20/90

Sowetan 2/10/90

ABOUT 780 Alexandra municipality employees downed tools yesterday morning, starting a strike to protest against the Transvaal Provincial Administration's failure to do anything about alleged corruption, maladministration and nepotism in the local town council. The employees are all members of the National Union of Public Servants, (Nups) which has threatened to maintain the

strike until a judicial commission of inquiry is ordered to investigate alleged irregularities in the running of the Alexandra town council

Nups shop steward chairman Leslie Maguro said a TPA-initiated inquiry at the end of last year had revealed corruption in the affairs of the town council, but the provincial authority had

failed to act

The employees arrived at the municipal offices yesterday morning, but refused to start working. Pickets would be established and maintained every day until their demand for a judicial inquiry was met, Maguro said

Nups was also demanding the immediate dismissal of Alexandra's

top officials, including the town clerk, town treasurer, personnel manager and the township's advisor to the Administrator

The TPA's assistant director of liaison services, Mr Jan Loubser, said yesterday the provincial authority was not aware of the strike and could therefore not comment - *Sapa*

Third quarter surge in strike actions

MATTHEW CURTIN

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MORE than 1,4-million man days were lost through industrial action in the third quarter of this year, statistics compiled by industrial relations firm FSA-Contact have shown.

The number of man days lost was well above the total for the first half of the year, when slightly more than 1,2-million man days were lost. Only 699 000 man days were lost in the first quarter.

FSA-Contact industrial relations consultant Lesley Gilchrist said yesterday that deadlock in this year's round of annual wage negotiations was the major factor contributing towards the "surge" in days lost.

She said the level of industrial action was higher than expected with public sector workers playing a bigger role.

Wage issues took precedence over dismissals, retrenchments and recognition agreement disputes as the major causes of strikes.

Gilchrist said the retail sector was worst hit, suffering 22% of all industrial action, with widespread and prolonged strikes in the catering, commercial and wine and spirits industries.

Strike action by the SA Commercial Catering and Allied Workers' Union (Saccawu), whose members went on strike at OK Bazaars, Southern Sun/Holiday Inn and Checkers, was responsible for the loss of 524 800 man days.

The manufacturing, public and chemical sectors accounted for 18%, 16% and 14% respectively of all strikes.

To Page 2

Strikes

The National Union of Metal Workers (Numsa) was involved in 20% of strike action from July to September, Saccawu was involved in 13%, the SA Clothing and Textile Workers' Union (Sactwu) in 11% and the National Union of Mineworkers (NUM) in 7% of strikes.

Gilchrist said 46% of strikes lasted between two and seven days and 13% between two weeks and a month.

The PWV area was worst affected by

strike action, followed by the western Cape and the rest of the Transvaal.

Gilchrist said the conclusion of negotiations over the Labour Relations Act by the Manpower Department, the National Manpower Commission, Cosatu, Saccawu and Nactu, would reduce tension in the industrial relations arena.

However, there was unlikely to be a reduction in union demands for higher wages, she said.

From Page 1

Shutdowns 'the answer to go-slows and sit-ins'

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BIDM 3/12/90
MATTHEW CURTIN

MANAGEMENT will use increasingly the strategy of shutting down production to regain shopfloor control from militant workers in the present unstable labour climate, say labour analysts

SPA Consultants' industrial relations adviser Andrew Pons said at the weekend managements' recent actions at the Mercedes-Benz plant in East London, Volkswagen's Uitenhage plant and JCI's Atok platinum mine were evidence of this trend.

Unprocedural union action not only threatened the viability of companies' operations but also management's authority on the shopfloor

Go-slows, work-to-rule and overtime bans were as damaging as procedural industrial action because they had the effect of replacing management authority with workers' authority over an extended period.

Pons said management was able to bring unprocedural action to a head by closing down its operations. It was a positive development if management intended to repair its relationship with the work force while reducing its reliance on the law

It was vital to appreciate the need

for workers' education, a factor at the heart of the Mercedes and Volkswagen disputes, as well as the socio-political climate in SA

Union members sometimes misunderstood industrial relations procedures and the extent to which their unprocedural action jeopardised a company's viability

Industrial relations consultant Gavin Brown said unprocedural action was endemic in SA industry

Reluctant

It might be too early to determine a trend in the recent plant closures but the tactic was certain to become more common "Management may have to stop production to regain control on the shopfloor", he said

Employers, tolerant of unprocedural action when union recognition agreements were new, were increasingly reluctant to allow for worker ignorance.

Unions rarely let management educate their members and had "failed abysmally" to educate themselves, although they were compromised by a lack of resources and

the explosive political environment, especially in the eastern Cape, said Brown.

UCT Labour Law Unit director Clive Thompson said the trend showed management, growing desperate in the current industrial relations environment, had developed more confidence in dealing with unprocedural action.

The shut-downs technically constituted illegal lock-outs, but were an indication of an underlying malaise afflicting the law

"Employers no longer resort to the contours of the law, but to the contours of industrial relations."

But Levy, Peron and Associates consultant Johann Scheepers said the recent plant closures should "not be confused with lock-outs".

Employers had common law rights to close down operations to protect their interests.

Workers engaged in sit-ins, and rival factions or rival unions ignoring or not abiding by procedures, presented potentially explosive situations for management. Shutting down production was a last resort, for safety considerations if nothing else, he said.

AK648
3/10/90
152

Lock-out, sleep-in and now a strike

By SHARON SOROUR
Labour Reporter

PRODUCTION at the Nestlé-Rowntree factory in East London has stopped after hundreds of workers downed tools following a deadlock in wage negotiations.

Some workers were locked out of the factory by management yesterday while about 400 stayed inside the premises after beginning a sleep-in strike on Monday.

The factory's general manager, Mr F D Jelley, confirmed that 440 people had embarked on a sleep-in on Monday night but company spokesman Mrs Maureen Stagg said all the workers had left the factory by today.

GO-SLOW

The industrial action follows three months of negotiations between the company and the Food and Allied Workers' Union.

Two union shop stewards, Mr Mxolisi Ngunuza and Mr Thabo Oliphant, said the workers started a go-slow last week after negotiations deadlocked at industrial council and mediation levels.

Workers had last received a wage increase over a year ago and negotiations had been under way since June, Mr Ngunuza said.

During wage negotiations the union had been prepared to compromise to R500 back-pay. Management had offered an increase of R35 a week plus R200 back-pay or an increase of R38 a week without back-pay.

Police act

Sta 4/10/90

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to disperse

strikers

By Brendan Templeton

Tension between Nampak management and workers hotted up yesterday when police used teargas and rubber bullets to disperse strikers gathered outside the company's Polyfoil plant in Nancefield.

The Printing, Paper, Wood and Allied Workers' Union said several workers were injured, but this was denied by Soweto police liaison officer Colonel Tienie Halgryn

The union has gone on strike at 29 plants nationwide, demanding that Nampak submit to its call for centralised bargaining. The firm has refused to do this.

Nancefield strikers were fired when they ignored a court order to return to work.

Police fire rubber bullets at strikers

MATTHEW CURTIN

POLICE fired rubber bullets and tear-gas to disperse 150 striking Printing Paper Wood and Allied Workers' Union (Ppwawu) members protesting outside Nampak's Polyfoil factory in Nancefield, near Soweto, yesterday.

Soweto police liaison officer Col Tienie Halgryn said management called the police saying strikers were intimidating company personnel working at the plant. He said no injuries were reported to the police.

Ppwawu national organiser Rob Rees said several workers taking part in a "peaceful" protest were injured in the incident. Workers said a Nampak manager "encouraged" police to open fire. Ppwawu members at the plant had

then been dismissed, he said.

A Nampak spokesman said yesterday police were called to control a crowd of 120 workers allegedly responsible for two days of intimidation and disruption of new employees and deliveries at Polyfoil. But he denied that Polyfoil management encouraged the police.

Workers were dismissed when they did not meet a return-to-work deadline.

Strike action by Ppwawu in protest at Nampak's refusal to agree to centralised wage negotiations spread to another factory yesterday. *Day 4 | 10 | 90*

Rees said about 3 700 workers at 29 plants were now involved.

Police step in as Nampak strike spreads countrywide

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By DREW FORREST

W/Mant 5110 - 11/10/90

EIGHT workers were hurt when police fired rubber bullets at a Cape Town union march on Wednesday, as conflict around countrywide wildcat strikes in the Nampak group continued to mount.

Major Jan Calitz denied Paper, Wood and Allied Workers' Union charges that no warning had been given before police acted against about 250 strikers outside Nampak Corrugated in Epping. Two people were held after the "illegal" demonstration, he said.

Also on Wednesday, police fired rubber bullets at workers outside Nampak Polyfoil in Nancefield, Soweto, injuring several

Ppwawu also says kwaZulu police dispersed workers at a Nampak factory in Isithebe. It claimed policemen had visited workers' homes in a bid to "intimidate" them into resuming work.

The strike, which centres on demands for centralised wage bargaining, has spread to 29 factories and involves close to 3 700 workers, according to the union. Nampak says 2 500 are on strike.

The company has indicated a willingness to discuss non-wage issues such as housing and medical benefits in a central forum — an offer the union welcomes — but is resisting national pay talks.

There are ominous signs that action may spread beyond the group. It is understood that the shop stewards' council of Nampak parent Barlow Rand is to meet at the weekend to decide on broader solidarity action within Barlows. The strike was also discussed at a Cosatu executive committee meeting yesterday.

Ppwawu national organiser Rob Rees said sympathy action had been taken at a number of Metal Box factories and at a Port Elizabeth firm, J and S Packaging

In a statement yesterday, in which it attacked Ppwawu's "wanton disregard for its members' job security and right to earn a living", Nampak said it rejected a union proposal of mediation.

Despite clear dispute-resolving procedures in recognition agreements, the union had resorted to illegal strike action and sidestepped conciliation mechanisms in the Labour Relations Act, it said. "Why did it not suggest mediation before it mobilised members for an illegal strike?" it asked.

Nampak confirmed securing supreme court interdicts at three Natal plants restraining picketing strikers from interfering with company operations and workers on the sites.

● See PAGE 11

FIGURES - 11/20/90

Six injured in clash at Nampak

Sowetan 5/10/90

RISING tensions in the Nampak strike showed no signs of abating on Wednesday when six Western Cape strikers were injured in the back by police birdshot, a union spokesman said yesterday.

Congress of South African Trade Unions structures, including its executive committee, would be discussing the Nampak strike soon, the Printing, Paper, Wood and Allied Workers Union spokesman said.

A Barlow Rand regional shop steward council this weekend would also discuss possible solidarity action with the Nampak workers.

Yesterday's Cape shootings followed police action at Nampak's Nancefield plant earlier in the day. Management said the dismissed workers were assaulting new workers and were preventing

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**SOWETAN
Correspondent**

deliveries from taking place.

Ppwawu said the conflicts showed management was increasingly relying on the police to solve its problems, but management blamed the union for the violence, saying it had adopted a confrontational stance from the start of the illegal strike.

The union is demanding centralised bargaining at all Nampak plants and suggested mediation earlier this week, but this was rejected by the company.

The Ppwawu spokesman said Cosatu viewed the strike as going far beyond Ppwawu

"It's a campaign issue and deals with central bargaining which is an issue involving many Cosatu affiliates," he said

20-12/90

(12)

(152)

YEAR IN REVIEW/LABOUR



by dispute ... the acrimonious OK strike, involving about 7 000 workers, highlighted legal uncertainty over strike pickets

Photo: AVIGAIL UZI



News in Brief

Capt Tink 20/12/90
Venda workers strike *(152)*

THOHOYANDOU — Almost the entire workforce of the Venda Development Corporation downed tools yesterday demanding the immediate resignation of the assistant chief executive officer, Mr J M L Steyn.

Old Mutual
strike ends

A SIX-WEEK strike by 300 Old Mutual insurance workers in the Eastern Cape, Ciskei and Transkei ended on Thursday, company spokesman Mr Chris Prophet said yesterday.

The white-collar staff at eight branches went on strike to back demands for improved conditions and to protest against alleged racist employment practices.

Mr Prophet declined to divulge details of the settlement with the Eastern Cape Old Mutual Workers' Committee — Sapa

CH 7.17.15 22/12/90

Two mines placed at Old Mutual building

QUEENSTOWN. — A mini-limpet mine exploded at the offices of Old Mutual here early yesterday morning, while a second mini-limpet mine nearby was detonated by police.

No one was injured in the blast, but about 90 window panes in the Old Mutual building and in buildings in the vicinity were shattered

A police spokesperson said the explosion occurred at 5 07am in a small lane at the back of the Old Mutual building. The mine had been placed against an air-conditioning unit.

After the blast the police found another mine nearby, which was subsequently detonated

No arrests have as yet been made

- Police could not confirm yesterday whether the blast had anything to do with the six-week-old strike of Old Mutual employees in the Eastern Cape, Ciskei and Transkei

The blast came in the wake of a decision by the workers to return to work yesterday — Sapa

Council strikers return to work in Khayelitsha

Wintan 20/12/90 - 10/1/91
By GLENDA DANIELS Cape Town

REFUSE workers in Khayelitsha went back to work this week after month-long strike action during which dirt had begun to infest the township.

The strike began when 800 Lingulethu West town council workers went on strike after a colleague was shot by unknown assailants. Their demand was for a safe working environment.

The council offered police and army protection but workers refused and demanded that the town council and its clerk, Graham Lawrence, resign.

John Ernstzen, general secretary of the SA Municipal Workers' Union — which represents the strikers — said: "The workers see the cause of the violence as stemming directly from the black local authority which is rejected by the community."

He said Khayelitsha was a health hazard at present. It "was filthy, had a terrible stench, sewage blocked pipes and dirt piled up everywhere". But he stressed that the workers had no other way to air their grievances.

The Lingulethu West town council could not be reached for comment.

The workers decided to return to work to collect their wages for the festive season, although their demand for the resignation of the town council had not been met.

Commenting on the upsurge in public sector work stoppages this year Dale Forbes, general secretary of the independent Health Workers Union — which had three strikes at the Tygerberg Hospital this year — said it was "due to the reforms by the government giving workers a lot of confidence".

●Meanwhile, workers suspended after the House of Representatives strike are taking their case to court. They were charged under section 19 of the Public Service Act of 1984.

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Industrial Court faces 'stayaway' problems

B/Dan
24/12/90

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SUSAN RUSSELL

THE Industrial Court is caught up in a complex tangle of political sympathy and industrial responsibility in reviewing the dismissal of workers involved in political stayaways, says Natal University lecturer D Grant.

Writing in a recent issue of the Industrial Law Journal, Grant said political stayaways had become a popular and effective tool for disenfranchised South Africans to convey their dissatisfaction with state policies and to bring political demands to the fore

"The need to find new forms of political expression has not left the industrial arena untouched and in the recent past the workplace has become a crucial outlet for political protest

"Apart from the economic costs, political stayaways may frustrate employers and lead to worsening relations between the employer and participating employees."

Grant said that while expressing sympathy for the plight of the disenfranchised, the court had at times disapproved of this form of political protest, but had shown also a reluctance to condone the dismissal of workers caught up in political unrest

He referred to a number of Industrial Court decisions where the court had taken into consideration workers' fears for their own safety in deciding whether or not to take part in a stayaway

"This approach recognises that the stayaway is not an act of deliberate absenteeism on the part of the individual employee," Grant said

"The stayaway is a collective action over which the individual employee has very little control.

"Employees who wish to work, or do not support the call for the stayaway, may be prevented from doing so by tension in the township in which they live and the possibility of intimidation."

Most employers, he said, had learned to accept the inevitability of political stayaways and had introduced a number of strategies to deal with them

These included the principle of no work, no pay; the buying of days where an employee had to work on specified days to compensate for days absent, and recognition of established stayaways, such as June 16, as paid holidays.

Dismissal, Grant said, was the most drastic response to political stayaways.

The court, in exercising its discretionary power to grant reinstatement, had to take into account all relevant factors.

These factors included the length of service of the employee and his/her employment prospects

Grant said that the courts, when first faced with the dismissal of participants in stayaways, had tended to evade the substantive question of the legitimacy or legality of the stayaway and based their decisions on procedural aspects or mitigating factors

"Political stayaways will remain a feature of SA labour relations in this period of political uncertainty and unrest," he said.

Recent industrial court decisions had recognised that the political aspects of employees' lives could not be disregarded.

"The ultimate solution has to be a political one," said Grant.

...: "Go, I wish you well, keep warm and well-fed",
about his physical needs ... what good is that?"

James 2



Stayaways: Court in crossfire

CAPE TOWN
27/12/90
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Both sides can claim victory in hard-fought wage talks

ANNUAL wage negotiations in the mining and metal/engineering industries were hard fought by both employers and unions — Seifsa and the National Union of Metalworkers took five months to ratify the metal industry's main agreement for 1990/91

But in the end both sides could claim they had won significant concessions, most importantly without workers resorting to strike action.

The absence of industry-wide industrial action in these two sectors put into perspective a year which saw a surge in strikes in general.

Labour consultants Andrew Levy and Associates calculated there was a 29,4% increase in man-days lost in 1990 from the previous year to more than 4-million. Average pay awards stayed at 17,4% — the same as last year but down half a percentage point from 1988

However, in the Reserve Bank's December quarterly report, Governor Chris Stals said wage hikes would put the single biggest strain on the economy in 1991

While 66% of strikes concerned wage issues, 1990 was a year of strike action on workers' rights, often unsuccessful

The longest strike was by 260 Chemical Workers Industries Union members at Ciba Geigy in support of demands that the company join the chemical industries' provident fund. The union came away empty handed.

Similarly almost 4 000 Paper

MATTHEW CURTIN

Printing Wood and Allied Workers Union members not only failed to win any commitment from Barlow Rand subsidiary Nampak on their call for centralised bargaining, but workers also lost bonuses and the union agreed to a nine-month moratorium on discussing the issue. This came after a seven-week strike

This strike proved to be a tactical error by the Cosatu affiliate as workers embarked on the industrial action in clear defiance of existing recognition agreements

The importance of unions adhering to such agreements and minimising unprocedural action was demonstrated by the seven-week closure of Mercedes-Benz's East London plant

Lessons

The dispute there, triggered by dissident Numsa members occupying company offices in support of demands that the company leave the motor industries national bargaining forum, took the lid off a critical breakdown in worker-manager relations at the plant

Not only had the company not met production targets for five years, but Numsa was faced with the embarrassing defiance of union policy by an important portion of their membership

The lessons learnt by both sides may have put industrial relation

on a sounder footing as management re-established shopfloor control and the union realised the importance of worker commitment to productivity and education on industrial relations procedures

Volkswagen, Lebowa Platinum and Genmin Mooinooi mine management also learnt lessons from the Mercedes experience, closing down operations in face of allegedly intolerable unprocedural action by union members.

Violence, however, presented the most difficult problems for employers and unions

The crisis meeting held in Welkom in May when Law and Order Minister Adriaan Vlok, police and army representatives, Chamber of Mines and Anglo officials, the white mining union, NUM and Cosatu leaders met in response to the killing of white and black mineworkers demonstrated the gravity of the threat

The explosion of township violence in the second half of the year brought the problem back to the mines, but also confronted others

Numsa said strike plans in the metal industry and at Iscor plants were shelved because the township strife threw union organisation into chaos

The union joined the NUM — whose Xhosa-speaking members on Natal collieries fell victim to alleged Zulu attacks and fled home to Transkei and Ciskei — in meeting Iscor management to find a way to deal with violence

5/10/90

Cape Times, Friday

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Cosatu calls off October stayaway

JOHANNESBURG. — The Congress of South African Trade Unions (Cosatu) executive committee yesterday announced it had definitely called off its planned countrywide stayaway for October 8.

Mr Jay Naidoo, Cosatu's executive secretary, said the stayaway was cancelled because the signing of the Labour Relations Act (LRA) Minute had shown commitment by the state and the employers' body Saccola (SA Consultative Committee on Labour Affairs).

Mr Naidoo praised the signing of the Minute on September 13 between the government, Saccola, Nactu and Cosatu as a major, although interim, victory for the trade union movement in SA.

He warned, however, that the acid test would be whether the state would now translate the provisions of the LRA Minute into law.

"We remain prepared for mass action if dialogue and discussion break down," Mr Naidoo warned — Sapa

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5/10/90

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"We remain prepared for mass action if dialogue and discussion break down," Mr Naidoo warned. — Sapa

Numsa sit-in prompts firm to freeze talks

B10.24
5/10/90 MATTHEW CURTIN

BARLOW Rand subsidiary ATC yesterday suspended talks aimed at resolving an eight-week strike at its Brits plant after a group of 50 National Union of Metalworkers (Numsa) members staged a sit-in at the Barlows head office in Sandton yesterday

An ATC spokesman said the Numsa members occupied offices of Reunert, an ATC shareholder, at Barlows Park.

He said the action was a demonstration of bad faith by the union, which had undertaken to urge its members at ATC not to use "unprocedural action".

Numsa and ATC had arranged a meeting yesterday morning in the hope of resolving the dispute

He said the Numsa action also reflected "negatively" on Cosatu's undertaking not to use "disruptive tactics" to settle industrial relations matters.

A Numsa spokesman said yesterday the sit-in was called to highlight its campaign against ATC.

The union went on strike over the dismissal of three senior shop stewards from the Brits plant.

Numsa claims the three were victimised after the entire work force walked off the job when management refused to allow them to leave work early during unrest three months ago in Ga-Rankuwa

(152)

Cosatu plans one-week Bop stayaway protest

By DREW FORREST
THE Congress of SA Trade Unions is planning a one-week stayaway in Bophuthatswana, followed by sustained selective industrial action, in protest against the homeland's labour laws.

Cosatu regional secretary Donsie Khumalo also said the federation would seek a meeting with South Africa's Foreign Affairs Minister Pk Botha to demand that central government subsidies to

Bophuthatswana be stopped. Marches on the Department of Foreign Affairs in Pretoria were also planned.

Cosatu members nationwide would be asked to withdraw their savings from First National and Standard banks, in protest against the banks' refusal to deal with Cosatu unions in the homeland.

In terms of the Bophuthatswana Industrial Conciliation Act, only unions registered and with their head-offices in the

homeland may operate there. Many companies were refusing to deal with Cosatu unions on the grounds that they were "foreign", Khumalo said.

The Act also makes strikes more difficult than in South Africa — among other things, it gives the government a discretion to veto strike action. No Industrial Court is provided for.

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Council strikers return to work in Khayelitsha

W/M/12/90-10/11/91
By GLENDA DANIELS Cape Town

REFUSE workers in Khayelitsha went back to work this week after month-long strike action during which dirt had begun to infest the township

The strike began when 800 Lingulethu West town council workers went on strike after a colleague was shot by unknown assailants. Their demand was for a safe working environment.

The council offered police and army protection but workers refused and demanded that the town council and its clerk, Graham Lawrence, resign.

John Ernstzen, general secretary of the SA Municipal Workers' Union — which represents the strikers — said, "The workers see the cause of the violence as stemming directly from the black local authority which is rejected by the community."

He said Khayelitsha was a health hazard at present. It "was filthy, had a terrible stench, sewage blocked pipes and dirt piled up everywhere." But he stressed that the workers had no other way to air their grievances.

The Lingulethu West town council could not be reached for comment.

The workers decided to return to work to collect their wages for the festive season, although their demand for the resignation of the town council had not been met.

Commenting on the upsurge in public sector work stoppages this year Dale Forbes, general secretary of the independent Health Workers Union — which had three strikes at the Tygerberg Hospital this year — said it was "due to the reforms by the government giving workers a lot of confidence".

●Meanwhile, workers suspended after the House of Representatives strike are taking their case to court. They were charged under section 19 of the Public Service Act of 1984.

CHL
Times
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Kraaifontein workers strike

NOT WENTY-THREE
Kraaifontein supermarket workers have been on strike for five days in protest against a manager who used "abusive language", Mr Lesley Louw, spokesman for the Hotel, Liquor, Catering and Allied Workers' Union, said yesterday. The strikers had been given an 830am deadline yesterday to return to work, but had not yet been formally dismissed. The company was allegedly advertising vacancies at the Kraaifontein store. — Sapa

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Big clean-up after council strike ends

ARGUS
18/12/90
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By EDWARD MOLOINYANE
Staff Reporter

THE four-week-old strike by about 800 Lingeletu Town Council employees in Khayelitsha has ended and municipal services have resumed.

From yesterday most streets in the township were a hive of activity with scores of workers clearing piles of refuse.

The return to work was a sequel to a meeting between council officials and the South African Municipal Workers Union (Samwu) on Friday.

The Town Clerk, Mr Graham Lawrence, said none of the demands of the strikers had been met by the council and they returned unconditionally. It was "tragic" that employees were being "manipulated by people with political agendas".

Violent attacks

They went on strike about a month ago after violent attacks on councillors and council employees. They said attacks aimed at councillors were spreading to them and they called for the dissolution of the Lingeletu council.

The council responded by adopting a "no work, no pay" policy as municipal services ground to a halt.

Samwu indicated last week that the strikers were willing to compromise on the demand for the resignation of councillors "for the time being".

But they demanded payment for the duration of the strike and their year-end bonuses.

Mr Lawrence said the bonuses were not affected but employees would not be paid for the days they did not work.

1990 — Year of Triumph and Tears

Labour uproar

South 18/12/90 - 17/1/91
HEIGHTENED political expectations and uncertainty were reflected in an upsurge in industrial action

In response to the rapid pace of political events, the labour movement moved swiftly to ensure it would not be relegated to the role of observer

In addition to attempts to flesh out its alliance with the ANC and the SACP, Cosatu concentrated energy on formulating workers' demands for a new constitution as well as investigating economic options for a future South Africa

Long-held certainties gave way to new debates in the light of the fall of Eastern Europe

Violence cast a bleak shadow over a year which began with the Germiston massacre of Sats strikers

While the new political space meant unions could organise around new issues, they faced old spectres, not least the state of the economy

Almost everyone downed tools. From previously subservient homeland workforces to public servants, workers asserted their claims for a slice of the pie

By midyear economists were scrambling over one another to issue dire predictions as a strike wave peaked with more than 40 000 workers around the country downing tools

Dissatisfaction with wages were the trigger in most strikes, an increasing number of which were directed against small scale employers — a trend likely to continue next year

Industrial militancy was spearheaded by the recently-reunited South African Commercial, Catering and Allied Workers Union (Saccawu) and the Paper, Print, Wood and Allied Workers Union (Ppawu) which also, unsuccessfully, took on Barlow Rand subsidiary Nampak over centralised bargaining.

More than 3 000 members of Nactu affiliate the National Union of Wine Spirits and Allied Workers' Union downed tools in the first ever national strike by liquor industry workers — only to return to work without visible gains

Unprecedented

From prison warders to House of Representatives clerks, public servants joined unions and downed tools at an unprecedented rate

A hospital strike by the plucky independent union, the Health Workers' Union (HWU), saw the Cape Provincial Administration hospital services almost grind to a halt before the authorities made major concessions to the strikers

HWU blazed a trail that hospital employees elsewhere in the country were quick to follow

Flamboyant Cape Town municipal workers' leader Mr Sale Manie led



Numsa's Moses Mayekiso

Cape Town City Council workers on a strike which stunned the city

As garbage piled up in the streets, the city fathers were forced to acknowledge the key role council workers played in ensuring the smooth functioning of the city

A similar experience awaited other municipalities and, as the year drew to a close, Khayelitsha was crippled by strikers who downed tools to demand the

For trade unions, employers and the state, 1990 was a turbulent year in which the major actors on the labour front faced up to new and often bleak realities while coping with the shadow of old legacies. Political change also made an impact on labour in various ways, reports CHIARA CARTER:

resignation of the controversial Lingeletu West council

A new giant union was born with the formation of the South African Democratic Teachers' Union, the end product of three often painful years of unity talks between teacher bodies

Political changes saw union leaders juggling different caps as they assumed leadership positions in the ANC, SACP and PAC

The ANC's international labour wing, the South African Congress of Trade Unions (Sactu), bowed out its cadres began to trickle back into the country and into Cosatu affiliates

The Food and Allied Workers' Union (Fawu) entered the environmental arena with a fishing industry campaign which hit out against gill netters

Settle

The bitter three month long strike by more than 24 000 members of the South African Railway and Harbour Workers' Union ended with a victory for Sarhwa that spelt the end of craft unions on the railways

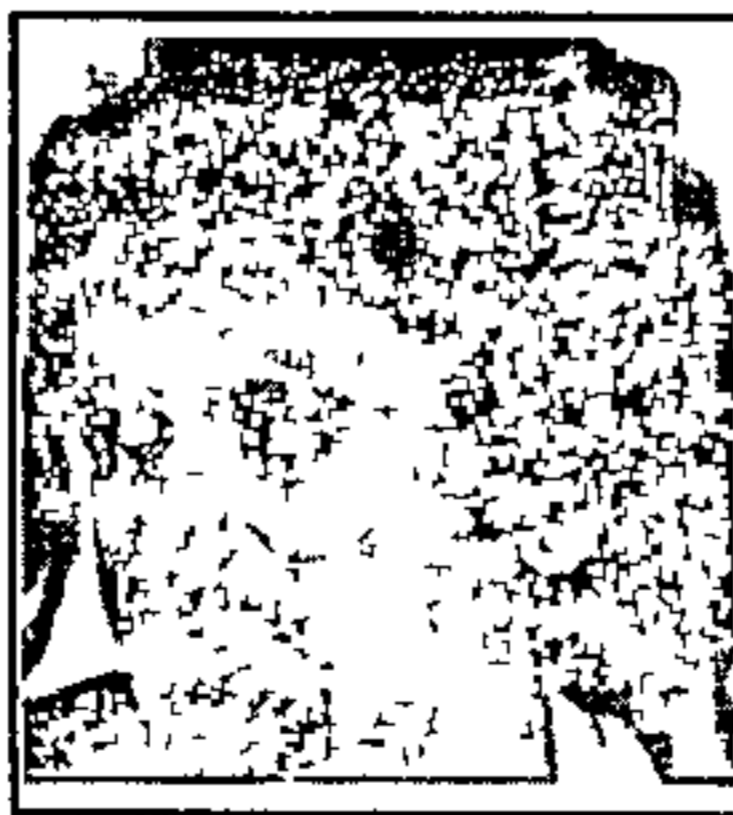
Despite hype about major strikes looming, Cosatu's big three — Num, Numsa and Sactwu settled with the Chamber of Mines, Scifsa and Cape clothing manufacturers without resorting to strike action

The spirit of negotiations teamed with the threat of mass militancy won the day when the major federations, employers and the state reached an eleventh hour agreement on labour legislation, staving

off a massive stayaway

The tripartite agreement, which acknowledged in principle the right of all workers to collective bargaining, included a draft amendment to the LRA, bringing to a close a two year battle against the controversial law

New labour laws drafted for Ciskei and Transkei met with a mixed response from unions



Cosatu's Jay Naidoo

Furious debate over the feasibility of a minimum wage law ended with an agreement to go back to the drawing board

The government's privatisation policy posed the threat that a future government might find its cupboards bare and unions geared up to block moves to sell the "family jewels"

Employer moves to smash centralised bargaining forums met with unions joining forces in an ongoing campaign against corporate giant Barlow Rand



MASS ACTION: Marches were widely used by workers to highlight their grievances

Five years after its formation, Cosatu restructured itself in an ongoing attempt to ensure greater cooperation between affiliates and organise largely untouched sectors like farmworkers

Unions deepened their work around parental rights, provident funds, housing and educational schemes

The South African Domestic Workers' Union continued to battle for legislative protection for domestic workers and an end to child labour

Many strikes were marred by bloody confrontations, often triggered by employers' use of scab labour

On the mines, white and black miners did battle — as did Xhosa and Zulu

In Natal and the Transvaal, Cosatu unions were seriously weakened by the ongoing violence

Realities

Unions like employers, were forced to face bleak realities as South Africa's economy showed little sign of revival

Factory closures, retrenchments and short time left many unions in a weak bargaining position and widened the gap between the employed and a growing army of jobless people

Specially hard hit were the mining, metal clothing and textile industries

Cosatu continued to be weak in the Western Cape despite changes in leadership and the presence of Sactwu

Nactu continued to be virtually non-existent in the Western Cape

Rifts and rivalries continued in the Public Servants' League but despite predictions that the PSL leadership was about to fall, the hierarchy endured

Another long-awaited split failed to materialise when delegates to Nactu's conference managed to set aside their political differences at least in the public gaze and reiterate the federation's non-aligned position

Little progress was made towards the formation of a single trade union federation

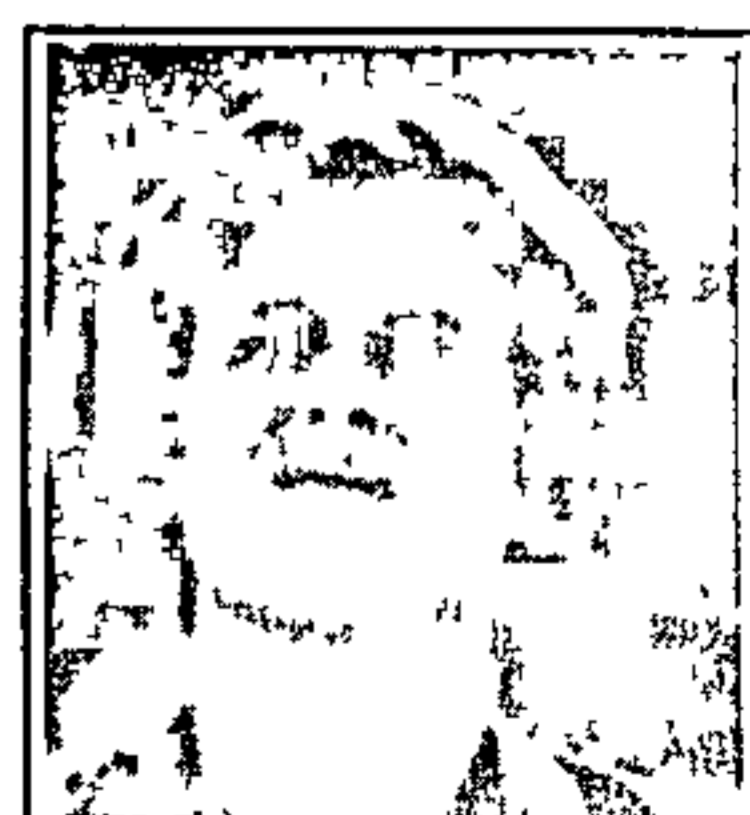
Political tensions in the Food and Allied Workers' Union made headlines when expelled workers and dismissed organisers in the union's Cape Town branch waged a "campaign for democracy" against what they claimed were Stalinist union bosses

Former general secretary Mr Jan Theron entered the fray with an article in the South African Labour Bulletin

Political tensions also surfaced in the newly reunited South African Commercial Catering and Allied Workers' Union

Arguably the most efficient union in the country, Numsa, had to weather a rebellion in its ranks when Mercedes Benz rebels in East London downed tools to protest against a central bargaining forum — a cornerstone of Numsa, and Cosatu, policy

In Cape Town the legacy of plant level



Jan Theron

bargaining surfaced in a range of wildcat strikes by Numsa members

The South African Clothing and Textile Workers' Union merger seemed to cement itself in the course of the year, with once bitter enemies finding common ground

Tentative moves were made towards forming a single union in the transport industry, and public sector unions drew still closer together

City Times

December 14 1990 3

Tramways drivers in work stoppage

Staff Reporter

ABOUT half the City Tramways bus drivers based at the Arrowgate depot stopped working yesterday when the Transport and Omnibus Workers' Union (Towu) and the company deadlocked over wage negotiations.

Union spokesman Mr Tino Clark said Tramways' highest wage offer was 14%, while the union's lowest demand was 22%.

He said there were also scattered stoppages at the Philippi depot.

A meeting will be held today at which the Transport and General Workers' Union will decide if it will join Towu in the work stoppage, said Mr Clark.

Yesterday afternoon City Tramways general manager Mr F E Mayoss said management had been informally told by Towu that some of the union's members were "engaged in some form of work stoppage".

"Until the company has been formally advised of the differences, we are not in a position to comment," Mr Mayoss said.

CAP TIPS 14/12/110
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Tough, mature bargaining

THE past year witnessed tough but increasingly mature wage bargaining, with trade unions sustaining average payroll increases of 17,4% and 19,5% on minimum rates.

Wage disputes accounted for nearly 66% of all strikes in 1990, demonstrating union resolve to press home pay demands

Wage demands tabled in 1990 had, on average, fallen "dramatically"

This did not imply reduced expected settlement levels, but indicated an increasing maturity among unions in the bargaining process

The University of Stellenbosch Bureau for Economic Research — assuming an inflation rate of 13,5% — predicted average, "somewhat optimistic", wage increases of 13,8% in 1991

The report said it took, on average, 80 days to settle wage disputes between the date of the initial demands

being tabled and final agreement

As a result, businesses were subjected to the uncertainty of disruption for nearly 25% of the trading year

Cosatu, having defined its "living wage" monetary terms, placed it in the region of R1 500 a month, arguing that the minimum acceptable level is R700 a month, R160 a week and R3,60 per hour

A critical facet of the wage bargaining process was being played out in the public sector, where unions had started playing an increasingly active role, the report said

Public sector workers' expectations had been raised by union intervention, but dashed by the official pay policy of curtailed expenditure

The government was expected to pay R19bn, or almost 25%, of the national budget to workers under its control — Sapa

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Cape Times

December 14 1990 .5

Suspension of warders to stand, court rules

Supreme Court Reporter

AN application by 10 Pollsmoor Prison warders — who went on strike for three days this year — to have their suspensions set aside was dismissed with costs in Supreme Court, Cape Town, yesterday.

Mr Acting-Justice G A Kühn, with Mr Justice P. Tebbutt concurring, found that the decision to suspend them had not been taken in bad faith.

The court also ordered Mr Raymond Joseph Jacobs and nine other warders, all members of the Police and Prisons Civil Rights Union (Pop-cru), to pay the costs of two counsel.

In their application the warders said the decision to suspend them was invalid because it was unreasonable.

● In a separate but related hearing, an application by 77 warders for orders reviewing, correcting and setting aside a decision by the Officer Commanding, Colonel J C Roberts, to hold a disciplinary inquiry in terms of the Prisons Act, was dismissed with costs.

Miss Justice L van den Heever and Mr Justice H C Nel presided, Mr F D J Brand SC, assisted by Mr Nick Treurnicht, instructed by the state attorney, appeared for the Prisons Department. Mr Les Rose-Innes, instructed by E Moosa and Associates, appeared for the warders.

CAT-CAF 14/12/90 152

Strike action trebles

STRIKE action placed unprecedented pressure on the domestic economy in the first half of this year, almost trebling on 1989 levels and leaving over four million mandays lost by the year's end.

Commenting on the pattern of strike action in 1990, labour relations consultants Andrew Levy, Johan Piron and Associates said political instability and economic pressure remained the chief causes of intensified worker militancy

Strikes in the public sector increased dramatically, with the proportion of mandays lost between this and the private sector increasing by a factor of 23% on 1989 figures

The consultancy's 1990/1 draft annual report said there continued to be a strong correlation between increased strike activity and growth in union membership

Smaller employers, with fewer than 200 employees, were increasingly targeted for trade union organisation as unions had successfully organised most of the larger concerns

The potential for industrial action grew in the smaller sectors where employers had less expertise, experience and less tolerance in the industrial relations field

Strikes involving firms with less than 200 employees represented just under 40% of all industrial action in 1990, compared to just under 32% in 1989

The year also saw an exceptionally high level of intimidation and violence accompanying strike action, with violence frequently being triggered by the employer's use of "scab" labour

Demonstrations at employers' head offices — like the OK Bazaars and Cape Town City Council strikes — and sit-ins to arouse public sympathy for strikers also became a feature

Wages remained the single most important strike trigger during the year, accounting for 66% of all mandays lost. This was followed by "other" (16,6%) and disputes over grievance and disciplinary issues at 11,8%

The "other" categories grew on 1989 statistics due to procedural strikes at the Mercedes-Benz plant in East London and the countrywide Nampak strike

Disruptions on the scale of the Mercedes-Benz, Volkswagen and JCI Lebowa Platinum Mines had led the University of Stellenbosch Bureau of Economic Research warning that uncontrolled "labour unrest" could "surpass sanctions as the greatest destroyer of the SA economy"

Applications for interdicts against strikers by employers had declined and, where used, had been used with greater circumspection and to achieve a specific strategic objective, the draft report said — Sapa

Radicals urge strike over wage issue

MATTHEW CURTIN

CONGRESS Militant, the journal of the Marxist Workers Tendency (MWT), a group of radical intellectuals, has lambasted leading Cosatu affiliates, the SA Clothing and Textile Workers' Union and the National Union of Metalworkers, for abandoning socialism.

The MWT called for a national strike by workers in support of a demand for a R200 minimum weekly wage for a 40-hour week

The publication last week cited both Karl Marx and Leon Trotsky in its argument that a national minimum wage was vital "to guard the proletariat

from decay, demoralisation and ruin".

The group's demands come after a year of vigorous debate within Cosatu over the issue, during which both Sactwu and Numsa have argued that such a standard would be both impractical and economically dangerous. The unions have argued for industry minimum wages

The MWT accused Sactwu of reconciling "workers' demands with bosses' interests" rather than conducting "an irreconcilable struggle for the product of workers' labour".

The ANC has said the group,

which claims to be part of the ANC, was expelled from its ranks in 1985 and its views do not represent those of the ANC

The MWT last surfaced in May this year when, purporting to represent the ANC, Cosatu and the Transport and General Workers' Union (TGWU), it launched a pamphlet campaign calling on Putco workers to strike and commuters to boycott buses

TGWU information officer Kally Forrest said the MWT, in trying to hijack the union's campaign over depot closures and retrenchments, was throwing workers and commuters into confusion

14/12/85
13/10/85

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Citrus workers' strike victory

By DREW FORREST (152)

WHAT is believed to be South Africa's longest-ever farm strike, by 1 200 workers at the state-owned Zebediela Citrus Estate near Pietersburg, has ended in a breakthrough for the workers and their union.

Nactu's National Union of Farmworkers (NUF), probably the most active farm union in the country, said the four-month strike was settled last week with management agreeing to recognise the NUF and granting a R30-a-month interim increase.

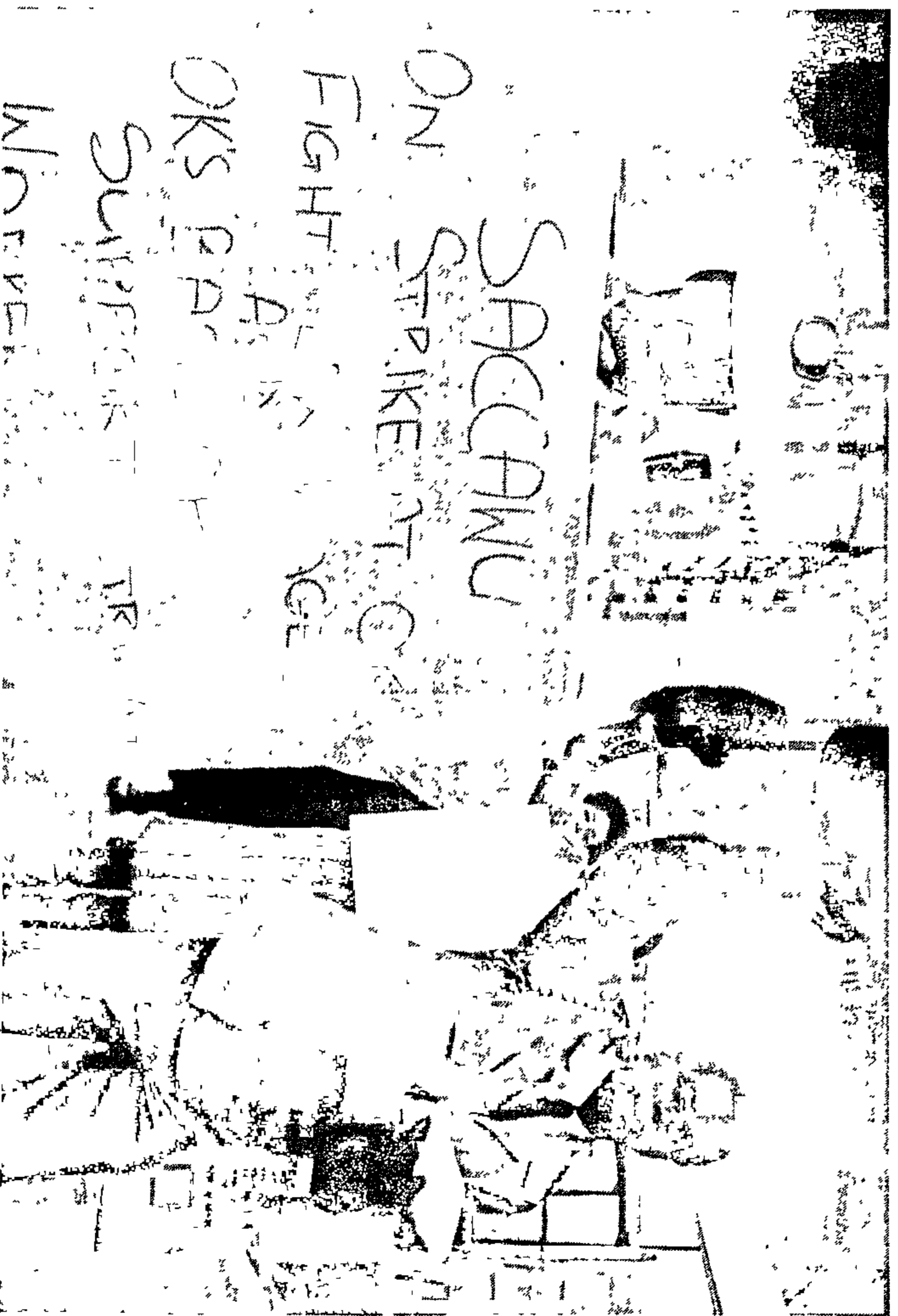
NUF organiser Moses Mphahlele said pay and recognition talks would start early next year and be concluded by February 23, failing which a mediator would intervene.

He said the company had also agreed to reinstate the 1 200 dismissed strikers, and that the case of 11 workers fired during a strike last year was under negotiation. Workers would receive their full December salary and annual bonus.

The company's climb-down may be linked to broader state moves to legislate rights for farmworkers. The need for a new dispensation was agreed in the state-employer-union "minute" on the Labour Relations Act and the issue is currently under National Manpower Commission investigation. *W/Mail 14/12-19/12/90*

During the strike, Nactu made much play of President FW de Klerk's links with the company, as a trustee of the SA Development Trust, which owns the estate land. Overseas publicity — the City of London branch of the Anti-Apartheid Movement mounted a picket outside South Africa House — may also have played a role.

In a recent tour of the estate, management conceded that the strike had cost the company millions of rand.



The SA Commercial, Catering and Allied Workers Union accounted for half-a-million lost man-days this year as a result of strike action

By DREW FORREST
 FOUR MILLION man-days were lost this year as a consequence of strike action — a massive 25 percent increase over 1989

This emerges from the annual labour relations survey of consultants Andrew Levy and Associates, which quotes Stellenbosch University's Bureau for Economic Research as warning that "labour unrest could surpass sanctions as the greatest destroyer of the South African economy"

The survey singles out as reasons for the strike surge political instability, economic pressure and union growth. In the last three years, it shows, produc-

tion lost through strikes has more than doubled

Wages remain the key trigger, accounting for 66 percent of man-days lost this year. No less than 64 percent of all wage negotiations entailed some form of industrial action

Also highlighted is a dramatic shift in strike incidence to the public sector

State sector strikes, mainly in hospitals, schools and municipalities, accounted for 24,8 percent of man-days

Labour unrest emerges as one of the great destroyers of SA's economy

A further highly significant feature is intensified strike activity in small businesses, reflecting a new focus of the unions, which have wrapped up most major firms. Forty percent of strikes this year have been in businesses with 200 or fewer workers

Accounting for the most lost man-days — half-a-million — was the SA Commercial, Catering and Allied Workers Union, involved in an unprecedented strike wave in major retail and wholesale chains. It is followed by Cosatu's metal and paper affiliates.

Of the strikes, only 11 percent lasted 10 days or more — but of these, 40 percent extended beyond 30 days. This, the survey says, can be traced to the determination of some employers — notably OK Bazaars, Southern Sun and Nampak — to ride out the strike "with little or no attempt to negotiate a settlement"

lost, as against 1,8 percent last year

The survey traces this to a major union recruiting drive in the sector, raising worker expectations, against the background of government pay restraint.

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Losses from strikes soar ⁽¹⁵²⁾

By Michael Chester

The economic losses caused by strikes and stayaways in labour unrest over the past 12 months have soared to R3 billion, according to estimates revealed in Johannesburg yesterday

Department of Finance director-general Gerhard Croeser said the toll had been assessed by a panel of economists probing the overall cost of work stoppages this year

He revealed the estimates at a symposium held by the Centre for Policy Studies at Wits University and the Konrad Adenauer Foundation to review the

options of the economic systems open to South Africa

Mr Croeser said the R3 billion was equal to the entire special allocation of funds set aside by the Government for socio-economic development earlier in the year

South Africa was already burdened with a dismal record of productivity

"Matters are not helped by continual mischievous work disruptions. The new labour aristocracy that seems to be emerging may be doing very well for itself — but very little for the multitudes that are

being priced out of jobs"

Mr Croeser said the whole pace of redressing imbalances depended on economic affordability and the vital need for faster economic growth

The Government was already pursuing an economic restructuring programme to exploit potential fully and to create more income and more jobs

Already 40 percent of the national budget was designated to welfare spending

It was also intended to plough back all revenue collected from the proposed new VAT tax on foodstuffs

13/12/90
S

21: 21

Strike disrupts essential hospital services

Own Correspondent

Essential services were paralysed yesterday when about 700 black staff at the Boksburg/Benoni Hospital went on strike.

General workers at the hospital downed tools because of alleged discrimination against them by hospital authorities.

The workers said they would resume work only after Minis-

ter of Health and Population Registration Dr Rina Venter had addressed them.

The superintendent of the hospital, Dr L Kaplan, said essential services had been disrupted.

A spokesman for the strikers said the action was justified because management had not acceded to earlier demands — made in April — including one that staff should use a common dining hall.

The workers also claimed that

- Discrimination based on race was practised at the hospital
- Job rotation was not implemented as promised, and black workers were not allowed to work in the white section
- Certain "white" wards were not in use while "black" wards were over-crowded

Dr Kaplan denied the allegations.

700 workers on strike at Reef hospital

Sowetan 13/12/90

ESSENTIAL services were paralysed yesterday when about 700 black staff at Boksburg-Benoni Hospital went on strike.

The workers downed tools because of alleged discrimination against them by hospital authorities.

Those on strike are general workers normally classified as labourers, porters, drivers, assistant nurses and clerks.

The workers have vowed they will resume work only after Minister of Health and Population Registration Dr Rina Venter had addressed them.

The strike follows a

By **IKE MOTSAPI**
and **GRACE RAPHOLO**

week-long defiance campaign by workers who invaded the whites-only dining hall.

The superintendent of the hospital, Dr L Kaplan, said essential services had been disrupted as a result of the strike.

He said patients had to wait in long queues to be attended to. Wards were not cleaned and a skeleton staff had to help with issuing out cards to patients.

A spokesman for the strikers said the action was justified because management did not want to accede to earlier

demands made in April.

One of the demands was that all staff should use a common dining hall. "This was refused," he said

The workers also claimed that:

- * Discrimination based on race was practiced at the hospital;

- * Job rotation was not implemented as promised. Black workers were not allowed to work at the white section;

- * Certain wards were not in use in the white section while wards in the black section were overcrowded;

- * There were still toilets reserved for white employees only.

Kaplan denied the allegations.

More strikes expected by whites, says expert

By SHARON SOROUR
Labour Reporter

AR661 (152) 15/12/90
INDUSTRIAL disputes are expected to continue, and even increase, in the new year with employers facing strikes by black as well as white employees, says industrial relations consultant Mr Brian Alan

Identifying critical issues concerning strike action in 1991 at an industrial relations seminar in Johannesburg, Mr Alan said while employers accepted that striking was "the preserve" of black employees, recent indications were that white employees were now influenced by the same frustrations and insecurities.

"A strike by white employees will certainly prove a traumatic experience for the average South African employer, who has, up to now, taken for granted that a white skin automatically means loyalty to the employer," he said.

Employers would have to handle a strike by white employees in the same way as one by black employees. This could mean alienating workers whose skills were at a premium.

The two major factors behind union growth and increased worker militancy in 1990 — political instability and economic pressure — were expected to continue, and even escalate, next year.

"Inflation is showing an increasing upward trend and the political manoeuvring around the new constitutional structures is only now beginning. We can expect to experience much the same pattern of strike action in 1991 as we did this year and another record year as regards man days lost.

"If the current conditions continue to prevail, both the number of strikes and the number of man days lost as a consequence could well increase," he said.

Unions had successfully organised at the majority of the larger employers and were focusing on those employing fewer than 200 potential union members.

Mr Alan said there was no doubt that trade unions would put Cosatu's Workers' Charter to the test — it advocated the absolute right to strike.

"An employer who elects to take drastic action such as dismissal against strikers will be flying in the face of a prevailing ideology."

He could expect to be challenged "with every source of power available to the other side".

While this might be regarded as negative or emotive, Mr Alan pointed out that through the political turmoil of 1990 unions stuck to the role of negotiators of improved working conditions and had not been sucked into the maelstrom of political action.

About 71 percent of all strikes this year were linked to wages. If the inflation rate and recessionary trends continued, wages would continue to be the main strike trigger in 1991.

The demarcation and definition of bargaining units was becoming more contentious too. Employers could expect an increase in disputes concerning the recognition rights of unions which enjoyed majority support in the workplace.

Mr Alan predicted that retrenchments — already high — would increase in early 1991.

Strikers receive ultimatum

13/12/90 (13) (12)
ABOUT 15 workers at a chemical company in Paarden Eiland have been given an ultimatum to return to work by 8am today after they went on an "illegal" strike yesterday morning

A spokesman for the SA Chemical Workers' Union, Mr Peter Roman, said the workers went on strike over a demand for an R80-a-week across-the-board wage increase

A spokesman for Albion Chemicals, Mr Sam Druck, said the company had offered the workers a 20,5% wage increase — Sapa

Power cuts loom for thousands

Star 2/10/90



By Therese Anders,
Highveld Bureau

As the rent and services boycott continues in 27 Transvaal townships, many thousands of people face power cut-offs this week.

Cash-strapped town councils now owe Eskom R70 million, an increase of R47 million since the Government cut bridging finance on September 1.

The Transvaal Provincial Administration (TPA) reports that after recent agreements, service payments in Soweto and in the Eastern Transvaal have improved.

However, the situation has deteriorated on the East Rand, and more towns have joined the boycott in the Western Transvaal.

Last week Civic Associations of the Southern Transvaal president Moses Mayekiso announced the boycott would con-

tinue until a number of demands had been met, including the scrapping of discriminatory laws and the system of local government

The organisation later said the boycott in Soweto was off.

Carolina's Conservative Party-led council, which cut electricity, water and sewerage services to Silobela township several weeks ago, has warned it will cut services again today.

Flat rate

Vosloorus residents, who are already having their power cut for up to six hours a day, have until Thursday to pay up

Unless accounts are paid, the Pretoria City Council will cut power to a number of townships, including Mamelodi and Atteridgeville, on Friday.

In many Eastern Transvaal townships, residents are paying a flat rate for rent and ser-

vices that is well below the amount needed to cover the ratepayer's true electricity and water consumption charges

This still leaves black local authorities with big bulk-supply accounts that they cannot pay.

The TPA, therefore, is allowing councils to apply for funds earmarked by regional services councils for township capital projects

Eskom communication manager Johan du Plessis said the electricity giant viewed the boycott in a serious light.

"But we are not anxious about it because we are negotiating .. rather than switching towns off."

He said the fact that people were starting to pay meant they felt they could "pull this thing through".

He stressed Eskom would not consider writing off any of the R70 million debt

ANC intervenes in Capegas labour dispute

ANC
8/10/90
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By SHARON SOROUR, Labour Reporter

THE African National Congress has stepped into an industrial dispute at gas manufacturer Capegas, urging the management to end the lockout of more than 70 workers

In a statement handed to the company at the weekend the Woodstock branch of the ANC called on Capegas to recognise the Chemical Workers' Industrial Union and to negotiate.

The ANC said the management's "provocative" action of locking out the workers and calling in the police "to harass and arrest workers" showed they were "determined to obstruct the struggle of the workers to achieve their basic human rights".

The ANC called on the community and workers in the area to join in a protest march this week to support the workers.

Capegas locked out 73 union members on September 17 — one hour before they were due to go on strike.

The organisation supported the workers' demand for R4 an hour and said higher wages were paid in comparable sectors.

'MISUNDERSTANDING'

But company spokesman Mr B Straughan disputed ANC claims, saying there were "several misunderstandings and errors" in the organisation's memorandum.

He said "Shift workers at Capegas earn R4,29 an hour, more than the figure quoted by the ANC. The company tried to get the recognition agreement concluded, but the union broke off negotiations and insisted we go into wage negotiations before concluding the agreement."

Union regional organiser Mr Colin Rani said communication between the company and the union had broken down and a stalemate had developed.

Wage negotiations deadlocked with the company offering a 21 percent across-the-board increase, with the union demanding a 39 percent increase.

"The company's wage offer is final — the ball is in their court," Mr Straughan said.

Cont. from 6/10/90
130 fired after strike

PRETORIA. — Nampak Paper at Rosslyn near Pretoria yesterday dismissed 130 workers for ignoring an ultimatum to return to work after a five-day "illegal" strike.

Nampak said yesterday the origin of the strike, which it said was unrelated to the countrywide Nampak strike about central bargaining, dated back to an unlawful stayaway by members of the Printing, Paper Wood and Allied Workers' Union (Ppwawu) on September 5 and 6 last year. — Sapa

The year's five worst disputes

W/Mon 20/12/90-10/1/91.

●**THE RAILWAYS STRIKE**
(25 000 workers, wages and union recognition). The bloodiest dispute since the "Rand Rebellion", this led to the recognition of the SA Railway and Harbour Workers' Union, heralding the dawn of a new labour regime in Transnet. (152)

●**THE MERCEDES BENZ SIT-IN** (500 workers' withdrawal from the auto industry's negotiating forum) A rebellion against union policy which sparked company disinvestment threats, this was perhaps the key dispute of the year. It underscored the risk of leadership-shopfloor estrangement as unions grow in size and sophistication, and of a "labour aristocracy" of the stronger and better-paid Hinting at the complexities of post-apartheid labour relations, the strike also saw Cosatu, the African National Congress and the SA Communist Party line up with management in urging an end to the protest.

●**OK BAZAARS STRIKE**
(7 000 workers' wages) A "draw", this long and acrimonious strike was one of a wave in commerce and catering, suggesting union moves towards co-ordinated action

The arrest of hundreds of strikers highlighted the legal uncertainty surrounding strike pickets.

●**NAMPAK STRIKE** (3 800 workers demanding central bargaining) Routed in a severe setback for Cosatu's Barlow Rand campaign, this highlighted both the uphill haul facing the unions on central bargaining and stiffening management attitudes on unprocedural strikes

●**TRANSVAAL AND WESTERN CAPE HOSPITAL STRIKES** (up to 18 000 in Transvaal and 7 000 in the Cape: wages and union recognition). Leading to the *de facto* recognition of Cosatu's public service affiliate and the Health Workers' Union, these were a vital spur to talks on a new state

STRIKE

South 4/10 - 10/10/90

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SPREADS

THE countrywide strike by 3600 workers at 28 Nampak plants continued this week despite mass dismissals.

The workers, from plants throughout the country, have downed tools in support of centralised bargaining

Among the strikers are about 350 workers from

three plants in the Western Cape, as well as workers from two plants in the Eastern Cape and four in Natal.

The company has not responded uniformly at all the plants, and some unionists view this as an attempt to fragment the strike

Four hundred workers were dismissed at three Transvaal plants, while all

the strikers at Nampak Recycling in Cape Town have been dismissed

Strikers at Nampak Corrugated plants in Epping and Paarl have been interdicted from entering company premises.

Already the nationwide strike is having a ripple effect. This week Transport and General Workers' Union members refused to transport Nampak products, while workers at Kohler pressured management into agreeing not to use Nampak paper. Workers at JS Packaging in Port Elizabeth this week refused to handle Nampak products.

Tensions between the Ppwawu and management have been inflamed by the discovery that union meetings were bugged at two Nampak factories, ongoing strike action at Nampak Rosslyn and an ongoing strike over dismissals at Printpak Gravure.

The company is demanding that the union ends the dispute and agrees to plant-level bargaining in return for an undertaking to look at reinstatement and the opening of discussions about centralised bargaining.

A Nampak spokesperson confirmed that the strike had affected 25 of the company's plants.

Failure to heed ultimatums to cease illegal strike action resulted in the dismissal of workers at six plants, the spokesperson said.

"The dismissals came after repeated written requests to the union to intervene and facilitate a return to work by its members at these businesses. These requests were ignored entirely."

WORKER CO-ORDINATOR

(POST)

Montagu and Ashton (MACS), a dynamic and dynamic community development, is awaiting approval vacancy that offices.

are fieldworkers range of needs in our families of Montagu and inter alia: adult development; community development; training.

are now looking for an ambitious, bilingual person (it will be an advantage); 30 years old, who has an equivalent qualification, at least 3 years experience in a development environment in a senior capacity. We will also offer strong leadership and managerial

inter alia be responsible for the co-ordinating of field-work programmes and the presentation and worker's training.

are offering ongoing formal and informal on-the-job training, a remuneration package, attractive career prospects and training opportunities.

are applications, including a detailed Curriculum Vitae, should be sent to the General Secretary, MAG, PO Box 365, Montagu 6115 to reach us by no later than 12 October 1990. For more information about this excellent opportunity, call (0234) 41175 between 09:00 and 13:00.



Strike-hit Nampak 'booms'

8/10/90
NAMPK's strike-hit Rosslyn paper mill broke productivity records in September despite the six-week absence of its shop-floor workforce, Nampak industrial relations director Tony Mercer said at the weekend.

He said strike action by 136 Ppwawu members had improved the Rosslyn plant's performance.

But he admitted Ppwawu's strike action at 28 other Nampak plants over demands for centralised bargaining was affecting production although the exact cost was difficult to quantify.

Disputes

Rosslyn GM Peter Hartley said on Friday paper production reached 4 780 tons in September, 150 tons more than the previous record.

He said the company on Friday dismissed striking workers, who downed tools on August 30 after protracted disputes at the plant going back to March last year. The workers failed to meet a return-to-work deadline.

Rosslyn management was discussing a 37% reduction in shopfloor staff, he said.

Union national organiser Rob Rees said last week he was sceptical about company claims of increased production. To train unskilled staff to perform skilled workers'

MATTHEW CURTIN

tasks in six weeks and so maintain production would be difficult.

Hartley said production was able to run smoothly because the company, faced with frequent industrial action over the years, had perfected contingency plans.

Administrative and engineering staff were drafted to the shopfloor and staff maximised the use of automated machinery. The company had hired only six extra temporary workers.

On Friday Nampak Tissue said it would cancel and suspend workers' benefits of 250 Ppwawu members on strike for 10 days at its Pretoria plant unless they returned to work today.

Ppwawu has said almost 500 workers have been dismissed during the strike and Nampak has served several court orders prohibiting strikers from company premises unless they intend to resume work.

Nampak has insisted that the industrial action, in breach of plant-level recognition agreements, must end before it will negotiate with Ppwawu, although plant-level bargaining over wages and conditions remained non-negotiable.

Mercer said Ppwawu's suggestion of mediation to find a solution to its demands for centralised collective bargaining at Nampak was inappropriate.

Cont. Times 20/11/90

Stoppages bug Mossgas operation

CONSTRUCTION at the Mossgas refinery near Mossel Bay has been interrupted by sporadic work stoppages since Tuesday, management and the union have confirmed

Up to 1 450 members of the National Union of Metalworkers of South Africa joined the "protests" over the implementation of an agreement with the construction firm Babcock Triplejay, a union official claimed.

This is the third major industrial dispute to disrupt work at the giant oil-from-gas project since January

A Mossgas spokesman said yesterday that workers had had trouble interpreting new computerised payslips — Sapa

8721 30/11/90 (152)

White signalmen strike

By Shareen Singh

About 500 white workers from Transnet's telecommunications and signals department in Natal yesterday went on an illegal strike affecting thousands of commuters, the Artisan Staff Association said.

A spokesman for the 15 000-strong association, Christo van Heerden, said the workers began a 24-hour strike yesterday morning to support their demand for market-related salaries.

Transnet said due to advances in the electronics field, it had to embark on a rationalisation exercise of changing the existing artisan personnel

structure to a technological personnel structure.

Management had sidestepped market-related salary adjustments, Mr van Heerden said.

This had prompted a spontaneous protest in Natal and staff in other regions could start similar action.

Transnet spokesman Johan Hugo said 70 workers in Durban had staged a "short sit-in" which had had no effect at all on commuter services.

He denied management was backtracking on salary adjustments, saying negotiations were in progress.

A meeting between the parties was scheduled for December 5, Mr Hugo said.

Surge in man-days lost to strikes

STRIKE action cost SA businesses about 4-million man-days this year compared with 3,09-million in 1989, say estimated figures supplied by industrial relations consultants Andrew Levy & Associates.

The retail sector was worst hit by labour disputes, followed by metal and manufacturing, printing, and clothing and textiles, according to Andrew Levy & Associates researcher Jackie Kelly.

State sectors — including schools and hospitals — featured quite highly for the first time this year, she said.

A new trend this year was the large number of strikes affecting fewer than 200 workers, indicating the movement of unions into smaller companies.

Strikes in the smaller companies tended to be over union recognition, said Kelly.

The main reason for strike action, however, was wage issues, which contributed about 66% of the man-days lost.

In terms of the length of strikes, 70% lasted from one to four days, while 11% lasted longer than 10 days

Day 4/12/90

MARCIA KLEIN

Of the 11%, 40% lasted longer than 30 days, including Mercedes (38 days), Mondl (41), Sappi (35), Lion Match (35), Nampak (50), OK (35) and Clba-Geigy (78), said Andrew Levy & Associates.

Director Brian Allen said this was a record year for strike action, and figures did not adequately reflect the effect of strikes on businesses, as only the episode itself was monitored without taking into account go-slows, work to rule, overtime bans and general lack of co-operation.

Severe

There was usually a build-up which affected the business and a loss of productivity again when the strike was over.

Negotiated increases had averaged about 17% which was "not an overboard increase", Allen said. With an even tighter economy next year, he said most disputes would probably be triggered by wage-related issues, followed by retrenchments,

dismissals and discipline, unresolved grievances and recognition-type disputes.

Selfsa industrial relations division manager Patrick Shortt said a strike lasting only one week might have a severe effect on a company's ability to be profitable.

He said some companies might lose future orders and contracts or face stringent penalty clauses due to their inability to perform during a strike. Because of the resulting loss of business, a company might have to retrench employees.

At times striking employees returned to work on condition that certain issues were discussed which resulted in management time being directed away from its primary function, Shortt said.

Mercedes estimated that the stoppage at its plant cost R500m with about R13,5m being lost each day, while work stoppages at Volkswagen's Uitenhage plant over three years cost the company "millions". Samancor's two-week strike by 2 000 metal workers led to production losses of about 4 000 tons of ferrochrome.

Police end lock-in by Clicks strikers

MATTHEW CURTIN

STRIKE action by several hundred workers at 15 Clicks stores in and around Johannesburg yesterday ended in 101 arrests after police and army units intervened to disperse workers who had barricaded themselves inside the shops. (152)

Federal Council of Retail and Allied Workers (Fedcrow) general secretary Nat Kettlele said yesterday management had overreacted to sympathy strike action called after the alleged unfair dismissal of Commissioner Street branch shop stewards last week.

Sapa reports police used force several times yesterday to free shoppers and staff.

Witwatersrand police liaison officer Capt Eugene Opperman said objects were packed against the doors, commodities were thrown off shelves and some strikers opened fire-hoses.

Strikers ignored calls by the police to open the doors and free employees held against their will, he said, and teargas was fired in some cases.

Clicks group MD Trevor Honeysett told Business Day yesterday management dismissed about 300 strikers.

He said Clicks had followed a conciliatory approach in the run-up to yesterday's actions by Fedcrow strikers. Management had had no option but to call in the police.

Two weeks of negotiations with Fedcrow had reached deadlock and he alleged it had refused to countenance Independent Mediation Services intervention.

Kettlele said management had allowed insufficient time for negotiations with union officials before calling the police.

Out of court talks to end strike dispute

Cape Times 5/12/90
Supreme Court Reporter

NEGOTIATIONS are taking place to settle out of court a dispute between the Lingeletu West Town Council and striking workers, the Supreme Court heard yesterday.

This was said by Mr Milton Seligson SC, for the town council, in an application against the SA Municipal Workers' Union, the Industrial Council for the Local Authority Undertaking in the Cape, Mr Herbert Madalane and several other people.

Mr Seligson told the court the union's attorneys had asked in a letter for a postponement until tomorrow, because negotiations were under way to settle the dispute out of court.

The town council agreed to the postponement because it was important that negotiations went ahead for the provision of essential services to Khayelitsha residents, he said.

Mr Justice I. Rose-Innes presided. Mr Seligson, assisted by Mr Paul Hoffman and instructed by Silberbauers, appeared for the Lingeletu West Town Council. Mr Joel Krige, instructed by Ngcuka and Matana, appeared for the union and the workers.

Arrests after strikers barricade 15 stores

Own Correspondent
JOHANNESBURG —
Strike action by several hundred workers at 15 Clicks stores in and around this city yesterday ended in 101 arrests, after police and army units intervened to disperse workers who had barricaded themselves inside the shops.

Sapa reports police used force several times yesterday to free shoppers and staff held against their will in the stores.

A police spokesman said strikers ignored calls by the police to open the doors and free employees held against their will.

Police had no choice but to force the doors open and to free the victims, he said. Teargas was used in some cases.

A police spokesman said objects were packed against the doors on the inside of the stores, commodities were thrown off shelves and damaged, and some stores were flooded when the strikers opened fire hoses.

Barricades

Clicks group managing director Mr Trevor Honeysett said yesterday management dismissed about 300 strikers.

When strikers, members of the Federal Council of Retail and Allied Workers (Fedcraw), began intimidating customers and setting up barricades yesterday, management called the police, he said.

He said two weeks of negotiations with the union had reached deadlock and he alleged the union had refused to mediate.

Fedcraw general secretary Mr Nat Kettlele said yesterday Clicks management had "overreacted" to what was sympathy strike action, called after the alleged unfair dismissal of shop stewards at the Commissioner Street branch last week.

101 strikers at Clicks stores held

152
SOWETAN
5/12/90

POLICE have arrested 101 striking workers at Clicks Stores following the dismissal of more than 300 employees at 15 outlets yesterday

Witwatersrand police spokesman Captain Eugene Opperman said police had to use force to "free persons held against their will" at several stores in Johannesburg and surrounding suburbs.

He said police used tearsmoke in an attempt to "flush out" strikers hiding in stores

"None of the persons detained by the strikers were injured when police took action to free them," Opperman said

Those arrested would face charges "including kidnapping, intimidation, assault and malicious damage to property," he said.

Workers at Killarney claimed yesterday that police used dogs to break up a sit-in by more than 50 employees who were protesting against "unfair dismissals"

At the Jeppe and Commissioner streets stores,

By MATSHUBE
MFOLOE

workers claimed they were warned by police to leave the premises

A spokesman for the Federal Council of Retail and Allied Workers Union, Mr Nat Kettlele, said a number of people were arrested

He said the strike was sparked by Clicks management's refusal to listen to workers' grievances.

Managing director of Clicks Stores Limited Mr Trevor Honneysett said the dismissals had come after staff had gone on an illegal strike and barricaded themselves in the stores

He said police arrived at the affected stores in response to reports from the public.

"We did not call them," he added

Honneysett said the strike and dismissals were the result of two weeks of unsuccessful negotiation with Fedcrow.

He said there was a dispute over pending disciplinary action against three union members

By Monica Nicolson and Sapa

Police arrested 101 strikers employed by Clicks when they clashed with police, management, customers and other workers in 15 stores in Johannesburg and surrounding areas yesterday.

Police liaison officer Captain Eugene Opperman said several employees of Clicks, who belonged to the Fedcrow union, had intimidated and assaulted

Police arrest Clicks strikers

Star 5/12/90
workers who had refused to take part in the strike

Some workers were kept in the store against their will

In some instances, customers were forcibly removed from the stores by the strikers

Captain Opperman said the strikers locked some of the doors

Large objects were packed

against the doors from the inside and commodities thrown off the shelves and damaged

Some stores were flooded when the strikers opened fire-hoses

Police forced the doors open and freed the victims

They fired teargas in an attempt to flush out strikers

Clicks branches affected in-

cluded those in Randburg and Killarney

Charges ranging from kidnapping, intimidation, assault and malicious damage to property were being investigated against those arrested

Clicks management yesterday announced that 300 employees allegedly involved in the strike action had been fired

A union spokesman said Fedcrow was holding a meeting to decide further steps

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1ST JANUARY TO 31ST DECEMBER 1987

ANNUAL REPORT TO SENATE FOR THE PERIOD

FACULTY OF COMMERCE

UNIVERSITY OF CAPE TOWN

Clicks: New twist

^{Honeysett 6/12/90}
CLICKS stores yesterday brought an urgent Supreme Court interdict against the 300 workers it dismissed on Tuesday.

The workers barricaded several Johannesburg stores and refused to allow anyone in or out.

Police were called in and strikers were dispersed with teargas.

A total of 101 were arrested, according to police spokesman Eugene Opperman.

Yesterday, general secretary of the Federal Council of Commercial Retail and Allied Workers, Mr Nat Kettlele, described the interdict as undemocratic.

Workers would not be able to protest any actions taken against them by management in any way whatsoever, he said.

But Clicks managing director Trevor Honeysett said the interdict was aimed at protecting their customers and workers who did not wish to go on strike.

STRIKES ^{11/12/12-13/12/90}
WORK IN PROGRESS monitored 34 dis-
putes involving some 86 680 workers in the
period between September 21 and October
24 Of these, 26 were strikes, two work stop-
pages, three sit-ins, two lock-outs and one a
demonstration (152)

Twenty-eight percent were triggered by
wages, 19 percent by dismissals, 15 percent
by demands for trade union recognition, SIX

CAPT 7/12/15

152

Talks deadlocked

Negotiations to end Khayelitsha strike break down

By CHRIS BATEMAN

THE ANC yesterday declared that it was going "back to the trenches" in Khayelitsha after month-long talks with the Cape Provincial Administration had ended in stalemate.

The talks were aimed at resolving the township's municipal work stoppage.

"For us it's back to the trenches — it's as simple as that," said Mr Butelani Ngcuka, ANC regional executive member and legal adviser during the talks.

He said this meant that the ANC campaign to get the controversial Lingelethu West Town Council to resign would be intensified.

The ANC and the SA Municipal Workers' Union (Samwu) maintain that the continued existence of the council, eight of whose members have appeared in court in connection with murder and related charges, endangered workers' lives.

The ANC yesterday said it was clear that the CPA was determined to "maintain puppet local struc-

tures at whatever cost, even in human lives."

It would hold the Administrator of the Cape, Mr Kobus Meiring, responsible for the "consequences of his totalitarian behaviour", it added.

Yesterday's nearly two-hour meeting, chaired by Mr Meiring, ended with both sides opposing pre-conditions for an end to the work stoppage.

'Future fixed date'

The CPA promised to facilitate future negotiations between the council and the ANC-Samwu delegation provided that the workers first ended their debilitating work stoppage.

The ANC-Samwu delegation insisted that the council should first stand down voluntarily on a "future fixed date" before workers returned and details of an interim mechanism were thrashed out.

A CPA spokesman confirmed that Mr Meiring had rejected the ANC's recommendation that a referendum be held and that Mr Meiring travel to the township to "see for himself".

While the CPA accepted that accusations against

certain councillors were creating "serious problems", it was committed to ensuring that justice be allowed speedily to run its course before taking action.

The CPA had suggested to the council that either some or all of its councillors step down until "justice has run its course" but the council had rejected this, the CPA spokesman added.

The council yesterday said it would proceed with legal steps against Samwu "in view of the necessity for the continuation of essential services".

Mr Meiring expressed disappointment at the ANC-Samwu delegation's rejection of his offer to "chair negotiations between them and the council".

He denied an ANC contention that in terms of the Black Local Authorities Act he had the legal power to dissolve the council "if there was a need".

The CPA was convinced that existing local authorities, "however unacceptable", must be retained until an acceptable new system had been found through negotiation.

This was to ensure that essential services were maintained, it said.



to property.

The several hundred strikers were demanding the reinstatement of colleagues dismissed in an earlier work stoppage.

The interdict restrains 318 fired workers from gathering outside or occupying Clicks premises, obstructing business and intimidating or assaulting any employee.

Clicks strike: Interdict (152)

Clicks stores was on Wednesday granted an interdict by the Rand Supreme Court against the Federal Council of Retail and Allied Workers following strike action at 15 outlets in the Johannesburg area.

The company said the application followed "further acts of intimidation by a number of dismissed workers against Clicks staff".

More than 100 workers were arrested after the police and SADF forcibly dispersed strikers occupying shops. Fed-craw's Nat Kettlele said some had been freed on R500 bail and faced charges of resisting arrest and malicious damage

AECI workers refuse to work

About 140 Kynoch Fertiliser workers refused to work for a second day on Wednesday, demanding that the Milnerton plant be included in the AECI national bargaining forum.

A spokesman for Nactu's SA Chemical Workers' Union said the Milnerton operation was the only one of five excluded from national bargaining.

AECI took over Kynoch from Sentra-chem after a strike by Sacwu members two years ago, he said. "Milnerton workers want to the join the forum because they want the same conditions as other union members at AECI."

Reports from Weekly Mail staff, Sapa

APARTHEID BAROMETER

period 7/12 - 13/12/90
percent by allegations of racism, four percent
by demands for centralised bargaining and an
equal percentage by retrenchments, and two
percent both by threats of privatisation and
other forms of repression. (152)

Most of these strikes were in the public sec-
tor (26 percent), 24 percent were in the chem-
ical sector, and 12 percent each in the mining
and transport sectors.

Citrus workers end strike

PIETERSBURG — The four-month strike by more than 1 200 Zebediela Estate citrus workers ended yesterday. Workers are to resume full-time duties today.

Workers decided to end the strike during a report-back meeting at the estate hall yesterday afternoon when they accepted management's offer of a R30-a-month interim wage increase from December 1.

They also decided to end their boycott of the estate's orange crops — Sapa

CAPL TINK 10/12/90

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End of Lingelethu strike is imminent, says union

ARbas 12/12/90

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Staff Reporter

THE end of the strike by about 800 Lingelethu Town Council employees was imminent and negotiations with council officials were at a "delicate stage", a South African Municipal Workers' Union (Samwu) official said today.

Consensus was reached after a day-long meeting between the union and the council yesterday and employees indicated a willingness to return to work by Friday.

This would be done only if employees were paid their salaries for last month and their year-end bonuses, she said.

The ANC-backed employees, who have been on strike for the past four weeks, want the Lingelethu council dissolved because they say attacks on councillors have spread to them.

Nine employees being taken home in a council minibus last month were injured when the vehicle was petrol-bombed.

Samwu general secretary Mr John Ernstzen indicated before yesterday's meeting that employees were prepared to compromise "for the time being".

There have been persistent calls that the councillors, eight of whom are facing murder charges after killings in the township last year, should be removed.

Attacks on councillors and counter-violence, including marches, have since accompanied calls for the council's dissolution and several people, two of them councillors, have died.

Council officials were not available for comment on yesterday's talks with the union.

Alex council denies claims by strikers

Sowetan 4/10/90

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By DON SEOKANE

Mr S Shai, town treasurer
Mr de Bruyn, Mr S

Burger the council's
adviser and the acting
town clerk Mr W
Khumalo. The strike has
ended.

ALLEGATIONS of corruption, unfair labour practice, nepotism and non-payment of pay increases have been made against Alexandra Town Council by council employees who went on strike this weekend.

Mr Leslie Magoro, chairman of the shop stewards at the council, said yesterday a TPA inquiry into alleged corruption at the council had been initiated last December and was completed in May 1990.

Magoro claimed that the report, which is still unpublished, contained several reports of maladministration practices by the council. He said the TPA had not yet acted on the contents of the report.

Alexandra council's acting town clerk, Mr Willie Khumalo, denied that the report contained reports of maladministration and said the report contained only "calculation and administrative errors".

Khumalo said he could not comment on the allegations of nepotism and unfair labour practices.

He said the council had no viable tax base and even 100 percent payment of rentals could not help the council to pay the increase of salaries and wages.

The council, Khumalo said, has asked the TPA to intervene and provide bridging finance.

However, the assistant director of TPA's liaison

services, Mr Jan Loubser, said the council should "sort it out" as it was a matter relating to its personnel.

The workers demanded the dismissal of the personnel manager,

Wilson-Rowntree strikers evicted (152)

■ Close to 500 workers occupying the Wilson-Rowntree East London factory over a wage dispute were evicted this week in terms of a Grahamstown Supreme Court order.

The factory was closed and negotiations between management and the Food and Allied Workers' Union are continuing. Workers gathered outside the factory said they were happy with Rowntree's offer of a R35 weekly increase, or R38 without backpay, but that several issues relating to working conditions were still in dispute.

5/10 - 11/10/90

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Khayelitsha strike to end?

Staff Reporter

THE four-week-old strike by Lingeletu West Town Council workers may be resolved today, SA Municipal Workers' Union general secretary Mr John Erntszen said last night

He said after a meeting yesterday of workers, who have crippled health and other municipal services in Khayelitsha, that he was "hopeful" of a resolution

They have said they will return to work only if the council resigns.

Mr Erntszen said workers were "adhering to their demands" but had mandated the union to respond to "options" proposed by the council

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No end in sight for Old Mutual strike in E Cape

By SHARON SOROUR
Labour Reporter

ARL 12/12/90

THE strike by about 300 Old Mutual workers in the Eastern Cape has entered its fifth week, with no date in sight for a second round of negotiations.

Company assistant-general manager (personnel) Mr Theo Hartwig said management was still waiting for the strike committee to set a date for the talks.

"At a meeting last month the strike committee indicated that too many of their grievances were unresolved for a call to return to work to be made. They said they would contact us about a follow-up meeting. We are still waiting."

Workers, including life assurance salesmen, group schemes advisers and administrative staff from eight Old Mutual branches in the Eastern Cape, Ciskei and Transkei stopped work on November 12 over service conditions and alleged racial discrimination by the company.

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EAST LONDON — About 2 000 workers at Wilson-Rowntree this week downed tools in a legal strike in support of wage demands.

Food and Allied Workers Union (Fawu) branch secretary Lizo Mzendana said the strike involved most of the weekly-paid workers

Mzenda said in addition to unhappiness with the company's wage offer, workers wanted casual employees to be paid at the same rates as permanent staff.

Company officials were unavailable for comment

Meanwhile, the National Union of Metalworkers of South Africa (Numsa) has agreed to submit the issue of dismissed Mercedes Benz strikers to arbitration.

The strikers were dismissed after a sit-in strike to protest Mercedes Benz of

**2 000 down
tools for
more pay**

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South Africa's (MBSA) participation in the national bargaining forum for the motor industry — a position in defiance of their union's support for the forum.

Talks between Numsa and MBSA are due to continue this week and the company has refused to open the factory until the outstanding issues are resolved

However, MBSA is clearly preparing for a re-opening

Last week the company ran adverts in a local newspaper calling on workers to collect their backpay and company identity cards so that they would be allowed

into the factory when production re-started

MBSA still wants Numsa to satisfy it that all Numsa's hourly paid members at the factory (excluding the fired strikers) are prepared to resume work in accordance with agreements

MBSA is also demanding agreement on a "practical process to remove the problems impacting on the growth and viability of the company"

The company has emphasised that unprocedural industrial action is beginning to make it impossible to run the factory and may oblige it to pull out — *ELNEWS*

Court bid to set aside lockout

South 4/10 - 10/10/90

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AN application for a month-long lockout of more than 200 Parow workers to be declared illegal is due to be heard in the Cape Town Supreme Court this week.

Meanwhile, a round-the-clock picket outside the factory has been suspended.

The Metal and Electrical Workers' Union of South Africa (Mewusa) has applied for the lockout by Barlow Rand subsidiary, National Panasonic, to be declared illegal in terms of section 27(A) or section 65 of the Labour Relations Act.

Mewusa spokesperson, Mr Brian Williams, said the picket was suspended out of concern for workers' safety because several workers were injured by security guards and there was a constant police presence at the factory.

Mewusa claims deadlock was never declared because dispute procedures laid out in the internal recognition agreement were not followed.

Williams, who is suing the company for defamation of character, said the company had confiscated placards attached to the premises. He said the union was upset that police had refused to allow it to lay charges of theft against the company relating to the placards.

Alternatively, the union claims the lockout is illegal because the dispute was not referred to the industrial coun-

cil within the 21 days stipulated by the act. The police last month removed workers from outside the premises.

Birdshot hits six strikers

Nampak strike tension showed no signs of abating when six Western Cape strikers were hit by police birdshot, a union spokesman said yesterday. The shootings followed police action at Nampak's Nancefield plant earlier in the day.

Cosatu structures would be discussing the strike soon, the Printing, Paper, Wood and Allied Workers' Union said. — Labour Reporter.

Rent boycott to stay until demands met — Mayekiso

Spec 5/10/90
By Esmaré van der Merwe,
Political Reporter

Rent boycotts would continue until a wide variety of demands, including the scrapping of all discriminatory laws and the current system of local government had been met, the president of the newly formed Civic Associations of the Southern Transvaal said last night.

Moses Mayekiso said the organisation would meet on Sunday to draw up a plan of action on violence, the curfew and the "mini state of emergency" in several townships.

Speaking at the ANC's first conference on local authorities in Johannesburg yesterday, Mr Mayekiso said civic associations should retain their independence, stay clear of any political affiliation and should not replace local government structures.

They should remain pressure groups fighting for better socio-economic conditions and should act as watchdogs over any future government.

Demands which should be met before the rent boycotts were called off included

- Scrapping of the black local authority system
- A start to negotiations on a system of nonracial municipalities
- Ending of the "mini states of emergencies" and phasing out of the hostel system
- Abolition of discriminatory laws.
- A stop to the privatisation of housing, with civic associations taking control of residential development
- Removal of imbalances in the distribution of wealth through economic restructuring, including nationalisation

Barlow Rand sit-in

Labour Reporter in Ga-Rankuwa

The head offices of Barlow Rand were yesterday occupied by about 50 unionists to highlight an eight-week strike by 600 workers in Brits.

The strike is being waged at the Barlow subsidiary African Telephone Cables (ATC) where three National Union of Metalworkers (Numsa) shop stewards were dismissed after workers went home early, apparently to protect their families during the recent violence

But also at stake is a precedent-setting ruling by the industrial court in August that it was unfair to strike where mechanisms to resolve disputes have been offered

ATC accused the union of breaking a pre-negotiation agreement that it would not follow unprocedural action and would abide by due process. The sit-in placed the settlement in jeopardy and the talks were suspended, ATC said.

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Violence in townships 'tempers business hopes'

Staff Reporter

THE township violence has tempered high hopes business had for the negotiating process, says outgoing Cape Chamber of Industries president Mr P Collins.

The violence, which appeared to be senseless, had brought misery to many black citizens, he said last night at the 86th annual meeting of the Cape Chamber of Industries

The violence had been condemned by all political parties and community interests, but it was spluttering on, fuelled by some so-called third force, "unidentified and apparently anonymous".

The Western Cape appeared to have been spared the worst excesses of township violence. This was "probably because our burgeoning township areas do not exhibit the same ethnic and tribal mix as may be the case elsewhere, therefore denying to that un-

known third force the opportunity to play on this factor in fuelling the unrest," he said.

It was interesting that township violence had not spread to the workplace and "for this we consider ourselves fortunate".

The wide publicity given to the violence and the actions of police in trying to contain it had "negated" South Africa's improved international image

He said: "Possibly this is one of the aims of those who have been perpetrating the violence — whoever they may be."

This year the number of man-days lost because of workers staying away from work for reasons other than health or holiday had been higher than in previous years.

● Mr WJE Wilson, a director of Romatex Fabrics Ltd, was elected president of the CCI.