

INDUSTRIAL REL. - WORKERS' ORG. COSATU

1987

NOVEMBER. - DEC.

Railway union to hold congress

THREE thousand people are expected to attend the National Union of Railway Workers' first annual congress at East London's Orient Theatre this weekend.

The main theme of the congress, according to NURW's branch secretary, Mtutuzeli Siwayi, would be a review of the union's progress since its launch in November last year. The union's constitution will also be reviewed.

The question of affiliating to Cosatu will form part of the congress agenda.

Siwayi said Saturday's session would be restricted to NURW delegates and delegates from other unions who had been invited to the congress.

There had been no confirmation so far from local Cosatu affiliates whether they will attend the congress.

On Sunday, a rally of all railway workers, irrespective of membership or affiliation, will be held.

NURW, which is not affiliated to any union federation, was launched at Ipelegeng Community Centre in Soweto on November 29 last year.

It split from the South African Railway and Harbour Workers' Union, a Cosatu affiliate, and the federation has turned down a request by NURW for affiliation because of its policy of one industry, one union. - Elnews.

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Cosatu launches education program

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CP Reporter

COSATU held its first ever national education conference at Crown Mines in Johannesburg at the weekend, and the 250 delegates drew up a program for bringing education to worker members in the giant congress

Featuring high on the agenda were discussions about "people's education" and generating women leadership in Cosatu

On opening the conference, Cosatu general-secretary Jay Naidoo said that education in Cosatu would take place under the principle of worker control

"We are committed to bringing worker leaders together to share ideas and experiences," he said.

"The role of the educator is not to make high-powered political interventions. It is to facilitate and coordinate learning

"From the outset, Cosatu has stressed that all our structures should encourage the fullest debate among our members

"Even through difficult times, we have remained committed to creating forums for debate and discussion.

"This has helped to limit polarisation; to draw workers and worker leaders together, and created an atmosphere in which potentially opposing groups could listen and learn from the other side."

Naidoo added that the conference took place against the background of the education crisis and a Bantu education system

"that has been rejected by millions of youths"

The conference resolved to embark on courses covering political policy, a basic shopsteward course, women, international labour, skills training for leadership and organisers, the law, health and safety, political economy and the history of the struggle in South Africa

A fully fledged education department was launched and, for the first time, national education office bearers were elected.

The conference noted that there had been little progress in promoting women leadership and education around discrimination against women in Cosatu. It, therefore, resolved

that shop stewards' councils should launch women's forums and that a women's conference be held in 1988

Cosatu also resolved to launch a concerted drive to mobilise and educate around the issue of women. A planning committee, including two delegates of each affiliate, is to coordinate a campaign that would lay the basis for more decisive steps in the near future

Adult education classes to combat illiteracy and to "promote working-class control of society and production" were also identified as priorities

The conference also adopted guidelines for "people's education" by backing the demands of

students for their right to "democratic SRCs and an alternative education system that develops the potential of the people and serves the interests of the working class"

There were also commissions on media, culture and structures

Office bearers elected are chairperson, Chris Seoposengwe, of NUM and a worker at Mintek, vice-chairperson, E Masego, of Numsa, and a worker at Siemens, treasurer, David Pule Thate, of Fawu, and a worker at Coca Cola, education secretary, Khetsi Lehoko, who worked in the Cosatu newspaper and media department and is a former worker at PG Glass

Former education secre-

tary, veteran trade unionist Alec Erwin, did not stand for re-election

The conference noted his contribution as the person who had steered Cosatu education through one of the most difficult periods and who had run a program that had helped to build unity between Cosatu affiliates

The newly elected education secretary, the only full-time member of the committee, Khetsi Lehoko, said "This conference has again emphasised the importance of education in our struggle

"My role is mainly to coordinate. It is up to affiliates to cooperate and build education structures at every level of the federation"



Jay Naidoo ... Cosatu is committed to creating forums for debate.

Numsa calls off strike at Uitenhage car plant

C. Pen CP Correspondent
PRODUCTION at Volkswagen in Uitenhage returned to normal on Tuesday after a four-day strike by 4 000 workers was called off.

The dispute was similar to an incident which closed the plant two years ago.

The strike was sparked off last Wednesday with the dismissal of a worker who allegedly assaulted a foreman.

The workers, who are members of the National Union of Metalworkers of South Africa, demanded that the foreman also be suspended while the case was settled through arbitration. - Pen.

CHEERS!

Glasses full again

THE beer strike is over South African Breweries' beer division said brewery workers were returning to work and beer supplies would be back to normal to satisfy peak demand at Christmas

SAB and the Food and Allied Workers' Union reached an agreement on wages at R4,02 an hour and on various conditions of employment, including allowances, bonuses and paid holidays

An SAB statement said the question of continuous operation at Rosslyn Brewery remained unresolved but would be a matter for joint mediation

More than 1 000 workers had been on strike for almost three weeks

The agreement, which came after four months of protracted negotiations, expires at the end of June 1988

SAB said that since August 20 it offered a national minimum wage of R4 an hour - representing an average increase of 33 percent while Fawu had sought a 43 percent increase

SAB industrial relations manager, Rob Childs, said, "We are satisfied with the agreement and believe it is a fair settlement."

He added that it was unfortunate that negotiations had been hampered by non-procedural and unlawful action by workers

Fawu dismissed allegations of intimidation as "a smear campaign"

"The agreement on wages is proof that collective bargaining procedures remain the most viable method for the resolution of industrial conflict, even in the complex South African situation," said Childs.

"Now that the wage agreement has been finalised, we hope to return to joint mediation on the question of Rosslyn's continuous operation and are optimistic it can be resolved."

Childs said work should be back to normal in a matter of days at all plants affected by the strike. - Sapa.

November 2 1987

Union demands appointment of conciliation board

Ellerine faces strike threat by Ccawusa

THE Commercial, Catering and Allied Workers Union (Ccawusa) has threatened a national stoppage by 6 500 of the 9 000 Ellerine Holdings workers if a conciliation board is not appointed within the next few days to resolve their pay dispute.

Ccawusa officials told a Press conference in Johannesburg on Friday the union had declared a dispute after the last of a series of eight meetings ended with union and management deadlocked.

The union demands a R200 across-the-board wage increase, with a minimum wage of R550 a month for all staff; a sales target of R2 500 a month

for outside sales staff and a 10% commission for all beyond the target.

Other demands are a job guarantee and full pay for workers detained under the state of emergency and four weeks annual leave for workers with more than five years' service.

Ccawusa official Jackie Masuku said management's original offer was R432 and an increase of R45.

Both the minimum and increase did not apply to sales staff.

Ccawusa responded by demanding a R350 across-the-board increase and

THEO RAWANA

a minimum of R650 a month for all workers, without these being linked to sales staff performances.

He said Ellerines had stipulated that if an employee received a salary of R300 a month, he was expected to bring in sales of not less than R3 000 a month. A worker was given R150 as an advance on his commission and was expected to bring in sales of more than R1 500, with commission paid after he had achieved more than R3 000.

The last offer from Ellerines was a R94 across-the-board increase and a minimum of R300 a month for non-sales staff.

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Dispute over in PE

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Somewhere

THE dispute between Plascon-Evans and the Chemical Workers' Industrial Union in Port Elizabeth, has been resolved.

The dispute, which resulted in a lock-out, revolved around a R10 bonus paid to the company's employees who worked during a stayaway on May 5 and 6.

CWIU members, who stayed away from work in response to a Cosatu call, demanded the same bonus.

Unions draw petition on SA

A MAJOR national petition for the release of South African detainees has been launched by the British Trade Union Council.

Mr Tony Shaw, a council representative who is in South Africa as an observer at the trial in Johannesburg of Mr Moses Mayekiso, general secretary of the National Union of Metalworkers of South Africa, and four Alexandra community leaders on treason charges, said the council hoped to collect hundreds of thousands of signatures.

The trial is in camera and Mr Shaw is visiting trade unions and union organisations to examine the situation and express support for the independent trade union movement.

"We have drawn churches, trade unions and other organisations into the campaign which will continue until December 10, United Nations Human Rights Day, when we hope to present the petition to the South African Embassy in London, the British Government and the UN," said Mr Shaw.

2/11/87

petition

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WAGE TALKS HAVE FAILED

WAGE negotiations between the Commercial Catering and Allied Workers' Union of South Africa and Ellerines have collapsed, setting the stage for a legal strike by the company's 6500 employees countrywide.

Talks between the two parties ended in a stalemate last Thursday, after they failed to reach agreement on wage increases and other union demands.

The strike, however, hinges on the appointment of a conciliation board to settle the dispute.

If the Minister of

By LEN
MASEKO

Manpower fails to appoint a conciliation board within a stipulated 30-day period, which expires within the next few days, Ccawusa may go ahead with their strike plans.

Ccawusa members demand, among other things

- An across-the-board R200-a-month increase,
- A minimum wage of R550 a month for all employees, and
- Management's sales targets to be lowered

Management has offered a R94 across-the-board increase to non-

sales staff, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees

Ccawusa official Mr Jackie Masuku said there were indications that a conciliation board would be appointed soon to avert a strike. He said his union, however, would go ahead with plans to conduct strike ballots.

Ellerines stores likely to be affected by the industrial action include Furniture City, Rheingold and Town Talk

- Ccawusa is to hold a rally in Johannesburg on November 15 where the Ellerine dispute will be discussed

Workers reinstated

MORE than 200 Edilcon workers returned to work yesterday after their two colleagues, laid off because of "lack of work," were reinstated, a union spokesman said.

A Building Construction and Allied Workers' Union spokesman said the union would also resume negotiations with management for a better package deal for 24 workers retrenched by the company recently.

3/11/87
3
Edilcon

Mwusa strike over

THE strike by more than 500 Municipal Workers' Union of SA members at the Dobsonville Town Council is over, a union spokesman said yesterday.

A Mwusa spokesman said the striking workers had resolved to return to work yesterday pending further negotiations between the union and the council. The union and the council are due to meet tomorrow.

He said both parties had, in the meantime, agreed on a 20 percent wage increase for all the workers to be backdated to July 1 and money deducted from their pay as a result of a previous strike will be paid to them.

1401
3/11/87
3/11/87

Dispute mediation

THE dispute between the Commercial and Allied Workers' Union of SA and Ellerines furniture group has been referred to mediation, a union spokesman said yesterday.

Ccawusa spokesman Mr Jackie Masuku said his union, however, would go ahead with strike plans involving more than 6 500 union members at about 300 Ellerines group stores.

Mediation proceedings are due to begin within the next two days, he said.



Sanctions
3/11/87

CONCILIATION board proceedings aimed at resolving a wage dispute between BTR Dunlop in Durban and the National Union of Metalworkers of SA (Numsa) have been adjourned until tomorrow

Numsa spokesman Ian Weir said little progress was made at the first round of conciliation talks yesterday and prospects for settlement were unclear

Dunlop industrial relations chief Glen Sutton said, however, the talks had improved understanding between the parties and he was optimistic

About 1 200 workers at Dunlop's Durban plant have been on strike for eight days in support of their demands for a 2c an hour a year service allowance and a shift allowance Weir said the average service at the plant was 12-15 years The union has dropped demands for basic wage in-

Dispute talks are adjourned

ALAN FINE

creases

The union is unhappy with the company's proposal for an 18-month agreement instead of the usual 12 months Sutton said the proposal was aimed at providing greater certainty and also at ensuring longer-term improvements to wages

The company is offering three six-monthly increases which would average R175 a person a month in total The company rejected the idea of service allowances as workers would then be rewarded according to service rather than ability, a concept Sutton described as "socialist"

STAFF GETS ULTIMATUM



MORE than 800 National Union of Public Service Workers members who stopped work at the Randburg Town Council, have been given until today to return to work.

NUPSW general secretary, Mr Siphon Radebe, said the council had also threatened to evict the strikers from a council-owned hostel if they failed to heed the ultimatum.

Town clerk Mr J

Cronje was not available for comment

The union was scheduled to meet the council late yesterday, to discuss workers' grievances. NUPSW members demand unconditional reinstatement of a dismissed colleague and recognition of their union.

According to the union, the dismissed worker was accused of intimidating a colleague.

dictated 4/11/87

Meeting on Natal violence

THE Congress of South African Trade Unions and the United Democratic Front are to hold a joint Press conference today, focusing on the violence in 'Maritzburg.

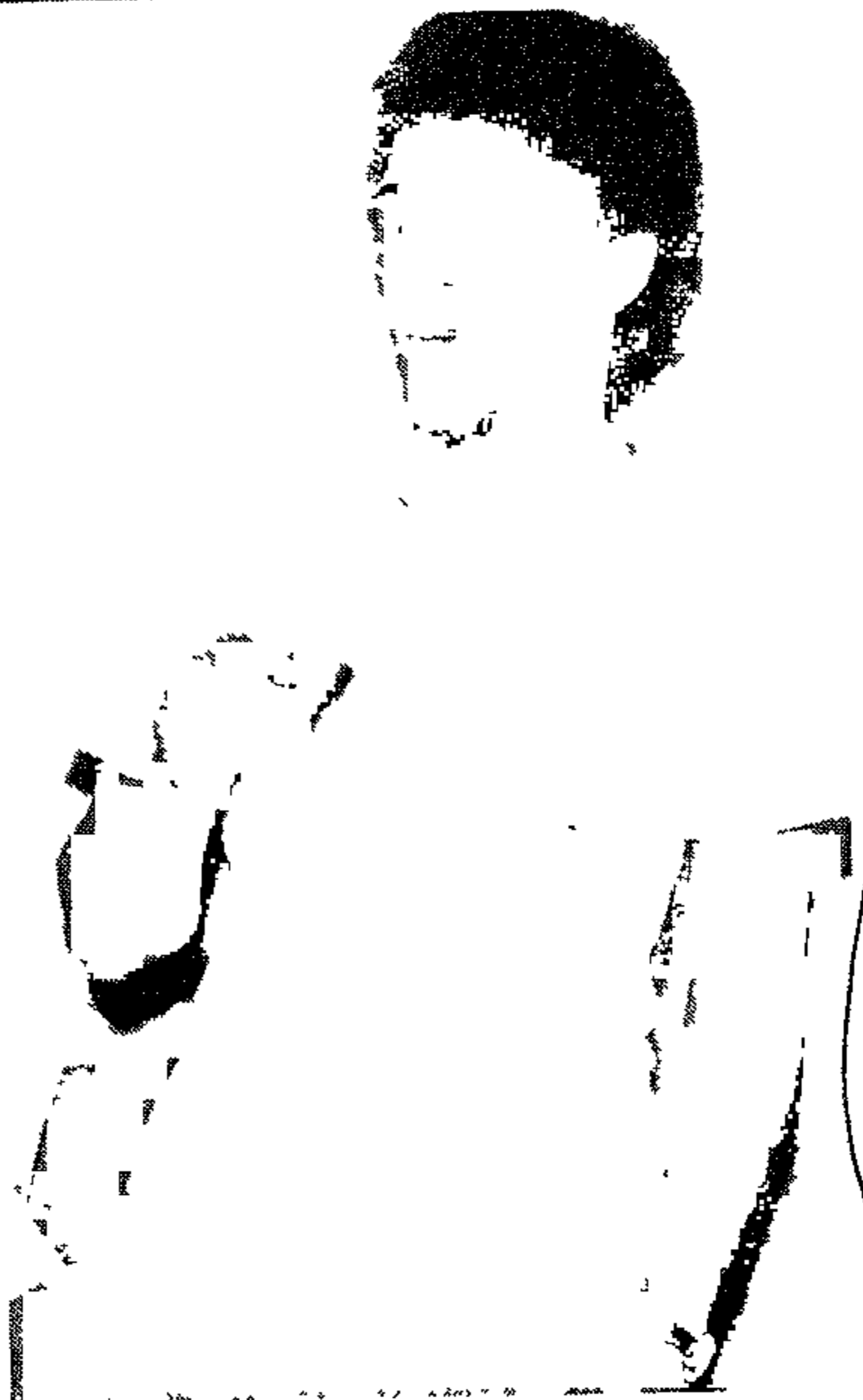
Cosatu press officer Mr Frank Meintjies said documents and papers relating to the matter will be presented to news-men

The conference comes in the wake of continued bloody clashes between rival groups in the Natal townships

The conference will focus on

- The violent attacks against UDF/Cosatu members,
- Court action, and
- Past efforts aimed at ending violence in the area

The conference will be held in 'Maritzburg



MR MEINTJIES: Conference to focus on 'Maritzburg Violence.

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Checkers workers
**Weil: Strike
not spreading**

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1401

JOHANNESBURG. — Checkers managing director Mr Clive Weil has denied that the strike by Checkers employees spread to another 10 branches in the Transvaal yesterday, as claimed by the CCAWUSA (Commercial, Catering and Allied Workers' Union).

The strike action started 12 days ago when workers at the Emmerentia branch downed tools following the dismissal of a CCAWUSA shop steward and colleague accused of theft.

CCAWUSA spokesman Mr Salim Vally said more than 800 workers at 10 Checkers branches also downed tools yesterday. Mr Weil described the comments as "absolutely untrue". — Sapa.

14/11/87
Spectrum 5/11/87

Breakaway union seizes CT offices

By LEN MASEKO

THE Cape Town offices of the Commercial Catering and Allied Workers' Union of South Africa were "forcibly taken over" by a breakaway group this week, a Ccawusa spokesman said yesterday.

Addressing a Press conference, Ccawusa general secretary Mr Vivian Mtwa said a group calling itself "New-Ccawusa" was responsible for the take-over and ransacking of the office.

He said "New-Ccawusa" consisted of a group who broke away from Ccawusa early this year and merged with The Retail and Allied Workers' Union (Rawu)

and the Hotel and Restaurant Workers' Union (Harwu).

The latest developments stem from a split which rocked Ccawusa, when one faction formed a merger with Rawu and Harwu and affiliated to Cosatu — seemingly in contradiction to Cosatu's policy of "one industry one union".

Threats

Mr Mtwa said Ccawusa officials and members had received death threats since the breakaway. One Ccawusa member had his West Rand home attacked this week.

The attacks continued in spite of ongoing attempts to resolve the row between the two groups, Mr Mtwa said. Cosatu and representatives of the two unions have set up a commission to end the feud.

Mr Mtwa said "We

condemn this cowardly assault on our members and offices. We restate our congress resolution "condemning violence among organisations and individuals involved in the struggle for liberation".

Ccawusa is contemplating taking legal action against the group.

Mr Papi Kganare, general secretary of the "new Ccawusa," faction admitted that members from his union had taken over the Cape Town office. "There was no violence when the take-over took place," he added.

He said members in the region had expressed dissatisfaction with the present branch executive and the way the office was run. "As a result, local Ccawusa members — in accordance with the constitution — petitioned the branch executive and took over the office."



MR Vivian Mtwa — general secretary.

NDU 55-11 1982

Union offices occupied

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INTERNAL squabbles in the Commercial Catering and Allied Workers Union came to a head this week when a group occupied the union's Cape Town offices

The group also allegedly suspended the branch executive committee and the branch secretary, Mr Graham van Wyk

According to general secretary Papi Kganare, the group took the steps because of the incompetency of branch officials and the executive

"On Sunday the workers resolved that an interim committee should take over the union offices. This is because the Ccawusa workers in the Western Cape have suffered because they have been manipulated by the executive and Van Wyk," he said.

But Van Wyk and branch executive member Mr Roger Ronnie, accused the group of acting "undemocratically"

"On Monday the group invaded the offices. They asked a locksmith to open our office door and then they replaced the locks

"The group also confiscated the union's financial records and changed our letterheads.

Power-hungry

"That evening about 200 members resolved at a meeting to take over the office the next day.

"We found seven men in the office. Our members were angry and asked the members of the group who gave them the mandate to occupy our offices," he said

Kganare said the group was not "power-hungry" but wanted to strengthen the union

"The workers' grievances were that the union in the region was controlled by a family clique, some workers were dismissed from their jobs but the union could not assist them because of incompetency. The branch executive was unconstitutional as its term of office had expired about two years ago

"It was also said that Van Wyk sided with bosses and restricted the organisers activities. On this basis the workers resolved to suspend him," he said.

Cosatu 'preparing to paralyse economy'

Staff Reporter


THE Congress of South African Trade Unions was preparing for an attempt to paralyse the economy, the Commissioner of Police says.

General Hennie de Witt, told the Motor Industry Employers' Federation that Cosatu was involved in a practice run which could lead to such an attempt.

Addressing the federation's congress in Cape Town last night, he said politically motivated strikes which were part of Cosatu's living wage campaign and its attempts to form one trade union in each industry were part of its "practice run".

General de Witt said "The assault on the country's labour front is fiercer than in any other sphere. The communist needs the worker for his revolution."

He said Cosatu's general-secretary, Mr Jay Naidoo, had said the Government wanted to put union leadership on trial.

1965 5/11/87 (1201) 
"Why would Cosatu expect something like this? Is the union involved in activities which have aroused these fears in its executive, or is it looking for sympathy?"

He said Cosatu and the South African Communist Party had a common objective, turning the country into a socialist state.

The living wage campaign was an important part of Cosatu's plans to change South Africa.

General de Witt said Mr Naidoo had talks in Lusaka with the African National Congress and Sactu barely a week after Cosatu was launched.

Six months later Cosatu's national executive had consultations with the ANC, the Communist Party and Sactu.

Joint communiques emphasised the importance of continuing consultations, he said.

He added: "Who consults whom on what is an open question."

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CAPE

Faction takes over union's offices

Labour Reporter
A GROUP which had split from the Commercial, Catering and Allied Workers Union (Ccawusa) allegedly forced its way in and occupied the union's Cape Town branch offices.

Mr Graham van Wyk, branch secretary of the union, an affiliate of the Congress of South African Trade Unions (Cosatu), said about 10 people forced their way into the offices on Monday.

He alleged the group ransacked the offices and stole cheque-books and other documents.

"They stayed there until about noon yesterday but left when about 300 union members gathered and demanded that they go."

The split in the union opened in June.

Merger
The group in Ccawusa claimed a merger with the Retail and Allied Workers Union and the Hotel and Restaurant Workers Union had been accomplished, while the other faction said the meeting at which the so-called merger was approved had been unconstitutional.

Attempts to resolve the split have so far been unsuccessful.

Mr van Wyk said the Cape Town branch had rejected the "new" union.

The branch had been aware of meetings involving supporters of the other group.

"There was a meeting on Sunday night at which a committee of 10 people was elected.

"That group arrived at the offices early on Monday morning and threatened people with violence."

Locksmith

"They got into the offices after a locksmith opened up and changed all the locks."

He said the union marshalled its forces at a meeting of shop stewards on Tuesday. During lunch-hour yesterday several hundred workers arrived at the offices.

"The group occupying the offices ran away, but they were stopped, brought back and made to hand over the union's property," said Mr. van Wyk.

1 000 in anti SA protest

THE campaign for the release of Mr Moses Mayekiso, general secretary of the National Union of Mineworkers of South Africa, and four others appearing on charges of treason in the Rand Supreme Court is gaining momentum in Britain.

The South African Embassy in London's Trafalgar Square has been the scene of demonstrations and protests at which thousands of people have been demanding the release of these men.

There has been a non-stop picket of South Africa House since April 19, last year at which the Anti-Apartheid Group has been calling for the release of ANC leader, Nelson Mandela and other political prisoners.

The other four appearing with Mr Mayekiso are Mr Obed Bapela, Mr Paul Tshabalala, Mr Richard Mdakane and Mr Mzwanele Mayekiso.

Speakers at the rally held on the first day of the trial included Mr Gora Ebrahim, the secretary for foreign affairs of the Pan Africanist Congress of Azania.

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7/8/87
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Pepsi-Cola is a precarious financial position, court hears

Supreme Court Report

PEPSI Cola is in a precarious financial position, doing business on a hand-to-mouth basis, according to evidence in the Supreme Court.

The Supreme Court has temporarily restrained the South African Allied Workers' Union (Saawu) and seven shop stewards from participating in or initiating any illegal

strike or go-slow at the Epising Industria bottling plant of Pepsi Cola.

Mr Justice van Heerden granted a temporary order on Tuesday further restraining Saawu and the shop stewards from interfering with, obstructing or retarding the normal operation of the plant. In addition they were ordered not to picket or restrict access to the plant, or to inti-

mate or harass employees. All these directions were to be carried out in compliance with the recognition agreement between Saawu and Pepsi Cola, the court ordered. In an affidavit Pepsi Cola managing director Mr Graeme Wynne said wage negotiations with Saawu were in progress. He said Pepsi Cola was prepared to offer a minimum

hourly wage of R2 but the union wanted R2,50. After a one-day stoppage on October 19, employees returned to work, but a week later about 80 bottling and warehouse staff started a go-slow, Mr Wynne said. "The result was that only 3 000 cases of soft-drinks a day were produced, instead of the normal 8 000."

Mr Wynne said the results of this action were serious for customers and employees. "Pepsi Cola has been trading unprofitably for a number of years and has serious cash flow problems because it cannot raise further loans to fund its operation." The return date of the order is November 11

1/10/87

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5/11/87

Numsa wage deal

THE National Union of Metalworkers of South Africa has concluded a wage agreement with Nissan SA.

A Numsa spokesman, Mr Peter Dyanti, said his union had received a R1 across-the-board increase to R4,50 an hour for their members. The increase will be effective from January next year.

The union had also successfully negotiated that June 16 and May Day be regarded as paid holidays.

Other packages were

- A three-month maternity leave with full pay and with no loss of benefits or service, and

Action forcibly takes over Cape Town office

1/10/87
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5/1/87

Split looms in Ccawusa as row comes to the boil

CONFLICT between two factions of the Commercial, Catering and Allied Workers' Union erupted into the open in Cape Town this week, signalling a setback in efforts to prevent a split in what is potentially Cosatu's third-largest affiliate.

At a media conference yesterday, general secretary Vivian Mtwa — whose group has the support of four Ccawusa branches including its large Witwatersrand one — said the union's Cape Town office had been forcibly taken over on Monday by supporters of the opposing group.

Control of the office was regained yesterday. According to local branch secretary Graham van Wyk, a group of 200 members ejected representatives of the opposition group, which is supported by

ALAN FINE

another four branches.

At its congress last July, Cosatu established a six-person commission to mediate in the dispute.

The commission drew up a list of proposals aimed at resolving the conflict. They included the calling of a conference at which representatives of both sides would be represented. Representatively, a major procedural cause of the conflict, would be determined by a "uniform" method.

Both sides had accepted the recommendations, and the commission was in the process of calling the conference. However, Mtwa said these plans have now been jeopardised by what he termed these unacceptable forms of job-bying for support. Behind the conflict is

a struggle over the union's political direction.

Mtwa criticised Cosatu Cape regional secretary Nick Henwood for taking sides in the dispute, rather than maintaining a neutral stance in keeping with Cosatu's role as mediator. Henwood declined to comment.

Jay Naidoo, education officer of the other faction, who, according to Mtwa, led the events in Cape Town, could not be reached for comment.

Employers have maintained a neutral position. However, one source said employers had been facing conflicting demands for the subscriptions deducted from employees' wages, putting them in an invidious position. He said it was hoped the dispute would be settled before employers were compelled to take action to resolve their problem.

CAPE TOWN —
Cosatu is preparing an attempt to paralyse the economy, says SAP Commissioner General Hennie de Witt.

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B/dom

Cosatu has socialist aim

He told the Motor Industry Employers' Federation congress that Cosatu was involved in a "practice run" which could lead to such an attempt. Politically motivated strikes, which were part of Cosatu's "living wage" campaign, and its attempts to form one trade union in each industry were part of the practice run.

De Witt said. "The assault on the country's labour front is fiercer than in any other sphere. The communist needs the worker for his revolution"

Cosatu and the SA Communist

Party had a common objective to turn the country into a socialist state.

The living wage campaign was an important part of Cosatu's plans to change SA.

De Witt said Naidoo had held talks in Lusaka with the ANC and Sactu barely a week after Cosatu was launched.

Six months later Cosatu's national executive had held consultations with the ANC, the SACP and Sactu.

— Sapa.

PEPSI GETS ORDER FOR ABANDONING SAATHWU

We were not in battle - Swapo

LONDON — The South West African People's Organisation on Wednesday insisted that its guerrillas were not involved in a battle in Southern Angola last week in which South Africa reported its forces suffered 12 fatalities and killed 150 guerrillas.

"Presumably there was some battle, but it was not an attack on Swapo," Mr Peter Manning, the organisation's London spokesman, said. He speculated that the clash was between South African-led forces and troops of the pro-Marxist Angolan Government, but said Swapo had no independent evidence of this.

"We do know we simply weren't involved," Mr Manning told the AP.

Swapo president Mr Sam Nujoma has denied knowledge of the attack soon after the South African military reported Saturday's battle.

The South African military command announced initially that its troops had overrun two Swapo bases in southern Angola and killed 150 guerrillas, and later released news of casualties among its forces.

The toll was among the highest the white-led government has suffered in a single clash in southern Angola — Sapa-AP



Anglicans 'divided' on liberation movements

HARARE — The Anglican Church was divided about supporting liberation movements in Southern Africa, Bishop Peter Hatendi of the Harare Anglican Diocese, said yesterday.

Addressing a Commonwealth Parliament Association lunch, he

played both a positive and a negative role depending largely on the attitudes of its individual leaders.

"The Anglican Church is not and cannot be neutral. It has taken a negative and a positive role. It is divided as a result," he said

The Anglican Church in Zimbabwe had now taken a positive role to champion peace and justice in the region.

"We have taken a very positive role in terms of keeping peace and justice and trying to build up meaningful reconciliation" — Sapa

PEPSI COLA IS IN A PRECARIOUS FINANCIAL POSITION, DOING BUSINESS ON A HAND-TO-MOUTH BASIS, ACCORDING TO EVIDENCE IN THE CAPE TOWN SUPREME COURT.

The Supreme Court has temporarily restrained the South African Allied Workers' Union (Saawu) and seven shop stewards from participating in or initiating any illegal strike or go-slow at the Epping Industria bottling plant of Pepsi Cola.

Mr Justice van Heerden granted a temporary order on Tuesday further restraining Saawu and the shop stewards from interfering with, obstructing or retarding the normal operation of the plant.

In addition they were ordered not to picket or restrict access to the plant, or to intimidate or harass employees.

All these directions were to be carried out in compliance with the recognition agreement between Saawu and Pepsi Cola, the court ordered.

In an affidavit Pepsi

Cola managing director Mr Graeme Wynne said wage negotiations between Saawu and Pepsi Cola were in progress.

He said Pepsi Cola was prepared to offer a minimum hourly wage of R2 but the union wanted R2,50.

After a one-day stoppage on October 19, employees returned to work, but a week later about 80 bottling and warehouse staff started a go-slow, Mr Wynne said.

"The result was that only 3 000 cases of soft-drinks a day were produced, instead of the normal 7 000."

Mr Wynne said the results of this action were serious for customers and employees.

"Pepsi Cola has been trading unprofitably for a number of years and has serious cash flow problems because it cannot raise further loans to fund its operation."

"We are relying on income from sales of products to buy production input. Unless we are able to supply and produce, we will not be able to generate cash flow, pay creditors, or pay employees."

The return date of the order is November 11 — *Sowetan* Correspondent

Smoking danger to kids highlighted

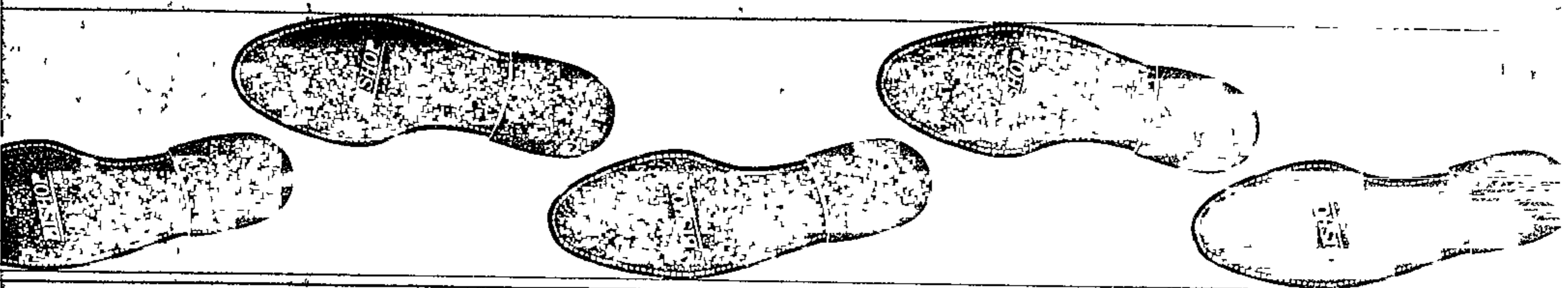
NEW YORK — A nationwide campaign this month to get parents to give up smoking coincides with new studies showing higher health risks for smoker's children.

The slogan "Is your baby smoking?" will be used in television ads and public posters around the

United States. The campaign is sponsored by the American Academy of Paediatrics and the Public Health Service.

The Centre for Disease Control in Atlanta, Georgia, reports that when mothers smoke their children stand almost 200 percent higher risk of lower

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Unions use board. But they don't like it

By HILARY JOFFE

TRADE unions in the Cosatu or Nactu fold are using industrial councils and conciliation boards more than ever before, but few are satisfied with the working of these institutions.

Those who use independent mediators to resolve disputes with employers are far more likely to be satisfied with this course.

These are some of the findings of a survey conducted by *South African Labour Bullenn* researchers Coletane Markham and Jabu Matiko, presented to the Labour Studies Workshop at Wits University at the weekend

Results of the survey, which covers 29 unions representing 854 141 paid-up members, are to be published in the *Bullenn* soon

The newer unions, which have

grown up since the Seventies, were initially reluctant to bargain with employers through the industrial council system. Access to the system was opened to black workers by the amendments to labour legislation which followed the Wiehahn Commission's recommendations in 1979.

But by 1985 many of these unions had joined industrial councils, so as to gain some of the benefits of industry wide bargaining which they offer

Of the unions surveyed by the *Bullenn*, 25 responded to the question on industrial councils and only two said they were satisfied. Many said the industrial councils were undemocratic and tended to serve the interests

of employers

Thirteen of the unions had used conciliation boards and 10 said they were not satisfied with the outcome. According to one union, the board was "nothing more than a talk shop which eventually saw our dispute end in the industrial court anyway"

The majority of the unions surveyed use the industrial court in an attempt to win workers' rights, although not all are satisfied with the court, which is seen as bureaucratic and sometimes biased. Unions also complained that the court has no way of enforcing its judgements

According to the researchers, the most favourable response from the unions to the various procedures for resolving disputes was to mediation.

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WMMAL 6-12 NOV 1987

ing in South Africa" ... happen

Cape Times 6/11/89
Jungle workers dispute

THE Food and Allied Workers' Union (FAWU) has declared a dispute with Jungle Oats, Maitland, after management shut down production for a day last month.

Worker had not been paid for that day which, a FAWU spokesman said, was "very unusual".

The managing director of Jungle Oats, Mr Clive Apsey, confirmed that they had not paid their staff on the day concerned.

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Trumps

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No fizz in Pepsi finances

Supreme Court Reporter
THINGS are not going better with Pepsi Cola, managing director Mr Graeme Wynne told the Supreme Court this week.

In an affidavit filed in support of an application for an order restraining workers from illegal strikes or go-slows, Mr Wynne said Pepsi Cola had been trading unprofitably for years and had serious cash-flow problems because it could not raise any further loans.

A temporary interdict was granted with a return date of November 11.

LEADOUT FABRICS TUDOR BOUTIQUE

AGENTS CITY NEWS November 27, 1967

1904

"We will definitely still have many bleeding noses in this country, especially in the field of labour."

"Only when employers and employees can cooperate with each other and strive for a common goal - the welfare of the people and the country as a whole - can problems in South Africa be ironed out in the economic sphere and, to a certain extent also on the political level."

After a tough year and an even tougher strike, Bobby Godsell can make this statement with considerable insight and conviction.

What caused him to be interested in trade unions?

"I attended university with a group who showed strong interest in labour matters, through bodies like Nusas' Wage Commission which investigated what people should earn and what they were paid."

The majority of my fellow students at university became involved with the trade union movements or with labour legislation.

Black sheep

"Some became important people, big names like Alec Irwin and others. To an extent, I became the black sheep of that group at Natal University because I landed in management," said Godsell.

"Since I became part and parcel of industry, I have become more and more spellbound by the process of creating welfare. To me it is the important thing that must happen in this country," said Godsell.

Is he not talking about the redistribution of wealth?

"No. To me it seems as if there should be a balanced accent on the creation of wealth in a healthy society."

"This does not concern the redistribution of wealth as such, but the responsible and productive application thereof."

"The elimination of poverty, the creation of a decent existence for every South African where everyone can have a house, can send his children to a good school, can live in a decent residential area, can be assured of adequate health care - these things are important."

Dangerous

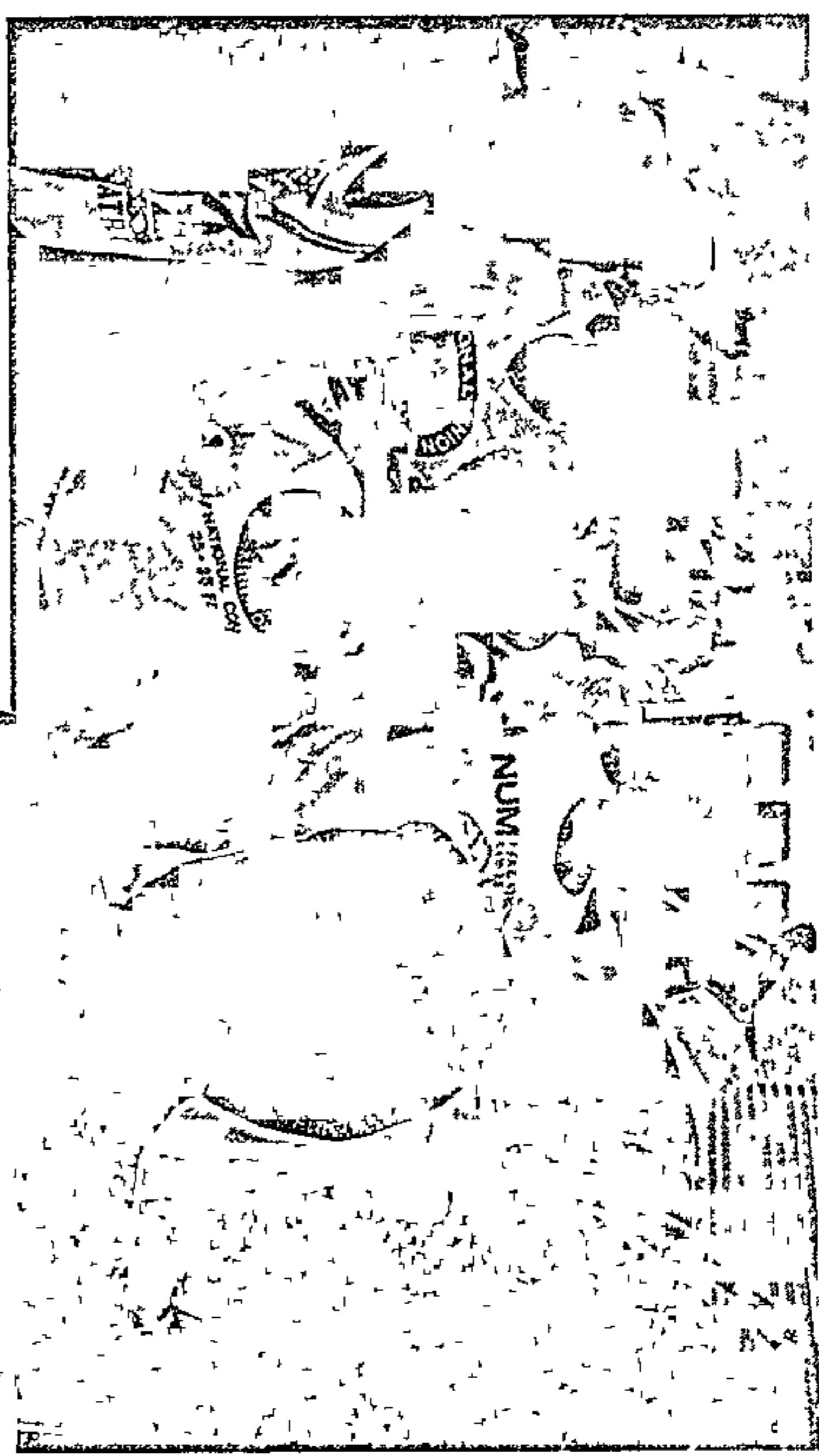
He thinks it would be politically dangerous to concentrate mainly on taking the existing wealth away from those who have it.

"In fact, we do not have such wealth. When you analyse it statistically, South Africa's gross income per capita is some R4 000. It is not a rich country. This will not provide a house and a school and health services for everyone," said Godsell.

"It is very important to have a complete enveloping democracy where all South Africans can decide on how to spend taxpayers' money."

"But during these talks on how the money should be spent, we must not lose cognisance of how that money should be earned."

"Should one look at successful developing countries, you will note they are countries which gave careful attention to their production sources and which assure that their group welfare comes from the growing creation of wealth," said Godsell.



During the recent miners' strike - the most serious strike ever experienced in South Africa - the name of BOBBY GODSELL (right) was often mentioned during the negotiation process. As Anglo American's Consultant for Group Industrial Relations and Public Relations he served as Anglo's chief negotiator during the strike.

As regards the strike by thousands of members of the National Union of Mineworkers, Godsell said "Make no mistake, it was a fearsome period. It could have ended very badly. The result was not what I would have preferred but that is the way it turned out," said Godsell.

What would he have preferred?

"The strike should have ended earlier, with less damage to the industry. Fewer people dismissed and with what I would describe as a more honourable agreement."

"But I guess while communities still find themselves in a growing

up process, a period of bleeding noses would be unavoidable," he said. Godsell describes Cyril Ramaphosa, general secretary of the National Union of Mineworkers - his counterpart at the negotiation table during the tense strike - as a very impressive man.

He also expresses considerable respect for NLM.

"I respect the trade union and its national leadership. It grew within five years to a trade union with 350 000 members."

"I think the NLM and the Chamber of Mines and also Anglo American share a common problem."

"We are all living during a very difficult phase in South Africa's history and this causes a very ordinary wage dispute which it was to a certain level - blown up to a political bone of contention with racial undertones."

"The right to strike and the right to dismiss (workers) form an inherent part of democracy according to Godsell."

"However, in South Africa we will have to balance the rights of existing of these rights or weigh them up to the damage which it may cause the economy and the community."

"Many people lost jobs and money during the

strike. A country which is basically poor and which must become much richer cannot afford this," he said.

"I think it is quite possible in the South African context to develop what can be called a participating trade union."

"This would mean a trade union which will fight extremely hard - as it should do - for things such as dignified job security and improved wages. But it will also have to keep the common aims in mind which bind management, shareholders and workers together - to create wealth, or to enhance values."

"If everybody can jointly work and strive to achieve this, confidence can be restored slowly."

"It is wrong to think in terms of the dark period of apartheid and a paradise in the post-apartheid period. This process must proceed step by step."

"A strike can be a step in the right direction if both sides are prepared to learn from it."

"We are counting the costs of this year's strike in terms of millions of rands and lost jobs and lost income."

And Cosatu?

"We have spent much time in South Africa on what Van Zyl Slabbert calls 'politics of virtue

"We either praise our own virtues or we attack others for lacking virtue. To my mind Cosatu often falls within this sphere of moral politics."

"They talk about what the South African government should not do, what apartheid should not do. We must rather focus on practical matters which can be done."

"To an extent, we are all victims of our history. We cannot escape it by shouting at each other."

Bobby Godsell is very religious and says Christianity forms an integral part of his identity as a human being.

He believes in meaningful action and has a purpose in life - to build a future."

He and his wife have two daughters (aged two and four years), and he firmly believes in their future in South Africa.

"I would not rear my children in any other country. Here are risks but we have enormous moral opportunities in this country."

"South Africa offers unequal opportunities for children to grow up with things to believe in, to fight for," said Godsell.

Future

"And his future?"

"South Africa is in my blood. I am 35, I don't have as many options now as somebody of 25, but I find it exciting to be part of the mining industry."

However, I shall always have to be part of the humane side of wealth creation and therefore I would not like to move too far away from labour relations."

Cadac strike ends after five weeks

THE five-week-old strike at Cadac, a Shell subsidiary, was resolved yesterday. (S) (UOA)

An agreement was reached through mediation between the National Union of Metalworkers of South Africa and the SA Boilermakers' Society and the company.

The two unions have been locked in battle with the company over the unions' demand for a R4 an hour wage.

A settlement was reached when the company agreed to pay workers a guaranteed hourly minimum of R3,50 plus a production allowance of 45c an hour.

The allowance will be paid out to workers if standard production levels are met. This would effectively mean that workers would earn R3,95 an hour minimum.

The company has further granted a 75c across-the-board increase backdated to July 20.

The company also undertook to recognise June 16 and May Day as paid holidays.

Although the R4 demand had not been met the unions viewed the strike as a victory for workers.

⊗ For the first time in the history of the metal industry, two rival unions have acted together and placed the basic interests of workers above union differences.

⊗ The strike has welded workers at Cadac into a strong and united force 8/11/8 CIP/20

NAIDOO SPEAKS IT OUT

By GILIO SERIPE

THE state of emergency was cited as a factor responsible for the escalation of violence in the death-stalked Maritzburg area of Natal

This was said by the Congress of SA Trade Unions general-secretary Jay Naidoo at a Press conference held in Maritzburg this week.

The statement is contained in a memorandum prepared by the federation and the UDF on violence in the Maritzburg townships

Cosatu's Jay Naidoo

Citing the emergency as a factor which is furthering violence in the black townships near the coast, Naidoo told the conference that the Press was unable to report the total truth regarding the matter and to expose the perpetrators

Naidoo said that the Press was highly reliant on the police for information and, obviously, the Press was not provided with adequate information

At the same time, the media found itself at the receiving end when Naidoo

said newspapers reported inadequately on what was happening in Natal because of the following

- Most of the newspapers had committed themselves fully to the Indaba and that might make them less inclined to expose the role of Inkatha supporters in the violence
- There was also a threat of legal action by Inkatha
- And there had allegedly been cases of reporters being intimidated by vigilantes in the townships if they did not present a certain

kind of picture

He also pointed out that the memorandum, which was presented to the Press at the conference, was based on legal affidavits from a wide range of people affected by the violence, interviews carried out with people in the townships, and reports of unrest monitoring agencies and Press reports

Naidoo added that there were difficulties in identifying Inkatha with the violence carried out by its supporters because the organi-

sation had been ever-ready to take legal action against those who dared suggest that it had been responsible for violence

"Several such cases are pending at the moment and, as a result, people are reluctant to point to violence perpetrated by its supporters"

He also said that the underlying reason for the bloodletting in Maritzburg townships was the lack of a democratic process in South Africa

He said in a situation where organisations did not have to prove their popular support, it was possible for conservative groupings which did not have significant popular support to emerge and impose themselves on the population.

"Residents have persistently complained that police do not act against the vigilantes even when they are identified as being responsible," said Naidoo.

"In view of this," he said, "we feel that a climate needs to be created in which meaningful talks could take place"

This required the intervention of everybody who was genuinely concerned about peace and the prospects of building a better society

For the Press this meant exposing the truth of what was happening in the townships

For the police this meant they should start taking action against the real culprits

For organised business it was necessary to take note of the facts presented in the report and consider whether blind political support for organisations which destroyed the nation was in their interests or in the interests of the wider community

And for Inkatha it meant taking concrete steps to discipline those who were guilty of violence.

UNION'S INTERNAL POWER STRUGGLE HOLDS UP PEACE TALKS ON STRIKES

STimes
By CAS St Leger 8/11/87

A POWER struggle within the Commercial, Catering and Allied Workers' Union (Cawusa) has played a major role in the latest round of countrywide wildcat strikes and labour disputes.

So says Vincent Brett, manpower secretary of the Association of Chambers of Commerce (Assocom).

"One of the problems at the moment is certainly the Cawusa split. Both factions claim to be the true union, which is creating much confusion for managements.

"Communication is another problem. With the present Cawusa split, it is difficult to know who one should be talking to.

"It would appear that local shop stewards are sometimes acting without reference to the union, as well as workers acting without reference to the shop stewards," Mr Brett said.

The union, with a claimed membership of 55 000 and the third-largest affiliate of Cosatu — South Africa's largest trade union federation — has featured in several recent actions, including

- The Checkers strike involving about 800 Cawusa members after an alleged unfair dismissal, now resolved;

- Ellerine Holdings' wage dispute, now set for a conciliation board airing and affecting a potential 6 302 employees, of whom 2 704 are Cawusa members;

- 150 striking employees of Benny Goldberg's liquor store in Wynberg, Johannesburg, over a wage deadlock.

Takeover

- 90 strikers dismissed by Rondalla Holiday Resort, following claims by Cawusa members that they were asked to work Saturdays and Sundays with no overtime pay.

Cosatu is to discuss the five-month-long Cawusa dispute — culminating in one branch of the faction forcibly taking over the union's Cape Town office on Monday — in a central executive committee meeting this week.

One group, under general secretary Mr Vivian Mtwa, has the support of the Witwatersrand; the other

is apparently aligned to the Durban and Orange-Vaal union branches and is supported by Cosatu general secretary Mr Jay Naidoo.

The result to the employer has been a list of conflicting demands and communications breakdowns, resulting in "unnecessary" strikes.

It took just 10 minutes on Wednesday to settle the illegal five-day strike of about 800 Checkers employees, said managing director Mr Clive Well.

Workers stayed out at various outlets across the Reef after a woman shop steward of the Cawusa working at the Emmarentia branch of Checkers was dismissed for an alleged till irregularity.

Rondalla Holdings was taken to court by Cawusa in Pretoria on Wednesday, with the union alleging that its 90 members at the Buffelsport resort had been ordered to work weekends without overtime pay.

Faulty

The company was ordered by the Pretoria Supreme Court to reinstate the strikers — but in an urgent application on Friday the claims of the union were found to be faulty, according to a Rondalla spokesman, and the dismissals were upheld.

Cawusa is asking Ellerines for a R200 across-the-board increase and minimum monthly pay of R550 — bringing the effective minimum to R750. In order to avert strikes at its 252 outlets, management asked for a conciliation board.

Asked if the increases were at all likely to be granted, Ellerines general manager (human resources) Mr Pierre de Villiers said: "Quite frankly, we would be contracting bankruptcy at those figures."

On Thursday, a telex was received from Minister of Manpower Mr Pietie du Plessis confirming approval of the board.

Available dates will be submitted by union and management tomorrow.

The minister told a business luncheon earlier this week that 23,8 percent of the country's total workforce — or two million workers — now belonged to trade unions, leading to a need for more sophisticated and rational labour relations

CP Correspondent

THE South African Allied Workers' Union will stay banned in Ciskei - according to a ruling by the Ciskei Supreme Court.

Last week the court dismissed with costs an application by Saawu to have a four-year-old banning order declared invalid.

The application was brought in March by Saawu and its national president, Thozamile Gqwetha, at the time of the banning.

The three respondents were named as the Ciskei Minister of Justice, David Takane, Brigadier LB Madolo, who issued the ban, and the liquidator of Saawu's Ciskei assets, Ian Melville.

The application arose from an order issued in September 1983 declaring the union unlawful in Ciskei. At the time, there was widespread unrest in Ciskei and the respondents claimed Saawu had played a leading role in the three

Four-year-old

8/11/83
Kei ban on

140A
Saawu upheld

month-long bus boycott.

Saawu told the court it had a membership of about 40 000 in the East London area, with about 70 percent resident in Mdantsane in Ciskei.

In the application, counsel for Saawu argued that Madolo, who was acting Commander-General of the Department of State Security when he issued the banning order, had not been properly appointed so did not have the power to issue the order.

Counsel also argued that Saawu and Gqwetha should have been given a hearing before the ban was issued.

In his judgment, Judge MH Claassens said that Madolo was properly appointed and had the necessary power to issue the ban. He agreed that no hearing had been granted to the applicants, but said that this did not contravene the relevant Act.

Claassens said that the decision to ban the union was subjective and could not be ruled on by the court.

He said Madolo had applied his mind, as "he received information from reliable sources at a time when anarchy reigned". - Elnews.

denies breakaway

CP Correspondent

OFFICIALS of the National Union of Railway Workers in East London strongly denied allegations that the union was breaking away from the South African Railways and Harbour Workers' Union.

Reacting to earlier reports that the NURW was a breakaway of the Sarhwu, Nurw's branch secretary in East London, Mtutuzeli Siwayi said: "NURW was started off the ground and was never formed as a breakaway union of Sarhwu."

Siwayi said as the railway workers had no union, a call was made to establish such a structure.

Siwayi said unions like Sarhwu had existed as general unions in which railway workers were represented.

"A call was made to establish the Railway Workers' Union and, as a result, regional steering committees of members from the general unions were set up towards the establishment of such a union," said Siwayi. — Elnews

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Not all that cosy at the Mount Nelson

CP Correspondent

THE Liquor and Catering Trade Union has declared a dispute with the stately Mount Nelson Hotel in Cape Town.

If the dispute is not resolved 30 days after its declaration the union can take steps to call a legal strike.

The Mount Nelson is one of the most famous and expensive hotels on the continent.

A union spokesman said there were

about 10 points of difference between it and the hotel.

These include:

- The union wants a minimum of R105 a week and management's offer is R76 a week.
- An across-the-board increase of R40 against management's offer of R16 a week.
- A 44-hour week, while the hotel has offered a 51-hour week in season and 49 hours out of season.

- Four week's leave for all employees and five for those working split shifts, against the three weeks and four for employees working a three-day split shift.

The spokesman said that other areas of difference were over long-service pay, bonuses, compassionate leave and company loans.

Angus Dodds, managing director of the Mount Nelson, said: "We are in a dispute situation and now we go to the Industrial Council as in terms of the agreement we have 30 days to bring things to a head.

"We have not ended negotiations," he said

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SOVETAN, Tuesday, November 10, 1987

COSATU REJECTS TOP GOP'S CLAIM

THE Congress of South African Trade Unions yesterday rejected allegations by the Commissioner of Police that Cosatu's campaigns were part of a communist onslaught.

Cosatu said in a statement in Johannesburg that the commissioner, Gen Henne de Witt, made these allegations at a recent employers'

congress in Cape Town

The commissioner reportedly said Cosatu's living wage campaign and programme of one industry, one union was part of a communist inspired plan to paralyse the economy

"We reject this criminalisation of our legitimate living wage campaign," Cosatu said

"It is indisputable that South Africa's economy is built on cheap labour, and that the vast majority of working South Africans do not earn enough to buy the basic commodities for a decent life "

High unemployment and rising inflation helped to worsen poverty in the townships, Cosatu said "It is also true that companies

continue to make record profits

"The working class in South Africa has every right to call for a greater share in the wealth produced "

If unionisation was a "sinister onslaught" then, by the same token, increased monopolisation and the existence of an employers' federation was part of a fierce capitalist onslaught on the working class, Cosatu said

Ccawusa conflict rages on

CERTAIN officials were responsible for the current conflict within the Commercial Catering and Allied Workers' Union of South Africa, a spokesman for the merged Ccawusa said yesterday.

Addressing a Press conference in Johannesburg, general secretary of the merged Ccawusa, Mr Papi Kganare said these elements were conducting a misinformation campaign against his union and its merger with two other retail



Mr KGANARE ..
Ccawusa.

unions **(UOFA)**
The current conflict within the union started after one faction merged with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union. The other wing, led by general secretary Mr Vivian Mtwa, did not take part in the merger.

Both groups are affiliated to Cosatu. Matters came to a head last week when a group of Ccawusa (Kganare wing), took over the Cape Town office of the union.

On the takeover, Mr Kganare said local members decided to suspend the branch executive at a meeting

**By LEN
MASEKO**

held in the area on November 1

This was done because the executive's term of office had expired "several years ago", he added.

He said there was no violence during the takeover.

Mr Kganare said the misinformation campaign had had "partial success" in four branches including Johannesburg and Pietersburg.

He said "The anti-Cosatu problem in Ccawusa has a long history. In addition these elements have always favoured a rival federation."

Responding to this, Ccawusa (Mtwa group), said in a statement "These wild allegations and slander made by the breakaway group are devoid of all truth and merely emphasise the desperation of his minority."

"The vast majority of our members have rejected this minority with the contempt they deserve. The aim of this minority is to cause division and suspicion not only within Ccawusa but also between trade union federations."

The conflict between the two parties is presently the subject of a six-man commission convened by Cosatu to resolve the matter.

Sometan
10/11/87

Cosatu rejects general's allegations of plot

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) yesterday rejected allegations by the Commissioner of Police that Cosatu's campaigns were part of a communist onslaught

Cosatu said in a statement that the Commissioner, Gen Hennie de Witt, made these allegations at a recent employers' congress in Cape Town

The commissioner reportedly said Cosatu's living wage campaign and programme of one industry, one union was part of a communist inspired plan to paralyse the economy

"We reject this criminalisation of our legiti-

mate living wage campaign," Cosatu said

"It is indisputable that South Africa's economy is built on cheap labour, and that the vast majority of working South Africans do not earn enough to buy the basic commodities for a decent life"

High unemployment and rising inflation helped to worsen poverty in the townships, Cosatu said

"It is also true that companies continue to make record profits

"The working class in South Africa has every right to call for a greater share in the wealth produced"

If unionisation was a

"sinister onslaught," then, by the same token, increased monopolisation and the existence of an employers' federation was part of a fierce capitalist onslaught on the working class

Cosatu said Gen de Witt's "attempts to portray in a sinister light" Cosatu's 1986 trip to the African National Congress were ridiculous

"South Africans from all walks of life have recently held talks with the banned organisation

"Indeed, there are even rumours that the Nationalist government is secretly making contact with the ANC

"In any case, the ANC

has an indispensable role to play in the search for a just and democratic solution to South Africa's problems

"The government has itself recognised this by releasing an ANC stalwart, Mr Govan Mbeki, last week"

The statement said Gen de Witt mocked Cosatu's assertions that the State wanted to put Cosatu's leadership on trial, and that he suggested that Cosatu had to be "involved in activities which have aroused those fears"

Cosatu said the general seemed to forget that

● A top union leader, Mr Moses Mayekiso, was presently on trial for treason,

● About 50 Cosatu people were in detention, some since June 12, 1986, and that

● The government and security police consistently made allegations that Cosatu was merely a tool in the hands of banned organisations

Cosatu did not deny that it was part of the democratic movement wanting to build a new South Africa free of apartheid and economic exploitation

"We express the political aspirations of our members," — Sapa

10/11/87
SAPA

(1/2/19) (S) P) 15/ 27

COSATU yesterday rejected allegations made last week by Police Commissioner General Hennie de Witt that the organisation was part of the communist onslaught on SA and was preparing to paralyse the economy

Cosatu said its living wage campaign, which De Witt described as an important part of the plan to change SA, was a legitimate call for a greater share for workers of the economic wealth which had been built on a system of cheap labour

It said "We reject this criminalisation of our legitimate living wage campaign

"It is indisputable that SA's economy is built on cheap labour and that the vast majority of working South Africans do not earn enough to buy the basic commodities for a decent life"

High unemployment and rising inflation had helped to worsen poverty in the townships

Cosatu said "It is also true that companies continue to make record profits

"The working class in SA has every

De Witt's claims not true — Cosatu

ALAN FINE

right to call for a greater share in the wealth produced"

If unionisation was a "sinister onslaught", then, by the same token, increased monopolisation and the existence of an employers' federation was part of a fierce capitalist onslaught on the working class

Cosatu also asked why De Witt saw the strategy to create one union an industry as sinister

It also said De Witt mocked Cosatu's assertions that the state wanted to put Cosatu's leadership on trial, and that he suggested that Cosatu had to be "involved in activities which have aroused those fears"

Referring to its meetings with the ANC, Cosatu noted South Africans from all walks of life had recently held talks with the organisation "Indeed, there are even rumours that the Nationalist government is secretly making contact with ANC leaders"

In any event, the ANC was indispensable in the search for a political solution in SA and the release of Govan Mbeki showed government itself recognised that

Cosatu said it did not deny it was part of the liberation movement. It expressed the political aspirations of members when repression had severely curbed the avenues for legitimate protest. It was thus playing a positive role in trying to end the ongoing conflict in SA

NEWS FOCUS

Deregulation — is it an article of faith or hate?

DEREGULATION has become something of an article of faith — or hate — depending on the viewer's perspective. And thus far the South African debate — if one can call it that — on the subject has been carried out in those sweeping terms.

The question of a generalised deregulation policy is more complex than the previously discussed Kew plan, where both unions and employers have warned of its potential for unfair competition.

Proponents of deregulation at large argue the laws of supply and demand dictate that lower employment costs must translate into higher levels of employment, greater efficiency and hence improved economic growth. Thus, the argument goes, will benefit SA as a whole.

Cosatu, on the other hand, has vowed to resist deregulation — which it sees as a vicious attack on workers' living standards — "with all its force". It sees deregulation as simply a rationale for a system of higher profits through super-exploitation.

Wits University's Duncan Innes, who has become a prominent exponent of some unions' economic views at management conferences and reportedly initiated a particularly spirited discussion at the FCI conference in Bloemfontein last week, takes a different tack.

The second of a two-part series examining the attitude of organised labour toward deregulation

ALAN FINE

He appears to accept that the expressed goals of the proponents of deregulation are, by their very nature, desirable. But he argues that backers are obliged to supply convincing evidence that the policy will achieve them if they wish to eliminate union suspicions of their actual motives. He is clearly sceptical that they can.

"Levels of employment are dependent not only on the price of labour. They also depend on the availability of markets, and finance and other costs," he says.

He believes deregulation would improve the opportunities of some

people — who had been forced to leave wage employment through retrenchment — to eke out a living in the informal service sector.

This would lead to an increase in trade and some redistribution of wealth. However, it would not create any additional wealth, which is what is required for the economy to expand. He said the recent HSRC survey, which showed small businesses — most often held up as beneficiaries of deregulation — employed little wage labour, demonstrated an important limitation of small business development in overall employment policy.

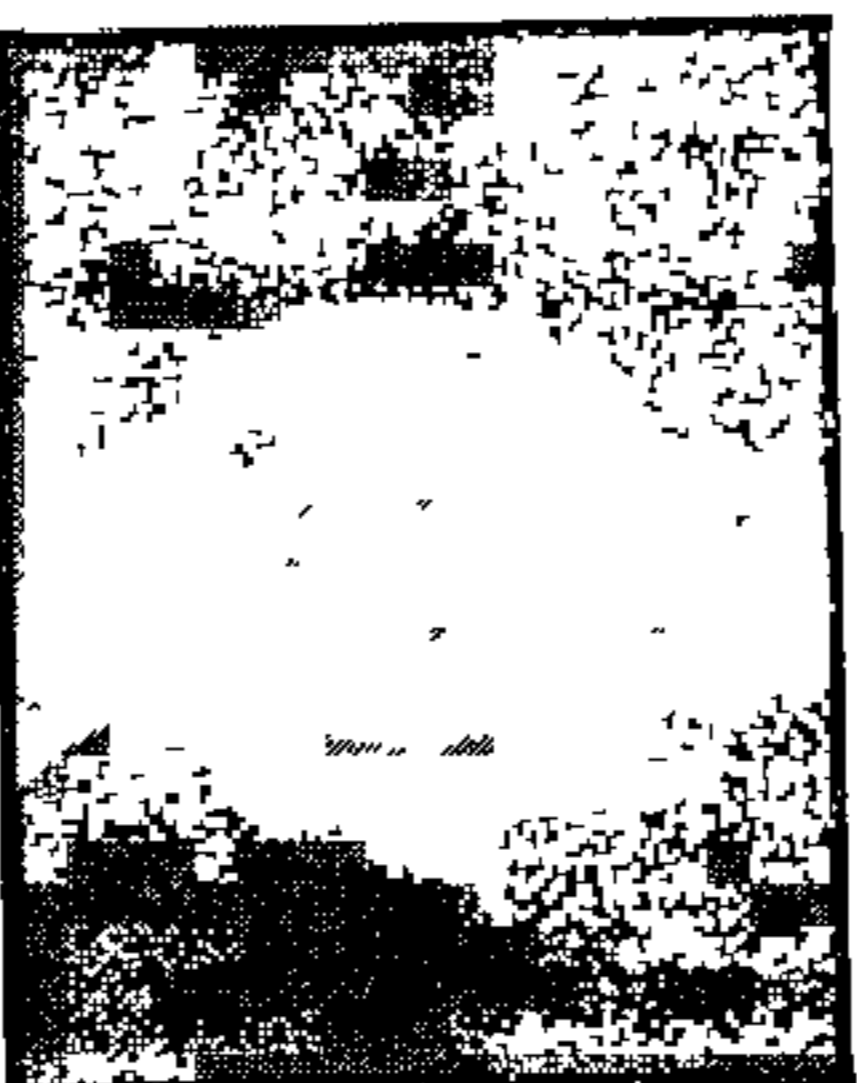
Innes believes SA cannot look to the burgeoning economies of the Far East — Taiwan, Singapore, Hong Kong and South Korea — as

models for development, because circumstances differ. For one thing, the business sectors in those territories comprises small companies, whereas in SA a small number of large corporations dominate.

The tendency has been for big business to take over or wipe out small businesses — particularly in recessionary conditions — and there is nothing to suggest this has changed.

Another difference is that successful Far Eastern companies have been able to expand internationally because of the absence of exchange controls. SA finds itself in a Catch-22 situation, because to do the same here would lead to a massive capital outflow and an intensified economic collapse.

Prospects for an export-led recovery have diminished with the world oversupply of many of SA's most lucrative exports, and a likely contraction of the world economy following the stock market col-



□ INNES... attitudes must change

lapse. A better strategy for job creation would be the development of local markets. But this requires higher, rather than lower, wages, argues Innes.

Higher wages without a simultaneous increase in productivity would be inflationary, he concedes. Attention will have to be given to this problem, and it will have to be done through negotiation with organised labour. Trade unions have tended to resist addressing the is-

sue, but they will have to change their attitudes, he concludes. Harsh economic realities — including in Eastern Bloc countries and Western European and Australasian nations ruled by social democratic and labour parties — have necessitated unpopular and austere economic measures. SA is naturally not unaffected by these.

But in SA, it could be argued, the absence of black representation in central government increases business's obligation to debate and negotiate these issues, rather than march forward unilaterally with uncompromising demands.

The country's fragile social fabric, and the absence of the welfare net which exists in more developed economies, make negotiation a matter of enlightened self-interest, too. Some measure of deregulation is inevitable. The unions, for their part, need to drop the traditional "fight all deregulation at all costs" approach, and continue developing a more sophisticated policy.

As Innes has pointed out, debate could produce consensus on the abolition at least of some forms of regulation — particularly aspects which are racially-based and those which serve no useful purpose. The desirability of laws like the Wage Act, the Basic Conditions of Employment Act and health and safety legislation will prove to be more controversial. But perhaps the time has come to start talking.



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Smietman 10/11/87

SCORES of Commercial Catering and Allied Workers' Union of South Africa members staged work stoppages at several Ellerines group stores throughout the country yesterday, a Ccawusa spokesman said.

Ccawusa official Mr Jackie Masuku said stores in Cape Town, Nelspruit and the Eastern Cape were among those affected.

Mr Masuku said union members at these stores were "demonstrating to management the urgency of committing itself to Conciliation Board proceedings."

The wage dispute between Ellerines and the union has been referred to the Conciliation Board. But Ccawusa has

Stoppages at Ellerines

By LEN MASEKO

accused management of being reluctant "to meet the union at Conciliation Board".

Willing

Ellerines group personnel manager, Mr Pierre de Villiers, said management was willing to resolve the wage dispute through Conciliation Board proceedings. He said the problem was that the Minister of Manpower had not

furnished the two parties with dates for board sittings.

Meanwhile Ccawusa has accused management of attempting to "draw out the teeth" of the union by sacking active union members. The company had started dismissing workers who did not meet sales targets, according to the union.

"They (management) have gone about in calculated ways by selecting active union members who have been threatened with instigat-

ing the dispute," Mr Masuku said

He said his union demanded the reinstatement of all those dismissed as this action "has severely prejudiced negotiations".

Mr de Villiers said the dismissals were part of "corrective, disciplinary action" which has been in practice within the company for the past 37 years. He said there had been "no escalation of these disciplinary measures"

Ccawusa members at Ellerines group stores demand a R200 across-the-board increase and a minimum wage of R550 a month and the lowering of sales targets.

Fear over PG jobs

ABOUT 1400 employees may lose their jobs at PG Glass companies throughout the country, said a spokesman for the Chemical Workers' Industrial Union.

CWIU general secretary Mr Rod Crompton said his union had sought an urgent meeting with the company to discuss the matter

He said PG management intended laying off 1400 people even though the company had made a R72 million profit this year.

Smetun 10/11/87

Ccawusa to appeal to the Minister

THE Commercial, Catering and Allied Workers' Union will make an urgent application to the Minister of Manpower to intervene in their wage dispute with Ellerine Holdings.

Ccawusa organiser Jackie Masuku said the union had suspended communication with Ellerine management following the company's "failure to honour Conciliation Board appointment" — approved by the Minister on November 2.

Ellerine spokesman Pierre de Villiers denied the company was trying to break down conciliation, but said it would prefer mediation before the hearing. — Sapa.

Below 17/11/87

CACI Times 10/11/87

Race Relations survey on black opinion

Only one in seven support sanctions

LONDON. — The number of black South Africans willing to support sanctions at the cost of their jobs has shrunk from one in four to one in seven in the past two years, the executive director of the South African Institute of Race Relations, Mr John Kane-Berman, said here yesterday.

Addressing British members of the Institute at the Reform Club, Mr Kane-Berman said the weight of opinion-poll evidence contradicted the claim that blacks were willing "to sacrifice their jobs on the altar of economic warfare"

Mr Kane-Berman said "There seems to be a wide view abroad that most black South Africans favour sanctions and disinvestment. The weight of opinion survey evidence suggests otherwise, however."

"In twelve of fourteen opinion polls conducted among blacks over the past few years, more were opposed to sanctions and/or disinvestment than supported them — and in eight of those twelve cases the opponents out-

THE impact of sanctions and disinvestment should primarily hit employers and make whites and the business community aware of the suffering apartheid was causing, according to the general secretary of Cosatu, Mr Jay Naidoo.

"We are looking at measures aimed directly at isolating apartheid — ending loans to this government, an end to emigration and business travel

"Obviously we are going to have unemployment as well," Mr Naidoo said in an interview with *Leadership* magazine

numbered the supporters by at least two to one"

Citing the most recent survey results published, Mr Kane-Berman said they showed that the number of blacks who think sanctions will work to end apartheid has dropped from 57% to 41% in the last two years, and that the number who support sanctions at any cost has dropped from 26% to 14%, while the number who would not support sanctions if

this would mean any job losses has increased from 48% to 60%

"The weight of opinion-poll evidence thus contradicts the claim that black South Africans are willing to sacrifice their jobs on the altar of economic warfare

"The most recent poll in fact suggests that even that minority of people willing to support sanctions at a cost to their jobs has shrunk in the past two years from one in four to one in seven," Mr Kane-Berman said

He added "This does not mean that blacks oppose all international pressures against the South African government, but that they take a pragmatic view of what kinds of pressures should be applied"

Mr Kane-Berman added "One of the effects of sanctions will be to augment the reserve army of labour — and so, among other things, increase the supply of potential recruits to vigilante groups, not to mention the police and the Defence Force

"Such vigilantes are already playing a role in curbing township militancy" — Sapa

Jobs loss causes union anger

Daily Dispatch Reporter
EAST LONDON —Trade unionists have protested angrily against an announcement by Glass South Africa (GSA) that it is to dispose of two of its subsidiaries in a R5 million deal with Wispeco

The general secretary of the Chemical Workers' Industrial Union (CWIU), Mr R Crompton, said in a statement that the deal would result in the loss of some 1 400 jobs throughout the country

"Worse still, GSA have kept their deal with Wispeco secret from the unions until the last possible moment and are avoiding negotiations

"This comes after GSA turned in massive taxed profits of R72 million and shareholders' earnings rocketed by 51 per cent," he said

Mr Crompton said the union had demanded a national meeting with GSA to take place in Johannesburg today.

The Glass South Africa joint chief executive, Mr Rod Fehrsen, said Wispeco had agreed to accommodate 300 of the employees of the subsidiary companies and that 800 workers would have to be retrenched

"It is no longer a viable proposition for us to offer craft intensive contracting services on a national basis. Traditional skills such as timber joinery have been overtaken by assembly production," he added

Mr Fehrsen said that GSA had refused negotiations with the CWIU at a national level

"The CWIU is only one of eight unions representing our workers, and a minority union at that. Our policy is for negotiations to take place at plant level," he said

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Ccawusa conflict rages on



Mr KGANARE Ccawusa

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h, and

CERTAIN officials were responsible for the current conflict within the Commercial Catering and Allied Workers' Union of South Africa, a spokesman for the merged Ccawusa said yesterday.

Addressing a Press conference in Johannesburg, general secretary of the merged Ccawusa, Mr Papi Kganare said these elements were conducting a misinformation campaign against his union and its merger with two other retail unions

The current conflict within the union started after one faction merged with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union. The other wing, led by general secretary Mr Vivian Mtwá, did not take part in the merger

Takeover

Both groups are affiliated to Cosatu. Matters came to a head last week when a group of Ccawusa (Kganare wing), took over the Cape Town office of the union

On the takeover, Mr Kganare said local members decided to suspend the branch executive at a meeting held in the area on November 1

This was done because the executive's term of

By LEN MASEKO

office had expired "several years ago" he added

He said there was no violence during the takeover

Mr Kganare said the misinformation campaign had had "partial success" in four branches including Johannesburg and Pietersburg

Problem

He said "The anti-Cosatu problem in Ccawusa has a long history. In addition these elements have always favoured a rival federation"

Responding to this, Ccawusa (Mtwá group) said in a statement "These wild allegations and slander made by the breakaway group are

devoid of all truth and merely emphasise the desperation of his minority

"The vast majority of our members have rejected this minority with the contempt they deserve. The aim of this minority is to cause

division and suspicion not only within Ccawusa but also between trade union federations

The conflict between the two parties is presently the subject of a six-man commission convened by Cosatu to resolve the matter

Fear over PG jobs

ABOUT 1400 employees may lose their jobs at PG Glass companies throughout the country, said a spokesman for the Chemical Workers' Industrial Union.

CWIU general secretary Mr Rod Crompton said his union had sought an urgent meeting with the company to discuss the matter.

He said PG management intended laying off 1400 people even though the company had made a R72 million profit this year.

1400
11/11/82
Crompton

11/11/87
Labour update

More stoppages at Ellerines

SCORES of Commercial Catering and Allied Workers' Union of South Africa members staged work stoppages at several Ellerines group stores throughout the country

By **LEN MASEKO**

on Monday, a Ccawusa spokesman said.

Ccawusa official Mr Jackie Masuku said stores in Cape Town, Nelspruit and the Eastern Cape were among those affected.

Mr Masuku said union members at these stores were "demonstrating to management the urgency of committing itself to Conciliation Board proceedings."

Willing

The wage dispute between Ellerines and the union has been referred to the Conciliation Board. But Ccawusa has accused management of being reluctant "to meet the union at Conciliation Board".

Ellerines group personnel manager, Mr Pierre de Villiers, said management was willing to resolve the wage dispute through Conciliation Board proceedings. He said the problem was that the Minister of

Manpower had not furnished the two parties with dates for board sittings

Meanwhile Ccawusa has accused management of attempting to "draw out the teeth of the union" by sacking active union members. The company had started dismissing workers who did not meet sales targets, according to the union.

"They (management) have gone about in calculated ways by selecting active union members who have been threatened with instigating the dispute," Mr Masuku said

He said his union demanded the reinstatement of all those dismissed as this action "has severely prejudiced negotiations"

Mr de Villiers said the dismissals were part of "corrective, disciplinary action" which has been in practice within the company for the past 37 years. He said there had been "no escalation of these disciplinary measures".

DOZENS of Commercial Catering and Allied Workers Union of South Africa members have resumed duty at Ellerines group stores after staging a one-day stoppage this week.

A Ccawusa official, Mr Jackie Masuku, said the action was aimed at demonstrating to management the urgency of committing itself to conciliation board proceedings.

He said 24 union members had been dismissed by management for allegedly failing to meet sales targets. He said the dismissals had escalated since the dispute between the union and the company started.

"Ccawusa demands

Shop
strike
now
over

the reinstatement of all those dismissed and calls on the company to desist from such bad faith acts which have severely prejudiced the negotiations," Mr Masuku said.

Action

He said there was an attempt by management to single out union members and to take action against them.

Ccawusa members are

demanding R200 across-the-board increases and a minimum wage of R550 a month. They also demand a lowering of management's sales targets.

Management has offered R94 across-the-board to non-sales staff, and R340-a-month minimum wage for "external" sales employees and R464 for "internal" sales employees.

Mr Pierre de Villiers, Ellerine group personnel manager, was not available for comment yesterday.

The Minister of Manpower has set up a conciliation board to resolve the dispute. The proceedings, however, have not started as yet.

140P
12/11/87



Bid to end feud

A CONGRESS to resolve a feud in the Western Cape branch of the Commercial Catering and Allied Workers Union of South Africa (Ccawusa) will be held at the weekend.

The feud is between a group which supports the Branch Executive Committee (BEC) and another which accuses the branch executive of incompetency and corruption.

Last week the opposing group suspended the committee and the union's branch secretary, Mr Graham van Wyk. It also occupied the union offices before the "Van Wyk supporters" took over the office last Wednesday.

The group resolved that the union should merge with the Hotel and Restau-

rant Workers' Union and the Liquor and Catering Trade Union.

Mr Jay Naidoo, a Ccawusa official, told SOUTH it was wrong to describe the group opposed to Van Wyk as the "new Ccawusa".

Relatives

"At an urgent meeting two weeks ago, the workers voiced their grievances. They said the branch was being undemocratically controlled by a family clique and a small group of workers.

"The union failed to educate the workers about their rights. Some workers were being dismissed because their complaints

were not taken up.

"Van Wyk held secret meetings with the bosses. He told the bosses not to allow the organisers into the stores. The workers also complained that the committee was unconstitutional," he said.

The Western Cape branch executive rejected the accusations as slanderous.

"Those who are apparently fighting for democracy against corruption are in fact guilty of these charges. How could it be possible for 44 workers out of 2 700 paid-up members to decide to suspend the branch executive and Cape Town Shopstewards Local, and decide to take over our office violently," it said in

a statement.

The branch executive, it said, was not unconstitutional.

"It was elected in terms of 1985 constitution for two-years. Its term expires this year. According to the new constitution, the branch executive should be elected at a branch congress of shopstewards."

Family clique

"We also reject the allegation that the branch is controlled by a family clique. The branch secretary has a sister who was elected by workers. There are many members with relatives in the branch.

"The delegates at the National Congress in June had a mandate. Workers discussed and accepted a political policy resolution which was later adopted at the Congress. The minutes of a Shopstewards Council meeting can prove this.

"The Western Cape branch remains committed to Cosatu and is co-operating with the commission trying to resolve the dispute," the statement said.

"The branch secretary is said to be siding with the bosses. This indicates that the break-away group is prepared to smear us. They are now saying funds are misused. We challenge them to prove this.

"The workers resolved to take control of the office

ROA

Call Times 12/1/57

Workers at Chicks strike

Labour Reporter

ABOUT 240 workers downed tools for the third day yesterday at Chicks Scrap Metals (Cape) (Pty) Ltd in Epping.

A spokesman for the South African Allied Workers' Union (SAAWU) said workers were striking because management had refused to recognize the union, and over a dismissed worker.

Employees at Chicks joined SAAWU in October last year but, according to the union, management had used "delaying tactics" to put off recognizing the union.

Workers were demanding the reinstatement of the man without loss of benefits and that management recognize the union, he said.

The managing director of Chicks, Mr C. Abbott, declined yesterday to comment on the stoppage.

Labour Focus

140A

CGAWUSA ROW IN

FOCUS



MR Vivian Mtwa

THE rift within the Commercial Catering and Allied Workers' Union of South Africa will come under the spotlight at the union's rally to be held at Jabulani Amphitheatre, Soweto, on Sunday.

BY LEN MASEKO

Ccawusa, general secretary Mf Vivian Mtwa, said union members will be briefed about the latest developments in the conflict between the two factions Ccawusa was rocked by a split early this year, when one group — led by Mr Papi Kganare — merged with the Hotel and Restaurant Workers' Union and Retail and Allied Workers' Union.

Mr Mtwa said his union had received a telex from the Kganare group requesting permission to address the rally.

In the telex, Mr Kganare said the Johannesburg branch — one of the Mtwa group's strongholds — had "never heard our side of the story".

Addressing a Press conference this week, Mr

the Kganare group to create confusion and division among union members. "They are bringing in Nactu's name for political capital," he added.

Meanwhile more than 10 000 Ccawusa members are expected to attend the union's rally. The theme of the meeting is "We will defend Ccawusa".

Mr Mxolisi Kotana, national organiser of Ccawusa (Kganare group), reiterated a statement released by his union this week that the other group was involved in attempts to defect to Nactu.

"It is strange that each time they hold a seminar they do not invite a Cosatu speaker but invite speakers from Nactu," Mr Kotana said.

Ccawusa indaba

THE Commercial Catering and Allied Workers' Union of South Africa is to hold a meeting of Amrel group employees in Soweto on November 22.

Ccawusa official Mr Elias Shala said they would discuss among other things — company reports and the formation of a joint shop steward

council for Amrel employees.

He said Amrel companies included Furniture City, Tip Top Furnishers, Triangle Furnishers, Multi-Serve, Smiley Blue and Select-a-Shoe.

The meeting, at the Methodist Youth Centre, Central Western Jabavu, starts at 10am.

NUM is man charged over speakers at stadium meeting

By Duncan Guy

EVANDER — National Union of Mineworkers (NUM) regional organiser, Mr Tshediso Mothupi (27) pleaded not guilty to a charge under the Internal Security Act in the Evander Regional Court yesterday

The trial is a sequel to a meeting addressed by Mrs Winnie Mandela following the Kinross mine disaster in which 177 miners died

Mr Mothupi has also pleaded not guilty to an alternative charge under the Internal Security Act

GOT PERMISSION TO HOLD MEETING

The court heard that Mr Mothupi received permission to hold an outdoor meeting at Embalenhle sports stadium in Embalenhle township, Evander, on condition that only speakers listed on an application to the Evander magistrate addressed the crowd

Neither Mrs Mandela nor another speaker, Mr

Jay Naidoo, general-secretary of the Congress of South African Trade Unions, were on the list

The State further alleges that other conditions — that the meeting should only be a memorial service, that those attending get there using public transport and that the peace not be disturbed — were not adhered to

CROWD RAN AROUND ATHLETICS TRACK

A police video recording of the meeting showed a crowd running round the stadium's athletics track, singing, before being addressed. The commentator remarked "They are obviously not heartsore"

Constable Justice Khantsi testified that he took notes of speeches broadcast over a public address system as he sat outside the stadium

He said the crowd were asked to pray for those who died at Kinross

NUM general secretary, Mr Cyril Ramaphosa, accused President P W Botha of being a liar and a criminal for failing to "show overseas people the accident" after saying he would do so, he said.

He added Mrs Mandela sent greetings from the ANC and said the miners "dug gold that pays those people outside who buy those cars"

Constable Khantsi added that Mr Mothupi told workers who survived the disaster that they, too, were unfortunate because they would suffer from asthma

Mr Douglas Lee, chief photographer for *The Citizen* told the court said he took a picture at the meeting of a man carrying a tyre

The hearing continues

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13/11/87

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Railway union committed to affiliation

Daily Dispatch Reporter
EAST LONDON — The National Union of Railway Workers' (NURW) has reaffirmed its commitment to work toward affiliation with the country's largest trade union umbrella, the Congress of South African Trade Unions (Cosatu)

The commitment came from the general secretary of the NURW, Mr X Ngamlana, despite Cosatu's failure to send representatives to the union's annual meeting at the Orient Theatre here

Cosatu rejected an at-

tempt by the union to affiliate at the umbrella body's national congress in Johannesburg in July

Cosatu recognises the South African Railway and Harbour Workers' Union

Mr Ngamlana said his union had emerged last year through the initiative and tremendous efforts of railway workers and was formed in accordance with the Cosatu slogan of "one union, one industry"

He said steering committees were formed in Port Elizabeth, East London, Johannesburg and Cape Town

"Today I issue a challenge to anybody who may doubt the existence of the NURW to pose questions", Mr Ngamlana said

He said that the congress maintained its position of working towards affiliation with Cosatu, but only after attaining its set target of organising 100 000 workers

Mr Ngamlana said that their rally was attended by railway workers, and speakers from the South African Youth Congress (Sayco), addressed the rally

A speaker from the

East London Women's Association called on all community organisations to bury their differences and recognise themselves as one entity, Mr Ngamlana said

He said the NURW congress adopted eight resolutions, which were

- That workers be informed annually about the pension they had accumulated and be given an option about terms of its payment,

- That workers have a choice of contributing to the unemployment insurance fund, and if they do contribute, they should collect it at

places where they were employed,

- That a "non-racial" body be formed to monitor and inform workers about their rights in the compensation fund,

- That charges and railway courts should cease to exist and issues should be referred to industrial or independent courts, and the South African Railways should stop prescribing doctors for workers,

- That May 1 and June 16 should be regarded as paid public holidays and that there should be equal pay for equal work

Cosatu attempts peace-keeping as Ccawusa split flares again

TENSIONS in the Commercial Catering and Allied Workers' Union have again flared up — nearly four months after Cosatu appointed a commission to try and resolve the dispute between the two warring groups

And in the face of accusations and counter-accusations the Congress of South African Trade Unions has warned the factions not to undermine the commission by making public statements

Long-simmering tensions in Ccawusa burst into the open at a planned merger with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union four months ago

At the planned merger delegates from the Johannesburg, Pietersburg, Klerksdorp and Western Cape branch left the meeting after it was closed

Some of the delegates objected to the ruling closing the meeting and went ahead with the launch, resulting in two groups competing for control of the third largest union in Cosatu

The Johannesburg-led group said they did not recognise the merger because "democratic practices were not followed and standard meeting procedures had been broken" at the launch

The tension surfaced again at Cosatu's annual conference a week later, resulting in the federation appointing a commission to try and resolve the problems

An uneasy peace prevailed until last week when the Johannesburg branch accused the merger group of having violently taken control of the Cape Town office.

The merger group countered by claiming that a rally planned for the Jabulani Amphitheatre this Sunday was aimed at getting workers to affiliate to the Black Consciousness-aligned National Council of Trade Unions.

The Johannesburg branch, which organised the rally, denied the allegations

The branch also dismissed allegations that it was involved or assisted in acts of violence against the merged Ccawusa.

These claims were made by the merger group, led by general secretary Papi Kganare

"Ccawusa is a founder member of Cosatu and will continue, like other affiliates, to play an active role in the federation's Living Wage Campaign," said Johannesburg branch co-ordinator Kaiser Thubedi

The allegations were "an attempt to create suspicion and division in the labour movement, especially between Cosatu and Nactu, and to project us as people who are anti-federation", Thubedi said

He pointed out that at the time of the unity talks that led to the formation of Cosatu three years ago Ccawusa was not affiliated to any trade union federation.

Ccawusa took part in the talks because of a desire for unity among workers.

"The attempts by the 'breakaway'

Tensions between warring factions in the Commercial, Catering and Allied Workers' Union flare again. SEFAKO NYAKA reports

group to create confusion and disunity in Ccawusa has failed dismally. Now they want to create and deepen the divisions that exist between Cosatu and Nactu. They are using Nactu's name for political gain," he said

Ccawusa's position had consistently been one of creating unity between Nactu and Cosatu and to form a united union in the commercial and catering sectors, he said

"We are for a merger and unity, not only with the Retail and Allied Workers' Union and the Hotel and Restaurant Workers' Union but with other unions in the sector"

The other large unions in the sector are the Cape Liquor Employees' Union, the Natal Liquor Employees' Union, the National Union of Distributive and Allied Workers and the Federated Council of Retail and Allied Workers

The rally was not a show of strength but merely a constitutional provision to report back to members about gains, victories and targets for the new year, Thubedi added

A decision on affiliation to Nactu could not be made at a rally or a general meeting as "these are not decision-making structures", he said

The Johannesburg branch would be responding to a telex from what he termed the "breakaway group" requesting that they be given an opportunity to address workers at the rally, Thubedi said

"It must, however, be pointed out that they never invited us to a meeting they called in Soweto a few weeks ago and also that when we made an approach at their meeting in Natal they vowed never to share a platform with us"

He said this was compounded by the fact that "the group" had used force in their bid to take control of the Cape Town office

At Monday's meeting "certain anti-Cosatu elements in the Johannesburg branch together with officials from a few other branches" were accused of conducting a "disinformation campaign" among workers and in the press

The merger group denied the allegations that it forcibly took control of the Cape Town office, claiming that the take-over occurred after members suspended the Cape Town branch secretary

The group, which emphasised that it was not a "breakaway group", claimed that a day after the newly-elected branch executive members took control of the office, they were attacked by a group of 60 workers from the OK stores in Parow and Woodstock, led by a senior member from the Johannesburg branch

"An organiser was held halfway through the window and threatened that he would be thrown out of the second floor unless he handed over the keys," Kganare said

Two organisers were allegedly forced to telephone a number of companies to say the branch secretary was not suspended and that they had resigned

Death threats and threats of physical assault were made, he added

Kganare denied that his group was a "breakaway", claiming that the Johannesburg branch-led group was in the minority

"The disinformation campaign has had partial success in only four out of eight branches of Ccawusa

He said seminars organised by the Johannesburg branch and attended by some members from the Johannesburg, Pietersburg, Klerksdorp and Western Cape branches were addressed by Nactu officials

The seminars, which were dealing with the political policies of Cosatu and Nactu, were critical of the former's policies

This has been denied by the Johannesburg branch

Meanwhile, Cosatu's six-man commission is expected to meet this weekend to try and resolve the issue

FOR THE RECORD

THE reinstatement of the former mayor of Ibhayi Town Council, Tamasinga Linda, is in limbo this week while the Cape Provincial Administration seeks legal advice

Linda, who was hounded out of the township by angry residents 19 months ago, was disqualified as mayor after he failed to attend four consecutive council meetings. Regarded as one of the prime initiators for the municipal police system and an opponent of trade unions and the UDF, Linda said the majority of people who supported the council system wanted him back.

ALLEGATIONS of torture by the the Ciskei police were made during a trial at the Zwelitsha Regional Court this week in which Lucille Yvonne Meyer, administrative secretary of the UDF in the Border region, was acquitted of perjury

The state alleged that Meyer made a statement to police in which she admitted involvement in the armed activity of which Rev Arnold Stofile was later found guilty

She denied any knowledge of the events. The magistrate found that the evidence of the state's sole witness, Warrant Officer Oweluzuma Peter Swelindawo, was full of contradictions and that he had been evasive when the allegations of assault were put to him.

A NEW spate of arrests and prosecutions has further undermined the liberal reputation of the Durban City Council's squatter policy. The arrests — in pre-dawn raids — of 45 "household heads" last month, resulting in convictions for trespassing, was followed by 15 more arrests in another raid last week

Senior councillor Sybil Hotz said the council's June decision applied only to people "listed" by the council. "The newcomers must have come from somewhere and we are quite prepared to assist them in going back there"

THE question of whether long service allowances are "socialist" could be the key issue delaying a return to work by 1 200 strikers at Durban's Dunlop tyre factory

Double blow to Natal's fragile peace

* Buthelezi row with
Cosatu at conference

* Inkatha challenge to
UDF over violence

By CARMEL RICKARD
and HILARY JOFFE

TWO incidents yesterday highlighted obstacles facing peace talks between groups involved in the violent Pietermaritzburg political feud.

In Johannesburg, a major business conference was the scene of an acrimonious confrontation between Cosatu general secretary Jay Naidoo and Inkatha chief Mangosuthu Buthelezi.

And at a press conference in Durban Inkatha Youth Brigade leaders challenged the United Democratic Front to explain why they had not responded to Inkatha's proposal of a joint monitoring committee to halt violence in the Natal townships.

Youth brigade leaders spelt out their attitudes to the conflict with the Cosatu-UDF alliance.

National organiser, Ntwe Mafole, said: "If somebody takes my eye out I will take somebody's eye out, if they take my tooth out I will take somebody's tooth out, if they stab me I will stab. That is defence."

And KwaZulu MP Velaphi Ndlovu added, "As far as Inkatha (who is being attacked) is concerned, there is no difference between self-defence and retaliation. It is all one thing."

Speaking at the *Financial Mail's* investment conference in Johannesburg, Naidoo said the KwaNatal Indaba was an undemocratic regional solution based on principles similar to those of the tricameral parliament.

Naidoo said the growing violence against Cosatu members in Natal was not a case of black-on-black violence but a battle for political supremacy in Natal. It was an attempt to crush the democratic alternative which had been offered with the growth of trade unions and community organisations.

"Scores of Cosatu members who work in your factories in Natal have been killed and injured in attacks."

● To PAGE 2

The contents of this newspaper
have been restricted in terms of
the Emergency Regulations

Natal's fragile peace

● From PAGE 1

from roving bands bent on crushing all non-Inkatha activity," he told the businessmen.

Buthelezi, who was in the audience and is due to address the conference today, leapt up to accuse Naidoo of inaccuracies.

He said the violence in Natal had been "deliberately fomented" and referred to "broadcasts from Lusaka and Addis Ababa and our brothers in the ANC calling for collaborators to be killed and for the country to be made ungovernable".

He said Inkatha was a voluntary organisation and had never forced members to join.

In Durban, leaders of the Inkatha Youth Brigade called a news conference to outline their stance on the current violence.

Musa Zondi, who heads the organisation, said the fact that the UDF had not responded to the proposals for a joint monitoring committee "pointed a finger" at who was the aggressor in the conflict.

He also claimed UDF President Archie Gumede had "problems" with his constituency and could not get them to approve such a committee.

Until the violence, in which the UDF was the aggressor, was ended, Inkatha members would be entitled to their "inalienable right" of self-defence.

Asked to spell out what the organisation understood by self-defence, Mafole said "When you are attacked someone will retaliate in some or other way, depending on what you did."

Mafole, who has been convicted of attempted murder and public violence, but is out of jail pending an appeal, added, "We as Inkatha have put up a principle that we will defend ourselves."

"Somebody may stab an Inkatha Youth Brigade member to death at the Pinetown taxi rank. And what happens? What does Inkatha Youth Brigade do in that situation? (Inter-jection: "They go to the courts") Who knows what they do? I am merely saying you can't draw a line."

These incidents came at the end of a week in which 11 people died in the Pietermaritzburg townships and violence spilled over into other areas.

WMMAL 13-19 NOV 1984

13/11/87

Naidoo clashes with Buthelezi over Indaba

Own Correspondents

JOHANNESBURG. — Cosatu general secretary Mr Jay Naidoo and KwaZulu Chief Minister Chief Mangosuthu Buthelezi clashed at the FM investment conference yesterday.

Mr Naidoo referred in his speech to the KwaNatal Indaba as an undemocratic regional solution based on principles similar to the tricameral parliamentary system.

He said affidavits had shown that local "warlords" — among them senior Inkatha officials — were the main perpetrators of violence in Natal. Police had failed to take action, he added.

At question time, Chief Buthelezi said it was Cosatu and UDF policy to make townships ungovernable. He said it was a lie to say it was his and Inkatha's policy to kill opponents.

● Twenty-one 21 people have been arrested or charged since Wednesday in connection with unrest-related crimes in the past six weeks, said police liaison officer Captain P Kitching

CALC Times
13/11/87

Cosatu ^{140A} slams SA business

Own Correspondent

JOHANNESBURG —

Cosatu's general secretary Jay Naidoo told the FM investment conference yesterday the response of business to government attacks on democracy would help to shape its future relationship with the labour movement and the "broad democratic movement".

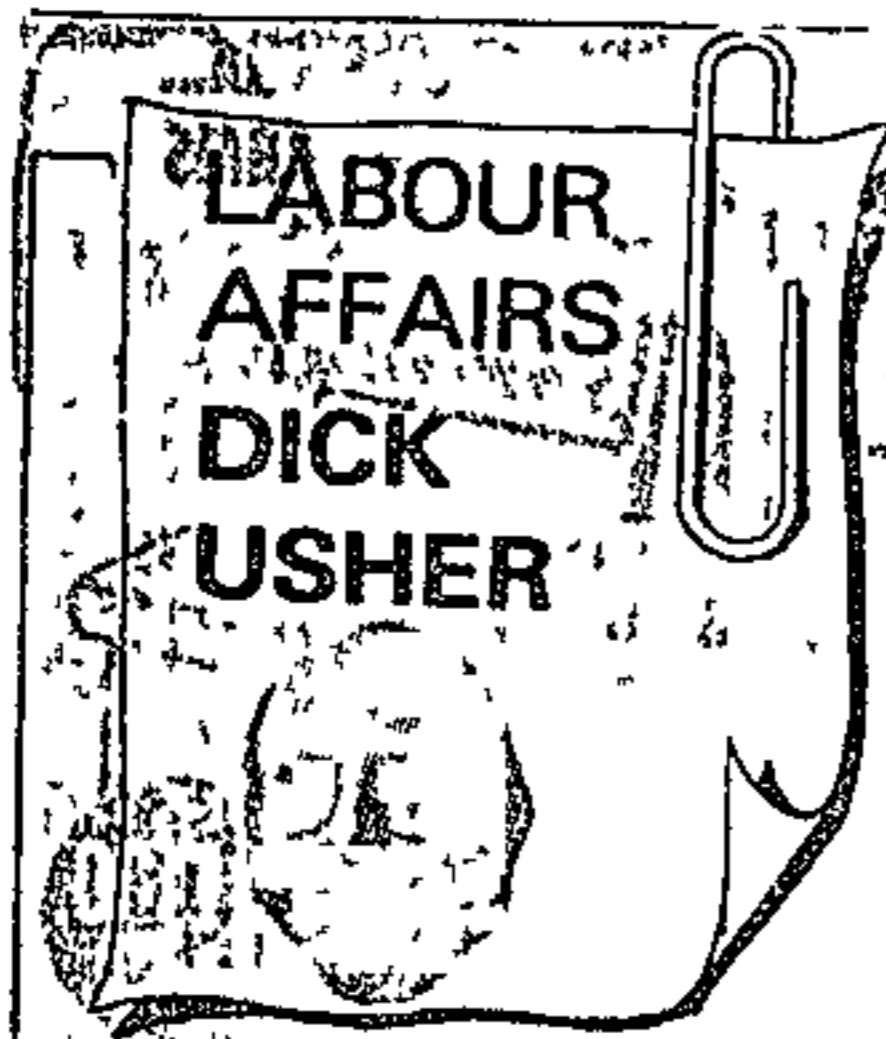
In turn, this relationship will determine the nature of SA's future, he said.

Naidoo criticized business's "silence" during government's "smear campaign" against Cosatu earlier this year and when Cosatu's living wage campaign was disrupted through the banning of meetings and seizure of literature.

He said Cosatu recognized economic growth was indispensable to creating a non-racial democracy in SA. However, it differed with business on how growth should take place.

He said Cosatu's controversial support for disinvestment and sanctions was an urgent message to employers to actively pressure the government to move towards non-racial democracy.

He attacked solutions such as deregulation and privatization



1988 looks set to be an interesting year for clothing, furniture unions

EVENTS in two industries — clothing and furniture — should be particularly interesting next year.

In the garment industry, all eyes seem to be directed towards the Congress of South African Trade Unions (Cosatu).

Last weekend saw the emergence of a strong new national union in the clothing and textile industries affiliated to Cosatu, the Amalgamated Clothing and Textile Workers' Union (Actwusa).

This weekend the Clothing Workers' Union (Clowu), after being somewhat dormant for a while, is holding its third annual congress.

And the Garment Workers' Union (GWU) and the Natal-based Garment Workers' Industrial Union are hoping that they'll have their plans for amalgamation advanced enough to be able to complete it by the end of the year.

The scene could be set for some inter-union rivalry.

Membership of the GWU and all Cosatu affiliates in the Western Cape is within a few thousand of each other.

In the interests of its own influence Cosatu would have to crack the GWU's dominance of the clothing industry.

The GWU is alive to this possibility and has been looking over its shoulder at the National Union of Textile Workers (NUTW), one of the unions which formed Actwusa. Last week's *Clothesline* had two articles cautioning workers about NUTW, the Cosatu affiliate which showed them the door at talks earlier this year which would have brought them in with the unions now forming Actwusa.

But in spite of this the GWU hasn't closed the doors on moving into Cosatu, according to assistant general secretary Cedric Peterson.

Meanwhile Clowu, in the pamphlet advertising its meeting, says: "We expect this to be a watershed conference because . . . we will have to discuss the conversion of Clowu into an authentic union with paid-up members as opposed to merely signed-up members as is the case to a large extent at the moment."

"Cosatu lays down paid-up membership as a condition of affiliation."

In the furniture industry things are a little different. The existing union, the National Union of Furniture and Allied Workers (Nufaw), recently affiliated to the National Council of Trade Unions (Nactu).

This is South Africa's second largest union grouping and has recently been consolidating in the Western Cape.

But the latest *Work in Progress* reported that two Cosatu affiliates, the National Union of Metalworkers and Paper, Wood and Allied Workers' Union (Pwawu), "have made great strides in ending the closed shop system in the furniture industry."

They have concluded a recognition agreement with Afcol, the biggest furniture company in the country.

"For Pwawu the agreement is a consolidation of its campaign to drive Nufaw out of the industry," said the report.

In the Western Cape, Pwawu has held at least one meeting for furniture workers and the drive against Nufaw appears to be on.

'Stores are warned'

A NUMBER of Ellernes group stores were hit by work stoppages yesterday, a day before the sitting of the Conciliation Board convened to settle the dispute

between the company and its employees.

The Conciliation Board, appointed by the Minister of Manpower, meets for further negotiations today.

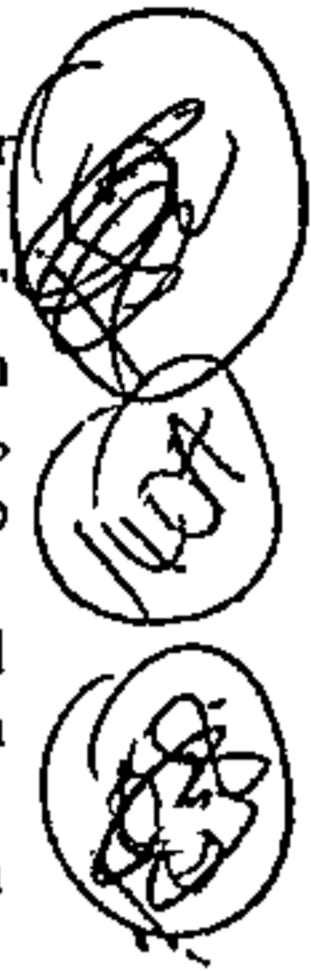
The Commercial Catering and Allied Workers Union of South Africa (Vivian Mtwa group), which represents Ellernes employees, said yesterday's stoppages were "a warning to management to stop dragging its feet and resolve the dispute".

Ccawusa official, Mr Jackie Masuku, said management had refused shop stewards and the union access to telephone facilities at the shop floor.

He said management had also replaced union members, who operate cash tills, with white cashiers.

Ellernes spokesman Mr Pierre de Villiers confirmed that a number of group stores had been affected by stoppages, saying "we view this as an act of bad faith especially in view of the pending Conciliation Board meeting".

Ccawusa is demanding a minimum wage of R550 a month and a R200 across-the-board increase. Management has offered an increase of R94 to all employees, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.



NURW to work towards joining Cosatu

CP Correspondent

THREE hundred delegates representing countrywide regions and branches of the National Union of Railway Workers attended the union's first congress in East London at the beginning of this month.

NURW, which is not affiliated to any union federation, was launched in November last year.

The union had strongly denied earlier reports that it was a break-away from the South African Rail-

way and Harbour Workers' Union, a Cosatu affiliate which started in the Transvaal some years ago.

Although NURW is investigating the possibility of affiliating to Cosatu, there are no plans to merge with Sarhwu.

As affiliation to Cosatu formed part of the congress agenda, NURW president Martin Nemasetoni gave a brief report on the federation.

He called it "a super-federation,

recognised internationally for its democratic structures and history of its existence".

"Should we get confused about the South African situation, let us not lose hope. In a democratic union, workers themselves will find their way through," he said.

Ngamlana said the congress maintained its previous position to work towards affiliation to Cosatu, but "after attaining its set target as far as organising is concerned".

Among resolutions taken at the congress were that May Day and June 16 should be declared paid public holidays as well as a call for "equal pay for equal work".

The following were elected to the national executive committee: Martin Nemasetoni (president); Mfusi Mangolotho (vice-president); Xolani Ngamlana (general-secretary); Sandile Nongxa (assistant general-secretary) and Barnabas Wondo (national treasurer). — Elnews.

140A

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Tawu: Not our pamphlets

By SELLO SERIPE

THOUSANDS of bogus pamphlets bearing the logo of the Transport and Allied Workers' Union of SA, a Nactu affiliate, accusing the Cosatu affiliated Transport and General Workers' Union officials of misusing union funds were this week distributed on the East Rand.

Tawu has disassociated itself from the pamphlets, and both unions issued a statement blaming "agents of the system" for trying to "create conflict between us".

The pamphlets said that the TGWU leadership wasted fees on campaigns that "don't further workers' interests".

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“SOPHY PW, WHO RAVE POLITICAL PRISONERS”

CP Correspondent — Botha's statement was "a very shallow observation" — Those Trade Unions have reacted strongly to a statement on Monday night by President PW Botha that there were no political prisoners in South Africa.

The Detainees' Parents Support Committee, an organisation monitoring the detention of people in South Africa, also took exception of the statement made by the President.

Opening the Cape Congress of the National Party in Cape Town on Monday night, Botha said there was not a single individual in South Africa who was in jail for holding a particular political viewpoint.

"What we do have in our prisons," Botha said, "are people who have been convicted of a criminal offence or who have threatened the security of the state."

Reacting to the statement, the national co-president of the UDF, Archie Gumede, said Botha's statement was "a very shallow observation".

Gumede said "Those jailed for such long terms were convicted by the State for artificially created 'criminal offences' in order to uphold white supremacy in South Africa."

"Whatever political offences they may have committed in their admirable struggle for the liberation of the oppressed masses were certainly not common law crimes."

Accordingly, added Gumede, jailed political leaders and many others were languishing in prison "for what they had stood for politically."

DPSG spokesman, Dr David Webster pointed out that only 0.1 percent of the 25 000 people imprisoned under the state of emergency since 1985 had actually been found guilty in a court of law of any criminal offence, and only three percent of the 25 000 ended up in court against them.

"Our records show that 79 percent of those detainees identify themselves with or belong to the UDF. The question is: Why are so many UDF supporters being held if the state of emergency is not designed to crush the UDF?" asked Webster.

He also pointed out that they, long-term detainees, were UDF leaders who served a legal organisation. "It was, therefore, clear, he said, that the reason for their imprisonment was political."

"It is clear to the DPSG that detainees are unquestionably being held for their political views."

"The process of criminalisation is something Pretoria has been engaging in for a number of years now," said Webster.

Cosatu's information officer, Frank Menzies, said 50 of the federation's members were presently in detention and no charges had as yet been laid against them.

"As far as we are concerned, they are being persecuted for their political views," he said.

"The government's propaganda organs have consistently been trying to give the impression that our detained members have been engaging in unlawful activities."

"Our contention is that they have been demonstrating their own humanity by refusing to remain in subjugation," added Menzies.

The same case could be made for the imprisonment of people such as Nelson Mandela and Walter Sisulu who had been sentenced to life imprisonment because of their opposition to apartheid," said Menzies.



State President PW Botha... there are no political prisoners in South Africa.

Cosatu or Nactu - which will Mwasas members choose?

By MARTIN NTSOELINGOE

THE Media Workers' Association of South Africa has a very difficult decision to make at its annual congress in Durban this weekend when it is to choose whether to affiliate to one of the two giant union federations

The union is to choose whether to affiliate to the Congress of South African Trade Unions or the National Congress of Trade Unions

A spokesperson for Mwasas said since the beginning of the year the union has invited officials belonging to both federations to its regional conferences to address its members to prepare them for the decision

He added that Mwasas believed in democracy and that for the decision to affiliate to either federation to be taken it was of paramount importance for its members to be well prepared for such a decision

"We believe that it is important for our members to know the policies of both the federations so that when they vote they should not be swayed by extraneous forces

"Our members must decide on the basis of what federation would accommodate the aims and objectives of the union," said the spokesperson

He also stressed that Mwasas members must know both federations, their policies, history and their relationship with the liberation struggle in the community

The Southern Transvaal region of Mwasas has already made a recommendation to the national executive to affiliate to Nactu

Dunlop strike goes on

CP Correspondent

CONCILIATION Board negotiations on the wage dispute between Numsa and Dunlop BIR have broken down for the third time

The union has accused the company of "union bashing"

The board was set up on October 29 after about 1200 workers voted to strike when management refused to reinstate long-services bonuses

The workers objected to a disciplinary clause in the payment of annual bonuses - Concord

Beauty and the C

By BONGANI HLATSHWAYO

KAIZER Chiefs will be holding the national finals of its beauty contest tomorrow after the team's needle match against Orlando Pirates at Ellis Park.

The winning beauty will represent the club at the Miss NSL beauty pageant.

The judging will take place at Club 2000 in Johannesburg from 7pm There are 32 finalists drawn from throughout the

country.

The club wants fans to attend

There will be top girls. The Premier Milling SMW

Entertainment provided by Yvonne William and the

City Press 15/11/87

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Ccawusa to keep rally 'straightforward'

By BONGANI
HLATSHWAYO

THE rally organised by the predominantly Johannesburg-based faction of the Commercial, Catering and Allied Workers' Union of SA scheduled for Sunday at the Jabulani Amphitheatre is not aimed at settling the union's split, said Salm Vally, co-organiser of the

rally. Ccawusa was rocked by a split earlier this year when a group led by Papi Kganare merged with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union.

The merger group then adopted the Freedom Charter, which became a point of contention as the other faction claimed most delegates had already left the meeting when the Charter was adopted.

Vally this week re-emphasised the general-secretary of the Johannesburg-based faction, Vivian Mtwa's, point that their group did not intend to join Nactu, but remained affiliated to Cosatu.

"We are not striving to follow reactionary lines. Our emphasis and objective is to be on the progressive path," he said. Mtwa said at a Press conference on Tuesday that Ccawusa members would be briefed on the latest developments on the rift between the two factions during the rally.

Legal eyes on ex-mayor

CP Correspondent

THE Cape Provincial Administration is to seek legal advice before deciding whether to reinstate former Ibhayi mayor Tamasaqa Linda

A spokesperson for the Department of Local Government said the Cape Provincial Administration was due to decide on Linda's future role in local black politics on Monday.

Linda disqualified himself as mayor of the council 19 months ago after he failed to attend four consecutive council meetings. The meetings were held during unrest in his area.

At that time he was staying at a Port Elizabeth beachfront hotel while at the hotel, he ran up a R10 500 bill which allegedly has not been paid.

Rumours of Linda's return have been brewing since September, when it emerged that a letter had been sent to the Ibhayi Town Council by 11 Ward Five councillors. Linda's former ward, requesting his reinstatement.

Linda was to have addressed a political rally at the weekend to gain support. This was postponed because Bishop Isaac Mokoena, scheduled to share the platform with him, was unable to attend.

Mokoena and Linda are joint-presidents of the newly established United Christian Conciliation Party.

It is also understood that the meeting was postponed because the decision on Linda's reinstatement was delayed.

In interviews last week, the former mayor, who raised a storm of protest during an aborted meeting on the University of Cape Town campus this year, said he would return to civic politics if he was "called by the people". He said the majority of people who supported the council system wanted him back.

A representative of the Port Elizabeth Youth Congress condemned the move to reinstate Linda and said Linda's intention was to form a base where he could be elected to the National Council.

Linda lost popularity after he called for the burning of the United Democratic Front in 1985 and allegedly threatened to withhold housing from trade unionists.

After he apparently evicted a widow, Alice Mavele, from her house and took over occupation, the house was burnt down. He then fled the township.

Since his expulsion from the council, he has canvassed against the ANC and the UDF during four overseas trips where he presented himself as a victim of terrorists.

Vivian Mtwa





140A

Star 16/11/87

By Mike Siluma,
Labour Reporter

Hands off Kew, says Numsa after Govt proposals

The proposed deregulation of the Kew industrial area, north of Johannesburg, has evoked strong opposition from organised labour, with the country's largest metal union calling on black business to withdraw from the venture

The plan is contained in a draft proclamation made by the State President last month (exempting employers in the area from a number of laws and by-laws) and applied for by Job Creation SA

In a memorandum to be submitted this week, the National Union of Metalworkers (Numsa), the biggest union in the metal, motor and allied industries, says the granting of the application would:

- Reduce employment overall in the area, particularly in the metal industry
- Lead to a "significant" reduction in the standards of remuneration, health and safety and working conditions of workers, especially in the metal industry, and
- Adversely affect the collective bargaining structures and employees' freedom of association

Numsa notes that the project had not been discussed with "the popular and democratically chosen leaders of the resi-

dents of Alexandra township", and was rejected by "the most representative body of workers" — the union's shop stewards' council.

Although it looks specifically at the metal industry, Numsa says it believes its arguments hold for other industries in the nearby areas of Marlboro, Wendywood and Wynberg. The metal industry is the biggest employer in the area.

One of the major criticisms of the proposed project is that, by exempting participating employers (with no more than 20 employees) from paying minimum wages, it would lower costs, placing such employers at an unfair advantage over others not similarly exempted.

With the statutory minimum

wage in the metal industry at only R2,61/hour, employees in the deregulated area would earn even less as a result of the minimum wage exemption

Numsa warns that the lower cost structure of participating firms would lead to work being subcontracted to them, away from non-exempted, yet labour intensive employers. This, the union argues, would lead to "major job losses" in the industry, especially if the scheme is extended to other parts of the country

Instead of creating a substantial number of jobs, the project would "significantly depress the remuneration and working conditions of employees, to undermine collective bargaining structures (and) create an unstable industrial relations climate", Numsa says

Such a development would lead to industrial unrest

Numsa spokesman Dr Bernie Fanaroff says the union had written to its umbrella federation, the Congress of SA Trade Unions for support in opposing the proposal

"We are making a call to Nafcoc (the National African Federated Chamber of Commerce), seeing that (the proposal) is against the interests of the workers, to withdraw its support," says Dr Fanaroff

ONSLAUGHT ON UNION ALLEGED



MIR VIVIAN Mtwa

BY LEN MASEKO

THE conflict within the Commercial Catering and Allied Workers' Union (Ccawusa), was threatening to divide workers, Ccawusa general secretary, Mr Vivian Mtwa, told a rally in Soweto yesterday.

Addressing more than 5 000 union members, Mr Mtwa said Ccawusa was facing an onslaught from "opportunists and undemocratic elements" within the union

Ccawusa was rocked by a split early this year when one group merged with the Hotel and Restaurant Workers' Union and Retail and Allied Workers' Union

A commission was set up by the Congress of South African Trade Unions to resolve the conflict

Mr Mtwa told the rally that the commission had found his union guilty of

"breaching Cosatu policy"

"The commission brought no evidence about us being pro-National Council of Trade Unions and anti-Cosatu Without these allegations being substantiated Cosatu concluded that our group was guilty of breaching its policy."

He said Ccawusa would meet soon to discuss the matter and take a decision

"We call on all members to discuss and establish worker defence committees in the shops and where they live," Mr Mtwa said

The rally, convened by the Johannesburg branch of the union, was attended by members from as far as the Eastern Transvaal

SUPPORT GROUPS

crop The final price will be determined ponent of textiles, both for garments and ing

Furniture sector dispute over wages and increases

Ccawusa postpones Ellerine negotiations

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THE Commercial, Catering and Allied Workers' Union (Ccawusa) is refusing to communicate with furniture group Ellerine Holdings over their wage dispute until November 22, Ccawusa spokesman Jackie Masuku said at the weekend.

He accused the company of having a negative attitude and of failing to honour the State-appointed Conciliation Board (CB) constructively.

"We therefore suspend all communications with Ellerines until our members countrywide give definite instructions at our national shopstewards meeting to be held in KwaThema, Springs, on November 22"

ROGER SMITH

He said they could not respond to Ellerine's proposal on mediation for November 19 and 20, "although we still stand by our commitment to negotiations"

Ellerine company secretary Jeff Britz responded yesterday by saying the breaking off of communication by the union should not close the door on negotiations

He said the CB process allowed for a 30-day period, in this case up to December 2, before the expiry of which any action would be illegal

If they could not meet for mediation on November 19 or 20, they could always

meet later

He accused the union of having not stuck to an agreement on mediation

The main subject of the dispute is a union wage demand of a monthly minimum of R550 and a R200 a month across-the-board increase, as against an amended management minimum wage offer of between R425 and R689 a month, depending on grades, and a minimum increase of R94 a month

The union is also demanding lower sales targets, improved commissions and increased leave

It says it has 6 500 members involved in the dispute. A large number took part in a work stoppage over the dispute last week

LABOUR PARTY
leader the Rev Allan

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Dismay over UDF detentions in Natal

The Argus Correspondent
DURBAN — Violence erupted in Maritzburg townships again at the weekend and spokesmen for the United Democratic Front and Inkatha have expressed dismay at the detention of UDF leaders in the city.

UDF president Mr Archie Gumede described the arrest of Mr Martin Wittenberg and Mr Skumbuzo Ngwenya as a "real disaster" for peace negotiations.

He alleged that 10 youth activists had also been arrested. The UDF leaders were arrested while negotiating with township residents. The detention of Mr Wittenberg and Mr Ngwenya has been confirmed by the police, but not the alleged arrest of the 10 youth activists.

Inkatha also condemned the detention. The senior Inkatha member in Maritzburg, Mr Velapi Ndlovu, said he was sorry to hear of the detentions, which had dealt a bitter blow to impending peace negotiations.

The UDF and Cosatu estimate that 200 of their Midlands supporters have now been detained and say there has been no large-scale arrest of Inkatha members.

Two people were killed, including a 15-year-old boy who was attacked by a mob and a man who died of birdshot wounds, in nine incidents of unrest in the townships on Friday, Saturday and Sunday.

Mr Gumede said peace negotiations had been interrupted by the UDF detentions and could not continue with the leaders of one of the sides in jail.

"The only men able to persuade people to participate in any peace agreement have been detained. They possess the necessary skills, knowledge and ability to make representations in both directions," he said.

Those detained were involved in negotiations with the Chamber of Commerce, the Maritzburg municipality, church leaders and all other parties concerned.

Union won't talk further to Ellerines

By Mike Siluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) has severed its contacts with Ellerines in a wage dispute over what it called the management's "negative attitude".

A Ccawusa spokesman, Mr Jackie Masuku, said the decision was taken because management's attitude hampered the process of conciliation.

An Ellerines spokesman, Mr Pierre de Villiers, said he was not aware of the union's decision. He said the company would still pursue settlement through a conciliation board and mediation.

"We want to explore all avenues to reaching a settlement," said Mr de Villiers.

Mr Masuku said all communication with Ellerines management would be suspended until "our members countrywide, through our shop stewards, give definite instructions".

The national shop stewards' meeting would take place on Sunday.

"Accordingly, we cannot respond to Ellerines' proposal for mediation on November 19 and 20, although we still stand by our commitment to negotiations to settle the dispute," said Mr Masuku.

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THE SANCTIONEERS, it has been argued in this space, are in retreat. The consequences of their 1986 success have been ambiguous enough, and sufficient doubt has been sown about their wisdom, that they have been unable to refocus Congress's attention for a further push.

Nonetheless, they still have one weapon in their arsenal (two if you count Pretoria's capacity for lunatic thuggery) that is proving near impossible to counter. It is the simple, seemingly unassailable, argument that apartheid's victims themselves want fullscope sanctions.

Now I'm sure there will a lot of spluttering over the word unassailable, and I do not mean to suggest that the argument is revealed truth. To the contrary. It is, however, extremely difficult to assail without getting into a form of name-calling that can only undercut the anti-sanctions case.

Let's face it at the core of the entire debate are some 18-million people denied any say in their own destinies, save on terms dictated by their government.

For the outside world to deny them a say as well is problematic, to put it mildly. And denying them a say is, unfortunately, what it has come to look like if you criticize sanctions.

You may just get away with a deftly-worded put-down of the ANC. But to state or imply that Archbishop Desmond Tutu, the Reverend Alan Boesak or, a newcomer in the American pantheon of black South African leaders, Co-satu's Jay Naidoo, are unrepresentative and do not know what they are talking about — well, it is at best a foolish undertaking.

phone: 17 11 11

West must market new strategies to deliver power without side-effects

SIMON BARBER in Washington

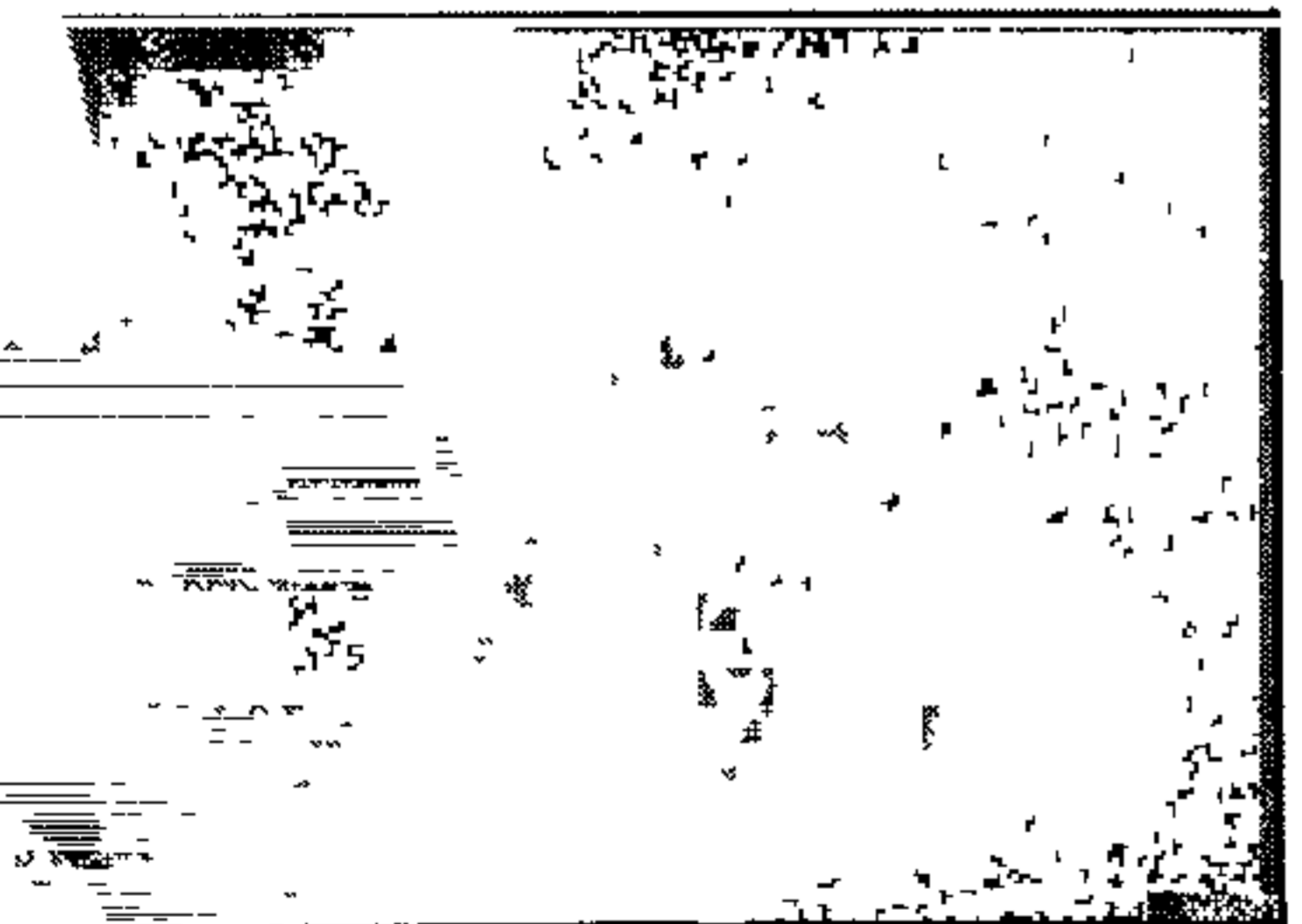
might provide an unimpeachable answer

The closest alternative is, of course, the opinion poll. There have been a number of these

The latest suggest that a majority of black South Africans oppose sanctions if it is their ox that ends up getting gored. This does not impress the sanctioneers, nor, if I were them, would it me

Polls tend to be like sheep entrails. Even the most disinterested soothsayer will tend to frame his enquiry and interpret what he sees by his own lights.

Another, even less scientific, method of rebuttal is the numbers game. The sanctions critic, especially the cruder conservative



quire power. Excluding simple insurrection, two basic models are on offer

Of these, the sanctions package is widely touted as promising by far the quicker result so long as the consumer is ready to risk a variety of perverse consequences

It also addresses the power issue quite neatly. The theory is that Pretoria proceeds according to a simple cost-benefit calculus and that when the cost of maintaining its monopoly of power begins seriously to outweigh the benefit, government and its supporters will somehow abdicate

Nobody said the advertising had to be true

The second model, and the one the West is much more anxious to sell, is avowedly much slower. It is pragmatic

It offers support for education, the development of institutions and skills and, of course, for negotiation. Put another way, it talks about a lot about preparing the customer for power, but not a lot about how he is actually to achieve it.

Obviously this has some takers, particularly among those like Buthelezi, who rightly fear that model one will produce precisely the opposite of what it promises. Otherwise, black South African leaders are scarcely lining up to buy it.

Common sense suggests that if the West is loath to purvey sanctions and the customer is equally dubious about the presently available alternative, it is time for the West to develop and market a new and more enticing product, a set of ideas and strategies that will deliver power without hellish side-effects.

Such a product would promote

their joins last September for President Reagan's first anniversary report on the Comprehensive Anti-Apartheid Act, Naidoo sent Congressman William Gray a "Dear Brother Gray" telex laying out in some detail what he and his union wanted

The menu, it hardly need be said, included a total embargo with several special — and especially chilling — emphases.

All credit, whether to the public or private sectors, should be halted, all foreign investment by South Africans banned.

No South African should be permitted to emigrate, no official or businessman granted even a temporary visa. All foreign companies should be forced to withdraw under terms dictated by their soon-to-be former employees. This, and several similar ap-

□ GRAY ... got telex

peals, prompted 33 members of Congress — 17 of them Republicans — to write to the President that "we are struck by the increasing breadth of consensus both within and outside SA in favour of tougher sanctions."

"The great majority of popular black leaders and organisations in SA, including Archbishop Tutu, the Reverend Alan Boesak of the United Democratic Front, and the two major black union federations, are appealing for stronger sanctions." It is impossible to state definitively that there has been genuine change in SA because so much may (or, by the same logic, may not) remain hidden by censorship.

Similarly, no one can honestly know what it is that black South Africans want of the outside world. There exists no mechanism, least of all one rooted in the consent of the population to be tested, that

his opponents: I see your Tutu with my Chief Buthelezi and raise you one Bishop (forgive me if I can't pronounce him the same way twice in one sentence) Mokoena.

Each of the latter gentlemen is assigned a numerical value equal to the number of followers (generally rounded off to the nearest million) he is alleged to possess.

Since neither side can agree upon that value — indeed, the sanctions go so far as to claim Messrs Buthelezi and Mokoena are counterfeit — this makes for a pretty futile exercise.

Of more merit is the blunt approach As deployed by the increasingly blunt Dr Chester Crocker, it goes like this: "Yes, there are major organisations who are calling for tougher sanctions. "They've been doing it for so

□ NAIDOO ... sent telex

long that it would be very difficult for them to change positions. But it will be a sorry day when US foreign policy must be judged by whether foreigners clap or boo."

This has the virtue of honesty. The US, Crocker infers, as a super-power whose institutions and ways of doing things have been relatively successful, reserves the right to know better. This is a tempting, but very vulnerable, proposition. It will not give the sanctioners much pause.

How, then, to march around their logical Magnot Line?

The first thing, I believe, is to recognise that the victims of apartheid are in a very real sense customers of American and others' ideas and foreign policy, and that whether you like it or not, the customer is always right.

The product demanded is a means to end apartheid and ac-

sion of the customer's existing economic strength. It would encourage and assist black workers to acquire controlling interests in the companies that employ them.

It would deliver capital at concessional "democratised" rates to make this, and the accelerated development of black enterprise and ownership, possible. It would help turn the current lie of South African "free" enterprise into reality.

The point is very straightforward. Until the US and its fellow espousers of the free market can come up with a convincing ideology and a gameplan with which black South Africans will be able to take genuine power in their own country, the barren, self-destructive option of sanctions will stay current.

And, I daresay, the sanctioners will ultimately win.

140H

Sometun

Ccawusa split: Cosatu speaks

17/11/87

By **THEMBA MOLEFE**

Only the Kganare-led group is recognised

THE Congress of South African Trade Unions yesterday said it formally recognised the Papi Kganare-led section of the Commercial Catering and Allied Workers' Union as its legitimate affiliate.

Cosatu general secretary, Mr Jay Naidoo, told a Press conference in Johannesburg that the federation believed that the Commercial Catering and Allied Workers' Union (Ccawusa), merged with three other smaller unions in June. It recognises this merger.

Mr Naidoo said there were "elements in the disaffected Ccawusa

which are conducting anti-Cosatu activities and are undermining the policies and principles of Cosatu."

He was referring to the Vivian Mtwa group of Ccawusa which objected to the "merger" and the adoption of the Freedom Charter as a guiding document.

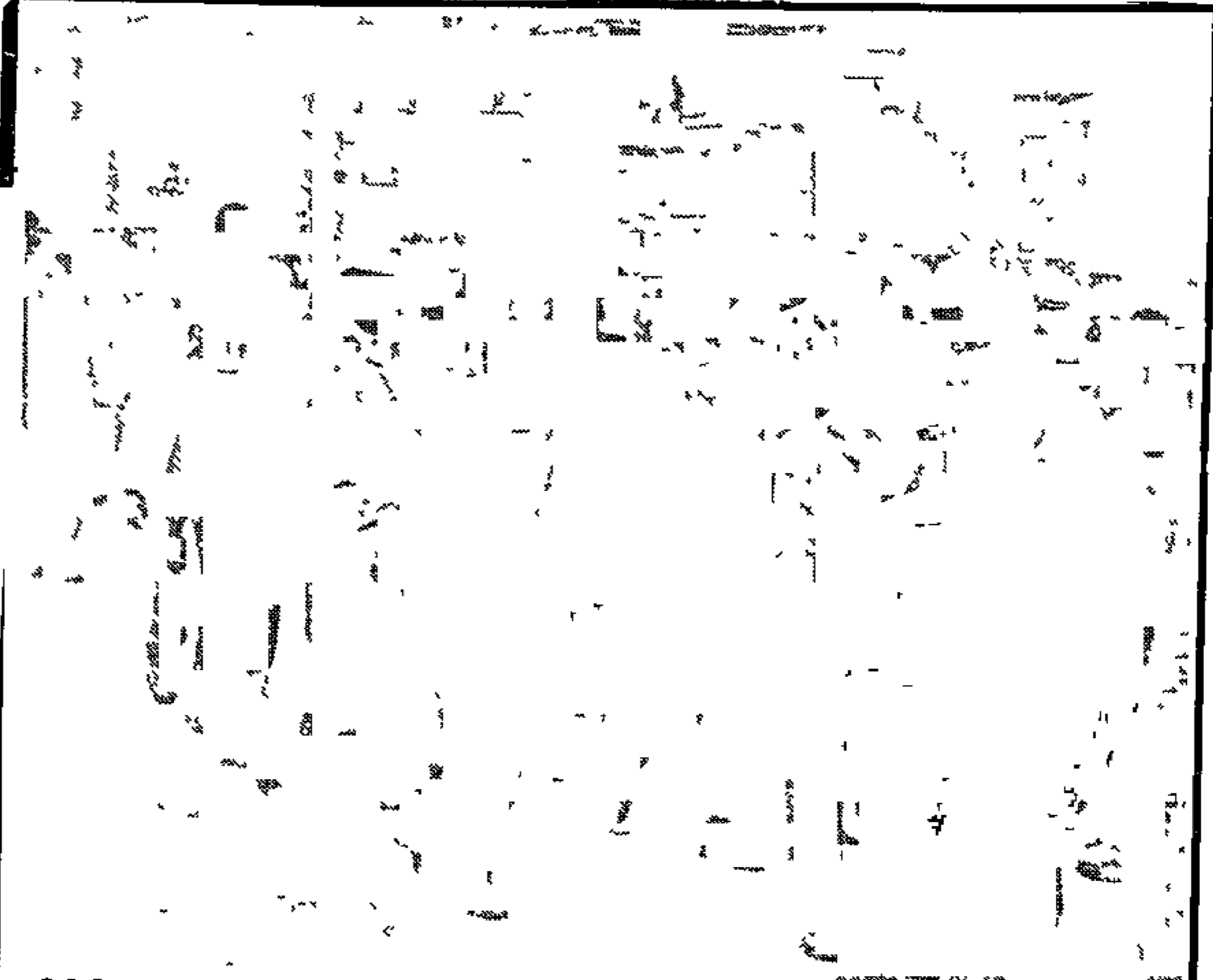
Cosatu said the "disaffected" sections of Ccawusa must raise their problems through

recognised structures in Ccawusa and at the next congress of the federation.

The federation also said it resolved to fully endorse steps taken by Cosatu and the United Democratic Front to create conditions for a peaceful agreement on the Pietermaritzburg violence, where about 150 people have been

killed so far. The federation said it would intensify, the national and international campaign for the release of National Union of Metalworkers of South Africa's general secretary, Mr Moses Mayekiso.

He is appearing with others on treason charges in the Rand Supreme Court.



SCORES of Paxit Pipekor employees downed tools at the company's Krugersdorp plant, demanding the reinstatement of 150 colleagues dismissed by the company.

A spokesman for the South African Allied Workers' Union, which represents the striking workers, said the 150 workers were fired after they rejected a new operating system introduced by the company.

Ccawusa suspends further contact with Ellerines

THE Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) has suspended further contacts with Ellerines pending a decision of a shop stewards council meeting to be held in Springs on Sunday.

A Ccawusa official, Mr Jackie Masuku, said the union took the decision "because of the company's negative attitude." He said the "process" of conciliation was hampered by this attitude.

He said Ellerines had failed to co-operate with the State-appointed Conciliation Board "constructively"

"We therefore suspend all communications with Ellerines until our members countrywide, through our shop stewards' council, give definite instructions at the meeting," Mr Masuku said

Ccawusa has indicated that a legal strike of over 6000 Ellerines workers would start next month if there was no settlement.

Ellerines spokesman, Mr Pierre de Villiers, said the company was not opposed to the Conciliation Board procedures and wanted to resolve the dispute.

Ccawusa reiterated its demands of a R200 across-the-board increase and a minimum wage of R550 a month

The Minister of Manpower has appointed the Conciliation Board to settle the dispute between the two parties

'Attack by employers and State'

140A
B/day
17/11/87

Cosatu plans drive against labour Bill

COSATU announced yesterday it planned a concerted campaign against the Labour Relations Amendment Bill tabled in Parliament earlier this year.

Addressing a media conference after a weekend central executive committee meeting, Cosatu general secretary Jay Naidoo said the organisation had submitted its comments on the Bill to the Minister of Manpower, and would hold a special meeting in early February to plan further strategy.

Cosatu sees the Bill which, among other things, further restricts the right to strike and makes it easier for employers to sue unions for damages suffered in illegal strike action, as part of an attack on the labour movement by employers and the State.

A resolution adopted at the weekend warns that, if passed, such provi-

ALAN FINE

sions could precipitate the collapse of the industrial relations system.

Cosatu also repeated its call for police to take action against those responsible for perpetrating violence in Natal, which has also spread to Isithebe in northern Natal, and condemned the detention of Skhumbuzo Ngwenya and Martin Wittenberg, two UDF leaders involved in peace talks.

Sapa reports Inkatha has condemned the detentions and warned that sensitive negotiations aimed at resolving the crisis in Maritzburg townships were now in jeopardy.

Cosatu also announced it was to intensify a national and international campaign for the release of Moses Mayekiso and other Alexandra treason trialists and condemned the plan for a deregulated industrial zone at Kew, in Johannesburg.

New turn in catering workers' row

Cosatu approves union's merger

Labour Reporter

The five-month dispute within the Commercial, Catering and Allied Workers' Union (Cawusa) has come to a head with the recognition of one of the warring factions by the Congress of South African Trade Unions (Cosatu).

Cawusa split into two when one faction, led by general secretary Mr Papi Kganare, merged with the Retail and Allied Workers' Union and the Hotel and Restaurant Workers' Union in June.

At a press conference yesterday, Cosatu general secretary Mr Jay Naidoo, said the decision to recognise the merged faction was taken after it became clear that efforts to reconcile the two Cawusa groups had failed.

17/11/87 Star 140A

It was decided to recognise the merged faction because certain "elements" in the non-merged faction, led by general secretary Mr Vivian Mtwá, conducted anti-Cosatu activities which undermined the policies and principles of the federation.

These "elements" had refused Cosatu's president and general secretary permission to address a Cawusa rally in Soweto on Sunday.

Mr Mtwá denied his group was anti-Cosatu.

"From time to time we have levelled certain criticism, but this does not mean we are anti-Cosatu," he said.

Mr Mtwá said his group had fully co-operated in efforts to resolve the dispute.

Two more die in UDF-Ama-Afrika clash

Saturday column

Saturday Star columnist Cleary (22) dead, at his Windsor, Randburg, yesterday afternoon.

He appeared to die from natural causes.

He was 22. His father, Mr Frederick Cleary, is an assistant editor of the Star.

Mr Charles Cleary, 45, employed as a script writer for the Public Works Commission.

The deputy editor of the Saturday Star, Neville Adlam, said Mr Cleary "was a very bright man and had excellent sense".

Police are investigating the death.

New post
E Randburg

the merger

17/11/87

Rivals cause confusion in Cape union

140A

Labour Reporter

CONFUSION over rivalry between two groups of a union in the commercial and catering industries continues in the Western Cape.

One section of the Commercial, Catering and Allied Workers Union (Ccawusa) held a branch congress at the weekend which resolved on the removal from office of the existing executive committee and officials from the other section.

They represented the same faction which recently occupied the union's branch offices for two days before being ejected, said a spokesman for the group which regards itself as official.

The dispute arose from a national congress of Ccawusa called to discuss a merger with other unions in the sector, which ended in confusion.

140A

MRG 17/4/82

(50) (280) 140 (14)

SA labour dispute has ripple effect

By DICK USHER, Labour Reporter

AN international union federation has started a worldwide boycott of a Spanish fishing company's products because a South African firm has not reinstated about 180 workers dismissed this year.

The boycott has been called by the International Union of Foodworkers (IUF) against Pescanova, 50 percent owners of Sea Harvest at Saldanha.

Sea Harvest was called on to reinstate about 180 members of the Food and Allied Workers' Union (Fawu), affiliated to the IUF, who were dismissed in September after they stopped work in solidarity with about 300 workers who had been dismissed three weeks earlier during a wage dispute with the company.

Fawu claims the company's actions before and after the dispute showed it was intent on destroying the union or weakening it so that it ceased to be an effective presence at Sea Harvest.

Fawu said the company was "putting up a puppet committee" to replace it.

"POLITICAL ASPECTS"

Mr H E Kramer, managing director of Sea Harvest, said there was no suggestion of "union-busting".

"The fact that we continue negotiations with Fawu in spite of some questionable tactics and a lot of abuse proves otherwise," he said.

"It is our impression that the heavy accent which Fawu increasingly places on political aspects of its activities does not find favour with a large part of the workers living in Saldanha and surrounding communities.

"This has unfortunately led to a measure of polarisation and Fawu has lost support in some quarters."

IUF general secretary Mr Dan Gallin today confirmed that the boycott had started.

DD.

Taxi drivers accused of extortion and killings

17/11/87
1404

JOHANNESBURG — The Council of South African Trade Unions (Cosatu) has condemned the "violent campaign" against its members in Natal's Isithebe-Mandini area

In a statement, Cosatu said attacks mounted by taxi drivers who were allegedly part of the South African Black Taxi Association (Sabta) had already caused the death of two Cosatu members and injury to "many others".

"The unwarranted attacks arise from the decision of the communities in these areas not to pay the unilaterally increased fares demanded

by taxi drivers

"Cosatu further condemns the action of high-ranking Inkatha officials and MPs, Prince Gideon Zulu, Mr S Bhengu and the national youth organiser of Inkatha, Mr Ntwe Mafula, who disrupted a local meeting between Sabta, Cosatu and local Inkatha officials on November 11

"The meeting that was making progress in ending the conflict ended because of the threat of violence when Prince Gideon Zulu said Inkatha was not prepared to talk to Cosatu as it was

the enemy of Inkatha and the perpetrators of violence

"We call on Inkatha to clarify to us and the rest of the world what precisely their position on violence is

"We call on Sabta to clarify their relationship with Inkatha as in the meeting they identified with the views of the Inkatha officials

"We have asked Sabta for a meeting to resolve this conflict because we now believe that involvement of Inkatha cannot contribute to a solution at present," the statement said — Sapa

17/11/87 (140A) Skay

By Mike Siluma,
Labour Reporter

Labour relations Bill criticised

The Congress of SA Trade Unions (Cosatu) has pledged itself to opposing the Labour Relations Amendment Bill, which it says is a threat to the entire industrial relations system.

Addressing a press conference yesterday, Cosatu general secretary Mr Jay Naidoo said Cosatu viewed the proposed legislation, expected to be passed next year, as an attack on workers by both

the State and employers
"Cosatu warns that, if passed, (the Bill) could precipitate the collapse of the entire industrial relations system

"We have resolved to mount an international and national campaign to prevent this Bill from being passed, and our affiliates will meet in early February to work out the form of ac-

tion we will take"
Mr Naidoo said the effect of the Bill would be to

- Outlaw sympathy strikes
- Allow employers to interdict all strikes, legal or illegal
- Encourage "sweetheart" unions by allowing employers to recognise minority unions
- Allow "racial" unions to regis-

ter, even where they did not have a majority

- Enable employers to re-employ workers selectively after a strike, as well as make it possible for employers to sue unions for damages caused by illegal strikes
- Illegalise strikes or any form of industrial action on the same issue for a period of 15 months

Sit-in strike at Ellerines denied

BOTH Ellerines Holdings management and the Commercial, Catering and Allied Workers' Union have denied reports that a sit-in is affecting the company's stores on the East Rand

Ellerines human resources manager, Mr Pierre de Villiers, denied any knowledge of the sit-in, saying the only industrial action that had affected the company was last Monday when 2600 workers downed tools in a nationwide

work stoppage. Ccawusa organiser, Jackie Masuku, also denied reports of the sit-in. Meanwhile, Ccawusa has confirmed that it is in

contact with the Department of Manpower and is making an urgent application to the Minister of Manpower to intervene in the union's wage dispute with

Ellerines. Earlier, the union had suspended communication with the company after Ccawusa alleged the company failed to honour a conciliation board appointment

But Mr de Villiers said the company had been more than willing to a conciliation board hearing

He said Ellerines had been in personal contact with the Minister to set a date for the hearing. The company was still trying to get the union to mediation as they had agreed to it in the first place — Sapa

THE National Union of Metalworkers of South Africa is against attempts to exempt employers in Kew, Johannesburg, from a number of laws and by-laws.

Numsa, which organises in the metal and allied industries, has submitted a memorandum to the Standing Committee of Parliament criticising the proposed deregulation in the area

The application for the deregulation of the industrial area has been made by "Job Creation South Africa", which has submitted its plans to the Government for approval

Memo

The memo said the company had asked that small businessmen be exempted from laws such as the Machinery and Occupational Safety, Wage Determination, Labour Relations and Basic Conditions of Employment Acts

Numsa has rejected the proposal, saying it would

- result in the reduction of employment in the area, at least in the metal industry,
- It would in the long term lead to a reduction in the standards of remuneration, health and safety and working conditions of employees,
- Adversely affect collective bargaining structures in the metal industry, and
- It would adversely affect the freedom of association and collective bargaining rights of employees in the industry

Numsa argues Job Creation has not made a detailed study of the possible effects on employment, on employees and on competitors

Outside mining the metal industry is the largest employer in South Africa and it is believed to be the largest employer in the industrial areas — among them Kew — surrounding Alexandra Township

"It is notable that the company failed to discuss the proposed project with democratically chosen leaders of the Alexandra community, presumably the people intended to benefit from the 500 jobs which Job Creations expects to create," says the memo.

The union has asked the authorities to reject the plan

Kew Project 'WRONG'

140A
18/11/87
Sanetan

True heading for headline
Sanetan

Cosatu recognises

new union merger

17665 18/11/87 140A

Labour Reporter
THE wing of the Commercial, Catering and Allied Workers Union (Ccawusa) which merged with two other unions has been recognised by the Congress of South African Trade Unions (Cosatu).

The union, a Cosatu affiliate, divided into two camps in June after a congress to complete a merger with the Hotel and Restaurant Workers Union and the Retail and Allied Workers Union ended in confusion

One group declared the merger unconstitutional and refused to recognise it. The other considered the merger to have been completed

Both groups continued to operate as Ccawusa. The rivalry led to violence in Cape Town recently when the merged group took over the union's branch offices for two days before members were ejected.

A Cosatu commission failed to reconcile the groups.

Ccawusa's Mtwu to seek new direction

THE Commercial Catering and Allied Workers' Union, led by Mr Vivian Mtwu, is to seek direction from its members following an announcement by the Congress of South African Trade Unions that Cosatu recognised a "rival" group as its legitimate affiliate, writes THE-MBA MOLEFE.

He said the last meeting of a Cosatu commission of inquiry established to heal the split, broke down after the Kganare group merged with the Cape Liquor Union in spite of Cosatu's central executive's decision against the merger

"The Cosatu executive committee has now passed a decision siding with the group that went against its recommendation and executive committee decision," Mr Mtwu said

He denied that his group was anti-Cosatu as suggested by the federation at a Press conference held in Johannesburg on Monday

"We remain committed to Cosatu. The executive committee's statement that there are anti-Cosatu elements in Ccawusa are unfortunate and incorrect," Mr Mtwu said

160A

18/11/87 Sewefan

Ccawusa body says Cosatu decision is very unfortunate

ALAN FINE 18/11/87

THE Johannesburg-based faction of the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday described as "extremely unfortunate" the Cosatu central executive's weekend decision to recognise the opposing group.

The future of Ccawusa as a single organisation hangs in the balance pending a meeting of the four affected branches to consider their response to Cosatu's decision that they should put forward their grievances at a congress to be convened jointly by Cosatu and the other group.

General secretary Vivian Mtwala said his wing had co-operated fully with the Cosatu commission appointed to mediate in the dispute.

He said the commission's efforts had broken down last week because the Durban-based group had contravened one of its recommendations — that it should not go ahead with a merger with the Cape Liquor Union.

Answering failure

Mtwala denied his group was anti-Cosatu.

He said "We have levelled certain criticisms, but this does not mean we are against Cosatu."

A Cosatu spokesman responded that the group had failed to adequately answer certain of the allegations against it.

The spokesman added the commission had not reported details of the breakdown. It had merely stated the atmosphere between the two factions was not conducive to a resolution of the dispute.

He said Cosatu would do whatever it could to avoid a split in what is potentially its third-largest affiliate. It planned further discussions with the Johannesburg group in the run-up to the proposed conference.

Ultimately, though, the problem had to be resolved through the union's own structures, he said.

18/11/78
140A
142

Union did not break agreement court told

Staff Reporter

MANAGEMENT at Pepsi Cola's Epping plant were unavailable when contacted during a go-slow and did not attempt to involve the South African Allied Workers' Union (SAAWU) in resolving the strike.

This was said in affidavits yesterday by SAAWU officials on the return date of the temporary order granted to Pepsi Cola, restraining the union and its shop stewards at Epping from participating in or initiating any illegal form of strike or go-slow.

Mr Zuzile Ramncwana denied the union was in breach of the recognition agreement between them and the company and said management had made no attempt to inform any union official of the go-slow strike.

He said a court application would have been avoided if Pepsi Cola had given the union proper notice of the court application.

Mr Justice Lategan was on the Bench.

Cosatu affiliate, white union in accord

bl day 14/11/87

140H

TWO trade unions — one a Cosatu affiliate, the other a key part of the rightist, whites-only SA Confederation of Labour — have reached an accord aimed at ending racial violence at the Volkswagen plant in Uitenhage.

The accord followed two physical fights last month between white foremen — members of the SA Iron, Steel and Allied Industries Union — and black workers.

The first occurred after a black worker refused to obey a foreman's order. He

ALAN FINE

was dismissed, and a work stoppage by 5 000 National Union of Metalworkers of SA (Numsa) members led to the shutdown of the production line for four days.

They returned to work on October 27 after management agreed to refer the matter to arbitration and the foreman involved was "sent on holiday" pending the hearing.

The second happened soon afterwards and, according to a Numsa shop steward

at the plant, was precipitated by the racially-provocative behaviour of a foreman. The foreman was dismissed, he said.

The steward told Business Day concern about serious racial conflict led to talks and, finally, an agreement between representatives of the two unions.

The agreement was accepted by Volkswagen management.

In terms of the accord, the three issued a joint statement to the workforce condemning violence, intimidation and rac-

ist remarks.

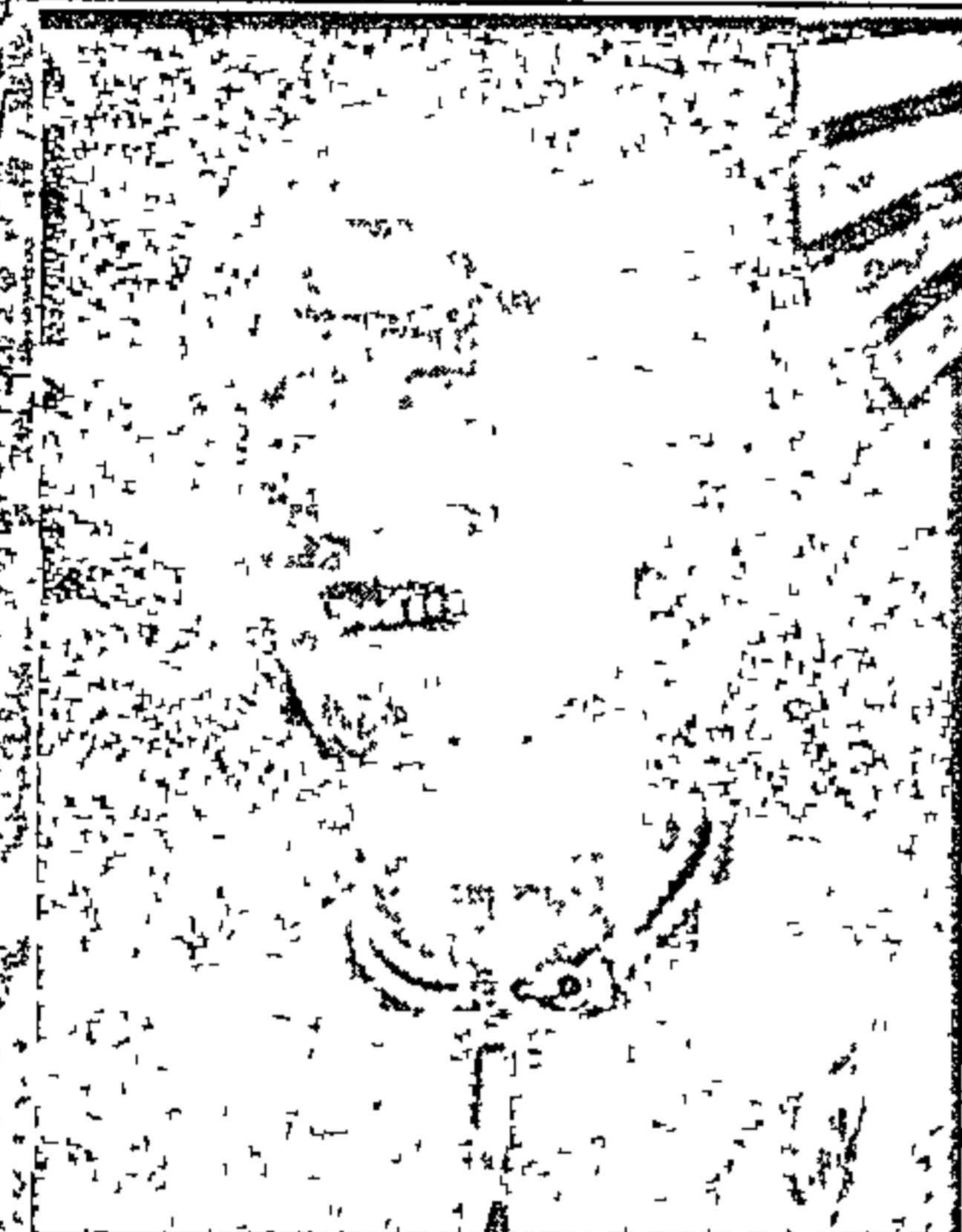
They appealed for tolerance and adherence to laid down grievance and disciplinary procedures.

It was further agreed that the two dismissed workers should be reinstated with final, written warnings and the suspended foreman should resume his work. The planned arbitration has been cancelled.

A Volkswagen spokesman described the agreement as a positive move by all the parties concerned.

BRAND ON GOSATU

140A
9/11/87 Swetan



BRITISH Prime Minister Margaret Thatcher cover-up alleged See Page 2

POLICE arrested 38 Congress of South African Trade Unions members in Maritzburg on Tuesday, Cosatu said yesterday. Twenty had been released but the other 18 were still in detention, Cosatu said in a statement in Johannesburg

Sapa

The detentions of Cosatu and United Democratic Front members had dealt a severe blow to peace moves in the strife-torn area, where over 150 people have been murdered in recent months, the statement said

Cosatu said police picked up the 38 people at their Maritzburg offices, including key Cosatu members, Robbie Mkhize and Kenneth Dladla

"It is not clear as to what law they are being held in terms of"

Cosatu also claimed that police detained UDF Maritzburg secretaries, Martin Wittenberg and S'kumbuzo Ngwenya, as well as 13 others on Friday last week

Cosatu and UDF have over recent weeks worked hard to create conditions conducive to peace and an end to the bloodshed in Maritzburg," the statement said

The umbrella union also charged police with victimisation and "taking action against our legitimate leaders and legal organisational activity"

Powers

"Now they are using their wide powers to stop democratic activity aimed at obtaining an effective and lasting peace"

"To our knowledge, no Inkatha person has been detained in terms of emergency regulations. Yet we have won several court actions, most recently last week, interdicting Inkatha officials from unlawfully assaulting or attacking our members"

"At the same time, no Cosatu or UDF official has been found guilty or interdicted of assaulting political opponents in Natal"

Any real initiative towards peace was impossible and unworkable while leaders were detained for no apparent reason

Botha threatens another 'paper'

ANOTHER newspaper has been threatened with action by the Minister of Home Affairs and Communications, Mr Stoffel Botha, for allegedly promoting "the public image or esteem" of banned organisations such as the Pan Africanist Congress and the African National Congress.

South, a weekly Western Cape "alternative" newspaper, was served with a warning by a Government official at the weekend

It is the third newspaper to be threatened by the Government within a week. Last Friday Mr Botha gave notice to the Sowetan that a Gazetted warning was being considered against the newspaper for allegedly promoting

PAC and the ANC. The New Nation, a Johannesburg-based weekly published by the South African Bishops Conference, has also been warned

The editor of South, Mr Rashid Seria, said his paper was accused of "promoting or fanning revolution or uprising by subtly mustering support for revolutionary organisations"

Studied

"The Minister says he has studied three editions of our weekly paper. He cites several stories in the editions which, he claims, have the effect of promoting the public image or esteem of the banned ANC and PAC. We have been given 14 days from receipt of the

letter to make representations," Mr Seria said. He said the newspaper has briefed its legal counsel on the possibility of challenging in court the regulations in their entirety

"It now becomes more evident that these regulations were promulgated to facilitate action against certain newspapers. Thus far New Nation, the Sowetan and South have been singled out. Even an innocuous story about gays criticising the ANC is cited as 'legitimising' a banned organisation"

Coming at the time of the release of ANC stalwart Govan Mbeki, the superficial case being cited against South is ludicrous to say the least," Mr Seria said

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Sowetan 9/11/87

1404

THE Congress of South African Trade Unions has listed "attacks" on its members and property over the seven months since May

The "attacks" include office burglaries, police raids, detentions and bombings

BY THEMBA MOLEFE

GOSATU WARINGS: STOP THE ATTACKS

Cosatu warned this week that "if such attacks continue and no action is taken against the perpetrators of violence then the instability in South Africa will increase"

It also resolved to strengthen its "Hands Off Cosatu" campaign despite the "orchestrated

attack aimed at destroying our organisation" The chronology includes

● May 23 — Burglary at Construction and Allied Workers' Union offices, Witbank R1433,83 subscription fees stolen.

● May 25 — Police visited Cosatu and South African Railways and Harbour Workers' Union (Sarhvu) office in Pretoria Confiscated "Hands Off Cosatu" campaign posters No search warrant produced Sarhvu president Justice Langa arrested.

● June 8 — Cosatu assistant general secretary Sydney Mafumadi detained at 4 30am and held for the day.

● July 31 — National Union of Mineworkers' office completely gutted in Kimberley Petrol bomb thrown at the house of Dirk Harford, slight damage Car of Marlene Powell petrol-bombed.

● August 13 — More than 78 mineworkers critically injured after mine security and police fired teargas and rubber bullets at Western Deep Levels hostels Twenty-three Ergo workers arrested and seven seriously injured after police fired teargas and rubber bullets.

● August 18 — Police attack strikers boarding taxis at the entrance of President Steyn No 4 and cause collapse of NUM-Anglo American talks.

● September 12 — Security police spy on Cosatu education meeting at Boulevard Hotel.

● October 21 — Jerry Thibedi's home in Mabopane bombed, probably a limpet mine was used.

● November 9 — Cosatu meeting at Empangeni disrupted, people beaten up by pro-Inkatha forces with assegans Taxi drivers attacked people in the area.

● November 11 — Vandals spray slogans on Pretoria offices of Cosatu



MR JAY Naidoo, general secretary of the Congress of South African Trade Unions

Smith 19-26 '82

New turn in Ccawusa split

THE dispute within the Western Cape branch of the Commercial Catering and Allied Workers' Union of South Africa took a new turn this week when Cosatu resolved to recognise one of the feuding groups.

Meanwhile, a new branch executive committee was elected at the weekend.

This followed the failure of a commission elected by Cosatu to solve the feud.

The now-recognised group accused the branch executive of being ruled by a family clique, being incompetent, and failing to deal with workers' problems.

The Western Cape BEC rejected the allegations.

The recognised group is made up of the dissatisfied group in Ccawusa, Liquor Catering Workers Union and Hotel and Restaurant Workers' Union

Cosatu also resolved to convene a congress with Ccawusa, that the disaffected sections of Ccawusa should raise problems through the recognised structure (the Ccawusa that merged on 27/28 June).

The general secretary of the Ccawusa, V Mtwa, of Johannesburg expressed dismay at Cosatu's decision.

NOA

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38 Cosatu members held, say lawyers

JOHANNESBURG. — Police arrested 38 Congress of South African Trade Unions (Cosatu) members in Maritzburg yesterday, according to lawyers for the union.

Twenty had been released later and the other 18 were still in detention, they said.

The detentions of Cosatu and United Democratic Front (UDF) members had "dealt a severe blow" to peace moves in the strife-torn area, where more than 150 people have been murdered in recent months, according to a statement by Cosatu.

A spokesman for the Minister of Law and Order, Mr Adriaan Vlok, denied yesterday that police were detaining or arresting people in the area merely because of their political affiliation to Cosatu, the UDF, Inkatha "or any other lawful organization".

The spokesman, Brigadier Leon Mellet, said many arrests had been made in recent weeks in the area concerned and certainly not all of them had been UDF or Cosatu members.

Cosatu said it was not clear under which law the members were being held.

The statement claimed that Cosatu and the UDF had been working hard over the past few weeks to bring an end to fighting in Maritzburg townships. — Sapa

Security Services strike will go on, says union

(140A) 20/11/87 Labour Reporter

About 800 members of the Transport and General Workers' Union (TGWU), employed by SA Security Services in Springs, today entered the seventh day of their strike over the dismissal of seven colleagues, a union spokesman said

On Wednesday 10 workers' representatives were arrested at the company's head office in Springs after being pointed out by management. The representatives, together with the strikers had gone to the firm's head office at management's invitation, said the spokesman

"The workers have now decided they will not go back to work until their representatives are released," the spokesman said

A company spokesman, who would not give his name, refused to comment on the allegations

800 TGWU members in work dispute

HUNDREDS of Transport and General Workers' Union (TGWU) members are involved in a work stoppage at South African Security Services (Sass) in Springs.

The TGWU members -downed tools last week, demanding the reinstatement of seven colleagues dismissed by the company

TGWU information officer, Miss Kelly Foster, said union

members were on the verge of returning to work on Wednesday, but rescinded their decision after 10 shop stewards were detained

"Our attempts to meet management to resolve the matter have been unsuccessful. Our negotiation team was turned away by management this week," Miss Foster said

The union has put the number of security guards on strike at 800, while management says half the number were involved in the industrial action

Solidarity

A Sass spokesman confirmed that the company's employees were involved in a stoppage, saying "massive intimidation has been keeping honest working people from work and depriving their families of the daily bread"

The Unemployed Workers' Co-ordinating Committee has expressed solidarity with the striking security guards

• A northern Natal official of the TGWU, Mr Nkosinathi Nhleko, has been detained, the union said

Miss Foster said the TGWU organiser was detained in Empangeni last weekend

Another senior TGWU official, Mr Albert Ndlovu, is still in emergency detention, according to the union. He was detained in the trouble-torn Maritzburg area on October 10.

Cosatu steps up campaign to free Moses Mayekiso

By SEFAKO NYAKA

THE Congress of South African Trade Unions is to intensify the international campaign for the release of the National Union of Metalworkers' general secretary, Moses Mayekiso.

And Cosatu is expected to meet democratic movements internationally in a bid to give direction to and correct misunderstandings that have arisen in the campaign. The trade unionist, who is also an Alexandra community leader, is facing treason charges.

The decision was taken at the Cosatu central executive committee meeting last weekend, said the federation's general secretary, Jay Naidoo.

The campaign will be spearheaded by Numsa and Cosatu.

Several national and international anti-apartheid movements, trade union federations and unions have criticised the way the London-based "Friends of Moses Mayekiso Campaign" was launched.

The main criticism was that FMFC did not consult Numsa and Cosatu on how the campaign should be run.

International unions in the same industry should, under the direction of the internal union concerned, take the lead in organising campaigns for the release of a detained unionist in South Africa, Cosatu said.

On being approached to support the FMFC, the London-based National and Local Government Officers' Association said "for solidarity action to be truly effective it must respond to the specific requests of our people and organisations on whose behalf we are acting".

Other international unions expressed similar views.



40A

20-26 NV 187

COSATU

(140A)

Feeling attacked

Days after Manpower Minister Pietie du Plessis mollified the Nat faithful by saying labour law changes next year would curb "militant and irresponsible" unions, the union federation Cosatu warned of its intention to campaign against the Labour Relations Amendment Bill

Cosatu general secretary Jay Naidoo said after a weekend meeting of Cosatu's central executive that the amendments and other provisions amounted to an attack against Cosatu and its Living Wage Campaign. And "Cosatu views these as a concrete attack by both State and the employers, and warns that, if passed, such provisions could precipitate the collapse of the entire industrial relations system"

The federation resolved to mount an international campaign to prevent the Bill becoming law

Affiliates will meet in early February to decide what action would be taken. However, Naidoo added that Cosatu has submitted its comments on the Bill to the minister

According to Cosatu the Bill would "Make sympathy strikes illegal, allow employers to interdict all strikes whether legal or illegal, encourage sweetheart unions by allowing employers to recognise minority unions, and by making it an unfair labour practice for a union to claim sole collective bargaining rights, allow racial unions to register even where they do not have a majority, enables employers to sue unions for damage caused by illegal strikes, allow employers to selectively re-employ workers after any strike, legalise strikes or any form of industrial action on the same issue for a period of 15 months

"This means that if a dispute takes place on wages, it is illegal to declare another

dispute for a period of 15 months on wages. Most wage agreements in Cosatu are not longer than 12 months"

Cosatu also plans to intensify the national and international campaign to seek the release of metalworkers' union (Numsa) general secretary Moses Mayekiso, and others in the Alexandra treason trial, which began in the Rand Supreme Court last month. It says "Comrade Mayekiso is a symbol of what Cosatu stands for and his activities are a legitimate part of his trade union activities"

With the Kew area earmarked for deregulation as a "free trading zone," Cosatu reaffirmed its opposition to this policy, which it sees as "a device to secure the wealth and privilege of a minority" (see *Leaders*).

It rejects the "assertion" that de-regulation increases employment, and maintains that "because the South African economy is so monopolised, the small business sector accounts for a negligible fraction of employed in the total workforce"

In spite of the efficacy of the policy elsewhere in the world, Cosatu sees deregulation as a "direct attack on the gains made by organised labour and a further attack on the living standards of workers". It says the policy is being undemocratically imposed on workers and the residents of Alexandra township, and will lead to severe exploitation and undermine the gains of workers in neighbouring industrial areas. Cosatu further claims the plan will "reduce employment, do away with a binding minimum wage, and lead to a drastic drop in standards of health and safety". It warns that deregulation in Kew will undermine collective bargaining structures and spark off industrial unrest

The Cosatu leadership repeated calls made by Naidoo at the FM's investment conference for police to act against those responsible for the violence in Natal. It claimed that "warlords, in many cases Inkatha officials, are perpetrating systematic violence to suppress non-Inkatha activity". The charge was, of course, contemptuously dismissed by KwaZulu and Inkatha chief Mangosuthu Buthelezi after Naidoo's speech at the FM conference

In any event, Cosatu resolved to endorse steps taken by itself and the UDF to create conditions where any peace agreement can be implemented successfully, condemn the inability of the police to take action against the warlords and call on them to take immediate steps to arrest and prosecute warlords

where attested and documented evidence is presented, call on Inkatha to condemn all actions of forced recruitment, respect the principles of freedom of association and expression, and to take disciplinary action against any person who violates this. Naidoo's description of the KwaNatal



Cosatu's Mafumadi, Naidoo and Meintjies . . . attacked

deaths of two Cosatu members. According to Cosatu, the attacks arose from the decision of the communities in those areas not to pay the unilaterally increased fares imposed by the taxi-drivers

It says a meeting between Cosatu, local Inkatha officials and Sabta on November 11 was disrupted by Inkatha

The organisation clearly feels under "orchestrated" fire from other quarters, and produced a chronology of some 40 incidents of attacks on its property and members to back up the claim

It warns further that if such attacks continue and no action is taken against the perpetrators "then the instability in SA will increase."

Indaba as undemocratic was upheld, and the Cosatu executive, labelling Inkatha "a tribally based organisation opposed to democracy," further called on Buthelezi "to refrain from unwarranted outbursts"

In other resolutions, Cosatu condemns the detentions of the joint secretaries of the UDF in midlands regions, Skhumbuzo Ngwenya and Martin Wittenberg, and other UDF members who are involved with Cosatu to negotiate an end to violence in Maritzburg

Similar sentiments are expressed over "the violent campaign that has been mounted against our members in the Isithebe/Mandimi area". It claims the attacks were mounted by taxi-drivers who are part of Sabta, and have already resulted in the

Handwritten notes: "Indaba as undemocratic was upheld, and the Cosatu executive, labelling Inkatha 'a tribally based organisation opposed to democracy,' further called on Buthelezi 'to refrain from unwarranted outbursts'"

occur with that union, prior to the dispute in Ccawusa being resolved in a congress"

Cosatu suspects there are elements in the disaffected group with leanings towards the rival, Black Consciousness-oriented National Council of Trade Unions, or Nactu. The Ccawusa recognised by Cosatu is made up of the Pretoria, Vaal, PE and Natal branches, as well as the former Retail & Allied Workers, and the Hotel & Restaurant Workers unions.

The "disaffected" Johannesburg-based wing of the Commercial, Catering & Allied Workers Union (Ccawusa), which Cosatu this week effectively dropped in favour of "the Ccawusa that merged on June 28," has denied that it is anti-Cosatu. Following the Cosatu executive's decision, ousted Ccawusa's general secretary Vivian Mtwala called the decision "extremely unfortunate."

He claimed his group had co-operated fully in the four Cosatu commission meetings aimed at bringing the two factions together. According to Mtwala, the meeting broke down because of "the other group merging with the Cape liquor union contrary to the Cosatu decision that no merger must

Three new industry-based unions have joined Cosatu, bringing to 13 the total number of affiliates. These are the new unions, all the result of mergers between existing ones in the same sector

- Amalgamated Clothing and Textile Workers Union of SA (Actwusa),
- SA Municipal Workers Union (Samwu); and
- Paper, Print, Wood & Allied Workers Union (PPWAWU)

A new affiliate — the result of a merger between the Transport General Workers and the SA Railway & Harbour Workers — is also in the offing

Ccawusa ballot

CCAWUSA said yesterday it would hold strike ballots at 300 Elerines Stores next Monday in a bid to secure approval for industrial action

14011 REPORTS Sapa 20/11/87

CAP-Times 20/11/87

Natal arrests 'not political', say police

Own Correspondent

MARITZBURG — Police have rejected claims that the swoop on UDF and Cosatu members here was aimed at destroying talks to resolve the unrest in the townships.

Brigadier Jan Kotze, divisional commissioner of police for Natal Inland, confirmed that UDF and Cosatu supporters had been arrested, but said they had not been arrested because of their political affiliations.

Police spokesman Captain Pieter Kitching said 29 people had been arrested in the Plessislaer and Edendale areas since Tuesday in connection with unrest-related crimes.

In another development, a spokesman for the Pietermaritzburg Agency for Christian Social Awareness (Pacsa) said two part-time employees and eight youths had been arrested at the Pacsa office in Berg Street.

The spokesman said Mr Siphwe Khanyile, 20, a crisis field worker, and Mr T Mhlotshwa, an exams crisis committee field worker, and eight youths were taken away about 9.45am.

Cpt Kitching confirmed that nine people were later released. One per-

son had been detained in connection with certain criminal charges, he said.

Meanwhile, Sapa reports that Inkatha youth leader, Mr Musa Zondi, yesterday invited the UDF for fresh talks aimed at restoring peace.

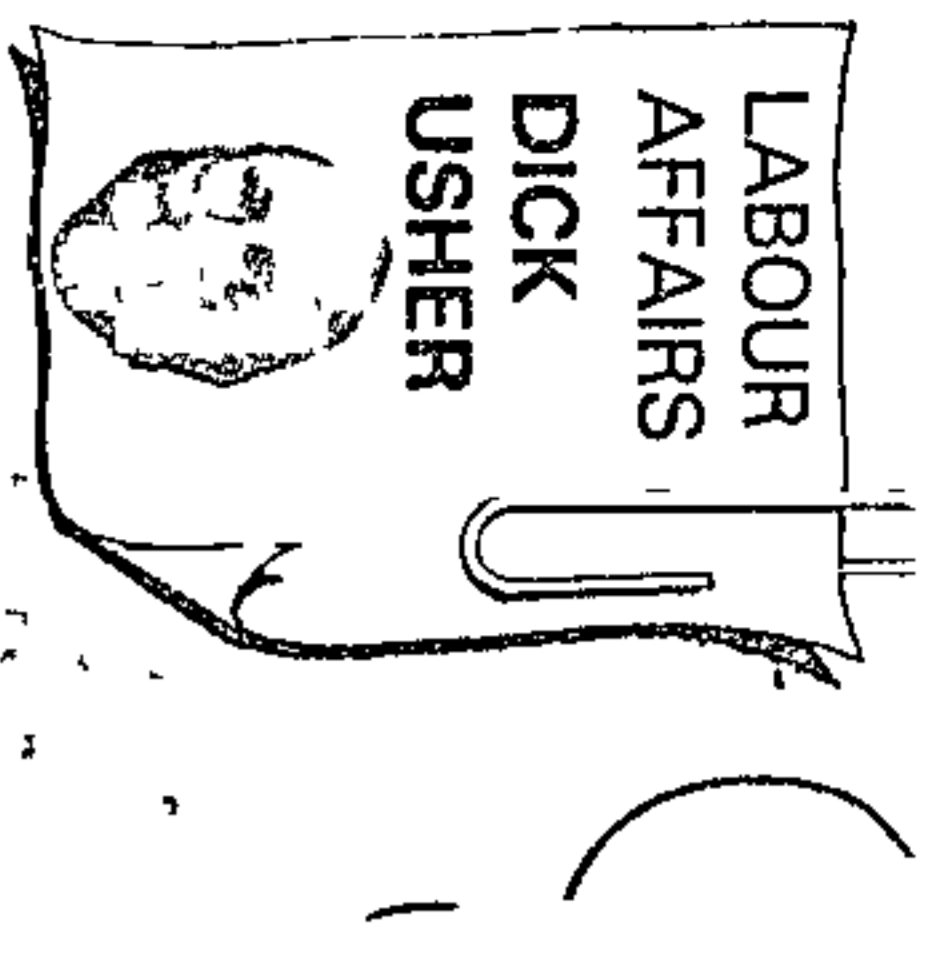
Four Inkatha members were temporarily restrained from committing acts of violence against two Imbali residents following an urgent application in the Supreme Court in Maritzburg yesterday.

The application was brought by Mr Alfred Zulu and Mrs Doreen Ngubane on behalf of their minor children.

The order restrains Mr Abdul Awetha, Mr Weseni Awetha, Mr Zondi and Mr Dlamini from assaulting or threatening the children, intimidating and/or unlawfully communicating with them.

Yesterday's unrest report from Pretoria said a man was stabbed to death in Mpumalanga, Hammarsdale, when several people stormed his home. The mob then set his home on fire, causing severe damage.

A petrol bomb was hurled at a private dwelling at Ashdown. A man and two youths were arrested.



INTERNAL divisions in unions are a pain in the posterior for everyone concerned, heaping confusion on confusion

The latest, in the Commercial, Catering and Allied Workers' Union (Ccawusa), has created deep uncertainties among employers because, with two wings both claiming to be the "genuine" union, they are not certain whether current negotiations and agreements might not turn out to be a waste of time three or four months down the road

In fact, the confusion is so intense that people have even been calling me for help in trying to work out whether the group they're dealing with is the real thing or not

"We're negotiating with people who claim to be Ccawusa, but how do we know that any agreement



w/c news 2/11/87

Internal divisions in trade unions serve to heap confusion on confusion

isn't going to be chucked out in a couple of months?" asked one

Ellerines, who are facing a possible nationwide strike by Ccawusa members, have run up against the problem. This week they received a telex from the "Kganare group", which claimed to be the only genuine Ccawusa, requesting a meeting about the dispute

But they took the precaution of informing the other camp, the "Miywa Ccwusa" about the contact, "to ensure that all representatives of employees are kept fully informed."

The groups split after a congress in June which was supposed to be about a merger with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union

whatever happened was unconstitutional. The Kganare group, which has been recognised by the Cosatu central executive committee, is the one that carried out the merger

Vivian Mtwa was the general secretary of Ccawusa at the time of the split and still appears to have control of the union's head office and claims to represent about 75 percent of the membership

Both elements claim that the other side is a break-away group and other accusations are thick in the air

A statement from the Cosatu executive said, "There are elements within the disaffected wing that conduct anti-Cosatu activities and undermine the policies and principles of Cosatu"

Among the seeds of the division, which have been germinating for some time, are Ccawusa's refusal to

accept the Freedom Charter and using space in the offices of the National Council of Trade Unions (Nactu) after the explosion which nearly wrecked Cosatu House

At Ccawusa's national congress in June, shortly before the merger congress, it was noted that "the Freedom Charter is a historic document" with "important though limited" demands and resolved "to discuss at all levels... the importance of a socialist programme of action which will bind together all workers regardless of political affiliation"

The solution, as proposed by the Cosatu executive, is for the federation and the recognised Ccawusa to jointly convene a congress to deal with all outstanding issues

The disaffected sections of Ccawusa must raise their problems through the structure of the recognised Ccawusa and the next congress.

Cosatn slams Labour Act changes

By KERRY CULLINAN

THE Cosatu executive committee has hit out at the proposed amendments to the Labour Relations Act, calling them "a serious attack on the labour movement" and warning that, if passed, "such provisions could precipitate the collapse of the entire industrial relations system".

In outlining the amendments, Cosatu general-secretary Jay Naidoo said the

Bill aimed to make sympathy strikes illegal and made it impossible for one union to claim sole collective bargaining rights, therefore encouraging "sweetheart" unions.

If also made any form of industrial action on the same issue illegal for a period of 15 months and allowed employees to sue unions for damages caused by illegal strikes, said Naidoo. Also on the CEC's agenda for their meeting at the weekend was the violence in Maritzburg, in which the vast majority of the over 150 people killed have been associated either with Cosatu or the UDF.

Cosatn also reaffirmed its support for the portion of the Commercial, Catering and Allied Workers' Union that merged with the Retail and Allied Workers' Union and the Hotel and Restaurant Workers' Union and adopted the Freedom Charter in June.

The merger caused a split in CCAWUSA and a special Cosatu commission to reconcile the two groups has been unable to do so.

Cosatn assistant general-secretary Sydney Mafumadi said that the "disaffected sector" in CCAWUSA, in breaking away from the merger group, was going against Cosatu's policy of one industry, one union.

He also accused "certain elements of the disaffected sector" of being anti-Cosatn, listing their close relations with the black consciousness National Council of Trade Unions and their refusal to allow the Cosatu president and general-secretary to address a rally hosted by them on Sunday as evidence.

The CEC also resolved to mount a campaign for the release of Numsa general-secretary Moses Mayekiso and others in the Alexandra trial, currently facing charges of treason.

Cosatn also reaffirmed its opposition to the establishment of areas which were not subjected to any labour legislation, such as minimum wage levels. It called this deregulation "a direct attack on the gains made by organised labour".

1490A C/News 22/11/87

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Ciskei 'trying to crush union'

Pick 'n Pay has undertaken to contact urgently President Lennox Sebe of Ciskei following an alleged attempt by Ciskei police to "crush" the Commercial Catering and Allied Workers' Union (Ccawusa), the union said in Johannesburg yesterday.

Ccawusa said one of its shop stewards at Pick 'n Pay's Bisho store, Mr Hemming Dali, had been in detention since last Thursday.

When the Pick 'n Pay manager telephoned the Ciskei police, he was told by a certain Captain Gazo that this was

"not Pick 'n Pay business and that Pick 'n Pay must get out of the union," Ccawusa claimed.

On Saturday, Pick 'n Pay workers went on strike demanding Mr Dali's release.

Pick 'n Pay informed Ccawusa that it had received a letter from the Ciskei police "demanding that they terminate their relationship with the union or else the store will be closed".

Pick 'n Pay is attempting to contact President Sebe to request Mr Dali's release. — Sapa.

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V/D 24/11/87

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15 motor workers win appeals against sentences

EAST LONDON — An appeal by 15 General Motors South Africa (GMSA) workers against their convictions and sentences in terms of the Internal Security Act has been upheld by the Grahamstown Supreme Court.

They had each been sentenced to a fine of R450 or 225 days imprisonment, with R300 or 150 days suspended for three years, he said.

Mr Kettledas said the appeal had been lodged because the union considered the convictions to be wrong on the grounds that the alleged gathering had resulted from industrial action between management of GMSA and its employees, and was therefore an industrial dispute.

The regional secretary of the National Automobile and Allied Workers Union (Naawu), Mr Les Kettledas, said in a statement that the union had instructed legal counsel to lodge the appeal after the workers were found guilty of attending a gathering prohibited by the Minister of Law and Order in terms of a section of the act.

The convictions and sentences imposed were set aside after the appeal was upheld. — DDR

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EL woman wins award

Amalgamated Plastic's staff return to work

24/11/87 SMC

Amalgamated Plastic Industries (API) and the Paper, Wood and Allied Workers' Union (Pwawu) have negotiated a settlement which has resulted in the return to work yesterday of employees dismissed after a work stoppage on November 9

API and the Pwawu believe the agreement reached between them will form the basis for the development of positive and orderly industrial relations for the future, according to a statement.

14-09

Pwawu accepts that their allegations of instant dismissal of two employees for theft were incorrect and made in error. The union accepts API's assurance that it did not involve the police in an industrial dispute and that it does not favour police involvement in ordinary industrial disputes — Sapa

511 24/11/87

Bisho store shuts early after worker detained

140A

EAST LONDON — The Pick 'n Pay supermarket at Bisho closed early on Saturday because workers stopped working in solidarity with a colleague who had been detained by Ciskei Police, the regional general manager, Mr Terry Carroll, said

Mr Carroll said the workers had asked management to intervene on behalf of their colleague

The management had established the worker had been detained on security grounds, he said, and in such circumstances there was nothing management could do to help free the man

He said the workers stopped working at noon as they had indicated and the shop was closed

However, the workers returned to work yesterday

and the situation was back to normal, Mr Carroll said

Meanwhile, the Commercial Catering and Allied Workers' Union (Ccawusa) said in a statement issued in Johannesburg yesterday that Pick 'n Pay had undertaken to contact President Lennox Sebe, urgently following an alleged attempt by Ciskei police to "crush" the union

Ccawusa said one of its shopstewards at Pick 'n Pay's Bisho store, Mr Hemming Dali, had been in detention since last Thursday after he had been picked up at home

When the Pick 'n Pay manager telephoned the Ciskei police, he was told by a certain Captain Gazo that this was "not Pick 'n Pay business and that Pick 'n Pay must get out of the union," Ccawusa claimed

On Saturday, Pick 'n Pay workers went on strike demanding Mr Dali's release, but at 2 pm a large contingent of Ciskei police arrived at the store and "forced workers out of the store using intimidation", claimed the statement

Pick 'n Pay informed Ccawusa that it had now received a letter from the Ciskei police "demanding that they terminate their relationship with the union or else the store will be closed down"

Furthermore, the Ciskei police want to have control over who is employed at Pick 'n Pay," Ccawusa said

The union's head office intervened to prevent further strike action by workers on the issue while Pick 'n Pay had undertaken to urgently contact President Sebe to request Mr Dali's release

"Presently, Pick 'n Pay and Ccawusa are both monitoring the situation," Ccawusa said — DDR-Sapa

(ROR) (ROR) (ROR)

THE conflict between two Commercial Catering and Allied Workers' Union of South Africa factions has come to a head again — this time over the Ellernes wage dispute.

Mr Jackie Masuku, official of the Mtwa-led Ccawusa said the Kganare-led Ccawusa group had sent a telex to Ellernes' management requesting it to deal with only their union henceforth

Ccawusa was rocked by a split in June this year when the Papi Kganare-led section of Ccawusa merged with three other smaller unions. The Vivian Mtwa group objected to the merger and the adoption of the Freedom Charter as a guiding document

KGANARE FFACTION WVDOOS ELLERNES Company asked not to deal with Mtwa faction

The Congress of South African Trade Unions recognises the merged Ccawusa

Mr Masuku said the Ellernes shop stewards council, which held a meeting in Springs at the weekend, had objected to the Kganare-led Ccawusa's decision to claim sole recognition from Ellernes
"The council said they had never given leave for

Ccawusa (Kganare group) to contact Ellernes' management," Mr Masuku said

He said the shop stewards council reaffirmed its support for the Mtwa group. He said branches represented at the meeting included Natal, Johannesburg, Pretoria, Klerksdorp and Northern Transvaal
"Council members feel that the Cosatu decision

favoured one group against the other, therefore promoting two unions within the commercial sector. This is contrary to the policy of "one union one industry", Mr Masuku

said Mr Kganare, general secretary of the merged Ccawusa, said the Ellernes shop stewards council meeting ended in chaos after some branch stores walked out. He

said shop stewards who walked out were from Ellernes stores in Pretoria, the Vaal, Eastern Cape and Natal. Mr Kganare said workers respected Cosatu's decision to

recognise the union which merged with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union. Ellernes spokesman, Mr Pierre de Villiers, said the Kganare group had requested management for a meeting. Ellernes had agreed to meet the union at a date still to be decided.
"We are not interested in Ccawusa's internal politics, but are interested in the welfare of our employees," Mr de Villiers said

Hotel dispute referred for conciliation

THE Commercial Catering and Allied Workers' Union of South Africa (Kganare group) has referred its wage dispute with the Southern Suns to the Industrial Council and Conciliation Board, the union said yesterday.

Mr Papi Kganare, Ccawusa general secretary, said in areas such as Eastern Cape and Orange Free State — where the Industrial Council system did not exist — the dispute would be referred to the Conciliation Board

"For areas such as

Witwatersrand, Natal and Pretoria, the dispute will be referred to the Industrial Council," Mr Kganare said

Ccawusa, together with the Natal Liquor and Catering Employees' Union, demand an across-the-board increase of R200 over an 18-month period. In addition, the unions demand a minimum wage of R500 a month to be effected by October next year.

Mr Kganare said the hotel group had offered a minimum wage of R475 a month and an across-the-board increase of R30 backdated to October. Management had also offered an extra 15 percent in April, and an additional R30 in October next year.

Southern Suns group personnel director, Mr Peter Cumberlege, said this week that management had not received the unions' formal declaration of a dispute

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25/11/87 (140A)
**Dispute
on wages
resolved?**

JOHANNESBURG — The wage battle between Ellerines Holding Limited and the Commercial Catering and Allied Workers Union of South Africa (Cawusa) is expected to be finally resolved when the two parties and the Department of Manpower meet for further negotiations today.

Ellerines — a furniture retail industry — which operates 252 stores within the country employing a total of 6 302 employees, has been in dispute with the union since June this year

Cawusa is demanding R550 per month minimum plus R200 per month across the board increase. In response, the company has offered a minimum increase of R94 to all employees. It has offered its non-sales employees R425 to R689 per month minimum.

Last Friday, Cawusa requested that a strike ballot be conducted during normal working hours and with participation and assistance from management, but Ellerines responded by saying it viewed a strike ballot as being premature, as both parties had declared their intention to negotiate a settlement of the dispute.

"The facts put before employees at a strike ballot should be the actual position at the time that negotiations finally 'break down,' the statement said.

"If a strike ballot is conducted before the final breakdown in negotiations then the outcome is really null and void since it is not taken on the actual situation."

An apparent split in the union caused further complications last week, with the general secretary of Cawusa, Mr Papi Kganare, claiming that his was the "only" Cawusa.

Ellerines said in a statement that since it upheld the principle of freedom of association, a meeting with Mr Kganare was agreed to. However, a date had not yet been set.

The general manager of human resources for Ellerines, Mr Pierre de Villiers, said that the company's head office had received no direct report from the East London branches about their involvement in the strike ballot.

According to a Cawusa spokesman, Mr Jackie Masuku, the strike ballot was the latest development and 4 of the 160 stores balloted so far, 98 per cent were in favour of a strike.

DD
25/11/87
Union, Samcor agree on equity trusts

Daily Dispatch Correspondent

JOHANNESBURG.— An agreement was reached yesterday about Ford's disinvestment from South Africa, five months after the proposed move was announced.

Ford Canada is to donate a 24 per cent equity interest in Samcor to a trust controlled by Samcor employees. Dividend income accruing to the fund will be used for community welfare and development activities.

The rest of Ford's 42 per cent stake in Samcor will be held by Anglo American, Amic and associates — who presently hold the remaining, and majority, interest in the company. Anglo was unwilling to say what the 24 per cent amounted to in monetary terms.

The employee trustees will nominate three of their number — two representing hourly-paid employees and one representing salaried employees — to serve on Samcor's board.

The agreement was concluded between Ford, Amic, the National Union of Metalworkers of South Africa (Numsa) and Samcor.

Ford will continue to supply vehicles, components, service parts, management and technical assistance, as well as licensing the use of the Ford trade mark.

In addition, Ford will establish and fund two community trusts, one in the Pretoria area and one in the Port Elizabeth area, with an equal number of employee and community representatives as trustees.

Ford will contribute \$2 million to each of the trusts, with the trustees having complete autonomy over the disposition of the trusts' funds.

The head of Numsa's motor section, Mr Fred Sauls, expressed satisfaction with the accord.

He said while it was a small step — in that only a portion of Ford's total interests had been given to the trust — it came the closest to complying with Cosatu's position on disinvestment, that the assets and wealth should be retained in South Africa and used in the interests of the people of the country.

Mr Sauls said a critical aspect of the agreement was that dividends accruing to the employee trust would not benefit workers personally.

Mr Sauls said at this stage it was not envisaged that employee directors would directly participate in the running of the company.

Rather, they would aim at gaining an understanding of how the company was being managed, and at collecting information which would be of use and interest to workers.

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Cosatu union slams merger

THE newly-formed Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) has slammed the proposed merger between the Garment Workers Union (Western Province) and the Natal-based Garment Workers Industrial Union.

Actwusa, the Congress of South African Trade Unions (Cosatu) affiliate in the garment and textile sector, said the merger was "an act of disunity".

"The Cape Garment union is, through this manoeuvre, preventing the Natal Garment union from merging with us," said Actwusa general secretary John Copelyn.

"We have offered to merge with the Natal union and have consistently stated that the Cape union has a number of important matters to sort out internally prior to a merger with Actwusa.

More than beauty contest

"It has to address the task of transforming the union into an organisation which is more than a beauty contest. In fact, the Garment Workers Union (Western Province) is today, in the minds of most Cape workers, a Miss World show unable or unwilling to address the crucial issues of the Cosatu Living Wage Campaign.

"The poverty wages in the Cape Garment industry, the lack of paid maternity benefits and the union's docility towards and the collaboration with the employers, have repeatedly been quoted by employers in other industries to justify their own refusal to grant substantial wage increases.

"The propaganda put out by the Cape union about Actwusa is not only untrue but also counter-productive.

"We note the support given to Actwusa at the recent Cape regional congress of Cosatu.

"Cosatu congratulated and welcomed Actwusa, with its 11 000 paid-up members, into the Western Cape region and pledged full support for Actwusa's effort to bring all textile and garment workers into Cosatu," Copelyn said.

Unions in shake-up

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South
Nov 26 - Dec '87

By RYLAND FISHER

THE controversial Garment Workers Union, the Western Cape's largest union, is set to apply for membership of the Congress of South African Trade Unions (Cosatu) in a move likely to cause shock waves in the local union movement.

This follows the decision to merge with the Natal-based Garment Workers Industrial Union next month to form a new super union representing more than 100 000 workers. The Natal union has 46 000 members and GWU 56 000.

The GWU is the largest clothing union in the country.

It was one of the longest-standing members of the now defunct conservative Trade Union Council of South Africa (Tucsa).

Cosatu union slams merger
— See page 2

Its launch, to be held in Durban December 5 and 6, follows the recent formation of the Cosatu-affiliated Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa).

Another former Tucsa affiliate, the Textile Workers Industrial Union, forms part of Actwusa.

The main stumbling block to

Turn to page 3



~~140A~~

South
Nov 26 - Dec '87

Cosatu affiliation on launch agenda

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From page 1

the GWU/GWIU merger joining Cosatu appears to be Actwusa, which organises in the same industry. Cosatu's policy is to recognise only one union in each industry.

GWU assistant general secretary Cedric Petersen would not confirm that the union intended to approach Cosatu, but said affiliation to the union federation would be discussed at the launch conference of the new union.

"We realise there may be hassles because of their policy of one union per industry, but that is not our problem."

"We will not take hasty decisions. All resolutions will be thoroughly discussed by workers at the congress," he said.

(1428)

Ford pull-out deal a model for others

ALAN FINE

With those disinvesting multinationals — almost all so far — which do not hand over their equity to bodies such as employee trusts. In this case, though, Ford has gone a long way toward meeting that demand.

Assuming Samcor becomes a profitable concern — as management has apparently convinced the union it will — and the employee trust is efficiently run, the goal of promoting "community welfare and development activities" has important potential.

The same can be said of the two community trust funds — in Port Elizabeth and Pretoria — to be established with \$4m of Ford money and administered by equal numbers of Numsa and community representatives.

The decision to divert the dividend income received by the employee trust fund into the community rather than to distribute it among employees was, according to Sauls, the factor which, more than any other, allowed the scheme to become a reality.

There will be those who mutter that it was an arrangement imposed on the workers by union leadership for ideological reasons.

But while it may be difficult for the average shareholder to grasp, there was apparently a serious danger of the Ford proposals being rejected due

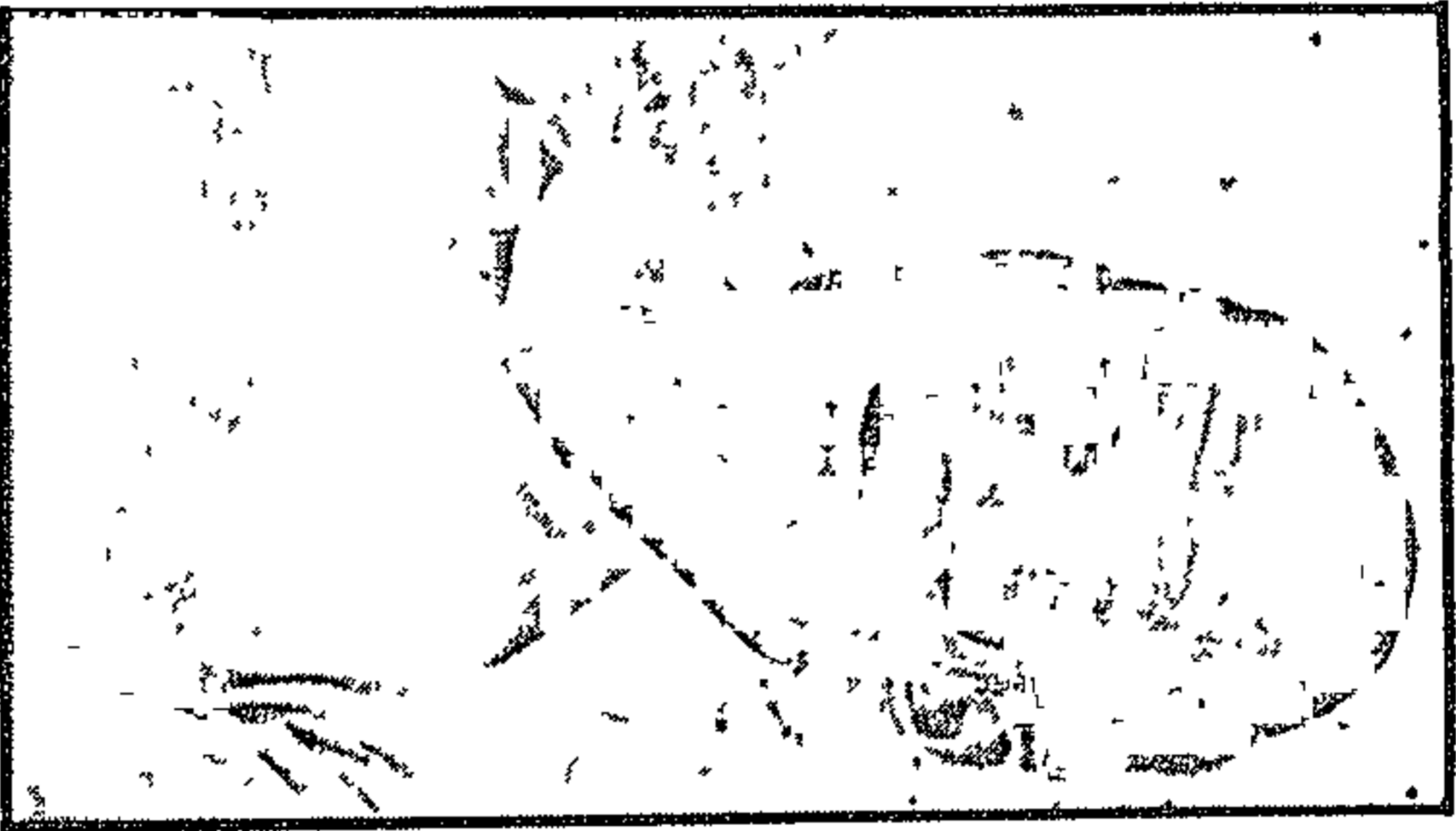
Two directors

The Samcor deal is also the first local example of general employee representation in the boardroom. The two directors representing hourly-paid employees (the pre-negotiation offer was one) will doubtless, as Sauls said, receive a great deal of information of interest to the workforce.

Yet participation in board meetings will also inevitably force them to take stands on issues related to company management. How to do this in a way in which commitment to constituents' wishes is upheld could well be the next key test of Numsa's creative thinking at Samcor.

Naturally, a system of mandates and reports back will be implemented, but dilemmas arising from harsh economic realities will have to be faced.

Overall, though, the deal is an even greater challenge to other employers firstly those multinational companies which — through irresistible domestic pressures and/or a desire to make an anti-apartheid gesture — decide to leave SA, and, secondly, those local companies wishing to give real meaning to employee share ownership.



SAULS . . . "the benefit of all"

to worker suspicion of the offer as an attempt at co-optation and a reluctance to become "dividend-earning capitalists".

The consequences of non-agreement could well have been the withdrawal of all Ford links with SA — technology, licensing — and hence the probable collapse of Samcor as a going concern.

IT IS just over a year since General Motors (GM) announced its decision to disinvest from SA, a local management buyout exercise which was to be carried out in an atmosphere of ignominy and acrimony.

In case anyone has forgotten, following the announcement more than 2,000 members of the then National Automobile and Allied Workers' Union (Naawu) staged a bitter three-week strike in protest against GM's failure to consult them over the terms of the withdrawal. And GM certainly received no praise from any quarter or what it characterised as partially a politically-motivated move.

In contrast, when the final terms of Ford's withdrawal from SA were announced two days ago, everyone concerned, it seemed, was happy or at least content.

The main difference, of course, was the five months of consultation and negotiation between Ford, Samcor and the National Union of Metalworkers of SA (Numsa), of which Naawu is now a part.

Key issues

But the Ford deal is additionally important because it embraces two key issues of the local industrial relations scene — disinvestment and employee share-ownership programmes (esops).

The extremely creative thinking that went into the final agreement has demonstrated that there are formulae for adequately resolving the conflicting interests involved.

As Numsa's Fred Sauls has pointed out, this is the first time a disinvestment arrangement has given any real content to Cosatu policy on the issue — namely, that while disinvestment is desirable, the wealth must remain "the property of the people of SA for the benefit of all".

Cosatu's stance leaves open the all-important question of how to deal

Cawu, LTA talk on retrenchments

THE Construction and Allied Workers' Union and the LTA company

meet today to discuss retrenchments, a union spokesman said

1401A 24/1/82
some free

Cawu's general secretary, Mr Desmond Mahasha, said the talks will focus on the recent retrenchment of union members at the company

About 450 Cawu members were involved in work stoppages at 10 LTA sites a fortnight ago in protest against the retrenchment of their colleagues.

Talks

LTA employees returned to work pending further talks between the union and management

Mr Mahasha said management was expected to respond to proposals submitted by the union

Talks between the two parties will also focus on recognition of the union

1401 (2) Samcor 26/11/87

Union, Ford agree on trust

AGREEMENT was reached this week between Ford, Anglo American Industrial Corporation, the National Union of Metalworkers of South Africa and Samcor, "whereby Ford Canada will donate a 24 percent equity interest in Samcor to a trust for

SA Press Association

the benefit of all Samcor employees", Anglo American Corporation said in a statement.

The employee trust would be administered by trustees "elected by

both hourly and salaried employees

"Dividends received by the trust will be used for community welfare and development activities. The trustees will nominate three of their

number, two representing hourly employees and one representing salaried employees, to serve on Samcor's board of directors

"A joint committee of trustees and management will be established to address issues of mutual interest. This committee will not substitute for the normal collective bargaining process.

"Ford has agreed to provide training over a period of five years, primarily at its US and European locations, for the purpose of upgrading the skills and qualifications of Samcor's employees, to improve their career development and job opportunities

Fund

"In addition, Ford will establish and fund two community trusts, one in the Pretoria area and one in the Port Elizabeth area, with an equal number of employee and community representatives as trustees. Ford will contribute about R4 million to each of the trusts, with the trustees having complete autonomy over the disposition of the trusts' funds" — Sapa



NUM THROWS WOODPAPER STRIPS SPLITTER 'STINKS'

JOHANNESBURG — The National Union of Mineworkers (NUM) has rejected the Anglo American Corporation's employee share participation scheme which was announced by the corporation yesterday.

NUM's general secretary, Mr. Cyril Ramaphosa, summed up the union stance. "The scheme stinks,"

This was the view of union members who had been consulted so far at meetings during the last two days since details of the scheme were made known to the union, he said. He denied that he had been notified about the scheme prior to this week.

"As we understand it the scheme is a manoeuvre to ensure that free enterprise is entrenched in a post-apartheid society," Mr. Ramaphosa said.

"It amounts to political and economic blackmail" NUM, the biggest trade union in the country, claims a total membership of 270 000, with about 100 000

members employed by Anglo American companies.

He said that based on meetings in three regions of the union over the last two days "the immediate reaction is that the scheme must be rejected".

"This initiative is an attempt to undermine the strength of the unions. What the workers are demanding is that they get a living wage and a bigger share of the profits of companies going towards wages. They won't be tricked into a paltry share ownership scheme," he said.

The money being made available by corporation companies "could have been used to increase workers' wages".

The scheme should be seen in the light of NUM's

August strike and of the pressure which has been brought against the mining industry, Anglo in particular, by organised workers, Mr. Ramaphosa said.

Asked what action the union was likely to take if individual members opted for participation in the scheme, he said this was a matter which would have to be decided later.

Meanwhile, opposition to the establishment of a Rém community trust is

growing at Samcor's engine plant at Strandale, Port Elizabeth.

Workers are said to be up in arms at an agreement signed by union officials and Ford, in which the trust is to be formed upon the imminent withdrawal of Ford from South Africa.

Claiming to speak on behalf of workers from all three unions at the plant, shop-floor committee member, Mr. Abel Vapi, told Evening Post that the

workers had not seen the document signed by officials of the National Automobile and Allied Workers' Union.

He added that a shop steward who was involved in the negotiations "doesn't know what's in the document".

He said the call from the approximately 450 workers at the plant, including some 50 members of the white Iron and Steelworkers' Union, was for the money

being made available by Ford should go directly to the workers, and not to trust funds.

He said workers were demanding that Mr. Freddie Sauls, national secretary of the automotive department of the National Union of Metalworkers of South Africa (Numsa), who negotiated and signed the deal in Pretoria, should show workers the document and answer questions on it.

140A

THE present squabbling within the Commercial and Catering Workers' Union of South Africa will come under the spotlight when the union's Pietersburg branch holds a general meeting on Sunday

The meeting, to be held at the Westernburg Community Hall, starts at 9am. Members from all over the Transvaal are expected to flock to the meeting.

High on the agenda, according to branch secretary Mr Yassir Rasithaba, will be last week's announcement by the Congress of South

Discussion on Ccawusa row

African Trade Union (Cosatu) that only the "Kganare group" would be recognised by the giant federation.

The Pietersburg branch had been part of the "old Ccawusa" which had refused to accept the July merger between Ccawusa and two other Cosatu affiliates. A general members meeting at Seshego, Pietersburg, on July 12 this year called on

Cosatu to dissociate itself from the merger.

Party

THH. Detainees Parents Support Committee will hold a tea party for families of detainees and former detainees on Saturday, December 12, at the Central Methodist Church, 79 Pritchard Street, Johannesburg.

The party will start at 2pm.

CRK (in P) 27/11/84
1404

Union restrained from strike action

JOHANNESBURG. — The Rand Supreme Court yesterday granted an interim interdict to Ellerines Holdings Limited which severely restrains its employees from being involved in strike action.

Ellerines — a furniture retail company — has been locked in a wage battle with the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) since June this year.

The order restrains workers from instigating strikes, go-slows and work stoppages in terms of Section 65 of Act 28 of 1956.

Ellerines said that since illegal stoppages which took place while the Conciliation Board was sitting, the company decided to seek an interdict against Ccawusa to prohibit illegal action and interference with the business of the company.

Over the past two days, 69 out of the 291 stores have experienced illegal work stoppages. Ccawusa is demanding R550 minimum plus R200 a month across-the-board increase. In response, the company has offered a minimum increase of R94 to all employees and a R425 to R689 a month minimum to non-sales employees. — Sapa

'Common interest may change perceptions'

CAP. TIMES 27/11/87

Relly: 'Hope for share scheme'

Handwritten notes: 270, 274, 1/40A

From KAY TURVEY and ALAN FINE

JOHANNESBURG — Anglo American chairman Gavin Relly said yesterday he hoped the Anglo and De Beers employee share ownership schemes would create a new system of relationships between management and employees

Relly said the scheme may change perceptions all round through the existence of

However, the National Union of Mineworkers yesterday rejected the initiative. General secretary Cyril Ramaphosa told Sapa "It stinks."

"What the workers are demanding is that they get a living wage and a bigger share of the profits of companies going towards wages. They won't be tricked into a paltry share ownership scheme," he said.

The scheme was a response to NUM pressures in the mining industry. Anglo was "trying to defuse the challenge against its hegemony," said Ramaphosa.

Anglo's Bobby Godsell said the group was obviously concerned about the probable negative union reaction to the scheme. However, they were welcome to express their views and give advice to members, so long as no duress was used.

He said the issue of whether to consult unions in advance was discussed. It was decided, however, that unions should not hold a veto over the scheme.

Relly said the programme was outside the normal sphere of union interest. Normal collective bargaining activities would not be affected.

However, the Paper, Printing and Allied Workers' Union, which organizes at Anglo subsidiary Mondi, challenged this view.

General secretary Jeremy Baskin said it was significant the announcement came soon after the union entered a wage dispute with

Mondi. He noted the R300 a month represented almost exactly the difference between last year's wage settlement and the latest management offer.

"We will not accept this scheme as a trade-off against wages, which is what it appears to be," he said. However, because the share offer was free, the union

would obviously not advise members not to accept it, said Baskin.

He also criticized the absence of negotiation on the issue.

The programme will not have a material effect on earnings per share.

If all eligible Anglo employees participate, 7.5m shares may be allocated in the next five

years, dependent on economic performance and share price. This is equivalent to a mere 3.5% of Anglo's present issued share capital.

In the case of De Beers, if all 20 000 employees participate, the scheme will involve the issue of a maximum of 200 000 shares over the present 360m issued share capital.

Share scheme details

By AUDREY D'ANGELO
Financial Editor

UNDER the Anglo American group employee shareholder scheme about 250 000 people working for the corporation and its subsidiaries and 20 000 working for De Beers will each be offered free shares worth R300 at current market prices. These will be held in trust for them for four years.

If they leave or are dismissed the shares will be given to them at the end of the four years. If they retire, or are retrenched, the shares will be available immediately. If they die the shares will pass to their heirs.

Dividends will be paid to them during the four years as to all other share-

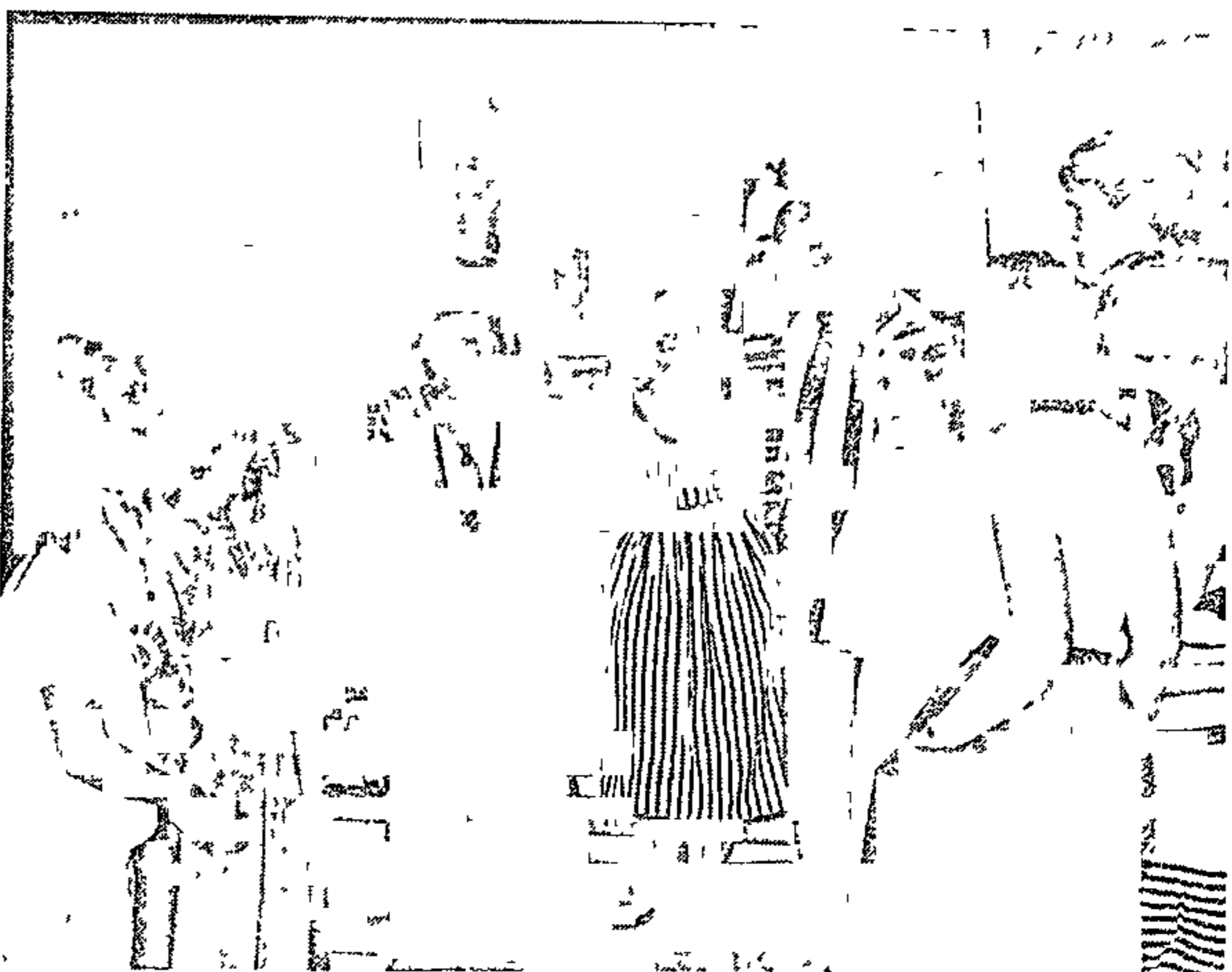
holders and, in a statement issued yesterday, the directors said it was hoped to issue more free shares each year for a trial period of five years.

The statement emphasized that the shares were not a substitute for pay increases.

A spokesman for the corporation said that if the scheme succeeded it would have a tremendous impact on remuneration packages.

"It will become difficult for other employers not to follow Anglo's example."

"It will become routine for job seekers to ask at the interview about the share option scheme, as they do about medical aid and pensions."



Anglo American Corporation chairman Gavin Relly, centre, surrounded by staff members who have been offered free shares. The offer has been criticized by unions who have said, however, that workers can make up their own minds whether to accept.



Union says Anglo's share offer 'stinks'

ARGUS 27/11/87

1407

The Argus Correspondent in Johannesburg reports

THE National Union of Mineworkers has rejected the Anglo American Corporation's employee share participation scheme

The NUM's general secretary, Mr Cyril Ramaphosa, summed up the union stance "The scheme stinks"

This was the view of union members who had been consulted since details of the scheme were made known to the union, he said. He denied he was told of the scheme before this week

Blackmail

"As we understand it the scheme is a manoeuvre to ensure that free enterprise is entrenched in a post-apartheid society," Mr Ramaphosa said. "It amounts to political and economic blackmail"

The NUM, the biggest trade union in the country, claims a membership of 270 000, with about 100 000 members employed by Anglo American

He said that based on

meetings in three regions of the union over two days "the immediate reaction is that the scheme must be rejected"

"This initiative is an attempt to undermine the strength of the unions. What the workers are demanding is that they get a living wage and a bigger share of the profits of companies going towards wages. They won't be tricked into a paltry share-ownership scheme"

Five years

The scheme should be seen in the light of NUM's August strike and of the pressure which has been brought against the mining industry, Anglo in particular, by organised workers, Mr Ramaphosa said

In introducing the scheme Anglo was "Trying to defuse the challenge against its hegemony," he said

In terms of the scheme all Anglo employees who have served two years will be of-

fered five free shares early next year. A similar offer will be made every year thereafter for another four years

The number of shares offered may change, according to company results because the company will pay for the shares from profits

After five years Anglo will review the scheme. If it has gone well, the offer will continue

The shares taken up will vest in the Anglo American Group Employees' Shareholder Trust for four years. Thereafter employees will be entitled to keep them in the trust, sell them or hold them personally

Voting

During the four years employees will be able to vote and exercise their rights as shareholders by instructing the trust and will receive dividends

The scheme will apply immediately at Anglo's Johan-

nesburg head office, where about 2 000 people on a staff of 2 600 qualify

The boards of associated companies will meet shortly and if, as is likely, all accept the scheme, another 250 000 employees will be offered the shares

At yesterday's price of R60,75 the first free offer should be worth more than R300

A similar offer is being made to 20 000 De Beers employees in South Africa and SWA/Namibia. The initial offer will be 10 De Beers shares, worth R300 at yesterday's price

Mr Gavin Relly, chairman of Anglo American, said at a Press conference in Johannesburg that prospects for the scheme were improved by the lower price of the shares in the wake of the stock exchange crash because they were likely to rise in the long term — The Argus Correspondent and Sapa

Ellerine gets order against Ccawusa

SUSAN RUSSELL

UNLAWFUL strike action and go-slows by employees of furniture retailers Ellerine Holdings Limited were costing the company about R1m a day in lost sales, it was alleged in papers before the Rand Supreme Court yesterday.

Ellerine was granted an interim order against the Commercial, Catering and Allied Workers Union (Ccawusa), restraining it from instigating, inciting or advising employees to go on strike or in any way obstructing workers from doing their jobs.

Mr Justice MacArthur granted a rule nisi, calling on Ccawusa and union organiser Jacob Masuku to show cause on February 2 why they should not be interdicted and restrained from inciting employees to go out on or continue a strike in contravention of Act 28 of 1956.

In an affidavit, Ellerine human resources GM Pierre Francois Rousseau de Villiers said the strike was unlawful because the pre-

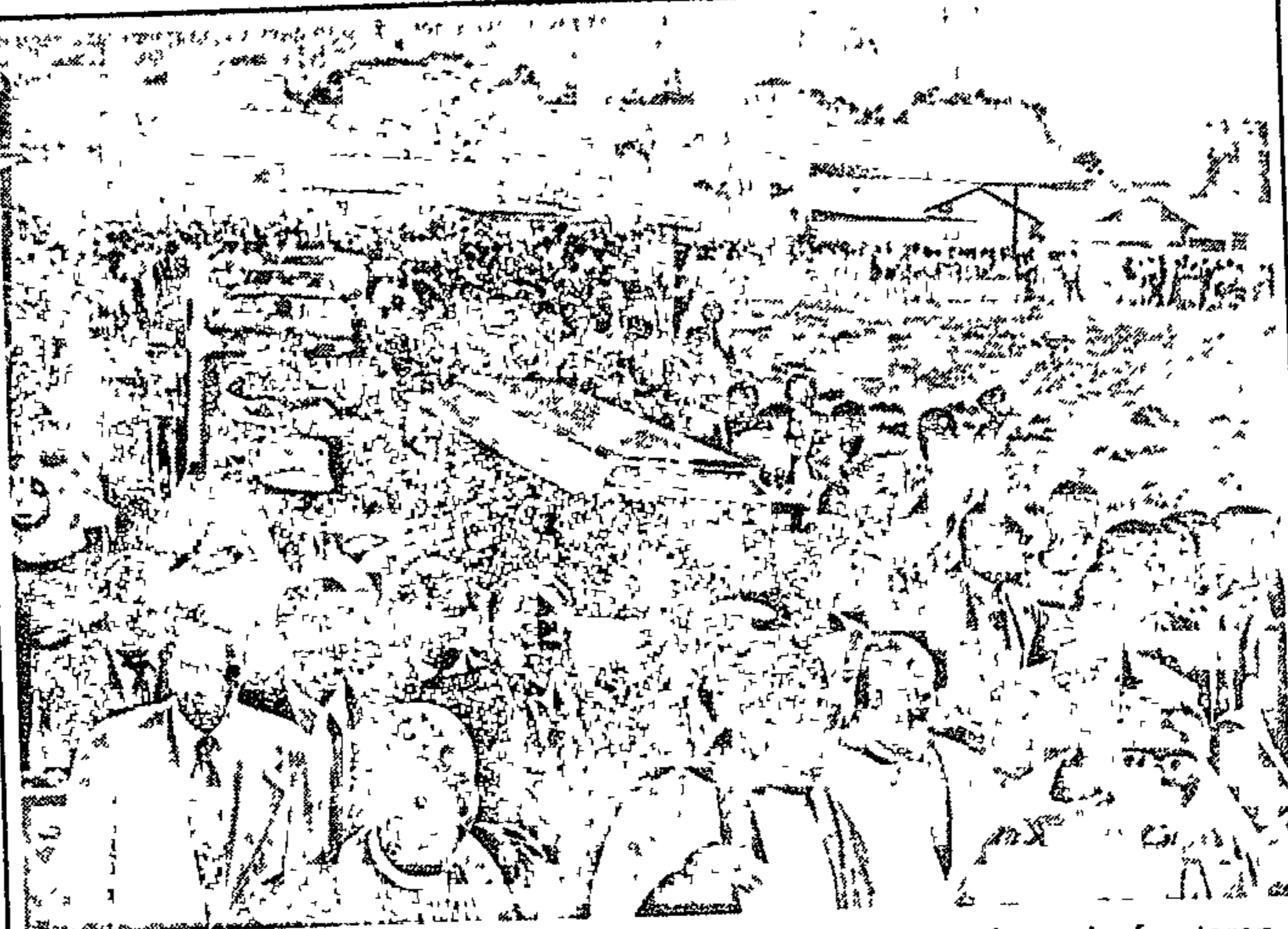
scribed period of 30 days after the Manpower Minister's approval of a conciliation board had not elapsed, nor had the minister received a report of the board's findings. Only then would a strike be legal.

He claimed Ccawusa had resorted to unlawful industrial action and members of the union were deliberately disrupting and obstructing the company's business.

Some members were advising customers to leave or telling debtors not to pay HP instalments.

-- I D C

member of the Eurocats, may have right side



LANGA FUNERAL ... About 3 500 people attended the funeral of veteran trade unionist and former ANC activist the Rev Howard Marawu in Langa on Saturday. Mr Marawu was born in Lady Frere in Transkei in 1922 and came to Cape Town in 1942. He was ordained a minister of the African Reformed Church in 1973. He was a Transport and General Workers' Union organizer and a member of the Release Mandela Campaign committee, the Ecumenical Action Movement executive and the Western Cape Civic Association. He was detained under emergency regulations in 1985 and 1986.

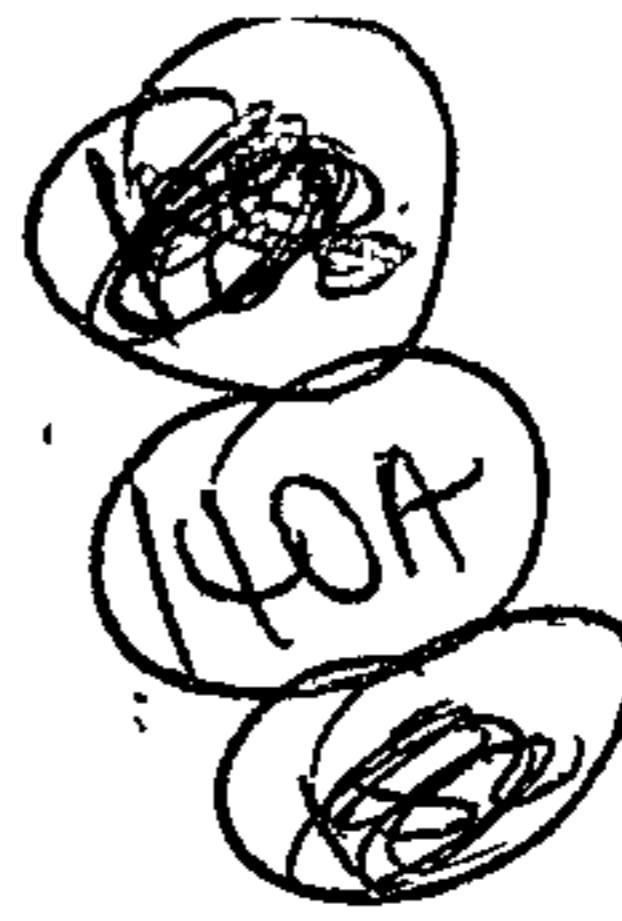
CHE T.M.S.
30/11/87

Picture FANIE JASON

140A

at the investigative team, comprising three people, ected to arrive in Mauritius

Board to hear dispute



THE Conciliation Board meeting to resolve the wage dispute between Ellerines and its employees resumes tomorrow.

Smetan
30/11/87

A Ccawusa official, Mr Jackie Masuku, said, an informal meeting between the union and management ended in a stalemate last week.

Ccawusa members demand — among other things — an across-the-board R200-a-month increase and a minimum wage of R550 a month. In response, management has offered R94 to all employees and a R425 to R689 a month minimum wage to its non-sale employees.

Appeal against death sentence

THE Commercial Catering and Allied Workers' Union has instructed its attorneys to appeal against the death sentence imposed on one of its members for the murder of a worker killed during a strike

William Ntombela, a Ccawusa shop steward at Nel's Dairy, Victory Park, Johannesburg, was found guilty of murdering a Nelspruit driver during a strike by 1 000 workers in July 1986 Ntombela is a migrant worker from Natal

He was sentenced to hang by a Rand Supreme Court judge on November 12

Ntombela was also sentenced to 12 years for the murder of a security guard at Bliss Dairy

Ccawusa general secretary, Mr Vivian Mtwana, said yesterday that the union's attorneys had begun preparing papers for the appeal against the death sentence to be lodged with the Appellate Division in Bloemfontein

Mr Mtwana said that 27 members employed by OK Bazaars at its Conti Warehouse Alhode, were last week given prison sentences ranging from three and four years for offences linked to the OK strike last year They were found guilty in the Germiston Magistrate's Court on November 19

The workers are out on R1 000 bail each pending appeals against the sentences

11/2/87

S. Mtwana
11/2/87

(31)

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11/2/87

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CAPI 1/12/87
**Epping
workers
down tools**

Labour Reporter

ABOUT 60 workers at Amalgamated Beverage Canners Pty Ltd in Epping downed tools for the second day yesterday — joining a further 240 softdrink canning workers nationally who began stoppages after wage negotiations deadlocked.

An organizer for the Food and Allied Workers' Union, Ms Renee Roux, said yesterday that workers were "frustrated" over management's failure to budge from their R182 a week minimum wage offer.

Workers are demanding R198, which represents a R48 increase on the present minimum wage of R150.

The director of the ABC plant in Epping, Mr L Cizlak, could not be reached for comment.

(144) 1/12/87

'Attacks on us rising'

THE Commercial Catering and Allied Workers Union has condemned attacks on its members which it said escalated in recent weeks and are

By THEMBA MOLEFE

aimed at breaking the union. Ccawusa said its members and officials were victims of a spate of attacks by anti-worker elements Ccawusa would not be divided in spite of the attempts to weaken the union.

In a statement released by general secretary Mr Vuyani Mtwana the union listed the attacks which began on November 2

"In the evening of November 2 Abel Shibambo, a shop steward at Checkers, Lydenburg, was abducted from his home by six men wearing balaclavas. He was taken 30 km outside Lydenburg, stripped naked, his hands tied behind his back and blindfolded.

"Shibambo was brutally assaulted and had petrol poured on his

body. The abductors fled when a car appeared on the scene.

"On November 19 two Ccawusa shop stewards at Pick 'n Pay, Potchefstroom, Dingizulu Manyane and Isaac Khobe, and a worker, Alinah Modise, were abducted from their homes at 3am by three white men wearing balaclavas who claimed to be security policemen.

"The workers were taken to the outskirts of the town and interrogated about their activities at work.

"They were brutally assaulted until the sun rose, when they managed to flee. There is suspicion that the assaults were linked to a work stoppage on November 3 in protest against the dismissal of a worker."

11/2/57

THE National Council of Trade Unions has rejected the Anglo American Corporation's share offer to its employees as an "attempt by big business to co-opt workers into the capitalist scheme of things."

Anglo and De Beers last week invited its employees to participate in its R400 million employee share offer scheme

Nactu slams Anglo

By **LEN MASEKO**

Nactu general secretary, Mr Piroshaw Camay, said in a statement yesterday that

its national council decided to take a "firm stand that equity participation be rejected"

"Our view in Nactu is that participation in any workplace must be negotiated with workers and must be related to issues of production, health and safety and management of the workplace," Mr Camay said

Dec 1/12/87.
140A B/day

A trade-off attempt for wage demands — claim

Two more Cosatu unions attack Anglo employee share scheme

TWO more Cosatu unions have attacked the Anglo American employee share ownership scheme announced last week — citing it as a substitute for other forms of remuneration.

The Paper, Printing and Allied Workers' Union (Ppawu), which represents thousands of Mondi employees who could become entitled to take up the offer, believes the scheme is the reason for a wage dispute between Ppawu and Mondi declared recently.

General secretary Jeremy Baskin argued it was not coincidence that Mondi's wage offer for 1988 was 14c per hour lower than the 1987 settlement figure. The annual value of the

ALAN FINE

share offer, R300, was the equivalent of 13c per hour in wages, he noted

"We will not accept a trade-off between wages and this offer," he said. He added, though, that since the offer was free "we will obviously not advise members not to take it up"

Mondi's Alan Young described Baskin's argument as "spurious". He said wage negotiations were not yet over, and Mondi still had to decide whether to take part in the scheme.

National Union of Metalworkers (Numsa) spokesman Bernie Fanaroff described the scheme as a disguised form of production bonus, and the cor-

poration "was using the opportunity to also inject a hefty dose of ideology".

Numsa has a large membership at Anglo subsidiaries in the metal sector

Fanaroff said workers will not be fooled by the offer. As well as being paltry, it was a deferred payment, while workers "wanted a living wage now". He predicted the offer would backfire in that workers would see the companies had funds available and this would prompt more determined wage demands.

At last week's media conference, Anglo chairman Gavin Relly insisted the scheme had nothing to do with wages, and that collective bargaining would be unaffected by it

money, cosmetics, clothing and gift vouchers Picture: [unclear]

APLUS 1/12/87 *(182) (1401)*

Coca-Cola workers on strike

By DICK USHER, Labour Reporter
CANNING workers at three Coca-Cola plants are on strike following a breakdown in wage negotiations.

A Food and Allied Workers' Union spokesman said the strikes started after management refused to increase a wage offer of R182 a week at talks in Johannesburg on Friday.
He said: "Management said a dis-

pute could not be declared because they were still willing to negotiate but they also said R182 was their final offer.

"We started with a demand for wages to be increased to R240 a week and came down to R198."

About 250 workers at the plants in Cape Town, in Natal and in Transvaal are involved.

6 500 workers ~~(100)~~ poised for strike

~~(S)~~ *SM* Labour Reporter 2/2/87

About 6,500 workers are poised to go on a legal strike at Ellerines in the next week, after the breakdown of conciliation board talks yesterday between the Commercial, Catering and Allied Workers Union (Cawusa) and management.

Cawusa said the decision was taken as a last resort. It is opposed to the company's practice of setting performance targets for sales personnel.

A spokesman for Ellerines, Mr Pierre de Villiers, said the union had declined to have the dispute referred to mediation or arbitration. Cawusa had rejected a suggestion that the question of lowered sales targets should not form part of the negotiations, he said.

● About 200 members of the Chemical Workers Industrial Union, locked out at Matthey Rustenburg's Wadeville plant have been given until today to return to work.

year was 1545.

ceive, one said

A STRIKE at two Nampak mills continued today with the Paper, Wood and Allied Workers Union and management disagreeing on the union's request for "central" bargaining.

Strike dispute over central bargaining

2/12/87

140A Biday

About 40 workers out of a total workforce of 120 at the Bellville mill refused to work today. Production has been maintained at satisfactory levels, management said.

not agree to central bargaining because each mill was managed independently, by a general manager who was accountable for all aspects of the operation.

Each plant had its own specific characteristics and attendant problems.

At the Roslynn mill, about 125 out of a total workforce of 150 are on strike. Production has not been affected because management has been making use of emergency teams.

The union said plant-level negotiations were time-consuming and costly, with excessive travelling and accommodation required during negotiations.

General managers at Nampak's mills at Roslynn and Bellville said they could

There was also the lack of uniformity of payment for the same grade of jobs at the various mills. — Sapa.

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LOCAL TIME

NEGOTIATIONS over wages and other conditions in the cotton textile industry have deadlocked.

At an Industrial Council meeting yesterday to try to resolve the deadlock the Amalgamated Clothing and Textile Workers' Union (Actwusa) rejected employers' offer of a 45c an hour increase

Actwusa is demanding R1,00 an hour increase, a paid holiday on June 16 and other improvements to working conditions

(40A) Simeon
2/12/87

143

2/12/87

B/day

Unionist guards assaulted, court told

SUSAN RUSSELL

TWO security guards were repeatedly punched and kicked while being questioned about their union activities by two senior colleagues, it was alleged in court papers yesterday

They were then taken to the police, who told them they had "five minutes to leave Alberton", Vukani Guards & Allied Workers Union general secretary Samson Ndou alleged in an urgent application in the Rand Supreme Court

The union and three of its members, Humbrich Sijula, James Maluleka and Moses Tsotetsi, were granted an interim interdict against an area manager of Callguard Security Services, K Jeacocks, and a supervisor, E Nel, restraining them from assaulting, victimising or preventing freedom of association of union members employed by the company

The application against Callguard Security was withdrawn after the company gave an undertaking to the union, without admitting any of the allegations

In his affidavit, Ndou said Nel and Jeacocks arrived at Sijula's hostel in Thokoza on November 24 and said he was needed at work.

He accompanied them to a vehicle owned by Callguard Security and the pair took him to a vacant plot.

Ndou said Nel and Jeacocks asked Sijula whether he was a member of the union and he replied he was. Jeacocks asked Sijula why he had not come to him if he had any grievances about wages

When Sijula said he wanted an increase for everyone, Nel hit him in the face Ndou said the pair then pulled Sijula from the car, handcuffed him and began assaulting him

He said Maluleka was later picked up at a guardroom where he was on duty and, after confirming who he was, Nel said, "Jou bloody terrorist kaffir, jy is dom"

Maluleka was handcuffed and assaulted until he lost consciousness

Ndou said Sijula and Maluleka were driven to Alberton police station, where Jeacocks told police the two men were introducing an unwanted union into their factory.

After about half an hour, police told the men they had five minutes to get out of Alberton.

Both were treated at Johannesburg Hospital for their injuries.

140A

Legal Ellerines strike looms

THE conciliation board (CB) for the Commercial, Catering and Allied Workers Union (Cawusa) and Ellerines Holdings was terminated at midday yesterday, after failing to reach agreement on wages and commission targets.

The union would be entitled to go on a legal strike from December 8, said Ellerines human resources GM Pierre de Villiers.

He said the union remained rigid in its demand for a R200 across-the-board monthly increase, and a minimum of R550 a month. Management did not shift from its offer of a minimum R94 increase.

BRONWYN ADAMS

Cawusa continued requesting the establishment of a commission target for sales personnel, while Ellerines rejected the notion as outside the bounds of negotiation.

Referral of the dispute to voluntary mediation or arbitration could not be agreed upon, he said. The Minister of Manpower is expected to receive the CB report by December 7.

The union was unavailable for comment.

IEFS

Sonnetan
140A 2/12/87

Nampak mills have gone on strike to back demands for national wage negotiations.

The strikes began on Sunday at the company's paper mill at Rosslyn, Pretoria, and was joined by workers at the Bellville plant.

A spokesman for the Paper, Printing, Wood and Allied Workers' Union (Ppawu) said the dispute started on September 22.

A conciliation board hearing on November 19 failed to reach a settlement.

A company spokesman said no dispute had been declared in terms of Nampak's recognition agreement with Ppawu and the company could not agree to the union's demand for decentralised bargaining, he said.

Wages strikes hits Coca Cola

CAPE TOWN — Canning workers at three Coca Cola plants are on strike.

A Food and Allied Workers' Union spokesman said management had refused to increase a wage offer of R182 a week, against a union demand of R198.

About 250 workers at plants in Cape Town, Natal and the Transvaal are involved.

Meanwhile, Vadek Paints has obtained an Industrial Court order restraining employees from going slow or banning overtime

The order was issued after workers took action to support demands for a R900 minimum wage and R70 across-the-board increases, a spokesman for the SA Chemical Workers' Union said.

Sapa.

2/12/87
LOA
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29

...that whites
and 34, published in February and

No more Nice Guy talk, Pick 'n Pay

27/11-3/128 W/Mail
CISKEI police have threatened to close a branch of supermarket giant Pick 'n Pay if it does not stop dealing with a union.

(140A)
Ironically, the branch played a central role in the growth of Bisho: it became the anchor tenant in the capital's shopping centre after the company obtained a dispensation from the "homeland", waiving GST.

The police threat follows a query from Pick 'n Pay, which attempted to confirm the alleged detention of a shop steward. The company acted at the request of the Commercial, Catering and Allied Workers' Union.

Police responded by threatening — first telephonically, then by letter — to close the supermarket, according to Ccawusa. — elnews

LABOUR BRIEFS

'We pick, you pay'

EAST LONDON — We'll pick, you pay That's the message Ciskei police have given the Bisho branch of Pick 'n Pay

After a recent work stoppage in support of a detained worker, Ciskei police demanded the store end its relationship with the Commercial Catering and Allied Workers' Union Police also demanded the right to approve appointments

—Elnews

Actwusa deadlock

DELEGATES of the Allied Clothing and Textile Workers' Union of South Africa and the WP Cotton Textile Manufacturers have deadlocked over wage demands with members of the Industrial Council for the Cotton Textile Manufacturing Industry (Cape).

Actwusa delegates rejected the employers offer of a 45c an hour increase at the second deadlocked meeting this week

Nampak strike

ABOUT 150 Paper Printing, Wood and Allied Workers Union members downed tools this week in support of the union's demand for one national wage negotiation committee

A union spokesperson said workers at the Nampak factory in Bellville took the action after a strike ballot last week

She said no solution could be reached at the Conciliation Board Over 200 workers voted in favour of the strike action

A Nampak deputy general manager said the union had not followed the correct procedure No dispute had been declared in terms of the company's agreement with the union

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Workers rehired as Dunlop strike ends

THE strike at Durban's Dunlop tyre factory was settled yesterday — a month to the day after 1 200 workers downed tools over a wage dispute

Last week management enforced a lock-out, claimed the entire workforce was dismissed and began hiring new staff.

However, on Wednesday evening, after an eight hour meeting, a new

By **CARMEL RICKARD,**
Durban

package was negotiated which workers accepted yesterday.

In terms of the settlement, management has agreed to reinstate all the workers, most of them members of the National Union of Metalworkers

of South Africa

Dunlop management has also agreed to drop their insistence that the wage agreement be valid for 18 months, and instead have agreed it will last the normal 12 months

Workers on the lowest level will be paid a 53c increase in two stages while other grades will have an increase roughly equal to inflation

27/11-3/12/87

~~152~~

140A

W/Maul

NORMAN DANIELS and his union, the Textile Workers' Industrial Union (TWIU), have gone full circle

The TWIU was one of the founder members of the outlawed South African Congress of Trade Unions (Sactu) in the 1950s, played a major role in the now defunct, conservative Trade Union Council of South Africa (Tucsa) until 1985, and recently joined the Congress of South African Trade Unions (Cosatu) as part of the Amalgamated Clothing and Textile Workers Union (Actwusa)

Like the TWIU, Daniels has had a chequered history

He played an active role in Sactu and was its regional treasurer until the organisation could no longer operate because of repression. He became a Cape Town City Councillor in 1963 until non-white councillors were legislated off the council in 1972.

Daniels was a member of the Progressive Party for four years from 1965, and served some time on its national executive committee, until the Political Interference Act made it illegal for political parties to have members of different races.

He was general secretary of the TWIU since 1968 until the recent merger with the Transvaal-based Garment Workers Union of South Africa and the National Union of Textile Workers, to form Actwusa.

"I was born in District Six in 1922. From the early days, even though discriminatory laws like the Group Areas Act and the Population Registration Act had not yet been introduced, we knew the law was not equal. Already, there were schools based on race.

"My first job was at a tobacco company. They told me if I was white, I could become a machine operator. If I was not white, I would be given a broom. I took the broom.

"The place was unorganised when I started. By the time I left we had organised the workers into a union.

"I joined the TWIU in 1953. Our union was formed in 1935 and was part of Sactu. I worked with people like Oscar Mpetsha and Liz Abrahams until Sactu could not continue because its entire executive were either in jail, in hiding or in exile.

"We were the biggest union in

Full circle

TWO giant unions in the textile and clothing industry are set to lock horns against the backdrop of the ever changing labour situation in South Africa

This time the battle between the Garment Workers Union (Western Province) and the newly formed Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) will be over affiliation to the Congress of South African Trade Unions (Cosatu)

Actwusa is Cosatu's official affiliate in the clothing and textile sector, while the GWU is set to apply for affiliation

Main protagonists in the Western Cape are well known trade unionists Norman Daniels of Actwusa, and the GWU's Cedric Petersen. RYLAND FISHER spoke to both of them



Norman Daniels

rights in Tucsa. In our time in Tucsa I had been on the national executive and was Western Cape chairman

Daniels said he was asked to stand for the City Council in 1963, to represent the area which included District Six

"I stood on a Congress ticket and was on the Council for nine years during which time we saw the laws becoming harsher. People were moved from District Six under the Group Areas Act.

"There were seven councillors not

classified white. We tried to make sure the Council followed an anti government line. Our voice on the Council gave our people a lot of hope and inspiration."

Daniels said his union was not fighting with the Garment Workers Union (Western Province), their former allies in Tucsa.

"We have been fighting for a living wage for our members, but the GWU's low wage scales are being used against us when we ask for increases. Our members are not prepared to accept a drop in living standards.

"We recognise unity, but the GWU must improve their image and their wage scale before a merger is possible.

"We have 11 000 members in the Western Cape and they have 54 000. But for a long time, they have been docile. They must first clean up their house and look at the needs of workers before we can merge.

"People talk of unity without defining it. In Actwusa we have found absolute unity.

"We see the benefits now our scales have been improved and there has been an improvement in the attitudes of management. The spirit of our members is tremendously high.

Daniels was sceptical about changes in the GWU.

"A union consists of many people. Its principles and policies cannot be changed by removing people at the top or bringing new people into their offices.

What has changed as far as ordinary garment workers are concerned? Changes must be meaningful, he said.

Daniels said Cosatu reminded him of Sactu, but there were important differences.

"Sactu had no legal standing because Africans, which made up most of its membership, could not legally belong to trade unions. Its main focus was to fight for trade union rights. The days of Sactu were tough.

"Cosatu has legal benefits. Most of its affiliates are registered. The fight against discriminatory labour legislation has been won. The Industrial Court is being actively and effectively used by Cosatu members.

"Our decision to join Cosatu was a result of general meetings with all our members. We don't work from the top down, like the GWU. We realise the workers are our base."

From Tucsa to Cosatu

WHEN Cedric Petersen joined the Garment Workers Union (Western Province) on May Day 1971, he did not realise the significance of the day.

Today, he is on the verge of leading the union into the Congress of South African Trade Unions (Cosatu) and is proud the GWU's policy manifesto is very similar to the Freedom Charter.

Petersen, 42, like his union, has been forced to change with the times.

The GWU with Petersen as assistant general secretary, used to be one of the main forces in the now defunct, conservative Trade Union Council of South Africa.

At the GWU's merger with the Natal-based Garment Workers Industrial Union (GWIU) in Durban this weekend, affiliation to Cosatu will be one of the main items on the agenda.

But the passage into Cosatu will not be easy. The GWU has come under criticism from the Amalgamated Clothing and Textile Workers Union (Actwusa), Cosatu's affiliate in the clothing and textile sector. Actwusa said the GWU was "a Miss World show unable or unwilling to address the crucial issues of Cosatu's Living Wage Campaign". Petersen feels the criticism is unfair.

"If the criticism was levelled five years ago, it could have been justified. We have changed because we have always been sensitive to the needs of workers."

"This is shown by the range of benefits we have for our members."

"We were the first union to start our own legal department three years



Cedric Petersen and legal adviser Desmond Sampson

ago. We were also among the first to draw up retrenchment procedures. In the last three or four years so much has happened on the political and labour scene and we have had to become more sensitive.

"Cosatu was formed during this period. That is why we will discuss it. We will also look at other important issues like detention without trial.

"Our congress will be a major event and resolutions will not be passed lightly. All matters will be thoroughly discussed.

"All our speakers will be experts on relevant topics, like the rights of

women. We will also be tabling our union's manifesto. We are one of the first unions to have our own manifesto and it covers every point in the Freedom Charter."

Did the militant Clothing Workers Union play a role in changing the GWU?

"Anything that happened had to have an effect. But Clowu had no effect in the long term. We were able to counter them.

"They had the wrong approach. You can't make promises you are unable to keep. You can't speak about a mythical living wage which

you cannot define or fulfil.

People call us a benefit union, but they are jealous of the services we offer workers.

The GWU has been criticised for building up their membership through closed shop agreements at most Western Cape clothing factories. Is this criticism justified?

"We have never used the closed shop agreement on workers. It was introduced by employers because there is a lot of movement in the clothing industry. By having a closed shop agreement we can ensure that workers do not lose their benefits."

"We have used the closed shop agreement against employers, he says.

One of the union's major activities every year is its annual Spring Queen competition which has also been criticised by other unions.

"The Spring Queen fits in with our philosophy that a union should see workers as a whole. It is the one event in the year when the union members get together. It shows that the union is not just concerned with serious business."

Many people see workers only as workers. Workers spend eight hours at the factory but the rest at home.

"The worker has a family and family problems. This is why we have services like an education trust for the children of workers."

Petersen says his union is still keen on merging with Actwusa.

"I agree that our styles are different, but that does not make us fearful of a merger. Our doors are open. Out of a new union, a new style of operation can be born. We have always chosen negotiation rather than confrontation."

What Next

JA well we must be living in revolutionary times!

Do you remember the French Revolution when the workers asked for bread and old Marie Antoinette said "Let them eat cake ek se"?

Imagine hey you ask for a French loaf and you get a chocolate cake in return. Now that may sound quite lekker, but if your children are only used to French loaves they'll probably get sick on rich chocolate cake and then you'll have diarrhoea and doctor's bills to contend with (and I don't know which is worse).

So the workers ask for bread and you give them cake — what better way to co-opt workers than to let them get sick on cream doughnuts. They'll be so busy running to the loo that they won't have the time or energy to organise strikes and other horrible things like that. Ja jong a koeksister a day keeps the unions at bay!

Voldraad

And when the workers get really voldraad and say "We don't just want bread and you can keep your melktert we want the whole bakery! What do you do then? You give them a share in the bakery! A small share, of course. In fact so small it couldn't even buy the hole in the centre of a ring doughnut!"

So that's why I scheme we must be living in revolutionary times. 'Cos the workers are asking for a living wage and now the bosses are offering them a share in the company instead. I think the plan is to keep the workers so worried about the next stock exchange crash that they won't even think about striking.

Wealth

Away with alienation — give the workers a share in their exploitation. It's like the workers saying "we want a bit of the gold that we mine" and then the bosses offering them a rock instead. That's the bosses' interpretation of all that share in the country's wealth — yes, all can share, it's just that a few will have a much bigger share than most.

So with Anglo selling the pace in the How to co-opt your workers race who will follow? Maybe electrical companies will give their workers free deep freezes as an incentive to work harder and maybe earn a bit more so that they can actually buy something to keep in it! Or the motor car companies can give their workers four free tyres for when they can afford to buy a car.

Strike

Every time they go on strike a tyre is deducted. And building companies can maybe give their workers free spades as a contribution to building their own houses. Call a spade a spade! Call free shares co-option!

Ja nee I think we're entering a new political dispensation of attempted slim moves. Offer free shares and hope to co-opt the workers. Free Mbeki and hope to co-opt the ANC. Let the Biko movie be shown without restriction and hope to co-opt the BC movement. Hollywood sanctions and the cultural boycott!

Tea parties

Now what about the education crisis — how can that be solved by co-option? Maybe let each pupil own a desk, then they wouldn't use it as firewood to set the school on fire in heated moments. Or let each parent own a window pane to discourage pupils from smashing them during boycotts.

And the education departments can host monthly tea parties for teachers where they can discuss "issues of mutual concern" like should the same colour chalk be used for mathematics and English.

39/12/87 South
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 Whole page

From Tjossa to Cosatu

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30/12/87 S.W.P.

14215

Whole page

THE ECONOMY

Ford pullout sets first for negotiations

By HILARY JOFFE

THE Ford Motor Company's withdrawal from South Africa, details of which were announced this week, has set a precedent for disinvesting companies and trade unions.

It is the only case where a disinvesting company has negotiated the terms of its withdrawal from South Africa with a trade union.

And the decision of the National Union of Metalworkers to accept the substantial stake in Samcor offered by Ford is an indication of the terms other Cosatu unions would find acceptable from foreign companies pulling out of South Africa.

In terms of the agreement reached this week between the union, Ford, Anglo American Industrial Corporation and Samcor, 24 percent of Samcor's shares will be donated by Ford to an employee trust, with dividend income to be used for the community rather than for individual workers. Workers will elect the trustees, who

will elect three employee directors to the Samcor board.

The rest of Ford's stake in Samcor will be sold to Anglo and AMIC, which together will own 76 percent of the motor company.

An Anglo statement this week said Ford would continue to supply Samcor with vehicles, parts, management and technical assistance and would allow Samcor to use the Ford trademark.

It was only on the basis that dividends from the Samcor shares would be used for community development rather than for individual workers that the union could participate in the deal, says Fred Sauls, head of Numsa's motor section.

Sauls sees the agreement as a victory for Numsa, which had rejected Ford's original plan in terms of

which individual workers would have benefitted from ownership of Samcor shares, a principle which the workers rejected.

The deal isn't totally satisfactory in the union's view, since only a portion of Ford's stake has been turned over to the employee trust, but it does begin to meet the conditions for an acceptable disinvestment to which Cosatu unions have committed themselves: "to ensure that the social wealth of South Africa remains the property of the people of South Africa for the benefit of all."

Sauls stresses that the union does not see the employee stake in Samcor as a form of worker participation in the running of the company. "We do

not believe you can have collective enterprise in a private enterprise economy," he says.

Two of the three worker directors on the Samcor board will represent hourly-paid employees and the third will represent salaried staff.

According to Sauls, the worker directors will not participate in the actual management of the company. Rather, he says, "We feel this will give workers direct access to information for the first time."

Sauls says the accountability of the directors to workers will prevent them identifying with management interests. "They will go to the directors' meetings with a worker point of view. If they start to show management inclinations the workers can deal with them."

trust will deal with will be community health, education and recreation (libraries, for example). But there is no restriction on what projects it can fund or in which communities.

Trustees will be working out the way the trust will operate in consultation with workers over the next six to eight months, to be ready by the time dividend income begins to flow.

The company has agreed to fund training in financial and managerial skills for trustees and worker directors, in institutions jointly agreed on by union and management. The company will also fund a five-year programme to upgrade the skills of Samcor workers.

Ford will also establish two community trusts, one in Port Elizabeth and one in Pretoria, to which it will donate \$4-million (R8-million). The boards of trustees will comprise an equal number of employee and community representatives.

Handwritten initials and scribbles, including "CDA" and several illegible signatures.



39/12/87 *South* Paying tribute to the Rev Howard Marawu

4 000 bid farewell

MORE than 4 000 mourners attended the funeral of the Rev Howard Marawu, a veteran trade unionist and a former ANC member, in Langa at the weekend.

The African Reformed Church minister, better known as "Rev", died of a kidney infection and pneumonia at Somerset Hospital on November 13.

The seven-hour service began at 10 am at the Rev's house before mourners moved to St Francis Hall.

In the hall speakers from community organisations spoke of Marawu's contribution. Others spoke about his church activities.

In the hall six marshalls took turns to stand around the coffin draped with ANC

flag. Colourful banners of several organisations were hung on the wall.

Marawu was born on January 9 1922 in Lady Frere in the Transkei. He came to Cape Town in 1942 where he worked at several places. In 1973 he was ordained as a minister in Bloemfontein.

In 1978 Marawu joined General Workers Union and organised workers in Port Elizabeth and Durban docks.

He was a TGWU organiser, a Release Mandela Committee member, an executive member of The Ecumenical Action Movement and a member of the Langa branch of Western Cape Civic Association.

He leaves his wife, Maria, and ten children.

140A

MT Times 3/12/87

Paper workers extend strike

(409) (102) (102)
Labour Reporter

ABOUT 40 workers at Nampak Paper Mill, Bellville, yesterday continued their work stoppage over grievances related to central bargaining

Workers downed tools on November 29

The Paper, Wood and Allied Workers' Union have demanded that Nampak Paper accept central bargaining

The company could not agree to this level of bargaining because each mill was managed independently, the general manager of Nampak, Mr D Sabbatini said yesterday

The union could not be reached for comment

The National Union of Metalworkers of South Africa (Numsa) and Dunlop have resolved the wage dispute which resulted in a five-week legal strike at the company's Durban plant

Numsa members at the plant returned to work on Monday after they accepted a new wage offer made by management

A Numsa spokesman said all workers had been reinstated after they were dismissed by the company during the strike

In terms of the settlement the lowest grade worker will receive an increase of 53 cents an hour which will be split into two, the Numsa spokesman said

"The increases on the other grades approximate the present rate of inflation," he said

140A
Somerton
3/12/87

The Appeal Court in Bloemfontein yesterday allowed an appeal by the National Union of Textile Workers and ordered that it be admitted as a party to the National Industrial Council for the textile manufacturing industry (RSA).

Mr Justice Nicholas altered an order made by the industrial court which had admitted the NUTW to the Council with three representatives and three alternatives.

With the concurrence of Mr Justice Joubert, Mr Justice Botha, Mr Justice Hefer and Mr Justice Boshoff, the representation was altered so that the representation of the NUTW and the other trade union parties to the Council be based in proportion to each union's membership in good standing within the interests and areas of the Council.

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mation
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The strike by 200 Chemical and Industrial Workers Union members at Matthey Rustenburg Refiners is not only in protest against the company's intention to relocate to Bophuthatswana — but is also a statement against the Government's Labour Relations Act Amendment Bill, the union has said.

CIWU general secretary, Mr Rod Crompton, said yesterday members elected to strike because if the workers waited until next year any action would be outlawed if the Bill became law.

The workers went on strike on November 26 in protest against MRR's disinvestment and relocation to Bophuthatswana an independent homeland which has no labour laws nor recognises trade unions.

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Ccawusa split widens

Sowetan 3/12/87

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THE Northern Transvaal branch of Ccawusa has voted to continue at the "old Ccawusa":

The resolution, taken at a general meeting held in Pietersburg on the weekend, amounts to a rejection of a decision by Cosatu to recognise the Kganari Group as the

representative group

The vote followed four hours of heckling and confusion caused by disagreement between the two groups. Tempers flared later in the day and a man was manhandled and thrown out of the meeting hall.

The meeting continued

after supporters of the Kganari Group left the hall. The union general secretary, Mr Vivian Mtwana, was carried shoulder high by the workers after the vote.

Mr Mtwana told the workers that a defence Ccawusa campaign had

been launched. He said Ccawusa remained committed to unity and to Cosatu but said disruptions of meetings would no longer be tolerated.

The Northern Transvaal is the first Ccawusa branch to react to Cosatu's division.

Ramaphosa: It's sheer political blackmail

THE National Union of Mineworkers' general secretary, Cyril Ramaphosa, describes Anglo's share offer as "political and economic blackmail that the corporation is using to try to seduce workers away from socialism". And workers will not be deceived by it, he says.

"The debate has been raised by workers and their organisations and by other democratic organisations to have a socialist system in our country. It's clear to us that this intervention by Anglo to offer shares to workers is a political intervention," says Ramaphosa.

He views it as a Thatcherite attempt "to make every worker a capitalist" — one which he sets in "a broader context of a general crisis facing the capitalist casino economy which is clearly coming under attack by organ-

ised workers. He rejects the scheme as part of Anglo's approach to preparing for a post apartheid society "It's using undemocratic and illegitimate methods of preparing for a post apartheid South Africa — when our people's demands are enshrined in the Freedom Charter. These schemes are an attempt to diffuse the momentum that has been built up in recent years for our people to achieve liberation and win an exploitation-free system in this country. We can but say that these attempts on their part will clearly fail because what they are doing is using the most degenerate tokenism."

The stakeholding initiative on Anglo's part is an attempt to induce workers to greater loyalty to the company which employs them, Ramaphosa says "We are surprised that

(140A) W/Mail 27/11-3/12/87
the scheme comes so soon after the miners' strike, when our members clearly demonstrated their dissatisfaction with the starvation wages being paid," he says, asking "Why not increase our wage through the money going to purchase these shares so we can have a living wage now, not in four years' time."

The share offer gives no meaningful participation to workers, says Ramaphosa, and Anglo has in the past refused to give workers meaningful participation in matters more intimate to them, such as health and safety or control over their living environment in the hostels.

Workers have had no say in the appointment of the trustees who are supposed to be taking decisions on their behalf, he says

Anglo announces its share scheme

THE Anglo American Corporation and De Beers yesterday announced details of their employee share ownership plans, in which an equal number of shares will be given free to every employee with two or more years' service.

The target is five Anglo shares for each of its 250 000 workers or 10 De Beers shares for each of its 20 000 employees.

New shares will be issued. These will be held for four years by trusts on behalf of employees who choose to take up the offer. In that time employees will not be able to sell the shares but will receive the dividends.

The Anglo Corporation and De Beers will seek the approval of existing shareholders to go ahead with the scheme in December.

The scheme will initially run for five years, during which time further offers of shares will be made each year. Up to 7.5 million shares — 3.5% of Anglo's present issued share capital — could be involved over the five years. At present though, even if everyone took them up, the total employee stake would amount to only 0.7% of Anglo's shares.

Anglo chairman Gavin Relly said yesterday that the scheme would enable employees to become involved in the process of investment and wealth creation.

The National Union of Mineworkers' has condemned the scheme as a ploy to deceive workers.

●See PAGE 17

140A

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W/Miner

27/11-3/12/87

FIGHT FOR A LIVING WAGE!

ACTWUSA

MASS MEETING

140A

UWC HALL, 2.00PM, SUNDAY 6 DEC

All textile workers and clothing workers are invited to a MASS MEETING of ACTWUSA.

ACTWUSA is the new, powerful 70 000 strong Trade Union for all clothing and textile workers.

This meeting will report on wage negotiations at the Cotton Industrial Council, SANS, NETTEX, HEXTEX and all the other factories.



It will look at the dispute/deadlock affecting 6 000 workers at the Cotton Council and SANS.

A report will also be given on the new funeral benefits scheme that we negotiated at the Cotton Industrial Council.

Busses are available to the meeting from all areas.

For further details call ACTWUSA at

PH: 472674 (Woodstock)
951-2316/9 (Bellville)
0226-71593 (Atlantis)
02211-27775 (Paarl)

These shares are all about politics not dividends

ANGLO's scheme to provide shares for its employees is not about the stockmarket — it's about politics. Specifically, it's an attempt by Anglo to intervene in the debate about capitalism and socialism.

And it's on this terrain the union is joining battle with the corporation. Anglo intends the shares to give workers the experience of wealth creating investment in a private capitalist enterprise. The corporation favours private over state ownership, market forces over centralised planning. And it is trying to ensure "free enterprise" system in a future non-racial South Africa.

The union sees this as an attempt to seduce workers away from talk of socialism their view of a post apartheid society differs from Anglo's. And the union's view of workers' priorities in the present society is a little different too. The union wants to see a non-racial society which is not exploitative. The workers' primary demand in the present is for a living wage — not for a small investment.

The debate about futures is one which Anglo is into in a big way — with the publication of the Clem Sunter book, *South Africa in the 1990s*, and a book soon to be published, edited by Godsell and Amencan sociologist Peter Berger, dealing with post apartheid options. Post apartheid society and free enterprise have been themes in a number of recent statements by Anglo executives.

From Anglo's point of view, the share scheme is just one intervention in the debate. If all the companies in the Anglo fold decided to allocate the targeted five shares it could cost up to R70-million at this week's share price. It would make little difference, at least in the short term, to the structure of ownership of the corporation. And it's doubtful whether share ownership would have much effect on workers' decisions to strike to improve wages and conditions.

From workers' point of view five shares valued at R300 at this week's price, yielding R11.25 in dividend income last year, is not going to make much difference to their daily lives. The only advantage might be the once a year opportunity to go to the shareholders' meeting and have

Anglo American announces a massive shares-for-workers scheme to give employees a stake in private enterprise. But the unions are wary: the scheme is 'political blackmail' they say. HILARY JOFFE reports

their say on company policy — something which would delight some in Anglo. But workers have demonstrated they have more effective collective ways of expressing their views on Anglo policies.

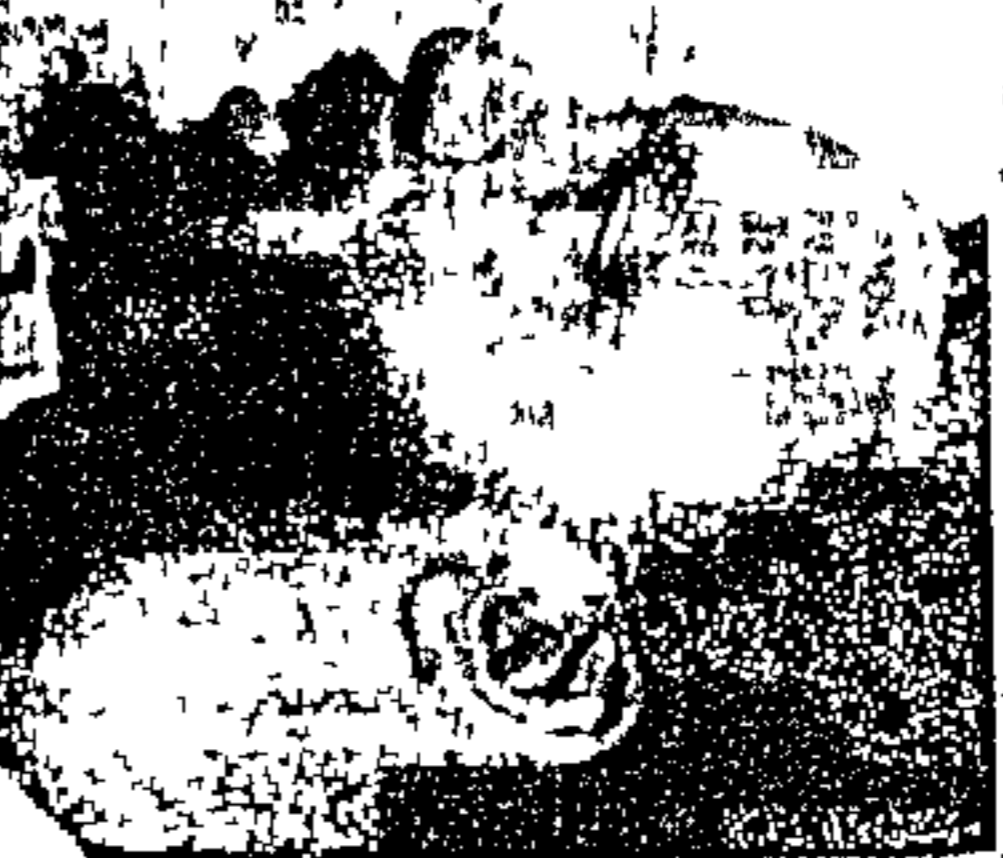
Ironically, the fact that the shares are to be given free to employees may open Anglo's scheme to more charges of co-optation than those in which employees buy the shares.

Anglo says it will advise workers to consult their unions as to whether to accept the shares. The National Union of Mineworkers has said it advises workers to reject the offer.

Workers may be reluctant though to forego something for free. NUDM's Cyril Ramaphosa argues that workers' live from hand to mouth and



Bobby Godsell



Cyril Ramaphosa

want money which is accessible to their own conclusions," he says. The basis on which Godsell is pushing the Anglo share scheme is a sophisticated one. He is at pains to stress that it will not replace collective bargaining, that it is not a form of remuneration or a bonus system. He is clearly trying to avoid allegations that this is an attempt to co-opt workers

to inculcate. But the strategy may be limited while wage levels are such that workers' needs and aspirations are for more immediate gains

Godsell: Interventions in the debate on capitalism

ANGLO AMERICAN group industrial relations consultant Bobby Godsell is not naive enough to believe that by giving shares to workers, the corporation will "turn 200 000 socialists into committed capitalists".

But he sees the share offer as an intervention in "the evolving debate in South Africa about capitalism and socialism and about the best way of combating poverty and inequality".

The central principle is to give employees the opportunity if they wish to experience investment — using money to create more money, as opposed to money as a reward or a form of consumption," says Godsell.

The scheme has "no high ideological purpose," he says, and will not of itself change people's ideological experiences. But the share offer is an attempt to expand workers' experience of the modern economy and to give them a basis of informed experience of investment through privately owned companies — an experience which Godsell hopes would bear on the debate.

"I have a healthy respect for the capacity of our workers to make their own ideological decisions and come to their own conclusions," he says. "The basis on which Godsell is pushing the Anglo share scheme is a sophisticated one. He is at pains to stress that it will not replace collective bargaining, that it is not a form of remuneration or a bonus system. He is clearly trying to avoid allegations that this is an attempt to co-opt workers



Gavin Rolly

This is not about ownership and control of the corporation, he says — even though over time employees could come to constitute a significant block of shareholders. Godsell says the plan was initiated two years ago and has nothing to do with strikes.

When Anglo chairman Gavin Rolly, announced the share plan in his annual report to shareholders in July this year, he was less equivocal than is Godsell on the motivation for giving shares to employees. His ideological ambitions seem to be greater than just a modest attempt to generate debate.

His announcement of Anglo's share ownership plan came in the context of his remarks on the necessity to ensure the survival of the free enterprise system in "the new South Africa that is in the making" and on the deficiencies of "a Marxist state". He linked share ownership and home ownership as ways of giving employees a stake in the future of the country.

And he drew an implicit comparison between the broader share scheme planned for all employees and the existing share participation schemes for senior management, which, he said "have worked well in drawing management and shareholders together in a common purpose".

The Ford investment deal announced this week, in which Anglo is also involved, stands in marked contrast to the Anglo share scheme. Both involve workers share ownership but in very different forms.

Godsell says he is very pleased at the Ford agreement — it is a most creative, responsible and helpful way for a foreign company to change the way it operates in South Africa. But he sees the issues as different to those in the Anglo scheme.

Railways strikers in court today

BY SEFAKO NYAKA

ON MURDER CHARGE

SEVENTEEN members of the South African Railways and Harbours Workers' Union are scheduled to appear in the Johannesburg Magistrate's Court today on 15 counts including abduction and murder.

Their court appearance is a sequel to the three-month-old strike that paralysed the South African Transport Services and led to the death of eight union members.

Scores of workers involved in major strikes this year have been detained or arrested on charges ranging from intimidation to murder.

The workers are mainly from four Cosatu-affiliated unions which were involved in protracted and costly strikes: Sarwlu, the Commercial, Catering and Allied Workers' Union, the National Union of Mineworkers and the Post and Telecommunications Workers' Association.

Last month William Niombela, a Cawusa shop steward who led the

Nels Dairy strike early this year to protest against the State of Emergency and detentions that followed, was sentenced to death for the murder of a Parkhurst Dairy delivery van driver in Niombela, a migrant worker from Natal, also received 12 years for the murder of a security guard at Bliss Dairy and two eight-year sentences for the attempted murder of a worker at Nelsrust Dairy and a worker at Checkers in Halfway House.

The sentencing to death of Niombela is the first such case since 1964, when three leading members of the SA Congress of Trade Unions were hanged after their conviction on charges of sabotage and the murder of a police informer.

Another 27 Cawusa members who participated in the OK Bazaars strike in January this year were convicted

on public violence charges

The workers, all at the Conti Mon-tana warehouse in Alrode near Germiston, were granted bail of R1 000 each pending an appeal.

Altogether 14 Sarwlu members were convicted on offences relating to the Sats strike.

Nine of the workers were convicted on charges of public violence arising from the confrontation between police and workers at the Johannesburg's Doornfontein Station in April when five workers were shot dead.

Fifteen workers were initially brought to trial but charges against four were later withdrawn.

The nine workers were granted bail of R5 000 each pending an appeal against eight-year sentences.

Four workers have been convicted for intimidation while the remaining worker was found guilty on substantive statement charges. They have also appealed against their conviction

and sentences.

Another 13 Sarwlu members are presently facing charges of assault, conspiracy, incitement and intimidation at the Germiston magistrate's court. They have been refused bail.

Four others are facing charges of malicious damage to property, and two workers are facing charges of attempted murder and intimidation respectively.

Another 19 members, including Sarwlu president Justice Langa and treasurer Thami Mbanxa, are still being held under Section 29 of the Internal Security Act.

There are currently more than 34 postal workers facing various charges, including murder, sabotage, sedition, intimidation and public violence arising from the two national strikes that hit the sector this year.

Scores of mineworkers who participated in the biggest mine strike are presently in detention.

AMERICAN SUMMER. BUNDU AND REAQU

Recent examples of dai

Strike possible after deadlock

Labour Reporter

NEARLY 5 000 workers in the cotton textile manufacturing industry are one meeting away from a possible strike ballot after the Amalgamated Clothing and Textile Workers' Union (Actwu) and management deadlocked this week over wage and other demands.

At the second industrial council meeting on Monday, union delegates rejected the Western Province Cotton Textile Manufacturers' Association (WPCTMA) offer of a 45c hourly increase.

The chairman of the WPCTMA, Mr D Garrish, confirmed yesterday that the third and final meeting would be held on Tuesday.

Mr Garrish said the union still had to reply to their final offer.

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4/12/81

STORE, UNION SEEK TALKS

THE Commercial Catering and Allied Workers' Union of South Africa (Cawusa), was yesterday seeking a mandate from about 6 500 workers at Ellerines stores with a view to re-opening negotiations on their dispute

Earlier, Cawusa had warned Ellerines that it would seek court action to prevent the store from "hampering" its legal strike activities

But Cawusa official, Mr Jackie Masuku, said management had proposed a meeting to re-open negotiations.

"In view of the above developments the union is still taking instructions from union members," Mr Masuku said.

Meanwhile, Cawusa members are poised to go on strike after the conciliation board failed to resolve the wage dispute between the two parties

Mr Masuku said union members at the company's stores would embark on a nationwide legal strike as soon as the Minister of Manpower received a report about the outcome of the conciliation board proceedings. The Minister is expected to receive the report on Monday

"The cause of the deadlock has been the refusal of management to move away from the so-called business principles of selling performance targets," Mr Masuku said

Cawusa members demand a minimum wage of R550 a month and an across-the-board R200-a-month increase — an amount which Ellerines say will raise their wage bill by 125 percent

Ellerines has offered a minimum of R340 a month for external sales employees, R425 to R689 to non-sales employees and R464 a month minimum for internal sales employees. In

By LEN
MASEKO

addition, the company is offering a R94 increase to all employees.

Ellerines human resources manager, Mr Pierre de Villiers, said any industrial action by employees before Tuesday would be illegal

"The union has turned down referral of the dispute to either voluntary mediation or voluntary arbitration. Strike action resorted to by employees will obviously have serious economic ramifications to both the organisation and the employees involved," Mr de Villiers said

Ellerines has warned that it will not make bonus payments to employees engaged in industrial action this month

Nampak acts against union

^{B/day}
^{(40A) 4/12/87}
NAMPAK has suspended its recognition agreement with the Paper, Wood and Allied Workers' Union

Nampak GM D Sabbatini said yesterday "The company has had no alternative but to suspend the recognition agreement and its recognition of the shop stewards until the breaches in terms of the dispute procedure of that agreement have been rectified. No such response has been received to date"

"We reject the union's allegation of a lockout — we have allowed and are continuing to allow any employee who wishes to work to enter the premises for that purpose"

About 30 workers a shift were still refusing to work in support of the union's stand on central bargaining

Nampak was under no obligation to allow employees access to premises for any other purpose, including participation in industrial action

There was no police action on site

"However, we have no control on police action outside of our premises and police patrols outside the premises have been made

"There has been no confrontation or violence either inside or outside the premises," — Sapa

TGWU seeks court order

1404

Sumetm
4/10/87

THE Transport and General Workers' Union (TGWU), is to seek an Industrial Court order reinstating security guards dismissed by South African Security Services recently.

TGWU information officer, Miss Kelly Forest, said the security company had begun reinstating some of the 1 000 guards dismissed after participating in a work stoppage on November 12.

Reinstated

She said although the company had taken most of the sacked employees back, about 270 had not been reinstated.

The TGWU members downed tools at the company's Springs branch in support of seven colleagues dismissed by management.

Cosatu to explain position on Ccawusa

THE Congress of South African Trade Unions will hold a rally at Nasrec, Crown Mines, on Sunday, to explain its decision on the Commercial Catering and Allied Workers Union split.

Cosatu decided at a meeting last month that it recognised the Papi Kganare-led Ccawusa which merged with the Restaurant and Allied Workers Union and the Hotel Restaurant and Allied Workers Union early this year.

Buses to the rally that begins at 10am will leave from Germiston station, Esangweni Bus Rank, Tembisa and KwaThema Civic Centre at 8.30am.

Sowetan

4/12/87



THE 80 employees of the Randburg Town Council dismissed during a strike last month have until 4pm on Monday to re-apply for their jobs

The town council announced yesterday that it reached a settlement with the National Union of Public Service Workers (NUPSW), which represents the workers, following Rand Supreme Court proceedings on Tuesday brought by four employees

The council, however, emphasised that the settlement did not mean the workers were being reinstated but that "new service contracts will be concluded" The workers were dismissed on November 4

The authorities also said they would apply a "no work, no pay" rule for those workers re-employed They will not lose their pension benefits and the council has

By THEMBA MOLEFE

undertaken to "use its best endeavours" on behalf of the dismissed workers to pay all outstanding pension fund contributions owed since November

Settlement

Other major terms of the settlement were that

- The town council will be entitled to institute disciplinary proceedings for misconduct and intimidation during or after the events which led to the dismissal of the employees The employees will have the right to challenge any decision through arbitration,
- The council and NUPSW will resume negotiating a recognition agreement at the beginning of next February and commit themselves to negotiate bona fides

towards the conclusion of a written recognition agreement

The settlement will become a court order after a final hearing where both parties will be represented

A spokesman for NUPSW said the union was not prepared to comment "at this stage"

Cosatu faces tricky test as second textile union forms

By SEFAKO NYAKA

THE Congress of South African Trade Unions' policy of "one union in one industry" will suffer a setback with the proposed merger between the Western Province Garment Workers' Union and the Natal-based Garment Workers' Industrial Union in Durban this weekend.

The launch of the new union, with a membership of over 100 000, comes a month after the launch of the 68 000-member Cosatu-affiliated Amalgamated Clothing and Textile Union of SA (Actwusa).

Actwusa is a merger of the National Union of Textile Workers' (NUTW) and two ex-Trade Union Council of SA (Tucsa) affiliates, the National Union of Garment Workers' (NUGW) and the Textile Workers' Industrial Union (TWIU).

The GWU(WP), one of the longest standing members of the defunct Tucsa, is still regarded as one of the most conservative unions.

There are indications that after the launch the new union will seek affiliation to Cosatu — a move that might embarrass the federation that will ironically be celebrating its second birthday on the day the new union is launched.

The new union has as one of its stated aims the united goal of workers to form one union in one industry and they might argue that they will strive towards this goal while in Cosatu.

Already Actwusa has slammed the merger as "an act of disunity".

"The Cape Garment union is, through this manoeuvre, preventing the Natal Garment union from merging with us. We have offered to merge with the Natal union and have constantly stated that the Cape union has a number of important matters to sort out internally prior to a merger with Actwusa," secretary general John Copelyn said.

He said the GWU(WP) has to address the task of transforming the union into an organisation which is "more than a beauty contest".

"In fact, the Garment Workers' Union (Western Province) is today, in the minds of most Cape workers, a Miss World show unable or unwilling to address the crucial issues of the Cosatu Living Wage Campaign

"The poverty wages in the Cape garment industry, the lack of maternity benefits and the union's docility towards and collaboration with employers have repeatedly been quoted by employers in other industries to justify their own refusal to grant substantial wage increases."

But a representative of the proposed new union and supporter of the merger accused Actwusa of "unjustified and unfounded" criticisms aimed at preventing the formation of one union in the industry.

He also accused Actwusa of going against a decision to form one union over this weekend.

A few months ago several unions, including the NUTW, NUGW, TWIU and the GWIU, formed the SA Federation of Textile, Garment and Leather Workers' Union (SAFTGLWU) in a bid to forge unity in the sector.

"Since the formation of the SAFTGLWU the GWU(WP) participated in all activities of the federation and was committed to its constitution which included in its objectives the encouragement of mergers," the GWU(WP) said in a statement.

But the three Actwusa unions held talks without the knowledge of some of the unions affiliated to the federation.

Russians aid African iron/steel scheme

Argus Africa News Service

HARARE — Russian experts are helping to establish a viable iron and steel industry to boost development in the Preferential Trade Area (PTA) countries of East and Central Africa.

The annual summit of the PTA authority in Uganda this week was attended by Zimbabwe's Prime Minister, Mr Robert Mugabe.

Zimbabwe's iron and steel plant at Zisco will play a central role in this programme. According to documents released for the Uganda meeting, financial and technical resources from the Soviet Union, Italy, Austria, the World Bank and the African Development Bank are being tapped.

The Russian consultants have drawn up plans to establish a \$33-million metallurgical technology centre at Zisco to investigate the best use of raw materials. The first phase of the project will involve the provision of technical services through a data bank and raw material tests.

This alone will cost more than \$7-million. How-

ever, a report in the Herald here said that, given the resources of the region and possible levels of donor finance, the project would obviously have to be scaled down.

The second phase will concern research and development facilities.

Earlier this year Mr Mugabe's government appointed a new board to oversee development at Zisco after a scandal was uncovered by a commission of inquiry which found instances of nepotism, racism, incompetence and mismanagement.

The new chairman is a veteran former Rhodesian Front politician, Mr Dennis Diveris.

The government owns half the shares in the steelworks which can produce a million tons of liquid steel a year. Eighty per cent of its output is exported, some to South Africa.

Zisco is heavily subsidised, to the tune of R88-million a year, but the new board has been instructed to restore it to a profit-making venture.

Typographical men grapple with change

THE spirit of change generated by the new unionism in the past decade has not left any worker organisation unaffected.

Among those grappling with the changing times is South Africa's oldest 'domestic' union (earlier ones were actually branches of British unions) the South African Typographical Union (Satu).

The forces of change are operating on the union in three ways: moves by the union to restructure itself; pressure from activists in-

side, and 'white-anting' from outside by the C-satu-affiliated Paper Printing Wood and Allied Workers Union (Ppawu).

Satu had been integrated since 1920 when semi-skilled coloured workers were admitted — until 1956, when Government-legislated racial separation forced a division.

After 1956 it was split into A and B branches, with a C branch for blacks being added after the Wiehahn reforms of labour legislation.

In the Western Cape, developments started taking shape in the B branch around 1983 following the enrolment of several thousand unskilled coloured workers after 1979.

One researcher, ascribed these changes to a general desire to redress past exclusion and discrimination through the active participation in branch affairs of UDF-minded print workers with the aim to change Satu from an 'officials' union' into a 'workers union' and to replace artisan author-

ity with 'non-racial democracy'.

At about the same time Satu itself started trying to move away from racial divisions, but encountered opposition from both conservative whites and progressive members.

These moves resulted in a restructuring of the union being proposed to the national conference in February 1986 where it was passed and referred to branches for discussion and approval.

The proposal would do away with the system

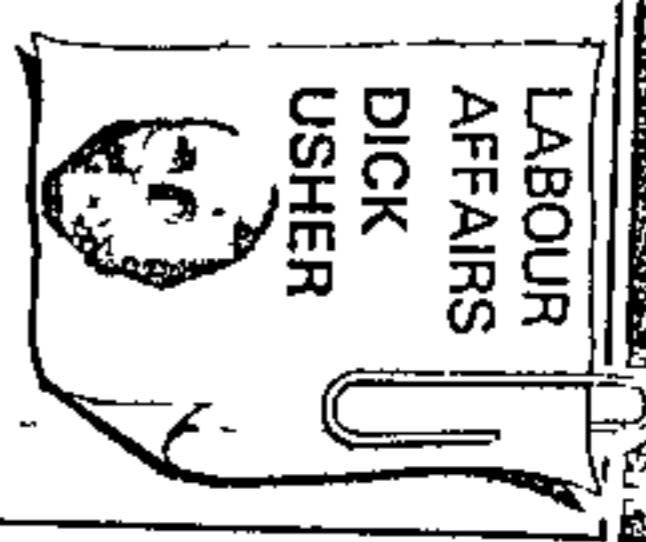
which gave extra weight to grade I artisans' votes (mostly white) and the national president could be from any race group, provided he had grade I status.

But it retained racial divisions in the election of office-bearers, characterised by the left-wing opposition as 'tribalism'.

In Cape Town, the internal reform movement had given rise to tensions between the traditionalists and progressives. After the branch committee accepted the reform pro-

posals, they were rejected at the branch's annual meeting.

This formulated counter-proposals for the complete integration of organisational structures and the election of office-bearers purely on merit and regardless of race or grade.



Handwritten notes: '140A' and a signature.

SOUTH Africa's labour conflict will not only intensify, but broaden to introduce new players, including outside parties which so far have played a minor or no role in disputes

Thus, some industrial relations (IR) experts say, will probably delay a stabilising of the conflict between employers and labour unions

In South Africa, trade unionism has never been a matter of the workers united against the bosses. Among unions, skill levels and ideology have kept people apart consistently, as demonstrated by the two major federations of unions, the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) on the higher level

Although they have worked together — Nactu supported Cosatu in the OK Bazaars and SATS strikes — the creation of one, unified federation has yet to

Labour conflict: New players, new game, and no one knows the rules

By Udo Rypstra

materialise

Among employers, the situation is not much different. The Chamber of Commerce and the Chamber of Industries, which represent several employer organisations, have also worked together on major issues, but failed to establish a unified body speaking with one un-forked tongue

The US secretary of State Mr George Schultz,

once said that the future of SA's economy depended on the success of black labour and management. Ideally, they should operate in accordance with one set of iron rules, like in a rugby game, with no one resorting to foulplay or getting upset over the final score

But with two sets of players — some of them temperamental — on the field, this ideal is not always achieved

Independent experts who have been researching the

SA industrial relations scenario, under the auspices of the Institute of Personnel Management, say that if the game has been played rough until now, it may be rougher yet in future

Politics, they say, will dominate the labour scene more than any other source as social forces, which reigned supreme last year, are now considered to be of secondary importance. Economic and legal forces, in that order, will influence the scene to an even lesser

extent

Cosatu is expected to pressurise management even more to defy remaining Apartheid laws like the Group Areas Act, the Population Registration Act and Institutions dealing with migrant labour

Nactu is expected to give most of its attention to the continuation of black consciousness ideology with attendant political goals and demands, and will probably be more visible in shopfloor union organisation and shop steward representation

However government seems to be determined to limit politicisation of trade unions to a minimum. In terms of new legislation to be introduced next year, the term "unfair labour practices" will include union intimidation, the encouragement of boycotts and engaging in sympathy strikes

In addition, unions will not be allowed to strike over the same issue more than once in a 12 month period and courts will be empowered to award damages against unions which have contravened agreed procedures or engaged in wildcat strikes

IR experts list Cosatu as the most dominating player on the union side. It is expected to be more demanding about the redistribution of wealth through, for example, an increased demand for a living wage. With more than 1 million blacks, 112 000 Coloureds and 32 500 Asians unemployed (October statistics) it is expected to seek additional job creation and improved job protection by both public and private sectors

The abolition of race discrimination and prejudice in the workplace is another

priority while increased involvement in management decisions is another

Last but not least the union is expected to gain greater control over processes such as work methods, the manning mix, job advancement and leisure time

Labour groups are expected to remain part of an ever changing kaleidoscope with new unions emerging, and others merging or splitting off. Some recent examples of this are the SA Railways and Harbours Workers Union and the Blanke Kerswattewerke Werkers Unie which have both been asking SATS for official recognition. This has been opposed by the SATS Federation of Trade Unions which is negotiating 17% pay increases

On the salaried front, seven teachers organisations are trying to form a united national teacher union by mid 1988. It is to be a body trying to go for a unitary non-racial education system

In the United States the name of the game is now worker ownership and employees are banding together to take over companies rather than see them shut down. In England this trend has helped to decrease the power of the labour unions

Not surprisingly, offers by South African employers to introduce profit sharing schemes have been given the thumbs down by several labour unions, including the National Union of Mineworkers

Rather pay better wages and improve working conditions they say

boarding easier.
The exclusive menu gives you a choice of three hot dishes, served on china with fine cutlery and glassware. Plus a wide

selection of the finest wines. And after a

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Exuberance at a municipal workers' strike

6 If it's been rough until now, it's going to get much worse in the future 9

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4/12/8
**Union
to take
action?**

CCAWUSA has threatened to take its dispute with Elerine Holdings to the Supreme Court if the company did not "stop hampering members' right to strike legally".

According to the union, the breakdown of this week's Conciliation Board meeting - established to resolve a wage dispute - put it in a position to embark on a legal wage strike next week.

This could affect 6 500 workers in 300 stores.

Following the breakdown of the meeting, management informed the union that bonus payments would not be made to workers engaged in industrial action this month.

Management also said it could review its wage offer.

Ccawusa said members were "entitled to bonuses".

A spokesman said the "threat" to withdraw wage proposals implied a withdrawal from negotiations. - Sapa.

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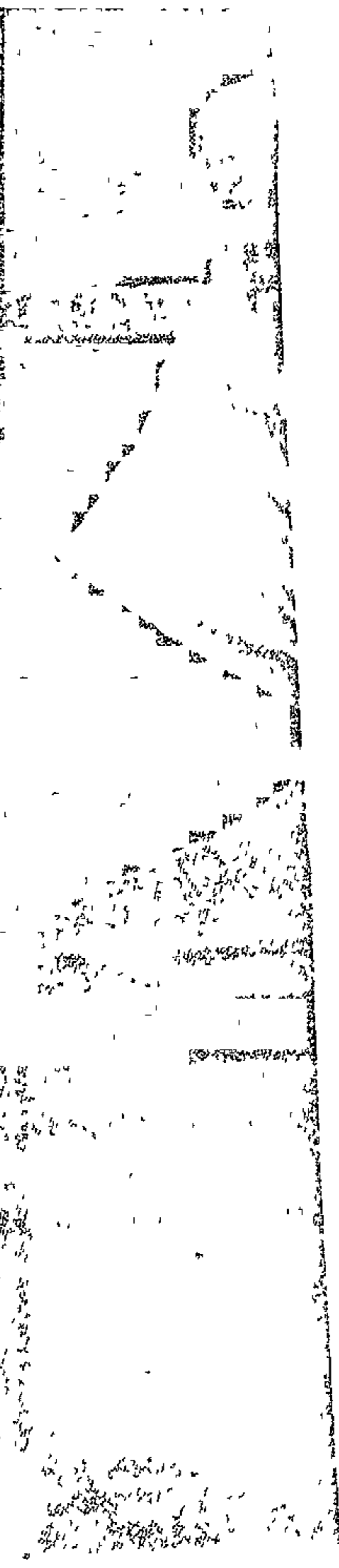
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New allegations made in NUM's smear campaign (40A)

By KERRY CULLINAN

NUM president James Motlatsi and general-secretary Cyril Ramaphosa are to spend a holiday in Sweden, "which will include gambling, theatres, ski and naturally ... Nordic blondes", reads a smear pamphlet against the union

The pamphlet, circulated in Soweto this week, is very much out of date, as it refers to a trip Motlatsi and Ramaphosa made to Sweden over a month ago.

Ramaphosa, accompanied by Motlatsi, travelled to Sweden to receive the Olaf Palme Peace Prize for his leadership in the recent NUM strike. Union members were praised for the "wise courage in their struggle for human rights and dignity".

The pamphlet also claimed that the NUM strike was masterminded by "communist bloc comrade agents" and accused Motlatsi and Ramaphosa of spending NUM funds on white

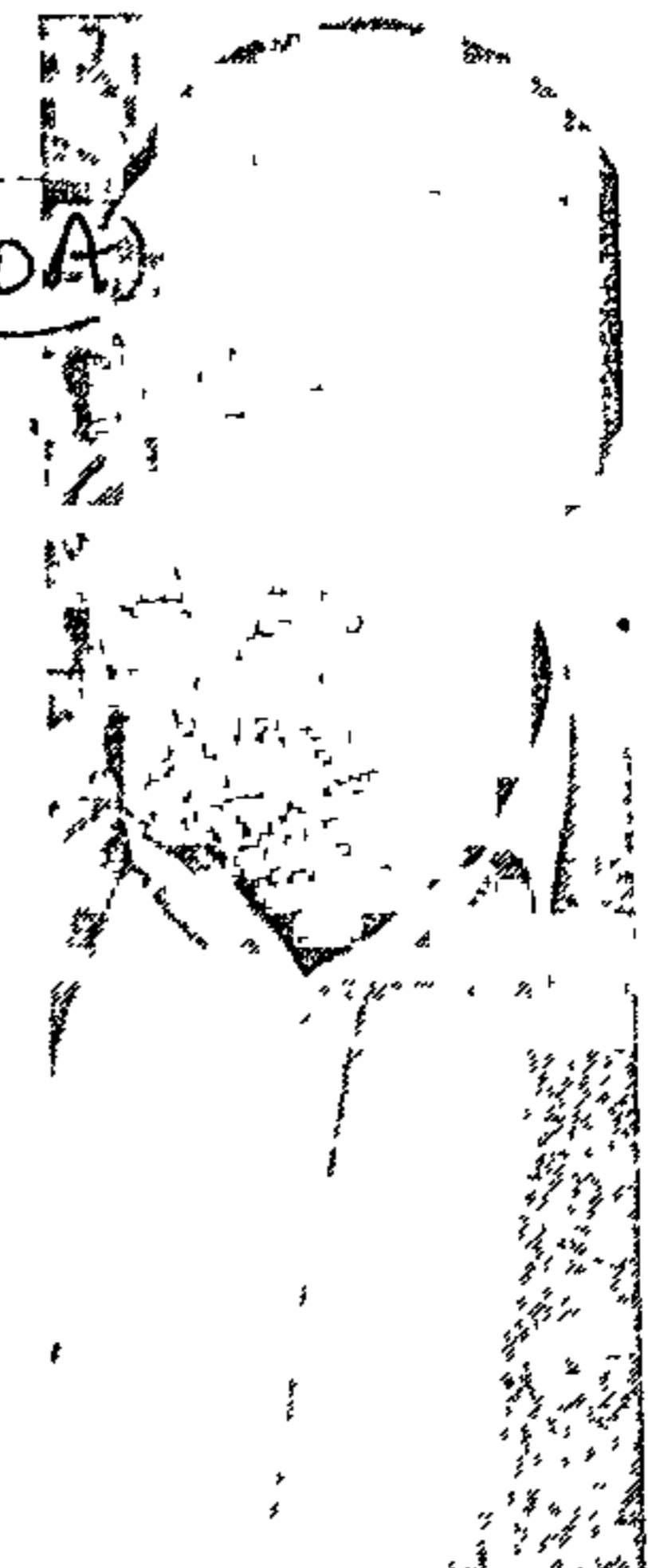
women while in Sweden.

Ramaphosa said the pamphlets were originally found in Anglo American mine areas

He added that "our members are never deceived by these smears as they know the union's leadership is, at all times, answerable to them"

Ramaphosa said the R30 000 prize money he had received in Sweden was used to establish a bursary fund for mineworkers wanting to further their studies

Many applications for bursaries had "already been received"



Cyril Ramaphosa

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Garment workers seek Cosatu link

Cape Times 7/12/87
Own Correspondent

DURBAN. — The Garment Workers' Union, representing more than 100 000 workers, was formed at a two-day meeting which ended yesterday at the Isipingo Beach Island Hotel.

Mr Ismail Muckdoom, president of the union, said that the delegates gave them a mandate to seek affiliation with Cosatu, the Congress of South African Trade Unions.

The GWU was formed with the merging of the Garment Workers' Industrial Union of Natal and the Garment Workers' Union (Western Province) — both affiliates of the now disbanded Trade Union of Council of South Africa, Tucsa.

Mr Muckdoom, who is president of the GWIU of Natal, said the meeting resolved to empower the national executive committee to request observer status on Cosatu forums for six months before a formal application for affiliation was made.

Mr Paul Adams, chairman of the Garment Workers' Union (Western Cape), was elected vice-president; Mr David Perumal, treasurer of the GWIU, Natal, was elected treasurer of the national body, and Mr Desmond Sampson, former head of the Western Cape union's legal department, was elected general secretary.

Cape textile workers threaten strike ballot

CAPE TIMES 7/12/87 (1987) 1404
Labour Reporter

MORE than 2 000 workers from the cotton textile manufacturing industry yesterday rejected their employers' latest 45c wage increase offer.

The decision was taken at a rally at the University of the Western Cape.

Mr Ebrahim Patel, a spokesman for the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa), said workers from SA Nylon Spinners (Pty) Ltd, in Bellville, the major yarn manufacturer in the Western Cape, employing more than 1 200 hourly-paid workers, also rejected the management's offer of an 18,5% across-the-board increase and an extra week's Christmas bonus.

Actwusa and the Western Province Cotton Textile Manufacturers' Association meet again tomorrow for their third and final Industrial Council meeting. If they fail to reach an agreement the 5 000-strong cotton textile industry could face a strike ballot.

Workers, he said, were demanding 25% across-the-board and three weeks' holiday instead of the present one week's leave.

14014 ~~SMAL~~ SMAL 8/12/87

Transport workers benefit

At least 15 000 Transvaal transport workers will receive an 18 percent wage increase after an arbitrated settlement in the goods transport industrial council, the Transport and General Workers Union (TGWU) said.

A spokesman for the TGWU, which sat on the industrial council for the first time this year, said the increase, "the biggest in years", was a victory for the union, taking into account the

employers' opening offer and the low base from which workers negotiated.

The dispute went to arbitration after a breakdown in industrial council talks involving the Motor Transport Owners' Association, the TGWU and the SA Council of Transport Workers.

Employers offered increases of between six percent and 11 percent, against the union's average demand of 50 percent.

Sasolburg to

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8/2/87

Chemical workers still out

14089

Labour Reporter

A meeting to resolve a 12-month dispute between Matthey Rustenburg Refinery and the Chemical Workers Industrial Union (CWIU) — which has led to a lockout of 200 workers — failed yesterday, the union said.

The dispute was sparked by the company's decision to relocate the Wadeville platinum refinery to Bophuthatswana.

CWIU branch secretary Ms Chris Bonner, said the lockout was an attempt to force workers to accept the relocation.

At yesterday's meeting, the company had refused to withdraw the lockout and to negotiate a return-to-work, said Ms Bonner.

Company comment was unavailable yesterday, the union said.

CGAMWUBSAVA

NOTICES FOR STRIKE

1404

Ellerines Dispute

By LEN MASEKO

SEVERAL thousand Commercial Catering and Allied Workers' Union of South Africa members have voted to go on strike at Ellerine furniture group stores from today, a Cawusa spokesman said.

Cawusa official, Mr Jackie Masuku, said union members at the company's Transvaal stores will go on strike today while those in the Free State and Eastern Cape will join the action tomorrow

Cause

Cawusa members at Ellerines' Western Cape and Natal Stores had voted to go on strike at a date to be announced later, Mr Masuku said

The cause of the strike is Cawusa's demand of a minimum wage of R550 a

month and a R200 across-the-board increase. In response, management has offered an increase of R94 to all employees, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees

Mr Masuku said management had proposed a meeting between the two parties "but placed certain conditions

before it could take place" He said these conditions included an undertaking from the union that it will not "take any industrial action if the meeting" failed to resolve the dispute

Opposition

An Ellerines spokesman said there were strong indications that employees at the

company's Natal, Vaal Triangle and the Free State stores would not go on strike There was "considerable opposition to strike action" from employees at these stores, he said

"The company is open to further meetings with the union but the company is equally not prepared to negotiate bankruptcy of the company and to put employees jobs in jeopardy," the spokesman said

Merger produces giant union

THE Garment Workers' Industrial Union of Natal merged with the Garment Workers Union (Western Province) at a congress at Isipingo at the weekend to form one of the largest unions in the country

Mr Ismail Muckdoom, president of the new Garment Workers Union (South Africa), said yesterday that it represented more than 100 000 workers, making it the third largest union in the country. He said only the mineworkers' and metal industries' unions were larger.

He said delegates at the two-day meeting at an Isipingo hotel had also given a mandate for the new body to seek affiliation to the Congress of Trade Unions (Cosatu).

The ultimate aim was to have one union for the whole industry, including garment, textile and leather workers.

"There are far too many unions in one industry, each trying to get members and causing disruptions and division in the ranks. We want to speak with one voice."

Observer status

Mr Muckdoom said the national executive committee of the new body was empowered to request observer status on Cosatu forums for six months before a formal application for affiliation was made.

The vice-president of the new body is Mr Paul Adams, chairman of the Garment Workers' Union (Western Cape), which is the largest union in the Cape, representing workers in Cape Town's largest industry.

Mr David Perumal, treasurer of the GWIU (Natal) was elected treasurer of the new body and MP Desmond Sampson, former head of the Western Cape union's legal department, was elected general secretary.

Furniture workers strike

~~THE~~ ~~ARCUS~~ 9/12/87 140A ~~11~~
Labour Reporter

A NATIONAL legal strike has started in the Ellermes furniture group with about 4 800 workers involved on the first day, according to their union

The Commercial, Catering and Allied Workers Union (Ccawusa) said today the strike had affected mainly the Western Cape and Transvaal with action at 124 stores in 60 towns

Stores in Natal and more in the Transvaal were expected to follow today.

The union claims about 6 800 members at 252 stores

The strike over wage demands follows last week's failure of a conciliation board appointed by the Minister of Manpower to settle the dispute.

Ccawusa demanded a minimum of R550 a month, a R200 across-the-board increase and lower targets for sales staff.

The company offered a minimum increase of R94 across-the-board, a R340 minimum for external sales employees and R464 for internal sales employees

Cart Tint's

9/12/87

1400 Cape 7

Store workers on strike

Own Correspondent

JOHANNESBURG. — Scores of Ellerines stores in the Transvaal and Western Cape were hit by strike action yesterday by members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

The action is the culmination of a long-running wage dispute.

Ellerines human resources general manager Mr Pierre de Villiers said 1 574 workers at 89 stores — of which 84 are in the Transvaal — had gone on a lawful strike.

Ccawusa spokesman Mr Jackie Masuku claimed 4 800 members at 124 stores were involved. He said stores in Natal and the Free State were expected to join the strike today.

Mr De Villiers said the company had no plans to dismiss workers or employ temporary labour at this stage.

ACTUS 9/12/87

Mediators called in

Labour Reporter

MEDIATORS have seven days to settle the dispute in the cotton textile industry and if this fails the union may call the first industry-wide legal strike.

A spokesman for the Amalgamated Clothing and Textile Workers Union (Actwusa) said employers agreed to mediation yesterday after the third conciliation meeting at the industrial council failed.

About 5 000 workers, members of Actwusa, are in dispute with employers over several issues, including wages and working hours. Agreement has been reached on union demands for death and funeral benefits.

The union has asked for a 65c-an-hour increase across the board. Employers have offered 45c. It is seeking a 44-hour work week while employers want to retain the 45-hour week.

Informal support for a strike was given at a meeting of about 1 400 members at the University of Western Cape on Sunday.

● Another wage dispute between Actwusa and South African Nylon Spinners at Bellville, involving about 1 100 employees, was to go to its first conciliation meeting this afternoon.

Strike ballot threat

ards; three week's salary as a Christmas bonus; and a paid holiday on June 16.

At Nettex in Bellville, where the union declared a dispute over wage demands, talks are continuing. Management's offer of a R27 weekly increase is R4 less than the worker's demand. Their demand for a holiday on June 16 had been met.

At Amalgamated Coating the workers lowered their demand for a wage increase to R20 while management offered R13,50.

At Africa Altex in Bellville workers have demanded a R40 increase while management offered an R8,20 increase, as well as R8,26 in June next year.

In a key address last Sunday, the national president of Actwusa, Mr Amos Ntuli, described the merger of the Western Province Garment Workers Union and the Natal-based Garment Workers Industrial Union as "divisive rather than unifying the workers".

Messages of support from several organisations, including Cosatu, were read at the rally.

By VUYO BAVUMA
ABOUT 5 000 workers in the Western Cape textile and garment industry are set to hold a strike ballot in a dispute for better wages.

The workers, members of the Amalgamated Clothing and Textile Workers Union (Actwusa), have rejected the offers of management at six factories.

The union and management will go into mediation next Tuesday. If the deadlock is not resolved, a strike ballot will be held.

At Actwusa's Western Cape launch attended by about 2 500 workers at the University of the Western Cape last Sunday, it was resolved that a strike ballot would be held if negotiations failed.

The rally was punctuated by the singing of freedom songs and shouts of "Amandla". Banners proclaiming

worker unity were displayed.

The union's Western Cape regional secretary, Mr Ebrahim Patel, reported that the union was deadlocked at six factories over wage increase negotiations.

Dispute

At South African Nylon Spinners in Bellville, where there are 1 200 paid-up members, the union rejected management's offer of an 18,5 percent wage increase. It stuck to its demand of a 25 percent increase.

Other demands were time-off for shopstew-

Lunch break sit-in

ABOUT 240 workers at SA Nylon Spinners in Bellville this week staged a two-hour sit-in when they heard that management had summoned shop-stewards before a disciplinary committee for 'incitement'.

No disciplinary action was taken however. Workers stretched their half-hour lunch break to two hours when they heard about the proposed action

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Desmond Sampson at the inaugural congress

Unity pledge

THE Garment and Allied Workers' Union (Gawu) - inaugurated at a congress in Durban at the weekend - has been instructed to initiate talks with the recently formed Amalgamated Clothing and Textiles Workers Union of South Africa (Actwusa) in a bid to bring about unity in the garment, leather and textile industry. Gawu - a merger of the Garment Workers' Industrial Union (Natal) and the controversial Garment Workers Union (Western Province) - also resolved to request observer status on Cosatu forums for six months before formally

applying for affiliation. This follows criticisms from Actwusa of the garment union merger. Actwusa, already a Cosatu affiliate with 11 000 paid up members, was formed a few months ago. Actwusa sees the conservatism of the Garment Workers Union (Western Province) and its inability to address the crucial issues of the Cosatu 'Living Wage' campaign as the main stumbling block.

Progressive
It described the merger as 'an act of disunity'. The newly elected general secretary of Gawu, Desmond Sampson of Cape Town said at a press conference after the congress that the attacks by Actwusa were 'based on past history' and that the approach of the new union was a more progressive one that reflected the demands of the workers themselves. 'The mandate given by the workers is to develop a new economic and social order, making it pos-

sible for all workers to achieve a type of development which promotes the sharing of economic and political power and which is based on unity and solidarity'. In line with their new policy approach, Sampson said the conference had adopted many progressive resolutions, including the need to fight for May 1 and June 16 to be recognised as paid public holidays.

Gawu should also 'play a constructive role in the struggle for a non-racial and democratic society by taking up struggles through the structures of the union at local, regional and national levels as well as through disciplined alliances with progressive community organisations'. Sampson said the resolutions adopted by Gawu were similar to those of Actwusa and Cosatu and should be the basis of co-operation. The change in direction would be shown by the actions of the new union and Actwusa



Jay Naidoo

should be open to discussion with them, he said. On events which led up to the merger between the Natal and Western province unions Sampson stressed the independence of the move by the Garment Workers' Industrial Union (Natal) to join up with GWU.

All-male

Gawu now represents more than 100 000 workers, mostly women. The president of the newly elected all male executive is Ismail Muckdoom, of the Natal union, Paul Adams is vice president, and David Prumor treasurer.

On the lack of women in leadership positions in the new union, Sampson said that Gawu's commitment to education would make it possible for an increasing mobility of members on the shop floor.

Indeed, he said, many of the resolutions adopted at the congress, attended by 250 delegates were directly aimed at women.

Other resolutions include the need to fight migrant labour and the deregulation of businesses, the legitimacy of the right to strike and a 'minimum living wage'.

This focus on the living wage campaign emphasises the desire to become closely associated with Cosatu.

However said Sampson, although the principles adopted by the congress were in line with those of Cosatu Gawu would initially seek observer status for six months.

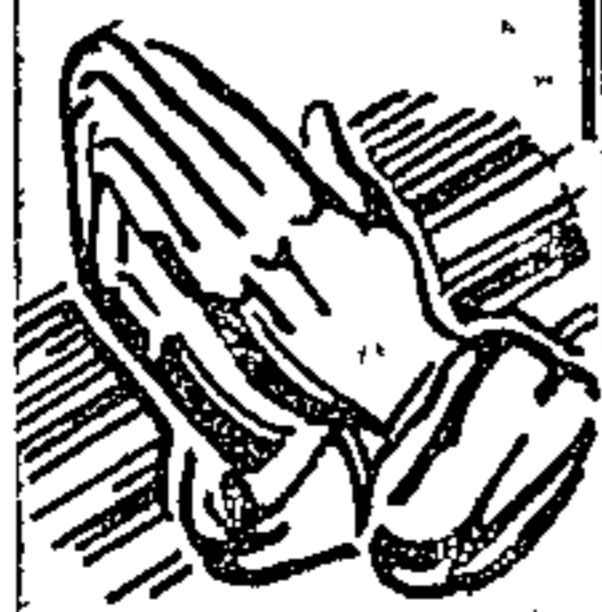
This was to enable the new union to get a sense of the practical workings of Cosatu as well as allowing a period of time to educate Gawu's members on the nature of the federation.

Significantly, Cosatu's general secretary Jay Naidoo, was a guest speaker at the weekend congress.

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JUSTICE and PEACE DETAINEES SUPPORT GROUP

As part of the
NATIONAL CAMPAIGN
for the
RELEASE OF DETAINEES
at CHRISTMAS

INTERFAITH SERVICE

METHODIST CHURCH
Buitenkant Street
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FRI. 11 DEC. '87
at 1.00 p.m.

ALL WELCOME

RELEASE ALL
DETAINEES
at CHRISTMAS

10/12/87
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Ellerines 'exploiting union split'

As the wage strike by thousands of Ellerines workers spreads to more stores, the Commercial Catering and Allied Workers' Union (Cawusa) accused management of attempting to exploit the split in the union to break the strike.

At a press conference yesterday, Cawusa spokesman Mr Jackie Masuku said Ellerines had made separate offers to workers in the Natal and Vaal regions even though all negotiations between the union and the company had been at national level.

This was denied by Ellerines' human resources manager, Mr Pierre de Villiers, who said the company had been approached by the Natal and Vaal workers. This made negotiation with Johannesburg-based officials difficult.

Cawusa's Natal regional spokesman, Mr Steven Zungu, denied that Natal workers had sought a regional settlement and said they might still join the strike.

Ellerines' management put the number of strike-bound stores at 127 while Cawusa said it was 176.

By VUYO BAVUMA
 ABOUT 120 workers have resigned from the Tramways and Omnibus Workers' Union to join the Transport and General Workers Union.

Workers at three bus companies, City Tramways, Agulhas and Boland Passenger Transport, said they were disillusioned with the union.

They claimed the union did not represent their interests. They also accused it of blocking affiliation to the Congress of South African Trade Union (Cosatu).

Some of the workers claimed the union told them they would forfeit their benefits if they joined TGWU.

Mr Pat Haupt, an executive member of Towu, denied the union was against joining Cosatu.

Support

"We support the move but we want to join the federation as one block, not through TGWU. But TGWU has been creating problems by signing up our members.

"We have tried to attend merger talks but we have been denied even observer status. Talks about joining Cosatu are continuing," Haupt said.

Workers in the industry work two shifts daily totalling nine hours. They earn about R191 a week.

Some City Tramways bus drivers interviewed said Towu failed to challenge management about its refusal to grant insurance cover for drivers.

"We also want the split shift system to be abolished. We work

Drivers quit union

from 6am until 9am and between 2pm and 8pm. We want straight shifts like other workers," a Guguletu worker said.

Another worker claimed that some buses were in a poor condition.

A worker with three years' experience said: "In some cases the brakes are faulty. This affects our driving. Sometimes passengers complain. The time allocated for trips is too short. For example, a driver is supposed to take only 35 minutes from Bellville to Khayelitsha."

A worker at the Boland Passenger Transport said Towu was unable to help him.

"The union decided with management that we should get R80 a week. We don't get any compensation for sleeping on the buses at night.

"I sell clipcards in a truck with no security at all. I could be attacked or robbed as I have no protection. The union is doing nothing about that," he said.

About 23 Saldanha workers also expressed dissatisfaction about the union's inability to secure their benefits.

Promises

"We did not get any severance pay when the company was taken over by new management in spite of the promises made by the union," one worker said.

In a previous statement, Mr R Krause, City Tramways public relations officer, said it was company policy not to discriminate.

"Only 16 percent of shifts operated after 9pm were driven by African drivers, he said. "Africans are well represented here. An African was recently appointed as a liaison officer.

"It is completely contrary to our policy to have any buses in a poor condition at all, since our business depends on having vehicles we can depend on, especially on our longest and busiest routes," he said.

Store strike grows

10/12/87

THE number of Ellerines furniture stores out on strike throughout the country rose to 177 yesterday, the Commercial Catering and Allied Workers Union has said.

Ccawusa's strike coordinator Mr. Jackie Masuku yesterday told a Press conference that members at the 41 stores in the Free State and the Northern Cape were on strike and the total stores involved in the Transvaal had risen to 132 by

yesterday morning.

Accusing management of involving police in a legal strike Mr Masuku said 35 Ccawusa members were arrested in acts of intimidation and violence in some parts of the country.

Target

"Management told us the issue of lowering sales targets — apart from our minimum demand of R550 a month was not

Smetan
negotiable," Mr Masuku said.

Ellerines has offered an increase of R94 to all employees, a R340 for "external" sales staff and R464 for "internal" sales employees. Ccawusa is demanding R200 across-the-board.

• Ellerines executive spokesman Mr Pierre de Villiers denied management was involving police to weaken or crush the legal strike.

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140A

Car firms facing wage deadlock

Argus Bureau

PORT ELIZABETH. — The motor industry in the Eastern Cape is faced with a wage deadlock as it starts winding down for the holiday season.

Volkswagen, which shuts down tomorrow, has rejected a new wage deal, while employees at Samcor (engine plant) and Delta Motor Corporation are still discussing the offer.

The wage offer, made on December 1 after two months of negotiations between the National Union of Motorworkers and the Eastern Province Automobile Manufacturers' Association, affects about 10 000 hourly-paid workers at the three plants.

The offer has been described by management as one of the best packages in South Africa.

However, union spokesman Mr Les Kettleidas said the matter was in dispute.

28% RISE

Mr Brian Robinson, chairman of association, said the written offer was a minimum of R4,50, R4,55 and R4,63 an hour for the first three grades from February.

This, he said, represented a R1 or 28 percent increase in the Industrial Council minimum wage.

A further increase in August to R4,70, R4,75 and R4,86 an hour had also been offered. This represented a 34 percent increase in the minimum wage.

Soweto Day on June 16 would be a paid holiday.

Sapa reported Mr Kettleidas as saying employees at Samcor and Delta would meet tomorrow to discuss the offer.

ARGUS 10/12/87

Pay rises for Western Cape building workers

Labour Reporter

~~140A~~ ~~140A~~ ~~140A~~ 140A

NEW pay scales for the Western Cape's 30 000 building industry workers came into effect this week.

Boland workers will get an 11,9 percent increase and Peninsula workers 4,5 percent.

A spokesman for the South African Woodworkers' Union (Sawu) said Boland wage negotiations started with all unions on the Industrial Council asking for a 50 percent wage increase. Employers started with a five percent offer.

"When the employers offered 11,9 percent the council accepted, with Sawu voting against."

140A

THE ECONOMY

THE Amalgamated Beverage Industries recently announced the successful completion of its share offer to ABI staff and dealers.

Coming on top of Ford's announcement of the successful conclusion of a share ownership scheme with the National Union of Metal Workers and Anglo's announcement that it is to give away shares to its employees, it would seem that the new management strategy of encouraging employee share ownership is rapidly gaining momentum.

But all of the above schemes, as well as that of Pick 'n Pay, have run into serious criticism from unions. A closer look at the ABI offer may help to throw light both on union objections to share ownership schemes for employees and also on the implications of such schemes for unions in the future.

ABI is the largest producer and distributor of Coca Cola and related soft drinks, like Fanta and Appletizer, in

Share offers gain momentum ... but not yet labour acceptance

the country. Ten years ago the Coca Cola Corporation owned 82 percent of ABI, but when it disinvested last year it sold off its holding to the South African Breweries (70 percent) and Cadbury Schweppes (19 percent).

Coke's intention was that the remaining 11 percent of ABI's shares, which amounted to 11-million shares valued at one rand each, should be made available to staff and dealers who handled ABI products. Two million of the shares were to be allocated among the 4 000 ABI employees and the remaining nine million were to be allocated among the 7 000 ABI dealers.

The target ABI publicly set them-

The more managements offer shares to workers, the more they fail to win friends. Why? DUNCAN INNES reports

selves was that they would be able to persuade 60 percent of their staff and dealers to take up these shares.

The Standard Bank agreed to lend money to those dealers without the ready cash to take up the offer, while ABI itself offered to lend money on an interest-free basis over 18 months to staff members. ABI's major shareholder, South African Breweries, agreed to buy back any outstanding shares at R1,60 each

To popularise the scheme ABI sought assistance from the Centre for Developing Business at the University of the Witwatersrand to produce a video informing its staff and dealers of the benefits of the scheme. In addition, a simplified prospectus was produced in four different languages and numerous lecturers were brought in to offer direct counselling.

Despite these efforts, initial responses to the scheme were not favourable. As far as staff were concerned, both the Food and Allied Workers' Union and the Food, Beverage Workers' Union initially rejected the offer, arguing that equity participation without participation in decision-making was unacceptable.

The only case in which staff have been offered a meaningful share in a company, from the point of view of participation in decision-making, is Numsa's 24 percent holding in Samcor. Significantly, Numsa is the only Cosatu union so far to accept management's share offer.

But leaving aside this issue, unions also fear that the dividend payments arising from share ownership will ultimately be used by management as a substitute for wage increases.

Edmund Rudman of Unusa puts forward the management case, arguing that employee share ownership "works best when a modest base salary is supplemented with cash bonuses and equity shares which are linked to corporate performance".

Unions fear this means that in good years wages will in effect be held down so that dividends can be paid to employee shareholders. One problem for unions here is that while they can negotiate over wages, they cannot negotiate over the size of the dividends. Secondly, while wage agreements cover all employees, dividend payments are made only to shareholders and the amount of cash received depends on the number of shares held.

In bad years, of course, unions fear that management may simply decide not to pay any dividends at all even though workers have become dependent on dividend payments to supplement their wages.

It is problems like these which have caused unions to reject most of the share ownership schemes that have been proposed so far. However, as the ABI case suggests, there is no shortage of non-unionised workers who are at present eager to participate in such schemes. This is a factor which unions cannot afford to ignore.

Fawu, in particular, saw the offer as a trap, claiming that "The sale of shares advances and protects the interests of profit-makers, while dividing united action by the workers".

Nor was the initial response from dealers any better.

The Soweto Chamber of Commerce and Industries launched a blistering attack on the scheme, pointing out that "If the offer is fully taken up, staff and dealers will have 11 percent of ABI's shareholding, but almost 80 percent of their products are sold to the black community. I don't think it is a fair business proposition, it must rather be seen as political tokenism".

By the end of October the scheme looked to be headed for disaster with less than one million of the 11-million shares having been sold.

At that point the company decided to dispense with the video sales package and to adopt a hard sell approach among dealers instead. As far as staff were concerned, management gave up trying to convince unions of the scheme's benefits and instead approached staff on a one to one basis.

The results: 58 percent of staff and 62 percent of dealers finally accepted the offer. Furthermore, because the company limited the number of shares individual staff and dealers could apply for, when the final applications were received the staff allocation was six times over-subscribed and the dealers' nine times.

Undoubtedly, the ABI offer was ultimately a success.

However, one serious problem that emerged in the final analysis was that union resistance, especially from Fawu, remained strong. While a high proportion of staff in non-Fawu areas of company activity took up the shares, in areas where Fawu were strongest the response from staff was very poor.

Those employers who favour such schemes — and not all employers do — argue that they provide an opportunity to spread South Africa's wealth further afield, enabling black employees especially to participate meaningfully in the fruits of their own labour.

But share ownership for workers does not necessarily address workers' demands for a greater say in the running of their companies. The ABI share offer of two million shares to staff in fact represents a mere two percent of the total shares in the company, while Anglo American's recent offer is not even one percent of the total.

W/Mail 11-17/12/87

(140A)

A merger, but not a love match

BY CARMEL RICKARD,
Durban

THE merger of two garment workers' unions last weekend seems to have done little to hasten a final merger of all groups in the textile industry.

Over 100 000 workers are involved in the merger of the Garment Workers' Union of the Western Province and the Natal-based Garment Workers' Industrial Union

This made the new Garment and Allied Workers' Union (SA) the third largest union in the country, general secretary Desmond Sampson said after the weekend conference.

He acknowledged the merger had been opposed by several other textile unions on the grounds that the Western Province Garment Workers' Union — from which Sampson comes — was "unacceptably conservative"

But he claimed this assessment was "based on past history"

"The approach has changed considerably. Members have also given the executive a mandate for further change and this is reflected in the principles we adopted at the merger congress"

He added that members saw the Gawu merger as "simply another step towards the final goal of one union per industry"

"Ultimately we want to see all textile unions merge, and Gawu officials are to ask for talks with the other unions as soon as they can be arranged"

He added that Gawu would be asking the Congress of South African Trade Unions for a six-month period with observer status. During that time Gawu representatives would report

back to their members on Cosatu's "style of operation" and conduct an education campaign aimed at Gawu members. They would then consult with members to ask for a mandate before applying for permanent affiliation to Cosatu.

Despite Sampson's optimism, however, a further merger involving the existing Cosatu textile affiliate — the Amalgamated Clothing and Textile Union of South Africa — seems further away than ever.

Actusa's John Copelyn said it would have been more helpful to final unity if the Garment Workers' Industrial Union (Natal) had continued with promising talks and joint action with Actusa, instead of apparently changing direction and throwing in its lot with the Western Province body.

"Instead of moving towards unity, we now have two distinct bodies, separated by serious differences in their understanding of the role of unions"

"For example, the Western Province union has never had a single strike in its history. Individual factories wanting to take industrial action are undermined by the union's cosy relationship with employers. They will have to get on to a new footing with employers so that they are not seen by management as the people to be relied on to tone down worker demands."

"It will take a lot of work to organise their apathetic membership, it took us 15 years to organise 40 000 people. They have 100 000 members and will now have to get off bed with employers and begin doing some serious work."

However, Gawu appears to have been given confused signals about the response of Cosatu and its affiliates to the "counter merger" of the two garment workers' union.

While Actusa is expressing grave doubts and concern, both about the wisdom of the merger and about future relations, the merger conference was nevertheless addressed by Cosatu's general secretary, Jay Naidoo.

Outlining Cosatu policy on various issues, he told the conference one of the most important principles of Cosatu was one union, one industry and added "In your industry our affiliate — Actusa — has about 70 000 members. Every worker in Cosatu looks forward to the day when you will merge with our affiliate to form the biggest clothing and textile union that Africa has ever seen."

BY GARRY TRUDEAU

Reuter

on strike 11/12/07

Ellerine staff

on wage strike

JOHANNESBURG. —

Up to 5 000 of about 6 500 employees at 291 Ellerine furniture stores were out on the third day of a legal wage strike yesterday.

Union spokesman, Mr Jackie Masuku, said 5 000 were out on strike.

These figures differed with management's 2 308.

Mr Masuku said three stores in the Eastern Cape came out today and brought the total to 180.

The strike is over a wage dispute between Ellerine Holdings and its members of the Commercial Catering and Allied Workers Union. —

Sapa

Split under focus again

THE split in the Commercial Catering and Allied Workers Union will be under focus again when the union's Johannesburg branch meets in Soweto on Sunday.

Official Mr Salim Vally told a Press conference this week that resolutions to be taken at the congress will have "tremendous implications" arising from the split.

The congress will also discuss the "Defend Cawusa Campaign" and the possibility of setting up defence committees to protect its members as "attacks on our members escalate daily."

(Kganare) rally called by Cosatu to explain its decision.

The meeting will be held at Ipelegeng Centre, White City, Jabavu.

Asked to elaborate on the campaign, Mr Vally said the project also aimed at defending what Cawusa had stood for and achieved in "our 12 years of existence".

The meeting is to take a stand on the decision of the Congress of South African Trade Unions regarding the split.

The central committee of the federation last month resolved to recognise the Papi Kganare-led Cawusa as its legitimate affiliate

The *Sowetan* was last Sunday barred from attending a "Cawusa

1407
Sowetan 11/12/87

11, 1987

Union stages strike at Border Ellerines

Daily Dispatch Reporter

EAST LONDON — The Border branch of the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) has embarked on a sit-in strike, a spokesman for the union, Mr M Nkonkobe, said yesterday

CCAWUSA is involved in the furniture and related industries

The present CCAWUSA strike is directed against Ellerines Holdings

There are six Ellerines retail outlets in the Border Ellerines, Town Talk, Royal, Rheingold, Oxford and Jacko

There are four shops in East London, five in King William's Town, three in Queenstown, one in Alice, two in Fort Beaufort and one in Grahamstown

Mr Nkonkobe said the union demanded better working conditions

He said the legal strike had been decided

upon after talks with management had failed

The general manager of human resources, Mr P de Villiers, confirmed yesterday that the strike was legal

He said all shops in East London and two of the five King William's Town shops were affected by the strike

Conditions at other Border area shops were normal, he said

Mr De Villiers said management was still waiting for the union to come back to resume negotiations

He said this had been communicated to the union

When the conciliation talks broke down, management suggested mediation, but this was turned down by the union, he said

Asked to comment on the union's statement that it would continue the strike until the demands were met, Mr De Villiers replied that that was "not easy"

Mr Nkonkobe said workers were demanding a R200 across-the-board salary increase, a minimum salary of R550 a month irrespective of job category, a sales target of R2 500, a 10 per cent commission, four weeks annual leave for those with more than five years service and two days a month off

Mr Nkonkobe said the talks with management had been going on since September last year and no agreement had been reached between the two parties

The workers had de-

ecided to stage a sit-in strike in the company premises as from Wednesday, he said

He said the strike was national and had started on Tuesday in Johannesburg but the Border branch had only joined the strike on Wednesday

The workers had decided to stay on strike until their demands had been met, Mr Nkonkobe said

Yesterday, the workers in all the four East London shops sat inside the shops and sang songs

WAGE SURVEY

Cosatu on top

With an overall wage increase of 18% in 1987, black trade union members under the Cosatu umbrella are the only group in the economy to have kept up with inflation. This emerges from the annual wage settlement survey conducted by labour consultancy An-



Levy ... black unions do better

R475,43 a month, and
□ Commercial and catering sector workers under Ccawusa get R2,58 an hour, R116,10 a week or a monthly R502,70

Cosatu's policy is that each union will determine what a living wage should be, depending on local and regional conditions. However, based on "decent" housing costs of about R212 a month, it considers a living wage to be around R850 a month, or R4,90 a

40-hour week (Reducing the length of the working week to 40 hours is, incidentally, set to become a major Cosatu drive)

Despite their effective collective bargaining for better wages, however, the unions' gains come at a time of economic contraction and growing unemployment — which suggests that employers will take a tougher stance next year. □

drew Levy & Associates (A L & A)

They find that this year, as with the last two years, "black unions collectively continue to outperform all other groups in the economy, whether unionised or not, in terms of settlements in wage levels"

A L & A note that settlement levels for collective bargaining started at 16,4% for the first half of 1987, and increased by over 2 percentage points to 19,2% for the latter half of the year. "These settlement levels demonstrate the efficacy of Cosatu's 'living wage campaign' in 1987, which has been an important force in determining the high levels of settlement recorded, and it must be anticipated that next year will see an increased effort going into this campaign." No doubt — members' earnings, despite improvements, still fall short of what Cosatu considers to be a "living wage"

The report focuses specifically on wage settlements in the period from July to October 1987, and also provides an analysis of the "particularly tough" wage bargaining year overall

Compared to black unionists' average 18% rise, whites' salary increases (based on surveys) are put at 15%-16% for 1987-1988. Some observers therefore believe it is only a matter of time before there is a backlash by organised white workers aggrieved by their relatively lower rates of increase

Based on a 45-hour week, at 4,33 weeks to the month, here are examples of the average earnings of black union members

□ Metalworkers under Numsa — R3,34 an hour, or R150,30 a 45-hour week, which comes to R650,79 a month,

□ Food sector employees under Fawu earn R2,44 an hour, R109,80 a week or

11/12/87
1987
(40A)

PEACE TALKS

140A

Peace talks between Cosatu-UDF and Inkatha have ground to a halt after a bitter clash during their latest meeting in Maritzburg.

Delegates seeking an end to the violence in the city's black townships clashed over a magazine called *Inqaba ya Basebenzi* ("The Workers' Silo") which Inkatha brought to the meeting.

Published by the Marxist Workers' Tendency, a hard-Left faction recently expelled from the ANC, the magazine dealt with violence as a political strategy. Inkatha insisted that both the UDF and Cosatu should publicly repudiate the magazine.

UDF and Cosatu representatives evidently did so during the meeting, but

refused to do so publicly on the grounds that neither organisation had anything to do with the magazine. After about three hours of fruitless argument, the meeting broke up. No date was set for further talks.

The Maritzburg Chamber of Commerce, which is acting as peace broker, will now try to get things going again, according to manager Paul van Uytrecht. Both parties remained anxious to pursue talks, he said, but each appeared to be waiting for the other to make the first move.

On the eve of last week's talks, seven more murders were reported, including that of a 67-year-old man who was stabbed 129 times.

MM 18/12/87

LABOUR
AFFAIRS
DICK
USHER



GENERAL UNDERPAKING. CERTAIN AREAS.

W/LC NEWS 12/12/87

Labour relations become increasingly important for clothing employers

LABOUR relations are going to become increasingly important for employers in the clothing trade.

Simon Jocum, chairman of the Cape Clothing Manufacturers' Association, made the point on Wednesday night at a function to mark his five years' service as chairman of the Clothing Industry Training Board

He was speaking against a background of recent developments among unions involved in the industry which have seen the creation of two large new unions, opening the way for serious rivalry between them.

The formation of Actwusa (Amalgamated Clothing and Textile Workers' Union of South Africa), affiliated to the Congress of South African Trade Unions (Cosatu) in November was followed by the merger of the Garment Workers' Union (WP) and the Garment Workers' Industrial Union (Natal) as the Garment and Allied Workers' Union (Gawu).

Gawu, with about 100 000 members, is the third largest union in South Africa and the largest not affiliated to any federation.

Each side has been firing warning shots across the bows of the other and Actwusa produced a new song at their rally last weekend, warning against "the Garment" and its people.

On these developments Jocum said: "It is hoped that good labour relations will not become a football to be kicked around in the game between unions."

He said later that one of his major concerns for 1988 would be to encourage all employers to pay more attention to sound labour relations

"There are some whose policies are sound and there are others who could improve," he said.

GOOD LOOK

"And it is important for the health of the whole industry that every employer should take a good look at himself and make sure that he is up to date with the latest developments in labour relations

"The whole industry is weakened if there are problems anywhere in the industry.

"Even if you have your own house in order you still have problems if the house next door is on fire

"And smallness is no excuse for not taking a close interest in labour relations

"Even the small manufacturers who employ 10 people should take the same interest in a good relationship with staff as those who employ 1 000.

"It's just good business sense

"Poor labour relations and communication with staff lead

to dissension on the factory floor and poor productivity," said Jocum

And, with a potential inter-union struggle looming, the industry also faces the negotiation of a new main agreement with Gawu next year.

Employers concede privately that they will have to give away more than they did in the past

But they are presently perplexed by the dispute with the union over disciplinary, grievance and retrenchment procedures.

"They raised these issues about six months earlier, dropped them, and now conditions have improved and the immediate need for them has receded they have been revived," said one

It was unlikely that Gawu, which is not practised in such matters, could raise enough fire to call a strike over the dispute

So the most probable outcome (if it were to go that far) would be for the Industrial Court to order employers to negotiate procedures

But, by the time that had been ordered negotiations for the new agreement would be in the offing and procedures could be dealt with there

"So many of us are a bit puzzled about what they're trying to do," he said

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New strike threatens retailer's festive sales

By SELLO SERIPE

SOUTH Africa may witness another big strike in the retail industry following the legal strike by Ellerines workers which started this week.

The strike by workers at Ellerines stores comes during the same period as the OK strike, which began last December and ended at the end of January this year.

More than 4 800 Ellerines workers, from 177 branches in the Free State, Northern Cape, Transvaal and Western Cape were involved in the strike when it started on Tuesday.

The strikers are members of the Commercial, Catering and Allied

Workers' Union.

They are demanding a minimum wage of R550 a month and a R200 across-the-board increase.

Management offered a R94 increase, which has been rejected by the union and the workers.

At a Press conference held in Johannesburg on Wednesday, the union's general-secretary, Vivian Mothoa, said that the move was unanimously adopted by workers and the union after the Conciliation Board failed to settle the dispute.

The number of strikers is expected to swell before the weekend as workers at various stores in the Ellerines

group have pledged their solidarity.

Mothoa said workers in Swaziland have also identified themselves with Ccawusa's move to strike.

Mothoa condemned "the attempts by some managers to intimidate workers on legal strike.

"Management is embarking on an attempt to resolve the strike by focusing on the dispute with Ccawusa," he said. He added that after the first day of the strike, the union had recorded four instances involving the police.

"Three workers in Nelspruit are being held in custody at Malelane Prison and are to be charged with intimidation on Monday.

"There are also two workers being held at Claremont, while the KwaNdebele police are holding 30 workers," said Masuku.

However, Ccawusa's report on the number of stores and workers involved in the strike was disputed by Ellerines.

In a statement, Pierre de Villiers, general manager of Ellerines' human resources department, said reports from stores had shown that a total of 127 stores throughout the country had been affected by strike action.

Of these, 101 were in the Transvaal, 13 in the OFS and 13 in the Cape.

"From a total work force of 6 567, 2 153 are participating in the strike action," said the statement.

THE NEW GARMENT UNION MEMBERS ACTIVISTS

By VASANTHA ANGANATHURU

MORE workers in the garment and textile sector were united at the weekend when the Garment Workers' Industrial Union of Natal and the Garment Workers Union of the Western Province merged to form the Garment Workers' Union.

Outlining its policies this week, the union expressed the desire to unite all workers in the industry into one union. However this desire was expressed also by Cosatu's Amalgamated Clothing and Textile Workers Union of SA which was formed only a month before the new union.

The new union representing about 100 000 workers has set aside the 68 000-member Activusa's hopes of aligning the various unions under the 'one industry one union' banner.

Activusa is a merger of the National Union of Textile Workers and two former affiliates of the now defunct Trade Union Council of South Africa, the National Union of Garment Workers and the Textile Workers' Industrial Union.

Activusa's problem with the new union lies in the fact that they regard the Cape Garment Workers' Union as a conservative union.

Activusa general-secretary John Copelyn claimed that GWU's merging with the GIWU was to prevent the Natal union from merging with Activusa.

However, the president of the new union, Ismail Muckdoorn, said there was a strong possibility that the new

Newspaper's banning will arouse anger

By KERRY CULLINAN

THE silencing of *New Nation* would cause anger and bitterness among Cosatu members.

This was the word from Cosatu's head office in the wake of the latest government action against the SA Catholic Bishop's Conference-owned newspaper.

This week, Minister of Home Affairs Stoffel

Botha warned that the latest edition of the weekly paper had published "subversive propaganda".

The warning came two weeks after an official warning was published in the *Government Gazette*.

The paper has 10 days in which to reply to the latest warning. If the government was not satisfied with the reply it could ban the newspaper for up to three

months or place a censor in its offices.

"The message to our members and the mass of our people is that the government refuses to hear or listen to what we are saying," said Cosatu.

"Every clampdown leads to a greater build-up of pressure, deepening the crisis in our country.

"The democratic de-

hands being made by Cosatu and other people's organisations offer a real solution but at present there is little hope that this solution will be given a chance

"At present, the emphasis of those in authority is to attack the democratic initiatives of the majority wherever they appear," said the statement.

According to *New*

13/12/87

the article in the latest edition that offended the Minister included two on Govan Mbeki - one that had been adapted from a *Weekly Mail* article - and a story about rent raids conducted by the SAP and SADF. These had been confirmed by the authorities and extensively reported on in "more established papers".

"The poverty wages in the Cape garment industry, the lack of maternity benefits and the union's docility towards the collaboration with employers have repeatedly been quoted by employers in other industries to justify their own refusal to grant substantial wage increases," said Copelyn.

However, a representative of the new union accused Activusa of "unjustified and unfounded" criticism which was standing in "the way of Cosatu's 'one industry, one union' policy".

A few months ago plans to forge unity in this sector were put into practice when several unions - including NUTW, TWIU and GIWU - formed the South African Federation of Textile Garment and Leather Workers Union.

The Cape GWU said that it had participated in all activities of the federation and that it was committed to its constitution which included in its objectives the encouragement of mergers.

The scrapping of the migrant labour system and the fight for the rights of workers to work wherever they wish and to reside with their families was also one of the stated aims.

The union's policies would consist of "playing a constructive role in the struggle for a non-racial and democratic society", said Muckdoorn.

The union authorised the national executive committee to establish a list of workers regarded as a minimum living wage before initiating and conducting an ongoing national campaign for a "living wage".



Govan Mbeki

Consequently, talks held between three unions of the SAFTGLWU - the NUTW, TWIU and GIWU - resulted in the formation of the Cosatu affiliated Activusa.

The union bid to get the GWU to join Activusa were thus dashed when it merged with the Cape GWU.

Copelyn saw this as being a Cape GWU "manoeuvre to prevent the Natal based union from merging with Activusa".

Aside from committing itself to promoting unity between all garment workers, the new union resolved to fight against all forms of discrimination against women in the workplace as 85 percent of its members were women.

Demands were made for equality in wages for women, full maternity rights including paid maternity and paternity leave and job security.

The GWU also resolved to work towards the restructuring of employment to allow women and men the opportunity of qualifying for jobs of equal value.

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Affordable disinvestment

CP Correspondent

TODAY, when the SA Motor Corporation's factories close, workers will be receiving a cheque of R700 over and above their salary, according to Ford's disinvestment agreement

This agreement was signed on November 24, after 10 months of negotiations between Samcor, Ford Canada, Anglo American Corporation, Anglo American Industrial Corporation and the National Union of Metal Workers of SA

The agreement provides for the establishment of three trust funds - a community trust in Port Elizabeth and Pretoria and employee trusts at Samcor factories

Three worker directors to serve on the Samcor board of directors will be elected from the trustees of the em-

ployee trust according to the agreement

Numsa signed the agreement after mass meetings with the workers. Shop stewards proposed three options for the workers. They could reject the employee trust, accept and divide the dividends paid directly to each worker or establish community trusts

At both the Pretoria and Port Elizabeth plants, the community and employee trust option was unanimously chosen

Each of the community trusts have been donated R6-million by Ford and the employee trust has been granted a 24 percent share holding equity in Samcor. Dividends from these shares are to be used by the employee trust for projects deemed necessary by them

The R700 to be paid to Samcor employees is not part of these trusts and is to be paid for "from past profits", said Les Kettleidas, the Eastern Cape Numsa secretary

The employee trust will be administered by seven trustees - five hourly paid and two salaried employees - all elected by fellow-employees. Management will have no power of veto over decisions made by the trustees

Each community trust will have eight trustees, four elected from Samcor employees and four community representatives

Training will be provided to trustees and worker directors so they can represent the interests of workers adequately. Black employees will also be trained to upgrade the skills and qualifications of the work force.

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13/12/89 CP Press

Saawu reaches 'fair' agreement

CP Correspondent

DISPITE the recent upholding of its banning in the Ciskei the South African Allied Workers' Union is continuing to organise in neighbouring East London

The East London branch of Saawu announced that it had signed a wage and conditions of employment agreement with a local company, Johnson and Johnson

De Villiers Nombewu, secretary of the Johnson and Johnson Workers' Committee, said the agreement brought the minimum wage to R4,30 an hour

Nombewu said the rest of the deal included other benefits such as reduced working hours, and attendance, production and service bonuses

The company had also offered a long-service award of R250 after five years, which increases by a further R250 after another five years

This agreement will serve as a basis for improving the worker-management relationship, and it is in line with both Saawu and Johnson and Johnson's policies of improving the standard of living of the workers

"For the trade unions and company managements to reach agreements of this nature will be for the benefit of all South Africans and the promotion of a sound and fair relationship between all concerned," said Nombewu -
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Dumisani Mbanjwa

Inkatha rank and file not enemy - UDF

By SBU MNGADI

THE UDF-Cosatu alliance needed to act in a way that made it easy for Inkatha members to join the people's organisations, joint UDF secretary S Khumtuzo Ngwenya told a 17 000-strong crowd at Edendale Wadley Stadium at the week end.

He said that comrades needed to realise that even the ordinary Inkatha member was not the enemy and that the need to prove that the struggle included struggling for their liberation had to be made clear.

"We must prove also that we are the organisations that are most consistently working for peace and democracy in our country," said Ngwenya. He pointed out that the 17 000-strong crowd was proof that the UDF and Cosatu had the grassroots support of the people and they were there because they were interested in peace.

"Let the government note this for it is the government and other forces that have attacked us for not being interested in peace," he said.

He said that the Freedom Charter made the point that the people had always believed in peace with a clause saying that "there shall be peace and friendship".

"Our people want peace but the apartheid system denies us peace. Our communities are continuously disrupted by the activities of the vigilantes and other supporters of apartheid."

The peace in our communities is also disturbed by the effects of unemployment, poverty, starvation, inferior education, lack of housing and removals, he said.

The UDF and Cosatu's commitment to peace was the reason why the organisations were struggling for an end to apartheid, he said and that the ca-



These youths were caught lost in song and dance at the UDF-Cosatu peace rally on Sunday.

As the hillocks of Natal reverberated with the shouts of 'Viva Peace'.

THE SEARCH FOR THAT ELUSIVE PEACE GOES ON

By SBU MNGADI

TO the echo of surrounding hillocks a 17 000-strong crowd at the UDF-Cosatu peace rally roared 'Viva Peace' at the weekend.

However, the call was short-lived. A message came halfway through the rally informing the crowds that under a 2.5 pm rain. And at four 30-

Previously even in door meetings to discuss the process of ending violence between supporters of the two allies and Inkatha had been illegal. It was during these meetings that joint UDF secretary S Khumtuzo Ngwenya and Martin W tenberg were detained by police while consulting with grass-roots activists.

Police filmed the meeting from outside Edendale's Wadley stadium. And a large banner reading 'Viva Vos cow Viva UDF Viva Mbeki' was unfolded by 100 young youths who tried to prevent the police from filming.

Seeking at the rally National Union of Metalworkers organiser Dumisani Mbanjwa said they had been invited

ditions for talks - and clause by clause was met with shouts of Viva.

For the peace talks to work the authorities must stop detentions. Organisations involved in peace talks must be freely allowed to organise openly.

Perpetrators of violence, some of whom were identified in a month-long

cept the one relating to the details of the perpetrators of violence.

To date 13 senior Inkatha members have been interdicted against acts of murder, attempted murder, threats, harassment and public violence.

The meeting mandated the six man delegation to go back to talks this week and deliver the on those points where agreement could



Mangosuthu Buthelezi

UDF, Cosatu 'unworthy' of Inkatha'

By SBU MNGADI

THE UDF and Cosatu were not "worthy of the status" of organisations with whom Inkatha needed to be reconciled, Inkatha president Mangosuthu Buthelezi told Inkatha's central committee at the weekend.

He said his people were dying "hideous deaths" because the ANC wanted to make Maritzburg a "no-go area" for Inkatha.

"How in God's name can I be forgiving and how can I be forgetful?" he asked.

"How can I sanction any further meetings between any lieutenants and senior ANC personnel? When the ANC begins to respect the opinions of millions of black South Africans, we can begin to respect the ANC," he said.

South Africa's black majority was against what both the National Party and the external mission of the ANC was doing, he said.

"This is borne out by the behaviour of ordinary people in everyday life. They want to fulfil their aspirations as human beings and are not intimidated

"I must also say bluntly that the UDF and Cosatu are not worthy of the status to whom we need to be reconciled," he said.

"It is their choice that death keeps us apart - and death is keeping us apart. There is no reconciliation with a spear being struck into your heart or with a match setting the necklaces ablaze. We will not fight evil with evil, just as we have never fought white racism with black racism.

"We will not become violent aggressors for political purposes, but how can we seek reconciliation with those who do what they do to our brothers, wives and children? We must eradicate violence without counting or wooing those who are hideous/ violent." P. Thelezi concluded.

Debate was the reason the organisations are struggling for an end to apartheid, he said and that the day to day legitimate struggles waged in the factories, schools and townships were creating the basis for peace.

We have been prepared to sacrifice a lot for this struggle for a non-racial, democratic and peaceful society.

In the last few months we have made tremendous strides in building unity in our townships. We have seen young and old, activists and ordinary people from the community unite to defend themselves against vigilante attacks.

We have seen the alliance between Cosatu and the UDF becoming stronger," he said, while stressing that it was only through the behaviour of ambassadors of these organisations that people could be won over.

The distinguishing factor of the UDF and Cosatu was that they had never forced anybody to join us," said Ngwenya.

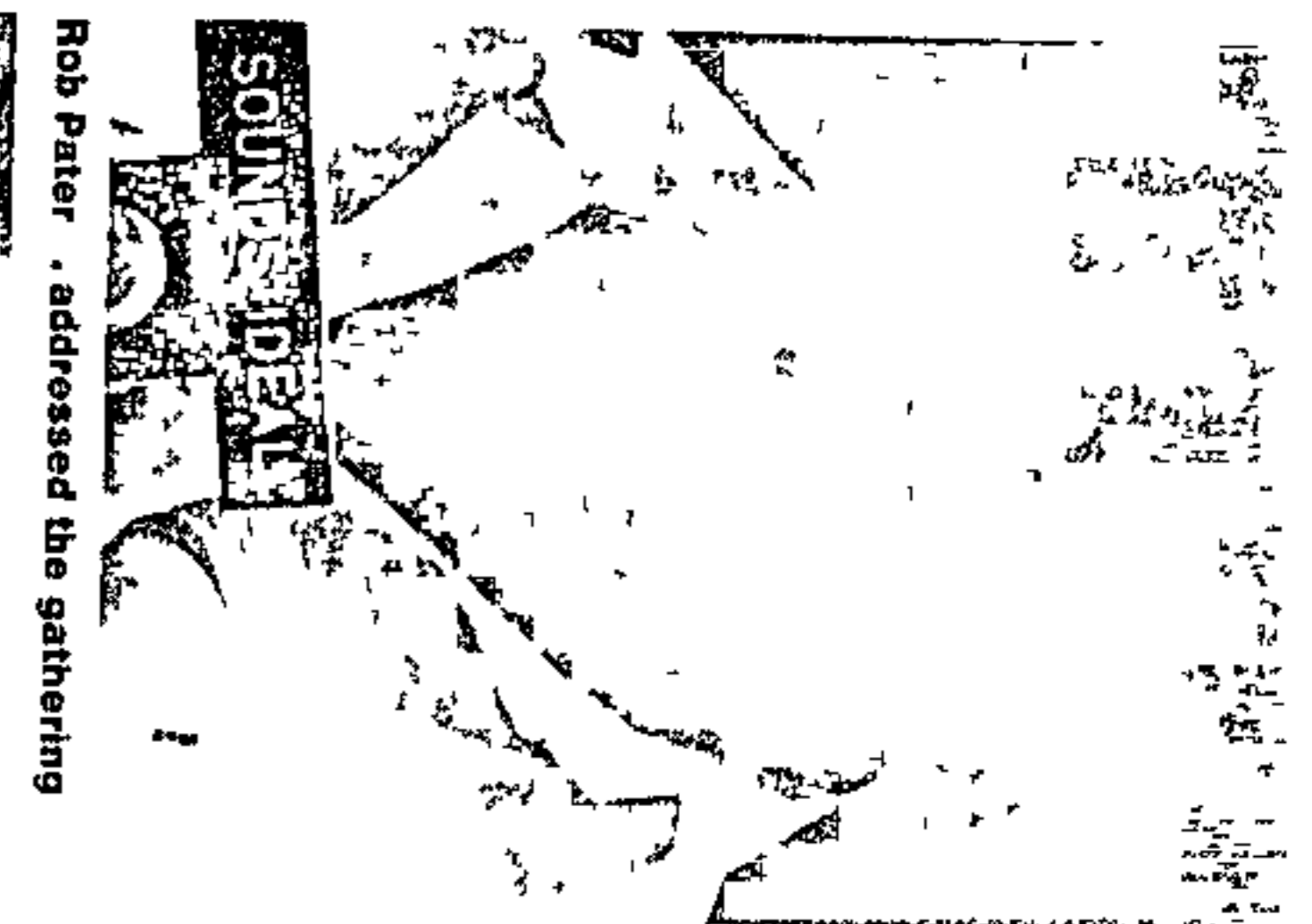
The respect of the community was only earned through the painstaking work of activists in relating to the youth, workers, businessmen, taxi owners, and the unemployed, he added.

He said that organisations needed to address themselves to the everyday problems and concerns of the people in every section of life and that the organisations must be built according to these needs.

The need at the moment he said was to help the people defend themselves against unlawful attacks and the violence in the townships, at the same time acting with discipline and restraint.

"We need to show in practice that we are not like the warlords. We will have to act in a disciplined manner even though this might not always be easy. Sometimes we have to restrain some of our most deeply felt emotions," he said.

The parties concerned with achieving peace in the townships had reached agreement in the process needed to achieve a situation which would bring



Rob Paten addressed the gathering

through the rally in forming the crowds that nearby. Ashdown was under attack from Inkatha. And an hour later some of those returning on foot to Damouza had running battles with vigilantes.

A day later the endemic killings continued unabated.

Supporters of the UDF-Cosatu alliance who came in droves and clad in colourful T-shirts of their organisations chanted and tolled throughout the three hour meeting.

Some told *Cin Press* that they had kept vigil waiting for the big day. Big because of the dramatic decision by the local chief magistrate to give the open-air meeting the go-ahead.

and Martin Wittenberg were detained by police while consulting with grassroots structures on peace.

Hence among UDF Cosatu's preconditions for talks with Inkatha was that all organisations not only Inkatha must be allowed to freely consult with their members. Peace talks at a leadership level mean nothing - we must take the community with us they argued.

The rally, also attended by about 100 whites was called to report back on the preliminary peace talks held with Inkatha a fortnight ago and to seek a fresh mandate for further talks which were held behind doors on Wednesday before a full-scale peace confer-



A section of the large crowd who attended the meeting

about the end to violence.

They included calling on the Minister of Law and Order to release all the officials or office bearers of the organisations that had been detained.

Furthermore, it was made clear that police and security forces must allow meetings of the different organisations which were part of the peace process in order for them to get a mandate and report back to their constituencies.

The parties publicly condemned and disassociated themselves from the current violence and called on all those involved in the peace process to publicly endorse and accept the principles of freedom of expression and association and to publicly condemn actions such as forced recruitment and to undertake disciplinary action against those individuals violating these principles.

revert to police from filming.

Speaking at the rally National Union of Metalworkers Organiser Dumsani Mqanwa said they had been labelled ANC surrogates who were bent on making the country ungovernable when they defended their right of freedom of association.

"Strangely we see our people being butchered daily with pan gas knobkeres guns and daggers. Do they want us to sit back and allow brutal injustice because when we stand up against it we are branded ANC surrogates," he asked.

To thunderous applause he said Inkatha's forced recruitment must come to an end. Mqanwa then read UDF-Cosatu's preconditions:

- Perpetrators of violence, some of whom were identified in a month-long investigation by lawyers - must be arrested and charged.
- Inkatha's forced recruitment must stop and all organisations must be allowed equal freedom to organise.
- All organisations must discipline members guilty of aggression.
- The police must act against known culprits. Bringing more police and army will only increase tension.
- He said after the first round of peace talks the UDF-Cosatu delegation emerged victorious for the meeting as it reached agreement on all preconditions, except:

● The meeting mandated the six-man delegation to go back to talks this week and deliberate on those points where agreement could not be reached.

During the meeting two youths accused of having been seen with 'Obhelewen' (vigilantes) were handed to marshals by the angry crowd.

Messages of support came from the Natal Indian Congress, Maritzburg mayor Mark Cornell, Natal Midlands UDF president Dr Simon Gqubule National Democratic Movement's Pierre Croupe and the Maritzburg Chamber of Commerce, whose vice-president Rob Paten also addressed the meeting.

will no fight civil war or I, just as we have never fought white racism with black racism.

"We will not become violent aggressors for political purposes, but how can we seek reconciliation with those who do what they do to our brothers, wives and children? We must eradicate violence without courting or wooing those who are hideously violent." Buthelez concluded.

UNION TAKES STAND

A JOHANNESBURG branch congress of the Commercial Catering and Allied Workers' Union of South Africa yesterday resolved to form defence committees to defend "union members against

undemocratic and anti-worker elements"

The congress, held at Ipelegeng Community Centre in Soweto, was attended by about 500 delegates from various parts of the Transvaal.

Delegates, in a resolution taken at the meeting, condemned the Congress of South African Trade Unions' decision to recognise the Papi Kganare-led Cca-wusa

Sowetan

"This undemocratic decision militates against workers' unity and is in breach of Cosatu principles of democracy, worker control and the principle of 'one union one industry,'" the resolution read

14/12/89

Cosatu's central committee last month resolved to recognise the Papi Kganare-led Cca-wusa as its legitimate affiliate.

Ccawusa: Sun hotel talks aimed at avoiding strike

JOHANNESBURG — The Commercial Catering and Allied Workers' Union (Ccawusa) and Southern Sun yesterday began a series of industrial council and conciliation board meetings aimed at avoiding strike action by 8,500 workers at 53 hotels.

Due to the bargaining structure of the hotel industry, official dispute resolution procedures have to be held at the Witwatersrand, Pretoria, Durban and Cape Town councils, as well as at a conciliation board for establishments not falling under any industrial council.

The union declared a dispute last month when the hotel group failed to meet demands for a minimum monthly wage rising to R500 by October 1988.

If agreement is reached it will run for 18 months, with three six-monthly increases. According to Ccawusa spokesman Alan Horwitz, the union is demanding across-the-board increases of R50, R75 and R75.

Southern Sun has offered R30, 15 per cent and R30

The union is also asking for a 45 hour, five day week, and the abolition of the split shift system. The company has offered a 48 hour, six day week, and a five day week by next October if it cannot abolish the split shift system.

The principle of paid maternity leave has been agreed, but the union is demanding 33 per cent of pay for six months, while management has conceded 25 per cent for four months

Among other union demands to which the company has not agreed are the non-dismissal of strikers and three months notice of the proposed closure of any hotel.

It is reported that Southern Sun group personnel director Peter Cumberlege said the company's offer, amounting to R37,4m over the next 18 months, would make employees the highest paid in the industry. — DDC

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1409 14/2/87

Hotels and union start wage talks

Own Correspondent

JOHANNESBURG —
The Commercial, Catering and Allied Workers' Union (Ccaawusa) and Southern Sun today begin a series of meetings aimed at avoiding strike action over wages by 8 500 workers at 53 hotels

The union declared a dispute last month when the hotel group, which also runs the Holiday Inns, failed to meet demands for a minimum monthly wage of R500 by October 1988.

According to Ccaawusa spokesman Mr Alan Horwitz, the union is demanding across-the-board increases of R50 and R75.

Southern Sun has offered R30 and 15%

The union is also asking for a 45-hour, five-day week and the abolition of the split shift system as from October 1988. The company has offered a 48-hour, six-day week.

Half of chain's outlets on strike

JOHANNESBURG — The Ellerines strike has spread further with management now putting the number of strike-hit outlets at almost half the furniture chain's stores.

The human resources manager of Ellerines, Mr Pierre de Villiers, said yesterday 147 stores out of 291 were affected.

A total of 110 stores were affected in the Transvaal, 15 in the Free State and 22 in the Cape.

Almost 2 500 of the 6 567 workers represented by the Commercial, Catering and Allied Workers Union (Cca-wusa) were on strike.

The last available union figures were at least 5 000 workers at 180 stores.

It was not known yesterday when talks to settle the wage dispute would begin — DDC.

THE Commercial Catering and Allied Workers' Union (Ccawusa) and Southern Sun today begin a series of industrial council and conciliation board meetings aimed at avoiding strike action over wages by 8 500 workers at 53 hotels

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Southern Sun and union talk

149 DA B/day 14/12/87

ALAN FINE

If agreement is reached it will run for 18 months, with three six-monthly increases, the first effective from October 1, 1987. According to Ccawusa spokesman Alan Horwitz, the union is demanding across-the-board increases of R50, R75 and R75 respectively

Southern Sun has offered R30, 15% and R30

The union is also asking for a 45 hour, five day week, and the abolition of the

● To Page 2 →

Southern Sun and union bid to avoid strikes

split shift system as from October 1988. The company has offered a 48 hour, six day week, and a five day week by next October if it has been unable to abolish the split shift system

The principle of paid maternity leave has been agreed, but the union is demanding 33% of pay for six months, while management has conceded 25%

← ● From Page 1

for four months
Among other union demands to which the company has not agreed are the non-dismissal of strikers and three months notice of the proposed closure of any hotel, according to Horwitz

CAC Trip 15/12/87
Strikers not victimized *(14/12/87)*

JOHANNESBURG. — Police yesterday denied that they were victimizing striking Ellerines workers

The furniture chain's workers have been on strike for six days, demanding higher wages

The police also denied interfering in the strike or "working closely with management"

The Commercial Catering and Allied Workers Union of South Africa, which represents the striking workers, said 5 674 workers were on strike at 202 stores throughout the country Ellerine management claims only 2 470 workers at 149 stores are on strike.

Union demands include a R550 per month minimum wage across the board.

Management is offering a R425 to R689 minimum to five levels of salesmen. — Sapa

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~~141~~ ~~141~~ (KOA) 15/9/87

Management intervenes after three striking workers held

Daily Dispatch Reporter

EAST LONDON — Three striking Ellerines workers belonging to the striking Commercial, Catering and Allied Workers Union (Cca-wusa) were questioned by police here yesterday.

They were then released after the company's management intervened on their behalf

A Cca-wusa spokesman, Mr Joe Putye, said the three were from different shops in East London.

Police in Pretoria yesterday denied victimising strikers or interfering in the Ellerines strike

The general manager of Ellerines Holdings, Mr P. de Villiers, confirmed that the company had intervened when three employees were

taken in for questioning by the police here

Mr Putye also claimed that their union offices in Terminus Street were raided by the police on Saturday

Mr De Villiers said that of the company's 291 shops throughout the country, 149 were affected by the strike

There were 110 shops affected in Transvaal, 15 in the Orange Free State, 24 in the Cape Province and none in Natal

There were 2 470 striking workers and these were from all job categories, Mr De Villiers said

The striking workers are demanding a R200 monthly increase, 10 per cent commission, a target of R2 500 a month, a minimum salary of R550 and a two-days off in a month

The workers said they would continue with the strike until their demands were met

The management had replied that it was open to negotiation and was awaiting the workers' response

The workers had said that they had exhausted all possible means of communication and had thus embarked on a legal strike

The management had suggested mediation after conciliation talks broke down, but this was turned down by the workers

In Pretoria, police responded to allegations that they were working closely with Ellerines management to disrupt the strike, and claims that some 20 workers had been arrested

In a statement the police added "Should any person wish to lay a

criminal charge with the police or lodge a complaint against any member of the force, such person should do so through the existing recognised channels

"Such charges/complaints will be thoroughly investigated"

The police statement denied that they "victimise" people because they belong to a specific organisation

"We also reject claims of police "interference" in the dispute or that police are "working closely with management"

"The settlement of the dispute is a matter between management and employees

"Action is only taken if there are reasonable grounds for believing that such person(s) has/have contravened the law — DDR-Sapa

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CME TRIPS 16/12/87

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Sun hotels holiday strike action threat

Own Correspondent

JOHANNESBURG — The Southern Sun hotel group could be hit by widespread strike action in the latter part of the holiday season should wage talks with the Commercial, Catering and Allied Workers' Union (Ccawusa) and three other unions fail to resolve a wage dispute.

Official dispute procedures are underway at the Witwatersrand, Pretoria, Cape Town and Durban industrial councils, and the union has also applied for the establishment of a conciliation board for group hotels not covered by any industrial council.

About 8 500 workers at 53 Southern Sun and Holiday Inn establishments are involved in the dispute

Ccawusa spokesman Mr Alan Horwitz said yesterday that workers in Johannesburg, Pretoria and Durban will be entitled to begin lawful strike action on December 23, while the right will extend to Cape Town on December 29

The situation at hotels in other areas is as yet unclear

"We are not pushing for a strike, and are using every possible avenue

for resolving the dispute through negotiation. But if we are pushed into taking action we have the full support of members," said Mr Horwitz

The union produced copies of telexes sent by the Geneva-based, 2,2 million-member International Union of Foodworkers to both Southern Sun and British-based Holiday Inn franchisers Bass PLC calling on them to meet union wage demands

The workers represented by four unions, including Ccawusa — which has a majority membership — have tabled 21 demands, including abolition of the split shift system, 45 working hours a week and equal pay for equal work.

The workers alleged in some hotels they worked 54 hours a week.

The group's personnel director, Mr Peter Cumberlege, has said the company "cannot and will not meet" the unions' 21 demands "which would mean an additional cost of R53,4 million"

"No substantial improvement to the company's final offer is possible no matter what occurs as a result of the dispute procedures," he said

The workers are seeking guarantees that there will be no dismissals of workers engaged in a legal strike

interested in using the group's services should telephone Doreen Symons at 85 1722.

Picture: RICHARD BELL

Police feared short sentence for detainee

*circ Times 17/12/87
140 A*

JOHANNESBURG — Police have not charged a Phalaborwa trade union leader, who has been in detention for six months, because they believe the courts might impose "a short jail sentence" on him.

Captain A Ehlers of the Phalaborwa police told the Pretoria Supreme Court on Tuesday this was the main reason for not charging Mr Zebedia Marobela, chairman of the Phalaborwa branch of the Chemical Workers Industrial Union, detained on June 11.

An urgent application for his release was made on the grounds the police captain did not consider means other than detention.

The application was dismissed with costs by Mr Justice C F Eloff.

An alternative to detention without trial need only be sought if it was "obvious," the judge said.

"Captain Ehlers considered (prosecution in terms of the Intimidation Act) but decided against it," Mr Justice Eloff said before ruling that the police officer could not be faulted.

The policeman's reasons were that, if Mr Marobela were prosecuted, it would not necessarily "curtail the activities of the applicant," Mr Justice Eloff said.

"Bail could be granted but . . . even if there were a speedy trial there was no telling if a short jail sentence (would be imposed) leaving the applicant free."

The judge said Mr Marobela made a report back speech on wage negotiations couched in "militant, strong language".

Mr Marobela, a laboratory analyst, is married with two children. He is being held in a Pietersburg jail. — Sapa

Sea Harvest workers go back

17-23/12/87 South

140A

Ellerines workers demand living wage

140A

SALDANHA BAY — A settlement has been reached between the Food and Allied Workers Union (Fawu) and the management of Sea Harvest more than three months after workers went on strike

More than 200 workers downed tools in solidarity with about 250 workers who were fired after they went on strike in protest against management's refusal to allow a report back meeting

Proposals

Fawu official Mr Gert Koenana said workers had accepted management's latest proposals.

"More than 100 workers went back to work last week. A further 70 workers returned to work on Monday," said Koenana.

Another 100 workers were expected to resume work before the end of the year.

The union is, however, concerned about 120 workers whose jobs have been taken by scab labourers

Koenana said management had promised these workers would be reinstated as soon as there were vacancies



Workers at a report-back meeting before the settlement

Sea Harvest management was not available for comment.

Fawu had earlier approached the

International Union of Foodworkers (IUF), to which the union is affiliated, to intervene. A Spanish-based union

had also taken up the matter with the Pescanova Fishing Company in Spain, which owns 50 percent of Sea Harvest

ABOUT 100 workers at four branches of Ellerines in the Peninsula last week went on strike in support of a living wage.

The stoppage forms part of a nationwide strike involving thousands of Ellerines workers.

All members of the Commercial and Catering Allied Workers Union of South Africa, the workers are demanding an across the board minimum salary of R550 a month

Management has offered a minimum of R425.

The Peninsula branches affected by the strike are one branch in Elsies River, and three in Claremont.

Workers had been picketing at the company's branches since they went on strike, according to the acting branch secretary of Ccawusa, Mr Ben Petersen.

Mr Pierre de Villiers, general manager human resources of Ellerines, confirmed workers at the four branches went on strike.

Hotels threatened dismissals **UNION**

By Mike Siluma,
Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccausa) has threatened to take Southern Sun/Holiday Inns' hotels management to the Industrial Court for allegedly threatening workers with dismissal in the event of a strike.

Union spokesman Mr Alan Horwitz said that despite on-going wage negotiations, management had warned workers that if they joined a strike — legal or illegal — the following would happen:

- The workers would lose their jobs and hotel-provided accommodation.
- Workers who come from outside South Africa are under threat of deportation.
- The company would hire a security firm to protect those working during the strike.
- Those ignoring the strike would be awarded additional leave.

Southern Sun comment was unavailable at the time of going to press.

A total of 8 500 workers in 53 hotels around the country are affected by the dispute.

DESMOND SAMPSON describes himself as a person who likes to do the work while others talk.

"I prefer a low profile I don't believe in promoting individuals in a union, the workers must be promoted," he said

Sampson will find it difficult to keep a low profile as general secretary of the new Garment and Allied Workers Union (SA) Yet he remains modest about the influence he will have as leader of the country's third largest union

"I don't think I am in a powerful position I don't believe the general secretary is a powerful person The most overworked, yes. But not the most powerful

"The workers must wield the power. If an individual wields power in a union, something is wrong"

Sampson has been head of the Garment Workers Union's legal department for the past three years. He was one of the prime movers behind the merger and the application to join the Congress of South African Trade Unions

Poverty

His only experience of trade unions has been three years in the GWU. But he believes his experience of working in factories in the paint, printing and textile industries will help equip him for his new post.

"I come from a legal background, but I have experience of working in a factory My father was a teacher, but he had a stroke when I was still at high school

"My mother was forced to work in a garment factory as a machinist My brother also worked in a garment factory and I had to work to pay my way through high school

"I have always been influenced by poverty and oppression and the need for education

"Because of this, my work has always been in that direction I have been involved in education and in trying to uplift the community"

Sampson is chairperson of the Bloubaai Training Centre in Retreat, run under the auspices of the Cape Mental Health Society

Legal aid

He has also been involved in the Boy Scout Movement as a parent and played a role in getting the Scout Centre in Athlone off the ground

He was instrumental in forming the Uitsig Ratepayers' and Tenants' Association in 1975 and the Charlesville Ratepayers' Association in 1979. He still lives in Charlesville.

He has also helped in the Woodstock Advice Office

At South African Nylon Spinners, where he worked for five years, he helped form a recreational club for blacks when only white workers were allowed to use recreational facilities provided by management Facilities were now open, he said

Sampson was a legal aid officer in Athlone until he was approached to start the union's legal department three years ago

"My experience in the legal department has been that workers are exploited to a large degree

"In the position I was in I could do a lot to alleviate that exploitation, like taking up cases of unfair dismissal

"During the past three years, we have started an education programme to inform workers of their rights in

'Workers must lead!

140A

17-23/20
Sampson

FOR three years, Desmond Sampson has been working quietly in the Garment Workers Union (Western Province)

At its merger with the Natal-based Garment Workers Industrial Union last weekend, he was elected general secretary of the Garment and Allied Workers Union (SA)

With 102 000 members, Gawu is the third largest union in the country but, Sampson told RYLAND FISHER, he did not consider himself in a powerful position



Desmond Sampson

terms of the Labour Relations Act and unfair labour practices"

Sampson was born in Goodwood and lived there until his family was forced by the Group Areas Act to move to Elsies River in 1961

He matriculated at St Columbus High in Athlone in 1963 and battled to further his education

"I worked as a reporter for the Golden City Post and the Cape Herald for about three years until I was retrenched in 1967

"I spent a few months at UWC before I went to work at a printing firm, and later at a paint factory

"Later, I trained as a teacher at Hewat I taught for a few months before giving it up

"I then studied law at UWC and through Unisa.

Authority

"I had to have absolute determination to achieve my education It was a terrible struggle I would not like others to go through

that This is why I was instrumental in our union forming an education trust which gives bursaries to our members' children.

"I believe it is absolutely essential that we educate our children to take up positions in a post-apartheid era

"We have been given gutter education all these years and must do something to get out of it"

Sampson said he had clear objectives in his new position

Holistic

"I believe the trade union movement in South Africa has become somewhat derailed My first objective is to try to get it back on the right track

"Worker participation and control have been lost. We have to give the authority and control back to workers

"In many cases individuals are running trade unions They use unions to build their self-esteem

"I believe the whole work-force

should be developed We should lift the workers' level of debate to allow them to think for themselves and make their own decisions

"They must all go through this process together

"My other main objective is for the union to look at workers' problems as a whole

"Far too often we look at workers' problems on the factory floor and stop there In South Africa, we need to look at workers' problems when they leave the factory and go back to the community We must have a holistic approach

"Workers have been deprived of economic and political power We have to work hard at changing the situation

"At the moment, economic power lies in the hands of a select few Yet, workers generated that wealth and should share in it.

"It is incumbent on the leadership of any trade union to assist in the sharing of that wealth

Desperation

"With this goes political power which our people have been denied We have been prescribed to all these years The apartheid system has effectively created this situation

"It is up to the union leadership to work hard at restoring these basic human rights to workers

"We also have to address the issue of a living wage for our members

"Employers have denied workers decent living standards They have created the poverty, misery and desperation in which workers find themselves

Unity

Sampson was not too concerned about criticism of his union's conservative past.

"Our critics should realise that any union goes through a process of change We have a history of 60 years It is easy for a new union to criticise They should not judge us on our history, but on our present position

"We have heard that changes in the union are at the top only That is not so The changes have been made by the workers

"I'm not really perturbed by the criticism The workers have a clear vision of where they want to go This is shown by the resolutions adopted at our inaugural congress Our members' approach has been constructive and responsible"

He said he was committed to unity

"We have no illusions about the damage the apartheid system has done to our people There is only one way to undo this, and that is to unite all workers"

Can time 1-11-2/82
**Hotel group
to hold
wage talks**

Own Correspondent

JOHANNESBURG. — In continuing efforts to avert a holiday season strike by thousands of its employees, the giant Southern Sun hotel group is to hold talks today and tomorrow in Durban and Cape Town with the union bodies involved in the dispute.

Southern Sun negotiators have already met with union representatives on the Reef and are confident a settlement will be reached soon, according to group personnel director Mr Peter Cumberlege, who yesterday said progress was being made.

The workers are demanding a R500 minimum monthly wage by October 1988. Mr Cumberlege said management was offering R475, and were considering the workers' R500 demand.

WP textile industry set for first legal strike

1408
1986/87 17/12/87
Labour Reporter

LAST-ditch attempts to prevent the first legal strike in the Western Province cotton textile industry have failed

A legal deadlock between employers and labour has been declared and the Amalgamated Clothing and Textile Workers Union (Actwusa) will ballot its 5 000 members in the industry to decide on further action

Both parties agreed to mediation after a dispute was declared, but this failed to achieve a resolution and the industrial council declared a legal deadlock.

"During mediation, conces-

sions were offered by both parties. These concessions were, however, not acceptable to both parties in the final analysis and were subsequently withdrawn," the Textile Manufacturers Association said

"The basis for the dispute is primarily on hours of work, leave, public holidays, shift allowances and wage levels

"The union, in accordance with its legal entitlement, has given notice of its intention to hold a strike ballot."

If members vote in favour of a strike, it is expected to start early next year as textile factories close tomorrow for their annual holiday.

140A


Merry Christmas Moses

"Metalworkers worldwide are looking forward to seeing their friend and colleague, Moses Mayekiso, general secretary of the National Union of Metalworkers of South Africa, in 1988."



This advertisement is placed on behalf of 14 million metalworkers in 70 countries by the International Metalworkers' Federation.

President Franz Steinkuhler General Secretary Herman Rebhan

Court upholds police right to detention

Weekly Mail Reporter

DETAINEES preparing to spend Christmas in prison and police cells received little relief from a Pretoria Supreme Court ruling this week which upheld the police's right to detain a unionist rather than charge him under ordinary law — because if found guilty he might receive only a "short sentence".

The judgement followed an urgent application for the release of Zebedia Marobella, head of the Phalaborwa branch of the Chemical Workers Industrial Union. Marobella, 24, has been in Emergency detention since June 11.

In his application, Marobella argued police had acted in bad faith in not considering action other than detention.

He was detained after making a speech which allegedly incited workers to stay away from work on June 16. Marobella pointed out in the application that his speech, tape-recorded by a policeman, had been translated into "incomprehensible" Afrikaans. In addition, he said workers and management at the Phalaborwa factory in question had agreed that black workers would not go to work on June 16.

In evidence opposing the application, Captain A Ehlers of the Phalaborwa police said the main reason for not charging Marobella under ordinary laws was he might be freed on bail or given a short prison sentence and his activities would not be curtailed.

Judge CF Eloff said he could not find the police had acted in bad faith when deciding to detain Marobella. He added that it was reasonable not to arrest Marobella under ordinary law.

The judge said Marobella's speech regarding June 16, given at a report-back meeting on June 16, was militant. But he added it was the language commonly used by unionists and activists.

W/Mail

8-23/12/87

W/Mail

W/Mail

Cosatu rejects Du Plessis message

1401
Own Correspondent

JOHANNESBURG — Cosatu, it appears, is not amused by the attempt of the Minister of Manpower and Public Works, Mr Pietie du Plessis, to inject the spirit of the festive season through the postboxes of a number of the federation's affiliates

In a statement yesterday Cosatu described the traditional ministerial Christmas and New Year message to trade unions as "a masterpiece of understatement and euphemism"

In conveying his "heartfelt wishes for a merry Christmas and a prosperous New Year", Mr Du Plessis said while a measure of turbulence in the labour relations field was experienced, he was convinced that as a whole, positive developments in labour relations ultimately prevailed

Noted Cosatu "What the minister fails to mention in his assessment of the year are the bomb attacks on union offices, employer resistance to the living wage campaign and the mass dismissal of thousands of workers"

THE wage strike by more than 2 000 workers at Ellerines furniture stores continued yesterday with 144 branches affected, Ellerines spokesman Pierre de Villiers said.

Natal 'to join' ^{today} ~~14/07~~ Ellerines strike' ^{10/12/87}

He reported some trading in the strike-hit stores but said it was too early to determine the extent of disruption caused by the strike.

The stoppage, over demands for a uniform R550 wage increase and related issues, has badly affected Transvaal operations, disrupting operations at 110 stores in the province.

Natal has so far not been affected.

De Villiers said the company was prepared to negotiate on condition the issue of sales targets was dropped from the agenda.

The strikers are members of the Commercial, Catering and Allied Workers' Union (Cawusa).

In a statement released yesterday afternoon, Cawusa reiterated a de-

mand that Ellerines should re-open negotiations without conditions "towards a sincere attempt to the resolution of the dispute".

The statement added Renolda Matshabe, a worker and union member from a store in the Pretoria area, was missing.

Cawusa quoted police as saying Matshabe had not been picked up and appealed to anybody with information about her to contact the union at (011) 402-1840.

The statement also claimed workers at Ellerines stores in Natal would "take action" from today.

This decision was taken on Wednesday "at a large meeting of our Natal shop stewards". — Sapa.

Cam-Tink 18/12/82

Sun coming out on hotel staff dispute

THE Sun hotel group was considering a minimum wage demand of R500 a month and was confident that a settlement would be reached soon, the group personnel director, Mr Peter Cumberlege, said yesterday.

Meetings unions negotiating on the workers' behalf were being held in Cape Town and Durban.

The company was confident that a settlement would be reached because of progress at meetings this week.

The dispute was being mediated by industrial councils on the Witwatersrand and Pretoria.

The trade union alliance demand of a minimum wage of R500 per month was being considered and "movement" had been made by both parties on most of the 20 demands made by workers and management, Mr Cumberlege said.

Cosatu unamused by Christmas wishes

Daily Dispatch
Correspondent

JOHANNESBURG —
The Congress of South African Trade Unions, (Cosatu), is not amused by the Minister of Manpower, Mr Pietie du Plessis' attempt to inject the festive spirit through the postboxes of a number of the federation's affiliates

Cosatu has described the traditional ministerial Christmas and New Year message to trade unions as "a masterpiece of understatement and euphemism"

In conveying his "heartfelt wishes for a merry Christmas and a prosperous New Year", Mr du Plessis said while a measure of turbulence in the labour relations field had been experienced, he was convinced that as a whole, positive developments in the wide spectrum of labour relations prevailed

The minister called for the promotion of stable relations and for unions to keep the wheels of responsible negotiation rolling throughout the new

year

Noted Cosatu "What the Minister fails to mention in his assessment of the year is the bomb attacks on union offices, employer resistance to the living wage campaign, and the mass dismissal of thousands of workers"

In his message Mr du Plessis added "I am confident that with the right attitude workers have the basic capabilities to overcome the many difficulties which lie ahead, and they may face the future with re-

newed hope"

In its rather less optimistic prognosis for 1988, Cosatu said the pending Labour Relations Amendment Bill will undermine sound labour relations

"The truth is that for the mass of workers the future does not look hopeful — 1988 will bring fewer trade union rights, greater employer confidence to resist demands for higher wages, another year of the state of emergency and direct state intervention in labour disputes"

140A

18/12/87

BN

Union produces rights agenda for working parents

IN SPITE of the serious split in its ranks, the Commercial, Catering and Allied Workers' Union (CCAWUSA) has managed to mount a fairly solid strike against Ellerines

Apart from the issues over which the strike was called, the two parties are also arguing about the numbers involved

Stores in Natal have not yet joined the strike, but the union claimed earlier this week that 202 stores and about 5 600 workers were on strike in other centres

Ellerines, however, claimed that only 2 470 workers at 149 outlets were on strike

Stores in Natal were due to join the strike yesterday but by early afternoon the company said there had been no action, CCAWUSA said

The union claims the union has achieved an average R100 increase on the minimum for members this year — 98 percent at Jazz Supermarkets, 95 percent at Checkers, 66 percent at OK Bazaars, 68 at Thumb and 53 percent at the Squires group

Women workers comprise a significant element of its membership, so it was not surprising that the union has laid strong emphasis on negotiating maternity rights

But recently it has started to broaden this campaign and is conducting a research pro-

ject into parental rights

"The idea of parental rights is to look at the whole family and their needs," said a statement on the subject in the latest *South African Labour Bulletin*

"The aim is to provide for the welfare and rights of working parents and their families. An important aspect to these negotiations is to address the problem of gender discrimination, the socially constructed differences between women and men that result in the oppression of women in our society.

"The union's proposals are geared towards stopping the 'double shift' that women have to work and promoting the thinking that the responsibility of childcare and looking after the family must be shared by both parents"

The union says the main principles involved in parental rights agreements are

- The elimination of discrimination based on gender;

- Working parents must be able to exercise fully their parental responsibilities,

- Men and women have the right to hold a job, lead a normal family life, work under safe and healthy conditions and to give their children the necessary care and attention,

- Women and men must have equal opportunity to combine gain-

Strike court grants order to chain store

21/12/87

Daily Dispatch
Correspondent

JOHANNESBURG —
The Commercial Catering and Allied Workers Union (Ccawusa) has been temporarily interdicted from instigating or inciting employees at Pick 'n Pay stores to take part in or continue an unlawful strike

The interim order was granted by Mr Justice G Leveson after an urgent application by the store

An industrial relations manager for the store, Mr Khotso Ntseare, said workers at 14 branches went on strike on December 15 after the detention of a colleague, a Mr Kali, by Ciskei police

Mr Ntseare said Mr Kali was detained on November 19

Ccawusa and some of its members had alleged the store was responsible for the detention, he said

The store denied this, and said it had offered to pay a lawyer to try to procure Mr Kali's release

Mr Ntseare said at a meeting between the store and Ccawusa shop stewards, the union was told the company was not responsible for Mr Kali's detention

The union had agreed there would be no strike action and would stop it if it did occur

However the next day employees at 14 branches in the Transvaal and Natal went on strike

Workers returned to work on December 17, but the same day employees at the Birchleigh, Benmore, Boksburg, Ormande and Rosebank branches went on an illegal strike in support of the call for Mr Kali's release

Mr Ntseare said the union and its shop stewards had done nothing to stop the strike but had encouraged it

He said the Ciskei authorities informed Pick 'n Pay on December 17 that Mr Kali was to be released

This information was conveyed to the strikers but they had not returned to work

Mr Ntseare said the strike was contrary to the recognition agreement between the store and the union, and was also a contravention of the Labour Relations Act, in that the subject matter giving rise to the strike had not been the cause of an application for the establishment of a conciliation board

He said the strike was causing a serious disruption of the store's Christmas period business and the company would suffer irreparable loss

The return date of the application is February

THE Commercial, Catering and Allied Workers Union was temporarily interdicted on Friday from instigating or inciting employees at Pick 'n Pay stores to take part in or continue an unlawful strike.

Strike interdict on Ccawusa in 14 store dispute

14DA B/day 21/12/87

SUSAN RUSSELL

The interim order was granted by Mr Justice G Leveson after an urgent application by Pick 'n Pay

An industrial relations manager for Pick 'n Pay, Khotso Ntseare, said in court papers that workers at 14 branches went on strike on December 15 after the detention of a colleague, a Mr Kali, by Ciskei police on November 19

Ccawusa and some of its members had alleged Pick 'n Pay was responsible for Kali's detention, Ntseare said. He said Pick 'n Pay was not responsible for Kali's detention and had offered to pay a lawyer to try to procure his release.

Ntseare said at a meeting between Pick 'n Pay and Ccawusa shop stewards on December 14 the union was told the company was not responsible for Kali's detention.

The union agreed there would be no strike action, he said, and would stop it if it did occur. However the next day employees struck at 14 branches in the Transvaal and Natal.

Workers returned to work on December 17 but the same day employ-

ees at the Birchleigh, Benmore, Boksburg Hypermarket, Ormande and Rosebank branches struck illegally to help Kali's release

Ntseare said despite their undertaking, the union and its shop stewards did nothing to stop the strike but rather had encouraged it

He said the Ciskei authorities informed Pick 'n Pay on December 17 that Kali was to be released. The strikers were told this but they had not returned to work

Ntseare said the strike was contrary to the recognition agreement between Pick 'n Pay and the union and was also a contravention of the Labour Relations Act in that the subject matter giving rise to the strike had not been the cause of an application for the establishment of a conciliation board

He said the strike was causing a serious disruption of Pick 'n Pay's Christmas period business and the company would suffer irreparable loss. The return date of the application is February 9

IMF team to visit Angola

LAWYERS for Frontline Magazine are to examine the Dur-

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FREEDOM CHARTER ACTS AGAINST UNITY SAYS NACTU PRESIDENT

1 0 0 0 told Charter is divisive

HOA
1/12/87

Sumptin
21/12/87

THE introduction and adoption of the Freedom Charter by parts of the black labour movement was a divisive move planned by people who were against working class unity, the president of the National Council of Trade Unions, Mr James Mndaweni, said at the weekend.

Addressing over 1000 delegates attending the eighth annual congress of the Azanian People's Organisation (Azapo) at the DOCC Hall in Soweto, Mr Mndaweni said the strife tearing at unions like the Commercial, Catering and Allied Workers' Union (Ccawusa), vindicated the assertion that the forces behind the adoption of the charter by unions were "against our unity, our struggle and against our liberation."

Campaign

Mr Mndaweni lashed out at the SABC, saying the corporation was involved in a deculturisation campaign of the black community through its radio and television programmes "They want us to forget who we are and where we come from. They are trying to make us accept white values in order to protect capitalism from the socialist demands of the working class," he said.

He said the black community had to jealously guard against these influences in order to protect "the revolution" It was for this reason, Mr Mndaweni

By MATHATHA TSEDU

added, that Nactu believed that the black working class had to lead the labour movement and the overall struggle for freedom as they were the ones who experienced daily oppression and exploitation.

Mr Mndaweni said the federation's total support for the sanctions campaign against the South African government had resulted in people losing their jobs. "To make sure our people do not suffer, Nactu is engaged in setting up co-operatives in our communities so that those affected by the sanctions campaign can get work," he added.

Turning to Nactu's relations with externally based liberation movements, Mr Mndaweni said the federation maintained a non partisan political stand. He said a delegation had held formal and fruitful discussions with the Pan Africanist Congress of Azania (PAC), while an informal meeting had also been held with the Black Consciousness Movement of Azania (BCMA) "Preparations for a formal meeting with the BCMA are under way", he added. He said no formal meeting had taken place with the African National Congress (ANC) since the formation of Nactu last year

1408 ~~10~~ ~~12/12/87~~ 10 22/12/87

Company says strikers hinder EL customers

Daily Dispatch Reporter

EAST LONDON — Ellerines Holdings is planning to get a Supreme Court order to evict striking employees from its East London outlets on the grounds that the strikers are stopping customers from shopping

In a circular letter to the striking workers, the company's East London regional management warned them it would not tolerate workers preventing customers shopping at its outlets

The general manager of Ellerines, Mr P de Villiers, said yesterday the company had accepted the workers onto the company's premises but the situation had become volatile and the company had thus decided to forbid striking workers from coming onto the premises as from December 18

The company's lawyers were working on a Supreme Court action to be instituted against the workers

A spokesman for the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), Mr Joe Putye, said the workers were surprised by the latest management move

He denied that workers had prevented shoppers from shopping at East London outlets and said workers regarded management's plan to shut them out from shop premises as intimidatory tactics

The workers' demands include an across-the-board pay increase of R200 a month, a 10 per cent commission, a minimum basic salary of R550 for all job categories and two days off in a month

They said they had exhausted all possible legal means of communication with the management and had gone on a legal strike

Workers down tools over holiday bonus

1401A
Smetham

ABOUT 800 workers at a Sandton construction company yesterday downed tools and gathered at the Johannesburg offices of the Industrial Council in protest against the council's decision to reduce the workers' holiday bonus contributions.

By THEMBA MOLEFE

A spokesman for the South African Allied Workers Union — which represents the workers — said members demanded that the Industrial Council in the building sector refrain from reducing their paid public holiday, holiday bonus (leave pay) and holiday stamp fund contributions.

Meeting

He said the workers gathered at the council's Johannesburg offices where a meeting between the union and employer representatives was held.

The director of the concerned company,

Tiber Bonvec, Mr Francesco Rivera, said the stoppage did not concern employers because the decision was taken by the Industrial Council and was binding for all in the building sector.

Mr Rivera said his company held a dim view of the workers' action and was concerned about the strike of tools.

He said the Industrial Council was concerned with the high unemployment rate in the industry hence its decision to reduce holiday bonus contributions and increase workers' unemployment insurance fund contributions.

1404
Smetun
22/12/87

Work force gets the chop

By ALI MPHAKI

THE Commercial, Catering and Allied Workers Union yesterday claimed that more than 200 workers at Shareworld were on strike in solidarity with 100 colleagues who were dismissed last Friday

But management at Shareworld dismissed allegations of the strike, adding however that there were differences between management and the workers

Managing director Mr Reuel Khoza said the 100 workers were retrenched in order to streamline the workforce for the company to make a profit

Ccawusa claimed yesterday that the workers were dismissed without notice, or consultation with their union, "leaving their families without income just before Christmas"

The union further claimed that they had asked management to reinstate the workers, but management had refused to discuss the issue

Pamphlet

Ccawusa said in a pamphlet that the average worker at the multi-million rand round-the-clock education and entertainment centre was being paid R80 a week (R320 a month), while the poverty datum line was R420 a month

But Mr Khoza said Shareworld had a new concept in employment, with each worker being paid hourly

"In fact all our staff are on probation at the moment. We explained to them when they joined the company how they would be paid. We anticipated bigger support from the public when we started, and employed 818 workers. But for the company to remain economically viable and make a profit we had to do away with about 200. This was explained to them and they were paid accordingly," Mr Khoza said

He denied that they refused to speak to Ccawusa, adding that it would be foolhardy for anyone to be against unionism

23/12/87
140A
B/day

BUSINESS DAY, Wednesday

Negotiation to continue at Ellerines

ROBYN CHALMERS

ELLERINES and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday agreed to re-open negotiations after reaching a deadlock on negotiations three weeks ago.

Ellerines GM of Human Resources, Pierre de Villiers, said he received a telex from Ccawusa spokesman Jackie Masuku on Friday asking for mediation on all issues.

The wage strike has been running for more than 10 days.

De Villiers said he confirmed Ellerines was willing to resume negotiations on all issues through mediation. But Ellerines had not changed its attitude on commission targets.

He said Ellerines would stick to its decision not to pay Christmas bonuses to strikers.

Masuku described this as an "unfair labour practice", as workers on a legal strike should not be "victimized" simply for participating in it. The strike, which has spread to stores in three provinces excluding Natal would "obviously" have detrimental effects on Christmas sales, said de Villiers, but it has not yet been estimated how badly stores will be hit.

De Villiers said 2 417 workers were on strike, a figure disputed by Ccawusa. Masuku said the last available union figures were more than 5 000 workers in 202 stores.

140A

Sanctum
23/12/87

FIRED STRIKERS FACE CHARGES

FORTY members of the Transport and General Workers' Union appeared in the KwaThema Magistrate's Court yesterday charged with trespassing

Their appearance is a sequel to their arrest at the local men's hostel by council police last week

They were employed by the South African Security Services and lived at the hostel before they were fired following a seven-day strike that involved about 1 000 workers

Industrial court

About 800 have since been re-instated. The 40 who appeared in court are among those still out of work as a result of the strike, and the union plans to take the matter to the Industrial Court early next year

The 40 on trespassing charges are out on free bail, and their case has been postponed to January 14

day, December 23, 1987

~~140~~ 140H SOWETAN 23/12/87

T-shirt 'ban' issue in Ccawusa strike

A CONFRONTATION is looming today between striking Ellerines workers in Pietersburg and management over the wearing of T-shirts in the stores

While management has allegedly banned the wearing of Commercial Workers Union of South Africa (Ccawusa) T-shirts in the stores, over 130 strikers decided at a highly charged meeting in Pietersburg yesterday that they would all put them on today — come what may.

The workers are part of

SOWETAN Reporter

the thousands of Ccawusa members employed at Ellerines Holdings who went on strike on December 8 to demand higher wages and better working conditions.

The meeting also condemned various actions allegedly taken by management, including:

- The lock out of strikers who arrive five minutes late,
- The withdrawal of attendance registers,
- The use of casual

workers to deliver goods in unmarked trucks, and

Shops affected by the strikes include Fun City, Reingold, TownTalk Oxford, Jako, Royal, Ellerines and Fishers

The general manager (Human Resources) of Ellerines, Mr P F R de Villiers, said yesterday the company did not "like the workers to wear T-shirts, but it is a legal strike and they have a right to wear them" He denied any knowledge of threatened disciplinary action against workers who wore the T-shirts

200 jobs on the line

140A



Smietun
23/12/87

THE Commercial Catering and Allied Workers' Union of South Africa (Ccausa) met late yesterday with Shareworld management to resolve a dispute involving more than 200 employees at the entertainment complex.

Ccausa reported this week that its members at the complex went on strike in protest against the dismissal of 100 colleagues.

Shareworld management said that the 100 workers were retrenched to streamline the workforce.

• The Steel Engineering and Allied Workers' Union (Seawu), recently resolved a strike by union members at Medical and Surgical in Johannesburg, over the dismissal of four workers.

Stoppage

A Seawu official, Mr Sam Maropola said the strike had been resolved and the Johannesburg company's workforce returned to work.

• The National Union of Farmworkers recently signed a recognition agreement with the Springs-based Newmark Fresh Produce Market.

A spokesman for the union said the agreement would allow the union to negotiate collectively for its members at the plant.

• About 500 workers of the National Union of Wine and Spirits Workers yesterday returned to work after a three-hour stoppage over the dismissal of a worker at the Distillers Corporation in Wadeville, Germiston.

Nuwsu president, Mr November Nkosi, said the workers returned to their posts after management suspended the dismissal and undertook to investigate the circumstances surrounding the action.

Company granted court order as union opts for mediation

Daily Dispatch
Reporter

EAST LONDON — Ellerines Holdings has been granted an interim supreme court order against its striking employees in East London and King William's Town.

The general manager of the company, Mr P de Villiers, said yesterday the order prevented the strikers from entering shops owned by the company and restrained them from interfering with customers in the four East London and King William's Town outlets.

Meanwhile, Sapa reports from Johannesburg that Ellerines and the Commercial, Catering and Allied Workers' Union of South Africa

(Ccawusa) union have agreed to take their dispute to mediation.

The two parties are expected to meet early next week, a union spokesman said.

Last week the East London management wrote a letter to striking workers warning them not to interfere with customers.

A subsequent letter barred them from company premises.

The strikers denied that they had obstructed people going into the stores.

Mr De Villiers said the application was brought before the Grahamstown Supreme Court and the order was served on Ccawusa and 140 employees.

The return date for the action is February 4.

The union's branch organiser, Mr Bones Skulu, said yesterday the union would contest the order.

The union had been taken by surprise by the management action.

Mr Skulu denied the management's allegations that the workers were preventing customers from coming into the shops.

He said what had happened was that some

customers who had learnt of the strike from salesmen outside the shops had decided of their own accord, and out of sympathy to the strikers, not to enter the shops.

He said what the striking workers were concerned about was the fulfilment of their demands and not the sales of the shops.

The workers had clearly stated their demands, which in no way promoted a consumer boycott of Ellerines stores, Mr Skulu said.

The Ccawusa's Johannesburg spokesman urged the company to remove any conditions on negotiations.

Ellerines insists that sales targets be dropped from the agenda if any meaningful talks are to take place.

"Sales targets are negotiable," the union spokesman said.

They "must be put to the table and be justified."

"Ccawusa is aware that the issue of targets is not a bread and butter issue like wage increase."

But he also said "soon or later the parties must conclude an agreement. For that purpose a meeting is necessary."

Ccawusa: talks a failure

28/1/82
JOHANNESBURG — In-
formal discussions to re-
move obstacles after a
conciliation board meet-
ing between Ellerines
Holdings and Ccawusa
were a dismal failure,
the Commercial, Cater-
ing and Allied Workers
Union said yesterday

The conciliation
board meeting was post-
poned to December 1, a
Ccawusa statement said

An informal meeting
at the union's offices
was then arranged to re-
move obstacles that
could result in deadlock
at the next conciliation
board meeting

"This meeting proved
to be a dismal failure as
the company kept griev-
ing about the R1 million
loss per day and their-
dent public image

"Threats were made
promising to sue the
union for damages"

"Ccawusa members re-
ported no trading was
taking place at Ellerines
stores — Sapa

Ellerines mediation stalls on sales

MEDIATION between the Ellerines holdings and the Commercial Catering and Allied Worker's Union (Ccawusa) broke down on Monday when management continued to refuse to negotiate sales targets, union spokesman Jackie Masuku said yesterday.

The mechanism of sales targets demands that workers either generate sales worth ten times their basic wages

BRONWYN ADAMS

or face dismissal. Ccawusa said that next to nothing had been achieved in the wage negotiations.

This was disputed by Ellerines, who said the fact that neither party walked away from mediation, together with the setting of further discussions was indicative of commitment to negotiations

~~180~~

~~180~~

140A

B/day 30/12/87

Ellerines begins mediations over Cawusa strike

BRONWYN ADAMS

ELLERINES Holdings and the Commercial Catering and Allied Workers' Union (Cawusa) began mediation proceedings yesterday in an attempt to resolve the three week old wage strike.

Mediation was progressing with management motivating its reasons for remaining set on precluding sales targets from negotiations, said Ellerines human resources GM Pierre De Villiers.

Cawusa representatives said they would put management's motivation on the issue to a general meeting of workers on January 3. The two parties will then meet on January 4 for further negotiations.

Cawusa maintains the strike by more than 5 000 out of a total of 6 567 workers at 202 out of 291 stores will continue until the dispute is resolved.

These figures have been disputed by Ellerines management.

Discussions previously broke down when Ellerines management refused to allow sales targets onto the bargaining agenda.

29/12/87

~~11/10A~~

T-SHIRTS ARE NOT FORBIDDEN

Ellerines gives strikers an assurance

STRIKING Ellerines employees were free to wear their union's T-shirts, a spokesman for the furniture group said.

Ellerines human resources manager, Mr Pierre de Villiers, said there were no restrictions on the wearing of T-shirts or on the movement of employees currently on strike at Ellerines' furniture stores countrywide

He was reacting to reports from strikers at Ellerines' Dendron store near Pietersburg, that they were being locked in the storeroom daily and guarded with rifles.

Mr de Villiers denied that there was a management ban on T-shirts printed by the Commercial Catering and Allied Workers Union of South Africa (Ccaawusa).

About 2400 Ellerines employees were involved

in the current wage strike at 144 shops in the Transvaal, Free State and the Cape, the Ellerines manager said

Ccaawusa demands an across-the-board wage increase of R200 a month and a minimum wage of

R550 a month. In response, management has offered R94 to non-sales staff, a R340-a-month minimum wage for "external" sales employees and R464 for the "internal" sales force

The dispute between

the two parties has been referred to a mediator, who is expected to resume proceedings this week. A conciliation board set up by the Minister of Manpower failed to resolve the wage dispute

140A
28/12/87
00
JOHANNESBURG — Ellerine Holdings has accepted Ccawusa proposals for mediation as the forum for negotiations to resolve a three-week-old strike, the union said yesterday amidst conflicting reports concerning the number of stores affected and the number of workers striking

Ccawusa's research officer, Mr Salim Vally,

Ellerines accepts mediation proposal

said the company and the union had agreed to use the services of Independent Mediation Services of South Africa

He said the strike would go on until the dispute was resolved and the demands met

The dispute centres mainly around the union's demand that the company sales target of R3 400 per month be dropped to R2 500

Ccawusa want the minimum wage to be in-

creased to R550 Ellerines offered R425

The parties continued to dispute the number of stores affected by the strike and the number of workers on strike

Ellerines' human resources manager, Mr Pierre de Villiers, said 2 417 workers were striking at 144 stores — Sapa

INDUST. REL. WORKERS' ORGANISATION

COSATU

1988

JANUARY — FEBRUARY,

Negotiations between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Ellerines management continued today over the national wage strike now heading for its fourth week.

Wage strike talks continue

Yesterday, the union said the talks were in jeopardy following the alleged petrol-bombing of a Potgietersrus house belonging to a union member.

and a union member, on December 23.

An Ellerines director, Mr Sydney Ellerine, had no knowledge of the alleged petrol-bombing incident.

Mr Salim Vally, a research officer for Ccawusa, claimed the union had evidence linking a certain Ellerines employee to the alleged petrol bombing of the Mahwelereng township home of Mrs Maria Mothibak, also an Ellerines employee

He said the fact that Ccawusa had supplied a vehicle registration number meant nothing. "The number could easily have been obtained by workers at the store in question," he said. — Staff Reporter and Sapa.

COMMITTEE

Union signs agreement

EAST LONDON. — After months of negotiation, the management of Dunlop Flooring has signed a recognition agreement with the South African Allied Workers' Union (Saawu).

This was reported by the secretary of the local branch of Saawu, Mr Boyce Melitafa.

"Saawu views this progress as one which will strengthen the metal sector under Cosatu since Saawu is affiliated to Cosatu.

"This also shows the patience Saawu has in both the labour and political fields," Mr Melitafa said.

The negotiations for the agreement, which covers more than 250 workers, began last year.

The general manager of Dunlop Flooring, Mr Nigel Yeadon, was not available for comment yesterday. — DDR

Strike over at Checkers

3 days ALAN FINE

A STRIKE at as many as 18 Checkers stores was resolved yesterday when the Commercial, Catering and Allied Workers' Union (Ccawusa) agreed to a management proposal that the dismissal which sparked the stoppage be referred to arbitration.

The strike, which occurred at eastern Transvaal and east Rand outlets, began at the Evander branch on Christmas Eve and spread to other stores on December 31, was in protest against the dismissal of an Evander worker.

The dismissed worker, who will be paid his wages until the outcome of the arbitration, was one of a number of employees at the branch who received warnings for taking their monthly day off without clearing it with management.

Final warning

Because he already had a final warning on file, he was dismissed.

Union branch secretary Kaiser Thibedi said the employee did not receive a proper hearing before being dismissed. Talks between the union and management broke down the day before the strike spread to other branches.

Checkers spokesman Andy McLaurin said a hearing had been held. However, a small matter had blown up into a big one because of a degree of inexperience on both sides.

He said 15 stores had been affected. Thibedi put the figure at 18.

LONDON. — The Government has been granted an interim **Helin**

Hotel dispute: Unions 'threatened with lock-out'

ARGUS
6/1/88

Labour Reporter

SOUTHERN Sun management has threatened employees with a lock-out in a dispute over conditions of employment, according to a spokesman for an alliance of four trade unions.

The spokesman said the threat was made during an Industrial Council meeting yesterday.

He said the hotel group's management had also refused to allow the use of company premises for a strike ballot.

FLEXIBILITY

Two more meetings are due today. If the dispute is not settled the next step is a strike ballot.

The four unions in the alliance are the Liquor and Catering Trades Union (Cape), the Liquor and Catering Trades Union (Natal), the Hotel and Restaurant Workers' Union and the Commercial, Catering and Allied Workers' Union.

The company wants flexibility in assigning employees' duties but the unions want conditions attached to the way flexibility is applied.

They say changes of duty should be in the same job category and such changes should be mutually agreed and arranged. Where a higher wage rate applies to the new duties the higher rate should be paid.

In a statement Mr Peter Cumberledge, group personnel manager, questioned the alliance's motives.

He said negotiations had proceeded well, agreement had been reached on 18 demands and the company's offer, when implemented, would make the group's employees the highest paid in the industry.

Mr Cumberledge was not available for further comment.

Man, 35, stabbed to death in station brawl

Crime Reporter

A MAN was stabbed to death at Woodstock station during a brawl.

Police said the man, about 35, had not been identified. A spokesman said he was stabbed in the chest about 10.50pm yesterday.

to

CAT 11013 6/1/88

Strike
ballot for
Sun hotel
unions

1408
1409
1404
1407

Labour Reporter

THE Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), the Liquor and Catering Trades Employees' Union and the Hotel and Restaurant Workers' Union have announced their intention to begin a strike ballot of workers, a Southern Sun Hotels spokesman said yesterday

The groups declared a dispute with Southern Sun — which also runs Holiday Inns — in November, over wage and conditions of service demands

The parties will meet today in a further attempt to avoid strike action by 8 500 workers at 53 hotels

Southern Sun group personnel manager Mr Peter Cumberlege confirmed yesterday that the group had refused the alliance permission to use its premises for strike ballot, although it was legal in terms of the Labour Relations Act

W.L. 2/11/88

them a little uncertain as to what is actually in store at next month's meeting.

NUM finally agrees with Anglo mines

7/11/88 ALAN FINE *Blay*

AFTER more than three months of negotiations, the National Union of Mineworkers (NUM) and three Anglo American gold mines have reached agreement on independent adjudication of the fairness of thousands of dismissals carried out during the August mine strike.

In terms of the agreement released yesterday, Advocate William Schreiner SC will preside over a hearing scheduled to last initially from March 1 until April 8.

The adjudicator will have the same powers as an industrial court member considering a final determination under section 46 of the Labour Relations Act.

Anglo American dismissed close to 40 000 workers during the second half of the strike. It is estimated, though, that nearly three-quarters have since been re-employed, in terms of a post-strike agreement giving former employees preference as the affected mines began their remaining programme.

Mines party to the agreement are Vaal Reefs, Western Deep Levels and Free State Consolidated.

Rayco in Transkei

NUM finally agrees with Anglo mines

sidered but the site la- DDR

Cold storage men stop work

DP 7/1/88
Daily Dispatch Reporter

GONUBIE — Workers at a cold storage business here stopped work and demanded wage increases of more than 200 per cent of the wage of the lowest paid workers

The acting branch secretary of the Food and Allied Workers' Union (Fawu), Mr Mzwandile Matiwane, said the workers were demanding a new minimum wage of R150 a week, compared with the present minimum of R45 per week, for general labourers

The managing director of Gonubie Cold Storage, Mr Tony Gunton, said that the 14 workers had reported at the premises but refused to work, demanding pay increases

He said management had offered to discuss the demands, "which would double some of the lower scale wages", but the workers had refused to negotiate

A meeting was later arranged between management and Fawu officials

Mr Gunton said the workers, including drivers, driver's assistants and warehouse labourers had undertaken to return to work while negotiations were underway



Ellerines strike talks today

140A

Inyathun
7/1/88

NEGOTIATIONS between Ellerines and the Commercial Catering Allied Workers Union of South Africa would continue today in an attempt to resolve the strike which has been in effect since December 8 last year.

In a statement, a spokesman for Ellerines Holdings Ltd said the strike which has affected 144 stores in the group, was still in progress and the situation remains unchanged.

The spokesman said negotiations between Ellerines and Ccawusa would continue today.

Ellerines (NOT) strike talks resume today

Negotiations to resolve the four-week wage strike by Commercial, Catering and Allied Workers' Union members at Ellerines stores will resume today, a company spokesman said.

Workers went on strike on December 8 demanding a R550-a-month minimum plus a R200-a-month across-the-board increase. They also want a revision of the company's sales target policy. The company has offered a minimum increase of R94 to all employees and a R425 to R689-a-month minimum to its non-sales employees.

The two parties reached agreement on paid holidays on June 16 and at the beginning of May, guaranteed job security for employees on maternity leave, provision for job and income security for detainees under certain conditions and payment of the annual bonus in December.

Score-card in 1987

~~1510~~
140A
~~140A~~

The main measurable achievement of the unions (which really means those grouped under Cosatu) in 1987, has been to secure for their members higher wage increases than any other group of employees in SA. At average settlements of 18%, unionised black workers appear to be the only ones who have kept up with inflation (*Current affairs* December 11). Cosatu can, therefore, justifiably claim a measure of success for its continuing "living wage campaign," launched at the beginning of the year.

Together with better wages, of course, have come improvements across the range of working conditions, thus firmly establishing the principle of having the whole job package up for negotiation with employers. In this sense, the unions have achieved what UCT's Kate Jowell calls a "consciousness raising among employers." Labour consultant Andrew Levy observes, "There is little doubt that what Cosatu achieves today becomes standard employment practice tomorrow, and in this respect they are the trend-setters for the SA employment scene in many respects."

But while economic improvement, the proper *raison d'etre* of unions, was achieved, the overriding impression of the year's industrial relations (IR) scene has been its political character.

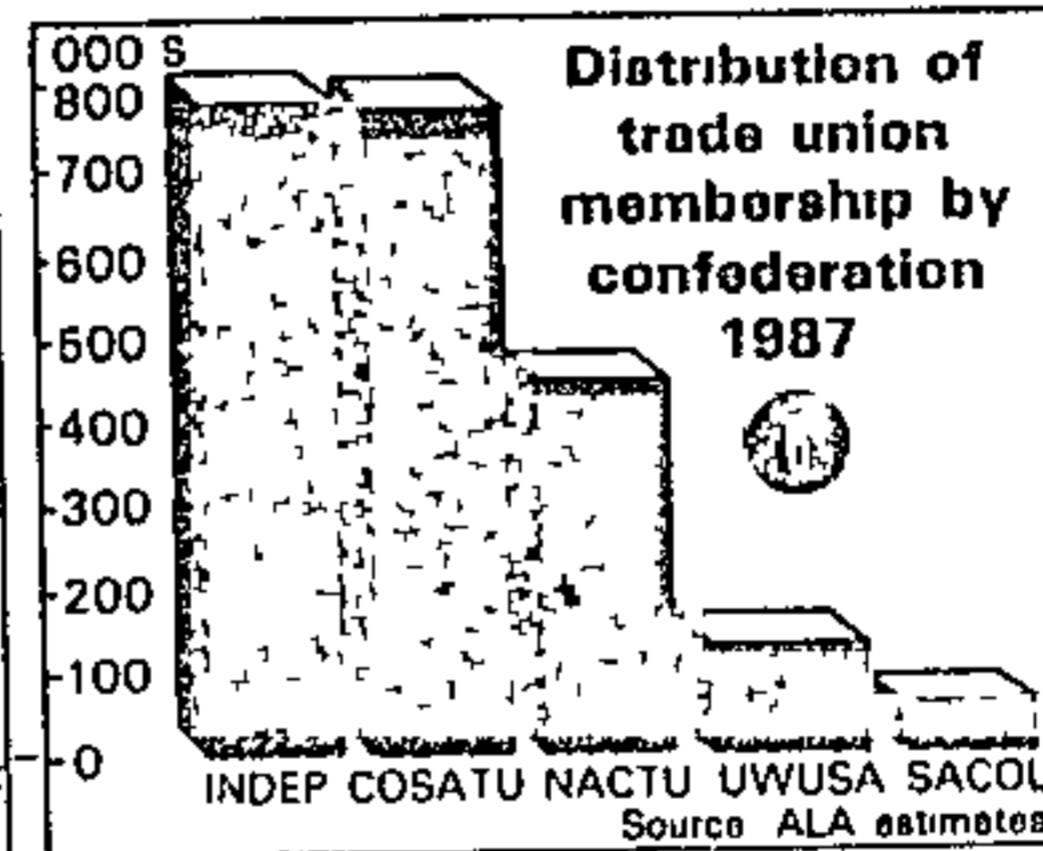
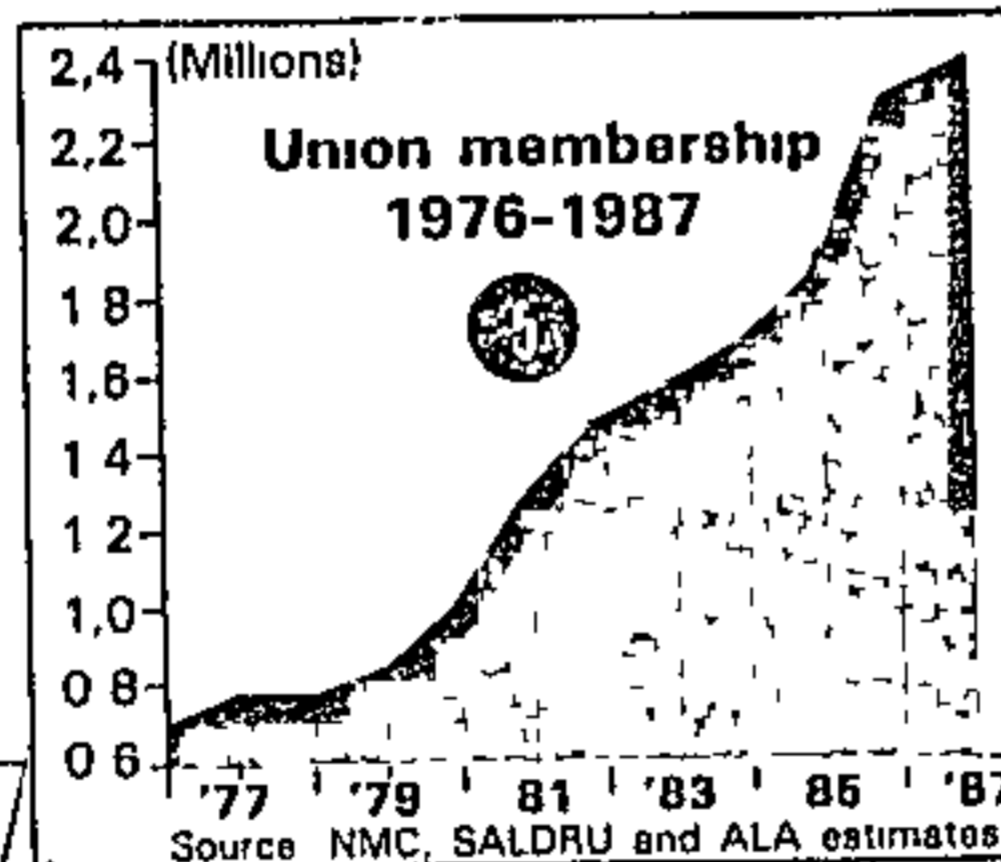
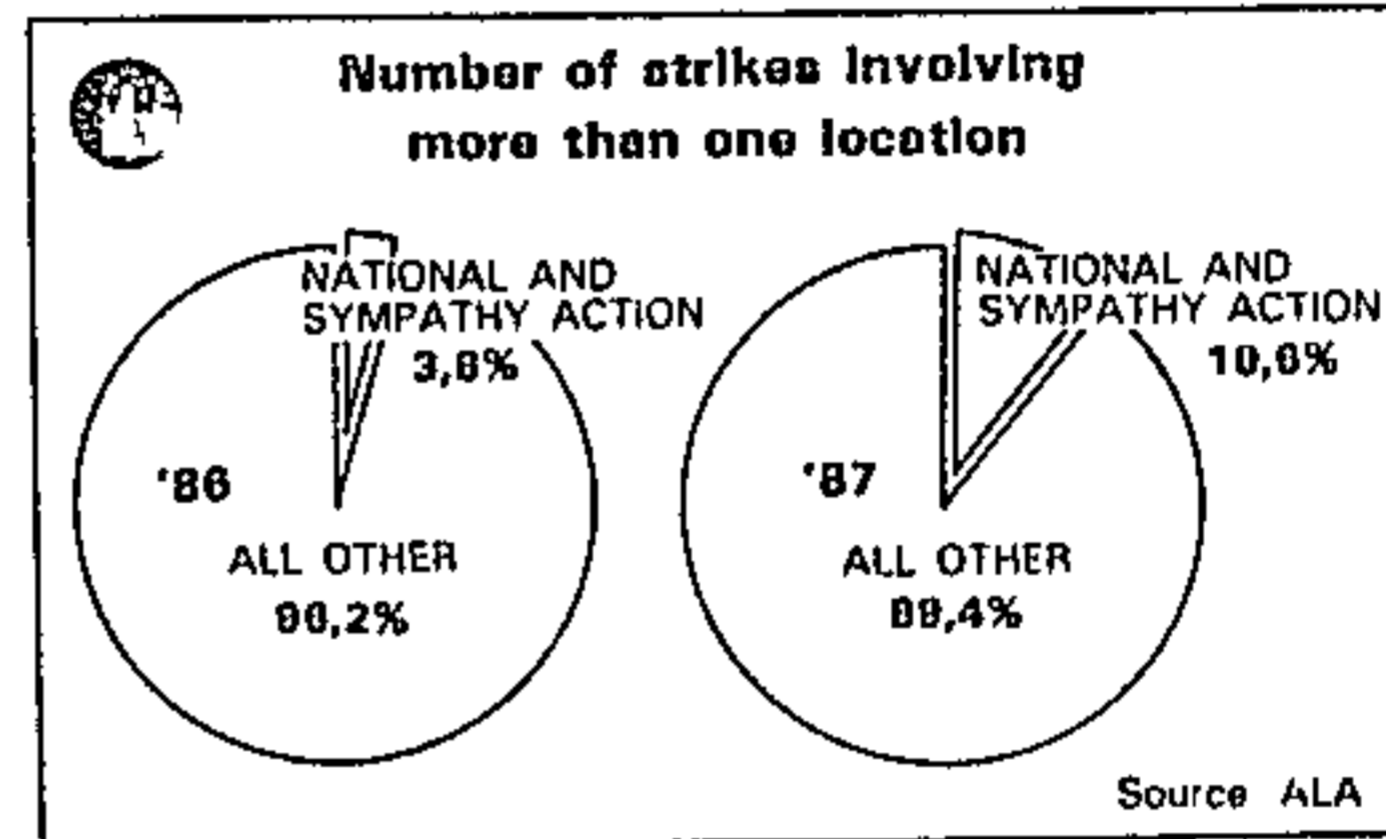
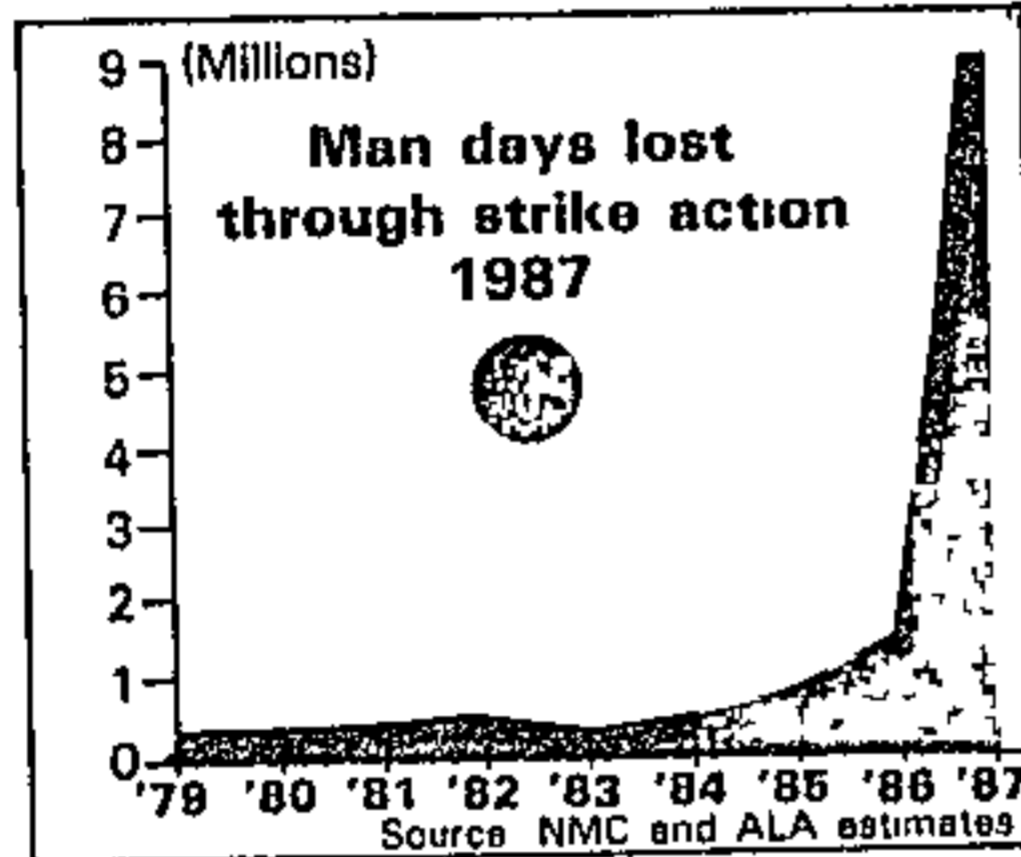
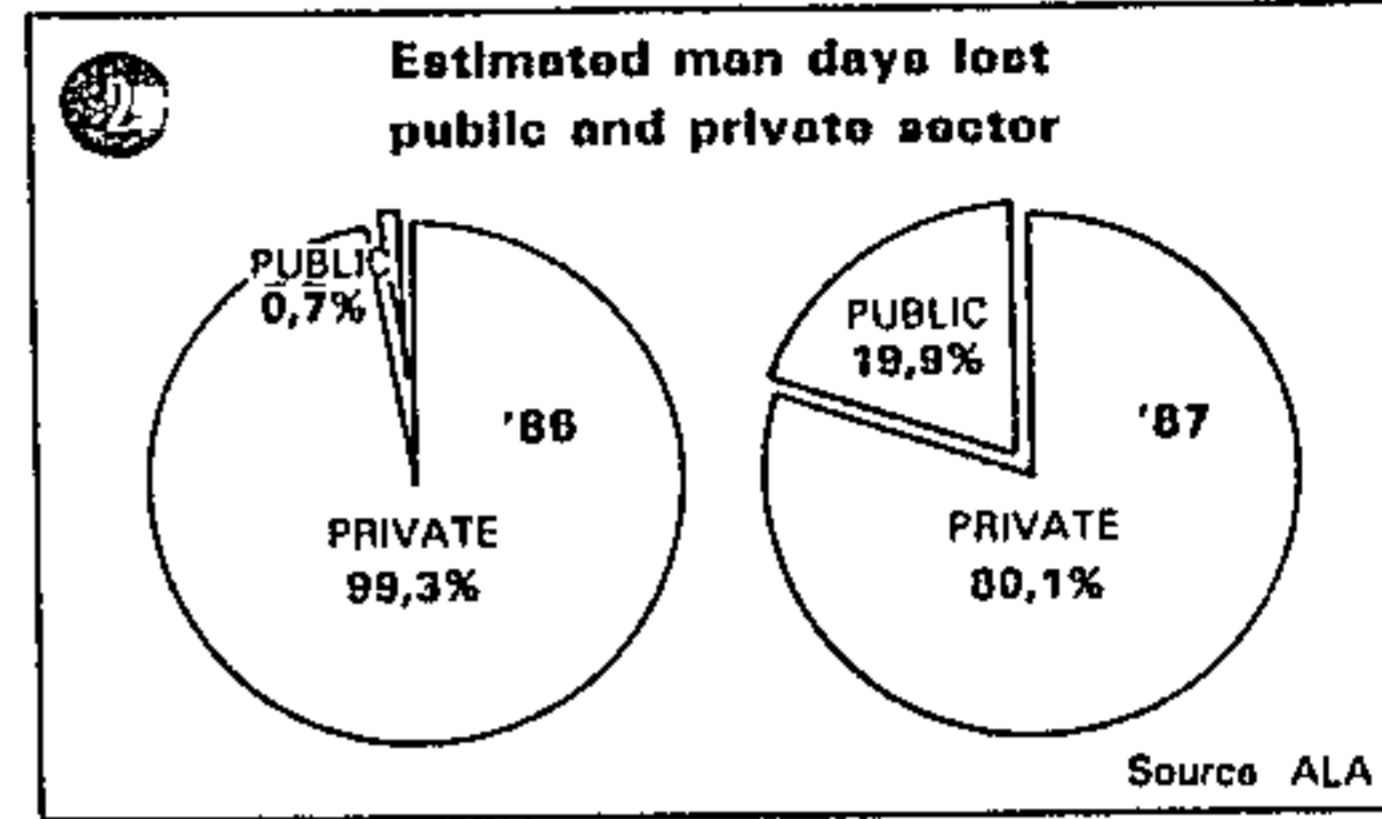
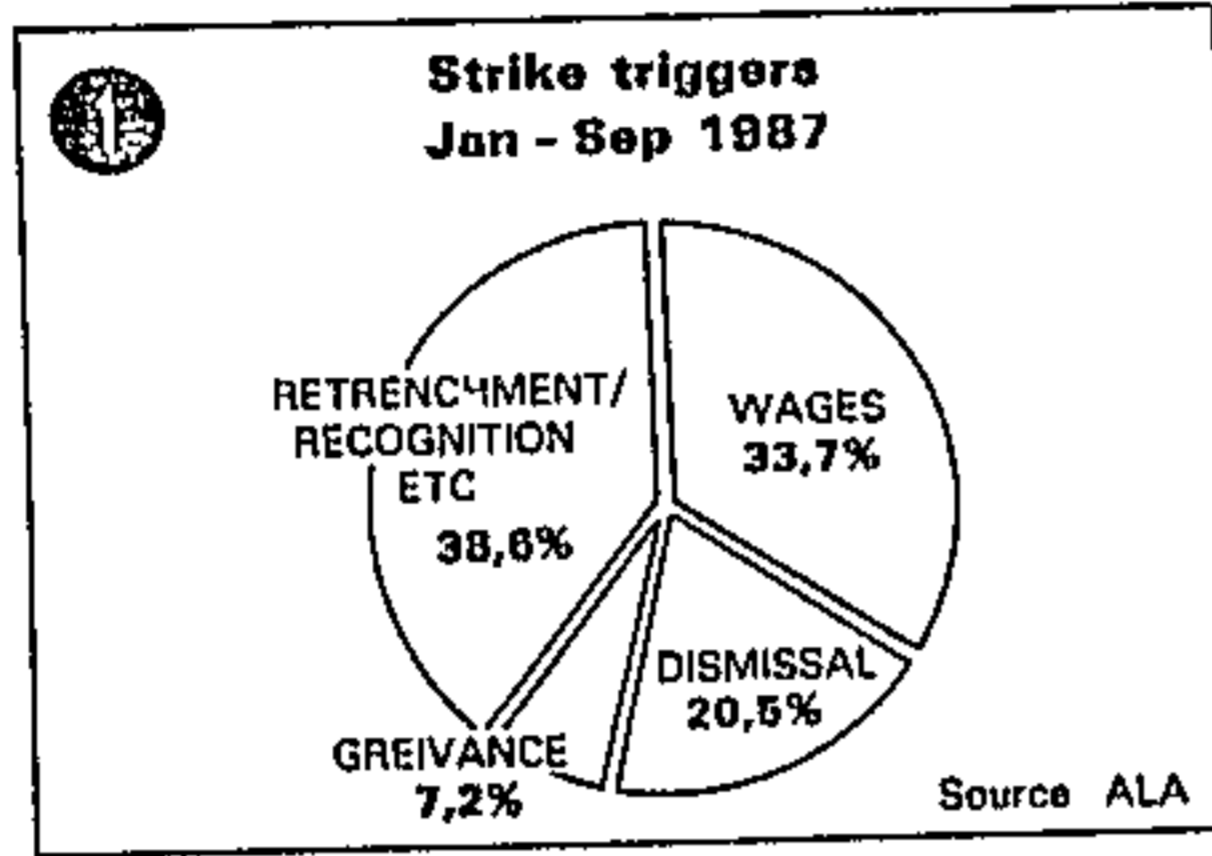
As the State of Emergency became omnipresent, and alternative political avenues of expression for blacks were crushed, the unions, particularly those grouped under Cosatu, took on an increasingly political stance. They gained many strictly industrial relations benefits; but also lost out in terms of strike "victories."

As never before, the black trade union movement was impelled into political terrain. As, in many ways, the "vanguard of the struggle" — since community groups, the UDF, and even the ANC were effectively clamped down on by government via the State of Emergency — this was inevitable, and confirms the trend of the past decade. Of course, the value of unions taking on a high political profile, understandable though it may be in the South African context, is dubious in terms of sound labour relations,

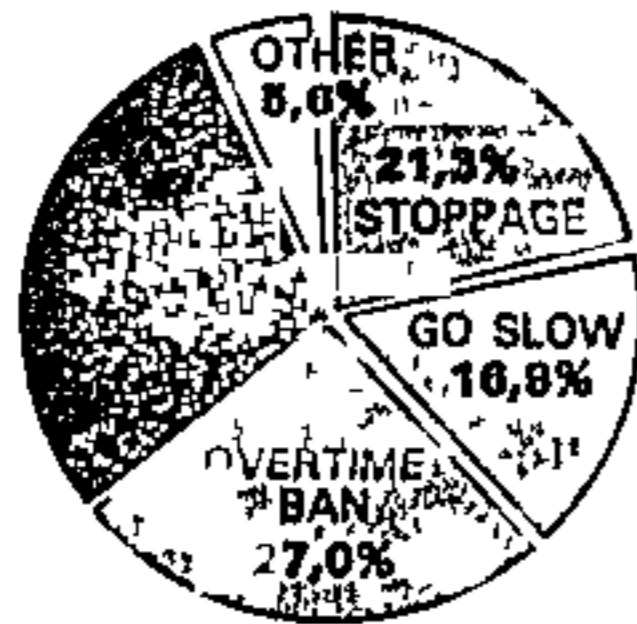
however much it may do for political consciousness raising among blacks.

At its second national congress in July, Cosatu adopted the Freedom Charter as its guiding philosophy with much rhetoric about building socialism, and "feeding into" the international sanctions campaign. This policy, however, appeared to throw the unions into disarray as worker opposition to the adverse consequences of disinvestment began to be felt. During the protracted strike at Mercedes-Benz, for instance, shop-stewards

clearly stated "We do not want Mercedes to leave SA." Rhetoric apart, the Cosatu conference also saw greater union unity — a little too fast in terms of organisational problems, some believe — in the formation of 12 industry-based unions for better bargaining.



Types of industrial action reported in support of wage claims - 1987



Source ALA

strength.

But success has been mixed, as seen in the splits in the commercial and catering affiliate, Ccawusa

Yet the major strikes of 1987 were not over overtly political issues — they were mainly triggered by wage and retrenchment disputes (see diagram 1) Yet they took on a distinct flavour of opposition to the perceived State/business establishment. And as if to turn on the pressure, the scale, duration and level of strike action was probably unparalleled in South African labour history (so was violence) "Protracted trials of strength in key industries were a notable feature of the year's pattern of strike activity," notes Levy. In a sense, he comments, "labour mobilisation during the past year has advanced the aims of the broader anti-apartheid movement far more than those of the labour movement, despite the fact it has focused on routine workplace issues, and has in part led to the ironical situation where industrial wars may have been lost, but political battles have been won"

Man-days lost

For the first time, too, Cosatu struck against the State sector, including Sats, Iscor and the Post Office, in its drive to organise public-sector employees (diagram 2) This, and the unusual length of the 10 major strikes of the year, dramatically bumped up the number of man-days lost (9m) through industrial action (diagram 3) These figures, Levy comments, are "definitely affected by the growing political dimension and the Emergency, which, it now appears, will ensure the escalation of strike activity" This dimension is borne out by the higher incidence of national and sympathy strikes (diagram 4), a measurement of union solidarity that shouldn't be underestimated, Levy adds.

Paradoxically, however, Cosatu affiliates lost more disputes than ever before, and many of their strikes cannot be seen as victories in either the economic or IR sense. Some argue that with more pragmatism, accepting limited tactical gains, the movement could have been more successful.

An example here is the costly (to Cosatu as much as the employer) Sats strike.

In spite of mineworkers' (NUM)

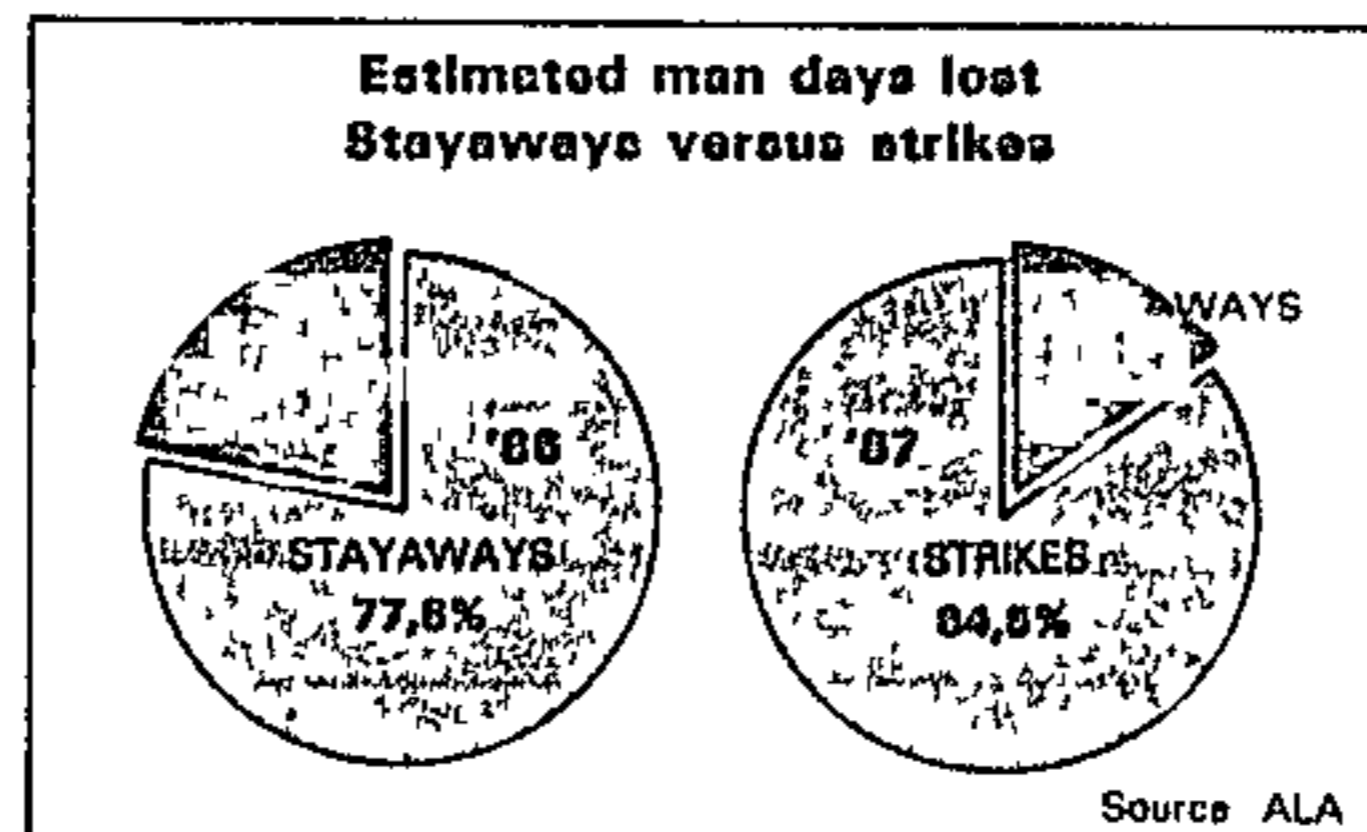
leader Cyril Ramaphosa's threat of a strike in 1988, Jowell argues that both the unions and management achieved significant progress for IR in the settlement of the mine strike "The industry achieved public acknowledgement from the Minister of Manpower of

the legitimacy of strikes as an economic weapon as long as the Queensbury rules are followed," she says, adding "I see it as a pragmatic decision to settle against the hawks, on both sides"

The old distinction between legal and illegal strikes is thus becoming blurred

Surveying the year in labour relations, Jowell also maintains it saw the beginnings of union dialogue with business on broader social and economic issues. Cosatu leaders appeared more frequently on business platforms in 1987

For example, its general secretary Jay Naidoo, despite the tenor of his speech to the FM's Investment Conference in November,



Source ALA

was praised for actually agreeing to appear at such a forum and enter into dialogue with business

Jowell sees Cosatu's document on the "South African political and economic crisis" as a very positive indication of its willingness to debate such questions

In spite of the unions' political profile, Levy states that reasonably stable bargaining relationships have developed "As a result, industrial conflicts, at least in the private sector, have become more institutionalised. It now centres far more on the content

MAIN TACTICAL LOCKOUTS IN 1987

Company	Union	Number	Length	Issue
SAPDC	SACWU	400	2 months	Wages
NUFCOR	NUM	110	2 weeks	Wages
Vitafoam	SACWU	150	3 days	Wages
Suncrush	SAAWU	150	2 days	Wages
SA Breweries	FAWU	600	7 days	Continuous shift
Highveld Steel	NUMSA	2 100	1 month	Wages
Plascon Evans	CWIU	89	9 days	Go slow

of bargaining than whether there will be bargaining at all"

However, unions fared less well in 1987 than in any other year since the early Eighties, and ended up compromising more than employers, according to Levy

Contrary to the declining trend in union membership elsewhere in the Western industrial world, South African unions overall increased their membership in 1987 (diagrams 5 and 6)

According to last reported figures (1986), 36% of the economically active population were union members

The bulk of this growth has come from black workers joining Cosatu, which has clearly emerged as the union federation to be reckoned with

Cosatu's rival, the National Council of Trade Unions (Nactu) made hardly any progress at all during the year

Its strong black consciousness stance has prevented unity with the bigger federation, which could turn its fortunes. Similarly, the whites-only SA Confederation of Labour (Sacol) saw its membership decline to around 60 000. As part of the Right, however, it is suggested that its influence could

in future extend well beyond its numbers

The Inkatha-linked United Workers (Uwusa) achieved registration, and therefore full bargaining status this year

But despite its pro-free enterprise stance, Uwusa's IR ability appears to leave much to be desired

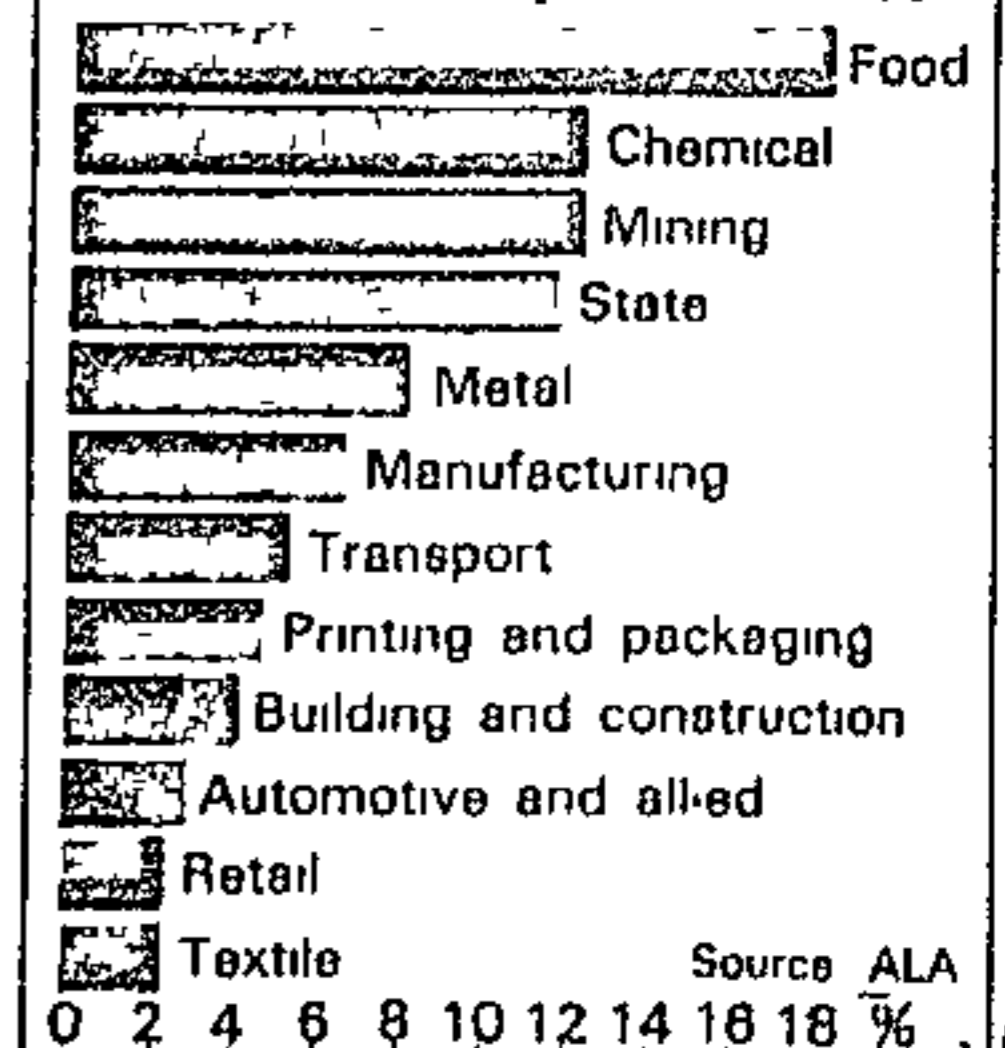
All in all, concludes Levy, labour relations in SA continue to provide a safety valve, a means of organisation, protest, and the expression of conflict, as well as providing a vehicle and proving ground for the concepts of negotiation and compromise

10 MAJOR STRIKES OF 1987

Length (days)	Estimated strikers	Company	Union	Trigger
63	11 000	Post Office	POTWA	Parity in wages with whites
48	2 600	Mercedes Benz	NAAWU	Wages
30	20 000	SATS	SARHWU	Dismissal
28	270	Kohler	PWAWU	Wages
22	600	Lebowa Transport	TAWU	Recognition
22	7 000	Iscor	NUMSA	Wages
21	250 000	Chamber of Mines	NUM	Wages
20	5 000	Post Office	POTWA	Dismissal
18	85	Revertex	CWIU	Wages
16	970	Mining Industrial Rubber	CWIU	Wages

Source Giles Files

Number of strikes Distribution by sector 1987



Source ALA

5 workers 'fired'

Sunfair 8/11/88

By THEMBA MOLEFE

FIVE members of the Commercial Catering and Allied Workers Union were dismissed by Kentucky Fried Chicken in Louis Trichardt on New Year's Day, the union said yesterday.

Ccawusa's Louis Trichardt organiser Mr Peter Mohlaka said the five men were dismissed for allegedly leaving the outlet without management's permission.

The five are Mr Phineas Ramatshimbila, Mr Phineas Moshuvheli, Mr Petrus Maake, Mr Petrus Lambani and Mr Thomas Maduwa.

Mr Maake said a management official, known to the workers only as Jose, dismissed the workers after promising them they would knock off at 1 pm instead of 3 pm because it was a holiday.

At 3 pm the workers approached Jose and asked him if they could go home. He refused.

The five men, who were manning the outlet on that day, left the premises as there were no customers coming in, Mr Mohlaka said.

He said Jose dismissed Mr Ramatshimbila the next day after accusing him of influencing the other four to defy him. The men decided to leave in sympathy with Mr Ramatshimbila.

Mr Mohlaka said efforts to meet Jose over the dispute were fruitless. Jose, according to Mr Mohlaka, said in a telephone conversation that the workers had dismissed themselves and had already replaced them.

"We are prepared to talk to management but seeing that Jose does not want to face us over the issue we are now considering further steps," Mr Mohlaka said.

Efforts to contact Jose have been fruitless as he was said to be away. No other management official was available.

Sun group settlement averts hotel strike

CAPE TIMES 8/11/88
100A Own Correspondent *2003*

JOHANNESBURG. — The Southern Sun group and an alliance of four trade unions have, after a long-running dispute, reached a wage settlement which is likely to set new standards for the hotel industry throughout South Africa

The agreement, which was signed on Wednesday night and narrowly averted threatened lock-out and strike action, was announced yesterday and applies to several thousand workers at the group's 53 hotels

The accord will remain in force for the 18 months to March 31, 1989. It will raise the group's minimum monthly wage to R500 by next October.

Three across-the-board increases of R50, 15% and R30 have been agreed upon. These will be paid at six-monthly intervals.

October 1988 will see the implementation of a 45-hour, five-day week. The present average, according to Southern Sun group personnel director Mr Peter Cumberlege, is a 50-to-52-hour, six-day week.

In addition, the split shift system will be abolished at all but five rural hotels.

Other key aspects of the agreement are paid maternity leave and a job flexibility agreement, based on a roster prepared in advance.

8/1/88 DD
**Meeting on pay at
cold storage today**

EAST LONDON — The meeting arranged between officials of the Food and Allied Workers Union and the management of Gonubie Cold Storage was postponed yesterday

It is due to take place this morning

Some 14 workers went on strike on Wednesday and demanded wage increases of more than 200 per cent of the wage of the lowest paid workers

They returned to work yesterday while negotiations were being arranged — DDR

Hotel group, unions agree to R500 minimum

LABOUR REPORTER
8/11/88

UNION leaders say the latest wages and working conditions agreement with the Southern Sun hotel group will open job opportunities and have ripple effects on the whole industry.

The agreement applies to about 7 000 workers at 53 hotels in the group.

Main points in the agreement between the group and an alliance of four trade unions are: a minimum monthly wage of R500 from October; a 45-hour, five-day week from October; four months' paid maternity leave; abolition of the split-shift system, except at five rural hotels; and a job flexibility agreement, based on a roster prepared in advance.

A spokesman for the alliance of the Hotel and Restaurant Workers Union, the Commercial, Catering and Allied Workers Union and the two Liquor and Catering Trades Unions (Cape and Natal) said the reduction in the work week, abolition of split shifts and negotiated flexibility meant the group would have to employ about five-percent more staff.

"The reduction of hours and the agreement on flexibility will have a ripple effect throughout the industry as employees of other hotels will demand the same conditions.

"It is usual for employees, covered by industrial council agreements, to work 52-hour, six-day weeks at present.

"The R500 minimum negotiated with Southern Sun will also have a ripple effect. It is about double the present minimum in industrial council agreements," he said.

D/D 9/1/58

Gonubie Cold Storage Workers Join

Daily Dispatch Reporter

(LCA)

sired wage increase they had previously demanded.

EAST LONDON

Workers who staged a walkout at Gonubie Cold Storage earlier this week decided yesterday to return to work.

A meeting between the parties, the management and officials of the Food and Allied Workers' Union (Fawu), took place yesterday. Union officials per-

sueded the 14 workers to return to work while the issue was resolved.

The acting branch secretary of Fawu, Mr Mzwandile Mawane, said the action had been taken because the walkout had been

illegal

"The issue will be resolved some time in the future," Mr Mawane said.

A spokesman for Gonubie Cold Storage could not be contacted yesterday to comment on the outcome of discussions.

NUM arbitration agreement

THE National Union of Mineworkers and a number of mines agreed to submit disputes over the dismissal of union members in August, 1987 to arbitration.

A statement by Anglo American Corporation said this week that agreement was reached between the NUM, Vaal Reefs, Western Deep Levels and Free State Consolidated Gold Mines

They agreed to submit the disputes between NUM and the mines arising

out of the dismissals and non re-employment of NUM members for determination.

The adjudicator would be W Schreiner SC, with the hearing beginning on March 1 to April 8 and would be resumed at a later date, if not finalised

Each party would pay its own costs and would share that of the adjudicator

The ex-employees were dismissed from August 19 to 30 last year and discharged from Freddie's Mine after August 30, with the exception of those named in a notice

The notice should cover only those whose applications, under Section 43

(The "status quo" provision) of the Labour Relations Act were pending, with certain exclusions, as well as those who were dismissed for misconduct during the strike that began on August 9, 1987

A mutually acceptable inquisitor would determine whether employees committed the misconduct that formed the basis of their dismissals

"In regard to those ex-employees where the misconduct is held to have justified dismissal, the dismissal will be upheld"

The memorandum of the agreement was signed on December 21 and released this week - Sapa.

Political comment and newsbills by ZB Molefe Headlines and sub-editing by J Swift, all of 204 Eloff Street Ext, Johannesburg.

1409

12645 (KOP)
day January 11 1988 3

Sappi strike over wages continues

Labour Reporter

A STRIKE at Sappi's Montagu Gardens plant over pay demands continued today.

About 65 workers downed tools on Friday after a meeting between management and the Paper, Printing, Wood and Allied Workers' Union failed to resolve the dispute.

A union spokeswoman said the company had refused to increase its offer of 70c an hour on the minimum rate of R2,41 an hour.

She said workers were demanding that Sappi give increases to bring wages in line with other companies in the industry.

NOVEMBER

Wage negotiations had opened in November and a dispute was declared by the union when talks deadlocked.

Mr M J Sharkey, general manager of Sappi Cape Kraft, said the company had telexed the union informing them the strike was a contravention of their recognition agreement and that, if necessary, it would seek a court order to force employees to return to work.

The union spokeswoman said they had asked for another meeting with management on condition that no disciplinary action was taken against the strikers and management gave an undertaking to make a substantially better pay offer.

Min gets arbitration

1958

11/1/58
Sunderman

THE National Union of Mineworkers and three mining companies have agreed on independent arbitration following the mass dismissal of workers during last year's mammoth miners strike.

The union reached the agreement with Vaal Reefs Exploration and Mining, Western Deep Levels and Free State Consolidated.

In terms of the agreement, Mr William Schreiner's decision or that of any other arbitrator agreed upon, will be binding to all parties.

(S) (WOK) Spectrum 12/11/88

Ellerines strikers in breakthrough

STRIKERS at Ellerines stores yesterday decided to accept part of management's offer but resolved to continue with the action until all demands are met.

The strike, affecting more than 200 Ellerine Holdings stores nationwide, is in its fifth week.

Shop stewards of the Commercial Catering and Allied Workers' Union (Ccawusa) decided at a meeting in Johannesburg to accept management's offer of reduced sales targets — a burning issue in the dispute.

The union said the offer was a victory because the company had initially regarded it as not negotiable.

Ccawusa said it,

By THEMBA MOLEFE

however, would continue with the strike in support of its demand for a R550 monthly minimum plus an across-the-board increase of R200.

Ccawusa rejected the

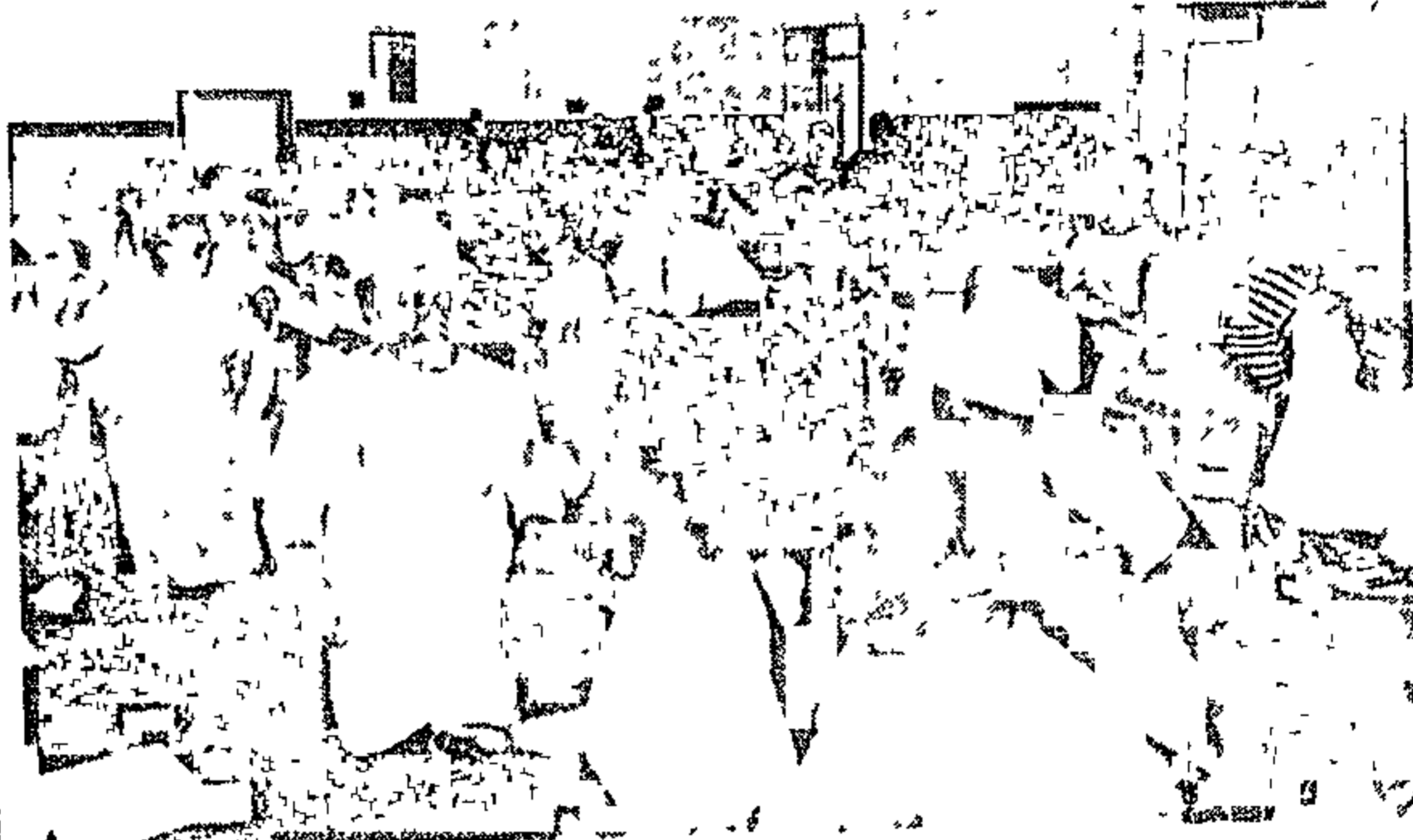
company's offer of a R94 increase.

Strike co-ordinator Mr Jackie Masuku said Johannesburg shop stewards would meet today.

• The Azanian Youth Unity and the Azanian

People's Organisation yesterday sent messages of support to the striking workers.

• Ccawusa and the company meet again today in another attempt to end the strike which began on December 8.



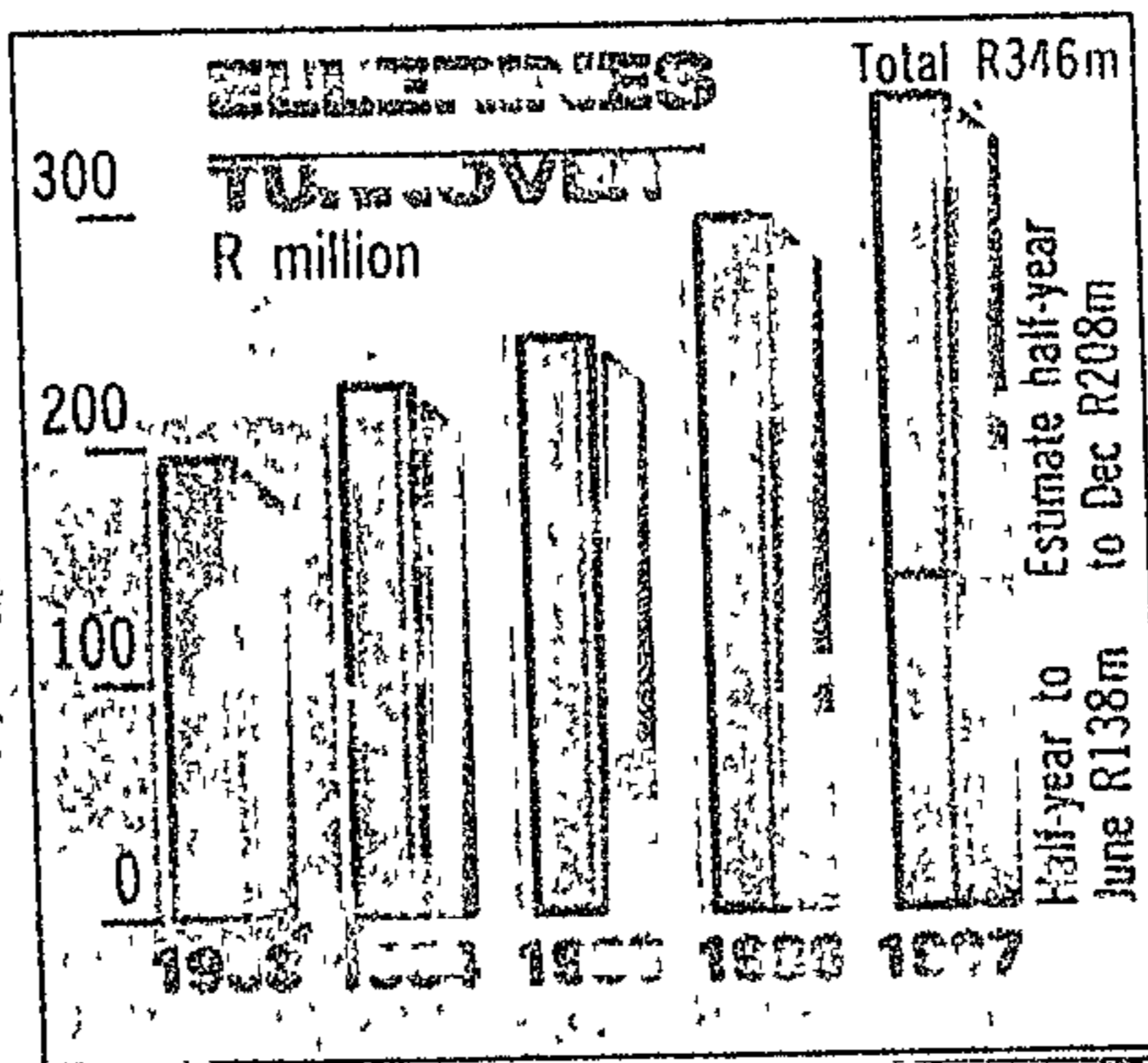
CCAWUSA shop stewards in a happy mood during yesterday's meeting in Johannesburg

Breakthrough in Ellerines' talks

ALAN FINE ^{12/1/88} ^{Wday}

THERE was a significant breakthrough yesterday in negotiations between Ellerines and union representatives aimed at ending the strike which began on December 8.

Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman Jackie Masuku said workers had accepted a management proposal on sales tar-



Graphic: FIGNA KRISCH Source: ELLERINES

gets. In terms of the proposal, the monthly sales target will be set at R2 500, instead of 10 times the employees' monthly wage as in the past.

The two sides have also negotiated a disciplinary procedure to be used when

© To Page 2 →

Ccawusa accepts some of Ellerines' proposals

employees fail to reach that target. Masuku said resolution of this issue meant the dispute was halfway towards settlement. However, the strike would continue until all issues had been resolved.

The two are scheduled to meet again today to discuss union demands for a R550 minimum wage, a R200 across-the-board increase and other issues. Management has offered R425 and R94 respectively.

Meanwhile an Ellerines' spokesman said turnover figures for December

were not yet available and it could not be said how badly the group had been hit by the strike. Picketers have stood outside store premises throughout the strike and central city branches were noticeably quiet during the festive shopping season.

A retail furniture industry source said December takings in the sector normally represented 13% to 14% of annual turnover.

← © From Page 1

destined for

SA. 12/13/80
**Ellerines strike
could end soon**

12/13
JOHANNESBURG — A breakthrough in negotiations between Ellerines and union representatives could soon bring an end to the strike which began on December 8

Commercial, Catering and Allied Workers' Union (Ccaawusa) spokesman Mr Jackie Masuku said workers had accepted a management proposal on sales targets

He said resolution of this issue meant the dispute was halfway towards settlement.

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Labour Reporter

Report predicts more, longer strikes

MORE and longer strikes in support of wage demands have been forecast for this year by Johannesburg-based industrial relations consultants Andrew Levy and Associates in their annual report on South African labour relations.

The report also predicts greater preparedness by employers to respond toughly to strike action and a growing willingness by employers to avail themselves of the industrial court.

Strike action reached unprecedented levels last year, the report said, with increasing emphasis on the state sector. Key features of 1987 were increased secondary sympathy action and the lengthening of strike action.

While such action did not always succeed, worker militancy and solidarity remained exceptionally high.

There was a continuing tendency, due mainly to the state of emergency, for industrial relations to be strongly politicized, and for disputes to be couched primarily in political terms.

Towards the end of 1987 internal tensions grew within the Congress of South African Trade Unions, raising speculation that new alignments were possible.

CosatU maintained a high political profile during 1987, and at its mid-year conference rededicated itself to the socialist cause.

Its weaknesses lay in its vulnerability to state suppression, and its own lack of pragmatism and flexibility due to ideological structures. These weaknesses could limit the value of organized labour as the most powerful agent for change in Southern Africa.

The report concluded that union activity would continue to be a crucial factor in the progress that South Africa and all its citizens make towards "unravelling their political, social and economic knot".

The report said the union movement entered 1988 as the most comprehensively organized black force in South Africa.

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DAVID BLOOMBERG, W...
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Factionalism could delay end of strike

ALAN FINE

THE long-running internal dispute between two factions of the Commercial, Catering and Allied Workers' Union (Ccawusa) raised its head yesterday as an issue in the Ellerines strike.

It seems likely the factionalism will delay the strike's resolution which previously appeared to be close.

Ellerines human resources GM Pierre de Villiers said after yesterday's talks four branches of Ccawusa had told the company no mandate had been given for concluding a national agreement.

The four branches, which recognise Papi Kganare as general secretary, have been recognised by Cosatu. The four are demanding separate negotiations with Ellerines, said De Villiers.

Most of the negotiations have been conducted with Johannesburg and other branch leaders which recognise Vivian Mtwana as general secretary.

De Villiers said Ellerines had told union leaders it did not wish to be involved in Ccawusa's internal affairs and had asked that the negotiating committee be "properly constituted" in order to conclude a single agreement.

He said the company found it unacceptable for the two factions to expect separate negotiations which could result in different agreements being reached.

A spokesman for Mtwana's group said the issue would be clarified at a media conference today. However, he said, the opposing group represented only a small minority of the Ellerines strikers.

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WORK

SARHWU
welcomes
release of
7 members

13/1/88

The South African Railway and Harbour Workers' Union yesterday welcomed the release from detention of seven of its members, including national president Mr Justice Langa.

Others released were the national treasurer Mr Thami Mbangxa and shop stewards Mr Richmond Buti, Mr Mandla Msimang, Mr Aaron Gontse, Mr Michael Tau and Mr Sydney Tihali

"We note that they were released unconditionally, with no charges against them, on the eve of the Supreme Court hearing for their release," the union said

CALLOUS AND ARBITRARY

It condemned "in the strongest terms the fact that the leaders of our union should have been dealt with in this callous and arbitrary way".

The statement added that the union remained committed to the principles of "bringing about justice in the South African Transport Services".

It also called for the release of members still in detention.

"As far as we and our lawyers are able to determine, 13 of our members remain in detention under Section 29.

"Others are awaiting trial without being granted bail, and others are in emergency detention." — Sapa.

Sappi strike into third day

CAPE TOWN — The wage strike at the Sappi Kraft mill at Montagu Gardens, Milnerton, entered its third day yesterday.

A spokesman for the Paper, Printing, Wood and Allied Workers' Union, said workers were protesting against management's final offer of 70 cents an hour increase. The mill's manager, Mr M J Sharkey, said the strike was illegal.

1404
SPAR
73/1/88

Cape Times 13/1/68

Sappi wage strike extended

(1404) Staff Reporter

THE wage strike at the Sappi Kraft mill at Montagu Gardens, Milnerton, entered its third day yesterday.

A spokesman for the Paper, Printing, Wood and Allied Workers' Union, which represents 64 workers at the plant, said yesterday that workers had downed tools on Friday in protest against management's final offer of 70c on the hourly wages of the lowest-grade workers.

Workers are demanding an across-the-board increase of R1,30 on the minimum wage, of R2,41.

The spokesman said management had refused to give the union an undertaking to continue negotiations if the workers returned to work.

Sappi, the spokesman said, had experienced record profits last year, yet paid the lowest wages in the industry.

The mill's manager, Mr M J Sharkey, said yesterday that the strike was illegal, and in breach of the union's recognition agreement with the company.

Union leaders freed

SEVEN members of the South African Railway and Harbour Workers' Union (SARHWU), including the national president, were released from detention on Monday — shortly before lawyers were to apply to the court for their release in a test case.

A SARHWU spokesman said the seven had been detained without trial under Section 29 of the Internal Security Act, all for periods of longer than six months.

Those released were SARHWU national president Justice Langa, national treasurer Thami Mbangxa, and shop stewards Aaron Gontse, Sidney Thlako, Mandla Msimanga, Richmond Buti and Michael Tau.

Of the seven, Mr Buti, also a SARHWU regional committee member, had been detained the longest — since May 5 last year.

He said the SARHWU's lawyers applied for access to the seven detained members in August in order to get their statements so that proceedings could begin for their release. The lawyers then submitted papers on the basis of the statements made. — Sapa.

Political comment in this issue by Ken Owen. Newsbills by Neil Jacobsen. Headlines and sub-editing by Michael Allwright. All of Times Media Ltd 11 Diagonal Street, Johannesburg.

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Ellerines talks resume

Business Day Reporter

ELLERINES and Ccawusa returned to negotiations on wages and working conditions yesterday after a dispute about the representation of the union delegation.

An Ellerines spokesman said union spokesmen had given the assurance that members of an opposing section would rejoin the negotiating team.

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Ford plans to keep up its SA links

Samcor employee trust to be finalised

REPRESENTATIVES from Ford headquarters in Detroit are due in SA next week to take part in finalising the details of the employee trust which is to control 24% of the Samcor equity.

Samcor chairman Leslie Boyd said yesterday proposed rules of the trust, including the election process of trustees, will be discussed in the coming weeks with the National Union of Metalworkers of SA and other employee representatives.

Trustees will comprise five representatives of hourly-paid personnel and two of salaried staff. Two of the former and one of the latter are to be appointed to the Samcor board.

ALAN FINE

Boyd said he did not expect these arrangements to be completed in time for the next scheduled board meeting in February. However, he hoped employee directors would be able to attend the next one in May.

A further detail still to be finalised is a shareholders' agreement between Anglo American, Amic and the trust.

Boyd said Samcor had traded at a profit in 1987. The \$61m pumped by Ford into Samcor amidst congressional controversy last month had wiped out Samcor's R200m debt (it was converted in financial rands), and the company now had "probably the strongest balance sheet

of all vehicle manufacturing companies in SA", he said.

While the presence of employee directors on the board reflected a trend towards a more participatory type of management, Boyd did not expect any immediate changes in management systems and policy.

He said Ford would continue to play a key role in Samcor management by continuing to provide three senior managers. They would play the same role as before in Samcor's executive committee.

Boyd said Ford's motivation for these continued links was to assist Samcor to operate profitably in order to benefit the employee trust.

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Ellerines boses talk to Ccawusa again

1407
14/1/88

TALKS to reach a settlement in the five-week Ellerines wage strike resumed with hope yesterday that negotiations over remaining demands would be tackled by management and the Commercial Catering and Allied Workers Union (Ccawusa)

The union strike coordinator, Mr Jackie Masuku, announced at a Press conference yesterday that management had decided to continue with the original negotiating team of the union

This came a day after Ellerines said the split in Ccawusa hampered negotiations and delayed an agreement being reached

Request

The company's general manager of human resources, Mr Pierre de Villiers, had said in a statement on Tuesday that Ellerines would not accept a request by certain branches of the union to have separate negotiations which would last from January 18 until January 20

According to Mr

Masuku, Ellerines yesterday sent telexes to those branches re-inviting them to join the talks

Management has already acceded to the union's demand that sales targets — a burning issue in the dispute — be reduced to R2 500 a month from R3 400

The issues at hand presently are the demand for a R550 monthly minimum wage plus an across-the-board R200 increase Ellerines has offered R425, plus a R94 across-the-board increase.

S

Mr Tire said the drivers, who are in custody after being arrested on Tuesday, are alleged to have stolen diesel from the company

NINETY workers at Impala Tours and Rand Coach on the East Rand have downed tools following the dismissal of four women bus cleaners this week. 4/1/8

A management spokesman Mr Andries Marais, could not be contacted yesterday. 11:00 AM

An official of the Transport and General Workers' Union, Mr Josiah Tire, said the stoppage which began Monday was also in support of a demand that the company recognise the union.

He said the workers also demanded the women's reinstatement and that theft charges against four bus drivers be withdrawn

Labour brief

THE president of the South African Railway and Harbour Workers' Union and six high-ranking officials were this week released from detention under the Internal Security Act.

Sarhwu said in a statement to *Sapa* that the unionists were released on Monday — on the eve of an application challenging their detention.

They were all held under Section 29 of the Internal Security Act for more than six months, the union said.

They are Sarhwu president, Mr Justice Langa, national treasurer, Mr Thami Mbangxa and shop stewards Mr Aaron Gontse; Mr Sidney Thlako, Mr Mandla Msimanga, Mr Richmond Buti and Mr

Michael Tau

Mr Buti, who is also a Sarhwu regional committee member, had been detained since May 5 last year.

14/1/88

1404

Smetana

NUM can't ask questions

ALAN FINE

NUM representatives were refused permission yesterday to address questions to witnesses at the inquiry into last August's accident at the St Helena goldmine

A NUM representative said the Mines and Works Act gave to parties who may be accused of responsibility for accidents the right to cross-examine witnesses

However, in the past inspectors had used their discretion to allow other interested parties, including the NUM, the opportunity to address inquiries

The inquiry, which opened briefly

in September, resumed on Wednesday. The accident killed 63 people, most of whom plunged in a cage to the bottom of the mine's number 10 shaft after an explosion at an intermediate pump station 695m underground

Evidence has been given this week by representatives of the company which sank the shaft between 1984 and 1986. One told the inquiry the sinkers encountered methane gas at three points, including at the level where intermediate pump station was situated

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Union row disrupts Ellerines strike

THE settlement of a strike at Ellerine Holdings has been disrupted by the dispute between two factions of Commercial Catering and Allied Workers' Union

The long-running battle between the two Ccawusa groups comes to a head in the Rand Supreme Court next Tuesday.

An urgent interdict was brought on Christmas eve by Vivian Mtwā, general secretary of the group that does not recognise the merger between Ccawusa, the Retail and Allied Workers' Union and the Hotel and Restaurants Workers' Union

The respondents, who are defending the application, are general secretary Papi Kganare, vice president Herbert Mkhize, organiser Chris Mohlatsi, education officer Jay Naidoo Jnr, treasurer Dinah Nhlapo, Mxolisi Godana, Alan Horwitz, Rawu and Harwu

The anti-merger group has accused Ellerines and the pro-merger group of deliberately trying to prevent workers at the furnisher retail outlet from achieving their demands

Strike co-ordinator Jackie Masuku said the overwhelming majority of workers on strike had complete confidence in Ccawusa

"Only a few officials with a handful of supporters were trying to sabotage talks with management," he said

In a statement early this week Ellerines said according to telexes received Ccawusa's national negotiating team had no mandate for a national agreement to workers' demands in December last year.

But Masuku said the union had received its mandate in May last year before talks with management began. He claimed the telexes sent to Ellerines were issued by the Orange Vaal co-ordinator of the Kganare group, or pro-merger faction

Yesterday Ellerines agreed to continue negotiations

In papers Mtwā asks the Rand Supreme Court to restrain the Kganare faction from using the name Commercial Catering and Allied Workers' Union of SA and the acronym Ccawusa

Mtwā also asks the court to prevent Kganare faction members from

- Holding themselves out to any person or company as office bearers of Ccawusa

- Conducting any campaign against officials of the Mtwā group.

- Holding out that Ccawusa has merged with Harwu and Rawu

By SEFAKO NYAKA

- Replacing national or branch officials in the Mtwā group

- Making statements on behalf of Ccawusa

He also requests that the court restrain Mkhize and Nhlapo, who were allegedly suspended from the union on December 13, from calling an annual conference or any other national or branch meeting

He also submits that the proceedings of the merger meeting on June 28 last year was of no consequence to and did not affect Ccawusa or the position of its office bearers at the time of its constitution.

The confusion in Ccawusa has resulted in some companies with which the union has recognition agreements refusing to deduct monthly subscriptions from wages of union members

The crucial question of whether the funds of the workers will be used to pay the astronomical costs involved in a supreme court matter will, say both antagonists, be decided only after costs have been awarded by the court

The simmering tensions in the third largest union in the Congress of SA Trade Unions blew into the open at the proposed merger meeting held at the University of the Witwatersrand last year in June

No agreement could be reached between delegates and the credentials committee at the start of the meeting

The meeting was reconvened in the absence of delegates from the Pietersburg, Johannesburg, Klerksdorp and Western Cape branches and new office-bearers were elected. The Mtwā group immediately announced that no merger had taken place

The battle for control has been raging ever since.

There have been accusations, and vehement denials, from both groups about the other using violence in a bid to gain control of the union.

At Cosatu's congress in July last year, the differences in the union flared up again. The federation appointed a commission of enquiry to try and heal the rift.

In November last year Cosatu came out in support of the Kganare, or pro-merger group, accusing the Mtwā group of anti-Cosatu activities based on the Mtwā group's close ties with Cosatu's black consciousness counterpart, the National Council of Trade Unions

at least 400 lowly-priced houses are to be built

AWU battle

A CONFRONTATION is set to break out between the Zakheni Transport and Allied Workers Union and the Daveyton City Council since the union has accused the management of unfair labour practices concerning 26 bus drivers.

Back at work

THE 90 members of the Transport and General Workers Union who this week downed tools for three days over the dismissal of four women bus cleaners at Impala Tours and Rand Coach resumed work yesterday.

Recognition

MEMBERS of the Transport and General Workers Union employed by Pritchard Security and Cleaners will discuss the company's refusal to recognise the union at a meeting to be held in Johannesburg on Sunday.

Not a UFO

140A
12/1/88
Sowetan

Union unites to end strike at Ellerines

By BONGANI
HLATSHWAYO

THE dispute between the two factions of the Commercial Catering and Allied Workers' Union could be nearing an end, with the two agreeing to deal with the Ellerines strike as a team

Ellerines management claimed the long-running internal dispute had hampered negotiations

The latest development could hasten the end of the five-week-old strike

This week, the co-ordinator of the faction which recognises Vivian Mtwa as general-secretary, Jackie Masuku, told a Press conference that the end of the dispute was in sight

"But that doesn't mean the factions have merged. We are facing the same problems, which we have to negotiate as Ccawusa

"If the other group, (four regional branches which recognise Papi Kganare as general-secretary), does not approach the talks as Ccawusa, that's a different story.

"We have finally agreed to solve our dispute with Ellerines management first. We will deal with our internal issues later," he said.

Masuku said his faction

had strong objections to management's claim that the negotiating team had no mandate

He saw this as an attempt by management and others to prevent Ellerines workers from achieving their demands.

In December last year, management said it had received telexes from a number of union branches - Orange/Vaal, Free State, Northern Cape, Pretoria, Natal and East London - refuting that a national mandate existed.

Masuku said the national negotiating team was chosen in May last year with all the branches present.

He said officials from the dissenting branches had rarely attended negotiations with management.

Ellerines human resources manager Pierre de Villiers said after a relatively successful round of talks on Tuesday that four branches had demanded separate negotiations with the company.

The company did not wish to be involved in the union's internal affairs and asked the negotiating team to constitute itself in such a way that a single agreement could be reached.

C/Per 17/1/88
SARHwu SEVEN
ARE FREE AT LAST

AP/11
AP/11

SEVEN members of the South African Railway and Harbour Workers' Union, including its national president, were this week released from detention - a day before lawyers were to present an application for their release.

A spokesman for the union, who asked not to be named, said the seven had been detained without trial under Section 29 of the Internal Security Act for more than six months.

Those released were Sarhwu's president, Justice Langa, national treasurer Thami Mbangxa, shop steward Aeron Gontse, members Sidney Thlako, Mandla Maimonga, Richmond Buti and Michael Tau.

The spokesman said in August last year Sarhwu's lawyers applied for access to the seven detainees in order to get statements from them so that legal proceedings for their release could begin.

The police were given a month - until January 6 - to reply, but did not respond. The lawyers were then granted a court hearing for January 12.

A day before the hearing, however, the police contacted the lawyers and, after some negotiations, agreed to release the detainees that evening. - Supa.

Smile
19/11/88
1488

Bazaar strike - workers vote

"The refusal to appoint a conciliation board (by the Minister of Manpower) means the industrial court has no jurisdiction to adjudicate in the issue. The question is what happens to these workers when OK refuses even to go to arbitration because this is against the company's policy," said Mr Masina.

He said the ballot began yesterday and would determine whether the workers would go on the legal strike.

OK's industrial director, Mr Keith Hartshorne, said he was not aware of the ballot, but that communication was continuing between the company and the union.

• Ccayusa members went on a wage strike at OK from December, 1986 to March, 1987.

Labour Update

^{19/1/88} Store strike talks

TALKS to end the six-week wage strike at Ellermes stores resumed yesterday with the Commercial Catering and Allied Workers saying more workers in Natal had joined in the action.

Ccawusa strike coordinator Mr Jackie Masuku said the total stores involved in the action had risen to 203, with about 6 000 members out on strike.

Ccawusa is demanding a R550 monthly minimum plus a R200 across-the-board increase, while management's final offer is R425 and R94 respectively.

The company has already acceded to a major demand of the union by reducing sales targets to R2 500 from R3 400 a month. The strike began on December 8.

HEALTH UNION RECOGNISED

THE black Health and Allied Workers' Union of South Africa last week signed what it regards as a significant recognition, wage and procedure agreement with the management of F Y Adcock in Stoney Road,

Durban

(140A)

According to Mr Tom Komare, president and organiser of the union, the accord will be a step towards a better future for all health services in South Africa

First formed on November 14, 1982, the union has increased its membership to 17 000 signed-up members as well as having five offices around the country. The head office is in Johannesburg — Sapa

*Stoney Road
19/1/88*

Pick 'n Pay meets union

19/1/88 8/day
UOR

ALAN FINE

PICK 'n Pay and the Commercial, Catering and Allied Workers' Union (Ccawusa) are scheduled to meet today for the first round of their 1988 wage negotiations.

This year's talks may be complicated by the factionalism in the union which has already disrupted attempts to resolve the seven-week-old Ellerines strike.

P 'n P has notified both factions that the issue of the representivity of the union negotiating team has to be resolved as a prerequisite for meaningful negotiations.

However, Papi Kganare, general secretary of the Ccawusa faction recognised by Cosatu, accused managements of trying to exploit the issue.

He said leaders in the two groups were prepared to co-operate in wage talks.

Spokesmen for the other group could not be reached for comment.

1407 1408 1409 19/1/88 (Blay)

Natal joins

Ccawusa

strike at

Ellerines

THE Commercial, Catering and Allied Workers Union made a breakthrough yesterday in their strike against furniture chain Ellerines Holdings, when 35 workers in one of the Natal stores went on strike.

The Ladysmith store was the first store in Natal to band together with strikers in the three other provinces in their battle for increased wages.

Union negotiator Jackie Masuku said he was "awaiting confirmation from other stores in Natal on the strike situation in the province" as there was a strong possibility that workers in "a few more stores in the area" had begun striking yesterday.

Management figures

According to Ccawusa's figures, workers at 132 stores in the Transvaal are on strike, while 41 stores in the Free State have been affected by the strike, two in the western Cape and 25 in the eastern Cape.

However, a statement from Ellerines GM, human resources, Pierre de Villiers, put the total number of stores on strike at 144. Of these, 110 are in the Transvaal, 14 in the Free State and 20 in the Cape. Of a workforce of 6 567, De Villiers said, 2 402 were taking part in strike action.

"Negotiations continue today with the understanding that Ccawusa will be represented on a national basis," he said.

Sales targets

Talks between the union and management continued for the most part of last week, but although talks on one of the major issues — salesman's targets — had been successful for both parties, agreement on the central issue — wages and increases — had not yet been reached.

Ccawusa is asking for an across-the-board increase of R200 and a minimum wage of R550 a month. So far, Ellerines has proposed an increase of R95 a month. Sapa

Uniformed thugs beat union man

1407

THREE alleged members of the security forces assaulted a security guard employed by the Congress of South African Trade Unions and seized keys to the disused Johannesburg headquarters of the federation, according to a statement released yesterday

South African Police headquarters in Pretoria said the case had not been reported to them, and that Mr Simon Khambule, who was allegedly assaulted, should report the matter to the SAP in order that "the matter could be thoroughly investigated"

The South African Defence Force said it was investigating the matter

Cosatu said three men dressed in army uniforms punched and kicked, then hit Mr Khambule with a firearm butt in the face while he was guarding Cosatu House on Sunday night

South African

Demanded

The statement said Mr Khambule, who was alone on duty, said he had been standing guard in front of the building when the three men arrived and demanded he open the metal grille door

"They spoke in Afrikaans and said they knew he had the key, then hit him and took the keys from him Mr Khambule was knocked out and it was not known whether the men entered the building or not," said the statement

According to Mr Khambule the three were travelling in a van, the statement said

The federation said it was concerned that the keys to Cosatu House were in the hands of "these thugs"

"We doubt that they intended to use the keys to investigate the criminal bomb blast which all but wrecked the building in May last year Even though the building is badly damaged and out of use there have been numerous attacks on it," said Cosatu.

19/1/88



Hotels, Union in deadlock

Labour Reporter

JOINT negotiations between the management of the Town House and Vineyard hotels and the Liquor and Catering Employees' Trade Union have ended in deadlock.

A management representative, Mr Garth Tupper, said the union was demanding an increase of the minimum wage, a reduction in the hours of work, double pay for night shift, and six months maternity leave.

The union spokesman said it was demanding that the minimum wage be increased from R65 a week to R130, with an across-the-board increase of R75. They wanted working hours to be reduced from 53 hours to 42.

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HAD it not been for international terrorism, peace would prevail in SA, President P W Botha said in Postmasburg yesterday.

Botha officiated at the presentation of colours to the Army Battle School, a Lo-hatla training unit for conventional warfare in the northern Cape

"It should be made clear that the efficiency and combat-readiness of our armed forces should not be misread as aggressive intention or designs. All South Africans, of all races, have become the target of SA's enemies," Botha said

"I believe that SA's military power ensures greater stability in southern Africa."

In military terms and in matters relating to regional security, SA had always conducted relations with her neighbours cordially and in a spirit of co-operation, he said

SA's military power ensures stability PW

6/0ay 20/11/88

ELSABE WESSELS

"This especially applies to the combat and suppression of terrorism because we believe that terrorism poses a common threat to all the peace-loving countries of our region

"When forces from outside threaten SA peace we must have the conviction, the courage and the skill to act in a way which any potential enemy will understand in no uncertain terms. "No country can afford to allow its military forces to be weakened and still expect to maintain peace and stability for long," he said

Ccawusa factions go to court to settle leadership

6/0ay (140A) 20/11/88

TWO factions of the Commercial, Catering and Allied Workers' Union (Ccawusa) have gone to the Supreme Court in an effort to settle a dispute over the leadership of the union

A court application has been brought by Vivian Mtwa, general secretary of the faction which does not recognise the merger between Ccawusa, the Retail and Allied Workers' Union (Rawu) and the Hotel and Restaurant Workers' Union (Harwu)

He has asked the court for an interdict restraining members of Papi Kganare's faction from using Ccawusa's name, claiming to be office-bearers of the union or conducting any campaign

SUSAN RUSSELL

against his group. Mtwa has also asked the court to interdict the other group from claiming that Ccawusa has merged with Harwu and Rawu, making statements on behalf of the union and replacing national, or branch officials in his group

When the matter came up in the Rand Supreme Court yesterday it was stood down to allow union representatives and their legal advisors to negotiate a settlement

The application is expected to come before the court again today.

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neighbours cordially and in a spirit of co-operation, he said. Mr P W Botha

Cap Times 20/1/88

Union factions dispute in court

Own Correspondent

1401

JOHANNESBURG. — Two factions of the Commercial, Catering and Allied Workers' Union have gone to the Supreme Court in a bid to settle a dispute over the leadership of the union.

The court application has been brought by Mr Vivian Mtna, general secretary of one faction which does not recognize the merger between Ccawusa, the Retail and Allied Workers' Union and the Hotel and Restaurant Workers' Union.

The matter was stood down in the Rand Supreme Court yesterday to allow the sides to negotiate a settlement and is expected back in court today.

Strike spreads to Natal stores

Labour Reporter

The Ellerines wage strike yesterday spread to two Natal stores as negotiations between the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) continued

Ccawusa spokesman Mr Jackie Masuku said in addition to workers at Ladysmith, staff at Dundee had joined the strike, which began on December 8

Mr Masuku said the number of workers striking was more than 5 000 in 204 stores

A spokesman for Ellerines said 2 421 workers were involved in the strike in 144 stores in the Transvaal, Free State, Natal and the Cape

Ccawusa demands include an across-the-board increase of R200-a-month plus a monthly minimum wage of R550-a-month. Management's last offer was a R95-a-month increase

MEMBERS HELD?

● The Pretoria branch of Ccawusa has reported that over the past week seven members involved in the Ellerines dispute have been held by the police

A branch spokesman named those allegedly held as Mr Gabriel Twala, Mr Titus Malapane, Mr Jonas Baloyi, Mr Kenenia Motaung, Mr Cliff Makaga, Miss Rosina Matlala and Mr John Ndou

Approached for comment, the public relations division of the police in Pretoria sent the following telex yesterday: "According to our present records, none of the persons mentioned in your telex are being held under security legislation"

Army men allegedly took Cosatu HQ keys

By Mike Siluma, Labour Reporter

Three alleged members of the security forces assaulted a Congress of South African Trade Unions (Cosatu) security guard and unlawfully seized keys to the federation's disused headquarters in Johannesburg, a Cosatu spokesman said

Mr Frank Meintjes said yesterday that the guard, Mr Simon Khambule, the only person on duty on Sunday, was punched, kicked and hit in the face with the butt of a gun

He had apparently been standing in front of the disused Cosatu House when

he was approached by three men in brown army uniforms, who demanded that he open the building's metal grille door. The men, reportedly speaking Afrikaans, said they knew that Mr Khambule had the key to the building.

They then hit Mr Khambule and took the keys from him. Mr Khambule was knocked unconscious and it is not known if the men, allegedly travelling in a police van, entered the building or not.

"Cosatu is concerned that security forces seem to be acting with greater

licence against Cosatu. It seems they have the view that under the emergency regulations, no action against opponents of apartheid is out of bounds. We are concerned that the keys to Cosatu House are in the hands of these thugs. We doubt that they intend to use the keys to investigate the criminal bomb blast which all but wrecked the building in May last year," said Mr Meintjes.

An SADF spokesman denied that soldiers were involved in the alleged incident.

A police spokesman said in Pretoria that they had no knowledge of Sunday's incident and advised Mr Khambule to report the matter to the police.

SADF denies its members assaulted Cosatu guard

By THEMBA MOLEFE

THE South African Defence Force yesterday denied that three of its members assaulted an employee of the Congress of South African Trade Unions and seized the keys to the disused building of the federation.

The SADF was reacting to allegations by Cosatu that three soldiers assaulted Mr Simon Khambule, a security guard employed to guard the blasted Cosatu House in Johannesburg, on Sunday night. A spokesman said the SADF denied "any involvement" in the incident.

According to a Cosatu

Beaten with gun butt

statement, three men travelling in a yellow van approached Mr Khambule as he was guarding the building and demanded the keys of the building.

Mr Khambule said the men, who spoke in Afrikaans, punched and kicked him, then hit him in the face with a firearm butt.

Keys

He lost consciousness and did not know whether they had entered Cosatu House after taking the keys.

The South African Police, which also denied any knowledge of the incident, said Mr Khambule should report the matter to them and it "will be thoroughly investigated".

The federation said it had briefed its lawyers, who were investigating.

Cosatu said the incident was the latest in a series of attacks on the building, which was bombed by unknown agents last May.

Labour Un

2 stores join strike

TWO more stores have joined the six-week Ellerines strike, as talks to end the dispute continued yesterday

According to the Commercial Catering and Allied Workers' Union (Cawusa) the total stores affected was now 203, after workers in Ladysmith and Dundee downed tools over the last two days.

Strike co-ordinator Mr Jackie Masuku said the total number of workers involved exceeded 5 000.

He said all Cawusa shop stewards in the furniture chain are invited to a meeting at its Johannesburg offices on Thursday at 10am. Issues to be discussed will include negotiations and developments.

Refusing to be drawn into commenting on the progress of the talks, Mr Masuku said some move forward had been made.

Ellerines' general manager of human resources Mr Pierre de Villiers said the situation remained unchanged, with 144 stores out of the group's 209 stores still out on strike.

He said the number of workers on strike had risen to 2 421.

Smectum

14074

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20/1/88

Adjudicator for OK

1404
20/1/88

THE Minister of Manpower has appointed a conciliation board to adjudicate in the dispute over "a continued dismissal syndrome" at OK Bazaar stores, the Commercial Catering and Allied Workers' Union said yesterday.

The appointment has averted a strike, which could have taken place soon after the ballot that Ccawusa began conducting this week was completed.

Ccawusa spokesman

Mr Vivi Masina said the union had suspended the ballot and would wait 30 days before taking action as required in terms of the Labour Relations Act.

He said this was the first time the Minister had appointed a conciliation board regarding OK.

Ccawusa has claimed that the company has fired workers unfairly over the last few weeks in Johannesburg, Nelspruit, Germiston and

Klerksdorp

The union said management had been firing the workers on unsubstantiated allegations of theft and unlawful appropriation of property.

"Workers at other branches were dismissed after customers claimed they saw them stealing. Hearings to determine the truthfulness of the allegations had often been conducted without witnesses of proper evidence, Ccawusa has said."

Assault denied

DD 7/1/75

Daily Dispatch
Reporter

1401x

EAST LONDON — The Queenstown secretary of the Food and Allied Workers' Union, Mr Khayaledhu Norman, had been questioned but not assaulted, it was stated here

A spokesman for the East London branch of the security police, Major A V Hawkins, said "If Mr Norman alleges he was assaulted, I would like to know if he has laid a charge so that he can be examined by a doctor"

Mr Norman said he had been picked up at the union's office and had been taken to the local police station, where he was questioned for two hours about a meeting in Harare which he had attended. He alleged assault

Strike negotiations continue

Daily Dispatch Reporter
EAST LONDON — Negotiations to resolve the month-old dispute between the Commercial Catering and Allied Workers Union of South Africa (Cawusa) and Ellerines Holdings, continued yesterday after a marathon meeting on Tuesday that ended late in the evening.

Ellerines' general manager (human resources), Mi Pierre de Villiers, said talks had progressed, "with Cawusa representing employees on a national basis".

It had not been necessary to re-negotiate the issues decided upon last week before the Cawusa negotiating team had a mandate its

national membership to negotiate on their behalf, he said.

"We have had to provide some clarity now that we have a full Cawusa representation at the meetings, but in the end the issues were accepted as was agreed originally.

"We finally reached agreement on the field representatives' fixed retainer, their commission structure and corrective and disciplinary procedures," he said.

Mr De Villiers said there were still many other issues that had not yet been tackled, including a new deal for outside area representatives and sales advisors, as well as across-the-board increases and

days off.

Cawusa is demanding an across-the-board increase of R200 for their members and a minimum wage of R550 per month. Management's last offer was a R95 per month increase.

"Our thinking is that we should tackle the remaining issues as one entity. We would like to put the whole package to bed as soon as possible," he said.

Mr De Villiers added that employees at one store in the Eastern Cape had returned to work while two stores in Natal had joined the strike, bringing the total number of Ellerines stores affected by strike action to 145 out of 290.

Some 2 444 workers of

a workforce of 6 567 are now participating in the legal strike action.

Negotiations are continuing.

Meanwhile, Sapa reports that the strike is rapidly gaining support in Natal, with a further four Ellerines stores in the province downing tools in sympathy with the strikers.

A statement from Cawusa said workers in a total of 208 stores were now supporting the strike.

Strike action was predominant in the Transvaal, with 122 stores involved. In the Free State, 41 stores were participating, with four in the Western Cape, 25 in the Eastern Cape and six in Natal.

New May Day problems loom



not

ALAN FINE

2/1/88

THERE are signs that a host of complications could make May Day a controversial industrial relations issue again this year.

May 1 falls on a Sunday and one company in the Premier group has received a demand from the Food and Allied Workers' Union that Monday, May 2, be given as a paid holiday, Premier director Theo Heffer said yesterday.

Workers' Day, promulgated by President P. W. Botha last year, falls on Friday, May 6 this year. However, the day has been rejected by most unions as an inappropriate substitute.

In addition, the legal situation means Workers' Day is applicable only to shops and offices. In order for it to be extended to mines and factories, it would be necessary to pass amendments to the Basic Conditions of Employment Act and the Mines and Works Act.

Argus 21/1/88 (7D) (1402)

Catering union dispute settled out of court

The Argus Correspondent

JOHANNESBURG — The seven-month-long dispute in the Commercial, Catering and Allied Workers' Union (Ccawusa) has been resolved in an out-of-court settlement

The settlement, which followed an application by one faction led by general secretary Mr Vivian Mtwa, was made an order of the Supreme Court yesterday by Mr Justice Gordon. It was preceded by negotiations which started on Tuesday.

Conflict in the union broke out in June last year when differences arose between the factions at a meeting called to merge Ccawusa with two other unions in the catering sector.

Mr Mtwa had originally asked the court to restrain leaders of the opposing faction, led by Mr Papi Kganare, from making statements on Ccawusa's behalf and holding themselves out as Ccawusa officials and holding out that Ccawusa had merged with the Hotel, Restaurant and Allied Workers Union (Harwu) and the Retail and Allied Workers' Union (Rawu).

In terms of the settlement, the two parties agreed that

• Ccawusa is one union, and that de jure no merger took place between Ccawusa, Harwu and Rawu at the June meeting

• The recognised national office-bearers be Mr Herbert Mkhize (vice-president), Ms Dinah Nhlapo (treasurer) and Mr Vivian Mtwa (general secretary)

• Fresh branch congresses be held on or before February 28, followed by a national congress by May 15 1988

• All duties of the union's secretariat, including issuing statements, would be carried out unanimously by the national office-bearers

• All purported suspensions, expulsions and dismissals in the various branches since the June meeting be of no force or effect.

Importantly, it was also agreed that the parties shall not try to persuade employers not to remit members' subscriptions to Ccawusa or its branches.

1 000 more bid for UCT

Staff Reporter

APPLICATIONS for admission to the University of Cape Town have in-

Farm workers organised

By GEORGE HILL

THE unionising of unorganised workers in the Western Cape took a historic step when the first trade union meeting of farmworkers was held at Grabouw at the weekend

The meeting was held under the auspices of the Farmworkers Project of the Food and Allied Workers Union (Fawu).

About 100 people, from about eight farms in the Grabouw and Elgin areas, attended the meeting

Veteran trade unionist and Fawu's national organiser in the fruit and vegetable sector, Ms Lizzie Phike, told the meeting farmworkers were tired of being "the down-trodden"

"The working and living conditions of farmworkers are similar to those of prisoners in jail. The union will give you the chance to break free and fight for your rights."

"Farmworkers haven't the protection of the law, but it's their right to bargain their labour as any other worker. They have the right to a living wage, better working hours, leave, holidays and medical benefits

"But this can only be accomplished if the farmworkers are prepared to unite," she said.

Phike said farmworkers were treated like slaves, but slavery was "a thing of the past".

"You are the people who make the bosses rich. They cannot work without you. The houses that they provide are not yours, because you can lose them for angering your bosses with minor infringements," she told the workers.

After the meeting, Phike said the organising of farmworkers was of

"critical" importance to the progressive labour movement in South Africa

"The successful unionisation of farmworkers will bring us so much closer to the realisation of a free South Africa

"In the Western Cape we are slowly moving forward and hope to organise the labour forces of the bigger employers first. At one farm we have completed negotiations for a recognition agreement for its factory workers. We hope to start negotiations on behalf of its farmworkers in the near future," she said

Phike said there had been "major strides", particularly in the milling sector, in other parts of the country

"Since we started we have seen workers' wages being increased from R40 to R90 a week. Many workers, however, are

paid as little as R23 for which they have to work up to 80 hours a week

"One of our main problems is the insecurity of the farmworkers and their intimidation by the bosses. We are handling many cases of farmworkers being assaulted and evicted from their homes for the slightest reason"

She said farmers were reacting to the unionisation of their labour forces by forming "toothless" liaison committees

Another major obstacle was the exclusion of farmworkers from the Labour Relations Act

"This denies them access to the courts. The farmers know this and overstep their authority

"Overall, our progress is satisfactory although we know that the task at hand is not an easy one," Phike said.

140A South 21-27/1/88

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EBRAHIM

Organiser claims assault

CONFRONTATIONS with hostile farmers and evading dogs and security guards are occupational hazards for 26-year-old Petrus Aploon

Aploon, a former Grabouw fruit packer, was last year appointed Western Cape organiser of the Food and Allied Workers Union's Farmworkers Project

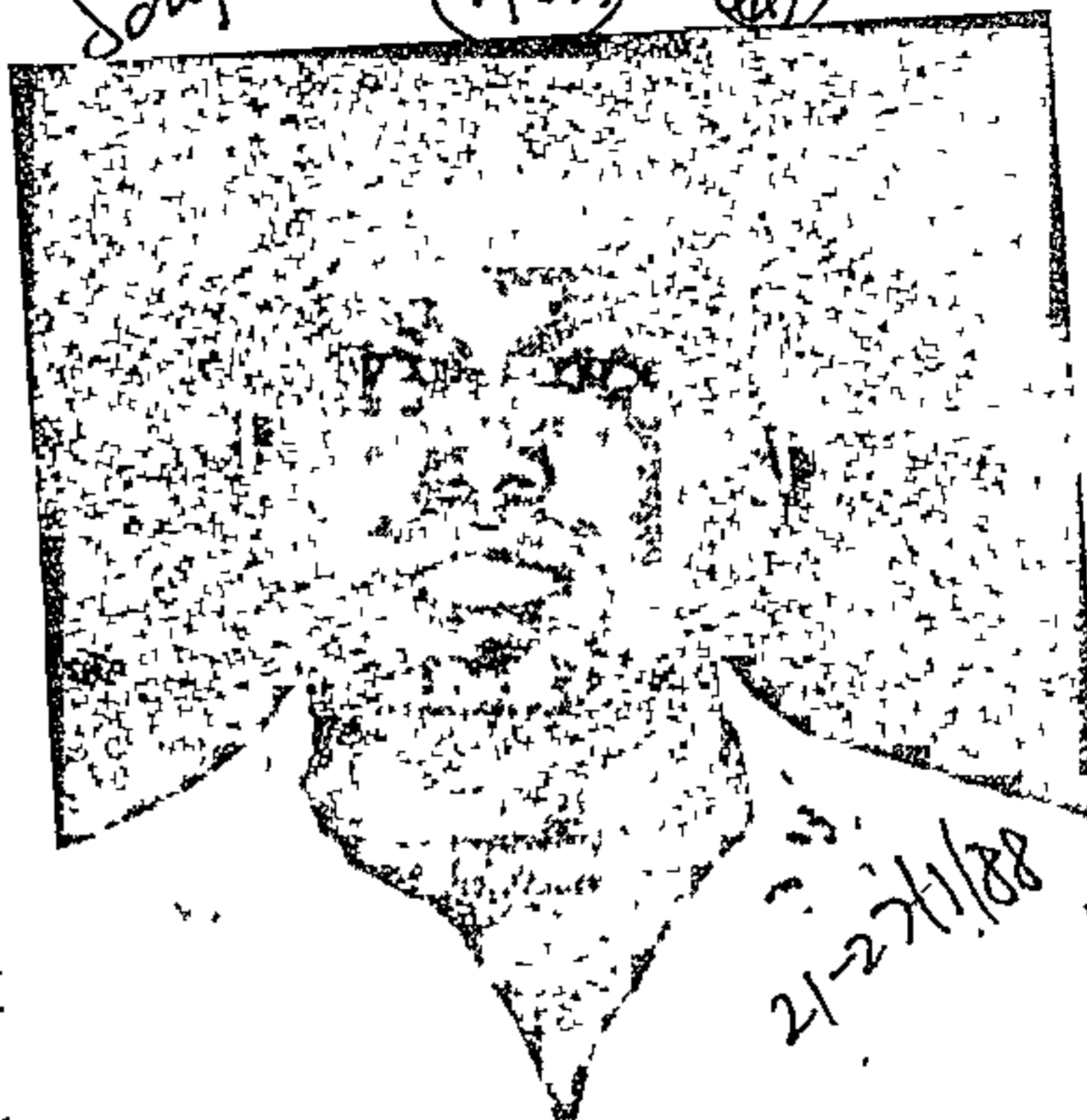
Aploon said the union had "signed-up" 1 290 farmworkers since the launch of the project during the middle of last year

"Access to farmworkers is a key problem and I have had many confrontations with farmers

"Sometimes intimidated farmworkers inform the farmer of my presence, but I'm lucky not to have been prosecuted for trespassing"

Sometimes his only access to workers was on Saturdays, when they did their once-a-week shopping at the nearest town or village

"About 800 African workers on a huge estate



Petrus Aploon

in Grabouw are not even allowed free movement when they're not on duty. They have to, for instance, get permission to leave the estate on a Sunday

"Our chief aim is to give some protection to farmworkers, especially since they are not covered by

existing labour-laws. We are handling cases where farmers have assaulted workers or evicted them from their houses for slight or no apparent reasons."

Aploon said a major problem to overcome is workers' fear of their bosses and reprisals.

Internal leadership dispute ends

Ccawusa feud settled by an order of court

11/24/88
21/1/88

THE long-standing leadership dispute between two factions of the Commercial, Catering and Allied Workers Union (Ccawusa) culminated in a settlement agreement being made an order of the Rand Supreme Court yesterday.

General Secretary, Vivan Mtwa, brought an application against Papi Kgnare, Herbert Mkhize, Chris Mohlatsi, Dinah Nhlapo, Jay Naidoo, Mxolisi Godana, Alan Horwitz, The Hotel and Restaurant Workers Union and the Retail and Allied Workers Union.

The settlement agreed that Ccawusa is one union and that the 1981 constitution is the legally binding one. All decisions taken and appointments made in terms of the 1986 constitution are to be of no force and effect.

Dismissals, suspensions and expulsions in various Ccawusa branches since June last year are to be of no force and effect.

In terms of the agreement the union's present national office bearers are Herbert Mkhize, Dinah Nhlapo and Vivan Mtwa.

The agreement stated that it was recognised parallel structure had arisen in some areas. These were to be dismantled by the hold-

SUSAN RUSSELL

ing of branch AGMs and a national conference.

Only people elected at these meetings would be recognised as Ccawusa office bearers.

Branch secretaries are to be instructed by national office bearers to hold AGMs on or before February 28 this year.

As soon as the national office bearers have received confirmation that all the union's branches have held AGMs, Mtwa will take steps in terms of the 1981 constitution to call a national conference - to be convened not later than May 15 this year.

All decisions and actions by the secretariat - including the issuing of Press statements - are to be made unapologetically by the national office bearers until the national conference.

Yesterday's settlement also stated that all the parties to the agreement would not set up any structures, other than those established constitutionally, to conduct union activities.

They will also not make any statements to employers calculated to persuade them to stop remitting membership subscriptions to Ccawusa.

Handwritten text in a box, possibly a newspaper masthead or title, including the word "NEWS" and other illegible characters.

ALAN FINE

RETAIL-sector employers now or soon to be involved in negotiations with the Commercial, Catering and Allied Workers' Union (Ccaawusa) yesterday reacted positively to the court settlement between the two factions of the union.

One source noted, however, that while the settlement created and reinforced structures for working through the underlying ideological and other issues which precipitated the conflict, it did not mean those issues had been resolved.

Cosatu, which earlier failed in its attempt to mediate in the dispute and subsequently recognised the Kganare group, could not be reached for comment.

Ellerines human resources GM Pierre de Villiers welcomed the settlement. He said representatives of the Natal and OFS branches had on Tuesday rejoined negotiations aimed at ending the seven-week-old strike at the group.

Pick 'n Pay's Frans van der Walt said the dispute had caused confusion for employers as well as some workers. The issue had been among those discussed at a meeting on Tuesday between the union and management which cleared the decks for the annual wage talks which are to begin tomorrow.

OK Bazar's industrial relations chief Keith Hartshorne said the settlement meant the company was now prepared to begin wage negotiations on schedule next month.

UNION SPLIT

THE split in the 70 000-member Commercial Catering and Allied Workers Union has been healed.

By THEMBA MOLEFE

An out-of-court settlement reached yesterday was made an order of the Rand Supreme Court by Mr Justice Gordon

The agreement is between the group led by general secretary Mr Vivian Mtwa, who brought the application, and the faction led by Mr Papi Kganare

The settlement followed negotiations

between the two groups and their legal representatives, which ended at 2 am yesterday

The parties agreed that "Ccawusa is one union that there is no division or split in the union The 1981 constitution is the legally binding constitution of the union"

The agreement nullifies the "merger" on June 28 last year between Ccawusa, the Hotel and Restaurant Workers Union and the Restaurant and Allied Workers Union (Rawu)

The recognised national office-bearers are Mr Mtwa, Miss Dinah Nhlapo national treasurer, and Mr Herbert Mkhize vice-president

It was also agreed that the national office-bearers will instruct branch secretaries to hold annual general meetings on or before February 28 and to notify the national office-bearers of the date, time and venue,

Rawu, to all intents and purposes, has been absorbed into the Pretoria branch of Ccawusa

"However, insofar as Rawu may still exist as a separate legal entity, it is not party to the agreement"

It was also agreed that the national office-bearers will instruct branch secretaries to hold annual general meetings on or before February 28 and to notify the national office-bearers of the date, time and venue,

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● As soon as the national office-bearers have received confirmation that all Ccawusa branches have held their annual general meetings Mr Mtwa will immediately call a national conference of the union and.

● Mr Kganare, Mr Jay Naidoo and Mr Mxolisi Godana will remain employed as Ccawusa officials

Agreement

Another important point in the agreement was that the parties will not try to persuade employers not to remit members' subscriptions to Ccawusa or its branches

● Mr Mtwa in his application had asked the court to restrain the Kganare group from, among other things, making statements on behalf of Ccawusa and from maintaining that there was a merger with the other two smaller unions or claiming that the merger was Ccawusa

Mr Mtwa was represented by Mr J H A Munnik instructed by Mrs Sisi Khampepe Mr A Mendelow QC and Mr N Limberis instructed by Mr Krish Naidoo appeared for the respondents

Cape Times 20/1/88

Split in country's biggest ^(KOA) union ^(KOA) averted

JOHANNESBURG —
The seven-month-long dispute in the Commercial, Catering and Allied Workers' Union (Ccawusa) was resolved in an out-of-court settlement yesterday, averting a split in South Africa's biggest union

The settlement, which followed an application by one faction led by general secretary Mr Vivian Mtwla, was made an order of the Supreme Court yesterday by Mr Justice Gordon. It was preceded by negotiations starting on Tuesday and ending at 2am.

Conflict in the union broke out in June last year when differences arose between the factions at a meeting called to merge Ccawusa with two other unions in the catering sector.

Mr Mtwla had originally asked the court to restrain leaders of the opposing faction, led by Mr Papi Kganare, from, among other things, making statements on Ccawusa's behalf and holding themselves out as Ccawusa officials, and holding out that Ccawusa had merged with the Hotel, Restaurant and Allied Workers' Union and the Retail and Allied Workers' Union.

It was also agreed that the parties shall not try to persuade employers not to remit members' subscriptions to Ccawusa — Sapa

DD 2/1/88

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Ccawusa dispute resolved in out-of-court settlement

JOHANNESBURG — The seven-month-long dispute in the Commercial, Catering and Allied Workers' Union (Ccawusa) was resolved in an out-of-court settlement yesterday, averting a split in South Africa's biggest union

The settlement, which followed an application by one faction led by the general secretary, Mr Vivian Mtwa, was made on order of the Supreme Court by Mr Justice Gordon

It was preceded by negotiations which started on Tuesday and ended yesterday

Conflict in the union broke out in June, last year when differences arose at a meeting called to merge the Ccawusa with two other unions in the catering sector

Mr Mtwa had originally asked the court to restrain leaders of the opposing faction, led by Mr Papi Kganare, from, among other things, making

statements on the union's behalf and holding themselves out as Ccawusa officials, and holding out that the Ccawusa had merged with the Hotel, Restaurant and Allied Workers Union and the Retail and Allied Workers' Union

It was also decided in the settlement that the recognised national office-bearers be Mr Herbert Mkhize (vice-president), Miss Dinah Nhlapo (treasurer) and Mr Vivian Mtwa (general secretary)

Fresh branch congresses be held on or before February 28

A national congress will be held by May 15, 1988

All duties of the union's secretariat will be carried out unanimously by the national office-bearers

It was also agreed that the parties shall not try to persuade employers not to remit members subscriptions to Ccawusa or its branches — Sapa

January 22 1988

(1408) B/daw 22/1/88

Wage agreement for 1988 in dispute

JSE, Ccawusa go to mediation

ALAN FINE

LABOUR problems have reached the heart of Johannesburg's financial district with the referral to mediation of a wage dispute between the JSE and the Commercial, Catering and Allied Workers' Union (Ccawusa).

A spokesman for JSE employees said yesterday the first mediation session would be held next Tuesday, and followed a declaration of a dispute by management last week. A new agreement was scheduled to come into effect from January 1.

The union claims to represent all 120 black, coloured and Indian employees, plus about three whites. Most are employed as price recorders, clerks and security staff. JSE management says Ccawusa represents 86 of a total of 330 employees.

The union is demanding R540 a month wage increases, while the JSE has offered R120 to R150. The spokesman said the union's demand was negotiable. However, he said, management had refused to move from its initial offer.

JSE GM Dick Clarke responded that the demand was unreasonable — amounting to 65% on the lowest rates,

while management's offer was the equivalent of 18,5% — and there was no point in negotiating while the two were so far apart.

He said the minimum wage in 1987 was R650, and would be increased to R800 this year.

The union has also asked for May 1, June 16 and March 21 as paid holidays, a bursary scheme for dependants and long service benefits.

The spokesman alleged blacks suffered pay discrimination at the JSE. He said white input operators earned nearly a third more than blacks.

Clarke denied there was any racial discrimination at the JSE, saying the union had raised with management one particular instance of a pay differential. In this case it was a question of merit.

The workers' spokesman added management had indicated it was rethinking the question of union recognition because Ccawusa did not represent a majority of JSE employees.

Clarke said this was not an issue in the present negotiations, but management had told the union the matter would have to be resolved



MR Kaizer Thibedi



MR Piroshaw Camay

Ccawusa 'committed' to Cosatu

By THEMBA MOLEFE

THE Commercial Catering and Allied Workers Union yesterday pledged its commitment to the Congress of South African Trade Unions and called on the federation to strengthen worker unity.

Ccawusa's Johannesburg branch co-ordinator, Mr Kaizer Thibedi, said this a day after the split that rocked the 70 000-member union was healed after seven months of strife

"We will continue fighting for Cosatu for as long as it represents the interests of the working class

"The settlement should be seen as a victory for the workers and a loss for the State and employers," Mr Thibedi said

He said Ccawusa was back to the stages before the "merger" between the union and the Restaurant and Allied Workers Union on June 28 last year

The "merger" was nullified by Wednesday's agreement between two Ccawusa factions

The settlement became the order of the Rand Supreme Court

Mr Thibedi said the agreement meant that Ccawusa has not adopted the Freedom Charter

He said "We therefore say that it must be realised that there are different political tendencies in Ccawusa and these should be respected This would mean unity in action

"Cosatu should not think that it is the Freedom Charter and that the Freedom Charter is Cosatu We

should fight for a single federation of workers in the country"

Cosatu information officer Mr Frank Meintjies said the settlement should be lauded and that it had the potential of reuniting the workers

The National Council of Trade Unions said in a statement that it welcomed the settlement of the dispute in Ccawusa

"This out-of-court settlement vindicates the unfounded allegation that Nactu encouraged the split We hope that those who made the allegations will now apologise to Nactu members for these smears We pledge support to all democratic and popular forces in their fight for a just society," said general secretary Mr Piroshaw Camay

Ccawusa vs Ccawusa split

By SEFAKO NYAKA

Vivian Mtwā

The agreement followed an urgent court application by one faction led by Mtwā against seven Ccawusa office-bearers, including Mkhize and Nhlapho, and Rawu and Harwu.

In the application Mtwā had asked the court to restrain the other group led by Papi Kganare from:

- Using the name Commercial Catering and Allied Workers' Union of SA and the acronym Ccawusa.

- Holding themselves out to any person or company as office bearers of Ccawusa.

- Holding out that Ccawusa had merged with Harwu and Rawu.

- Replacing national or branch officials in his group

- Making statements on behalf of Ccawusa

He also requested the court to restrain Mkhize and Nhlapho, who were allegedly suspended from the union on December 13, from calling an annual conference or any other national or branch meeting.

According to this week's settlement the national office-bearers shall:

- Instruct the branch secretaries of all branches to hold an annual general meeting on or before February 28.

- Jointly supervise the calling, holding and conducting of the meetings.

- Appoint a member of the Independent Mediation Services of SA to act as chairperson at such meetings.

Mtwā is also required to call a national conference after all branches have held annual general meetings.

The agreement states that all purported suspensions, expulsions and dismissals in the various branches since the June meeting shall be of no

force or effect.

The parties shall not try to persuade employers not to remit members' subscriptions to Ccawusa or its branches

The confusion in the union has resulted in some companies with which the union has recognition agreements refusing to deduct or remit monthly subscriptions from wages of union members.

The row in the union also disrupted an early settlement in the Ellerines strike.

Last week Ellerines said the company had received telexes from several branches claiming that Ccawusa's national negotiating team had no mandate for national demands in December last year.

This was denied by the Mtwā group which has been in the forefront of the negotiations and the company agreed to continue with negotiations.

The simmering tensions in Ccawusa blew into the open at the proposed merger meeting held at the University of the Witwatersrand in June

No agreement could be reached between delegates and the credentials committee.

The meeting became unruly, prompting the chairman to close it. However he was overruled and the meeting continued, resulting in a merger which the Kganare group — and Cosatu — recognised.

The battle for control raged with accusations, and vehement denials, from both groups about the other using violence.

In November last year Cosatu came out in support of the pro-merger group, accusing Mtwā of anti-Cosatu activities based on the Mtwā group's close ties with Cosatu's black consciousness counterpart, the National Council of Trade Unions.

→ W/Mail 22-28/1/88

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Local..... NACTU

through other import substitution
measures or import curbs.

14017 W. H. H. H. Court settles

22/28/11/88
THE long-running battle between two factions of the Commercial Catering and Allied Workers' Union was resolved in an out-of-court settlement this week.

The settlement, which was made an order of the supreme court by Mr Justice Gordon, averted a split in the third largest industrial union in the Congress of South African Trade Unions.

After negotiations that lasted over 12 hours, the two groups agreed that in terms of the 1981 constitution no merger took place between Ccawusa, the Retail and Allied Workers' Union and the Hotel and Restaurant Workers' Union on June 28 last year.

It was also agreed that all decisions and appointments made in terms of the 1986 constitution have no force or effect.

The constitution has no validity in law as it has not been approved by the industrial registrar.

Part of the agreement, however, is that the constitution be submitted for approval soon after the national conference which is expected to be held on or before May 15.

The groups agreed that the union affairs will be run by vice-president Herbert Mkhize, national treasurer Dinah Nhlapho and general secretary

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140A W) Mail

Bloody night after mine fight

THE National Union of Mine-workers brought an urgent application in the Rand Supreme Court yesterday to restrain management at the strife-torn Randfontein Estates Gold Mine from deporting union members.

Hundreds of NUM members were yesterday sent back to the "homeland" and neighbouring states after a night of intense fighting between these unionists and workers belonging to the Inkatha-backed United Workers' Union of South Africa.

According to the mine owners, Johannesburg Consolidated Investments, four people were killed and 67 injured, three of them seriously,

By SEFAKO NYAKA

when about 400 men "seemingly without provocation, launched an attack on about 150 employees who were in the liquor outlet at the time".

But NUM union officials claim the fighting, which was not only confined to the liquor outlet, started after tribal representatives and Uwusa members attacked NUM unionists who had gone to the security offices to ask about nine shaft stewards arrested earlier that morning.

A Mr Betram at JCI head office said shaft stewards "were taken to a shaft for disciplinary action".

Gosatu UDF lash out at Inkatha

MARITZBURG — The Congress of SA Trade Unions and the United Democratic Front have retaliated to a statement made in the press earlier this week by kwaZulu Chief Minister Mangosuthu Buthelezi, saying they have evidence that Inkatha has perpetrated systematic violence in the Maritzburg area.

In a joint statement issued yesterday, Cosatu (Natal region) and the UDF (Midlands region) attempted to defend themselves against attacks in the media by Chief Buthelezi, and to chronologise the violence in the townships and rural areas around the Natal capital that has claimed at least 54 lives this year.

Cosatu and the UDF said the violence — a “tragic statement about the deep inadequacies of South African society” — had risen to its present proportions as a result of the suppression of information and lack of freedom of expression by anti-Government organisations.

BLATANT DISTORTION
They accused the SA Broadcasting Corporation of constructing a picture of black-on-black violence “in order to focus attention away from State responsibility” and of blatantly distorting facts in order to blame the UDF and Cosatu.

Cosatu and the UDF said Chief Buthelezi's position — that the ANC had links with the UDF and was a violent organisation aimed at rendering South Africa ungovernable — was similar

to the Government's “Confirmation of their (the Government's) view by a black leader such as Buthelezi acts as a powerful propaganda weapon.”

22/1/88
Cosatu and the UDF disputed Chief Buthelezi's claim that the violence was a result of a Cosatu/UDF membership drive. While the two groups did not need to recruit members, Inkatha needed a large membership, which could be crucial in a venture such as the Indaba.

INVESTIGATORS

Cosatu said that as incidents of violent deaths increased in August and September, it had brought a team of lawyers and investigators to Maritzburg. “What emerged was a picture where certain Inkatha leaders were using violence against people who refused to join Inkatha or showed any other political allegiance.”

Cosatu and the UDF claimed it was “absolutely clear that on one side it is continuously alleged that violence was organised, carried out and sanctioned by office bearers of Inkatha”.

This had prompted “a spiral of retaliation” by ordinary people who could see no hope of their cases being dealt with in fairness and justice by the law-enforcement agencies.

Cosatu and the UDF said they would endeavour to continue the peace talks with the co-operation of the Maritzburg Chamber of Commerce. — Sapa.

Cape Times

January 22, 1988 5

Cosatu, UDF blast Inkatha

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MARITZBURG. — Cosatu and the UDF yesterday retaliated to a statement this week by the KwaZulu Chief Minister, Chief Mangosuthu Buthelezi, saying it had evidence that Inkatha had perpetrated systematic violence in the Maritzburg area.

In a joint statement yesterday, Cosatu (Natal region) and the UDF (Midlands region) said the violence — a “tragic statement about the deep inadequacies of South African society” — developed to its present proportions as a result of the suppression of information and lack of freedom of expression by organizations opposed to the government.

The trade union federation accused the SABC of constructing a picture of black-on-black violence “to focus attention away from state responsibility” and “blatantly distorting” facts to blame the UDF and Cosatu.

Cosatu/UDF said Chief Buthelezi’s position — that the ANC had links with the UDF and was a violent organization aimed at rendering the country ungovernable — was similar to the government’s.

“Confirmation of their (the government) view by a black leader such as Buthelezi acts as a powerful propaganda weapon.” — Sapa

A seven-month rift in the fourth biggest affiliate of the Congress of SA Trade Unions, the Commercial, Catering and Allied Workers' Union (Ccawusa), has been healed after a dispute which threatened to plunge industrial relations in the commercial and catering sectors into large-scale turmoil. The settlement will be welcomed by many in the labour relations field, including employers who were on the verge of conflict. The Star's Labour Reporter MIKE SILUMA examines the situation.

Break-up averted as Ccawusa factions settle differences

The resolution of the seven-month dispute in the Commercial, Catering and Allied Workers' Union (Ccawusa) has averted a possible break-up of South Africa's biggest catering and commercial union, which threatened to seriously affect industrial relations.

The dispute was resolved in an out-of-court settlement preceded by lengthy negotiations between the two parties.

Prior to the settlement, Ccawusa general secretary Mr Vivian Mtwa had asked the court to, among other things, restrain leaders of the opposing faction led by vice-president Mr Herbert Mkhize from making statements on Ccawusa's behalf and holding themselves out as Ccawusa office-bearers.

The Mkhize group had made a counter-application seeking that the court declares Mr Mkhize vice-president, and orders Mr Mtwa to convene a national conference in terms of the union's 1981 constitution. This would render everything done in terms of the 1986 constitution — which had not been registered by the Industrial Registrar — null and void.

The parties have agreed that last year's merger between a section of Ccawusa and two other unions does not, *de jure*, exist and that fresh elections be held for all branches by February 28, leading up to a national congress by May 15 1988.

All suspensions, expulsions and dismissals which had taken place in the different branches have been nullified.

All duties of the union's secretariat will be carried out by national office bearers Mr Herbert Mkhize, Ms Dinah Nhlapo and Mr Vivian Mtwa.

The 56 000-member Ccawusa, formed in 1975, is one of the most effective unions for mainly black workers to emerge since 1979, notably in the fight for maternity rights for working mothers.

Its members have been involved in some of the most dramatic strikes in South African labour history, including the Pick 'n Pay strike two years ago and the OK strike — the longest to affect the retail industry. Most workers in major retailers such as Checkers and the Trador group are organised by the union.

Over the past year the union scored significant victories in advancing the struggle for a "living wage" in some cases notching increases of up to R200 on minimum wages in the lowest paid categories June 16 and May 1 are recognised as holidays in about

80 percent of the companies where the union negotiates.

This week's settlement came at a time when the conflict in Ccawusa was threatening the normal operations of the union, and when the union has just entered its negotiation season for 1988.

With each of the opposing groups in the union claiming to be the real Ccawusa, a number of employers declined to remit members' subscriptions while the dispute continued. The former element probably led to the inclusion in the settlement of an undertaking by each side that neither shall try to persuade employers not to remit members' subscriptions to Ccawusa or its branches.

Central to the conflict are two ideological positions — one in favour of co-operation with groups such as the United Democratic Front in the struggle for a more just society, the other stressing worker independence.

While the settlement may have, constitutionally, effectively restored the situation to what it was before the June 28 meeting, the difference in political emphasis has, by no means, disappeared and can be expected to continue to influence future developments within the union.

DID 23/1/88

Union in wage dispute with industrial council

1/00

JOHANNESBURG — The Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) has declared a dispute with employers at the National Industrial Council for the textile manufacturing industry

Wages are at issue with the dispute arising out of the "totally unrealistic final offer made by the employers," Actwusa said in a statement yesterday.

"If workers accepted the increases offered by the employers they would be forced to accept increases of as little as R3,75

"Actwusa will be conducting strike ballots over the next few days at the factories which are affected by the dispute"

Commenting on the increases offered by the employers, Actwusa's general secretary, Mr John Copelyn, said "These increases are totally out of line with the general trend of wage increases which have been negotiated in our union

"This is the lowest final offer that we have been confronted with in all our negotiations recently — it is a disgrace to expect workers to accept such ridiculously low increases"

The Actwusa statement said mini-

mum wages prescribed "in this Industrial Council are appallingly low"

"Minimum wage levels in the automobile, iron and steel, paper industries, etcetera, are at least twice as high as they are in this Industrial Council. In addition to this, whilst nominal wages have increased over the last 20 years, these increases have not been sufficient to combat the effects of inflation"

The biggest employer of this Industrial Council is the Frame Group (Pinetown, Natal) which employs about 3 800 of the 6 500 workers covered by the council

"In previous years the Frame Group was renowned for its policy of paying workers starvation wages," the statement said "Then, during 1986, there was a reorganisation programme and the group went to great lengths to emphasise its 'New Frame Group' image

"However, things have not changed any. There's nothing new in trying to force employees to accept an increase of R3,75 — that was the old style of the Frame Group"

Meanwhile, many other employers falling under this council, wary of the impending strike action, have agreed to in-house negotiations — Sapa

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Union battle settled - Ccawusa united again

Press 27/11/88 (140A)

By MARTIN NTSOELINGOE

THE eight-month rift that divided the 70 000-strong Commercial Catering and Allied Workers Union of South Africa into two units was healed this week.

The factions reached an out of court settlement to bury the hatchet after the matter had been heard in the Rand Supreme Court before Judge Gordon.

Earlier this week, the group backing general-secretary Vivian Mtwa brought an urgent application against seven of its members and two Cosatu affiliates.

The case was against Papi Kganare, Herbert Mkhize, Ccawusa vice president, Chris Mohlatsi, Dinah Nhlapo, national treasurer, Jay Naidoo, Mxolisi Godana, and Alan Horwitz.

The two affiliates were

the Hotel and Restaurant Workers Union and the Retail and Allied Workers Union.

In papers before the court it was stated that Rawu had, to all intents and purposes and the best knowledge of both factions, been an affiliate of Ccawusa.

The parting of the ways came last June, when the question of policy divided the union officials.

Both parties agreed that the application facilitated the settlement between them, which was reached on the following basis:

- That it is in the best interest for the union to remain united, and that there is no split or division in the union,
- That no merger took place between Harwu and Rawu on June 28 last year, and
- That all decisions taken

and appointments made in terms of the 1986 constitution have no force or effect.

There was also agreement between the two factions that the elected national office bearers of Ccawusa remain as Hebert Mkhize, Dinah Nhlapo and general-secretary Vivian Mtwa.

Another condition was that the national executive would instruct branches to hold annual general meetings.

This is to take place before February 28 this year, and the various branches have to notify the national executive about the dates of such AGMs.

There are exceptions to this ruling in two cases, the Western Cape and Klerksdorp branches.

Graham van Wyk will inform the Western Cape branch, while Tshidiso Ntaupane is to inform the Klerksdorp branch.

The national executive is to supervise the calling, holding and conducting of the AGMs.

Executive members will also see to the appointment of a presiding officer at election time.

Existing parallel branches formed after the split are to be dissolved.

The branches are to be dismantled in the spirit of reconciliation after the AGMs and the national conference.

Members elected at the AGMs and national conference will be recognised as office bearers.

Before January 31 all documents and records required for the purposes of the proper holding of the AGMs are to be handed over to the national executive.

After the secretary-general has information that all Ccawusa branches have held their AGMs, he is to immediately take all steps necessary in terms of the 1981 constitution for calling a national conference.

The conference is to be called not later than May 15 this year.

It was also agreed that the national executive should register the 1981

constitution as soon as possible after the national conference.

There was also an undertaking that no steps would be taken to do anything at the national conference which would have the effect of preventing amendments to the constitution.

This would allow requirements by the Industrial Registrar to be met, according to the agreement.

Until the holding of the national conference, the three executive members will unanimously make all decisions and hold Press conferences.

It was also agreed that only the national executive would be entitled to present themselves as national office bearers of Ccawusa.

Papi Kganare, Jay Naidoo and Mxolisi Godana will remain employed by Ccawusa, and Godana will be located at the Colstvaen Building offices, until he and the Johannesburg Branch decide otherwise.

Cheryl Abrams, Jeremy Daphne and Graham van Wyk will remain in Ccawusa's employ but will hold no national office.

Those employed as "officials" subsequent to June 1987 will remain as employees of Ccawusa until the AGMs have been held.

Ccawusa and Harwu will part company by not sharing the same offices.

It was also agreed that no other structures would be put up by Ccawusa members.

It was further agreed that nobody would have the right to conduct any activities in the name of Ccawusa.

Only the national executive would have the right to make statements, whether in writing or orally.

Nobody would have the right to inform employers that subscription money must not be deducted.

The parties also agreed not to interfere with the amount of subscriptions remitted until Ccawusa decides otherwise.

All purported suspensions, expulsions and dismissals in various branches since June 28 last year would be invalid.

The settlement between the two factions was made an order of court.

Man claims t over ANC

MANA

He said Norman was at liberty to submit a written affidavit should he wish to lodge a complaint. The matter would then be thoroughly investigated.

According to Norman the police took him to the Queenstown police station and told him that they wanted a report on the Lusaka conference. They said they knew he had attended.

"I tried to explain to them that I did not go to Lusaka, but that I had attended a seminar organised by the 'International Labour Organisation in Harare'".

He claimed they demanded the names of ANC executive members at the meeting

He said Norman was at liberty to submit a written affidavit should he wish to lodge a complaint. The matter would then be thoroughly investigated.

According to Norman the police took him to the Queenstown police station and told him that they wanted a report on the Lusaka conference. They said they knew he had attended.

"I tried to explain to them that I did not go to Lusaka, but that I had attended a seminar organised by the 'International Labour Organisation in Harare'".

He claimed they demanded the names of ANC executive members at the meeting

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Political comment and newshills by ZB Molefe. Headlines and sub editing by E. Alberts. All of 204 Hoff Street Ext Johannesburg.

... FOR ADIES

Cosatu man 'takes a beating'

THREE alleged security force members this week assaulted a Cosatu security guard and unlawfully seized keys to the door of the disused Cosatu House.

Simon Khambule, the only person on duty at the time was punched, kicked and hit in the face with the butt of a gun.

He said he had been standing in the front of the building when three men dressed in brown uniforms approached and demanded that he open the metal grill door.

They spoke Afrikaans and said they knew he had the key. They then hit him and grabbed the keys

Khambule was allegedly knocked out and it was not known whether the men entered the building.

Khambule said the men were driving a van.

A spokesman for the SAP public relations division Capt RA Crewe, said the police had no knowledge of the incident.

"If Khambule was assaulted as alleged, he is

advised to report the matter to the police in order that it be investigated," said Crewe.

A Cosatu spokesman said the organisation was concerned that the alleged attackers had the keys to the building. "We doubt that they intend to use the keys to investigate the bomb blast which all but wrecked it in May last year."

"Even though the building is badly damaged and out of use, there have been numerous attacks on it. In one incident last year, a band of thugs used metal grinders to try and cut through the chains and locks of the empty building," he said.

7-15-68
Checkers face

worker's **ute**
Staff Reporter

A COMMERCIAL, Catering and Allied Workers' Union (Ccawusa) breakaway group will declare a dispute with Checkers (Parow) over the retrenchment of 60 workers if the store does not recognize the group, a workers' spokesman said yesterday.

He said the workers had demanded that management recognize the breakaway group as their union.

General manager Mr. Johan Spief said the workers were employed temporarily.

A breakaway group spokesman said management had dismissed the workers unfairly.

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CAPE TOWN 26/1/88 (KOD)
Cosatu official detained

JOHANNESBURG — The regional secretary of Cosatu in Southern Natal, Mr Thami Mhlomi, was detained "under emergency regulations" at Cosatu's Durban office yesterday afternoon, Cosatu spokesman Mr Frank Meintjies said

Reports by Staff Reporter Own Correspondent Sapa Router-AP and UPI

**ELLERINES
strike is
'near end'**

14017
1888

A SETTLEMENT to end the seven-week wage strike at Ellerines stores could be reached today, both management and the Commercial Catering and Allied Workers Union indicated yesterday.

Smetham

Ccawusa strike negotiator and leader of the union's negotiating team, Mr Jackie Masuku, could only say progress had been made and that a settlement could be reached today.

26/1/88

SACTU HITS OUT AT LABOUR BILL

ILLON

THE national executive committee of the banned South African Congress of Trade Unions has condemned the Labour Relations Amendment Bill as aimed at destroying the trade union movement.

By **THEMBA MOLEFE**

Sactu, in a statement from general secretary Mr John Nkadimeng in Zambia, said

"A special session of

the emergency meeting held between January 19 and 22 condemned the provisions of the Labour Relations Amendment Bill which sought to destroy the trade union movement and undermine the hard-won victories scored by

democratic unions over the past years"

• The Bill is expected to be passed by Parliament at this year's session. It has also drawn widespread criticism from labour commentators and organisations

140A

Ccawusa's fragile truce

WHILE THE truce reached between the two factions of the Commercial, Catering and Allied Workers' Union (Ccawusa) in court last week came as a relief both to them and to employers, evidence of resurrected comradeship between leaders of the two groups was notable by its absence.

Indeed, the next few months are likely to see intensified lobbying efforts and strategic planning, with each side aiming for ideological supremacy in whatever emerges out of the near ashes of Ccawusa.

There is not even any guarantee that the stitches in the settlement, which sets out the structural forms of the forthcoming struggle, will hold — although the imperatives which forced the two to come to agreement are powerful and will continue to apply.

Bitter debate

Ccawusa is not the only Cosatu union in which the key ideological question over the degree of independence of the union movement from black nationalist political, youth and community organisations is being fought.

But other unions — and Cosatu itself — have continued the debate, sometimes bitterly, but without tearing their organisations apart. Exacerbated by personal conflicts and regionalism, Ccawusa has shown a lack of this sort of internal union discipline.

It would appear that the settlement emerged out of a realisation in both camps that neither

ALAN FINE

would be able to go it alone as viable organisations. The outcome of a prolonged court battle was uncertain, and it would, in any event, be based on legalisms which had little to do with the root cause of the conflict.

During more than six months of intense activity among the rank-and-file, neither made any significant inroads into the other's support base. And the increasing reluctance of major employers to negotiate and continue with stop order arrangements with either was beginning to make an impact.

The national chain structures makes any union split in the retailing industry far more serious than in other sectors.

Because of its strong presence on the Witwatersrand, the "Vivian Mtwa faction" (for want of a better description) remained more powerful among shopworkers nationally.

But when Cosatu chose to recognise the Papi Kganare group late last year after its own mediation efforts had failed, the Mtwa faction found itself isolated, both politically and from overseas funding.

The Kganare faction, together with the Hotel and Restaurant Workers' Union (Harwu) and the Cape Liquor and Allied Workers' Union, was all-powerful in the hotel sector. But with only a small presence on the Witwatersrand, it could not become a significant force in the more important retail sector.

Both groups now have their sights on the national conference which, in terms of the court settlement, must be held by May 15. While the battle continues to be fought through the union's constitutional and court settlement structures, it will be a question of arithmetic. The conference will be held in terms of Ccawusa's 1981 constitution — largely because the

leadership failed to process a set of 1986 amendments through the Manpower Department channels.

The most important difference between the two constitutions, for these purposes, is that the earlier one effectively gives the same number of conference votes to each branch, while the 1986 one embodies the principle of proportional representation.

Since the settlement nullifies the disputed merger with Harwu, the latter would suit the Mtwa group. However, with four branches on each side the May conference will be quite evenly divided.

The 1986 constitutional amendments will be on the agenda, but it is unclear whether they will be adopted.

The Kganare group is likely to push again for a merger with the two hotel unions, which have about 16 000 members between them, in order to strengthen its base.

New maturity

However, the Mtwa group could counter with a proposal for mergers with the mainly white and coloured National Union of Distributive and Allied Workers (Nudaw) — which initiated the establishment of Ccawusa nearly 13 years ago — and the Federal Council of Retail and Allied Workers (Fedcrow), itself a product of an earlier Ccawusa split.

These two unions would bring in an additional 11 000 members.

With the conference likely to be so evenly divided, it is not clear whether, or which of, these proposals would be passed.

What is clear, though, is that a future united Ccawusa depends on an injection of a new maturity where the organisation's existence takes priority over personal ideological standpoints.

The alternative is self-destruction, whose whiplash will be felt by numerous retailers around the country.

AR645 26/1/88

140A

CITY/NATIONAL

Textile industry faces first national strikes

By DICK USHER, Labour Reporter

THE first national strikes in the textile industry are looming in two sectors involving about 10 000 workers.

The Amalgamated Clothing and Textile Workers' Union has declared disputes with employers in the Cape-based cotton textile industry and the Natal-based textile manufacturing industry.

In the cotton textile industry a dispute was declared late last year after wage negotiations for the industry deadlocked.

The union gave notice of its intention to hold strike ballots and last weekend held meetings to inform members about the negotiations and the implications of a strike.

In the textile manufacturing industry strike ballots among the 6 500 workers covered by the industrial council will be held in the next few days, according to union general secretary Mr John Copelyn.

"Ridiculously low"

He said the employers' wage offer was "ridiculously low" and workers would be forced to accept increases as low as R3,75 a week.

"These increases are totally out of line with the general trend of wage increases negotiated by our union.

"This is the lowest final offer we have been confronted with in all our negotiations recently," he said.

The biggest employer is the Frame Group, employing about 3 800 of the industry's workers.

Mr Copelyn said other employers, wary of impending strikes, had agreed to plant-level negotiations.

"In all these negotiations the settlements have been way in excess of what the Frame Group is offering," he said.

DID 26/1/88 (40A)

Intimidation: men plead not guilty

Daily Dispatch Reporter

EAST LONDON — Six men pleaded not guilty in the regional court here yesterday to charges of intimidation, claiming that their former employers and a rival union were involved in a conspiracy.

The six accused were Mr Dally Qoni, Mr Boy-Boy Woliwe, Mr Lungibili Bless, Mr Lungelo Skepu and Mr Mziwonke Mzendana, all of Mdantsane, and Mr Patrick Yoyo of Duncan Village.

They are members of the South African Textile and Allied Workers Union (Satawu) and were employed by Eastern Province Textiles of Wilsonia before being suspended in October, 1987.

They claimed that officials of the Garment Workers' Union (GWU), a smaller rival union, "would do anything to crush Satawu" and regain lost members.

A senior GWU official, Mrs Gloria Vusani, said the accused had visited her office on October 22 last year and threatened to "necklace" or stab her if she continued recruiting members to her union.

The accused had just attended a Satawu meeting where they had been told that 15 of their members had been retrenched, and apparently feared that GWU officials would exploit the retrenchments to further the rift between the unions and recruit members, she said.

Mrs Vusani said she had been unaware that a retrenchment meeting had taken place at the time of the threat.

She said the accused had subsequently visited and threatened other GWU officials, who then came to her office. They discussed the matter, decided to lay charges, and proceeded to the factory manager's office.

She said her delegation had been surprised to find the six accused already in the manager's office when they arrived to lodge their complaint.

A meeting took place to discuss the possibility of a peaceful settlement between the two unions, but these talks broke down when management dismissed the six accused.

The defence attorney said two of the accused, Mr Qoni and Mr Mzendana, had spoken of the need for co-operation between the unions, and that the possibility of a peaceful settlement had existed prior to their suspensions.

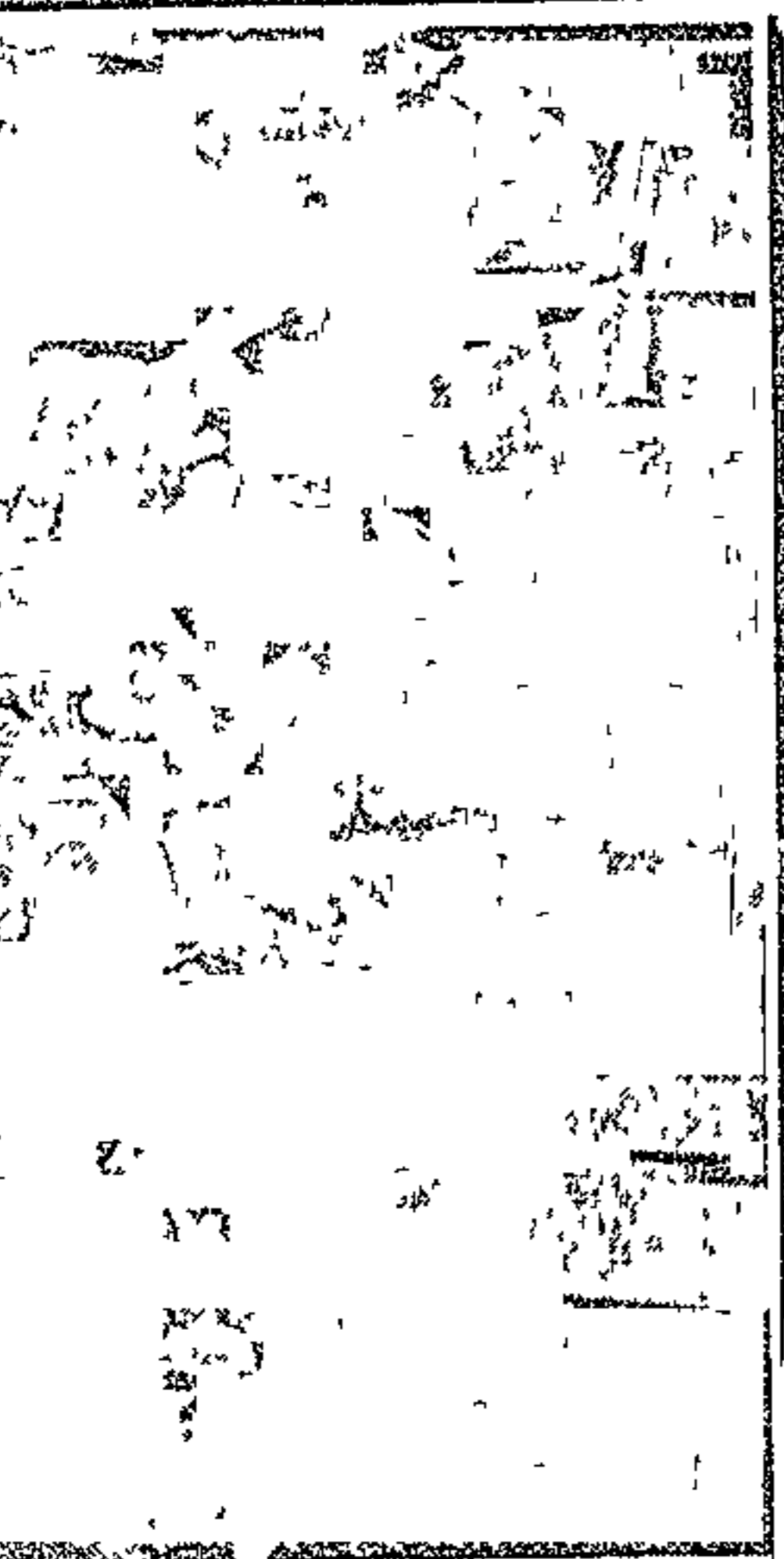
During cross-examination, the attorney for the defence said the accused and Satawu believed that there was a conspiracy between the GWU and the management to weaken Satawu.

Mrs Vusani said she was not aware of that.

He also pointed out that management continued to negotiate with the GWU, despite the fact that it was a minority union.

Mrs Vusani denied that GWU officials had any inside information regarding planned retrenchments.

Bail was extended to the six accused. The case continues today.



CCAWUSA strike co-ordinator and chief negotiator, Mr Jackie Masuku, is carried shoulder high by Ellerines workers at a report-back meeting in Johannesburg yesterday

ELLERINES STRIKE OVER

THE wage strike which across-the-board increase affected 208 Ellerines plus a new minimum of stores nationwide ended R441 a month. yesterday in its seventh week.

The Commercial Catering and Allied Workers Union (Ccaawusa) and Ellerines management reached an agreement in Johannesburg last night. Ccaawusa accepted the company's offer of a R110

The increases will be paid retrospectively to July 1, when the dispute began. Earlier, during the strike Ellerines conceded to the demand that sales targets be reduced from R3 400 to R2 750 a month. Field sales representatives will now earn at least

R500 a month plus commission. The parties also agreed that workers detained during the strike would have their jobs guaranteed for 13 weeks or until they were charged or released. June 16 and May 1 would be recognised as paid holidays. Workers agreed to resume work next Monday

Handwritten signature and date: 1/1/88

Textile industry facing strike

By Mike Siluma, Labour Reporter

The Amalgamated Clothing and Textile Workers' Union (Actwusa) has declared a wage dispute with textile employers, pushing large sections of the industry to the brink of strike action

The union's decision follows a deadlock in industrial council talks between Actwusa, representing about 6 500 workers covered by the council, and employers. The current talks cover wage increases for the period between January and June

Actwusa's general secretary Mr John Copelyn said talks had broken down after employers had made "a totally unrealistic final offer" of a R3,75-a-week increase for the lower grades

According to the union, employers are offering, in addition to the R3,75 for grades one to three, a 50c weekly increase for grades four to six, plus improved long-service benefits

The union has demanded a R9 increase for the first three grades, R10 for grades four and five, and R11 for grade six

According to Mr Copelyn the increases offered were "totally out of line with the general trend of wage increases which have been negotiated in our union". He said that minimum wage levels in the automobile, iron and steel and paper industries were "at least twice as high" as they are in the textile industry

The biggest employer in the council is the Frame Group, employing about 3 800 of the 6 500 workers affected by the dispute

According to Actwusa, other employers falling under the textile industrial council — including SA Slock in Johannesburg, Romatex in Durban and SA Bias Binding (Cape Town) — had reached agreement with the union in separate in-house negotiations. Workers in Frame Group factories in East London, Harrismith and Pinetown had voted for strike action. Balloting was due to take place today at the Jacobs, Durban factory, as well as at the non-Frame Group Aranda Textile Mills in Johannesburg

The vice-chairman of the Textile Manufacturers Association, Mr Peter Richardson, who is also group human resources spokesman for the Frame Group, confirmed the existence of a deadlock and the expiry of the current industrial council agreement. Employers were awaiting Actwusa's response to an invitation to resume talks

The manufacturers association had made two proposals to the union. While the wage proposal offered an increase "in line with that mentioned" by the union, the two proposals would together represent a "significant" benefit to employees at considerable cost to employers, said Mr Richardson

On an annual basis, the employers' offer represented a 15 percent increase, which was realistic given the state of the industry, and (should) not be compared with other industries in different circumstances

Mr Richardson said he regretted that the union had issued press statements while employers were trying to find means to resolve the deadlock

Rival union laid false charges, accused claim

EAST LONDON — Six men charged with intimidating rival union officials told the regional court here yesterday that the complainants were pressing false charges because of intense rivalry between the two unions

The six accused, Mr Dally Qoni, Mr Boy-Boy Woliwe, Mr Lungibili Bless, Mr Lungelo Skepu, Mr Mziwonke Mzendana and Mr Patrick Yoyo, are members of the South African Textile and Allied Workers Union (Satawu), and were employed by Eastern Province Textiles before being suspended in October, 1987

They said that officials of the Garment Workers' Union (GWU), hoped to "get rid of the majority of Satawu's male members"

They said that Satawu had had only nine male members prior to the incident, and that if the six accused were found guilty, only three male members would remain

The accused said that the GWU hoped that more members would defect to their camp if Satawu was discredited

A witness, Mrs Ntombekhaya Mkabe, a shop steward and GWU official, denied this and said the the accused had threatened her

The accused had just attended a Satawu meeting where they had been told that members had been retrenched, and apparently feared that GWU officials would exploit the retrenchments to further the rift between the unions, and recruit members

A GWU official, Mrs Caroline Tshezi, said "The accused told me that I was not safe on the

other side of my employer's gate as I was recruiting for GWU. They looked angry, and I realised I was in danger"

She reported the matter to the other shop stewards, who had also been approached by the accused

"We decided to go to the police to report the matter and to request protection"

Mrs Tshezi said under cross-examination by the defence advocate, Mr V Soni, that she had not been involved in recruitment, and said she did not know if the accused were aware of her position as an official

She did not know what the relationship was between management and each union, and had been unaware of pending retrenchments

Mr Soni put it to her that the relationship between Satawu and the management was "strained at the moment", but that the relationship with the GWU was "more friendly"

He further put it to her that the GWU was in collaboration with management in order to reap benefits such as non-retrenchment of their members. Mrs Tshezi said she did not know

Mr Soni said the accused also believed that management had continued to recognise the GWU despite the fact that it was a minority union in the hope that it would become a majority union "through poaching"

The case was postponed until February 8, and bail was extended to the accused on condition that they appear in court on that day

The magistrate was Mr N R Oosterhuysen and the prosecutor was Mr H Hannan

27/1/88 [Signature]

Argus 28/1/88

1407

Wage dispute ended after 7-week strike

The Argus Correspondent

JOHANNESBURG — The Ellermes wage dispute has been resolved, ending a seven-week strike by members of the Commercial, Catering and Allied Workers' Union (Cawusa).

The agreement, reached last night after intensive negotiations over the past two weeks, was announced today by Ellermes' spokesman Mr Pierre de Villiers.

According to Mr de Villiers, workers had to resume duties by Monday, but those wishing

to return from today were free to do so.

He said further details of the agreement would be announced in a later statement.

Cawusa comment was unavailable.

The strike, which began on December 8, centred on workers' demands for higher wages and a review of the company's sales target policy.

Between 2 000 and 5 000 workers took part in the national strike.

Unions warn on wage restraints

By DICK USHER
Labour Reporter

BOTH major trade union federations have warned that any attempt to impose wage restraints would be strongly opposed.

Discussion about restraints is on the agenda for Tuesday's meeting in Cape Town between President Botha and leading businessmen.

Spokesmen for the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), representing about 1.5 million organised workers, said there was already deep bitterness about remuneration and the economic system generally.

"Unrest in South Africa has always been linked with deteriorating economic conditions. The unrest of 1976 and the past three years was a direct result of growing unemployment and rampant inflation," said Cosatu spokesman Mr. Frank Meintjies.

Mr. Piroshaw Camay, general secretary of Nactu, said Nactu totally rejected wage restraints.

"The present economic crisis has been created by the Government persisting with its apartheid policy, on which it is spending astronomical sums through defence, the police and constitutional tinkering.

"Black workers have totally rejected this system and to impose restraints would be seen as just another attempt to make them pay for their own oppression," he said.



Cosatu rejects link claim

D1D 28/1188

140A

Daily Dispatch Reporter

EAST LONDON — The local branch of the Congress of South African Trade Unions (Cosatu) has rejected a statement by the local secretary of the South African Allied Workers' Union (Saawu), Mr Boyce Melitafa, that the two unions are affiliated

Mr Melitafa was quoted as saying that the signing of a recognition agreement between Saawu and Dunlop Flooring was seen as "progress which will strengthen the metal sector under Cosatu, since Saawu is affiliated to Cosatu"

The local secretary of Cosatu, Mr Mtutulezi Tom, said the only recognised union in the metal sector that fell under the banner of Cosatu was the National Union of Metalworkers of South Africa (Numsa)

"Cosatu and Saawu are not affiliated and this recognition agreement does not have any effect on Numsa members," he said

Mr Tom added that Cosatu was committed to the principle of "one industry, one union", which had resulted in the formation of national industrial

unions such as the Food and Allied Workers Union (Fawu) in the food industry and Numsa in the metal industry

"Any claims of representation of metalworkers, other than by Numsa, are made to sow seeds of confusion and disunity, which cannot be tolerated," he said

Mr Melitafa responded yesterday by saying that Mr Tom must have misunderstood his statement as it had not been his intention to divide the workers

Saawu had been accepted as an affiliate at Cosatu's launching congress in 1985 and there had been "no official statement to change the situation since then," he said

He confirmed that Numsa was the only union in the metal industry under the Cosatu banner and said Saawu had its own "factor" in the industry that had attempted a merger with Numsa which had been denied

"Saawu supports the principle of 'one industry, one union' and we have proved this in various other industries by participating in mergers to form industrial unions," Mr Melitafa said

TMR examination

~~SECRET~~

The struggle's in her blood

140A

"YOU could always talk to Govan Mbeki. He always had time for you and your problems. He was such an inspiration," said veteran trade unionist Mrs Liz "Nana" Abrahams.

Abrahams, who retired recently after being active in trade unionism since 1941, said in an interview she had fond memories of the early days of the Food and Canning Workers' Union.

At the time she had worked with well-known activists such as Ray Alexander, Oscar Mpetha, Walter Sisulu, and Mbeki.

Abrahams said union workers at the time were totally committed, disciplined, and very hard-working - qualities that she feels are lacking in many of today's unionists.

In 1941, at the age of 16, she joined the newly-formed Food and Canning Workers Union, an affiliate of the South African Congress of Trade Unions.

She moved rapidly up the ranks, from shop-steward to committee

member, and became the union's general secretary at the age of 21.

"I was prompted to sign up because at the time workers at my factory were paid 75c a week, had no transport and weren't allowed lunch breaks," she said at her home in Paarl East.

"We were referred to as the 'hot union' because we believed that you had to take action when talking failed, and that included going on strike to express your dissatisfaction."

In the '60s, union members were detained and harassed by the police. Ray Alexander, the union's founder, was deported, and in 1963 Abrahams was restricted to the Paarl district for five years under the Suppression of Communism Act.

Advice to unionists

Her advice to today's unionists is to be honest, committed, disciplined and reliable. "Never promise what you cannot deliver. It leads to unhappiness when expectations are not met."

After her restriction order expired she continued her trade union work, and was detained for three months in 1985.

The same year she was involved in a car accident, suffering broken ribs and torn knee ligaments. "I never had the same energy after that and couldn't contribute as much as I used to."

Nevertheless she is still active in youth and student organisations and assisted with the recent garment workers merger in Durban.

"Once this kind of work gets into your blood you cannot leave it," she said.



Liz Abrahams

112

11/28/88

Textile workers start voting on strike today

By DICK USHER, Labour Reporter

THE first ballots about a possible strike in the cotton textile industry were to be held in factories today

A spokesman for the Amalgamated Clothing and Textile Workers' Union (Actwusa), representing the industry's 5 500 workers, said ballots would be held at Tygerberg Spinners, Svenmill and Romatex Home Textiles

Ballots at other factories will be held in the next few days

Second dispute

The ballots are part of the required procedures for a strike and follow a deadlock in the industrial council over wage negotiations

In a second dispute involving Actwusa, workers in the textile manufacturing industry have voted for a strike

Mr Peter Richardson, vice-chairman of the Textile Manufacturers' Association, said today the union had agreed to a meeting on February 5 to attempt a resolution of the deadlock.

He rebutted a statement by Actwusa that employers had offered an increase of R3,75 a week at the lower grades

"The association made two proposals to the union, one of which was for a wage increase and another which also included a long-service allowance

"The second proposal did offer a basic wage increase in line with that mentioned, but taking the long-service allowance into account it represented a significant benefit to employees — at considerable cost to employers

Present negotiations were for a six-month period, he said

"Realistic" offer

On an annual basis the employers' offer represented a 15 percent increase which he described as "realistic, given the state of the industry, compared with other industries in different circumstances"

Union allegations about management action since 1986 at the Frame Group, of which he is human resources director, were unfair and unfounded

The group employs about 3 000 of the industry's workers

"Since then there have been considerable improvements to wages and other conditions of employment of which the union is well aware

"I am satisfied Frame's record speaks for itself," said Mr Richardson

Union man claims assault over ANC

27/1/88

By SIMPIWE NCWANA

(140A)

27/1/88

A UNION official this week claimed he was interrogated and assaulted by Queenstown police after failing to tell them the names of ANC members who had attended a conference in Lusaka last year.

Food and Allied Workers Union regional organiser, Khayaletu Norman, 25, claimed he was detained at the union's Queenstown office at 10am on Monday and then released after two hours of "intense assault".

A police spokesman said from Pretoria that an officer accused by Norman had rejected all his allegations as "false".

He said Norman was at liberty to submit a written affidavit should he wish to lodge a complaint. The matter would then be thoroughly investigated.

According to Norman the police took him to the Queenstown police station and told him that they wanted a report on the Lusaka conference. They said they knew he had attended.

"I tried to explain to them that I did not go to Lusaka, but that I had attended a seminar organised by the International Labour Organisation in Harare."

He claimed they demanded the names of ANC executive members at the meeting.

PR008/E

(140A) (184) (20)
by DAVE MARRS

Chain store dispute ends

EAST LONDON Settlement has been reached ending the seven-week dispute between Ellerines Holdings and the Commercial Catering and Allied Workers Union of South Africa

Ellerines' general manager (human resources), Mr Pierre de Villiers, said in a statement yesterday that a wage agreement with the union had been signed after a week of negotiation sessions, some of which lasted through the night

He said "industrial action" would stop and employees, who were

demanding a minimum wage of R550 per month and an across-the-board increase of R110, would return to work by Monday, February 1

The agreement includes a minimum R110 per month across-the-board increase and a minimum wage of R441 per month, effective from February 1

Mr De Villiers said the company had agreed to an equalisation of any regional differentiation in pay scales for the same job and had accepted field and outside

area representatives as permanent employees with certain retrospective service benefits

Agreement was reached on sliding scale commissions, a payment of R770,00 to non-sales employees and inside sales staff in lieu of retrospective pay, and one paid day of absence in May and on June 16

Employees detained under the emergency and/or security legislation will have job security under certain conditions in terms of the agreement, while

the issues of probation, overtime, maternity, annual leave and bonus pay were all resolved

Mr De Villiers said Ellerines was committed to the conclusion of a recognition agreement with Ccawusa and future wage agreements would be effective from July 1

The dispute began on December 8, 1987 when over 2 000 workers at 143 of the company's 290 branches embarked on a sit-in strike after conciliation talks failed

Attempts to reach an agreement that would

be binding on Ccawusa's national membership were blocked by a lack of unity within the union, which was eventually resolved by a court order

The Ccawusa negotiating team received a mandate to negotiate a national agreement and talks began again over a week ago

By the time negotiations were underway, 142 stores were participating in the action, although Natal remained virtually untouched by the strike

The stoppage disrupted operations in the Transvaal, where official figures indicate that 110 stores were affected

Unions agree not to poach from each other

Emmett 29/1/88
140A

TWO unions in the food industry have undertaken not to poach each other's members at the Premier Milling Company plant in Newtown, Johannesburg.

They are the Food Beverage Workers Union and the Food and Allied Workers Union

The agreement was signed at the company's headquarters in Johannesburg on January 19

Problem

The FBWU team was led by Mr Chris Dhlamini while Fawu was represented by Mr Longway Kwelemthini and Mr Leonard Sikhakhane.

Premier joint managing director Mr Willie Wolthers said the two unions agreed that their members would refrain from intimidating and harassing each other into resigning from or joining either union

They agreed that any

By TEMBA MOLEFE

worker had the right to join a union of his choice and that any problem that arose between the two would be discussed

Threats

Mr Wolthers said the agreement followed a series of threats and intimidation of workers on both sides regarding allegiance to each union

He said that although

there had been no incidents of violence at the plant itself the undertaking would guarantee freedom of association to which Premier adhered

FBWU has majority membership at the plant and is recognised by the company

FBWU is affiliated to the National Council of Trade Unions and Fawu to the Congress of South African Trade Unions

Wrangle ends

A YEAR-LONG wrangle between building society employers and their employees' union has ended with employers agreeing that for the first time in 40 years salaries should be negotiated.

The Building Society Officials' Association (BSOA), which represents about 16000 officials, declared a dispute in July when employers opposed the association's request to negotiate salaries at the industrial council

The dispute was the first in 40 years of negotiation between employers and employees

Previously salary levels were set unilaterally by employers

Specials

Blazers R29,95

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Union vs union over 'necklace' threat

RIVAL unions are facing each other in an East London court over an intimidation charge.

Six members of the South African Textile and Allied Workers' Union (Satawu) are facing charges of having threatened officials of the Amalgamated Clothing and Textile Workers' Union (Actwusa) in an East London textile factory last year.

The case began on Monday despite a last-minute bid by Actwusa to resolve the dispute and avoid an embarrassing trial. It is highly unusual for union differences to be carried out in a criminal court.

Satawu was set up by the South African Allied Workers' Union (Saawu) to cater for its membership in the textile sector. Actwusa was established in November last year after unity talks between three other unions, and is the Cosatu union in this sector.

Both unions are represented at Eastern Province Textiles, a small manu-

By **FRANZ KRÜGER,**
East London

140A
facturer employing some 120 people. Satawu has a recognition agreement.

NUGW was one of the unions dissolved into Actwusa. The incident which sparked the trial involved its officials, and took place just before the founding congress of Actwusa.

On October 22, according to the NUGW (now Actwusa) officials who testified for the state, a number of them were threatened with "necklacing" for trying to recruit Satawu members.

They decided to lay charges with the police, and were assisted in doing so by management.

The accused, for their part, have accused the complainants of pressing false charges in order to destroy their union.

The case has been postponed to February 8. — Elnews

29/1-4/2/88

w/marl

DID 20/1/88

Ccawusa launches wage talks

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccawusa) has launched negotiations with Pick 'n Pay aimed at raising workers' pay to "living wage level"

The union said in a statement yesterday it wanted a R366 per month across-the-board increase, which would raise the minimum monthly wages to R856

Referring to last year's 50 per cent increase in minimum wages, the union said "The wages and standard of living of most workers still remain at poverty levels and this year Ccawusa is demanding that poverty wages to be eradicated"

The union represents some 7 400 chain store workers countrywide

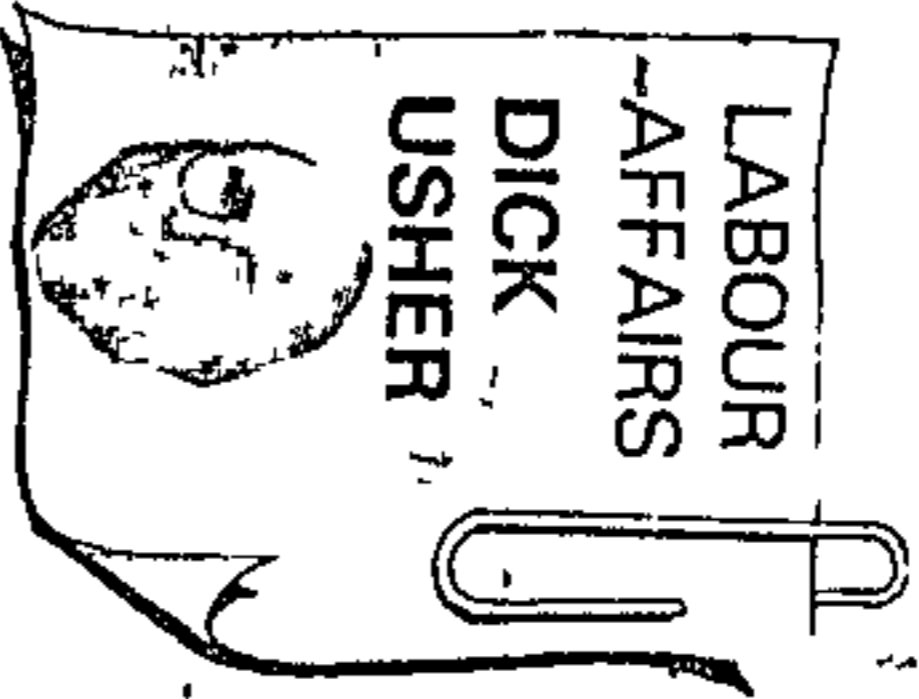
Ccawusa is also demanding

- March 21, Sharpeville Day, as a paid commemorative holiday
- Minimum annual leave of two weeks
- A 12 per cent staff discount on goods purchased at the chain store

A spokesman for the chain store said the company would meet the union on Monday and Tuesday to present its counter-offer

Sapa-RNS

1409



Ellerines strike shows union still has muscle in spite of split

W/E ARKUS 30/11/88

1404

THE seven-week strike against Ellerines has been settled and employees are expected to return to work on Monday

This is the second significant event for the Commercial, Catering and Allied Workers' Union (Ccawusa) within a few days as the breach in the union was resolved last week through an out-of-court settlement in Johannesburg

The split opened in June last year at a congress which was supposed to complete a merger with two other unions in the commercial sector — the Retail and Allied Workers' Union (Rawu) and the Hotel and Restaurant Workers' Union (Harwu) — and became somewhat bitter as the months passed without a resolution

FORCED OUT

One incident saw the group in control of the Western Cape offices forced out for three days before they were able to mount a counter-offensive and take them back again

In many areas, including the Western Cape, parallel structures emerged and one of the settlement terms was that these should be "dismantled in the spirit of reconciliation by the holding of branch general meetings and a national conference"

The settlement, basically, returned everything to

the pre-split position, with office bearers being those elected before June and leaving a final settlement to a national conference to be held before May 15

Parallel structures caused a great deal of confusion among both workers and management, who often did not know who they were really dealing with. In the Western Cape this confusion tends to persist, with the "merged" group pushing for recognition by Checkers at Parow

This group alleges that the branch had been run undemocratically because branch general meetings had not been held every six months as required by the constitution. A Ccawusa spokesman said this claim was "partly true". No branch meeting had been held in 1986 and one scheduled for 1987 failed to raise a quorum

This week the Western Cape branch issued a statement hailing the settlement as "a victory for working class unity and democracy" and calling on the other section to dismantle its structures, close their offices and to cease operating as Ccawusa

Adding to the confusion was a decision by Cosatu (Congress of South African Trade Unions), to which Ccawusa is affiliated, to recognise one section — the section which claimed that the merger with Rawu and Harwu had been successfully carried out at the June congress

Cosatu accused the "unmerged" section of being anti-Cosatu at one stage and there is a degree of residual unhappiness about its actions

Ccawusa is one of the unions within Cosatu which has not — unlike the federation — adopted the Freedom Charter

At its national congress in June, before the "merged" congress, the union noted that because some members of Ccawusa supported the Charter and others the Azanian Manifesto, endorsing either of these documents laid the union open to serious divisions

"SOCIALIST PROGRAMME"

It resolved "to discuss at all levels of our union and our federation the importance of a socialist programme of action which will bind together all workers regardless of political affiliation"

There was also some suspicion of Ccawusa because the union accepted an offer of temporary office space from the National Council of Trade Unions (Nactu) after their offices were damaged by the bomb at Cosatu House

Significantly, in spite of all these tensions, the union appears to have been sound enough to mount the lengthy strike against Ellerines

1 400 locked out on strike poll

APC Times 30/1/68 Labour Reporter [Signature]

ABOUT 1,400 Berg River Textiles employees in Paarl were locked out by management yesterday when they began a stoppage after a dispute over arrangements for a strike ballot.

Balloted members of the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) in various factories, including Tygerberg Spinners, Svenmill, and Romatex Home Textiles, this week indicated that 95% were in favour of a strike, spokesman Mr Ebrahim Patel said.

owned Sizanani Mazulu

Meanwhile, an Imbali

pants of the vehicle fired at

a "fracas" between his sons

By S'BU MNGADI

NATAL's current polio epidemic this week claimed its first victim - a four-year-old black boy from Mariannhill, outside Pinetown - sparking a scare as more people with polio are found.

Meanwhile, a major campaign to combat the disease has been launched by the Department of National Health, in co-operation with KwaZulu's Health Department

The campaign involves inoculation shortly after birth up to the age of three months, again four to six weeks later; then again another four to six weeks after that and finally just before school age

No injections are involved. The anti-polio medicine is merely dropped onto the tongue

A spokesman for the Department of National Health said that apart from Inanda, where an immunisation campaign would be conducted today, no other areas had yet been pinpointed as polio danger areas

Places at which inoculation will be done in In-

anda include the Amaoti bus rank, the Amatikwe Clinic and the Inanda Social Centre

The unidentified Mariannhill boy died in hospital on Tuesday after being admitted on Monday

It has been confirmed that a child in the Eshowe Hospital has polio, while five others in the same ward are suspected of having the disease

The 13 children ad-

mitted to Durban's King Edward VIII Hospital since Christmas have since been transferred to Clairwood Hospital. According to the doctors treating them, they were still paralysed, but their breathing was not affected and their condition was considered satisfactory.

The one patient at KEH was still on a respirator and his condition was described as stable

Polio epidemic claims Natal boy

3/1/88
C/Press

Ellerines strike agreement

By MARTIN NTSOELNGOE

THE seven-week-old Ellerines strike is over - to the relief of both workers and management

The Commercial Catering and Allied Workers' Union and Ellerines agreed on a R110 across-the-board increase plus a minimum wage of R441 a month

It was also agreed that sales targets be reduced from R3 400 to R2 750 a month

The increases will be paid retrospectively from July 1, when the

dispute started

It was also agreed that workers who were detained during the strike would have their jobs guaranteed for 13 weeks or until they were released or charged

Another victory for the union was that May 1 and June 16 would be recognised as paid holidays

Workers throughout the country return to work on Monday

More than 4 000 workers belonging to Ccawusa downed tools before Christmas after initial wage negoti-

ations fell through

Workers had demanded a R200 across-the-board increase, a minimum wage of R550 a month and the lowering of sales targets

Negotiations on Tuesday lasted 13 hours and agreement was finally reached late on Wednesday

On Wednesday, Ccawusa secretary-general Vivian Mtwa said the union and management were still busy ironing out the final differences, though he declined to elaborate

40X
3/1/88
C/Press

3/1/88

...ent ants to work on

Inter-union friction leads to intimidation charges

CP Correspondent 31/1/88 1409

UNION rivalry at an East London textile firm has culminated in an intimidation case in the local Magistrate's Court.

Six members of the South African Textile and Allied Workers' Union - an affiliate of the South African Allied Workers Union - were charged with intimidating members of the Amalgamated Clothing and Textile Workers' Union of SA.

Actwusa was set up late last year as Cosatu's textile affiliate after merger talks between three unions in the sector. These included the old Tucsa-affiliated National Union of Garment Workers.

The charges arise from an incident on December 22 last year at Eastern Province Textiles, just before NUGW became part of Actwusa. It is alleged that the six Satawu members threatened various officials of NUGW with necklacing for trying to win over their members.

The Satawu members have accused the NUGW - now Actwusa - officials of conniving with management to smash their union.

However, it also emerged in evidence that Actwusa had called a meeting last Friday to sort out the dispute. The meeting was intended to lead to the charges being dropped, but the parties failed to reach agreement.

The six Satawu accused in the case are Dally Qoni, Boyboy Woliwe, Lungibili Bless, Lungelo Skupe, Mziwonke Mzenana and Patrick Yoyo.

A senior official of NUGW, Gloria Vusani, testified that she had been threatened just after a Satawu meeting where the retrenchment of 15 workers was announced. She said the Satawu members apparently feared that her union would exploit the retrenchments to its own advantage. - Enews

Happy
Fawu 140A
31/1/68
gets job
back

CP Correspondent

A FOOD and Allied Workers' Union member was given a hero's welcome by his co-workers this week when he returned to work after being unfairly dismissed in October.

Sithembele Kawa, a Fawu shop steward, resumed his duties at SA Breweries in Port Elizabeth after an independent arbitrator ordered his reinstatement.

Fawu representative Mxolisi Nduzulwana said Kawa's dismissal stemmed from a management ban on shop stewards taking time off to attend meetings.

Nduzulwana alleged that this was in violation of the national Fawu-SAB recognition agreement.

According to Nduzulwana, management refused permission for Kawa, 29, to attend two union meetings in September. When he did so, he was dismissed.

His dismissal prompted a two-day strike which ended when Fawu head office intervened.

Port Elizabeth's SA Breweries general manager, Richard Davies, said the independent arbitrator had ruled that he should only be suspended without pay for a month. This suspension ended on Monday.

"SAB is firmly committed to orderly industrial relations and is more than prepared to meet its earlier commitment to abide by the arbitrator's decision," said Davies.

~~Amcas 1/2/88~~
**Pay increase
for textile
employees**

Labour Reporter

WAGE increases of 17 and 25 percent have been negotiated at two factories in the textile industry.

At one factory workers have been given May Day and June 16 as paid holidays and at the other they will be unpaid holidays.

The Amalgamated Clothing and Textile Workers Union (Actwusa) said that at Nettex in Bellville increases of between R27 and R32 had been negotiated on the basic weekly minimum.

At Kaymac Industries in Atlantis a new starting wage for factory operator staff of R181,70 a week has been negotiated and a new basic wage after probation of R209,30.

LABOUR BRIEFS

A FURNITURE union affiliated to the National Council of Trade Unions has signed new wage agreements — effective from this month — with five companies in the industry.

The National Union of Furniture and Allied Workers (Nufaw), which joined Nactu last year, also successfully negotiated the recognition of May 1 and June 16 as paid holidays with four of the companies.

The new wage increase for workers employed by one of the companies, Frystark, will be R132 a week. The previous minimum wage was R101,62 a week.

Workers employed by Neville Forbes and Company will receive a new minimum of R120 a week after previously earning R101,62 a week.

The other companies — which have agreed to new hourly minimums — are GY Lounge Suite Manufacturers, Edfurn Manufacturers and Modulus (Pty) Limited.

140A *

ABOUT 110 retrenched employees at Donald Cooks, Alan Alrode

← Somerset x
2/2/88

refrigerating and canning plant, were reinstated on Friday after the Food Beverage Workers' Union accused the company of not following proper procedures.

A spokesman for the National Council of Trade Unions, to which FBWU is affiliated, said the company disregarded the provisions of the agreement with the union by unilaterally retrenching the workers — most of whom were women.

He said management reinstated the workers after a brief work stoppage on Friday.

A company spokesman, Mr Otto Rentzke, could not be reached for comment.

Ccawusa in wage talks

140A
Somerset
2/2/88

THE Commercial Catering and Allied Workers' Union of South Africa has resumed wage negotiations with Pick 'n Pay with a demand for an across-the-board increase of R366 a month.

A Ccawusa official, Mr Jeremy Daphne, said yesterday that the outcome of the negotiations would set the trend for other wage settlements in the retail industry.

He said the R366 increase would raise the monthly minimum wage to R856, "a level which the union considers a minimum living wage".

Demands tabled by Ccawusa include:

- March 21 (Sharpeville Day) be regarded as a paid holiday;
- Minimum annual leave of four weeks, and
- A 12 percent staff discount on goods bought at Pick 'n Pay outlets.

D/D 02/2/88

Wage agreement averts strikes at car plants

(140A)

JOHANNESBURG — Threatened industrial action by several thousand Volkswagen, Delta and Samcor (PE) employees has been temporarily averted, after a wage agreement was reached between the National Union of Metalworkers of South Africa (Numsa) and the Eastern Province Automobile Manufacturers Association

The minimum hourly industrial council rate is to be increased by 28 per cent, from R3,50 to R4,50 from February 1 — although actual wages are generally somewhat higher than R3,50

A rate of R7,89 has been agreed for workers in the most skilled category

All workers would receive an across the board increase of not less than 55c an hour in grade 1, ranging to 85c

an hour in the highest grade

The settlement was confirmed by an employer spokesman

With the wage agreement fixed for the next six months, negotiations for August 1988 rates of pay and increases are to resume in May at plant level

The two parties had reached a deadlock after Numsa demanded an additional 40c an hour, with employers were prepared to offer 20c

A proposed three-hour reduction in the present 43-hour week will also be discussed

Additional points of agreement include paid leave on June 16, a year-end bonus equal to one month's pay for all workers with more than one year's service, and improved redundancy

benefits

Numsa regional secretary M1 Les Kettleas said that in response to a union demand for greater technical training facilities for women and youth workers, it was agreed that a joint union-management training committee would be established to monitor and advise on training in the industry

M1 Kettleas pointed out that the R4,50 an hour target had now been reached at five of South Africa's motor manufacturers — Mercedes Nissan and the three PE firms

He added that Numsa would ensure that the remaining automobile manufacturers also achieved this rate of pay, and move towards that for all Numsa members

DD: 02/02/88
140A
**Employees
of JSE
to arrange
wage talks**

JOHANNESBURG —
JSE employees, represented by the Commercial, Catering and Allied Workers' Union, will arrange new wage talks with JSE management after a weekend mass meeting gave the union a fresh mandate

A union spokesman said at mediation last Tuesday, management had refused to improve its wage offer until the union reduced its demands to "reasonable" proportions. A JSE spokesman declined comment. DDC

THREATENED industrial action by several thousand Volkswagen, Delta and Samcor (PE) employees

Wage deal deflects industrial action by Numsa

1408
B. Phyllis
2/12/88

has been averted for now with a wage agreement for the next six months between the National Union of Metalworkers of SA (Numsa) and the Eastern Province Automobile Manufacturers' Association

ALAN FINE

28% from R3,50 to R4,50 from February 1 (although actual wages are generally somewhat higher than R3,50)

A rate of R7,89 has been agreed for workers in the most skilled category

All workers would receive an

across-the-board increase of not less than 55c an hour in Grade 1, ranging to 85c an hour in the highest grade, Numsa regional secretary Les Kettledas said

The settlement was confirmed by an employer spokesman

Negotiations for August 1988 rates of pay and increases are to resume in

May at plant level The parties were deadlocked previously with Numsa demanding an additional 40c an hour, while employers offered 20c. A proposed three-hour reduction in the present 43-hour week will also be discussed

Additional points of agreement include paid leave on June 16, a year-

end bonus equal to one month's pay for all workers with more than one year's service, and improved redundancy benefits

In addition, said Kettledas, it was agreed that a joint union/management training committee would be established to monitor and advise on training

1609

21/2/88

Youth killed as fighting breaks out in Midlands

MARITZBURG — A youth died in further fighting in Ashdown and in other areas of the Natal Midlands yesterday.

This followed weekend police reports that another eight people had died in fighting in Maritzburg townships, and of continued unrest in Cape Town's KTC squatter camp — which last week left two dead, hundreds of shacks burned down and thousands homeless.

Cosatu yesterday sent an urgent telegram to the Pietermaritzburg Chamber of Industries (PCI) warning that Ashdown workers would be unable to get to work, as they feared their homes and families would not be protected.

The PCI then sent an urgent telex to the National Party MP for Pietermaritzburg North, Mr Danie Schutte, who subsequently met the Ministers of Justice and Law and Order.

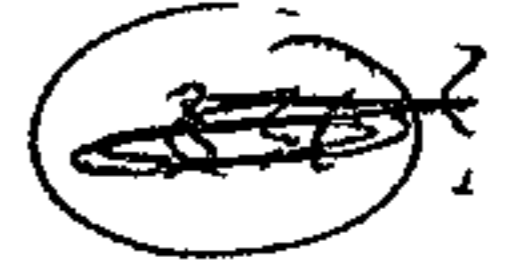
The trouble began after an Inkatha prayer meeting was held in Sweetwaters.

Groups of the 15 000-strong crowd allegedly stormed into neighbouring Ashdown and a youth was killed at a bus stop. Several other people were stabbed. — Sapa.



Getting married

Odendaalsrus 'Romeo' Jerry Tsie (20) outside his home in Heunis (20) outside his home in couple said yesterday their wedding November, when Annette turned Annette made a dramatic midday made headlines, but yesterday marriage plans.



D/D 13/2/88

Daily Dispatch Reporter

EAST LONDON — A member of the South African Textile and Allied Workers' Union (Satawu) charged with intimidation told the regional court here yesterday that management had informed a rival union of retrenchments before telling Satawu

Mr Boy-Boy Loliwe, who is one of six accused, said that before Satawu or its committee was able to negotiate with management on the retrenchments, "workers of the Garment Workers' Union (GWU), were openly talking about the matter in the factory".

Mr Loliwe said he believed that GWU members were talking about the retrenchments at the top of their voices in order to taunt Satawu workers

He added that although workers were taunted, there were no disturbances as a result of this.

Mr Loliwe, who was

Claim: union not informed of staff cuts

one of 15 retrenched workers, said that he was angry when he first heard of his retrenchment

He said that, although there was a lot of unfriendliness and misunderstanding between the two unions when the retrenchments were announced, "I was angry with management and not with the GWU"

He added, however, that his anger had soon subsided

At the time of Mr Loliwe's arrest, he was found to be in possession of a flick knife

Mr Loliwe denied that the knife belonged to him or that he was

aware that it was in the pocket of his trousers

"At the time of my arrest I was wearing trousers which I had previously lent to my brother

"He had obviously left his knife in the trousers

"From 7 am, the time I got ready for work, until my arrest, just before

(140A)

noon, I was unaware that I was carrying it in my back pocket," Mr Loliwe said

He added that he had received "quite a fright" when the knife was discovered

The other accused are Mr Lungisile Bless, 22, Mr Lungelo Sidwell Skepu, 20, Mr Mziwonke Mzendana, 24, Mr Patrick Mlami Yoyo, 24, and Mr Dally Qoni, 21

The case was postponed to June 6 and bail was extended to the accused on condition they appear in court on that date

Mr N R Oosthuizen presided, Mr H Hannan prosecuted and Advocate V Soni, instructed by Magqabi and partners, appeared for the defence

Highveld Steel workers acquitted of assault

3/2/88 Highveld Bureau (UOR) JPL

WITBANK — Nine Highveld Steel workers, who are all members of the National Union of Metalworkers of South Africa (Numsa), were found not guilty on charges of assault in the Witbank Magistrate's Court yesterday

The case was a sequel to the lock-out of 4 000 workers at Highveld Steel's four

plants in September last year

The charges had been initially laid by members of the South African Boilermakers Society (SABS), who alleged that Highveld Steel's Numsa members had stopped them returning to work through intimidation and assaulting SABS workers

The men are Mr Petrus Chego, Mr Frans Boshelo, Mr Alfred Kgalake, Mr Phineus-

Lekoloane, Mr Lwayiphy Dyan, Mr Dumile Dalnjebo, Mr Patrick Mokoena, Mr Petrus Mthimunya, Mr Jongikhaya Melvin Goqa.

Previously, they had been charged with intimidation and assault but the intimidation charges were later dropped

After the case Numsa's Witbank organiser, Mr Joe Mokoena, said the nine Numsa workers were among 70 who were dismissed by Highveld Steel after the lock-out.

Bid to save 120 jobs

1988
3/2/88

THE Transport and General Workers Union is to take legal steps to secure the jobs of its 120 members whose Free State employers allegedly close down tomorrow.

120 jobs

By THEMBA MOLEFE

The workers are employed by Mothusi Transport in Welkom

TGWU spokesman on passenger transport, Mr Josiah Tire, said the 120 bus drivers have received letters from management that their services with the company end tomorrow because it did not receive any government subsidy.

The workers were told to collect their severance pay on Monday.

Mr Tire said the company's move followed a strike over the dismissal of two workers

He said the union found it "strange" that only the 120 drivers were affected

while clerical and workshop staff retained their jobs.

"We believe the company is not ceasing operations as we view the dismissals as a ploy to bash the union," Mr Tire said.

He said management hired 15 new bus drivers this week.

"We have briefed our attorneys who are monitoring the purported closure. If the company

still operates after tomorrow we are going to take legal action," Mr Tire said.

The company's general manager, Mr D E Nicolaisel, and depot manager, Mr Alex Heys, could not be reached for comment yesterday.

A Thabong resident who telephoned the *Sowetan* said hundreds of commuters had been stranded in the last two weeks and many had had to walk long distances between the township and Welkom.

la hit by strike

Tshabalala Enterprises employees were demanding the reinstatement of

A spokesperson for Tshabalala Enterprises

LOVED... FROM

140A

Ccawusa praised

THE Tanzanian-based Azanian Trade Union Coordinating Centre has welcomed the settlement of a dispute within the Commercial Catering and Allied Workers' Union of South Africa, the largest union in the retail industry.

Two warring Ccawusa factions, one led by general secretary Mr Vivian Mtwana, and the other by Mr Papi Kganare, recently reached

an out-of-court settlement which healed a split that had rocked the 70 000-member union last year.

The settlement was then made an order of the Rand Supreme Court.

A spokesman for Atucc said the agreement "undoubtedly rates as a major victory for the majority workforce against perpetrators of disunity".

Atucc hoped the

settlement would restore "the militant spirit" the union had demonstrated since its inception.

Meeting

STAFF at the Wilgespruit Fellowship Centre are to hold an urgent meeting tomorrow, in the wake of a strike by a number of employees.

The Rev Dale White, curator of the centre, said he hoped the meeting would help resolve the matter. Employees went on strike last Friday, demanding the reinstatement of a colleague, Mr Mandla Seleane

HAIRWAVES SALON
 17 1st STREET, SPRINGS
Perm Special

T E L E P H O N E

CTPA, Wectu for talks

4-10/2/88
Sonn
140A

THE scene seems set for talks between the Cape Teachers Professional Association (CTPA) and the Western Cape Teachers Union (Wectu) to bring about a closer relationship between the two teachers' bodies.

The talks are believed to follow pressure from the Congress of South African Trade Unions (Cosatu) and the National Education Crisis Committee (NECC).

Cosatu media officer Frank Meintjies confirmed that his organisation had urged progressive teachers organisations like Wectu to seek unity with bigger teachers' bodies like the CTPA, which had a more conservative story.

Wectu is one of seven progressive teachers organisations which planned to launch a national teachers union later this year.

Will take part

However, Cosatu is believed to have been upset at the planned exclusion of organisations like the CTPA and the African Teachers Association of South Africa (Asa).

Wectu chairperson Yusuf Gabru would not confirm or deny the talks.

Wectu believes the CTPA leadership is not giving the word of leadership that a progressive teachers organisation required at this point in time.

We nevertheless believe that national progressive teachers union is essential and will



Wectu's Gabru



CTPA's Sonn

From page 1

participate in all discussions that will lead to the formation of one national progressive teachers union that will affiliate to Cosatu," Gabru said.

CTPA deputy president Randall van den Heever said his organisation had not been informed of details of talks with Wectu.

But he confirmed that there was "some movement towards getting together".

"No final arrangements have been made so I can't really comment," he said.

Progressive

Meintjies said Cosatu had discussed with the NECC and progressive teachers organisations the possibility of a meeting between the various teacher organisations.

"It is time for progressive teachers organisations to bury their differences and all obstacles that stand in the way. The differences are not so substantial to keep them apart."

"Other teachers organisations with a

mass membership, but which have a more conservative history, should be involved. This is in line with Cosatu's policy of one union per industry.

"It is long overdue that progressive teachers organisations form a single teachers organisation."

Pressure

"We have experience of our affiliates merging with other unions with a more conservative background. Unions must be prepared to accept a new style of work."

"To pressurise for the demands of teachers, one must have a mass-based organisation. That is the only way to advance."

"The progressive teachers organisations have a total of about 10 000 members. The other organisations have much more than that."

"We will release more information when the matter is more fully discussed. The NECC will be the main coordinator of the talks," Meintjies said.

PLEASE PLEASE

By RYLAND FISHER

THE United Democratic Front's publicity secretary Hilda Ndude has added her voice to the strong plea for peace and unity at KTC

In a week of violence, Ndude's house in Guguletu was petrol-bombed, and in KTC at least six people were killed and 400 shacks burnt down, leaving about 3 000 homeless

"People must not dance to the music of the oppressor. We don't have to take our differences to this stage of death and destruction," Ndude said

"There is a need for unity and peace. We can't afford to lose any more lives. We need to focus on the enemy and not fight among ourselves"

Fighting

And a Masincedane Committee spokesperson said they would also do everything in their power to stop the fighting

"We remain committed to the UDF and the struggle waged by progressive organisations," Mr Gladstone Mtamo, education officer of Masincedane, said

The peace call has been supported by a wide range of people including UDF chairperson Dullah Omar, World Alliance of Reformed Churches president Dr Allan Boesak, and Nobel Peace Prize winner Archbishop Desmond Tutu

Bloodshed

A joint monitoring committee of organisations has been set up in KTC to channel grievances and prevent further bloodshed

"The problems can be solved and there appears to be a willingness to solve the problems," Boesak said

"The differences can't be so serious to allow the bloodshed and loss of life to continue. I have



Hilda Ndude and her daughter Nolizwe

committed myself to work with the community until there is peace," he said

Tutu's press secretary, John Allen, said the Archbishop supported the call for unity in KTC and for people to work towards peace

Congress of South African Trade Unions (Cosatu) media officer Frank Meintjies said the conflict at KTC was "not in the interest of the struggle"

"It is an even bigger blow because both sides see themselves as being part of the democratic movement and the struggle to end apartheid

The UDF's Omar said problems in the area could not be resolved through violence of any kind

"Don't let the enemies of the people misuse and take advantage of genuine grievances"

470/2/88
Suth

140A

112 5 3 211

LABOUR BRIEFS

160A

Workers dismissed

FIFTEEN promoters of American Flair products were dismissed this week by Hair Care International

The workers, all members of the Commercial, Catering and Allied Workers Union of SA (CCAWUSA), said they believed they were dismissed because they joined the Union

A company spokesperson said the dismissal had been a misunderstanding

Later, they were asked to sign a new contract which said that they worked for three days a week, for R15 a day

Before this, they had worked the whole week, but now management had told them they were only casual workers, and as such they would not be allowed to be members of CCAWUSA

A spokesperson said the dismissal had been 'A misunderstanding'

A representative was on his way from Johannesburg to sort out the matter, she said

South
29/2/88
70/2/88

Cawu dispute

A GROUP of construction workers is still at loggerheads with their employers despite an agreement to reinstate 98 union members who were dismissed in December 1987.

They were fired after downing tools in November last year in support of two colleagues who had lost their jobs for alleged insubordination. They are all members of the Construction Workers Union (CAWU), an affiliate of the South African Allied Workers' Union (SAAWU).

Last week, CAWU reached an agreement with Grinaker construction that the dismissed workers would be reinstated. However, the firm is insisting that the workers should have their skills retested, as if they were new employees.

CAWU is recognised by Grinaker in other parts of the country, but not in East London.

The negotiators are also dealing with a separate incident at another construction site in East London, where 17 CAWU members were retrenched in November last year. Management could not be reached for comment.



140A

South
4-70/2/88

Now Numsa will take its dispute to Supreme Court

SPV 4/2/88

140A

By Mike Siluma,
Labour Reporter

The National Union of Metalworkers (Numsa) has decided to take its long-running dispute with BTR Sarmcol to the Supreme Court, following the industrial court's decision to throw out the union's application for the reinstatement of about 1 000 members

The workers were dismissed in April 1985 after going on strike, demanding that the company (which has since merged with BTR Dunlop) recognise Numsa (then known as the Metal and Allied Workers' Union)

In a statement yesterday Numsa said it had decided to take the matter to the Supreme Court on review because it had "no intention of giving up the struggle for justice for the workers of BTR".

"Independent senior

counsel have advised that in their view the judgment and the conduct of the presiding officer during the trial was such as to warrant review proceedings being instituted

"BTR has confirmed itself as one of the worst employers in South Africa, and its activities will not be forgotten," said Numsa.

A statement issued last night by Mr G R Sutton, group public relations manager for BTR Dunlop Ltd, acknowledged receiving notification from Numsa's lawyers indicating a desire to have the industrial court's decision reviewed in the Supreme Court.

But, it said, "To date, five months after the judgment, no papers setting out the union's case for review have been submitted to the company, or its lawyers"

140A DID 5/2/88

Work stoppages disrupt MBSA

Daily Dispatch Reporter
EAST LONDON — Sporadic work stoppages have caused temporary disruptions on production lines at the Mercedes-Benz of South Africa (MBSA) plant here for the past week

The Eastern Cape regional secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Les Kettleidas, said the issues that had caused the stoppages involved dissatisfaction on the part of workers with the way in which disciplinary procedures were conducted at MBSA

He said the problems were "addressed and resolved" as they occurred, and there had been no incidents at the plant yesterday

A spokesman for the company said although vehicle production had been maintained "despite hiccups along the line", a few units had been lost as a result of work stoppages in different sections of the plant

She said the reasons for the disruptions ranged from challenges of disciplinary action taken by management

against workers to issues currently under negotiation with Numsa

A wage agreement which increased the minimum wage of MBSA workers on the lowest grade from R3,70 an hour to R4,50 an hour was signed in October last year after a two-month strike, and is valid until the end of this year

Mr Kettleidas said the current negotiations, which began at the end of last year and were resumed in January, concerned a recognition agreement and procedures of employment, including the grading of staff according to job categories

He said the union regarded the grading of staff as a matter of priority as it believed that certain workers were incorrectly graded and that the system of grading needed revision

Negotiations to conclude a substantive agreement between Numsa and MBSA continue today

Battered Cosatu does a rethink

THERE is a great deal of rethinking and strategising going on in the Congress of South African Trade Unions (Cosatu).

In the past year, Cosatu has faced severe repression, resulting in the death and detention of scores of members and forcing some shop stewards and key federation officials underground

The attacks came not only from the state and employers, but also from vigilantes and "warlords", according to Cosatu's information officer, Frank Meintjies

Meintjies said this had affected some of the federation's campaigns, especially the "Living Wage Campaign" and the campaign for a united front with other organisations

At the beginning of last year there was a mood of confidence and a sense of purpose and direction in Cosatu because the federation had a major strike, at OK Bazaars, on its hands.

Now, "there is a sense in Cosatu that if we want to move forward we should do so by formulating clear plans

"We need to reassess the attitude of the bosses as well as the attitude of this rightwing government, the attitude of the minister of manpower and the general hostility which prevails among the powers that be towards Cosatu

"We are at that stage where we realise that the Living Wage Campaign has to be reformulated by working out clearly which political weapons and tactics we will be using," Meintjies said.

A clearer sense of direction would only emerge once the federation finalised "the structure or the shape of the united front which Cosatu and the UDF have been discussing".

According to Meintjies the living wage demand has taken root with many workers and unions

"I think the main area of weakness was our slowness in building solidarity action between the different unions and our failure to quickly build solidarity action at community level with other democratic organisations in the townships. That has placed serious limitations on the Living Wage Campaign."

The campaign was not just an economic campaign about wages, but had broader ramifications, he said

"The living wage demands are demands for radical social change. These demands cannot be reached if we don't build that struggle within the broader democratic movement.

"There was also a weakness at the level of national co-ordination because the federation was badly affected by the violent attacks on Cosatu offices and the onslaught against us

"Some of our attention was turned towards the Hands Off. . .

Hammered over the year by the state, by business, by vigilantes and 'warlords', Cosatu has shifted from the euphoria of a year ago to a belief that clearer tactics are needed. SEFAKO NYAKA interviews Cosatu's

FRANK MEINTJIES

At the height of the white parliamentary elections in May last year, Cosatu House was rocked by two powerful bombs which rendered the building unsafe

Dozens of union offices country-wide became targets of arsonists, burglars and graffiti artists. The Hands Off Cosatu campaign was launched to rally support to counter these attacks

Cosatu rallies continue to be banned and pamphlets and documents are regularly confiscated. A further threat is the introduction of the new Labour Relations Act, Meintjies said

Even the federation's campaign to organise farmworkers was affected by state and employer repression, he said. There have been mass dismissals at places like the tea-farming estates at Sapekoe.

"We have managed to rally support for the protection of democratic trade union rights . . . (but) we are not happy that in this campaign we have moved as far as we would have liked"

Meintjies was quick to point out that although the campaign for united action has suffered some setbacks, it had its highlight in the mass stayaway on May 5 and 6 last year.

"There have been weaknesses within Cosatu — like in the regions where they were faced with so many issues that, due to all the pressures on the different affiliates, participation was not as strong as it ought to be.

"This meant that some of our structures couldn't take up all the campaigns that were set out"

This indicated, he said, that Cosatu has not built solidly enough the links



Cosatu's Meintjies ... "not as strong as we'd like to be"

action has "not been as strong as we would have liked. This is why we have begun to talk about a united front, about permanent structures".

Such a front would include youth, women and community organisations

The federation has also made significant progress in organising the unemployed, according to Meintjies.

Local, regional and national structures have already been set up and an unemployed workers' union will be launched in the near future, Meintjies said

He is adamant that differences between affiliates did not play a major role in the federation's slowness in building solidarity between unions during the Living Wage Campaign.

"We have managed to minimise differences between unions through the merged unions. This has helped to provide cohesion and a more united direction among unions.

"The weaknesses of building that solidarity was mainly that of structures. Participation in regional and local councils wasn't all that strong and meetings were not all that strong and

posed by one particular union "And in that particular union it was just a segment of the union which

Profit seekers are automatically accountable to the population as a whole; because if they were not, the population would not be able to pay them. . .

How long are we going to allow the labour in the community to be exploited by the Bantu, who is going to do the work? . . .

in the state of Israel. And even if they know? Messiahs come from the state of Israel. . .

February 5 to 11, 1988

11

140A
said they had problems with adopting the Freedom Charter," he said.

Meintjies also believes the adoption of the charter does not exclude workers in the National Councils of Trade Union (Nactu), Cosatu's rival

"It is difficult to say to what extent there is support within Nactu for the Freedom Charter. When one looks at the demands of the Freedom Charter, there will be substantial support for it in Nactu.

"Among people in the townships in South Africa there is very little hostility towards the charter," he said.

Meintjies said there was "nit-picking" from forces, not particularly in Nactu, about the details of the charter. But "no-one can deny that it is a forceful document that has mass support"

At the moment there does not seem to be much scope for closer co-operation between the Cosatu and Nactu federations because Cosatu resolved at its conference last year that it will build alliances only with organisations which are compatible, have a definable mass base with a history of struggle and are non-racial and democratic

"Where an organisation does not fulfill all these requirements there are difficulties," Meintjies said.

The ongoing violence in Natal has also badly affected Cosatu

Several Cosatu members have been killed in the battle for supremacy in the province. "We see this as an attack on the basic rights of workers and as an attempt to preserve the cheap labour system"

Meintjies said there will be action from workers in a bid to force employers to take a stand against "forced recruitment and violence".

Unless arbitrators or a conciliation board manage to resolve a two-week-old wage dispute, it seems a strike by black media workers (Mwasa) against Argus and Times Media Ltd (TML, owners of the FM), is certain.

The parties reached deadlock on Monday over Mwasa's demand for a 20% increase across-the-board. TML has offered 17% to weekly paid staff and 16% to salaried employees, which includes journalists. The 16% comprises 8% across-the-board and 8% determined on merit. Argus's split is 12% to all and 4% on merit.

TML's Barrie Harris says Mwasa haven't justified their demand, bearing in mind the inflation rate; the level of increases granted by the market generally; the company's higher-than-average bonus; and the improved housing subsidy, which has been doubled to R6 per R1 000 with a maximum of R240 and which now applies to those with three years' service (it was five).

Mwasa's Sam Mabe, a news editor on *The Star*, replies: "In the previous year, when the company claimed to be performing badly, it offered 15%; now, when it says it is doing far better, they are offering 16%." He also says the union wants to improve its members' quality of life and keeping pace with inflation is not enough. Bonuses, he believes, are deserved by his members since "we worked for it." According to Mabe, only a handful of members, the journalists, of which there are around 170 in Mwasa, could benefit from the

housing subsidy; few among the rest, some 4 500 media workers countrywide, can afford houses, he says

There are various other issues Mwasa is contesting with the Argus company, such as an alleged unfair dismissal and harassment at the *Sowetan*; alleged forced membership of the SA Typographical Union, and the status of 11 casual employees of The Newspaper Printing Company. But "to avoid clouding the main issue," Mabe says these should be dealt with at plant level. Argus reserved its position on this point.

Harris says TML believes its offer is fair and reasonable. Mabe says his members are prepared to strike over the issue. A strike ballot may well be Mwasa's next step.

Nearly all the employees, Ccawusa members, who began a legal strike at 142 of Ellerine's 290 stores last December 8, returned to work on Monday. From a workforce of 6 567, some 2 418 took part in the seven-week action.

In terms of the settlement signed on January 27, the company agreed to a R110 a month across-the-board wage increase starting February.

This takes Ellerine's minimum in its five job grades to R441, R511, R534, R545, and R705 — somewhat less than the union's opening demand last May of R550 minimum plus R200 across-the-board.

Ccawusa general secretary Vivian Mtwa says the strike "resulted in a national agree-

ment, marking a major breakthrough in the struggle of Ellerine workers for a living wage and better working conditions."

Most of the rest of the conditions had been agreed to by last September, when Ccawusa declared a dispute (*Current affairs*, November 6 1987).

The package includes paid holidays on June 16 and "a day in May" — whether May 1, or the first Friday in May, is to be decided, regional pay differentials for the same job are eliminated; a sliding scale of commissions for sales staff, a lump sum R770 payment to non-sales staff in lieu of retrospective pay, less interim payments already granted, field and outside area sales reps become permanent employees with certain backdated benefits.

Employees detained under emergency or security laws will be guaranteed their jobs back and 50% of their wages for a period stipulated in the agreement.

The company committed itself to concluding a recognition and procedural agreement with Ccawusa within 6 months. Negotiations will continue regarding maternity provisions, compassionate leave and assistance for housing.

Ellerine's human resources manager Pierre de Villiers describes the company's first brush with organised labour as "a very tough round of negotiations and both sides played by the rules."

Their next round of wage talks starts in April, for the period July 1 to June 1989.

(140A) (M)

Thorns of politics

The key question thrown up by the split in Cosatu's fourth largest affiliate, the 66 000-member commercial and catering union Ccawusa, is whether different ideological viewpoints can co-exist in the same union

Cosatu says they can — "if they debate and discuss differences, cohesion can be achieved," according to information officer Frank Meintjies. Cosatu policy, he adds, is that unions don't necessarily have to be formed along political lines

The trouble is that the union federation last July adopted the Freedom Charter as its guide, thus throwing its significant weight behind the "populist" or political camp

FINANCIAL MAIL FEBRUARY 5 1988

<p>Some were sceptical at the time because other tendencies, notably groups among Ccawusa, the chemical (CWIU) and metal worker (Numsa) unions who went along, had wanted a more socialist "workers' charter," distinct from the main black political movements. The "workerists" argue that there are various political tendencies in any union and to adopt any one could be divisive. The</p>	<p>textile workers, for instance, argued against any form of direct political alignment. Labour observers last year predicted that ideology could become a thorn for Cosatu. "Above all," wrote Andrew Levy, "in 1988 Cosatu will need to show the restraint required not to become too deeply enmeshed in either political rivalries or be used as gladiators for political parties, without, of course,</p>	<p>being seen to compromise in any way on their stated position as being in the forefront of the 'struggle'. The management of this will require some finesse." Indeed, Cosatu and the two Ccawusa factions seem to be treading carefully, and they hope to achieve reconciliation at a big indaba in May. This flows from the terms of a Rand</p>
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5/2/88

(M)

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Supreme order two weeks ago, in which Vivian Mtw'a's faction (comprising the Johannesburg, western Transvaal, Pietersburg and western Cape branches), was recognised as the real Ccawusa, against the Cosatu-backed Papi Kganare faction, which includes the Durban, P E, Pretoria and Vaal branches.

Cosatu's executive committee decided to back Kganare after it found "that a small group in the Johannesburg branch had been seen to be undermining Cosatu policy." Mtw'a has consistently denied the charge, even though he is in fact more keen on "an independent working class position," rather than unqualified acceptance of the Freedom Charter. He has also denied being a closet supporter of the National Council of Trade

Unions, Cosatu's smaller, Black Consciousness-leaning rivals.

Last week's court settlement means that Ccawusa's 1981 constitution still applies and that decisions and appointments in terms of the 1986 constitution fell away, as did any new appointments made last year. Mtw'a is now required to call a national conference by mid-May, after all branches have held AGMs by February 28.

A problem for Cosatu now is what to do about its hotel and restaurant affiliate,



Meintjies

Harwu, whose merger with Ccawusa last June 28, in terms of the "one industry, one union" drive, is rendered void. The matter is expected to be resolved at the May conference. Mtw'a's Johannesburg branch opposed the merger credentials from the start. Although the split had little or no impact on the union's negotiations, notably in the Ellerine's strike, the settlement pleased employers like Pick 'n Pay and OK Bazaars, who have begun their annual wage bargaining round with Ccawusa.

made more use of bank credit, for example, to purchase shares. Hire purchase credit, for example, was

Union expects no Premier shifts

140A W/M

By CHRIS MABUYA

TONY BLOOM'S departure "will not change anything as far as the struggle for high wages is concerned", says the Food and Allied Workers' Union.

wages".

Fawu is the recognised union at Bloom's Premier Group.

Assistant general secretary, Mike Madlala, told *Weekly Mail* workers had not opposed Bloom's high-profile political initiatives such as the 1985 visit to the African National Congress.

This explained the placards Bloom faced on his return from Lusaka in 1985, he said. ("Bloom! Don't talk to the ANC! Talk to your workers!" they read.)

But, he said, there had been fundamental differences between the interests of the union's members and Premier — centred chiefly around wages.

But while the loss of such an outspokenly liberal chairman might make it more difficult to apply pressure of this type, the union did not expect any dramatic changes in their relationship with Premier.

These differences remained, whoever occupied the chairmanship.

Although Bloom had not been directly involved in wage negotiations, said Madlala, his political profile allowed workers to attempt to pressurise him "to talk to his negotiating team to meet demands for higher

A shop steward at the Premier-owned Farm Fare in Wynberg — where the placard demonstration had taken place — supported this view, saying: "We are not concerned about Bloom's resignation nor the taking over of another person. Our main concern is the workers, and as long as there are workers at Premier we will ensure the strengthening of our campaign for a living wage."

More is spent, but not on food

5-11/2/88

CONSUMERS are spending more, but they are buying durable goods rather than more or better food.

and on furniture and appliances by 26 percent.

And spending by black consumers has been a significant factor fuelling the upswing in the economy.

Retail chain stores whose target market is black consumers increased their sales by far more than the "universal chains", according to Integrated Business Information Systems data. Spending on clothing, footwear, furniture and appliances rose by 39,6 percent in the "black chains" compared with 27 percent in the universal chains.

Food purchases grew by 15,9 percent in the year to December — no more than the inflation rate. But spending on clothing was up by 22 percent, on footwear by 20 percent



JOHANNESBURG — Gencor's Stilfontein gold mine is to reduce its workforce this month by at least 1 700 employees — 18 per of the present 9 485 complement

And the National Union of Mineworkers (Num) is anticipating that at least another 3 000 will be made redundant by mid-year

Num assistant general secretary, Mr Marcel Golding, said yesterday the union had been told that 3 977 underground and 1 106 surface workers would have to be made redundant by

LOA *D/D 6/2/88*
1 700 lose jobs on gold mine *RM*

June -- 2 000 of them this month

He understood this was part of the process of closing down the mine in about four year's time

Golding said the union had asked for geo-

logical reports to back up management claims on the reasons for the lay-offs, and was also attempting to negotiate an improved redundancy package

While a Gencor spokesman confirmed

that 1 700 would be laid off this month, gold and uranium chief executive, Mr Bruce Evans, said no further decisions had been made on retrenchments or the future of the mine

The spokesman said this month's lay-offs were a result of the aging nature of the mine accompanied by diminishing ore reserves, increased production costs and the weak rand gold price

She said it had been necessitated by a 25 per cent fall in production towards the end of 1987

91
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w/ARGUS 6/2/88

1 700 gold miners to lose jobs

Weekend Argus Correspondent
JOHANNESBURG — About 1 700 mineworkers are to be retrenched from Gencor's Stilfontein gold mine at the end of this month, according to the National Union of Mineworkers

And 3 000 are expected to be laid off in July.

Union spokesman Mr Marcel Golding, describing the retrenchments as the biggest on any one mine, said Stilfontein management had told the union that an estimated 5 000 jobs are on the line at Stilfontein as a result of depleted ore reserves

Mine to close

The management had told the union the retrenchments were part of a programme aimed at eventually closing the mine, which employs about 9 400 people

Gencor has confirmed the retrenchment of the 1 700, but said a decision on further redundancies and the mine's future had not yet been made. A Gencor spokesman said production at the mine had declined by 25 percent by the end of last year

The company would continue efforts to find alternative employment for those retrenched

Mr Golding said the number of retrenchments was "far too high" and the union had requested geological and other information about the state of the mine, but not all the information had been forthcoming

The union was dissatisfied with the severance package offered by management

WAGES

140A

First round

Before making a counter-offer, Pick 'n Pay last week quietly asked the union, Ccawusa, to reconsider its opening wage demand (which would amount to R79,8m), bearing in mind that the company's after-tax profit for the year just ended was R43m. In fact, says P 'n P's chief negotiator, Frans van der Walt, the cost of the total package demanded would, at R86,2m, be double last year's profit.

The union opened the annual wage bargaining round for the retail sector seeking across-the-board increases of R1,88 an hour or R366 a month. This would lift the minimum monthly wage from R490 to R856, which is roughly what the labour federation, Cosatu, considers a "living wage" to be.

In addition, Ccawusa wants the "cash only" company to introduce staff accounts with stop-order facilities, 12% staff discounts, four weeks' annual leave, and March 21 (Sharpeville Day) as a paid holiday. After reconsidering on Monday, the union decided to stick to its demands.

The company then counter-offered with R100 a month across-the-board. It said it cannot grant March 21 because the day off would cost it R960 000 and, besides, May 1 and June 16 had already been granted as paid holidays. Also, "at this stage," it is saying no to the additional fourth week's leave (estimated cost R2,5m a year) and no to staff discounts (cost R3m a year). It wants more details from Ccawusa on their demand for staff accounts, which the company is prepared to consider.

A union's apparently high opening demands are, of course, normal in industrial relations bargaining and settlements are usually nowhere near them. Last year, for instance, when Ccawusa, unusually, asked P 'n P to make an offer first, the company suggested R85 a month. The union pitched in with a demand for R240. They settled at R100.

Wage bargaining with the other retail giants will commence over the next few months, starting with OK Bazaars this month, followed by Foschim, Edgars and Checkers.

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EEN BERICHT

VOOR: MOSES MAYEKISO, ALGEMEEN
SECRETARIS VAN DIE NATIONAL
UNION OF METALWORKERS OF SOUTH
AFRICA.

VAN: DIE INDUSTRIEBOND FNV IN
NEDERLAND.
AL JE COLLEGA'S IN DE METAAL
INDUSTRIE EN VRIENDEN IN DE
NEDERLANDSE VAKBEWEGING IN DE
JE VEEL SUCCES EN HEEL VEEL
STERKTE IN DIE KOMENDE MAANDEN.
IN GEDACHTEN ZIJN WE BIJ JOU EN
STEUNEN JOU EN JE VRIENDEN.*

* to: moses mayekiso, general secretary, national union of
metalworkers of south africa
from: industriebond, fnv, the nederlands.
all your fellow metal workers and friends in the dutch
union movement say good luck and lots of courage in the
months ahead. we are thinking of you and standing with you
and your comrades.

this advertisement is placed by
the industrial workers union of the nederlands,
industriebond fnv, a sister union of the
national union of metalworkers of south africa
affiliated to the international metalworkers federation.

40A

9/2/88
S. Molefe

Wage talks to resume

By THEMBA MOLEFE

THE Chemical Workers Industrial Union and a West Rand company are to resume negotiations today to resolve a wage dispute between the two parties

The dispute follows management's earlier attempts to get the industrial court to ward off a legal strike, CWIU said

The union said in a statement that the Roodepoort-based company, Be-Tabs Pharmaceuticals, attempted to obtain an industrial court interdict against CWIU and its members on a legal strike

Interdict

The parties agreed at the industrial court on January 29 that the company would not pursue the interdict and wage negotiation would resume today

The union said "CWIU has noted the recent tendencies of employers to try and invoke prematurely certain provisions of the Labour Relations Amendment Bill before it becomes law

"The recent attempted interdict by Be-Tabs Pharmaceuticals is an example because one of the provisions contained in the proposed Bill effectively negates the workers' right to strike," the union said

CWIU said its 200 shop stewards will meet tomorrow to discuss the proposed Bill

S 1937/88

Cosatu ^{P/P} against ^{9/2/88} privatisation

JOHANNESBURG — Cosatu has warned that the new economic policy, and particularly attempts by private sector employers to adhere to government calls for wage restraint, would serve only to heighten worker militancy

Cosatu's information officer, Mr Frank Meintjies, said the organisation's living wage campaign had highlighted the dangerously wide income gap between rich and poor

Union perceptions were that employers had always employed wage restraint in collective bargaining, and any further wage restraint would exacerbate this danger

He also criticised the failure of the State President to give any emphasis

to price freezes or restraint

Privatisation, he predicted, would further concentrate wealth in the hands of the few, as shares in privatised corporations would be snapped up by the monopolies

This, he said, would endanger jobs, reduce the possibilities for a redistribution of wealth, and would set back the efforts of workers to achieve more control over their lives

Referring to the Freedom Charter's provisions for the nationalisation of major industries, he added that those monopolies which bought up the privatised corporations should remember that it would be only a short-term gain for them — DDC

140A

D/D 9/2/88

Labour Relations Bill

stormy times ahead?

140A

Daily Dispatch Correspondent

JOHANNESBURG — The Labour Relations Amendment Bill, scheduled to be debated in Parliament later this year, promises to become one of the focal industrial relations issues of 1988

The Cosatu central executive committee is due to meet on Friday to discuss the tactics of a campaign against the Bill, while three major affiliates have initiated their own actions

The Cosatu information officer, Mr Frank Meintjies, said yesterday the organisation was open to talking to employers and their organisations about the Bill, although employers appeared to have moved to the right since the Chris Ball affair and the general election

Employers will be asked to use their clout to convince the government that the legislation would create a potentially revolutionary situation by reversing advances made since the beginning of the Wiehahn era

Among other things, the Bill further restricts the right to strike, and makes it easier for employers to sue for damages against unions whose members take part in unlawful strikes. It also narrows the scope for unfair dismissal actions by unions in the industrial court

Shop stewards of the Chemical Workers Industrial Union (CWIU) and the Food and Allied Workers' Union (Fawu) have begun approaching man-

agements protest against the Bill

The National Union of Metalworkers of South Africa (Numsa) announced yesterday it would distribute to members 100 000 pamphlets on the Bill this week, as a prelude to mass protest meetings at factories and calls on individual employers to distance themselves from the Bill

The Fawu president, Mr Chris Dlamini, said shop stewards would meet soon to plan protest actions against employers who failed to respond positively to the approaches

Among the large companies which have already received representations through shop stewards at plant level are Premier and AECI

The AECI group industrial relations manager, Mr Bokkie Botha, said his company was willing to have talks on the Bill with the CWIU

The Premier group human resources director, Mr Theo Heffer, said after promulgation it may become necessary for the union and management to create new parameters for their relationships, which override retrogressive statutory measures

Premier had telexed the Fawu head office reaffirming that the company would not go back on any agreements if and when the Bill became law

Mr Meintjies said a hostile response by employers and government to union demands would deepen union members' commitment against capitalism and the tricameral system

9/2/88
1/10/88
metru

A TEMPORARY Supreme Court order issued in August 1985 against the South African Allied Workers' Union, restraining it and its representatives from organising or directing an illegal strike of employees of Murray and Roberts Buildings (Pty) Ltd., was made final last week

Murray and Roberts originally brought the application after a large number of workers went on strike in protest at several problems relating to hostel conditions

* * *

CP calls for Cosatu probe

140A
Smuts
9/2/88

HOUSE OF ASSEMBLY — The Government should order a commission of inquiry into the history, objectives, connections and political control as well as the hold over labour by the Congress of South African Trade Unions, the leader of the Official Opposition, Dr Andries Treurnicht, said yesterday.

Opening the week-long No Confidence debate in the House, he said the United Democratic Front which, like Cosatu, was a front for the SA Communist Party and the African National Congress, should also undergo a similar investigation

They should be examined because these

SA Press Association

organisations rejected any claim by the white man for segregation and an "ownness"

"They stand for a so-called "open democracy" which means nothing more than black domination over the whole of South Africa"

A second reason for his call for a commission of inquiry was that the ANC was being considered for legislation

Dr Treurnicht referred to South Africa's United States Ambassador, Dr Piet Koornhof's statement in August when he said the proposed National Council would be a forum "for the negotiation of such questions as the release of Mr Nelson Mandela, the legislation of the African National Congress"

Violence

Added to this was the fact that the renunciation of violence by the ANC was now no longer a precondition for negotiation, but a point on the negotiation agenda

"In other words, the ANC, a communist-controlled proponent of



**Dr TREURNICHT . . .
CP leader.**

violence with blood on its hands and a vision of black domination, can now negotiate with the Government on the use of "necklaces", Oliver Tambo's threat of a bloodbath, and the murders at Pietermaritzburg and elsewhere," Dr Treurnicht said

"It will be a legal organisation entitled to take part in setting up a new constitution for the whole of South Africa"

Dr Treurnicht said it should also be remembered the ANC had made it clear it could continue its armed struggle even if talks with the South African Government came about

9/2/88

140A

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union

★ ★ Briefs ★ ★

WAGE negotiations between the Commercial Catering and Allied Workers' Union of South Africa and Pick 'n Pay management continue on Thursday, a union spokesman said yesterday.

Ccawusa official, Mr Jeremy Daphne, said the union wanted an across-the-board increase of R366 a month while management offered R100

• About 200 clothing workers will lose their jobs when the Elite Clothing Factory in Maitland, Western Cape, closes on February 12.

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9/2/88

140A

union

A MAJOR strike in the cotton textile industry has been avoided

Individual employers have opened negotiations with the Amalgamated Clothing Textile Workers' Union (Actwusa) and a settlement has been reached at two factories, Desiree Quilted Products and Table Bay Spinners

Five other employers have made offers which are being negotiated

An Actwusa spokesman said those employers not prepared to negotiate still faced a possible strike

★ ★ ★

Workers' back at MBSA plant

Daily Dispatch Reporter

EAST LONDON — Production returned to normal at the Mercedes-Benz of South Africa (MBSA) plant yesterday, after sporadic stoppages on Thursday

Workers in some sections of the plant had downed tools in sympathy with the alleged detention of a shop steward at union offices

The regional organiser of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said the workers returned to the shop floor yesterday morning, after hearing that the chairman of the shop stewards committee in East London, Mr Msiteli Nonyukela, had been released

Mr Gxarisa declined to comment on the brief detention.

He said union members who had been present at the offices when Mr Nonyukela was taken away by police had said that the premises had been searched

A spokesman for MBSA in Pretoria confirmed that production was back to normal

The company expressed its concern over the recent emergency restrictions imposed upon the Congress of South African Trade Unions — the umbrella body under which Numsa falls — in a statement issued after Mr Nonyukela's release

The spokesman said management had made "representations to secure his release from detention"

"The company believes that these developments will hinder the efforts for better industrial relations," the spokesman added

CAPE TOWN
— Government should order a commission of inquiry into the history, objectives, connections and political control of Cosatu, as well

~~2/2/88~~ 140A B/don
9/2/88
**Treurnicht
wants Cosatu
investigated**

as their hold over labour, Leader of the Opposition Andries Treurnicht said yesterday.

Opening the week-long no-confidence debate in the House of Assembly, he said the UDF which, like Cosatu, was a front for the SA Communist Party and the ANC, should also undergo a similar investigation.

He said they should be examined because these organisations rejected any claim by the white man for segregation and an "ownness".

"They stand for a so-called 'open democracy' which means nothing more than black domination over the whole of SA."

A second reason for his call for a commission of inquiry was that the ANC was being considered for legalisation.

Treurnicht referred to the statement of SA's US ambassador Piet Koornhof in August last year when he said the proposed National Council would be a forum "for the negotiation of such questions as the release of Nelson Mandela, the legalisation of the ANC..." — Sapa.

9/2/88



SSS

9/2/88

1/10/88

Sanctum

COMMERCIAL CATERING

★ ★ Briefs ★ ★

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Five other employers have made offers which are being negotiated.

An Actwusa spokesman said those employers not prepared to negotiate still faced a possible strike.

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14cA

PW's plan will upset workers — Cosatu

COSATU warned yesterday that the economic package announced by President P W Botha on Friday, and particularly attempts by private-sector employers to heed his calls for wage restraint, would serve only to heighten worker militancy.

Information officer Frank McIntjies said Cosatu's living-wage campaign had highlighted the dangerously wide income gap between rich and poor.

Union perceptions were that employers had always employed wage restraint in col-



ALAN FINE

lective bargaining, and any further wage restraint would exacerbate this danger.

He also criticised Botha's failure to emphasise price freezes or restraint.

Privatisation, he predicted, would further concentrate wealth in the hands of a few, as shares in privatised corporations would be

snapped up by monopolies.

It would endanger jobs, reduce the possibilities of redistribution of wealth, and set back workers' efforts to achieve more control over their lives.

Referring to the Freedom Charter's provisions for the nationalisation of major industries, he added that those monopolies which bought up the privatised corporations should remember their gain would be short term.

From Within Club
or Finance 50/70/71

Lifegro

move on moral standards was part of a by-election
play insisting it was part of "good over evil"

D. / D 10 / 2 / 88

Union: production hindered by work-to-rule, overtime ban

(15)

Daily Dispatch Reporter
EAST LONDON — The Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) has claimed a 30 per cent drop in production at Frame Group factories as a result of an overtime ban and work-to-rule instituted two weeks ago

The Actwusa's general secretary, Mr John Copelyn, said strike ballots held at the factories after National Textile Industrial Council (NTIC) wage negotiations deadlocked in October last year had resulted in a 90 per cent vote in favour of industrial action

He said workers had decided to claim their full hour-long lunch break as a result of the group's offer in the industrial council negotiations — the main issues being wages and shift times

The Frame Group director of human resources and vice-chairman of the National Textile Manufacturers' Association (NTMA), Mr Peter Richardson, denied that the company had experienced any

significant reduction in production as a result of the overtime ban or work-to-rule

"That is simply not true," he said

"When negotiations reached stalemate the union did not come back to the employers with new proposals, although they rejected our final offer

"The first action by the union was to conduct a strike ballot and, before the results were known, the NTMA invited them to attend further talks because we felt we had proposals which could beat the deadlock

"The basis of that proposal was to substantially improve our offer on condition that the agreement would be in force for 18 months and not six, as originally discussed"

The union's decision to claim a full hour's lunch break had only had the effect of reducing employees' wages by 5.4 per cent a week, he said

"The half-hour lunch break was part of an agreement which had

been in force — with union acceptance — for 22 years in some instances. In return the working day was reduced by 30 minutes. By taking a full hour and still finishing at the same time, the union has imposed a wage cut on its members"

Mr Copelyn said no settlement had been reached in a 10 hour meeting on February 5

Actwusa had compromised on many issues, and although management had increased their offer, the union's final position had not been accepted

"The closing positions are significantly close — in some cases the employers have offered just 25 cents a week less than the union's final offer

"We cannot understand what they are quibbling about. It seems that management is prepared to risk a massive all-out strike over an extra cent an hour increase," he said

Mr Copelyn added that it was common practice in the industry that many night shifts finished at 3.45 am

"Because no transport is available at this time, workers often just sit around or sleep at the factory to pass the time. I know of no other country in the world where these shifts are worked"

The union is demanding payment from the time of the shift end to 6 am in compensation for the awkward times

Mr Richardson said the union had been invited to attend a meeting last year to discuss shift patterns, but they failed to turn up

"Nevertheless we recognised that some shift finishing times were unsatisfactory and decided to change them. However, these changes can only be implemented with union co-operation and our proposals in this respect have always formed part of our offer

"We believe we have substantially met the union's demands in terms of both wages and shift patterns and our offer is spelled out quite clearly in the submission made after our meeting on February 5, which is now being put to the shop stewards," Mr Richardson added

D/D 10/2/58

Investigate racist attitude of CP and not us, says Cosatu

140A

JOHANNESBURG — Instead of Cosatu being the subject of a government probe, the racist attitudes of the Conservative Party (CP), and the manner in which young blacks were driven into joining the armed wing of the ANC

should be investigated, Cosatu said yesterday

The Cosatu spokesman, Mr Frank Meintjies, was responding to the statement of the CP leader, Dr Andries Treurnicht, in parliament on Monday, that the government should order an inquiry into the history, objectives, connections and political control of Cosatu

Dr Treurnicht alleged that Cosatu, like the United Democratic Front, was a front for the South African Communist Party and the ANC

Cosatu rejected these allegations yesterday

"Cosatu has always operated openly, our constitution and aims are contained in public documents," Mr Meintjies said

"If there is any government investigation, it should be into the racist attitudes of Dr Treurnicht, who has often suggested that there is no place for blacks in South Africa except in homelands"

The government and the right wing were "incapable" of addressing the reasonable demands of the majority of people"

No progress had been made in investigations into the bombing of Cosatu House, and "the government and Dr Andries Treurnicht should state clearly whether

they support violence and terrorism against Cosatu"

"Cosatu believes that the conflict and crisis in South Africa will be solved only if the true organisations of the people are respected,

and not suppressed"

Mr Meintjies said that the Government must realise that the demands made through Cosatu and other democratic organisations arose out of real grievances— Sapa

01/5/10/18 10/2/88

Maitland strike

Staff Reporter

WORKERS at the Jungle Oats mill in Maitland yesterday downed tools and picketed for a R40 weekly wage increase.

While a Food and Allied Workers' Union (Fawu) spokesman said that 120 of its members at the factory were on strike, deputy managing director Mr M Paddick put the number at 70 out of a complement of 230.

The Fawu spokesman said the strike followed a strike ballot on Monday night.

Workers were demanding an across-the-board increase of R40 on their current minimum wage of R115,75 while the management offer was R30, he said.

"A dispute was declared after mediation deadlocked and the union applied for a conciliation board. The strike is legal," the spokesman said.



Vest Bank
ay. In the



Protesting workers at the Mono Pumps factory near Kempton Park are set to secure significant rights

South
11-17/2/88

'We want a fair deal'

THIS month workers at Mono Pumps at Sebenza near Kempton Park in the Transvaal, will hear whether they have won their fight for new rights when the company they work for disinvests from South Africa

In the Eastern Cape hundreds of workers who were fired from the former General Motors over a year ago are expecting to hear soon whether the Industrial Court will allow them to return to their jobs at the new local company, the Delta Motor Corporation

Cosatu

According to Frank Meintjies, information officer for the Congress of South African Trade Unions (Cosatu), there is now greater pressure for the workers of companies disinvesting to be given a fair deal

"These companies are pulling out because of so-called concern for the plight of the oppressed and exploited," he said "But last year Cosatu and other solidarity groups started exposing the fraudulent ways in which they were disinvesting

Often, there were no safeguards for the workers. The multinational would just hand over to a local company that would merely pay the workers for the work they did. There would be no attempt to honour the agreements between the union and the previous management

"The mother company would often then retain an interest in the new company with the hope obviously of trying to rebuy the company at a later date"

Central to the drawn out negotiations at Mono Pumps has been the claim by the company's executives that the sale is a "commercial decision" and not a disinvestment. They claim the Kempton Park branch is one of five or six being sold off around the world

Multi-national companies are disinvesting from South Africa supposedly because of their concern for the oppressed workers. Yet, when they leave workers often lose the few rights they had. Now unions are going all out to ensure that workers' rights are transferred and even extended when a new management takes over.

But the National Union of Metalworkers of South Africa (Numsa) has disagreed and has pressed for a deal that would not only preserve existing rights but extend them

If the company is bought by the local management team - which appears almost certain at this stage - the union will have succeeded in its aim. It will also have created a precedent, maintains Ms Adrienne Bird, the Numsa organiser involved with the Mono Pumps issue

"It's very difficult in a situation like a takeover to extend the rights of the workers, so we'll have every reason to be proud when the sale goes through this month," she said

Workers

Under the agreement reached between Numsa and Mr Michael Kettle, the UK executive handling the sale, a clause will be inserted into the terms of sale protecting all the present terms and conditions of all workers in the company

A trust will also be established for the benefit of the workers which will be controlled by a board of trustees consisting of two worker representatives elected by a secret ballot, one representative from Numsa, and two independent representatives, one of whom will be an accountant and the other an attorney

In the past the company refused workers the right to negotiate at plant level. This right has now been assured and Numsa has agreed to negotiate a formal recognition of the union by the company

retrenchment package was also secured with the local management team undertaking to give "ample" notice if anyone should be retrenched, said Bird

Sacked

Workers at General Motors are not so fortunate. Thousands of workers were summarily sacked when they downed tools after their demands for severance pay, pension refunds and the right to appoint two directors to the board of the new company were turned down

A series of meetings between management and workers reached a stalemate. The matter has now taken over a year to reach the Industrial Court. In the meantime many of the waiting workers have become involved in township mechanics, bricklaying dance and drama workshops

As Meintjies of Cosatu points out, the real danger of takeovers and mergers is that the agreements the workers have won through bitter struggle will be overturned

"The hard-won gains made by organised workers should never be reversed," he said "Workers should fight to ensure that they are not thrown out to starve after having worked to create the wealth of the company"

"The rights of workers haven't been won easily. It's been an agonising process. That's why we've determined that all affairs of a company should involve consultation with its union - especially takeovers"

very expensive

140A W/Meals 11/2/08

Ccawusa vs Ccawusa: Feuding factions move in for final kill

LIKE skilled arm-wrestlers, the key players in the long-running battle between two factions of the Commercial Catering and Allied Workers' Union are sizing each other up for what is clearly the final kill

Although the battle was recently resolved in an out-of-court settlement, there is a bitter battle going on behind the scenes for control of the union

Both groups are reluctant to talk about the issue

The settlement, which was made an order of the supreme court by Mr Justice Gordon a few weeks ago, effectively bars anybody, save the three-man national executive, from making press statements

Only the vice-president, Herbert Mkhize, national treasurer, Dinah Nhlapho, and general secretary, Vivian Mtwa can make statements

The settlement, which averted a major split in the third largest industrial union in the Congress of South African Trade Unions, followed an urgent court application by Mtwa against seven Ccawusa office-bearers, including Mkhize and Nhlapho

Before the settlement Mkhize and Nhlapho belonged to what was commonly known as the Kganare group, while Mtwa led his own faction

According to the settlement, the national office bearers were ordered to

- Instruct all branches to hold an annual general meeting before February 28 — exactly three weeks away
- Jointly supervise the calling, holding and conducting of meetings
- Appoint a member of the Inde-

The next few weeks should see the gradual demise of one or other of the feuding Ccawusa factions. SEFAKO NYAKA reports

pendent Mediation Services of SA to act as chairperson at such meetings

● Hold a national conference after all branches have held annual general meetings

It is at branch level, and on the factory floor, that intense lobbying is taking place

At the moment the eight branches are split equally between the two groups. Any group that can manage to swing one branch in its favour is sure to be voted in at the national conference — thus securing effective control of the union

The swing could come from the crucial Johannesburg branch, which spans a vast area, stretching as far as Nelspruit

The Johannesburg branch does hold some clout. A few years ago it engineered the ousting of the founder and former general secretary of the union, Emma Mashinini

This week members of the Kganare group were denied a chance to explain the contents of the settlement at a Johannesburg branch meeting

Although the two groups argue that the battle is about "lack of worker democracy" or the flouting of the constitution in adopting certain positions, the battle is clearly a political one

Some labour analysts see the battle

as one between "populists" and "workerists" struggling to have influence in the running of the union

But that is over-simplifying the issue. Among the "workerists" there is a strong "Africanist" element and it appears the "Africanists" and the "workerists" are willing to join hands in neutralising the "populists"

The Mtwa group has some "strong reservations" about the Freedom Charter, while the Kganare group embraces the charter

But this does not mean that all the key players in the group have anti-charter sentiments

The workerists in the Mtwa group argue they have a problem with the manner in which the charter was "forced down the throats" of the workers. They claim the process was undemocratic and that workers were not given ample time to get to grips with the contents of the document

All major unions in Cosatu have adopted the charter as a guiding document in the struggle towards a socialist order. A member of the Kganare faction says this means the anti-charter element in any Cosatu-affiliated union is in the minority and should respect the decision of the majority.

At the height of the battle in Ccawusa, Cosatu came out in support of the Kganare group, which adopted the charter at an aborted meeting last year called to merge Ccawusa with two other unions. The Kganare group supported the merger

A representative of the Kganare group claims his faction is gaining support from the branches

"We have made some inroads in some of the branches, but we know that the other group is also trying to win over some of the branches we have," a member from one of the factions said

While recruitment is going on at one level, consolidation is going on at another level.

Should the vote still be split at the national level, the Kganare group seems to be in with a head — because two of the three national office bearers are adherents of this group.

At the moment neither group seems to be relaxing its grip, but the next few weeks — or perhaps, days — will see the gradual weakening of the resolve of one of the parties.

A defeat for the Kganare group, which seems unlikely at this stage, will clearly have some rippling effects on Cosatu, which has yet to respond to the settlement.

But the federation's main concern appears to be helping the union to overcome the divisions that will only serve to weaken the strong base and good reputation the union has built on the shop floor over the years

NIC clamp on members who 'talk'

DISCIPLINARY hearings and almost certain expulsion face any Natal Indian Congress official found to have had talks with members of the House of Delegates about participation in the tricameral parliament.

At a meeting on Tuesday night, all 18 executive members signed a five-point statement including an agreement by each one that if it should be proved they had been involved in such discussions, they were prepared to appear before a disciplinary committee and face expulsion

They were referring to alleged "conversations" with Mahmoud Rajab (Progressive Reform Party), now revealed as the MP who told *Weekly Mail* he had "informal conversations with members of the NIC including the executive" about tactical participation.

He agreed to his name being revealed following a letter to the Media Council from the Natal Indian Congress, complaining about a report in another newspaper.

According to the NIC letter, the

BY CARMEL RICKARD in Durban

The general tenor of the article is that the NIC is heading towards participation and in support of this the article referred to discussions held by NIC members with a certain member of the House of Delegates.

NIC secretary Farouk Meer asked the Media Council to investigate the article and to call on the newspaper "to reveal the source of its information and the names of those who are alleged to have participated in talks with (him)."

In his letter to the council, Meer said the NIC wished to place on record that "such discussions did not take place and the statement is therefore devoid of any truth".

He added: "The article is intended to embarrass the organisation and to lower the esteem it enjoys in the community. It also presents the organisation as one lacking in discipline and principle."



The three dismissed farm workers, from left front, Tobekeli Gamaare, Nyulu Nisonguyi and Lulamile Mcamelani

ANGLO-AMERICAN STRIKE

11-17/2008

South

1401X

1401X

By GEORGE HILL
and AYESHA ISMAIL

FORTY-FIVE farm workers went on strike in solidarity with three dismissed colleagues at the Anglo-American owned Rhodes Fruit Farm in Klein Drakenstein on Monday

This is the first strike by farmworkers organised by the Cosatu-affiliated Food and Allied Workers Union in the Western Cape

Workers said they went on strike when three workers were dismissed

for refusing to work overtime on Saturday

The strike was confirmed by Mr Alan Burgess, personnel manager of Amfarm

Three short-term contract workers were dismissed following a disciplinary inquiry about an assault on an employee, he said

"The workers are all contract workers from the Transkei. Some of their contracts will expire in June this year"

A spokesperson for the striking

workers said the three were told to sign final warnings on Monday but all workers decided to sign in solidarity. The three had refused to work overtime on Saturday

A worker who refused was pelted with peaches. He told the farm manager he was assaulted by the three workers

The workers then all took responsibility for it

After travelling on a trailer, the three workers were told to get off at the office. They refused. All the workers

then walked to their living quarters, the spokesperson said.

On Tuesday the senior manager, Mr Herman Hanekom, told the workers their three colleagues were dismissed and all the others had to report for duty the next morning

"We told him we won't go back until the others are reinstated," the worker said

The Food and Allied Workers Union had 2 222 signed-up members on farms in the area, of which 1 722 were paid-up, union organiser Ms Lizzie Phike told SOUTH

UNIONIST MISSING

THE Teammates Union, a Vereeniging-based general workers trade union, is appealing to the public to help trace its organiser, Mr Zacharia Pitso, who went missing after leaving for Bloemfontein on official business last week.

General secretary Mr Mike Mokatla said Mr

Pitso left for the Free State last Wednesday and according to the union's Bloemfontein office returned to Vereeniging the next day. Mr Pitso was riding a motorcycle with the registration number GDL169T.

"The Teammates Union will hold a shop stewards training seminar at the Rabbuni Centre, Klerksdorp, on March 14, at which issues such as disinvestment and sanctions, affiliation to the Congress of South African Trade Unions or

the National Council of Trade Unions and trade unionism in the home-lands will be discussed.

Non-aligned trade unions are invited.

DECOR Print workers break into song as they walk away after being dispersed by the police yesterday.

Union goes to court

THE Commercial Catering and Allied Workers Union has taken Shareworld Education and Entertainment Limited to the industrial court over the alleged unfair retrenchment of about 200 workers at the complex

Ccawusa Johannesburg branch co-ordinator, Mr Kaizer Thibedi, said papers challenging the December 18, 1987 retrenchments had been filed with the industrial court

Shareworld management had also received papers through the union's lawyers, Mr Thibedi said

Shareworld managing director Mr Reuel Khoza and Mr Maile Boshogo could not be reached for comment

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Unions call for stand on labour Bill

Employers talk of joint action

UP TO NINE major employer organisations will meet today, under the auspices of the SA Consultative Committee on Labour Affairs (Saccola), to discuss calls, by Cosatu and a number of its affiliates, for employers to take a public stand against aspects of the Labour Relations Amendment Bill.

Employer spokesmen say the meeting is expected to discuss responses to the call, including whether there is sufficient common ground among participants for joint Saccola discussions with Cosatu and subsequent action.

Assocom, the FCI, Seifsa, the Chamber of Mines, the AHI, Bifsa, the Automobile Manufacturers Employers' Organisation, the Motor Industries Federation, and the SA Federation of Civil Engineering Contractors are expected to attend.

Of Saccola's remaining two affiliates, it is understood the Sugar Manufacturing and Refining Employers' Association has expressed an interest in the meeting, but will not be

ALAN FINE

sending delegates from Durban, while the SA Agricultural Union, whose members are unaffected by the Bill, will not attend.

The FCI and Seifsa have already expressed a willingness to meet union organisations to discuss the Bill, with a view to finding common ground on the Bill and possible further steps.

However, Assocom manpower secretary Vincent Brett said yesterday he believes such moves are premature.

Assocom does not think it is correct to pressure the parliamentary standing committee while it is considering the Bill, and will rather wait and see what is contained in the published version, he said.

In the meantime, Assocom is prepared to discuss its views with unions if they so wish, he said.

AHI labour committee chairman Anton Roodt said he will comment after today's Saccola meeting.

Front lines in the factories

140A



Ideological differences which separate combatants in Maritzburg's black townships (*Current affairs* February 5) find practical expression in the race for membership between the Cosatu and Uwusa trade union movements

The dust of battle, deliberate disinformation and crude propaganda from both sides, make it difficult to predict an eventual winner. But some early observations can nevertheless be made with confidence.

Cosatu unions enjoy a head start of arguably almost two decades. Many were carefully groomed for the race and are currently winning by a long margin. By contrast, Uwusa is unlikely ever to overcome the handicaps of less professional preparation and a late and hurried start.

Cosatu's link with the United Democratic Front (UDF) and its endorsement of the Freedom Charter locates it unambiguously in the populist, anti-capitalist camp. In the current politically extreme climate — partly of its own deliberate making — Cosatu-UDF chooses a frankly hostile relationship with "the system."

Its broader political programme appears to be directed at reducing complex socio-economic relationships to familiar stereotypes and presenting itself as the sole authentic voice of the exploited working classes. The strategy assumes also that workers' disenchantment with the system — and hence empathy with Cosatu-UDF — will grow in direct proportion to the failure of the system to deliver material benefits.

This explains UDF-Cosatu's calculated gamble (now fudged) of supporting sanctions and at least partly explains Inkatha president Mangosuthu Buthelezi's opposition to any measures that will harm the economy. To gain credibility, his elected strategy of working within the system must show material and political results.

But Uwusa has failed to shed itself of an association with Inkatha and the KwaZulu government. This defines it ethnically and as a grudging participant in the broader "system." In the Maritzburg area, with a history of frosty relationships with traditional au-

thority, this is likely to prove both divisive and limiting.

For the moment the conflict rages. The political temperature is driven upwards and economic constraints combine with the government's history of racially-inspired neglect to maintain the townships in a state of grinding poverty.

Against this background, the ideological divide between the two trade union groups gapes ever wider and UDF-Cosatu seeks to lay the blame for the poverty and political impotence of township dwellers on Inkatha-Uwusa's alleged complicity with apartheid. Naturally, Inkatha-Uwusa fiercely denies such accusations.

This is the rather more complex character of a struggle which the SABC recklessly passes off as "black on black violence."

These underlying tensions also explain the breakdown of the Chamber of Commerce-initiated peace talks.

At issue was a virulently anti-Uwusa pamphlet produced by a splinter group of the ANC and distributed in the townships. In the mind of Buthelezi, who personally insisted on an apology and retraction from Cosatu-UDF before the talks could continue, there is no distinction between the ANC's less tactful strategists and UDF-Cosatu. He may well have good reason to believe this.

Buthelezi got his apology, but the talks remain a victim of a deep mistrust which is unlikely ever to be overcome.

At grassroots level, Uwusa's Garden Malunga laments the involvement of trade unions in politics, but blames this on Cosatu, which, he says, deliberately seeks to displace Uwusa from the workplace. He concedes a lower membership due to Uwusa's late start, but declines to put numbers to its Maritzburg and Natal Midlands membership.

In two cases — BTR Sarmcol and Hlobane Colliery — the situation complained of by Malunga was neatly reversed, with Uwusa displacing Cosatu unions. In the case of the National Union of Mineworkers in Vryheid, the 1986 clash left 13 dead from both sides and resulted in the NUM effectively being driven off the mine after man-

agement's own figures suggested it once represented 40% of the work force.

Such a "resolution" of the Uwusa-Cosatu conflict in Maritzburg may be tempting to some employers, who regard Uwusa as a "sweetheart" union and, it is alleged, the SA Police. The latter, complain residents, Cosatu unionists and some businessmen, openly favour Inkatha.

But most employers canvassed by the *FM* have a different view. Cosatu, they candidly admit, "is here to stay" whether they like it or not. Uwusa, it is widely held, is unlikely ever to become a force in industrial relations in the city.

By way of illustration, in the metal engineering sector, Cosatu's National Union of Metal Workers of SA has recognition agreements with most of the larger companies including Asea-Scottish Cables, McKinnon Chain, Van Leer and Deutz Diesel Engines. At each of these plants, membership exceeds the 50%-plus minimum required by the Labour Relations Act as a precondition for such agreements.

Uwusa's only recognition agreement in this sector is with BTR Sarmcol. This followed a strike called by Numsa at the plant and the rehiring by the company of new staff (Numsa, incidentally, is to appeal against the BTR judgment).

The situation is much the same in the paper and packaging industry in the city, with Cosatu's Paper Wood & Allied Workers' Union active throughout the sector. Recognition agreements are either in place or in the final stages of negotiation with companies such as Blaikie Johnstone, Federated Timbers, Interpak and Nampak. The sole exception to the rule in this sector is Bisonbord, which has an agreement with Uwusa.

If the view held by both government and Buthelezi is correct — namely that UDF-Cosatu is the "enemy" — then it would seem that the gates have long ago been successfully stormed. And, if talking to UDF-Cosatu is indeed no different to talking to the ANC, then it is time this inevitable development is accepted.

Shops' interdict is withdrawn

ELLERINES management in East London has withdrawn an application for a court interdict against striking workers, clearing the way for their return to work.

A shop steward for the Commercial, Catering and Allied Workers Union, Joe Putye, said Ellerines East London management had applied for an interdict preventing the workers from entering shops' premises after they were accused of intimidating customers.

The interdict application remained an obstacle to settling the dispute in East London, even after the national strike was called off. However, Putye said management had last week agreed to drop the court action. — Elnews

Pay rise comes with firings

140A



CP Correspondent

ABOUT 60 employees of Conrite Walls in New Germany near Pinetown downed tools this week in protest against an announcement informing them that a R10 wage increase they had been promised, would only come into effect after their dismissal

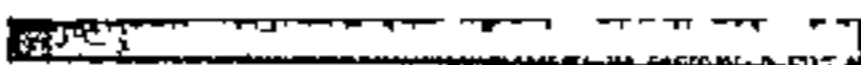
The workers, all members of the Construction and Allied Workers Union, were handed a letter informing them about their dismissal

A Cawu spokesman said the manager, D Spiers, promised that the increment would come into effect in two weeks time, which coincided with the date of their dismissal

In a letter handed to the workers, management said it was because the company was to be reorganised and the buildings sub-let to sub-contractors

The Cawu spokesman said "This is a ploy by management to weaken and divide the workers, most of who belong to Cawu"

When asked for comment the management of the company referred the reporter to his lawyer, who could not be contacted -
Concord News



11/26/68 140A

18 accused of killing during Sats strike

JOHANNESBURG. — Eighteen men accused of kidnapping, assault, robbery, murder, attempted murder and intimidation appeared briefly in the Rand Supreme Courty

Mr Johannes Joja Ngcobo, 24, of Highpoint, Johannesburg, was the secretary of the regional committee of the South African Railways and Harbours Workers Union and the other men were employed by South African Transport Services during the Sats strike last year

It is alleged that on April 28 last year they kidnapped five Sats employees who were not taking part in the strike, took them to Cosatu Hous- where two of them were robbed, then took all five into the veld near Prolecon where four of them were assaulted and murdered.

Mr Albert Phuluwa escaped. The bodies of Mr Vhulani Joseph Mulaudsi, Mr Catl John Sebopelo, Mr Mulatelo Petrus Moremane and Mr Jerry Rudolph Goodman were found later that night.

SET ALIGHT

They had been stabbed, hit on the head with a heavy stone, doused with petrol and set alight.

The other accused are: Mr Bongisi Sibisi, 33, Mr Wilson Matshih, 35, Mr David Dzevhe, 30, Mr Jacob Thapelo Machaka, 33, Mr Patrick Molefe, 27, Mr Phineas Metshitungulwane, 25, Mr Takalani David Mnamphaga, 25, Mr Mafemane William Rikhotso, 33, Mr George Maungedzo, 36, Mr Daniel Condilizwe Nkholoktho, 36, Mr Freddie Mothisi, 30, Mr Isaac Mogorosi, 30, Mr Jacob Mmatloa, 33, Mr Wilson Mashaishano, 33, Mr Johnson Mogensi, 36, Mr Simon Mulomoni, 42, and Mr Michael Ikaneng, 38.

By agreement between the State and the defence, the hearing was postponed to April 11.

The accused, who are all in custody, were not asked to plead — Sapa.

17645 16/2/83 (1404)

Cosatu warns employers against Bill

The Argus Correspondent

JOHANNESBURG. — The Congress of Trade Unions (Cosatu) has warned it would take "the strongest action" against employers if they did not "satisfactorily" oppose the Labour Relations Amendment Bill.

This was one of the resolutions taken by the federation's central executive committee at the weekend, and announced by Cosatu general secretary Mr Jay Naidoo yesterday.

The Bill, expected to be tabled in Parliament this year, would, among other things, render unions liable to be sued for damages in the event of illegal strikes and outlaw sympathy strikes and consumer boycotts against employers in dispute with unions.

MASS CAMPAIGN

Mr Naidoo said the Bill was discussed by all affiliates of the federation, resulting in a "mass campaign" to pressure the Government not to pass it.

Mr Naidoo said: "Cosatu will be approaching managements and if we are not satisfied with their response, we will call a special central executive committee meeting to discuss the strongest actions at our disposal to bring home to them our total rejection of this Bill."

surgery

CALL Fred's 16/2/88 140A

New Cosatu official

JOHANNESBURG — The former vice-president of the Transport and General Workers' Union and now a member of Construction and Allied Workers' Union, Mr Fred Gona, has been elected second vice-president of Cosatu

A WEEKEND Cosatu central executive committee meeting called on all "democratic organisations" to discipline those in their ranks who continue to obstruct the peace process.

Referring to recent clashes at KTC near Cape Town, Cosatu condemned violence, and reiterated differences should not be resolved through violence but through building and promoting of disciplined and democratic organisations, general secretary Jay Naidoo said.

Naidoo, together with the Cosatu president and vice-president, was in the Cape last week talking to the opposing civic groups in the area.

He said Cosatu had noted it was the apartheid system that had fostered division between squatters and hostel dwellers on the one hand

~~140A~~
**Cosatu call for
peace in KTC**

Friday 16/2/88
Business Day Reporter

and ordinary township dwellers on the other.

The executive also resolved to involve Cosatu fully in a joint campaign with the UDF to fight the municipal elections in October, and demanded non-racial democratic structures of government.

Cosatu said its living wage campaign would continue this year, and described the government's wage freeze in the public sector as "a brutal and callous attack on some of the poorest and unprotected workers in SA".

Clothing industry dispute ends

MEMBERS of the Amalgamated Clothing and Textile Workers' Union have accepted a 20% wage package offered by the Textile Manufacturers' Association, thus ending a long-running wage dispute in the industry

The settlement will apply for the 18

B/D
16/2/88 ALAN FINE

140A

months to June next year and includes six-monthly increases, improved night-shift allowances, increased long-service bonuses, annual bonuses and agreement on shift patterns

copy trials 17/2/88 (11A) (140A) (233) (234)

Cosatu call for discipline, peace

Own Correspondent

JOHANNESBURG. — A weekend Cosatu central executive committee called on all "democratic organizations" to discipline those in their ranks who continue to obstruct the peace process.

Referring to recent clashes at KTC near Cape Town, Cosatu condemned violence, and reiterated that differences should not be resolved through violence but through building and promoting of disciplined and democratic organizations, a statement from general secretary, Mr. Jay Naidoo, said.

Mr Naidoo, together with the Cosatu president and vice-president, was in the Cape last week talking to the opposing civic groups in the area.

Mr Naidoo said Cosatu had noted it was the apartheid system that had fostered division between squatters and hostel dwellers on the one hand and ordinary township dwellers on the other. It had concluded that whoever

reinforced these divisions were working in the interests of the apartheid system.

The executive also resolved to involve Cosatu fully in a joint campaign with the UDF to fight the apartheid municipal elections in October, and demanded instead non-racial democratic structures of government.

It expressed appreciation at the steps being taken amicably to resolve problems in the Commercial, Catering and Allied Workers' Union, and said Cosatu would recognize the leadership elected as representing the workers of Ccawusa.

The statement said Cosatu's living-wage campaign would continue, and described the government's wage freeze in the public sector as "a callous attack on some of the poorest and unprotected workers in SA".

It predicted that private sector employers would use the freeze "to justify their refusal to accede to the just demands by workers for a living wage".

17/2/88
Workers refuse
overtime in
wage protest

140A

Daily Dispatch Reporter
EAST LONDON — Workers at Candy Tops (Pty) Ltd claimed yesterday that they had been threatened with dismissal after they refused to work overtime in protest against the company's refusal to give them a 50c an hour across-the-board increase.

The branch secretary of the Food and Allied Workers' Union (Fawu), Miss Debra Komose, said the company had told them their action constituted an unfair labour practice

"However, the workers know that under basic conditions of employment, overtime is not compulsory," she said

Candy Tops (Pty) Ltd is presently under the judicial management of Paterson Trustees and the judicial manager, Mr Ken Paterson, said he had no comment as he considered the matter "confidential".

Miss Komose said the demand was "very fair" because the inflation rate in the East London area was 15,1 per cent and the supplementary living level offered by judicial management here was R118,31 a week

She said that pres-

ently the minimum amount earned in the company was R1,29 an hour

Miss Komose said that the company offered to give workers different amounts of increases, but the workers saw this as a method of dividing them.

She said that dating back to February 8 workers decided to stop working overtime until their demand of a 50c an hour increase had been met

Last week nightshift workers were "banned" from talking while working and workers took this as provocation from the employers. They said it would force them to take industrial action

Miss Komose said that the workers did not want to take such action because Fawu had already proposed mediation to settle the dispute.

She said that it seemed as if the judicial manager of the company did not want to settle the matter because Fawu had not yet received any response from him

The union condemned management's attitude.

The whole 55-member workforce of the company had stopped working overtime

copy 10/15/82/RS
**Cosatu official's
home raided**

JOHANNESBURG

Four armed white men raided the home of Cosatu vice-president Mr Chris Dlamini in Soweto at 3am yesterday, demanding to know his whereabouts, according to a Cosatu statement

The statement said their behaviour was "very threatening", a person was allegedly assaulted and an attempt was made to kidnap Mr Dlamini's daughter.

Mr Dlamini recently spoke to the parties involved in the KTC conflict — Sapa

**CAMPAIGN
STARTED**

140A

Director

18/2/88

COSATU shop stewards are approaching management to demand the rejection of the labour relations bill which it sees as a "radical attack" on the right of trade unions, general secretary, Mr Jay Naidoo said today.

In a statement, Cosatu said a mass campaign had been started to pressurise the government not to pass the labour relations amendment bill

300 stage walkout

140A
18/2/88
Dumetru

THREE hundred Chem-Workers Industrial Union members at the Kohler Xactics plastics plant in Benoni downed tools after the company failed to resolve a series of grievances by the workers. In a statement yesterday, CWIU said the

company, instead of attempting to resolve the dispute, issued dismissal notices. Later, the company called in police with dogs and teargas. The workers left the premises. "The grievances relate to the employment of a group of trainee white machine" setters, who workers fear are there to replace the current machine setters. Workers are demanding their dismissal, and that internal promotions be made to fill the jobs. "The CWIU condemns the heavy-handed way in which the dispute is being handled and in particular the calling in of police to intervene in industrial disputes," the CWIU said.

decision to dismiss an application for the reinstatement of about 1000 workers formerly employed by BTR Sarmcol.

Numsa is to launch an urgent Supreme Court application next week asking for a review of the industrial court's decision, a union spokesman said yesterday.

The industrial court judgment was handed down in September last year.

The workers were dismissed in April 1985 after going on strike, demanding that the company recognise Numsa (then known as the Metal and Allied Workers' Union).

The company, in a statement issued last week, acknowledged receiving notification from the union's lawyers about the move.

* * *
THE National Union of Metalworkers of SA (Numsa) is to challenge the industrial court's

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Gosatu boss raided

FOUR armed white men raided the home of Cosatu vice-president Mr Chris Dlamini in Soweto at 3am yesterday, demanding to know his whereabouts, according to a statement by Cosatu in Johannesburg.

The statement said their behaviour was "very threatening" and

one person staying in the house was allegedly assaulted

The men also allegedly made an attempt to kidnap Mr Dlamini's daughter, but failed when his wife intervened

They also demanded to know what Mr Dlamini was doing in Cape Town recently

WDA
Sowetan
18/2/88

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1409 18/2/88

Activities are condemned

'DEAD' UNIONS RILE COSATU

COSATU strongly condemned the continued operations of two unions which were supposed to have merged into Cosatu's industrial unions over the past year, the general secretary, Mr Jay Naidoo, said this week.

Mr Naidoo pointed to the SA Allied Workers Union which he said ceased to exist as a Cosatu affiliate following the completion of the federation's merger programme.

Cosatu also condemned the activities of the

industrial unions

"It has come to Cosatu's attention that Saawu continues to operate as a union. This is causing confusion and unnecessarily weakens the progressive labour movement," Mr Naidoo said.

"The CEC of Cosatu (at a meeting held last

weekend) has strongly condemned the activities of Saawu and confirmed that Saawu is not a Cosatu affiliate and is denied participation in Cosatu structures."

Mr Naidoo said the UDF had also expressed "dismay" at the continued existence of Saawu — Sapa/GB



JAY Naidoo . . .
confusion.

Textile Allied Workers Union which was not recognised as a Cosatu affiliate. The Amalgamated Clothing and Textile Workers Union of SA was Cosatu's only affiliate in the textile sector following the merger of last year, he said.

"In terms of the decision at Cosatu's second congress, Saawu, a general union, should have closed down and its membership integrated or merged into Cosatu's

'Internal problems' in Saawu

11/04

INTERNAL problems within the South African Allied Workers' Union were preventing the union from merging with other groups affiliated to the Congress of SA Trade Unions.

This was said yesterday by Saawu official, Mr Shadrack Mkhwanazi, explaining the union's continued existence in spite of a Cosatu directive that it should dismantle

Cosatu, as party of its policy of "one union one industry," had called on Saawu and the Textile and Allied Workers Union to dissolve and merge with the federation's industrial unions

Mr Mkhwanazi said "We have not been able to convene an annual congress where our members would have been informed of the Cosatu decision. But we have not

been able to do so, because of problems within the union "

He said the Saawu hierarchy felt the matter should be addressed "at length by the membership "

"It is important that we join other progressive unions in Cosatu as soon as possible, but this cannot be done overnight. We will convene a national conference as soon as we have sorted out our problems," Mr Mkhwanazi said.

meeting 19/2/88

Ccawusa dispute

11/04

THE Commercial Catering and Allied Workers' Union of South Africa has declared a dispute with the Berden group over wage increases

Ccawusa official, Mr Abe Ramolope, said the two parties had reached a deadlock and that attempts would be made to settle the dispute through the Conciliation Board

• The Pietersburg branch of Ccawusa is to hold a general members meeting to decide on the future of the union on Sunday

The meeting, to be held at the Lebowakgomo Showgrounds, forms part of the implementation of the January out-of-court agreement between two factions of Ccawusa

Ccawusa, an affiliate of the Congress of South African Trade Union (Cosatu), was torn by division last year following a merger between one faction and two other Cosatu affiliates



Feb. 1988 (140A)

Strike in textile industry averted

Daily Dispatch Reporter

EAST LONDON — The possibility of a national strike in the textile industry was averted this week when workers accepted the Textile Manufacturers Association (TMA) final offer on wage increases and conditions of employment

The agreement applies to some 3 800 employees of the Frame Group, including those in East London, among others in the industry

The package includes three basic wage increases over an 18 month period, revised night shifts, increased long service bonuses, annual bonuses and agreement on shift patterns

In terms of the new agreement, workers on grade one will receive an immediate R6 per week increase, R8 per week in July and a further R8,25 per week in January 1989

In addition, a long service allowance of 50c per week, per year of service, is to be introduced immediately

The industrial council minimum wage at the lowest grade was R75,85 per week in peri-urban areas such as East London, although employers such as Frame have historically paid more than the minimum rate

The vice-chairman of the TMA, Mr Peter Richardson, said the employers had only increased

their offer on the basis that the union agreed to extend the wage agreement to cover an 18 month period

"The TMA is pleased to have averted a strike which would have been costly to both workers and employers," he said

The general secretary of the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa), Mr John Copelyn, said he was "very pleased with the package"

"We believe that this is a fair and successful compromise"

Three unions previously competed in the textile industry, until two of them merged last year to form Actwusa, and the third was expelled from the industrial council

The wage dispute arose out of a deadlock between Actwusa and the TMA at industrial council negotiations in October last year

The union instituted an overtime ban and work-to-rule. The issue remained unresolved after a ten-hour meeting held on February 5

Mr Copelyn said the threat of a national strike had been "a very real possibility" until a final offer by management on February 9, when the TMA "agreed to all the union's demands tabled at the meeting on February 5"

140A w/ Mail 19-25/2/88

Multi-pronged Cosatu campaign against Bill

By EDDIE KOCH

RESISTANCE to the government's proposed changes to the collective bargaining system is mounting in the wake of a decision by the Congress of South African Trade Unions to launch a multi-pronged campaign against the Labour Relations Amendment Bill

The 800 000-strong federation decided at its central executive committee (CEC) meeting at the weekend to draw its affiliates, employer organisations and other political organisations into a wide-ranging display of opposition to the Bill

Even before the weekend meeting, three of Cosatu's most powerful unions began mobilising their members in a show of strength against the pro-

posed law. Their strategies open the possibility that a series of legal strikes against the Bill will roll across the country in the weeks to come.

Cosatu information officer Frank Meintjies said delegates to the weekend meeting decided to organise the following actions around the proposed law:

- Weekly demonstrations, in the form of lunch-time rallies, at all organised factories
- Shop stewards will approach managements at their factories to sign a letter, addressed to the minister of manpower, calling for the Bill to be scrapped

● Cosatu head office and its regional branches will meet employer organisations to discuss joint opposition to the proposed changes.

● A special executive meeting will be called in March to discuss what action to take if there is no response from employers and the government.

Last week Cosatu's 30 000-strong Chemical Workers' Industrial Union (CWIU) held a special meeting of all its shop stewards in the Transvaal, after they had demanded time off from their employers to discuss the Bill.

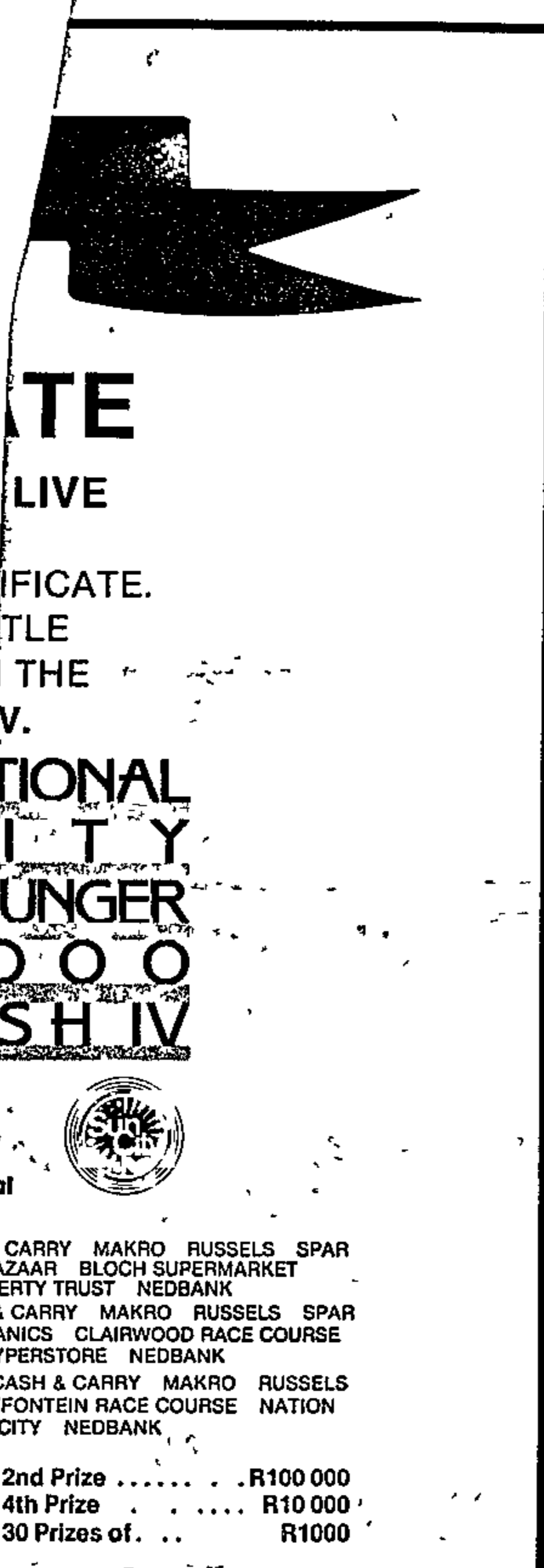
The National Union of Metalworkers of South Africa (Numsa), Cosatu's second biggest affiliate with some 150 000 members, has also begun distributing thousands of pamphlets calling on workers nationwide to hold meetings to protest against the Bill and to urge their managers to sign the letter.

Once this stage is complete, Numsa will discuss a united approach with other unions in the motor and metal industries against the Bill.

According to Numsa's Geoff Schreiner, some unions have been discussing the possibility of declaring a dispute with employers who refuse to condemn the Bill.

Nactu general secretary Piroshaw Camay told the *Weekly Mail* his federation believed employers and the government were determined to pass the Bill. Nactu had, therefore, resolved to focus its energies on renegotiating recognition agreements with employers in a bid to protect its members rights in a collective bargaining system that would operate outside the statutory framework.

The most controversial aspects of the Bill, due to be debated in parliament in the next few weeks, are clauses that will open unions to being sued for losses suffered by companies during an illegal strike, effectively ban sympathy and solidarity strikes; undermine rights that unions have won over the years against unfair dismissals and make it possible for employers to prevent legal strikes by seeking pre-emptive legal interdicts.



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RE CITY NEDBANK

2nd Prize R100 000
4th Prize R10 000
30 Prizes of. . . R1000

Weekly Mail, a progressive publication, to adopt this approach. This was not the case

The *Weekly Mail* intervened actively into the Cawusa problem identifying with the one group involved and promoting its interests specifically. It served as a mouthpiece for this one group exclusively and there are numerous examples to substantiate this. The *Weekly Mail* also consistently adopted a highly critical stance against the other group involved.

This form of intervention into the internal problems of a progressive organisation is more than just poor journalism. It is highly irresponsible. The welfare and security of all Cawusa members has been hanging in the balance. At times the very lives of members and officials have been under threat

The *Weekly Mail's* unconstructive contribution to this situation was further exacerbated by grossly sensationalising Cawusa's problems. An example is the latest article on Cawusa published by the *Weekly Mail* (February 5). This article covers the recent settlement that has been reached and the conference that is going to be held. For the 70 000 workers involved the aim of this conference is to strengthen the union and to create shopfloor unity. The *Weekly Mail* reports on this by writing "Cawusa vs Cawusa Feuding factions move in for the final kill" and "Like skilled arm-wrestlers, the key players . . . are sizing each other up for what is clearly the final kill". This terminology shows no respect or sensitivity for the welfare of the workers affected.

This article serves as a "good example of the blatantly one-sided reporting over the past seven months

It is disappointing to see the *Weekly Mail* resorting to this form of journalism when covering the activities of a progressive organisation

The loyalties and politics of the journalist involved are quite obvious. It is also obvious that the journalist involved uses the struggle of workers and the *Weekly Mail* as a platform to promote his particular politics and friends. It is perhaps understandable, considering the socio-political climate, that certain journalists are unable to rise above their personal politics and loyalties when reporting on the activities of

progressive organisations. What is not understandable is that the editors have given this journalist free rein to do so. — Jeremy Daphne, Cawusa national negotiator

● The duty of a newspaper is to acknowledge and report problems where they exist; to pretend they do not serves only those who prefer to scheme in secret. We have always strived to report such problems fairly. This paper is not the mouthpiece of any faction.

AS with many organisations Cawusa has experienced problems from time to time. However, problems have always been successfully resolved and the union has remained a strong, united, national union.

Recently Cawusa has been going through a particularly difficult phase of its history.

This situation required a careful and mature approach being adopted by all those in a position to contribute towards its resolution. It also required respect and sensitivity for the thousands of workers involved. One would have expected the

140A
W/Mail
19-25/2/88

Two years on, brewery may not negotiate

Weekly Mail Reporter

THE government has stepped in to prevent Ijuba Breweries — a profitable parastatal — from wage-bargaining with the Food and Allied Workers Union, after two years of negotiations between the company and Fawu.

The Commission for Administration says that last year's general salary increases are adequate. It has restricted wage negotiations between Fawu and Ijuba to discussions, not decisions.

Ijuba's assets are owned by the Industrial Development Corporation but its management falls under the administrator of Natal.

The union believes it has a right to negotiate wages with the company, since it is a profit-making enterprise.

But negotiations have been complicated by the upcoming privatisation of the sorghum industry and Fawu has accused the government of stalling wage increases until these are no longer a state responsibility.

Fawu says the wages are below the Household Subsistence Level determined by the University of Port Elizabeth and demands an increase above last year's government raise of 12,5 percent.

Fawu's lawyer, Chris Albertyn, said substantial increases were last granted in 1985 after a dispute was taken to the Industrial Court.

"Since then, there has never been a proper increase. Despite Fawu having made proposals in 1986 and 1987, there has never been effective bargaining from Ijuba's side."

The union is demanding an across-the-board increase of R120 which will raise the minimum wage to R550. Ijuba has refused, recommending an across-the-board increase of R70.

In January workers at the Congella, Stanger, Pinetown and Pietermaritzburg branches downed tools after learning that the Commission for Administration had rejected their demand for an increase. The work stoppage ended two days later when management issued an ultimatum that they would dismiss the workers who did not return to work.

The union and the company agreed in mediation talks that any wage increase would be effective from May. If the Commission for Administration does not approve an increase, the union may declare a dispute. — Concord News Agency

19-25/2/88
140A
W/Mail

4/10/88
1/19/88

NUM SIGNS HEALTH AND SAFETY AGREEMENT WITH MINES

THE National Union of Mineworkers (NUM) said yesterday it had signed the first ever health and safety agreement between a mine and a union in SA

NUM described the agreement, reached late last year with the Palabora Mining Company (PMC) — a division of Rio Tinto — as a breakthrough and criticised members of

ALAN FINE

the Chamber of Mines for their failure to enter into similar accords. PMC is not a member of the chamber.

The NUM's assistant general secretary said PMC was a highly mechanised plant which mined uranium and

copper, and employed about 3 000 people.

NUM said the agreement provided for the recognition of about 100 safety stewards as representatives of workers interests in the field of health and safety.

Safety stewards would be informed immediately in the event of any accident and would take part in any in-

spection and inquiry held thereafter. After the inquiry, the stewards and management would meet to discuss the lessons of the accident.

Elected stewards would receive time off for training by management and the union. Safety stewards would hold regular meetings with sectional and departmental management as well as with their constituents.

300 strike to get whites dismissed

Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWIU) have downed tools at Kohler Xactics Plastics, Benoni, following a dispute over the employment of white trainee machine setters, the union said

In a statement the CWIU said workers had stopped work on Tuesday to back a demand that an undisclosed number of white workers employed recently be dismissed, and that staff promotions take place internally

Instead of resolving the dispute, the company had issued dismissal notices to the strikers, said the union.

TEARGAS

Later management had called police. Workers were then "forced off the premises with tear-gas and dogs".

"The CWIU condemns the heavy-handed way in which the dispute is being handled and in particular the calling in of police to intervene in industrial disputes," the CWIU said

The chief executive of Kohler Limited, Mr Ian Willis, said both the morning and afternoon shifts at the Benoni plant had gone on an illegal strike

19/2/88 Star
on Tuesday, which resulted in the dismissal of 135 employees. Negotiations with the union, aimed at resolving the dispute, were in progress, he said

A spokesman for the police, confirming that police were called to the firm, denied that police had used dogs. "When bottles were hurled at the police by workers who were told to leave the premises, members used aerosol-type teargas canisters to disperse the men."

● The Congress of SA Trade Unions (Cosatu) has condemned the raid yesterday morning on the East Rand home of its vice-president Mr Chris Dlamini

Four armed white men allegedly raided Mr Dlamini's home, demanding to know his whereabouts, and his reasons for visiting Cape Town recently. During the incident, one person staying in Mr Dlamini's house was allegedly assaulted and an attempt was made to kidnap Mr Dlamini's daughter, according to Cosatu

Mr Dlamini, together with other Cosatu office bearers, has been involved in attempts to resolve the conflict in the KTC squatter settlement near Cape Town, and was briefly detained while visiting Cape Town last week

~~9/11-7/10/85~~ 20/2/88
Wage strike
at textile
factory ends

Staff Reporter

A FIVE-DAY wage strike at the Berg River Textile Factory, in Paarl, ended yesterday with workers winning a R25,20 weekly increase.

The managing director of the factory, Mr J N Redelinguys, confirmed the agreement yesterday between the company and the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa)

Mr Redelinguys said in a statement that the company had offered the workers a R25,20 increase before the strike had started.

"The union advised management that their members rejected this offer, but it appears that large numbers of workers were not aware of the company's offer, and therefore unnecessarily lost a week's wages."

But an Actwusa spokesman disputed this, saying that the company had based its offer on the erosion of workers' Christmas bonuses and extending the wage period by two months.

CP Correspondent

WORKERS at an East London sweet company have decided to lift a one-week ban on overtime after their dispute with management was referred to a conciliation board.

According to the Food and Allied Workers Union, about 55 workers at Candy Tops decided to ban overtime in support of a demand for a wage increase of R1.50 an hour, refused by management on the grounds that the company was under judicial management.

Sweet workers bitter about pay

The union's compromise offer of 50c an hour had also been refused, a Fawu spokesperson said.

Instead, management had forbidden night-shift workers to talk while working and on Friday had issued workers on the shift with dismissal notices.

"We have seen this as a means of dividing the workers," said the union

"The management wants the workers to start asking why others have not been issued with those kind of letters. We strongly condemn this action."

Workers were "dissatisfied about the provocative attitude of the employer, which will force them to take industrial action."

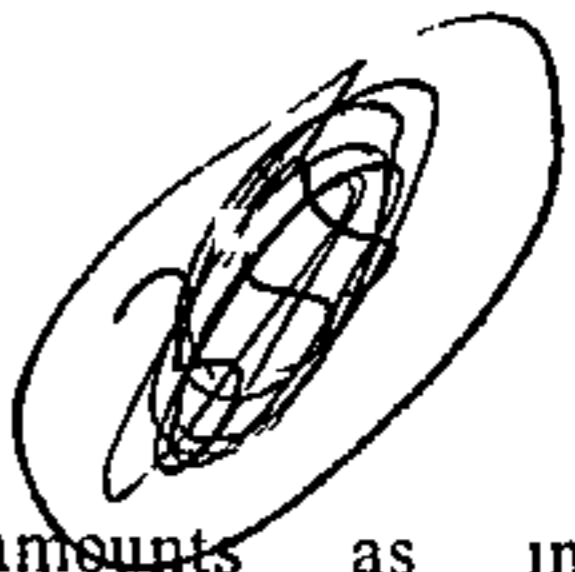
Fawu said management had offered different

amounts as increases, "confusing the workers with grades. The workers saw this as a method of dividing them and therefore rejected it, saying the two issues must be separated."

Fawu asked for the dispute to be referred to mediation, but the firm would not accept and it had been referred to the conciliation board.

Despite repeated attempts to contact management, no comment could be obtained from Candy Tops - Elnews

140A



Union-mine safety pact 'first' for SA

CT. 22/2/88

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) has announced the signing of what it claims is the first ever health and safety agreement between a mine and a union in South Africa

The NUM described the agreement, reached late last year with the Palaborwa Mining Company (PMC), as a breakthrough, and criticised members of the Chamber of Mines for their failure to enter into similar accords. PMC is not a member of the chamber.

According to the union, the agreement provides for the recognition of about 100 safety stewards as representatives of workers' interests in the field of health and safety.

Safety stewards will be informed immediately in the event of any accident and will participate in any inspection and inquiry held thereafter. After the inquiry the stewards and management will meet to discuss the lessons of the accident.

Elected stewards will receive time-off for training by both management and the union.

Whites told they should join Cosatu

1404
22/2/88
dmv

WHITE workers should realise that their future lies in unity with the organised black workforce, the Congress of South African Trade Unions said in a statement at the weekend.

Cosatu information officer Mr Frank Meintjies said white workers were being dumped by the Government which was "now firmly committed to an alliance with the powerful interests" controlling industry and commerce.

The federation was responding to the Government's decision to impose a wage freeze in the public sector.

Mr Meintjies said workers in the public sector — including thousands of white workers — faced the grim prospect of increased poverty and hardship.

"Cosatu members in the public sector have

had to suffer starvation wages, racial wage scales and a complete lack of basic trade union rights," the Cosatu official said.

Cosatu, he said, was heartened by "the rising tide of anger" among white workers in the public sector.

"Their militancy echoes the militancy of black railway workers who faced a barrage of repression during the railway strike last year," Mr Meintjies added.

Demand

The federation supported the demand by white railway workers for a "living wage". But white workers must realise their future lies in unity with the organised black workforce.

There was growing awareness among white workers about the Government's deep-rooted commitment to the cheap labour system, Mr Meintjies said.

NUM UOA B/day 22/2/88

Safety agreement for mine

PALABORA Mining Company (PMC) GM George Deyzel said on Friday he believed the health and safety agreement, recently signed with the National Union of Mineworkers (NUM), would help make the mine's operations even safer and more efficient than at present.

The NUM last week applauded the agreement — the first between a union and a mine — as an important breakthrough.

It provides, among other things, for the recognition of elected safety stewards, their training and regular consultations between them and management.

ALAN FINE

Deyzel said PMC believed that safety, loss control, productivity, efficiency and profitability went hand in hand. Safety had therefore always been given high priority.

He added any safety programme had to be driven from the top. But its success depended on the state of mind and involvement of every employee.

Deyzel said the election and training of safety stewards was scheduled to take place during the first half of this year, after which the agreement would be fully implemented.

BUSINESS DAY

MONDAY, FEBRUARY 22 1988

50c (45c + 5c tax)

PORT ELIZABETH AND CAPE 80c (71c + 9c tax)

~~1408~~ (1408) 8/duin 22/2/88

A TIMES

Arrests scuttle Natal peace talks

THE peace meeting between leaders of Inkatha and UDF/Cosatu in Maritzburg scheduled for tomorrow has been postponed indefinitely due to recent police detention of key members of the UDF and Cosatu.

This has been disclosed by the meeting's convenor, the Rev Khoza Mgojo of the Methodist Church. It is believed Inkatha leader Mangosuthu Buthelezi was

SIPHO NGCOBO

unlikely to attend in the absence of UDF leadership

Mgojo said he was so concerned about the peace talks that he had written a letter to President P W Botha asking for the release of the detained men

The UDF/Cosatu members who were arrested are S'Khumbuzo Ngwenya, Martin Wittenberg, Reggie Hadebe and

Thami Mseleku They were all detained on February 10

The bodies of two black men, who apparently died from stab wounds, were found at Taylor's Halt, the SA Police Liaison Division said yesterday

□ The Maritzburg violence had led to such media bias against Inkatha that the UDF wanted the strife to continue, Buthelezi said in Ulundi yesterday according to Sapa

Ccawusa elections results due today

1409
Sunderland
23/2/88

RESULTS of the elections for the branch executive leadership of the Commercial Catering and Allied Workers' Union of South Africa in Pietersburg may be known today, a spokesman for the Independent Mediators of South Africa said.

Mr Roland Sutherland, an advocate who chaired the highly charged meeting and also conducted the elections, said boxes containing the ballot papers were due to be opened in Johannesburg yesterday. "Results may be known on Tuesday or Wednesday," he added.

Sunday's meeting at the Lebowakgomo showgrounds outside Pietersburg was attended by more than 2000 union members from all over the northern Transvaal.

It followed an out-of-court agreement between the two warring factions of the union.

The spirited singing of workers' songs and dancing characterised the meeting which ended with delegates booing Mr Sutherland for a ruling that the majority of members present favoured the Freedom Charter. The Freedom Charter has become a contentious document in Ccawusa following its adoption last year by one section of the union.

The two factions were clearly identifiable at the meeting — with each group fielding its own set of candidates, songs and slogans.

Elections were for the branch executive committee, the national executive delegates and the national conference delegates.

Security at the meeting was tight. The SADF and SAP also made an appearance and demanded to see the permit for the meeting.

SOWETAN, Thursday, February 25, 1988

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THE Congress of South African Trade Unions (Cosatu) has been banned from a whole host of political activities under the new Emergency Regulation 6A.

- Cosatu will no longer be able to conduct publicity campaigns to get public support for,
 - The unbanning of banned organisations,
 - The release of persons. The suspension or remission of sentences on persons,
 - The abolition of a local authority.
- It will also be prevented from conducting publicity campaigns to "stir-up" public opposition to,
- Detentions
 - The system of local government in the RSA,
 - Any negotiations or proposed negotiations on a new constitutional dispensation to which the Government is likely to be a party.
- Cosatu is also forbidden from conducting publicity campaigns calling on,

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HOW THE REGULATIONS AFFECT

GOSATU

- encouraging or inciting the public to,
- Boycott any local authority election or prevent, frustrate or impede such an election,
- Observe any particular day,
- (I) Commemorating the founding of any unlawful or affected organisation,
- (II) Commemorating or celebrating an important event in the history of such an organisation
- (III) Commemorating a riot, or protest,
- (VI) Commemorating the death of a person,

(V) Which honours a prisoner or prisoners. Cosatu is also prevented from founding, propagating, organising, managing or operating alternative structures.

It can also not conduct publicity campaigns calling on the public to "meddle" or interfere with the affairs of a local authority.

- It is prevented too from making calls for or inciting,
 - People to disinvest from the Republic or not to do business with the Republic,
 - The Government of another country to apply trade, economic or other punitive measures against South Africa or to sever or restrict diplomatic relations with it,
 - People outside South Africa to end, suspend or sever affiliation or ties with a person or body inside South Africa.
- Cosatu is also forbidden from arranging, organising or propagating any public gathering to advise, discuss or advocate any of the restricted activities. The order is effective immediately.

Cosatu 'publicity campaigns' prohibited

Political clamp on huge union body

By David Braun,
Political Correspondent

CAPE TOWN — The Congress of South African Trade Unions (Cosatu) is prohibited from today from engaging in a wide range of specified political activities.

In terms of a notice in the Government Gazette, published by Law and Order Minister Mr Adriaan Vlok, Cosatu is now prohibited from carrying on or performing activities or acts of the following nature, class or kind

(A) — the soliciting of support among members of the public or members of a section of the public (including acts whereby appeals or demands are made to the Government) by way of publicity campaigns for

(I) — the restoration of an unlawful organisation to an organisation with a lawful status

(Ii) — for the release from detention of a prisoner or of prisoners belonging to a category of prisoners

(Iii) — the suspension, remission, reduction or non-carrying out of a sentence imposed on a person for the commission of an offence, or

(Iv) — the abolition of a local authority or local authorities belonging to a category of local authorities

(B) — the stirring up, by way of publicity campaigns, of opposition among members of the public or members of a section of the public to

(I) — the detention of a person, or of persons belonging to a category of persons, under the provisions of section 28 or 29 of the Internal Security Act, or of regulation 3 of the Security Regulations, or towards the system of detention provided for in those provisions

(Ii) — the system of local government as applied in the Republic, or

(Iii) — any negotiations or proposed negotiations regarding a new constitutional dispensation for the Republic to which the Government is likely to be a party

(C) — the making of calls on, or encouraging or inciting, members of the pub-



Mr Adriaan Vlok

lic or members of a section of the public by way of publicity campaigns

(I) — to boycott or not to take part in an election of a local authority or to commit any other act preventing, frustrating or impeding such an election

(Ii) — to observe any particular day
(Aa) — to commemorate or celebrate the founding of an organisation which is an unlawful organisation declared to be an affected organisation under the Affected Organisations Act

(Bb) — to commemorate or celebrate an event in the history of an organisation referred to in item (aa) which is of some importance to such organisation

(Cc) — to commemorate or celebrate an incident of riot, public violence or unrest or a protest gathering or protest march which has taken place at some time or other in the Republic, or an event which has occurred in the course of such incident, gathering or march

(Dd) — to commemorate the death of a person or of persons belonging to a category of persons, or

(Ee) — in honour of a prisoner or of pris-

oners belonging to a category of prisoners, or

(D) — the founding, establishment, propagating, financing, organising, management or operation of alternative structures

(E) — any interference in or meddling with, or the making of calls, by way of publicity campaigns, to members of the public or members of a section of the public to interfere in or to meddle with, the affairs or functions of a local authority

(F) — the making of calls on or encouraging or inciting

(I) — a person doing business in the Republic or with persons in the Republic, to disinvest from the Republic or to otherwise cease doing business in the Republic or with persons in the Republic

(Ii) — the government of another country, to institute or apply trade, economic or other punitive measures against the Republic or to sever or restrict diplomatic or other relations with the Republic, or

(Iii) — a person outside the Republic terminate, suspend or sever affiliation or ties with a person, organisation or body inside the Republic

(G) — the making of arrangements for, or the organising, propagating or holding of, public gatherings at which any of the matters mentioned in this order, is advised, encouraged, propagated, discussed, advocated or promoted

● The order defines "publicity campaign" as an act by which information is conveyed to members of the public or to members of any particular section of the public, including

(A) — the making of statements at a public place (as defined in regulation 1 of the media regulations) or otherwise in public or from door to door

(B) — the conduct of press interviews, the issue of press statements or the publishing of advertisements in the press

(C) — the issue or distribution of pamphlets, brochures or handbills, the posting-up or distribution of posters or stickers, or

(D) — the issue or distribution of television, film or sound recordings (as defined in regulation 1 of the media regulations)

140A
SMK
24/2/88



CAP. TRIPS 25/2/88

Easter memorial call out, union told

By BARRY STREET
Political Staff

THE Congress of South African Trade Unions (Cosatu), which was restricted yesterday under the emergency regulations, has been advised by its lawyers that it will not be able to call for the commemoration of the death of Jesus Christ at Easter.

"I have advised my clients they will not be able to call for (this)," one of the lawyers, Mr Halton Cheadle, said yesterday.

This was the effect of a regulation which prohibited Cosatu from making public calls to "commemorate the death of a person or of persons belonging to a category persons".

Mr Cheadle said a Supreme Court challenge to the regulations was "under consideration" and he advised his clients that the regulations were badly drafted and the wording was vague.

"I believe the regulations are ultra vires," he said.

The restrictions would affect Cosatu "fundamentally".

Mr Cheadle added: "Cosatu is a federation of unions which represents a constituency which is voteless.

"Because you don't have democratic structures, it is inevitable that Cosatu has to take up these issues, but now it won't be able to do these things."

It would not be able to call for the unbanning of the ANC or for the release of detainees even if they were trade unionists.

ABOUT 500 members of the Commercial Catering and Allied Workers Union of SA were involved in work stoppages at Tip Top Continental stores yesterday, a Ccawusa spokesman said.

Ccawusa official Mr Elias Silala said the striking employees demanded recognition of the union and the scrapping of wage increases granted to them "unilaterally"

"We were about to negotiate a recognition agreement and wage increases with the company when it decided to implement the pay rises unilaterally," Mr Silala said

Tip Top spokesman a Mr Kaplan declined to comment

140A
Cawusa
26/2/88

DATE: 26/2/88
Strike over
union detainee

EAST LONDON. — About 2800 employees, the entire black workforce of Daimler-Benz AG's South African subsidiary, have staged a strike in protest against the government's detention of a trade union leader, the National Union of Metalworkers said.

It was the first protest strike since the government on Wednesday virtually outlawed 17 anti-apartheid groups and issued a orders restricting political activists and trade unionists.

Workers downed tools soon after Cosatu official Mr Msiteli Nonyukela was detained. —
Reuter

A TOTAL of 600 members of the Black Allied Mining and Construction Workers Union at Grasvally Chrome Mine in the Northern Transvaal are to lose their jobs when the mine closes down next month

Bamcwu publicity secretary Mr Mbulelo Rakoena said yesterday the union will early next week hold talks with management to discuss the implications of the closure

He said Bamcwu received a letter from management informing the union of the closure and that the main reason was that the mine was no longer productive and operated at a loss

• Mediation talks between Bamcwu and Anglo-Alpha to resolve a wage dispute involving about 900 workers at two plants in the Northern Cape begin on March 14

Mr Rakoena said the union declared the dispute with management after it failed to accede to a 23 percent wage increase and stood firm on an average 17 percent

1107

26/2/88

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IN A joint statement yesterday, Assocom and the FCI said while they were unable to evaluate the security factor inherent in Wednesday's restrictions on organisations and individuals, they regretted that circumstances had led government to impose them.

Apart from the possible international repercussions, we are deeply concerned about the likely impact the restrictions placed on Cosatu will have on the collective

Assocom, FCI call for swift end to restrictions

140K

bl/day 26/2/88

HELENA PATTEN

bargaining process," the statement said. If added these processes had served an invaluable purpose in providing for the discussion of contentious issues, leading to compromise agreements.

"We hope these measures and the state of emergency can be brought to a speedy conclusion. We urge all

concerned to do all in their power to solve the political problems which have given rise to the present situation," it concluded.

The statement followed a meeting between the president of Assocom, the FCI, the AHI and the Chamber of Mines. The chamber

issued a statement on the issue on Wednesday, while the AHI said it did not wish to comment.

In a statement on behalf of Anglo American, chairman Gavin Relly said the corporation was concerned that government should not interfere with the proper industrial relations activities of Cosatu or any part of the trade union movement.

Relly hoped government, through these regulations or any future actions, would not inhibit the peaceful, though robust, exercise of trade union rights.

He said the restrictions on Cosatu and 17 other organisations were steps away from the rule of law to which government had indicated it was committed.

Labour Journal

THE South African Allied Workers' Union was embarrassed by a recent statement condemning its existence, a Saawu spokesman said.

Saawu's general secretary, Mr Sam Kikine, was responding to a statement by the Congress of SA Trade Unions' general secretary, Mr Jay Naidoo, who recently condemned the union's continued operation

Mr Naidoo said Saawu had ceased to exist and was supposed to have merged with Cosatu's industrial unions. He also condemned the activities of the Textile Allied Workers' Union which was not recognised by the federation.

Letter

"I had written a letter to Cosatu requesting a meeting with them. Instead of responding to my letter, Mr Naidoo issued a personal Press statement condemning our union's existence," Mr Kikine said.

Mr Kikine said the meeting between Cosatu and Saawu would have centred on problems within the union and its continued existence.

Response to remarks on Saawu's operation

BY LEN MASEKO

American Federation of Labour-Congress of Industrial Organisations and the International Confederation of Free Trade Union

"These organisation are busy trying to hijack the South African trade unionism I warn them to get out of this country," Mr Kikine

Another aspect to the conflict, Mr Kikine said,

was the existence of two wings within Saawu

"One wing of Saawu decided to join Cosatu a few years ago while the other faction, led by me, did not do so. They did not join Cosatu because their hierarchy, which included Mr D INgcobo and myself, was away

Statement

He said the two wings merged had since merged "in principle but this had not happened practically."

"In fact, when Mr

Naidoo speaks about the Saawu that has not disbanded, he is referring to that group which affiliated to them. All Saawu groups believe that merging with Cosatu is as good move," the Saawu official said.

He said Saawu had sent a message to trade unionist, Mr Alex Erwin, "to tell Mr Naidoo to

correct the statement which is wrong and respond to our letter." The deadline for the federation to respond to this request was February 22, he said.

Mr Naidoo was not available for comment yesterday. He was said to be attending a meeting with the federation's lawyers.

"There is no conflict between our union and Cosatu. There are individualistic conflicting ideas," the Saawu official said.

The conflict, he said, was caused by links between Cosatu and certain international organisations. The organisations were the

(XOA) Inuitan 26/2/88

Cosatu considers legal action on restrictions

CP Res 28/2/88

By KERRY CULLINAN
COSATU is considering legal action against the government's restriction of the giant trade union body to carrying out only what the State deems "legitimate trade union activity".

This was revealed by Cosatu at a Press conference on Wednesday afternoon

"The restrictions on Cosatu, taken together with the proposed Labour Relations Amendment Act, will place Cosatu in almost the same position as the other 17 organisations that have been effectively banned," said a Cosatu spokesman.

He added that Cosatu rejected the restrictions as "there is no democracy in South Africa, and Cosatu and other organisations are part of the extra-parliamentary opposition that are legitimately putting forward the demands and interests of our members, both on the shop-floor and in the broader society".

After consulting with their lawyers, Cosatu believes the restrictions prevented it from doing the following:

- Calling for the unban-

ning of banned organisations.

- Calling for the release of detainees and political prisoners, including Numsa's Moses Mayekiso
- Calling for the commuting of death sentences of, for example, three NUM members and one Ccawusa member on death row.
- Opposing any local authorities or calling for the boycotting of any municip-

pal elections.

- "Meddling" in the affairs of any local authorities, such as when they are carrying out rent evictions.
- Commemorating days of mourning, such as June 16 and Kinross
- Involving itself in developing democratic structures in opposition to structures set up by the government
- Supporting disinvest-

ment, sanctions, and the international isolation of South Africa.

- Opposing forced removals and vigilante actions.
- Calling any public meeting to discuss any of the above issues.

"This is the action of a panic-stricken government which is unable to deal with the realities facing South Africa today," said the spokesman.

140A

Ccawusa groups settle after year-long dispute

140A
Cape Times 29/2/88

Staff Reporter

THE two groups in the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) in the Western Cape have finally come to an agreement after a year-long standing dispute.

Both now agree that a meeting held earlier this month in the Athlone Civic Centre by one of the groups was not a valid annual meeting of Ccawusa Western Cape, and the real meeting will be held on March 20.

Mr Edward Hurling, a spokesman for what he called "the Cosatu group", said that when members of his group arrived at the meeting, they had been "chased away" by some of the 200 or so people present.

Last Sunday's meeting was held by Mr Ben Petersen's group, who are called "the Burns Road people" by their rivals and who call themselves "Ccawusa".

The meeting contravened a settlement between the two groups reached in Johannesburg on January 19 in an effort to heal the countrywide split in the union, Mr Hurling said.

In terms of this settlement, both groups within Ccawusa had to be present at the annual meetings held in each of the union's eight branches. Four successful AGMs have since been held in other regions.

The AGMs also had to be chaired by a mediator from IMSSA (Independent Mediatory Services of SA).

Mr Hurling said his group had been given insufficient notice of the meeting and no mediator had chaired it.

Mr Ben Petersen, Ccawusa's acting Western Cape branch secretary, agreed that no mediator had chaired the meeting, but said his head office in Johannesburg had been given adequate notice of it.

"Our meeting was invalidated when two of the office-bearers in head office took a certain interpretation of the agreement," he said.

Marshals had turned away certain people from the meeting as they had no status there, due to the nature of the meeting, Mr Petersen said.

decade ago, said. were gunned down in current wars was

Key judgment on discrimination

CARL TOUIS 29/2/88
140A

Own Correspondent

JOHANNESBURG. — In a key judgment the Industrial Court has ruled that racial wage discrimination is an unfair labour practice and has given the offending company six months to eliminate it.

And, in ordering the reinstatement of several hundred workers, the court also appears to have significantly strengthened the right to protection from dismissal for workers involved in a "legitimate" strike.

The case of the SA Chemical Workers' Union (Sacwu) v Sentrachem, presided over by Dr D G John, arose out of a nine-week wage strike by 3 000 workers between May and July 1986 at seven of the chemical giant's plants. Management had issued dismissal notices on July 7, with an offer of re-employment to those who returned by July 15.

About 400 to 500 were not taken back — most because management said a restructuring of operations meant they were redundant. Seventeen were not rehired because of alleged disciplinary offences during the strike.

Six months of negotiations, and the implementation of conciliation procedures, failed to resolve the wage dispute in which — at the time of the strike — the union was demanding a R250 increase on the minimum R400 monthly wage while management was offering a R470 a month minimum.

Sacwu also demanded the elimination of racial wage discrimination,

which it said was prevalent in the company

In the judgment delivered last Thursday, the court ordered that Sentrachem eliminate discrimination by August 31.

The court defined discrimination as a situation where wages paid to black employees are lower than wages paid to other workers doing the same work — unless the difference is due solely to length of service in the job.

R1,5m first step

While there was some disagreement between Sacwu and Sentrachem on their definitions of the concept, evidence led by the company during the hearing was that it would cost R4 million to eliminate discrimination fully.

During negotiations Sentrachem had agreed to set aside an immediate R1,5 million for that purpose as a first step towards eliminating wage discrimination over a period of time.

The court noted that Sentrachem representatives had acknowledged discrimination existed and was morally indefensible.

It said there should have been greater efforts by the company to remove it.

The court also ordered the reinstatement of 400 to 500 workers and payment to them of eight weeks' backpay.

The most important and far-reaching reason given was that since the law grants unions and lawful strikers immunity from penal and civil sanctions "it would be anomalous if workers were nevertheless penalized by dismissal for striking".

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Union men held

A MEMBER of the Congress of South African Trade Unions who is also a shopsteward of the National Union of Metal Workers of South Africa, Mr Msitsh Nonyukela, was detained last week.

Mr Nonyukela was taken into custody from the East London offices of Numsa by two security policemen.

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FOCUS

WHAT is crucial to understand is that the Minister is a politician. And politicians are susceptible to political pressure. We saw this recently with the Mines and Works Amendment Bill. The idea behind the last Bill was to deracialise certain jobs on the mines. This displeased white voters.

The Government duly passed the Bill but, being pliable to pressure from conservatives, the Minister formulated regulations which render on deracialisation quite nugatory.

If the Minister, then, is given power to redefine unfair labour practices in this manner, we run the risk that court decisions may be corrected by notice in the *Government Gazette* whenever conservative whites disagree with them.

Compulsory Arbitration

The position under the current law is that whenever the Industrial Council or the Conciliation Board has failed to settle a dispute, the matter is referred to the Industrial Court.

The amendment provides for the contending parties to agree that the dispute be not referred to the court. The effect of this would once more be to lighten the burden of the Industrial Court and increase the difficulty in understanding why the Government is so keen on relieving it of some of its work.

A disturbing feature of this amendment is that the court is given power to refuse to determine a dispute referred to it after the Industrial Council or the Conciliation Board's failure to settle. It is difficult to reconcile the court's right to refuse to adjudicate with the idea of the arbitration being compulsory.

The workers that are envisaged in this section seem to be those who would not have the right to strike. Under those circumstances, it would seem unfair if the court were to shirk its responsibility.

Under the existing law, an unregistered trade union was not bound to

Govt move to stamp out politics in labour arena?

Mr MANDLA Seleane

THE Government intends amending the Labour Relations Act. In the final part of this article, labour expert Mandla Seleane analyses the effect or intentions of the amendments to be introduced by the Minister of Manpower, Mr Pietie du Plessis, during the next session of Parliament.

ballot its members before embarking on a strike. When the Bill becomes law, it will be obliged to do so.

Under the existing law a registered union could apply that the Minister should publish a notice in the *Government Gazette*, obliging an employer to deduct from the employees' income membership fees.

Provided that certain requirements are met, the employer would be bound to make such deductions. Failure to do so was an offence. When the Bill becomes law, no such obligation will rest on an employer.

What emerges from these provisions is that the lot of unions is being made more unbearable. While certain duties

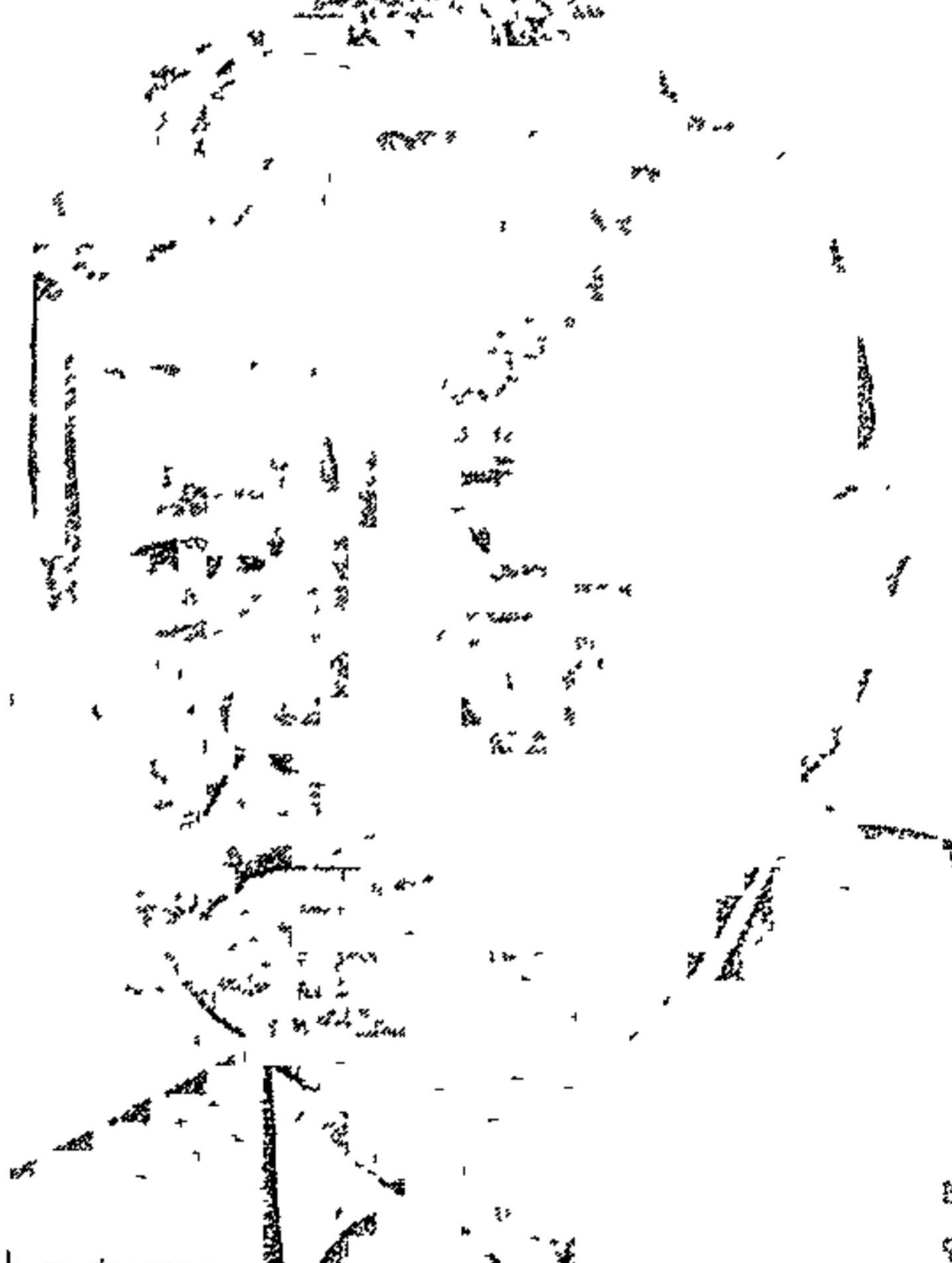
hitherto accompanying registered unions are being extended to unregistered unions, benefits accruing to the former are not being extended to the latter.

Employers are known to have been very mean with stop orders for trade unions even when it was obligatory for them to provide the facility. When the sanction of the law is removed from such meanness, heaven knows what is in store for unions.

Another striking feature is that, while trying to protect employers in so many ways, no effort is made to protect workers against dismissal for embarking on a lawful strike.

So while employers are being given a free hand, the hands of the workers are being tried systematically.

Indemnity in respect of wrongful acts during a strike or lockout remains for registered unions. Therefore, while unregistered unions will have to go through the same channels as if they were registered, they shall not enjoy any measure of protection in this regard. For registered unions the law is that they are indemnified against civil proceedings if the strike is lawful.



MR PIETIE du Plessis . . . Minister of Manpower

The amendment provides that the indemnity shall not be available in the event of "any stoppage which does not constitute a strike, or any act which constitutes an offence". This seems to be a response to the 1985/6 stayaways. Therefore if a stayaway occurs and the employer loses profit, he will be able to sue the trade union concerned for damages.

No claim is made that the assessment is exhaustive. There seems to be no doubt that the Bill is the Government's way of making true the threat made by the Minister of Manpower

proposed law will bring about the behavioural patterns required by the Government and by the employers, remains to be seen.

On historical grounds, it does not look like, in the long run, the Government will succeed.

Before the "new labour dispensation" was introduced, workers were doing a lot of the things which the Government wishes to curb, although the legal odds were much worse.

WANTS TO REMOVE GUARDS

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24/11/82
Sue West

HOLIDAYMAKERS at the exclusive resort of St Francis Bay are protesting about the presence of heavily armed guards outside the house in which former Transkei Prime Minister Chief George Matanzima is staying.

Well-to-do home owners from all parts of the country now moving in for the Christmas season say they do not want armed guards around while they are trying to relax.

Several say bluntly they want the exiled leader out before the start of the summer season.

They have no complaints about his behaviour as they seldom see him — but they are outspoken about the presence of the guards.

One resident said the guards were a continuous source of fascination to young boys, who crept around the property to see what was going on.

"Children are children and what happens if they

Post Reporter

upset the guards?" she asked.

"Anyway I don't think it is right."

"What if we all suddenly started posting armed guards outside our gates?"

"The police would soon have something to say."

"This is a lovely resort where we have paid a lot of money for our homes. We want to enjoy the peace and tranquility."

Dr Dawid Barnard, of Uitenhage, said he was most concerned.

His recently completed holiday home looks across the canal at the house in which Chief Matanzima is staying.

Dr Barnard said people who were supposed to rent his house for the first part of the holiday season had cancelled because of the situation.

"I do not understand why it is being allowed. If he is a political refugee and being protected, then surely he should be protected by the South African police."

"He is a controversial figure and many people are upset by his presence."

Dr Barnard said that when that he had approached the police about the armed guards, he had been referred from one station to another until he was eventually told to contact Foreign Affairs.

"Surely, if he is a refugee, he should be taken somewhere safer and guarded?" Mrs Jenny de Villiers, who handles the lease of the house where Chief Matanzima is staying, was not