

INDUSTRIAL ~~STRIKE~~ RELATIONS - ~~STRIKE~~

- WORKERS' ORGANISATION - COSATU

1987

JANUARY ~~STRIKE~~ MARCH ~~STRIKE~~

Industrial action threat to OK

(S) (140A) N/M 11/187 (S)

Mercury Reporter

THE Commercial, Catering and Allied Workers' Union says it is preparing a programme of industrial action against the OK Bazaars because of what it describes as the management's 'intransigence' in the current wage dispute

Mr Jay Naidoo, a spokesman for the union, said yesterday that the OK's parent company, South African Breweries, and its respective parent companies, Premier Milling and Anglo-American, were also likely to be drawn into the programme of industrial

action

He said the management of OK Bazaars had consistently blocked all 'sincere attempts' at resolving the dispute

'In response to the union's proposal for a meeting, management has advised us that they are

only prepared to meet after we have given them a new wage proposal,' Mr Naidoo said

He also said 10 000 workers at 132 OK stores were still on strike

Mr Richard Blackwell, personnel director of OK Bazaars, declined to comment on the threat of industrial action

However, he denied that 10 000 workers were on strike, and said the figure was 6 000 workers at 112 stores

Mr Blackwell said the reasons for the deadlock were the union's 'outrageous' demand for twice the pre-tax profits of the company and their refusal to alter their demand for an increase of R160 a month

He said the company would only go into discussions with the union if there was some prospect of success

'It was OK to shop at the OK'

By DERRICK LUTHATI

THE KwaZulu government has come out in full support of Inkatha members' shopping spree at Ladysmith OK Bazaars last Saturday - in open defiance of the OK strikers

Five busloads of Inkatha members - led by KwaZulu Pensions and Welfare Minister and local Inkatha chairman Steven Sithebe - "invaded" the OK to shop - an obvious challenge to the Commercial Catering and Allied Workers' Union

A *City Press* correspondent reports about 400 people, mostly old women and children, made purchases

KwaZulu Chief Minister and Inkatha president, Chief MG Buthelezi said: "The OK issue is a typical example of workers' legitimate right to strike being overtaken by thugs who not consult with the people and use terror tactics to intimidate the public into supporting boycotts

"I will always stand by workers and defend their right to strike. But when certain people try to undemocratically ram their views down the throats of others and demand dictated unity, then others also have the right to express their opinions"

Peter Davidson, PRO of the Inkatha-backed United Workers' Union of SA, said their members employed by the OK were not on strike because they were not consulted

A Cawusa spokesman said "Very little spending was done by Sithebe's group, who were jeered by our members and supporters. His stunt was completely unsuccessful"

"Our members have decided to condemn unreservedly Sithebe and the Inkatha leadership's actions in trying to break the strike

"It's shocking that Inkatha used school-going youths - when they are the very people who so stridently condemn other organisations for using youths for political motives"

● Meanwhile in Port Elizabeth, over 450 fired General Motors strikers have called on the Congress of SA Trade Unions' new Eastern Cape wing - launched on Saturday - to support them in their effort to get reinstated

Next week 16 GM strikers will appear in the PE Supreme Court on charges of attending an illegal gathering arising from an anti scab picket outside the GM gates on November 17

Fourth PE branch joins nationwide store strike

Dispatch Correspondent
PORT ELIZABETH — Employees at the Main Street branch of OK Bazaars have joined three other Port Elizabeth stores in a national strike which started two weeks ago

However, while a Commercial, Catering and Allied Workers' Union (Cawusa) spokesman said 32 workers had come out on strike at the Main Street branch yesterday morning, the group manager for OK, Mr Keith Hartshorne, said there were only 18 strikers out of the total of 170 workers at the store

The Cawusa spokesman said the number of strikers at Main Street represented 98 per cent of the union's membership at the store

The other stores on strike in PE are Greenacres, and the warehouses in Walmer and Deal Party

Mr Hartshorne said about 70 workers were on strike at Greenacres and 15 at Deal Party and Walmer respectively

The strike, which now involves about 6 000 workers in 111 outlets across the country, was launched to press for an immediate R160 across-the-board monthly increase in workers' pay

Mr Hartshorne said management had demanded "specific" proposals from the union for resolving the dispute and were still awaiting a response from the union

Sapa reports that Cawusa is planning to extend industrial action in

its wage dispute with OK Bazaars to include the parent company, SA Breweries, and other corporations like Anglo American

A Cawusa organiser, Mr J Naidoo, said from Durban that the union believed OK management was to blame for the deadlock in the wage dispute, accusing them of "deliberately" planning "to sabotage negotiations"

"We are now preparing a concerted programme of industrial action against OK at various different levels," said Mr Naidoo

"OK's parent company, SA Breweries, and its respective parent companies, Premium Milling and Anglo-American, are also likely to be drawn into

the planned campaign of industrial action," he added

Mr Naidoo refused to give details

The union claimed 10 000 workers at 132 outlets were out on strike

The strike entered its 13th day yesterday with no indication that the dispute would be over soon

Management said the union would have to revise its demands to resolve the dispute

OK Bazaars personnel director, Mr Richard Blackwell, declined to comment in detail on the planned action by Cawusa

"If that involves sympathy strikes, it would be illegal," was all he would say

Still no sign of settlement on OK wage dispute

There is no sign of a settlement nearly three weeks after the start of a strike at OK Bazaars outlets nationwide

OK management has accused striking workers at 38 stores of disruptive behaviour including loud singing and shouting. The allegation was dismissed by Ccawusa.

The union refused to give an undertaking on strikers' behaviour at the stores. Earlier it agreed that strikers would leave three Johannesburg stores after alleged damage to merchandise.

The wage dispute between OK and 6 000 to 10 000 black workers began on December 15.

The union has not revised its demand for a R160 a month across the board increase. OK's final offer was R85 a month.

132 shops affected by strike: OK

By Sheryl Raine

The strike by thousands of OK Bazaars workers was affecting at least 113 stores nationwide, said the company yesterday. The union said the number of strike bound shops was 132.

Although the Commercial Catering and Allied Workers Union (Ccawusa) has threatened to extend the strike to related companies SA Breweries, Premier Milling and Anglo American, the OK's personnel director, Mr Richard Blackwell, said there were no signs at this stage that the union's threats had been carried out.

He added that sympathy strikes would be illegal.

A strike against SAB could affect beer sales at the height of the summer season.

THREW CRACKER

Meanwhile, a white casual worker at OK's Potgietersrus branch was alleged to have thrown a cracker at striking workers who were sitting in the canteen on Tuesday.

Mr Blackwell was not able to comment on the incident, but said it was not management's desire to throw crackers at the strikers. OK would investigate the allegation and take action if necessary.

Ccawusa has also refused to give an undertaking on strikers' behaviour at 38 OK stores after an agreement that strikers would leave three Johannesburg stores after alleged damage to merchandise.

There have been continued incidents at some of the 38 stores, including loud singing, raucous, disruptive behaviour and shouting from upstairs windows," said Mr Blackwell.

OK believed these incidents could affect customers though business was continuing with the help of casual employees.

Ccawusa has accused OK of sabotaging negotiations. Mr Blackwell has denied the charge.

He attributed the wage deadlock to the union's "outrageous demands". He said that approximately 100 workers had returned to work voluntarily.

Strike is a success: Ccawusa

In response to management allegations the union said "The exemplary behaviour of the strikers in terms of discipline, commitment and determination despite attempts by the management and State to intimidate and demoralise them, has been a success."

"Workers have exercised great patience and enormous restraint in the face of numerous provocations. The overwhelming majority of Ccawusa members at OK are solidly behind the strike. In fact, workers who have not previously been members have joined Ccawusa during the course of the strike."

"We acknowledge, though, a very small minority of workers who have succumbed to pressure and have continued working. This despite the overwhelming majority of workers still on strike."

"We as a union will condemn any attempts to physically coerce those non-striking members to strike. If there is any definite evidence of our members using force or intimidating other workers, we have the structure to deal with this eventuality."

"We want to emphasise that there is no need for us as a union to physically persuade workers to strike. We believe in education. Our track record has shown us to be a disciplined and structured organisation, with the organisational will to confront the most severe of problems."

"Great steps have been taken to cause disunity, discord and hostility among workers. Experience has shown that attempts have been and will continue to be made to slander us by putting blame on us for certain types of activities. We can not rule out the possibility of agents provocateur indulging in such activities."

"As a union we, in principle, condemn any sort of violence against the oppressed and exploited, especially if this violence emanates from the ranks of the oppressed. We feel this type of violence is counter-productive."

LONDON — Seaman Revel Langeveldt, recovering from abdominal trouble in London's St Thomas Hospital after being flown from Aden by air ambulance, is fighting shy of the Press.

He has refused even to talk to reporters from his native South Africa. Langeveldt has told nursing staff that he does not wish to give interviews or be photographed.

A representative of his ship's agents Gateway Shipping, said "He's a young lad and has had an awful lot of travelling around and upsets. We would rather he be left alone." A representative of the agents had seen Langeveldt who seemed cheerful.

The South African Embassy in London says the ship's agents are looking after Langeveldt's personal and other needs because they had specifically asked the Embassy to be allowed to deal with him entirely on their own.

An Embassy spokesman said he had no comment to make on the way the African countries had treated Langeveldt. "I think too much has been said already."

Neither the hospital nor the ship's agents will give any personal details about Langeveldt, who was taken ill aboard the 21 000 ton Safmarine bulk carrier Sea Pioneer when it was in the Persian Gulf earlier this week.

AIR AMBULANCE

The authorities in Djibouti refused to treat him because he had a South African passport, and in Aden, the next port of call, he was allowed ashore, but sent back to the ship with only a bottle of pills.

It was then that arrangements were made for an air ambulance to fly from Britain to Aden to pick him up and bring him to London for treatment.

Langeveldt, a 20-year-old steward, reported at one stage to be "writhing in agony" with ruptured intestines, is now much better.

"He's very comfortable and the doctors are very pleased with him," said a hospital spokeswoman. "There is no likelihood of an operation at this stage."

It was not known how long he would remain in hospital.

The British Foreign Office has reacted coolly to demands by some Conservative backbenchers that Foreign Secretary Sir Geoffrey Howe protest to countries which refused treatment.

One MP Mr John Carlisle, said the countries concerned had been guilty of "an appalling act of inhumanity." Another said Britain should reconsider overseas aid to the countries.

But a Foreign Office spokesman said the MPs had not written to Sir Geoffrey as far as he knew. "They seem to be rhetorical questions put through the Press rather than anything more specific."

Sir Geoffrey would not feel the need to respond to such statements although he would do so if they communicated with him formally in any case he was in Barbados this week.

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Duggan back from dead to race at Vaal

After an absence of three years British powerboat racer P. Duggan (below) will take to the water in tomorrow's International Federal Mogul African Formula I Grand Prix at Loch Vaal. In 1983, he was twice clinically dead on the water.



After his boat overturned during a race in Bristol, England, but this has not deterred him from competing again. The intrepid powerboat pilot will pit himself against 17 other competitors including South African champion Peter Lindenberg and former world champion Michael Werner. He will pilot what organisers say is the first boat fitted with a safety cell for the driver. Tomorrow's races will begin 12 am, 2 pm and 3 45 pm.



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S Africans rock Zimbabwe

The Star's Africa News Service

HARARE — The city's New Year revellers had a special treat this year when 40 top South African musicians launched an international tour with lively performances on New Year's Eve and yesterday.

Black and white Zimbabweans, South African exiles and expatriates rocked to the music of Hugh Masekela, Caiphus Semenya, Letta Mbulu, Sipho Gumede and Dorothy Masuka.

The musicians have formed a group called South African Artists United. They called the show "Buwa" — Speak Up — and have received backing from Swedish International Development Agency (Sida) and Norwegian People's Aid to take the show on an international tour, including West Africa and Scandinavia.

"What we are trying to do," said Caiphus Semenya, "is showcase southern African talent."

Many of the musicians are known for their anti-apartheid views. Said a white South African "This is the way Zimbabwe should be all the time and it is the way South Africa will be."

Shop messenger robbed of R8 000

Two men overpowered a shop messenger and fled with a case containing R8 694 close to a Roodepoort bank yesterday morning.

Mr Voltaire Mqoni (23) was on his way to bank the money when he was overpowered by two men, one of whom had a knife — West Rand Bureau.

Knifeman molests Randburg girl

A 15 year old Randburg girl was grabbed at knifepoint by an unidentified man and molested in a nearby vacant building, police reported.

A spokesman said the man grabbed the girl on Thursday.



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Cap Times 5/18/77
Union meets
as OK strike
enters day 18

1400

Own Correspondent

JOHANNESBURG. — With the OK Bazaars strike entering its 18th day today and no further headway on talks with OK management, national shop stewards of the Commercial, Catering and Allied Workers' Union (CCAWUSA) met at the weekend.

They are believed to have discussed what strategy the strikers should adopt in the face of the continuing crisis.

OK's spokesman, Mr Richard Blackwell, yesterday said management were still awaiting a response to their telex to CCAWUSA saying talks would get under way once the union had given it specific proposals.

Strikers review strategy

5/1/87
BUD DAY

DIANNA GAMES

WITH the OK Bazaars strike heading into its 18th day today, and no further headway on talks with the group's management, national shop stewards of the Commercial, Catering and Allied Workers' Union met this weekend

OK

They are believed to have discussed what strategy striking workers should adopt in the face of the continuing crisis

OK spokesman Richard Blackwell said yesterday management was awaiting a response to its telex to Ccawusa saying talks would get under way once the union gave specific proposals

So far the two parties to the dispute have only discussed what was considered to be acceptable behaviour by strikers

Ccawusa has refused to give an undertaking to management on the behaviour of strikers at the 38 stores over which OK has expressed concern

The union said last week it would consider such an undertaking in the light of OK's court applications to have strikers removed from three of its stores, to which Ccawusa acceded.

Blackwell said three more OK outlets had joined the strike in the first few days of the new year, bringing the total number of units where its workers are on strike to 114

No developments in OK strike

EVE Post

(15)

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6/11/87

THERE have been no further developments in the deadlock between OK Bazaars management and the Commercial Catering and Allied Workers Union (Ccawusa) over the national wage strike, which went into its 19th day today.

And OK management said it did not plan to take action against the people responsible for distributing pamphlets outside the

Main Street branch. The group personnel manager, Mr Keith Hartshorne, today confirmed that staff from more than half of the company's stores and warehouses were still on strike.

He said the company was not prepared to review the situation unless union officials brought forward "reasonable demands".

Before the strike Ccawusa demanded wage increases of R160 a month across the board, back-dated to October. Management put forward an offer of R85, which would come into effect from April this year.

Mr Hartshorne confirmed there were 128 union members on strike in PE and 115 out of 208 stores and warehouses were affected nationally.

OK workers resolved to boost strike action

1500
1404
6/1/87
RUDDA

LEADERS of striking OK Bazaars workers met in Johannesburg at the weekend when they resolved to continue the strike "and to mobilise at all levels", says the Commercial, Catering & Allied Workers' Union (Ccawusa).

The union says 10 000 workers at 128 stores are on strike. The OK puts the figure at just over 6 000 at 115 stores

"While we have always been prepared to negotiate, Ccawusa could not make a new wage proposal to OK. This is because OK still has to state its offer in response to the full range of our wage demands," says the union.

ALAN FINE

Just before Christmas, Ccawusa proposed a meeting with the company. OK responded by asking for specific revised wage demands.

The union is asking for R160 a month across-the-board increases backdated to April 1986. The company has offered R85 from this April and says that this represents its counter-offer

Ccawusa says it is laying down no preconditions for a meeting with the OK to resolve the dispute. "However, we stress that OK must be prepared

to scrap the anniversary increase system and substantially increase its offer before there can be a settlement of this strike."

Personnel director Richard Blackwell yesterday expressed disappointment at the decision to continue the strike. But unless the union is prepared to "drastically reduce its demands", there was little point in talking further, he said

The weekend union meeting decided to begin pressuring the OK through its shareholders. SA Breweries, the Premier group and Anglo American. It plans to meet the Food & Allied Workers' Union and the National Union of Mineworkers — both of

which are organised in these companies — for discussions. Ccawusa is due to meet leaders of the Congress of SA Trade Unions today for talks on possible solidarity action.

OK workers resolved to make vigorous attempts to encourage those still working to join the 19-day-old strike. The weekend meeting further decided to set in motion civil claims against the Minister of Law and Order for assaults allegedly suffered by strikers, to initiate Industrial Court action for the reinstatement of dismissed strikers, and to ensure that support committees were established countrywide.

Deadlock in OK Bazaars strike

BY LANGA SKOSANA

Spokesman 1/25/77

THE two-week-old OK strike continued yesterday after the company and union both refused to give ground.

OK Bazaars employees want R160-a-month wage increases against an R85-a-month offer by management

A spokesman for the Commercial Catering and Allied Workers' Union of South Africa, Mr Salm Vally yesterday said that delegates from all Cca wusa branches throughout the country who met at the weekend decided to continue with the strike and not yield on any of their demands

Pamphlets

Yesterday thousands of pamphlets were distributed to the community and various organisations calling for support for the strikers

One of the pamphlets said workers were suffering hardships as a result of the strike

It said 10 000 workers in more than 100 OK Bazaars chain stores across the country were demanding better wages

Offer

A spokesman for OK Bazaars, Mr Richard Blackwell yesterday said his company was not prepared to yield on its present offer.

He said the R160-a-month demand was out of the question because it would put his company out of business

"You can't pay anyone more than what you have," he said.

NUM to testify to deaths probe

ALAN FINE

THE National Union of Mineworkers (NUM) says members at Anglo American's President Steyn gold mine near Welkom will give evidence to the independent inquiry into faction fighting at the mine

Hearings began yesterday. The inquiry, headed by Johannesburg Bar Council vice-chairman R H Zulman, SC, was appointed in the wake of violence that claimed the lives of 29 President Steyn miners in the past three weeks. Another 33 have died at Vaal Reefs near Klerksdorp.

NUM spokesman Marcel Golding said the decision to give evidence was taken by local union leadership.

Golding stressed that, while inquiries could be useful, faction fighting would not be eradicated until its underlying cause — the migrant labour system — was removed. He also questioned why there was no inquiry into the Vaal Reefs clashes.

An Anglo spokesman said Vaal Reefs management were still considering whether to initiate an inquiry.

6/1/87

R. D. D. M.

140/17

4/18/87 BARDON

WOLF
SDF

STRIKES in the retail sector are, by their very nature, high profile affairs. These companies, after all, are directly in the public eye and consciousness.

The OK affair is the fourth company-wide, national strike involving the more than 50 000-strong Commercial, Catering and Allied Workers' Union (Ccawusa) in the eight months since May

This excludes the two-week stoppages at 100 stores in protest against the detentions of union leaders in June

The strikes have met with varying degrees of success and Ccawusa's leadership will at some stage — perhaps when the OK battle is over — have to sit back and reflect on the union's year of successes and failures.

The strikes since May have been the first concerted wave since those over union recognition in 1982.

Ccawusa has since had its fair share of stoppages. But these have generally been spontaneous reactions to localised grievances.

The first big retail wage strike of 1986 was at Pick 'n Pay. It coincided with internal union upheavals which led to the resignation of its general secretary of 10 years Emma Mashinini and the takeover of the Johannesburg branch by a group of younger, more militant, officials and shopfloor leaders.

The strike involved 6 200 workers at 45 stores and was the largest in

Emergency slows sit-out at the OK

ALAN FINE

retailing history. It lasted less than a week and was settled after a company compromise offer.

From the union's point of view the strike was a success. And this probably encouraged it to take on another three retail chains in the following months.

First victim

The reason the Pick 'n Pay strike became even more prominent than it need have been can be summed up in one name — Raymond Ackerman.

Ackerman is far more "image conscious" than his competitors. So he interpreted the strike as a personal attack, initiated by a union aiming at the softest of possible targets.

Events since then suggest, though, that Pick 'n Pay was the first victim of this era merely because it was involved in wage negotiations at that

particular stage of Ccawusa's development.

Nevertheless, Ackerman's sensitivity about his company's image was a factor in the early concessions made to the union.

Another feature of the strike was the debate over what constitutes legitimate behaviour by strikers. The union believes that in principle it has the right, through the use of peaceful means, to disrupt stores' operations.

This manifested itself in actions ranging from picketing outside stores to boisterous marches down aisles. There were also a few cases of less peaceful methods being used, although these were not officially sanctioned by the union.

Similar tactics were attempted in the Foschini strike the same month. That strike was over the retrenchment of more than 200 employees. It was eventually settled, after six weeks, on the basis of improved severance payments for the laid-off workers. But the union's demand for

their reinstatement was not met.

That strike, and the CNA wage strike in November, highlighted Ccawusa's difficulties in dealing with companies which operate a large number of widespread stores, few of which employ more than a handful of people.

Not disclosed

The CNA strike ended after more than a month with only minor concessions being made by the company. At both Foschini and CNA, Ccawusa was able to mobilise workers at only about 10% of the stores.

With the OK strike nearly three-weeks-old, the match — as cricket commentators are wont to say — is delicately poised. The timing of the strike was important. The union was no doubt hoping that the mere threat of a Christmas strike would be enough to extract concessions.

OK's December losses due to the strike have not been disclosed. But



ACKERMAN ... personal attack

they survived that period. It has managed to keep its operations going even if not at optimum levels

And the union is operating under disadvantages. The next important period is the back-to-school trade but emergency regulations make it difficult for the union to win significant community support. Boycott calls are out, as is picketing. And the OK has threatened court action over any disruption of trade

More than one observer has expressed the opinion that it would take no more than a competent mediator to settle the strike. But, for now, both Ccawusa and the OK are determined to sit it out, waiting for the other to blink first.

Sowetan

OK strikers paid off

ABOUT 27 OK Bazaars workers who were dismissed two weeks ago for allegedly creating a disturbance at the Montclair branch in Durban were paid off yesterday.

According to an OK Bazaars spokesman, Mr Keith Hartshorne, the workers at Montclair were fired when they went onto the shop floor and disrupted customer service when the strike first flared.

Mr Hartshorne said workers at Montclair, Margate, Prospecton Hyperama and Empangeni were dismissed, not for going on strike but for their unacceptable behaviour.

Mr Jay Naidoo, a spokesman for the Cosatu-affiliated Commercial, Catering and Allied Workers' Union, said the information the union had did not tally with the story given by OK Bazaars management.

"We see it as one of those cases of management having jumped the gun. These are among the dismissals that we are going to take to the industrial court," he said.

He said they had written letters to management on behalf of each "dismissed" worker saying that each worker would collect his/her pay without prejudice in any way to his/her right as an employee.

"We do not accept that they have been validly dismissed and they must still consider themselves as employees of the company," he said.

• In yesterday's *Sowetan* we mentioned that OK workers receive R160 a month when they in fact get it on a weekly basis. We regret the error — Sapa

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140A

7/1/87

BUSDAY 8/1/87

Cosatu lends its support to striking OK workers

14014

ALAN FINE

CONGRESS of SA Trade Unions (Cosatu) general secretary Jay Naidoo yesterday joined the war of words between the OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) by releasing an "open letter" addressed to the company.

Naidoo pledges, on behalf of Cosatu, to support Ccawusa members who are on strike in support of wage demands.

The letter says Cosatu "has endorsed the campaign by our affiliates for a living wage. We believe the demand is a legitimate one in the light of the levels of poverty millions of black people have been forced to live under for decades."



● OK strikers meeting Picture ROBERT BOTHA

"We are, in particular, disturbed at your response to this industrial dispute. The harassment, victimisation, assault and even dismissals of striking workers are seen as a gross violation of our rights as workers to withhold our labour. We believe it is improper for you to simply push aside the well-reasoned and scientifically sound proposals made by Ccawusa."

OK personnel director Richard Blackwell, responding to the letter, said:

"We are surprised that the open letter published by everybody but ourselves, and we therefore cannot see this as a serious attempt to resolve the dispute."

● BLACKWELL

"We are not prepared to respond to a statement containing political rhetoric and filled with inaccuracies. We must stress that the solution to the problem lies in constructive discussion and we remain open to any suggestion in this regard made to us by Ccawusa."

"Our failure to respond to the allegations in Cosatu's statement must not in any way be construed as agreeing with any of them," Blackwell said.

1400A

YEAR IN REVIEW

Bloody strife on the factory floor

GENERAL Motors, Kinross, the United Workers' Union of South Africa (Uwusa) Moses Mayekiso and Impala Platinum were some of the names that made labour news during 1986

It was a militant year in which workers broke records for industrial action occupied their factories and entered the uncharted and perilous terrain of political struggle

For union activists it was a rough year. A number of them were killed, attacked, driven into hiding or detained for long periods — but out of the repression and struggle a new and dynamic form of political trade unionism began to emerge

The face of organised labour was changed as within 12 months three new federations — the Congress of SA Trade Unions (Cosatu), Uwusa, and the Council of Unions of SA/Azaman Confederation of Trade Unions (Cusa/Azactu) — were formed

And, after years of accelerating decline, the Trade Union Council of South Africa (Tucsa) finally lay down and died, leaving the field to what then Tucsa president Andre Malherbe described five years ago as "our muscule rivals"

Formed at the end of 1985, Cosatu — the biggest of the new union federations — lost no time in embarking on a new politics of alliance with anti-apartheid and liberation movements

At a meeting in Lusaka in February, Cosatu put out a statement jointly with the African National Congress (ANC) accepting the ANC as the leading force in the liberation struggle of which Cosatu was an integral part

Cosatu linked up with the United Democratic Front (UDF) in undertaking national campaigns, the most successful of these being the May Day and June 16 stayaways. Twice within weeks, between 1 500 000 and 2 000 000 workers paralysed large sections of the economy

But the State of Emergency, declared on June 12, intervened in this developing relationship. The main targets of the repression were the UDF and its affiliates though hundreds of unionists were detained as well

The failure of the July 14 stayaway, called to protest against the Emergency, was indicative of the damage done to organisations on the ground who were unable to mobilise under the clampdown

But on the regional, industrial and legalistic levels, the union movement showed that its deep organisational roots ensured an ability to respond creatively to the Emergency

Cosatu unions such as the Commercial, Catering and Allied Workers' Union (Ccawusa), the

in the year one union federation — Tucsa — lay down and died, three more moved into the gap. But not without angry, often bloody union strife. PHILLIP VAN NIEKERK reports on the year in labour

National Union of Mineworkers (NUM) and the Chemical Workers' Industrial Union (CWIU) embarked on rolling strikes demanding the release of union leaders

The strikes took employers by surprise and put pressure on them to wield their influence with the government, securing the release of union leaders and a measure of protection for the unions

The first major court challenge to the Emergency came from the Metal and Allied Workers' Union (Mawu)

The response to the Emergency indicated the most significant political development in the union movement in recent years: the emergence of unions who cut across the divide between "workerists" (concentrating primarily on shopfloor issues) and "populists" (concentrating primarily on political or community issues)

The most advanced example of "workerist populist" unionism is Mawu which took the lead in a number of political struggles while mobilising workers nationally on a combination of wage-related and community issues

One of the best examples is in Brits where Mawu has played the leading role in the resistance to the removal of Oukasic township

However the militancy of the union has had a high cost. Mawu general secretary Moses Mayekiso, a leading figure in the community battle in Alexandra, has been detained since June 14. Joyce Modimoeng, the wife of Mawu's organiser in Brits David Modimoeng, was blown up by a bomb in May. Several striking Sarmcol workers, including the chairman of the workers' committee and the daughter of a shop steward, were brutally murdered two weeks ago, and the homes of Mayekiso in Alexandra and a number of Mawu members in the Inkatha heartland of northern Natal have been attacked

Apart from Mawu, the NUM — now the country's largest union claiming some 300 000 members — has developed to the extent where it is often difficult to draw a line between "industrial" and "political" issues

In some areas — particularly the coal mines around Witbank — the isolated mine hostels have become keyed in to the political climate in the townships, perhaps for the first time in a century

In the rest of the industry the new politicisation has a lot to do with life



Cosatu May Day rally in Soweto into the uncharted terrain of political struggle

Picture ANNA ZIEMINSKI Afrapix

in the compounds themselves where political rightlessness is fundamentally tied up with economic subjugation to challenge one is to challenge the other

The NUM proved its ability to mobilise support in the day long strike by some 320 000 workers on October 1 in mourning for the 177 miners who died in the underground fire at the Kinross mine

However, both the union and management appeared powerless to prevent ethnic faction fighting at mines such as Vaal Reefs, President Steyn and Libanon where perhaps more than 100 workers died during the year

This year's annual wage negotiations between the NUM and the Chamber of Mines resulted in dispute and a split offer for the third year running. The NUM embarked on strike action on mines run by Gold Fields — now identified as the most hardline of the mining houses

Gencor who began the year by firing more than 20 000 workers at Impala Platinum and being targeted as an "enemy company", moved closer to the more liberal Anglo American camp after undergoing a management revamp

The political climate in general served largely to strengthen Cosatu's

industrial strength as worker militancy continued to express itself despite massive unemployment, a deep recession and repression

New politicised forms of industrial action emerged: factory sit-ins, underground sit-ins by miners and, instead of cooling off, industrial action actually increased in several sectors following the declaration of the Emergency

However Cosatu still in its infancy, experienced major teething problems. Several regions battled to launch themselves because of ideological and other disagreements and seven months after the deadline for Cosatu affiliates to merge into industrial unions, only two sections have succeeded: producing the Food and Allied Workers' Union and the Transport and General Workers' Union

Some of the general unions continued to resist incorporation into industrial unions

The "populist" versus "workerist" debate continued to rage (more so within unions than among them) and one union — the National Union of Textile Workers — split over what was characterised as a workerist populist conflict

But the biggest threats to Cosatu's well being were not the internal feuds,

but the barely restrained iron fist of the state and the birth of Uwusa — launched by Chief Mangosuthu Buthelezi in front of 70 000 people at Durban's King's Park Stadium on May 1

While Uwusa has shown little success in organising on the factory floor, its formation has been followed by a horrifying wave of violence on the shopfloor and in the townships of Natal

The deaths of 11 Hlobane coalminers in May, of a Food and Allied Workers' Union shop steward at Jabula Foods on the East Rand in June and the Sarmcol deaths this month testify to this new trend

The particular attention the state has paid to detaining Cosatu leaders in areas of potential Uwusa strength prompted the Labour Monitoring Group to speculate that the government was trying to smash the unions to create space for Uwusa

The other major issue which is bound to continue into 1987 — and which could prove very problematic for the unions — is the whole question of sanctions and disinvestment

The General Motors strike — where workers demanded job security from a disinvesting United States parent company — could be an omen of even more nasty disputes to come

UNIVERSITY OF THE WITWATERSRAND JOHANNESBURG

OK intimidating workers - union

By NKOPANE MAKOBANE

6/22/77
21/1/77
1407

THE Commercial and Catering and Allied Workers Union yesterday claimed that OK Bazaars management had begun a new round of "pressure and intimidation" in the 20-day old wage strike.

Union officials said 92 strikers had been arrested on Tuesday, 119 workers dismissed and two shop stewards detained. Management had also handed out empty pay slips to strikers at various branches on the grounds that deductions for days on strike and staff purchases had depleted their wages.

Mr Jay Naidoo, Ccawusa's organiser in Natal, said: "We believe that the co-ordinated increased police harassment at the same time as paying workers with empty pay packets was a very deliberate management plan".

Mr Richard Blackwell, OK's personnel director, denied the allegations of "pressure and intimidation". He said it was possible that some strikers had received empty pay slips.

He explained that OK had a system of allowing staff wage advances. These amounts were then deducted at the end of the month — as could have been the case with the strikers concerned — apart from the normal deductions. This, he stressed, was not an intimidatory exercise.

Mr Blackwell confirmed that some strikers had been arrested, but this had nothing to do with management. He said at Klerksdorp, 10 of their staff were assaulted and they laid charges as individuals. Eighteen people who were arrested as a result appeared in court yesterday.

At their furniture warehouse in Alrode near Alberton, more than 70 strikers gathered outside the gates on Tuesday. They later stoned vehicles, assaulted people and intimidated workers carrying out normal duties. Police then arrived on the scene and arrested them for public violence.

According to Ccawusa, one shop steward was detained on Tuesday in Vereeniging and another in Durban North.

425 - CORD

Superseding

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Argus 8/1/77

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Strike-hit store group told to talk or face pressure

The Argus Correspondent

JOHANNESBURG — OK Bazaars has been warned by the Congress of South African Trade Unions (Cosatu) to negotiate with its striking shopworkers or face community and union pressure.

Thousands of members of the Commercial, Catering and Allied Workers Union have been on strike for three weeks in a wage dispute with the chain-store.

Their demands include a new minimum monthly wage of R450, a rise of R160 and increased staff discount benefits.

Strikers also want workers on maternity leave to benefit from pay rises granted to others.

In an open letter to OK management, Cosatu general secretary Mr Jay Naidoo said the demands were "legitimate in the light of the levels of poverty millions of black people have been forced to live under for decades".

"FLAGRANTLY HYPOCRITICAL"

In Cosatu's view, the "harassment, victimisation, assault and even dismissal" of strikers was "a gross violation" of a worker's right to withhold his labour.

Mr Naidoo wrote: "The use of apartheid legislation and organs of the apartheid state to attack workers and undermine their bargaining power is flagrantly hypocritical in view of your stated anti-apartheid position and your projected public image of an enlightened employer."

Calling in the police to deal with the conflict would destroy OK's image in the community.

"We therefore urge you to negotiate in good faith to bring to a speedy conclusion the deadlock," Mr Naidoo wrote.

More than 500 workers have been dismissed and scores arrested since the strike began.

WORKFORCE FIRED

OK has offered strikers an R85 monthly rise.

● The Argus Correspondent in Pretoria reports that the entire striking workforce of the revamped OK store at Silvertown has been fired after what management alleges was disruptive behaviour.

The 96 workers were dismissed this week, said Mr Richard Blackwell, personnel director of OK, when the workers failed to meet an ultimatum to stop the disruption.

Mr Blackwell said union representatives had been called to control the strikers. Management had been threatened during the course of events, he said.

"We gave them an ultimatum to cease within one hour or face the consequences. At the end of the day they were fired," said Mr Blackwell.

Union tells of 'more pressure' over strike

N/M
8/1/87
140A
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Labour Reporter

THE dispute at the OK Bazaars dragged on for the 19th day yesterday with the Commercial Catering and Allied Workers' Union claiming that the management had begun a new round of 'pressure and intimidation'.

Mr Jay Naidoo, the union's branch organiser in Natal, said in a statement yesterday that many workers who had gone to collect their pay on Tuesday had received empty packets

'The management claimed that there was nothing left to pay the strikers because deductions for days on strike and staff purchases had depleted their wages

'Although workers were extremely angry about the deductions they were restrained in their response,' he said

Mr Richard Blackwell, the OK's personnel director, denied the union's allegation of intimidation by the management

'If anything, it is the strikers who are intimidating those who want to work'

He said it was possible that some workers had not been paid because money owed by them had been deducted from their wages

'The deduction has nothing to do with the strike. It is a perfectly normal procedure that any money advanced to staff during the month is deducted from their pay at the end of the month'

Cosatu adds to pressure on OK over pay battle

By Mike Siluma

The 650 000-strong Congress of SA Trade Unions (Cosatu) has asked OK Bazaars' management to negotiate "in good faith" with strikers — or face community and union pressure

Thousands of Commercial, Catering and Allied Workers' Union (Ccawusa) members at the OK have been on a country wide strike since mid-December to back demands which include minimum monthly pay of R450, an across-the-board rise of R160 and better staff discounts

The OK said most workers earned more than R265 and has offered an extra R85 a month

In an open letter to OK management, Cosatu general secretary Mr Jay Naidoo said the demands were legitimate in the light of the poverty millions of blacks had been forced to live under

Cosatu's said the "harassment, victimisation, assault and even dismissals" was "a gross violation" of workers' rights to withhold labour

"The use of apartheid legislation and organs of the apartheid state to attack workers and undermine their bargaining power is flagrantly hypocritical in view of your stated anti-apartheid position and your projected public image of being an enlightened employer," the letter said.

Police arrest strike pickets

ALAN FINE

FRIDAY
9/11/73

IN A new attempt to tilt the balance of power in their favour in the three-week-old strike at OK Bazaars, the Commercial, Catering and Allied Workers' Union (Ccawusa) organised a series of pickets at OK branches around the country yesterday.

The union said 33 of their pickets had been arrested and police confirmed that several people had been arrested at OK Bazaars branches in various parts of the country.

Ccawusa spokesman Jay Naidoo describes the pickets as an attempt "to publicise the OK workers' strike".

And he says reaction from the public suggests that people are becoming better informed and "more inclined to support the strikers".

Naidoo says picketing occurred at all 134 stores affected by the strike.

However, OK personnel director Richard Blackwell says only 50 shops were picketed.

Naidoo says it was decided that the action should be conducted on a one-person picket basis.

"We have taken care to ensure our picket does not breach any of the emergency regulations or any other legislation," he says.

At stores in central Johannesburg visited by *Business Day*, the pickets were conducted on that basis.

Nevertheless, according to the union, at least 33 people were arrested.

A number were released after being photographed and having their placards confiscated.

An SA police spokesman said "The SAP confirms that various people were arrested in the vicinity of OK Bazaars branches in various parts of the country as a result of activities that allegedly threatened public order or the safety of the public, or because of alleged contravention of by-laws."

of a wage settlement which the two sides clinched in September 1985 for the 1986-1987 financial year

The settlement provided for a R40 a month wage increase. At the same time, OK said that if profits for the 1985-1986 financial year were greater than those for the 1984-1985 year, it might be prepared to review the increase. When the March year-end results were published, group post-tax profits were up R237 000 from R12,7m to almost R13m.

Ccawusa seized upon this to demand a R160 across-the-board increase backdated to April 1 last year, a minimum wage of R450 a month, and an increase in staff discounts from 10% to 20%. OK rejected the demands.

Management said it did not feel it was under any obligation as it had merely undertaken to "consider" a review, and that the demands were unreasonable as they would cost in excess of R50m — twice its pre-tax profit of R25m. OK did, however, offer to increase workers' wages by R85 a month on the anniversary of their start of service from April 1 this year.

The union found this unacceptable and, after attempts at conciliation failed, began conducting strike ballots on December 17. The first days of the strike were marred by rowdy behaviour by strikers at a few stores. The union tacitly acknowledged the problem when, in an out-of-court settlement, it undertook to ensure that workers would vacate four stores after the company had moved to take the issue to the Supreme Court.

There was less agreement over the dismissal of strikers (management says 450 and union says 525) at six stores. Management insists that the workers were not dismissed for striking per se, but for their conduct. The union says it is determined to ensure that the workers are reinstated. Ccawusa also says it is examining the "harassment and assault" of union members and will make civil claims against the minister of law and order for assault and unlawful arrest. Overall, however, the strike has been a peaceful affair, with strikers coming to stores each day, sitting in the canteens, and leaving at five.

By getting the strike underway on December 18, Ccawusa was obviously hoping that management would panic over Christmas trade. From what management says, however, that strategy backfired. Casual workers were hired and, says OK personnel director Richard Blackwell, trade was not noticeably affected. Indeed, OK had been anticipating a strike and had made elaborate counter-preparations. OK could not provide figures for the number of casuals it has hired. But, says

Blackwell, "we have not replaced one for one."

In a statement issued after the weekend, Ccawusa said it could not make a new wage proposal because OK had still not responded to the full range of its demands. OK, however, says its offer of a R85 increase is its response. According to Blackwell, an attempt by Ccawusa to get management to the negotiating table last year after the start of the strike proved abortive when the union failed to come up with new proposals. The situation has not changed. "We are obviously prepared to sit it out as long as necessary because at this stage we have no choice. We cannot entertain a demand that would bankrupt us," says Blackwell.

Ccawusa organiser Vivi Masina says workers are prepared to fight to the bitter end. "OK misled workers into accepting the R40 increase in 1985 and its exploitation of workers is no longer bearable," he says. As for OK's statement that demands are excessive, he says "They have maintained their dividend. If there is a recession, why should our members be the only ones to be affected?"

Ccawusa is now determined to bring out as many workers as possible and to enlist the aid of other unions to put pressure on major OK shareholders like SA Breweries and the Premier Group. Labour observers, however, are sceptical about its chances of success. At this stage, the whole affair seems to have degenerated into a war of attrition.

FIN MAL 9/11/87
OK STRIKE 140A

War of attrition

Last Sunday's decision by the Commercial, Catering and Allied Workers' Union (Ccawusa) to continue its legal wage strike at OK Bazaars foreshadows a protracted trial of strength.

The union says 11 000 workers at 132 stores in the Transvaal and Natal are participating in the strike which began on December 18. Management puts the figure at just under 7 000 workers at 115 stores.

The main argument centres on the terms

140A

It's 8.30 am and those not at work queue up for duty

FROM a dilapidated building at the corner of Jeppe and End Street in downtown Johannesburg flows the refrain of *Nkosi Sikelel i-Afrika*

After casting a few inquisitive but enquiring stares in the direction of the entrance I am told it is *Abantu bomzabalazo* (the people of the struggle)

I go in. A stern but polite enquiry about my mission from one of a group of people huddled around a table I explain

In some minds, workers on strike conjure a picture of riotous and marauding hordes at a factory gate yelling for the blood of whoever is called "management"

For some it might present a picture of people who have suddenly turned into late sleepers because they have too much time on their hands and don't know how to kill it

For the past three weeks, OK workers have officially, and legally, been on strike

But this has not altered their lives as workers. Every working day they have to report at Cosatu House before 8.30am

Before they can proceed into the hall, they have to have their names ticked off at the large table at the foyer, manned by a worker-elected disciplinary committee

Latecomers are severely reprimanded. No visibly drunk worker is allowed in. In fact everybody is thoroughly screened before being allowed into the hall

After explaining that I want to observe what workers do while on strike, I am referred to the shop steward committee, then to the publicity committee and finally the disciplinary committee

"We have no problem with you going into the hall but we will have to get the workers' approval," a shop steward tells me, then leads me into the packed hall

Workers are discussing recent bereavements of three of their members. "As the three comrades are out on strike and therefore unable to meet the funeral costs I suggest we make a financial contribution," says a speaker

There is argument over whether assistance should be offered in the case of deaths unrelated to the strike

The chairperson reminds the workers there are only a few minutes left before he closes the meeting, as the workers have to go to OK branches at 11am to pick up their pay

It is decided immediate family only will receive aid. The chairperson informs the workers that, according to an OK telex, they will be allowed on company premises, a court order barring them from the stores will be temporarily waived

I accompany some of the workers to the Eloff Street branch. As they try to go through the staff entrance, they are told by a burly security officer that they cannot come in

A stunned silence ensues, then murmurings of discontent. Workers are told they will have to go to the goods receiving bay at the side of the store to get their pay. The bay's gates are locked. Two company security guards are

What do workers do when they're on strike? Sleep late? Hardly. The discipline for the non-workers is as tough as that for the workers. SEFAKO NYAKA reports on the OK strikers

standing next to the gate while two more, plus three policemen stand on the other side. Workers are handed their pay slips through a small opening between the locked gates

Soon a crowd of curious onlookers gathers on the opposite side of the road. Shop stewards protest, saying payment should not be made on the pavement, even according to OK's own rules which has recently issued a set of "rules of conduct during any strike". Rule 4 states that the blocking of entrances/exits or any action to discourage the public from shopping at the OK and the disruption of customer/staff flow (including till points, aisles, doorways, trolleys, car order kiosks) could result in dismissal

The branch manager, a Mr Taylor, appears. He is told that paying the workers in public might result in their being mugged. All that we ask from you is that you allow us into your premises or take our wages to Cosatu House," says a shop steward

Taylor unlocks the gates and tell workers to get into the receiving bay

But even inside the bay, payment would be made in full view of passersby. And the bay is hopelessly small

"We want payment to go on in privacy and in a disciplined manner on the fourth floor," the shop steward suggests

Taylor refuses. Nor is he prepared to do pay outs at Cosatu House. A number of police vans arrive on the scene

After about an hour the workers leave without their pay packets. They are angry, but subdued

On the way to Cosatu House the workers pool resources and buy something to eat. Some workers have brought their lunch boxes with them and their contents, along with the food that has been bought, is shared among all present

There is a total "commitment to the comradely spirit", one worker jokes

Back at Cosatu House, the Eloff Street workers meet to decide on a strategy to take. I am not allowed in to the meeting

Word soon spreads that a number of strikers have been arrested at a store in Vereeniging. Seventy-three others have been arrested at the Conti Montana warehouse in Germiston and 18 in Klerksdorp

Some people are delegated to investigate the claims and report back the following day

Normally the workers would have been informed about the arrests when store reports were made. But the Eloff street issue took much of their time

It is 5pm and workers have to catch buses and trains home

Tomorrow is another working, er, striking, day



Striking OK workers gather at Cosatu house in Johannesburg for their daily meeting. Picture: PAUL WEINBERG.

Cosatu warns of 'union bashing'

THE Congress of South African Trade Unions believes that the OK Bazaars' handling of the strike is aimed at setting up a "pattern of union bashing" which other employers hope to follow

"The rationale seems to be block workers' demands at all costs, protect bosses' profits and interests and smash the union," Cosatu says in an open letter to the OK

Cosatu says it is particularly disturbed at the OK's response to the strike. "The harassment, victimisation, assault and even dismissals of striking workers are seen as a gross violation of our rights as workers to withhold our labour

The use of apartheid's legislation

and organs of the apartheid state to attack workers and undermine their bargaining power is flagrantly hypocritical in view of your stated anti-apartheid position and your projected public image of being the enlightened employer"

Cosatu says the OK workers embarked on strike action only after a protracted period of negotiations which began in April last year

"From the outset your attitude was uncooperative, and you only agreed to talks when in August workers threatened strike action. Cosatu notes that workers and their union had at all times been reasonable and disciplined. But we warn that workers regard management's hardline and aggressive position as extremely provocative"

Workers and Cosatu view management's response as "part and parcel of the vicious and brutalising attack by the apartheid government on the legitimate demands of South Africa's democratic majority", according to the open letter, which adds that the "get-tough management position" appears to be taking advantage of the State of Emergency

Cosatu warns that police action and participation in the dispute is dangerous and will destroy OK's image in the community

It is not enough, according to the letter, for the OK to make

pronouncements indicating the company is willing to negotiate

"Negotiations must take place in good faith and in the context of respect for workers' rights"

"We believe it is improper for you to simply push aside the well reasoned and scientifically sound proposals made by Ccawusa — demands which are more than justified in the light of OK's ever-increasing profits and the fact that shareholders are still earning staggering dividends of 60 percent (according to our information) despite a severe recession"

Cosatu says it will be canvassing, together with Ccawusa, support of the community and of fraternal organisations internally

OK representative Keith Hartshorne said on Wednesday evening the company had not yet received the telex which Cosatu had sent earlier in the day

He said OK was surprised the open letter had been sent to everyone "but ourselves" and therefore did not see it as a serious attempt to resolve the dispute

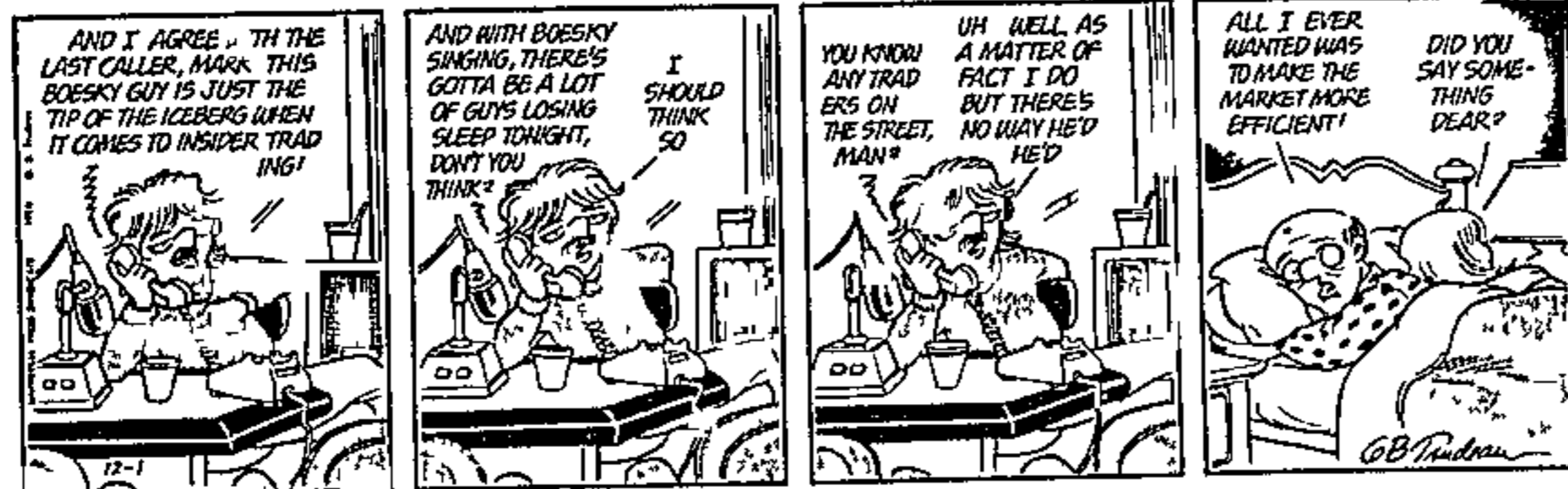
We are not prepared to respond to a statement containing political rhetoric and filled with inaccuracies"

To us this is clearly not a serious attempt to resolve the dispute

"We must stress that the solution lies in constructive discussion"

Doonesbury

BY GARRY TRUDEAU



A

LIKE skilled arm-wrestlers, the OK Bazaars' management and the Commercial Catering and Allied Workers Union (Ccawusa) seem to be skilfully sizing each other up for the final kill

At the moment neither side seem to be relaxing the arm grip, but the next few weeks — or, perhaps, days — will see the gradual weakening of the resolve of one of the parties

The Congress of South African Trade Unions, Azapo, the Azanian National Youth Unity and the Azanian Student Movement have warned they will call on affiliated organisations to lend support to the OK workers

The Food and Allied Workers Union, which organises at South African Breweries — the major OK shareholder — have been approached to give their support, as has the National Union of Mineworkers

"We shall be holding meetings with all our affiliates to discuss strategy," said Cosatu general secretary, Jay Naidoo

It is believed the sensitivity to corporate image of Premier Milling and Anglo American, both of whom own portions of the OK, might bring the retail giant to heel

Tony Bloom, whose company owns SA Breweries and therefore controls OK Bazaars, is prepared to hold discussions with the ANC in Lusaka on SA's future yet his company has no qualms about using police against workers on a strike

"We find the hypocrisy of this approach to be the most disgusting," Ccawusa said in a statement this week

The OK workers are demanding a R160 across-the-board increase backdated to last April

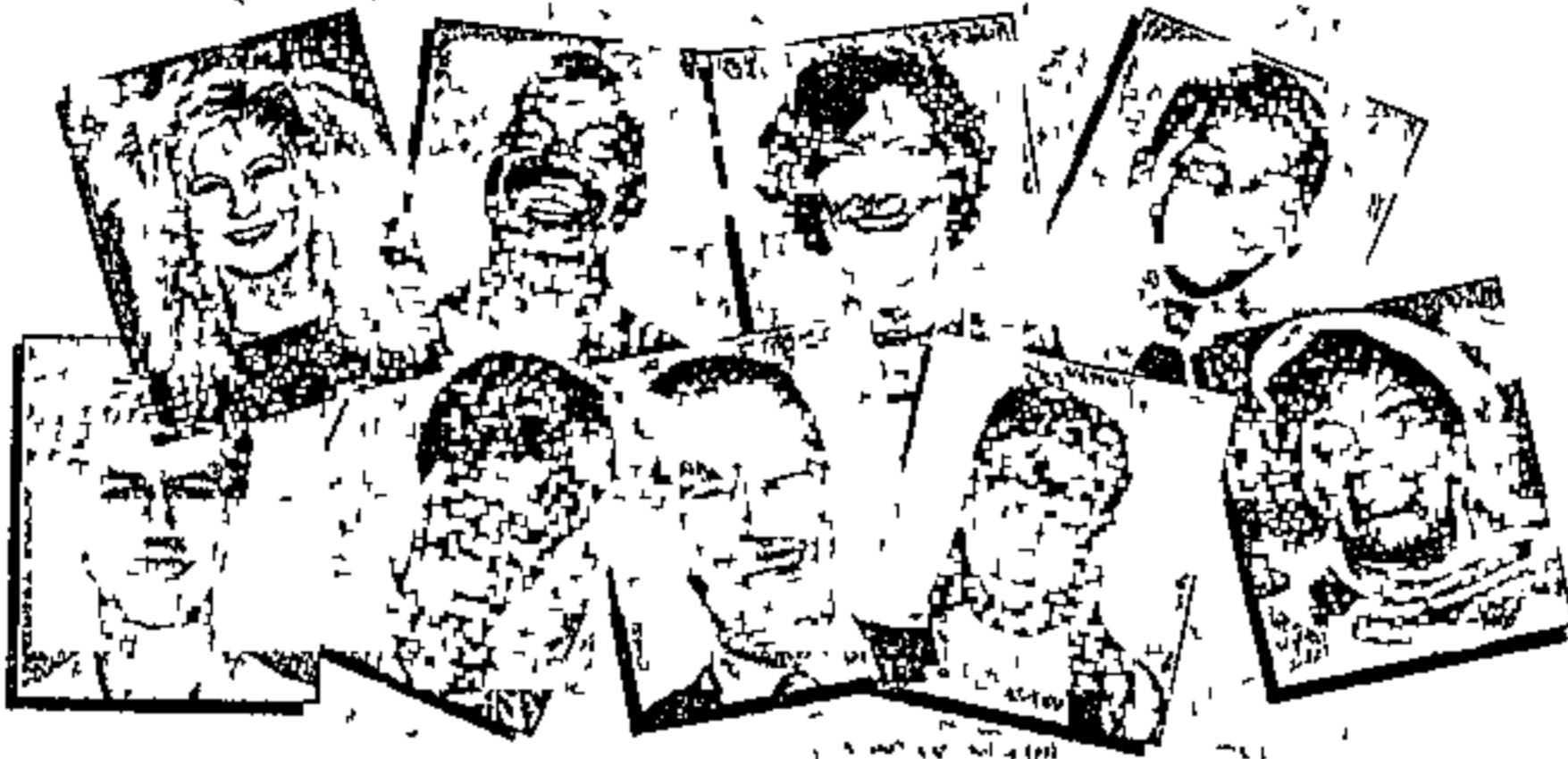
The workers are also demanding that in cases where the across-the-board increase does not meet the union's demand of a minimum R450 monthly wage, this should be adjusted to that level

Ccawusa has claimed that last year the OK promised to review workers' salaries if the company's profits increased

And according to the OK's financial report the company's profit after

140A WEEKLY MAIL 9/11/87
Sizing one another up for the final kill

SMILE!



THE OK MAKES PICTURE TAKING

It was business as usual in OK adverts in black newspapers this week

taxation last year was R12,9-million, compared to R12,7-million the previous year

On the company's statement, the operating profit last year dropped from the previous year's R36,4-million to R35,3 million

However retained earnings rose from R4,8 million to R5,3 million, while ordinary dividends remained at R7,3 million

OK representative Keith Hartshorne said the company was not obliged to review its 1985 wage agreement

In a notice sent to workers before a strike ballot was taken, the OK stated that Ccawusa's 'demands of R160 across-the-board from October 1986, plus various other benefits, would cost the company R25 million in the next six months and an additional R50m in

the next financial year before any further demands are met

"You should be aware that this is more than the entire annual profits of the company, which approximated R24m for the full financial year of 1985/86

We are not prepared to put the future of your company in jeopardy in this way

OK also pointed out that if workers who have been in the employ of the company for two years accept the anniversary system (in which increases are paid from the anniversary of a worker's first day of duty with the company), 'you are earning at least R94 per month more than you were. If you were not on the anniversary system, you would only be earning R47 per month more'

But Ccawusa countered that the anniversary system would exclude the majority of workers, because most were employed at the beginning of each year

The union has demanded that the OK which owns 202 stores employing 23 000 workers should grant the same benefits to workers in the 'homelands' as in the cities

The OK owns 52 percent of the Kwa Mashu store in KwaZulu 50 percent of the six stores in Bophuthatswana and one each in Venda and Lesotho

It also wholly owns two stores in Swaziland and one store in Namibia

The union has also demanded that women currently on maternity leave get the agreed increases when they return to work and that the staff discount be put at 20 percent because of inflation

The OK has up to now been unable to respond to other demands because, as Hartshorne puts it we are presently involved in the wage issue and the question of the 1985 agreement

In 1984, the OK had in its employ 25 100 workers more than 2 000 less than the 23 595 it had last year

In the same period the OK increased its stores from 183 to 202

This shows that less workers are doing more work and getting paid less' Ccawusa said in a statement

Hartshorne pointed out that his company entered into an agreement with the union last year to retrench over 1 000 workers because of the recession

The rest of the reduction was due to OK's policy of non replacement of workers who leave the company

Ccawusa has accused the company of calling in the police to attack and arrest striking workers

There have also been union accusations that OK management supplied the police with names of so-called intimidators

"We never call the police unless it is essential and this means only when they have to protect life and property," Hartshorne said

The workers who were dismissed at the OK branches were guilty of violating the company's regulations on strikes he pointed out

But Ccawusa said the regulations were drawn up unilaterally, without consultation with the union

Ccawusa has accused management of having refused to be drawn to the conference table until workers threatened strike action

Hartshorne denied the allegation, sticking to the OK's 'non-obligatory' stance on the wage review

Take home pay: R350. Housing: R330 plus

DORIS MOKOENA, aged 50, has been working as a cashier at the OK Bazaars in Malvern for 20 years

Her monthly earnings, after deductions, amount to R350

Three weeks ago she joined about 10 000 other workers who were striking for higher wages and better working conditions

"I had no choice. I can hardly make ends meet with the slave wages OK is offering me after 20 years of loyal service," Mokoena said

The company might argue that her loyal service had been rewarded with a housing subsidy, but she pays a monthly bond of R330 on her company-built house in Soweto, R17 for electricity and R29 for her site

OK representative Keith Hartshorne said this week it is company policy "not to discuss wages in the press"

He denied that the company paid employees R256 on average — a figure the Commercial Catering and Allied Workers Union says most of the OK workers are receiving

"That is well below our minimum wage, in any case," Hartshorne said. "Maybe he hasn't seen Silas Malope's payslip"

Malope, a worker at the OK in Pietersburg, takes home less than R260

Hartshorne challenged Mokoena to come and talk to him about her difficulty — a departure from the principle of collective bargaining

To augment her wages which get "eaten up" by essentials, Mokoena has been making and selling curtains during her spare time. This has made it possible for her to keep her three children at school — and, in a sense, keep the wolf from the door

But for the past two years, inflation has bitten deeply into her pocket. In fact life has been a constant struggle for survival, not only for Mokoena but for "all the OK workers", she said

Every working day Mokoena is up by 4am and leaves home an hour later

By SEFAKO NYAKA

After getting into a taxi to Naledi Station, she catches a city-bound train in order to be at work at 7am.

She has to "because company policy requires that workers be on the work floor 15 minutes before starting time at 7:30am

"If the shop is busy then one remains at the till until the last customer has passed through and thereafter the chief cashier has to come and pick up the day's takings

"This means that we can be in the shop until well after 6pm"

According to Mokoena, she is not paid for starting work 15 minutes early or for staying an extra 30 minutes after her normal working hours

"These are the things we want the OK to address because if a worker arrives 30 minutes late he is penalised," she said

She also accused the company of "racist behaviour"

"Blacks are not treated as humans. There have been a number of racial

incidents at nearly all the stores where security guards seem bent on humiliating and intimidating black people"

Hartshorne denied that workers are expected to come in early. However as the OK has more than 200 shops, he added he was not in a position to know what happens at all stores

He also denied the existence of racist incidents at the stores, saying the union has "always based their argument on generalities"

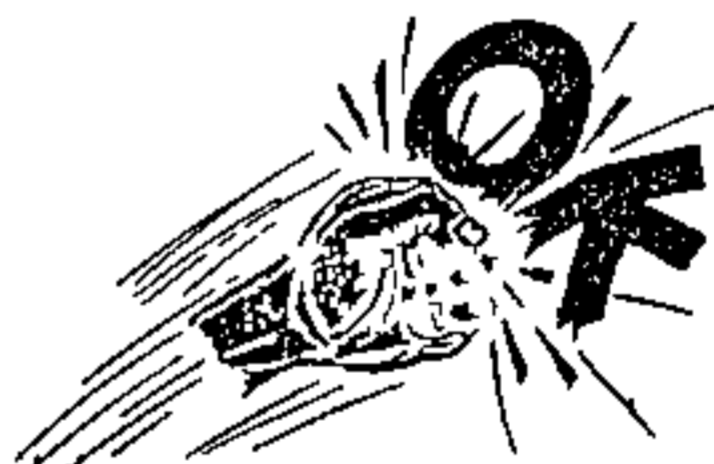
Mokoena said this week she believes if the company adopted a more human attitude — like increasing her wages and improving her working conditions — she would be able to save, and maybe take out an insurance policy for herself and her children

"Saving is out of the question. I live from hand to mouth and sometimes have to see my children go to bed on half-empty stomachs," she said

All that Mokoena, "and the others who are on strike", are asking for, she says, is a living wage

In the meantime the OK workers are determined to fight to the bitter end

OK CARES FOR PROFIT NOT PEOPLE!



SUPPORT 10000 O.K WORKERS ON STRIKE

FIGHT FOR A LIVING WAGE!

Striking workers fight back with their own publicity campaign

THE WEEKLY MAIL
 CAPE TOWN CORRESPONDENT
 ECONOMICS EDITOR

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Applications should include a full curriculum vitae, the names and addresses of two referees and should be sent to the Registrar (Attention: Appointments Office), University of Cape Town, Private Bag, Rondebosch, 7700 not later than 20 January 1987

Applicants are considered irrespective of sex, race or religion

Bates Wells Recruitment CC 054R

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Applicants should submit a curriculum vitae and the names and addresses of two referees not later than 24 January 1987 to the Administrative Assistant, Department of Psychology, University of Cape Town, Private Bag, Rondebosch 7700 from whom further information should be obtained

Applicants are considered irrespective of sex, race or religion

Bates Wells Recruitment CC 054R

at 31 2192.

Argus 9/1/87
OK strikers held in PE

The Argus Bureau *21 140A*

PORT ELIZABETH. — Three striking OK Bazaars workers, who were part of a group picketing a branch of the store here, have been detained by police under the emergency regulations.

Their detention on Wednesday has been confirmed by the Police Directorate of Public Relations in Pretoria.

A police spokesman said picketers were arrested in various parts of the country because of activities that "threatened public order or the safety of the public".

The detentions follow a decision by the Commercial Catering and Allied Workers Union in Johannesburg to picket outside 134 branches of the OK nationwide.

Pickets were present outside three OK stores in Port Elizabeth on Wednesday.

24 arrests after OK pickets

9/11/86
TWENTY-FOUR workers are believed to have been arrested after the nationwide picketing of strike-hit OK supermarkets yesterday.

According to Commercial Catering and Allied Workers' Union (Ccawusa) representative Saliem Vally, nine workers were arrested at the OK's Eloff Street branch in Johannesburg, two each in Randfontein, Eastgate, Pinetown and Durban North.

Three workers were arrested in Port Elizabeth and Umhlanga Rocks, and one at the Kerk Street branch in Johannesburg.

According to Ccawusa, the nine arrested at the Eloff Street branch were dragged into the shop by OK security personnel and locked in the canteen until police arrived.

OK representative Keith Hartshorne said one person was initially apprehended by OK staff at the Eloff Street store after customers complained about "intimidation".

He said the police had been asked to "take over from there".

"Apparently they also arrested eight others outside the store," Hartshorne said.

He was not sure why the others had been detained, but thought it could be because of similar complaints of

(140A) WEEKLY MAIL
By SEFAKO NYAKA
intimidation.

He confirmed that police had acted against strikers at two other branches, but said this was "not on our instructions".

He said managers had been told it was company policy not to interfere with picketers on public property.

At the Eloff Street branch, workers — who early this week refused to be paid through an opening in the goods receiving bay — went to fetch their money yesterday, and several picketers stood at store entrances.

The workers said they agreed to go into the goods receiving area and leave through a side door (an offer they refused early this week) "to show the world how rotten, intransigent and arrogant the OK is," according to a shopsteward.

Police drove past the supermarket several times but made no attempt to stop or confront the picketers.

There was also a heavy police presence at the OK's Sandton store yesterday, but no incidents were reported.

Ccawusa said it hopes to continue with the pickets until the strike is over.

Cape Times
9/1/87
140A

Pickets out to stiffen OK strike

By HILARY VENABLES
Labour Reporter

THE three-week-old OK Bazaars strike reached a new level of militancy yesterday as strikers began a nationwide picket of OK outlets and the Congress of South African Trade Unions (Cosatu) threw its weight behind the stoppage.

The strike, supported by thousands of OK workers belonging to the Commercial Catering and Allied Workers' Union (Ccawusa), began in mid-December to back demands which include a new minimum monthly wage of R450, an across-the-board rise of R160 backdated to April 1986 and increased staff discount benefits.

The company is offering an increase of R85 a month from April this year.

In an open letter to the company yesterday, the 65 000-strong Cosatu gave its full support to the strike and warned OK to negotiate wage increases "in good faith" or face community and union pressure.

More than 500 workers have been dismissed and scores arrested since the strike began.

OK's personnel director, Mr Richard Blackwell, said yesterday he was "surprised" the letter had reached the press before being sent to management and "could not see it as a serious attempt to resolve the dispute".

Workers in the Western Cape have been more reluctant to join the strike than at other centres, and only about 130 are involved.

A union organizer, Mr Sam Dakusi, said yesterday that pickets had been planned in the central city, but this had been prevented by the legal restrictions on protests near Parliament.

Ccawusa had asked for permission to picket inside OK premises, but this had been refused, he said. An OK spokesman confirmed this.

□ The striking workforce of the OK Bazaars in Silverton has been fired.

Mr Blackwell said 96 workers had been dismissed on Tuesday after failing to meet an ultimatum to stop their disruptive behaviour.

Ccawusa could not be reached for comment.

ARGUS 9/1/87

134 (100) 143

SACP holds little sway in SA unions — US report

The Argus Foreign Service
WASHINGTON — Worker unions linked to the United Democratic Front appeared to have a disproportionate say in the country's largest labour umbrella, the Congress of South African Trade Unions (Cosatu), says a United States intelligence report

This was the finding of American agencies probing communist infiltration and strengths in black organisations opposed to apartheid

But a report published here this week, examining SA Communist Party links with the African National Congress, the UDF and labour unions, said that "The SACP appears to have little or no influence on political and labour groups inside South Africa"

TWO GROUPS

It was "inevitable" that politicisation sweeping the townships would infect the labour unions, and Cosatu's formation in 1985 had hastened this

Observers divided Cosatu into two factions. One favouring independence and worker activity above political activism, the other wanting close ties with the UDF and exiled movements, it said

"Radical UDF elements, possibly in concert with the SACP or Sactu, have put pressure on Cosatu executive members to take positions more extreme than they might prefer

"Township radicalisation has also resulted in pressure and intimidation against leaders of the other major black labour federation, the Congress of Unions of South Africa (Cusa), which has steered clear of overt affiliation with the UDF or the ANC," it said

Powerful moderating forces, including fears of police repression and that overly radical union activities could threaten their economic gains, would continue to weigh against Cosatu's links with the ANC

Railway Station, in this area.

AREA: Within a radius of excluding that portion of

IO - BUILDING INDUSTRY, O.F.S. GOLDFIELDS

Judgment reserved in GFSA/NUM issue

JUDGMENT was reserved yesterday in the Transvaal Supreme Court in an application by Gold Fields challenging an Industrial Court order obliging it to facilitate a strike ballot at four of its mines.

The order was made in favour of the National Union of Mineworkers (NUM) last year and followed the declaration of a wage dispute.

Gold Fields argued before Mr Justice L Harms that the Industrial Court had misdirected itself in making the order because the NUM had not established a clear right to hold a

ballot

● In another development related to the wage dispute, an NUM spokesman reported yesterday that miners at Gold Field's Kloof mine were notified this week that they are to receive wage increases soon

Gold Fields industrial relations spokesmen could not be reached yesterday to confirm the planned increases nor to comment on the reasons for them

ALAN FINE

PAID BY

9/11/57
23
140/19
118

NUM retaliates after Anglo advert on mine violence

140A
~~214~~
140
~~214~~

By Sheryl Raine

The National Union of Mineworkers (NUM) today hit back, in a full-page newspaper advertisement, at Anglo American's criticism of the union and the company's views on recent mine violence. Earlier, Anglo American placed advertisements in newspapers noting "disturbing trends" in NUM's behaviour and announced that fighting on two mines had resulted in 62 deaths. Anglo said an inquiry was determining the causes of the violence.

Six died in accidents on two mines

By Mike Siluma

Anglo criticised NUM for failing to adhere to established procedures and channels for conflict resolution.

Six workers died in the past three weeks in accidents at two mines owned by Anglo American, the National Union of Mineworkers (NUM) disclosed yesterday.

In an advert in a weekly paper today, NUM said that while Anglo had not stated that the union's behaviour had caused the violence, it had suggested that the violence had been aggravated by the union.

NUM said the conflict was rooted in the "institutions of oppression and exploitation" existing in the mining industry.

NUM spokesman Mr Marcel Golding said two workers died in the Elandsrand gold mine, near Carletonville, in a 2 000 m fall down a shaft when a small cage was involved in an accident.

"The hostel system, migrant labour and induna system were pioneered at the turn of the century by the mine owners to ensure maximum exploitation and control over all aspects of mine-workers' lives.

An inquiry is planned for Monday.

BRUTAL SYSTEM

"It is from this brutal and draconian system that Anglo has benefited. Over time these structures have been refined but kept intact."

Mr Golding said four workers died on December 17 during a fall of ground in Number 2 shaft at the Western Deep Levels gold mine, near Carletonville.

Although Anglo had acknowledged some of the causes of tension on the mines, it was not prepared to remove these "archaic structures."

An inquiry into the deaths was held on Tuesday.

"It (Anglo) wants to publicly articulate its liberal views and distance itself from the deaths and violence, when the very causes of the problems emanate from the institutions it has created," said NUM.

An Anglo American spokesman confirmed the deaths.

Anglo had refused to implement union proposals to remove the sources of conflict. Only once these institutions had been dismantled could industrial relations on mines be regularised.

The company gave the names of those killed at Western Deep Levels as: Mr Mncedisi Mbanga (26) from Mount Frere, Transkei; Mr Elijah Mbili (27) from Ezingolweni, kwaZulu; Mr Gaetabolwe Tshiamiso (37) from Botswana; and Mr Maswane Nkanyana (31) from Indwe in the Cape.

Those killed at Elandsrand were Mr Njengam Mboneni (41) from Transkei and Mr Zacharius Mabessa (57) from Mozambique.

NUM to challenge Anglo advertisement

(140A)
allot
BUNDAY

THE National Union of Mineworkers (NUM) is to place an advertisement in several newspapers stating its views on faction fighting on Anglo American mines.

This follows the appearance of an Anglo advertisement earlier this week in which the company notes "disturbing behavioural trends" on the part of the NUM which, it says, have led to violence. Sixty-three miners have died in fighting at the Vaal Reefs and President Steyn mines since October.

ALAN FINE

The NUM ad is due to appear in the *Weekly Mail* today and in other papers next week. It says allegations about the NUM's lack of commitment to peaceful industrial-relations practices cannot go unchallenged.

The statement says that, since its inception, Anglo has benefitted from the migrant labour, hostel and induna systems. While Anglo has now identified these as the source of conflict it is still not prepared to remove these "archaic structures".

UDF
SACP

UDF unions have more might than muscle, report shows

By Alan Dunn,
The Star Bureau

WASHINGTON — Worker unions linked to the United Democratic Front (UDF) appeared to have disproportionate say in the country's largest labour umbrella, the Congress of South African Trade Unions (Cosatu), according to a US intelligence report

This was the finding of American agencies probing communist infiltration and

strengths in black organisations fighting apartheid

But a report published here this week, examining SA Communist Party (SACP) links with the African National Congress (ANC), the UDF and labour unions, noted that communist sway was limited mainly to the ANC "The SACP appears to have little or no influence on political and labour groups inside South Africa"

The communist-allied South

African Congress of Trade Unions (Sactu) had disapproved of black unions registering when they were legalised, it said, and black unions now participated fully in the industrial relations system

About 19 of Cosatu's 33 unions, constituting about 10 percent of the membership, were closely linked to the UDF and "heavily staffed with ANC sympathisers" The so-called UDF unions were widely considered to be a

possible conduit for Sactu influence in Cosatu

"At present, these UDF unions appear to have influence within Cosatu disproportionate to their membership strengths," the report said

Observers divided Cosatu into two factions one favouring independence and worker activity above political activism, the other wanting close ties with the UDF and exile movements, it said

"Radical UDF elements, possibly in concert with the SACP or Sactu, have put pressure on Cosatu executive members to take positions more extreme than they might prefer."

Powerful moderating forces, including the fear of police repression and the fear that overly radical union activities could threaten their economic gains, would continue to weigh against Cosatu's links with the ANC.

The report found "strong" SACP influence in the ANC, with about half of the 30-man executive committee known or suspected communists.

Communist influence limited, say US agents

The Star Bureau

WASHINGTON — United States intelligence agencies have found little reliable evidence on the extent of communist influence in the United Democratic Front.

"This is largely due to the disparate and fragmented nature of the UDF, which has been further disrupted by thousands of detentions since its founding," said an American Government report.

A number of well-known UDF officials had long-standing affiliations with the African National Congress, it said.

A clandestine network of the South African Communist Party, probably of "modest dimensions", varied in influence on UDF groups from

place to place So did ANC influence.

"But, in general, the UDF is characterised by an even wider range of views than the ANC," it said

Indians and coloureds prominent in UDF organisations in Natal and the Western Cape appeared "in many instances" to have links with SACP-orientated groups that played important roles in their communities before the ANC was banned

"SACP influence is probably higher among these groups than elsewhere," the study said, adding that the UDF's influence in the ANC tended to weaken any sway which the SA Communist Party had in the organisation.

OK workers paid off ^{on 1/13/70} ¹⁶⁰⁰

DURBAN. — About 350 OK Bazaars workers in Natal, who were dismissed during the current wage strike, were paid off yesterday. However, the Commercial Catering and Allied Workers' Union has refused to accept the dismissals and plans to challenge them in the Industrial Court, a spokesman for the union said.

ASTER CARD

said.

ARGUS 9/1/87

Chrome mine strike ends

The Argus Correspondent

JOHANNESBURG. —

About 900 workers who went on strike at the Rand Mines Henri Gould chrome mine on January 1 are returning to work, a company spokesman said.

Management and National Union of Mineworkers spokesmen said the strike was to express dissatisfaction with an increase in hostel meal coupons.

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CULPR

possible to determine particular merits

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19/1/87

STAR 10/1/87

(31)



A member of the Johannesburg Fire Brigade walks through the damaged ground floor of the OK Bazaars store after the bomb-blast yesterday. ● Photograph by Etienne Rothbart.

Eloff Street blast put OK strike back in focus

By Mike Siluma

THE limpet mine blast at OK Bazaars' multi-storey headquarters in central Johannesburg has put the national retail chain firmly back on the front pages

Daily reports updating the now three-week-old pay dispute with the Commercial, Catering and Allied Workers' Union have been slipping in interest though the strike has been peppered with controversy

OK employees have been on strike since mid-December in more than 100 stores and warehouses countrywide for

- A R160-a-month wage increase, backdated to last April
- A minimum wage of R450 and better staff discounts
- The same increases for staff on maternity leave and in the national states
- The abolition of the anniversary increase system

After several months of negotiation the union declared a dispute and a conciliation board was convened on October 16

After the collapse of negotiations at conciliation board level the union held strike ballots

There has been uncertainty

over the number of strikers and affected stores Disputes have arisen about the conduct of both sides and over salaries

The union says just over 10 000 employees at nearly 130 OK stores are on strike Management's figures are 6 000 people at 114 stores

The chain employs about 23 000 people at 208 stores

The union says the company pays "slave wages" — R265 or less in outlying areas — but management insists most workers earn substantially more but has given no figures

The union, with others in the giant Congress of SA Trade Unions, has increased pressure on the OK through pickets and public warnings to the company to "negotiate in good faith"

At least 500 strikers have been dismissed for "unacceptable" behaviour and many have been arrested After three weeks the sides have not spoken save to discuss strikers' conduct

Yesterday's bomb, had it not been detected in time, would not have discriminated

Management and staff could both have suffered

Telling it like it is was not easy . . .

The Star yesterday spent nearly two hours trying to gain even the sketchiest official version of the Eloff Street bomb blast

Inquiries to the Bureau for Information soon after the blast, about 2 pm, received the reply that the bureau had no information Then the bureau said it had some details of the explosion, but needed ministerial approval to disseminate the information

At 2 22 pm The Star sent the Inter-departmental Press Liaison Committee a telex containing its version of events and asking for approval to publish A call to the IPLC while this was running elicited the reply that The Star needed to be patient Reply would come by telex Another call — and The Star was referred to the police and then referred back to the bureau Then The Star was informed a "group of generals" was considering which information to release but ministerial approval still had to be sought

After 3 pm the IPLC referred The Star to the bureau About 3 30 pm the bureau phoned with some details — Pretoria Bureau

Pavement fun despite blast

Mad Joe, Johannesburg's well-known pavement tap dancer, was at hand to relieve the crowd's tension at yesterday's OK blast

Laughter suddenly broke out among the crowd pressing the barricades as he took advantage of a ready-made audience

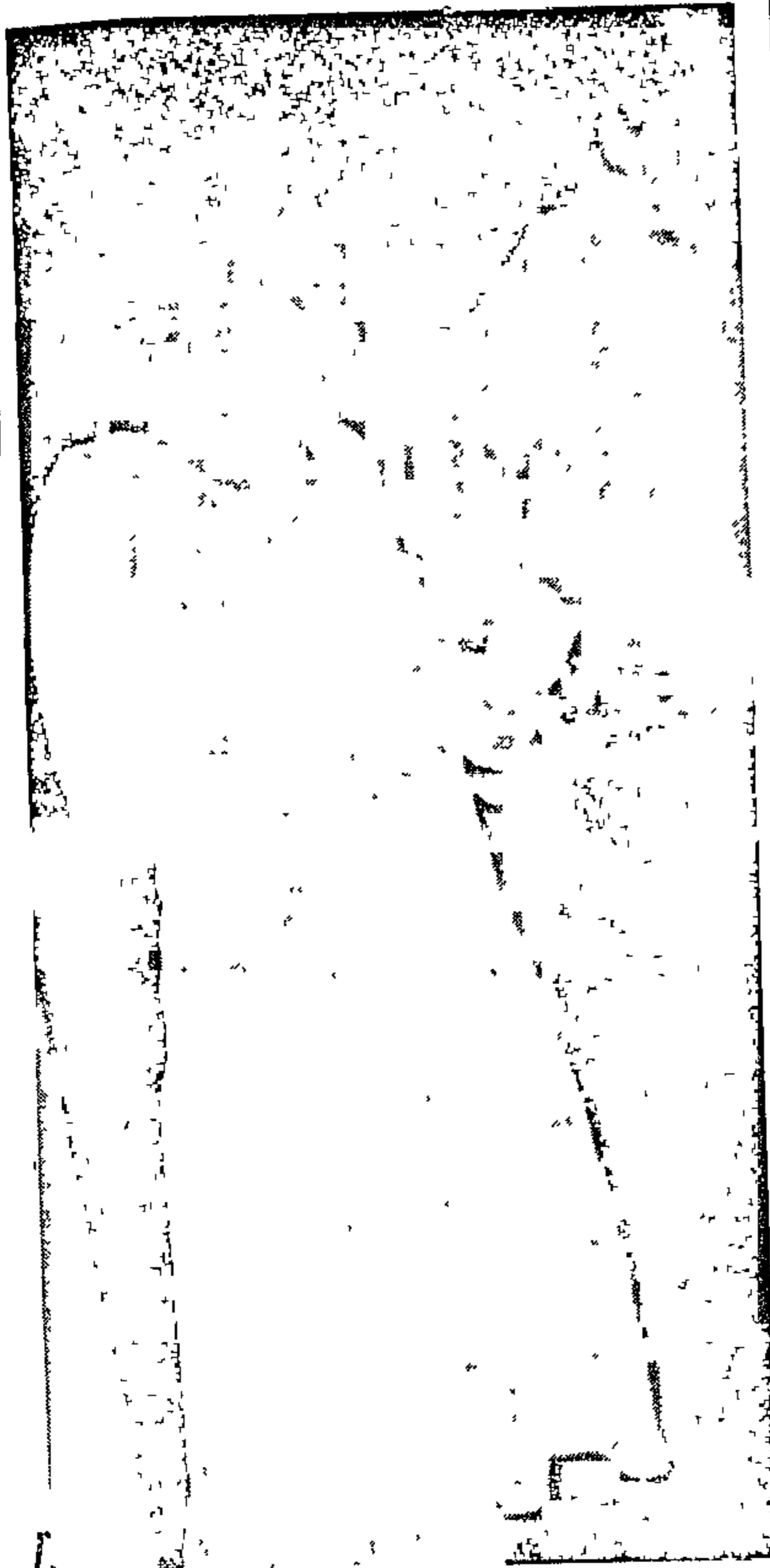
A small space had formed and there he danced for about 30 minutes, as the crowd sought relief from the tension in clapping and cheering For others, the blast did not present a break from the usual tedium of a working day

One man, who obviously could not afford to lose a minute's work, stood alongside the cordon dictating to a secretary The male secretary scribbled furiously on a piece of paper as his boss rattled off information about stocks and shares The boss had earlier suggested to less conscientious colleagues they hold an impromptu meeting on the pavement However, they quietly slipped away

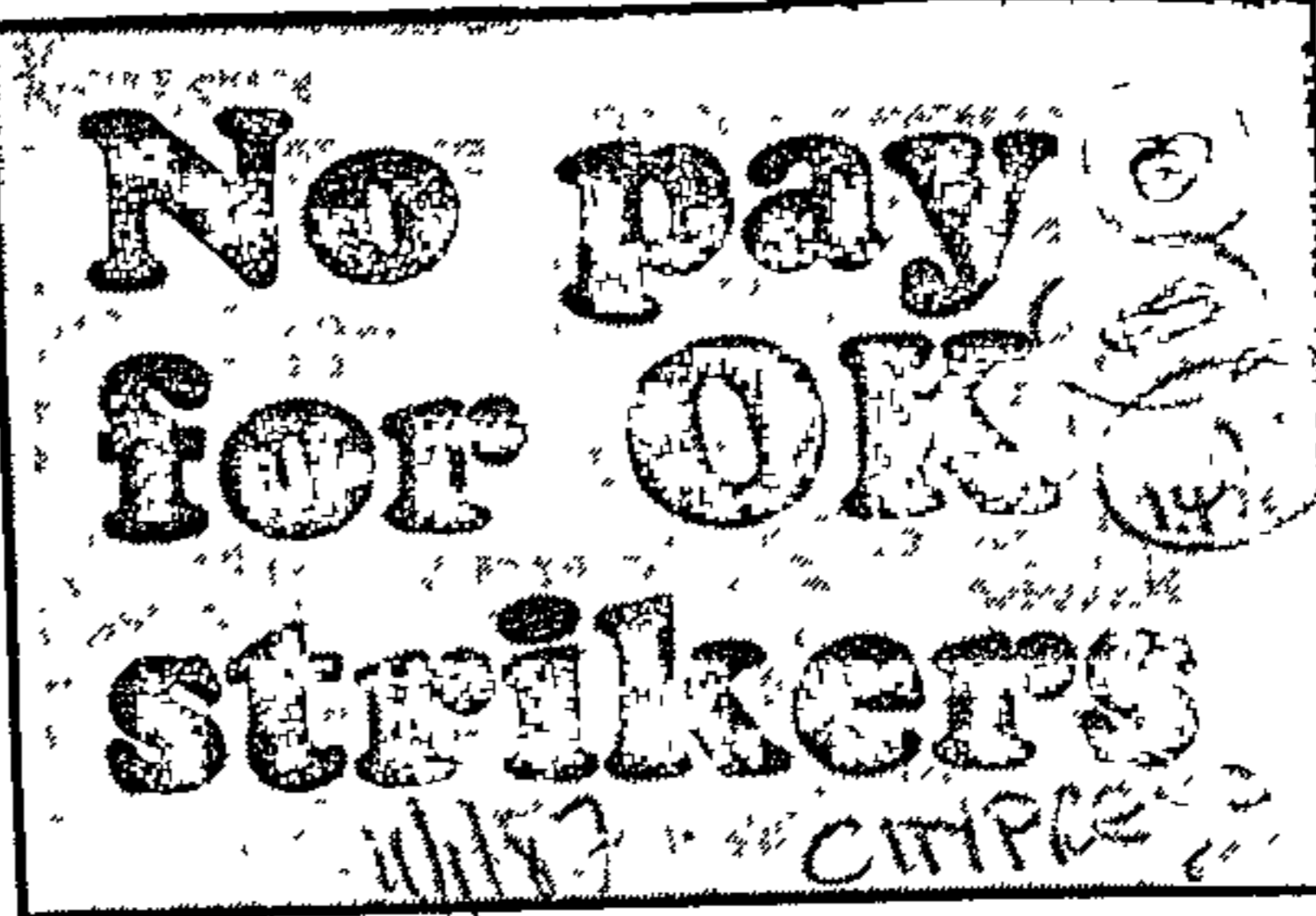
Saawu signs agreement (140)

EAST LONDON — The factory was Ultrapak South African Allied Negotiations had started Workers Union (Saawu) in August last year has signed its eighth Saawu membership at recognition agreement the company stands at with an East London 136 out of a workforce of concern. 180

A Saawu statement The statement said yesterday, signed by its the signing of the agree- assistant branch sec- ment would enhance retary, Mr William Sin- worker/management re- cayi, said the other sig- lationships — DDR



Empty-handed an OK striker with her pay packet.



CP Reporters

STRIKING OK Bazaars workers got paid this week - with empty pay packets

And the wage strike entered its 20th day yesterday with no solution in sight. Instead, verbal confrontations between management and the Commercial Catering and Allied Workers' Union of South Africa have intensified.

In addition, various shops nationwide have reported widespread detentions and dismissals.

According to a statement released to *City Press* this week, the Congress of South African Trade Unions has committed itself to give full practical support to the OK strikers and has already begun discussing the issue of solidarity action among other Cosatu affiliates.

The empty pay packets, according to sources, came after management deducted for days on strike and staff purchases.

A spokesman for Ccawusa on the Vaal said the entire nationwide force of 10 000 strikers did not get their delayed Christmas pay as expected on Tuesday.

OK spokesman Keith Hartshorne said his company had "not paid the strikers for having not worked during December".

He added that the OK was not considering giving the strikers the increase that they have demanded.

A spokesman for Ccawusa said that despite the OK's action strikers were unanimous in their battle for a "living wage". They are demanding a R160 increase.

Union officials said 92 strikers had been arrested and 119 dismissed from Silverton stores this week. This brings the number of fired workers since the strike began to 700.

It has also been reported that 18 workers at the Klerksdorp branch were detained.

OK spokesman John Blackwell has denied allegations that management was not paying workers in a bid to force them back to work.

Cosatu general-secretary Jay Naidoo said workers have reported that "casual" workers arrived at work in Klerksdorp carrying weapons, including pangas, and that strikers were threatened with assault.

In Durban a second shop steward was held by police this week. However, he was later released.

18 OK strikers arrested

By DAN DHLAMINI

THE OK Bazaars strike took a dramatic turn this week when 18 Klerksdorp strikers were arrested.

Western Transvaal police spokesman Captain E. van Heerde confirmed the arrests and said the strikers were charged with intimidation and assault and had appeared in court on Wednesday.

According to attorney S Roopa, the 18 men will again appear in court on January 21.

OK Bazaars spokesman Keith Hartshorne yesterday confirmed the arrest of the 18 workers.

Hartshorne said the strikers were arrested after 10 other employees were allegedly assaulted by the strikers while on

their way to work. The workers complained to management.

Western Transvaal organiser of the Commercial, Catering and Allied Workers' Union Jerry Molefe said workers at the Stilfontein OK Bazaars refused to collect their pay on Tuesday because of the presence of police.

Hartshorne denied that management called the police when strikers collected their pay. He said the OK couldn't dictate to the police and could also not prohibit them from patrolling areas next to the OK during a strike.

He said it was not OK policy to involve the police during a legal strike but when the safety of customers, employees or assets were threatened they wouldn't hesitate to call the police.

COPY 125 (1408)

NUM men in court

By DAN DELAMINI

MEMBERS of the National Union of Mineworkers this week packed the small partitioned Odendaalsrus magistrate's court when nine of their colleagues appeared on three criminal charges.

The State alleges that Tefo Moraka, 40, Shepherd Molusi, 28; Damo Mokone, 46, Moriti Chemane, 31, Dingityebo Mbanjwa, 23, Sophonia Senikane, 40, Mawanga Ntyapi, 28, Fusi Mathe, 22, and Zwelabo Gazu, 32, attempted to murder, attempted to rape and

robbed a female supervisor at Freddy's Gold Mine, near Odendaalsrus, on September 11 last year.

Magistrate L. Wilhelmse transferred the case to the Regional Court for a final hearing on January 16.

The nine men were originally charged together with eight women - all members of NUM. The State dropped charges against the women last month.

No reason was given for the withdrawal of charges against the women. The accused are out on bail of R500 each.

More unions out in support of OK strike

12/187

By Mike Siluma STAR

70
1404
52

More unions have come out in support of the national wage strike by several thousand OK Bazaars workers, now in its fourth week.

The Council of Unions of SA-Azanian Confederation of Trade Unions (Cusa-Azactu) federation pledged at the weekend to support the strikers, members of the Commercial, Catering and Allied Workers' Union (Cawusa).

The promise of "appropriate solidarity action" was made in a weekend statement by Cusa-Azactu general secretary Mr Phiroshaw Camay.

Cawusa's fight for "a living wage" at the OK has already been supported by the "giant" Congress of SA Trade Unions (Cosatu), to which Cawusa is affiliated.

Reacting to the Cosatu statement, OK management has said it would not respond to statements containing "political rhetoric" and "filled with inaccuracies". Meanwhile, Cawusa has sought the support of individual Cosatu unions active in companies related to OK Bazaars.

Federation steps in to support striking OK staff

CAPE TOWN 12/11/87
Own Correspondent

JOHANNESBURG — SA's second-biggest labour federation, Cusa/Azactu, has come out in support of striking workers at OK retail branches across the country

Cusa/Azactu said it would meet officials of the Commercial, Catering and Allied Workers' Union — an affiliate of rival federation Cosatu — to discuss "appropriate solidarity action"

The general secretary of Cusa/Azactu, Mr Piroshaw Camay, said his federation "supported the Ccawusa membership in their struggle for a living wage at the OK"

The strike enters its fourth week today and is likely to be further complicated by the explosion on Friday of two Soviet-made SPM 2 limpet mines in the central Johannesburg branch

A Ccawusa spokesman immediately ruled out any union involvement with the incident. "If there is speculation linking us with the bomb it is totally unfounded. We completely distance ourselves from this action," he said

Ccawusa claims that up to 10 000 OK workers at 134 branches country-wide are on strike. OK management, however, contests Ccawusa figures

The Cusa/Azactu support could strengthen the hand of workers in what is becoming an increasingly bitter industrial action

In recent developments Cosatu issued an open letter in which it accused OK management of "union bashing", union officials said up to 38 workers — later released without being charged — had been arrested at a picket last Thursday, and Ccawusa threatened "massive industrial action" after OK branches were found to be packing merchandise in plastic bags marked "Jazz Stores". They said OK was trying to undermine their strike, but OK management insisted the bags had been used by mistake

At a half-price sale of bomb-damaged merchandise at the weekend, up to 8 000 shoppers tried to cram into the store.

OK Bazaars management yesterday countered striking unionists' allegations of "starvation wages" by saying the average pay for those OK workers at supervisor level and lower was more than R480 a month

A Commercial Catering and Allied Workers' Union spokesman said the figures were designed to hoodwink the public who had offered the strikers "tremendous support"

As the strike by thousands of Ccawusa members entered its fourth week, Mr Richard Blackwell, OK's personnel director, said OK was issuing figures in response to "some very misleading figures" published by the union

"In general, wages for 24 000 people is a very complex affair," Mr Blackwell said

He added "Up until now we have avoided publishing details for various reasons but will give the following facts

- Six percent of our staff earn less than R300 per month but this figure includes part timers and temporaries,
- The average wage for all staff from supervisor level down is R489 a month, and
- The R85 we have already offered would put every full time employee well above the R300 a month mark "

The average wage increased by 15 percent after inflation over the last three years, Mr Blackwell said

The figures excluded all other staff benefits such as staff discounts, pension, medical aid, he added

Mr Salim Vally, spokesman for Ccawusa, rejected the figures

He said "We reject these figures as being incorrect and aimed at hoodwinking the public — at misleading the public, especially since we are receiving tremendous support from the public in various ways

Reasonable

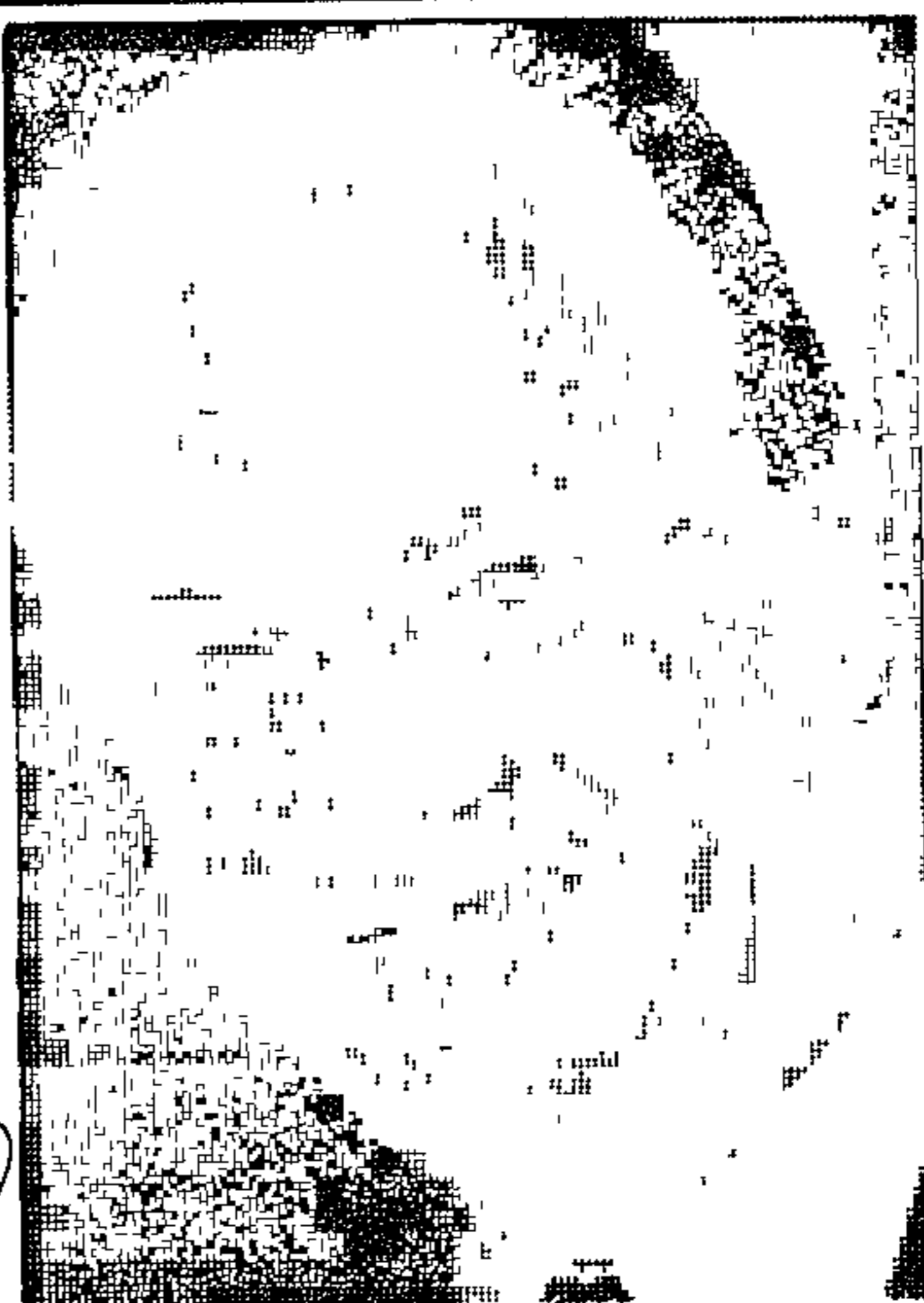
"OK actions during the course of the strike will not be lost on any reasonable person," the spokesman said

"In fact, OK is hiding behind the emergency regulations as newspapers are not reporting half of what is happening to our members and the various forms of per-

Sowetan 13/1/87
FOCUS

140A (B)

OK reacts to 'starvation wages' claim



Mr GORDON Hood OK's managing director

SA Press Association

secution and intimidation they face every day during the strike

"OK's record shows they are far from being the benevolent 'people's company' they make themselves out to be," Mr Vally claimed

Public support continued, Mr Vally said, adding that a few white shoppers had congratulated Ccawusa pickets outside stores

An elderly woman slipped R100 into a picket's pocket as he stood outside an OK shop in Yeoville, Johannesburg, and told him to take the money to the union office, he said

Pickets would continue in accordance with the law

Those taking part were thoroughly briefed and very disciplined, he said

The total number of outlets where Ccawusa members were on strike was 117, with almost 7 000 workers out, Mr Blackwell said

More than 200 workers returned to work at two outlets yesterday, but two more stores joined the strike Mr Blackwell declined to name the shops

Strikers reject management's offer of R85 a month They demand a

minimum wage of R450 a month and an across-the-board increase of R160

No talks on the wage issue itself were planned for today, Mr Blackwell said

Mr Vally said the union was waiting for OK to approach them for talks

Allegations

The union spokesman made a number of allegations against individual OK shops,

• He alleged OK security workers at Mark Park, Vereeniging, were demanding that strikers submit to strip searches

The union ordered strikers to sit in the staff canteen at their shop

• A powder was sprinkled on the floor of the room where the workers met, causing "severe irritation", he alleged

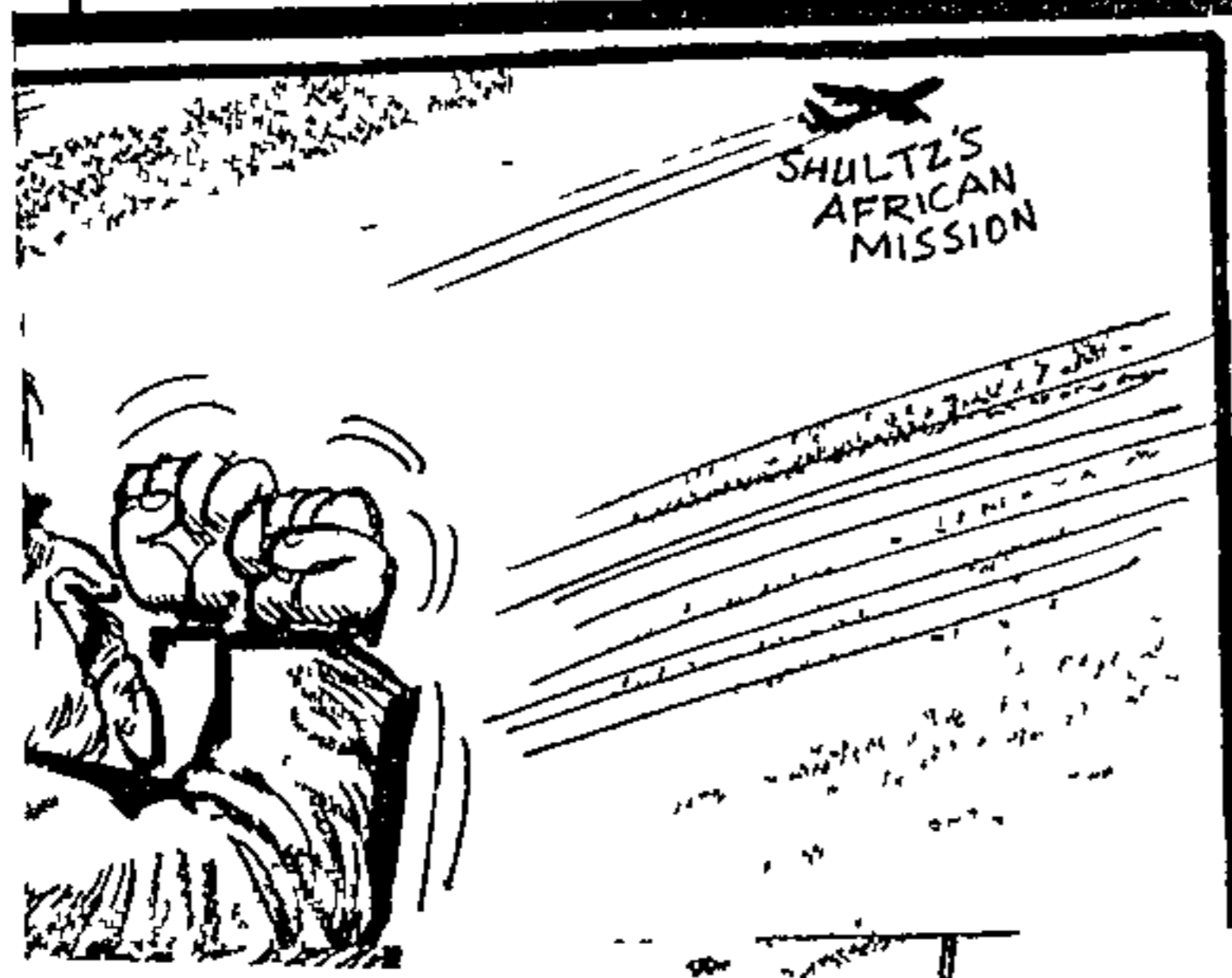
A worker was treated for pharyngitis (inflat-

mation of the throat)

• The lines of a number of public telephones in staff canteens were also cut, he said

• A Ccawusa shop steward was fired at by a white civilian outside the Eloff Street, Johannesburg, branch on Saturday morning, Mr Vally alleged

He was not hurt



Lest we forget...

THE Sowetan today remembers journalists around the country who are in detention

- Zwelakhe Sisulu, Editor of the the New Nation, who has been in detention under the emergency regulations for 32 days;
- Mxolisi Jackson Fuzile, Veritas News Agency, who has

IN A BREAK from normal company policy, the OK Bazaars yesterday released some details about wage levels in the company.

The move, said OK personnel director Richard Blackwell, is a response to some "very misleading figures" published by the Commercial, Catering and Allied Workers' Union (Ccawusa) during the wage strike spanning three-and-a-half weeks.

The union has alleged that the average OK wage is R265 a month

But the OK says only 6% of workers earn less than R300 a month and this figure includes part-time and temporary employees. The average monthly wage for all staff from supervisor level down is R489.

It adds that the R85 increase the company has offered "would put every full-

OK lifts veil on wage levels

ALAN FINE and
DIANNA GAMES

time employee well above the R300 per month mark", and that the average wage at the OK has increased in real terms by 15% over the last three years.

The figures exclude all other staff benefits such as discounts, pension and medical aid, it says.

Meanwhile, a potential uproar between the OK and Jazz Stores over the use of the latter's packets at OK stores has apparently been resolved after talks between the two companies.

SIPAK 13/1/87

Ccawusa ^{140K} tries to raise ^{OK} R54 000 bail ^{OK}

By Mike Siluma ^{OK}

The Commercial, Catering and Allied Workers' Union (Ccawusa) attempted yesterday to raise bail amounting to R54 000 for OK Bazaars strikers arrested in Alberton on Friday, a union spokesman said.

Ccawusa spokesman Mr Salm Vally said 54 strikers had appeared in the Germiston Magistrate's Court yesterday. Their bail was fixed at R1 000 each.

Mr Vally also said a striker, Mr Frank Malungu, had been shot at by a white motorist outside the Eloff Street branch of the OK, the scene of two bomb explosions on Friday.

The motorist was allegedly driving in a Toyota station wagon, the registration number of which was known to the union, claimed Mr Vally.

At an OK store in Vereeniging, he said, a worker had contracted pharyngitis after a powder had been sprinkled in the canteen. Strikers were also asked by security staff to strip naked before entering this store.

But OK personnel director Mr Richard Blackwell challenged Ccawusa to produce details. "I will take disciplinary action if the union can convince me that all the incidents happened."

NO sign yet of end to OK Bazaars strike

By Mike Siluma

The national legal strike by thousands of Commercial, Catering and Allied Workers' Union (Ccawusa) members at more than 100 OK Bazaars concerns rumbles on, with no indication of a settlement.

The strikers have, in the past three weeks of industrial action, managed to elicit the support of other unions and community organisations.

Organisations that have pledged support include the giant Congress of South African Trade Unions (to which Ccawusa is affiliated) and the Cusa-Azactu (Council of Unions of SA-Azanian Confederation of Trade Unions) federation.

While the strike has seen considerable disruption in operations at OK stores, the strikers have not come out unscathed. About 500 have been dismissed by the company and scores have been arrested.

The Ccawusa says . . .

Ccawusa spokesman Mr Kaizer Thibedi said it was "scandalous" for OK Bazaars to even want to use wage levels set by the Wage Determination Board to justify what it pays its staff

"The board minimums are expressly low to accommodate even the small employers. Also, we cannot bind ourselves to pay levels set by the board — as these are not negotiated by the union. It is the Minister of Manpower who decides on these (after hearing representations from interested parties)

"Because the board's minimums are often in force for more than a year, they do not take into account changes in inflation and the cost of living"

Mr Thibedi reiterated the union position that most of the workers it represents (shop assistants, sales assistants and general assistants), especially in the outlying areas, earned an average of R265 a month. In some instances they earned even less, he added

On staff benefits referred to by management, Mr Thibedi said "You buy on discount when you have the money, and our members do not have it. The fact that many OK workers have to use this and the company's money-lending scheme shows that workers cannot sustain themselves with what they are presently earning. Besides, all these schemes are a form of control. Management can then say to a worker 'If you do not do this or that, you will not be eligible for a loan'"

Mr Thibedi said in the view of members of Ccawusa, the "living wage" for retail industry workers should be R700. The R450 wage minimum therefore represented a compromise on the union's part. Calling on management to negotiate in "good faith", Ccawusa has said it stood by its demands, which were well-known to management

Throughout the dispute, Ccawusa has maintained that OK Bazaars was in a position to meet strikers' demands because last year the company's operating profits were R35,3 million, with after-tax profits amounting to R12,97 million

The arrest of strikers has prompted Ccawusa to accuse the OK management of using apartheid structures to smash the strike. The union sees the dismissals as an attempt by management to "intimidate" workers into abandoning strike action

The workers' demands include:

- A R160-a-month wage increase, backdated to last April
- A minimum wage of R450 a month.
- A discount for staff making purchases at the OK
- That women workers on maternity leave also receive the same increases as other workers.
- Workers in the "bantustans" get the same benefits as their urban colleagues.
- The abolition of the anniversary increase system, whereby workers received annual increments on the month of the year they joined the company

OK management, offering an R85 increase, says it is willing to discuss the other issues raised by the union.

Since talks broke down in early December, neither side has shown any inclination to talk until the other gives ground.

OK Bazaars says . . .

OK's personnel director, Mr Richard Blackwell, has rejected union allegations that OK paid workers "starvation wages", averaging R265 a month

"The minimum wage set by the Wage Determination Board for the major centres (such as the PWV area, Cape Town, Durban and Pietermaritzburg), where most of our stores are situated, is R281. The lowest minimum for workers in areas outside the major centres is R239

"We would be liable for prosecution if we paid anything below this. In any case, our workers earn substantially above minimums set by the board," said Mr Blackwell

Referring to the union's demands regarding workers in territories such as Bophuthatswana, Mr Blackwell said pay rates agreed with Ccawusa were extended to all workers in the company's employ

"The union may want us to make a political statement saying Bophuthatswana is part of South Africa, but that is something we are not prepared to do"

Mr Blackwell described Ccawusa's total package of demands as unreasonable

The wage bill of R160 for the 20 000 employees who stood to benefit from the current talks, plus "ancillary benefits" would amount to more than R50 million annually

Only six percent of OK staff earned less than R300 a month, with the monthly average pay being R489

He said OK Bazaars employees in all categories were on the anniversary system, which, however, remained negotiable

"We are willing to discuss new wage proposals, but there would be no point talking to the union while it stands by its demand for an R160 increase," said Mr Blackwell

He insisted that management had called police only when strikers' behaviour had "threatened life and property". What happened outside the stores had nothing to do with the company

Indaba report handed over with warning

THE KwaZulu government might have to rethink its attitude towards negotiation politics if government rejected the KwaNatal Indaba report.

This is the view of Dr Oscar Dhlomo, KwaZulu's representative in the four-man team, which handed the report to Minister of Constitutional Development and Planning Chris Heunis in Cape Town yesterday.

Heunis said at the ceremony it would be premature of him to react to the report at this stage.

But Indaba chairman Prof Desmond Clarence said later they were still optimistic about the report, even though three minority reports were included — one a combined effort by three major Afrikaans organisations. These placed heavy emphasis on race rather than on free association, while backing the concept of negotiation.

Clarence said Heunis was prepared to consider a test of Natal public opinion on the report.

He said the Indaba had not been disbanded and that it would be prepared to consider government suggestions or comments on it.

THE OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) confirmed yesterday that tentative moves to appoint a mediator to assist in ending the strike at the company are in the pipeline

However, both parties are extremely cautious about the possibility of these efforts achieving their goal

The OK strike is now almost four weeks old

OK personnel director Richard Blackwell said "Their (Ccawusa) lawyers are talking to ours to canvass all possibilities which may bring the dispute to a successful conclusion. Mediation is one of those."

Asked what conditions would have to be met for the OK to agree to this step, Blackwell replied that it would have to

A mediator for OK strike

ALAN FINE

be satisfied that mediation held some hope of success

He added the OK had proposed mediation before the strike but the union had rejected the offer

Ccawusa spokesman Vivi Masina said the union had not actually proposed mediation

But it considered it "an extension of negotiation" and had always said it was

To Page 2

Ca Mediation move in OK strike

CAR-M prepared to talk Masina, asked why even talks about be ever talks had to be conducted through a third predict party, said this was because neither side wanted to appear to be the first to give

Indu row ar in The OK has consistently refused to cember resume negotiations until the union re-monthl duces its demand to a "realistic" level

The 13 109, the lowest November total since 1967.

The two sides appear to be far apart, with the union demanding increases of R160 a month backdated to April 1986, while the OK has offered R85 from April 1987

However, both have indicated their willingness to reconsider their positions.

up by leaps and bounds, estimates came down.

Thumbs-down for SA from high-flyers

US BUSINESSMEN who visit Africa are returning home with vivid memories of the continent's wildlife

However, it is not the four-legged wildlife of the game parks they remember but the two-legged species — and the South African kind fare badly as a particular danger point in their listing.

Among hazards encountered by businessmen flying to Africa are surly customs officials, unhelpful hotel staff,

thieves and trigger-happy troops and police

The latest edition of *International Update*, magazine of the International Business Aviation Council, says Africa creates more problems for business travellers than anywhere else in the world

Its findings — many relating to African airports — are based on first-hand

experiences of US businessmen

On SA, "Update" says US consular officials have had difficulties gaining access to Americans arrested since the emergency was declared and recommends that all Americans register with the US embassy or a consulate upon their arrival in SA

"Exercise caution in photographing or tape-recording events that may be construed as being anti-government".

PRICE MOVES AT A GLANCE

REUTERS

KEY MARKET MOVEMENTS — JANUARY 12 to JANUARY 13

Gold		JSE		Previous			Latest		Johannesburg Stock Exchange		
\$/oz	\$/oz	R/oz	Krugerrand	\$/R Comm	\$/R Fin	DM/\$	£/R	3 months B A	All Gold BD Index	BD Indust Index	JSE Ov'all Index
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LONDON AFTERNOON FIX

FRANKFURT CLOSE

LONDON CLOSE

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E. Post

14/1/87

Steps taken for strike mediation

SPOKESMEN for both strike-hit OK Bazaars management and the union involved have confirmed that tentative moves were afoot to appoint a mediator to assist in resolving the strike

More employees from the chain's Constantia Centre, Port Elizabeth, branch joined the almost four-week-old national strike today

A spokesman for the Commercial, Catering and Allied Workers Union

(Cawusa) in the Eastern Cape said today moves were being made to appoint an arbitrator to resolve the dispute

He said the OK management had steadfastly refused to resume negotiations with union representatives until workers' demands were reduced to a reasonable level

The OK personnel director, Mr Richard Blackwell, said lawyers representing Cawusa and OK discussed ways of ending the dispute.

OK WAGE STRIKE CONTINUES

THE four-week-old strike over wage increases by thousands of Commercial Catering and Allied Workers Union members at OK Bazaars outlets continued yesterday.

Lawyers representing Ccawusa and OK discussed

ways of ending the dispute yesterday, Mr Richard Blackwell, OK's personnel director, said

He said mediation was one of the possibilities being discussed

Union strike co-ordinator, Mr Jay Naidoo, said Ccawusa had not made or received any formal proposal of mediation

Commenting on talk

of mediation between OK and Ccawusa, Mr Blackwell had said earlier "In response to that, the union lawyers are talking to our lawyers and they are exploring all possibilities to resolve the dispute and this includes mediation

"In principle we have nothing against mediation"

Mediation, he said, would have to hold out some possibility of success

Mr Naidoo said "The people who need to talk are the company and the

union directly"

The parties' attorneys were corresponding on a whole range of issues, he added

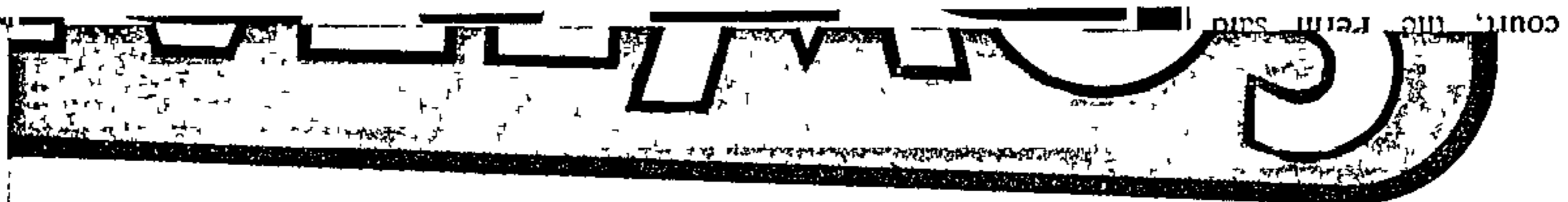
"It's an on-going process We haven't mandated our lawyers specifically to propose mediation We welcome any proposal that would end the dispute"

Over 10 000 workers are on strike at 137 of OK's outlets, according to Ccawusa

Mr Blackwell said the figure stood at 117 units, with just over 7 000 workers on strike

SOWETO ONLY
GARAGE & 2 ROOMS
DEPOSIT FROM ONLY
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COMPREMARK cc
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NATIONAL UNION OF MINEWORKERS' VIEWPOINT

CONFLICT ON THE MINES

The NUM and mineworkers are not fooled by the Anglo American Corporation's public advertisement, particularly when the lives of its members are at stake

The AAC perspective surrounding the deaths of over 60 miners in clashes, and its allegations concerning the NUM's integrity and commitment to sound industrial relations cannot go unchallenged. AAC in its advertisement is suggesting that the recent violence, if not caused by the union's behaviour, then certainly has been exacerbated by it, through its failure to adhere to "established procedures and channels for conflict resolution"

Let it be known once and for all that the source of conflict is rooted in the institutions of oppression and exploitation which exist in the mining industry. The hostel system, migrant labour and induna system were pioneered at the turn of the century by the mineowners to ensure maximum exploitation and control over all aspects of mineworkers' lives. It is from this system that AAC has benefited. Over time these structures have been refined but kept intact.

AAC has identified and acknowledges some of the issues which have caused the tensions. But what has it done? AAC wants industrial relations to be sound and orderly yet it is not prepared to remove the archaic structures which are the source of conflict.

It wants to publicly articulate its liberal views and distance itself from the deaths and violences, when the very cause of the problems emanate from the institutions it has created.

Given this, it is only when these institu-

tions are removed that industrial relations can be regularised.

Its empire has been built with the sweat and toil of black workers. Workers' rewards have been low wages, unhealthy conditions and often death.

To appease itself it regularly announces its good intentions or in its own words "at all times has tried to deal with the basic causes of tension" but its practices leave much to be desired.

In classic style AAC has continued to address the symptoms and not the causes of the problems on the mines.

The NUM does not subscribe to the view that animosity is inherent between groups of employees.

The NUM has since its inception presented proposals to AAC which it believes can address the substantive issues on conflict. But AAC has refused to implement the union's proposals. In typical liberal tradition AAC claims to know what is good for its workers since workers do not know what is good for them. How many workers must die, and how many "independent" commissions of enquiry must be held before the hostels, migrant labour and induna systems are dismantled as the first phase in the organisation of labour relations on the mines.

The NUM believes that only in a society where workers are in control of all aspects of their lives, including their lives on the mines, will conflict be eliminated. AAC, the entire mining industry and those in power should take note that the NUM intends to make the achievement of this its agenda for 1987.

BUD DAY 15/11/77
140M
Union considers mediation proposals

OK deal over strike hangs in the balance

THE possibility of a breakthrough in the four-week-old OK Bazaars strike was in the balance late yesterday as the Commercial, Catering and Allied Workers' Union (Ccawusa) considered its response to OK proposals for mediation.

In communication between the parties' legal representatives, OK said it was prepared to participate in mediation and made certain detailed proposals.

Own mediators

The company has suggested that each side should appoint its own mediator and each should pay its own costs.

The OK says the two proposed mediators should meet at the earliest opportunity to finalise an agenda for mediation proceedings and to decide on a date and venue.

Ccawusa spokesman Jay Naidoo said the union had no objection in principle to mediation.

However, it was still discussing some details of OK's proposal. He declined to elaborate

ALAN FINE

A response was expected late last night

Naidoo said about 28 striking workers were arrested, and picketers with placards stating "We must buy from OK Bazaars" stood outside the chainstore's Roodepoort branch yesterday, Sapa reports.

He added that 21 strikers were arrested in Johannesburg and seven in the northern Transvaal, bringing the total number of arrests during the strike to 600

Naidoo condemned the arrests and alleged management complicity. He said this could hinder negotiations.

OK personnel director Richard Blackwell said he could not comment on the alleged arrests because "the strikers have not been at the stores since December".

Strike figures

Ccawusa says over 10 000 workers of a total workforce of 24 000 are on strike at 137 of OK's 208 outlets.

OK says just over 7 000 are on strike at 117 outlets

Moves afoot to end 4-week-old OK strike

15/1/87
STAR 14017
The first major move to resolve the four week-old OK Bazaars wage strike took place yesterday, with both sides expressing a willingness to go to mediation.

OK's personnel director, Mr Richard Blackwell, said the company's lawyers had sent a telex to the Commercial, Catering and Allied Workers' Union (Ccawusa) conveying management's position.

Mr Blackwell said the company would go to mediation on the basis that there would be two mediators, one for the company and one for the union. The costs of mediation would have to be split between the two parties.

No comment was available from Ccawusa this morning.

STAK

15/1/87

January 15 1987 (16) 3

Mining company wins appeal ^{1401A}

Gold Fields SA has won an appeal in the Pretoria Supreme Court against a decision of the Industrial Court which gave the National Union of Mine-workers (NUM) the right to strike ballot facilities on four mines at which it was not recognised

After deadlock in last year's wage negotiations the NUM wished to hold strike ballots at seven Gold Fields gold mines.

While the Chamber of Mines had granted increases ranging from about 19,5 to 23,5 percent, Gold Fields refused to budge from its unilaterally declared increases ranging from 15 to 20 percent

The company refused strike ballot facilities at its Kloof, East Driefontein, Venterspost and Doornfontein mines, saying the NUM was not recognised at these mines.

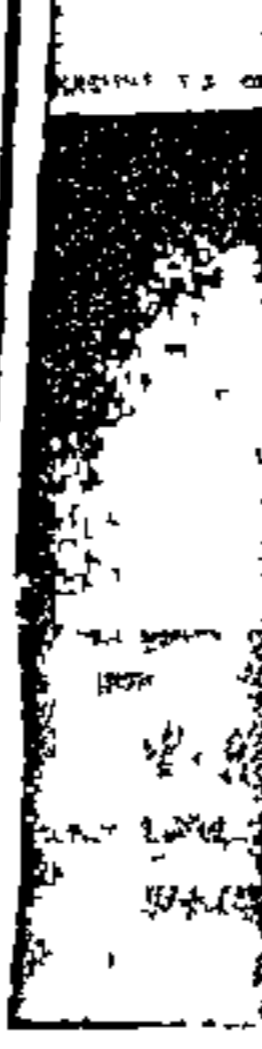
Gold Fields agreed to strike ballots at West Driefontein, Deelkraal and Libanon gold mines where the union was recognised in certain bargaining units at the time. The union took its case to the Industrial Court which granted strike ballot facilities at all the mines

Yesterday the Pretoria Supreme Court upheld an appeal by Gold Fields against the Industrial Court decision and ordered the union to pay costs for both parties in the Supreme Court and Industrial Court hearings



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A PICKET stands outside the OK Bazaars yesterday as the strike involving thousands of workers in the group continues.

OK wants mediation, says union

WALSHES 18/11/87

OK BAZAARS have stated in a telex to the Commercial, Catering and Allied Workers Union they were prepared to participate in mediation to try and resolve the four-week strike, strike co-ordinator Mr Jay Naidoo said yesterday.

"OK lawyers have sent a telex to our lawyers stating that they are prepared to participate in mediation and have made certain proposals regarding mediation," Mr Naidoo said

"They suggested each side should have its own mediator and each side should pay its own costs. They propose mediators should meet at the earliest convenience in order to finalise an agenda for mediation proceedings and to appoint a date and venue."

The union had not yet worked out its attitude

to mediation and the means of resolving the dispute, "although it has been put to us by our lawyers," Mr Naidoo said

"We are finalising our attitude and should have a response later today"

OK personnel director Mr Richard Blackwell was not available for comment

According to Cca-wusa over 10 000 workers, of a total workforce of 24 000, are on a wage strike at 137 of OK's 208 outlets. Strikers have rejected management's offer of an increase of R85 on an anniversary basis, and demanded a minimum wage of R450 a month and an across-the-board increase of R160

Mr Blackwell has said just over 7 000 workers were on strike at 117 outlets — Sapa

Supreme Court upholds appeal

15/11/87

ALAN FINE

THE Pretoria Supreme Court yesterday upheld an appeal by the Gold Fields group against a decision of the Industrial Court ordering it to facilitate strike ballots at four of its mines.

The Industrial Court order followed an application by the National Union of Mineworkers (NUM) last year after a deadlock in wage negotiations. Gold Fields refused to allow the NUM to ballot at four mines where it was not recognised.

The NUM has been ordered to pay costs for both the Supreme Court and the Industrial Court hearings. Written reasons for the judgment are expected to be made available by the end of the week.

Meanwhile, a conciliation board considering a unilateral wage increase granted by Gold Fields during last year's wage negotiations, is due to meet for the second time today.

At the first meeting last week, the NUM proposed that the company should agree that the increases constitute an unfair labour practice, that it should undertake not to grant increases without negotiations in future, and that it pay the union's legal costs.

Category
ARGUS 15/11/87 7:20 (10/1)

All sides hope for settlement in OK strike

The Argus Correspondent

JOHANNESBURG — The first major move to resolve the four-week-old OK Bazaars wage strike has been made with both sides expressing a willingness to go to mediation

OK's personnel director, Mr Richard Blackwell, said the company's lawyers had sent a telex to the Commercial, Catering and Allied Workers' Union (Ccawusa) conveying the management's position

Mr Blackwell said the company would go to mediation on the basis that there would two mediators, one for the company and one for the union. The costs of mediation would have to be split between the two parties

THOUSANDS

No comment was available from Ccawusa today, but union spokesmen indicated yesterday that if approached the union would consider mediation, "a mechanism used by the union before".

OK and Ccawusa have not discussed the wage issue since the strike began in mid-December

The strike involves thousands of employees at about 100 stores countrywide, whose demands include a R160 monthly increase as well as a monthly minimum wage of R450

OK has offered the workers an R85 rise

WAZAOF TO
[ay, January 16 1987

Union accepts OK strike mediation offer

Labour Reporter

THE Commercial, Catering and Allied Workers' Union has accepted OK Bazaars management's offer of mediation in the wage dispute affecting thousands of workers throughout the country.

Mr Jay Naidoo, a spokesman for Ccawusa in Durban, said yesterday that the union had agreed 'after much deliberation within its ranks' to the proposal from OK Bazaars to resolve the dispute which led to the four-week-long strike.

Management last night welcomed the union's confirmation of their willingness to participate in mediation.

'While we note the union's reservations, we believe both parties have a tremendous responsibility to explore every avenue to resolve the dispute,' said Mr Keith Hartshorne, OK's group personnel manager.

The union had grave res-

ervations about the possibilities of success of mediation unless the problems of harassment and arrest of union members could be resolved, Mr Naidoo said.

'At present, 103 union members are being held under the state of emergency as a result of the OK strike and more than 600 workers have been arrested.'

The OK has nominated its industrial relations consultant Mr Gavin Brown, while the union has chosen Legal Resources Centre attorney Mr Charles Nupen.

Mr Naidoo said mediation would have to cover the wage issue and subsequent developments.

The workers are demanding a R160 across-the-board increase and a minimum wage of R450 a month, as well as a staff discount of 20 percent. They have rejected an offer of R85 a month increase on a yearly basis.

OK dust-up over sprinkled floors

THE bitter feud between strike-bound OK stores and its workers took a bizarre turn this week when the unions accused management of "chemical warfare" and management accused the unions of sprinkling pepper on canteen floors.

The Commercial Catering and Allied Workers' Union (Cawusa) has accused the OK of sprinkling a teargas-like powder in the canteen of its Vereeniging store causing "severe irritation" to strikers.

But OK representative Keith Hartshorne has denied the allegation.

"The only evidence we can find of anything like this in that store is the fact that a security officer saw one of the strikers sprinkling pepper on the floor of the canteen," he said.

There is no evidence of any other

kind of powder on the floor," Hartshorne added.

But Cawusa claims it has sent samples of the powder for laboratory analysis and will make the results available as soon as they are ready.

At New Sasolburg, he says, OK supervisors have visited workers at their homes threatening them with violence if they don't return to work.

In the Vaal, he adds, OK security officers allegedly demanded that striking workers entering the store submit to strip searches.

Hartshorne responded "That is completely outrageous. We have asked the union to please advise us of complaints of this nature, and to check the story out first," he said.

Hartshorne said his company had dismissed 531 workers as a result of

"either criminal acts or acts which threatened the safety of our customers or staff, or acts of gross misconduct in breach of our rules of conduct in the strike."

Cawusa claims these rules of conduct were drawn up without consultation with the union.

Hartshorne responded "Before the strike, the company made an offer to the union to discuss those rules."

Hartshorne said the offer was ignored and the union only responded after several workers were dismissed as a result of a "breach of those rules".

OK Bazaars and Cawusa have agreed to refer their month-long dispute over wage increases to an independent mediator.

The two mediators will try to resolve the strike, which reached deadlock over workers' demands for a R165 a month increase.

The union's mediator is labour expert Charles Nupen, and labour consultant Gavin Brown will act for the OK.

Detentions halt pickets

PICKETS have been suspended at four OK stores in Port Elizabeth following the detention of three strikers last week. Two more picketers have been dismissed.

The remaining 160 picketers — part of a nationwide legal strike — are trying to find out if their protest is legal before they continue.

The workers have accused store managers of photographing picketers outside shops in the city — and, in one case, handing over their camera to the security forces.

A Commercial, Catering and Allied Workers' Union representative, Patrick Klaas, said the managers had

"harassed" each successive 20-minute picket at four OK stores in the city.

It's not known if the photos taken by OK managers have anything to do with the detentions.

OK management has denied harassment of picketers.

Meanwhile, strikers say they have received unexpected support for their demands from the traditionally conservative white community.

"One white woman even started crying when she saw the demands," a unionist said. — East Cape News Agency.

By MIKE LOEWE

The *FM* brings its readers the most news, comment and interpretation possible under the new regulations restricting publication of certain matters.

It does not believe that the restrictions are necessary or in the public interest, but will obey the law.

of the dispute Now that the possibility of mediation is being taken seriously, however, there is some hope that the dispute can be settled Hopefully for all parties, it will be over rather than later

mid-week If both sides agree, it could signal the beginning of the end of the strike, which began on December 18 last year (*Current affairs*, January 9)

The potential breakthrough comes none too soon, because the past week brought a distinct escalation in the uglier sides of the dispute. Ugliest of all was, of course, the bombing incident at OK's Eloff Street store in Johannesburg last Friday. Miraculously, no one was killed or injured thanks to the quick thinking of an OK staff member who spotted the bombs and sounded the alarm. The bombs, for which the ANC's military wing has claimed responsibility, were a reminder of what can and sometimes does happen in labour disputes.

The past week saw Ccawusa and OK involved in a bitter argument in the media about wage levels after the union claimed that the average OK wage is R265 a month. Stung by the allegations that it pays "starvation wages," OK flatly denied Ccawusa's claims, pointing out that it would be impossible for it to pay so little as the minimum legal wage for the industry is R281 a month.

Average wage

According to OK, the average wage for all staff from supervisor level down is R489 a month, only 6% of staff (who include part-timers and temporaries) earn less than R300 a month, and the R85 increase it has offered from April this year would put the wages of all full-time employees above R300 a month.

Comments Ccawusa spokesman Salim Vally "We reject these figures as incorrect and aimed at hoodwinking the public. OK is hiding behind the emergency regulations as newspapers are not reporting half of what is happening to our members."

He claims strikers face various forms of persecution and intimidation daily. OK Personnel Director Richard Blackwell, on the other hand, says that if anyone is subject to harassment in the strike, it is the people who want to continue working.

In other developments

□ The Congress of South African Trade Unions (Cosatu), to which Ccawusa is affiliated, pledged solidarity action by its affiliates, and

□ The Council of SA Unions-Azanian Confederation of Trade Unions, which says it wants to back the strikers, held talks with Ccawusa. A Cusa-Azactu spokesman says a further meeting is planned for next Monday.

Cause for concern amid the sound and fury last week was that there seemed little prospect of movement on the fundamentals

FIN MAIL 16/1/87
OK STRIKE 140A

Settlement hopes

In the OK Bazaars wage strike the past week produced the first real sign of movement in the nearly month-old dispute between the chainstore group and the Commercial, Catering and Allied Workers' Union (Ccawusa). And it came despite bombs, pickets, arrests, dismissals and rhetoric.

Both sides confirmed this week that there had been contact between their lawyers. The *FM* understands that they discussed the possibility of referring the dispute to mediation, and that the parties were due to respond by

Two negotiators to be appointed

Union accepts OK's strike mediation offer

(281)
1320
16/1/87
1401A
BIDDAY

THE Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday accepted the terms suggested by the OK Bazaars for mediation between the two parties on the four-week-old strike.

Ccawusa spokesman Jay Naidoo said the decision came after nearly two days of deliberation

Although termed mediation, the process may turn out to be a form of negotiation by proxy. Two mediators

ALAN FINE

will be appointed — one by the company and one by the union.

The OK has nominated its industrial relations consultant Gavin Brown, while the union has chosen Legal Resources Centre attorney Charles Nupen. This is the same team of mediators which helped resolve a month-long strike at Foschini last May.

Naidoo said one of the factors which delayed Ccawusa's decision was the emergency detention of 103 strikers and the arrests of hundreds more while picketing.

He said: "The union has grave reservations about the possibilities of success of mediation unless the problems of harassment and arrest of union members can be resolved."

The union also had initial reservations about the nomination of Brown because of his close relationship with the company.

OK spokesman Keith Hartshorne welcomed the union's decision and said: "While we note the union's reservations we believe both parties have a tremendous responsibility to explore every avenue to resolve the dispute."

OK said two East London stores, which joined the strike yesterday, brought the number of affected stores to 119. The union figure is 137.

Union accepts talks

100A
16/1/8
Dispatch Correspondent

DURBAN — The Commercial, Catering and Allied Workers' Union has accepted OK Bazaars management's offer of mediation in the wage dispute affecting thousands of the chain store's workers throughout the country

A union spokesman here, Mr. Jay Naidoo, said yesterday that the union had agreed to a mediation proposal from OK Bazaars to resolve the current wage dispute which led to the four-week-long strike

The workers are demanding a R160 across-the-board increase and have rejected management's offer of R85 per month on an anniversary basis

OK management could not be reached for comment last night

Bid to solve OK dispute

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JAY NAIDOO

THE Commercial, Catering and Allied Workers' Union has accepted management's offer of mediation in the wage dispute between OK Bazaars and thousands of Ccawusa members.

"Ccawusa has, after much deliberation within its ranks, agreed to a proposal from OK Bazaars to hold mediation to resolve the current wage dispute," Mr Jay Naidoo, a Ccawusa spokesman, said

"Further details regarding date, venue and agenda will be worked out by mediators on both sides in consultation with all parties," the statement said

The union had reservations about the success of mediation as more than 600 striking Ccawusa members had been arrested

"The union has grave

reservations about the possibilities of success of mediation unless the problems of harassment and arrest of union members can be resolved," the statement said

"At present, 103 union members are being held under the state of emergency as a result of the OK strike

"More than 600 workers have thus far been arrested"

The union has appointed Mr Charles Nupen as its mediator

Union demands remain a R160 across-the-board increase and a minimum wage of R450, as well as a staff discount of 20 percent.

Management is offering an increase of R85 on an anniversary basis — Sapa

OK and union agree to mediation

By Mike Siluma

In the first real movement to resolve the month-long OK Bazaars dispute, mediators for the company and the Commercial, Catering and Allied Workers' Union will meet shortly to try to iron out differences between the two parties.

The final hurdle was cleared yesterday when the union agreed to mediation, following a management telex on Wednesday.

Union spokesman Mr Jay Naidoo said the union had agreed to mediation after much deliberation among its members.

"Further details regarding date, venue and agenda will be worked out by mediators on both sides in consultation with all parties," he said.

RESERVATIONS

The union said while it did not put preconditions before taking part in mediation, it had "grave reservations about the possibilities of success of mediation unless the problems of harassment and arrest of union members can be resolved".

"At present, 103 union members are being held under the state of emergency as a result of the OK strike. More than 600 workers have thus far been arrested."

Welcoming the union's decision, OK spokesman Mr Keith Hartshorne said:

"While we note the union's reservations, we believe that both parties have a tremendous responsibility to explore every avenue to resolve the dispute."

The mediators are Mr Charles Nupen, for the union, and Mr Gavin Brown for OK Bazaars.

The union's demands include a R160-a-month increase and a monthly minimum wage of R450. They have rejected an OK offer of R85 a month.

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NUM: 'All
Argus 16/1/87
mineworkers
should stay'

The Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) says all Mozambican mineworkers should be allowed to continue working in South Africa

It was reacting to the Government's decision to allow about 30 000 of an estimated 66 000 Mozambican mineworkers to remain in the country

The NUM partially welcomed the Government's decision, but the union's Press officer, Mr Marcel Golding, said "We believe that all Mozambican workers should be given the right to continue working in South Africa because over the years they have contributed to the national wealth of this country"

Mining bosses, facing the prospect of huge retraining and recruiting costs, were anxious to keep as many as possible

19/11/74
D/11/16

OK mediators to arrange talks

Labour Reporter

week.

THE two mediators appointed by the Commercial Catering and Allied Workers' Union and OK Bazaars are to meet this weekend to prepare a programme and an agenda for the talks to settle a wage dispute which led to the four-week strike at the national chain store.

OK's personnel director, Mr Richard Blackwell, yesterday confirmed that mediators would be meeting for the first time this week to prepare a programme.

A spokesman for the union, Mr Jay Naidoo, said the mediation talks were likely to begin early next

The union has appointed Legal Resources lawyer Charles Nupen as its mediator and the company has appointed industrial relations consultant Gavin Brown as its representative.

CUT PRESS
18/1/87
**Union,
hotel
talk
after
'strike'**

By DAN DHLAMINI
COMMERCIAL, Catering and Allied Workers' Union of South Africa representatives and Elgro Hotel management will be locked in a top-level meeting today to discuss events leading to the dismissal of 44 workers

The dismissals and the Lichtenburg meeting were confirmed this week by Nicholas Prinsloo, personnel director of Elgro holding company Western Province Cellars

He said Ccawusa and Elgro management would meet to iron out matters relating to the dismissal of the workers.

Ccawusa has claimed that Elgro unfairly dismissed 44 workers on December 29. The union's organiser in the Western Transvaal, Jerry Molefe said the workers demanded an explanation from Elgro manager George Jonker after a colleague, Peter Mokgopi, was allegedly assaulted by relatives of the manager on December 26

He said workers demanded that a head office official give them assurances that similar incidents would not occur again

According to Molefe, the workers were given 15 minutes to disperse

He said one worker, Storia Masilo, who was on sick leave on the day of the incident, was fired when she reported for work the next day.

Western Transvaal police spokesman Capt Ben van Heerden confirmed that there was a strike at Elgro on December 29, but said that no arrests were made.

Van Heerden also said that Mokgopi had laid an assault charge

20 more OK strikers held — union claim

ABOUT 28 OK strikers were arrested — and picketers with placards stating "We must buy from OK" stood outside the Roodepoort OK on Wednesday, strike co-ordinator Jay Naidoo said this week.

"Management is obviously behind this counter-picketing," he said. He said 21 strikers were held in Johannesburg and seven in northern Transvaal.

OK personnel director Richard Blackwell was investigating the Roodepoort picket. He said he could not comment on the alleged arrests because "the strikers have not been at the stores since December".

Naidoo said the Ccawusa was committed to negotiation "But we completely reject management's behaviour with regard to police".

— Sapa



Customers flock to the OK's Eloff Street branch's 'smoke sale' to buy goods at two for the price of one after two limpet mines exploded at the store last week.

Pickets take a break

Richard Blackwell said they had displayed placards in the supermarket after warnings that they were violating a code of conduct.

He denied claims by the sacked workers — both Commercial Catering and Allied Workers' Union members — that they were fired after staging a legal picket outside the store.

He also denied a union allegation that OK managers were harassing Ccawusa's stewards and members.

At a strikers' meeting this week, Ccawusa regional secretary Patrick Klaas claimed management had harassed picketing strikers with cameras. The union alleged the Mann Street branch manager, a Mr Gore, had been seen to hand over his snaps to the police.

Ccawusa has asked Ccawusa-affiliated unions to pressurise their managements to pressurise OK into negotiating, but this has not yet succeeded as most workers are still on leave, an official said — East Cape News Agency

BY STAN MHLONGO

SIXTY Vaal OK Bazaars strikers charged with waving placards without municipal permission were released after paying bail ranging from R50 to R200 this week

The bailing out of 60 strikers is only the "tip of the iceberg" according to the Commercial Catering and Allied Workers' Union as it battled to raise R54 000 bail for Alberton strikers who were arrested last week

The 60 strikers - 40 from Vanderbijlpark, 11 from Vereeniging and nine from Sasolburg - are from some of the 117 OK outlets affected by the nationwide strike involving 10 000 strikers

As the strike entered its fourth week, it was reported that tentative moves to appoint a mediator to help end the strike were being considered by both parties

Meanwhile, Cawusa members this week made fresh allegations of "harassment" of strikers by OK management

OK management Cawusa said they had complained to OK spokes-

60 OK strikers on bail

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CITY

man Keith Hartshorne that one of their members had to receive medical treatment after a "powder" was allegedly sprinkled at the strikers' Vereeniging canteen

Various other allegations were made by Cawusa members

At Witbank and Potchefstroom strikers claimed some of their colleagues were arrested because management was "colluding" with police and allowing them to enter the canteen and lockers

At the Gill Street outlet in Vanderbijlpark strikers allege security guards insulted them - calling them derogatory and racist names

At Sasolburg, strikers claim the local OK manager pointed out some of their colleagues to the police and they were then arrested

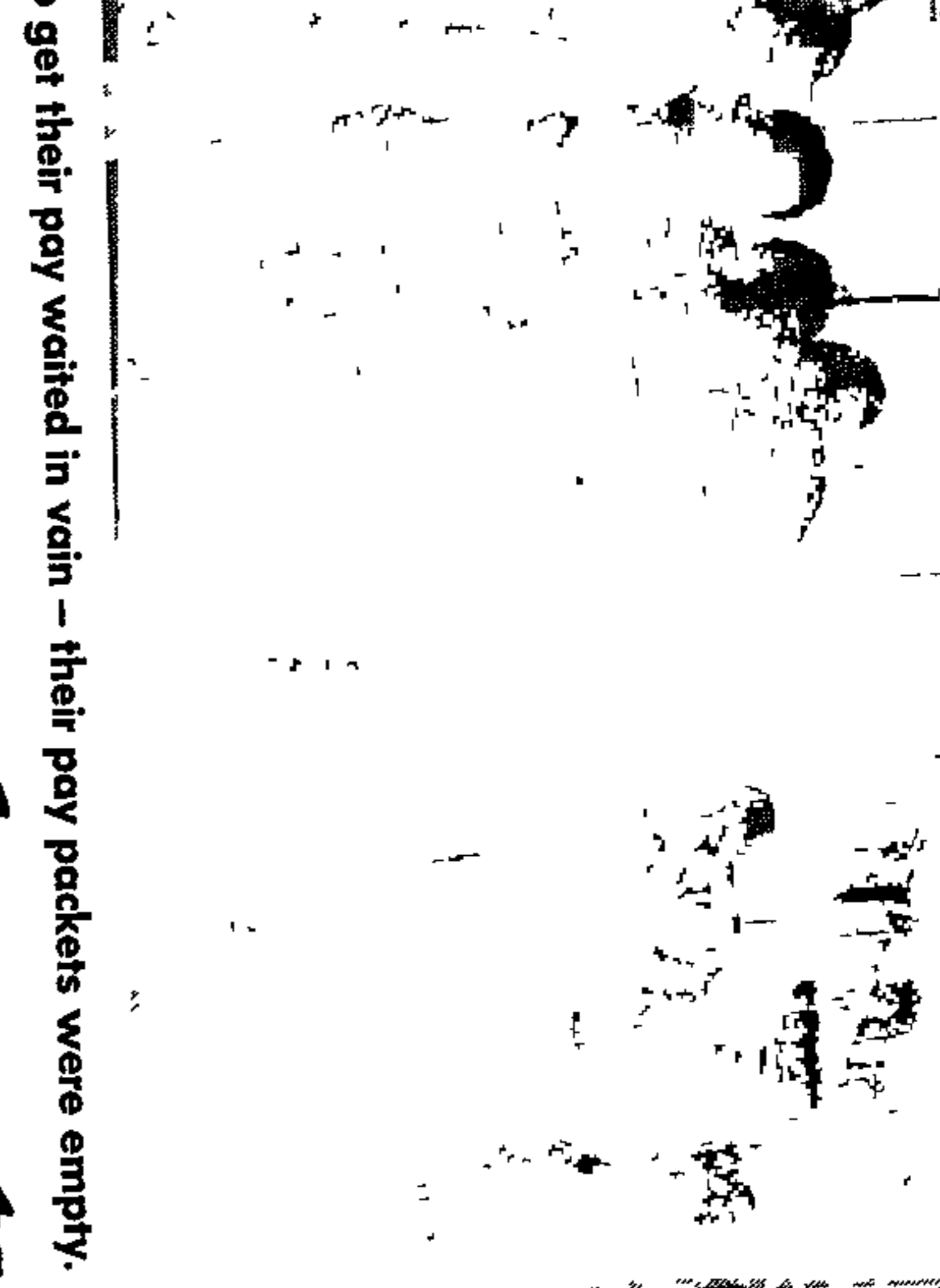
Strikers wearing stickers were also arrested, they claimed

At Vereeniging Cawusa members claimed they were made to strip naked and searched

Hartshorne dismissed this claim as "outrageous and untruthful"

Reacting to the other allegations, Hartshorne said the OK would never involve the police in the strike - except to protect property and people's lives

"Most of the allegations made by Cawusa are unfounded," he said



Striking OK workers lining up to get their pay waited in vain - their pay packets were empty.

Strikers' colleagues pack courts

By DAN DHLAMINI

OK Bazaars workers this week crowded the Potchefstroom and Klerksdorp Magistrates' Courts to learn the fate of their detained colleagues.

At the time of going to press, Commercial, Catering and Allied Workers' Union of SA lawyer Mohammed Motata was not certain what the charges were against Potchefstroom strikers John Ralekgetho, 21, Dennis Mojanga, 26, Pauline Mofokeng, 31, Pauline Lewane, 28, William Qekema, 27,

Moses Lethoba, 29, Thomas Pheto, 29, Rebecca Legwale, 21, and Johannes Otto, 30.

They were allegedly arrested outside the OK Bazaars while picketing. Qekema was arrested at his home.

Motata said he wrote to the police asking for the charge sheet but had had no reply by Wednesday afternoon.

Magistrate Cilliers Botha adjourned the case of the Potchefstroom accused until January 21.

They were released on R50 bail each. A bail condition of some was that they may not enter OK premises.

Klerksdorp Cawusa members Stanley Sokomane, James Mgobongo, Johanna Sibanyoni, Sophie Smous and Charles Mthembu are also out on R50 bail each after their case was adjourned until January 21.

Fifteen other OK strikers charged with assault and intimidation will appear again on January 21 and are out on warning.

By STAN MHLONGO

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The 60 strikers - 40 from Vanderbijlpark, 11 from Vereeniging and nine from Sasolburg - are from some of the 117 OK outlets affected by the nationwide strike involving 10 000 strikers.

As the strike entered its fourth week, it was reported that tentative moves to appoint a mediator to help end the strike were being considered by both parties. Meanwhile, Ccawusa members this week made fresh allegations of "harassment" of strikers by OK management.

OK management said they had Ccawusa and they had complained to OK spokes-

60 OK Strikers on bail

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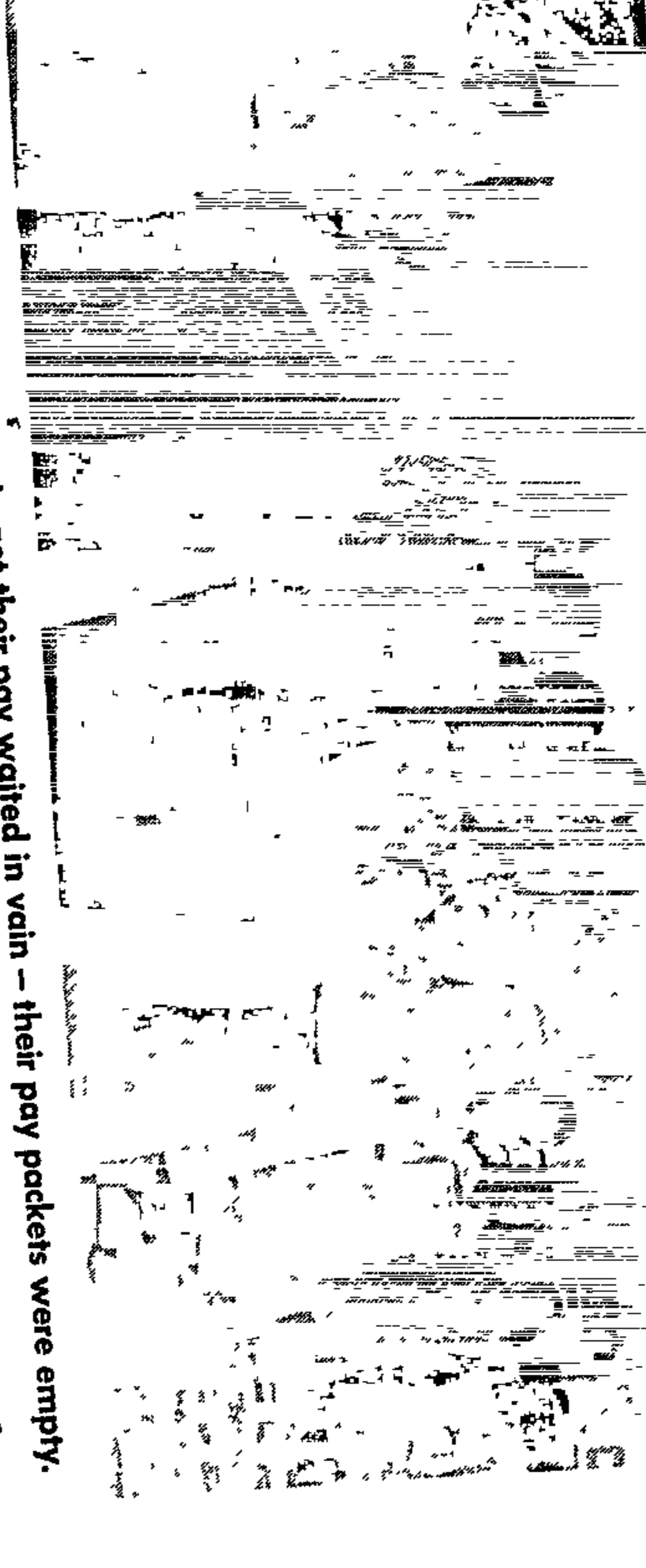
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Eighteen other OK strikers charged with assault and intimidation will appear again on January 21 and are out on warning.

TRIBAL conflicts, which have led to the death of at least 70 mine workers and left hundreds injured at Transvaal and Free State gold mines over the last three months, have led to friction between Anglo American Corporation and the National Union of Mineworkers

A war of words between the two organisations has been raging since Anglo's decision at the beginning of the month to institute an independent commission of inquiry into the sporadic tribal clashes on the mines

Last weekend, eight miners were killed and 58 injured in faction fighting at Gencor's Beatrix Gold Mine near Theunissen in the Free State

About 29 others died in similar clashes at Anglo's President Steyn Gold Mine near Welkom last December

Shortly before the fighting at President Steyn late last year, 34 migrant workers were killed at Anglo's Vaal's Reef and Gold Fields' Kloof mines

According to available statistics, the escalating tribal clashes at AAC mines is the worst in 10 years and is the cause of grave concern among mining house and union execu-

NUM and minority Anglo in a war of words

LABOR
CITIZENSHIP
18/1/67

Special report by REVELATION TROUZA

tives. Reaching to Anglo's decision to appoint a commission, NUM spokesman Marcel Golding, told City Press that the union regarded the action as a futile exercise

"We are sick and tired of these commissions. All we are interested in is for mine officials to address themselves to the obvious causes of the unfortunate

occurrences," said Golding

He said as a first step the deregulating of laws governing the free movement and free choice of workers was of prime importance

Said Golding "The authorities must first and foremost examine the issues which gave rise to the present situation on the mines"

pointment of the commission in a newspaper advertisement, AAC said it regretted the deaths which have occurred "in spite of a strong mine security presence in the hostels and strenuous efforts to restore order"

Anglo agreed in the advertisement that there was tension on the mines "much of which exists by virtue of the single-sex hos-

els and migrant labour system"

The group added that the state of emergency and general unrest also contributed to the situation on the mines, adding that "concern and anxiety over reports of the repatriation of foreign workers" had also played a role in tribal clashes.

"There was also an element of outside interference in the hostels before the incidents," AAC maintained in the advertisement

Furthermore, Anglo said "recent disturbing trends of behaviour on the part of NUM is cause for concern and needs to be addressed by management and the union, if sound industrial relations are to persist"

In a counter-advertisement in newspapers this week, NUM said it would not be "fooled" by Anglo's advertisement when the lives of mine workers were at stake

"Let it be known once and for all that the source of violence is rooted in the institution of oppression and exploitation which exists in the mining industry.

Meanwhile, a Gencor spokesman said that about half the 8 000 Beatrix workers have resigned as a result of the recent faction fighting

'Workers must free themselves'

THE black working class are the only ones capable of emancipating themselves from oppression and exploitation.

This was told to delegates attending the Southern Transvaal regional congress of the Media Workers' Association of South Africa at the weekend.

Speakers from Cusa/Azactu and the Congress of South Afri-

can Trade Unions (Cosatu) emphasised that if change was to come in this country, it would be brought about by the working class.

The congress, held at the Lutheran Church Centre in Jabavu, Soweto, was attended by more than 100 delegates from 17 plants. The plants spelt out problems they encountered in their daily

working lives.

In his address Cusa/Azactu vice secretary, Mr Phandelani Nefolovhodwe, said change would come about in South Africa if black workers armed themselves with the following principles:

- Anti-capitalism,
- Anti-imperialism,
- Anti-racism, and
- Anti-sexism

1404
19/1/87

Southern

Iraj Abedian

Gubelaur - Population Projections

Some OK workers back before mediation

Post Reporter

WHILE mediation to resolve the five-week wage dispute between OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccaawusa) is due to start, an estimated 300 strikers nationwide were reported to have returned to work.

Mediation proceedings are scheduled to start in Johannesburg this afternoon, union and management spokesmen said

OK-Bazaars' personnel director Mr Richard Blackwell said from Johannesburg yesterday that about 300 striking workers had been reporting back to work at various stores in the country over this period

A spokesman for Ccaawusa was not available for comment on the issue

1/11/77

Saawu, EL firm sign agreement

Dispatch Reporter

EAST LONDON — The South African Allied Workers' Union (Saawu) has signed a recognition and procedural agreement with Price's Candles of East London

The agreement is the 20th Saawu has signed with companies in the Border

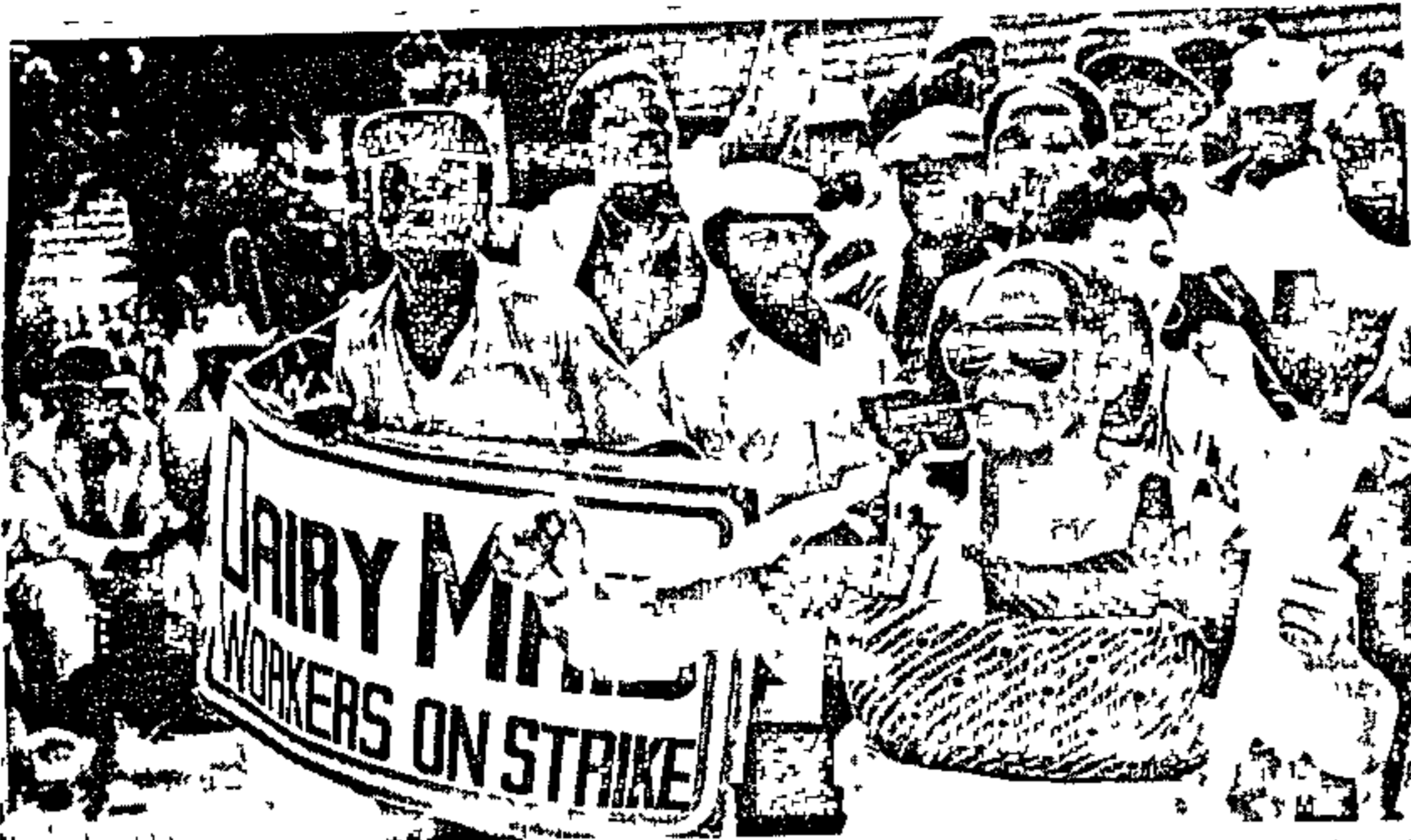
A statement by the union's assistant branch secretary, Mr William Sincayi, said Saawu was negotiating eight more agreements with East

London employers. These were expected to be ratified before the end of June

Negotiations with Price's Candles started in October 1986 after Saawu gained an 80 per cent membership among the factory's 62 workers

Mr Sincayi said the signing of the agreement confirmed the strong shopfloor structure of the union and the Congress of South African Trade Unions, of which Saawu is an affiliate

1987
19/11/87
19/11/87



Some of the striking workers at the Dairy Maid ice cream factory in Epping who picketed the factory yesterday
Picture RICHARD BELL

Epping ice-cream workers' strike to continue

1/40/17 (15) Staff Reporter
ABOUT 220 workers at the Dairy Maid ice cream factory in Epping went on strike last Friday after they were told that four retail depots would be closed and workers retrenched and yesterday they decided the strike would continue

According to Mr Willem Pieterse, chairman of the shop stewards committee of the Food and Allied Workers' Union (FAWU) 155 workers in all categories were served with retrenchment notices effective from January 31

A wage dispute was declared in the middle of negotiations last year when the union was informed that workers would be retrenched. In terms of a recognition agreement signed in November, the union said it had a right to declare a dispute. Mr Pieterse said

In a late development yesterday the union gave an undertaking, signed by the general secretary of the union Mr Jan Theron, that its members at Epping, Bellville, Maitland or Diep River would desist from any act or threat of violence, intimidation, damage or destruction of Dairy Maid property or vehicles and those of its employees, customers, suppliers or their agents

It also undertook not to prevent employees, customers, suppliers or any other person from entering or leaving Dairy Maid premises. The union would also not enter or remain on the Epping premises, including the parking area, except to carry out their duties

The Dairy Maid industrial relations manager, Mr T Mercer, said the undertaking was given after the company had filed papers in the Supreme Court

Tyres had been slashed at the factory, people prevented from entering the premises, a truck carrying liquid nitrogen gas — essential for the freezing of certain ice creams — was barred from entering, and a customer and his wife were harassed, Mr Mercer said

The company informed the union on November 7 last year that the decision to retrench staff and close the depots had been taken

However, the company was prepared to consult the union further on the retrenchment issue provided workers returned to work, Mr Mercer said

OK and union start mediation

OK BAZAARS and the Commercial, Catering and Allied Workers' Union (Ccaawusa) met yesterday for their first mediation session aimed at resolving the strike which began on December 18, and involves thousands of workers at at least 120 outlets.

Mediators, industrial relations consultant Gavin Brown and attorney Charles Nupen, said in a statement last night that talks would continue today.

But they described as unlikely a quick settlement on grounds of the scale and complexity of the dispute.

Yesterday's talks dealt mainly with issues which have arisen since they commenced and the parties have made progress in arriving at a formula to address some of these

ALAN FINE

issues, the mediators said.

Appropriately, the meeting was held on "neutral ground" at a Johannesburg hotel more or less equidistant from their respective head offices.

The union is demanding a R160 a month increase backdated to last April and a R450 minimum monthly wage, while the OK has offered R85 from this April.

Any agreement reached could have implications beyond merely the OK and its employees. One observer notes that such a settlement could set the wage increase benchmark for retailing in the same way as did the R85 Pick 'n Pay agreement which followed a week-long strike last May.

BUS DAY 20/1/87

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CAP TALKS 20/1/87 11:30/1402

OK, union start talks

JOHANNESBURG. — A quick settlement in the five-week-old wage dispute between OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) was unlikely, a spokesman for OK Bazaars said yesterday. Mr Gavin Brown, one of the mediators, said the scale of the current dispute and the complexity of the issues involved, meant a quick settlement was unlikely. He said talks between the two parties that started yesterday would continue today.

No early settlement to OK strike likely

An early settlement of the OK Bazaars wage dispute was unlikely, although some progress had been made in the mediation which resumes today, a spokesman for the mediators said.

Mediator Mr Gavin Brown said yesterday's proceedings had dealt mainly with issues that had arisen since the strike started and progress had been made in finding a formula to address some of the issues.

The issues were complex and a further statement would be issued in due course.

One important issue that would have been raised by the Commercial, Catering and Allied Workers' Union (Ccawusa) is the fate of about 100 members the

union says have been detained under the emergency since the strike began. About 500 union members have been dismissed during the strike.

On agreeing to mediation last week, Ccawusa called on OK management to help secure the release of the detained strikers.

Demands by Ccawusa members include a R160-a-month wage rise and a minimum wage of R450.

Although Ccawusa puts the number of strikers at 10 000, with the management figure being 7 000, an OK spokesman has said about 20 000 employees would be affected by a wage agreement between the two parties.



COSATU'S information officer, Mr Frank Mentjies.



ABOVE & left. Some of the delegates who attended the southern Transvaal regional congress of the Media Workers Association of South Africa in Soweto at the weekend.

Cosatu supports fight for change

Sweetman 20/11/00
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ADP

By JOSHUA RABOROKO

THE Congress of South African Trade Unions supported the black working class in their fight against oppression and exploitation by employers and all forms of apartheid on the shop-floor in South Africa, the federation's spokesman said at the weekend.

The information officer of Cosatu, Mr Frank Mentjies, said the feder-

ation was fully behind the striking workers at several OK Bazaar stores in their demand for a "living wage"

He was addressing more than 100 delegates who attended the southern Transvaal regional congress of the Media Workers Association of South Africa (Mwasa), held at the Lutheran Church Centre in Jabavu, Soweto

In his address, Mr Mentjies said the federation aimed at unifying and controlling the

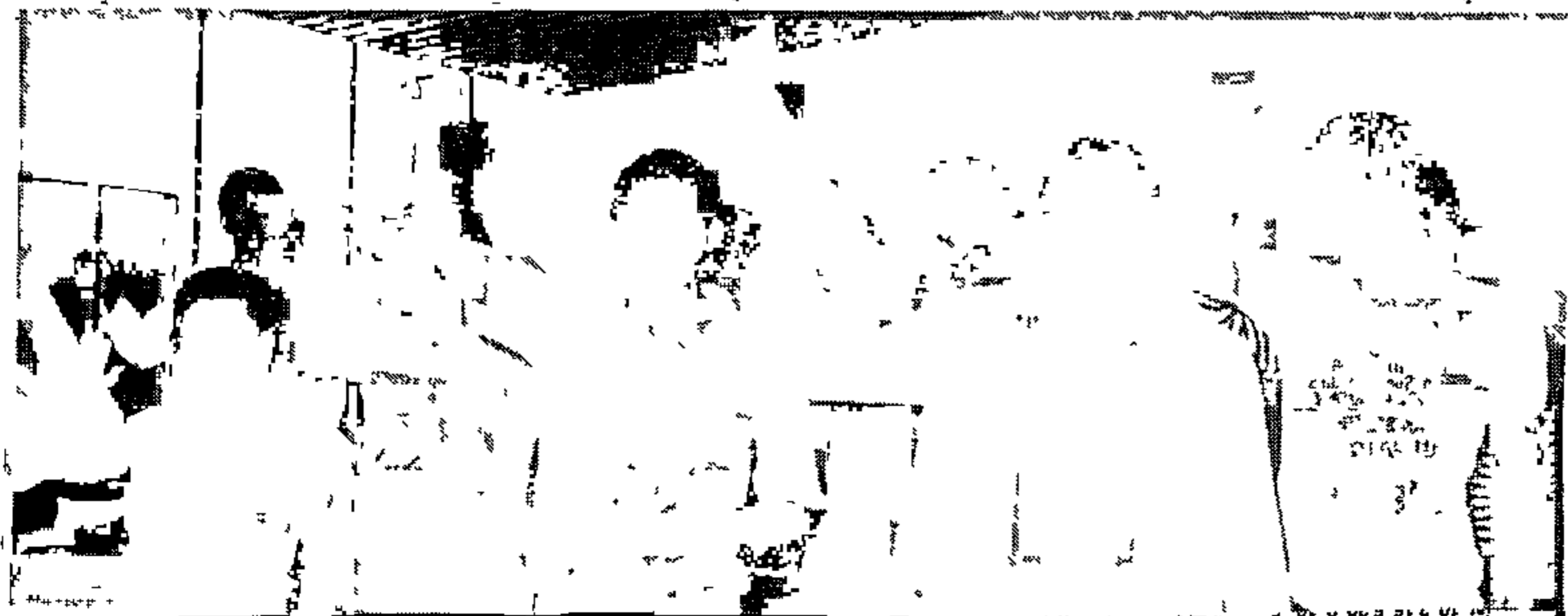
working class against exploitation by employers

He said although Mwasa was not an affiliate of any federation, his federation had similarities with Mwasa in their fight for the rights and protection of the working class. They will support Mwasa whenever members are in trouble, he said

He urged workers to unite on the factory floors because it was only through unity that they would achieve their national liberation

"We must fight employers who do not pay a living wage and demand that the profits they make out of our sweat should be ploughed back to us," he added

Cosatu also supported political campaigns, especially when black workers were discriminated against on the shop floors. This means, he added, that the federation supported workers' demands for political change in South Africa



AM Trip 20/11/87

News in Brief

1400

Mondi strike ballot

JOHANNESBURG. — The Paper, Wood and Allied Workers' Union (PWAU) is to hold strike ballots among its 1 500 members at five Mondi-owned board mills this week. This follows a deadlock in negotiations over wages and other conditions of employment for 1987. PWAU is demanding a 70c an hour across the board increase, while the company's offer ranges from 50c to 65c. A PWAU spokesman says Mondi's offer is the equivalent of 19% increases for workers in the bottom grades and just over 12% for those in the top grades. Mondi spokesman Mr Alan Young says that the company's offer would take the minimum wage up to R3,10 per hour, or R616 a month. He said that, when an improved leave allowance offer is taken into account, the increase in the bottom grades is 22%.

DD 20/11/87
Legal strike
looming
at mills



JOHANNESBURG — A legal strike is looming at five Mondi Board Mill plants around the country after a deadlock in wage negotiations for 1987

Management has offered increases of between 50c per hour and 65c per hour.

The Paper, Wood and Allied Workers' Union is demanding 70c per hour across the board. This amounts to a R32,20 per week increase, the union said in a statement.

It is also calling for the recognition of May Day as a paid holiday.

About 1 500 workers will be participating in strike ballots this week, the statement said — Sapa

1987

ARGUS 2/1/87

140A

Retrenchment date extended

Labour Reporter

DAIRY MAID has extended to February 28 the date for retrenchment of about 150 ice-cream sellers — which has caused a four-day strike at their Epping factory

The extension was announced yesterday by the acting manager, Mr J Loock

The Food and Allied Workers' Union had called for the retrenchments to be postponed until the end of March.

Mr Loock said: "The company has at all times been prepared to consult in terms of the agreed retrenchment procedure and by agreeing to an ex-

ension of the effective date of the retrenchments it is merely restating its previous position and allowing the union a renewed opportunity to consult where it failed to do so previously"

Mr Loock rejected a Fawu proposal that new mediators from both sides be appointed.

"Mediation on retrenchments is not contemplated at all by the retrenchment procedure agreed to with the union and any request by the union that the company submit to mediation is in breach of the agreed procedure and in the company's opinion entirely unreasonable," he said

4-1-87

140A

DAIRY MAID

For the latest weather information ☎ 46 1261

Mondi workers vote on strike

1401

176015 21118 7

Labour Reporter

WORKERS at Mondi Board Mills' Bellville plant vote today on a possible national strike over a wage dispute with the company.

A dispute with Mondi was declared by the Paper, Wood and Allied Workers' Union (Pwawu) on December 12 when national wage negotiations became deadlocked.

No conciliation board was appointed and when the statutory 30-day cooling-off period expired the union began the strike ballot among its members. Voting at Mondi's six other plants began on Monday

The ballot at the Bellville plant is expected to be completed tomorrow and a national strike could follow.

A Pwawu spokesman said today the union demanded an 80c an hour increase on the minimum wage. Mondi had offered 45c.

About 4 000 workers were taking part in the ballot Pwawu had 214 members out of 235 workers at Bellville, he said

Pwawu also declared a dispute last month with Nampak over wage negotiations
The required 30-day period expires at the end of January

Rothmans of Pall Mall



BY SPECIAL

Industrial parks aim to create jobs, but...

STAR 2/11/87

140A

~~140A~~

Trade unions set to fight waiving of work standards

THE proposed exemption of "free enterprise zones" from minimum labour standards is destined to lead to conflict with the trade union movement.

SA's leading trade union grouping, the Congress of SA Trade Unions (Cosatu), has expressed opposition to the removal of minimum wages and protective measures for these zones, which are also known as industrial parks

Private sector bodies involved in setting-up industrial parks are to meet Competition Board chairman Steph Naude tomorrow to discuss the application of the Temporary Removal of Restrictions on Economic Activities Act

LINDA ENSOR

The Act was promulgated early last year and empowers the President to temporarily lift restrictions on business Exemptions from deductions for the Workmen's Compensation Fund and the Unemployment Insurance Fund, as well as from Industrial Council agreements, fall within the Act's ambit

Representatives of the Small Business Development Corporation (SBDC), the Urban Foundation and Job Creation, a project jointly funded by the National African Federation of Chambers of Commerce and the Barlow Rand Foundation, will meet Naude

Industrial parks bring together small businessmen in a concentrated area and are intended to train entrepreneurs and to create jobs. The SBDC has nine such parks in various centres, with a total of 300 rentable units and an approximate workforce of 1 200

Cosatu education officer Alec Erwin said the union movement was opposed to the abolition of minimum wages and of health and safety regulations, especially in metropolitan areas.

"We will oppose it very strongly. All these parks will be doing will be creat-

ing profits for a few people at unlivable wages" He did not think the schemes would significantly contribute to solving the problem of unemployment, which, he said, could only be tackled by stemming the outflow of capital and increasing investment

But those involved in the projects say minimum wages and excessively high standards for buildings, machinery, health and safety inhibit job creation. It is better, they argue, for someone to be employed at low wages than to be unemployed

"In a situation of high unemployment one must decide how high a premium one must place on normal wages in a development situation," one said

SBDC MD Ben Vosloo says application of the Act will in many respects merely be legalising a de facto situation, in which local authorities have agreed to waive, for example, the need for licences. Negotiations with industrial councils have also secured exemptions from agreements in some areas.

There was agreement by those involved in the industrial parks that, rather than simply scrapping existing standards, authorities should introduce more appropriate regulations.

**STRIKE
threat
at five
paper mills**

2/11/67
140R

Labour Reporter

A LEGAL strike is looming at five Mondi Board Mill plants around the country after a deadlock in wage negotiations, says the Paper, Wood and Allied Workers' Union

A union spokesman said management had offered increases of 50 c-60 c an hour. The union was demanding 70 c an hour across the board which, said the union, amounted to a R32,20-a-week increase

'The union has rejected the company's below-inflation offer,' he said, adding that about 1 500 Mondi workers would vote in strike ballots this week

Mondi spokesman Alan Young said the company's offer would take the minimum wage up to R3,10 an hour, or R616 a month

'This is significantly above wages in manufacturing elsewhere,' he said. The mills are in Springs, Durban, Cape Town, Piet Retief and Felixton

OK strike talks halt for reportbacks

By Mike Siluma

Representatives of the Commercial, Catering and Allied Workers' Union (Ccaawusa) and OK Bazaars should begin reporting back to their principals today on the mediation proceedings which were adjourned yesterday. They are to resume talks on Tuesday.

In a joint statement last night the mediators said proceedings had been postponed to allow the parties to report back and consider their positions.

Earlier the mediators had said that because of the scale and complexities of the issues involved, no early settlement was likely.

Although the parties gave no details, it is likely the issues discussed yesterday included the reported dismissal of about 600 strikers and arrest of 103 under emergency regulations.

The UDF-affiliated Southern Transvaal Youth Congress yesterday supported the strikers in what it called their fight for "a living wage".

'Fire sale' claim strongly rejected

OK Bazaars yesterday strongly rejected claims by the former United States Ambassador to the United Nations, Mr Andrew Young, that the recent bomb blast at its Johannesburg branch was "a swindle".

OK Bazaars director Mr Allan Fabig said Mr Young was "naive" and "ill-informed".

"The overall effect on the South African public will be to reinforce the low esteem in which they hold most politicians," said an angry Mr Fabig.

In a speech in Harare, Mr Young had referred to the bomb blast as "more like a fire sale".

"People were not able to move their goods, so they created a fire and then had a smoke sale and dumped all their partially damaged goods and at least brought some money out," Mr Young said.

Handwritten notes: 152, 1401A, and a circled '3'.

Handwritten marks: a large 'X' on the left, a dot in the center, and another 'X' on the right.

Organisations meet to end violence

1401A
Soweto

IN a fresh move to stop violence among organisations, the Congress of South African Trade Unions (Eastern Province Region) has held a joint meeting with the United Democratic Front (UDF) and the Azanian Peoples' Organisation (Azapo) to discuss the ongoing violence in the Port Elizabeth townships.

The meeting which was held on Monday night, has been described by those who were involved as being

By NKOPANE MAKOBANE

"frank, open, very useful and long overdue"

It came in the wake of recent calls by black community leaders and organisations, as well as exiled leaders of banned organisations that violence in the township must come to an end

Organisations and individuals approached by the *Sowetan* yesterday

said the latest move by the feuding organisations was welcome and should be supported

Mr Nkosi Molala, president of Azapo, said his organisation welcomed the fact that this kind of a meeting had eventually materialised. He said it should actually be seen to set the precedent for similar

meetings in all other areas where conflict between the two organisations exists

"We believe this is the most mature method of conducting our struggle and resolving our problems. We call upon organisations to reflect on the example set by people in the Eastern Cape. We are happy that everybody at the meeting was satisfied that Azapo had not been involved in the recent violence in the area, but a certain group masquerading as Azapo and led by an expelled former member," he said

Dr Nthato Motlana, president of the Soweto Civic Association, said he commended parties that took part in the meeting. He said people should be urged to strive for unity and avoid the kind of strife that will benefit the enemy. Such meetings, he said, should in fact be held throughout the country

The Azanian National Youth Unity president, Mr Molefe Modiga, said his organisation appreciated talks that forge national unity

"We welcome this progressive step by Cosatu. The current violence has had reactionary tendencies and promotes the interests of the enemy more than the interests of the masses of Azania," he said

Mr Frank Meintjies, the national information officer of Cosatu, said the meeting was a positive step to address differences spilling over into violence. He said the ideological differences that exist should be contained within democratic discipline structures

CWIU

calls off stoppage

By Mike Siluma

22/1/87
Staw
About 100 members of the Chemical Workers' Industrial Union (CWIU) returned to work at Ciba Geigy, Kempton Park, yesterday after stopping work on Monday, a spokesman for the company said

(KOA)
The stoppage was in protest against the retrenchment of eight CWIU members

● Another retrenchment dispute, this time between the Food and Allied Workers' Union (Fawu) and Dairy Maid, continued in Cape Town yesterday

The dispute centres on a management decision to retrench 150 ice-cream vendors and its alleged refusal to negotiate with the union

● The results of a strike ballot among about 1200 Paper, Wood and Allied Workers' Union (Pwawu) at six Mondi Board Mills in the Transvaal, Natal and the Cape would only be known tomorrow, a union spokesman said. The workers are locked in a pay dispute with Mondi management

● Unknown people stole vital union documents on Wednesday night from the central Johannesburg offices of the Black Allied Construction Workers' Union, a union spokesman said

The documents included the mailing list and financial and membership records

SION

CMT-TMIS 22/1/87 140A 152

Strike prospects bleak

PROSPECTS for an end to the Dairy Maid strike remained bleak yesterday as management refused to negotiate the retrenchment of 150 ice-cream vendors with the Food and Allied Workers' Union. Although the company agreed to extend the retrenchment date to the end of March, they said the issue of retrenchments was a "business decision"

BUDDAY 23/1187

IN BRIEF

140V

Mondi strike ballot favours union action

EARLY results from the strike ballot at Mondri board mills show overwhelming support for strike action in support of union wage demands, according to figures supplied by the Paper, Wood and Allied Workers' Union (PWAU).

But industrial action is not a foregone conclusion as the union and the company are due to meet on Wednesday for further wage talks

PWAU has demanded across-the-board increases of 70c an hour, while Mondri offers range from 50c to 65c.

OK workers reject offer

23/11/87
WEEKLY MAIL 31
1401A
By SEFAKO NYAKA
THE Commercial, Catering and Allied Workers Union (Ccawusa) has rejected an OK Bazaars offer aimed at staggering increases over a period of more than a year.

The offer, made during the mediation talks this week, would theoretically have increased the OK offer from R85 to R90.

But both parties refused to discuss any issue relating to the mediation in compliance to an agreement both parties reached.

According to the agreement only Ccawusa's adviser, Charles Nupen and OK's adviser Gavon Brown could issue statements.

In a joint statement, Brown and Nupen confirmed that mediation proceedings had been adjourned to allow the parties to report back.

Meanwhile Ccawusa will hold several report-back meetings today.

Support for striking OK workers

THE Southern Transvaal Youth Congress yesterday pledged solidarity with the striking OK Bazaars workers. Mr Kgaogelo Lekgoro, Styco's publicity secretary, said his organisation was obliged to support the stand taken by workers because

SOWETAN Reporter

young workers are directly involved in the strike

Another reason, he said, was that young people are indirectly affected by the fact that their parents are on strike

"We pledge solidarity with the 600 Commercial Catering and Allied Workers' Union (Cca-wusa) members who were arrested during the strike and the 103 others who are being held under the emergency regulations

"We note the willingness of the trade

union and community organisations to work together in order to realise the workers demands for a living wage

"Styco calls upon its 35 affiliates, its entire membership and young people in the southern Transvaal to support the OK workers"

Sowetan 23/1/87
UWA

550 strike at Dairy Belle

Labour Reporter

HUNDREDS of workers at Dairy Belle went on strike yesterday in sympathy with the six-day-old strike by workers at their sister-company, Dairy Maid Ice Cream Corporation.

The sympathy strike by more than 550 members of the Food and Allied Workers' Union (Fawu) disrupted home milk deliveries in the Peninsula, but Dairy Belle management said yesterday that no other operations were affected.

According to the union, the strikers comprise more than 90% of the Dairy Belle workforce, and workers reported that production, home deliveries and the delivery of supplies to Dairy Maid had been halted.

Fawu members at Dairy Maid's other main suppliers, including the Tiger and Imperial Cold Storage groups, are also refusing to deliver goods to Dairy Maid in sympathy with

the strike and ICS workers in other centres have pledged to support the Dairy Maid workers.

The regional manager of Dairy Belle, Mr Martin Henning, said yesterday that the striking workers would be allowed to come back to work today if they gave assurances that they would be "reliable and disciplined" and would abide by the agreement between the company and the union.

But a Fawu spokesperson said Mr Henning had "torn up the agreement" at a meeting between union official and management yesterday and said he did not want the workers back today.

Meanwhile Dairy Maid management has asked the union to call off sympathy action at other plants before resuming talks over the retrenchment of 150 ice cream vendors.

Fawu said that it could not be expected to get Dairy Belle workers back to work if management staged a lock-out.

FINANCIAL
140A

MINING LABOUR

23/1/87

Setback for NUM

Attempts by the National Union of Mineworkers (NUM) to force a showdown with Gold Fields of SA (GFSA) over the mining house's wages and wage policies have run aground once again

NUM has been in dispute with GFSA for some months over two issues. One arises out of last year's Chamber of Mines wage negotiations. The other concerns GFSA's decision to implement wage increases on its mines in August last year without consulting the union.

In November the union temporarily gained the upper hand when it secured the blessing of the Industrial Court (IC) to conduct strike ballots at seven GFSA gold mines.

NUM went to the IC after GFSA agreed to its request to hold ballots at the Deelkraal, Libanon and West Driefontein mines — where NUM is recognised — but refused similar facilities at the Kloof, Venterspost, Doornfontein and East Driefontein mines which do not recognise the union.

Last week, however, NUM had a setback when the Supreme Court upheld an appeal by Kloof against the IC's decision. NUM was ordered to pay costs.

Second time

It was the second time within weeks that NUM's efforts to reach the point where its members can stage a legal strike on GFSA mines had been blocked at Supreme Court level.

In mid-December last year, as a result of the suspension of the IC's ruling because of the appeal, four NUM members employed at Kloof brought an urgent application in the Supreme Court.

They asked Kloof for an assurance that plans to hold ballots in mine hostels would not be interfered with. The matter was rejected by the Supreme Court on the grounds that it was not urgent.

The major issue of contention in the Supreme Court appeal was whether a union has the right to enter and use an employers' property to hold meetings and strike ballots. NUM raised several points in support of its argument that it does have that right.

These included that a union or its members cannot take part in a legal strike unless a ballot has been held, that a union may not delegate the power to take a ballot, and that an employer may not victimise an employee who belongs to a trade union or takes part in union activities either within or outside working hours.

These arguments failed to sway the court. "The fact that the union has a right and a duty to conduct a proper strike ballot does not mean that the legislature intended to give it the right to hold the ballot on the employer's property, or that it intended to place a duty upon the employer to permit the union to do the acts on its property," the court

found

NUM, which regards GFSA as its major employer antagonist, is hardly likely to let matters rest there.

But one thing must become increasingly clear to the union: unlike Gencor, against which it mounted a highly successful campaign in 1985, GFSA is proving a tough nut to crack.

STAYS
23/1/87
140/1

OK reacts to loss claim by Ccawusa

OK Bazaars said yesterday that any possible losses due to the present strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa) would only be known after the settlement of the dispute between the company and the union.

Thousands of Ccawusa members have been on strike at about 100 OK branches since mid-December in support of demands which include an across-the-board pay increase of R160 and a minimum wage of R450.

OK Bazaars' group personnel manager, Mr Keith Hartshorne said: "Our possible losses will only be known once the dispute has been settled.

"So far, our trading has been normal and we don't think we have lost much. We have alternative labour and the important point to note is that we are not paying the workers who are on strike."

● Workers at three out of five Mondi Board Mills affected by the pay dispute between the company and the Paper, Wood and Allied Workers' Union (Pwawu) had voted overwhelmingly in favour of strike action, the union said.

DD 23/1/87

OK, union mum on talks

JOHANNESBURG

INDA

Mediators between OK Bazaars and the union representing the 10 000 workers who have been on strike nation-wide for 34 days were tight-lipped in Johannesburg yesterday about the negotiations between the two organisations.

The negotiations, between OK and the Commercial, Catering and Allied Workers' Union's mediators, ended at 10pm on Tuesday after a two-day marathon session lasting — on each day — for about 13 hours.

Senior management for OK and Cawusa refused to comment on the issues discussed.

Both mediators — one from the Legal Resources Centre and the other a labour consultant — also refused to divulge what had been discussed.

They said the mediation had been adjourned until next Tuesday to consider their respective responses to the discussions.

According to a senior OK spokesman, both the chain store and Cawusa had left the "mediation entirely to our representatives."

The group personnel manager for OK headquarters, Mr Keith Hartshorne, said no money has been lost due to the strike.—Sapa

Vendors' retrenchment is postponed

DAIRY Maid has extended the date for retrenchment of about 150 ice-cream vendors — which has caused a four-day strike at their epping factory — to February 28.

The extension was announced this week by acting manager Mr J Loock

The Food and Allied Workers' Union (FAWU), acting for the vendors, had called for the retrenchments to be

postponed until the end of March

Mr Loock said this indicated the company's readiness to consult with the union on the issue

"The company has at all times been prepared to consult in terms of the agreed retrenchment procedure and by agreeing to an extension of the effective date of the retrenchments it is merely restating its pre-

vious position and allowing the union a renewed opportunity to consult where it failed to do so previously", he said

But he rejected a FAWU proposal that new people from both sides attempt to mediate the dispute

"Mediation on retrenchments is not contemplated at all by the retrenchment procedure agreed to with the union and any request by the union that the company submit to mediation is in breach of the agreed procedure and in the company's opinion entirely unreasonable," said Mr Loock

The union claims about 300 workers are on strike, but Mr Loock said the figure was 220.

— Sowetan Correspondent

Sowetan
8/3/87
160A

Our bloody Sunday rampage

UNION officials say they were forced to join a band of *witdoek* vigilantes for a crazy rampage through Port Elizabeth's townships last weekend in which at least two people died.

And, in a startling inside account of how vigilantes operate, they claim to have come into contact with security forces three times — and not once were they stopped from attacking people.

The police have denied any collusion with the vigilantes, saying "We are used to such allegations."

But members of the Paper, Wood and Allied Workers' Union (Pwawu), who say they were forced to join the vigilantes, insist that the band was seen by security force patrols, but were able to continue unhindered.

The Pwawu members — 14 shopstewards and officials — had gone to PE for a union meeting.

David Mabenzeza, East London organiser for Pwawu, said they were confronted at a party early on Sunday morning by vigilantes from Uitenhage armed with "pangas, sticks, home-made swords, and pick handles".

"They wore stockings or balaclavas over their faces, and white sweatbands

Reluctant 'witdoeke' tell of panga violence

Union officials recount how they were press-ganged into joining a roving band of panga-armed vigilantes who led them on a bloody rampage through township streets.

FRANZ KRÜGER interviewed them in EAST LONDON

around their heads," Mabenzeza said. "Almost all of them were wearing two-piece blue overalls like those worn by the *kits-konstabels*."

They told the unionists to go with them to a party for boys emerging from circumcision school. "We said we couldn't go but they took us anyway, telling us to walk in front of them."

As they left the house, one unionist said "No comrades, leave us. We are visitors" — but the vigilantes became angry and said "We are not comrades, we are Africans. We are looking for the 'comrades' who bum people."

Mabenzeza said "We thought they must be Azapo people, but there was no-one to help us

"They made us run to a group of about 20 people, also wearing white armbands."

A woman in the group pointed out a house allegedly belonging to a "comrade".

"They kicked open the door, dragged out a young man, and started beating him, asking him where they could find a man called Moli."

"The man took them to another house, where they did the same thing."

"Moli came out, and they started hitting him. He fell down and they carried on hitting and stabbing until he died."

"They were shouting 'We will clean up Port Elizabeth, there will be no more charterists, no more UDF!'"

Mabenzeza said he had thrown away

a stick he had been given as Moli came out of the house, and pretended to look for one to avoid being forced to participate.

Another of the shop stewards had also been given a stick and was beaten when the vigilantes saw he was not participating.

The band left the body where it lay, and moved to another street where another house was pointed out to them.

"They did the same thing, kicking the door until a young man of about 24 came out. They beat him as he came out, but stopped when one of the leaders said they needed some information from him."

"They asked about some other 'comrades', and he pleaded with them

— but they hit him again. I saw him try to escape, but they caught him and killed him in the street," Mabenzeza said.

He said the band moved through Boast Village, Red Location and White Location, raiding houses and beating people.

Mabenzeza said he realised the only way to escape would be to disguise himself as one of them.

"I gave one of them a cigarette and asked him for a white rag. I tied it around my arm, and went across to two vigilantes searching another house. When I saw they were both inside, I went around the back, jumped across the wall and ran away."

One of his colleagues, shop steward Hamilton Soga, stayed with the vigilantes, and said they had spoken of other bands acting at the same time, and they might have murdered other people. He said he had heard of a total of five deaths, but could give no details. The police have said only two bodies were found after the weekend's events.

Soga said they had come across security force patrols on three occasions, but the patrols had done nothing to stop them. On the first occasion, Mabenzeza said he had told the vigilantes "Here are the police," in the hope they would flee. "But they asked why I was afraid, and said I should just move out of the road as they wouldn't do anything."

Soga said there was another encounter with a Casspir, in which he claims the police had asked what they were doing and taken away one of the UDF supporters flushed out by the band.

Later on, the vigilantes were confronted by a large group of township residents.

"People started throwing stones, and many of those who were forced to join the vigilantes fled. But then we saw the vigilantes had guns, because they took them out and started firing."

The people still attacked, though, and the vigilantes also started to flee.

Azapo has denied its members were involved in the incidents. A statement issued by Port Elizabeth branch chairman Ngcobo Nguna said "We would like to advise the groupings that undertook such missions not to shield themselves by using the name of Azapo."

Major Eddie Everson, police liaison officer for the Eastern Cape, said the police were "used to allegations of police complicity."

He said the police "did not even know of the existence of vigilante groups."

"If there had been any encounters between such a group and the security forces, I would know about it," he said.

Murder dockets have been opened because two bodies had been found, he added, but nothing was known about the circumstances — Elnews.

230/1/187
WEEKLY MAIL
143

Sarmcol tells of rescue 'posse' plan

BTR Sarmcol management considered sending a posse of white employees into the company canteen to "rescue" 125 workers held there by strikers, Sarmcol administrative director John Sampson said this week.

He was giving evidence at the industrial court hearing of an application by the Metal and Allied Workers' Union (Mawu) for the reinstatement of 1 010 workers dismissed by BTR Sarmcol in May last year.

"Shortly after the strike began, I saw gangs of blacks and Asians armed with sticks and hoses going into departments at the factory to check no-one had escaped from the canteen and returned to work," Sampson told the hearing.

By JOHN GULTIG, Maitzberg - coloured and Indian staff had been threatened and forced to stand in front of the hourly-paid workers and apologise for not joining their strike. "They were terrified. We seriously considered sending a posse of whites into the canteen to rescue the staff, who were in effect being imprisoned there."

Sampson said it was this "extraordinary intimidation", the union's refusal to put a stop to it, and other factors that made the company "reluctantly" dismiss the total hourly-paid workforce. According to Sampson, Mawu indicated that the strike related to management's failure to conclude a recognition agreement with them. He

said that at this stage the union was in a "strike mode" and there was therefore no chance of any further negotiation. During earlier evidence, Sampson traced management's view of negotiations between Sarmcol and Mawu from March 20 to the mass dismissal of workers shortly after the strike began on April 30. He maintained that the company had remained willing to negotiate even though the union continually presented "bottom-line, no movement" proposals. During the hearing, two distinct pictures of the union recognition battle at Sarmcol have emerged. From the union's point of view, Sarmcol has been intransigent and sought in every way to frustrate attempts at recognition. Mawu says the company collaborated with the police to close down the local Kupugamu store (which sells cheap, high protein food), had tacitly or openly worked with police to prevent union officials from recruiting members, and had worked with police to have shop stewards arrested. Sarmcol, on the other hand, has said it believes the union has minimal support, and that the company has led the way with its liberal industrial relations policy. It denies closing down Kupugamu and says it was in fact largely responsible for its existence before the shop closed to make way for new buildings. The hearing has been adjourned to March 28.

Conflict over death probe

23/1/87

Bus Day

IN a novel move on industrial safety, the Chemical Workers' Industrial Union (CWIU) has set up its own commission of inquiry to investigate an accident in which one of its members died

But it has accused the victim's employer of failing to co-operate

The deceased, who worked for chemical cleaning firm Hydrochem, lost his life while cleaning a tank at the Silicate and Chemical Industries (S & CI) Maydon Wharf plant in Durban. It appears he suffocated after inhaling concentrated hydrogen gas.

The commission is made up of shop stewards from Hydrochem

ALAN FINE

and S & CI, the CWIU Natal branch health and safety officer and the union's general secretary.

A union statement says Hydrochem management has refused to release the shop stewards to sit on the commission

Hydrochem MD Mike Buchel says he does not see why it is necessary for the union to hold its own inquiry when investigations are being carried out by "competent authorities" — the SA Police and the factory inspectorate

The CWIU believes S & CI will co-operate.

Dairy strikers back at work

CAD TMS 24/187
1401
Labour Reporter

STRIKING dairy workers returned to work yesterday when Dairy Maid management agreed to consult the Food and Allied Workers' Union (Fawu) on the retrenchment of 150 ice-cream vendors, as it is required to do in terms of the company's agreement with the union.

A Fawu spokesperson said yesterday that the union had certain concrete proposals which could avoid the need for the retrenchments and it would present these to management soon.

Management also agreed to postpone the retrenchments to March 31.

In a telexed statement yesterday, Dairy Maid's regional general manager, Mr Bernie Maree, said the company agreed to the extension "purely as an endeavour to bring to an end the senseless industrial action and resultant loss of pay to those employees".

Packers sympathise with OK's strikers

Star 24/1/67

The 37-day-old strike by between 7 000 and 11 000 OK Bazaars workers nation-wide entered a new phase yesterday, with workers from several merchandisers refusing to supply OK with products

Mr Jay Naidoo, general secretary of the Commercial, Catering and Allied Workers' Union, which is in dispute with OK over wage increases, said merchandisers (or shelf packers) from several firms throughout the country had refused to work for OK

He said these included Premier Food Industries, All-Gold, Koo, Langeberg, I and J, Coca Cola, Nestle and Dairybelle.

The joint managing director of Premier Food Industries, Mr Norman Fowler, said that, out of the 134 units affected by the strike, they were only supplying

"those where there is no sign of intimidation".

"If there is any sign of intimidation, we do not supply or pack," Mr Fowler said

Spokesmen for the other companies whose workers are allegedly refusing to supply or pack for OK were unavailable for comment. Mr Naidoo said his union had not yet established where all these companies were.

Senior spokesmen for OK were unavailable for comment as they were in a meeting.

According to Mr Naidoo, 154 OK strikers had been arrested in terms of the emergency regulations, including 21 who were arrested in Port Shepstone on Thursday while picketing in support for a "living wage".

Mr Keith Hartshorne, group personnel manager for OK, said on Thursday that about 450 workers had been dismissed for "intimidatory behaviour".

However, Mr Naidoo said yesterday that he understood that at least 550 had been dismissed

"Solidarity action has increased with workers from various factories," Mr Naidoo said

The more-than-five-week dispute between Cawusa and OK is over a union demand for a minimum wage of R450 and an across-the-board increase of R160

South African Breweries has a major shareholding in OK, and Premier Milling and Johannesburg Consolidated Investments in turn have a major shareholding in SAB.

(NDA) DO 24/1/87

Saawu in King agreement

Dispatch Reporter

EAST LONDON — The South African Allied Workers Union (Saawu) has signed a recognition and procedural agreement with Radue Roller Mills of King William's Town, the managing director of the mills, Mr B A Radue, confirmed yesterday

A statement issued by the Border branch secretary of Saawu, Mr B Melitafa, said the agreement covered the main agreement, discipline, grievances, disputes, retrenchment and maternity procedural agreements

The statement said the agreement was the first recognition and pro-

cedural agreement signed in King William's Town

Negotiations with Radue Roller Mills started on December 2 after the union gained majority representation of 95 per cent of the workforce

The company has 187 workers, Mr Melitafa said.

Saawu said seven more agreements could be signed before June, adding that negotiations were continuing

The union said such agreements between workers and employers enhanced human relations in the work situation

to declare the organisation bankrupt.

money to support prices on October 24 1985, leaving estimat-

partner of Arthur Young and coordinator of the creditors,

million (R48-million) lent to the council

W/E Areas 24/1/87 (140A) (20/21/86)

Ccawusa takes on two big retailers

IN the past year the Commercial, Catering and Allied Workers' Union (Ccawusa) has taken on two of the biggest retailers in South Africa — Pick 'n Pay and OK Bazaars.

The Pick 'n Pay strike was settled after seven days of industrial action

Its end included (according to the usual reliable sources) a more than somewhat heartfelt appeal from Raymond Ackerman at the final 15-hour meeting which produced the settlement.

So far the OK strike has lasted 36 days and involves between 7 000 and 10 000 workers, depending on whose figures you listen to

Mr Keith Hartshorne, group personnel manager, says that 547 workers have been dismissed for "intimidation and breaches of the OK code of conduct."

He says that as far as he is aware at least 120 workers

had been detained

The strike has had little visible effect in the Western Cape — mainly because Ccawusa has relatively few members here — but the strike has evoked deep interest and concern among workers and unionists as two important issues are involved — "living wages" and the right to strike

Right to strike

Both are priorities this year for the Congress of South African Trade Unions (Cosatu), to which Ccawusa is affiliated, especially as the federation views aspects of the Draft Bill on labour relations as an attack on the right to strike

As these issues are common to all workers, it is not surprising that the Council of Unions of South Africa/Azanian Congress of Trade Unions alliance has given material support

Ccawusa has won some in-

teresting victories in its history, including an agreement at EMI that requires everyone in the company to call each other by their surnames, except by mutual agreement. Contraventions are subject to disciplinary action

According to one survey, quoted in the November issue of *Ccawusa News*, it achieved the highest average wage increases compared with all other unions in the first half of 1986 — 19,5 percent

'Enemy is capitalism'

The same issue of *Ccawusa News* also contains an interesting response to the UDF's call for united action with Cosatu to challenge the state of emergency and apartheid which shows that the union does not support "popular fronts" against apartheid and the two-stage theory for the creation of a socialist South Africa

"The popular front includes an alliance with a section of

LABOUR AFFAIRS
DICK USHER



the capitalist class, usually liberals. In this popular front there will be those who are prepared to fight against apartheid but not capitalism," it says, citing the PFP and National African Federated Chambers of Commerce (Nafcoc) as examples of such

"Our long-term aim is to form a socialist society and our enemy is the ruling class and capitalism

"The UDF call for an anti-apartheid alliance is problematic because it could include our class enemies, like Nafcoc and the PFP, and all those who are anti-apartheid but not pro-socialist"

New twist to strike at OK Bazaars

1401A
72
JOHANNESBURG—The 37-day-old strike by between 7 000 and 11 000 OK Bazaars workers nationwide entered a new phase yesterday with workers from several merchandisers refusing to supply OK with products.

Mr Jay Naidoo, general secretary of the Commercial, Catering and Allied Workers' Union, which is in dispute with OK over wage increases, said mer-

chandisers (or shelf-packers) from several firms throughout the country had refused to work for OK.

He said these included Premier Food Industries, All-Gold, Koo, Langeberg, I & J, Coca Cola, Nestle and Dairybelle.

Senior spokesmen for OK were not available for comment as they were in a meeting yesterday. — (Sapa)

Court battle for 600 Putco workers' jobs

By S'BU MNGADI

THE Transport and General Workers' Union has started a double Industrial Court battle with Putco for the reinstatement of 600 Durban South Putco workers dismissed between last October and December

TGWU lawyers this week filed papers directing Putco to reinstate the workers on terms and conditions no less favourable than those they had been employed under.

The union demands that the reinstatement be retrospective to the date of dismissal

One application arises from the closure of Putco's Durban South division and the dismissal of 350 workers between December 18 and 26

The TWGU argues that Putco acted unfairly in the manner in which it closed the division and dismissed the workers - refusing to negotiate with the union as provided in the recognition agreement signed by the two parties

The company also dismissed about 260 of its Durban South drivers on different dates between last October 30 and November 17. The union and the dismissed drivers have made applications in terms of Section 35 and 43 of the Act to get the workers reinstated

This application is still awaiting replying affidavits from the company - whose two-week expiry period has been extended

The drivers' dismissal stopped Putco's Durban South operation. Over 200 buses could not operate because there were no drivers

Before the union filed its applications for the drivers' reinstatement, the company had started training new drivers to take the place of those dismissed. The company stopped this when the union filed the application for the 260 drivers' reinstatement

Commuters' daily programs were disrupted by the dismissals, but some Putco buses continued to operate until November 22 - when drivers were threatened at gunpoint not to drive Putco buses in the townships any longer

After the threats the company did not allow its drivers to convey passengers in the townships concerned. It started transferring workers to other divisions - and the union claims this decision was taken without any consultation or negotiation with it

On November 5, management announced that Putco had decided to close its Durban South division and that this was not negotiable

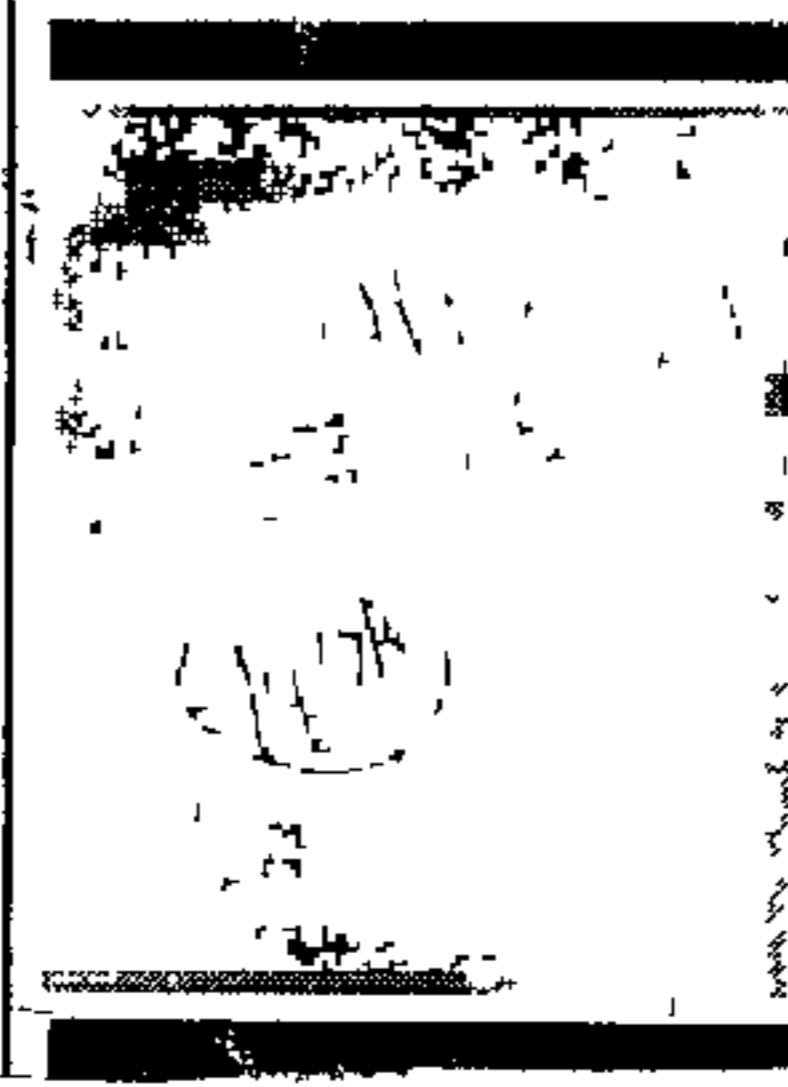
"The company adopted an intransigent, inflexible and rigid attitude on the issue of the closure. The company was not justified in adopting this attitude and in adopting it, it acted unfairly and its actions constituted an unfair labour practice," charged the TGWU

The union charged that the closure was not supposed to have occurred until the company had consulted with the union and the workers affected

The union says Putco should have invited it and the workers to make suggestions on how the company's difficulties could be handled or solved to prevent the division's closure and the workers' dismissal

The union's agreement with the company had provided for the pursuit of alternatives to closure or, failing such agreement, until bona fide negotiations had been exhausted

This application is also awaiting replying affidavits from Putco



THE Klerksdorp region of NUM elected new office bearers this week.

The chairman is Moses Gladile, who is restricted under the Internal Security Act.

Percy Dyonase, the present regional spokesman for NUM, was re-elected vice-chairman. Selomo Monethi is secretary and Solomon Rasemene is treasurer.

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(140A) e/Press 25/1/87

Saawu signs its 20th agreement

CP Correspondent

THE BORDER branch of the South African Allied Workers' Union signed a recognition and procedural agreement with a well-known East London candle manufacturer this week

The agreement is the 20th that Saawu has signed with companies in

the Border region

A statement by union assistant branch secretary William Sincayi said that Saawu was negotiating eight more agreements with the East London employers of the firm and these were expected to be ratified before the end of June

Negotiations with Price Candles of

South Africa in East London started in October 1986, after Saawu had gained an 80 percent membership from the factory's 62 workers

Sincayi said the signing of the agreement had involved the strong shop floor structure of the union and the Congress of SA Trade Unions, of which Saawu was an affiliate

140A E/Press 25/1/87

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Saawu secretary freed

25/11/84 Press
AFTER 25 days in solitary confinement, SA Allied Workers' Union East London branch secretary Boyce Melitafa has been released from detention under Ciskei security laws

Melitafa said he was released unconditionally last Friday "after a lengthy interrogation".

"I was told that I was being held under Section 26 of the Ciskei's Internal Security Act," he said

140A
Meanwhile, police confirmation of the continued detention in King William's Town of two other Saawu officials by SA security police could not be obtained

The union had issued a statement in which is said it saw the detentions as "damaging to the worker/management relationships this country is desperately in need of"

Another Saawu first

CP Correspondent

THE SOUTH African Allied Workers's Union has announced the signing of its first recognition and procedural agreement in King William's Town

The agreement, with Radue Roller Mills, covers disciplinary, grievance, dispute and retrenchment procedures, and maternity benefits.

Negotiations with Radue Roller Mills began in December after Saawu gained representation of 95 percent of the work force, Boyce Melitafa, the East London branch secretary, said

Melitafa said "Saawu is very concerned that there are still companies in King William's Town that are backward in the labour relations field

"We appeal to managers to follow the path laid by Radue Roller Mills"

OK suspends case against striker

CP Correspondent

MANAGEMENT of the main branch of OK Bazaars in Port Elizabeth has decided to suspend a disciplinary case against a striking shop steward, Maxwell Zokufa, until the nationwide strike is over.

Zokufa has been accused of violating the OK's code of conduct by preventing management to take pictures and the names of strikers in the canteen during a recent sit-in strike.

(21) (40A) Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) spokesman for the Eastern Cape, Patrick Klaas, confirmed management's decision, and said that the union had asked for the case to be postponed.

According to Klaas, Ccawusa's telephone in its East London office and the Cosatu telex machine were also cut off for a while, in an attempt to break down national communica-

tions.

(50) Star 25/1/87
On Thursday, two East London OK stores in Oxford and Cambridge street joined the strike, after holding a strike ballot.

In PE, four OK branches and one warehouse are involved in the strike, while the King William's Town, Grahamstown and Queenstown OK branches have also joined the strike. This brings the total number of striking branches to 119 countrywide.

Albums 26/1/87

Ice-cream vendors end strikes after more talks

Labour Reporter

THE strikes at Dairy Maid and Dairy Belle, two Imperial Cold Storage companies at Epping, have ended after a fresh round of negotiations.

ICS executives from Pretoria were involved in Friday's negotiations which ended the week-long strike at Dairy Maid and the strike at Dairy Belle which began on Thursday.

The strikes at the two plants were sparked when Dairy Maid last week gave retrenchment notices to about 150 ice-cream vendors and announced that four depots would be closed from January 31.

Mr P J Maree, manager of Dairy Maid, Western Cape, said the company had agreed to the request of the Food and Allied Workers' Union (Fawu) to extend the date of retrenchments to March 31.

The parties would consult further in terms of the retrenchment procedure which is part of the recognition agreement between Dairy Maid and Fawu.

"The company has agreed to the extension purely as an endeavour to bring to an end the senseless industrial action and resultant loss of pay to those employees involved in it," said Mr Maree.

"We trust that Fawu, given this renewed opportunity to consult the company in terms of the agreed retrenchment procedure, will do so in good faith and in the spirit and terms of the procedure."

He denied union claims that production at Dairy Maid had been seriously affected.

"Production during the strike has been normal and all deliveries, with the exception of retail vending, continued as normal during this period."

rubbish dump yesterday afternoon.

Cape Mail 27/1/87
Union official in court *1401* *321*

JOHANNESBURG. — Mr Moses Mayikese, 38, general secretary of the Metal and Allied Workers' Union, and three members of the Alexander Action Committee appeared in Randburg Regional Court yesterday. About 100 Mawu and Congress of South African Trade Union members attended the hearing. No charges were put to the four men and they were remanded to February 9.

... .. price fuel

Union tells of grisly death

(S)

(S)

(A)

MISS Truster Hlatshwayo, an employee of Empire Paper Waste, was killed on Friday when she slipped and fell into a shredding machine, the Paper, Wood and Allied Workers Union said yesterday.

27/11/87

Miss Hlatshwayo, a shop steward, died apparently from multiple injuries, the unions said in a statement

Inquiry

Phawu has asked to be present at the factory inspection which was expected yesterday, as well as at the subsequent inquiry into her death, it said.

It said workers had stated they would not wish to resume work until all the trucks and other machines had been inspected to make sure they were safe —

Sapa.

Strike talks

resume today

NW
27/1/87

Labour Reporter

MEDIATION talks to resolve the month-long wage strike by more than 7000 OK Bazaars workers resume today, says a spokesman for the Commercial Catering and Allied Workers' Union

The talks between Mr Charles Nupen, a labour lawyer attached to the Legal Resources Centre, representing the union, and Mr Gavin Brown, an industrial relations consultant representing OK Bazaars, adjourned last week

Mr Richard Blackwell, the OK's personnel director, confirmed yesterday that talks would resume today after the adjournment last week, 'to enable both parties to consider their positions'

The dispute is over workers' demand for an across-the-board increase of R160 a month with minimum wages of R450 a month

W/m. 28/1/47

140A

New union in all-race agreement

Labour Reporter

THE newly formed United People's Unions of South Africa — a breakaway from the South African Allied Workers' Union — has won recognition at two major factories in Durban, Mr Ashley Shezi, the union's national leader, announced yesterday.

The factories are Coca-Cola Bottling Co and Natyre-Bandag in Jacobs

He said the Coca-Cola agreement was 'unique' in that it allowed the union to recruit members of all race groups at the plant. In terms of the agreement the union could negotiate wages and working conditions for all its members.

Mr Graeme Comrie, general manager of the bottling company, said yesterday they saw the recognition agreement 'as a successful conclusion to several months of negotiation'.

Upusa, which was formed by Mr Shezi last year following a split in Saawu, now claims a membership of 'several thousand' throughout the country.

SOWETAN
Reporter

RIVALRY between two black trade unions has led to the death of two unionists and injury to seven others during violence in KwaThema over the past two days.

Mr Abion Sehubudu (30) a member of the Cosatu-affiliated Food and Allied Workers Union, was shot dead near KwaThema Hostel on Monday night and Mr Johannes Machabo (34), a member of the

Union feud 'led to killings'

United Workers Union of South Africa was hacked to death yesterday morning

The seven injured were all members of Uwusa. Four of them were admitted to the Far East Rand Hospital and three were treated and later allowed to go home. They were assaulted at their work in

Springs

Leaders of both trade unions have blamed each other for starting the violence, which they said was sparked by a misunderstanding at Jabula Food Company

The company's secretary, Mr J W Vorster, yesterday said he believed the incidents have been reported to the po-

lice. He declined to comment further on the matter

Shot twice

Cosatu's KwaThema branch information officer, Mr Daniel Magagula, said Mr Sehubudu was on his way to work when he was shot twice by people travelling in a kombi

He said they thought the crime was committed by members of Uwusa because of the on-going feud between the two trade unions at Jabula Food

"Our members have in the past been assaulted, apparently because they refused to join Uwusa. We hope to resolve the matter

soon," he said

Uwusa's deputy president, Mr Simon Magagula, said Mr Machabo was killed by a group of people outside his place of employment yesterday. The seven were injured last week

"Our members have since been suspended from work following these incidents and we

are worried about their positions," he said. He denied that their members have coerced Fawu members to join Uwusa

Mr Magagula said his union has initiated a meeting between the trade unions and the management of Jabula in an attempt to resolve the issue before there was more bloodshed

A police spokesman in Springs yesterday confirmed the killings and said police were investigating

28/1/87 (100)

5

OK, union resume talks

28/1/87
WAS 3/4
1401A

THE OK Bazaars and the Commercial, Catering & Allied Workers' Union (Ccawusa) resumed mediation yesterday morning after a week-long break.

Yesterday evening they were still locked in meetings.

It is believed both sides have moderated their positions since mediation, aimed at resolving the 41-day-old wage strike, which began on January 19. However, the gap between their proposals remains wide.

Business Day has received a copy of a pamphlet purportedly issued by Ccawusa saying the union is bankrupt. The pamphlet says Ccawusa "did not consider the con-

ALAN FINE

sequences the OK workers would suffer" while on strike. It appeals for donations from various charitable and church organisations and anyone else to help feed workers and their families.

Inquiries were directed to Ccawusa official Jay Naidoo at a Benoni telephone number, apparently that of the union's Benoni branch until it moved offices some months ago.

Durban-based Naidoo described the pamphlet as "obviously the work of someone's dirty-tricks department aimed at discrediting the union".

Azanyu

THE Azanian National Youth Unity yesterday said it was not involved in any black on black violence in the Eastern Cape and it was prepared to help root out inter-organisational violence in the area.

The organisation also announced that it has nothing to do with the Rev Ebenezer Magina and that he was not their member.

Azanyu was reacting to a statement by the Congress of South African Trade Unions (Cosatu), the United Democratic Front (UDF) and the Azanian Peoples' Organisation (Azapo) that vigilantes loyal to Azanyu and to the priest had been responsible for the recent attacks on residents in Uitenhage and Port Elizabeth.

Azanyu's financial secretary Mr Carter Seleke, said Azanyu was committed to unity and was prepared to serve on any committee that aimed at bringing an end to the on-going violence between black organisations.

The UDF, Cosatu and Azapo met last week after two people were killed and many relatives of UDF members were injured in Port Elizabeth's Red Location township.

Any person who claims he is a member of Azanyu and is involved in vigilante attacks is not one of us," Mr Seleke said yesterday.

He said Azanyu condemned any person or group that promoted black on black violence.

Family

Referring to the priest, Mr Seleke said Mr Magina was expelled by Azapo last year and had come closer to Azanyu.

But Azanyu never regarded him as a member and to our surprise and anger it appears an impression has been created that Mr Magina is a member of Azanyu," he said.

"He is not and we will never accept him as a member as we do not agree with many of the things he does," Mr Seleke stressed.

No part in black on black war

28/11/80

Seleke

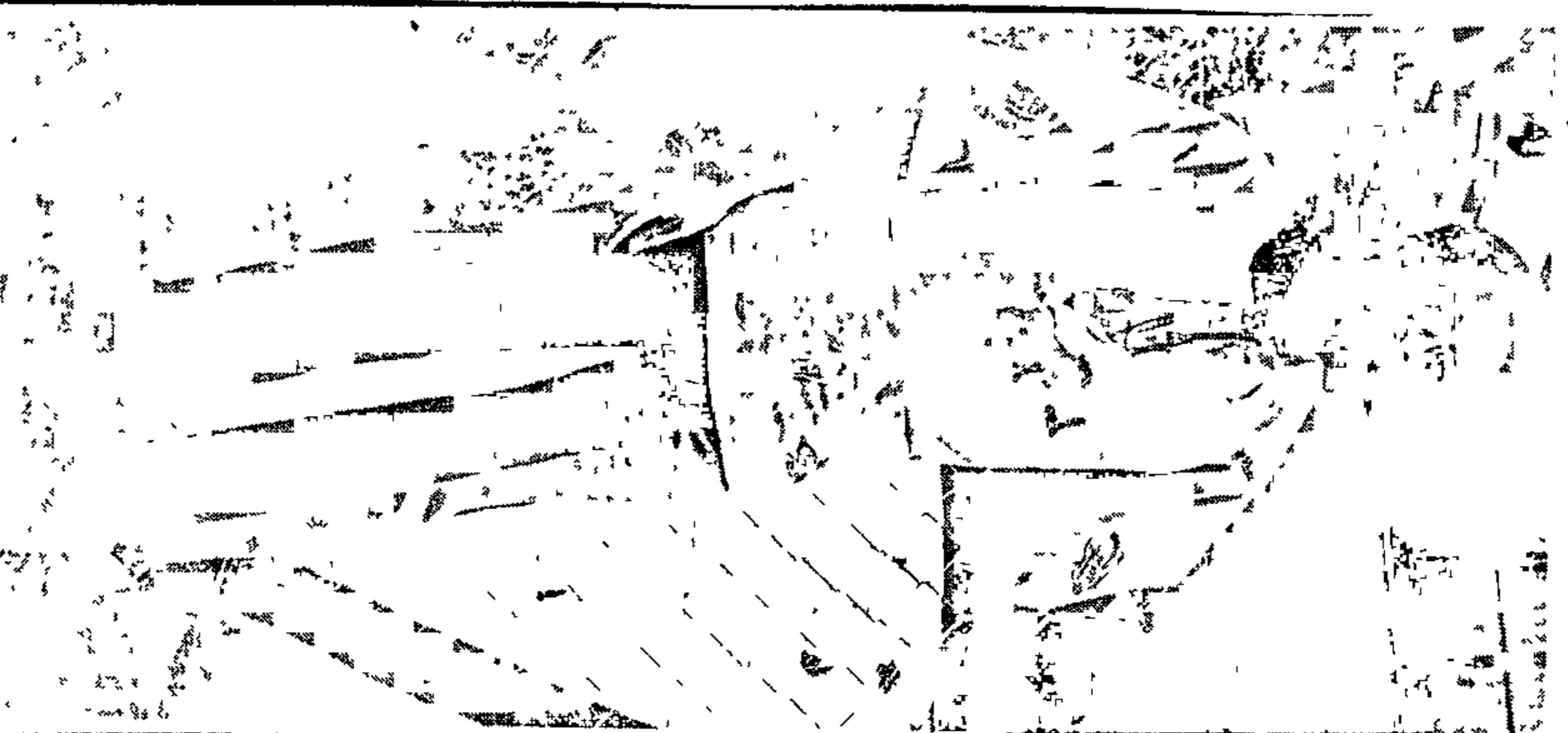
UDF

Killed

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Any person who claims he is a member of Azanyu and is involved in vigilante attacks is not one of us," Mr Seleke said yesterday.

He said Azanyu condemned any person or group that promoted black on black violence.



THE Rev Mzwandile Magina... disowned

Star 28/1/87

Workers stay away after woman's death

Workers at Empire Paper Waste in Industria had not returned to work yesterday following the death of a colleague who fell into a paper shredding machine on Friday, the Paper, Wood and Allied Workers' Union (Pwawu) said

A Pwawu spokesman, Mr Siphon Kubheka, said an inspection team including union representatives and an inspector of factories toured the factory on Monday

He said "most machines" were found not to be safe for use. A number of trucks were also found to be unsafe and would be sent for roadworthy tests, he said

He said it had been agreed that only drivers of roadworthy vehicles could resume duties

The chairman of Empire Paper Waste, Mr Shally Shalhav, could not be contacted for comment on the claims despite repeated attempts to reach him

MAY

Cosatu clashes with OK

By JOSHUA RABOROKO

ANOTHER confrontation is looming between the Congress of South African Trade Unions and the management of OK Bazaars over the country-wide strike by OK employees which entered its sixth week on Monday.

The Witwatersrand regional committee of Cosatu has warned OK that it will not remain "silent and docile" while workers were unjustly treated and exploited by employers"

Cosatu took this decision while representatives of the workers and management attempted to resolve the dispute during mediation which was adjourned last week and resumed yesterday

After mediation representatives — Mr Charles Nupen for the Commercial Catering and Allied Workers Union (Ccawusa) and Mr Gavin Brown for OK — issued a statement last week which did not give details of matters discussed, but said that an early settlement was unlikely

In reply OK management said "Once again we are not prepared to comment in depth on a statement with political rhetoric, veiled threats and insults. However, we would like to say at a time when the two parties are, supposedly with the support of Cosatu, attempting through mediation to resolve the dispute, it is both surprising and disappointing that Cosatu should release statements of this nature "

18/1/82
Sowetan

140A

140A

28/1/87
Star

OK strike talks are adjourned at critical stage

Mediation proceedings to resolve the five-week OK Bazaars wage strike by at least 8 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) were adjourned yesterday until Friday after reaching a "critical stage", the mediators said.

Ccawusa members at more than 100 OK Bazaars stores and warehouses have been on strike since December 17 to back demands including a R160-a-month pay rise, plus a minimum wage of R450 a month.

In a joint statement, mediators Mr Gavin Brown and Mr Charles Nupen said that at the point of adjournment, a number of items had been canvassed, but that talks had now focused on the issue of wages and had reached a "critical stage".

A two-day break in talks had been agreed to to allow the company to consider a response to an undisclosed union proposal.

● Ccawusa yesterday strongly rejected a pamphlet purporting to be from the union, and which appealed for money to "feed the OK strikers and their families during the strike".

Headed "Trade Union Bankrupt" and distributed in parts of the Reef, the pamphlet calls for help from Operation Hunger, the Northern Transvaal Council of Churches and the Catholic Church.

Union spokesman Mr Vivi Masina, said the pamphlet was clearly produced by people who wanted to "assist the class enemies of the workers".

● More than 30 workers arrested after a meeting of Ccawusa shop stewards in Benoni on Sunday had been released on R50 bail each and would appear in court today, the union said

● Management of the Goede-hoop colliery, near Witbank, were yesterday negotiating for a return to work by between 1 600 and 2 000 members of the National Union of Mineworkers.

Israel held secret talks with SA, says report

The Star's Foreign News Service

JERUSALEM — Israel's Defence Minister, Mr Yitzhak Rabin, is reliably reported to have recently held secret discussions in South Africa

The discussions are believed to have dealt with the two countries' extensive arms and strategic links. They are also understood to have concerned nuclear tests

The alleged visit took place against a background of mounting pressure from the US Congress on Israel to cut, or reduce its ties with South Africa, a leading customer for Israeli defence equipment and know-how. No reliable estimate is available of the value of these sales, thought to exceed R206 million a year.

Legislation passed by Congress last year required recipients of American military aid to halt all forms of military co-operation with South Africa within 12 months

At risk is the R3,7 billion in annual military assistance provided by the United States to Israel

The Defence Ministry in Tel Aviv would not comment yesterday on the Rabin trip, first reported in the current issue of *Newsweek* magazine, but a senior Israeli politician confirmed the visit had indeed taken place

According to this politician, Mr Rabin, a strong proponent of close links between Israel and South Africa, also discussed co-operation in the field of nuclear weapons tests

Israel has never confirmed widespread reports that it has amassed a considerable nuclear arsenal over the past two decades. The government would only state that it would not be the first to introduce such weapons into the Middle East

Western intelligence agencies believe, however, that a key aspect of its low-key, but highly important, strategic relationship with South Africa is the opportunity this provides for the testing of nuclear devices

● The South African Department of Foreign Affairs has denied the reports

A spokesman for the department today denied categorically that the visit had taken place



Morgan shielded Dil...

OK talks resume

MEDIATORS for the union representing at least 8 000 workers who have been on strike for 41 days at OK Bazaars resumed negotiations yesterday in an effort to resolve their wage dispute.

There have been conflicting reports by the national organiser for the Commercial, Catering and Allied Workers Union (Ccausa) strike, Mr Jay Naidoo and Mr Keith Harsthorne, group personnel manager for OK, about the number of workers on strike and the number of OK outlets affected

Strike

Mr Naidoo said "at least" 10 000 workers are out at 137 stores, hyperamas and warehouses nationwide, while Mr Harsthorne says only 120 units and "no more than" 8 000 are on strike

Company and union spokesmen refused to reveal the extent of the negotiations yesterday, but a source close to the mediators, said of last Monday and Tuesday's marathon discussions "We have four km to go but I would say we have covered eight centimetres" — Sapa

Cometan 29/1/81 1429

OK talks resume

MEDIATION proceedings to resolve the OK Bazaars strike continue tomorrow, after a two-day break in talks to allow the company to consider striking workers' undisclosed wage proposals.

The company expected to respond to the proposals at tomorrow's

sitting.

About 10 000 members of the Commercial Catering and Allied-Workers' Union of SA are on strike at more than 100 of the company's stores in demand of a R160-a-month pay rise. The company has, instead, offered an increase of R85 a month.

UNION LAUNCH

A NEW union for construction workers is to be launched in Soweto this weekend.

The launch is being spearheaded by the Congress of SA Trade Unions (Cosatu), to which the union will be affiliated.

Cosatu press officer Mr Frank Meintjies, said the new union would be known as the Construction and Allied Workers' Union (Cawu).

Members of the new union — said to number 30 000 — will be drawn from nine Cosatu affiliates, some of

which may soon be dissolved, according to the Cosatu official. This was part of the giant federation's drive to create industry-based unions.

Cosatu affiliates that will shed their membership include the SA and Allied Workers' Union, Transport and General Workers' Union and the Metal and Allied Workers' Union.

"The whole merging process is in line with Cosatu's resolution that there should be 'one union for one in-

dustry' and there is a big push that this should happen in time for our forthcoming congress," Mr Meintjies said.

Hundreds of delegates from all over the country are expected to attend the launch, which will take place at the Lutheran Diocesan Centre, Central Western Jabavu.

At the inaugural meeting a constitution will be adopted and an interim committee elected, according to Mr Meintjies.

The two-day meeting starts on Saturday.

140 A
Soweto
29/1/89

AGS 29/1/87

NATIONAL

140A

Big union for metal workers

By DICK USHER
Labour Reporter

MOVES to form a giant new union in the metal industry have reached an advanced stage and could be completed next month.

Discussions involve two unions in the Congress of South African Trade Unions (Cosatu) and a former Trade Union Council of South Africa (Tucsa) union with a total membership of about 100 000

They are in line with Cosatu policy of one union an industry, but the talks started in May 1984, well before the federation was formed

Unions involved are the Metal and Allied Workers' Union and the National Union of Automobile and Allied Workers, both Cosatu affiliates, and the Motor Industry Combined Workers' Union (Micwu), which broke from Tucsa in August 1984

Early talks were on developing greater co-operation between the three which had overlapping interests in the motor industry and often had to deal with jurisdictional disputes and in-fighting

Micwu's disaffiliation from Tucsa helped break down the caution of the other two unions, but disputes continued and the unions decided the only permanent solution would be for the unions to amalgamate. Talks started in earnest in May last year, after Cosatu had been launched.

Differences on the question of whether the union should cover the motor industry or the whole metal industry were resolved when Micwu membership supported the creation of one metal union

Final details still standing in the way of a merger are expected to be ironed out at a meeting in Port Elizabeth next month

Union building

A new trade union, the Construction and Allied Workers' Union (Cawu), will hold its founding congress in Soweto this weekend. It will be affiliated to the Congress of SA Trade Unions (Cosatu), and will operate in the construction sector.

The formation of Cawu, whose members will be drawn from a number of Cosatu unions, is a direct consequence of the labour federation's aim to establish one union to cover each industrial sector. An enabling resolution was adopted at Cosatu's inaugural congress in late 1985.

Cusa competition

Cawu will compete with the largest emerging union in the industry — the 45 000-strong Building, Construction and Allied Workers' Union, which is affiliated to the rival Council of Unions of SA-Azania Confederation of Trade Unions.

Cawu's initial 30 000 members, according to Cosatu, will come from: the SA Allied Workers' Union, Transport and General Workers' Union, Metal and Allied Workers' Union; Brick and Allied Workers' Union (formerly part of the National Federation of

FINANCIAL MAIL JANUARY 30 1987

Workers), General Workers' Union of SA, and the Port Elizabeth-based National General Workers' Union.

The congress, to be attended by delegates from all Cosatu regions with a maximum of two delegates from each affiliated union, will be something of a half-way stage in the establishment of Cawu. Delegates will elect interim office bearers and debate the new union's proposed constitution. Part of that debate will concern the number of delegates each region will be entitled to send to a "constitutional" congress to be held later in the year when full-time officials will be appointed.

□ See **Business**

Stores, factory strikes continue

Dispatch Correspondent

DURBAN — Workers at two Durban factories and at OK Bazaars stores and warehouses countrywide continued their strikes yesterday in support of demands for more pay

The stoppage by more than 1 200 employees at the giant Unilever plant at Maydon Wharf entered its seventh day while the OK Bazaars' strike dragged on to its fifth week

The sit-in by about 130 workers at the Coates Brothers printing ink factory at Isipingo entered its second day yesterday

The general manager of Coates Brothers, Mr Dennis Jordan, said negotiations with the Chemical Workers' Industrial Union (CWIU) were continuing. "We are surprised at the precipitous action taken by union members in staging the sit-in," he said

A spokesman for CWIU, Mr Rod Crompton, said the union was surprised that the company could call the strike action precipitous when negotiations had been dragging on since October last year

Commercial Catering and Allied Workers Union members at more than 100 OK Bazaars stores and warehouses have been on strike since December 17 to back demands including a R160-a-month pay rise, plus a minimum wage of R450 a month OK has offered an R85 monthly increase

Sapa reports that a small branch of OK in King William's Town has joined the strike

According to Sapa's correspondent, 20 workers have joined the strike, but an OK spokesman said only 13 workers there had stopped work.

15/04/87
30/1/87

Six-week OK strike is entering crucial stage

140A

THE MEDIATION between the OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) scheduled for today could well be the session that will make or break any prospect of a strike settlement in the near future. This week, as it reached the six-week mark, the strike became the longest-ever in retailing.

In terms of man-days lost it is by far the largest retail strike ever. Using the most conservative figures available, the cost is close to 300 000 man-days (total man-days lost due to industrial action last year was 1,2-million, according to one estimate).

Certainly both sides have taken the mediation exercise seriously. This is evidenced by the fact that it is still continuing at all. In addition, as is clear from the absence of any detailed Press reports of the proceedings, both have kept to their undertaking to keep them at a low profile.

Positions moderated

Nevertheless, there are certain signals which indicate the state of play.

Both sides have moderated their positions. Prior to mediation the wage aspect of the union demand — the most important area of dispute — stood at a R160 per month wage review backdated to April 1986, and a minimum monthly wage of R450. The OK had offered R85 from this April.

In addition, the union had demanded the scrapping of the "anniversary date" system, whereby employees receive their increases on the anniversary of their joining the firm. These are the two principal obstacles in the way of a settlement.

The review issue arises from a clause in the 1986 agreement where the OK undertook to reconsider 1986 wage levels should their profits increase. The company now argues that, even using the most favourable definition of profit, the increase was only just over R200 000. If this entire amount is dis-

ALAN FINE

tributed to workers, it would mean less than R1 per person per month.

The union argues that, because profits rose at all, the company is obliged to meaningfully review 1986 wages.

The OK may be prepared to offer a once-off payout in this respect, but it would represent only a minuscule proportion of the union's expectations.

The next obstacle is a wage offer whereby all workers receive raises at the beginning of the wage increase cycle. Any such offer will be substantially lower than the R85 previously on offer, because of the cost implications of implementing increases in April rather than staggering them throughout the year.

All-in-all, the two remain far apart. And the OK strike is a critical one, and not only because of its magnitude. Unions and employers throughout SA are watching it closely and the result will have a marked effect on their respective fortunes during 1987.

A clear victory for Ccawusa will be a shot in the arm for union wage bargaining, particularly as the Congress of SA Trade Unions (Cosatu) has decided to launch a major campaign for "a living wage". Defeat for the OK workers, on the other hand, is likely to encourage tougher employer responses to perceived unreasonable union demands.

The prospects for a compromise settlement in the foreseeable future cannot be completely ruled out. But no one is holding their breath for it. And should these talks collapse, the war of attrition will intensify.

In order to survive, Ccawusa will have to begin thinking about finding strike funds for its members.

Thus far, the refusal by workers in some food factories to handle goods destined for the OK has been only a minor irritant. So Ccawusa will look towards more support from other unions. And affiliates of both Cosatu and the Cusa/Azactu grouping are meeting this weekend to discuss just this.

Mediation in OK strike to resume

39/11/81 15:00
Mediation to end the five-week-old OK Bazaars pay strike resumes today when management is expected to respond to an undisclosed Commercial, Catering and Allied Workers' Union (Ccawusa) proposal. (140)

Talks, which presently focus on wages, were adjourned on Tuesday after reaching a critical stage, according to mediators Mr Charles Nupen and Mr Gavin Brown.

Between 8 000 and 10 000 Ccawusa members have been on strike since December 15 over demands for a R160-a-month pay increase as well as a minimum wage of R450 a month.

They have rejected an OK offer of R85-a-month.

NUM steps in as mine violence mediator

140A
13/Day
30/1/87

ALAN FINE

IN an unprecedented attempt to break the cycle of violence at the President Steyn gold mine near Welkom, management and the National Union of Mineworkers (NUM) have agreed the union should step in to mediate

While the NUM has previously participated in inquiries into mine violence, it has never played a leading role in attempting to end it

NUM OFS regional officials were took part yesterday in mediation attempts They addressed workers and then went into a meeting with management

Ten people have died since Sunday night in what an Anglo spokesman calls a "desperate situation"

The focus of the violence between Sotho and Xhosa miners has shifted from the No 2 to the No 1 shaft hostel since the resignation of 2 000 Xhosa miners on Tuesday At least one of the deaths involved miners on the underground shift

In the latest fighting, says Anglo, three employees were killed and 21 injured in sporadic incidents on Wednesday night The spokesman says the mine is in a state of heightened tension.

It is unclear whether the violence is related to that which occurred in December in which 29 died

Advocate R Zulman, who is conducting an inquiry into the violence, is expected to present an interim report soon

Talks to end OK strike deadlock resume today

39/1/87
1407
E. L. B. 77

JOHANNESBURG — Mediation to end the five-week-old OK Bazaars pay strike resumed today when management is expected to respond to an undisclosed Commercial, Catering and Allied Workers' Union (Cca-wusa) proposal

Talks which presently focus on wages, were adjourned on Tuesday after reaching a "critical stage", according to mediators Mr Charles Nupen and Mr Gavin Brown.

Previous mediation sessions had looked at issues that have arisen since the strike began, which would have included the arrest and dismissal of workers during the course of the strike

Between 8 000 and 10 000 Cca-wusa members have been on strike since December 15 to support demands including a R160-a-month pay increase as well as a minimum wage of R450 a month

... follows fighting which broke out at the No 1 hostel on Tuesday night in which three miners died and the stabbing to death of a miner at the shaft's concession store on Wednesday. - Sapa.

2 000 end strike

BETWEEN 1 600 and 2 000 workers at the Anglo American-owned Goedehoop Colliery near Witbank this week agreed to end a seven-day work stoppage after management agreed to suspend an "Induna" accused of fomenting ethnic divisions on the mine.

A National Union of Mineworkers spokesperson said the workers agreed to resume work while a board of inquiry investigated the allegations against the Induna.

She said over 2 000 workers went on strike last week to demand the Induna's removal on the grounds that he had attempted to instigate faction fighting on the mine.

An Anglo American spokesman confirmed talks had taken place this week but had not heard the outcome. He said 1 600 workers stopped working. - Sapa.

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TURRET

OK, SAP deny any harassing of strikers

ALAN FINE

THE OK Bazaars and the SAP yesterday responded to claims by the Commercial, Catering and Allied Workers' Union (Ccawusa) that there has been widespread police intimidation and harassment of workers involved in the OK strike, as well as intensive collusion between the company and the security forces.

Ccawusa has said about 1 000 strikers have been held by police since the strike began more than seven weeks ago. Hundreds have been charged with contravening minor municipal by-laws, while 161 have been detained in terms of the emergency regulations.

The union also said police had visited its offices throughout the country since the strike began.

Last week in PE, security police burst into a general meeting of OK workers and told them they were not allowed to picket, that they were going to lose the strike, and that they must return to work soon or face arrest.

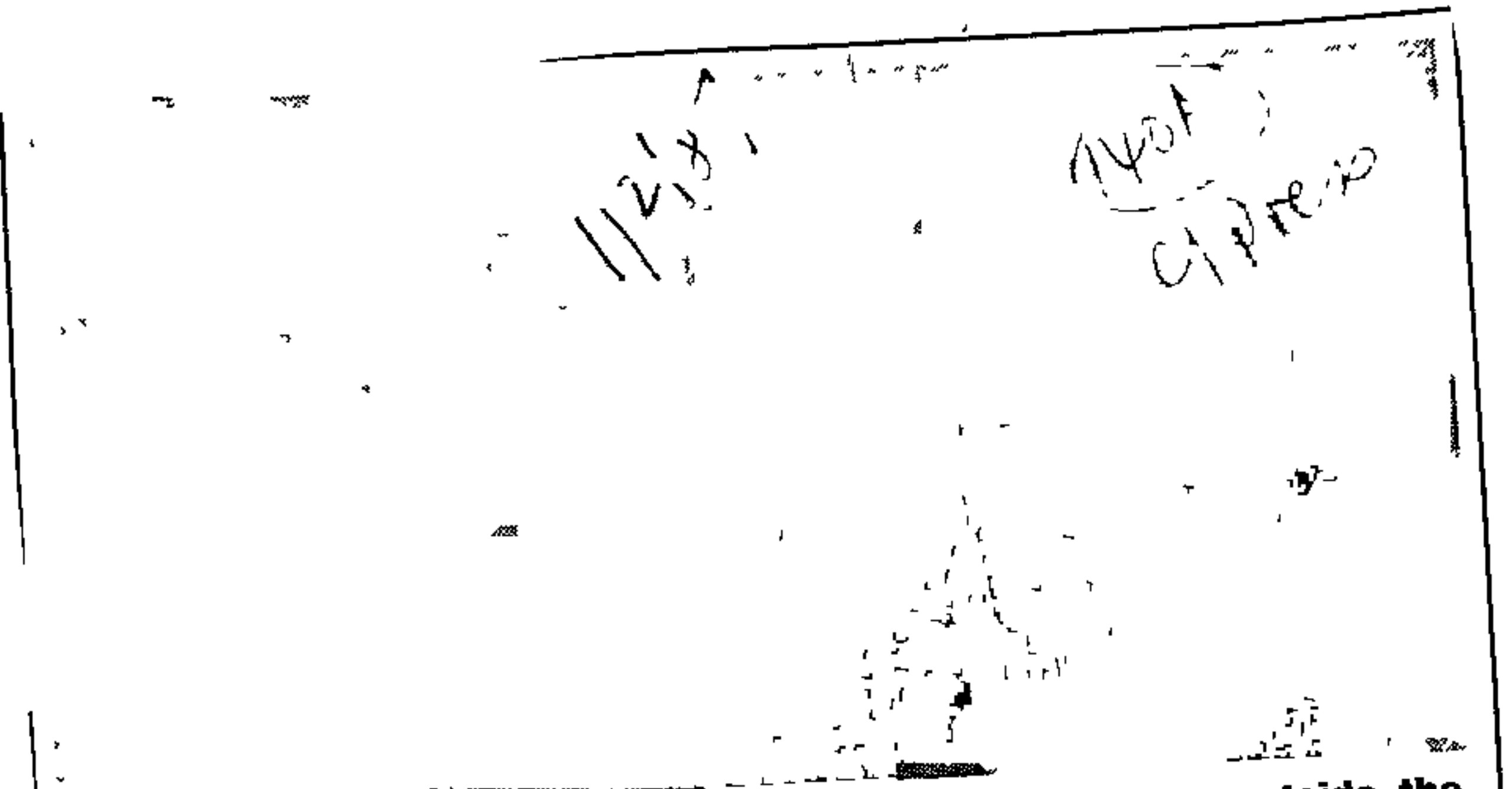
On Saturday, Ccawusa's Johannesburg offices were raided by security police and several officials were questioned and photographed.

The SAP did not respond to each allegation, but said police "do not harass and intimidate persons or organisations". A SAP spokesman said: "If any police action is taken, it is because there is good reason to do so, not because of anyone's affiliation to an organisation or union."

OK spokesman Alan Fabig denied any collusion as alleged by the union. He said police had been called only when laws had been contravened, as in the case of assaults.

□ An OK management team led by MD Gordon Hood is due to meet Law and Order Minister Adriaan Vlok today to discuss the arrests and detentions of OK strikers.

11/2/81
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CIPRE-10



Supporters of Mawu general-secretary Moses Mayekiso outside the Randburg Regional Court this week.

Mayekiso in court

METAL and Allied Workers' Union general-secretary Moses Mayekiso and three Alexander Action Committee members, appeared in the Randburg Regional Court this week. No charges were put to the four, and they were remanded in custody until February 9 - Sapa

STARTLING accounts of violent battles between miners and gangs of thugs using mystery cars, guns and dynamite sticks to smash the National Union of Mineworkers are some of the claims made in a new report on the causes of violence on SA mines

Inter-group violence on the mines is as old as the industry and the causes are complex. But the report notes that a sinister new factor may have played a role in the latest eruption of "faction fights" which has left 124 miners dead in the past year - the use of vigilantes to weaken NUM on the mines

The report - based on an extensive joint inquiry by researchers from Anglo American and NUM and independent academics - contains information so controversial that it has not been made public and could only be obtained from sources outside Anglo and NUM

Interviews conducted during the inquiry on Anglo's massive Vaal Reefs mine show a widespread belief among workers that local management or tribal indunas last year hired "Russians" to foment faction fights on the mine

Workers told the researchers of mystery cars that arrived at mine hostel gates at night full of blanket-clad "Russians" - traditionally a gang of criminals made up of migrant workers from Lesotho - who attacked Xhosa workers, hoping to start a faction fight

Whether Anglo American accepts the report's authenticity and its recommendations is not clear. An Anglo spokesman said he was unable to respond to detailed questions about

Mine fights: 'Who backs the Russians?'

the alleged role of "Russians" in faction fights

He said it was the corporation's policy that "it is inappropriate to publicly debate such sensitive issues especially as it was agreed by both itself and NUM at their commencement of this joint study in 1986 that its findings would be confidential"

But the spokesman did deny that management knew of a vigilante gang called "Fito" on Free State mines

Responding to allegations that tribal dancers were used to break a canteen boycott, he said "There is no truth in the allegation. As far as we are concerned, a spate of faction fighting was sparked by workers, including union members, enforcing a boycott which other workers took exception to"

The report says NUM officials claim workers told them they had been offered R500 to help begin fights

"Long historical tribal differences between black people are being used and projected further by management. The NUM has played its role in uniting workers. Management is scared of this unity and can't destroy it alone. Now management buys outsiders," a Vaal Reefs worker told the inquiry

Workers told of a gate being left open at the Western Deep Levels Mine No 9 hostel through which Russians entered and attacked Xhosa residents

When workers retaliated by marching on the home of the Russians' "King" in Klerksdorp, known as "Kimberley", he defended himself by using "explosives identical to those used underground" - further fueling workers' suspicions

The report noted that managers may make use of the induna network to recruit the gangsters

Free State miners have also complained that the President Steyn mine hostel manager encouraged non-union members to set up an organisation called Fito. Miners say Fito was responsible for starting the fighting which left 29 workers dead at the mine last year

Workers from the Free State Geduld mine complained that a group of thirsty traditional Pondo dancers were encouraged after a performance to break a boycott of the mine's beer halls

"Armed Pondo dancers allegedly moved into the bar. Black hostel officials were seen buying liquor for them. On coming out, the boycotters were ready for them. The fight between boycotters and the dancers

had to assume ethnic dimensions," the report quoted workers as saying

Workers from a number of mines said the escalation of faction fighting last year coincided with heightened tension between workers and management over impending wage negotiations

One old worker told the researchers that before the advent of the union management did its best to prevent the fights but now the advantages of weakening NUM outweighed the loss in production time that the fights caused

Union officials claimed the dismissal and voluntary repatriation of workers after faction fights such as the mass exodus of workers from the Gencor-owned Beatrix mine after fighting this year - the biggest repatriation of miners ever - suited employers as the union had to begin organising the mine from scratch

Perhaps the most surprising aspect of the report is that some management spokesmen appeared to concede that the allegations had some validity

Asked about the role of Russians, a management spokesman said "The 'Russians' are a reality, a Mafia-type organisation that uses all kinds of weapons, including explosives, and they could be hired by any-

body. The possibility exists that segments within the mining context did use them. Also, workers could have justifiably suspected collusion between the 'Russians' and management as the gang leader 'Kimberley' did offer his service to Vaal Reefs"

The allegations were so pervasive that the report noted that though Anglo American had adopted a "realistic and enlightened" policy to NUM, there was "evidence of conservative elements within mine management ranks"

"These elements had brought management into dispute through their actions and their words"

Though vigilantes were not the only factor behind inter-group violence - the report deals with compound conditions, migrant labour, use of tribal indunas and mine police, job domination by one ethnic group and a host of other grievances - their existence was serious enough for the inquiry to recommend a regular and independent audit of the "social practices and policies" of individual mine managements

● Already the report has become an issue of dispute. It was apparently completed last May - but wrangling over its provisions prevented its formal adoption. This was followed by a mini-advertising war earlier this year in which each party took out newspaper ads blaming each other for the conflict

Meanwhile, Anglo has set up its own commission to look into the causes of "faction fights" and NUM has vowed to set up defence committees in the hostels to protect their members - Agenda Press Services

CAPE TOWN. 3/2/87
152
1401A

Mondi workers strike

Own Correspondent

JOHANNESBURG. — Members of the Paper, Wood and Allied Workers' Union (Pwawu) have begun a legal strike at five Mondi board mills in support of demands for a 70c-per-hour wage increase.

The mills affected are at Bellville, Felixstone (Northern Natal), Springs, Umgeni and Piet Retief.

A meeting between the company and the union to discuss the deadlock has been scheduled for today.

A union spokesman said the strike involves 1 800 workers. Pwawu said a protracted strike would adversely affect production at Mondi as there were no stockpiles of goods.

However, a Mondi spokesman said production would resume today at Umgeni, Piet Retief and Springs, using "existing logistical staff". He added that, in the event of a protracted strike, the company had made contingency plans to protect customers' interests.

Mondi said that its wage offer would take the minimum up to more than R600.

Fund-raising for OK strike

ALAN FINE

TWO Commercial, Catering and Allied Workers' Union (Cawusa) officials leave today on an overseas trip to raise funds for the thousands of members who have been on strike at OK Bazaars for the past seven weeks.

Union president Makhulu Ledwaba and OK shop steward chairman Gabriel Sidlayi are scheduled to visit union, church and other organisations in the US, UK, Switzerland, Germany, Holland, France and Scandinavia.

Cawusa and the Congress of SA Trade Unions (Cosatu) are convening a meeting this weekend of shop stewards representing companies directly or indirectly owned or controlled by Anglo American, which has a financial interest in OK. The meeting will discuss intensifying pressure on OK through other Anglo companies.

But union spokesmen denied that these steps necessarily meant that they envisaged the strike continuing for a long time, or that the mediation process was considered a failure.

Cawusa is arranging a series of meetings of OK workers to consider a new and

● To Page 2 →

OK strikers aim at Anglo

"final" wage offer from OK. They are due to respond next Friday.

Ledwaba said funds raised overseas would be used to assist workers for the period they have already spent on strike as well as for any possible future period. The union is apparently keeping its options open.

The weekend meeting — which will involve Cosatu affiliates in the mining,

← ● From Page 1
food, chemical, paper and metal industries, as well as other shopworkers — is to consider "appropriate responses" to the strike. This could include the "blackening" of deliveries to the OK. Anglo has previously told Cosatu that OK management is autonomous and it has no power to intervene in the dispute. But Cosatu is not convinced.

5/2/81
B Day
140A
152

5/2/81
B Day

Legal strike at five Mondi mills ^{3/2/87} ~~12~~

MEMBERS of the Paper, Wood and Allied Workers' Union (Pwawu) began a legal strike yesterday at five Mondi board mills in support of demands for wage increases of 70c per hour.

The mills affected by the strike are at Felixstone (northern Natal), Bellville (Cape), Springs (Transvaal), Umgeni (southern Natal), and Piet Retief (Transvaal).

A meeting between the company and

ALAN FINE

the union to discuss the deadlock has been scheduled for today.

A union spokesman said the strike involved 1 800 workers. Pwawu said a protracted strike would affect production at Mondi adversely as there were no stockpiles of goods in storerooms.

140A ● To Page 2

B/Daw

Three mills 'won't stop output'

However, Mondi spokesman Dave McDermott said that production would resume today at Umgeni, Piet Retief and Springs using "existing logistical staff".

He added that, in the event of a protracted strike, the company had made contingency plans to protect the interests of customers.

Workers have indicated their intention to stage sit-ins during the day. The Mondi spokesman said that provided strikers kept away from production areas the company "is relaxed about it".

He said that the possibility of today's meeting resolving the strike "depends on Pwawu's attitude".

He said management was committed to negotiation.

McDermott said management's offer,

140A ● From Page 1 as a total package, was in excess of 21%.

As well as wage increases, a shift allowance increase of 40% was offered and leave was increased by more than 34%, he said.

"We have offered a basic minimum increase of R20,70 to immediately take the weekly wage to R140,30, and a further increase of R2,30 to R142,60 effective from July 1.

"The minimum rates of pay will be above R600 a month, and this does not include shift allowances and bonuses. Consequently on average all employees will be earning more than R600 a month," he said.

Building union formed

3/2/87
DD
JOHANNESBURG — A new union in the building industry, the Construction and Allied Workers' Union (Cawu), was launched in Soweto at the weekend

Cawu will be affiliated to the Congress of South African Trade Unions (Cosatu).

It was set up in terms of Cosatu policy to form broadly-based industrial unions. Cawu members were previously members of seven other Cosatu affiliates.

Cawu's interim president is David Ngcobo, a shopsteward at Grinaker Construction and formerly a member of the national executive of the Metal and Allied Workers' Union — DDC

Govt to appeal

JOHANNESBURG — The government gave notice yesterday of its intention to appeal against a judgment in the Rand Supreme Court last week which overturned its ban on African National Congress related activities, a government spokesman confirmed.

Brigadier Leon Mellett, spokesman for the Minister of Law and Order, confirmed that both the minister and the Commissioner of Police had given notice of their intention to appeal against the ruling.

Last week an order barring publication of information on unlawful or banned organisations was declared invalid. — Sapa

Factory closed, workers told

Labour Reporter
ABOUT 300 workers at Park Lane Shirt and Clothing Manufacturers in Pinetown arrived at work yesterday to be told that the factory had been closed

When a Mercury team ar-

rived at the Swanfield Road factory, groups of shocked workers were milling around the gates pondering their future

Others waited in the canteen for officials of the Garment Workers' Industrial Union

However, a spokesman for the liquidators — Mr Les Matuson and Mr Alan Bruce — said negotiations were taking place with 'certain parties' for a take-over of the company

'We expect to have some indication today of whether we can continue operating the factory and thereby saving the jobs of our employees,' he said

He said the company had been liquidated in October last year, but it had been kept open in the hope that a prospective buyer would be found

In spite of its difficulties, the company had been able to give its employees a Christmas bonus at the end of last year, he said

Hardship

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, said the workers had been sent home yesterday pending the outcome of negotiations for a take-over

'They were told to return on Wednesday, when they will be informed one way or another whether their jobs have been saved

'We only hope that the company can be saved. Putting people out in the streets is not going to help. It will cause tremendous hardship to many families. Some have given the company faithful service, in some cases well over 25 years' service,' he said

Workers said the closure had come as a 'big shock' and for many it was their only source of income for their families

Mrs Nora Zondi, a machinist, who had served the company for 22 years, said 'Today is the saddest day in my life. I don't know what I am going to do. How am I going to support my family without a job?'

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3/2/87

Two union men shot — one dead

TWO members of the Food and Allied Workers' Union were gunned down — one fatally — outside a Johannesburg restaurant at the weekend.

Shop stewards Mr John Tshabalala and Mr Sidwell Nxumalo were shot after a quarrel with a white man in Nugget Street on Sunday afternoon. Mr Tshabalala died of a bullet wound in the chest, while Mr Nxumalo was admitted to the Johannesburg General Hospital.

According to a statement from Fawu, the two were shot after attending a meeting of S A B workers in Johannesburg.

"The two shop stewards were complaining about food they had bought at the shop when a white man walked in," Fawu said. "The man threatened to shoot our members, who then decided to leave the shop. Minutes later the same man opened fire on these members, killing Mr Tshabalala on the spot."

Fawu has condemned the shooting, saying this was the second incident of this nature involving their members in 12 months. Three Fawu members were shot dead outside a restaurant in Germiston last year after attending a union meeting.

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4/2/87
Mondi, union
give ground

B/Day ALAN FINE

MONDI board mills and the Paper, Wood and Allied Workers' Union (Pwawu) yesterday failed to reach agreement over the strike at the company's five plants despite compromise proposals from both sides.

Talks will resume today.

When the strike began, the union was demanding a 70c per hour across-the-board increase, while Mondi's offer ranged from 50c for workers in the lowest grade to 65c.

Yesterday morning Mondi management made an improved offer which was rejected by the union after report-back meetings at the various plants.

The 1 800 strikers later mandated their representatives to reduce their demand, which now stands at below 65c.

Off. notes 4/2/87 (1404) (152)

Talks fail to end strike

Labour Reporter

MANAGEMENT of Mondi paper mills and the Paper Wood and Allied Workers' Union have still not resolved the two-day wage strike which has crippled production and deliveries at five Mondi mills around the country.

Mondi and the union made compromise proposals at a meeting yesterday, our Johannesburg correspondent reports. However, they failed to reach agreement and will meet again today.

The talks at the Umgeni plant near Durban are also expected to resume today.

About 1 700 workers at mills in Bellville, Umgeni, Piet Retief and Springs on the East Rand and Felixton in the northern Transvaal are on strike.

At Bellville, where 235 out of 326 workers are on strike, machines remained switched off and no deliveries

took place.

Pwawu claims that none of the five mills were in operation yesterday, but management said full production had resumed at Piet Retief and Springs.

When the strike began, the union was demanding a 70c per hour across-the-board increase, while Mondi's offer ranged from 50c for workers in the lowest grade to 65c.

Yesterday morning Mondi made an improved offer which was rejected by the union after report back meetings. A union spokesman says Mondi offered an additional 5c to all grades as from July. Mondi disputed the figures.

The 1 800 strikers then mandated their representatives to reduce their demand, which now stands at below 65c. The union would not specify the exact amount.

TIONS

Mondi strike in third day as talks resume

By Susan Fleming

Negotiations between the Paper, Wood and Allied Workers' Union (PWAU) and the Mondi Board will continue today as 1 700 workers strike for the third day for higher wages.

The strike began on Monday after the workers' demand for a 70c/hour increase was refused.

A spokesman for Mondi Mills said today that talks yesterday centred on the PWAU demand for an increase of 27 percent. Management had put forward a package offer which included an increase in the hourly rate, benefits in shift allowances and leave bonuses amounting to just over 21 percent.

A spokesman for PWAU said yesterday the union had rejected a management offer of 55c/hour increase.

The Mondi spokesman said while the strike had affected all five mills, full production had resumed at Piet Retief and Springs.

Production at the five Mondi Paper mills on strike was not resumed yesterday as management expected, a spokesman for the Paper, Wood and Allied Workers' Union said yesterday.

In three of the mills, Felixton in the Northern Transvaal, Springs and Bellville in the Cape, workers conducted a "sleep-in" on Monday night, the spokesman said.

At the Umgeni factory company officials switched on machinery at 6 am, but workers persuaded them to turn it off at 10 am, the spokesman said.

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Start 4/2/87

~~140A~~

NUM condemns dismissal of 2 200

By Susan Fleming

The National Union of Mine Workers (NUM) has condemned the dismissal by Anglo American of 2 200 workers at the President Steyn Gold Mine near Welkom this week

A NUM spokesman, Mr Marcel Golding, yesterday described the dismissals as "typical of a high-handed management" which had failed to address the issues which gave rise to conflict on the mine

He accused Anglo of being "intransigent" in dealing with workers' problems

A spokesman for Anglo American, Mr John Kingsley-Jones, had told Sapa on Monday that the 2 200 workers had resigned Yesterday he agreed that the workers had in fact been dismissed

Mr Golding said Anglo American had "twisted" its earlier statements

"It is very clear to us that the workers did not resign Resigning is a voluntary action The workers were fired," he said.

According to Mr Kingsley-Jones, the workers were dismissed following faction fighting at the mine since

December, which had left 39 dead and 177 injured

"The prospect of renewed violence and consequent loss of life left President Steyn management with no alternative but to request workers to either return to their normal duties or to terminate their employment with the mine," said Mr Kingsley-Jones

Anglo American planned to replace the workers as soon as possible But, said Mr Kingsley-Jones, if the 2 200 dismissed workers wished to be re-engaged their applications would be considered.

According to Mr Kingsley-Jones differences between Xhosa and Sotho employees had emerged in mid-December last year Since then 39 employees had died and 177 had been injured

"Continued efforts have been made by management to resolve these differences and this included several meetings with representatives of the governments of Lesotho and Transkei

"In addition, the local and regional committees of the National Union of Mineworkers were consulted as to how these differences could best be resolved Despite the efforts of all these parties, these tensions persisted," said Mr Kingsley-Jones

4/2/87 (140A)
Star

Fedhasa silent on letter about council's image

DD 4/2/87

Dispatch Reporter

EAST LONDON — The chairman of the Border branch of the Federated Hotel, Liquor and Catering Trade Association (Fedhasa), Mr Bob Thielscher, has refused to divulge the contents of a letter discussed by the city council concerning criticism of the image of the council

"It is a private matter between us and the mayor and I am not at liberty to reveal the contents," he said

Mr Thielscher said he would have to obtain the permission of the mayor,

Mrs Elsabe Kemp, to reveal the contents of the letter

Mrs Kemp said the action committee had noted the contents of the letter and the council would reply to it. She did not elaborate

It is understood that Fedhasa had complained about the image of the city council and called for the council to correct the image

Fedhasa asked that the council avoid adverse publicity and that councillors handle their responsible positions with dignity

EL fire fighters feel the heat

DD 4/2/87

Dispatch Reporter
EAST LONDON — The municipal fire department had no respite yesterday — they were

called upon to extinguish 11 grass fires in and around the city

A spokesman for the department, Mr M

Blom, said that no damage had been caused to property, but that the unusually large number of calls had placed a severe drain on staff

"The fires were probably caused by the intense heat, which often leads to spontaneous combustion," he said

"It sometimes happens that glass bottles left lying in the grass magnify the sun's rays, and eventually lead to a fire

"Other fires are caused by carelessness — people toss cigarettes or matches into a patch of dry grass and start a fire

"A few are caused deliberately — children have always found fire-engines fascinating, and they have been known to start a fire on purpose just for the thrill of seeing us in action," he said

Accused admit to killing of envoy

GRAHAMSTOWN — Two of three young men charged with the murder of a Ciskei diplomat and his fiancée pleaded not guilty yesterday to two counts of murder but admitted shooting them by accident

The charges arose from an incident on April 1 last year when Ciskei's consul general, Mr Mtutuzeli Patrick Jacobs, and his fiancée, Miss Matholi Alina Maphatsoe, were shot dead on the Dordrecht-Jamestown Road

After the pleas were heard, the defence handed in statements in explanation of the pleas

The state also submitted as exhibits statements made by the accused to two magistrates and a justice of the peace — DDC

Mr Mlungisi Lumphondo, 21, Mr Sizwe Maqina, 21, and Mr Luthando Madolwana all pleaded not guilty to seven charges, including two of murder and one of robbery when they appeared in the Supreme Court here

Maqoma's wife held?

KING WILLIAM'S TOWN — The leader of the Ciskei People's

mother in Port Elizabeth, Mrs Maria Dano, who subsequently died

6/2/87
KOA
Star

Mondi pay talks still deadlocked

The strike by 1700 workers at five Mondi Paper mills entered its fifth day today with wage negotiations between management and the Paper, Wood and Allied Workers' Union still deadlocked.

On Wednesday workers requested 60 c an hour increase for the lowest grade of work, a PWAU spokesman said in Durban yesterday. Mondi refused to offer more than 55 c an hour and the union was waiting for an improved offer.

Mondi said it had asked the union to seek a fresh mandate.

Tough talk at union launch

THE Congress of SA Trade Unions has taken the third step in its campaign for "one industry, one union".

The occasion was the launch of the Construction and Allied Workers' Union (Cawu) in Soweto last weekend, which drew together workers from seven different unions.

"Born out of exploitation" was how newly-elected interim president David Ngcobo described the new union.

"Our existence heralds a new era in the campaign for decent wages and better working conditions — a campaign which could easily involve more than 50 000 workers in the construction and building industry.

Treasurer Billy Sebola said: "We

BY MONO BADELA

face the most oppressive and inhuman treatment.

"We are sworn at. We have to push our bodies to the limit. We have to work in the worst conditions.

"On top of all that, we are badly paid — the minimum wage is about R1,70 an hour.

The union declared its desire to work with other progressive political organisations. Only two people were given observer status at the inaugural conference — United Democratic Front acting publicity secretary Murphy Morobe and Transvaal UDF vice chairman Samson Ndou. — TOPS

(LOA)

W/Mail 6-12/2/87

cap 7/2/87 (1400) 229

Neil Aggett memorials

Labour Reporter

THE fifth anniversary of the death in detention of trade unionist Dr Neil Aggett will be commemorated by food workers at memorial meetings around the country next Thursday.

Dr Aggett was the Transvaal secretary of the Food and Canning Workers' Union (FCWU).

The meetings were requested by the national executive committee of the Food and Allied Workers' Union (Fawu), which was formed by the merger of FCWU and a number of smaller food industry unions last year.

Fawu said yesterday it was "appro-

priate to note that despite Neil Aggett's death, detentions and the harassment of trade unionists have not ceased".

"It is also appropriate that we remember trade unionists presently in jail," the union said.

"In particular we must deplore the continued imprisonment of Oscar Mpetha. It is shocking that a person of his age and in ill health should be in prison."

Dr Aggett was the first and so far the only white person to die in detention. He was found hanged in his cell at John Vorster Square.

140A
Cawu will build for a better deal

ALAN FINE 5/2/87

THE fight against retrenchments, low wages and the racist behaviour of white builders were the top priorities of the recently-formed Construction and Allied Workers' Union (Cawu), general secretary Desmond Mahasha said

Cawu, which was launched in Soweto last weekend, draws its members from seven Congress of South African Trade Unions affiliates.

The union will operate in six regions — in the eastern and western Cape, the northern and southern Transvaal, Natal and OFS/northern Cape

It will also open local offices in each region to cater for the peculiar nature of the construction industry in which workers move from site to site after the completion of each building project

Cawu already has recognition agreements with 12 companies. Among the better known ones are Grimaker (Natal), LTA and Basil Read.

Mahasha says there is a tendency in the construction industry for companies to lay off workers at short notice at the completion of projects and replace them at the next site with lower-paid labour. Cawu intends to ensure the industry implements proper retrenchment procedures

He describes wage rates in the industry as "pathetically low" and says it will be a "mammoth task" to change wage structures.

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Business big 3 may face union 'action'



Two teenagers outside a Krugersdorp cinema — due to be closed because the town council reached stalemate over desegregation. They subsequently changed their decision.

Picture ANNA ZILMINSKI, Atrapix

By DAVID NIDDRIE
HALF the companies listed on the Johannesburg stock exchange could face some form of labour action after this weekend when trade unions meet to discuss their response to the OK strike.

With negotiations postponed for two weeks for the 11 000 strikers to consider OK's final offer — reportedly R100 a month across the board — shop stewards from Anglo American and associated companies (linked to OK via SA Breweries and Premier) gather this weekend to discuss "appropriate action".

Their ambitious targeting of three of the country's corporate giants is based on SAB's majority shareholding in OK Premier's controlling shareholding in SAB and Anglo's ultimate control of all three — which forms part of its 50 percent plus control of JSE listed companies.

The OK dispute is not only being fought locally however. Yesterday, the 50th day of the strike, representatives of the strikers union, the Commercial, Catering and Allied Workers' Union of SA (Ccaawusa), flew out for an extended tour of Europe and the United States to get international support and much-needed financial backing.

Before their departure Ccaawusa president Makhulu Ledwaba and Johannesburg shop stewards' local chairman Gabriel Sidlayi did not specify how much they hope to collect for the strikers but pointed out that R1 million would mean just R100 per striker.

The union, which has put up around R100 000 in bail for its 1 000 members arrested since the strike started in mid December, has been unable to afford strike pay.

Both Ccaawusa and its parent body, the Congress of SA Trade Unions (Cosatu), which have jointly convened this weekend's meeting deny these moves indicate mediation has failed, or that they are digging in for an even more protracted dispute.

But they believe OK management has gone beyond the bounds of acceptable practice — referring to "co operation" with security forces leading to 1 000 arrests and detentions, the use of a rival retail chain's shopping bags, and "unbelievable" price cutting.

While Ccaawusa says the strike remains solid with less than 250 workers having returned to work, the weekend meeting — drawing in representatives of six unions with members in Anglo, SA Breweries and Premier companies — is a clear message to OK management, and to other employers.

Cosatu clearly sees victory in the OK strike as vital to the success of its living wage campaign, its major campaign for the year.

Defeat of Ccaawusa will badly dent its image among employers before the campaign has really started. Victory — which to Ccaawusa means a R450 minimum wage — will both boost the confidence of members, and give notice to bosses that Cosatu intends implementing its slogan, "an injury to one is an injury to all, more vigorously than in the past".

Cosatu head office has recently indicated its deep unhappiness at the scanty support given by affiliates to a number of its stayaways last year — in particular the July 14 anti-Emergency and December 1 protests — and the failure to turn a number of its militant founding resolutions into reality.

It believes employers and the state have focused on these shortcomings — rather than the federation's achievements — and interpreted them as signs of weakness. Its planned mass backing of the OK strikers appears, in part, to be aimed at correcting that impression.

Unions represented at Sunday's meeting include Cosatu's most numerically powerful Ccaawusa, the National Union of Mineworkers (NUM), Food and Allied Workers' Union (Fawu), Metal and Allied Workers' Union (Mawu), Paper, Wood and Allied Workers' Union (Pawu) and Chemical Workers' Union (Cawu).

Flicks first, volk second

By ADRIAN HADLAND

They based this on the fact that the motion had already been signed by seven councillors — a majority in the 12-member council — before the meeting had started. Councillor Chris Viljoen also claimed the meeting was *sub judice* because a charge against Ster-Kinekor for intimidation had been lodged by the chairman of the Conservative Party in Johannesburg, Clive Derby-Lewis.

The Ster-Kinekor policy, which materialised mainly as a result of the pressure from foreign film companies

such as Columbia, has also seen to the opening of cinemas to all races in Vereeniging, Potchefstroom and Rodepoort.

The last remaining major stalwart in the cause for whites only films, the Pretoria City Council, had four of their cinemas in Sunnyside closed last week by CIC (SA). Ster-Kinekor will shut down three more cinemas and three drive ins by the end of the month if the shows are not desegregated.

The closures have caused indignation within the ranks of the right wing Clive Derby Lewis, self-

appointed hero of the whites-only faction has laid charges of intimidation, called the desegregation policy "blackmail" and failing that will devise a plan aimed at starting white cinemas in opposition to the established companies.

The plan envisages starting on a small scale in hired halls before acquiring former Ster-Kinekor outlets and creating a loose association of independent segregated cinemas.

For the moment this plan is still far from fruition and, with the major companies vowing to exert pressure on the small independent venues in the near future, it looks like segregated cinemas could soon become a thing of the past.

RIGHTWING opposition to the desegregation of cinemas suffered another blow this week with the re-opening of two Krugersdorp movie houses to all races.

The decision to re-open was made at an emergency meeting of the Krugersdorp Town Council on Wednesday where a previous stalemate over Ster-Kinekor's "open to all or we'll close you down" policy was overturned in favour of accepting non-racial cinemas.

The meeting however saw four councillors — Kobus Meiring, Sakkie Nel, Thys Steenkamp and Chris Viljoen — walking out, calling the decision "unethical" and the meeting "illegal".

Kitskonstabels in court

THREE kitskonstabels appeared in the Grahamstown magistrate's court yesterday in connection with a shooting incident earlier this week in which four people were killed.

The trio, recipients of a controversial three-week crash course in police methods, were not asked to plead and are due to appear in court again today.

They are Mzamo Nyaka, 31, and Madoda Piki, 26, both of Fort Beaufort, and Vuyo Habane, 24, of Alice Dale.

Their appearance follows an urgent police investigation into the shooting incident on Monday night while a group of kitskonstabels was guarding a school in Grahamstown's Tanyu township.

A police spokesman said three kitskonstabels had been fired at from a house and went to investigate.

The shooting was raised in parliament on Wednesday, where Progressive Federal Party MP Helen Suzman described it as "another dangerous indication that kitskonstabels receive inadequate training".

Bus shelter bomb

A BUS shelter was blown up just 200 metres from Alwyn Schiebusch's ministerial home in Cape Town yesterday.

Few details were available, but the Bureau for Information said it "presumed" the blast was caused by a limpet mine.

Initial reports said one woman was injured in the blast, which took place at noon in Main Road, Newlands, near the Groote Schuur Estate which houses several cabinet ministers.

The roof was blown off the bus shelter, and the woman — who was crossing the road nearby — fainted.

NUM to court over 2 200 sackings

By SEFAKO NYAKA

THE National Union of Mineworkers is taking Anglo American to court over the dismissal of 2 200 workers at President Steyn gold mine in Welkom last Monday.

NUM representative Marcel Golding said his union was only consulted after the workers had been dismissed.

He also questioned Anglo American's initial insistence that the workers had resigned.

"Resigning is a voluntary action and it is clear the workers did not resign — they were fired."

Anglo representative John Kingsley Jones, who said earlier this week that the workers had resigned, admitted late yesterday that the workers had actually been dismissed.

He said, however, that this had only happened after President Steyn management, "faced with the prospect of renewed violence and the

consequent loss of life, was left with no alternative but to ask workers to either return to their normal duties or terminate their employment".

He said the majority of workers returned to work, and those who didn't were dismissed.

Kingsley-Jones ascribed the tension on the mine to "differences between Xhosa and Sotho employees which emerged in mid-December last year". Since then, he said, 39 employees have lost their lives and 177 have been injured.

"Continued efforts have been made by management to resolve these differences, including several meetings with representatives of the governments of Lesotho and Transkei."

"In addition, the local and regional committees of the National Union of

Mineworkers were asked how these differences could be resolved. Despite the efforts of all these parties, these tensions persisted."

He said recruitment started on Monday "through our traditional channels" but has not been completed yet.

The NUM has partly blamed an overt anti-union organisation known as FITO for the violence. But Anglo has denied any knowledge of FITO.

Golding also accused Anglo of intransigence saying the dismissals are "typical of a high-handed management which has failed to address issues giving rise to conflict on the mine".

NUM said it was "perturbed that Anglo believes it can settle conflict by dismissing workers instead of addressing the issues that give rise to the conflict".

Almost 29 000 detained during '86

By MONO BADELA

ONE big political prison — that's the status of South Africa today, where nearly 29 000 men, women and children have been detained in the past year.

The phrase is used by the Detainees' Parents Support Committee (DPSC) in its annual report on state action during 1986.

The report, issued this week, gives a graphic breakdown of the effect the Emergency has had on millions of South Africans.

It states that 25 000 of the 28 471 people detained last year were held in terms of Emergency legislation. Of the 25 000, about 10 000 — or 40 percent — are children under the age of 18.

The United Democratic Front and its affiliates were hardest hit,

percent of detainees whose affiliations are known.

Women accounted for over 10 percent of the total — approximately 3 000.

The report says a further 2 840 people were detained under the country's security legislation.

Two people died while being held under Emergency regulations — Xoliso Jacobs, 20, who died on October 22 in Upington, and Simon Marule 20, who died on December 23 in Benoni.

Numerous applications were made for restraining interdicts, the report states, and 75 applications were brought to court relating allegations of assault and torture of security and

came from Bloemfontein (38) and 29 from Durban.

A total of 208 detainees applied for release from Emergency detention and there were 16 court challenges to the Emergency legislation.

Seven of these applications challenged the validity of the regulation allowing for detention and three challenged regulations or orders affecting newspapers.

A total of eight applications led to new rulings, the DPSC said, most noted of which was the Metal and Allied Workers' Union application to the Durban Supreme Court in July.

The DPSC recorded a total of 108 trials under the Internal Security Act involving 672 people, of whom 487 were acquitted or had charges against

He said he did not know what was not a va

Cosatu gets tough over OK strike

10/15/82
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[Handwritten scribble]

By **LEN MASEKO**

OVER 200 worker representatives from 54 Anglo-American companies have resolved to approach their managements to pressurise OK Bazaars to resolve the wage strike by approximately 10 000 of its employees.

This resolution taken at a meeting convened by the Congress of SA Trade Unions (Cosatu) at the weekend, comes only days before mediation proceedings to end the eight-week-old wage dispute resume on Friday

Cosatu, jointly with the Commercial Catering and Allied Workers Union of SA (Ccawusa), have warned that interference in the lawful dispute would convince

them that there is absolutely no point in workers trying to comply with requirements for a legal strike

Cosatu said there had been further detentions of OK workers over the weekend, coming shortly after OK management had met the Minister of Law and Order, Mr Adrian Vlok, last Friday

At the weekend meeting, the 11 Cosatu affiliates resolved to approach Anglo managements to pressurise OK Bazaars to reinstate workers dismissed during the strike — said to number over 500 — and to continue wage negotiations in a serious

manner

The OK Bazaars strike will be under the spotlight again at Cosatu's central executive committee later this month

Mediators representing Ccawusa members and OK management are now locked in a 'critical stage' of the dispute, and resume negotiations next Friday. Workers demand — among other things — R160-a-month increases and a R450 minimum wage

• Negotiations to end the week-old strike by 1 700 Mondi Paper workers continued late yesterday, with the only obstacle being the question of backdating the wage increases

SENI (Fror

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By DAVID MIDDRIE
THE Congress of SA Trade Unions' aim of "one union, one industry" takes a step forward this weekend with the launch of the Construction and Allied Workers' Union in Soweto

Just over 30 000 strong, the union brings together workers from seven Cosatu unions in seven of its nine South African regions

Cawu is the third union — after the Food and Allied Workers' Union and Transport and General Workers' Union — to have merged into a single industrial union since Cosatu overwhelmingly set a six-month deadline for the creation of 12 "superunions" from its 30-odd affiliates at its launch in December, 1985. Only one merger, that of Fawu, met the deadline. Cosatu has since established an inter-union merger committee and is hoping to have achieved one union in each industry by the end of the year.

Regional and local merger negotiations have been underway among Cosatu-linked construction workers since June last year, and delegates to the weekend founding congress, at the Diocesan Centre, Soweto, will represent Cawu branches, rather than the original seven unions. General and Allied Workers' Union (Gawu), Metal and Allied Workers' Union (Mawu), and General Workers' Union of SA

Seven become one as 30 000 join forces

WJ Mail 30/1/87 - 5/2/87

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(Gwusa), Brck and Allied Workers' Union (Brickawu), SA Allied Workers' Union (Saawu), Transport and General Workers' Union (TGWU) and National General Workers' Union (NGWU)

While the largest number of workers comes from the UDF-affiliated Gawu (8 000), the new union also has roots in the old Federation of South African Trade Unions, which dissolved when Cosatu was formed. Mawu had been organising in the construction industry for some time before the formation of Cosatu and continued to assist in the establishment of Cawu.

The launch of the new union represents something of an achievement for Cosatu — it includes members of Saawu, the first time that union has actually agreed to give up members for a merger.

Although Cawu will be formally launched and affiliated to Cosatu at this weekend's gathering, office-

Cosatu's drive to amalgamate unions in related industries takes a step forward with the launch of a 30 000-strong construction industry union tomorrow

bearers elected now will hold their positions only until a second "constitutional congress" in about three months' time, when full-time office-bearers are elected.

Two men tipped for the position of Cawu general secretary are Mawu's Northern Natal branch secretary Willie Mchumu and Gawu national co-ordinator Desmond Mahasha.

●The Cawu formation comes three weeks after the launch of an initiative to form a union for unemployed workers under Cosatu's umbrella.

The initiative comes from worker advice office-linked unemployed worker groups in Johannesburg, Cape

Town, East London and Port Elizabeth. Delegates from the groups met in Johannesburg three weeks ago to plan for a national meeting of the organised unemployed and, tentatively, the launch of an unemployed workers' union, probably in the next 12 months.

The issue of a union for the unemployed has been vigorously debated since Cosatu's founding congress voted in favour of the idea. Among the motivations was that organised unemployed would be less open to the temptation of taking the jobs of striking workers. The idea is also in keeping with Cosatu's perspective of the need to organise workers as a class, rather than to restrict activity to the shop floor.

But while organisation of unemployed workers — most of them retrenched or sacked former union members — has been taking place since 1985, a number of practical concerns have surfaced in the past 12

months

- The difficulty of monitoring a membership far broader and less clearly defined than that of a conventional union — with a potential strength in the millions.

- The problem of developing, among this amorphous group, democratic and accountable structures of control.

- The potential of unemployed workers, once organised and affiliated to Cosatu, to influence policy in what remains, essentially, an organisation representing employed workers.

But while even the most enthusiastic supporters in Cosatu of a union for the unemployed recognise these problems, they feel there is no alternative. "The problems are real," says a Cosatu official, "but if we don't start organising the unemployed, we leave them vulnerable to the enemy, which is already organising the unemployed in some areas into vigilante groups, which become weapons against the working class."

Within the groupings represented at the Johannesburg meeting, the first tentative answers to these questions are being outlined. They are also facing an even more pressing problem: what can a union for the unemployed offer its members?

Part of the answer is to be found in campaigns already underway within Cosatu's affiliates: an enforced 40-hour week and overtime bans opens the way for additional shifts, and thus more jobs.

One solution to the problems of how to monitor membership and what to offer members, says a union official, will be to limit membership to unemployed workers actively involved in union activities, co-ops and education projects being among the major activities — Agenda Press Services

OWN FILE 5/2/82

New union will fight builders 'racism'

Own Correspondent

JOHANNESBURG. —

The fight against re-trenchments, low wages and the "racist behaviour of white builders" are the priorities of the recently-formed Construction and Allied Workers' Union, says its general secretary, Mr Desmond Mahasha.

The union, launched in Soweto at the weekend, draws its members from seven affiliates of the Congress of South African Trade Unions (Cosatu).

Mr Mahasha says Cawu has recognition agreements with 12 firms.

He describes wages in the industry as pathetically low. The minimum hourly wage ranges from R1,60 in the metropolitan areas to R1,04 in the rural districts.

Mr Mahasha anticipates that it will be a "mammoth task" to bring change to wage structures.

Cawu has decided to register in terms of the Labour Relations Act to facilitate direct negotiations with employers.

Mr Mahasha says the union will work hard to counter abusive, racist attitudes which he says are prevalent among white building workers.

Care Trip 5/2/87

Plessey, union agree on plan for 300 jobs

By AUDREY D'ANGELO
and HILARY VENABLES

PLESSEY (SA) and the Electrical and Allied Workers' Union have agreed to work together to increase productivity on an export project providing up to 300 temporary jobs.

Plessey hopes to secure the contract for cords within the next few weeks.

If it does so, MD John Temple confirmed yesterday, workers on the project will be paid R2,75 an hour.

'No profit'

This is the minimum wage that is paid to other workers at the Retreat factory.

Temple said previously paying this rate would price Plessey out of the export market for cords.

Instead, he asked the union to allow workers to accept R2,55 a hour. Even then, he said, Plessey would make "little or no profit" on the orders.

But the union objected on the grounds that this would encourage other firms to try to bring down wages.

It offered to work together with management to increase productivity to such an extent that a loss might be avoided.

Announcing yesterday that an agreement had been reached on this, the union's regional organizer, Brian Williams, said: "Plessey will budget for a loss on these orders but we hope, with increased worker participation, to achieve higher productivity so that this loss will be avoided."

"This agreement shows Plessey is genuinely concerned about the unemployment problem and is an example to other firms which only pay lip-service to it."

"We are very excited about this agreement. It will be the first time in SA that management and a union have agreed to work together in this way and I hope other firms will follow this example."

'Thrilled'

"Three hundred families with breadwinners out of work will be thrilled. The project will last about a year."

Williams said that, in accordance with Temple's previous offer, workers on the project would have medical aid and pension benefits.

An industrial accountant nominated by the union would monitor costs.

Closing gold

6/2/87 DD 140A

SADF replies to union allegations

JOHANNESBURG — The South African Defence Force yesterday responded to allegations by unionists that the SADF was co-operating with OK management to intimidate striking OK workers

An SADF spokesman said from Pretoria he could not comment "because of the usual lack

of specific detail", which would hamper any investigation

The Commercial Catering and Allied Workers Union (Ccawusa) yesterday alleged there was "widespread intimidation of strikers by police and the SADF"

OK spokesmen could not be contacted for comment yesterday — Sapa

Urgent indaba on OK

By LEN MASEKO

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Strike

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Sowetan 5/2/87

• Ten Ccawusa offices in various parts of the country had been raided since the beginning of the strike.
• A total of 551 workers had been dismissed by OK management since the beginning of the strike in December.
• Two Ccawusa officials, Mr Mahulu Ledwaba and Mr Gabriel Sidalayi, leave on a fundraising trip overseas later this month. The funds will be used to provide relief to the striking workers.
The approximately 10 000 striking OK workers, whose strike enters its eighth week, demand an across-the-board increase of R160 a

• Mondl Paper management and its 1 700 workers were deadlocked yesterday, with the company's improved offer rejected by the striking workers.
The workers demand a 70-cents-an-hour increase while management is offering 45 cents an hour. This was however later increased to 55 cents an hour



THE Congress of SA Trade Unions is to convene an urgent meeting on Sunday, to discuss latest developments on the OK Bazaars strike.

Dozens of shop stewards representing workers from various sectors are expected to attend the meeting, which will be held in Johannesburg.

Addressing a Press conference yesterday, Cosatu general secretary Mr Jay Naidoo said the meeting would be attended by firms directly or indirectly controlled by the giant Anglo American Corporation.

"Cosatu has been monitoring the strike by Commercial Catering and Allied Workers' Union of SA (Ccawusa) members and is fully prepared to back its campaign for a living wage," Mr Naidoo said.

He said current developments 'not only show OK management's attitude but also that employers generally oppose the federation's campaign for a living wage'.

Detained

The conference was told that

• Five OK workers in Pietersburg were detained this week, bringing the total of strikers held so far to nearly 1 000.

• Mondl Paper management and its 1 700 workers were deadlocked yesterday, with the company's improved offer rejected by the striking workers.
The workers demand a 70-cents-an-hour increase while management is offering 45 cents an hour. This was however later increased to 55 cents an hour

CAPE Times 5/2/87
Mondi Mills
talks deadlock

Labour Reporter

TALKS have broken down between Mondi Board Mills and the Paper Wood and Allied Workers' Union (Pwawu) over a wage dispute which has brought union members out on strike at all five of Mondi's mills around the country.

Although both parties have shifted their positions during the past one-and-a-half days of negotiations, they have not yet reached agreement on increases.

A Pwawu spokesman said yesterday production at all five plants was at a standstill, denying management claims that full production had resumed at mills in Springs and Piet Retief.

A Mondi Board Mills spokesman yesterday confirmed that negotiations had ended in a deadlock and that the strike affected all five mills.

Wage dispute at Maponya's

By LEN MASEKO

UDIA *Sowetan*
5/2/87
THE Commercial Catering and Allied Workers' Union of South Africa has declared a dispute with Soweto's Maponya Bazaar following a wage deadlock between the two parties.

A Ccawusa official, Mr Elias Silala, told the *Sowetan* the company had not responded to the union's request that the wage dispute be referred to mediators

Ccawusa members employed by Maponya's Bazaar demand wage increases of R120 a month, while management is said to be offering R45 across-the-board

Maponya workers resolved at a meeting last

week that management be given until tomorrow to respond to the union's request for mediation.

Mr Silala said the minimum wage at the supermarket was R285 a month.

Meanwhile ALINAH DUBE reports that members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa) employed by a Pretoria electronics company this week downed tools after a white woman threatened to "paint another with black paint because she is closely associated with black people".

A spokesman for the union told the *Sowetan* yesterday that Tedex employees downed tools on Monday after they had demanded the immediate dismissal of a clerk whom they said was a racist. Workers, he added, refused to

continue working "with a person who does not regard them as human beings"

Late yesterday workers representatives were involved in discussions with management

Mawu pledge to support Mayekiso

By MONO BADELA.

THE Metal and Allied Workers' Union (Mawu) has pledged support for general secretary Moses Mayekiso, who appeared briefly in court this week on unspecified charges under South Africa's security legislation.

Mayekiso, chairman of the Alexandra Action Committee, faces charges with six other Alex residents.

Soon after Mayekiso's brief appearance in the Randburg magistrate's court, Mawu national organiser Dr Bernie Fanaroff said "We reiterate what we have been saying all along — that we are fully in support of Moses's participation in Alexandra community affairs.

"We believe it was his duty to participate in organising the residents of Alexandra."

Charged with Mayekiso are Michael Beëa, chairman of the Alexandra Residents' Association, Stephen Morake, Aaron Vilakazi, Richard Mdakane, Paul Tshabalala and a youth.

An eighth man, Obed Bapela, appeared in a separate case last Friday.

He is now in Uitenhage where he is appearing with eight others on charges under the Internal Security Act.

No details were given of the case against Mayekiso and his co-accused, but prosecutor J van Zyl said they may include charges of sedition and subversion.

Lawyers Priscilla Jana and Paul Benjamin may lodge applications for jail at the next hearing, scheduled for February 9.

More than 200 people attended the hearing, including Congress of SA Trade Unions (Cosatu) general secretary Jay Naidoo, Cosatu vice-president Makhulu Ledwaba of the Commercial, Catering and Allied Workers' Union and National Union of Mineworkers general secretary Cyril Ramaphosa.

Fanaroff led scores of Mawu members and officials wearing "Free Moses Mayekiso" T-shirts — TOPS.

NUM
slates
firing
of 2 200

CAPE TOWN 5/2/87
10104

JOHANNESBURG —
The National Union of Mineworkers has condemned the dismissal by Anglo American of 2 200 workers at the President Steyn gold mine near Welkom this week.

A NUM spokesman, Mr Marcel Golding, said the dismissals were "typical of a high-handed management" which had failed to address the issues which gave rise to conflict on the mine.

He accused Anglo of being "intransigent" in dealing with workers' problems.

A spokesman for Anglo American, Mr John Kingsley-Jones, told Sapa on Monday that the 2 200 workers had resigned. Yesterday he agreed that the workers had been dismissed.

According to Mr Kingsley-Jones, they were dismissed following faction fighting which had left 39 dead and 177 injured since December.

Anglo American planned to replace the workers as soon as possible. But, said Mr Kingsley-Jones, if the 2 200 workers wished to be re-engaged their applications would be considered.

Mr Golding said "It is very clear to us that the workers did not resign. Resigning is a voluntary action. The workers were fired" — Sapa

140P (5) DD 5/2/87

NUM slams dismissal of 2 200 miners

JOHANNESBURG —
The National Union of
Mine Workers (NUM)
has condemned the dis-
missal by Anglo Ameri-
can of 2 200 workers at
the President Steyn
Gold Mine near Welkom
this week.

A NUM spokesman,
Mr Marcel Golding, de-
scribed the dismissals
as "typical of a high-
handed management"
that had failed to ad-
dress the issues which
gave rise to conflict on
the mine.

A spokesman for
Anglo American, Mr
John Kingsley-Jones,
said the workers were
dismissed following
fighting at the mine
which had left 39 dead
and 177 injured — Sapa



Teenagers outside a Krugersdorp cinema — due to be closed because the town council reached stalemate on desegregation. They subsequently changed their decision

Picture ANNA ZIEMINSKI, Atrapix

Opposition to the closure of cinemas suffered this week with the re-opening of the two Krugersdorp movie theatres. The decision to re-open was made at a meeting of the Town Council on Monday where a previous decision by Ster-Kinekor's "open close you down" policy was in favour of accepting the offer. However, four councillors, Kobus Meiring, Sakkie Steenkamp and Chris van der Merwe, speaking out, calling the decision "unacceptable" and the meeting adjourned.

Flicks first, volk second

By ADRIAN HADLAND

They based this on the fact that the motion had already been signed by seven councillors — a majority in the 12-member council — before the meeting had started. Councillor Chris Viljoen also claimed the meeting was *sub judice* because a charge against Ster-Kinekor for intimidation had been lodged by the chairman of the Conservative Party in Johannesburg, Clive Derby-Lewis.

The Ster-Kinekor policy, which materialised mainly as a result of the pressure from foreign film companies

such as Columbia, has also seen to the opening of cinemas to all races in Vereeniging, Potchefstroom and Roodepoort.

The last remaining major stalwart in the cause for whites-only films, the Pretoria City Council, had four of their cinemas in Sunnyside closed last week by CIC (SA). Ster-Kinekor will shut down three more cinemas and three drive-ins by the end of the month if the shows are not desegregated.

The closures have caused indignation within the ranks of the right-wing Clive Derby-Lewis, self-

appointed hero of the whites-only faction, has laid charges of intimidation, called the desegregation policy "blackmail" and failing that will devise a plan aimed at starting white cinemas in opposition to the established companies.

The plan envisages starting on a small scale in hired halls before acquiring former Ster-Kinekor outlets and creating a loose association of independent segregated cinemas.

For the moment this plan is still far from fruition and, with the major companies vowing to exert pressure on the small independent venues in the near future, it looks like segregated cinemas could soon become a thing of the past.

onstabels urt

Instabels appeared in the magistrate's court in connection with a shooting earlier this week in which three people were killed. The recipients of a three-week crash course in law, were not asked to appear in court.

Wyma M. M. Nyaka, 31, and Wyma M. M. Nyaka, 26, both of Fort Hare, and Wyma M. M. Nyaka, 24, of Fort Hare.

Wyma M. M. Nyaka follows an urgent appeal into the shooting on Monday night while a constable was guarding Grahamstown's Tanti.

Wyma M. M. Nyaka spokesman said three people had been fired at from a car to investigate.

Wyma M. M. Nyaka was raised in Grahamstown on Wednesday, where the Federal Party MP Helen Zille described it as "another indication that the police receive inadequate training."

elter bomb

A bomb was blown up just 200 metres from Alwyn Schiebusch's home in Cape Town.

Wyma M. M. Nyaka were available, but the information said it was a blast caused by a car.

Wyma M. M. Nyaka said one woman was killed in the blast, which took place on the road, Newlands, near the Schuur Estate which is a cabinet minister's home.

Wyma M. M. Nyaka was blown off the bus and a woman who was sitting nearby fainted.

NUM to court over 2 200 sackings

By SEFAKO NYAKA

THE National Union of Mineworkers is taking Anglo American to court over the dismissal of 2 200 workers at President Steyn gold mine in Welkom last Monday.

NUM representative Marcel Golding said his union was only consulted after the workers had been dismissed.

He also questioned Anglo American's initial insistence that the workers had resigned.

"Resigning is a voluntary action and it is clear the workers did not resign — they were fired."

Anglo representative John Kingsley-Jones, who said earlier this week that the workers had resigned, admitted late yesterday that the workers had actually been dismissed.

He said, however, that this had only happened after President Steyn management, "faced with the prospect of renewed violence and the

consequent loss of life, was left with no alternative but to ask workers to either return to their normal duties or terminate their employment".

He said the majority of workers returned to work, and those who didn't were dismissed.

Kingsley-Jones ascribed the tension on the mine to "differences between Xhosa and Sotho employees which emerged in mid-December last year". Since then, he said, 39 employees have lost their lives and 177 have been injured.

"Continued efforts have been made by management to resolve these differences, including several meetings with representatives of the governments of Lesotho and Transkei.

"In addition, the local and regional committees of the National Union of

Mineworkers were asked how these differences could be resolved. Despite the efforts of all these parties, these tensions persisted."

He said recruitment started on Monday "through our traditional channels" but has not been completed yet.

The NUM has partly blamed an overt anti-union organisation known as FITO for the violence. But Anglo has denied any knowledge of FITO.

Golding also accused Anglo of intransigence, saying the dismissals are "typical of a high-handed management which has failed to address issues giving rise to conflict on the mine."

NUM said it was "perturbed that Anglo believes it can settle conflict by dismissing workers instead of addressing the issues that give rise to the conflict."

Almost 29 000 detained during '86

By MONO BADELA

ONE big political prison — that's the status of South Africa today, where nearly 29 000 men, women and children have been detained in the past year.

The phrase is used by the Detainees' Parents Support Committee (DPSC) in its annual report on state action during 1986.

The report, issued this week, gives a graphic breakdown of the effect the Emergency has had on millions of South Africans.

It states that 25 000 of the 28 471 people detained last year were held in terms of Emergency legislation. Of the 25 000, about 10 000 — or 40 percent — are children under the age of 18.

The United Democratic Front and its affiliates were hardest hit, accounting for approximately 75

percent of detainees whose affiliations are known.

Women accounted for over 10 percent of the total — approximately 3 000.

The report says a further 2 840 people were detained under the country's security legislation.

Two people died while being held under Emergency regulations — Xoliso Jacobs, 20, who died on October 22 in Upington, and Simon Marule, 20, who died on December 23 in Benoni.

Numerous applications were made for restraining interdicts, the report states, and 75 applications were brought to court relating to allegations of assault and torture of security and Emergency detainees. More than half

came from Bloemfontein (38) and 29 from Durban.

A total of 208 detainees applied for release from Emergency detention and there were 16 court challenges to the Emergency legislation.

Seven of these applications challenged the validity of the regulation allowing for detention and three challenged regulations or orders affecting newspapers.

A total of eight applications led to new rulings, the DPSC said, most noted of which was the Metal and Allied Workers' Union application to the Durban Supreme Court in July.

The DPSC recorded a total of 108 trials under the Internal Security Act involving 672 people, of whom 487 were acquitted or had charges against them dropped — TOPS

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Ccawusa looking for strike funds

By SELLO SERIPE

TWO Commercial, Catering and Allied Workers' Union of SA executive members were scheduled to leave last night on a massive overseas fundraising trip for striking OK workers

Ccawusa president Makhulu Ledwaba and

OK shop steward; chairman Gabriel Sidlayi are scheduled to visit Switzerland, Norway, Germany, Holland, England, France, Denmark, Sweden and the US

The trip is co-ordinated by the International Trade Secretariat for the Technical, Clerical and Commer-

cial Unions in Europe

The move comes during a tense week which saw serious allegations being made by Ccawusa against OK management, the SAP and the SADF

The strike by 11 000 Ccawusa members in 137 OK branches nationwide has developed into one of

the longest retail strikes ever

"Despite the difficulties that we face, the workers are still determined to achieve a living wage before the strike ends," a Ccawusa statement said

OK spokesmen could not be contacted for comment

8/2/87 after

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BLACK business' bid to buy up disinvesting companies is running into trouble

This week both the African National Congress and the Congress of SA Trade Unions condemned the Black Equity Participation (BEP) project, which has told at least one German funding agency it has the ANC's approval

The ANC this week dismissed BEP's operation as "rank opportunism" and denied giving its blessings

Sebina said the ANC had never been approached on the issue. If it had been, it wouldn't have supported the idea because companies disinvesting from South Africa would still be in the country and still paying taxes to the government.

"And you know what the tax money is used for," Sebina said

Cosatu, meanwhile, says it has warned the initiators of the project that it will bring them into direct conflict with the workers

Cosatu said it had been approached by an intermediary and had warned against the project

"The buyout plan does nothing to solve the problems of the country, nor does it address the poverty,

Black plan to buy pull-out firms hits political flak

A black business plan to buy companies which disinvest from SA has told potential investors that it enjoys wide black support. But this week both the ANC and Cosatu repudiated the scheme, reports SEFAKO NYAKA



Ntatho Mollana ... one of the prominent directors

unemployment and low wages suffered by the majority

"All it does is allow a few individuals to make capital out of that suffering and out of the struggle to end apartheid and exploitation," Cosatu said

The BEP was formed in the second half of last year and has as its board members Soweto Civic Association leader Ntatho Mollana, Richard Maponya, Jackie Mphahfudi and Gibson Thula.

Maponya is a leading businessman in Soweto and has various business interests in the Lebowa "homeland"

Thula, also a businessman, is a former Inkatha official while Mphahfudi is practising as a doctor in Soweto.

The former secretary general of the SA Council of Churches, John Rees, and business consultant Allan Wentzel are mentioned as trustees of the owning company, Khotso Trust

Wentzel told the *Weekly Mail* the entire issued share capital of BEP is owned by Khotso Trust, "a charitable trust having as its beneficiary

objective education, health and social welfare projects aimed primarily at the black community"

A report from the Committee of Executive Secretaries (GFK) in West Germany, a body approached by the BEP for funds, states that Wentzel had verbally told them the ANC supports the BEP project

The GFK says after investigation it found that this is not so

In a separate report, another German-based church organisation points out that the venture would only bring about the financial security of the initiators of the project.

Evangelisches Missionwerk (EM) in Hamburg says the proposal will not bring about a change in the policies of large South African companies, nor will it aid in the transfer of capital from whites to blacks or the creation of secure jobs for blacks

"What will most certainly be brought about is the financial security of the initiators of the project," the report states

Existing documentation indicates that meaningful changes can be brought about by a coalition of "black trade unions", says EM, and suggests funds should go to those best able to effect a structural change — black trade unions

The report states that the BEP proposal in no way indicates how the transfer of wealth from whites to blacks is to be done

"This is not surprising since such a transfer is not possible.

"The agenda of multinationals we examined does not involve the transfer of business capital from whites to blacks, but rather from externally controlled holdings to companies incorporated in South Africa"

The report cites the "pull-out" of IBM and General Motors, stating that they still reap profits from proxy companies inside the country

P'n P and union in wage talks

6/2/87

ALAN FINE

6/2/87

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6/Day

THE Commercial, Catering and Allied Workers Union (Ccawusa) and Pick 'n Pay (P'n P) — who were involved in a large and highly publicised wage strike last year — met for the second round of their 1987 wage negotiations yesterday.

Ccawusa spokesman Jeremy Daphne says the union has demanded a "living wage". It has demanded an across-the-board R214 monthly wage increase, and various other improvements to conditions of employment, including paid leave on May Day and June 16.

The company has offered to attempt to reach the level of a living wage, as measured by the supplementary living level (SLL), over a two-year period.

Hence it has offered increases of R85 and R105 for 1987 and 1988 respectively to workers in the lower job grades. The present minimum at P'n P is R390 a month. The company projects the SLL will be around R600 in March 1988, and the offer will take the minimum rate close to that level by then.

'Uncomfortable'

Daphne says the union is "uncomfortable" about using the SLL as the exclusive yardstick of what constitutes a living wage. He says workers also have grave reservations about negotiating for two years.

The offer for more skilled workers is R75 and R95. P'n P has also offered to negotiate maternity, paternity and compassionate leave arrangements.

It has offered workers paid leave on May Day in exchange for working on Easter Saturday (when P'n P has previously traditionally not traded). It has also told the union that any worker who applies for a day's leave on June 16 will be granted it.

According to Daphne and P'n P spokesman Frans van der Walt, the company has asked the union to reconsider its wage demand before they meet again.

CAPE TOWN 10/2/87

Vlok to probe detention of OK strikers

JOHANNESBURG. — The Minister of Law and Order, Mr Adriaan Vlok, has agreed to examine closely the cases of about 140 OK Bazaars strikers detained in terms of the emergency regulations. However, he has made no undertakings regarding the release of any of them.

This, it is understood, was the outcome of a meeting between him, Manpower Minister Mr Pietie du Plessis and an OK delegation led by MD Mr Gordon Hood last Friday. Also present were mediators Mr Gavin Brown and Mr Charles Nupen.

It is believed the OK delegation expressed concern that continuing detentions could hinder attempts at a settlement.

The Commercial, Catering and Allied Workers' Union (Ccawusa) will respond on Friday to a "final" OK wage offer.

Meanwhile, according to a joint Ccawusa/Congress of South African Trade Unions (Cosatu) statement, more than 200 workers at 54 Anglo American-linked companies met on Sunday.

The meeting decided that workers should approach their managements to put pressure on OK to reinstate the 550 workers dismissed during the strike.

140A



Support for OK workers

ELEVEN Congress of South African Trade Unions affiliates with a membership of more than half a million, yesterday re-affirmed their support for the striking OK Bazaars workers

In a brief statement the Cosatu affiliates supported the OK workers'

stand in 'their struggle for a living wage'

The unions which included the National Union of Mineworkers and Metal and Allied Workers Union had gathered to discuss the action taken against OK workers by management and to consider appropriate response

By late yesterday it was not known what type of response the affiliates had decided on as shop stewards — mostly from companies controlled directly or indirectly by the Anglo American group — met behind closed doors

OK strike co-ordinator Mr Jay Naidoo said

after the meeting that delegates had discussed a number of issues related to the eight-week-old strike. Resolutions passed at the meeting would be released today, he said

About 11 000 Cca-wusa members have been on strike at the

chainstore group's 100-plus outlets since December. They demand — among other things — R160-a-month increases and a minimum wage of R450 a month. The dispute is currently a subject of mediation proceedings which resume again on February 13

RELEASE MOSES MAYEKISO

140A

APR 8/2/87

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The General Secretary of the Metal and Allied Workers Union, Moses Mayekiso, was detained last year and has been held without trial for more than 7 months.

On 26 January 1987 he appeared in court and was remanded in custody. He is now held at the Johannesburg Prison.

After more than 7 months, the police are still unable to produce a charge sheet or indictment.

WE CALL FOR THE IMMEDIATE AND UNCONDITIONAL RELEASE OF MOSES MAYEKISO.

MAWU also condemns the detention of the following MAWU members:

Veli Mjiako: office bearer of the Jhb shop stewards council;

Gerald Dan: shop steward at Siemens Pretoria;

Isaac Mahlong: shop steward at STC Benoni;

Silvester Sibozza: member at Ferrrometals, Witbank.

MAWU calls on these companies to pay full wages of these workers held in detention without charge or trial.

WE CONDEMN DETENTION AND THE CONTINUED ATTACKS ON THE TRADE UNION MOVEMENT.

Issued by Metal & Allied Workers Union, 268 Jeppe St, Jhb.

MONDI STRIKE IS OVER

ALAN FINE

10/2/87
MEMBERS of the Paper, Wood and Allied Workers' Union (Pwawu) at five Mondi Board Mill plants around SA are expected to return to work today after an eight-day, wage strike. (KS)

The final obstacle in the way of a settlement was resolved yesterday with a compromise accord that wage increases be backdated to mid-January. The union had demanded they be implemented from January 1, while the company wanted them to apply only from the date of agreement.

On Friday, Mondi and Pwawu agreed on a 50c an hour increase for workers in the lower job categories, with another 5c in July. This will raise the minimum hourly wage at the company to R3,15.

Skilled workers will get 65c now, plus 5c in July. Mondi spokesman Alan Young says he is pleased the strike has been resolved and that both sides "played it according to the rules". Pwawu general secretary Jeremy Baskind declined to comment as he had not yet seen a signed copy of the agreement.

(KS) According to Young, four of the mills were expected to be in operation by 10pm yesterday, while the Bellville plant was due to start up this morning. (KS) 140A

FIN MAIL

SLOW PROGRESS AT OK

Representatives of the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars met before two mediators on Monday to resolve the five-week-old legal wage strike at more than 100 of the group's stores.

However, they were still talking on Tuesday afternoon as the *FM* went to press, and no progress report was available. A statement issued on Monday made it clear that a speedy settlement is not on the cards. Labour consultant Gavin Brown, who was nominated as a mediator by OK, said the scale of the disputes and the complexity of the issues involved militated against a quick settlement.

On Monday, according to Brown, the parties dealt mainly with matters that have arisen since the start of the strike. Some progress had been made at least in arriving at a formula to address some of the issues.

THE Commercial Catering and Allied Workers' Union will reject OK Bazaars' final offer when mediation talks resume today

Instead, Ccawusa has formulated its own proposal in response to the offer. At mediation talks aimed at breaking the two-month old deadlock, OK offered R25 increases in April, July, October and January.

Although the offer seems to amount to R100, or R15 more than the increase offered when the workers went out on strike, union sources say the average works out at slightly more than R60 for the year, because increments take effect in quarterly segments

In any case, the proposed increase would not lift the company's present minimum wages anywhere near Ccawusa's demand for a "living wage", defined as R450

At the moment, OK's minimum wage is R253 per month, and workers in the "homelands" and rural areas earn substantially less

The union says average wages fall more than R100 below the minimum subsistence levels determined by the University of Port Elizabeth's Institute for Planning and Research

A leaflet issued by Diakonia, a Durban-based church group, claims the average minimum wage makes a sharp contrast with the earnings of OK directors "A director of OK earns 38 times the minimum wage, R11 000 to R12 000 per month," according to the leaflet

Union likely to reject new OK offer today

By SEFAKO NYAKA

Initially, the union demanded

● An across-the-board increase of R160

● A minimum monthly wage of R450

● A staff discount of 20 percent — at present staff gets 10 percent, while managers are entitled to 25 percent discounts

● That women on maternity leave are given the increases offered their colleagues when they return to work

● That benefits include workers in the 'homelands'

OK had meanwhile stood firm on its offer a R85 increase based on the anniversary system, where workers are paid the increase in the month they joined the company

At the mediation talks, the company agreed to the demand concerning workers on maternity leave Ccawusa indicated it would be prepared to settle for R140

Ccawusa leaders had been detained on Saturday

Representatives of the delegates also noted that some workers in the distributive industry have refused to supply OK

A number of lunch-hour placard demonstrations were held at various companies this week urging support for the OK workers

● In Durban, several churches have opened their doors to OK workers to "explain their situation and conditions which led to the strike"

In the past two Sundays 22 churches were visited

Diakonia said the visits were arranged to highlight the importance of the church becoming involved in community issues

In a glossy leaflet sent out to member churches, Diakonia says the right of workers to a living wage, "explicitly endorsed in the Old and New Testaments", has definite practical implications for Christians. It cites passages in Deuteronomy ("Do not cheat poor and needy hired servants"), Jeremiah ("Doomed are people who build their houses by injustice...") and James ("Listen to their complaints...")

The organisation calls on churches to

● Invite an OK worker or Ccawusa official to speak to the congregation about their campaign

● Collect funds for the workers on strike and mention the workers and their families in prayer

Today's meeting will also see the union rejecting OK's proposal of selective reinstatement of the 551 workers dismissed since the strike started

OK has agreed to reinstate more than half of that number — those who, according to sources, management believes were unfairly dismissed and others whose "misconduct did not warrant a dismissal but merely a warning"

However OK is expected to stand firm on the dismissal of 209, while Ccawusa will demand the unconditional reinstatement of all dismissed workers. Moreover, Ccawusa is insisting detained workers be kept on the company's payroll

This week about 200 delegates from 54 Anglo American companies decided at a meeting on Sunday to approach their managements to press OK to reinstate the dismissed workers. The workers said they noted that a number of OK workers and

1404

Star 10/2/87

Cosatu unions discuss OK strike

By Susan Fleming

About 200 delegates from 54 Anglo American companies decided at a meeting on Sunday to approach their managements to put pressure on OK Bazaars to reinstate about 550 workers dismissed in the 55-day strike.

A joint statement released by the Congress of South African Trade Unions (Cosatu) and the Commercial, Catering and Allied Workers' Union (Ccawusa) last night said the meeting decided to continue "negotiations in a serious manner" on behalf of the OK workers.

Mediation has been adjourned until Friday to allow Ccawusa to consult members on the undisclosed final offer tabled by OK.

Cosatu affiliates represented at the meeting on Sunday included the Food and Allied Workers Union, the Construction and Allied Workers Union and the National Union of Mine-workers

The managing director of OK Bazaars, Mr Gordon Hood, met the Minister of Law and Order, Mr Adriaan Vlok, on Friday to discuss the detention of union leaders.

At the meeting on Sunday it was reported that further detentions of union leaders had taken place the following day.

"The meeting condemns this police action and warns that such interference will convince us there is no point trying to comply with requirements for a legal strike," said the statement

The meeting decided Cosatu regional and local committees should discuss forms of "solidarity industrial action" More decisions on this will be taken later this month

Crucial strike talks

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THE two-month-old OK Bazaars wage strike by approximately 10 000 workers enters a crucial stage tomorrow when the dispute's mediators meet for what is likely to be the final round of protracted talks.

The Commercial, Catering and Allied Workers' Union of SA (Ccawusa) is expected to table its response to an undisclosed management offer at tomorrow's proceedings.

Ccawusa members have been on strike at more than 100 OK outlets since December 18 demanding wage increases and a minimum wage of R450 a month.

Mondi mill strikers ^{on this 10/2/82} to return

Own Correspondent

JOHANNESBURG. — Members of the Paper, Wood and Allied Workers' Union (Pwawu) at five Mondi Board Mill plants are expected to return to work today after eight days on strike.

The settlement yesterday agreed that wage increases be backdated to mid-January.

On Friday Mondi and Pwawu agreed on a 50c-an-hour increase for lower job categories, with another 5c in July. This will bring the minimum hourly wage to R3,15.

Skilled workers will get 65c plus 5c in July.

A Mondi spokesman, Mr Alan Young, said he was pleased the strike had been resolved. Pwawu general secretary Mr Jeremy Baskind declined to comment.

According to Mr Young, four of the mills were expected to be in operation by 10pm yesterday, while the Bellville plant was due to start this morning.

2 500 on strike in sweet factory

Labour Reporter

THE strike by about 2 500 workers of the Beacon Sweets factory in Mobebe entered its third day yesterday with no indication of an end in sight

Mr Mike Masondo, a spokesman for the Sweet, Food and Allied Workers' Union, said the workers downed tools on Friday afternoon following the dismissal of a shop steward and the suspension of another

'The union's position was that the shop stewards must be reinstated immediately and any inquiries of alleged misconduct can be heard later, but the company's position was that they will only pursue the matter if the situation returns to normal,' he added

Unfair

Mr Arnold Zulman, managing director of Beacon Sweets, denied the union's allegations that the dismissal was unfair. He said the disciplinary action against the two shop stewards was taken after holding an inquiry

'The chairman of the shop stewards' committee and secretary were present at the inquiry but neither had appealed against the decision. One shop steward was dismissed following the hearing, and the other was suspended pending an inquiry but because of the strike we were unable to proceed with the hearing,' he said

Allegations of unfair labour practice levelled against the company were absolutely false, he said

'The average earnings level of the lowest category of workers is at the moment R697 a month to which the company incurs a cost of an additional R150 a month for other benefits for each worker'

Tembisa boss told to quit

By Rich Mkhondo

(140A)

Council workers assisted by municipal police in Tembisa township near Kempton Park staged a "mutiny" yesterday against the administrator of the township, Mr Solomom More, in a bid to force him to resign

The workers, all members of the South African Black Municipal Workers' Union (SABMWU), resolved at a meeting at the council chambers on Tuesday to tell him his services as administrator were no longer required

There was a near-riot yesterday when municipal police and the workers surrounded the council offices to prevent him from getting into his office

A spokesman for SABMWU, Mr Benny Alexander said "Our members

have no confidence in the man They are dissatisfied with the way he handled their demands for wage increases

"They told us he said the council has no money, but he demanded a R150 000 mayoral car It was like a coup this morning"

The workers also demanded the resignation of the council public relations officer, Mr Lawrence Pokela

Late last year, the council collapsed when over half the members resigned because of pressure by residents

The Department of Constitutional Development appointed Mr More He was one of the remaining members of the defunct council

Mr More could not be reached for comment yesterday

Support for OK strikers

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Sometan 12/2/87

THE Cusa-Azactu federation yesterday said it would meet its affiliates to discuss ways of pressuring the strike-hit OK Bazaars to accede to workers' wage demands.

This move follows yesterday's meeting between the federation and officials of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) in Johannesburg

A statement released by Cusa-Azactu and Ccawusa said the two groups had agreed on "a concerted campaign" to be launched within the next three weeks to pressurise OK management and its associate companies

Cusa-Azactu will discuss the OK strike with its affiliates and members to determine what support action at factory level can be taken

"Today's meeting expressed disgust at the relationship between management and the police and reiterated its call for the release of detained workers, the statement added

The meeting also discussed the activities of certain OK directors and management "In not denouncing actions by the police," said Cusa-Azactu and Ccawusa

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Cosatu talks tough

The Congress of SA Trade Unions (Cosatu) has set itself an ambitious and wide-ranging programme of action for 1987

In a message circulated to all members last week, Cosatu's executive committee outlines an agenda which combines workplace-related goals with a commitment to work against apartheid in concert with like-minded organisations. But, anxious to ensure the primacy of workers' interests, Cosatu wants any joint activities to be union-led.

The eight-page agenda says Cosatu will embark on three major campaigns this year — dubbed "The year of consolidation and decisive action". Its first priority is a drive to win a "living wage" for its members, second, the establishment of a union for the unemployed, and third, "national united action under the leadership of the working class".

The document does not define what a "living wage" is, and simply states "what we want is what we need to live decently". Perhaps the central executive committee, which is holding its first meeting of the year this weekend, will define it. If not, then it presumably means that affiliated unions will be left to set wage levels for the sectors in which they organise.

At least one affiliate — the Metal and Allied Workers' Union (Mawu) — has already indicated what it wants. It has submitted a demand for a minimum wage of R4 an hour to the metal industry industrial council for this year's negotiations with the Steel and Engineering Industries Federation of SA.

Common struggle

Cosatu's aim to unionise the jobless stems from a desire to ensure that employed and unemployed are not set against each other. Stating that there is a "common struggle for jobs for all at a living wage," the union body calls on organised workers to help the unemployed. This is to be done in part by striving for the implementation of an existing resolution seeking a 40-hour week and a ban on overtime.

Linkage between workplace and black community-related issues remains a cornerstone of Cosatu's philosophy. And it makes it plain that in tackling these issues, Cosatu regards an alliance between workers, students and youth as highly desirable. "The strongest, best and most reliable allies of the working class are the youth," the document states. But in all alliances workers must be in the driving seat.

The executive committee's message also frankly addresses some of the failures Cosatu experienced in its first year, and exorts members to remedy them.

They include

Failure to meet the six-month deadline set at the launch of Cosatu in December 1985 for affiliates to merge to form national industrial unions (Only in the food, transport, construction and domestic worker sectors

have mergers been successfully completed) There will be a push for more mergers this year,

Failure to live up to the solidarity slogan "an injury to one is an injury to all,"

Despite the success of campaigns last year, like the national strikes on May 1 and June 16, poor support for others like the "Day of Action" on July 14 against the imposition of the second State of Emergency, and the protest on December 1 against the killing of Mawu members in Mphopomeni, Natal, and

Tensions between "workerist" and "populist" elements, which led to the split in the National Union of Textile Workers, and the failure to launch the eastern Cape and Witwatersrand regions of Cosatu

Cosatu also hopes to

Intensify its drive for paid holidays on June 16 and May 1,

Protest against the detention of union officials and members,

Instruct members in "self defence" in both workplaces and townships,

Organise farmworkers, and

Fight for various benefits for women workers

Metal workers table demands for wage talks

12/11/87
B/day
140A

THE 15 trade unions party to the metal industry Industrial Council this week tabled their demands for the 1987 wage negotiations.

After mining, these negotiations are seen as the most important on the industrial relations calendar. Their outcome affects 330 000 workers employed by 8 600 companies.

The SA Co-ordinating Committee (SACC) of the International Metalworkers' Federation — representing four unions of mainly black unskilled and semi-skilled workers — have demanded a R4 minimum hourly wage. The present minimum is R2,22.

It proposes a minimum rate of R8,89 in the top grade, compared with the R5,81 now. The SACC has also demanded minimum personal increases ranging from R1 to R2,22, a reduction in the working week from 45 to 40 hours; improved maternity benefits; paid leave on May 1 and June 16, and the introduction of paternity leave and higher overtime rates.

The Metal and Allied Workers Union (Mawu), a member of the SACC, has made additional demands, including a ban on the dismissal of lawfully striking workers, that there should be no lay-offs due to sanctions,

ALAN FINE

and that no PAYE deductions should be made by employers.

The latter is becoming a regular demand by Congress of SA Trade Union (Cosatu) affiliates, although it has not been carried through. It is described by them as a political statement.

The other major union grouping in the industrial council — the Confederation of Metal and Building Union (CMBU), which represents nine artisan unions — has proposed minimum rates ranging from R3,30 to R6,97 and guaranteed minimum personal increases of 53c to R1,15.

It also demands improved leave bonuses, an extra week's annual leave after four years service; and increased employer pension fund contributions.

Both groupings say ongoing talks over job grading, and wage and negotiating structures must be completed before any agreement is signed. Wage negotiations are due to begin on March 10.

Steel and Engineering Industries Federation of SA (Seifsa) director Sam van Coller declined to comment on the union demands.

Beacon factory strike enters fifth day

12/2/87
The strike by 2 500 workers at the Beacon Sweets factory in Mobeni, Durban, enters its fifth day today following a demand by workers that two shop stewards be reinstated. *Stew* The managing director, Mr Arnold Zulman, denied the union's allegation of misconduct heard later. Beacon said it would "pursue the matter if the situation returns to normal".

One was dismissed and the other had been suspended, a statement from the factory said yesterday. *(140A)* The union demands the stewards be both men after an inquiry, he said.

Chemical staff threaten strike

By Susan Fleming

About 700 members of the Chemical Workers' Industrial Union (CWIU) are threatening to down tools at Fedmis Phalaborwa unless management stops alleged racial discrimination, a union official said last night.

A local organiser for the CWIU, Mr David Nkoana, said about 700 workers voted yesterday in favour of a legal strike at the Sentrachem subsidiary.

Mr Nkoana said blacks had been doing the same jobs as whites, but for lower wages.

"While whites are being trained for positions, black workers are asked to fill these positions. When they have finished training the black workers have to step down," he said.

"We demand that the black workers be allowed to keep their positions," he said.

A spokesman for Sentrachem refused to comment on whether he had been approached by the union about discrimination or a possible strike.

OK faces pile-up of garbage if wage talks fail — union

SOPHIE TEMA

GARBAGE will not be removed from OK Bazaars and affiliates if the company does not meet Ccawusa's wage demands, the 35 000-member South African Black Municipal and Allied Workers Union (Sabmawu) decided at the weekend

Sabmawu general secretary Philip Dlamini said yesterday "The union is going a step further by compiling a list of the home-addresses of all OK directors and its affiliate companies where garbage removal and all essential services would also be stopped."

If the tactic fails, the union has threatened the entire OK management with a lock-out.

A Sabmawu memorandum submitted to OK on Friday said if the company did not comply with union demands, "no garbage will be removed or essential services performed at OK Bazaars or any of its affiliated companies", including SA Breweries

"The entire membership of this

union will see to it that no one scabs or performs these duties on their behalf.

"Should the above strategy not produce the desired results within four days the entire membership supported by their sister unions, and if possible by the entire progressive labour movement, will be engaged in locking out the entire management — from supervisory (level) to managing director"

Sabmawu warned that OK would be held responsible for the injury or detention of union members, and urged the company to resolve the wage dispute within 21 days.

□ ALAN FINE reports that mediation proceedings which resumed on Saturday continued yesterday between OK and Ccawusa (Commercial Catering and Allied Workers' Union of South Africa) By yesterday afternoon the two parties were still locked in discussion

B/Day
FEB '87

145A

~~145A~~

... the two boys would be charged
murder to attempted murder.

Aggett work stoppage

Cyrlc 7/10/87 13/2/87 303
152 ACOR

JOHANNESBURG. — Thousands of Food and Allied Workers' Union members at factories around the country will stop work today to commemorate the death in detention of trade unionist Mr Neil Aggett. He was found dead in a police cell at John Vorster Square on February 5, 1982.

Clover, Fawu talks collapse

Spur By Mike Siluma

140A

The dispute between the Food and Allied Workers' Union (Fawu) and Clover Dairies seems to be far from settlement, with the union yesterday accusing the company of "invoking the emergency regulations to settle a dispute with its own workers".

The accusation came after the collapse of talks between the company and the union over the fate of 166 workers dismissed by from the Maritzburg plant last June.

According to a Fawu spokesman, talks broke down after the union had rejected as unacceptable a company offer of selective re-employment for some workers and a cash settlement for the rest. The company had then turned down a union counter proposal and suggestion of a further meeting, saying it would proceed with legal action against Fawu over action against Clover products.

A Clover spokesman said the negotiations with Fawu had not been fruitful and the company did not see the need for a further meeting.

● The National Union of Mineworkers and the Phalaborwa Mining Company yesterday reached settlement on wages and working conditions for more than 2 500 workers employed by the mine, a union spokesman said.

P.M. 12/21/87 (140A)
OK STRIKE

Watershed week

This week should decide the outcome of attempts to mediate a settlement in the OK wage strike — the longest in the retail industry

Friday is D-day for the Commercial, Catering and Allied Workers' Union (Ccawusa) to respond to an undisclosed offer OK management made when the two sides last met for mediation on January 30

Settlement prospects seem slim. Ccawusa and its federation, the Congress of SA Trade Unions (Cosatu), appear set not only on prolonging the strike, but spreading it to other OK-related companies as well

A critical factor in the strike as far as the union is concerned is that it does not have a strike fund. The strikers, therefore, have had no means of support since December 18, when the strike commenced

Last Thursday steps were taken to remedy this when two Ccawusa representatives embarked on a fund raising tour of Europe, the UK and North America. Their tour is being co-ordinated by Fiet, the Geneva-based international trade secretariat for the technical, clerical and commercial trades

On Sunday, more than 200 worker delegates from 54 Anglo American Corporation companies met in Johannesburg to discuss supportive action. In all, 10 Cosatu affiliates endorsed the strikers' stand. The meeting resolved that workers from each company should lobby their managements to press OK to re-instate dismissed strikers, and to negotiate "in a serious manner"

Solidarity demonstrations

It was also decided that all Cosatu regions and locals should discuss solidarity action. Plans are afoot to stage placard demonstrations during lunch hour on Friday in all Cosatu-organised workplaces. Cosatu's central executive committee meeting, which starts on February 20, will review matters

By Tuesday, when the *FM* went to press, it was not possible to ascertain whether Sunday's meetings had had ripple effects. Strike co-ordinator Jay Naidoo said the union had not yet had a chance to monitor developments. He stressed that Cosatu affiliates had shown solidarity throughout the strike

OK personnel manager Keith Hartshorne says he was not aware of solidarity action at OK-related companies. However, there had been cases of individual merchandisers employed by OK suppliers not pitching up for work. In these instances, Hartshorne says, the merchandisers had either been intimidated, or were expressing support for the strike

Hartshorne says he is a "little surprised" that such elaborate steps had been taken to generate solidarity action, considering that OK is still awaiting Ccawusa's response to its offer

These developments came amid renewed allegations by Ccawusa of widespread in-

timidation of strikers by police and the SADF. "It is clear the State is working very closely with employers to break the back of our struggle for a living wage," the union says

Hartshorne stoutly defends OK's position. "Our policy throughout the strike has been that it is crucial to protect our assets, customers and non-striking staff. In most cases where police have intervened it has been as a result of complaints lodged by customers or staff, and not management. But we make no apology for calling in the police when people's lives are at stake"

An SADF spokesman reportedly said last week he could not comment on the allegations in any meaningful way "because of the usual lack of specific detail". A police spokesman said that if police had taken action it was because there was good reason for it — and not because people belonged to an organisation or union ■

15/2/87
CP Press
YDA

Unionists slam Seifsa

By ZB MOLEFE

THE Metal and Allied Workers' Union this week slated the giant Steel and Engineering Industries Federation of SA for refusing to ask the authorities to grant bail to detained Mawu general secretary Moses Mayikeso, 38

Seifsa told Mawu on Wednesday it would not intervene on Mayikeso's behalf

Mayikeso and seven Alexandra residents appeared in the Randburg Magistrate's Court on Monday on a charge of sedition or alternatively subversion. The hearing was postponed to February 23. Their bail application was stayed pending the Attorney-General's decision.

Joy greets roadblock removals

CP Correspondent

THE REMOVAL of troops and security force roadblocks from New Brighton in Port Elizabeth last Friday caused residents to celebrate in the streets at the weekend.

Taxi drivers were ecstatic about the removal of the roadblocks.

"Now we won't have to wait for so long or pay tolls of cigarettes and cool-drinks," said one.

Meanwhile the sudden absence of 24-hour security force patrols has resulted in some residents cutting open sections of the 2 metre razor wire fence surrounding New Brighton - East Cape New Agency

Hundreds of Mawu members have written to their employers demanding Mayikeso's release. The employers, mostly Seifsa members, referred the matter to Seifsa - who this week refused to make representations.

Reacting to Seifsa's refusal, a Mawu statement said "Workers are now confirmed in their belief that Seifsa and its member companies fall firmly on the side of President PW Botha's 'law and order'."

● At the time of going to press, Seifsa director Sam van Coller was not available. His office said he was in Pretoria and would comment when he returned.

End to OK strike in sight

CAPE TOWN
16/2/87

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JOHANNESBURG — Talks to resolve the marathon OK Bazaars strike ended at the weekend with an indication that an end to the two-month-old dispute is in sight

Mediators for Cawusa and OK said in a joint statement that the union had agreed to consult its members on a new wage offer from the company. The union will officially respond to the offer when mediation talks resume next Saturday

"After over 18 hours of intensive mediation which ended after 4am, in which important progress was made, the union has agreed to consult its members on a revised offer from the company," the statement said

The mediators would not provide details of the talks and both the union and OK Bazaars have agreed not to comment on mediation

About 10 000 workers have been on strike at OK Bazaars stores and warehouses across the country to demand a R160 a month increase across the board. OK Bazaars has offered an R85 increase

Other demands expected to be dealt with next week include the reinstatement of 551 workers dismissed during the strike, a 10% increase in discount on staff purchases and maternity leave — Sapa

... must be in their final year of an Honours ... of full-time university study

BITTER SWEET DISPUTE

CP Correspondent
A BITTER dispute gripped a tiny chocolate firm in PE this week

On Friday, 25 workers at Beacon's PE depot staged a sit down strike in solidarity with two Food and Allied Workers Union (Fawu) shop stewards dis-

missed from Beacon in Durban on February 6

However, Ivan Epstein, Beacon's spokesman said the two unionists were reinstated. He also denied union claims that the PE workers were locked out

Bob Tharrat, PE branch manager, refused to com-

ment, but referred *City Press* to a report in which Epstein said "Workers are on our premises, but not inside the depot"

However, Epstein was also reported as saying workers were locked out to protect "valuable stocks and vehicles"

Workers claim they were met by locked gates on arrival at the factory on Monday - an apparent breach of agreement reached last week

But they said they were allowed back into the factory on Tuesday where they were handed slips demanding their resignations

They said they refused to sign

City Press has a slip which contains the single line "I am tendering my services in terms of my contract of employment"

In a Press statement, Regional Secretary of the Fawu, M Nduzulwana, called on factory manager Tharrat, not to involve the police

At this stage 2 500 Beacon workers are on strike in Durban and Cape Town - East Cape News Agency

Political comment and newsbills by ZB Molefe headlines and subediting by Jon Swift, all of 204 Eloff Street Ext, Johannesburg

New hope in OK strike

ALAN FINE

HOPES have risen that the OK Bazaars strike, which began on December 18, could end next week.

A terse statement released jointly by the two mediators after Friday's mediation session expressed positive sentiments for the first time. It said "important progress" was made in the 18-hour meeting, which ended at 4am on Saturday. The Commercial, Catering and Allied Workers Union agreed to convey to members a revised company proposal.

On Friday, the union rejected a "final offer" made by OK two weeks previously. It included a R100 across-the-board wage increase consisting of four R25 quarterly increases, a R50 once-off payment and an agreement

to reinstate more than half the workers dismissed during the strike.

It can be assumed OK significantly improved its wage offer on Friday. However, it has been resistant to reviewing the 1986 wage agreement, which the once-off payment is in lieu of, and it is not clear whether any movement was made in this area.

Another important feature of the union's position is a demand for a substantial increase in OK's minimum wage.

Finally, crucial to any settlement is an accord on the workers the company believes are guilty of serious disciplinary offences and is unwilling to reinstate.

OK's 'final offer' to Ccawusa

By SY MAKARINGE

THE 15-week long pay dispute between OK Bazaars and the Commercial Catering and Allied Workers' Union is likely to be resolved within the next five days after a new offer by management.

A R100 across-the-board increase, described by OK Bazaars' managing director Mr Gordon Hood as "a final offer", will be presented to members of the union for consideration.

Mediation proceedings will resume on Saturday.

The retail chain offered to give the workers R100 across-the-board increase in four stages of R25 every three months. The offer applies to employees earning up to R800 a month as at January 30 this year.

Mr Hood said during 18 hours of non-stop talks that management would not be able to improve on the new offer in any substantial way as it already represented more than the entire post-tax profit made by the company last year.

According to weekend newspaper reports, OK also told Ccawusa that it would unconditionally reinstate 210 workers sacked during the strike. It is also reported to have said that 132 fired employees would be reinstated conditionally, pending the outcome of disciplinary hearings.

'No' to 209

About 209 would not be reinstated because of alleged acts of intimidation, assault, damage to property and other misconduct.

The union originally demanded increases of R160 a month and a minimum wage of R450 a month.

OK's original offer was R85 a month increase.

Ccawusa could not be reached for comment.

Meanwhile, it was also reported that groups of Inkatha members "invaded" the Ladysmith branch of OK to do their shopping in what is seen as an open defiance to the strikers' call not to shop at OK while the strike was still not resolved.

The move was also seen as an open challenge to Ccawusa.

E Cape Cosatu launched

1401A
SD 16/2/87

PORT ELIZABETH — About 500 representatives from 14 affiliates of the Congress of South African Trade Unions (Cosatu) in the Eastern Cape yesterday saw the official launching here of Cosatu's East Cape regional congress.

The launch, held in Korsten, was described as a "landmark in the

history of the region" after differences aborted the original launch in May last year.

The executive committee elected by the regional congress were Mr John Dube, chairman, Mr Thembinkosi Mkhali, vice-chairman, Mr Dennis Neer, general secretary, and Mr Hamilton Mlunguzi, trea-

surer. As Mr Neer is in detention, Mr Les Kettle was elected acting secretary.

The Cosatu national president, Mr Elijah Barayi, said he was thankful the regional congress had been officially launched as the delay since the aborted meeting last May had always disturbed him — DDC

Revised wage offer: store strike to end?

(180) (210) (140A) (245)
DD 14/2/87

JOHANNESBURG — Striking OK Bazaars workers throughout the country are to be consulted by the Commercial Catering and Allied Workers' Union during the next few days on a revised wage offer from the company, a spokesman for the union said yesterday.

Talks to resolve the marathon strike ended at 4 am on Saturday with an indication that an end to the two-month-old dispute was possible.

Mediators for the union and OK Bazaars said in a joint statement the union had agreed to consult its members on a new wage offer.

The union will officially respond to the company's offer when mediation talks resume on Saturday.

The mediators would not provide details of the talks and both the union and OK Bazaars have agreed not to

comment on mediation.

About 10 000 workers have been on strike at the national chainstores and warehouses across the country in support of their demand for a R160 a month across-the-board increase, rejecting the company's offer of an R85 increase.

A spokesman for the union, Mr Jay Naidoo, said yesterday the union members would be consulted in a series of meetings this week.

Meanwhile, a two-man delegation from the union which left for Europe last week to seek financial aid for the strikers was presently in England, according to Mr Naidoo.

Mr Naidoo was unable to say whether the fund-raising mission, headed by the union's president, Mr Makhulu Ledwaba, had been successful or not. -DDC

Cosatu Eastern Cape congress is launched

PORT ELIZABETH — About 500 representatives from 14 affiliates of the Congress of South African Trade Unions in the Eastern Cape yesterday attended the official launch of Cosatu's East Cape Regional Congress in Port Elizabeth

The launch, held in the Active Hall in Korsten, was described as a "landmark in the history of the region" following one which was aborted in May last year because of internal differences.

(140A) *Start 11/2/07*
DETENTION

Those elected to the executive committee of the congress were Mr John Dube as chairman, Mr Thembinkosi Mkhali as vice-chairman, Mr Dennis Neer as general secretary and Mr Hamilton Mlunguzi as treasurer

As Mr Neer is still in detention, Mr Les Kettle was elected as acting secretary

Cosatu president Mr Elijah Barayi said he was thankful the regional congress had been launched because the delay since the last one was aborted in May last year had disturbed him — Sapa.

CAPE TIMES 17/2/87

Minister organizes defiant shopping

Own Correspondent

DURBAN. — About 500 shoppers arrived in five buses at the OK Bazaars in Ladysmith last Saturday in a show of public support against a call for the boycott of OK shops, where workers are on strike over a wage dispute.

The demonstration was organized by KwaZulu's Minister of Welfare and Pensions, Mr Steven Sithebe, who is also chairman of the local branch of Inkatha and member for Emnambithi of KwaZulu Legislative Assembly.

Mr Sithebe said he was strongly opposed to the call by striking OK workers not to buy at the OK.

"The boycott is not the will of the people. The strike is a domestic matter between OK management and staf. and the strikers must not get the public to boycott," he said.

The defiant shoppers arrived in five buses, which were parked opposite the supermarket where they did their shopping.

There was a strong police presence. No incidents were reported.

South African 17/2/87 (140A)

Annals of OK strikes

By waging the longest strike in South African history, workers in the OK Bazaars supermarket chain have highlighted a growing trend towards industrial militancy in the retail sector of the economy.

The two-month-old legal strike is only the latest in a series of stoppages, sit-ins, plant occupations and strikes that have hit the industry in the last 10 months. The Pick 'n Pay strike in May last year was the first big explosion in a conflict that had been building up since the Commercial Catering and Allied Workers' Union (Ccawusa) began reorganising itself in the early 1980s.

What accounts for this extraordinary degree of conflict in the industry?

In stark contrast to

Victims

From Page 2

made in connection with one case

Nine rape cases have been reported and four arrests have been made in connection with two of them. The victims include a child aged five and another aged 10

Ten cases of theft were reported. Eight cars were stolen and three people have been arrested in two of the cases

Fifteen stolen cars plus 24 suspected stolen vehicles have been recovered

the bitter war of words that has raged around the OK strike, spokesmen from the union and management as well as academic observers expressed a surprising degree of consensus in their replies.

"The kernel of an explanation lies in the fact that unions in the retail industry took a long time to get their act together and have suddenly become a strong and well organised force," Mr Raymond Ackerman, chairman of Pick 'n Pay and leading spokesman for the industry, told Sapa.

South African Press Association

rights for black workers had fuelled union militance and on top of this "some retailers have been paying too low wages," he added. A central statistics service report on monthly wages in the retail sector for the last

quarter of 1986 showed the following averages whites received R962, coloureds R408, Indians R605 and Africans R366. A Ccawusa official responsible for research into conditions of employment in the industry, who declined to be named in accordance with union policy, added

other factors to the explanation. The nature of the labour force in the industry was for him a crucial factor. Most jobs in the industry required a basic level of literacy and certain posts required a minimum standard of secondary education. This distinguished the workforce from other labour intensive industries like metal and mining.

Wages

"The average retail worker tends to be young, urbanised and with a relatively high degree of education that goes with a well developed politics," he said. "They mirrored the socio-political situation in the townships quite accurately."

Not surprisingly, the spokesman focussed on Ccawusa's history and organising techniques to explain the impact it had had.

Ccawusa is an old union but only began reorganising itself in the early 1980s, whereas other big industries like metal, food and chemical began pushing up wages through collective bargaining in the early 1970s.

The result is that retail workers are now demanding large and sud-

den increases to close the gap and these often cut deeply into profit margins — a recipe for long and bitter disputes like the one at OK Bazaars.

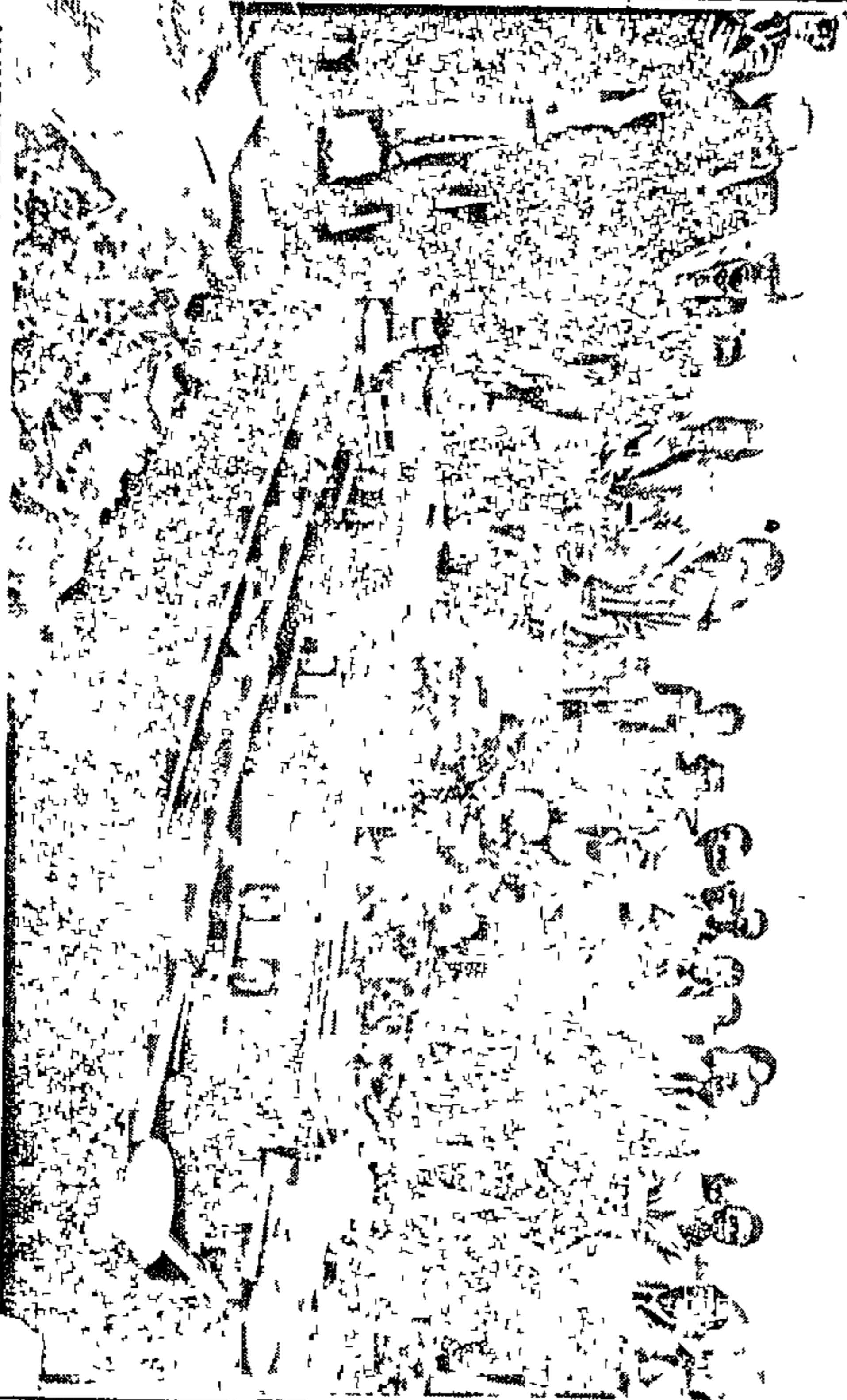
Ccawusa has signed, or is discussing, 88 recognition agreements nationally and negotiations have to be conducted individually at each of the plants.

Detained

While imposing a severe strain on the union's resources, this has forced it to build a strong shop steward structure and close liaison with its membership — which explains why rank and file members were able to run Ccawusa's Johannesburg office for a few weeks when all officials were detained or went to ground after the emergency last year.

Dr Jon Lewis, editor of the academic journal *Labour Bulletin*, said the union's well developed shop steward network and the fact that the industry was dominated by a handful of large chain stores has the effect of facilitating a large scale response by workers to management initiatives and union calls for action.

The result, Dr Lewis points out, is that industrial relations in the South African retail industry are much more volatile than in other industrialised countries where shopworkers and their unions have never shown the same pattern of militance — Sapa



HUNDREDS of mourners attended the funeral of Mr Amos Diseko (71) at the weekend. Mr Diseko, father to Sowetan journalist, Nat Diseko, died in a car accident last weekend in the Free State. His wife, Rebecca (67) and daughter, Gaahle (30), were seriously injured in the accident. The funeral service was held at the Lutheran Church in Orlando East, Soweto. Mr Diseko was buried at Avalon Cemetery.

17/1/87
1401K
STRK

OK causes discord in the Jazz business

By Lesley Cowling

After Jazz Supermarkets had brought an urgent application in the Rand Supreme Court, OK Bazaars yesterday undertook not to pack customers' purchases in plastic packets bearing the Jazz logo.

An attorney for Jazz, Mr. Michael Salomon, said yesterday that OK had agreed — in an out-

of-court settlement — not to supply any goods in Jazz bags or other Jazz packaging or offer their customers Jazz packets.

OK Bazaars — where a countrywide strike by Commercial, Catering and Allied Workers' Union members has been in progress for four weeks — also agreed to have the undertaking made an order of court as soon as possible.

The urgent application followed a complaint by Jazz Supermarkets alleging that the OK was using their packets instead of their own for their customers' purchases.

OK said that the packets had been handed out in error.

But, according to a reliable source, a Jazz executive was offered a packet with his store's logo on it when he went to the OK Bazaars in Eloff Street on Thursday.

The managing director of Jazz, Mr Clive Sacher, said yesterday that his retail chain had taken immediate action to prevent this from happening again.

Jazz was in no way affiliated to the OK, he said.

Industrial militancy increasing

AK6us 18/2/84
140h

Dateline. JOHANNESBURG

By waging the longest strike in South African history, workers in the OK Bazaars supermarket chain have highlighted a growing trend towards industrial militancy in the retail sector of the economy.

The two-month-old legal strike is only the latest in a series of stoppages, sit-ins, plant occupations and strikes that have hit the industry in the past 10 months.

The Pick 'n Pay strike in May last year was the first big explosion in a conflict that had been building up since the Commercial Catering and Allied Workers' Union (Ccawusa) began reorganising itself in the early 1980s.

spokesmen from the union and management as well as academic observers expressed a surprising degree of consensus in their replies.

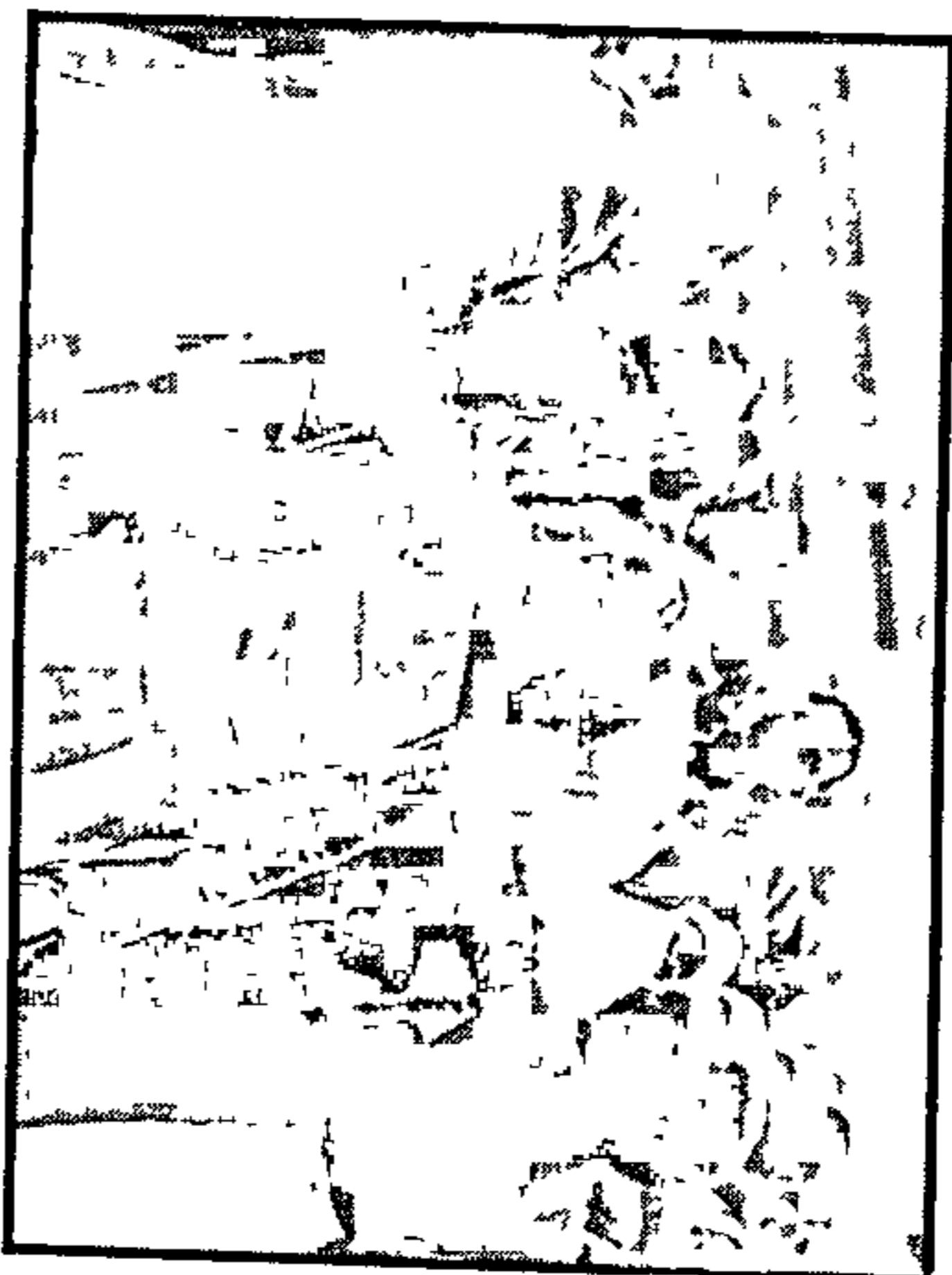
"The kernel of an explanation lies in the fact that unions in the retail industry took a long time to get their act together and have suddenly become a strong and well organised force," says Mr Raymond Ackerman, chairman of Pick 'n Pay and leading spokesman for the industry.

Lack of political rights for black workers had fuelled union militancy and on top of this "some retailers have been paying too-low wages".

A Central Statistics Service report on monthly wages in the retail sector for the last quarter of 1986 showed the following averages: Whites received R962, Coloureds R408, Indians R605 and Africans R366.

Competitive nature

Mr Ackerman acknowledged that one reason for these low wages was the downward pressure on overheads imposed by the principle of marginal profits and high turnover. But he stressed that this did not prevent some companies from paying



Workers in conflict.

wages above the average — like Pick 'n Pay's R540 a month for wage earners.

However, the highly competitive nature of the chain-store business did have another effect, he said.

"Factories can close for a day and make up lost production later. But retailers must stay open every day and the unions have recognised this factor."

A Ccawusa official responsible for research into conditions of employment in the industry, who declined to be

tends to be young, urbanised and with a relatively high degree of education that goes with a well developed politics," he said.

Political mirror

"They mirror the socio-political situation in the townships quite accurately."

Other conditions in the industry that have aggravated worker frustrations are long hours — most employees work a six-day week and considerable overtime — and a generally low level of industrial relations skills amongst line management.

Not surprisingly, the spokesman focused on Ccawusa's history and organising techniques to explain the impact it had had.

Ccawusa is an old union which only began reorganising itself in the early 1980s whereas emerging unions in other big industries like metal, food and chemicals began pushing up wages through collective bargaining in the early 1970s.

The result is that retail workers are now demanding large and sudden increases to close the gap and these often cut deeply into profit margins — a recipe for long and bitter

disputes like the one at OK Bazaars. Ccawusa has signed, or is discussing, 88 recognition agreements nationally and negotiations have to be conducted individually at each of the plants.

While imposing a severe strain on the union's resources, this has forced it to build a strong shop steward structure and close liaison with its membership — which explains why rank and file members were able to run Ccawusa's Johannesburg office for a few weeks when all officials were detained or went to ground after the emergency last year.

Dr Jon Lewis, editor of the academic journal Labour Bulletin, said the union's well developed shop steward network and the fact that the industry was "dominated by a handful of large chain stores has the effect of facilitating a large-scale response by workers to management initiatives and union calls from the union for action."

The result, Dr Lewis says, is that industrial relations in the South African retail industry are much more volatile than in other industrialised countries where shop workers and their unions have never shown the same pattern of militancy — Sapa

Bitter war of words

That strike was followed by major disputes at Foschini, CNA, Gallo, Nels Dairnes, a rash of wildcat stoppages at smaller plants as well as large-scale sit-ins to protest at the detention of union leaders when the emergency was declared in June.

What accounts for this extraordinary degree of conflict in the industry?

In stark contrast to the bitter war of words that has raged around the OK strike,

NUM DECLARES

WAR ON

VIOLENCE AT MINES

MINE violence, which has claimed the lives of dozens of miners recently, will come under scrutiny at the six annual congress of the 369 000-member National Union of Mineworkers (Num) to be held in Johannesburg next week.

The Num has blamed the hostel and migrant system as the cause of faction fighting in the mines

Num's press officer, Mr Marcel Golding, told the *Sowetan* that delegates will discuss the issue as well as formulate a policy "on how to deal with mine violence" in future

The venue for the meeting is the National Exhibition Centre, at Crown Mines, in Johannesburg and the congress will take place from February 25 to 28

Demands

The Num will also focus on

- Wage demands in the mining industry for 1987,
- Health and safety in the mines,
- Job reservation in the mining industry,
- The state of emergency, and "massive repression in the mining industry by mine security as well as the intervention of police" in labour disputes

Mr Golding added "Delegates will also discuss regional unity of mine workers in southern Africa through the Southern African Miners Federation (SAMF)

Members of the SAMF include Botswana, Lesotho, South Africa and Zimbabwe Attempts were being made to include southern African states such as Angola and Mozambique, according to the Num official

The central ex-



MY CYRIL Ramaphosa .. NUM general secretary

ecutive committee of the Congress of South African Trade Unions (Cosatu) meets in Johannesburg this weekend

Among topics to be discussed at this meeting will be the two-month-old OK Bazaars wage

dispute

The Cosatu meeting starts today to Sunday

• The National Union of Wine, Spirits and Allied Workers holds its national council meeting in Johannesburg, from February 23

to 24

The two-day meeting will focus on the coming annual wage negotiations in the wine and spirits industry, due to be held between March 16 and 20 at Stellenbosch

• The Institute of Personnel Management (IPM) is to host a one-day conference at the Carlton Hotel, Johannesburg on February 25

The conference is designed as an introduction to a series of IPM workshops which will run throughout the year The focal point of these conferences will be the concept of the strategic management of human resources

Speakers at the meeting include ex-PFP official Dr Alex Boraine, Professor L Schlemmer of the Wits University's Graduate School of Business and banker Mr Gaby Magomola

IPM president Dr Johan Gouws will also address the meeting

• The AECI chemical group hosts a one-day seminar at Gold Reef City Crown Mines on March 17

The theme of the seminar is The Current Industrial Relations Issues

Among speakers will be Cosatu education officer Mr Alec Erwin, *Sowetan* deputy editor Mr Aggrey Klaaste and Mr Samela Manene, national organiser of the 'SA Chemical Workers Union

Some of the topics at the seminar are people's education, the workerist versus populist debate, majoritarianism and the bargaining unit

• The Electrical and Allied Trade Union of South Africa will be holding its national conference at the Alpha Training Centre, Broederstroom, from April 4 to 5

Activities at the conference include the election of a new national executive council

• The Steel Engineering Industries Federation of SA meets metal unions for another round of wage talks in Johannesburg on March 10

The negotiations will centre on unions' wage proposals submitted to the employer body at a preliminary meeting last week

Strike at mills may end today

Most of the 1 700 workers involved in the eight-day Mondi Board Mills strike are expected to resume work today, says a spokesman for the Paper, Wood and Allied Workers' Union (PWAU).

At a meeting between union officials and the Mondi Board in Durban yesterday, a compromise settlement was reached about the backdating of the new salary scales agreed on last week.

A deadlock had developed after Mondi Board had refused to accept PWAU's demand that increases be effective from January 1. Management said the increases would be effective from January 23. The new salary scales will be backdated to mid-January.

Mondi said settlement had been reached and that union members would report for work from last night.

140A

14/2/87 Star

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BEHIND THE OK STRIKE

LIFE has not been the same for a young Soweto couple since the OK Bazaars strike started on December 18 last year.

Mr Solomon Phiri and his wife, Charlotte, are among more than 10 000 workers from the giant retail company who are on a legal strike after last year's wage talks between the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and OK broke down

Mediation talks continue on Saturday afternoon and there is a glimmer of hope that the strike may soon be over

BY LEN MASEKO

But for the Phiri family the past 15 weeks have been agonising. They have four children and two other homes to support

Mr Phiri's mother lives alone and depends on the couple for support. Charlotte's mother is widowed and also depends on the Phiris to make ends meet

Their children, Jabuhle (13), Sisi (10), Geraldine (7) and Kagiso (4), are, like any other children, hungry all the time.

These young and healthy appetites have had to contend with the strike

The family depends on subsistence from the union. For the union to be able to maintain more than 10 000 people would be a Herculean task. It is thus anybody's guess how much they get

But while the subsistence should be pretty low, the strikers, as shown by the determination of the Phiri family,



where dozens of other workers converge for their *umzabalazo wabasebenzi* (workers' struggle). There, a day spent attending meetings, listening to support messages from other worker groups, and waiting for the latest developments in the dispute. Sympathetic families and friends have also helped strikers. But the pride of the union and its members has refused to see them throw in the towel. Every day they sing freedom songs and encourage one another. The OK workers' demands are

- A minimum wage of R450 a month,
- An increase of R160 a month,
- An end to the anniversary system of increases. Workers are only paid the increase in the month that they first joined the company,
- The workers demand a 20 percent staff discount,
- They demand that women on maternity leave get the same increases when they get back to work, and
- They demand that workers from bantustans get the same benefits

OK management has said that the R160-a-month increase would cost the company about R40 million. The company has since improved its original offer of R85 a month to an undisclosed amount. Victory in this strike, according to Ccawusa, is crucial if workers are to leave "their imprint" within the political arena and be respected as the leaders of the liberation struggle in South Africa. And for union members the wage dispute has meant nearly 15 weeks of sacrifice, going without income for that period, a drop in their lifestyle, and being involved in a nerve-racking battle in which there are victors and losers. Defeat, in this case, means jobs are on the line.

(1405) (152) (15)

CHEMICAL WORKERS DOWN TOOLS

Sowetan 19/2/87
140A

A TOTAL of 700 Chemical Workers' Industrial Union members are on a legal strike at Industrial Rubber's four plants in the Transvaal.

The strike stems from workers' demand for an across-the-board increase of R1 an hour, a 40-hour week, paid maternity leave, recognition of May Day and June 16 as paid holidays

The company has instead offered — among other things — 39 cents across-the-board. The plants affected by the strike are in Wadeville, Phalaborwa, Industria and Boksburg

The strike follows the failure by the Minister of Manpower to appoint a conciliation board to resolve the dispute. CWIU members voted for a strike after the Minister failed to appoint the board within 30 days

- The Chamber of Mines is to take the conservative Mineworkers' Union to the Industrial Court over the refusal by the union's members to train coloured winding engine drivers

This follows the failure by the conciliation board, which met in Johannesburg yesterday, to resolve the dispute

The Chamber declared the dispute when the Mineworkers' Union, which has an all-white membership, re-

By LEN MASEKO

jected a Chamber proposal that members of the union assist in the training of coloured winding engine drivers on the same basis as they help white trainees

The unfair labour practice dispute is now being referred to the Industrial Court. The Chamber said in a statement

- Meanwhile over 1 000 Metal and Union (Mawu) members who downed tools at five Henred Fruehauf plants in protest against the dismissal of a union member, have since returned to work

The workers resumed work after management agreed to start inquiry proceedings into Mr Hendrick Maake's dismissal

Blagwu ^{1450A}
^{South}
congress

^{2012/13}
THE Northern Transvaal region of the Black General Workers Union holds its annual congress in Pietersburg tomorrow.

The congress will be at the Workers Centre, 18 Devenish Street, Pietersburg. It starts at 10 am.

Blagwu information officer Mr Peter Mohlaka said 79 plants are expected to be represented and elections for the National Executive Council would also be held.

140A



Mawu members stop work over Mayekiso

SEVERAL thousands of Metal and Allied Workers' Union members this week took part in sporadic stoppages demanding that detained unionist Mr Moses Mayesiko be discharged or granted bail.

A Mawu spokesman said 30 companies were affected by the stoppages on Wednesday. Companies affected included Crown Cork, Siemens (Rosslyn), Chubb, Koolmaster and Metal Box.

Mawu secretary Mr Mayekiso, who has

been in detention since June last year, appeared in the Randburg Magistrate's Court on February 9 on a charge of sedition or alternatively subversion. He will appear in court again on Monday.

Managements at some of the strike-hit factories sent messages of sympathy to Mawu

and telexes to the Minister of Law and Order.

Yesterday, Mawu members returned to work.

Mr Mayekiso's detention was discussed at a preliminary meeting last week between the employer body, the Steel Engineering Industries' Federation of SA (Seifsa), and

metal unions.

Seifsa's statement that they were not prepared to intervene has been slated by the union.

• The legal strike by 700 Chemical Workers' Industrial Union (CWIU) members at four Mining and Industrial Rubber plants continued yesterday.

CWIU members at Phalaborwa, Boksburg, Wadeville and Industria downed tools on Monday in support of demands for improved wages and working conditions.

The CWIU and the company meet at a conciliation board sitting tomorrow, in an attempt to reach a settlement. Other issues to be dealt with at tomorrow's proceedings are maternity benefits, shift allowance, equal wages for men and women workers and the question of May 1 and June 16 being paid holidays.

Unionists arrested

MORE than 200 Transport and Allied Workers' Union members were arrested this week after they downed tools at five Bophuthatswana Transport Holdings bus depots. (U) (D) (S) *Sowetan*

According to Mr Esau Rankholo, Tawu's general secretary, the arrests took place after workers went to the Pretoria West depot to protest management's refusal to recognise the union

A police spokesman confirmed that a number of people were arrested and later released. He would not give further details.

Mr Rankholo told the *Sowetan* that two trade union members were arrested by the Bophuthatswana Police in Hammanskraal and Brits on Wednesday afternoon. The two are Mr Lucas Kekana and Mr Joseph Mashilo.

Bophuthatswana Police could not confirm the arrests. 20/2/87

NUM to look at mine violence

ALAN FINE

MINE violence, health and safety and job reservation are among the main items on the agenda of the four day annual congress of the National Union of Mineworkers (NUM) due to be held in Johannesburg from next Wednesday

The NUM claims 369 000 signed-up and 180 000 paid-up members and is recognised at 82 mines and other establishments

NUM spokesman Marcel Golding describes the congress as the most

critical in the union's five-year history

The congress will formulate demands for the annual wage negotiations with the Chamber of Mines.

Golding says the congress will examine the spread of faction fighting.

Following the Kinross disaster last September, mine safety will be an important item. And government will come under attack for its failure to have abolished job reservation in the industry.

Sanctions and disinvestment will also come under the spotlight

21/2/87 (1404) SD

OK decision today

JOHANNESBURG —
The outcome of negotiations between the management of OK Bazaars and the Commercial Catering and Allied Workers Union will be known this afternoon.

One of the mediators, Mr Gavin Brown, said

yesterday that when the opposing parties took their places at the bargaining table at 11 am this morning, it would soon be known whether settlement would be reached, or if the 10-week-old strike would continue. — Sapa

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End to OK strike close

27/2/77
Mediation proceedings to end the nine-week OK Bazaars strike by thousands of Commercial, Catering and Allied Workers' Union (Ccawusa) members appeared close to success today.

(2) A spokesman for the mediators, Mr Gavin Brown, said a draft settlement was reached after talks at the weekend, which included a marathon 21-hour session ending at 5.30 am today.

(3) Another round of talks will take place on Wednesday morning after the union has referred the draft agreement to its members.

(140A) ● The South African Black Municipal and Allied Workers' Union has written to the management of OK Bazaars concerning rubbish collection from OK Bazaars stores and the homes of directors.

Star The letter is related to the strike by Ccawusa members.

(Sections of this report have been omitted to comply with the emergency regulations.)

OK talks continue

THE fate of approximately 10 000 OK Bazaars workers hung in the balance yesterday, as mediation talks were expected to continue late into the night.

The mediation proceedings, which began on Saturday, were taking place at a Johannesburg hotel.

MIR and CWIU to meet over pay strike

ALAN FINE

A CONCILIATION board is due to meet tomorrow and Thursday for talks between the Chemical Workers' Industrial Union (Cwiu) and the Mining and Industrial Rubber Company (MIR) over the week-old wage strike at four MIR plants.

The Cwiu said yesterday "minimal progress" was made at the first board meeting on Friday. It is demanding a R1 an hour across-the-board increase and other improvements in working conditions for the 700 workers on strike.

The union described wage levels at the company as "appalling". It says the minimum is below the household subsistence level and that women earn less than men for equivalent work.

MIR MD Vic Pretorius yesterday questioned the accuracy of some of the union claims but said it was inappropriate to comment before the board completed its work. □ Members of the Food and Allied Workers' Union dismissed from Clover-NCD's Maritzburg plant during a strike last June have rejected a management offer to reinstate about a third of them. The workers have demanded the reinstatement of all.

1404

Sowetan
24/2/87

Settlement soon in OK pay strike

MEDIATION proceedings to resolve the OK Bazaars wage strike ended early yesterday, with a flicker of hope that a settlement may be reached within the next 24 hours.

A statement released by mediators representing OK management and the approximately 10 000 Commercial Catering and Allied Workers' Union of SA (Ccausa) members, said a draft settlement agreement had been drawn and referred to union members for consideration.

Mediators Mr Charles Nupen (for Ccausa) and Mr Gavin Brown (for OK) are due to meet tomorrow for what may be the final round of wage talks.

Ccausa members have been on strike at more than 120 OK outlets since December 18, demanding wage increases of R160 across-the-board and a minimum wage of R450 a month.

Last weekend's mediation talks went on for a marathon 21 hours and ended at 6am yesterday.

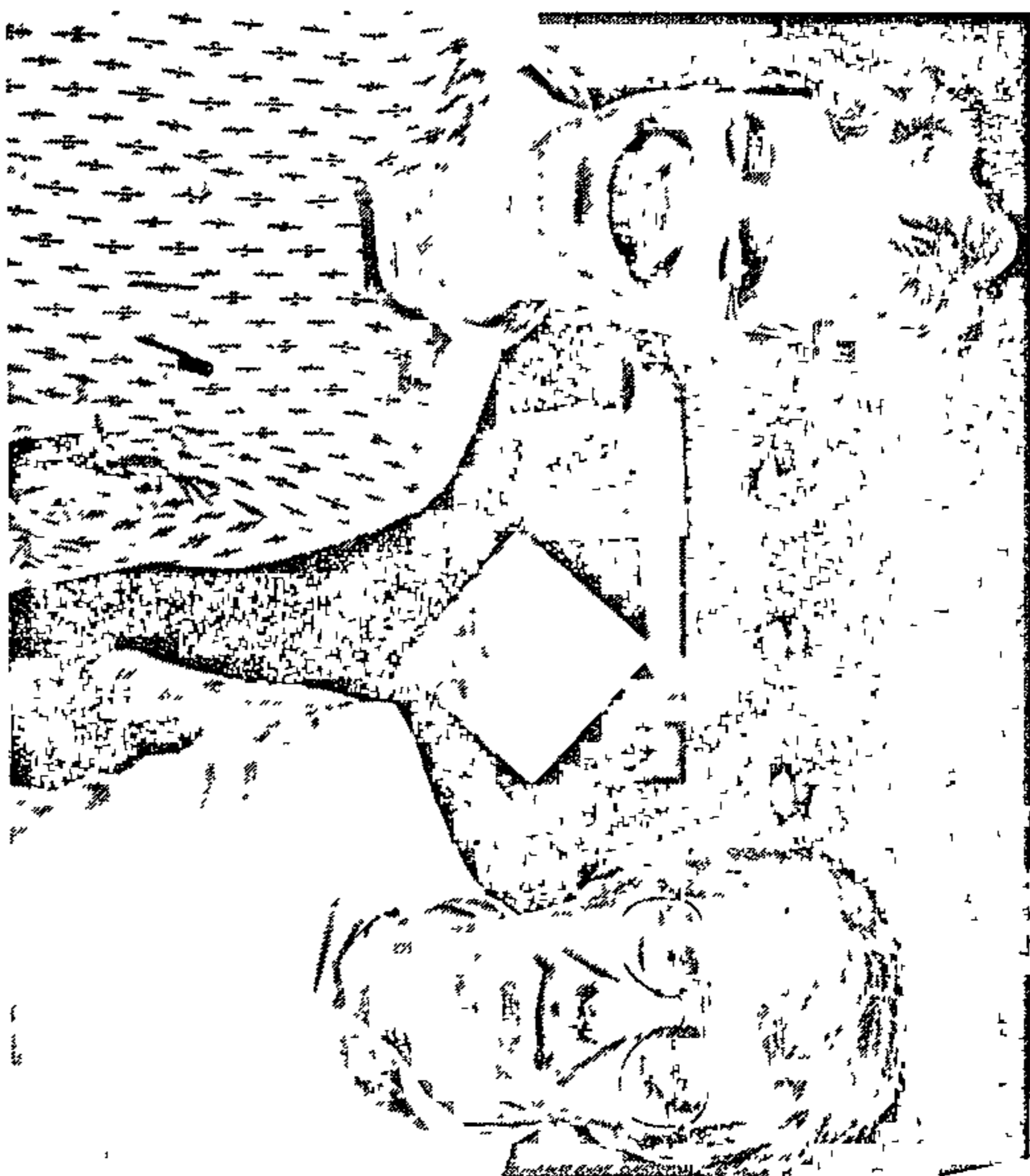
BY LEN MASEKO

Meanwhile the SA Black Municipal and Allied Workers' Union (Sabmawu) has called on OK management to resolve the wage dispute.

The Conciliation Board proceedings to resolve the wage dispute between Mining and Industrial Rubber and the company's 700 employees continues this week, after it was adjourned last Friday.

Members of the Chemical Workers' Industrial Union (CWIU) at the company's four plants demand — among other things — hourly wage increases of R1 across-the-board. Management at last week's proceedings offered 59 cents across-the-board, according to the union.

A CWIU spokesman said the proceedings were due to resume tomorrow. CWIU members also demand an increased shift allowance, equal pay for men and women workers and paid maternity leave.



THE MIDDLE men in the OK Bazaars wage dispute, Mr Charles Nupen (left) and Mr Gavin Brown, have a 2 am chat during the marathon mediation talks at a Johannesburg hotel. The wage talks continued until 6 am.

2 BUSINESS DAY, Tuesday, February 24 1987

Ports, rail systems 'inadequate'

Frontline States' dependence on SA to continue

FRONTLINE states' plans to free themselves from dependence on SA's harbours and transport system were likely to run aground, RAU transport economics senior lecturer Jackie Walters said yesterday.

He told a conference attended by more than 30 World Media Association members that about 70% of Southern Africa's imports and exports flowed through SA's ports due to the inadequate nature of other ports in the region.

Walters said rail links in Southern Africa were also inadequate to handle large tonnages and were adversely affected by military activity.

It was estimated that about 57% of Zaire's imports were carried from SA via Botswana.

About 70% of Zambia's imports came via SA's harbour and railway network, and 40% of the country's exports were transported through SA.

Zimbabwe was even more dependent on SA with up to 80% of its imports and up to 90% of its exports transported via the SA transport network.

Walters listed these reasons for the dependence

- The rail line from Zimbabwe to Maputo was virtually inoperative due to guerrilla activity by Mozambique rebels.
- The Tazara line from Zambia to Dar es Salaam and the port itself could handle only about 45% of Zambia's freight traffic.
- The Benguela line from Zaire to the Angolan coast had been virtually closed by Unita rebels.

Pretoria University's Department of Economics chief G L de Wet said SA

THELMA TUCH

produced up to 70% of Southern Africa's maize crop as well as 90% of the region's wheat crop.

□ The delegation was addressed on Sunday night by Soweto Civic Association chairman Dr Nthato Motlana.

Yesterday they met representatives from the American Chamber of Commerce.

Among those they are scheduled to meet are President P W Botha, several newspaper editors, Swapo representatives and Minister of Defence Magnus Malan.

Anglican Archbishop of Cape Town Desmond Tutu and the Congress of South African Trade Unions had turned down requests to meet members of the delegation, association executive director Larry Moffit said yesterday.

The delegation arrived in SA on Sunday on a fact-finding tour of Southern Africa which will end on March 8.

OK strike settlement is in sight

140K
B. Day

ALAN FINE

STRIKING OK Bazaars workers will gather at meetings around the country today to hear reports on the draft settlement reached with management at two lengthy mediation sessions on Saturday and Sunday.

It is expected the agreement will be signed tomorrow, the 70th day of the strike.

Commercial, Catering and Allied Workers' Union president Makhulu Ledwaba said while certain details of the proposed settlement fell below the union's mandate from members, these were not in vital areas.

Ledwaba — who returned from a fund-raising trip to Europe late last week — would not supply details of the draft settlement. However, according to a weekend report, one aspect is a R100 across-the-board increase to be implemented in two steps.

A method of resolving the position of scores of workers dismissed for alleged contraventions of OK's disciplinary rules is also likely to form part of the settlement.

Ledwaba said the union had decided to file applications for the release of OK workers still in emergency detention.

More strikers than ever last year

GERALD REILLY

A RECORD number of 323 858 workers were involved in strikes last year, and another 100 532 in work stoppages.

The government figures are far higher than those for 1985.

Department of Manpower director-general Piet van der Merwe said the increase was mainly the result of more strikes in large organisations such as the OK Bazaars and CNA.

There were a total of 643 strikes and 150 work stoppages last year.

Manhours lost through strikes totalled 1 161 846, while stoppages accounted for

147 112.

Van der Merwe said the greater use made of the Industrial Court last year was a welcome development.

More than 2 000 cases were referred to the court — double the number for the previous year.

Nearly 70% of the cases were settled before evidence was called.

Van der Merwe said "There is a greater maturity developing in the labour field."

Cape Times 24/2/87
Nampak workers down tools

Staff Reporter

WORKERS at Nampak Paper, Bellville, yesterday
downed tools

The workers are members of the Paper, Wood and Allied Workers' Union, which declared a dispute with the company in mid-December. The Minister of Manpower, Mr Pietie du Plessis, agreed on February 6 to the appointment of a conciliation board.

The general manager, Mr D Sabbatini, said about 100 workers went on strike about 12 30pm. He believed the strike was in support of a PWAU demand that further wage negotiations take place outside the auspices of the conciliation board.

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Sowetan
25/12/87
(140A)

THE 369 000-member National Union of Mineworkers holds its sixth annual congress in Johannesburg, starting today.

NUM HOLDS 6th ANNUAL CONGRESS

Dozens of NUM delegates from all over the country are expected to attend the four-day congress, according to NUM press officer Mr Marcel

Golding.

The NUM congress will focus — among other things — on:

- Faction fighting on the mines, which has claimed the lives of

scores of miners in recent weeks;

- Wage demands in the mining industry for 1987;
- Health and safety in the mines; and

- Job reservation in the industry.

Unity among black mineworkers in southern Africa will also come under the spotlight at the meeting, Mr Golding said.

Meanwhile NUM's plans to hold a mass rally hung in the balance yesterday.

25/2/87
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140A

All may be OK again.

ALAN FINE

REPRESENTATIVES of the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars management meet this morning and are expected to sign an agreement which will signal the end of the 10-week-old strike.

A union spokesman would not confirm that workers had accepted the contents of a draft settlement reached in the early hours of Monday morning. But he said Ccawusa will hold a Press conference at midday today.

The agreement is likely to include wage increases for OK employees for the coming year and set a minimum wage. And, while the OK has agreed to reinstate more than half of the 551 workers dismissed during the strike, the settlement will include a method of testing the fairness of the remaining dismissals.

Should the strike end today, it will have cost more than 400 000 man days according to OK figures on the size of the strike, or close to 700 000 by Ccawusa's reckoning.

About 170 strikers have been detained in terms of the emergency regulations since the strike began, and several hundred more arrested.

CAP. Times 26/2/87

Ccawusa 'victory' as OK strike ends

140A

JOHANNESBURG — The OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday signed an agreement ending the ten-week-old strike by thousands of workers at about 120 outlets

It provides for a R100 across-the-board wage increase to be paid in two R50 instalments in April and November; a R400 minimum wage to be implemented by November, staff discounts to be increased from 10% to 12%, and women on maternity leave will become eligible for increases negotiated in their absence

In addition, the OK will hold open the jobs of workers in detention or in prison awaiting trial and the cases of 258 employees dismissed or liable for dismissal for conduct during the strike will be tested in arbitration

Return to work is timed for Monday
Ccawusa hailed the settlement as a "substantial victory" which had boost-

ed worker leadership and union organization It also praised solidarity action taken by other unions and church, student and political groups.

OK MD Mr Gordon Hood said the strike had been unnecessary "While we are naturally very pleased this dispute has been resolved, it is regrettable that so many workers and their families have suffered so much hardship."

Personnel director Mr Richard Blackwell said the strike had shown that the company could run with fewer people About 80% of strikers were replaced.

The two mediators said "We hope the wider South African community will take note that it is possible for parties with widely divergent interests and objectives to settle major and often acrimonious conflict through a process of dialogue "

OK, Ccawusa agree on terms to end strike

By Mudini Maivha

Star
The bitter 10-week OK Bazaars strike by members of the Commercial and Catering Workers' Union of South Africa (Ccawusa) was settled yesterday in Johannesburg

The agreement was signed after four weeks of negotiations by mediators Mr Charles Nupen and Mr Gavin Brown, and as a result about 12 000 workers involved in the biggest and longest strike outside the mines will return to work at 120 OK outlets on Monday

The two parties have agreed on

- A R100 across-the-board increase to be implemented in two phases R50 a month rises in April and again in November. (Ccawusa initially demanded R160 rises while OK offered R85)
- A minimum wage of R400 a month from November.
- Unconditional reinstatement of 364 of the 551 workers dismissed during the strike
- Discounts, an increase in staff discounts from 10 percent to 12 percent
- Maternity leave improved maternity leave benefits including payment of the negotiated increases upon return to work and a pro-rata bonus
- Privileged leave privileged leave forfeited because of the strike will be reinstated
- Loans Loans of up to half of one month's salary, payable over three months
- Workers detained under the emergency regulations or whose absence from work was due to detention related to charges arising from the strike, will not lose their jobs.
- Dismissals and discipline arbitrators would handle cases of workers whose conduct during the strike in the view of the company could result in dismissal.
- Goods repossessed by OK during the strike because of workers being in arrears will be returned.

"Finally, we have won a very substantial victory," said Mr Jay Naidoo of the Congress of South African Trade Unions and co-ordinator of Ccawusa's team

OK managing director Mr Gordon Hood's statement said "While we are naturally very pleased this dispute has been resolved, it is regrettable that so many workers and their families have suffered so much hardship while the strike was in progress."

● See Page 11.

NUM congress told of 'capitalist crisis'

By Mike Siluma

South Africa is in the grip of a capitalist crisis from which it can be freed only by the introduction of a socialist system, National Union of Mineworkers (NUM) president Mr James Motlatsi told the union's fifth annual congress in Johannesburg yesterday.

The congress was also addressed by Congress of South African Trade Unions (Cosatu) general secretary Mr Jay Naidoo, Mrs Winnie Mandela, and United Democratic Front acting publicity secretary Mr Murphy Morobe.

Mr Motlatsi said South Africa was in a deep-rooted economic, political and ideological crisis whose symptoms included a deepening recession, 3 000 000 unemployed, and the devaluation of the rand.

A feature of the economic face of the crisis was the consolidation of wealth and economic control in the hands of a few giant companies, he said.

"Aided by Botha's economic policies — deregulation, border industries, small business development, and privatisation — these companies are trying to undercut the gains made by the trade union movement."

'CAMPAIGN FOR LIVING WAGE'

On the political front, Government attempts to impose the tricameral Parliament and the community councils had failed totally, said Motlatsi.

While unions were a "vital force in the overall struggle", they could not achieve their socialist goal without the support of youth, community and women's organisations.

Saying that 1987 was the year mineworkers should put up wages "significantly", Mr Motlatsi said every mine would have to be mobilised in the campaign.

"The campaign for a living wage is the first phase of our struggle for a better distribution of the wealth of this country. It can never be our solution. Only a

democratic socialist order, which uses the country's resources for the benefit of its people will solve the crisis."

This year would also see the beginning of the struggle by the NUM to destroy the hostels, and the migrant labour and induna systems, which had proved to be the causes of mine violence.

Mr Motlatsi warned mine owners to negotiate with the NUM on ways to abolish the migrant labour system and hostels, or face "mass struggle" for mine control. A priority should be to form defence committees to guarantee the safety of mineworkers.

Turning to issues of health and safety, Mr Motlatsi said that in spite of "massive profits" by the mining industry, little was spent on occupational safety.

Mrs Mandela called on white South Africans to realise that their future was threatened by "racist tyranny" and not "the so-called terrorism". She called on whites to join the "democratic revolution".

Condemning the Government for frowning on recent big business contacts with the African National Congress, she said "all responsible South Africans had a duty to save our country from the lunacy of the Government"

Opening the congress, NUM vice-president Mr Ebrahim Barayi said the NUM would honour Nelson Mandela, its honorary life president, at all its coming congresses until he was released from jail.

Mr Morobe said it was through the unity of "all progressive forces led by a revolutionary working class" that genuine change would come about.

Dealing with sanctions, Mr Naidoo said it was the "intransigence of the apartheid regime" that had sparked the campaign to isolate South Africa.

"We as workers did not create apartheid ... and will continue to fight against retrenchments, and make sure that our enemies carry the burden of sanctions — not us," he said.

The congress ends on Saturday.

Delegates at the NUM congress

OK strike is over, says Hood

26/2/87 NIM



Labour Reporter

THE 10 week long national strike by 7 120 employees of OK Bazaars, which affected 120 stores throughout the country, had ended, Mr Gordon Hood, the chain's managing director, announced last night

This followed successful mediation between OK and the Commercial, Catering and Allied Workers' Union, which had accepted the OK's final offer of substantially improved conditions of service to become effective on April 7

The settlement would remain valid until negotiations for the April 1988 to March 1989 wage cycle

started in mid-February next year

Mr Jay Naidoo, the union's negotiator, was still in Johannesburg last night and could not be reached for comment

Details

Mr Hood told the Mercury the union had advised the striking workers to return to work by Monday, March 2, in terms of the agreement which had been reached

Announcing details of the new package, Mr Hood said 'When the strike began on December 18, last year, the average salary of all OK employees up to the level of supervisor was R489 a month

'In terms of the new agreement, all employees will enjoy significantly improved benefits including wages, which have been increased across the board by R100 a month to be given in two stages of R50, effective in April and November

'Minimum wages for existing employees currently in the OK's service will be R400 a month as from November 7, 1987'

There would be an increase in staff discounts from 10% to 12% with effect from April 7, improved maternity leave benefits including the payment of negotiated increases upon return to work and a pro-rata bonus, he said

The OK bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday signed an agreement ending the 10-week-old strike by thousands of workers at at least 120 OK outlets.

The agreement follows nearly six weeks of mediation conducted by attorney Charles Nupen and industrial relations consultant Gavin Brown.

It provides for a R100 across-the-board wage increase, to be paid in two R50 instalments in April and November; a R400 minimum wage, to be implemented by November; and staff discounts to be increased from 10% to 12%. In addition, women on maternity leave will become eligible for increases negotiated in their absence.

Background to the dispute: Page 10

The OK will also hold open the jobs of workers in detention or in prison awaiting trial, and the cases of 258 employees dismissed or liable for dismissal for conduct during the strike will be tested in arbitration.

Return to work is timed for Monday. Ccawusa described the settlement as a substantial victory that had boosted

10-week-old OK strike resolved

ALAN FINE

worker leadership and union organisation. It also praised solidarity action taken by other unions and church, student and political groups.

It said all union expenses had been covered by overseas fund-raising and it would, wherever possible, provide assistance to those members facing financial difficulties.

OK MD Gordon Hood said: "While we are naturally pleased this dispute has been resolved, it is regrettable so many workers and their families have suffered so much hardship." The strike had been unnecessary, he said.

OK personnel director Richard Blackwell said the strike had shown the company could run with fewer people because only about 80% of strikers had been replaced with casuals.

The two mediators expressed delight at the settlement.

ALAN FINE

YESTERDAY'S strike settlement between the OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) brings to an end one of the biggest and most protracted resolved strikes in SA labour history.

It was a strike which had potential and actual dramatic consequences — for the relationship between the company and the union and labour relations in general

There was a period earlier this month when the strike threatened to turn into a major showpiece confrontation between organised labour and — with the help of the OK's Anglo American connection — a large portion of the business community. State intervention would have been likely too

It would have been a dramatic platform for the launch of the Congress of South African Trade Unions' "living wage" campaign this year.

The question to ask is why did it not happen?

Ccawusa spokesman Jay Naidoo said the potential for such a confrontation existed. But the OK's last offer was sufficient to be considered seriously.

"Organised labour is prepared to take on capital," said Naidoo. But there was no plan in the union movement to create a major confrontation merely for the sake of it. "If the employer is sufficiently flexible, the question doesn't arise," he said

The OK strike cannot be taken as a clear victory for either side. Such settlements rarely meet initial expectations

The costs of the strike, and the bitterness it engendered will not be forgotten soon — even though both knew in advance that sacrifices would have to be made

Workers may receive some compensation for 70 days lost pay if the union's international fund-raising efforts bear fruit

The OK has been unwilling or unable to specify its losses. But factors to consider include the payment of premium rates to thousands of less experienced and less productive temporary workers; the effects of a fairly widespread, if patchy, consumer boycott, and legal costs and other contingency expenses.

It is tempting to ask whether there could not have been a less painful way of reaching a settlement. The answer is, ideally yes, but in practice no

The OK is SA's largest retailer, and probably the toughest the union has to deal with. Ccawusa is by far the largest union in the sector. Their relationship in recent years has

OK settlement ends one of SA's biggest strikes

31 Day 26/2/87

(SA) (NOA) (31)

THE OK strike could at one point have swung either way, and threatened to erupt into a major showpiece confrontation between organised labour and a large section of the business community. Such a showdown was avoided by settlement of the strike yesterday by Ccawusa and the OK.

been characterised by simmering conflict.

From the union's point of view, wage settlements in recent years have been below the industry norm. Admittedly OK profits have fallen drastically during the period. But their lagging wage levels made this confrontation inevitable.

For the OK, Ccawusa had become bloody-minded. OK personnel director Richard Blackwell said "Even had we given in to their initial demands, they would have found another reason to strike"

In the past two years there had been more than 200 wildcat stoppages at OK branches around the country. These were explained by the union as a result of "repressive" management practices. Naidoo describes the management approach as, at best, cold adherence to the letter, but not the spirit, of agreements. For the OK, Ccawusa had provocatively disregarded agreed grievance procedures

The company saw a strike as inevitable and began planning for it six months before it erupted

Which probably helps explain why, to the union's dismay, it held out not only for the week before Christmas but for another two months.

The union's campaign was, in some ways, extraordinarily well prepared. It is no easy task to hold together thousands of workers at 137 (according to Ccawusa) different locations for more than two months

But there were also some shortcomings. The union overestimated the probable effect of a Christmas strike, and the organisation of solidarity action was slow and often *ad hoc* — and also hindered by the emergency.

What did the union achieve from the strike? Naidoo said the union was fighting to reassert itself at the OK after two years of poor settlements. Workers inevitably did not get what they set out to get, but they had, nevertheless, achieved a "more acceptable" level of income.

Only time will tell whether management style will become less "repressive".

But Naidoo recognised signs of movement even during the strike, arguing that the OK's response to perceived misbehaviour of strikers softened as the strike proceeded.

OK's Blackwell strongly denies that management practices are repressive. He attributed the OK's changing approach to discipline during the strike to the fact that strikers' behaviour improved as they realised the company would deal with them firmly

But he says he believes the strike could be a watershed in union-management relations. "It must still be based on business principles, but also on mutual trust," he says. "And we will have to formulate a more realistic approach to problem-solving"

He said both learnt they were vulnerable in certain areas — the OK particularly to a consumer boycott. Both also learnt that no one wins a strike, one side may just lose a little less.

OK STRIKE

140A
Swecher
26/2/87



Accord signed

CCAWUSA officials and OK management at yesterday's signing of an agreement to end the 70 day wage strike by union members (From left) are Mr Joe Williams chairman of the Ccawusa Orange Vaal branch Mr Richard Blackwell OK personnel director Mr Makhulu Ledwaba Ccawusa president and Mr Melville Pels OK legal director

OVER

By NKOPANE MAKOBANE

THE 10-week national strike by workers at OK Bazaars is over.

The agreement, spelled out in a six-page document, came after a breakthrough in negotiations which began in January to settle the wage dispute

Addressing a Press conference after the signing a Ccawusa spokesman said they were delighted to have emerged victors in their hard-fought battle

He said the strike had achieved among other things worker leadership determination to fight discipline, forged unity and brought support from churches

R100 across the board, new benefits

trade unions community organisations and individuals
The strike which hit more than 100 OK Bazaars stores and warehouses ended yesterday when officials of the Commercial Catering and Allied Workers

Union (Ccawusa) and OK management signed an agreement at a Johannesburg hotel

The striking workers are to return to work on Monday (March 2)

Mr Gordon Hood OK managing director said in a statement that they were naturally pleased that the dispute has been resolved. It was regrettable he said that so many workers and their families have suffered so much hardship while the strike was in progress

Welcome

This confrontation the severe impact on striking employees the unfortunate disruption of our business and the unacceptable violence and intimidation by some of the strikers were all unnecessary

These events could have been averted had the spirit which we encountered during mediation prevailed before the strike was called

The strike is now behind us. We have learnt a great deal from the experience. We welcome back our striking workers and we anticipate a positive era for the OK. Together we will work

Benefits

From Page 1

for the mutual benefit of both customers and staff," Mr Hood said

A statement released by mediators Mr Gavin Brown (for OK) and Mr Charles Nupen (for Ccawusa) said they were delighted to have assisted the parties to reach a settlement

"We would hope that a wider South African community will take note that it is possible for parties with widely divergent interests and objectives to settle major and often acrimonious conflict through a process of dialogue and negotiation

• **Staff Discounts:** An increase in staff discounts from 10 percent to 12 percent with effect from April 7, 1987

• **Maternity Leave:** Improved maternity leave benefits including the payment of negotiated increases upon return to work and a pro-rata bonus

• **Privileged Leave:** The company has made a major concession in that all privileged leave which was forfeited as a result of the strike action will be reinstated

• **Loans:** In order to assist staff with debts that may have accumulated during the strike, the company is offering loans of up to half of one month's salary, payable over three months

• **Dismissals:** Of the 551 staff members dismissed during the strike, 364 employees will be reinstated unconditionally

According to the agreement, all employees will enjoy significantly improved benefits including

• **Wages:** An across-the-board rise of R100 a month which will be given in two instalments in April and November this year

• **Minimum Wage:** The minimum wage for existing employees currently in the OK's service will be R400 a month as from November 7

• **Incarceration of Union Members.** No employee detained in terms of the state of emergency or whose absence from work is due to incarceration pending court proceedings on criminal charges relating to conduct during the strike will lose his/her job

• **Casual Employees.** No casual employee of OK will be dismissed solely as a result of having taken part in the strike

• **Repossessions:** Any worker who was no more than three months in arrears on December 10 for goods bought at OK and those goods lawfully repossessed during the strike, will have the goods returned to him as soon as possible

• **Non-Victimisation:** The company undertakes not to victimise any employee who has been on strike when he/she returns to work

MAMELODI RESIDENTS WIN RENT CASE — Page 18

To Page 7

Don't forget the Sowetan's ballot box

Long, hard road to an OK end

By Mudini Maivha

NOA

Ten days before Christmas, when months of wage negotiations between the Commercial, Catering and Allied Workers' Union (Cawusa) and the OK Bazaars broke down after five conciliation board meetings, OK workers in Natal and the Transvaal went on strike.

There followed detentions and arrests of workers, pickets by strikers, a boycott of the OK by blacks and a bomb blast at OK, Eloff Street, Johannesburg

Apart from the support received from the Cusa/Azactu and Cosatu federations, Cawusa was backed by the Azanian People's Organisation (Azapo), the Azanian People's Students Movement (Azasm) and the Southern transvaal Youth Congress (STYCO)

The workers demanded a R160 across-the-board increase and the reinstatement of nearly 2 000 colleagues allegedly unfairly dismissed since 1984

Management instead offered R85 across-the-board.

This is a diary of events during the strike

● On December 19, 50 stores in Natal and the Witwatersrand were on strike, involving about 3 000 workers. The union threatened to bring out 10 000 workers in support, while management claimed it represented only 7 000 of its 23 000 employees

● December 22 about 4 500

workers at 83 stores were on strike. OK ruled out any meeting with the union

The union claimed 425 strikers had been detained in Natal, and 320 fired. Management claimed 120 strikers were arrested and 200 dismissed after an assault on a Durban store manager

● December 23 the union claimed 9 500 members at 120 stores were on strike. Management put the figure at 5 000 at 100 stores. Cawusa claimed 80 workers were dismissed in Roodepoort, and OK put the number at 25

The union accused OK of using "brute and naked force to put down a peaceful strike" when it allegedly called in the police, but personnel director Mr Richard Blackwell denied calling in the police

● December 24 A non-striking union member employed at the Sandton Hyperama was attacked by people she claimed were her striking colleagues. She suffered minor burns on the stomach and hand

● January 6 1987 The union, after a weekend meeting, said it had no new offer for the OK. It said it was processing civil claims against the Minister of Law and Order, Mr Adriaan Vlok, and applications were being made for the reinstatement of workers

● January 8 Cosatu called on the OK management to negotiate in good faith

Twenty-six picketing work-

ers were arrested in Natal and the Transvaal. Some of the arrested workers were first locked up in a storeroom at OK, Eloff Street. This was denied by management who said customers had complained of intimidation

● January 9 A striker, Mr Frank Malunga, was fired at by a customer during a picket

● January 12 Cusa/Azactu pledged solidarity with Cawusa members and 54 strikers arrested in Germiston appeared in the Alberton magistrate's court. Cawusa attempted to raise their bail, fixed at R1 000 each

● January 13 Cawusa claimed OK paid starvation wages averaging R265 a month. It said, its demand for R450 minimum per month was still low since it considered a living wage for the retail industry to be R700. It said OK made profit amounting to R12,97 million after tax

OK said only six per cent of its staff earned less than R300 a month. Workers were on an anniversary system

Cawusa claimed that in Vereeniging, strikers were asked by the security staff to strip naked before entering the store. OK challenged it to produce details

● January 14 Cosatu accused OK of "bullying" tactics and using the apartheid law enforcement machinery. OK said the police were called in after strikers had "threatened life

Star 26/2/87 and property"

OK and Cawusa indicated preparedness to go to mediation

● January 15 Both sides agreed to mediation. Mr Charles Nupen (Cawusa) and Mr Gavin Brown (OK) were appointed mediators

Cawusa reported 103 members had been detained under the state of emergency and about 600 arrested

● January 19 Mediation started in Johannesburg

● January 21 Mediation was adjourned and mediators were to report to their principals.

● January 25 OK had "improved its minimum wage from November 1987, and an across-the-board R100 increase, to be paid half in April and the rest in November. Workers detained or arrested during the strike would not lose their jobs

● Mediation, which had adjourned for two days to allow the parties to report back and to consider positions, resumed. A draft agreement between Cawusa and OK had been reached after talks at the weekend, including a marathon 21-hour session, said mediator Mr Brown

And yesterday afternoon, after five and a half hours of perusing the agreement, Cawusa and OK management accepted the draft. They appended their signatures, signalling a return to work on Monday

WORKERS SPEAK OUT

THE Government banning of the African National Congress adverts earlier this year showed how shaky the apartheid rule is, Mr Murphy Morobe, publicity secretary of the United Democratic Front, said in a rare public speech.

He said the Government was facing a crisis because its methods of governing had been rejected in townships and villages all over the country.

The Government's response to the UDF's adverts calling for the unbanning of the ANC in its 75th anniversary year showed how shaky the apartheid rule is.

The state of emergency and mass detentions were nothing like but a reflection of a government that has lost all the political arguments and has therefore resolved that coercion and repression are the only forces it can muster.

Blind eye

He said the Government had turned a blind eye to vigilante death squads that have been deployed in townships and rural areas to harass anti-apartheid activists and trade unionists.

Millions of South African workers were at the "crossroads" and faced another year living under a system of profit and apartheid oppression, the general secretary of the Congress of South African Trade Unions, Mr Jay Naidoo said on Wednesday night.

Speaking at the opening of the fifth annual congress of the National

Union of Mineworkers (NUM) — an affiliate of Cosatu — Mr Naidoo said that it is the unions giving workers more control over their lives in the workplace, democratic structures in the townships were doing this too.

Referring to the decision made at the launch of Cosatu in November 1985 to call for one union one industry, Mr Naidoo said the campaign had not been as successful as hoped.

About half of Cosatu's membership came from the NUM and mineworkers therefore had a crucial role to play in strengthening Cosatu structures.

The NUM was one of the fastest growing trade unions in the world and South Africa's largest with more than 360 000 members, the NUM president Mr James Motlatsi said at the congress.

Mr Motlatsi challenged mine management to discuss with the union how to end the hostel system on the mines which he said was developed over a century ago and has kept miners in conditions of wage slavery and oppression.

Death it seems has become a feature of mining life. Mr Motlatsi said referring to the 177 miners who died at the Kroms mine in the Eastern Transvaal last September.

Despite massive profits made by the mining industry, very little is spent on safety — it is only when disasters like Kroms strike that everyone takes notice of safety on the mines, he said — Sipho.

Num holds fifth Congress



Mr JAY Naidoo
Cosatu



Mrs WINNIE Mandela salutes workers as a poster of her husband, jailed African National Congress leader, Nelson, is hoisted amid delegates. Workers returned the salute.



ANXIOUS to get down to discussions, NUM's delegates to the fifth annual congress pay their registration fees. The congress ends tomorrow.



Mr JAMES Motlatsi speech



Mr MURPHY Morobe speech

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Eloff Street
Telephone 331 9439

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Wanderers Street
(between Plein and
De Villiers Streets)
Tel. phone 337 1763

BREE STREET
Corner Bree and
Simons Streets
Telephone 836 7029

JEPPE SALON
307 Ma-shall Street
Jeppe
Telephone 614 3027

MARKET STREET
Corner Market and
Troye Streets
Telephone 337 8685

WANDERERS STREET
Corner Wanderers and
De Villiers Streets
Telephone 23 5566

EAST RAND
GERMISTON
15 Joubert Street
Telephone 825 4704

GERMISTON
Corner Knox and
Simpson Streets
Telephone 825 2827

BENONI
(between Sales House
and Queen Malula
Restaurant)
Telephone 54 0212

BRA PAN
Kritzing Road
at Bra-kpan Station
Telephone 55 4013

VAAL
VEREENIGING
Beaconsfield Road Arcade
(behind Checkers)
Telephone 22 1449

VAN DER BIJLPARK
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12 Wanderers Street, Opp. St. Mary's Cathedral.

NUM vice-president Elijah Barayi delivered the welcoming speech at the union's congress.

5th NATIONAL 25-28

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NUM rally at Jabulani

THE 369 000-member National Union of Mineworkers holds a mass rally at the Jabulani Amphitheatre, Soweto on Sunday.

The rally will be the

highlight of the four-day Num congress currently taking place at the National Exhibition Centre, Crown Mines. It will start at 9am.

Thousands of black mineworkers from all over the country are expected to attend the mass rally. At the meeting, the Num executive is expected to report-back on — among other things — resolutions taken at the union's con-

gress.

Meanwhile Mr Jay Naidoo, general secretary of the Congress of SA Trade Unions (Cosatu), told the Num congress this week that his executive had spelt out the need for 1987 to be "the year of consolidation and decisive action". This theme would be the main subject at Cosatu's national congress in July this year.

- The Health Workers' Association (HWA) will be holding its annual general meeting at Funda Centre, Diepkloof on Sunday.

A spokesman for the HWA said the theme of the conference was "The Health Charter — Towards People's Health".

Speakers from the United Democratic Front and the General and Allied Workers' Union have been invited to address the meeting, which starts at 1pm.

140A

140A

2/2/87

140R

MORE than 350 Paper, Wood and Allied Workers' Union members downed tools at Kohler Corrugated and Cores' Brakpan plant this week, demanding increased wages.

"The strike is a sequel to a wage deadlock reached by management and workers' representatives at a conciliation

Pwawu Workers Strike

board meeting last Monday

Pwawu members demand weekly wage increases of R25 across-the-board, while management is offering R17 a week

A Pwawu spokesman told the *Sowetan* that a

8800 TABLE 'N 3 CHAIRS



Stacks Sky High

sit-in by union members was disrupted by a court interdict barring them from the company's premises. The company had obtained a Supreme Court interdict on Wednesday, a day after its employees staged the sit-in strike, the spokesman said

workers. Mr O Hlatshwayo and Mr P Mlangeni, will be known next Monday when union officials and management meet for another round of negotiations

at Silicate Chemical Industries in Wadeville and Durban. They demand across-the-board wage increases of R35 a week

management meet in Durban today

Dismissal

FBWU members at the Boksburg plant staged a one-day work stoppage last week, protesting against the two's dismissal

Silicate Chemical management has, instead, offered the CWIU members R20 across-the-board wage increases.

Blagwu's information officer, Mr Peter Mhola, said the company had also agreed to pay Mr Malesela Brown N goako two months' pay to reimburse him for part of his loss of earnings from August last year

Unilever management over the dismissal of two workers

Management representatives could not be reached for comment yesterday. They were said to be attending a meeting

CWIU officials, and

The fate of the two

Saawu, ICS Foods ^{27/2/87} sign new agreement ^{140A}

Dispatch Reporter ^{158 DD}

EAST LONDON — The South African Allied Workers' Union (Saawu) signed a recognition and procedural agreement with ICS Foods on February 23 to improve relationships in the workplace.

In a statement, the branch secretary of Saawu, Mr Boyce Melitafa, said negotiations with ICS Foods began during August 1986.

The agreement covers the main recognition agreement, and grievance, disciplinary, retrenchment and dispute procedures. This is the 22nd such recognition and procedural agreement negotiated by Saawu.

Mr Melitafa said seven such agreements would be signed before June in the Border region, involving a workforce of about 53, of whom 50 were Saawu members.

He said Saawu applauded this progressive line taken by managements in respecting their employees' freedom of association, and appealed to other managements to respect worker/management relations.

The manager of ICS Foods, Mr Norman Schultz, said he saw the signing of the agreement as a positive step.

"We have entered into wage negotiations, and I feel that the agreement will go a long way towards enhancing relationships in the workplace."

STRIKING A DEAL

Forecasting the outcome of labour disputes is a hazardous business at the best of times — and even more so in the case of the OK Bazaars mediation which has been marked by a tight-lipped silence from all concerned

But as the *FM* went to press, all indications were that the legal wage strike called by the Commercial, Catering and Allied Workers' Union (Ccawusa) — the longest dispute ever in the retail sector — would be settled on Wednesday

In a statement released early this week, the mediators announced that a draft agreement had been drawn up which Ccawusa would refer to its members. It had undertaken to respond by mid-week. This followed an all-day mediation session last Saturday, which was resumed on Sunday morning and concluded 21 hours later.

The strike, which has involved more than 1 000 workers at over 100 OK stores, started on December 18 last year. It arose after management had rejected Ccawusa demands. These included a R160 a month across-the-board increase backdated to April 1 last year, a minimum wage of R450 a month, an increase in staff discounts, extending wage hikes to women on maternity leave, and extending Ccawusa's agreements with OK to stores in the homelands

At the time OK offered a R85 a month increase on the anniversary of a worker's date of appointment

It was not clear this week what the terms of the draft settlement package were. But at least part of the deal, it seems, is an agreement that OK will grant a R100 across-the-board increase which will be paid in two instalments

27/2/87

140A

clippings 11/3/87

Overtime costs time

By DAN DHLAMINI

A DISPUTE over the payment of overtime caused a five-and-a-half-hour work stoppage at the Concor Construction plant at Stilfontein this week.

Building Construction and Allied Workers' Union organiser in the Western Transvaal, Adam Matela, said the entire work force downed tools on Monday, demanding that management pay them for the 20 hours overtime that they had worked.

Buis. Times S.T. 140A

OK wage bill up R19m

11/3/87
OK BAZAARS is counting the cost of the 10-week strike that affected 120 of its outlets and left it with an increased wage bill of R19-million a year.

OK profits for the year to March 1986 were R25-million. It achieved a 17% increase in earnings for shareholders in the half-year to September 1986.

The increased salaries come into effect in April.

Other costs likely to have been incurred by the strike are expected to bite into profits.

OK's share price has fallen from 2 000c last September to 1 450c.

The 7 120 strikers will need more than a year to make up their lost pay.

Their gains include a R50-a-month increase from April and November and a minimum wage of R400 a month.

By Ruth Golembok

Gordon Hood, managing director of The OK Bazaars, says business continued as usual during the strike. Loss of turnover has not been determined, but indications show no large drop in sales.

The Kwa-Mashu store near Durban was closed before Christmas. But it is a small store and the loss was not large.

Catering and Allied Workers Union (CAWUSA) general secretary Vivien Mtwa says the R100 wage increase is a victory for the union.

"The strike has taught the shop stewards good lessons in leadership. It has brought about unity and strengthened the union."

Bus. Times S.T.

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"The strike has taught the shop stewards good lessons in leadership. It has brought about unity and strengthened the union."

40A

Winnie comes to Zola residents' aid

By SANDILE MEMELA and SELLO SERIPE

FAMILIES left homeless in Zola after being evicted were reinstated in the houses by Winnie Mandela yesterday

The incident followed a morning raid by the Soweto Council

Sources told *City Press* that a large contingent of municipal police, helped by members of the SADF, barricaded Bandile Street and evicted about eight families for allegedly being

in arrears with their rent. The families returned to their houses after Winnie Mandela told them to do so

SADF liaison officer Col JCS Rolt said he was not aware that residents in Zola were being evicted, but admitted that SADF members usually helped town council employees to carry out evictions

Victoria Ngubane, 31, told *City Press* that she was breastfeeding her three-day-old baby, Zandile, in bed when council

employees burst into the house

"They did not say anything and just started bundling furniture outside," she said

Her sister, Cecilia Ngubane, said she was at the clinic when she heard her family was being evicted

"I had taken my six-month old baby for treatment at the clinic. However I had to leave all that and rush back home after hearing the bad news," said Cecilia

Another victim, Doris Dlamini, 59, said she was busy sweeping her yard when her home was raided and furniture dragged out

The area was tense but quiet when *City Press* arrived. Many families were seen sitting outside their houses guarding their belongings from being thrown out again

Last year 27 residents were killed in White City when they challenged council policemen after it was rumoured police were coming in to evict them

11/3/87
CP Press

'NUM's year'

By REVELATION NTOULA

IN her keynote address at the fifth annual general conference of South Africa's largest trade union, the National Union of Mineworkers, Winnie Mandela this week levelled a scathing attack on apartheid and the unequal distribution of wealth among black and white in SA

NUM vice-president Elijah Barayi said 1987 would be a crucial and decisive

year for miners and mine owners

"We need to take control 1987 is the year we shall march in that direction. It is in line with the general march by the oppressed people in this country," he said

Barayi's opening address was in line with the conference theme, 1987 *The year mineworkers take control*

"Gone are the days when miners were despised and kicked like dogs," he said

The four-day conference at the National Exhibition Centre in Crown Mines near Soweto is attended by about 600 NUM delegates and observers from Namibia whose union is not affiliated to NUM - the biggest Congress of SA Trade Unions member, with a paid-up membership of over 360 000

Before declaring the meeting open, Mandela - whose husband, jailed African National Congress leader Nelson Mandela, is NUM's honorary life president - recalled that as a migrant labourer her husband had been recruited to Crown Mines in 1941, so that the venue was of great significance to the Mandela family

She said she was speaking "by default" on behalf of the entire "incarcerated leadership"



Winnie Mandela addresses the NUM conference.

Referring to her vision of a future SA, Mandela said it would be a non-racial society based on a person's worth and that everyone would be free to live and work where they wished

"Even AWB members wishing to live in Overwacht (outside Bloemfontein) would be free and wel-

come to do so," she said amid laughter

The conference will give critical attention to faction fighting on the mines - which last year led to the deaths of over 130 mine workers. NUM has blamed the fighting on management and the migrant labour system

Body held to ransom by Ciskei
CP Correspondent
CISKEI is holding the body of a Transkei soldier, killed during last week's attack on the palace of President Lennox Sebe, to ransom and will only release it if the Transkei admits it was behind the attack
Transkei has until today to claim the body.
However, Ciskei first wanted Transkei Prime Minister George Matanzima to publicly admit that Transkei had been involved in Thursday's attack, on Sebe's private palace.

1408

At a celebration of opposition to apartheid yesterday, more than 15 000 black South African miners packed into Soweto's tiny Jabulani Amphitheatre.

The miners also gave their support for the National Union of Mineworkers' endorsement of the African National Congress's Freedom Charter and for the union's threatened seizure of South Africa's mines if the system of migrant labour and single sex tribally segregated hostels was not ended.

While technically yesterday's rally has no standing in union decision making, it was a dramatic finale to the annual congress of the 360 000 strong National Union of Mineworkers.

It went ahead without interference from the South African Police or army despite the openly and enthusiastically expressed support for the ANC, and jailed leader, Nelson Mandela.

There was applause whenever Mandela's name — and that of current ANC president Oliver Tambo — were

SAPA

mentioned, indicating massive endorsement of a congress decision to put the union into a far more explicitly activist anti-apartheid position.

Explosions of applause greeted the announcement of the decision to seize control of South Africa's mines if

NUM THREATENS TO SEIZE MINES

mine bosses did not agree to immediately begin negotiating and end to migrant labour

Strike

On Thursday, the union voted to begin preparations for a national strike if, as a run-up to these negotiations, mine bosses did not hand over control of single sex tribally segregated mine hostels to

democratically elected hostel supervisors

This decision follows months of faction fighting among black South African miners, which the union maintains is encouraged by mine managers, to weaken the union's fast growing support

At its four-day congress, the union, the most powerful ever in South Africa, represent-

ing more than half of the country's black miners also voted to adopt the Freedom Charter policy document of the ANC.

Mandela

Its fifth annual congress, which began on Wednesday, was opened by Winnie Mandela, wife of jailed ANC leader Nelson Mandela. Shortly after she spoke, a massive 30

square metre banner bearing a hand drawn picture of Mandela — the union's honorary life president — was unfurled by miners from the Kimberley diamond field.

And throughout the proceedings — also addressed by UDF publicity secretary Murphy Mörbe and Cosatu general secretary J Nando — delegates voiced

UDF

The congress was marked by repeated im- plications that NUM, and thus its umbrella federation Cosatu, are planning to play a far more explicitly political role in ending apartheid in South Africa and in the creation of a non-racial, democratic — and socialist — South Africa. Sapa.

CAPE TOWN 2/3/87

Miners support Freedom Charter

JOHANNESBURG. — At a celebration of opposition to apartheid on Saturday, more than 15 000 black miners packed into Soweto's tiny Jabulani Stadium.

The miners gave their support for the National Union of Mineworkers endorsement of the Freedom Charter and the NUM's threatened seizure of the mines if the system of migrant labour and single-sex tribally segregated hostels was not ended

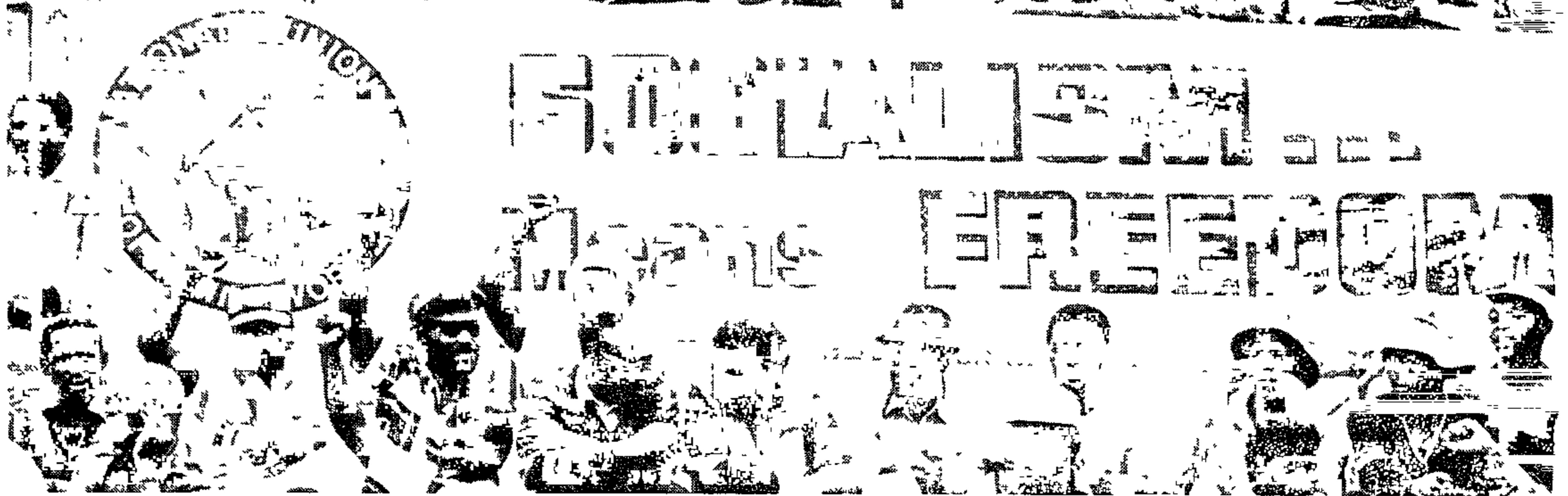
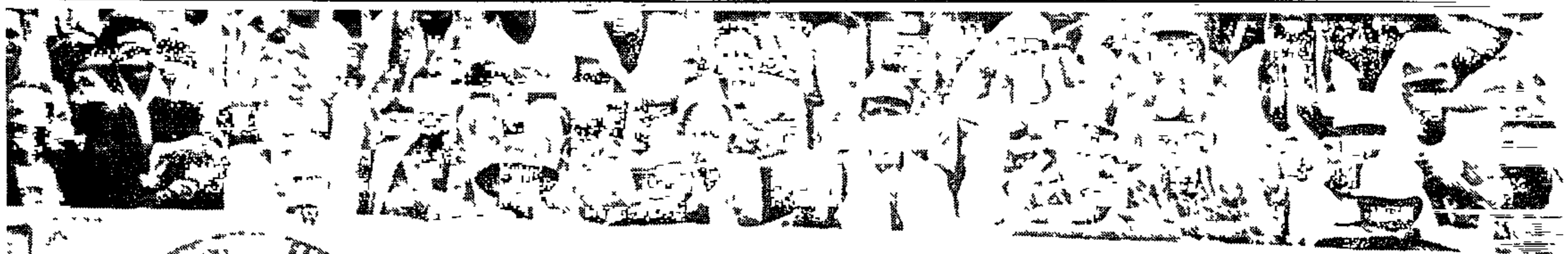
The rally was a dramatic finale to the annual congress of the 360 000-strong NUM. It went ahead without interference from the police or army.

The rally signalled the endorsement of a congress decision to put the union into a more explicit anti-apartheid position

Applause greeted the announcement of the decision to seize control of the mines if mine bosses did not agree immediately to begin negotiating an end to migrant labour.

On Thursday the union voted to begin preparations for a national strike if, as a run-up to these negotiations, mine bosses did not hand over control of single-sex tribally segregated hostels to the union, and elected hostel supervisors.

This vote follows months of mine faction fighting, which the union maintains is encouraged by mine managers to weaken the union's fast-growing support — Sapa



About 15 000 members of the National Union of Mineworkers (NUM) packed into Soweto's Jabulani Amphitheatre yesterday to hear NUM leaders attack the Government's apartheid policy and mine bosses for the migrant labour system. ● Pictures by Alf Kumalo

15 000 miners back Freedom Charter as blueprint for SA's future

By Mike Siluma

South Africa's largest industrial union, the National Union of Mineworkers (NUM), has endorsed the Freedom Charter as a blueprint for a future democratic South Africa.

The decision, taken during the union's fifth annual congress, which ended on Saturday, was publicly supported by about 15 000 NUM members who crammed into Soweto's Jabulani Amphitheatre for the end-of-congress rally.

It was among resolutions, taken by congress delegates, to be announced at a Press conference today.

Addressing the Soweto rally, watched by police who filmed the proceedings from outside the amphitheatre, returning NUM president, Mr James Motlatsi, said the Freedom Charter was the beacon for a future South Africa to both mineworkers and other workers in the country.

Later, quoting extensively from the document, Mr Motlatsi said: "We want to tell (PW) Botha that our organisation has taken a political stance because in the five years of its existence it found politics were responsible for our problems."

The Freedom Charter would therefore be put up for discussion among mineworkers during the course of "their struggle".

In his speech, Mr Motlatsi criticised the Chamber of Mines for accusing NUM leaders of supporting economic pressure against South Africa without a mandate from members.

"If the Chamber of Mines wants to talk about sanctions, they must tell PW Botha to end apartheid, and sanctions would come to an end," said Mr Motlatsi.

Mr Motlatsi also attacked the migrant labour system for "breaking up" miners' families, and mechanisation for threatening mineworkers' jobs.

Re-elected NUM vice-president and Congress of SA Trade Unions (Cosatu) president Mr Elijah Barayi warned the Government the time for "ruling by the gun" had come to an end.

Negotiations about the country's future could not take place before groups such as the African National Congress, the Pan Africanist Congress and the Congress of SA Students had been unbanned. He attacked the Inkatha-sponsored United Workers' Union for "dividing black workers".

The Freedom Charter is a document for social and economic change drawn up in 1955 by a group of organisations, including the ANC, as an alternative to the present status quo.

The NUM is the first union to adopt the charter publicly since the State clampdown of anti-apartheid organisations in the early 1960s.

Also speaking at the meeting was Mr Heins Weinermayer, president of the German Mine and Atomic Workers' Union, as well as Cosatu vice-president, Mr Chris Dlamini.

Mr Cyril Ramaphosa was returned to the post of general secretary, Mr Paul Nkuna becomes the new treasurer and Mr Marcel Golding the assistant general secretary.



Mr Heins Weinermayer, president of the German Miners and Atomic Workers' Union, yesterday promised more international union support for the NUM and South African workers

A NEW provident fund agreement negotiated between Metal Box SA and three trade unions, due to be signed this week, could herald a major shift by organised labour and management towards compensating for government's perceived inadequate social security system.

New fund starts trend

21/3/87

13/10/87

140A

14/10/87

The Metal Box SA Alternative Benefits Programme, as a package, will be unique. It contains several novel features relating to benefits, investment policy and fund management.

A few other companies, including C G Smith and Rennies, have negotiated provident funds in recent years. But this one covers new ground.

Unions involved are the Metal and Allied Workers' Union, the Chemical Workers' Industrial Union and the Paper, Wood and Allied Workers' Union. All are Congress of South African Trade Unions affiliates.

The fund will be optional to all 7 000 wage-earners. Management employees will be obliged to continue membership of the existing pension fund.

Suitable benefits

Metal Box group personnel manager Neil Cumming expects a large number of employees will join the new fund. A spokesman for the three unions says it will provide more suitable benefits than a management-imposed pension fund.

The full pension fund actuarial reserve of each employee who joins will be transferred, giving the provident fund a strong financial base at the start.

The trustees will comprise equal numbers of management and employee representatives. The fund's actuary will arbitrate in the event of a dispute.

These are some of the provisions:

□ A lump sum retirement benefit equal to accumulated member and company contributions plus interest as determined by the trustees. Each retiring member may choose to use the lump sum to purchase a pension.

□ If a member resigns or is dismissed he will receive a refund of his own contributions plus 10% of the company's for each year of service up to 10.

ALAN FINE

□ Retrenched members will receive full member and company contributions.

□ If a member dies while in employment, or suffers permanent and total disablement through injury or illness, his dependents will receive the full retirement benefit plus three times his annual earnings. There will be an additional two years pay if death results from an accident.

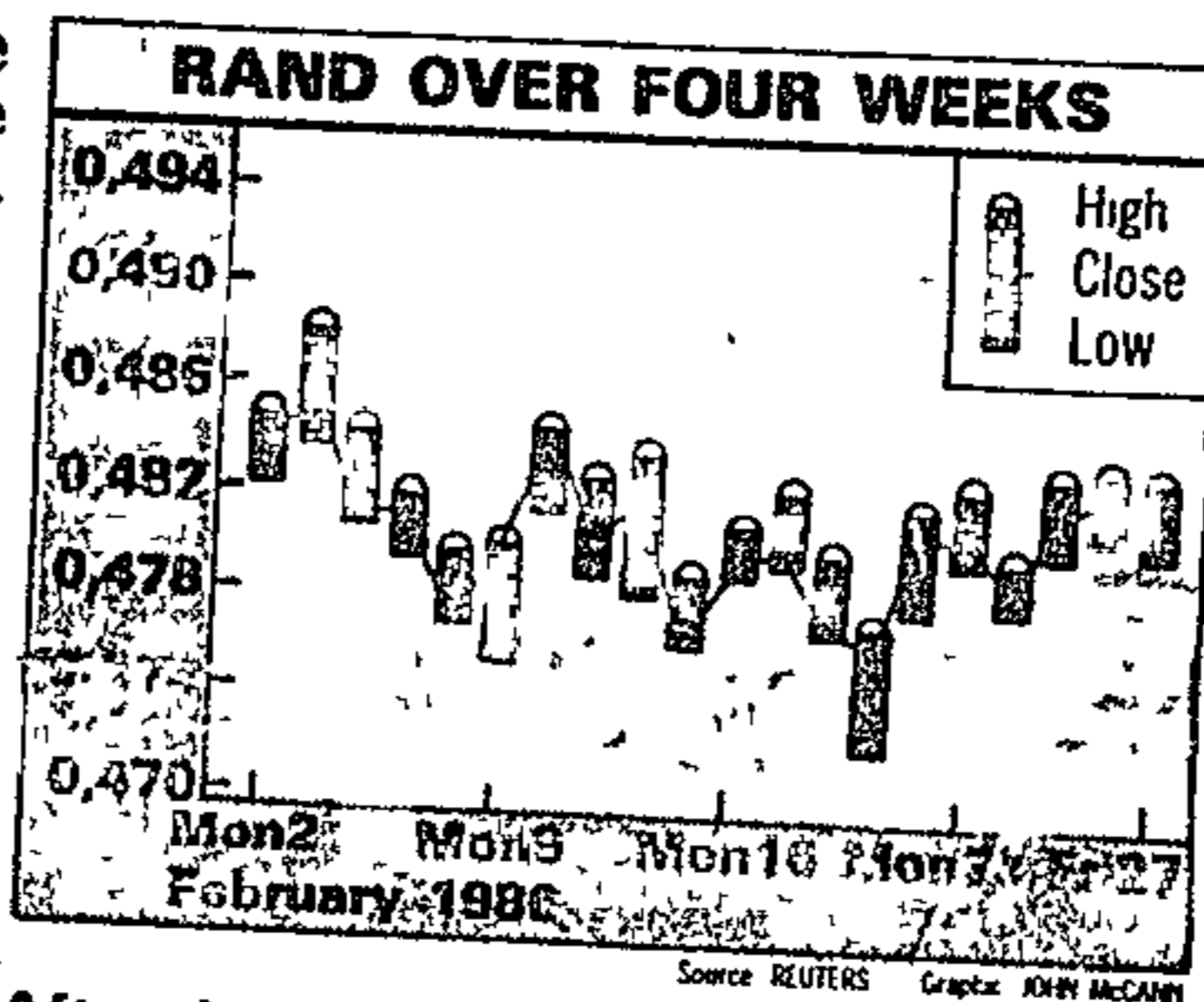
There is also a provision for temporary disability benefits, including illness, paying 90% of the wage for up to 52 weeks, and partial disability benefits.

□ Funeral benefits range from R250 to R1 000.

□ Any member of the fund may borrow from the fund to purchase or improve his own home.

This is seen as one of the fund's most important features.

There are clear indications the unions intend negotiating similar funds throughout their industries.



After its slight oscillation in previous weeks, the rand moved in a very tight band for most of last week, dropping marginally on Tuesday when the dollar showed a modest burst of strength

HWA affiliates to UDF

THE Health Workers Association launched its "Health Charter Campaign" and affiliated to the United Democratic Front at the end of a two-day annual congress at Funda Centre in Diepkloof, Soweto, yesterday.

Scores of delegates from HWA's branches, community organisations, trade unions and political organisations packed the Funda Centre Hall during the launching of the health charter campaign. They

sang freedom songs as speakers denounced the poor provision of health care for blacks in South Africa.

An HWA speaker said the organisation had to join forces with political bodies, trade unions and student bodies to sustain the campaign for the health charter.

"This will strengthen the democratic movement which is under onslaught by the Government and its forces since the imposi-

tion of the state of emergency," said the speaker.

The HWA has grown from strength to strength since its inception in 1979 with the primary objective of helping scores of families rendered homeless in Soweto.

It has a membership of more than 25 000 health workers in the Transvaal and sympathisers in other provinces. Its major test was the Baragwanath Hospital strike in 1985 which it pioneered until last year.

One of the well-known nurses and UDF president, Mrs Albertina Sisulu, told the cheering audience of the suffering of black patients which she has witnessed in her working life as a nurse. She said it was time workers and society determined the kind of health care services they require. "It is impossible for someone

who does not experience our living conditions to determine the health care service that is best suited to us," she said.

She quoted from the Freedom Charter saying: "A preventive health scheme shall be run by the State, with special care for mothers and children and free medical care and hospitalisation."

Struggle

The general secretary of Cosatu, Jay Naidoo, said it was impossible and undesirable to separate the struggle for proper health care from the broader social and political struggle in the country today.

"In the hospitals the power hierarchy needs to be broken and replaced by democratic structures. It is a bitter struggle similar to all those fought by other black unions in SA," said Mr Naidoo.

Mine union demands big pay increase

(140A) By Mike Siluma

South Africa's mining industry — the country's largest employer of black labour — faces a mammoth 55 percent wage increase demand.

National Union of Mineworkers (NUM) general secretary Mr. Cyril Ramaphosa yesterday gave notice it would seek the increase for its 360 000 members this year.

Individual mining houses, at their discretion, pass on the increase negotiated with the NUM to the estimated 500 000 black mine employees in South Africa.

The Chamber of Mines would not comment on the union demand today.

The demand — 10 percent more than last year — was among resolutions taken at the union's fifth annual congress at the weekend.

Delegates also resolved to demand that employers stop deducting tax from pay as taxes had been imposed without black representation in government.

Other congress resolutions included:

- Demanding an inquiry into the Kinross disaster
- Calling for an end to the state of emergency
- The establishment of an emergency fund for "victims and dismissed workers"

- Pressing for the abolition of the migrant labour system.

● See Page 7.

(1400A) N/m 3/3/87 TH

NUM demands 55% pay rise

Mercury Correspondent

JOHANNESBURG—The National Union of Mineworkers has resolved to demand 55% across the-board wage increases for its members this year, NUM general secretary Cyril Ramaphosa announced at a Press conference yesterday

The demand, formulated at the union's annual congress, will be forwarded to the Chamber of Mines this week

'The congress decided that if the chamber fails to make an acceptable offer, national strike action should be contemplated,' Mr Ramaphosa said

The Star

140A

The NUM: a more political path

A LARGE POSTER of Nelson Mandela, whose picture may not legally be displayed in South Africa, was unfurled at the congress of the National Union of Mineworkers which ended at the weekend. That conscious symbol of defiance highlighted a new policy adopted by the union and heralded a growing alliance of extra-parliamentary forces.

The NUM is the country's largest and fastest-growing industrial union and a pace-setter for others. Its congress had a strong political flavour. At a closing rally in Soweto some 15 000 workers endorsed the Freedom Charter, with its commitment to a socialised economy, as a blueprint for a future South Africa. Sharing the platform with leaders during the week were Mrs Winnie Mandela and top officials of the UDF and Cosatu

For several years many emergent unions tried to distance themselves from direct involvement with politics. But as political events and the two states of emergency began to impact directly on organised

labour, unions have found it all but impossible to ignore the plight of their members and officials under apartheid

"Our organisation has taken a political stance", said NUM president Mr James Motlatsi, "because in the five years of its existence it found politics were responsible for our problems." Switching the attack to employers and their attitude to sanctions, he said "If the Chamber of Mines wants to talk about sanctions, they must tell P W Botha to end apartheid, and sanctions would come to an end."

To some this may sound like predictable rhetoric. Yet closer co-operation and a sharpened political involvement between NUM and other extra-parliamentary forces is a real consequence of South Africa's turmoil today. With the emergency acting as an extra irritant to labour relations, with many union leaders detained, the stage seems set for some major confrontations this year between the State and the unions along with their extra-parliamentary allies.

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NUM wants 55% rise

The Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) is to seek a 55-percent wage increase for its 360 000 members this year.

NUM general secretary Mr Cyril Ramaphosa yesterday gave notice of the union demand.

The Chamber of Mines would not comment on the union demand today. "We do not negotiate in public," spokesman Mr John Imrie said.

The NUM and the Congress of South African Trade Unions (Cosatu) have launched a "living wage" campaign this year.

NUM members' average pay is R345 a month. Mr Ramaphosa said he believed the mines could afford to pay their workers 55 percent more.

... V I O K .

Strike resumed

Ch. Trip 3/3/87
199
201404

WORKERS at two sawmills in Stellenbosch and Elgin resumed their strike yesterday after renewed wage talks between management and the Paper Wood and Allied Workers' Union (Pwawu) broke down. About 300 workers at the two Bruply plants downed tools for three days last week, but returned to work on Thursday in the hope of settlement during negotiations on Friday.

CAT 1076 3/30
**Bottle-store
detentions**

Political Staff

A TOTAL of 289 emergency detainees had been held and questioned in a bottle store in New Brighton, Port Elizabeth, but none had been held in the cold-store, the Minister of Defence, General Magnus Malan, said yesterday.

He said the bottle store had not been commandeered by the Defence Force.

General Malan, who was replying to a question which was tabled in Parliament by Mr Andrew Savage (PFP, Walmer), said it was "not specified in the emergency regulations" what the maximum period was for which any detainee could be held at the bottle-store premises.

CAT 1076 3/30
**Hospital fees
to rise next month**

Staff Reporter

HOSPITAL fees will go up on April 1, the Administrator, Mr Gene Louw, announced yesterday.

He said this would happen because the fees were linked to medical-aid benefit scales, which were adjusted at the beginning of the year.

Patients would be divided into three categories:

□ Nominal tariffs for State patients, who are people not liable to pay income tax. They will pay a minimum of R1 or a maximum of R2 a day.

□ Comprehensive tariffs for semi-State patients. As in-patients they would have to pay a day tariff ranging from R9,50 to R38 for specialist services, and from R4,75 to R19 for general practitioner services. As out-patients they will have to pay R5 to R20 and R3 to R10 per visit for specialist and general practitioner services respectively.

□ Separately specified tariffs for private patients. "The day tariffs for hospitalization for specialist services range from R47,50 to R76,00 and for general practitioner services from R23,75 to R38.

"As out-patients, all private cases will pay fixed tariffs of R25 and R12 per visit at institutions rendering specialist and general practitioner services respectively," Mr Louw said.

CAT 1076 3/30
**OK workers
stream back**

Own Correspondent

DURBAN — Thousands of OK Bazaars workers throughout the country began streaming back to work yesterday, ending their 10-week strike over a wage dispute.

The dispute, which affected 120 OK outlets involving more than 7 000 workers, was resolved last week following mediation between the company and the Commercial Catering and Allied Workers' Union — with yesterday set for return to work.

OK spokesman Mr Keith Hartshorne said most of the workers were back and all strike-hit stores were operating normally with the exception of Kwa Mashu, which would probably reopen later this week.

Missing mic

857: Iphunga Elmanti

4/3/87 ENOS

Union demanding mammoth wage hike for SA miners

NUM

Post Correspondent
JOHANNESBURG — South Africa's mining industry — the country's largest employer of black labour — faces a mammoth 55% wage increase demand

The National Union of Mineworkers (NUM) general secretary, Mr Cyril Ramaphosa, yesterday gave notice it would seek the 55% increase for its 360 000 members this year

Individual mining houses at their discretion pass on the increase negotiated with the NUM to the estimated 500 000 black mine employees in South Africa

The Chamber of Mines would not comment on the union demand. A spokesman for the chamber, Mr John Imrie, said "We do not negotiate in public"

The demand — 10% more than last year — was among resolutions taken at the union's fifth annual congress at the weekend

The demand is the first in what is expected to be a year of tough demands made by unions throughout the country

The NUM and the giant Congress of South African Trade Unions (Cosatu) have this year launched a "living wage" campaign

The average pay of NUM members is reported to be R345 a month and Mr Ramaphosa said he believed the mines could afford to pay their workers a 55% increase

Pick 'n Pay agrees to R100 rise

In a development expected to give impetus to black unions' "living wage" campaign, the Commercial, Catering and Allied Workers Union (Ccawusa) and Pick 'n Pay reached a wage and conditions of service agreement yesterday, including an across-the-board R100 increase.

A Ccawusa spokesman said more than 13 000 Pick 'n Pay workers would have May 1 and June 16 as paid holidays.

● At least 72 OK Bazaars workers were released from prison on Monday, a spokesman for Ccawusa said yesterday

● The National Union of Wine and Spirit Workers has declared a wage dispute with the SA Wine and Spirit Employers' Association, a union statement said

24,5
572

22
545

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Pick 'n Pay wages up R100

JOHANNESBURG. — Pick 'n Pay has awarded its workers an across-the-board wage increase of R100 a month effective from March 1.

The general personnel manager for the chain, Mr Frans van der Walt, said wage negotiations with the Commercial, Catering and Allied Workers' Union of South Africa ended yesterday.

Mr Van der Walt said the increase would apply to all employees earning R750 a month or less.

It was also agreed that May Day (May 1) and June 16 would be paid holidays.

With this settlement the company's wage minimum goes up to R490 a month. — Sapa

140R
5/11/83

Blacks voice disinvestment doubts on TV

The Star Bureau

LONDON — Just 24 hours after the Anti-Apartheid Movement launched its campaign in Britain to get Shell out of South Africa, BBC Television yesterday broadcast a programme in which leading black South Africans expressed doubts about disinvestment.

Mr Chris Dhlamini, vice-president of Cosatu (Congress of South African Trade Unions), said in an interview that his organisation had never called for foreign companies to pull out of South Africa.

What black South Africans wanted, he said, was a major international programme of biting sanctions against South Africa to force the Government to change its policies.

Dr Allan Boesak, patron of the United Democratic Front, also said that withdrawal of foreign countries was low on his list of objectives. He also said it would be preferable if foreign governments could agree on effective sanctions.

The programme made strong play of the determined way in which Kelloggs, the cereal manufacturers, were promoting enlightened social policies within their own workforce and refusing to quit South Africa.

The programme also drew attention to the self-defeating consequences of foreign companies withdrawing, as exemplified in the motor industry.

Hard on the heels of General Motors' "withdrawal", the company — under local management — announced the launch of a new model. And freed of overseas restraint, it was now able to supply its products to the South African Defence Force.

Plans for a new Union

THE Health Workers' Association is to join the Congress of South African Trade Unions in its aim to launch a national union of health workers this year.

An HWA spokesman yesterday said the general secretary of Cosatu Mr Jay Naidoo had said that the formation of a national union would be discussed in June.

Mr Naidoo was one of the speakers at the HWA's launch of the Health Charter Campaign at the weekend at Funda Centre in Soweto.

Mr Naidoo said: "It is only through mass organisation and mobilisation of the nurses, doctors and other health workers that we will begin the fight towards the transformation of health services."

The HWA spokesman said they had started organising in major centres and cities around the country. Cosatu-affiliated unions were handling regional recruiting.



COSATU secretary Jay Naidoo

In Bloemfontein the South African Allied Workers Union (SAAWU) was handling recruitment while in Welkom the NUM office is aiding them.

In Natal the Health Workers Organisation — a sister organisation to the HWA — is recruiting and using facilities of the Health and Allied Workers Union, a Cosatu affiliate.

In the Transvaal the recruiting is done by HWA working with General and Allied Workers Union.

140A



Soweto

4/3/67

NUM ULTIMATUM FOR

MINE BOSSSES

1407A

THE 360 000-member National Union of Mine-workers has given mine bosses until the end of this month to declare their intention to scrap the migrant labour system on mines.

NUM general secretary Mr Cyril Ramaphosa, addressing a Press conference in Johannesburg this week, said the system had, over 100 years, subjected workers to "slave labour conditions and has extensively dehumanised workers on an alarming scale"

**SOWETAN
Reporter**

Mr Ramaphosa said the migrant system had — among other things — caused the break-up of family life and "the destruction of workers' lives in the concentration camp type single sex compounds"

The NUM will declare a dispute and consider "national strike action" if mine employers, the Chamber of Mines, fail to heed the ultimatum. This, Mr Ramaphosa said, was one of many resolutions taken at the union's fifth annual congress in Johannesburg last weekend

Among other resolutions taken at the union's congress were

- The union is to demand a wage increase of 55 percent across-the-board during the annual negotiations with mine bosses. This wage demand is 10 percent higher than the one tabled at last year's wage talks,

- Income tax deductions from black minework-

ers' wages be stopped immediately because "it is imposed without our representation and participation in the governing process in this country",

- The union reaffirmed its support for sanctions against South Africa as one of the ways towards "the introduction of a democratic and non-racial society" in South Africa,

- NUM has adopted the Freedom Charter as a guiding document, because apartheid was hindering the attainment of its objectives,

- The union is to demand an inquiry into the Kinross disaster

Meanwhile the NUM executive was returned to office with Mr James Motlasi as president and vice-president Mr Elijah Barayi. Mr Ramaphosa retained the general secretary position with media liaison officer Mr Marcel Golding elected as his assistant and Mr Paul Nkuna elected as treasurer

NUM in militant mood

By SEFAKO NYAKA

THE National Union of Mineworkers (NUM) has declared 1987 the year mineworkers take control of their lives — "on every level".

The declaration was made in front of over 750 delegates from 11 of the 12 NUM regions, who crammed into the Witwatersrand Agricultural Society's auditorium for the union's fifth annual conference this week — in what was clearly the biggest political gathering since the State of Emergency began.

Among the items which came in for severe criticism were the migrant labour system, "faction fights" and safety on the mines.

The union's Natal region failed to turn up for the conference because inter-union strife between the Inkatha-linked United Workers' Union of South Africa (Uwusa) and NUM-affiliated workers in the area, most of whom came from Lesotho and the Transkei, had to resign from the mines because "there was no mine security protection from Uwusa attacks," an NUM representative said.

The sweltering heat and the faulty public address system did not dampen the militant spirit of the mineworkers, however.

Winnie Mandela, wife of jailed ANC leader and honorary NUM president Nelson Mandela, set the tone when she accused mineowners of using antiquated methods "which were abandoned almost 30 years ago by the rest of the world".

She said there is an illusion that the mineworkers or the labour movement can be divorced from the mainstream of "mass struggle, or the popular people's movement for freedom".

NUM president James Motlatsi later called on workers to dismantle the migrant labour system, take control of the hostels, fight for a say in safety and health in the mines, and campaign vigorously for a "living wage".

Delegates demanded that mine bosses make a clear statement of intent to dismantle the migrant labour

system and involve the union in planning more acceptable ways of accommodating mineworkers before March 30.

This followed Motlatsi's warning to the mine bosses that "either negotiations start with the NUM to begin the process of dismantling the migrant labour system and establish workers control of the hostels, or the mineworkers seize control without their involvement."

The workers demanded that the running of hostels be handed over to democratically elected representatives as opposed to the tribally elected *indunas*.

The workers also demanded that they control recreational facilities.

Pointing out that a joint Anglo American and NUM report into mine violence found migrant labour and hostels were the root cause of the problem, the workers urged every branch committee to form defence units to protect workers from attacks.

Mine security — in some instances, with the knowledge of management — have allowed armed thugs, vigilantes and people hostile to the NUM to assault and kill workers, Motlatsi said.

"The security and defence of our members has now become a priority. We are calling on mineworkers to take their security and safety into their own hands. They cannot rely on mine management any more."

In spite of massive profits made by the mining industry, very little is spent on safety, Motlatsi pointed out. It is only when disasters such as Kinross (where 177 workers died in an underground accident last year) occur that anyone takes notice of safety in the mines.

"But we cannot accept this situation. One more death is a death too many," Motlatsi said.

He also criticised the Chamber of Mines for refusing to negotiate on safety with the NUM.

140A WMail 27/2-5/3/87

NUM to shift into political arena

140A

27/2-83/87 W/Mail

By SEFAKO NYAKA

SOUTH AFRICA's biggest trade union, the National Union of Mineworkers (NUM), looks set to become the country's most politically involved union, too

In one of the most explicit calls from a workers' movement, the NUM — largest member of the Congress of SA Trade Unions — has advocated a closer alliance between unions and political and community-based organisations

In the past the union has merely had a close but loosely-structured working relationship with organisations like the UDF

But, as NUM secretary general Cyril Ramaphosa and other speakers told the union's annual conference this week "Co-operation is not enough — we need a close alliance with the community"

Delegates echoed his feelings, saying workers were not only striving for better working conditions in the mines, "but for a democratic socialist society controlled by the working class".

Their struggle, they pointed out, cannot be divorced from the struggle in the community

Speakers also repeatedly called on the NUM not to "shy away" from political involvement, and to "defend and advance the interests of its members and the working class in general"

During the conference, the NUM is due to discuss a resolution calling for co-operation with democratic and progressive organisations that have "a proven record of struggle"

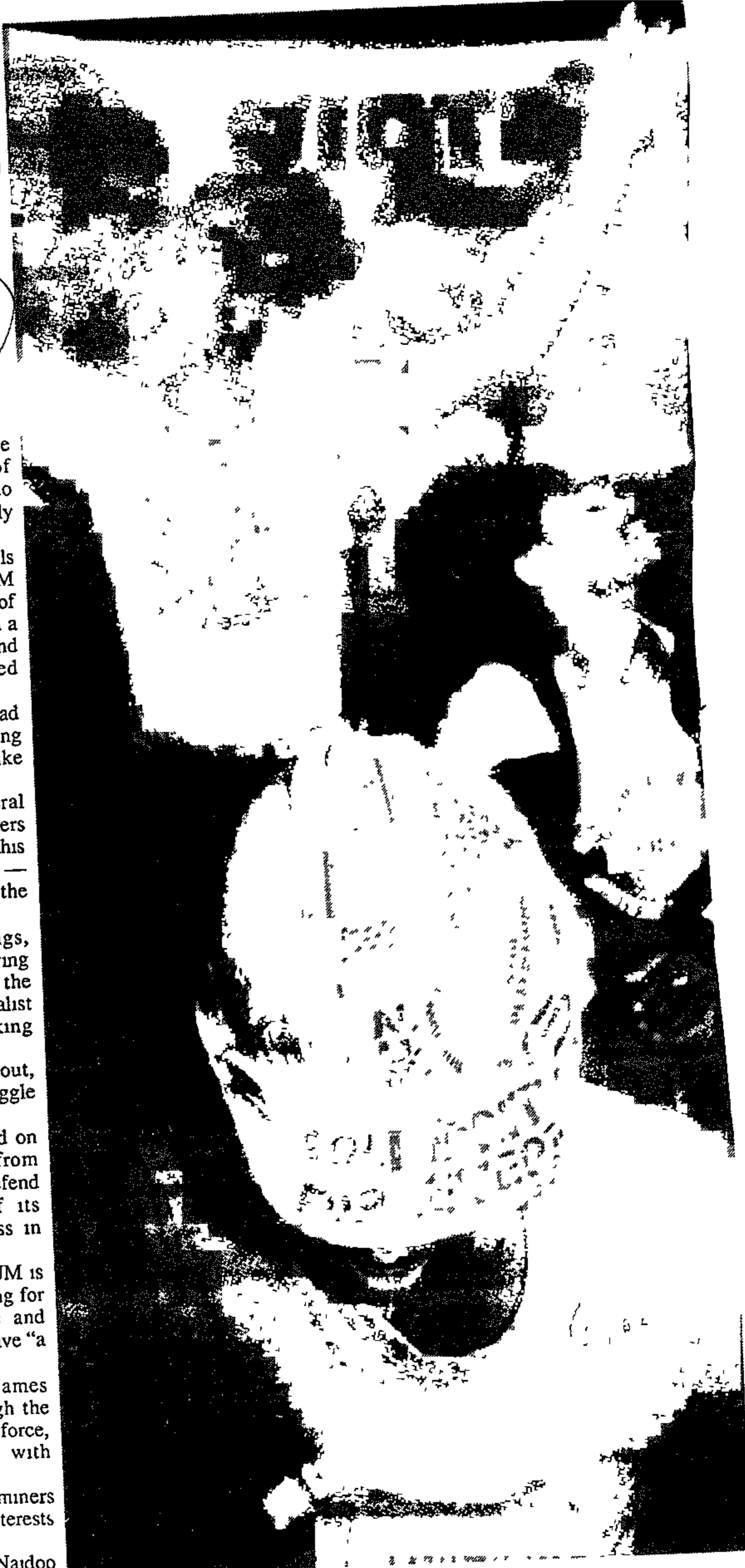
Earlier NUM president James Motlatsi conceded that although the trade union movement is a vital force, it needs to build alliances with democratic organisations

At the same time, he said, miners must make sure the workers' interests are represented

Cosatu general secretary Jay Naidoo also took the cue when he said workers must create a society where there is no poverty and unemployment

"The way to do this is to make the politics of the working class the politics of the majority"

UDF publicity secretary Murphy



Militant mood at the NUM congress

Picture PAUL WEINBERG, Afrapix

Morobe then told delegates: "You in the trade union movement seem to have a better grasp of democratic practices within organisation"

"Make your experiences in this regard to be those of the entire

movement" Discussions and decisions at the conference centered around contentious political issues

See PAGE 2

BBC programme on disinvestment angers AAMM

By Michael Morris,
The Star Bureau

LONDON — Angry anti-apartheid activists have attacked a BBC television report which cast doubt on the support for disinvestment among blacks in South Africa — but a major multinational, target of a tough disinvestment campaign, has welcomed it.

Shell, singled out for a vigorous disinvestment campaign launched last Sunday, hailed the programme as "well balanced and fair" and said it showed "that not all people think companies should pull out".

But the Anti-Apartheid Move-

ment (AAM) said the programme suggested that Shell had an "unhealthy influence" over the BBC. The BBC has vigorously rejected the criticism.

In an interview during the popular "Newsmight" programme on Tuesday, Mr Chris Dhlamini, vice-president of Cosatu, said his organisation had never called for foreign companies to pull out of South Africa but did support sanctions as a means of forcing change.

Dr Allan Boesak also said that withdrawal of foreign interests was low on his list of objectives but that effective sanctions by foreign governments would be preferable.

But the Anti-Apartheid Movement in Britain — which has made March a "Month of Action for People's Sanctions" and strongly supports disinvestment by foreign companies — decried the programme.

Spokesman Mr Alan Brooks said "From our point of view, we felt that the programme was a very dishonest piece of journalism".

"What Allan Boesak was saying is what we have been saying for a long time. It is what Archie Gunmede was saying here recently — we are all thinking along the same lines."

Mr Brooks said there was "no

question of a conflict of views" but that statements had been "juggled" in the programme to make it appear that the Anti-Apartheid Movement was "acting out of line".

Coming just after the launch of the Shell campaign, the broadcast of this programme suggests that Shell has an extent of influence over the BBC which is unhealthy to say the least.

Reacting to the AAM's complaints, a BBC spokesman said "We reject those criticisms totally. The report reflected a cross-section of views on the impact of disinvestment in South Africa and is only one of a series of pro-

grammes examining the problems there as far as government restrictions will allow.

"We would like to point out that it included interviews with notable leaders such as Allan Boesak, Chris Dhlamini, a Wits student as well as John Wilson, chairman of Shell."

"We think it is a valid piece of journalism and the people of Shell have no influence over us."

A Shell spokesman said "The programme showed the other case, a case we have been putting for a long time — that, by being present in the country, we can help and that disinvestment is not necessarily the answer."

SMR 573157 (1404)

THE Natal
Supreme Court has
upheld an order by
the Industrial Court
reinstating 113 em-
ployees of Natal
Die Castings (NDC)
in terms of Section 46 of the Labour
Relations Act

Court upholds Mawu judgment

ALAN FINE

The company has appealed
against the judgment

The Industrial Court case be-
tween NDC and the Metal and Al-
lied Workers' Union (Mawu), con-
cluded in January, was a landmark
judgment in that it was the first
time the courts decided to reinstate
workers dismissed while partici-
pating in an unlawful strike

The court also said the com-

pany's failure to negotiate in good
faith constituted an unfair labour
practice

Mr Justice Kriek said yesterday
the fact that the strike was unlaw-
ful might be relevant in determin-
ing the fairness or otherwise of the
company's response, but it did not
automatically deprive the Industri-
al Court of the jurisdiction to con-
sider whether the company had
acted fairly in all circumstances

Release unionists call

By Lesley Cowling

~~TOP SECRET~~ ~~TOP SECRET~~ ~~TOP SECRET~~
The general secretary of the Catering, Commercial and Allied Workers' Union (Ccawusa) yesterday submitted an urgent application to the Rand Supreme Court for the release of union members detained during the OK Bazaars strike.

Mr Vivian Mtwla said in papers that 68 OK workers were arrested on January 6 under the emergency regulations because of their participation in the strike or incidents resulting from the strike.

The strike had since ended and, in terms of a settlement agreement, none of those detained would lose their jobs.

He said the detention of the unionists was unlawful because it was not necessary for the maintenance of public order or the protection of public safety.

The case was postponed indefinitely.

S/3/87

Sawmills pay strike enters fourth day

Labour Reporter

STRIKES at two BruPLY plants in the Western Cape have entered their fourth day as wage negotiations remain in deadlock

About 300 members of the Paper, Wood and Allied Workers' Union at BruPLY sawmills in Elgin and Stellenbosch went on strike on Monday in support of pay demand

The management and the union met on Tuesday but no agreement was reached

A union spokesman said the union had lowered its pay demands closer to the 31c an hour the company was offering

The company is demanding that the workers return to work before negotiations continue

Mines deny union claim on wages

572
5/3/87 By Mike Siluma

The Chamber of Mines yesterday rejected a claim this week by the National Union of Mineworkers that the average pay for black miners was R345 a month

A Chamber statement said the average earnings of unskilled and semi-skilled black mineworkers on South African gold mines were R448 a month

"Furthermore, it should be noted that the figure of R448 is a cash wage and does not include important benefits supplied free of charge by the mines — such as free food, accommodation, medical attention, transport and sport and recreation facilities — which are estimated to be worth an additional R147 a month for each mineworker "

● The Natal Supreme Court has confirmed an Industrial Court (IC) ruling reinstating 113 workers dismissed by Natal Die Castings for striking unlawfully

The IC had ruled the dismissal and the company's failure to negotiate in good faith constituted an unfair labour practice

5/3/87

1987

Sawmills pay strike enters fourth day

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OK STRIKE CAM WDA

Only losers

Life at OK Bazaars stores began returning to normal this week. Members of the Commercial, Catering and Allied Workers' Union (Ccawusa) streamed back to their posts following last Wednesday's agreement settling their 10-week-long strike.

It will, however, take time before emotions cool. Neither side expected the other to put up as much resistance as it did and, in the circumstances, the mediators have done a commendable job.

In terms of the settlement, OK workers will receive a R100 across-the-board increase to be paid in two instalments in April and November. OK has, in addition, agreed to institute a minimum wage of R400 a month from November. Ccawusa's original demands in this respect were for a R160 across-the-board increase backdated to April last year, and a minimum wage of R450.

Before the strike, OK offered an R85 increase payable on the anniversary date of employment, starting from April 1.

Successful mediation was made possible only when the two sides agreed that any settlement would apply only from the start of the 1987 financial year in April.

In addition to the wage increase, the two sides have also agreed that

- Staff discounts will increase from 10% to 12% from April 7;
- The system whereby increases are paid on the anniversary of the date workers began service with OK will be abolished,
- All privileged leave forfeited as a result of the strike will be re-instated,
- OK will offer loans of up to half a month's salary, payable over three months, to assist workers who accumulated debts during the strike,

- Negotiated increases will be paid to women who take maternity leave on their return to work,
- OK will unconditionally re-instate 364 of the 553 workers dismissed during the strike, and
- A panel of arbitrators will decide what is to be done about 189 dismissed workers whom management refuses to re-instate. Of these, 69 have been identified by OK as behaving in such a manner that they would have been dismissed, but could not be located.

The arbitrators will also decide the fate of any strikers convicted of crimes of intimidation or assault arising from the strike.

Several factors have to be considered in weighing up the damage each side suffered during the strike in which management says 432 000 man days were lost.

OK personnel director Richard Blackwell reckons nobody wins a strike. "One side loses more than the other, but nobody wins," he says.

Blackwell acknowledges that the strike did affect sales, though not critically. "Sales volume increased in relation to January last year. But they were not as high as we hoped," he says. Only in one case was management obliged to shut shop. The OK in KwaMashu, whose staff is 99% black, was closed for the duration of the strike. An accurate assessment of sales will be possible only when the figures become available in the middle of the month.

What of the sympathy action from other unions in the Congress of SA Trade Unions? Blackwell says this never amounted to much. "A few of our suppliers succumbed to pressure. But in the main they never let us down. Those which did, in my opinion, were not fully aware of the ramifications of their actions."

Ccawusa president Mukulu Ledwaba holds that if the strike had not been settled, there would have been more widespread action. He says "OK management must accept that they suffered because some companies did not supply them. This definitely put pressure on management."

Then there is the question of the costs OK bore to keep the stores open, and the strikers' losses through going without pay for about two months.

According to Blackwell, 7 200 workers joined in the strike (Ccawusa's figure is 11 000), and he estimates that four casuals were hired for every five strikers. "I don't think we saved anything from not paying the strikers. If you take into account that we hired casuals and employed extra security people, you'll probably find that we broke square," he says.

As for the strikers, it is clear that the strike cost them dearly. Says Blackwell "It will take 13 to 14 months for them to recoup their losses. On average each striker lost in excess of R1 000 in wages. The increases will net them R900 over the next year. Other benefits like the staff discounts could give them an extra R100 over the year, depending on

how much use workers make of them."

Blackwell says OK has nonetheless learnt salutary lessons from the strike. "OK workers had a genuine feeling of frustration. Some of their grievances must have been justified, although I don't think the majority were, and we are not the 'repressive' management Ccawusa claims we are. One hopes to learn from that."

Ledwaba is adamant that the outcome of the strike should not be measured in purely monetary terms. "Our members may have lost wages, but there is a lot that they gained. The workers' major victory was that they were able to achieve the abolition of the anniversary payment system and that they got the best settlement out of OK since 1929. They showed commitment and dedication and won the respect of OK management and the entire working class. That cannot be bought with money." ■

NUM demands . . .

The National Union of Mineworkers (NUM) has declared war on the migrant labour system and the practice of accommodating black miners in compounds

The issue is likely to come to the fore sooner than the union's highly publicised demand for a wage increase

In a key resolution adopted at its fifth annual congress last week, the union demanded that the mining industry should, by March 30, make a clear statement of intent to dismantle the migrant labour system and compounds "within a reasonable, specified period" If this demand is not met, the NUM intends to declare a dispute as a possible precursor to national strike action

The demand, among other things, arises out of a joint NUM-Anglo American investigation into the causes of violence on the mines The study found that violence, which mostly manifests itself along ethnic lines, is primarily caused by the system of migrant labour and conditions in the single-sex hostels where workers are housed

Spokesmen for the Chamber of Mines were this week unavailable to respond to the union's claim

The NUM, which now has a signed-up membership of 360 000 and a paid-up membership of 227 000, has also given notice that it intends to fight for a massive increase in wages The congress resolved that the NUM should demand a 55% wage increase in the annual review of wages and working conditions with the chamber Last year, after initially demanding a 40% increase, the NUM settled for a 23,5% increase for some job categories

The congress was a highly politicised affair The union has now adopted the Freedom Charter as the guiding document for its "struggle against national oppression and economic exploitation" It also called for the lifting of the State of Emergency It has reaffirmed its support for all forms of international pressure against government, including sanctions and disinvestment

Other resolutions call for

- The mines to recognise May 1 and June 16 as paid public holidays,
- Employers to stop deducting tax from workers' wages and paying these over to government, as the system of taxation without representation is unacceptable,
- Employers should cease making unemployment insurance deductions from work-

ers' wages and instead negotiate a system that will benefit workers irrespective of origin,

Efforts to "conscientise" workers about the negative impact of the United Workers' Union of SA,

Employers to negotiate any plans to mechanise on the mines with the union before they are implemented,

A ban on overtime work as part of the Congress of SA Trade Union's "living wage campaign," and

The abolition of job reservation on the mines ■

6/3/87

Ccawusa set to take on Nels

BY LEN MASEKO

SIX workers sit in a circle in a room against the backdrop of bags of mealmeal stacked neatly against the wall

Among these workers is Miss Rosemary Thobane, a bespectacled mother of three school-going children. She and the other six workers are among the approxima-

tely 1 000 Nels Dairy employees fired after a strike in June last year.

The meal-meal in the room is part of the subsistence these workers have been getting from their union, the Commercial Catering and Allied Workers' of South Africa (Cca-wusa), while the battle against the Nels Dairy

management continues with no settlement in sight

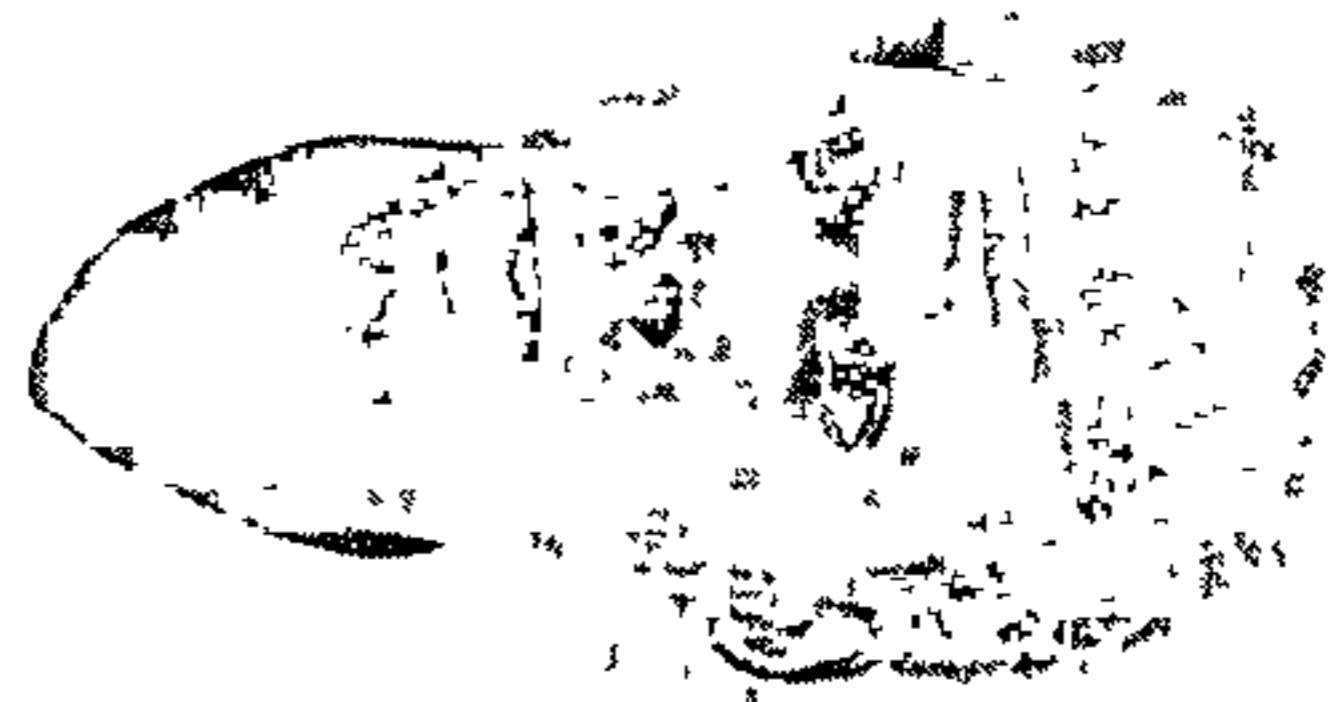
As a single parent, Miss Thobane supported her children with the monthly pay of R203 at Nels

"Life has been tough since June, but relatives and the union have been very helpful," says Miss Thobane, who lives in Alexandra Township

Miss Thobane has remained resolute in spite of management's refusal to reinstate the fired workers

Life has not been any rosier for her colleagues in the room They are Mr Wilson Sihole, Mr Nelson Mngomezulu, Mr Elifas Msibi, Mr Cornelius Jona, Mr Mandla Ndinisa and Mr Zwelakhe Mboho

The six men are migrant workers and stay in hostels in Alexandra and Denver They come from the Transkei, Na-



CCAWUSA official Oscar Malgas . . . the union will now concentrate on the Nels issue.

their rural homes saw them arriving penniless with no gifts for their families

With the festive season over, the workers have now returned to the battle-ground to continue with their fight for reinstatement, for better wages, improved working conditions, and for the recognition of their union

Determined

"We left our families determined to fight to the end," says one of the workers

The workers meet daily at the union's Johannesburg offices to share

problems and discuss ways of raising money

According to the union, the workers used to earn between R200 and R400 a month Anger at low wages and "poor" working conditions had been

building up when workers went on strike last June 18, according to Ccawusa officials Mr Oscar Malgas and Mr Salim Vally

Four Nels Dairy depots were hit by strikes over — among other things — management's refusal to recognise Ccawusa and the dismissal of several workers during the month

Negotiations between Nels management and Ccawusa have collapsed several times — once at mediation level when the parties disagreed on the number of workers to be reinstated

According to Mr Malgas, management was prepared to reinstate only 365 workers, "some of whom would have been scabs

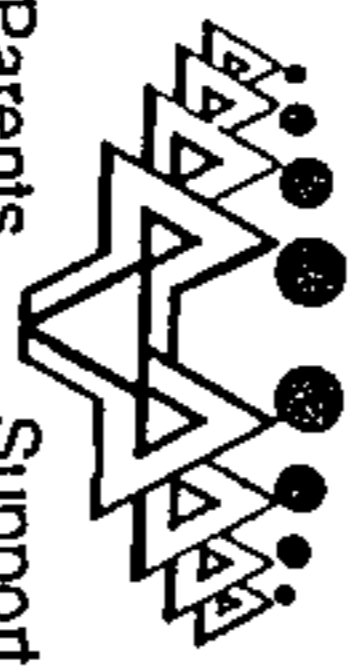
The conflict has been marked by mass detention of all approximately 1 000 workers They were later released with-

out charge. Two workers were charged with murder after shooting incidents at the company's plants.

Dozens of Ccawusa members were involved in one-day work stoppages at 30 Checkers and Pick 'n Pay outlets on December 11, demanding the reinstatement of the dismissed workers

"Some of the dismissed workers have since gone back to work, and the union is now pressing for the reinstatement of the remaining 750 workers," says Mr Malgas.

But it appears months of uncertainty and suspense will be ahead for the workers as Ccawusa officials — spurred by victory in the 10-week OK Bazaars wage strike — recall the dust-ridden Nels file from union shelves in preparation for another battle



Detainees' Parents Support Committee

A Tea Party

for the parents of detainees and ex-detainees will be held at 2 pm

Inquest hears of police order to kill 'comrades'

CT. 7/3/87

JOHANNESBURG — A senior Lebowa policeman told an inquest hearing on Thursday that policemen at Mokopane police station had been issued with sjamboks and ordered to hunt for "comrades" in shebeens and to assault and kill them — on the day that a journalist was arrested and later found dead in police cells

The Sowetan reported yesterday that WO Lucas Magagane, branch commander at the time, was testifying at the inquest into the death of Mr Makompo Lucky Kutumela, a journalist and member of the Azanian Peoples' Organization and the Media Workers' Association of South Africa

He died in police cells less than 24 hours after he was detained with six other people on April 4 last year

The inquest is being held at the Mokopane Magistrate's Court near Potgietersrus

'Comrade' hunting

W/O Magagane told the hearing that the assistant station commander at Mokopane, a Warrant Officer Molongwane, told him and about 20 policemen at a parade on April 4 to arm themselves with sjamboks and hunt for "comrades" at shebeens in Mahwelereng township

"He told all members to visit all shebeens and to sjambok all comrades found drinking. He said they must hit to kill

"I withdrew myself because I was not impressed by the instructions that the Assistant Station Commander had issued to his subordinates," W/O Magagane said

He said he had found the following day, while checking the entry in the register, that one prisoner was listed as dead and three others admitted to hospital with serious sjambok wounds. He had not seen any of them, he said

Under cross-examination by Mr Dikgang Mosenke, for the Kutumela family, W/O Magagane said he had earlier issued an order to the same group of policemen to go on patrol but not to enter "any premises, house or dwelling while people were relaxing because they would disturb the peace and this would result in fights with the residents"

'Sjambokked to death'

He said W/O Mokongwane had said "comrades" should be sjambokked to death because they prohibited policemen from buying in township shops and using taxis

Mr J Wessels, for the police, applied for the postponement of the cross-examination of W/O Magagane. The request was granted

Earlier, the packed courtroom heard Mr Mosenke accuse a 24-year-old constable of deliberately lying to the court to minimise his role in the killing of Mr Kutumela

Constable Matome David Seunane, had earlier told Mr M B Mabuza that he was present when Mr Kutumela and six other Azapo members were arrested at a shebeen for allegedly holding an illegal gathering

He said they were sjambokked at the house for refusing to leave but said he did not see which policeman had assaulted the group

Mr Mosenke accused Constable Seunane of contradicting himself and all other police witnesses including entries in the occurrence book and added "This is because you want to extricate yourself from the responsibility of murdering the deceased. You hit him with the butt of your rifle while Constable Rampedi kicked him repeatedly on the chest"

The policeman denied that

The hearing was adjourned to June 2 — Sapa

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NEWS

Police move on strike at Nampak

By DICK USHER
Labour Reporter

POLICE intervened in a strike at Nampak Paper, Bellville, and about 70 workers were taken away and released later.

The strikers were removed yesterday while demanding that pay increases negotiated last week be backdated to January. They had slept in the factory overnight.

The move has been condemned by the Paper, Wood and Allied Workers' Union and the Western Province region of the Congress of South African Trade Unions.

Police spokesman Captain Jan Calitz confirmed that about 70 strikers were taken to Bellville police station, where the station commander "explained the situation to them".

The company claims the strike is illegal but the union, a Cosatu affiliate, denies this.

Mr D Sabbatini, general manager of Nampak, said there had been intimidation and several assaults and workers had prevented vehicles from entering or leaving the factory.

"Precaution"

Police had been summoned as a precautionary measure. They intervened when the strikers refused to confine themselves to the area demarcated by the management for the duration of the strike and "continued with their threatening behaviour".

Mr Sabbatini said Nampak arranged for their release without charges and they had returned.

Mr Nick Henwood, regional secretary of Cosatu, said "We view it in a serious light when management turns to the police in industrial disputes instead of attempting to resolve them within the structures of management/union relations, especially in view of the living-wages campaign which is about to start.

"If the trend is going to be for management to turn to police to resolve disputes, strikes will become increasingly politicised.

"It was a majority decision of the workers to strike. Cosatu stands behind them and we see calling in the police as a blow to democratic trade union organisation."

Raditsela 'kicked to the ground'

Own Correspondent

JOHANNESBURG — A woman who witnessed the arrest of East Rand trade union leader Mr Andries Raditsela nearly two years ago said he was laughing while being hit in the face with a helmet and did nothing to ward off the blows

Mr Raditsela, 29, died of head injuries in Baragwanath Hospital on May 6 1985 after his release from police custody

He was detained two days earlier under the Internal Security Act in the Brakpan township of Tsakane

The inquest into Raditsela's death was reopened in Johannesburg Magistrate's Court yesterday with evidence being heard from his family and friends. Medical evidence and police testimonies were heard late last year

In her affidavit read before the court, an eyewitness to Mr Raditsela's arrest, Ms Poppy Tekeso, said she saw men she identified as police kick the deceased to the ground

However, on cross-examination she

was confused as to whether the men were soldiers or police

The affidavits of Mr Raditsela's half-brother and uncle were read to the court. Both said they saw Mr Raditsela lying on a floor of the Tsakane Administration Board office soon after his arrest on May 4, 1985

Half-brother Frans said in his affidavit that Mr Raditsela's head was resting on his arms and one of his eyes was swollen but not bleeding. It appeared that Mr Raditsela had urinated in his trousers because they were wet, he said

"I tried to wake him but he did not respond"

On cross-examination he said there were no signs that liquor had been consumed or that Raditsela had vomited

The magistrate presiding over the inquest was Mr T R Steenkamp

Mr Raditsela was a senior Chemical Workers' Industrial Union shop steward at Dunlop's Benoni plant and an executive committee member of the Federation of SA Trade Unions

R100 across-the-board for store workers

THE Commercial Catering and Allied Workers' Union has signed a R100-across-the-board wage increase for its more than 17 000 members employed by Pick 'n Pay stores countrywide.

A 20-member union delegation led by the chairman of the Johannesburg Pick 'n Pay shop stewards council Mr Paul Khashe, announced the agreement at the Pick 'n Pay head office in Johannesburg.

They had spent more than five hours on what both sides termed "the finer points" of the agreement.

The R100-across-the-board would be offered all those earning R750 and less.

Cosatu fought to have the minimum monthly wage increased from R100 to R490. That is probably the best in re-

tail industry to date. The average monthly wage is now R612 a month.

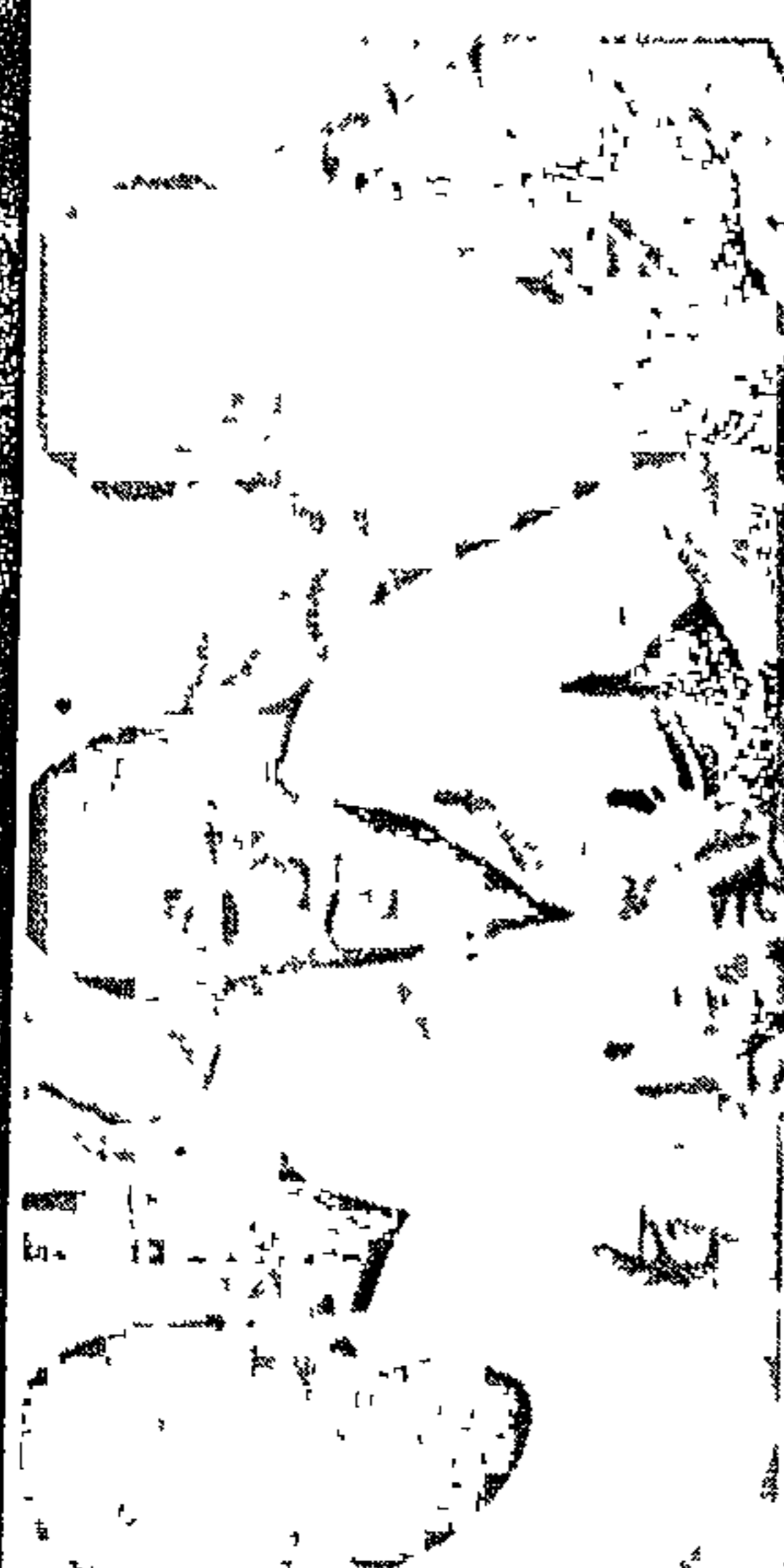
The Pick 'n Pay management recognised May Day and June 16 as "commemorative holidays".

The personnel manager of Pick 'n Pay, Mr Frans van der Walt, said: "Although the shops will be open and

our employees working, we will pay them for working on holidays".

Pick 'n Pay was the first giant retail store to face strike action from the then fledgling Ccawusa in 1986.

• The OK strike that started in December turned the Pick 'n Pay one into a non-event. It also ended in victory for Ccawusa



Mr VIVIAN Mithwa (Ccawusa), Mr Frans van der Walt (Pick 'n Pay) and Ms Maud Duda (Ccawusa) at the signing of the agreement.

Cosatu did not back SA pullout call says official

London Bureau
LONDON — The Congress of Trade Unions (Cosatu) had never called for companies to pull out of South Africa, the vice-president, Mr Chris Dlamini, told a BBC Newsnight programme this week

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Mr Dlamini was interviewed along with other disgruntled South African workers on a programme which showed increasing black disenchantment with disinvestment

He said companies and people were confusing divestment and disinvestment "We have never called for companies to pull out but we do support sanctions"

If companies were coming under increasing pressure to pull out they should sit down and discuss the matter with Cosatu and arrive at a solution, he said

Mr Dlamini, who was interviewed at his place of employment with the US multi-national Kellogg's, said the company was doing something to offset apartheid by challenging detentions and providing blacks with education bursaries

However, that in itself was not enough. Employers, he said, should stop paying taxes

Kellogg's managing director, Mr John Johnson, said this was a short-sighted approach which would result in companies going out of business

The president of the World Alliance of Reformed Churches, Dr Alan Boesak, said on the programme that disinvestment was part of the package he and others had been calling for but was fairly low on the list of priorities

"What we asked for was sanctions that would hit hard and impact on the South African economy so that the government would have no choice but to change"

Disinvestment, Dr Boesak said, should be seen as a last resort

A situation where companies were withdrawing from South Africa resulting in job losses was not something he and his supporters wanted

"What we want is quick sanctions," he said

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THE NUM ENDORSES FREEDOM CHARTER

By REVELATION NTOUNA

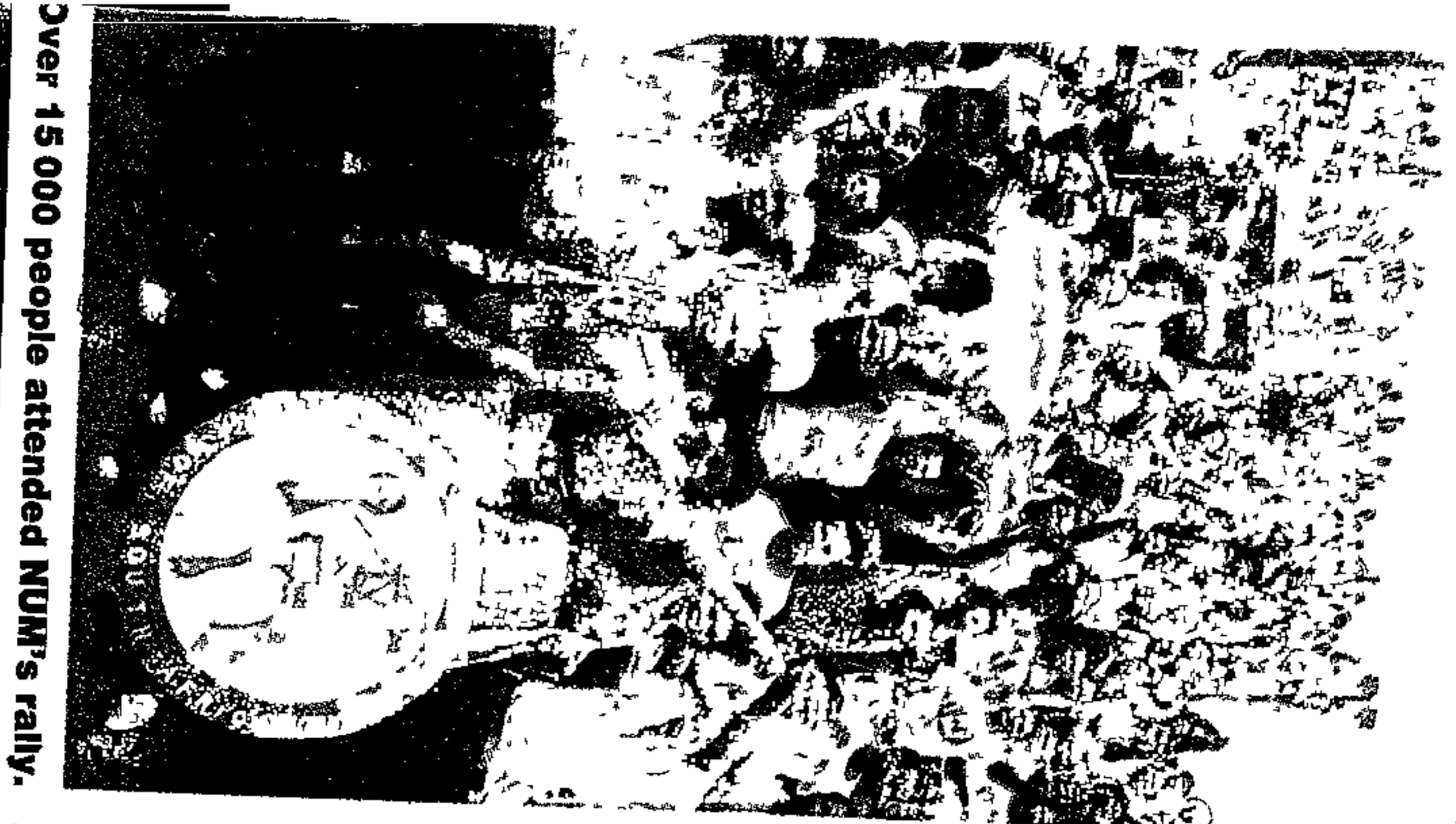
LAST week SA's giant trade union, the National Union of Mineworkers, took decisions which have undoubtedly set the pace for smaller unions.

An unmistakable characteristic of NUM's congress was its identification with the black struggle.

For the first time in the history of black trade unions in SA, the 360 000-strong union endorsed the Freedom Charter and displayed Nelson Mandela's portrait at its rally in Soweto.



"We want to tell President Botha that our organisation has taken a political stance because in the five years of its existence it found politics were responsible for our problems," NUM president James Motlatsi told 15 000 miners who crammed the amphitheatre.



Over 15 000 people attended NUM's rally.



NUM members displaying the militant spirit of their congress at Saturday's NUM rally at Jabulani Stadium.

WITNESSES

ONE of South Africa's worst mine disasters - in which 177 people were killed at Kinross Gold Mine last September - was this week recalled in Pretoria when Transvaal Attorney-General Donald Brunette said the mine, his director Hugh Smith, and junior employee Ignatius Ohwer would soon appear in court charged with the deaths of the miners.

The three accused expected to appear in the Witbank Regional Court in May or June will face charges of culpable homicide or alternative charges relating to contraventions of the Mines and Works Act safety regulations.

Four other mine employees are to be charged with contravening the safety regulations.

Accused Back on the Stand

By SOL MORATHI
GEORGE BURT, a 33-year-old Pretoria man accused of necklacing a black police sergeant, signed an affidavit and set down his story during a cross-examination at the Pretoria Supreme Court this week.

His fiancée, Noekie Grobbelaar, and parents looked noticeably worried and pale as Burt answered questions.

Burt has pleaded not guilty to stabbing and necklacing Sergeant Johannes Burt Ndumande on June 6 last year.

He submitted that he had given Ndumande a lift after drinking beer at a civil defence meeting and had later gone to see Roger North, an acquaintance and also an alleged accomplice.

Burt said he had gone to see North in connection with an appointment that North had failed to keep.

North had told the police in a statement that

Special Reports REVELATION NTOLUJA

The attorney-general said he had served a 14-page indictment on the accused and that the decision to prosecute obtained the need for an official inquiry into the disaster in terms of the Mines and Works Act.

However, the National Union of Mineworkers this week expressed reservations about the possible effects of the prosecution. The union fears that should the three plead guilty, details of the accident would not become public and the facts of the tragedy would never be known to the public.

Reacting to NUM's fears Brunette said evidence would be led in an open court.

The accused would also have to make certain admissions in court.

Details of the charges and the specific acts of negligence which the State will allege are not yet available but the Kinross disaster made headlines in the media and sparked a war of words between NUM, the country's largest trade union, and Gencor owner of the Eastern Transvaal mine over general safety matters on the mine with the union demanding worker control of safety matters on the mine.

Subsequent investigations into the tragedy which killed 172 black miners and five whites a kilometer underground, revealed that the mine had made use of a highly toxic and inflammable material banned in British mines 20 years ago and in American mines five years ago.

Furthermore when the mine used the unsafe material it did not heed recommendations from the manufacturers and an American testing authority regarding its application.

The irony of the disaster was that the deadly foam that killed the 177 miners was there to protect and to stop fires instead it caught alight and gave off toxic fumes.

In the event of Gencor being found guilty, the mining house is certain to face huge damage claims from the families of the victims.

NUM spokesman Marcel Golding said he could not comment on possible action after the case. However, he said that NUM would work closely with families of the victims once the court had given its verdict.

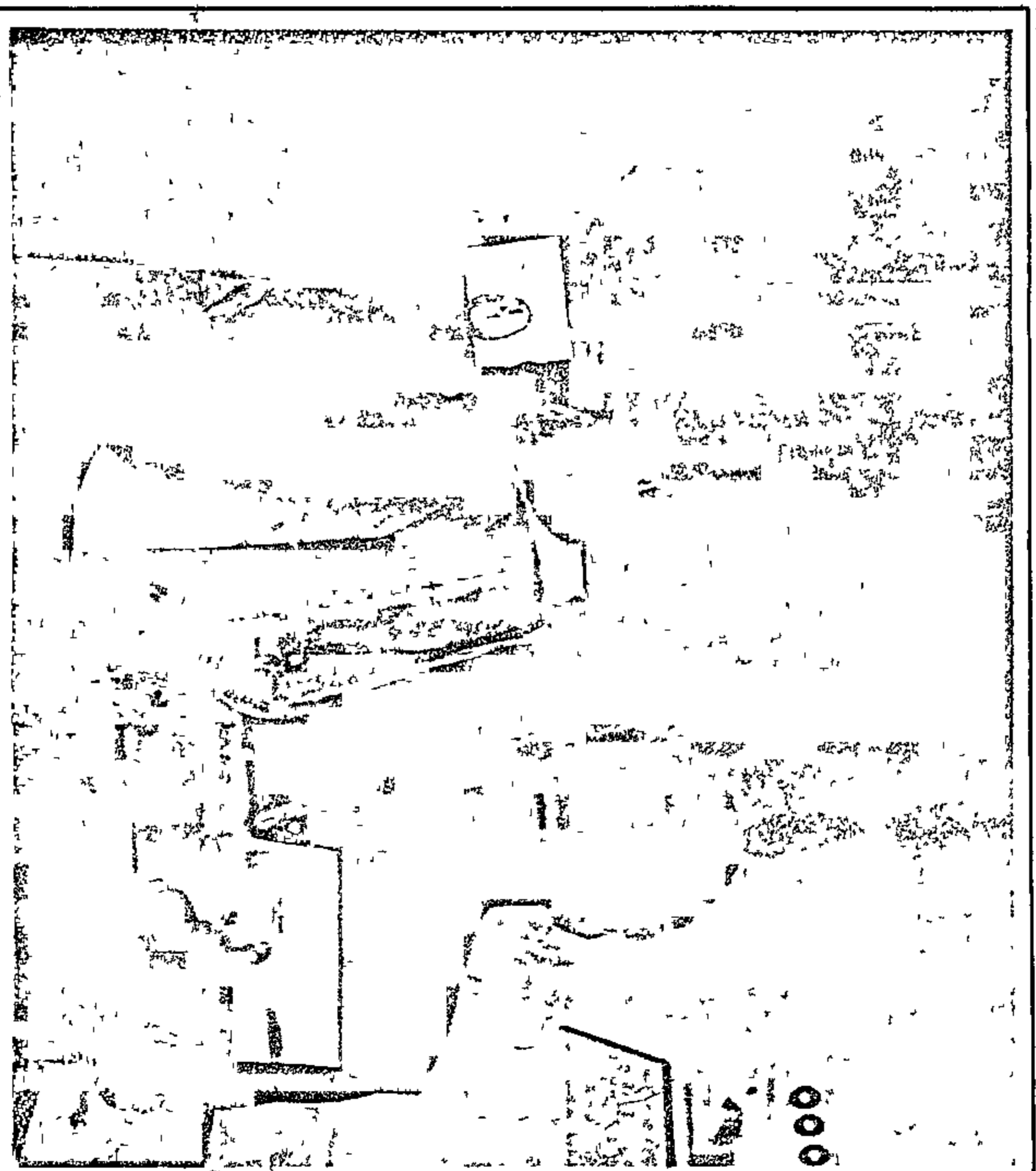


Necklace accused Henry Burt helps his fiancée, Noekie Grobbelaar, down the stairs of the Pretoria Supreme Court.

Burt came to him carrying Ndumande's body. He told him that he had killed Ndumande and wanted North to assist him to burn the body.

North has since left the country, Burt, who told the court that he was assaulted and stripped naked during interrogation, has denied that his car seats had blood stains of the same group as Ndumande's.

The case has been postponed to March 24.



Face of a R1 000 WINNER

IT was bubbly time for one of our lucky readers this week - and a moment of great joy for former soccerite Tsheng Ramotsho (left) when City Press news editor Len Kalane handed him a cheque for R1 000 as the first winner of our "Face in the Crowd" competition.

Said an elated Ramotsho, 29, who once played for Moroka Valla Park, "I didn't know that I had won this wonderful prize until friends who spotted my ringed picture in Sunday's City Press, told me."

● Soccer followers, remember, on Saturday Orlando Pirates and African Wanderers do battle at Orlando Stadium and our photographers will be there to photograph the crowd.

If your face is ringed in our "Face in the Crowd" picture in Sunday's edition, all you need to do is call at our offices - with your copy of City Press - next Tuesday and you'll be R1 000 richer.

R50 000 OFFER

By MARTIN NISOELENCOE
 AZANIAN People's Organisation president Patrick Potjo Molala this week brought a R50 000 action against the Law and Order and Defence Ministers following an alleged assault by security forces last year.

Molala lost an eye when a teargas canister exploded in his face during a stampede at the funeral of White City shooting victims at Soweto's Avlon cemetery.

Molala's lawyers served papers in the Rand Supreme Court after the Law and Order and Defence Ministers failed to reply to letters of

STOPPERS OVER 'PRA GIST'



PREMIER Threat to paint white Woman black sparks strike

By ALINAH
DUBE

BLACK workers at a Pretoria electronics firm have been on strike for a week demanding the dismissal of a white employee who threatened to paint another white employee with black paint because of her friendliness to black workers.

The company has refused to fire the woman who sparked off the strike and said her service record did not warrant expulsion.

The Electrical and Allied Workers Trade Union of South Africa (EAW-TUSA) has taken up the matter and declared a dispute with the company's management. They said the woman who made the remarks was 'racist'.

A union official, Mr Phillip Mndau, said the striking Tedalex employees have been issued with an ultimatum to return to work today or face expulsion. He said management threatened to hire new employees if the strike continued today.

He said members of his union have vowed to continue striking until the company has addressed itself to their problems.

None of the company officials could be reached for comment but Mr A Javen, a manager, told the *Sowetan* on Friday that the newspaper had nothing to do with the matter.

THE first official contact with the British Foreign Office took place in London on March 3 when Mr Kay Prindergas, Mr Charles Humfrey and an assistant head of the Southern African Department of the British and Commonwealth Office, invited Ahmed Gora Ebrahim, secretary for foreign affairs of the Pan Africanist Congress of Azania for exploratory talks.

The Foreign Office met the PAC delegation following a decision by the British Government to establish formal contact with the liberation movement.

During the talks the two delegations explained each others

Both sides agreed to meet again in the near future at a higher level. Mr Vusi Nomadolo, PAC representative in the United Kingdom was also present

LABOUR SYSTEM UNTOGETHER

The migrant labour system came under scathing attack from various speakers at the SA Railways and Harbours Workers Union rally held in Johannesburg yesterday.

More than 800 railway workers attending the

rally resolved to fight for the abolition of "the evil system which has separated black workers from their families for many years."

Speakers at the meeting, held at Cosatu House, condemned the detention of Sarhwa

members in the South African Transport Services, discrimination against black workers, low wages paid in the railways' "improper food" served to workers at SATS-owned compounds.

Sarhwa members also

resolved to stop work if detention of more union members occurred. They also resolved to fight for the control of the railway compounds.

One worker told the meeting that SATS employees earned as little as R480 a month "after

20 years service."

National Union of Mineworkers assistant general secretary, Mr Marcel Golding said his union has resolved to take control of hostels in its attempt "to destroy the migrant labour system"

Maki aiming high

A SCHOOLGIRL with high ambitions is Miss Maki Hlongwane from Moleletsanetownship, Soweto, who has set her sights on a modelling career. Maki (20) is a matric student at Moletsane Secondary School

140A
Sowetan

Rumour of MWU split is denied

ALAN FINE

THE president of the whites-only Mineworkers' Union (MWU) Cor de Jager has denied talk of a split in the union's ranks precipitated by the general election contest in the Carletonville constituency.

Speculation of problems in the MWU leadership arose when De Jager addressed an election meeting in support of HNP candidate Joseph Chiolo last week. Chiolo is opposing MWU general secretary and CP candidate Arrie Paulus.

Carletonville is predominantly a mining constituency and Paulus's personal popularity appears to make him a powerful contender. But his appeal could be severely undercut by De Jager's stand.

De Jager predicts that the right will win Carletonville only if the CP and HNP come to an electoral arrangement.

But he denies any ill-feeling between him and Paulus.

"We are still friends. And the fact that we can support different parties only proves that we have a democratic union where every man is entitled to his own views," he adds.

He appealed for unity between the right wing parties, saying the priority was for as many people as possible representing the views of the white worker to be elected.

The white worker, he says, has been deserted by government as evidenced by the implementation of the findings of the Wiehahn Commission, and the pending abolition of job reservation in the mining industry.

Blacks disenchanted with pullouts

Cosatu denies its support of disinvestment

LONDON — The Congress of South African Trade Unions (Cosatu) had never called for companies to pull out of SA, its vice-president Chris Dlamini said on a BBC "Newsnight" programme this week.

Dlamini was among other disgruntled SA workers interviewed on a programme highlighting increasing black disenchantment with disinvestment.

He said there was confusion about divestment and disinvestment.

"We have never called for com-

MIKE ROBERTSON

panies to pull out, but we do support sanctions," he added.

If companies were under pressure to pull out, they should discuss the matter with Cosatu and arrive at a solution, he said.

Dlamini, interviewed at his place of employment with the US multinational Kellogg's, said the company was doing something to offset apartheid by challenging detentions and providing blacks with education bursaries.

But that was not enough. Employers should stop paying taxes, he said.

The president of the World Alliance of Reformed Churches, the Rev Allan Boesak, said disinvestment was part of the package he and others had been calling for but was fairly low on the list of priorities.

"What we asked for were sanctions that would hit hard and impact on the South African economy so that the government would have no choice but to change," he said.

Disinvestment should be seen as a last resort, Boesak said.

A situation where companies were withdrawing from SA resulting in job losses was not something he and his supporters wanted.

"What we want is quick sanctions. We want to see if we can't get the international community to move on sanctions to minimise disinvestment," he said.

Duracell back on the shelves

ALAN SENDZUL

DURACELL batteries are once more freely available in SA as their distribution has been taken over by Manel Distributors.

The shortage on retailer shelves recently was a result of the closure of the South African agency — then owned by Duracell UK — in October for economic reasons.

But Manel GM Milton Strydom says an advertising campaign has been launched to reassure the wholesale trade as well as consumers.

Importation of the batteries from Britain and Belgium will continue.

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Metal Box fund under discussion

ALAN FINE

SA employers will be approached by trade unions for talks on the creation of provident fund schemes modelled on the Metal Box SA Alternative Benefits Programme.

And initial indications are that they will respond favourably

The Metal Box fund, which will be established later this year, is seen as the most advanced to date

It was negotiated by the Metal and Allied Workers' Union, the Chemical Workers' Industrial Union and the Paper Wood and Allied Workers' Union

The trustees will comprise equal numbers of management and employee representatives, and a portion of the fund's assets could be channelled into "socially useful" investments such as black housing.

The fund will provide extremely generous and wide-ranging benefits. They include retirement, death, re-trenchment and disability benefits.

Members will also be entitled to a loan to purchase or improve his/her own home. Members will get 90% pay for up to a year for any temporary disability, including illness. There are also funeral benefits

Initial responses from, among others, the Steel and Engineering Industries Federation of SA (Seifsa) and Nampak have been positive

Seifsa director Sam van Coller says the organisation has appointed a high-level sub-committee to investigate the question of employee benefits, "with a view to preparing ourselves for talks with the unions".

The existing metal industry industrial council, which covers 340 000 workers, administers pension funds with R2,6bn in assets

Van Coller, writing in his personal capacity in the book *SA — The Road Ahead*, has called for joint management-labour efforts to create alternative social security schemes

A spokesman for Nampak, the majority shareholder in Metal Box, says he has "no problem" with the fund.

Mutual respect leads to amicable settlement

CAUTION
 HEED HAS been taken by the opposing sides — Pick 'n Pay and the Allied Workers' Union (Cawusa) — of the lessons of a bitter pay dispute fought between them a year ago.

After a painless and particularly brief set of negotiations, the two have reached a hitherto unequalled settlement incorporating R100 across-the-board wage increases plus paid holidays on May Day and June 16.

Pick 'n Pay's Frans van der Walt has a simple explanation for this "Both approached the negotiations with much more respect for the other's power. And there was a mutual trust."

Put another way — both proved their capabilities last year. There was no need to repeat it.

This time last year Pick 'n Pay was about to get its own taste of Cawusa militancy. The strike there was far shorter than the recent OK Bazaars

ALAN FINE

strike — but just as bitter. The settlement has set the standards for the coming year. Last year, almost every wage settlement in the retail sector matched the 1986 Pick 'n Pay strike settlement figure of R85.

This will probably recur. Cawusa is certainly expecting it. Some retailers are already resigned to it. The corollary, though, is that, having made plain its satisfaction with the Pick 'n Pay agreement, Cawusa will be hard-pressed to improve on it elsewhere.

Indeed, the next wage round at a major retailer may be particularly difficult.

Talks with Checkers begin within weeks. The company has had an unenviable profit record in recent years and will not find it easy to meet the union's expectations.

Pick 'n Pay 9/1/86

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NUM urges inquiry into Kinross disaster

THE National Union of Mineworkers (NUM) yesterday called for a Mines and Works Act inquiry into last September's Kinross disaster

The Attorney-General said last week the mine and certain employees would face culpable homicide and other charges arising from the accident and that this obviated the need for an inquiry.

NUM health and safety officer Hazy Sibanyoni said the union "accepts that the criminal prosecution is the forum for determining the guilt or otherwise of the mine's management"

"But there are wider safety issues involved in the Kinross accident that

ALAN FINE

need to be canvassed and debated in a public forum"

□ Gencor has placed an advertisement saying that no formal charges relating to the Kinross accident have been served yet and that only draft charge sheets have been sent to the company's legal representatives and to other parties who might be charged

It says the name of H A Smith, a director of the company, was listed in the draft documents purely as a nominee of the company. Smith will be retiring soon and the A-G has agreed to substitute another nominee.

TALKS between the National Union of Mineworkers (NUM) and the Chamber of Mines over May Day as a paid holiday ran into trouble yesterday.

May 1 holiday talks in trouble

NUM assistant general secretary Marcel Golding said the chamber had agreed in principle to paid leave. However, it had attached preconditions the union was unwilling to accept, he said.

The chamber had demanded that the union agree not to make a similar

140A (10/3/72)
ALAN FINE

demand for June 16, because it was prepared to grant only one extra day's leave. But Golding said the union's recent annual congress had mandated the leadership to demand paid leave for June 16

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Num backs A-Gs move on Gencor gold mine ~~1~~

THE National Union of Mineworkers yesterday endorsed the Attorney-General's decision to prosecute the management of Gencor's Kinross gold Mine but said an official inquiry was needed to raise broader safety issues involved.

"The union accepts that the criminal prosecution is the forum for determining the guilt or otherwise of the mine's management. However, there are wider safety issues involved in the Kinross accident that need to be canvassed and debated in a public forum," said Num's safety officer, Mr Hazy Sibanyoni.

He said the Government's mining engineer should call an inquiry into the cause of the accident in terms of Section 5 of the Mines and Works Act as soon as possible.

"The union further hopes that the decision to institute criminal pro-

ceedings will in no way be used to relieve the mines inspectorate of its obligation to hold an inquiry — a forum the union believes will help to unravel all the facts of the accidents."

Health and safety

The union believed a commission of inquiry should be appointed to investigate questions of health and safety in the mining industry.

Mr Sibanyoni noted proceedings have not yet started in a case involving the death of 30 people in an accident at Middlebult Colliery even though a decision has been made to prosecute the mine's management.

"Delays in the prosecution and enquiries do not promote the cause of safety in the industry," he said — Sapa

Official is released

FEDERATION of Transvaal Women (Fedtraw) secretary, Mrs Esther Maleka, was yesterday released from Moroka police station where she had been held under emergency regulations.

Mrs Maleka (43), of Orlando West (Mzimhlophe), Soweto, and an employee of Ravan Press, was detained at her home on February 25, this year. She said during her 12-day detention, she had been questioned about the Soweto Civic Association.

This was the second time that Mrs Maleka had been detained. In 1976, she was held for seven months before being charged, convicted and sentenced to five years under the Terrorism Act. She served her jail term in Kroonstad and was released in 1981.

Workers hurt

FOUR members of the Food and Allied Workers' Union were injured and 30 others detained yesterday after staging a work stoppage at LTK company in Nelspruit.

Fawu official Mr George Nene said the four workers were injured while being evicted from the company's premises. They were hit by a car while leaving the company's premises, and were later admitted to a

local hospital.

About 700 Fawu members downed tools at the plant yesterday, protesting against the dismissal of two colleagues. They staged a work stoppage after management refused to discuss the sackings with workers' representatives, Mr Nene said.

The company's manager, Mr L Vosloo, could not be reached for comment yesterday.

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CCAWUSA IN

COURT BID

THE Commercial Catering and Allied Workers' Union of South Africa has lodged a Supreme Court application challenging the detention of a union official.

A Ccawusa spokesman said the application for the release of the union's Johannesburg branch chairman, Mr Amon Msane, would be heard in the Rand Supreme Court on Friday.

Mr Msane was detained a fortnight ago, and is presently held under emergency regula-

**By ALINAH
DUBE**

tions. Another Ccawusa official, Mr Tsietsi Mau-makwe, has been in detention since January.

Seventy-four union members employed by OK Bazaars, which was recently hit by a 10-week strike, were released from emergency

Battle for unionist's freedom

detention last week, according to the union spokesman. He said 76 other OK workers were facing charges of intimidation relating to the wage strike, and were out on bails of between R300 and R700.

• The Congress of SA Trade Unions (Cosatu)

yesterday condemned the attacks on its members, allegedly perpetrated supporters of a rival federation.

Cosatu's Witwatersrand region said in a statement that it had been made aware that "certain managements have facilitated these attacks"

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Us oil company gives pay rise

THE Chemical Workers Industrial Union has notched a 28 percent pay rise for its members employed by American company Mobil Oil.

The union has hailed the wage agreement as a positive step towards the achievement of "a living wage" demanded by all unions affiliated to the Congress of South African Trade Unions

In terms of the agreement wages are to be increased by R155 a month, bringing the minimum wage at the multinational's depots

BY LEN MASEKO

to R710 a month

In addition, shift allowances are to be increased 100 percent, leave will be four weeks; and a three-day "compassionate leave" and a three-day paternity leave will be granted

Mobil has also agreed to recognise May 1 and June 16 as paid holidays

The wage dispute between the Commercial Catering and Allied Workers' Union of SA (Cawusa) and Soweto's Maponya Bazaar has been referred to mediation, a union spokesman said yesterday

The mediation proceedings, set for March 21, will focus on Cawusa's R120 wage demand and management's R45-a-month final offer.

Dozens of members of the National Union of Wine, Spirits and Allied Workers (Nuwsaw) have been on strike at Stellenbosch Farmers' Wineries and Distillers Corporation's Waderville plants since a fortnight ago.

The union's general secretary, Miss F Mandy, said she could not divulge reasons for the stoppage "at this stage".

Reasons

The National Union of Steel and Allied Workers (Nusaw) is seeking legal advice following the attack on scores of its members outside an Iscor-owned compound in Pretoria last week.

Nusaw official Mr Ndomane Dibane said his union intended to take legal action against "whoever is responsible for the attack" on Nusaw members, all employed by Iscor Pretoria Works.

The Nusaw official said these workers were "buying food from vendors" outside the compound, where they live, when the incident occurred. Some of the workers were seriously injured during the at-

tack, he said.

Nusaw members at the Iscor plant are involved in a canteen boycott in protest against "bad food" served there, Mr Dibane said

Meanwhile, Nusaw is to take Pretoria's Meyer Steel to the Industrial Court over "the unfair dismissal" of four union members at the plant, Mr Dibane said.

The union is seeking unconditional reinstatement of these workers, claiming management was guilty of unfair labour practices

Wage talks for 350 000 workers start today

Annual wage negotiations affecting about 350 000 workers in the crucial metal and engineering industry began in Johannesburg today against a background of continued economic recession and tough demands by some unions.

After those affecting the mining industry, annual pay talks in the metal industry involve the largest number of workers in industry.

And, as in the past four years, the talks are likely to be made difficult by the economic slump, which saw the loss of 6 000 jobs in the metal industry in the past year.

Unions taking part in talks with the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), are the Metal and Allied Workers' Union (Mawu), its fellow International Metalworkers Federation (IMF) affiliates (representing mainly unskilled and semi-skilled workers); the Confederation of Metal and Building Unions' (CMBU) cluster of unions, the Mine Workers' Union; and the SA Iron, Steel and Allied Industries Union (negotiating for a predominantly skilled workforce).

An analysis of demands tabled by the various unions shows that, as is the case with their counterparts in other sectors of the economy, unions repre-

Wage negotiations in the metal and engineering industry, which, together with those in the mining and catering sectors, feature prominently on the industrial relations agenda, begin today. The talks are unlikely to be any less difficult for some of the unions than they were last year, when the metal industry, accounted for the third largest number of strikes to hit industry, reports MIKE SILLUMA.

senting mainly black workers place the recognition of June 16 and May 1 high on the agenda, after wages

Unions representing the skilled, largely white, workforce have put forth demands focusing only on wages and working conditions.

The more than 50 000-strong Mawu, which is the industry's largest and most militant union, has, in addition to other demands, called for a halt to PAYE deductions from its members' pay packets.

Mawu has also demanded that in the event of a legal wage strike, employers be prohibited from dismissing workers participating in such action

Also, there should be no job loss as a result of sanctions. If necessary, profits should absorb the ef-

fects of sanctions, says Mawu, which has declined to sign the main agreement for the past four years

Its other demands, which are largely supported by the IMF unions include

- A basic minimum rate of R4 an hour.
- A guaranteed across-the-board rise of R1 an hour.
- The recognition of May 1 and June 16 as paid holidays
- The reduction of the working week to 40 hours, without loss of pay.
- Improved overtime rates.
- Six months paid maternity leave, plus 14 days paid paternity leave.

The CMBU demands include a minimum wage rate ranging from R3,30 to R6,97 an hour, and guaranteed minimum personal increases of between 53c and R1,15 an hour.

The SAISAIU has asked for hourly minimum rates of between R3 and R7, and personal increases of between 53c and R1,19. The respective MWU figures are R3,30 to R6,97, plus 53c to R1,15.

Other demands concern improvements in overtime and holiday leave conditions, as well as higher employer contributions to group pension and provident funds.

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11/3/87
B/DAY
continues

Race slur: sit-in at Tedelelex

PRETORIA — Strikers at the Tedelelex plant in Pretoria yesterday continued their sit-in over alleged threats by a white employee to paint her colleague black for being friendly with the black work force.

Other meeting was planned for today, a union spokesman said. The 30 workers began a sit-in strike last Monday to demand the dismissal or transfer of the woman.

“Over my dead body will she be transferred,” said Tedelelex manager Roy Kirstein yesterday. “I had a meeting with the shop stewards this morning who accepted my proposal and are prepared to go back to work,” he said. But the shop stewards still had to get the mandate of the workers, he added.

Talks between the Electrical and Allied Workers' Union deadlocked yesterday afternoon when workers refused to continue negotiations without union officials present. An-

The spokesman said management had proposed to pay them for Monday and yesterday if the workers agreed to go back to work today. A transfer of the woman was apparently out of the question, he said.

“I’ve got a lot of rapport with these people,” he said. — Sapa.

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More unions take on managements

ABOUT 700 Chemical Workers' Industrial Union members yesterday called off their dispute at four Mining and Industrial Rubber plants after their union and management reached a settlement.

In terms of the wage agreement CWIU members will receive pay rises ranging from 31 (bottom grade) to 54 percent (women workers), and June 16 and May 1 as paid holidays

Bottom-grade employees will receive backdated increases of R80 a month effective from January and R34 in July. Women workers will have their pay improved 54 percent, that is R107 a month in January and R54 in July

• The future of pension funds contributed by Coca Cola workers will be the main subject at a meeting between Coke

By LEN MASEKO

management and employees' representatives to be held in Johannesburg today

The talks will revolve around the pull-out by Coca Cola Export Corporation from South Africa as well as the future of employees in the new company, Amalgamated Beverage Industries

Unions to be represented at today's talks include the Food Beverage Workers' Union, Food and Allied Workers' Union and the SA and Allied Workers' Union

• Dozens of Flather Bright Steel workers have demanded plant-level wage negotiations between management and workers' representatives

The workers, members of the United Min-

ing Metal and Allied Workers of SA (Ummawusa) demand a cross-the-board wage increase of R1,90 an hour and a minimum rate of R3,50 an hour

An Ummawusa spokesman said management at the company's Brakpan plant was refusing to negotiate with the union, saying the workers' wage demands should be tabled at the metal industry's industrial council

Ummawusa is not represented in the industrial council

Flather Bright workers also demand recognition of June 16 and May 1 as paid holidays and a 40-hour week

The company's managing director, Mr E Barry, yesterday confirmed the dispute, but would not comment further



HIGHVELD

STEEL AND VANADIUM CORPORATION LIMITED

CHAIRMAN'S REVIEW

RECORD PERFORMANCES FOR 1986

MR LESLIE BOYD



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It is pleasing to report that during the year under review the group's financial results were the best ever, with record performances in all areas. Earnings per share increased to 85 cents compared with 58 cents in 1985. The attributable profit was R60 144 000 after providing for net financing charges of R35 411 000, depreciation of R34 918 000 and deferred taxation of R33 000 000.

The group's deferred tax provision has increased to R135.2 million, and this should ensure that the tax charge in later years does not absorb a disproportionate amount of income earned in those years.

The income statement for 1986 reflects an extraordinary item arising from the conversion of Transalloys to a wholly owned subsidiary.

During 1986 the group issued R80 000 000 redeemable preference shares in Highveld and R65 000 000 in Rheem South Africa (Proprietary) Limited, with a corresponding reduction in the offshore loans raised during 1985.

Group turnover of R816 337 000 was also at a record level and although margins showed an improvement over 1985 the inflationary trend with regard to the major operating cost elements continues to be a cause for concern.

In view of the results achieved a final dividend of 20 cents per share has been declared. The total dividend is 30 cents per share compared with 24 cents per share in 1985.

STEEL

Apparent total world steel consumption in 1986 was 721 million tons and although the International Iron and Steel Institute forecasts a similar level for 1987, it is worth noting that an increase in the apparent steel consumption in developing and communist block countries will be offset by a corresponding decrease in the Western industrialised countries. This trend is expected to continue for the foreseeable future.

In South Africa, the high level of activity in the mining sector helped to maintain the demand for steel in the first 10 months of 1986. There was the usual seasonal decline in domestic demand in the final months of the year but overall South African steel consumption showed an increase over 1985.

In the first quarter of 1986 Highveld increased the domestic prices of structural sections and flat products by about 9.5 per cent and again by 12 per cent in August. This was necessary in order to restore profit margins which have been under constant pressure from increases in power, railage and raw materials.

During the year legislation was introduced in several countries prohibiting the importation of certain South African products including all steel products. The measures became operative in the European Economic Community on September 27 1986 and, in the United States legislation passed on October 2 1986 became effective on December 31 1986. Clearly the loss of these important markets presents a challenge to management to place the steel in other areas.

VANADIUM

The supply/demand position for vanadium was favourable for producers in the early months of 1986 but in the second half of the year there was some slackening of demand. Lower steel production in industrialised countries and the fall in

demand for steel products for the oil industry were the main causes of the reduced usage.

China's future role in the world vanadium market is still an unknown factor in the total supply/demand situation but overall world vanadium consumption during 1987 is expected to be similar to the 1986 level.

World vanadium production capacity is still believed to be adequate to cater for any foreseeable demand and when new projects are being studied the inevitable impact on price of an oversupply position should be considered carefully.

FERRO-ALLOYS

Overseas markets for ferrosilicon improved steadily during the first half of the year and sales during this period were satisfactory in terms of both volume and price. During the second half of the year despite prices declining in sympathy with the general downturn of steel production in the major producing countries sales volumes were reasonable.

Demand in the overseas markets for silico manganese remained firm throughout the year. Prices increased during the first half of the year as the United States dollar depreciated against most major currencies, but tended to weaken towards the year end.

Both Rand Carbide and Transalloys continued to make significant contributions to the group performance.

RHEEM

Overall, Rheem showed improved results over the previous year and is well positioned to meet the challenges of 1987.

MANPOWER

The group's personnel strength averaged 7 430 compared with 7 133 in 1985. Labour turnover remained low at 10.3 per cent per annum.

The annual negotiations of the group's house agreement were again prolonged but agreement for 1986/87 was eventually reached with all the unions associated with Highveld and this has brought a further reduction in the 'wage gap' as measured by the ratio of the highest hourly paid rate to the lowest hourly paid rate. The ratio is now 2.6:1 compared with 2.7:1 last year and 5:1 in 1971. It is encouraging to note that the emergent unions in the metal industries are beginning to acknowledge the advantages and benefits of centralised bargaining.

For the period under review the corporation continued to train apprentices at the same rate as in 1985. The total number of apprentices remained at 300 of whom 53 were black. The Artisan Training and Recognition Agreement for the Metal and Engineering Industries (ATRAMI) continues to be an important avenue towards the training of artisans. At present 60 employees are undergoing training, 48 of whom are black. To date 47 black artisans have been trained by the corporation and the group currently employs 44 black artisans.

The removal of influx control is welcomed, and the whole question of urbanisation has now become an important aspect for the authorities and the private sector to address to ensure that the urbanisation process develops in an acceptable manner. It is unfortunate however, that the Group Areas Act remains intact as this will

prevent the normalisation of society. It would be better to allow economic factors to determine housing issues and social associations as the current regulations lead to unnecessary duplication of infrastructure and higher capital costs.

The corporation's intention is that affirmative action towards job enhancement and career development will receive increasing attention in the coming years. This is essential to ensure greater black participation in the free enterprise system and to reduce the shortage of professional and managerial skills in South Africa.

OUTLOOK

Forecasting in the present situation is extremely difficult because it is clear that major changes in the socio-political field are required before overseas pressures are removed. It is therefore essential that the Government expedite the reform process and it is hoped that the white electorate will give this clear message at the forthcoming general election.

It has been disappointing to note the number of the country's black leaders who have advocated sanctions and disinvestment. There is no doubt that this support had a major impact on the international campaign. These actions are shortsighted and extremely harmful to all South Africans and to the economy in both the immediate and long term. Firstly they cause unemployment and hardship among the black people whom they are intended to help. Secondly markets lost through sanctions will be difficult to recover when, in the long term, the situation is normalised. Thirdly there is no evidence to suggest that foreign companies which have been forced to disinvest will return to South Africa. Their contribution may therefore be lost forever. Finally it would appear that these actions have caused the South African Government to retard the reform process and the measures advocated are thus failing in their objective of bringing apartheid to an end. It is essential that these black leaders recognise this failure and reverse their positions on this important issue.

In the group's export markets it is expected that sales of vanadium and ferroalloys will be satisfactory but as mentioned earlier new areas need to be developed for some of the steel products. Most economists are forecasting a growth rate of 3 per cent for the South African economy in 1987 and domestic sales should show a further increase over 1986. It is expected that the appreciation of the rand will be offset to some extent by increasing US dollar prices for the group's exports as the year progresses. Group earnings for 1987 will be at a satisfactory level but are expected to be lower than the record results of 1986.

GENERAL

I would like to thank the managing director, John Hall, the management and all employees for their efforts during what has been an excellent year and I am sure they will rise to the challenges that face them in 1987.

The full text of Mr Boyd's statement and the annual report for the 12 months ended December 31 1986 are obtained from Consolidated Share Registrars 40 Commissioner Street Johannesburg 2001. The annual general meeting of members will be held at 44 Main Street Johannesburg on Friday May 8 1987 at 11h45.

Severe head injury 'probably caused death'

Police hit Raditsela, witness tells court

By Jo-Anne Collinge

Trade unionist Andries Raditsela, who died hours after release from police custody, was thrown to the ground by security force men and beaten in the streets of Tsakane on the day of his arrest, a Johannesburg court heard yesterday when the inquest resumed

Mr Raditsela, a senior shop steward in the Chemical Workers' Industrial Union and executive member of the Federation of South African Trade Unions, was arrested on May 4 1985. He was admitted to the Far East Rand Hospital while in custody and died on May 6 1985 in Baragwanath Hospital

Medical evidence has been that the initial injury to Mr Raditsela's head was so severe that it probably caused his death

Two women living in adjacent houses in the street where the arrest was made gave evidence before magistrate Mr T Steenkamp

Mrs Anna Mnguni confirmed a statement that Mr Raditsela had been visiting her at the time of the arrest

Two affidavits by her were handed in to court. In the first she said that soldiers had approached in an armoured vehicle and had searched Mr Raditsela's car

Although they had thrown the keys to the vehicle on the ground and pointed a gun at the trade unionist, they had not assaulted him

White police, who had arrived in another armoured vehicle had been responsible for the assaults, she stated

A policeman had grabbed Mr Raditsela, struck

him on the face with an open hand and dragged him to the Casspir, she said. Later a number of white policemen had attacked him with clenched fists and had violently "thrown him headfirst through the back door of the Casspir"

Mrs Mnguni later denied under cross-examination by counsel for the Minister of Law and Order that she had seen Mr Raditsela being thrown into the Casspir

The second statement handed to the court made no mention of it, but mentioned that Mr Raditsela had been "kicked with their brown boots"

Mrs Poppie Paulina Thekiso, a neighbour of Mrs Mnguni, also said in her statement she had seen Mr Raditsela thrown to the ground and members of the security forces surround him. "There was a scuffle. It appeared as if he was kicked," her statement read. As he was taken to the Casspir Mr Raditsela's arm had been twisted behind his back by a member of the security forces, who had struck the trade unionist's face and head 'several times' with a helmet," Mrs Thekiso said

She said in court that she had seen a member of the security forces push Mr Raditsela as he entered the Casspir, but that he had climbed into the vehicle unassisted. "A bit later I heard a policeman say, 'Op die grond, op die grond (On the ground, on the ground)' Then I saw a policeman raise himself above the Casspir and lower himself"

The policeman had held on to the top edge of the vehicle during this activity, she said.

Mrs Thekiso stated under cross-examination that she could not specify whether police or soldiers had been responsible for particular actions.

Police witnesses have said that Mr Raditsela fell from the Casspir shortly after arrest.

Three friends and relatives of the deceased confirmed earlier evidence to the inquiry that Mr Raditsela had spent most of the day after his arrest lying on the floor of the charge office at the Tsakane Development Board offices. They mentioned that his trousers appeared wet with urine, that he was unconscious and unable to respond coherently even when attempts to rouse him were made and that his face appeared swollen.

The hearing continues today.

Cosatu to show solidarity with detainees

SML
11/2/87 By Jo-Anne Collinge

The Congress of South African Trade Unions (Cosatu) — representing about 700 000 workers — has committed itself to “demonstrating solidarity” with all those still held in detention

Cosatu will be having a special meeting tomorrow, which has been designated National Detainees’ Day and which marks exactly nine months of continuous emergency rule

In a pamphlet made public this week, Cosatu says “There are more than 200 members of Cosatu and its affiliates who are still in detention. Thousands of other activists, including youths and

children, are also in Botha’s prisons”

The unionists’ meeting will take place in the main hall of Cosatu House in central Johannesburg. It is scheduled to start at noon

National Detainees’ Day has been observed annually by human rights groups for several years. The Detainees’ Parents Support Committee has called on members of the public to show concern for those behind bars by fasting for the daylight hours tomorrow, lighting candles in the evening and attending prayer services

An alliance of community organisations will be holding another meeting at the Central Methodist Church in Johannesburg at lunchtime

A militant mood dominates the annual congress of the country's most powerful union ...



Members of the country's most powerful union shout their approval of the fiery line being taken and, far right, Heinz-Werner Meyer of the German Industrial Union of Mining and Energy pledges to fight for increased sanctions

Pictures PAUL WEINBERG and ANNA ZIEMINSKI Atropix and TREVOR SAMSON, AFP

By SEFAKO NYAKA
THE National Union of Mineworkers (NUM) has crossed the Rubicon PW Botha was reluctant to cross

At its fifth annual conference, held at the Witwatersrand Agricultural Society auditorium in Crown Mines last weekend, the NUM firmly stated its political position, and its stand on sanctions, migrant labour and the Labour Relations Act — the first time a trade union has done so explicitly

Apart from sending ripples through the entire labour relations scene in the country, the NUM's resolutions are bound to have a tremendous bearing on the national conference of the Congress of SA Trade Unions (Cosatu) starting on July 15

Already there is speculation within the labour movement that the NUM, as the single largest grouping within Cosatu, will press that the July congress at the University of the Witwatersrand adopt some, if not all, of last weekend's resolutions

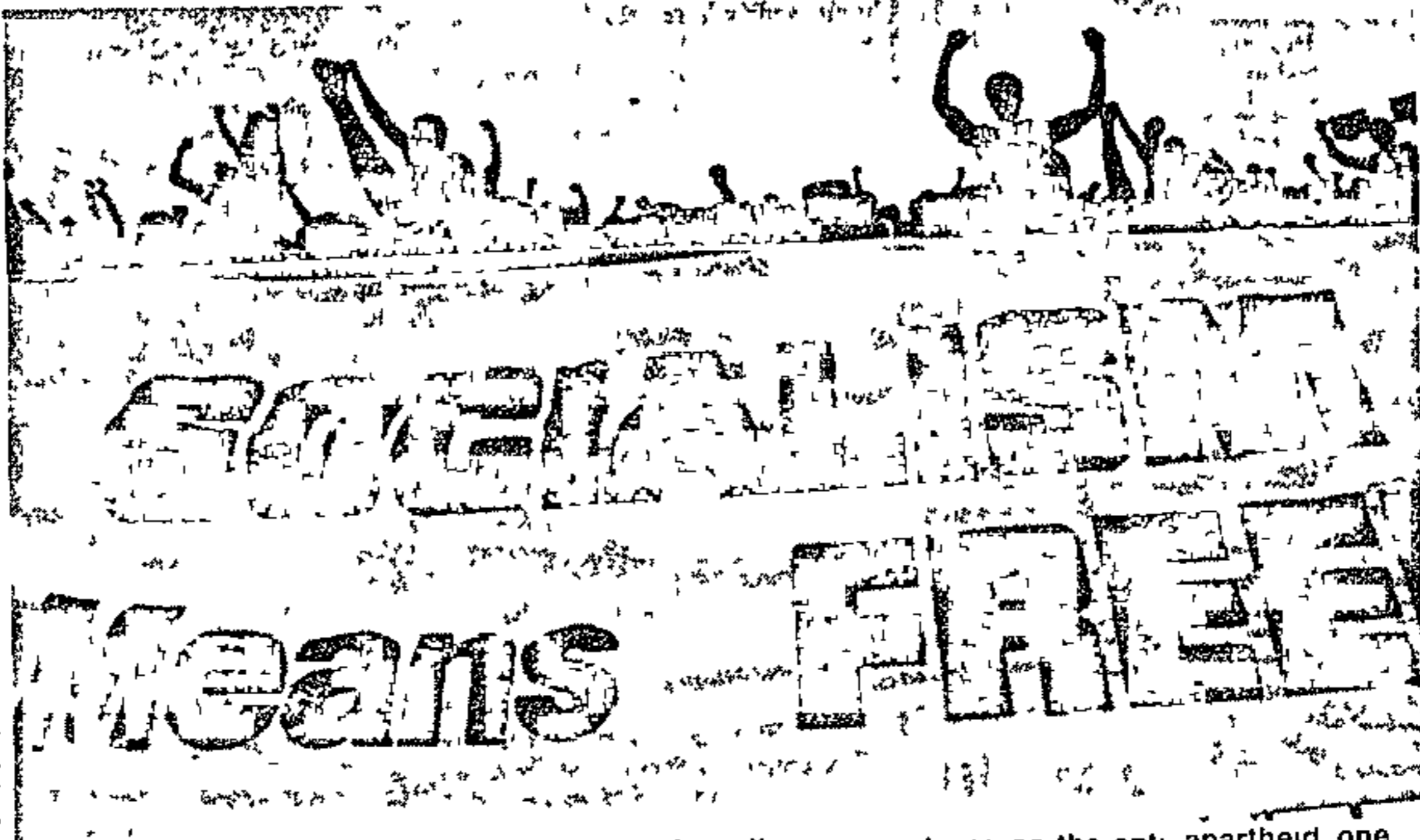
The NUM has adopted the Freedom Charter as "a guiding document in the struggle against national oppression and economic exploitation"

NUM secretary general Cyril Ramaphosa said a Cosatu resolution that the federation should not affiliate to any political organisation but should co-operate with other "progressive" organisations was too loose and often led to misinterpretation

In contrast, "the congress of the people which was held in Kiptown on June 26, 1955 was representative of all patriotic forces in our country when the congress adopted a programme of minimum demands which came to be known as the Freedom Charter"

A "progressive" organisation, according to the NUM is a democratic organisation whose principles are compatible with those of the working class, has a mass-based constituency it is answerable to and has a proven

Where the miners lead, Cosatu is sure to follow



The anti-capitalist line that emerged from the rally was as strong as the anti-apartheid one

Picture ERIC MILLER, Atropix

record of mass mobilisation

The NUM also came out in support of sanctions at a time when Cosatu is planning a two-day seminar to discuss sanctions "where a clear position will be formulated on the issue"

Many emergent unions, even in Cosatu, have in the past tried to distance themselves from direct involvement with politics, but recent political events — especially the detention of union members and leaders — have made it impossible for

unions to ignore the plight of their members

For a long time now unions have held the view that "low wages and poor living and working conditions" are a direct result of the system of government

"The workers' struggle in the mines cannot be separated from the struggle in the community — apartheid and capitalism are two inseparable evils that must be smashed," the preamble to the resolution states

As was expected, the NUM called for the recognition of May 1 and June 16 as paid holidays, the lifting of the State of Emergency and the release of all political detainees

Significantly, the union called on employers to stop Income Tax and Unemployment Insurance Fund deductions, saying it was a system of "taxation without representation"

The NUM's resolution calls for a 55 percent wage increase.

Mineworkers are also going to

campaign for a "living wage" and will refuse to work overtime to improve their earnings "as they did in the past"

The union also called on mine owners to make a clear statement of their intent to dismantle migrant labour

This week the Anglo American Corporation and Gencor expressed opposition to migrant labour

Gencor representative Naas Steenkamp said the constraint that prevents the dismantling of the system must be addressed, "and we would certainly want to involve the NUM"

Anglo's Peter Gush said it was his company's ultimate objective to give employees the opportunity of owning their homes and living with their families in a normal society, should they choose

But a Goldfields representative said if families of foreign migrants came to live on the mines this would create severe problems "not only for South Africa but also for their countries of origin which would lose millions of rands in foreign exchange"

The union also rejected the planned amendments to the Labour Relations Act which would only serve to strengthen and legalise the repressive actions of the bosses against the workers

The union also called on the Government Mining Engineer to institute enquiries into the Kinross and Middelbult mining disasters

The NUM says it does not want to see a recurrence of the Hlobane enquiry where the "mineowners were charged with negligence, paid an admission of guilt fine and the true facts never came out", Ramaphosa said

Judging from the strong political flavour at the conference and the rally at Jabulani Amphitheatre in Soweto — where a large Nelson Mandela poster was confiscated by the security police — the conference was probably the most significant in the NUM's history

NEW LOAD OF KENYAN GOODS SISAL BAGS R28-00 KIKOI R23-00

Ask Winnie Mandela, say the 'madams'

*But lately, the maids
have been asking Mary*

CARMEL RICKARD talks to Europe-bound Mary Mkwanzazi of the Domestic Workers Union

IT only takes a minute to tell that Mary Mkwanzazi's passion for the plight of domestic workers is rooted in her own experience

It's an experience Mkwanzazi, Natal regional organiser of the South African Domestic Workers Union, will be sharing with audiences in Germany during a three month trip starting this week

She says her message will be that the South African government and employers must meet domestic workers' basic demands if a national domestic worker protest is to be avoided

On the list of demands is a "living wage" of R220 a month, sick pay, sick leave and maternity benefits

"Only about three percent of the country's domestic workers earn this wage. The usual figure is closer to R100, and many employers get really hostile when they are challenged about working and pay conditions"

For example, the South African Domestic Workers Association (forerunner of the present union), sent out questionnaires to employers about their attitudes to standards laid down by Sadwa

The latest reply, which arrived this week, will be going with Mkwanzazi to Germany, to illustrate what domestic workers are up against

Sadwa suggested that domestics should be provided with "adequately ventilated living quarters"

Response from the unknown employer "Most servants sleep with all their windows shut and a blanket over their head"

Next to the wage suggestions the comment, "ridiculous" and "live-in servants' food is provided by employers, so increased costs do not affect servants"

"This is the kind of attitude which dehumanises and undermines us," Mkwanzazi said

"The same employers who think a living wage is 'ridiculous' have two or three cars and a big swimming pool



Sadwa's Mary Mkwanzazi . Employers are politicising their domestic staff. Picture CARMEL RICKARD

"It's obvious such employers don't realise we are part of a wider community with responsibilities for families which we have to cram into our so-called afternoon off"

She will also be telling her German audience of other resolutions taken by domestic workers at their congress a call for the troops to leave the townships, for an end to the State of Emergency, for the unbanning of banned organisations and the release of political prisoners

"It is quite natural that domestic workers should include this kind of 'political' resolution," she said "I wonder whether employers realise their black worker is the same mother whose child is shot in the township and who has to wash the blood off the uniform when she gets home at night"

Mkwanzazi says it's ironic that many employers are increasingly responsible for the politicisation of their domestic staff

"They come and tell us their madams said they must 'go to Winnie Mandela to complain' So they ask us who she is, and we start to tell them. We are very grateful for the introduction these employers are giving"

But if employers are dragging their feet about improved relations with their domestic staff, she believes the government shares the blame

Six years after the Manpower Commission was set up to hear evidence and make recommendations about legislation for domestic and

farm workers, no word has yet been heard

In 1985 the Minister wrote to Sadwa saying the commission had completed its work and that a report should be ready for consideration by the end of April that year

Mkwanzazi says she fears the delay means bad news for domestics, but her union will go on pushing for the results "because white South Africans do nothing unless the law orders them to do it"

Her own experience of confronting employers over unfair employment practices ran through her life as a maid. Highlights of those years in domestic work were the occasions when she stood up for herself or her fellow workers, confronting employers if they underpaid a less educated fellow domestic, or made their staff work under really appalling conditions.

Recalling these incidents she still gets angry, though she tells them with the flair of a born story-teller

Like the time she started working for a woman in whose house the domestic worker had always to put the laundry in the washing-machine and then finish the housework completely before hanging the clothes out to dry, even though the washing was ready well before the house chores were done

"On this day — it was my first day with her — I saw it was threatening to rain. So when the wash cycle was finished I interrupted the housework, to hang the stuff on the line so that it would be at least partly dry before the rain came

"She saw what I was doing and asked an explanation. I said, 'I thought' but before I could go on she interrupted and said 'Who told you to think in this house? That's not your job'

"She made me take the stuff off the line and put it back in the machine, finish the housework and then hang it up

"It was my first and last day in her employment"

**Mawu member
was kidnapped**

6/2/81 (DA) WIMail
Metal and Allied Workers' Union shopsteward Kenny Makhoba, who was severely assaulted last week by men believed to be members of an East Rand vigilante group.

Makhoba was abducted from his Thokoza home, dragged into a minibus and assaulted with truncheons, electric cables and an assortment of weapons.

He was taken to a squatter camp outside Thokoza and beaten again.

Makhoba passed out and only regained consciousness in hospital more than four hours later.

Mawu has condemned the attack.

Picture: REUTER



April 30 is Cosatu merger goal ¹³⁻⁹⁻⁸⁷ ^{w/May} (40A)

THE Congress of South African Trade Unions (Cosatu), eagerly pursuing its goal of "one union, one industry", has set April 30 as a deadline for mergers between its member unions

Unions have also been told to submit launch dates to Cosatu's next Central Executive Committee (CEC) meeting in May.

"The May CEC will take disciplinary action against any affiliate not prepared to carry out our guidelines," Cosatu warned, commenting on the fact that it still has more than one union affiliate representing workers in some industries

By SEFAKO NYAKA

Only industrial unions will be allowed take part in Cosatu's July 15-18 congress at Wits University.

This was decided at the Cosatu CEC meeting in Johannesburg last month

General unions have been given three weeks to investigate and consider the position of workers not falling under any sector

Concern about affiliates dragging their feet on the merger issue was clearly spelt out in Cosatu's new year's message, released late last month

"We promised at our launch that we would merge and form big industrial

unions within six months. It is now 14 months and still we do not have one union in each industry.

"This cannot be allowed to continue," the message read

Several unions have already merged, in sectors such as food and construction, but workers in both the transport and textile industry are still represented by more than one union

●The CEC has also decided to launch Cosatu's "Living wage campaign" at a rally at Soweto's Jabulani Amphitheatre next Saturday

The campaign has been endorsed by all major Cosatu unions and progressive organisations, including the National Union of Mineworkers

Mobil wages increase by 28%

MOBIL OIL and the Chemical Workers' Industrial Union (CWIU) have concluded a wage agreement which will raise the minimum wage at the company's marketing subsidiary by 28% to R710 a month.
The CWIU describes the settlement

as a "positive step" towards the goal of a living wage.

It provides for a R155 across-the-board increase and formally covers about 235 CWIU members in the Transvaal and eastern Cape.

(385) (140A)

Triple killing on mine: Officials accused

WEEKLY MAIL REPORTER

GOLDFIELDS security officials have been accused of involvement in the murder last week of three National Union of Mineworkers (NUM) members

NUM has instructed its attorneys to investigate claims by workers at a mine processing plant, Zincor, that senior members of the plant's security forces encouraged members of the United Workers' Union (Uwusa) to attack NUM members — then stood by while the workers were stabbed and bludgeoned to death

The union is also demanding an independent inquiry into the deaths, which were reported in the press last week simply as the result of "fighting between workers"

Asked to respond to the allegations, Goldfields spokesman Arie Roets said yesterday. "Zincor is investigating the incident which occurred on the night of March 2. We are determined that all the facts that bear upon the events of that night should be brought to light. However the union has not yet furnished statements or affidavits, despite having been asked to do so"

In response to the allegation that Uwusa men had been hired to break NUM, Roets said Zincor "reiterates its policy of freedom of association and will employ any person when a vacancy exists, irrespective of whether or not that person belongs to a trade union" He supplied no further details

This development follows hard on the heels of reports that Goldfields uses a private army to run its mine hostels along military lines, and that these security officials interrogated and tortured an NUM member on the Gencor-owned Sulfonien gold mine

The head of NUM's legal department, Kuben Pillay, said the union's attorneys had been instructed to investigate civil and criminal charges against Uwusa members and Goldfields officials on the basis of

*affidavits and statements
it had taken*

The attacks — which took place the day after NUM's annual congress, where the union blamed mine management for fomenting faction fights, and resolved to fight for the abolition of migrant labour — is likely to fuel the looming confrontation between NUM and the mining houses over the issue.

In an affidavit, NUM member Peterson Twayi — a security guard at Zincor — said he was on duty at the hostel gate the night fighting broke out between Uwusa and NUM members inside the hostel

After a Goldfields riot squad arrived and broke up the fight, Twayi says, a group of heavily armed Uwusa members arrived and tried to force their way through the hostel gate "The riot squad arrived at the gate but they did not help me. Uwusa members threatened to kill me in the presence of the riot squad. The riot squad did not assist me"

Later, he said, he saw the Uwusa gang, in the company of the hostel manager, shouting "we killed one of them!"

Other witnesses claimed in statements that after the initial clash between Uwusa and NUM, the security squad took Uwusa members out of the compound and the two groups set up a roadblock at the entrance to the compound.

They allege Uwusa members then attacked individual workers arriving at the compound in the presence of the riot squad.

In his affidavit, Twayi says that after he was attacked he phoned Witness at home to warn him not to come to work — but a sergeant in the security force took the phone and instructed the guard to report for duty.

Senior shopstewards at Zincor said there were only 23 Uwusa members out of a total workforce of 650 at the plant. Most were recruited from KwaZulu late last year and are kept in a separate room in the otherwise mixed hostel — leading workers to believe they were hired specifically to spark faction fights in a bid to smash NUM's presence at Zincor

— Agenda Press Service

Unions reject May Day offer

ARGUS 13/3/87
By DICK USHER

Labour Reporter

METAL industry unions will not take May Day as a paid holiday this year rather than Family Day.

Spokesmen for unions involved in negotiations with the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), have turned down an offer to substitute May Day for the paid Family Day holiday.

"It's all or nothing," a spokesman for the Boilermakers Union said after the first round of this year's wage ne-

gotiations ended this week.

Last year about 2,5-million workers and pupils responded to calls for a May 1 stayaway.

Since then many employers have agreed, through negotiations with unions, to give a May Day holiday.

"We are not prepared to simply substitute this day for another holiday," said Mr Leslie Davadoss, secretary of the Engineering, Industrial and Mining Workers Union.

"Employers must recognise the part workers have played in building the economy of South Africa."

W/Mail 13 - 19/3/87

Body blows to splinter textile union

By CARMEL RICKARD in Durban
A SERIES of blows have been dealt to the splinter Textile and Allied Workers Union (Tawu), which was formed in the middle of last year

Tawu broke from the Cosatu-affiliated National Union of Textile Workers (NUTW) after a number of incidents, including the sacking of former NUTW officials

NUTW national organiser John Copelyn said four victories during the last fortnight established conclusively that workers in the textile industry were not "split down the middle" as had been claimed, but that Tawu had the support of only a minority

He said the most significant pointer involved a clothing factory in Hammarsdale, the area where Tawu was believed to be strongest

Workers at Kingsgate Clothing withheld their subscriptions from either union, pending the resolution of the issue

When management allowed Tawu in to the factory to canvass, there was a flurry of legal activity by NUTW

Eventually they agreed that a ballot would be held to establish which union had most support. The union which lost would not be allowed to recruit for a year, and a recognition agreement would be signed with the successful party

NUTW won 64 percent, and Tawu 16 percent

The next blow to Tawu came last week with a judgement in the Durban Supreme Court against four of its officials

The four, former NUTW staff members, were ordered to pay back over R16 000 which they had drawn from NUTW accounts, together with interest and costs. The four officials conceded they had drawn the money but claimed it was justified

Copelyn says the court judgement established the money was taken without authority and without justification

At Smith and Nephew in Pinetown, the first factory ever to recognise NUTW, a number of people resigned — so much so that NUTW was no longer able to claim majority membership

When NUTW continued wage negotiations on behalf of its own members, Tawu brought an urgent application to the Industrial Court last week, asking that management be restrained from negotiating with NUTW

Tawu's application was dismissed on the grounds that it could not claim exclusive bargaining rights if it did not have a majority itself

NUTW continued both negotiations and recruiting and now has a stop order majority over Tawu

The final development came in a Frame factory where a number of NUTW workers were changing allegiance, allegedly because of severe pressure from Tawu

Eventually a mass meeting was held in the factory, where all the workers agreed that Tawu was free to exist — but that no-one should be forced to join either group

He said a split could never be regarded as irrelevant, "but far from the 50/50 picture being drawn of the situation last year, a more accurate description would be 95/5, and I doubt Tawu will survive in its present form"

He said the breakaway had helped members and leadership focus on the issue which had caused the split

These were political differences between the leadership of the two unions, particularly on the question of whether the union should adopt an independent line, or be affiliated to the United Democratic Front

Mathombi Zwane, Durban branch secretary of Tawu, said the incidents listed by Copelyn did not "spell the end" for her union

"Sometimes you win, sometimes you lose. We will go on working as we have been

"We estimate we have 5 000 paid-up members and a majority at six Natal factories

Quest for reform

1/11/13/3/87
FOA

Two dates stand out as turning points in South African economic history 1867, when diamonds were discovered at Kimberley, and 1886, when prospectors struck gold on the Witwatersrand

Besides being the catalysts for our economic, industrial and agricultural development, these events led to fundamental changes in the fabric of social life Ever hungry to expand, the mines in those days found it easier to obtain capital for development than to attract blacks for labour

An adequate supply of labour was achieved by several means In SA the government created special reserves for blacks and forced them to move Overcrowding and poverty soon meant that those who were able had to seek work in the white areas In the surrounding states, the colonial authorities introduced several different kinds of taxes SA was the one of the few places where foreign blacks could earn money to pay the imposts. Thus started the system of migrant labour

Today migrant labour — from both within SA and outside its borders — is still very much a fact of life On June 30 last year, according to the latest statistics available from the Department of Home Affairs, there were some 378 000 foreign migrants from southern African states working in SA (see table) The major supplier of labour is Lesotho, followed by Mozambique, Malawi, Botswana, Swaziland, Zimbabwe, Zambia and Angola. SA has labour agreements with all these states barring the last three which do not permit active recruitment of their citizens.

There were, in addition, some 707 800 migrants from the independent homelands of Transkei, Bophuthatswana, Venda and Ciskei (the TBVC states), and about 989 000 from the six non-independent homelands

The pattern of foreign migrant labour over the years reveals several trends. First, and most importantly, the overall number of migrants has declined significantly In 1960, for example, there were 586 400 foreign migrants working in SA By 1985, the total had dropped to 297 000 The sexual composition of the foreign migrant labour force has also changed In 1960 women constituted 17,5% of the total number of migrants In 1985, this figure had dropped to 2,1% Employment by sector has also undergone changes The mining industry employed 58% of all foreign migrants in 1964 In 1985 this figure had risen to 79% (see table)

The sources of foreign migrant labour have also shifted considerably In 1974, with 137 676 of its nationals working on contract in SA, Malawi stood second only to Mozambique as the major supplier of labour By the following year the number of Malawians had plummeted to 39 308 This can be about as a result of Kamuzu Banda's government put-

Migrant labour in SA is as old as our mining industry. Major employers agree with the NUM that change is necessary — but since not all migrants have SA citizenship, many structural defects in the system have to be sorted out first.

ting the brakes on recruiting — ostensibly because of a South African plane crash, in which 74 Malawian migrant workers were killed Cuts in the numbers recruited from Mozambique and Zimbabwe had a lot to do with the coming of *uhuru* in those countries

Migrant labour is, of course, not unique to SA *Gastarbeider* are found in many foreign countries But as Natal University economist Alan Whiteside told a conference on "The Southern African Economy After Apartheid" at York University last year "What is unique about migration to SA is that it has such a long history, has become so institutionalised and controlled and has taken place on such a large scale The present system has been created by a combination of the apartheid policies and the pattern of capitalist development"

Whiteside also told the York conference

that the future of the migrant labour system "will reflect the changes that must occur to both capitalism and apartheid" Very true For although the system is bound to continue, there are clear signs that, in certain respects, changes are under way

Of primary importance, naturally, is government's attitude In the past this was brutally frank, as a government circular issued in 1967 vividly illustrates "It is government policy that Bantu are only temporarily resident in European areas for as long as they offer their labour there As soon as they become, for some reason or other, no longer fit for work, or superfluous in the labour market, they are expected to return to their country of origin"

The abolition of influx control on July 1 last year brought about some significant reforms The key one is that black South Africans, barring those designated as TBVC citizens, are now able to move around at will to seek work Although it is impossible at this stage to quantify the impact of this concession, it clearly has given a great many people more freedom

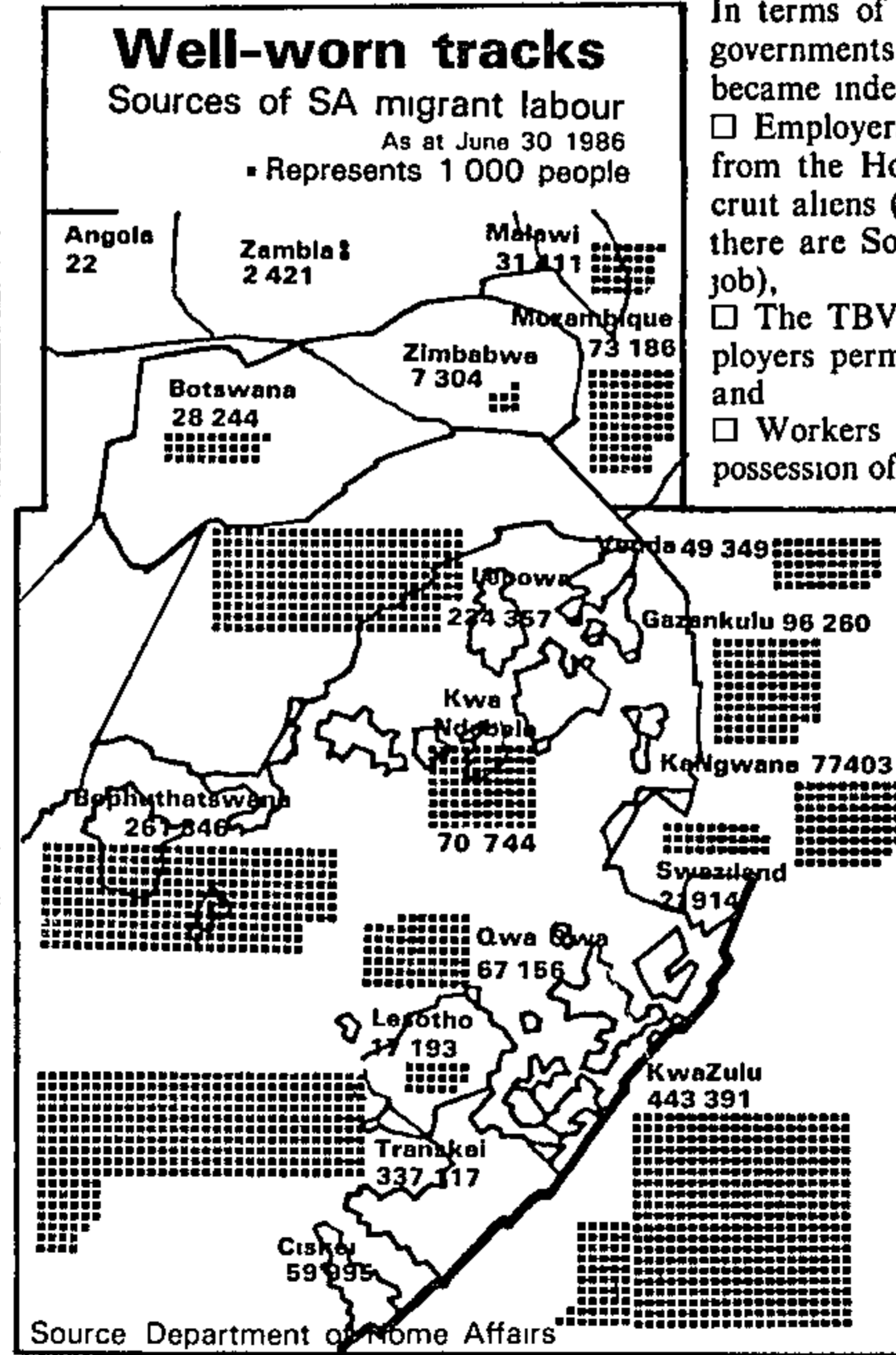
The position of TBVC citizens is less rosy They are classified as aliens, and for employment purposes are subject to much the same controls as those governing foreign migrants. In terms of labour agreements the TBVC governments struck with SA at the time they became independent, this means

- Employers have to obtain permission from the Home Affairs department to recruit aliens (the main factor being whether there are South Africans available for the job).
- The TBVC governments must give employers permission to recruit in their area, and
- Workers who are recruited must be in possession of a valid passport or travel document and a contract of employment attested to in the TBVC state

A preposterous situation for people who, after all, are South Africans.

Then there are the foreign migrants It is well known that the income these workers generate in SA contributes significantly to the GNP of their countries Put plainly, economic factors outweigh many of our neighbours' repugnance for apartheid

Government has not been slow to exploit this factor for its own ends — especially in these days when security considerations override all others However, in some cases its actions have been



taken without due regard for the interests of employers

In October last year it decided to halt new recruitment of labour from Mozambique, those already in employment would not be allowed back on completion of their contracts. This was a response to a landmine explosion near the Mozambique border in which six South African soldiers were injured.

Government's action, Manpower Minister Pietie du Plessis explained at the time, had to be seen against the fact that the African National Congress and the South African Communist Party used Mozambique as a base from which to operate against the Republic. No country in the world, Du Plessis said, could allow virtually free access to its labour market, and, on the other hand, permit its security to be undermined by a country which benefited from job opportunities in SA.

The move wrecked talks that were taking place between SA and Mozambique, flowing from the Nkomati Accord, to amend their existing labour agreement which had been negotiated with the Portuguese colonial administration in 1966.

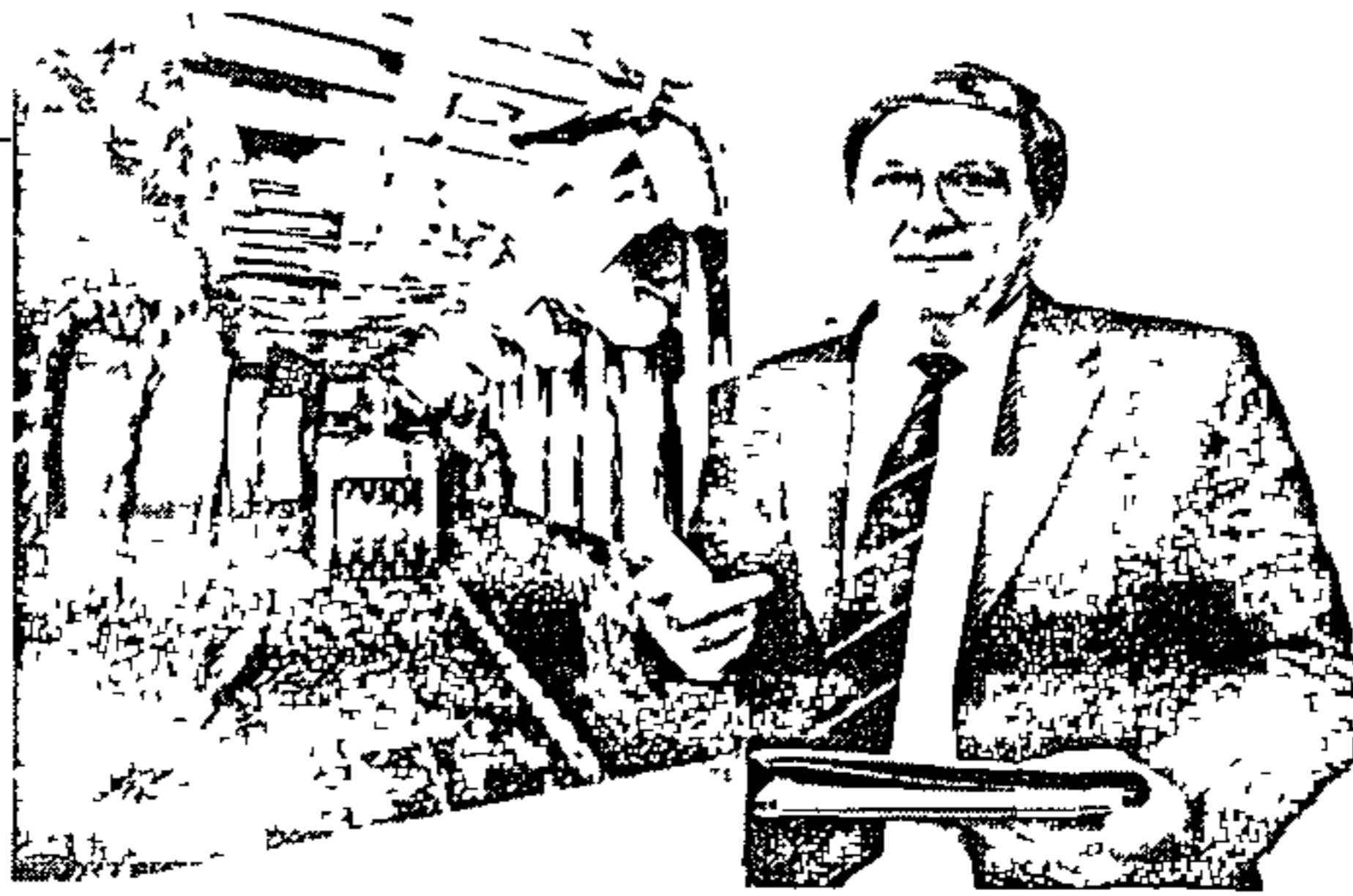
The declaration also shocked the mining industry, for Mozambicans are among its most skilled black workers. Just how much they are needed was reflected in government's subsequent about-face on the issue. In January it was reported that concessions had been made for certain categories of Mozambicans to continue working on the mines. New recruitment, however, remains a no-no.

Also affected by government's October declaration was the agricultural sector in the eastern Transvaal, which employs large numbers of Mozambicans. After representations from worried farmers, a reprieve was announced. Mozambicans were given until November 30 last year to apply for temporary work permits. According to Home Affairs, 12 871 permits were issued, valid until November 30 this year. The farmers must then employ other workers.

Notwithstanding these experiences, it is clear that for government the leverage it has over SA's neighbours as a consequence of the migrant labour system will remain a key factor in regional politics.

With unemployment in SA rising, the other important leg of government strategy on foreign migrants is to root out those who are working in SA illegally. Here we get into a real numbers game. Government estimates that there are 1,3m illegals. Whiteside reckons that at most there is half that.

Whatever the true figure, government is serious about its campaign. Last year, according to Home Affairs officials, 32 216 foreign illegals were deported to their countries of origin. Of these the vast majority — 19 801 — were Mozambicans. In 1985 Mozambicans constituted 17 532 of the 28 479 illegals who were deported. Many of those



Gencor's Du Plessis ... new housing philosophy

mining industry? As the major employer of foreign labour it shoulders much of the criticism levelled against the migrant labour system.

Nowhere has this been expressed more forcefully than in a resolution adopted two weeks ago at the congress of the National Union of Mineworkers (NUM).

Condemning the migrant labour system as a "gross violation of human rights" which has destroyed the family life of black workers, NUM is demanding that employers should make a clear statement

of intent to dismantle the migrant labour system and the single-sex compounds for black miners within a "reasonable specified time". If employers fail to meet its demands by March 30, the union intends to declare a dispute as the first step towards a national strike.

At the time of writing the demands had not been formally served on the Chamber of Mines, and its industrial relations adviser, Johann Liebenberg, declined to respond to them saying it is not practice to negotiate in the media.

But Peter Gush, chairman of Anglo American's gold and uranium division, made some points in a statement he released last week. Gush said Anglo has become increasingly concerned about the detrimental effects of the migrant labour system and the system of hostel accommodation.

Anglo's ultimate objective, he said, is to give its employees, should they so choose, the opportunity of owning their own homes and living with their families in a normal society.

Naas Steenkamp, director human resources and public affairs at Gencor, responded this way. "Gencor is opposed to a system that makes it impossible for men to live with their families and is committed to providing family housing as extensively as possible. We would certainly want to involve the NUM in developing our approach. The NUM is clearly on record that this is a major grievance and grievances are best resolved through negotiation. We might not find it easy to agree in all respects, but that does not mean one should not talk."

Says Gencor's director of human resources (mining), Adriaan du Plessis. "Gencor is considering a new housing philosophy for employees. The intention is to house workers with their families as much as possible and less as persons living in single quarters."

But he stresses that hostels on the mines will not disappear completely. "A certain percentage of the workforce will be single, and initially some workers will be hesitant about moving their families into black townships." Gencor has had an ongoing programme of upgrading its hostels and is at present making alterations to decrease room densities. "The objective is to improve the quality of single quarters," says Du Plessis.

Spokesmen for Rand Mines and Gold Fields also expressed support for the idea of

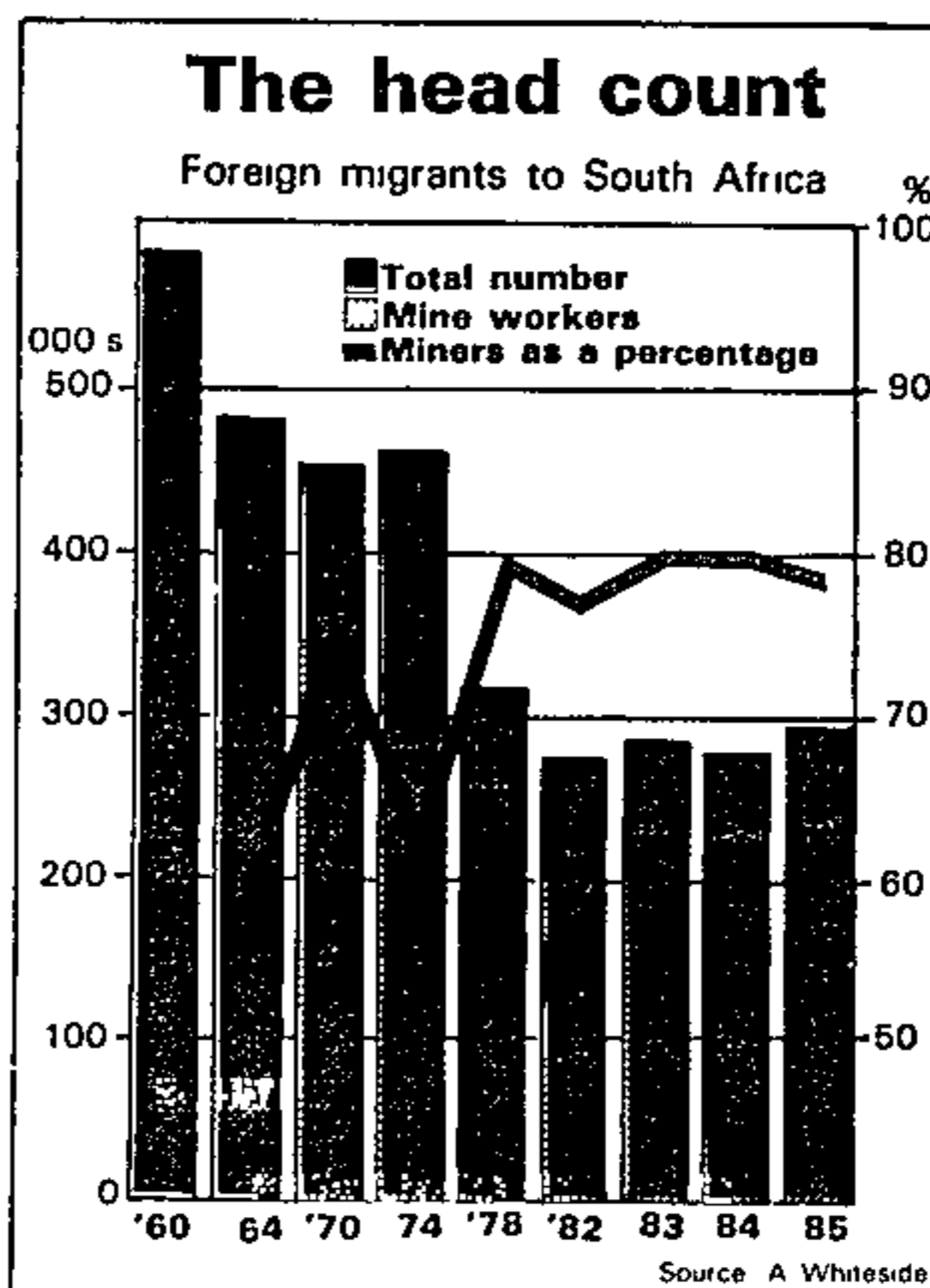
government calls illegals are refugees from Mozambique — not workers — who are picked up in the Kruger National Park. Presumably many also cross back into SA at the first opportunity.

The campaign against illegal aliens is, however, becoming more organised. On September 30 last year Home Affairs circulated a letter to 190 000 employers pointing out that it is an offence to employ illegal aliens. The letter describes in detail how employers can determine whether their workers are legally employed and asks them to advise the department about how many foreigners they employ.

Home Affairs plans to train 400 inspectors who will visit places of employment to check up on illegals. Appropriately, most of these people were formerly employed to administer the influx control regulations. Home Affairs officials, however, are adamant that illegals will not be picked up by the scruff of their necks and thrown out.

"Employers will be given the opportunity to apply for a work permit for these people. If they fit our criteria, they will be allowed to stay in SA," a senior official told the *FM*. He would not, however, say what the criteria are. But even if Home Affairs is unable to find the illegals, there is always the possibility that the police will pick them up.

So much for government. What of the



more family accommodation

Clearly, the mining houses are open to the suggestion of housing their employees on a family basis. But many issues will have to be resolved first. Some of these relate to costs

Schemes will have to be developed to put home ownership in the reach of mineworkers. How these will work remains to be seen


Other factors are in the court of govern-

ment questions like making land available, proclaiming townships, and the Group Areas Act

Quite patently, this calls for more, and more determined, reform ■

MONETARY TARGETING

Still the flavour of the year?

FIM 13/2/87 

A year after SA, following many other countries, set its first money supply growth target range it is tempting to suggest that the exercise proved meaningless, as M3 consistently fell way short of target

In the long run, growth in money supply must equal real growth plus the rate of inflation — what the London *Financial Times's* Samuel Brittan calls growth in money GDP, and has long urged the UK to adopt as a policy target

The 16%-20% target aimed for 4% growth and a 12%-16% GDP deflator mix, but we got higher inflation and undershot growth

The economy, it is now revealed, grew by a real 2,4% between the fourth quarters of 1985 and 1986 (not quite 1% for calendar 1986), while the GDP deflator was 15,6% (year-on-year inflation in December, as measured by the CPI, was 18,1%, the deflator for calendar 1986 was 16,2%)

The reason reported money supply fell short, and didn't relate to growth and inflation, is an unprecedented increase in velocity of circulation (V) — the rate at which money changes hands

Computing V by money as a proportion of nominal GDP (GDP/M3) since 1980 (a fair year to start, as the

beginning of the present market-orientated era), its change has ranged from a 6,4% decline to an increase of 4% quarterly or from a 9,9% fall to 8% growth on an annual basis.

Reserve Bank Governor Gerhard de Kock notes that V increased 7,6% in the 12 months from the fourth quarter of 1985, because of disintermediation — replacing bank credit by other forms of credit extended directly by primary lenders to borrowers — and the flow of funds into the stock market

"This is a typical development when real interest rates are not high enough to attract deposits," he says. "Taking V into account, M3 actually grew an average 18,4% in the fourth quarter of 1986 compared to 1985. This is well within the target range." Indeed, as the graph shows, if money supply is adjusted for V, it fell within the target range virtually throughout the year

In reducing the target range of M3 growth — broadest of the four aggregates — to

The end of the first year of monetary targeting in SA coincides with major criticisms of, and changes to, the technique in the US and UK. But the Reserve Bank is pressing on.

14%-18% between the fourth quarter of 1986 and that quarter of 1987, the Reserve Bank is hoping for 4% real growth over this period (3% for calendar 1987) and by implication a 12%-14% rise in prices as measured by the Bank's GDP deflator

The Bank — and the De Kock Commission, on whose recommendation targeting was introduced — argues that targeting helps control inflation, provides advance notice of the likely stance of monetary policy which assists people in planning and reaching decisions, and is a yardstick against which performance can be judged and policies altered if need be

The Commission and the authorities subsequently talked of a flexible and low-profile approach, emphasising they are "not recommending a rigid and overriding 'money rule' that implies leaving interest and

exchange rates completely free to find their own levels at all times." Monetary targeting is a means to an end, not an end in itself, once a target is accepted by government, it is a useful discipline

While some doubt the Bank's ability to hold money supply growth within its target range, hardline monetarists on the other hand question the degree of commitment to targets. What, they ask, is the use of targets if you are not serious about sticking to them?

"Rigid targets would probably be unattainable

But flexible targets are like Hamlet without the Prince, Chicago without the Loop, like monetarism without a predictable quantity of money," wrote veteran economist



Governor De Kock

Ludwig Lachmann in the *SA Journal of Economics* (SAJE) in March 1986

Critics argue that money supply cannot effectively be controlled because it is influenced by many internal and external factors, not least demand for money and the gold price. In the same issue of the SAJE, American academic Basil Moore and Stellenbosch University's Ben Smit emphasise that the Commission "failed to appreciate that the stock of credit money is necessarily, and at the same time, both demand-determined and credit-driven"

Barclays' former economist Johan Cloete draws a similar distinction between transactions demand for money and demand for financial transactions

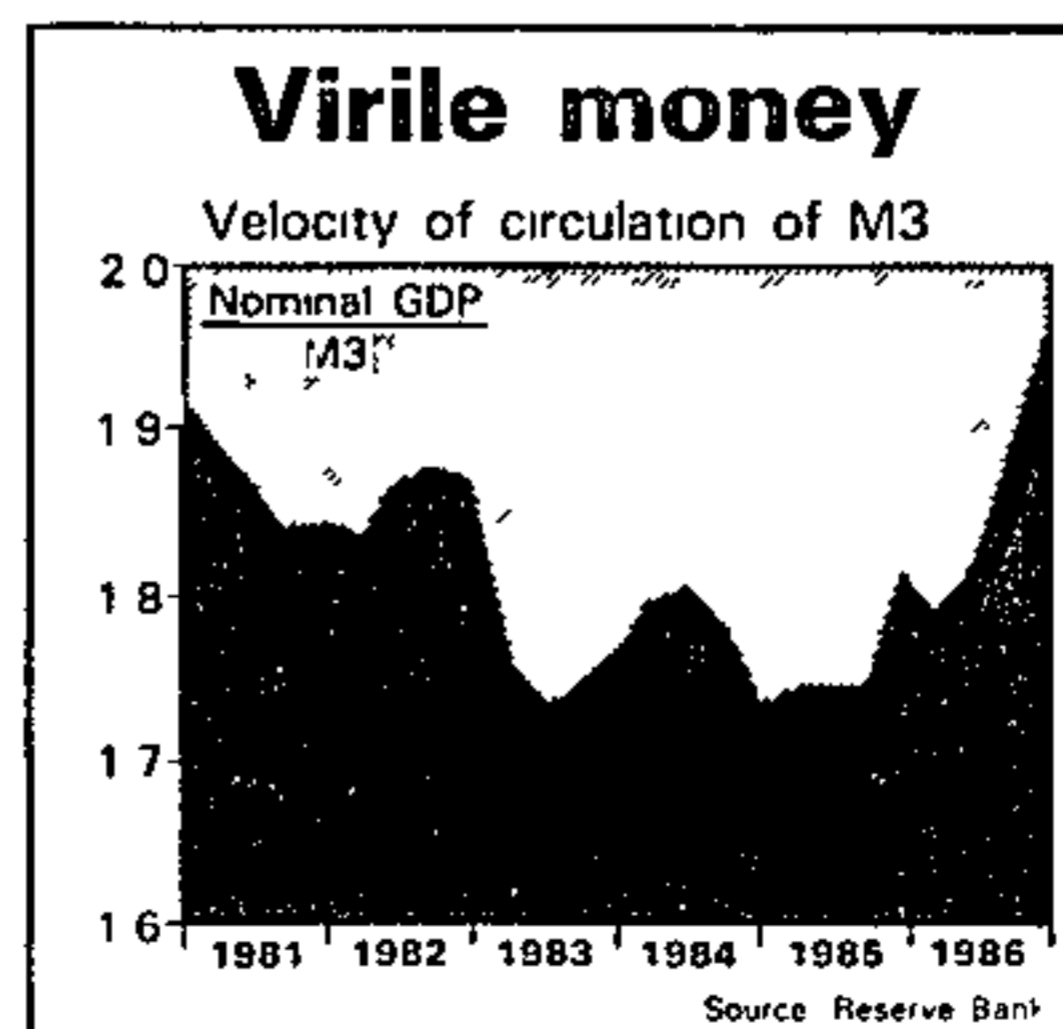
It may, of course, be that targeting will really only be tested when M3 shows signs of overshooting. Undershooting is unusual, but when there is overshooting, and government has to adopt a more restrictive policy (like pushing interest rates up) will it do so? De Kock argues that once money supply targets are agreed, government will find it easier to resist pressures to print money

Talk about V rekindles a fierce theoretical debate. Its volatility also raises the question of whether V too should be targeted — though this may simply not be possible in practice

The Commission and monetarists consider money supply growth as a strong influence on the price level. According to the Quantity Theory of Money, the supply of money (M) multiplied by V equals the price level (P) times the amount of final transactions (T): $MV=PT$

Even die-hard monetarists concede that South African inflation is today of a cost-push nature, unusual in being largely driven by exchange-rate changes. But some — including the Bank — hold that this is only a temporary phenomenon whatever the causes of rising prices, in the long run they cannot be funded if the supply of money is held rigidly constant

Finally, there is debate about which of the Bank's four money definitions to target: M1(A), M1, M2 or M3. The last is the broadest, comprising cash and virtually all deposits with banks, building societies and the Post Office (The Post



Uk Argus 14/3/77

Freedom Charter and NUM

LABOUR
AFFAIRS
DICK
USHER



THE adoption of the Freedom Charter by the National Union of Mineworkers (NUM) as a blueprint for a future democratic South Africa underlines the dangers of viewing the labour movement as homogeneous

It also provides a clearer understanding of the currents within the movement than that given by the "workerist-populist" divide — which is becoming about as hackneyed as the old *verkramppte-verligte* analysis of National Party politics

Implicit in this endorsement by the NUM which, claiming 350 000 members, is the largest affiliate of the Congress of South African Trade Unions (Cosatu), is an acceptance of a two-stage programme for the creation of a worker-controlled state — policy of all the major union federations

It also implies a closer alignment with popularly based organisations such as the UDF.

And therein lies the rub

As Professor Jakes Gerwel, rector of the University of Western Cape, said in a speech to the annual congress of the Black Sash this week, apartheid has three major strands — racial discrimination, economic exploitation and repression for the maintenance of power

Although racial discrimination is said to be fading, what is viewed by the unions as economic exploitation is still with us and many of the organisations affiliated to the UDF represent business interests with which the formation of a worker-controlled state would not find favour

The argument is that a "popular front" movement to dismantle apartheid could include these interests and other groups such as the Progressive Federal Party and could lead to the emergence of non-racial government which would not be the worker state at which Cosatu and other major federations are aiming

The two-stage theory accepts this as the first stage, following which a further struggle would have to be undertaken against this "bourgeois democratic" state to form a "fully democratic" state.

Opposed to this view are unions within Cosatu, such as the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) which last year said "We are prepared to fight with all organisations fighting for socialism. Our long-term aim is to form a socialist society and our enemy is the ruling class *and capitalism* (italics added).

"The UDF call for an anti-apartheid alliance is problematic because it could include our class enemies like Nafcoc (National African Federated Chambers of Commerce) and the PFP, and all those who are anti-apartheid but not pro-socialist"

The argument is Why waste your energies fighting to put your class enemies in power when you will then have to start all over again to eject them?

The issue is sure to be deeply debated at Cosatu's congress in July

unidentified Lenasia woman home.

CVL- 11-15 10/3/87

Nampak settlement

STRIKING Nampak workers in Bellville returned to work at the weekend after management and the Paper, Wood and Allied Workers' Union reached an agreement on wage increases. A Nampak spokesman said all shifts were operating normally. Last week about 70 strikers taking part in a sit-in were arrested for allegedly preventing vehicles from entering or leaving the factory and for intimidating workers. Their release without charges was arranged by the company.

NEWS

STAYAWAY

ABORTED

15/3/87 (140A)

SECURITY police in Port Elizabeth have denied that they warned a meeting of 100 East Cape Congress of SA Trade Unions members that if yesterday's planned stayaway took place the Cosatu executive and all the shopstewards would be arrested.

According to the union, the Cosatu-planned work stayaway in Port Elizabeth and outlying areas was aborted on Tuesday night - allegedly after a security policeman burst into the meeting at the union's Korsten head office and declared the action illegal under the emergency regulations.

But East Cape security police spokesman Colonel S Gilbert has denied the alleged intervention.

In an interview with the East Cape News Agency, he said "I am not aware of any of my chaps warning them. They didn't mention it to me. They would have."

Pressed about the union's allegations, he said "They will tell you a lot of stories. We get dragged into all sorts of things we are sometimes not even aware of."

But Cosatu East Cape spokesman Mawonga Vellelem claimed a Lieutenant Strydom of the security branch had told the Cosatu official who chaired the meeting that he would arrest the whole meeting plus the Cosatu executive if the stayaway went ahead.

Meanwhile, township organisations were reported to have opposed the stayaway. A union spokesman said the organisations called off the action on the grounds that they had not received enough notice to ensure township compliance. Township bodies had also ruled out the stayaway as "many" were planned for the year.

The stayaway scheduled for Thursday was to coincide with the national campaign for united action against mass detentions called by the Detainees' Parents Support Committee.

But its initial goal had been to pressurise the newly formed Delta Motor Corporation into unconditionally reinstating over 500 GM strikers fired during the handover to local owners last November.

Instead of the stayaway, Cosatu members and supporters at 129 companies in PE held a one-hour sit-in from 11am to noon.

According to the union, many managers had expressed support for the one-hour sit-in as detentions had disrupted their operations. Union officials said a "no work, no pay" agreement had been reached with employers to cover workers' political action.

'We want more power'

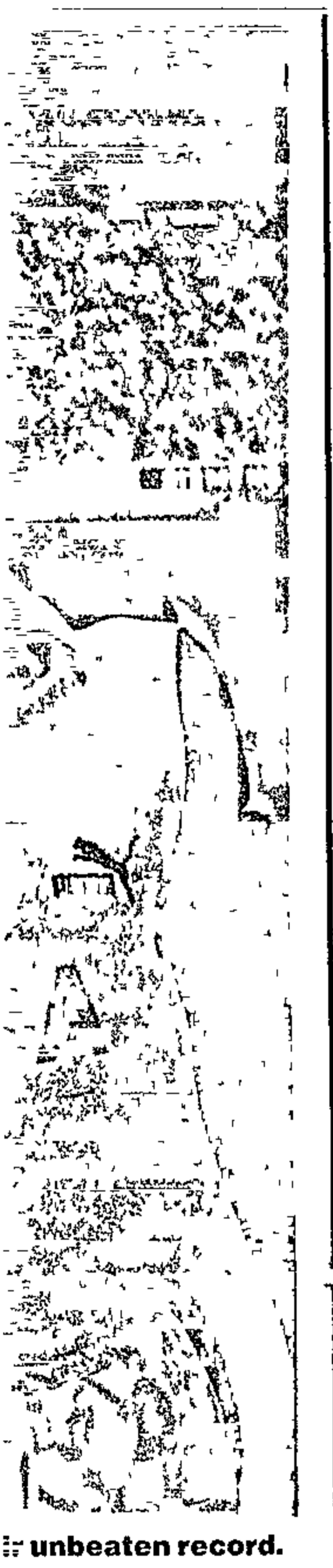
By S'BU MNGADI

KWAZULU Chief Minister MG Buthelezi this week called on the SA government to give him more police powers to "eradicate brutality and intimidatory politics".

Speaking during a visit to Ulundi by Law and Order Minister Adriaan Vlok, Buthelezi appealed for the rapid handing-over of all KwaZulu police stations to the KwaZulu police.

He said Inkatha and KwaZulu legislative members had been killed and maimed, yet the government did not deem him fit to issue firearm licences. The Inkatha leader said there was a need for the homeland's government and police to be in a position "to eradicate the kind of brutality that is now inherent in intimidatory politics and particularly for the black community to be in a position to protect themselves from such brutality within the law".

But other organisations, "notably the United Democratic Front and the Congress of SA Trade Unions", had accused the homeland's police of siding with Inkatha, he said. The SA government had agreed in principle to hand over police control but KwaZulu wanted this speeded up, he said.



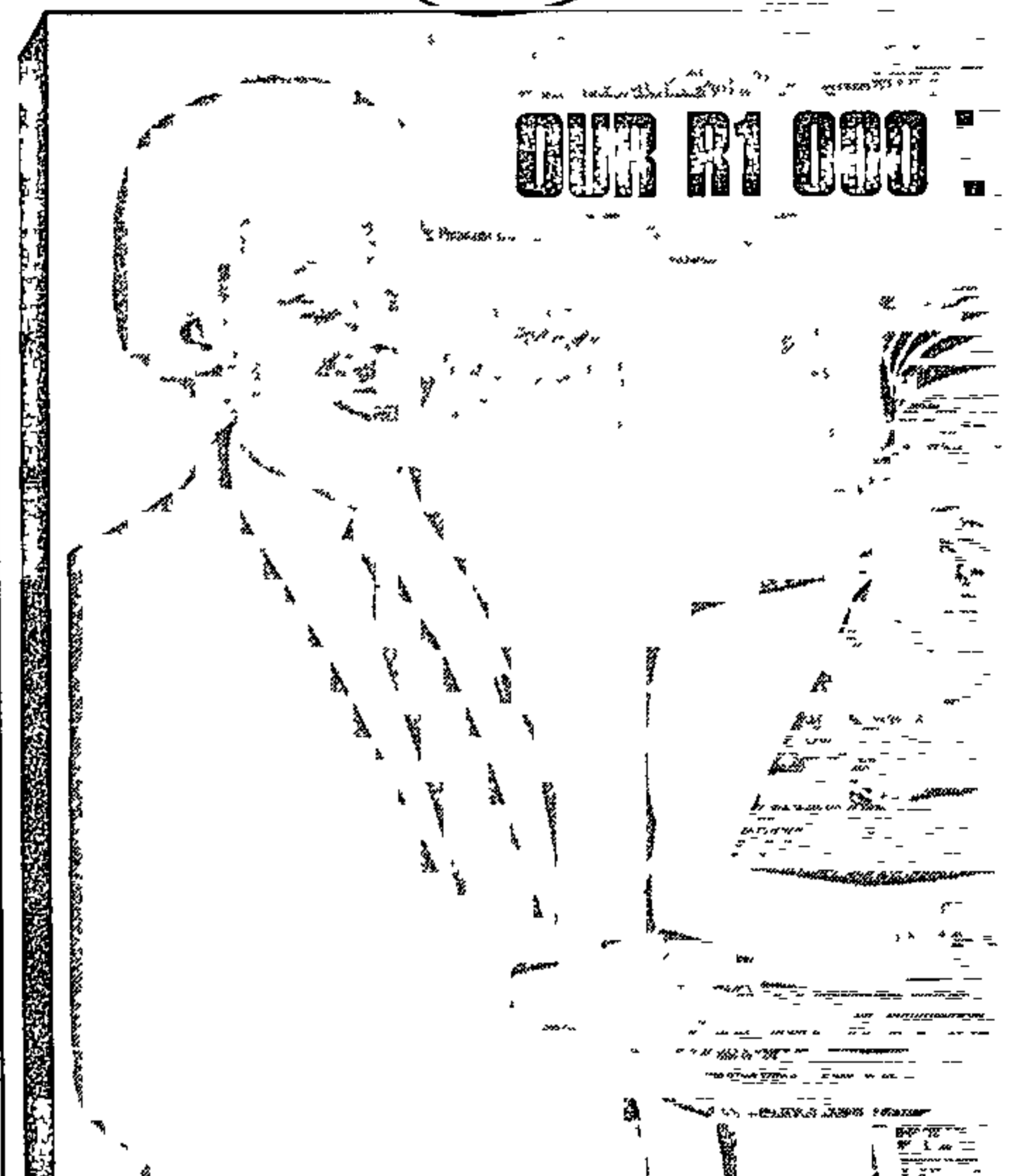
unbeaten record.

of emergency nine months ago

Of these, about 10 000 have been children and at least 3 500 women

Last week, *City Press* was threatened with the seizure of copies of the paper if the DPSC ad calling for all detainees' release was not withdrawn

This week the Rand Supreme Court granted a temporary order restraining police from seizing any edition of the *The Star* containing a DPSC advertisement



Delighted winner Suzanne Molebatsi receiving Boiki Mothei.

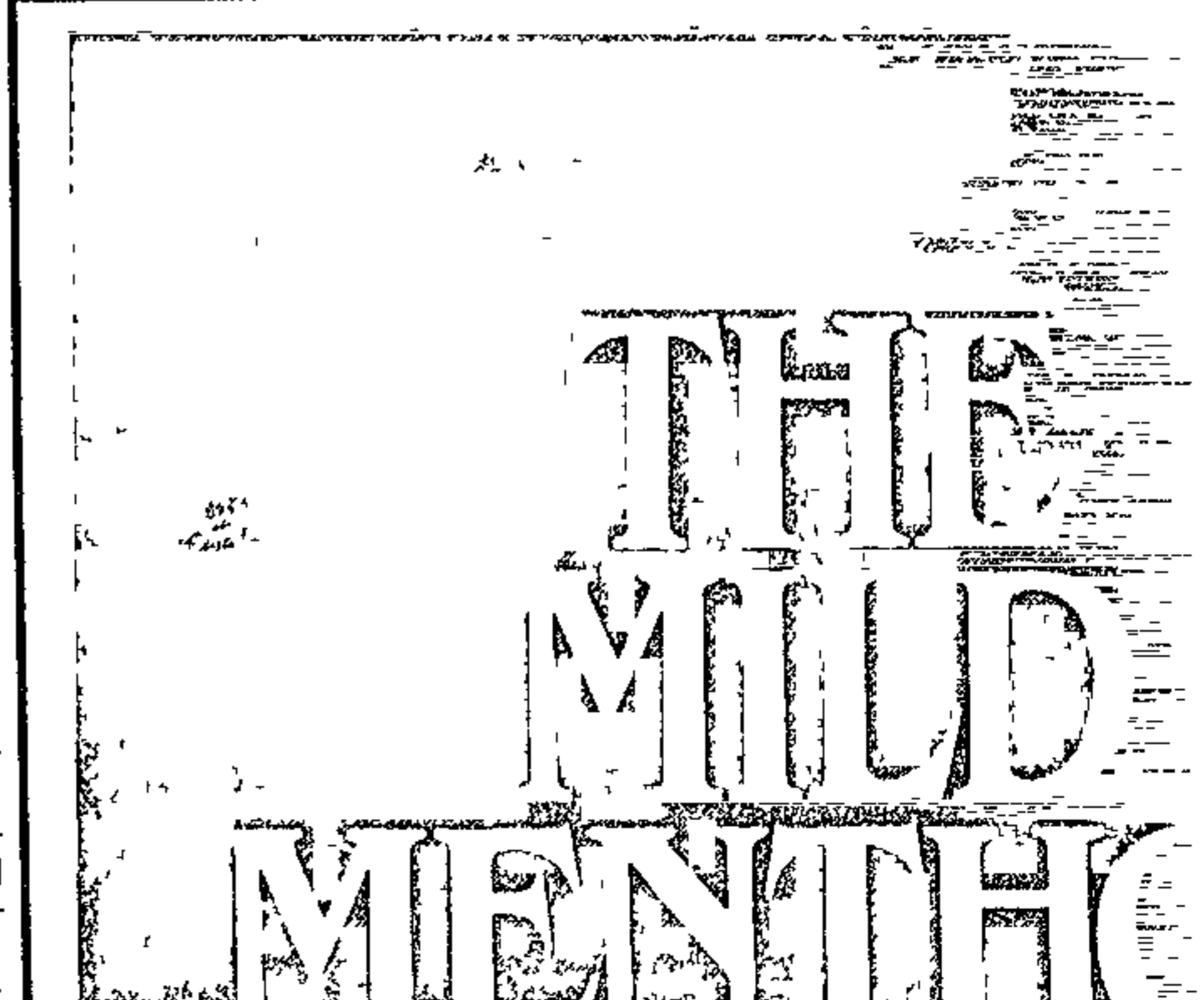
Bucs fan's win

LAST SATURDAY'S draw between Orlando Pirates and African Wanderers at Orlando Stadium disappointed die-hard Bucs supporter and housewife, Suzanne Molebatsi.

But this week her disappointment turned to joy when she learnt she had won the great *City Press* R1 000 Face in the Crowd competition.

"I was disappointed when Pirates drew with Wanderers, not knowing that I was to win R1 000. I did not even see

the photographer," said Molebatsi, 41. Molebatsi, a Bucs fan, never missed a Bucs match. She said she was going to the education of her attending school at Io hand Molebatsi. *City Press* sportsman. Watch out for R1 000 competition. make sure to be in Stadium tomorrow.



Clover workers fight on

By S'BU MNGADI

NINE months have passed since 168 Maritzburg Clover workers went on strike against the summary dismissal of two shop stewards for allegedly threatening a "scab", but they are still united - in trying to get their jobs back

Their dismissal saw a national campaign for their reinstatement being launched by the Food and Allied Workers' Union

Fawu and other Congress of SA Trade Unions members vowed to bring pressure on Clover management

Commercial, Catering and Allied Workers' Union members refused to handle

1404
Clover products in several stores countrywide. Some Natal factories went on strike - demanding the removal of Clover products in their canteens

But still Clover management would not budge

Instead, it started a long court battle against Fawu, Cosatu and support committees to prevent support of a national boycott of Clover/National Co-operative Dairies products (Clover controls 174 000 shares in NCD)

The company lost the case

Fawu charged that the company relied on the state of emergency to smash their campaigns

Last month, the Clover Workers' Support Committee in Durban placed advertisements in several newspapers to highlight the dismissed workers' plight

In the ads, five old men whose experience with Clover exceeded 30 years each, told of their struggle to get their jobs back. They also claimed that with a meagre R300 wage they supported 10 people each

This had an apparent ef-

fect on the company's image - because it came out with a "final offer"

It would reinstate the five old men in Maritzburg, reinstate 48 workers with 10 years' experience in Durban plants and the remaining 115 would get four months' wages - but no jobs

In a major attempt to compromise, Fawu proposed that eight workers with 17 years' experience be reinstated in Maritzburg, 71 workers with over five years' service be reinstated in Durban and the remaining 89 be given eight months' pay and be guaranteed jobs as they arise

"Though this proposal showed workers were prepared to compromise to reach a settlement, the bosses rejected an offer not far from their own offer," said Fawu organiser Reve Roux

So the dispute continues.

The union claimed that at the height of the dispute it managed to organise 10 new plants - apart from 23 it had organised before - but the company still refused to formally recognise it

1974



OK workers give a victory salute after their strike was settled this week. In the centre, wearing a suit, is Charles Nupen, who mediated with management on behalf of the Commercial, Catering and Allied Workers' Union. Second from the right is Ccawusa secretary Jay Naidoo.

By SELLO SERIPE

THE Commercial, Catering and Allied Workers' Union of SA, which ended the country's longest retail trade strike on Wednesday, has announced that it has still to overcome another hurdle - helping the 551 members detained during the strike

They are detained under the state of emergency

At a Johannesburg Press conference addressed by Ccawusa after mediators, OK Bazaars management and the union reached an agreement to end the 12-week strike, Ccawusa secretary Jay Naidoo said

NOW for the

"What is left over of our strike fund money will be used for lawyers' fees in a bid to secure the release of our detained members"

During the strike the union raised money overseas and locally to set up a strike fund

Naidoo said the OK workers who were on strike would return to work on Monday

Under the settlement between the union and the OK, workers' wages have been increased by R106

This will be paid in two stages of R50 each - April 7 and November 7

OK managing director Gordon Hood said "When the strike began last December 18, the average salary of all our employees up to supervisor was R489 a

month"

In the settlement it was agreed that

Workers detained under the state of emergency or those who may face charges relating to conduct during the strike will not lose their

551

jobs, and the OK is contemplating not to take disciplinary action against 69 workers for alleged misconduct during the strike

The company will reinstate 189 dismissed workers and casual workers will not be dismissed solely because they took part in the strike.

Any worker who qualifies for any negotiated increase while on maternity leave will get the increase of the worker.

on returning to work and all privileged leave forfeited because of the strike will be reinstated

Reposessed goods bought from the OK by workers who were on strike and who were no more than three months in arrears would be returned within 14 days If reposessed goods had been sold, a settlement will be negotiated with the worker affected

The OK will not victimise any worker on his return to work If disciplinary action is taken against a worker, the company will conduct a fair hearing, with the right of representation by a union official on behalf of the worker.

Graduates told of repression

By Inga Molzen

Repression affected South African workers far more than management because of the racially divided society, Confederation of South African Trade Unions education officer Mr Alec Irwin said last night

He was speaking to graduates of the University of the Witwatersrand Business School Certificate Programme in Industrial Relations

He said "No matter how contorted the explanation of the various Bothas, South Africa is repressive because it denies basic rights and basic worker rights

"Workers don't need persuading that there is an urgent need for change"

Joint management/labour education served to isolate industrial relations from broader pressures because it was not designed to make a political commitment.

"If industrial relations are to redress the imbalance between capital and labour then repressive legislation must be removed," Mr Irwin said.

The situation also applied to other countries but South Africa's problems were greater because of the absence of a political democracy and workers' and union rights.

Mr Irwin said joint management/labour education was a misdirected use of resources and a subtle pursuit of management interests

He asked whether it was wise to isolate industrial relations from broader political, economic and social crises. "In Cosatu we believe a far better school of education is the day-to-day bargaining in a collective situation

He said change was seldom based on communication but on conflict. South African problems could be solved by direct political action to

change its repressive society.

"One problem we have always had in Cosatu is that we do not believe business or capital has taken decisive action against this regime. We are unhappy and uncomfortable when that same capital says we have common interests when it comes to collective bargaining," he said.

He was not denying that management and labour should do things jointly — "they work, negotiate and at times work through problems together" — but there was basic conflict between capital and labour and industrial relations.

"In South Africa there is a dead weight that pulls joint management/labour education towards maintaining the status quo in favour of the institutions which offer employment and the owners of assets in these institutions — and away from workers"

ILWA (S) SMAR
12/3/87

...man said
Cape Times: 17/3/87
Sit-in, stoppage at mines 1401

JOHANNESBURG — Two mines were hit by industrial action yesterday, according to the National Union of Mineworkers (NUM). About 6 000 employees at the Grootylei goldmine staged a two-hour sit-in after their normal shift and 1 000 miners at Amcoal's New Vaal Colliery will return to work today after a one-day stoppage. Management says the dispute was resolved after discussions. Its cause was not disclosed.

Cape Times 17/3/84 1404

600 workers join Cosatu affiliate

Staff Reporter

ABOUT 600 South African Transport Services workers in Cape Town have resigned from SATS's Black Trade Union (BLATU) to join the Cosatu-affiliated SA Railway and Harbour Workers' Union (SARHWU)

SARHWU yesterday sent BLATU officials a list of the signatures of about 600 workers who have resigned from the blacks-only union

A SARHWU spokesman yesterday said workers were dissatisfied with BLATU because the union was "too scared" to confront management with worker grievances

SARHWU is not recognized by SATS, which has a closed-shop agreement with BLATU

However, the Cosatu affiliate has been helping workers to bypass BLATU and voice their grievances to management through other appeal channels

It has dealt with cases of unfair dismissal, insulting behaviour towards workers by their superiors and the failure of SATS to provide harbour staff with protective clothing

The BLATU secretary, Mr Jackson Jantjies said his union had 1 600 members in Cape Town and claimed those who had resigned had been intimidated — a claim which was scorned by SARHWU

POLITICAL comment in this issue by A H Heard G O Kling G E Shaw A Johnson and B Streak Posters headlines and sub-editing by A Henderson All of 122 St George's Street Cape Town

Unionists pays tribute to Seifsa's Van Coller

ALAN FINE

A LEADING official of a union organisation representing more than 120 000 metalworkers says outgoing Steel and Engineering Industries Federation (Seifsa) director Sam van Coller brought a new, open style to the operations of the giant employer body

But Van Coller's successor will face severe difficulties in holding together an organisation whose members are in conflict over a number of vital issues, says Brian Fredericks, general secretary of the local committee of the International Metalworkers' Federation

Fredericks says Van Coller — who is to become Urban Foundation MD — proved more flexible and approachable than his predecessor Errol Drummond, who was "very set in his ways"

SA Boilermakers' Society general secretary Okkie Oosthuizen describes Van Coller as a sincere person who was prepared to listen to and discuss problems brought by unions

Fredericks, in his comments, adds, though, that Seifsa "is in a lot more trouble than the unions in terms of unity". He says there is conflict between the smaller and larger affiliated associations and companies over wage level, deregulation and negotiation forums

He also believes some elements in Seifsa are extremely embarrassed by its refusal to submit an affidavit in a recent bail application by Metal and Allied Workers' Union general secretary Moses Mayekiso

Seifsa president Keith Jenkins denies the existence of any "material" differences between Seifsa members

"Obviously there are differences of opinion over certain issues. This is to be expected in such a large and diverse organisation."

PLAY TELLS STORY

FOOD and Allied Workers' Union members dismissed last year while on a strike at the Clover (dairy) plant in Maritzburg have recorded their experiences and the management's handling of their grievances in a play which will be launched in Soweto on April 8.

The play, which is based on the struggle of 168 Clover workers, will be shown first at Funda Centre starting at 7.30pm. It will then move to the Box Theatre at Wits where it will show on April 9 and 10 during lunch-hour.

Admission is R5 a person.

The Transvaal vice-chairman of the Food and Allied Workers' Union, Mr George Nene, said the aim of the play was to counter propaganda by the company claiming that the strike is over. It is also to raise funds for the workers in their battle to regain their jobs.

He said if the play drew big support it would be shown in other areas such as the Vaal and East Rand. It has already been shown to large audiences in Natal and Cape Town.

17/3/87 (140A) SOWETAN

P 'n P ups pay R100/month

PICK 'n PAY has awarded its workers an across-the-board increase of R100 a month, effective from March 1.

Company spokesman Frans van der Walt said yesterday the increase applied to all employees earning R750 a month or less, and would run for a year.

It has been agreed that May Day and June 16 will be recognised as paid holidays. This is the first such step by a major retailer.

The lowest-paid employee will now earn R490 a month. "This goes a long way to establishing a realistic minimum wage," said Van der Walt.

The Commercial Catering and Allied Workers' Union said the increase was the highest yet awarded in retail history and sets an important precedent.

The union said the increase affected over 13 300 workers. The 25,6% increase boosts average wages to R612 per month.

— Sapa.

NUM calls for change in favour of human life

WHILE there has been some improvement in mine safety, the National Union of Mineworkers (NUM) safety officer Hazy Sibanyoni says there has been little general improvement.

Sibanyoni's comment refers to mine management attitudes, which he says are still biased towards production rather than human life

Sibanyoni indicates that instead of mine safety being regarded as essential to preserve human life, it is instead thought of as a way of decreasing production and increasing production

Sibanyoni would like to see the emphasis shift from production towards human life

He says it is essential to involve workers in any safety programme

The NUM has proposed the appointment of safety stewards among workers. Their task, Sibanyoni says, would be to advise management when safety standards were not being met

He also suggests the stewards should have the power to withdraw workers from an area they consider unsafe

Chamber of Mines technical adviser, David Gaynor, agrees greater worker involvement is needed, but says safety stewards are not the answer

Gaynor points out there are many different unions operating on the mines, and the appointment of such stewards would be difficult

Manager of the Chamber's safety division, Anthony Gill, says the process of involving workers in mine safety is already well underway

Gill says team leaders have a real role to play in project teams addressing particular problems, and that workers are already sitting in on loss control meetings

Five-star safety

A change in policy is due with regard to the International Safety Rating (ISR) programme, Gill says. This programme is administered by the CM and is not essentially a competition between mines, but more a management operating procedure

Mines are scored on a star-system, grading their safety level, with a five-star ceiling

"It has been a weakness in the past there has been no worker participation in the programme on a formal basis. This will change and the contribution made to the programme by workers will be placed on a formal footing," says Gill

Gaynor believes the single greatest factor affecting a mine's safety record is the attitude of the mine management

"If the manager has a commitment to safety then the mines record will soon show an improvement. This is the prime factor which we must strive to achieve, we cannot condone poor safety measures

"The various competitions run by the CM play an important role in increasing management awareness of safety. In addition, the managers' associations are totally involved in safety

"They provide us with the feedback we need, telling us where we can help, if there are additional safety programmes and courses we should be developing, as well as encouraging their own membership to think about safety," says Gaynor

MOA

18/3/07

B/Lamy

Dispute over SATS driver

AT LEAST 5 000 SA Transport Services workers have joined 500 striking SATS drivers from the City Deep container depot who downed tools on Friday in solidarity with a dismissed driver, the union representing the workers said yesterday.

Earlier, a SATS spokesman said many of the City Deep workers had returned to work following discussions with management

Assistant General Secretary of the SA Railway and Harbour Workers Union, Mr Themba Khuzwayo, said 5 000 workers at the Kaserne cartage and forwarding depot had come out in sympathy with the City Deep workers

At 4am yesterday, the City Deep workers were issued with a Supreme Court order prohibiting obstruction of the premises or those who wanted to return to work, Mr Khuzwayo said

He said drivers had barricaded the gates with their trucks. They

SAPA

then handed over their truck keys and returned to the change room, where they had been sitting since last Friday

Mr Khuzwayo said the strike had started on Friday after a driver, Mr Andrew Ledzamba, was dismissed on March 11 following an incident last October, where he had handed in cash late

Workers had discussed his case and decided to strike until he was unconditionally reinstated, according to Mr Khuzwayo

ALIMPHAKI reports that management yesterday said that the dispute was over but Mr Khuzwayo said this was

not true

Mr Jannie van Zyl, of SATS, said they held discussions with worker representatives and reached an agreement yesterday morning

He said all was now back to normal

Mr Khuzwayo said management was not telling the truth as the matter had not yet been resolved

He said management refused to talk to the union. He said workers had also indicated that they had lost confidence in management

Mr Khuzwayo said Mr Ledzamba was ordered to pay a fine of R80 last Friday before he could be re-instated. Workers rejected this

'Workers-bosses cannot mix'

(140A)

THE CLASH ON SHOP FLOOR

JOINT management-labour education programmes in South Africa were a futile exercise, an education officer of the Congress of SA Trade Unions told a graduation ceremony in Johannesburg this week.

Mr Alec Erwin, addressing a ceremony at Wits University's Business School, said these programmes were "at best a misdirected use of resources and at worst a little pursuit of management interests"

The starting point was that industrial

By **LEN MASEKO**

relations and collective bargaining were a process limiting the conflict between management and labour to "manageable proportions", the Cosatu official said

Mr Erwin was speaking during the presentation of certificates to 50 students who successfully completed a nine-month course in industrial relations

"Stated somewhat simplistically management and labour are in two different

worlds, more technically operate within different knowledge paradigms," Mr Erwin said "So trying to overcome communication within the one paradigm is at worst a brainwashing of the opposition"

If the balance of power lay with employers then it also lay with their agents, "namely management", Mr Irwin said

"If industrial relations is to even the balance of power then in South Africa, repression has to be removed This requires a political commitment and political action," he added



ONE OF the top students in the industrial course, Mr David Sineke (left), is congratulated by Wits Business School advisory committee chairman, Mr Theo Heffer, for receiving a special award at this week's graduation ceremony.

ARBUS 19/3/87

200

150

Sats strike halts goods deliveries to Cape Town

By DICK USHER
Labour Reporter

CONTAINER and goods deliveries to Cape Town have been hit by a strike at South African Transport Services depots at Kaserne and City Deep in Johannesburg

Cape Town businessmen said goods had been held up because there had been no container deliveries for several days

Sats spokesmen in Cape Town were unable to say how badly deliveries had been affected. They said Sats had made alternative arrangements to ensure delivery and collection of containers, although there would be a backlog for a few days.

Sats spokesman in Johannesburg Miss Jenne Jordaan said workers were being flown in from other depots to handle containers at the City Deep "inland harbour", the main container handling depot.

Urgent containers would be handled on request.

The strike, involving members of the South African Railways and Harbours Workers Union, started at City Deep on Friday.

About 500 workers stopped work over the dismissal on March 11 of a driver alleged to have been involved in "cash irregularities" in October last year.

Late yesterday Mr Themba Khuzwayo, assistant general secretary of the union, said the strike had spread to Kaserne, which handles general goods and mini-containers.

Discussions

He said at least 5 000 workers were on strike.

Sats spokesmen in Johannesburg said no more than 3 000 were involved.

Miss Jordaan said some employees at City Deep had gone back to work. Discussions about the stoppage at Kaserne were continuing with worker representatives from the Staff

Association for Black Sats Employees

She said the union had not been involved in the discussions because it was not recognised.

According to the union, the dispute also affected the Sats compound at Central Rand, north-east of Johannesburg, where about 3 000 workers had stayed in the compound to protest against living conditions. They also wanted Sats to resolve the City Deep dispute.

Miss Jordaan said that was "a domestic dispute which has been resolved".

At 4am yesterday, Sats obtained a court order prohibiting City Deep workers from obstructing the premises or those who wanted to return to work.

Sats spokesman Mr Jannie van Zyl said some workers at City Deep returned to work yesterday.

Seven fired on the eve of talks

SEVEN Commercial Catering and Allied Workers Union members have been fired from the Maonya Discount Supermarket in Soweto on the eve of mediation talks between the parties.

Mediation talks on the month-old wage dispute will be held on Saturday

The dismissed workers include a shop steward

The action angered Ccawusa officials who yesterday accused the supermarket of "union-bashing"

The union said it would protect its members to the best of its ability

Some of those dismissed are shop steward Phelile Mbele, Margaret Magoro, Johanna Masedu, Jimmy Chauke and Samson Letshokgotiha

Several attempts to contact owner Mr Richard Maonya or his wife, Marina, failed

Ccawusa declared a dispute on February 18 after the supermarket made a final offer of R45 across-the-board wage increases against the union's demand of R120.

This is the first time Ccawusa has been involved in wage negotiations with a business in the townships

(Handwritten scribble)

140A

(Handwritten scribble)

19/3/67 Soweto

Unions condemn 'slave' compounds

140A
w/maj
THE South African Railway and Harbour Workers' Union (Sarhwi) has vowed to destroy the compound housing system, migrant labour and the *induna* system

At a regional rally in Cosatu House in Johannesburg last Sunday, a worker from the Kaserne compound told more than 2 000 cheering railway workers "These systems have kept us in conditions of slavery and oppression, robbed us of our dignity and destroyed our family life

"We must take control of the compounds while the railway bosses look at a more acceptable system of accommodating all railway workers and their families"

Workers from Kaserne, New Canada, Delmore, Lennwen and Central Rand compounds have already

established "effective systems of control" and refused to use compound eating facilities, the rally was told

The workers were backed by South African Youth Congress (Sayco) representative Peter Mokaba, who told them to take control of the "railways, harbours and airports", as the youth "will ensure that the control of these commodities does not again fall into the hands of a few individuals"

The workers also came out in support of the Freedom Charter and resolved to co-operate with democratic and progressive organisations

National Union of Mineworkers assistant general secretary Marcel Golding called on the National Union of Railway Workers and the African Railway Workers' Union to unite with

Sarhwi in line with Cosatu's campaign for "one union in one industry"

The also resolved to set up their own defence committees and have called for the release of all detainees — including three of their top officials

They also called for May 1 and June 16 to be regarded as paid holidays

And workers vowed to stamp out muggings and robbery on trains and in stations

●Sarhwi's statement that workers' struggle cannot be separated from struggles in the community comes a week after the NUM took a similar stand at its fifth annual conference

●After the rally, more than 300 chanting railway workers marched down End Street to nearby Doornfontein station

Living Wage' campaign held off

By SEFAKO NYAKA

1400s w/Mail
20-26/3/87

THE launch of the Congress of South African Trade Unions' campaign for a living wage has been postponed to next weekend

The launch, expected this weekend, was deferred after permission to hold a mass rally was turned down by the authorities and because some affiliates felt more time was needed to prepare for what Cosatu says will be "the biggest challenge to bosses and their profit system".

A number of trade unions within Cosatu will instead meet this weekend to draw up plans for the campaign.

The launch was to have coincided with the commemoration of the Sharpeville and Langa shootings.

According to Cosatu, mass living wage rallies will be held in every region at the end of March

"These will be the first in a process of mass mobilisation for a living wage. May Day and June 16 are other highpoints of mobilisation for our campaign," Cosatu said in a special edition of *Cosatu News* published yesterday.

The campaign will centre around:

●A living wage and jobs for all;

●A 40-hour week without loss of pay and a ban on overtime,

●March 21, May 1 and June 16 as paid holidays;

●The abolition of tax deductions,

●A minimum of six months paid maternity leave,

●An end to the migrant labour and hostel systems and the provision of decent housing near places of employment,

●The right to decent education and training.

A call has also been made for subsistence fund, in addition to unemployment benefits, supplemented by rent, transport and medical concessions for all unemployed workers

Cosatu has called on companies to open their books for inspection because "we want to see how every cent is spent".

The campaign will be directed against monopolies who have amassed a great amount of wealth at the expense of millions of workers and the unemployed.

"From each according to his abilities, to each according to his needs," will be one of the slogans of the campaign

THE Congress of South African Trade Unions (Cosatu) this week stepped up its "living wage" campaign by publishing a special edition of *Cosatu News* focusing on the issue.

The campaign is top of Cosatu's agenda this year. With industrial action over wages on the increase anyway, it is well to examine it.

The demands are for a living wage, a 40-hour week, May Day, June 16 and Sharpeville day as paid holidays, no PAYE deductions, at least six months maternity leave, decent housing near work and an end to the hostel system and decent education and training.

In some ways the demands focus on bread and butter issues to a surprising extent, given Cosatu's highly political reputation. But there is an important political dimension to the apparently economic demands. And the obviously political demands have a definite purpose, too.

The living wage demand is intended as a challenge to the capitalist system, or at least SA's.

It is saying "Can capitalism provide for a decent standard of living for our members? If not, a socialist alternative must be devised."

And indeed, many articles go on to talk about the attributes of socialism and "worker control". What is not clear is exactly what is meant by these concepts. It is fair to say that Cosatu has not definitively formulated them.

At the very least, Cosatu is talking about working towards a social democracy. This includes diminishing the area of management prerogative, so as to increase worker influence over their working lives.

But Cosatu could also be talking about a radical form of socialism, or any economic system in between. The point is that these issues are, and will continue to be for a long time hence, matters of intensive debate within the organisation. And the direction this debate



Campaigning for a living wage

(140A)

ALAN FINE

B/O Day 20/3/87

takes will be significantly influenced by the fortunes of unions and their members, and responses to campaigns such as this one.

Much space in *Cosatu News* is devoted to examining and criticising the concentration of wealth and power in the hands of a few large corporations, a la Robin MacGregor's "Who Owns Whom".

It looks at the effect of monopolies on the economy, and also reiterates the view that unions need to organise along similar lines so as to counter them.

It uses the threats of action against Anglo-linked companies during the OK Bazaars strike as an example. It implicitly rejects assertions about the independent management of subsidiary companies advanced when they are drawn into disputes.

Another article employs the Keynesian argument that higher

wages will benefit the economy by enlarging local markets. Only shortsighted greed prevents business from seeing this, it avers.

It would seem that, with corporate profits on the increase again, Cosatu has timed its campaign well. Union-negotiated wage settlements so far this year have, in fact, been far above initial management expectations.

Unions in the retail, chemical and paper sectors, particularly, have consistently achieved increases of more than 20% for their lower paid members.

The two biggest sets of annual wage negotiations in SA — in the mining and metal industries — are still in their preliminary stages. But they will attract more attention this year than usual.

Cosatu has not specified what constitutes a living wage. On occasion, unions have entered negotiations merely demanding a "living wage," so immediately asking management to take a position.

In some sectors demands have been for a minimum monthly wage of more than R800, with some settlements above R600. In contrast, the National Union of Mineworkers' (NUM) 55% demand to the Chamber of Mines represents a minimum cash wage of about R300.

As regards the other demands, there have been few union advances on shorter working hours. But more companies are agreeing to maternity leave. And the vast majority have agreed to paid leave on May Day and June 16 without much resistance. Sharpeville day has hardly been an issue. It falls on a Saturday this year — tomorrow

Unions carry on

20/3/84
15/1/84
ALAN FINE

TRADE unions organising farmworkers say they will continue their work despite a call from the SA Agricultural Union (SAAU) not to give farmworkers rights in terms of the Labour Relations Act (LRA).

The SAAU said recently it "does not recommend the implementation of the LRA in agriculture" at this stage, adding that the Act was designed for conditions in trade and industry and it was not satisfied it would contribute to good labour relations in agriculture.

The Manpower Department has been in possession of a National Manpower Commission (NMC) report on the issue for about three years, but has failed to comment on it.

Food and Allied Workers' Union (Fawu) president Chris Dlamini says the Manpower Department would be "foolish" to heed the SAAU's recommendation.

"Agricultural workers want to belong to unions. And we have already begun to organise in the Cape, Natal and northern Transvaal," he says.

Cusa/Azactu assistant general secretary Masemola Skosana, who has been responsible for establishing the National Union of Farmworkers, says the union will "resist any delay in the inclusion of farmworkers in the LRA".

140K
Reports

Hunters Rest in Eisielen Avenue

Cape Times 20/3/77

Perskor recognizes union

JOHANNESBURG. — The Media Workers Association of South Africa (Mwasa) has been granted recognition by Perskor at its Benoni branch. A union spokesman said yesterday that the breakthrough came at a National Industrial Council meeting in Johannesburg on Wednesday.

22/3/87
Saawu,
Renown
agree

Dispatch Reporter

EAST LONDON — The South African Allied Workers' Union (Saawu) has signed a recognition agreement with Renown Fresh Meat Corporation — the union's 23rd such agreement here

The signing was confirmed by the Saawu branch secretary, Mr Boyce Melitafa, and the manager of Renown, Mr J. Fourie. But Mr Fourie did not agree with a part of the statement issued by Mr Melitafa.

This included the following issues that grievances and retrenchment procedure had been agreed on and that two procedures, health and safety as well as maternity, still had to be negotiated.

In the statement Mr Melitafa said the union's purpose was to improve the worker management relationships as well as to improve working conditions for members.

The agreement also covers Saawu members employed in Star, Karoo and Broadway butcheries.

The statement also appealed to employers of semi-government establishments such as Frere Hospital and private hospitals such as Fairlands to implement the "noble principle of freedom of association".

Cape Times 20/3/87

No end in sight for week-old SATS strike

120A
Labour Reporter

THE strike by thousands of South African Transport Services (SATS) workers in the Southern Transvaal enters its seventh day today with no sign of a resolution.

The strike, which has disrupted container and goods deliveries to Cape Town for several days, began last Friday after a truck driver was dismissed for allegedly failing to hand in money he had collected for COD deliveries.

Sats subsequently withdrew the dismissal notice, and claims the driver has been fully reinstated, pending an appeal to senior management.

However, talks between Sats and the workers have been bedevilled by management's reluctance to talk to members of the Cosatu-affiliated South African Railway and Harbour Workers' Union (SARHWU), representing most of the strikers.

SARHWU claims that 300 more workers joined the strike yesterday, bringing the number to 6 000.

W/E ARKENS 21/3/87

Unions compete for Sats workers

LABOUR
AFFAIRS
DICK
USHER



THE work stoppages that broke out at goods handling facilities in Johannesburg this week should not have surprised anyone with even half an ear to the ground.

The likelihood of South African Transport Services (Sats) workers coming into conflict with management has been there since the South African Railways and Harbours Workers' Union (SARHWU) was reformed last year.

Complicating matters is the fact that there are at least three organisations competing for Sats workers — the South African Railways and Harbours Workers' Union (SARHWU), which re-emerged last year, the National Union of Railway Workers and the in-house Staff Association for Black Employees which recently renamed itself the Black Trade Union.

SARHWU, the independent union involved in the stoppages, is an affiliate of the Congress of South African Trade Unions (Cosatu) and claims to have signed up about 15 000 members nationally since it was launched in October last year.

Assistant general secretary Themba Khuzwayo said this week SARHWU had approached Sats for recognition but been turned down.

Earlier this year SARHWU members at Kaserne, one of the centres involved in the stoppages, raised a list of 19 demands related to living conditions at their hostel and there were negotiations between SARHWU and Sats management over these.

There are several pertinent issues around which it can organise, including wages, the status of black employees, the right of workers to join associations of their own choice and the exclusion of Sats workers from

the provisions of the Labour Relations Act

Sats workers, like all others in the public sector, are not allowed to strike and have no recourse to the Industrial Court for settlement of disputes.

Grievance and disciplinary procedures are conducted "in-house", but even with the most scrupulous fairness rulings must leave a residue of suspicion if there is no body outside the organisation which can be appealed to.

Wages are always of concern to workers but they will receive extra emphasis as Cosatu has a major campaign around the "living wage" issue this year.

And one of the fundamental planks of the labour movement is the right to strike.

Without this, "collective bargaining becomes collective begging" as Jimmy Zurich, president of the Federal Consultative Council of SATS Staff Associations said after last year's wage "negotiations".

Sats is implementing a five-phase programme to introduce parity of pay, service conditions and benefits for all employees, the third phase of which is due to be introduced with the next general salary increases.

Another focus of organisation is the Black Trade Union which SARHWU regards as an apartheid institution, helping continue divisions among workers on racial lines.

SARHWU says the campaign has been hindered by the disappearance of thousands of resignations from the staff association which it had collected.

Pay rise row talks go on



Mr RICHARD Maponya
... supermarket boss.

MEDIATION proceedings into the wage dispute between Soweto's Maponya Discount Supermarket and the Commercial Catering and Allied Workers' Union of SA were to continue in Johannesburg last night.

Soweto businessman Mr Richard Maponya and the union are in dispute over across-the-board R120 wage increases demanded by Ccawusa members employed at the supermarket. He is, instead, offering a pay rise of R40 a month.

Meanwhile Mr Maponya has denied that seven workers dismissed from his store recently were victimised for their union activity, reports MOJALEFA MOSEKI

The Soweto tycoon was responding to Ccawusa's criticism that, by firing these workers, he was resorting to union-bashing tactics on the eve of the mediation talks.

Speaking through

his business adviser Mr Mark Hetch, Mr Maponya said he was looking forward to the mediation talks because he believed in union activity and had not opposed mediation. He was not against Ccawusa's wage proposals but had already upgraded the salaries of his employees in January.

Mr Maponya said as part of the annual salary review, some employees had received increases of more than R100 and others R70 a month. Mr Hetch said Mr Maponya had not given an across-the-board figure as he dealt only in percentages of the individual employee's salary.

735
Cape Times
23/3/87
1400

Cosatu steps up living-wage campaign

Own Correspondent
JOHANNESBURG. —
The Congress of South
African Trade Unions
(Cosatu) last week
stepped up its "living
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of Cosatu News focusing
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The demands are for a
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paid holidays, no PAYE
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The living wage de-
mand is intended as a
challenge to the capital-
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"Can capitalism provide
for a decent standard of
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ers?"

The newspaper criti-
cizes the concentration
of wealth and power in
the hands of a few large
corporations and reiter-
ates the view that unions
need to organize along
similar lines so as to
counter it. It uses the
threats of action against
Anglo-linked companies
during the OK Bazaars
strike as an example.

THE strike by Sats workers, which began 11 days ago, spread dramatically yesterday. An Sats spokesman said 8 000 employees were now involved compared with 2 500 late last week.

The spokesman said "most Witwatersrand depots" were now affected.

A 1 300-container backlog had built up by noon yesterday. This is equivalent to the number usually handled each day, and is up from a backlog of 800 last Thursday.

And despite Sats' vehement refusal to meet the SA Railways and Harbours Workers' Union (Sarhwu), which claims to represent the majority of the strikers, the State Attorney met the union's attorney yesterday to discuss the issues that precipitated the strike.

Sats strike burgeons

24/3/77
(140A)
3/day

ALAN FINE

The State Attorney made the initial contact "to clear up any misunderstandings about the disciplinary case and to discuss with him the possible effect this may have on the strike action".

Sats also said discussions with worker representatives continued yesterday at City Deep, where the strike began after the dismissal of a driver.

A Sarhwu spokesman says the strike now involves about 10 000 workers and could spread further if the dispute is not resolved. He says "Management will eventually have to talk to us. If they had spoken to us on the first day we could have settled it then, as we have done on previous occasions".

The union will ask Assocom and the Federated Chamber of Industries to urge Sats management to negotiate.

Sats does not recognise Sarhwu. A spokesman said last week that "since we have our own unions we would prefer not to negotiate with Sarhwu".

The recognised Black Trade Union of Sats, whose officials are involved in the talks at City Deep, is seen by many as an in-company "sweetheart" union.

A special *Government Gazette*, published yesterday by Transport Affairs Minister Eli Louw, amends the Sats personnel regulations to give the Sats GM the "discretion" to treat striking employees' contracts as "terminated" without notice.

SATS strike involves

8 000 employees ^{Cape Town} 24/3/87

~~720~~ ~~400~~ ~~150~~ From ALAN FINE

JOHANNESBURG. — The SATS strike, which began 11 days ago, now involves 8 000 employees compared with 2 500 last week, a spokesman said.

And despite SATS's vehement refusal to meet the SA Railways and Harbours Workers' Union (Sarhwu), which it does not recognize and which claims to represent the majority of the strikers, the State Attorney met the union's attorney yesterday to discuss the issues that precipitated the strike.

SATS also says discussions with worker representatives continued yesterday at City Deep, where the strike began after the dismissal of a driver.

Meanwhile, a special Government Gazette was published yesterday by Transport Affairs Minister Mr Eli Louw, amending personnel regulations to give the SATS GM the "discretion" to treat striking employees' contracts as "terminated" without notice and with effect from the first day of the strike.



ARGUS 24/3/87

New measure gives Sats the right to fire strikers

Labour Reporter

A SPECIAL Government Gazette has been published giving South African Transport Services' general manager the right to summarily dismiss strikers.

The strike of rail workers on the Rand, which started at the City Deep container depot 11 days ago, was spreading to the East Rand, according to the South African Railways and Harbours Workers' Union (SARHWU), an affiliate of the Congress of South African Trade Unions.

At least 8 000 workers are now involved.

The Minister of Transport Affairs, Mr Eli Louw, yesterday gazetted amendments to the Sats personnel regulations giving the general manager discretion to treat striking workers as having terminated their their jobs without notice with effect from the date of the strike.

The general manager had not yet invoked the regulation and it was expected that Sats would warn strikers of the new regulation before applying it.

Sats spokeswoman Miss Jenne Jordaan said it was not known how many places and workers were now involved in the strike.

JAN SMUTS

Mr Themba Khuzwayo, assistant general secretary of railways and harbours union, said workers at Jan Smuts Airport and Johannesburg station had joined the strike today.

He said about three-quarters of the strikers were members of his union.

Miss Jordaan said drivers had been flown in from Cape Town, Pretoria and Durban and local staff with heavy-duty licences were also helping to move containers.

The City Deep "inland harbour" normally handles about 1 300 containers a day.

Own Correspondent

CAPE TOWN — A special Government Gazette has been published giving South African Transport Services' (Sats) general manager the right to summarily dismiss strikers

According to the South African Railways and Harbours Workers' Union (SARHWU) the strike of rail workers on the Rand which started at the City Deep container depot 11 days ago had spread to the East Rand

Gazette gives SATS right to dismiss strikers

and at least 8 000 men were involved

The union is an affiliate of the Congress of South African Trade Unions

Minister of Transport Affairs Mr Eli Louw yesterday gazetted amendments to the Sats per-

sonnel regulations giving the general manager discretion to treat striking workers as having terminated their jobs without notice with effect from the date of the strike

Sats spokesman Mr JC van Rooyen confirmed the regula-

tion had been formulated with the City Deep strike in mind.

He said it was expected that Sats would warn strikers of the new regulation before applying it

Mr Themba Khuzwayo, the union's assistant general secretary, said men from Jan Smuts Airport and Johannesburg station joined the strike today.

He said about 75 percent of the strikers were union members

By Mbulelo Linda
A LITTLE working class township in the heart of Eastern Cape Settler farming country is being choked by a labour boycott imposed by neighbouring white chicory farmers

It appears that the townships only crime is that 175 residents employed at the only factory in town wanted to start a trade union to organise against a weekly wage of R70. According to residents of Emnyameni Township, which borders the white hamlet of Alexandria,

the employment at the chicory factory was a financial lifeline for the impoverished township

But they claim the lifeline was cut off when the farmers organised the chicory processing themselves in February last year

At the time of going to print, the Chicory Board had not replied

According to workers a strike was organised in protest against the dismissal of 17 union workers, over recognition of their Food and Allied Workers Union (FAWU) and over alleged victimisation practices

The farmers, responding after a return to work ultimatum was ignored, fired the entire work force of 175

Now the residents are alleging that the Chicory Board is trying to punish the townships by trucking in replacement workers known as "Amagcaleka" (tribals) from labour reserves near Peddie, Ciskei. Residents say the

community, which has supplied the factory with labour since 1935, has been devastated by the labour bar. Many say they have known only the chicory factory since they left school

The boycott move came after a year of conflict over meagre pay and unhealthy and exhausting work conditions

At one stage a night shift worker had to work through the night in wet clothes after a supervisor threw a bucket of water over him to 'wake him up', said one striker

The first strike at the plant broke out on February 20, 1985. Late that night, resentment over an 'inadequate' pay rise caused Young workers, employed for six months annually, but on a "temporary" basis, to stop work

The protest soon snow-balled and by the next morning, the entire plant had joined the strike

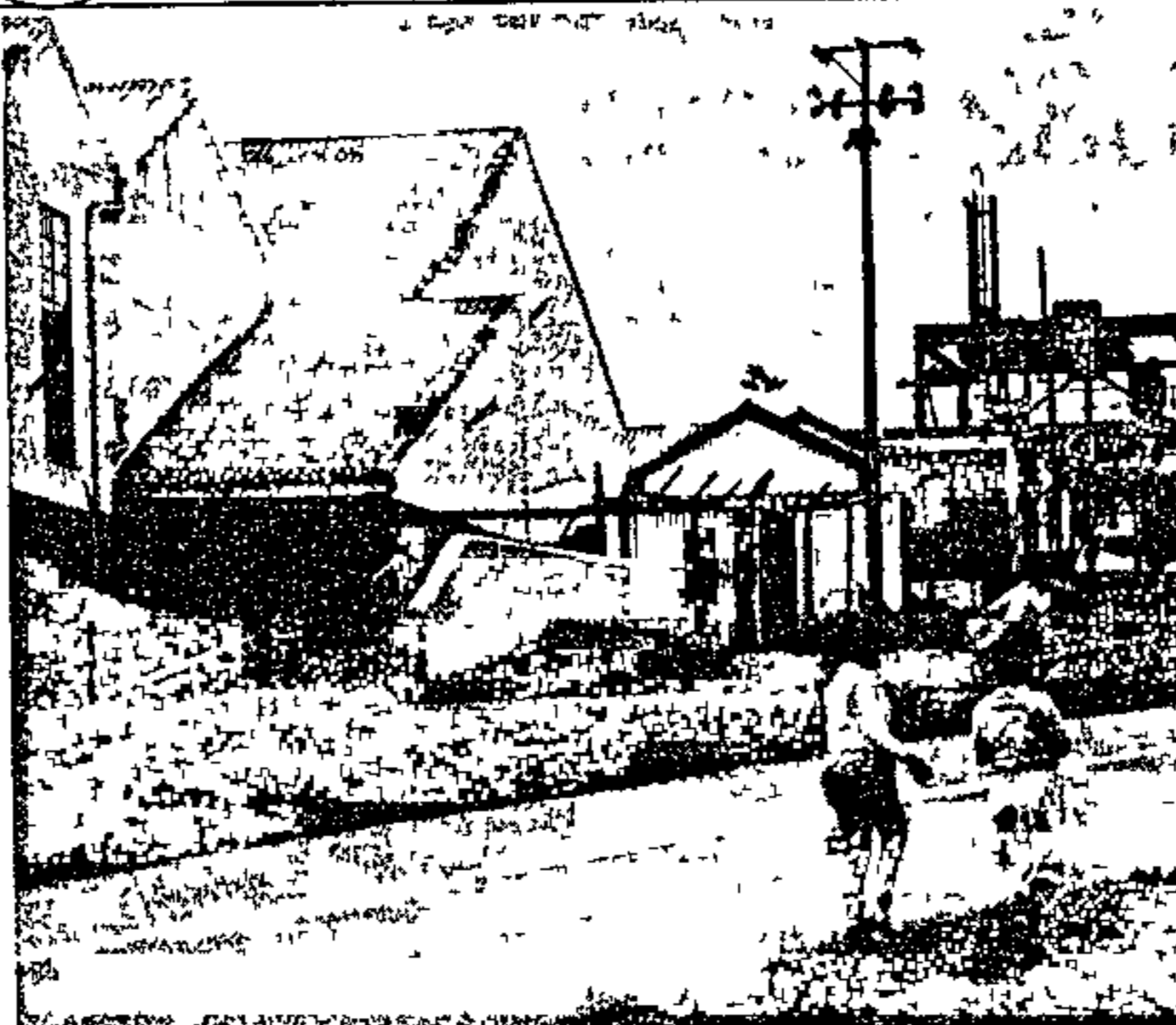
But while Alexandria was in an uproar over the stoppage, the world around them was totally oblivious to the event

It was only when a journalist, who happened to be passing by, stumbled upon the strike, that the outside world heard about it

He telephoned the Food and Allied Workers Union in Port Elizabeth to find out about the strike, but the union knew nothing about it as the factory was not unionised

Bernard Mhlaka-hlaka, a FAWU official, was then sent to the chicory factory

According to a report he drew up, which was released to SOUTH by the union, his first message back to union



The chicory plant in Alexandria

Chicory farmers cut lifeline of strikers

headquarters was agreed to do. The workers have no union. They are in danger of losing

I urged the workers first to return to work and then to start organising into a union. This they

agreed to do. It was a Friday. By the Monday the workers were back at work, determined to organise the union, according to Mhlaka-hlaka. A hazy period followed during which the Port

Elizabeth office lost contact with the Alexandria workers, but Mhlaka-hlaka was able to record with a touch of pride. Even during this period the workers had not stopped organising

themselves. They elected their own committee and sent out a message to the union office for contact to be revived.

It was a full year before Mhlaka-hlaka returned to Alexandria.

The union signed-up a number of workers and later informed management it had majority membership and wanted recognition.

But management reaction was less than friendly, wrote Mhlaka-hlaka. The workers complained that the relationship between them and management was at its lowest level (thus we had warned them about beforehand, especially since these were farmers).

They complained about supervisors who were carrying firearms inside the factory and who would draw them at the slightest provocation.

Dismissals were taking place, sometimes up to five workers a day without valid reason, which workers saw as an attempt to break the union, wrote Mhlaka-hlaka.

Mhlaka-hlaka again called at Alexandria to handle worker directed against the chicory board. The upshot was a decision to send a delegation of four to see management.

Their brief was to voice their dissatisfaction with the "racist" and threatening behaviour of the supervisors" and continuing dismissals of union workers. They were also to assert the right of the work force to belong to

the union. The management fired one of the delegation bringing to 17 the number of workers fired since the recognition issue began.

This action was to be the last straw, wrote Mhlaka-hlaka.

The second strike started on February 26, 1986. This time the farmers tried to reason with the workers by offering to deduct union dues through a stop order facility. But they were still not prepared to allow the union into the plant, according to Mhlaka-hlaka.

Nor would they reinstate the dismissed 17, claiming they were guilty of misconduct and drunkenness.

An ultimatum to start work came next. It was ignored and the police were called in to disperse the work force. The union claimed, the management offered selectively to re-employ the strikers, conceding that workers could be represented by union officials.

But the offer fell through when a telegram arrived from the board stating it believed the strike was illegal and that none of the strikers would be reinstated.

The union is currently seeking legal advice and is hoping for a hearing at the Conciliation Board.

Meanwhile labour is being trucked in from Ciskei, and the township, which staffed the plant, continues to suffer from an employer boycott. The manager of the Chicory Board, Mr B S Weich, was not available for comment after repeated attempt to get hold of him (ECNA).

SOUTH

Dop system OK 'at times'

19/3-25/3 (54) (140A)

SOUTH REPORTER

FARMERS providing wine in limited quantities to labourers for enjoyment with food, particularly after work, are participating in "a normal, civilised, centuries-old practice whereby wine farm labourers share in the fruit of their toil", a KWV executive said this week

Mr T Pegel, chief personnel and communications executive of KWV in Suider Paarl, said the dop system was "obsolete"

"We believe this system is and sometimes dug up and drawn out of context by critics to create misconceptions"

Many farmers in the Stellenbosch-Paarl area have stopped the dop system according to the Rural Foundation.

But the system on the farms in areas surveyed by SOUTH was "very disappointing", Mr H Bailey, public relations manager for the Rural Foundation, said

A survey last year by the Rural Foundation showed that 25% of farms still practise the dop system

Meanwhile MOIRA LEVY reports that farmworkers are for the first time being organised into a trade union, in spite of legal constraints.

The Food and Allied Workers Union (FAWU) has started organising on farms

The Labour Relations Act bans farmworkers from joining unions, but according to an organiser, the workers are ignoring that ruling

Labourers on farms in the Groot Drakenstein, Stellenbosch and Grabouw, are joining the union. A union organiser said at Groot Drakenstein alone there were about 400 members out of a workforce of between 500 and 600 workers.

FAWU is negotiating recognition agreements at the Anglo American farms in Groot Drakenstein and with the bosses at Farm Fair in Stellenbosch.

A union organiser said FAWU already had majority membership at these farms

It was the formation of Cosatu and the launch of FAWU in the Western Cape that opened the way for organising farm workers, the union organiser said

FAWU was encountering obstacles at other farms

"At Grabouw we are not allowed on the farms. Farmers tell us their workers don't need trade unions. They claim they provide their workers with houses, and that the conditions are good"

overdraft to fund the advertisements, and Mrs Cosby could be resolved.

More workers join rail strike

CAA-Trans 25/3/87 (140P)

JOHANNESBURG — The first major rail strike in South Africa escalated yesterday as SATS reported that up to 11 000 workers were out on strike at Johannesburg stations, cargo depots and Jan Smuts Airport

The illegal strike, triggered by the dismissal of a worker accused of theft, entered its 12th day yesterday with little hope of an early settlement

"We cannot be sure, but we think there are between 9 000 and 11 000 men out at present," said Mr Tienie van den Berg, a spokesman for SATS

"We will continue negotiations (today), but at this moment we don't see any light at the end of the tunnel

"We have never had a strike on the railways before. At this stage no one has been dismissed, but they are not actually allowed to strike"

Mr Van den Berg said transport workers were forbidden to strike because railways and airports were considered essential services

The government on Monday enacted

special legislation giving SATS the right to dismiss strikers

The Bureau for Information confirmed yesterday that police had dispersed about 250 strikers with teargas on Monday. There were no injuries or arrests.

A spokesman for the SA Railways and Harbours Workers' Union (SARHWU) said it was difficult to say how large the strike had become because of the rate at which it was spreading. He said workers at Standarderton had joined on Monday

SATS is refusing to meet the Cosatu-affiliated SARHWU as it is not recognized, although it claims to represent the majority of those on strike

The National Union of Railway Workers, which claims 12 000 members, yesterday said it would put aside its differences with SARHWU to "unite in action" — Sapa, UPI and Own Correspondent

Titanic dinner to aid ferry orphan

Bl Day 28/3/87

Another 1 000 Sats workers join strike

(4017) (180) (270)

AT least another 1 000 workers at 10 locations joined the Sats strike yesterday, and the container backlog increased by 400 to 1 700.

Workers are demanding the unconditional reinstatement of a driver dismissed two weeks ago.

A Sats spokesman said last night 9 000 workers at 80 depots were on strike, most on the Witwatersrand, but the strike had extended to the borders of Vereeniging.

A SA Railways and Harbours Workers' Union (Sarhwu) spokesman said it was difficult to say how large the strike had become because of the rate at which it was spreading. He said workers at Standerton had joined yesterday.

Sats is refusing to meet the Co-

ALAN FINE

satu-affiliated Sarhwu as it is not recognised, although it claims to represent the majority of those on strike.

The Sats spokesman said talks with other worker representatives continued yesterday. He said an agreement was reached late on Monday, but strikers rejected it yesterday morning. Details of the proposal were not disclosed.

A Bureau for Information spokesman confirmed police fired teargas to disperse a group of about 250 strikers at a depot in Johannesburg yesterday. He said no injuries or arrests were reported.

progressing well
Pretoria hospital

Artisans plan gets union 'no'

Own Correspondent

CAPE TOWN — Moves by employers in the electrical contracting industry to introduce a new category of "unqualified artisan" have been rejected by unions.

They see the proposal as an attempt to create a grade of skilled worker who would do an artisan's work without the necessary qualifications, and be paid less than an artisan.

A spokesman for the Electrical and Allied Workers' Trades Union (EAWTU) said all member unions had rejected the move.

They see it as undermining artisan wages.

The spokesman said the employer body, the Electrical Contractors Association (ECA), had refused to negotiate on wages until unions accepted this proposal.

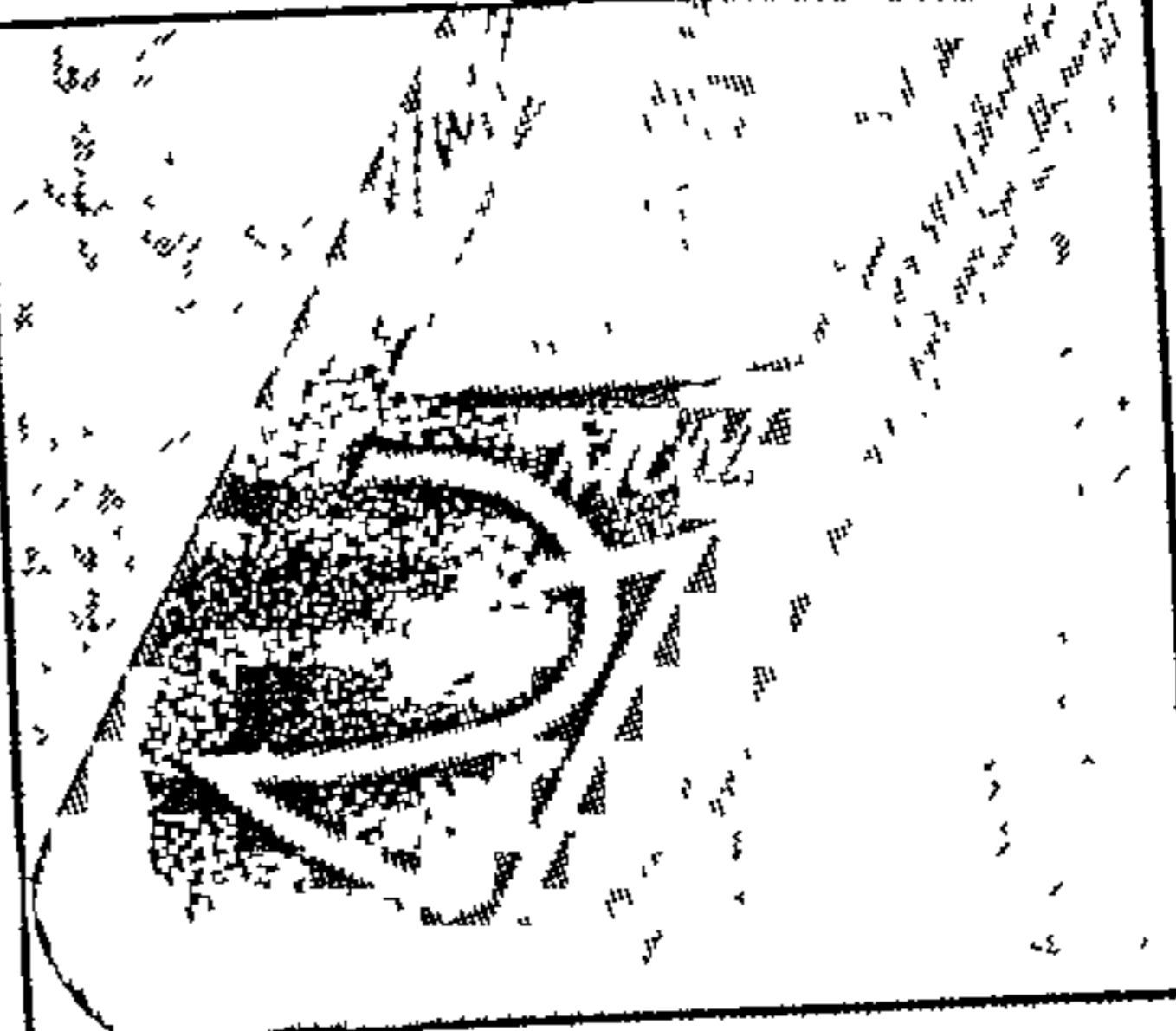
"We have revoked all agreements, formal and informal, with the Western Cape region of the ECA," he said.

Getting to know

COCA-COLA
OR
DIET COKE
(NON-RETURNABLE)

159
2l

HUG
GIE
TODD
24's



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Cape Times 26/3/87

SATS warns strikers of dismissal

JOHANNESBURG — The South African Transport Services (SATS) yesterday warned about 11 000 striking workers that they faced dismissal as the country's first rail strike entered its 14th day.

A SATS official said strikers had been warned in pamphlets yesterday that they could face dismissal. There were no talks yesterday, according to SATS' public relations officer Mr Jannie van Zyl.

"We have left the door open for them to come. We will be there at City Deep at 7am tomorrow again," he said yesterday.

Mr Van Zyl was unaware of a statement by the South African Railways and Harbours Workers' Union that workers from 12 depots met yesterday to draw up a revised set of demands.

"Workers are asking for full pay for the period on strike, no victimisation of strikers, a statement of intent by SATS to abolish discrimination and the unconditional re-instatement of the dismissed worker as preconditions to going back to work," a SARHWU spokesman said.

"We don't have discussions with SARHWU," Mr Van Zyl said. "We haven't talked to their representatives. We are talking to our shop stewards and representative people elected by our employees."

Mr Van Zyl was unaware of a statement issued yesterday by South Africa's largest labour federation, Cosatu, to which SARHWU is affiliated.

Cosatu said SARHWU had conducted the SATS strike in a disciplined way and called on SATS to negotiate in good faith.

The strike started when a driver accused of theft was dismissed and fined R80.

□ The Bureau for Information reported yesterday that about 50 people "who were part of a larger group of strikers" at the City Deep railway depot stoned a private vehicle on Tuesday, causing about R2 000 damage. No injuries or arrests were reported. — Sapa

Sats strike 'confined to Reef'

Argus 26/3/82
The Argus
Correspondent

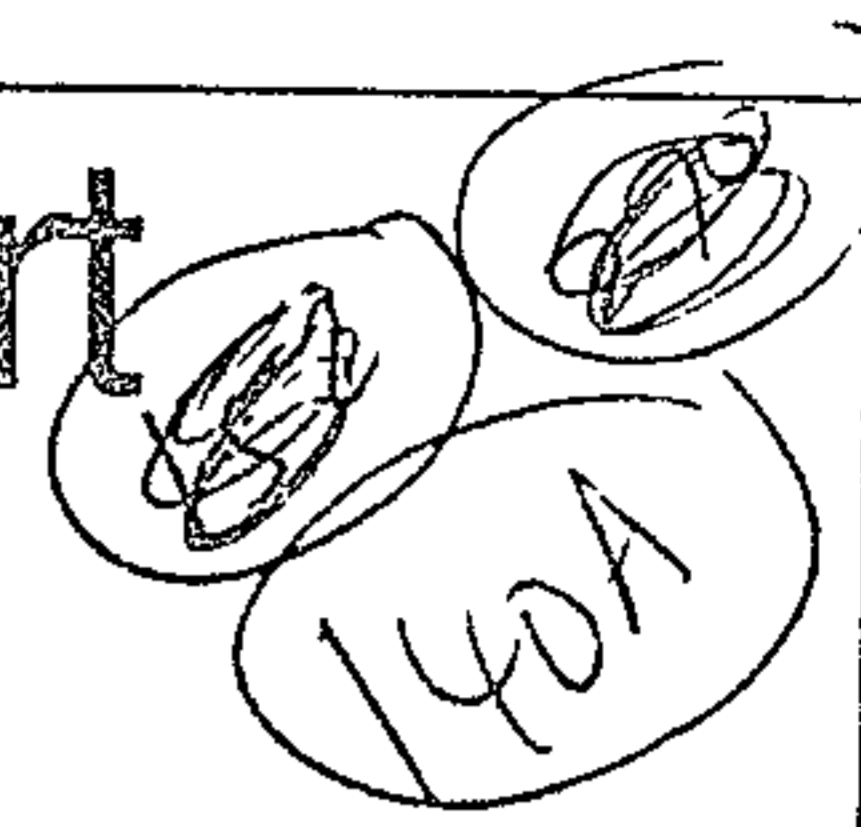
PRETORIA. — The strike by more than 10 000 South African Transport Services workers is still confined to the Reef, a spokesman confirmed today.

Mr J C van Rooyen denied claims that the strike had spread to other areas and confirmed that about 10 000 workers were on strike.

Mr van Rooyen said Sats was not involved in negotiations with the union representing the workers.

"We are talking to our own shop stewards and representatives elected by our workers."

Cosatu support SATS strikers



By MONO BADELA

THE giant Congress of South African Trade Unions (Cosatu) has come out in support of 14,000 striking railway workers who have virtually paralysed the transportation services in the Johannesburg area

In a statement, Cosatu called on SATS to overhaul its "labour relations strategies" and negotiate in good faith with the workers and their union, the South African Railways and Harbour Workers' Union (SAR&HWU).

It also condemned government interference and asked employee organisations to urge SATS to resolve the dispute as speedily as possible.

Free rides

White workers were called in this week to ease the congestion at SATS railway and distribution centres. Commuters were greeted with the unusual sight of white women sweeping the floors at Johannesburg station.

Commuters on trains from the black townships to the city got free rides because black barrier guards and ticket

collectors had also joined the strike

However, they had to put up with the stench of overflowing toilets and rubbish that had not been collected since March 13 at Johannesburg's Park Station

The two-week-old strike was given an added dimension earlier this week when the government issued a special promulgation giving SATS the right to dismiss striking workers without notice

A SATS spokesman said on Wednesday that so far no worker had been dismissed and that negotiations were continuing. He also confirmed that the strike had caused a backlog in the delivery of 2,000 containers

The strike was triggered off by the dismissal of a driver who had a R40 shortfall in money due to SATS. He was later reinstated and fined R80 but he refused to pay. The union demanded his unconditional reinstatement

The strike is the biggest in the public sector since the 1980 strike by Johannesburg's black municipal workers

Strike-hit railways faces backlog

(140A) SA Transport Services (Sats) was faced with a backlog of 1 800 goods containers at its container distribution nerve centre yesterday after a strike by more than 5 500 SA Railway and Harbour Workers' Union (Sarhwu) members.

Sats said only 2 549 workers were on strike at its Kaserne and City Deep cartage and forwarding depots

But Sarhwu insisted there were 5 500 workers out — 500 City Deep

By SEFAKO NYAKA
and ADRIAN HADLAND

workers who went on strike last week in protest against the dismissal of a driver, Andrew Nenzamba, and more than 5 000 who went on strike this week in support of them

Management agreed to reinstate Nenzamba this week on condition he pays an R80 fine — an offer which was rejected by the strikers

2026/3/87
Yesterday, Sats disclosed that an arbitrator — Brian Berndt, Sats' regional manager in Kimberley — had been appointed to consider Nenzamba's case, and said the fine might be reviewed

The Kaserne workers are demanding Nenzamba's unconditional reinstatement, as well as full pay for the days they have been on strike

including Elizabeth Motaung (28), Ms Sanna Twala (23), Mr Solomon Motsogae (28) and Mr Tshabalala, were going to testify that they were assaulted by the police before they made statements at the Dunnotlar police station soon after the death of Ms Sikhosana.

W/O Scott denied these allegations.

Mr Soggot also submitted that Mr Tshabalala was going to tell the court he was assaulted by W/O Scott and Sergeant Msibi. W/O Scott denied the allegations.

Mr Justice Hartzenberg yesterday ruled that the State prosecutor, Mr B Bredenkamp hand over the daily police occurrence book relating to events in Duduza in 1985.

The State had earlier objected to this request by the defence team to examine the book arguing that they were privileged to keep it in their possession.

(Proceeding)

Mawu in dispute

AN alleged "racial slur" at the Barlow Alrode Appliance Company in Isando has led 600 members of the Metal and Allied Workers Union to down tools.

A spokesman for the workers said a technician at the factory called one of Mawu's members a "kaffir".

Workers decided to down tools until the white man was disciplined. "We called for his firing because we feel management at the company condones racialism," said the spokesman.

The Barlow Appliance managing director, Mr B P Gallagher, said the strike was illegal. He refuted allegations that the stoppage was sparked off by a racial slur and said that it was a "problem" that was being discussed between the union and the company management.

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Soweto 26/3/87



Mr RICHARD Maponya
dispute.

Ccawusa takes on Maponya

By MOJALEFA
MOSEKI

THE Commercial Catering and Allied Workers Union of SA is flexing its muscles for another battle — this time with Soweto entrepreneur Richard Maponya

The dispute involves salaries being paid at his Maponya's Supermarket in Soweto. This union said workers earned as little as R265 a month. Mr Maponya has not said if this is true or not.

The union has applied for a Conciliation Board hearing while it gears itself for a battle if the conciliation bid fails to settle the dispute.

This follows the collapse of more than 14 hours of mediation talks in Johannesburg at the weekend.

The union rejected Mr Maponya's offer of R70 across-the-board for unskilled workers and R80 across-the-board for supervisors in a last-ditch effort to end the dispute during the early hours of Sunday morning.

Demand

Ccawusa had also backed down from its R120 across-the-board to a final demand of R110.

A Ccawusa spokesman said they rejected the offer because Mr Maponya, who was represented by his advisers, paid "poverty wages".

Mr Maponya said he had done his best to secure an early settlement by offering R80 across-the-board despite having reviewed and increased the salaries of his staff. He also gave them merit increases.

"As a member of Nafcoc, which has expressed total support for unions organising workers, I cannot go back on that principle as it is binding on me. I keep hoping that reason will prevail at the end of the dispute," said Mr Maponya.

A union spokesman said many Soweto people want to know the outcome of talks. The union said they had to send their organisers to spread the word in Soweto.

Union dispute with Maponya stores

THE Commercial Catering and Allied Workers' Union (Ccawusa) is to contest the dismissal of seven of its members from Maponya Discount Stores in Soweto

It is also involved in a dispute over the wages paid to workers there

The union has accused Soweto businesswoman Marina Maponya of union-bashing — an allegation which has been denied by her husband, Richard

"We are not opposed to any of our employees joining a trade union of his choice," he said Any employer who does not recognise unions are here to stay "must be a fool".

Ccawusa said the seven workers, including a shop steward, were dismissed "for petty reasons"

The dismissals were unfair, it said, as the Maponyas failed to "adhere to labour procedure" in handling the dismissal cases

Workers at the store complained about harassment and victimisation by

By SEFAKO NYAKA

a private security firm at the store

Mr Maponya accused the Ccawusa members of using the union as a licence to "start stealing, being cheeky towards customers and overlooking everybody"

He said his company has adhered to labour practices in dealing with dismissals of workers He claimed the seven in question had been charged with theft after security at his store had called in the police

Ccawusa and the Maponyas are due to go to mediation tomorrow after

deadlocking on wage negotiations A dispute was declared on February 18

Ccawusa is demanding a R120 across the board increase for its 65 members at the store, but the Maponyas have offered R45

He said he had revised his workers' salaries a few months ago by between R50 and R115

Workers also dismissed as "nonsense" the claim that they were abusing the union by "stealing or being cheeky."

Mr Maponya said he would approach tomorrow's mediation with "an open mind"

"I am not so sure if I will stick to my initial offer or increase it"

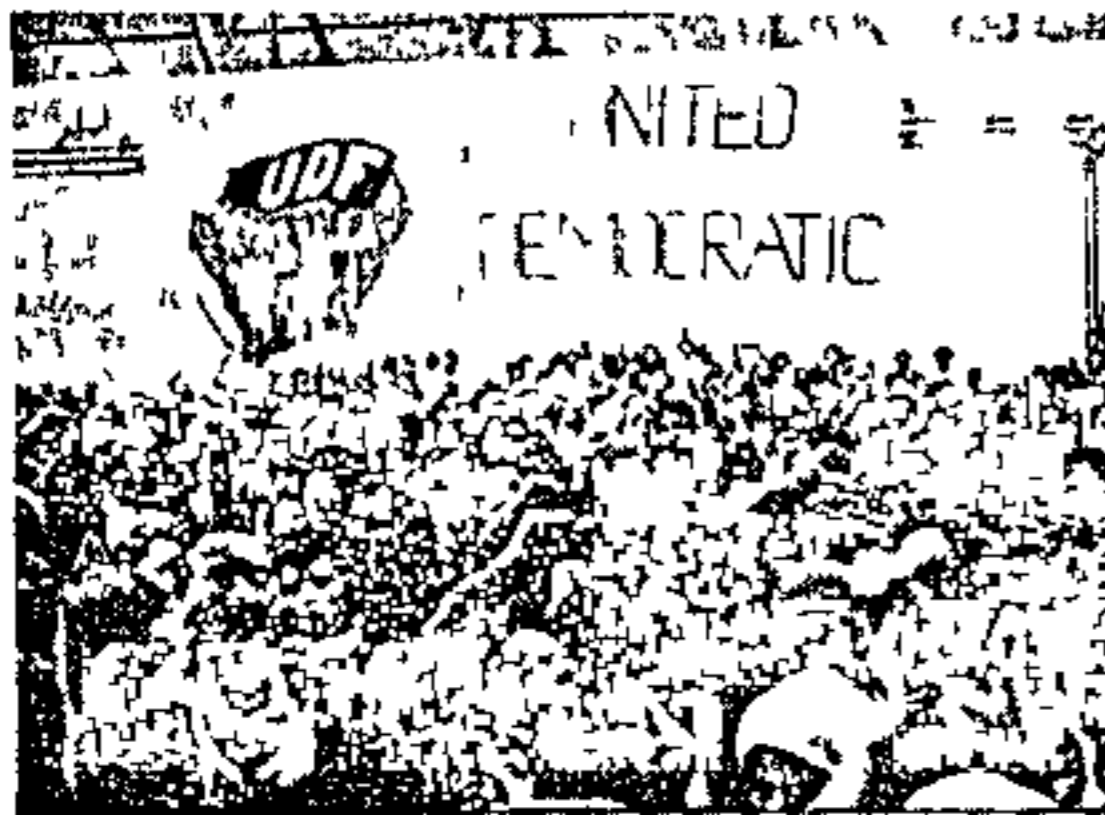
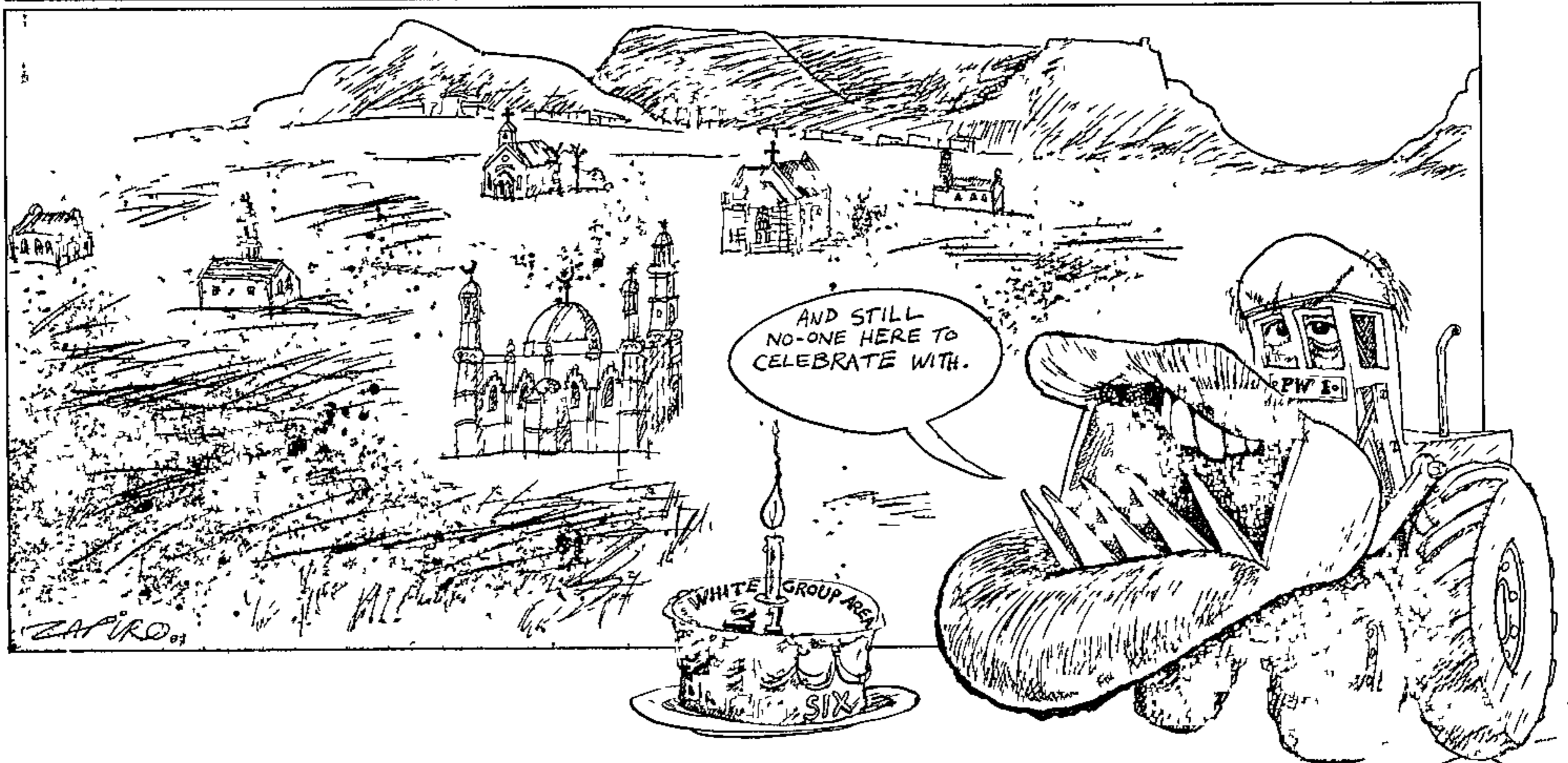
His financial and labour advisor, Mark Hercht, said he was confident the dispute would be resolved this weekend

● Ccawusa is to start wage negotiations with four retail outlets next month

Negotiations with Checkers Stores start on April 10 Four days later two-day negotiations with Grand Bazaars get underway in Cape Town On April 16, Ccawusa meets with Trador and on April 23 with Score Supermarkets

W/Mail 140A

20-26/3/87



The launch of the UDF on August 19, 1983

UDF -- silent but not silenced

FOUR United Democratic Front Western Cape executive members emerged from hiding to give SOUTH an interview. They told MOIRA LEVY that the UDF was surviving the state of emergency.

WITHIN 10 days of last year's declaration of a state of emergency the national executive of the UDF had already held its first committee meeting.

The UDF claims it has been silent but not silenced by the state clampdown.

National structures have continued to operate in spite of detentions and harassment according to Graeme Bloch, Mountain Qumbela, Ebrahim Rasool and Cheryl Carolus.

Faced with state repression, the UDF has responded by evolving a new style of operation. The Front is working closely with the Congress of South African Trade Unions (Cosatu), the National Education Crisis Committee (NECC) and the South African Youth Congress (Sayco).

UDF and Cosatu in a joint campaign fought down R10 bus fare increases on the Cape Town Ciskei route, and won a promise that the companies would in future negotiate with the township organisations before proposing any further increases.

Qumbela said UDF and Cosatu would continue to hold regular meetings and negotiations were presently under way with taxi owners who were threatening a fare increase.

The UDF members also said they saw the importance of sanctions in isolating the Botha government.

The UDF is currently re-negotiating its strategies within the sanctions call. We have to look at where sanctions may be more effective.

Acutely aware that it is the chief target of the state's attack that compared to the first emergency, this time around the government has set out to systematically dismantle the UDF, the executive concedes that it

has been hit hard, particularly by the press curbs.

At every executive committee meeting we wonder who will still be with us next time, Ms Carolus said.

One of the biggest adjustments we still have to make is the realisation that on the propaganda level we have not been that effective.

But the executive is confident that it has learned a lesson from the earlier crackdown, claiming: We have emerged in a better state after our initial setbacks, with deeper organisation.

Ms Carolus pointed to the re-emergence of the United Womens Congress (UWCO). We are again giving emphasis to organising women.

Graeme Bloch welcomed what he said was the appearance for the first time of tight well disciplined organisation among the students of the Western Cape. For the first time we see the whole education section coming together.

We have been able to consolidate the growth of Sayco, and help to patch up the NECC. We feel confident that in the near future we will have a functioning NECC again.

Ebrahim Rasool said the UDF had to find a way of coping with things that have become illegal since the second state of emergency was declared. It was forced to work both out in the open and in a less public way.

UDF has come out of this period more directed. The systematic state clampdown has forced us to become more conscious of what is possible and what is not, and we are learning how to operate under this kind of repression.

THE ALLAN BOESAK COLUMN

Biko film shows world that truth cannot be avoided

THE ghost of Steve Biko is back to haunt the government.

This was my overall impression after I was recently invited by Sir Richard Attenborough to view scenes from his latest film based on the lives of Biko and Donald Woods. The film depicts a particular chapter of South African history during the seventies in which the character of Biko looms large.

The film is not so much about Biko but how he influenced the lives of middle class Woods family. Attenborough agrees that the Biko story must still be told.

The two most powerful scenes in the film were the Soweto violence of 1976 and the portrayal of a Biko during those fateful days before his death in September 1977.

I sat there and thought: I've seen this all before. But there I sat rivetted and overwhelmed.

The children of Soweto against the might of the State, the now famous scene of the shooting of Hector Peterson, and then the scene of Biko, battered and

naked, being loaded into a police van for that fateful trip to Pretoria. There are no policemen in sight, only their voices and that of the doctor who examined Biko.

Denzil Washington, the American in the role of Biko, obviously took great care to change his accent to sound like a black South African. The Afrikaans and South African English accents are true to life. Attenborough's sensitivity and ability to create the correct atmosphere, is very evident.

I saw the film in the raw, with music still to be added and the final dubbing still to be done. The final product will probably be more powerful.

To me it is more than just a film. It is clearly not directed at South African blacks, but at cinema audiences in the rest of the world. It will show them through the eyes of a middle class white family a little about the situation in South Africa and make it much more harder for those who can influence their governments to avoid the truth.



South Africans clawing their way out of debt

GERALD REILLY

26/3/87

SOUTH AFRICANS seem slowly to be clawing their way out of massive debt that piled up during three years of recession.

Economists say this is a reasonable conclusion to draw from the latest debt figures released in Pretoria yesterday by Central Statistical Services.

They show that in the three months to end-January, the number of summonses for debt decreased by 12,4% to 189 304, compared with 216 075 for the November-January period in 1985-86.

Civil summonses for debt also declined — by 10,5% to 92 846 against 103 767 in the previous November-January period.

Amounts involved in civil default and consent judgments for debt on business enterprises and private persons in January this year decreased by R5,347m to R53,210m, compared with January last year.

Amounts involved in judgments on private persons decreased by R11,125m to R46,730m

Sanctions attack

ULUNDI — KwaZulu leader Chief Mangosuthu Buthelezi yesterday criticised the UDF and the Congress of South African Trade Unions (Cosatu) over the sanctions issue

He accused UDF patron Allan Boesak and Cosatu vice-president Chris Dlamini of first promoting disinvestment and then back-tracking when it became clear that most blacks were disenchanted with the policy.

Buthelezi said "The victims of apartheid had never clamoured for disinvestment and it was tragic that they had to continue paying the price for it while time matured in their favour

"Cosatu and the UDF knew this, but they had had the liberty of saying what they wanted to without referring to the people. They were basically affiliate organisations and were not dependent on endorsement by individual membership

"Dlamini's political shallowness was revealed when he said Cosatu had never called for companies to pull out, but that it did support sanctions," said Buthelezi — Sapa

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**Talks resume after
food workers strike**

THE FOOD and Allied Workers Union will resume negotiations with the management at two factories in the Western Cape where about 400 workers downed tools over a wage dispute.

The workers, employed by African Food Products at Milnerton and Bellville, went on strike for two days in support of their demand for a R3 hourly wage.

Management's offer was R2.78 an hour. The workers slept at the factory premises on the first day of the strike.

According to a FAWU spokesman, the workers returned to work a day after a court interdict was granted against them.

Living wage campaign launched

140A

COSATU is to launch its national 'Living Wage' campaign on March 29.

The campaign will be one of Cosatu's key programmes this year.

Affiliates have been asked to set up 'Living Wage' committees which will be co-ordinated by regional committees.

Cosatu has described the campaign as "the biggest challenge to the bosses and their profit-making system".

"It will also strenghten Cosatu in its bid to unionise unorganised workers, build links with other progressive bodies and fight poverty," Cosatu said in a letter. - Staff reporter.

CAPE TIMES

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SATS meets on rail strike

JOHANNESBURG. — SATS management and a group of nearly 100 worker representatives met for more than three hours yesterday afternoon in an effort to resolve the strike which began at the City Deep depot two weeks ago and this week spread to the whole Witwatersrand region.

The meeting was adjourned to Monday.

SATS says it believes the 11 000 workers participating are unaware that the penalty of the person whose dismissal triggered the strike has since been reduced to an R80 fine.

But strikers are demanding his unconditional reinstatement, says the South African Railways and Harbours Workers' Union (Sarhwu).

SATS continues to refuse to deal with the union, which claims majority membership among the strikers. However, the large negotiating team was elected at a meeting convened by Sarhwu on Saturday.

140A
Sowitzer
27/3/87

UNIONISTS IN TALKS

The Building Construction and Allied Workers Union holds a national shop stewards council meeting on Sunday.

The meeting will focus — among other

things — on pending retrenchments in the Roberts and Murray Group. The meeting starts at 9 am and will be held at the union's Johannesburg offices.

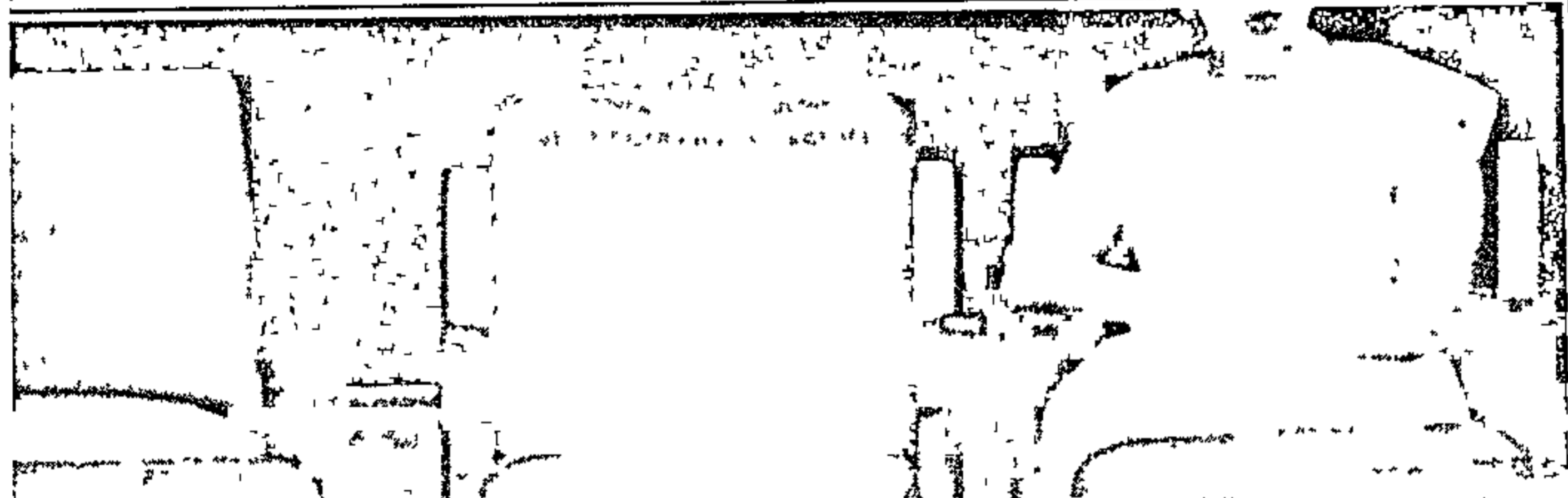


One man's R40 row explodes into a R5-m strike



The man at the centre of it all Andrew Nendzanda, right

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is having to pay for its attitude — to the tune of at least half a million rand a day

This figure comes from a statement by Sats' Southern Transvaal manager, Abraham Spies le Roux, who said City Deep's earnings were in the region of R500 000 a day

The claim was made in a statement to the Supreme Court last week in support of Sats' successful application for an interdict to stop workers from "disrupting operations" at City Deep

● Late yesterday, Sats issued a statement saying it was due to meet a delegation of workers. It did not say what was on the agenda, however, or whether it had reconsidered its offer to the strikers

The strikers also held a planning meeting at City Deep — in a bus — to discuss their strategy

● From PAGE 1

have been on strike. Management has offered half-pay to the strikers, which has been rejected, and appointed an arbitrator — which has also been rejected, as the arbitrator is a Sats employee

This week, Nendzanda's colleagues at City Deep clarified their claim that Sats "fires workers for absolutely no reason".

"We do not have a say here at City Deep," one said. "The boss speaks, and it is the law"

"Towards April, it gets particularly bad. That's the month they pay bonuses — they obviously want to get rid of workers before then, so they don't have to pay out so much"

Now, however, the strikers say Sats had to deliver a container to Springs and collect the R40,40 payment

"When I arrived back at the depot, I found that the cashier's offices were closed," he said

"As it was a Friday, I had to keep the money with me. I paid it in first thing on Monday, before taking my first delivery

"I was given a receipt and I thought everything was over. But the next day, I was called to the office and asked to explain why I cashed in late. I gave them my explanation, and they seemed to accept it"

Almost five months later, on March 11, Nendzanda was summoned again — and told he was going to be "disciplined"

"I was given an envelope containing two letters, one suspending me from work and the other dismissing me"

His colleagues asked him why he was not working, and he showed them the letters

"The drivers called a meeting and decided not to go back to work until I was reinstated," he said

Once the strike started, Sats called in union shop stewards at City Deep and told them they had reconsidered Nendzanda's case, and decided to demote him to a 'labourer' instead of firing him

This was rejected by the workers. Then Sats suggested he be employed as

● To PAGE 2

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

By MONO BADELA
SA Transport Services (Sats) has lost more than R5 million in the last two weeks — because of a dispute with a worker over R40,40

The worker in question, Andrew Nendzanda was fired for handing in the R40 late — and his dismissal sparked off industrial action which now involves 16 000 workers at 23 depots. The strike, which enters its third week today has virtually crippled Sats' distribution network, and hampered its container service to harbours around the country

Nendzanda — a member of the SA Railway and Harbour Workers' Union, which Sats refuses to recognise — maintains that Sats tried to victimise him

"I still believe I have done nothing wrong," he said. "I can't understand why I was fired because of such a minor issue"

On October 24 last year, Nendzanda



had to deliver a container to Springs and collect the R40,40 payment

"When I arrived back at the depot, I found that the cashier's offices were closed," he said

"As it was a Friday, I had to keep the money with me. I paid it in first thing on Monday, before taking my first delivery

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The R40 railway strike

Cosatu launches campaign

'DRIVE FOR A LIVING WAGE'

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27/3/87



THE Congress of South African Trade Unions (Cosatu) is to launch its "living wage" campaign this weekend

The federation, as part of the campaign, is to present a set of wage demands to employers in various sectors this year

Cosatu general secretary Mr Jay Naidoo told a Press conference yesterday that the federation's affiliates would be involved in a concerted campaign in their battle for a living wage

By **LEN MASEKO**

Among Cosatu's demands are

- A minimum wage of R4,50 an hour in the metal industry Cosatu's affiliate, the Metal and Allied Workers' Union (Mawu), is spearheading this campaign in this sector,

- An across-the-board 58 percent wage increase in the mining industry, as demanded by Cosatu-affiliated National Union of Mineworkers,

- The scrapping of the migrant labour system and replacement of tribally-designed hostels with "decent housing" near workplaces,

- The scrapping of income tax "as blacks were never consulted when this was implemented" This tax, including GST, served to re-inforce the apartheid infrastructure, according to Cosatu

Rejected

The federation has rejected President P. W. Botha's proposals on the May Day issue, saying it would press ahead with its demand for May 1 and June 16 to be recognised as paid holidays

In most sectors bosses had kept wages well below the inflation rate and "vehemently resisted worker demands for a greater slice of profits", the Cosatu official said

"Workers are thus getting poorer every day, with less money in their pockets, less food in the cupboards, and increased hardship and degradation in the townships," Mr Naidoo added

Maponya dispute in deadlock

MEDIATION talks between the Commercial, Catering and Allied Workers' Union (Cawusa) and Maponya Discount Stores in Soweto have deadlocked

This week, Cawusa applied to the Industrial Council for the appointment of a conciliation board in a bid to resolve the month-old dispute

Should the conciliation board fail to resolve the issue, it will open the way for a legal strike at the supermarket — one of the first in the township

Last weekend's mediation meeting ran into early snags when the union rejected store owner Richard Maponya's classification of workers

By SEFAKO NYAKA

A Cawusa representative said Maponya categorised workers at his store as either "unskilled workers", supervisors or cashiers

Cawusa argued that all the supervisors at the store are immediate relatives of the owners

Maponya's mediator proposed a R65 increase for the nine supervisors and R55 for the 118 cashiers and "unskilled workers"

Cawusa's mediators were demanding a R120 increase across the board, but after consulting with workers the offer was lowered to

R110

Maponya then offered ^{W/Mar 27/3} ~~R80~~ ^{R87} for supervisors and R70 for cashiers and "unskilled" workers

The offer was rejected, as it was felt it was not in line with the "living wage" standards set by the Congress of SA Trade Unions (Cosatu), of which Cawusa is an affiliate

● Cawusa has also referred the dismissal of seven of its members to the Industrial Court

The union claims the workers, including a shopsteward, were dismissed for "petty reasons" and accused the company of union-bashing — an allegation denied by Maponya

KUSA

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Whites sweep station as blacks strike

At white railways stations, whites sweep the floors. At black stations, no-one does. MONO BADELA reports on the country's biggest strike in seven years.

WHITE workers were roped in by the SA Transport Services (Sats) this week in a bid to ease the crippling congestion at railway stations and distribution centres caused by the two-week-old railways workers' strike.

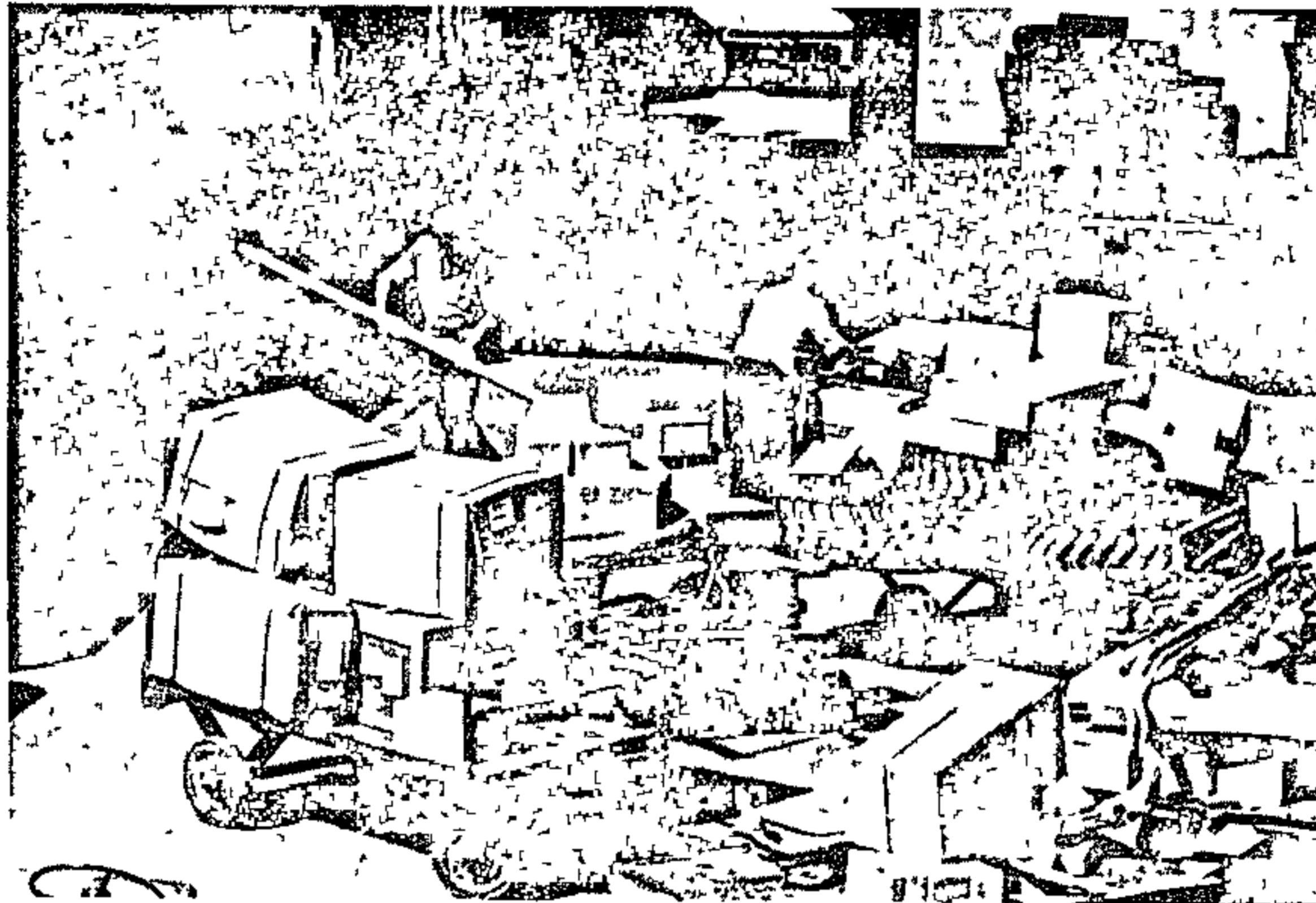
In the country's main station in Johannesburg, white women swept the floor of the whites-only section of the station.

But white workers worked only at "white stations". Black stations have been left untouched since Friday, when the strike involving members of the SA Railways and Harbour Workers Union (Sarhwu) started to escalate.

Black commuters have been able to score free rides from the townships to the cities as ticket collectors and barrier officials joined the strike.

But they have had to pay in another way for their free rides: the stench at Johannesburg's Park Station, through which thousands of black commuters pass every day, is unbearable. Toilets have not been cleaned since the strike started on March 13 and platforms were not swept.

According to a Sats representative, no workers have yet been dismissed, despite an extraordinary government gazette published this week to give the Sats system manager the power to fire strikers without notice. He said



Carrying the can, white railway workers doing the manual labour normally done by black workers who downed tools this week.

Picture: ERIC MILLER, Afrapix

negotiations were continuing.

On Monday, police used teargas to disperse striking workers assembled at Johannesburg station. Police, who have since confirmed the action, also sjambokked and baton-charged the workers and turned police dogs on them. Only hours after the incident, a bomb explosion destroyed railway lines near Dube, Soweto.

The strike began two weeks ago when nearly 14 000 workers, mostly Sarhwu, downed tools across the Reef and in Pretoria. It was triggered by the dismissal of

a driver who did not immediately hand in the sum of R40 received from a customer. He was subsequently rehired but fined R80. Sarhwu rejected the fine and demanded the driver's unconditional re-employment.

As the strike escalated, workers began demanding full strike pay and recognition of Sarhwu. The authorities currently recognise only a rival in-house union, alleged by Sarhwu to be a "sweetheart" union.

A Sarhwu representative, Temba Khuzwayo, warned that if the dispute was not resolved soon, action could easily spread to other major centres. Already there have been reports that Durban dockworkers may have joined the strike.

The industrial action threatens to be the biggest since Joe Mavi organised the Johannesburg municipal workers' strike in Johannesburg.

But it is not the first industrial action to hit Sats. In 1982, some 600 Port Elizabeth dockworkers were dismissed by the government-run transport services after they had downed tools, demanding recognition of their trade union, the General Workers Union (GWU). They were trucked to the homelands.

Sarhwu is a member of Cosatu, the country's largest umbrella union federation, and one of its most militant.

'Negotiate' call by Cosatu

By MONO BADELA

THE giant Congress of South African Trade Unions this week came out strongly in support of striking railway workers and in a strongly worded letter to the South African Transport Services it urged the authorities to "negotiate in good faith with the workers and their union".

Cosatu also warned that mass dismissal of the strikers would fuel political and industrial tension in the country.

The strike by more than 14 000 Sats workers entered its third week today. Judging from the mood of the strikers, the chances it could be resolved this weekend are minimal, indeed.

Acting general secretary of the SA Railway and Harbour Workers' Union, Temba Khuzwayo, told *Weekly Mail* more than 450 delegates representing workers from 12 depots resolved in a five-hour meeting to continue with the work-stoppage. At the same time, they elected 37 delegates to reinforce those now involved in discussions with management at City Deep and they drew up a revised set of demands.

These included, *inter alia*:

- The unconditional re-employment of driver Andrew Nenzanda, whose dismissal set off the strike,

- A clear statement of intent to eliminate racism "anywhere and everywhere in Sats" and the establishment of the appropriate grievance machinery to deal with complaints in this regard,

- A guarantee that no person shall be singled out for any disciplinary action arising out of the work stoppage,

- Full payment for the time workers are on strike.

Khuzwayo said the reason for the

last demand was that workers felt the dispute could have been resolved at the outset if management had been "reasonable". The time wasted, the workers claim, was due to "intransigence" on the part of Sats.

But Sats PRO Jannie van Zyl has warned that strikers will not be remunerated while on strike. And Sats has made it clear it does not recognise Sarhwu.

Cosatu has urged Sats to pay immediate attention to overhauling its labour relations practices. Cosatu has also called on other employer organisations to urge Sats speedily to resolve the dispute which is escalating and involving increasing numbers of workers in various parts of the country.

The federation has also condemned the interference of the government in the dispute. It has warned it would be "dangerous" for Sats to resort to mass dismissals. Cosatu said such an action would only fuel tension and conflict, both in the factories and the townships.

A similar call has been made by Sarhwu. The union, one of the youngest Cosatu affiliates but very militant, claims to be representing the majority of black workers employed by Sats.

Khuzwayo said the workers were not paying any attention to the threat of being dismissed without notice. The system manager, he said, has always had these arbitrary powers — and, he added, workers have been dismissed without warning down the years. He said it would not be easy to dismiss workers at City Deep.

W/PHINDA KUZWAYO
1/2/81
PHINDA
Strydom

WEEKLY MAIL, Febru

The white rigger who joined black union

AN Afrikaans worker fired by the Felixton sugar milling company in the course of his campaign to improve working conditions for blacks has sought the support of a black trade union

Fifty-year-old Dennis Strydom claims racism, dangerous working conditions and exploitation of the black work force at the sugar mill led him to join the Food and Allied Workers Union

A rigger at the sugar mill before being fired early this month, Strydom says he joined Fawu after his own one-man campaign against the company became too much for one person

He claims overhead cranes lacked brakes and that black workers were made to do skilled work but were not paid for it because they had been

By PHINDA KUZWAYO, Durban
employed at much lower grades

He may have made history when he became the first known white person in the area to be represented by a black union official after his activities at the sugar mill got him into trouble

He was summoned to a hearing under the company's disciplinary procedure, charged with inciting black workers, making threats to his foreman, writing letters to management and not clocking his clock card

Wrote Cosatu national general secretary, Jay Naidoo: "I appreciate that you have committed yourself to building Fawu by joining and participating in its activities."

Strydom says things became so bad

for him at the mill that he was isolated by the rest of the white work force. "My clock card was defaced and obscene language scribbled on it. I was called a 'kaffir-boene'," he says

At the beginning of the month he was told his contract would not be renewed when it was scheduled for review at the end of February. But after *Weekly Mail* approached the company three weeks ago about allegations made by Strydom, he was summoned into the foreman's office and told he need not bother to work until the contract officially expired

A company representative, Ron Phillips, claims Strydom was dismissed because his work was not satisfactory

Strydom disputes this. He says he had served a three-month probation

period when he started the job a year ago and there had been no complaints about his performance

Although Phillips had promised his company would respond to the allegations in a written statement, he later phoned and declined to respond to details or allegations which Strydom claims led to his dismissal

"We have investigated each and every one of the allegations but we are not prepared to discuss employer/employee relationships in the columns of the press," he said

Meanwhile Strydom has kept a sheaf of correspondence mainly with line management. He has also written to the chairman of the Tongaat-Hulett group, Dr Chrus Saunders, asking him to intervene in the situation at the mill

GM goes to court over Naawu strike

ALAN FINE (11/01)

THE Industrial Court yesterday began hearing an application by General Motors SA that certain demands made by the National Automobile and Allied Workers (Naawu) during a strike last November be declared an unfair labour practice.

The case is one of a number of possible actions that could arise out of the strike, which was over arrangements made by the company before the US-based GM Corporation disinvested from SA. GM SA has since changed its name to Delta.

GM is asking the court to declare unfair Naawu's demands for severance pay and the payout of contributions to the group life and pension schemes.

Alternatively, it is asking for a declaration that the company has no obligation to make such payments to workers who have remained in its employ, and that it has no obligation to bargain on severance payments.

Meanwhile, the union is taking action through procedures which could lead to a further Industrial Court hearing over the demands and the dismissal of 471 workers who failed to heed a management ultimatum to return to work.

27/12/87
B. Day

Cosatu to fight rally bars

THE Congress of South African Trade Unions (Cosatu) has resolved to take legal action in areas where it has been refused permission to hold rallies to officially launch its living wage campaign this weekend.

Cosatu general secretary Jay Naidoo said at a Press conference yesterday town councillors in northern Natal had imposed a blanket ban on Cosatu meetings. And magistrates in the northern Transvaal, eastern Cape and Highveld had refused permission

ALAN FINE (140)

for the meetings.

Cosatu would hold a major rally at the Jabulani amphitheatre.

The living wage campaign was Cosatu's most important this year, said Naidoo. No specific figure had been put forward — it would be decided according to sectoral circumstances. He said the campaign was intended as a challenge to the "cheap labour system".

ANATIONWIDE BOYCOTT, MASS DETENTIONS, STOPPAGES AT 100 STORES, THE ANGRY OK STRIKE ENDED THIS WEEK

A 10-month wave of strikes hits retail sector

Retail industry workers are widely unionised and militant, as a variety of major chains have found out in the last months EDDIE KOCH reports

THE marathon OK Bazaars strike which ended this week came at the crest of a wave of industrial militance that has rocked the retail sector of the South African economy in the last 10 months

Last year stores like Pick 'n Pay, Gallo, the CNA, Foschini, Nels Dairy and a host of smaller retailers were hit by a flood of national strikes, sit-in occupations, consumer boycotts and wildcat stoppages

Shopworkers were also in the forefront of resistance to the mass detention of trade unionists under the Emergency last year — and in some cases staged sit-ins as police began their swoop even before the State of Emergency was formally declared

A peculiar combination of low wages, a well educated workforce and industry conditions that lend themselves to effective unionisation account for the depth of frustration amongst workers and the pattern of militant action they have taken to express this

A Central Statistics Service report on monthly wages in the retail sector for the last quarter of 1986 showed the following averages whites received R962, coloureds and Indians R408 and Africans R366

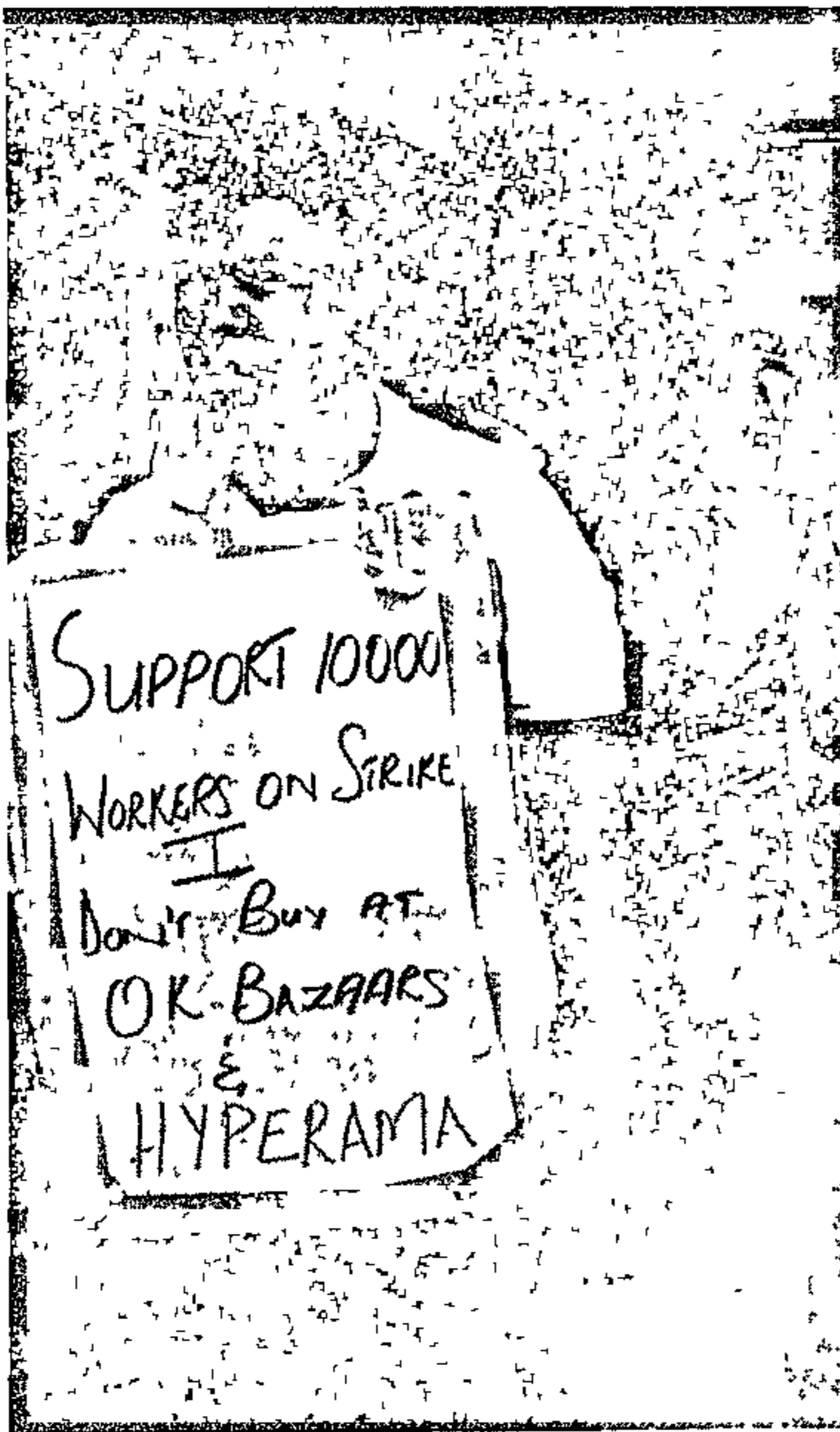
Pick 'n Pay chief Raymond Ackerman said in a telephone interview one reason why "some retailers have been paying such low wages" was because the principle of marginal profits and high turnover in the highly competitive chainstore business imposes a downward pressure on overheads

But he stressed that this pressure was not so strong as to prevent some companies from paying way above the average — like Pick 'n Pay's R540 a month for wage earners

Workers in lower paying companies feel frustrated by this discrepancy and "have begun to demand a larger share of the cake for themselves", Ackerman said

Their frustration is aggravated by the low wages being accompanied by long hours. Most employees work a six day week and lots of overtime to keep the stores open for business. On top of this, retail workers are mostly urbanised, well educated and highly aware of the problems they face

Packers need a basic level of literacy to mark prices and till operators can only get the job if they have a minimum level of secondary education, said a top official from the Commercial, Catering and Allied Workers' Union (Ccawusa), who



OK striker in front of a store two bitter months

Picture GIDEON MENDEL

declined to be named in accordance with union policy

"The average retail worker tends to be young, urbanised and with a relatively high degree of education that goes with a well developed politics," he said. "They mirror the socio-political situation in the townships quite accurately"

But other sectors of the economy employ well educated workers at low wages without reaping the same degree of industrial unrest. These employers do not, however, share the structural features of the retail industry that provide fertile ground for militant worker organisation

Sit-in occupations of supermarket branches, before they were banned by the current Emergency regulations, were highly effective in forcing management to capitulate to worker demands. This was because the shopfloor was so exposed to the public it was difficult to call in police to evict strikers

Ackerman said the high degree of competition between the big supermarket chains and their reliance on a regular clientele also helped make for effective strike action. "Factories can close for a day during a

strike and make up for lost production later. But retailers must stay open every day and the unions have recognised this factor"

Supermarket chains also have a large workforce employed in stores and warehouses around the country and this accounts for the union's ability to call large national strikes

"The domination of the retail industry by a handful of large chain stores has the effect of facilitating a widespread response by workers to management initiatives and calls from the union for action," said Jon Lewis, editor of the journal *Labour Bulletin*. But paradoxically, the retail industry lacks an industrial council and centralised bargaining procedures which can act to channel and contain spontaneous worker militance

Ccawusa has signed or is discussing 88 recognition agreements nationally and negotiations have to be conducted individually at each of these plants

"This imposes a severe strain on the resources of the union, but has forced us to build a strong shop steward structure capable of organising rapid responses to political and economic grievances on the shop floor," the union official said

It's all OK

(as long as the ex-strikers and new workers get on)

EVERYTHING seems to be OK again at the OK Bazaars after 10 weeks of industrial action

On Monday, over 10 000 OK workers return to work after the Commercial, Catering and Allied Workers' Union and the company reached a settlement on Wednesday

But it will take a while before relations return to normal on the OK shopfloor — especially between formerly-striking workers on the one side and middle tier management and those workers engaged after the strike began on the other side

But OK's managing director, Gordon Hood, said he anticipates a positive era for the OK

The strike was the longest in the retail trade and the largest outside the mining industry, involving 11 000 workers at 137 outlets

The settlement came after five conciliation board hearings, followed by negotiations between Ccawusa and the company in early September

After the negotiation deadlocked, workers went on strike on December 18. Only in mid-January did the parties decide on mediation talks involving labour experts on both sides

During the mediation talks — which culminated in this week's settlement — the parties were involved in marathon sessions which sometimes lasted up to 21 hours

The workers had demanded

- A 'living wage' of R450 a month
- An increase of R160 a month
- A 20 percent staff discount
- That women on maternity leave get the same benefit when they go back to work
- An end to the anniversary system whereby workers only receive increases in the month they joined the company

● That workers in the bantustans get the same benefits

This week the two parties agreed that the company offer

- A R100 across the board increase, payable in instalments of R50 in April and in November
- To bring the minimum wage to R400 in November
- A 12 percent staff discount

The offer would include workers in the bantustans and women on maternity leave

The company also agreed to reinstate 364 of the 510 dismissed workers. The rest will have to attend disciplinary hearings

The company has made a major concession that all privileged leave forfeited as a result of the strike action will be reinstated, and has offered staff loans of up to half a month's salary to help pay debts accumulated during the strike

The strike was timed to coincide with the Christmas shopping period

Management is confident that it's back to normal at OK. But it could be a while before the shock-waves of the bitter strike subside and relations ease between ex-strikers and middle managers

SEFAKO NYAKA reports

The union had clearly hoped a threat of a strike over the Christmas shopping period would draw almost immediate concessions from the company

The company held out — and although it survived, it suffered huge losses and a boycott over the back-to-school period

The workers had hoped the strike would develop into sit-ins, sleep-ins and shopfloor demonstrations — a tactic used successfully during the Pick 'n Pay strike a year ago — but OK successfully applied for court action to prevent any disruption of trade

Added to this were the Emergency regulations, which made it difficult for the union to galvanise significant community support. The union could not call for a boycott — yet an estimated 60 percent of black consumers boycotted the OK, despite the company's price cutting campaign. Just last week, the OK held a "two for the price of one" sale

Attempts to picket during the strike were dealt severe blows when police intervened

Approximately 1 000 workers have been held during the strike. This, coupled with OK's court action, were seen by the union as an erosion of its right, through peaceful means, to disrupt store operations

There was also a "blacking-out" of deliveries at the OK and workers at over 54 Anglo American-owned or controlled companies resolved to appeal to employers to put pressure on the supermarket chain to resolve the strike

The two major union federations, Cosatu and the Azanian Confederation of Trade Unions, responded in varying degrees to Ccawusa's solidarity call

Ccawusa also gained support from the UDF, Azapo and church, student and youth organisations

At the height of the strike a bomb went off at OK headquarters in Eloff Street, Johannesburg, causing extensive damage to goods and property

The following day OK held a sale of damaged goods — and during the sale there was another bomb scare and some shoppers fled without paying for their goods

One of the gains — apart from the economic one — was the solidarity action galvanised from a cross section of the community

Workers also used the time to learn about the basics of trade unionism and battles in Bolivia, Mozambique and Nicaragua. They were also shown slides on unionism in South America, Britain and the United States, and ran their own food stall on the ground floor of Cosatu House

In a statement after the strike, Hood said while his company was pleased that the dispute has been resolved, "it is regrettable that so many workers and their families have suffered so much hardship while the strike was in progress"

"My management and I have constantly stressed that issues such as those giving rise to the strike can be resolved by negotiation, and that we are always willing to talk to our employees and their representatives"

"This confrontation, the severe impact on striking employees, the unfortunate disruption of our business, and the unacceptable violence and intimidation by some of the strikers were all unnecessary"

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Air mail to Mozambique, Zambia, Kenya and Tanzania	R62 00	R115 00	R56 00	R105 00
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Saawu says 'Kei ban illegal'

27/3-2/4/83
By LOUISE FLANAGAN

THE SA Allied Workers' Union (Saawu) appeal against its Ciskei banning started in the Bisho Supreme Court yesterday

Saawu was declared an unlawful organisation in Ciskei on September 2, 1983, in terms of Section 8 (1) of the National Security Act

The applicants are Saawu and its then national president, Thozamile Gqweta

The three respondents are Ciskei Minister of Justice David Takane, Brigadier LB Madolo, and Ian Melville

In papers before court the applicants call, with costs, for the ban to be declared invalid, and for the appointment of the liquidator of Saawu's Ciskei assets, Ian Melville, to be set aside

I Mohammed, for the applicants, argued yesterday — before a court

filled with Saawu supporters — that the banning order was invalid and that Madolo had not been "competent" to issue it

At the time of issuing the order, Madolo described himself as "acting commander general" of the Department of State Security. This department was abolished in July 1983, prior to Saawu's banning, and all its functions and duties were transferred, to the Department of Justice

Similarly, the duties of the head of the Department of State Security had been transferred to the Minister of Justice

Mohammed argued that, as the Department of State Security had been abolished, no acting commander general of a non-existent department

could subsequently have been appointed

As such, he said, Madolo had not been lawfully appointed and the order, which should have been issued by the Minister of Justice, was invalid

He added that the Minister of Justice could not delegate to the acting commander general

Mahommed also argued that the decision to ban Saawu was bad because Madolo had failed to take into account relevant factors, had taken account of irrelevant factors, and "did not apply his mind"

Gqweta said Saawu, through its collective activities, "has secured and continued to endeavour to secure, better wages, better conditions of work, and reform in labour practices and legislation"

The application continues today —
Elnews



1404

WEEKLY MAIL, March 27 to April 2, 1987

THE 710 000-strong Congress of SA Trade Unions (Cosatu) kicks off its Living Wage Campaign on Sunday with a demand even Ronald Reagan must support — "no taxation without representation"

The slogan, coined more than two centuries ago as the basis for the American War of Independence, is one of many demands Cosatu will put to bosses and President PW Botha's government as part of its campaign "We demand that no PAYE ("pay as you earn" tax) should be deducted from our wages," Cosatu general secretary Jay Naidoo said yesterday when announcing the start of the campaign "We have never been consulted

Cosatu's 200-year-old war cry

By MONO BADELA

about taxes and are not represented in the parliament which levies the taxes — why should we pay them?" Naidoo said tax revenue was being used to subsidise crop failures for farmers and the apartheid infrastructure. As much as R7,5-billion was being used "for an illegal war against oppressed people" and R2,75-million had been spent on the tricameral parliament and other constitutional "reforms".

Naidoo said the last few years had seen "the most concerted and cold-blooded attack on workers' standards of living".

"In most sectors, bosses have kept wages well below the rate of inflation and resisted worker demands for a greater slice of the profits. Average price increases are 12,4 per cent; average wage increases are 11,6 per cent — workers are thus getting poorer every day, with less money in their pockets, less food in their cupboards, and increased hardship and degradation in the townships".

At the same time, bosses were making massive profits despite the economic gloom.

Naidoo called on companies to open their books for inspection because "we want to see how every cent is spent".

Cosatu's campaign will focus on the following demands:

- A living wage and jobs for all
- A 40-hour week without loss of pay, and a ban on overtime
- March 21, May 1 and June 16 as paid holidays
- Abolition of tax deductions.
- A minimum of six months' paid maternity leave for mothers.

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- A minimum of six months' paid maternity leave for mothers.

● An end to the hostel and migrant labour systems, and provision of decent housing for all

● The right to decent education, including acceptance of the concept of People's Education.

Cosatu will hold a rally at Soweto's Jabulani Amphitheatre from 10am on Sunday — the first step in "a process of mass mobilisation for a living wage", according to Naidoo. May Day and June 16 are other highpoints of mobilisation for the campaign

Several other rallies have been banned, and the federation has been denied facilities. Naidoo said Cosatu is preparing to challenge these restrictions

1401A
SAP
27/3/87

Cosatu to go ahead with 'Living Wage'

By Mike Siluma

The Congress of SA Trade Unions (Cosatu) — pledging to go ahead with its "living wage" campaign — was today seeking legal advice over the banning of its weekend rally in Soweto to launch the campaign.

Spokesman Mr Frank Meintjies said today that banning the rally scheduled for Sunday could raise the level of conflict on the shopfloor and in society

"If this is the way the Government is going to approach the needs of workers the outlook for the next few months is bleak, especially with May Day (when workers are expected to hold celebration rallies) almost a month away," he said.

Cosatu's general secretary, Mr Jay Naidoo, said the campaign was the most important for the 700 000-strong organisation this year

Employers will be asked to stop making PAYE tax deductions from workers' pay packets because money deducted was being used "to reinforce the structures of apartheid" and for military expenditure

Cosatu goes to court over ban on rally

The Congress of South African Trade Unions (Cosatu) today launches a court challenge against the police ban on its "living wage" campaign rally scheduled to for Soweto tomorrow

In an urgent application, Cosatu will ask a Rand Supreme Court judge to set aside an order by Law and Order Minister Mr Adriaan Vlok which prohibits the "gathering organised and advertised by or under the banner of Cosatu for March 29 at Jabulani Amphitheatre"

The order was made in terms of the Internal Security Act.

Cosatu had planned to hold the rally to launch its "living wage" campaign, announced this week. The campaign includes demands that employers cease income tax deductions from workers' salaries.

Other demands tabled during the campaign will include the recognition of May 1, June 16 and March 21 ("Sharpeville Day") as paid holidays, as well as six months' maternity leave for women workers.

1408
APRIL 28/3/82

SATS container backlog moving

JOHANNESBURG—The South African Transport Services said yesterday it had eliminated much of the backlog of containers which had piled up at depots because of the strike by its workers.

A SATS spokesman said a normal backlog of 1 300 containers was what remained to be cleared.

Special arrangements had been made to deliver the containers today.

Although many workers were on strike, 'we can cope

with the situation for the next six months', he said.

Meanwhile the National Union of Railway Workers said yesterday it was 'contemplating uniting all our forces to take solidarity action with workers on the Reef' who were engaged in a strike protest against the dismissal of a colleague by SATS.

The union called on SATS to reinstate driver Andrew Nendzanda unconditionally and 'recognise our unions and negotiate with the elected leaders of railway workers — not their sweethearts, the hated puppet Staff Association'.

Mr Nendzanda is a member of the S A Railways and Harbours Workers' Union, an affiliate of Cosatu, which SATS does not recognise — (Sapa)

28/3/87

140X

28/3/87

NEWS

W/ + Advers 28/3/77

230 delegates for Cosatu city congress

140A

Labour Reporter

THE living-wage campaign, union mergers and sanctions will be discussed by delegates to a Congress of South African Trade Unions (Cosatu) regional congress in Cape Town this weekend

The two-day congress will be attended by 230 delegates representing 12 affiliates, including the National Union of Mineworkers and the newly formed Construction and Allied Workers' Union

The question of unions in the same industry merging to form national industrial unions will be of particular urgency

At its founding congress in Durban in 1965, Cosatu set a six-month deadline for unions to merge. Only one national union met this deadline, but further mergers followed and others are at stages of negotiation

However, it was decided at the last central executive committee meeting of Cosatu that only national industrial unions would have full participating rights at the second biannual Cosatu congress in July

... have topped

Sats and strikers are still talking

By SANDILE MEMELA

THIRTY-seven elected worker representatives who are members of the SA Railway and Harbours Workers' Union were engaged in intensive talks with SA Transport Services management yesterday

day in an attempt to end the two-week-old strike.

According to assistant general-secretary Themba Khuzwayo, the Durban branch of Sarhwi has pledged to come out in solidarity if the dispute was not resolved soon.

The talks started on Wednesday and continued into yesterday after the parties failed to reach an agreement.

"There is no point in management holding out, because they are apparently aware that they were in the wrong by firing the driver," said Khuzwayo.

He expressed fear that if the strike was not resolved in the next few days, it may take a new turn when more plants staged stoppages.

This week witnessed the strike spreading to 10 more new locations.

Cosatu calls for help to end Sats strike

U/Mess 29/3/87



By SANDILE MEMELA

THE Congress of SA Trade Unions has sent out an SOS to the business sector to urge Sats to resolve the dispute which is escalating and spreading throughout the country.

Cosatu has warned that failure to resolve the dispute would only fuel ten-

sion and conflict in factories and townships.

In another development, the National Union of Railway Workers has pledged support for the striking workers and is considering solidarity action.

It has pledged support for the striking workers and has called upon man-

agement to recognise worker-elected unions and to begin immediate negotiations with them.

General-secretary Andre van der Haart said his union was considering steps to take solidarity action with the striking workers.

"We call upon workers

to support the courageous action of the strikers.

"Bosses must give immediate attention to our plight as workers and redress not only unfair dismissals, but also low wages and poor working conditions," said Van der Haart.

Cosatu slammed Sats' failure to set up effective and healthy procedures to resolve the dispute.

"Failure to come to terms with this and to bargain in good faith with workers will continue to cause unnecessary conflict and disrupt industrial peace.

"By clinging to old-fashioned notions of black workers' place in industrial relations, Sats is doing a disservice to the entire commercial and industrial sectors, which are dependent on their transport service," said a statement.

Cosatu warned that workers in every sector have become more conscious of their rights and their collective power.

Further, it condemned the government's "heavy-handed interference in the dispute."

"The government should be aware that it would be dangerous for Sats to resort to mass dismissals," said a statement.

Soweto launch set to highlight Cosatu campaign

By SANDILE MEMELA

THOUSANDS of workers are expected at Soweto's Jabulani Amphitheatre on Sunday for the national launch of the Congress of SA Trade Union's "living wage" campaign.

The campaign's highlight will be the Soweto event, starting at 10am.

The campaign tops Cosatu's agenda this year, said secretary-general Jay Naidoo.

A number of regional congresses will also be held countrywide this weekend after permission to hold mass rallies was refused by the authorities a week ago.

Sunday's launch was postponed after the refusal and some affiliates needed more time to make preparations, said Naidoo.

The 500 000-strong union has taken legal action in a bid to challenge the State's refusal to allow it to hold mass rallies, said Naidoo.

According to Naidoo a blanket ban has been placed on Cosatu rallies in Northern Natal. Other areas affected are the Eastern Cape and the Highveld.



Jay Naidoo

The national campaign will focus on demands for

- A living wage
- A 40-hour week without loss of pay
- No PAYE deductions
- Recognition of March 21, June 16 and May 1 as paid public holidays
- At least six months maternity leave for women
- An end to the migrant labour and hostel system
- Decent housing near places of employment
- Decent education and training for unskilled workers

Naidoo said the campaign would also focus on the plight of the unemployed.

"The unemployed must be drawn into our ranks because they have been abused by the system and have been recruited to participate in the vigilante phenomenon," said Naidoo.

He said this was Cosatu's most important campaign because thousands of workers faced retrenchment and workers' wage have fallen as a result of inflation.

Over 182 000 jobs have been lost since 1982," said Naidoo.

Living wage campaign on

CP Correspondent

HISTORY will repeat itself this weekend in the Eastern Cape. On Sunday, the East Cape branch of Cosatu is to start gearing towards the national living wage campaign scheduled to start next month.

In February 1987, the South African Congress of Trade Unions, now operating from outside SA, embarked on a minimum living wage campaign for workers.

About 300 delegates and thousands of workers are expected to attend the East Cape congress to launch the living wage campaign.

It will start at 10pm and the program includes

- A Cosatu executive council decision on the format of the campaign
- Demands to be made during the campaign
- How women relate to the demands in the campaign

All 15 Cosatu affiliates in the Eastern Cape will attend.

And for the first time in the workers' struggle, organisations outside Cosatu have been invited to attend the congress.

Community-based organisations

such as the Port Elizabeth Black Civic Organisation, PE Women's Organisation, PE Youth Congress and others have been invited.

Cosatu's Eastern Cape chairman Thembonkosi Mkalipi said Cosatu had invited all anti-apartheid forces to come together to plan the campaign for a living wage, so all workers would be able to pay rent, educate their children and buy food.

"Cosatu is the only structure still operating under the emergency and people should help it to work towards its freedom goal," said Mkalipi.

140A
CP Press 29/3/87

Sats strike on Reef in 17th day

4/6/45 30/3/87 1401 RE
The Argus Correspondent

JOHANNESBURG — As the strike by about 14 000 workers at South African Transport Services depots across the Reef enters its 17th day, management is to hold a further round of talks with a representative group of strikers.

Although Sats has refused to negotiate with the South African Railways and Harbours Workers Union throughout the dispute, the workers' delegation management is to meet today. Numbering about 40, it consists mainly of senior union members, the union claims.

The first talks between the enlarged group of worker representatives and Sats management was held last week. This was followed by a union report-back to workers at the weekend.

SURPRISE TURN

A spokesman for the Sats strike committee, Mr J C van Rooyen, said there was a "surprise turn in events" on Thursday when about 100 striker representatives discovered during negotiations that the strike was over an R80 fine imposed on an employee for "cash irregularities".

Mr Rooyen said these workers had been given the impression by "intimidators" that the employee had been fired.

"They were upset and asked whether they could discuss this with other strikers and resume talks today"

Mr van Rooyen said the employee was initially dismissed but, after a reappraisal of the case, he was reinstated (but had not taken up the offer) and fined R80

The strikers are demanding his unconditional reinstatement, elimination of racism, payment of strikers for the period of the dispute and a guarantee strikers will not be disciplined

Cosatu break news of ban

HAMISH MCINDOE and
THEO RAWANA

SONGRESS of South African Unions (Cosatu) officials went to Soweto's Jabulani Amphitheatre yesterday to tell members of the ban on the meeting planned to launch the living-wage campaign.

Business leaders voiced the fear that repeated bans on union meetings could hurt industrial relations.

The meeting was banned on Friday by Law and Order Minister Adriaan Vlok.

An urgent Supreme Court application by Cosatu on Saturday to have the ban overturned was unsuccessful.

Cosatu officials agreed with police

outside the venue that people arriving for the rally — unaware of the dismissal of Cosatu's appeal — would be turned away by them rather than by the police.

Assocom executive director Raymond Parsons said yesterday that repeated bans on union meetings would inject a complicating factor into the collective bargaining process.

Seifsa executive director Sam van Coller said the ban would make it difficult for the collective-bargaining process to function satisfactorily.

Handwritten notes and signatures at the top of the page, including "B/Dey" and a large signature.

1987

'Living wage' drive

Sowetan
1401A
3/13/87

THE Congress of South African Trade Unions (Cosatu) yesterday indicated that it was going ahead with its "living wage" campaign despite its unsuccessful appeal against the Minister of Law and Order's decision to ban the federation's Soweto rally.

The rally, scheduled to have been held at Jabulani Amphitheatre last weekend, was cancelled at the 11th hour after it was declared unlawful by the Minister last Thursday. It would have marked the launch of the federation's "living wage" campaign.

Banned

A Cosatu spokesman told the *Sowetan* that the federation was due to launch the campaign at another rally next weekend. Similar rallies have been banned in northern Natal, according to the federation.

Cosatu Living Wage Campaign launched

JOHANNESBURG — Despite a Supreme Court ruling dismissing with costs Cosatu's application to lift a ban on the union federation's mass rally in Soweto at the weekend, the Congress of SA Trade Unions launched their Living Wage Campaign in Standerton without incident.

A statement from Cosatu said about 400 shop stewards — representing the Metal and Allied Workers' Union, the National Union of Mineworkers, Transport and General Workers' Union, Commercial Catering and Allied Workers' Union and the Chemical Workers' Industrial Union — attended the Living Wage Campaign launch in Sakhile Hall.

Addressing the launch, the regional chairman of Cosatu (Highveld), Mr Gwede Mantashe, said the Living Wage Campaign was 1987's most important campaign and that workers should organize and mobilize in every factory.

Mr Marcel Golding of NUM said the campaign was "part of the struggle for a better distribution of the country's wealth" — Sapa

Unity Offer

SAPA 5/13/87 Political Reporter

Conservative Party leader Dr Andries Treurnicht will respond to the latest unity offer made by Afrikaner Weerstandsbeweging leader Mr Eugene TerreBlanche when he addresses a CP meeting at the Pretoria City Hall tonight.

At a meeting of AWB supporters in Pretoria last night, Mr TerreBlanche withdrew his offer to make the AWB's dormant political party, the

Blanke Volksparty, available as a vehicle for right-wing unity. Instead, he called for the two parties to unite during the election and form a new party immediately afterwards.

Dr Treurnicht pointed out this had been the stand of the CP all along. The leader of the Herstigte Nasionale Party, Mr Jaap Marais, was not available for comment this morning. ● See Page 7.

Sats, workers meet again today

SATS management and worker representatives will hold talks again today after a five-hour meeting yesterday aimed at ending the transport workers' strike on the Witwatersrand.

A Sats spokesman says management is considering certain proposals "similar" to those disclosed by the South African Railways and Harbours Workers' Union (Sarhwu) last week. He says management suggested that strikers — now

ALAN FINE

BIDay

31/3/87
numbered at 13 000 by Sats — return to work and begin earning wages while talks continue

(140A)
Last week the union said workers were demanding the unconditional reinstatement of the driver whose dismissal sparked the strike. Sats earlier reduced his penalty to an R80 fine.

SATS strike talks

CAPE TIMES 31/3/87
continue today

Own Correspondent

JOHANNESBURG. — South African Transport Services (SATS) management and about 40 worker representatives will hold talks again today after yesterday's five-hour meeting aimed at ending the transport workers' strike on the Witwatersrand.

A SATS spokesman says management is considering certain proposals "similar" to those disclosed by the South African Railways and Harbours Workers' Union (Sarhwu) last week. He says management suggested that workers — now numbered at 13 000 by SATS — return to work and begin earning wages while talks continue.

He would not elaborate further, other than to say there had been a "positive atmosphere" yesterday.

Last week the union said workers were demanding unconditional reinstatement of the driver whose dismissal

sparked the strike SATS earlier reduced his penalty to an R80 fine

Workers are also demanding pay for the period on strike, a statement by SATS that it intends abolishing "racism" in its employment practices, the amendment of the grievance and disciplinary procedures and the creation of a negotiating forum.

SATS refuses to deal with Sarhwu, although most representatives were elected under its auspices. Reports have said the strike has cost close to R5m.

Sarhwu could not be reached for comment on the meeting.

INDUSTRIAL RELATIONS - WORKERS' ORG.
COSATU etc.

1987

~~PERIOD~~ MONTH - APRIL.

CAPE TIMES 1/4/87

Whites to replace strikers

JOHANNESBURG. — Talks between SATS management and representatives of striking workers reached deadlock yesterday as management rejected a proposal for arbitration and announced it would begin recruiting whites to replace some of the strikers.

The workers' representatives were meeting last night to discuss these new developments, and there were signs they would appeal to Cosatu and community organizations for assistance.

The SA Railways and Harbours Workers' Union (Sarhwu) said 18 000 workers were on strike. SATS put the figure at 13 000.

SATS said advertisements for white drivers would appear today. Most initial new recruitments would be for the City Deep depot because it was the disseminating point for all containers on the Witwatersrand.

'Normal redundancy procedures'

Asked why SATS was to recruit whites only, a spokesman said whites brought in from other areas recently to do the work of strikers were more productive, so it seemed a "viable proposition" to extend the practice.

The spokesman said striking workers were not being dismissed. However, if SATS was overstaffed when strikers returned to work, "normal redundancy procedures will take place". And the new employees "will not be transferred elsewhere".

He said management rejected arbitration because it believed the worker whose dismissal sparked the strike should follow the in-company appeal procedures.

Mr Mike Roussos, spokesman for Sarhwu, said management had refused to discuss a proposal to send the dismissal of the SATS worker for arbitration.

SATS has offered to reinstate the dismissed worker on condition he pays a fine of R80. — Own Correspondent and Sapa

270
15
140A

Cape Times 11/4/82

SATS strikers arrested for harassment

140A

JOHANNESBURG. — More than 30 striking South African Transport Services workers have been arrested for allegedly attacking employees wishing to work, according to the Bureau for Information and police reports last night.

Twenty-one men were arrested in the Vaal Triangle area after they allegedly attacked two workers with sjamboks and knobkieries. The two are in a serious condition in hospital in Sebokeng.

Another 10 workers were arrested at Krugersdorp, seven at Springs and one at Nancefield near Soweto.

□ The bureau also confirmed yesterday that a man was killed and two were injured when police opened fire to disperse stone-throwers on a road near Murchison Flats at Paddock on the Natal South Coast at the weekend.

The confirmation of the death of Mr Walter Ngcobo, 20 — killed by a bullet — and the wounding of Mr V Lele, 21, and Mr Josef Mthembu, 20, follows earlier bureau reports that there were “no casualties”.

Our Durban correspondent received reports on Sunday that police had cordoned off the area.

Police in Durban and Port Shepstone said on Sunday night that they had no knowledge of the stone-throwing incidents or the shootings.

But when asked to check on reports of death and injury, the bureau confirmed the incidents and said police had used buckshot to disperse the stone-throwers. The bureau said nobody had been killed.

The man killed and the two injured were residents of Murchison Mission.

□ The bureau also reported the death of Mr Petrus Malanga, 60, who was shot dead at his home in Senoane, Soweto, when attacked by about 80 people. His home was later petrol-bombed causing extensive damage. — Sapa and Own Correspondent

Whites to replace Sats strikers

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Asked why Sats was to recruit whites only, a spokesman said whites brought in from other areas recently to do the work of strikers were more productive, so it seemed a "viable proposition" to extend the practice. Striking workers were, however, not being dismissed.

B/Day 1/4/81

SATS talks collapse

140A

~~140A~~

1/4/87 Sarhwa

HOPEs for a settlement of the 19-day-old South African Transport Services strike were dashed yesterday.

The union involved in the talks claimed management had broken off negotiations while SATS stated that it was not prepared to pay workers for the time they were on strike.

The union said SATS also demanded that all negotiations be conducted through the SATS-recognised Black

By MOJALEFA MOSEKI and Sapa

Trade Union — regarded as a "sweetheart union" by thousands of SATS workers throughout the country.

A spokesman for the South African Railways and Harbours Workers' Union-(Sarhwa) said that management had also "threatened" to replace striking workers with whites.

"This is a total turnabout by SATS at a time when we thought we were close to a settlement. We will ask our members what step to take," said the Sarhwa spokesman.

A SATS spokesman, Mr J Hugo, rejected all the allegations but confirmed that management wanted to negotiate with the "recognised" union.

But more than 4 000 SATS workers yesterday insisted that the Staff Association or the

Black Trade Union of SATS workers did "not represent" them. They vehemently rejected Blatu during a Sarhwa meeting in Johannesburg.

A spokesman for the union also accused management of adopting a hard line during yesterday's talks.

He said the workers would hold talks with the Congress of South African Trade Unions

To Page 5

140A

~~140A~~

1/4/87 Sarhwa

SATS talks collapse

From Page 1

(Cosatu) to discuss solidarity action.

"It is clear management is regressing from their previous position and workers will have to look for ways to go back to the negotiating table so that talks can continue in a responsible way," said Mr Mike Roussos, spokesman for Sarhwa.

Mr Roussos said management had refused to discuss a proposal to send the dismissal of a

SATS worker — the cause of the strike — for arbitration, and had insisted that all future talks be held with delegates from Johannesburg's City Deep depot only.

SATS PRO Mr Dirk

Beukes denied management had been responsible for the breakdown in yesterday's talks and said workers had themselves asked for an adjournment so they could report back to the strikers.

people have died and five were seriously injured

CAPE TIMES 11/4/87 (140A) (20)

EAWTU vote to join Cosatu

MEMBERS of the Electrical and Allied Workers Trades Union (EAWTU) in Cape Town have voted in favour of joining the 700 000-strong super-federation, Cosatu. The local branch of the union will take its mandate to EAWTU national conference in Johannesburg this weekend where a final decision on affiliation will be taken.

Judge dismisses application for union official's release

(140A) By Lesley Cowling

An application for the release from detention of the Johannesburg chairman of the Commercial, Catering and Allied Workers' Union (Ccawusa), Mr Amon Cetswayo Msane, was dismissed with costs in the Rand Supreme Court yesterday.

Mr Justice Goldstone said in a written judgment that Mrs Nonceba Msane, who brought the application, had not proved the policeman who arrested her husband in terms of the emergency regulations had done so in bad faith or for vindictive reasons.

He said the emergency regulations made provision for detention without trial

"Unhappily, and contrary to the principles of our common law, the guilt or innocence of a person is not in the least relevant to the right of a member of a force to detain that

person or to the power of the Minister of Law and Order to order the continued detention of such a person," he said.

All that was required was the opinion of the member that such detention was necessary for the maintenance of public order

The arresting officer, Sergeant T de Vries, had told the court he had information that Mr Msane was involved in "alternative structures", like people's courts

"I formed the opinion that he (the policeman) genuinely believed the detention was necessary," Mr Justice Goldstone said.

However, the judge said this did not mean that he rejected the evidence given by Mr Msane that he was not involved in alternative structures

The onus of proving mala fides rested on the applicants, he said

... are clear: racism and avarice.

Cap Times 2/4/87 140A

Sats strike: need for inquiry

IN April last year, the former Minister of Transport, Mr Hendrik Schoeman, announced that he had approached the architect of South Africa's labour reforms, Professor Nic Wiehahn, to conduct an inquiry into labour relations in the South African Transport Services (Sats). His announcement then was public confirmation that all was not well in industrial relations in the state-controlled corporation which is one of South Africa's largest employers.

The urgent need for an inquiry of this sort has now been dramatically exposed by the inept way the Sats management have handled the current strike, which involves between 13 000 (the Sats figure) and 18 000 (the union figure) workers and is costing South Africa a fortune.

The situation has deteriorated with the refusal of the Sats management to go to arbitration over the strike and its move to hire white workers to replace striking black workers.

It is perhaps understandable why the Sats management has adopted such an approach. Although the Wiehahn reforms have now been in force for almost ten years, Sats still refuses to recognise independent trade unions, such as the SA Railways and Harbours Workers' Union. It has no medical aid scheme for black workers and racially differentiated service benefits continue in spite of objections in the House of Delegates.

With its approach to labour relations modelled on the antiquated pre-Wiehahn policies, it is little wonder that Sats has ended up in a confrontational strike. A new Wiehahn-type inquiry into labour relations in state-controlled corporations is now imperative before any further industrial conflict occurs. And the Sats management should settle the strike on the Rand as soon as possible — without racially provocative gestures such as employing whites to replace black strikers who have legitimate grievances.

South Africa cannot afford labour disputes which drag on unresolved, creating potentially explosive conditions which endanger the public peace.

Vulnerable at Bokomo

A TWO-HOUR strike at the Bokomo Weetbix plant in Atlantis in February highlighted how vulnerable casual workers are.

Thirty six casual workers were threatened with retrenchment and told they would be replaced by workers from the company's Epping plant

A spokesperson for the Food and Allied Workers Union (FAWU) said the Atlantis workers were employed as casual labour, and every two months had to sign contracts with the company renewing their employment

It appeared that their continued employment was conditional on their agreeing to sign the two-monthly contracts, the union organiser said

"Some have been signing these contracts for up to a year and even longer. Between 50 and 60 workers out of a total of 86 have been told that they are casual workers, though they work a full working day and a six-day week."

He described employment practices at Atlantis Bokomo as "a complete farce".

"These are not casual workers. They should have the full rights of permanent workers."

According to the FAWU organiser, any person who works for more than three days in a week cannot be employed as a casual labourer in terms of Department of Manpower regulations

"This is an unfair labour practice," he said

The chairman of the Bokomo shop stewards, Mr Abe Hare, said management had agreed to employ the 34 facing retrenchment on "short time" after the entire shift went on strike

He said 26 workers had been offered permanent jobs "We see this as an attempt by management to divide the workers"

Mr Hare claimed that the two workers who did not participate in the strike were also given permanent posts

The general manager of Bokomo, Mr F Fouche, said he did not want to comment while negotiations with the union were under way.

140A (10) SOUTH 28/4/87 (10) (10)

SOUTH 2-8/4/87

Lawyer to sue Matanzima

A LAWYER is to sue Transkei's Prime Minister, Mr George Matanzima, for over R66 000.

Mr Malcolm Xolile Qabaka, of Mdantsane, was granted leave last month to sue Mr Matanzima. The action is also against Chief Lent Maqoma, a former Ciskei cabinet minister now leading an opposition group against Ciskeian President Lennox Sebe, and Mr Ben Nomoyi, a Mdantsane businessman and a member of the anti-Sebe group.

According to papers before the Ciskei Supreme Court in Bisho, Mr Qabaka claims the three men owe him the money for legal work done last year.

SOUTH 14 DA SOUTH

EAWTU may join COSATU

THE Cape Town branch of the Electrical and Allied Workers' Trade Union has voted to join Cosatu.

The branch will take its mandate to the EAWTU national conference in Johannesburg this weekend where the union will decide whether to join the 700 000-strong labour federation.

The EAWTU this week was involved in a stoppage at the Claude Neon light plant in Epping where 35 workers had been retrenched. After talks management agreed to pay them a week's wages for every two years and an extra two weeks' pay.

"This is more than the workers demanded and is a victory," union secretary Mr Brian Williams said.

Council Group Areas plea

EIGHTEEN families from Lansdowne, Rondebosch East and Kenwyn who are under direct threat of eviction under the Group Areas Act may be helped by the City Council to remain in their homes.

At its monthly meeting yesterday, the City Council unanimously agreed to mandate its executive committee to "make urgent representations to central government" that the families are not forced to move under the Group Areas Act. The motion was introduced by Mr Jan van Eck.

140A

Sats adding fuel to fire, says union

214/87
b Day
ALAN FINE

THE South African Railways and Harbours Workers' Union (Sarhwu) said yesterday Sats' action in "causing negotiations to deadlock" on Tuesday had made workers even more unwilling to return to work.

Sats said it was waiting for worker representatives to arrange a meeting for talks on a return to work.

The strike, precipitated by the dismissal of a driver, began 20 days ago and involves at least 13 000 workers on the Witwatersrand.

Sarhwu has called a Press conference for today, which will be attended by representatives from Cosatu and the UDF, suggesting these organisations may plan some kind of intervention in the strike.

The National Council of Trade Unions (formerly Cusa/Azactu) said yesterday it would set aside its ideological differences with Cosatu, to which Sarhwu is affiliated, and lend its support.

SAPA reports that the Black Trade Union (Blatu) of Sats — an in-company union — has called on strikers to return to work.

Blatu said Sarhwu was responsible for the strike and had misled the workers.

214/87
b Day

Lion Match will burn on in SA

KAY TURVEY

IT will be business as usual for Lion Match, despite the takeover of its UK parent company, Wilkinson Sword, by Swedish Match.

Earlier this week, Swedish Match management said Lion Match would be sold off as soon as financially feasible.

But Lion Match CE Bob Harker said yesterday there would be no change in its operations for the next year at least.

Despite Sweden's ban on trade with SA, Harker said he understood Swedish Match would not be compelled to sell Lion Match, although rationalisation of its Wilkinson acquisition was intended.

Harker felt confident Swedish Match would take a long, hard look before disposing of Lion Match, which had a 35% SA shareholding and contributed "greatly" to group profits.

Lion Match controls the Southern African match market and reported a R15,18m operating profit for 1986. The shares have risen by 400c since the results were announced last week.

Wilkinson Sword's substantial match-producing concerns in Brazil and Australia are troubled by economic ills and shrinking markets.

b Day 214/87

Sats marks a problem for sanctions-busters

HELENA PATTEN

SANCTIONS-BUSTING exporters who deliberately omit Sats standards markings on packaging to disguise the SA origin of goods may have difficulties claiming against Sats for damages in transit.

However, Sats, if asked to do so, would accept altered standards markings omitting reference to SA, Andre du Rand, superintendent of packaging, said yesterday.

Sats is liable to pay the lesser of either R16,15/kg or the market value of goods damaged while transported by them, provided the packaging complies with specifications.

Normally, packaging manufacturers print a diamond-shaped Sats logo on boxes, indicating compliance with packing requirements.

Du Rand said that because of exporters' problems if goods were marked as originating from SA, Sats would agree to the use of

modified certificates of compliance.

However, these could be used only for avoiding restrictions on export traffic, and not for local distribution.

Modified certificates could exclude reference to Sats or SA and could depart from the distinctive diamond shape. The alternative certificates would indicate such details as the boxmaker, lot number and date, possibly in code.

Any wording required, such as on dangerous goods, could be in English only, Du Rand said.

Johan Blaauw, Sats deputy director (claims), said before a claim for damage against Sats could be approved, Transport Services had to be sure the packaging had complied with requirements.

In the beautiful Elgin Valley, they live a nightmare

140A



Women are only allowed to visit the hostels at weekends (Below) Workers prepare food outdoors because of inadequate cooking facilities

Pictures RASHID LOMBARD

MIGRANT WORKERS' DREAM

By VUYO BAVUMA

A COMMUNITY of migrant workers has a dream to match the picturesque hills of prosperous Elgin

Workers at the Mondri sawmill want a decent village to replace the overcrowded hostel where they live in squalid conditions

And a Mondri spokesman agrees the hostel needs upgrading

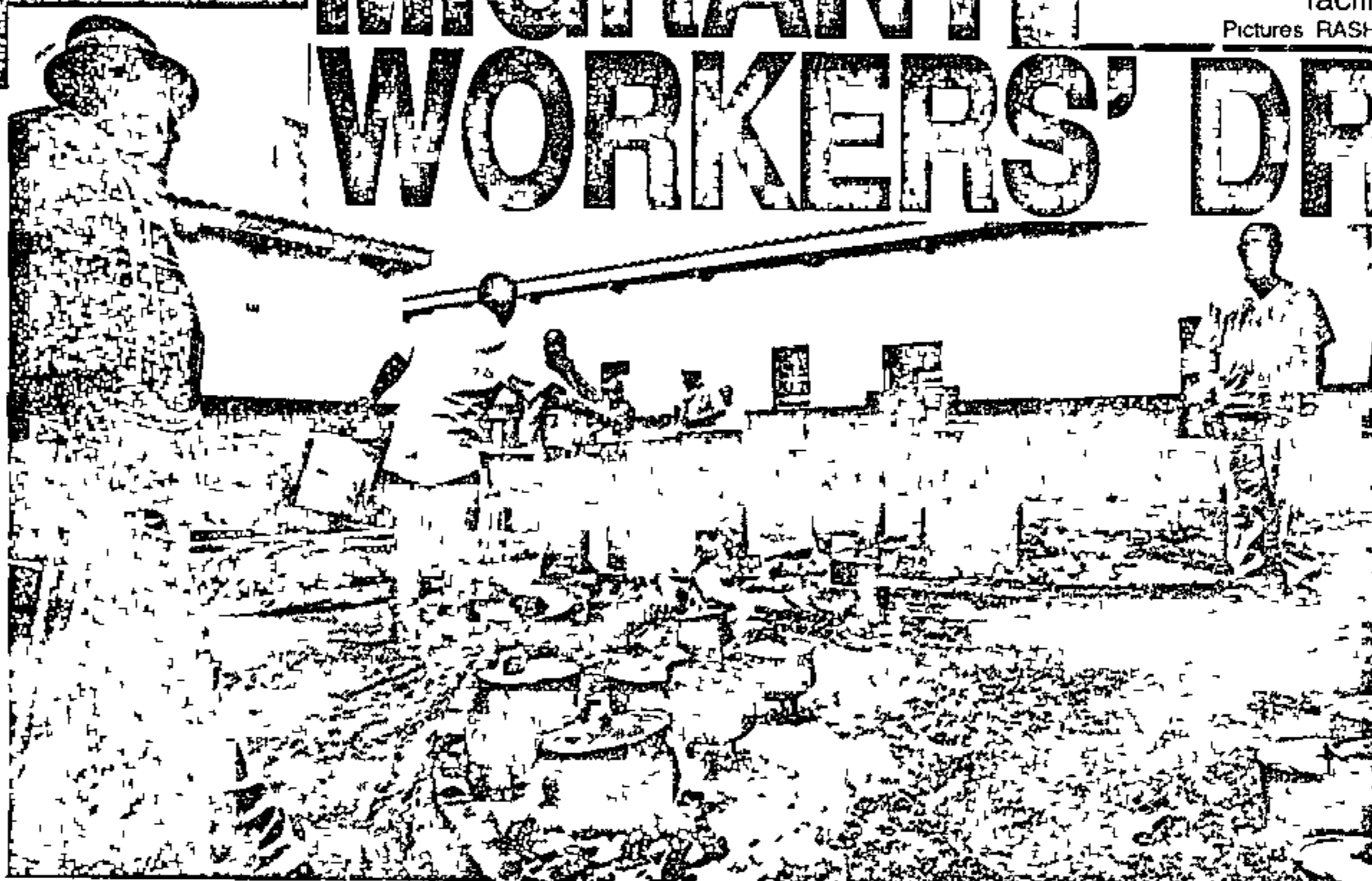
Some workers told SOUTH they were allowed to stay with their families only at weekends

"Home to the workers, all members of the Paper, Wood and Allied Workers Union (PWAWU), is a square shaped hostel comprising seven rooms with cement floors and no ceilings. In the centre of each room is a fireplace which serves as a stove

Each room accommodates about 16 workers. There is no ventilation and in summer the rooms are stifling hot.

The rooms are poorly furnished. Cupboards are used as wardrobes. Belongings are strown about the rooms and some workers hang belongings on the beds.

Electricity is used to light the rooms, but there are no plugs for appliances



Cooking facilities consist of pots on the open fires. The walls of the kitchen are greasy and sooty. Sometimes for a change, the workers cook on fireplaces they build outside the hostel.

Ablution facilities are shabby. Bathroom window panes are broken, there are no curtains and no privacy. Most of the

showers are damaged and pipes leak.

The community tries to organise its affairs on a democratic basis. Meetings are held regularly to discuss issues vital to its welfare. Fines are imposed on those who transgress community rules. The money is used to buy meat for the community.

And in spite of the gloomy conditions and their spartan existence the migrants do their best to cheer up their lives. Weekends are for parties and a bit of social drinking.

Near the factory gate is a lounge room with a black and white television set where workers gather in the evening. A worker said a representative

approached their supervisor, Mr P Viljoen about the terrible state of facilities at the hostel.

Mr Viljoen referred SOUTH to senior management at Mondri Sawmills for comment on conditions at the hostel.

Mr John Mortimer, regional manager of Mondri Sawmills (Coastal Region) issued the following statement:

Mondri's statement

We are aware that there is a constant requirement to improve the quality of life of all our employees and Mondri is particularly aware that company owned staff housing at the mill needs to be upgraded.

This year the company has set aside more than R50 000 to be spent on upgrading the kitchen and bathroom facilities at the hostel and builders are now being asked to quote of the work.

Last year almost R30 000 was spent on enlarging the hostel accommodation as part of the on going process of improving the living quarters.

While the company finds it impossible to accommodate families in the hostels during the recent unrest in the Cape special arrangements were made to look after people who were left homeless.

"There are still three children living there and every effort is being made to reunite them with their mothers."

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BRIEFS

Textile workers hope to merge

~~146A~~ SOUTH 2-8/4/87
146A
THE National Union of Textile Workers (NUTW), committed itself to an eventual merger with the Textile Workers Industrial Union (TWIU) at last weekend's annual general meeting of its Eastern and Western Provinces.

NUTW also endorsed Cosatu's Living Wage Campaign

The NUTW annual report confirmed that wage negotiations concluded in February had secured 25 to 30 percent increases on the minimum wage, and May Day agreements at six factories in the Western Cape had been signed.

"NUTW rejects Botha's holiday on the first Friday of May," Western Cape branch organiser Mr Ebrahim Patel said.

The union's struggle is not only for wage increases or May Day holidays. It concerns the question of who controls the wealth and the factories, Mr Patel said.

Eastern Province branch organiser, Freddy Magugu, recently released after 10 months in detention, addressed the meeting.

Support for

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Support for Nissen

THE Western Province Council of Churches (WPCC) and the Inter Church Youth (ICY) have issued statements in support of the Reverend Chris Nissen, who was detained under the Emergency Regulations on March 24.

WPCC chairperson, the Reverend Lionel Louw said: "He has stood up clearly with the oppressed community as witness of the church seeking justice to prevail.

"We at the WPCC with our commitment to a new and just order, are appalled at detention without trial and draconian laws," Louw said.

ICY said Nissen was respected among his people.

Nissen was not suspended from his church, nor did he desert his congregation in Graaf-Reinett as reported in SOUTH last week.

SOUTH 2-8/4/87

Cosatu's new exco members

140A
TWO executive members were elected at last week's Cosatu Western Cape Regional Congress.

Joseph Thee, of Chemical Workers Industrial Union, was elected to act as a vice chairperson, in place of Noel Williams, who has been in detention since June 12.

F Sona, the Transport General Workers Union's national vice-president, was elected as a treasurer. He replace R Jako who has retired on pension.

SOUTH 2-8/4/87

Unionists told to stay out

140A

STAY out of Ciskei - that was the message to four organisers of the Food and Allied Workers Union (Fawu) when they were picked up by Ciskei security police.

Mr Toto Kalipa, the East London branch organiser of Fawu, said that during several hours of interrogation the four were repeatedly told unions were not allowed to operate in Ciskei.

But Fawu, which is one of the few unions organising in the notoriously anti-union homeland, says it has no intention of heeding the warning.

The other officials detained were Deborah Komose, Gino Govender, the union's branch organiser in Durban, and Chris Menzi, a full time shop-steward at Cadbury's in Port Elizabeth.

SOUTH 2-8/4/87

Students ignore warning

STUDENTS at Ciskei's Lennox Sebe College of Education have decided not to hand in assignments, even though they had been told to do so by the Ciskian authorities.

An SRC member who did not want to be named, said students had decided to ignore the authorities' warning.

"First the authorities decided to suspend classes and then they expect us to hand in the work while we are not allowed to attend classes. The principal is mistaken if he thinks we are willing to do this," he said.

SOUTH 2-8/4/87

NUM POINTS A FINGER



By SYLVIA VOLLENHOVEN

A FANCY yellow wrought-iron sign hangs over the mine hostel of Entokozweni

If the name is to be believed, this is a "place of happiness"

But behind the yellow sign, and the barricades that keep the public out, workers have experienced nightmarish battles that left one man beheaded and many more dead

The battles have been described in terse newspaper reports as "faction fights"

Recently I visited the Vaal Reefs mine, in Klerksdorp, about 200 kilometres west of Johannesburg, where 47 miners died in one of these clashes

From interviews with workers in the Entokozweni section and in Klerksdorp, it was clear that the term "faction fight" was a gross oversimplification

A 250-page report compiled jointly by the National Union of Mineworkers (NUM) and the giant Anglo American Corporation's Gold Division, mentions countless allegations of management fanning the so-called faction fights

Co-operation

The report called "Reaping the Whirlwind", is a unique example of co-operation between the mining bosses and the NUM

The document tells of hired gangsters called the "Russians" being smuggled into the hostels at night, allegedly to crush the NUM

A recent fight at Vaal Reefs left 47 dead and about 250 injured

From the accounts of the workers at the mining complex, a chilling countdown

to the killing can be pieced together. Their stories were remarkably similar

On November 18 last year, the NUM held a regional meeting to discuss their demand for a production bonus. Management was refusing to pay the bonus to some of the lower paid workers

The NUM decided to boycott the bar for hostel dwellers' bar in protest and union members barricaded the bar

That weekend the bar was petrol-bombed by unknown people. In retaliation two NUM shaft stewards were killed, allegedly by fellow miners

One steward was decapitated in front of his wife and children in the workers' married quarters where they lived. Another was stoned and hacked to death

Petrol-bombed

For the next two weeks rumours were rife that a group of Pondo workers would go on the rampage

"We told management what was going to happen. We knew and the whites knew"

"We even told the superintendents when the Pondos went to the Vaal River to wash. They had taken their witchdoctor with them," said Shakala Nakedi, an engine fitter's assistant at the number two shaft on Vaal Reefs. The ritual washing signified preparation for a major battle, according to Nakedi.

Allegedly some members of the mine management watched that night and on other occasions as a group of Pondos performed an aggressive tribal dance, armed with a variety of weapons

No steps were taken to prevent the impending fight.

"Late that night we heard a

shrill, staccato whistling and we knew it had started," said Tsokolo Mokhula, a former mine security official

But Phatlizwe Mafestile, one of the Pondo fighters, claimed they were merely defending themselves against a possible attack

"The Basotho were fighting us, I don't know why I heard money would be paid for the fighting but I didn't know who would pay," said Mafestile whose head was shaven, except for three tufts of hair

His left eye was blinded in the fighting which lasted for a week

Miner Zohle Madubela's version of the violence, refutes the faction fighting claim. He was shot and blinded in one eye by a rubber bullet.

"We were advancing towards the people who were fighting us. It was the Amakhosa and the Basotho," said Madubela who is Xhosa speaking himself

At midnight, after the fighting had died down, mine security officials arrived in armoured vehicles

Corpses

"Bodies were everywhere. I helped to wash the corpses," said Shakala Nakedi

For the rest of the weekend sporadic fights broke out until management confiscated weapons from all workers on the Sunday afternoon. But by then 47 people had died

Miner Nash Platjje claimed he saw a mine official in tears in front of a group of angry Pondo fighters who were demanding the money they had allegedly been offered in advance.

The incident is the subject of a secret inquiry being conducted

at Vaal Reefs' Oppenheimer Stadium

The joint Anglo/NUM report explores every possible reason for the violent fights on South Africa's mines

The conclusion reached was that the current violence must be seen in the context of the severity of the economic recession. It is an attempt by workers to maintain for themselves a secure niche on the gold mines, economically, politically and socially

"Mine faction fighting needs to be viewed as a situation-bound competition for power," states the report

The document says the drive for unionisation by the NUM is seen as a threat by management.

Violent

"The single most important cause of violence is the conditions and management of hostels

"The unnatural, highly-regulated environment of the single sex hostel is exacerbated by the complete lack of control by the workers of their own lives

"In some cases management themselves are involved in assaults," the report says

About the claims of the notorious "Russians" gang sent in to crush the NUM, management responded "The Russians were in reality a mafia-type organisation that used all kinds of weapons including explosives and they could be hired by anybody"

"The possibility existed that segments within the mining context did use them

"Also workers could have justifiably suspected collusion between the Russians and management as the gang leader,

EVEN ANGLO ADMITS MINE BOSSES SHARE THE BLAME

Kimberley, did offer his services to Vaal Reefs management as a 'mediator' in recent conflicts, but management rejected the offer

The report concludes that workers thought management was deliberately fuelling the violence in an attempt at "union bashing"

The issue of mine violence received top priority at the recent NUM congress in Johannesburg

The Lesotho and Transkei governments were asked to submit reports for the inquiry being conducted at the Oppenheimer Stadium

Both governments have supported the allegations that the faction fights at Vaal Reefs were initiated by management and in fact named a certain official

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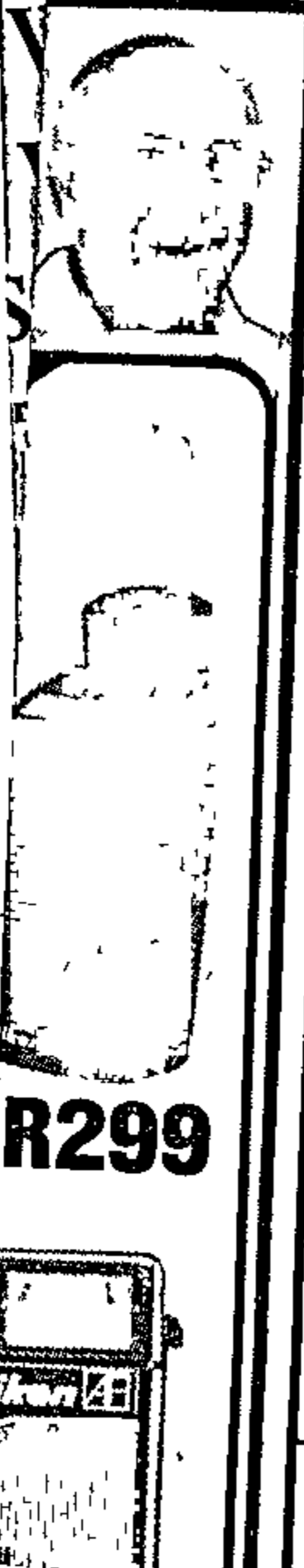
NUM

NUM

The new-look SATS guard staff would collect the Environment and security forces, he said with the millions we spend

Advert bid to break strike

CNT Times 2/4/87



R299

JOHANNESBURG — South African Transport Services (SATS) officials yesterday placed advertisements in major newspapers here for white workers to take over the jobs of at least 13 000 striking workers, now in the 19th day of an illegal walkout

A SATS spokesman said management was still waiting for a response to its proposals put forward on Tuesday, but the talks appeared stalemated

The advertisement said SATS had vacancies for "efficient, responsible white drivers"

The spokesman said it was too early to say how many people had responded

He said that management was waiting for a reply from worker representatives to proposals given at a meeting on Tuesday afternoon

"We will continue discussions," he said

The spokesman said there was no plan immediately to fire any strikers. Workers who returned would be given their old jobs back or be transferred if the job had been taken by a respondent to the newspaper advertisements

But South African Railways and Harbours Workers' Union (SARHWU) said yesterday that SATS's action in "causing negotiations to deadlock" on Tuesday had made workers even more unwilling to return

SARHWU has called a press conference for today, which will be attended by representatives from Cosatu and the UDF — UPI and Own Correspondent

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The born again union that SATS can't kill

Four weeks into the biggest public service strike this country has ever seen, the South African Railways and Harbour Workers' Union, once a member of South African Congress of Trade Unions and relaunched just five months ago, shows no sign of surrendering to the union bashing of the South African Transport Services MONO BADELA examines the union which has taken on the country's biggest employer.

THE South African Railway and Harbour Workers' Union (SAR&HWU), one of the "baby" affiliates of Cosatu, is bound to emerge as a giant on the South African trade union scene following a strike by about 14,000 rail workers in Johannesburg

The strike, over the short payment of R40 by a railway driver, has cost the South African Transport Services millions of rands and virtually paralysed the goods transportation centres on the Witwatersrand

The strike is the biggest in the public sector and by SAR&HWU members in recent years and represents a significant increase in union organisation

It also comes after thousands of railway workers handed in their resignations from the SATS-backed Black Staff Association, which SAR&HWU members have labelled a "sweetheart union"

The union, born out of years of exploitation of railway workers, was only officially launched in October last year

The union began as an organisation in 1936, and was officially structured in 1944. With the coming of World War II, the union suffered setbacks as many of its members were involved in the war effort.

In 1950 the SATS initiated a staff association, for whites, coloured, Indian and African workers. It became increasingly apparent that these associations were set up only for the benefit of the white members

In 1955, the workers decided to revive SAR&HWU in Maritzburg and again it was able to gain national support. During 1955 the union, under the leadership of Lawrence Ndzanga, affiliated to the South African Congress of Trade Unions (SACTU)

By 1959 the union had a total affiliated membership of 4,677. The staff associations set up by SATS were unable to redress the many grievances and problems of workers. Union members were harassed and workers who complained of unsatisfactory working conditions risked suspension

Initial struggles were about senseless suspensions of workers. Many of them were suspended for several months. They often could not find alternative jobs as their passes had not been signed

Among the activists who dedicated themselves to railway workers were Ndzanga, who died in detention in 1977, his wife, Rita, still an active trade unionist, and Caleb Mayekiso who also died in detention

Others now in exile include Alven Bennie of Port Elizabeth and Archie Sibeko of Cape Town

In Durban, popular leader Philemon Tsele organised railway workers under the guidance of Moses Mabhida. Mabhida was the secretary-general of the SACP until his death last year

The workers combined into a powerful union between 1956 and 1960 and the United Democratic Front chairperson, Curmick Ndlovu, continued organising among railway workers

SAR&HWU's regional organiser, Johannes Ngcobo, a key figure in the present railway strike, said organising among railway workers was never easy

Organisers often had to dress as railway workers to gain access to railway property

During the 1960 State of Emergency, SAR&HWU was again subjected to state repression. In December 1961 the union's offices were raided and membership cards confiscated. Despite this the union continued to organise and voice the demands of railway workers

In 1962, SAR&HWU demanded R2 a day, permanent and not casual employment after three months, unemployment insurance, sick leave, improved workmen's compensation and treatment, full union rights and three weeks' annual leave

From 1963 to 1964 every SAR&HWU official was either in detention or banned. Union offices were under constant surveillance and workers were threatened when they visited

By 1964 the union was leaderless and could no longer continue operating

From 1965 to 1976 there was a general lull in black trade unionism. However in 1976 there was again an attempt to revive SAR&HWU but once again the State acted against progressive organisations. Ndzanga died in detention during this period.

The recommendations of the 1978 Wiehahn Commission to allow blacks to organise trade unions did not include railway workers. They were also not provided for under the normal labour legislation

In September 1983 SAR&HWU was revived. It has since set up branches throughout the country

The union has grown rapidly although state harassment continues

It affiliated to Cosatu last year with a paid-up membership of 20,000. So far SATS has refused to recognise the union or negotiate with it to end the present dispute which is now in its third week

Prospects that the strike will be resolved soon appear bleak. It has, however, caused a major boost in SAR&HWU's membership making the union a major force in South African trade unionism

Dawusa closes office

THE Domestic and Amalgamated Workers Union of South Africa has closed its Kroonstad office temporarily

The chairman, Mr. George Molelekwa, said the action was taken because of reported incidents at the offices which violated the union's constitution

Union representatives at the offices were reportedly working part-time as salespeople for other companies and could no longer fulfil union activities required of them

1604
2/4/87

Sats, union apply 'strike' pressure

214/8 B/Day
THE SA Railways and Harbours Workers' Union (Sarhwu) and Sats yesterday applied pressure on each other in attempts to provoke movement in the three-week-old stale-mated strike.

Sats said employees would lose R8m in respect of their annual bonus if they did not return to work by today. It said: "The Cosatu-affiliated Sarhwu must carry the responsibility for the present state of affairs. Sats has at all times adopted a lenient attitude and an open-door policy."

Cosatu and the UDF representatives pledged their affiliates would initiate unspecified solidarity action in support of the strikers.

Cosatu general secretary Jay Nai-

ALAN FINE

doo said the right of workers to join trade unions of their own choice was the key issue at stake in the strike. Sats was violating the principle of freedom of association, enshrined in SA labour legislation, by refusing to negotiate with the union of the striking railwaymen and only recognising the official in-house union.

He said Cosatu would telex the Minister of Manpower to inform him of the planned action. He also asked Assocom to ask the FCI to intervene.

Curtis Nkondo said the UDF would discuss with its affiliates ways in which the community could support the strike.

Miners locked out

24/12 By Mike Siluma

About 8 000 black miners have been locked out at Anglo American's Fredies Gold Mine, near Welkom, after refusing to do "demeaning" tasks for white colleagues, the National Union of Mineworkers (NUM) said.

NUM assistant general secretary Mr Marcel Golding said the workers had been locked out of the mine's Number 5 shaft after striking in protest at having to carry bags for white miners.

An Anglo spokesman said the shaft had been closed because of unsafe working conditions and incidents of intimidation.

He said about 500 workers had engaged in a go-slow from last Wednesday until Saturday. The action culminated in a work stoppage.

Mr Golding said workers' "refusal to perform the demeaning task" of carrying explosives bags, food and changes of clothing for white workers resulted in a strike on Monday.

"Workers feel that the task of carrying the bags should be shared by both black and white workers. They feel that this is not what the Mines and Works Act requires," said Mr Golding.

After talks with management, workers had undertaken to go back to work, provided the task of carrying the bags was shared. Management then locked them out.

Anglo American's claim to have acceptable workplace practices "is questionable if it continues to permit racism and baasskap to operate on its mines", Mr Golding said.

Negotiations are continuing.

UDF joins in support for rail strikers

By MONO BADELA

THE United Democratic Front (UDF) and the Transvaal Students' Congress (Trasco) have joined the Congress of South African Trade Unions (Cosatu) in supporting the 16 000 striking railway workers

The strike — which is believed to have cost the SA Transport Services (Sats) between R15 and R20-million so far — enters its fourth week today with no end in sight. The latest round of talks collapsed this week, with Sats rejecting the workers' demands for full strike pay and recognition of their union

UDF official Curtis Nkondo — who emerged from hiding to host a UDF press conference yesterday — said the front had pledged its solidarity for the strikers "in whatever action they take to force the railway authorities to negotiate with the SA Railway and Harbour Workers' Union (Sarhwu)

"The UDF will do anything that will benefit the workers. We will rally behind them," he said

At the same press conference, Cosatu general secretary Jay Naidoo said the labour federation will meet this weekend "to formulate action which can force Sats to negotiate with Sarhwu".

Sarhwu is now planning meetings with the Federated Chamber of Industries (FCI) and the Associated Chambers of Commerce (Assocom), to get them to add pressure on Sats

● In a statement issued yesterday, Trasco said Sats should recognise the strikers' demands were "genuine and legitimate".

The no-talk railways step grudgingly to the tables

In 1982, the railways had a simple solution to strikes: they fired the dissenters. This month, things are rather different. The railway chiefs are reluctantly agreeing to sit down and talk. EDDIE KOCH reports on the extraordinary change

RAILWAY workers have never been a major force in the trade union movement. So it came like a bolt out of the blue when a small strike at an SA Transport Services (SATS) depot in Johannesburg over the dismissal of a single worker escalated into the biggest strike ever in the public sector.

Strikes on the railways are strictly outlawed, Sats employees are excluded from the labour legislation that allows workers in other industries to join unions and the SA Railway and Harbour Workers' Union (Sarthwu) is a young organisation with only 9 000 workers at the time of the strike.

So what made it possible for the union to roll the strike so rapidly from depot to depot across the Transvaal and keep as many as 18 000 workers out for nearly three weeks?

"The reason in a nutshell for the strike spreading so wide is the intimidation by a small group of strikers on workers who want to work. The fact that the Railways have never had such a big strike is proof of the good labour relations that exist at Transport Services," said Sats PRO Dirk Beukes.

The union rejects such conspiracy theories. Sarhwu education secretary Mike Roussos said Sats employment practices and conditions in its hostels explain why workers responded so quickly to the dismissal of driver Andrew Nendzanda.

Black Sats workers are governed by a special Sats Conditions of Employment Act that outlaws strikes, forbids membership of unions other than official in-house staff associations and provides for its own disciplinary code.

Black workers are paid poorly, with most workers getting R307 monthly. The railways are traditionally the bastion of protected employment for



Commuters step over trash at Johannesburg station as the Sarhwu strike continues.

Picture ERIC MULLER, Afrapix

poor whites and still has more white employees (105 000) than black workers (101 000).

"The first thing that governs day-to-day work conditions is the high number of conservative whites in supervisory positions, and that generates a lot of racial friction," said Roussos.

"But the disciplinary code used to dismiss Andrew Nendzanda is the real hot issue. It is essentially a punitive code that applies only to black workers, allows them no representation and is used daily for minor offences. So when workers saw the City Deep strikers contesting this kind of discipline, it gave them the

chance to express grievances that have been building up for a long time." Conditions in the compounds that house most of the unskilled workers are also fertile ground for the young union. Workers are antagonised by rigid security measures, poor food and overcrowded conditions. Early this year, Sarhwu won a lot of support

after winning improved living and eating conditions at compounds in Johannesburg and Germiston.

When the big strike broke out, the union was busy with a similar dispute at Sats' Benoni compound. The membership it built up in these hostel campaigns flowed straight into the stoppage.

But the sheer size of the compounds is the most crucial factor. City Deep and Kazeme in Johannesburg each house 3 000 migrants, Delmore near Germiston has 4 000 and Central Rand near Benoni has 3 000. This concentration of workers and the common experiences of workers from different Sats regions explains why the strike was able to bolt like lightning from one depot to the other.

But unions like the General Workers' Union (GWU) were prevented by these conditions from making such headway. In the only recent railway strike, 600 workers in Port Elizabeth were promptly fired by Sats in 1982 for downing tools to demand the recognition of GWU.

What has now allowed workers to turn the situation to their advantage?

"We are now organising in a very different climate. The level of unionisation is much higher and the general political climate has made workers more determined to fight. It removes the fear of getting involved despite the general level of repression that still exists on the railways," says Roussos.

The outcome of the strike is still unsure as talks between the union and management floundered this week. What is clear, however, is that although Sats refuses to deal with Sarhwu it has been forced to conduct unprecedented talks with the strikers - indicating the union movement has finally arrived as a force to be reckoned with on the railways. Agenda Press Services.

140A



Workplace tragedy becomes the basis of a play about safety

Picture, MICHELE WITTHAUS

Speaking from experience

THE making of theatre took on a special meaning for delegates to the Health and Safety Education conference at Cosatu House last week

A group of women workers belonging to the Paper, Wood and Allied Workers' Union re-enacted a real-life tragedy which had claimed the life of one of their fellow workers several months before

When an employee of Empire Waste Paper was killed after falling into a machine, workers at the factory demanded safer working conditions. As part of their campaign, they decided to create a play about the incident as part of the education day.

In the play, the women form themselves into moving parts of a monstrous machine which devours one of their number. Using hymns, freedom songs and reiterated questions, the players ask why this death was "allowed" to happen.

Few of the workers taking part in the play had acted before, but they played their parts with powerful conviction. It was, after all,

The Paper, Wood and Allied Workers' Union Play
Cosatu House, Johannesburg

about them

The importance of this work is not only located in its educational value, or its role as protest theatre. It has allowed a group of people to speak out about the conditions of their existence.

The women were there when their colleague died, and they have brought themselves to relive the horror of it. This is where personal and political meet and mingle.

Michele Witthaus

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Defiant miners move wives into hostels

3-9/4/87 W/M 9/11/87 NYDA

By SEFAKO NYAKA
MIGRANT mineworkers at several Anglo American Corporation-controlled coal mines in the Eastern Transvaal have confronted the migrant labour system head on: they have unilaterally moved their wives or girlfriends into the single-sex hostels.

The move — done in defiance of mine management — is the first such public action following the National Union of Mineworkers (NUM) pledge at their recent annual conference to “take control” of the compounds and dismantle the migrant labour system.

It creates an acute dilemma for mine management, who have repeatedly stated their opposition to the single-sex compound system but have been accused by the union of dragging their feet in changing it.

Now management will either have to turn a blind eye to the defiance — thus acknowledging that miners have at least partial control of the compounds — or throw the wives out, discrediting their claims to support the concept of mixed hostels.

The “occupation” of the hostels is likely to test Anglo’s liberal policy and utterances, according to an NUM representative.

The “occupation” of the Anglo American Collieries (Amcoal) mine hostels started last weekend at Landau, Bank, Kriel and Goedehoop Collieries in the Witbank-Middelburg area.



It looks like an everyday gathering of friends, but it's actually an act of defiance. Musawenkosi Mfosi was one of the first miners to bring his girlfriend, Beauty Mgwita, into a single-sex hostel. George Mbukwana looks on. Picture ERIC MILLER, Afrapix

Attempts by senior officials from the Chamber of Mines and mine management to stop the occupation of the hostels have been unsuccessful.

Workers have ignored a circular sent to their wives from mine management warning them their presence constitutes trespass.

“I would like you to know

that I do not condone your presence in the hostel single accommodation as I believe it will lead to complications from other occupants of the hostel,” the circular from mine manager AP Bugden warned.

The circular added that the facilities and food provided by the mine were “for our employees only and you will

not be treated like a lady”. There has been no attempt to stop women from obtaining food from the kitchen, although some workers have been purchasing cooked food from outside the mines.

There were none of the usual security officers or “indunas” at the gates and no special

●To PAGE 2

"passes" were needed for a *Weekly Mail* team to proceed into the hostels and into the rooms.

The occupation of the hostels will lead to unrestricted movement of visitors into and out of the hostels.

The much-resented "indunas", who in the past have rigorously screened every visitor, have either joined the union or have turned a blind eye to events.

At Landau near Witbank this week several workers and their wives were found watching television in the hostel bar or lounges of their rooms.

There have been no reports of violence resulting from the presence of women, despite management's concern about "unpleasant scenes" in the bar, men and women were drinking together and chatting.

The decision to occupy the hostels was taken at a regional meeting of the NUM three weeks ago.

Soon after the NUM conference adopted the resolution to dismantle the migratory labour system, Anglo said it was concerned about the detrimental effects of the migrant labour system and the consequent hostel system of accommodation.

Anglo representative Peter Gush said it was the ultimate objective of the company to give employees the opportunity of owning their own homes, and living with their families in a normal society should they so choose.

He said the success of such a venture would depend on the availability of land for procurement, the speed of procurement and the provision of infrastructure.

What workers might now be looking for from Anglo is a clear statement on how long it would take them to provide family houses for those of its employees who need it.

Other mining houses, fearing the

Miners defy 'no wives' rulings

● From PAGE 1

spread of similar action to their mines, might put pressure on the government to provide more land for the building of houses and the abolishing of influx control laws, even where these affect workers from neighbouring countries or the "homelands".

The move is also bound to unify

number of employees' wives spent the weekend in the collieries' hostel accommodation."

The majority had returned to their homes, he said.

Management was presently discussing the issue with union representatives. Until agreement had been reached, "we can't comment further on the issue," Smith said.

NUM representative Marcel Golding said yesterday the occupation is the first step "in the fight to bring an end to the migrant labour system and hostel life."

The occupation has been disciplined and co-ordinated and new communal rules governing living arrangements have been established, he said.

workers around the common issue of being denied the right of a decent family life. Homosexuality and prostitution have flourished in the single-sex hostels.

Mineworkers have in the past paid dearly, sometimes with their lives, for the favours of the few women on neighbouring farms and villages.

Yesterday, Amcoal representative Mark Smith admitted that "a small

Handwritten notes and scribbles at the bottom of the page, including "NUM", "Anglo", and "40A".

116ms 3/4/87.

Sats warning: Few railmen back at work

EARLY signs are that few railway workers returned to work today in response to an ultimatum that they end their 21-day-old strike or lose their annual bonuses

South African Transport Services public relations officer Mr Jannie van Zyl said few workers appeared to have responded to the warning. Yesterday Sats warned that workers would lose annual bonuses worth a total of R8-million unless they ended their stoppage.

The South African Railway Workers Union said yesterday that it would ask fellow unions in the Congress of South African Trade Unions (Cosatu) to take action in solidarity.

The Minister of Transport, Mr Eli Louw, yesterday accused Cosatu and the United Democratic Front of trying to transfer the crisis in the townships and schools to the workplace.

His comments came hours after both organisations had pledged to put pressure on Sats to negotiate with the railways union to end the strike.

Allegedly attacked

The strikers' demands include the unconditional reinstatement of Mr Andrew Nendzamba, who colleagues believe was unfairly dismissed from the City Deep depot.

The railways union said yesterday that it would institute litigation on behalf of members allegedly attacked by white Sats supervisors.

Sats declined to respond to the union offer to take the dispute to arbitration, claiming the union was not involved in talks on the strike.

At a Press conference, Cosatu and UDF leaders accused Sats management of forcing "dummy" bodies on workers

However, Mr Louw denied on SABC-TV last night that Sats workers were prevented from joining unions of their choice, but repeated that Sats would "recognise the union to which the vast majority of our workers belong".

Describing Cosatu and the UDF as "outside" organisations, he said they wanted to take "the crisis" away from the townships and schools to the workplace — The Argus Correspondent, Sapa

SATS set to axe strikers' bonuses

CAPE TOWN 3/14/87

JOHANNESBURG. — The three-week-old labour railway dispute on the Witwatersrand heated up yesterday as SA Transport Services (SATS) warned 13 000 striking workers to return to work today or lose annual bonuses.

The Congress of Trade Unions vowed to broaden the strike.

"It is estimated that employees have already lost more than R5 million in salaries and will lose a further R8 million in respect of their annual bonus if they do not return to work on April 3, 1987," said SATS.

The strike is illegal, but transport spokesman Mr Leon Els said there was no immediate plan to use powers granted by the government last week to dismiss strikers.

The strike has not affected passenger transport, but has caused a pileup of 700 cargo containers in Johannes-

burg and an accumulation of rotting garbage on some stations.

Meanwhile Cosatu's general secretary, Mr Jay Naidoo, said yesterday morning that affiliate unions had decided to take solidarity action in support of the SA Railway and Harbour Workers Union (SARHWU) to which most strikers belong.

Mr Naidoo blamed SATS for the deadlock in talks aimed at ending the dispute and said SATS was violating the principle of freedom of association, enshrined in South African labour law, by refusing to deal with SARHWU and only recognizing its own in-house union.

SARHWU spokesman Mr Mike Roussos said the deadlock occurred on March 31 when SATS adopted a new "intransigent attitude" and went back on agreements made previously.

— Sapa and UPI

Shaft dispute over 'picanin' bag carriers

By PHILLIP VAN NIEKERK

3-9/4/81
ANGLO American yesterday reopened its number five shaft at Freddie's Gold Mine in the Orange Free State following a dispute involving the refusal of black miner's assistants to carry the bags of white miners.

140A
W/M/1911
In what the National Union of Mineworkers (NUM) described as a lock-out, the shaft was closed on Sunday night after five days of industrial action by several thousand workers.

However, an Anglo spokesman denied it was a lock-out, saying the shaft was closed after an underground go-slow created unsafe working conditions

Freddie's is part of Anglo's gigantic Free State Gold Mines, the largest mining complex in the world, which employs more than 105 000 workers

The Anglo spokesman said the issue of the carrying of a miner's bag by a miner's assistant was only raised on the third day of the dispute after the shaft had been closed.

"At that stage it was clear that the National Union of Mineworkers had lost considerable support for its actions," he said.

Responding to NUM claims that they permitted racism and *baaskap* on their mines, the Anglo spokesman said no worker was expected to carry the personal belongings of fellow workers or supervisors.

He differentiated between the carrying of personal belongings, on one hand, and the carrying of explosives for the white miner.

The "picanin" system, in which a black worker is forced to look after the welfare of a white miner or supervisor, is a long-established practice on South African gold mines

At a recent talk, Cyril Ramaphosa, the general secretary of the NUM, said the job of the "picanin" was to carry the "masters" satchel which has food, clothes, newspapers and comics.

"Shaft stewards at Vaal Reefs thought that there was something wrong with this practice and approached one of the miners and asked him why he had a picanin

"The miner was dumbfounded and could not respond except to say 'this is how the system works'

"An instruction was given to picanins to refuse to carry the masters' satchels as it was not part of their job. All the picanins were only too pleased to be relieved of their heavy burdens and those who were not members joined the union.

"There was general panic amongst the masters, who could not believe that this was happening to them. Some resigned and others went to other mines."

ARCC's

Friday April 3 1987 5

140A

Cape talks on Cosatu campaign

Labour Reporter

THE national living-wage campaign started by the Congress of South African Trade Unions will be discussed at a meeting of the federation's Western Cape region on Sunday

The campaign arose from rising retrenchments and a drop in real wages caused by high inflation, said Cosatu general secretary Mr Jay Naidoo

"It is clear that employers, particularly the big monopolies, are in a position to pay the increases demanded by workers," he said.

Campaign demands are for companies to open their books to unions to prove they are unable to meet wage demands and for the working week to be reduced to 40 hours to prevent the retrenchment of workers

PAID HOLIDAYS

Other demands are that March 21 (Sharpeville Day), May 1 and June 16 be recognised as paid public holidays, that six months' maternity leave be given to women workers and that employers cease PAYE deductions from wages

"We have never been consulted about PAYE," said Mr Naidoo.

The meeting will be at the Kismet Cinema, Athlone, starting at 10am

Another Cosatu nod to 'economic pressure'

By SEFAKO NYAKA

THE Congress of South African Trade Unions (Cosatu) this week reaffirmed its support for economic pressure on the South African government

Information officer Frank Meintjies also rejected the attack Chief Mangosuthu Buthelezi made on Cosatu vice-president Chris Dlamini

Buthelezi, referring to a recent BBC television interview, accused Dlamini of political shallowness by "first promoting disinvestment and then back-tracking when it became clear most blacks were disenchanted with the policy".

According to Meintjies, the full text of Dlamini's speech indicates no contradiction of Cosatu policy

"The resolution Cosatu adopted at its inaugural congress makes it clear that we support effective and far-reaching international economic pressure to force the government to abandon apartheid and repression and to move towards democratic transformation," Meintjies said

This position has majority support within Cosatu, he said, even among workers who are affected — as the General Motors and Coca Cola strikes demonstrated, he added

Meintjies said the government and bosses should bear the brunt of such punitive action because they were the ones who have created and upheld the system that caused so much conflict and generated so much revulsion

"Our resolution makes it clear that in the case of companies considering a pull-out, our view is that social wealth should remain in South Africa.

"This wealth has been created by workers and must ultimately be distributed in the interest of the workers"

Withdrawals should be negotiated so that they take place on terms and conditions favourable to the interests of workers.

Last week union representatives

within Cosatu discussed a commission report compiled by the Community Research and Information Centre (Cric) on the effects of sanctions.

The report also looked at "what every sector in the economy has been going through in the past years".

It will serve as a guideline to Cosatu's adaption of policy to changing circumstances.

Cosatu affiliates have been discussing the effects of sanctions at union level

Cosatu adopted its initial resolution on sanctions and disinvestment at its inaugural conference in Durban in December 1985.

Since then, the sanctions and disinvestment situation has changed — for example, the "reality of pull-out" and the setting up of trusts for workers

"We need a policy that deals with the reality of pull-outs and deals with the various options put to us by companies pulling out of the country," Meintjies said

He stressed that the policy will have to deal with how sanctions and disinvestment take place

"There will be instances where disinvestment and sanctions favour a company instead of the workers. We will need to intervene in this process."

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'COSATU BACKS STRIKE



SARHWU spokesman, Mike Roussos

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Sowetan
3/4/87

AT SATS'

THE Congress of South African Trade Unions and the United Democratic Front yesterday declared their full support for the striking South African Transport Services workers.

At a Press conference in Johannesburg the two organisations expressed their support for Cosatu affiliated South African Railways and Harbours Workers Union, and its 16 000 striking SATS workers

They pledged to call on their membership to encourage SATS management to come back to the negotiating table.

Cosatu's general secretary, Mr Jay Naidoo, said "We will also telex the Minister of Transport, Dr Eli Louw, to ask him to intervene in the dispute. The Federated Chamber of Industries and the Associated Chamber of Com-

merce will be asked to intervene because they 'will be affected' by Cosatu membership action if the dispute is not settled"

The Transvaal vice-president of the UDF, Mr Curtis Nkondo, said the UDF had reached a phase of the struggle where workers had become even more important than ever

"The majority of consumers of SATS services are our people and we will ask them to pressurise SATS to recognise its workers' request of choice of representation. To date SATS has applied divisive Government-like strategy by insisting on negotiating with its in-house created union (Blatu)," said Mr Nkondo

Meanwhile, the general secretary of Cusa-Azactu, Mr Piroshaw Camay, said the federation "unflinchingly" supports the SATS workers, and the Nel's Dairy workers

D

Miners locked out

140A
3/4/87

ABOUT 8 000 black miners have been locked out at Anglo American's Freddie's gold mine, near Welkom, after refusing to do "demeaning" tasks for white colleagues, the National Union of Mine-workers said.

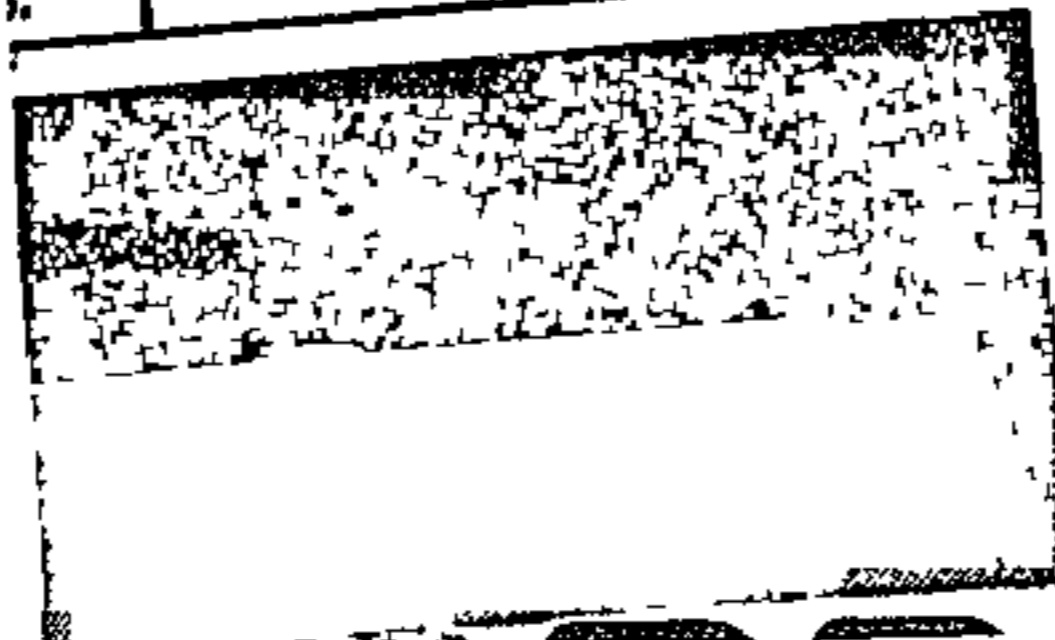
Num assistant general secretary Mr Marcel Golding said the workers had been locked out of the mine's number 5 shaft after striking in protest at having to carry bags for white miners.

Unsafe

An Anglo spokesman said the shaft had been closed because of unsafe working conditions and incidents of intimidation.

He said about 500 workers had engaged in a go-slow from last Wednesday until Saturday. The action culminated in a work stoppage

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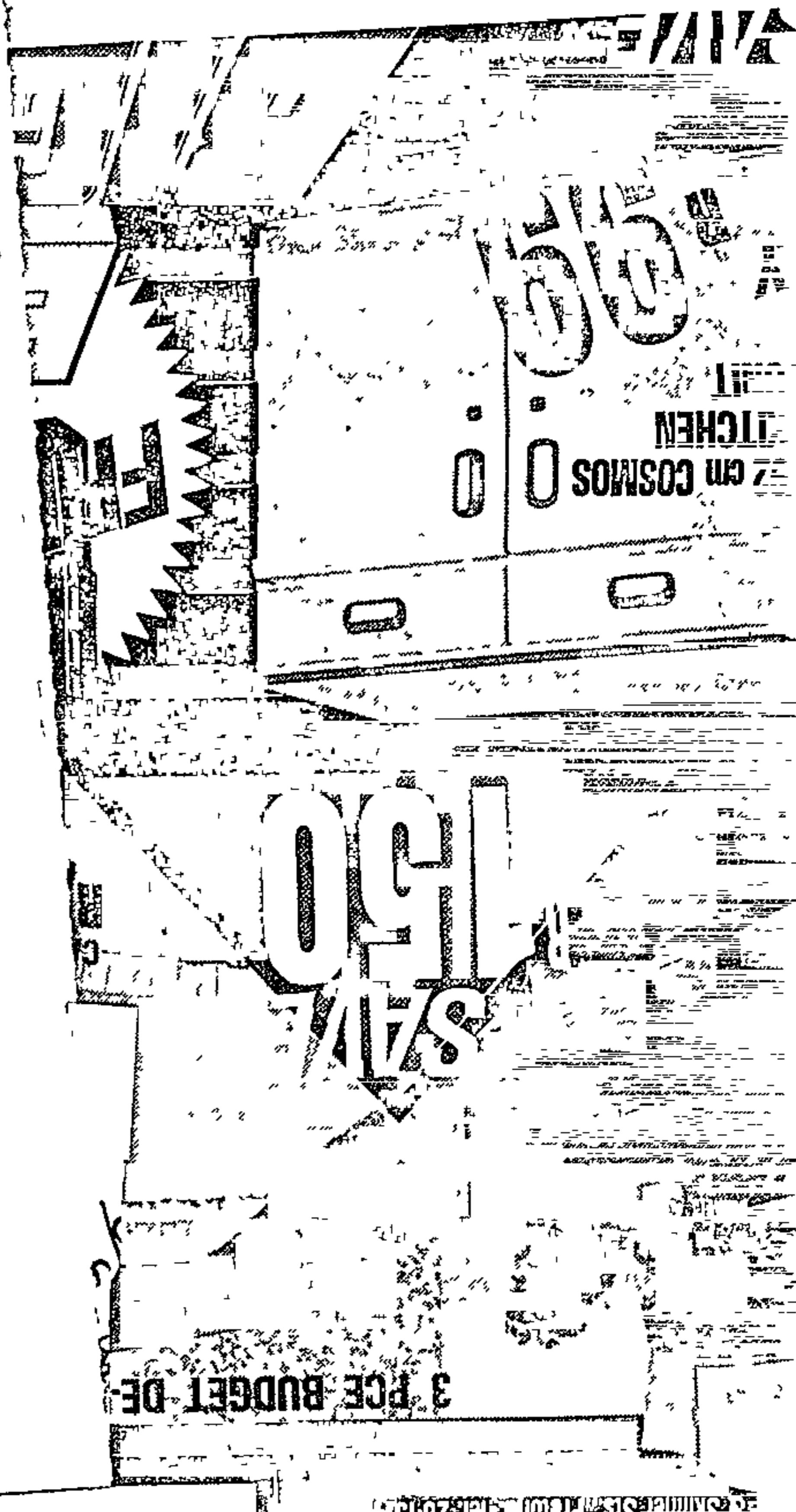


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SATS workers reject approved organisation

Louw: unions are 'transferring crisis'

SPW 3/4/89
ICOR
By Mike Siluma

Minister of Manpower Mr Eli Louw, who granted South African Transport Services (SATS) the right to summarily dismiss striking workers, yesterday accused the Congress of SA Trade Unions (Cosatu) and the United Democratic Front (UDF) of attempting to transfer the crisis in the townships and schools to the workplace.

Mr Louw's comments came just hours after both organisations had pledged to put pressure on SATS to negotiate with the SA Railway and Harbour Workers' Union (Sarhwi) to end the 22-day-old strike. About 15 000 SATS workers are involved in the strike, which affects depots and workshops in the Witwatersrand.

Their demands include the unconditional reinstatement of Mr Andrew Nenzamba, whom colleagues believe was unfairly dismissed from the City Deep depot.

SATS yesterday declined to respond to a Sarhwi offer to take the dispute to arbitration, claiming the union was not involved in talks to resolve the strike.

On television last night Mr Louw denied that SATS workers were prevented from joining unions of their choice, but repeated that SATS would "recognise the union to which the vast majority of our workers belong".

He described Cosatu and the UDF as outside organisations and said they wanted to take the crisis away from the townships and schools to the workplace

The Cosatu-affiliated Sarhwi has claimed majority support among the striking workers

At a Press conference yesterday Cosatu and UDF leaders accused SATS management of forcing "dummy bodies" on workers.

Warning that the dismissal of strikers would only worsen the situation, Sarhwi spokesmen said workers felt their demands were legitimate.

Cosatu's general secretary Mr Jay Naidoo said the federation had decided to fully support "the struggle of the SATS workers for their right to be represented by an organisation of their choice".

Meanwhile, SATS called on the strikers to return to work today or lose their bonuses. It said many employees who were prepared to go back to work were prevented from doing so by intimidators. It added that Sarhwi must carry the responsibility for the present state of affairs.

In response, Sarhwi said it would institute litigation on behalf of members allegedly attacked by white SATS supervisors.

● The Cusa-Azactu federation yesterday pledged solidarity with the SATS workers after their situation had been reviewed by the federation's central committee.

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Migrant miners put families in hostels

JOHANNESBURG 4/4/87
JOHANNESBURG Migrant workers at seven mines in the Eastern Transvaal have decided they have waited too long for mining companies to provide family accommodation and have brought their wives and children to live in single men's hostels

The secretary-general of the National Union of Mineworkers, Mr Cyril Rampahosa, said here yesterday that about 600 women and children had already moved into single-sex hostels at coal mines near Witbank. These included Landau, Bank, Kriel and Goedhoop Collieries

Mr Ramaphosa said NUM's recent congress resolved that the migrant labour system must be "phased out"

In the past miners had brought their families to live in squalid conditions on nearby farms and townships or had paid fines if they brought visitors. This was "no more" as workers had decided to use the hostels for family accommodation

Mr Ramaphosa said Witbank had been chosen to see if family living would work, and so far it had been conducted in a "peaceful, co-ordinated fashion". Gold and diamond miners would bring their families to live with them soon

The NUM challenged mining houses to "live up to their words" in wanting to end migrant labour

Asked for comment on the presence of women in the hostels, an Amcoal spokesman said "We have noted the NUM's comments that some women have moved into hostel accommodation at some Amcoal collieries, but the figure given by the NUM is high". He declined further comment — Sapa



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World in Brief

Spain nuclear test
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(140A) 4/4/87

Cosatu asks Eli Louw to help end strike

JOHANNESBURG — The head of the Congress of South African Trade Unions (Cosatu) has appealed to the Minister of Transport Affairs, Mr Eli Louw, to use his influence to end the marathon railway strike in the Transvaal.

“Cosatu believes that the only solution to the present conflict is bona fide negotiation on both sides and unless something urgent is done the conflict will spread to those sectors and areas not involved at present,” said Cosatu’s general secretary, Mr Jay Naidoo.

“We further believe that Sats management, by advertising in a pamphlet their intention to employ white workers on a permanent basis at City Deep and other places, are fuelling the dispute and heightening racial tensions”

Mr Naidoo said the central issue of the dispute was the right of workers to elect their own representatives to negotiate with management.

“We believe that Sats management is forcing membership of Blatu (Sats’ in-house union for black employees) on workers although the workers rejected this.

“Cosatu believes that if Sats doubts the support that the SA Railway and Harbour Workers’ Union (Sarhwu) has, then a jointly monitored ballot should be held to allow workers their democratic right to choose the union they want”

Mr Naidoo said Cosatu was also prepared to mediate in an attempt to resolve the dispute.

● A spokesman for Sats said yesterday that 598 school children and students were currently helping to alleviate the work pressure on the railways during the strike.

A further 250 were helping out at Jan Smuts Airport. All of them are filling in for non-skilled labour — Sapa

FOR STAFF 4/4/87

Defiant miners take in families

MIKE SILUMA

In what could be the beginning of a major challenge to the migrant labour system, members of the National Union of Mineworkers (NUM) at seven Eastern Transvaal coal mines have brought their families to live with them in single-sex hostels.

The development, which follows a resolution taken at the recent NUM congress to fight for an end to the migrant labour system, was announced by union general secretary Mr Cyril Ramaphosa at a Press briefing in Johannesburg yesterday.

Mr Ramaphosa said workers had taken the decision to bring families next to their places of employment because they wanted to "live naturally".

He said about 600 miners' wives and children had moved into hostels at Amcoal mines, including Kriel, Bank, Goedehoop, Arnot and Landau, since last weekend.

About 350 had since left for home.

Mr Ramaphosa said workers felt that mine management had been given sufficient time to respond fully to the NUM congress call to negotiate with the dismantling of the hostel system by March 31.

A spokesman for Amcoal, confirming that "some women have moved into hostel accommodation at some Amcoal collieries", said management had "noted" the NUM's comments.

He said the figure given by the NUM was high.

"We do not wish to comment any further on the matter," said the spokesman.

Mr Ramaphosa said workers believed they should not be separated from their families.

So far, managements had not taken "drastic action" to oppose the development. He warned of the possibility of conflict if management evicted the families without providing proper accommodation.

Striking bus staff meet Tramways management

Weekend Post Reporter

STRIKING bus drivers and workshop staff met the management of PE Tramways today in a bid to resolve a day-old strike which has severely curtailed services in the city and Uitenhage

The deputy general manager of PE Tramways, Mr Stan van der Merwe, said the strike began at 3pm yesterday when 200 drivers and 40 workshop staff at the Struanway depot in the city

went on strike. Forty drivers and 10 workshop staff at the Uitenhage depot also stopped working.

Bus routes affected last night and today were mainly those serving the townships, whose residents were forced to walk or take taxis. However, some other routes were affected.

A shop steward for the drivers and workshop staff — who are members of the General Workers' Union of South Africa (Gwusa) — said the cause of the strike

was a dispute over "no work — no pay" deductions made by the company after a sit-in by staff last week.

He said discussions were going on with management, and it was possible that strikers would return to work on Tuesday.

Monday is a public holiday.

Mr Van der Merwe confirmed that talks were taking place, and that management was awaiting a report-back from the strikers.

WDP 4/4/82

140A

man for the department said no more could be done

5/4/87 CP Press

3003

140A

Unexpected support

By STAN MHLONGO

SUPPORT for the Congress of SA Trade Unions' fight for a living wage came from an unexpected quarter this week - the Lekoa City Council

Lekoa mayor Esau Mahlatsi turned down an application at his council's monthly meeting by businessman F van der Merwe to build a poultry farm in the council's area of jurisdiction because he

was paying his employees R150 a month, which Mahlatsi said, "was not a living wage"

Van der Merwe told the council that in addition to the R150, his employees received six eggs a day, three meals and free sleeping quarters - all concessions which failed to impress the council which stuck to its decision that he would not be paying his employees a living wage

Student granted order

CP Correspondent

A CAPE Town judge this week ordered the Minister of Law and Order and the officer commanding Pollsmoor Prison to "release forthwith" University of Cape Town social work student Ian Mackenzie, 24

The Minister was also ordered to pay Mackenzie's legal costs

He had been detained for 110 days under the emergency regulations - after police arrested him in Woodstock at 12 30am on December 12 while he was distributing pamphlets publicising the UDF's Christmas Against the Emergency campaign

An hour after his arrival at Security Branch headquarters Warrant Officer Johannes Louw, who interrogated him when he was detained from July to October last year, came in and was "extremely aggressive and threatening"

Louw denied these allegations

FRAY

The campaign calls on all peace-loving white South Africans to seriously consider the prevalent state of affairs in the country

Nusas will hold a non-racial poll in the week preceding the elections for students of all colours to make their feelings known on "one person, one vote"

Sansco executive member Pascal Moloi said the elections had no meaning for most black people in the country

Naude said the basic issue facing the country was granting full political rights to blacks

By SIPHO JACOBS

THE SABC's investigation into allegations of racism on the part of two senior employees is being investigated at departmental level.

The racism controversy was leaked to reporters after a document, allegedly signed by two senior SABC staffers, called for Soweto to be sealed off and its people wiped out in the event of a revolution.

The document was alleg-

Racism allegation at SABC

edly signed by the editor of TV news input, Andre Kritzing, and crime reporter Chris Olckers.

The signing of the statement was allegedly witnessed by two other SABC staffers.

DPSC tea for detainees

By SANDILE MEMELA

TOMORROW ex-detainees and their parents will remember those still in detention at a tea party, a Detainees Parents' Support Committee member said this week

It will be held at the Civic Centre Methodist Church, 114 Rissik Street, Braamfontein, from 2pm and parents of detainees and ex-detainees are urged to attend

Numerous DPSC tea parties have been held to provide support for those who have been held in detention

Cosatu-Sarwhu intensify action

By SANDILE MEMELA

THE ATTEMPT by over 16,000 workers to pressurise the SA Transport Services reached an impasse this week and the SA Railway and Harbours Workers' Union has threatened to take stronger measures to resolve the deadlock.

Sarwhu has approached its affiliates and community-based organisations to take action in a bid to pressure SATS into agreeing to its demands.

This emerged at a joint Sarwhu-United Democratic Front and Cosatu Press conference held at Cosatu House yesterday.

Delegates from Sarwhu said attempts by management to fire any worker would only exacerbate matters and result in more pressure being exerted on SATS. This followed reports that management has recruited whites to replace the strikers.

Already attempts are underway to get railway workers on a solidarity strike nationwide.

The UDF and Cosatu have pledged solidarity with the strikers.

Kola's week of woes

NOT

City Press
5/4/87

By STAN MHLONGO



OR Kola - wife of detained trade unionist Moses Mayekiso - this week brought an endless tale of woes

Her hopes that her husband, who is appearing on subversion and sedition charges, would be released, were dashed at the Randburg Magistrates' Court when he was remanded in custody.

Her brother-in-law, Thamsanqa, was detained under emergency regulations and then her Alexandra home - already "literally" broken by the detention of her husband - became unsafe to live in.

Kola told *City Press* that she found her home in a shambles - with everything inside the house in disarray soon after Thamsanqa was detained on Monday.

"I found the house wide open with no one at home. The nightmare did not end there. The house was broken into twice in the same week and the door broken. I had to sleep with neighbours," explained Kola.

She claims that her husband, general secretary of the Metal and Allied Workers' Union, was detained as he left an aircraft at Jan Smuts Airport after visiting Sweden, where he had been invited by the Swedish Metal Workers' Union

CP Correspondent

STAY out of Ciskei - that was the message to four organisers of the Food and Allied Workers' Union when they were picked up by Ciskei police last weekend

Toto Kalipa, of Fawu's East London branch, said he and three other officials were repeatedly told by Ciskei security police that unions were not allowed to operate in the Ciskei.

But Fawu, one of the few unions organising in the notoriously anti-union homeland, has no intention of heeding the warning

Other officials detained were Deborah Komose, long-serving East London branch secretary of Fawu, Gino Govender, branch organiser in Durban, and Chris Menzi, shop steward for the union at Cadbury's in Port Elizabeth

Kalipa said he had been

Fawu is told to stay out of Ciskei

picked up at his home last Saturday morning. Komose, Menzi and Govender had already been detained

"They asked which was my room and searched it. They took four Cosatu T-shirts and a calendar of the Release Mandela Campaign.

"They said I should be aware that trade unions are not wanted in the Ciskei. I said I only knew of the ban on Saawu and they agreed unions were not banned,

but said they were not allowed to operate in the Ciskei," he said

At the police station, they were interrogated separately.

"They asked me about a stayaway they believed was planned for April 1, but I told them I knew nothing about it," said Kalipa.

Kalipa was questioned extensively about the union's activities at two plants in the Ciskei - Ciskei Milling and Panmure Chickens - where it has substantial membership

After six hours of questioning, Kalipa said, they had been released

"They told us they respected us and we should respect them also. They said we were free to do anything we wanted to in East London, but we should stay out of the Ciskei," said Kalipa

Cosatu sets down its demands

ARGUS 6/10/77

140A

258

Labour Reporter

THE Congress of South African Trade Unions (Cosatu) has set down demands in the Western Cape launching of its living wage campaign

They include

- A living wage for all,
- Six months' paid maternity leave,
- A 40-hour working week,
- That employers stop deducting taxes from wages,
- No "Bantu" education, and
- No sex discrimination in wages

These demands have been backed by community groups, including the United Democratic Front

The commitment to worker leadership was made by a speaker from the South African Youth Congress

This organisation was formed in Cape Town over the weekend as a structure combining all UDF-affiliated youth congresses and is the UDF's largest affiliate

Cape Times

day, April 6, 1987 7

Senior ^{1401A}
hostel ~~officials~~
officials
released

Staff Reporter

TWO senior office-bearers of the Western Cape Hostel Dwellers' Association, Mr Johnson Mpukumpa and Mr Welcome Zenzile, were released on Saturday evening after two days and a night in police custody.

Mr Super Nkato, the general secretary of the WCHDA, said no charges had been put to the two, who had been arrested at their Langa offices on Friday morning. Security police were present at the time of the arrest, he said.

Mr Mpukumpa is a veteran trade union leader who chaired the unity talks prior to the founding of the Congress of South African Trade Unions. He is a former national president of the Transport and General Workers' Union.

Lieutenant Denise Benson, a police liaison officer for the Western Cape, said yesterday that the men had not been held under security legislation or the emergency regulations.

She confirmed two men had been held in connection with possible assault charges.

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(110) 2/27/87 6/4/87

Cosatu campaign launched in Cape

CAPE TOWN — One thousand shop stewards and workers from all over the Western Cape travelled to Cape Town yesterday for the local launch of the Congress of South African Trade Unions' national living wage campaign in Athlone

Cosatu's regional general secretary, Mr Nic Henwood, said the meeting endorsed the co-operation between trade unions, the United Democratic Front and the National Education Crisis Committee for united action to improve living conditions

One speaker called on management

not to deduct taxes from workers wages, but to use this money to provide jobs, build houses and improve the quality of life of workers

Mr Henwood said the struggle for a living wage involved challenging the profit system, inflation and race and sex discrimination

Following the launch of the campaign, workers would be asked to formulate a fixed amount for a living wage

"We want the workers to decide what they need. Not the bosses or management," he said — Sapa.

(140A)
6/4/81 Star

'Labour relations can show us the way'

Staff Reporter

Management and labour can play a leading role in transforming South Africa and easing it into a post-apartheid era, the editor of The Star, Mr Harvey Tyson, said at the weekend

Mr Tyson was addressing the 15th Triennial Conference of the SA Electrical Workers' Association, which is celebrating its 50th anniversary

He said the labour relations field had undergone a revolution since the start of the decade. More far-reaching amendments to the Labour Relations Act were about to take labour reform even further

For the first time in South Africa's history, the law would clearly state that it is an unfair labour practice to discriminate on the basis of race, sex or religion. There was speculation that this could well be the forerunner of a Bill of Rights

CONTRADICTIONS

"However, while labour is running ahead of the times, there are still a host of other discriminatory laws on the statute books which will lead to serious contradictions and confusion," he said. "But, I believe labour relations could show us the way out of the mess."

Mr Tyson said a central task in ensuring future prosperity for all was the upgrading of those workers who had been denied access to training and development by the imposition of racial and educational barriers

As a result of the critical shortage of skilled manpower in South Africa, black advancement rooted in equal opportunity had become an economic necessity

It would be foolish to underestimate the enormity of the task.

"Compensating for the shortcomings of decades of inferior black education and the deprivation suffered by disadvantaged groups will be an arduous and expensive task. But failing to tackle the task will be even more expensive," Mr Tyson said

Trade unions warning

S.M.L.

6/4/81

(140A)

As a visitor to your country I have been reading with interest and some trepidation reports of trade union activities, for it has a familiar ring reminiscent of the machinations of trade unions in Britain over the years. Does South Africa realise what multi-headed monster it has unleashed with the official recognition of trade unions, and what serious problems probably lie ahead?

Already you have had strikes in support of the unsupported, with the object of denying employers the right to dismiss an employee for misconduct. Soon they will find it difficult to do so on the grounds of plain unsuitability. Employers insisting on their right to hire and fire have been forced to succumb to union pressure in order to save their businesses from collapse in the face of secondary pressure exerted on their vital supply sources.

Demands for wage increases have escalated, and will continue to do so, regardless of the consequential economic damage to the country. Allied to this will be ever-increasing demands for fringe benefits that will reach ludicrous levels. Indeed, have done so already, as witness the Living Wage Campaign demand that employers cease the deduction of income tax from workers' pay.

The truth is that modern trade unions are no longer about securing for their members a fair day's pay for a fair day's work. They are now political animals, led by articulate people who exploit shamelessly the aspirations of their members for their own political aims.

The average trade union member is a decent, law-abiding citizen, concerned only that he should earn a reasonable living wage with which to support himself and his dependants. He is compelled to belong to a union, but otherwise evinces little or no interest in it except when it is promising him bigger and better rewards, and usually does not even bother to attend his branch meetings. In that fact lies the root cause of most labour problems. His passivity enables his glib-tongued leaders to manipulate him for their own ends.

Eventually, the trade union monolith that will be forged either by mergers or working in collaboration with other unions will feel powerful enough to influence by coercion the politics of government, even change its political colour. Perhaps in South Africa that day is not far off, for it appears that your unions have wasted no time in emulating their British counterparts.

The present British government has demonstrated the way to bring sanity to trade union operations, thus curbing their worst excesses, by introducing punitive legislation providing for heavy fines and the ultimate sanctions of sequestration of union funds, without which they cease to function. Sooner, rather than later, South Africa must implement similar measures.

Kempton Park

J Ringrose

H Krugger

Sowetan
7/4/87

Union wins



increase

THE Chemical Workers Industrial Union (CWIU) and Caltex Oil have reached a settlement on wages and conditions of employment for workers in the Transvaal region, a union statement said yesterday.

The statement said workers are to receive an across-the-board increase of R155 per month, with effect from yesterday, bringing the minimum wage to R735 per month

May Day and June 16th will be additional paid public holidays. Shift allowances, long service awards, compassionate leave have all been improved, the statement said

As 13 000 face loss of bonus ...

Cosatu offer to mediate in strike rejected by Sats

140A
7/4/87 B/Day

SATS yesterday refused to negotiate with the Congress of SA Unions (Cosatu) and rejected its offer to mediate in the more than three-week-long transport workers' strike

After a meeting of Sats management, a statement was released accusing Cosatu of seeking to overthrow the status quo of Sats, as well as other industries, by committing itself to the establishment of one union per industry.

"How could management even consider Cosatu's proposal to act as mediator when the cause of the strike can be traced back to SARHWU (SA Railways and Harbours Workers' Union), a Cosatu affiliate," it said

It added Cosatu's call on Assocom and the Federated Chamber of Industries to exert pressure on Sats to prevent the strike from spreading was obviously aimed at getting as much mileage out of the situation as possible.

Assocom CE Raymond Parsons yesterday suggested a mediator — agreed by both sides — be appointed to resolve

THELMA TUCH

the deadlock. It was not Assocom's role as an employer organisation to intervene in such a dispute, he added.

Meanwhile, Sats PRO Jannie van Zyl said all the 13 000 workers on strike would forfeit their annual bonus because they had failed to meet Friday's deadline for them to return to work.

He said about R8m was scheduled to be paid out as bonuses in the form of 13th cheques to the workers at the end of April. But, according to their contracts, they had to be in service on April 1 and continue working until the end of the month to qualify for the bonuses.

Employees would have to forfeit these bonuses even if they decided to return to work this month, Van Zyl added.

Sats had contingency plans to continue for up to five months under the present circumstances. It had employed more than 750 schoolchildren and students over the holiday period, he said.

He stressed that all the strikers could be dismissed "at any time".

Sats/worker clash bound to happen

Arms 7/4/87 (210) (140A) 1872

THE clash between workers and South African Transport Services management which broke out on the Rand about three weeks ago was an inevitable head-on that would have happened, sooner or later

The strikes involved between 13 000 and 18 000 workers and spread rapidly from a stoppage by 500 drivers at the City Deep container terminal to other areas, including Jan Smuts airport

In conversation with one unionist, I suggested it was reminiscent of Durban 1973

"I hope it's not a Jo'burg 1980," she replied

Durban 1973 is looked on as the resurgence of a fresh wave of black unionism which eventually led to the reform of labour relations in South Africa

Johannesburg 1980 was a disastrous strike by 10 000 municipal workers, mainly unskilled, belonging to a

barely-formed union which ended in many dismissals and charges (on which they were acquitted) against union leaders

The union involved in the present dispute, the South African Railways and Harbours Workers' Union (Sarhwu), was launched only late last year and would seem to be in a fairly vulnerable position

Shopfloor organisation must be somewhat embryonic and, apart from the City Deep drivers, appears to involve mainly unskilled workers who would be relatively easy to replace

Management has moved to replace the black drivers with whites and is using about 850 schoolchildren and students to do unskilled work at other places

Not isolated like municipal workers

But there are distinct differences between Johannesburg 1980 and Johannesburg 1987

For a start, Sarhwu is not isolated like the municipal workers were

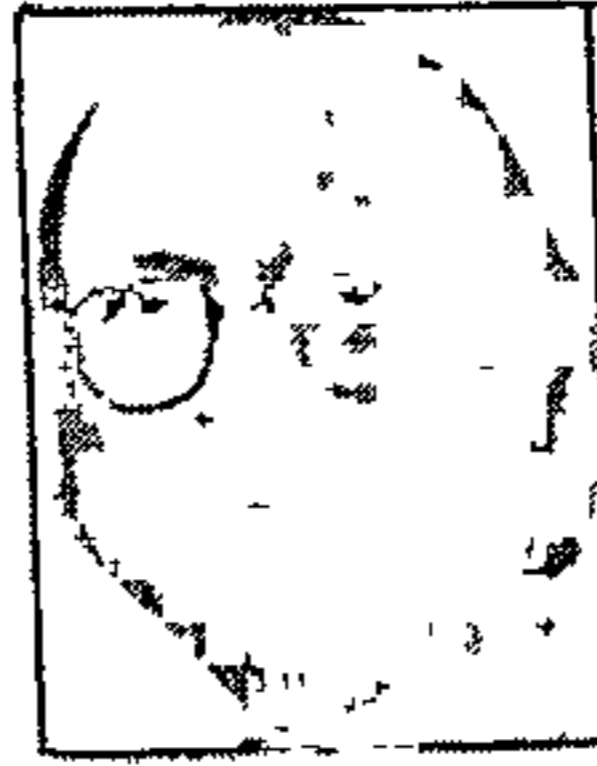
It is an affiliate of the Congress of South African Trade Unions (Cosatu), which has about 750 000 members

Earlier this year, during the OK strike, the federation's executive committee issued a message to members which contained a strong reaffirmation of Cosatu's slogan "An injury to one is an injury to all"

Among other urgings it said "Too often we have stood back and watched while our comrades struggled alone against the bosses or the government"

The possibility of a widening of the stoppages if management dismisses workers is very real Cosatu warned on March 25 that mass dismissals would fuel political and industrial tension

Sats's strategic position in the economy and labour practices, which the union



By
DICK USHER
Labour
Reporter

movement regards as antiquated and "complete anathema to the principle of free association," made it an obvious goal for organisation from outside — and a sitting duck for labour disputes such as the one which escalated into the strike

The worker bodies with which Sats deals, in its own industrial relations structures, are all "in-house" staff associations

Strikes are not allowed, a situation Mr Jimmy Zurich, president of the Federal Consultative Council of Sats Staff Associations, says "reduces collective bargaining to collective begging"

Although the independent unions would agree with the sentiment, the difference is that they're committed to the right to strike as a non-negotiable principle

So Cosatu and other organisations regard the staff associations as "sweetheart" non-unions, their workers as unorganised and without the right to strike, and subject to a management which, according to an article in the South African Labour Bulletin "has distinguished itself as one which incorporates among the most repressive and antiquated labour relations practices"

Important to other unions

The clash had to come and whether Sats management goes to the wall and dismisses workers, or dances round Sarhwu in some fashion, it will eventually have to deal with independent worker organisations

The Sats plum is too valuable for it to be left to the in-house associations

Strategically, according to the Labour Bulletin, organising Sats is particularly important to other unions in freighting, containerisation and stevedoring

"We won't make any progress on wages, on issues like May Day and so on unless Sats is successfully organised," said Transport and General Workers' Union general secretary Ms Jane Barrett

So far Sats response has been of the mailed-fist-in-velvet-glove variety.

The Minister of Transport changed the regulations to permit Sats general manager the discretion to treat striking workers as having terminated their jobs without notice with effect from the date of the strike

Management said it was "perfectly happy" with its present industrial relations structure, stuck to a policy of no work, no pay and issued an ultimatum that workers would lose annual bonuses worth R8-m unless they ended their stoppage

Developments from here will have deep effects for both Sats and the labour movement

SATS refuses to talk to Cosatu

CAC-TWIS 7/4/87

~~720~~ KCON Own Correspondent

JOHANNESBURG. — The SA Transport Services (SATS) yesterday refused to negotiate with the Congress of South African Unions (Cosatu) and rejected its offer to mediate in the more than three-week-long transport workers' strike.

After a meeting yesterday, SATS management accused Cosatu of seeking to overthrow the status quo of SATS and other industries by committing itself to the establishment of one union per industry.

"How could management even consider Cosatu's proposal to act as mediator when the cause of the strike can be traced back to the South African Railway and Harbour Workers Union (SARHWU), a Cosatu affiliate," it said.

It added that Cosatu's call on the Associated Chamber of Commerce (Assocom) and the Federated Chamber of Industries (FCI) to exert pressure on SATS to prevent the strike from spreading was obviously aimed at getting as much mileage out of the situation as possible.

The chief executive of Assocom, Mr Raymond Parsons, yesterday suggested that a mediator — agreed upon by both sides — be appointed.

He said that as Assocom was an employer organization, it could not intervene directly to resolve the deadlock.

Meanwhile, the SATS public relations officer, Mr J van Zyl, said yesterday that all of the 13 000 workers on strike would automatically forfeit their annual bonus because they had failed to meet Friday's deadline for them to return to work.

Mr Van Zyl said about R8 million was scheduled to be paid out as bonuses in the form of 13th cheques to the striking workers at the end of April.

However, according to their contracts they had to be in service on April 1 and continue working till the end of the month to qualify for their bonuses.

He said SATS had contingency plans to continue for up to five months under the present circumstances. It had employed more than 750 schoolchildren and students over the holiday period.

But he stressed that the chances were good that all the strikers could be dismissed "at any time"

Among workers' demands are the unconditional withdrawal of an R80 fine imposed on Mr Andrew Nendzamba after an alleged cash irregularity.

Sats ^(140A) rejects ⁽¹⁵⁾ Cosatu ^{DO} offer ^{7/4/87}

Dispatch Correspondent

JOHANNESBURG — Sats yesterday refused to negotiate with the Congress of South African Trade Unions (Cosatu) and rejected its offer to mediate in the more than three-week-long transport workers' strike

After a meeting yesterday a statement was released by Sats management accusing Cosatu of seeking to overthrow the status quo of Sats and other industries by committing itself to the establishment of one union per industry

"How could management even consider Cosatu's proposal to act as mediator when the cause of the strike can be traced back to the SARHWU (the South African Railways and Harbour Workers' Union), a Cosatu affiliate," the statement said

It added Cosatu's call on the Associated Chamber of Commerce (Assocom) and the Federated Chamber of Industries (FCI) to exert pressure on Sats to prevent the strike from spreading was obviously aimed at getting as much mileage out of the situation as possible

Assocom's chief executive, Mr Raymond Parsons, yesterday suggested a mediator — agreed upon by both sides — be appointed to resolve the deadlock

Sats had contingency plans to continue for up to five months under the present circumstances, he added.

ALAN FINE



THE National Union of Mineworkers' (NUM) campaign against the hostel and migrant labour system could become the black labour movement's most important political campaign this year.

Planned at the union's annual conference in February, the campaign was highlighted last week when the families of hundreds of miners on Anglo American collieries at Witbank moved into the hostels

It seems likely that similar action, designed to strengthen the NUM's negotiating position, will take place on other mines through the year.

Negotiations

At its conference, the NUM called for the dismantling of the migrant labour system within a reasonable period. In the interim, it said, control of the hostels should be handed over to elected committees. Each mining house has been sent a letter stating the NUM's case and calling for negotiations on the issue. The NUM's decision to tackle this central issue seriously reflects its growing confidence as membership — now close to 200 000 paid-up — increases.

In other respects, too, the timing of the campaign seems well-considered. There has been a great deal of reformist talk in statements released by the mining houses. Few are prepared morally to defend the hostel system.

A joint Anglo American/NUM study on mine violence released recently found the migrant labour system was the basic cause of violence and recommended interim steps to minimise it.

The four more liberal mining groups have already indicated they are prepared to hold discussions on the issue. Only Gold Fields has said hostel accommodation is not a union matter.

Campaign gathering momentum

Hostel system looms

Large in NUM sights

But while most of the mining groups are willing to negotiate, there are a number of obstacles in the way of their meeting NUM general-secretary Cyril Ramaphosa's challenge "to live up to their words".

Firstly, while the whole industry has committed itself to spending more money on black family housing, the costs of accommodating the entire workforce in this way are enormous.

Ramaphosa told a Press conference last week that home-ownership schemes as proposed by some companies were unacceptable because only a small proportion of miners earned enough to afford homes.

Rather, he said, black miners wanted housing to be provided on the same basis as their white counterparts, who usually pay a nominal rental of R5 to R15 a month.

A further obstacle is that nearly half of SA's almost 650 000 black miners are foreign citizens.

Legal Resources Centre attorney Geoff Budlender says families would have to obtain government permission in terms of the Aliens Act to live in SA. Until now, permission has been granted only to employees themselves.

The Group Areas Act could be another legal obstacle to family housing for black miners.

Budlender says where hostel accommodation falls within a white group area, permission is normally granted only for employees to live there. Initial discussions between the NUM and the min-

140A
8/10/87
8/14/87

ing houses will probably focus on control of mine hostels.

Employers are reluctant to state their positions before negotiations begin.

They are, however, likely to address problem areas raised by the Anglo/NUM study — how to increase worker participation in hostel management, the in-duna system, and the role of internal mine security officials who are often accused of being responsible for conflict.

Viability

In the longer term, discussions will inevitably come to focus on political issues.

There has been a great deal of talk recently about the viability of joint management/labour political initiatives.

This campaign involves SA's most powerful trade union and employer group. If they are able to reach sufficient agreement, they could come to represent a powerful force lobbying against some of the cornerstones of social apartheid.

Cosatu block may be unsafe

(TWA) w/Mail 8-14/87
By SEFAKO NYAKA

THE two powerful bomb blasts that rocked Cosatu House in central Johannesburg early yesterday morning have rendered the building structurally unsafe

"The building might have to be wrecked, but we are not sure," Cosatu representative Frank Meintjies said

The basement of the building, where the bombs are believed to have been planted, was yesterday a wreck of mangled steel and paper.

The massive printing machines housed on the basement had been reduced to huge chunks of twisted steel dangling from what is left of the burglar-proofing on the windows

Some of the pamphlets that had just come off the printing press were flung

a block away in Kerk Street, behind Cosatu House.

The ground floor had completely caved in and from the basement it was possible to see the cracks in the floor of the first storey

The hoisting ropes of the two elevators dangled lifelessly from the huge gaping hole on the ground floor. Two huge holes marked the spot where the elevators had crashed

There were also massive cracks in the walls and a pool of water had formed on the basement after the blast wrecked the drainage and sewerage system in the rented building

Cosatu said in a statement that it

believes the attack was part of the "no-holds-barred attack" recently launched against Cosatu

"The raid on our offices countrywide, the sieges at Cosatu House, the killing of at least six railway workers, the banning of our meetings and the arrest of hundreds of workers involved in legitimate struggle is part of a co-ordinated campaign to break the power of the labour movement," it said

The blasts could not be separated from the string of previous attacks nor could it be divorced from the "dirty propaganda war" which has been declared on Cosatu.

SA Police have confirmed they are investigating the blast.

Cape Times 2/4/87
PO sympathy stoppage

JOHANNESBURG. At least 4 000 postal workers stopped work in Soweto and Johannesburg yesterday in solidarity with the 26-day-old railway workers' strike on the Witwatersrand

A spokesman for the Post Office and Telecommunications Workers' Association said 6 500 workers had downed tools with the railwaymen because "they are getting the same attitude from SATS as we are facing in the post office".

Between 13 000 and 18 000 railway workers have been on strike across the Witwatersrand for 26 days.

A Post Office spokesman said 4 000 workers were on strike and management was negotiating with their union "to see if complaints can be addressed in a meaningful way".

He said the grievances differed from one workplace to another and it was difficult to "find the substance of the complaints".

However, he had heard that strikers

were complaining of discrimination between African and other employees. Some of the workers have been on strike since last Thursday

Meanwhile, both the SATS and the SA Railway and Harbour Workers' Union (Sarhwu) hoped to meet today to resolve the three-week-old stoppage

Union spokesman Mr Mike Roussos said the union was hoping to meet management today and was telexing the Minister of Transport, Mr Eli Louw. He said the contents of the telex would be disclosed later.

SATS PRO Mr Jannie van Zyl said "We don't like the deadlock situation we have at the moment"

But a SATS spokesman said yesterday afternoon that they would not be meeting the Sarhwu and reiterated their standpoint of not recognizing that union

Talks today would be with "elected grade stewards at City Deep", a SATS statement said — Sapa

THE

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VOLUME 3, Number 18 FRIDAY MAY 8 to THURSDAY MAY 14, 1987

THE PAPER FOR A CHANGING SOUTH AFRICA

Riddles of the Cosatu Blast

A STRANGE car parked at the corner of Nugget and Jeppe Streets, a torch light on the fifth floor and the arrival of the police on the scene allegedly almost immediately after yesterday's bomb blast at Cosatu House has added to the mystery of the incident

A security guard at the building, Stanley Khumalo, yesterday said he heard a loud bang before the building was filled with smoke.

He ran towards the main gate. There was a second blast. He claims that as he stumbled out of the door he met three policemen who were running up the stairs at the entrance.

He alleges that one of them shouted that they shouldn't run in as there might be other bombs in the building.

By SEFAKO NYAKA

A man who works at a building at the corner of Nugget and End Streets said he saw an unoccupied white car parked at the corner minutes after the blast. He saw men running towards the car, jumping in and driving off at high speed.

Phumlani Mdletshe, a National Union of Mineworkers member, was sleeping on the tenth floor when he was woken by one of his colleagues. He ventured to the window.

There was a huge blast and he ran down the staircase. On reaching the first floor he realised it had caved in.

"I ran to the back of the building and went

down the fire escape before scaling over the razor wire security fence at the back into the open courtyard in Kerk Street," he said.

He said that as he reached the open lot at the back of the building a group of policemen shouted at him to stop and instructed him to sit down. He was joined by some of the colleagues who followed his escape route.

It was Mdletshe's second narrow escape. On Tuesday he had just left the NUM offices at the Vryheid Coronation Colliery when a colleague of his was killed by heavily-armed men whom they claim to have clearly identified as being well-known members of the United Workers Union of South Africa.

"I had just left the offices to go to the labour

control office on the mine when a secretary from our offices rushed in and told me to hide as the Uwusa people had killed one of our organisers, Bhekuyise Nshangase."

He was saved by the arrival of mine security men and the personnel manager.

"I know the killers and can definitely identify them as Uwusa members because they have been recruiting on the mines and some of them are actually working on the mine."

He said he had come to Johannesburg to report the killing of his colleague when he was trapped in the blast.

The SAP directorate of public relations yesterday said they were unable to comment on the details of the bomb blast.

CONFESSIONS OF THE BUMBLING SPIES
We probe the extraordinary tales of seven ANC captives who claim to have been recruited as spies by the South African authorities
Centre Pages

Cape Times 8/4/87

12 held after union meeting

140A ~~377~~ Staff Reporters

POLICE held 12 people for several hours at the weekend to "check the legality of documents they had", after a Paper, Wood and Allied Workers' Union meeting in Athlone

The group, 11 men and a woman, were "requested to accompany police" to the Nyanga police station about 5 30pm on Sunday, after they had met at the Kismet Cinema in Athlone to discuss 1988 wage negotiations, a police spokesman for the Western Cape, Lieutenant Attie Laubscher, said

He said police had wanted to "check the legality of documents in their possession" and had allowed the group to go after the papers were "found to be OK".

A union spokesman said police questioned a shop steward about the meeting

Dispatch Reporter

EAST LONDON — Wage negotiations between the management of Radue Roller Mill and the South African Allied Workers' Union (Saawu) yesterday resulted in management offering a 25 per cent increase, back dated from January 1 this year, to its workers

The night shift workers of Radue Roller Mill, who downed tools after a report-back meeting on wages and working conditions last Wednesday, returned to work on Friday pending the outcome of the negotiations

The workers also want to negotiate a 15 per cent back dated increase and a 10 per cent increase in July

Saawu's branch sec-

Workers back after Saawu negotiations

1/4/87
2/4/87

retary, Mr Boyce Melitafa, criticised working and safety conditions

He said, the workers were not made aware of the sick leave procedure, and were not being paid a night shift allowance

Workers complained that 12 hour shifts were too strenuous

Mr Melitafa said that the lowest paid worker was getting only R58 a week

The union claimed the

demand of workers was a minimum of R2,60 an hour. The management agreed to normalise the minimum items provided by law but the workers were adamant, he added

The managing director of Radue Roller Mill, Mr Bev Radue, said that efforts had been made for better working conditions, "such as a clinic". Mr Radue also said that management had been working on these improvements "months ago"

Transport strike disrupts PE life

TRANSPORT from Port Elizabeth's black townships was disrupted this week after workers at a bus company went on strike.

The strike by members of the General Workers Union of South Africa (GWUSA) also hit a major car firm in Uitenhage and disrupted city life.

Assembly lines at the Volkswagen plant came to a standstill as workers arrived late for work.

Long queues formed at taxi ranks and many workers were forced to walk to work.

According to a GWUSA spokesperson the strike was sparked off when the company's management rejected their demands for better working conditions.

Their demands included an across-the-board wage increase. The managing director of PE Tramways, Mr Carl Coetzer, said the demands were unrealistic.

Negotiations were deadlocked earlier this week after no agreement could be reached on a venue for the talks.

Earlier this week the company issued pamphlets apologising to commuters for the inconvenience caused by the strike.

It also issued notices to workers urging them to reconsider their strike action.

The union claimed that Coetzer had threatened to call in the PE Uitenhage UDF branch to force the workers to co-operate — ECNA

Breweries workers down tools

MORE than a hundred workers at Ohlsson's Cape Breweries in Newlands downed tools this week over what they claim to be a demand for a "living wage"

The workers, who are members of the Food and Allied Workers Union (FAWU), claimed that the holding company, South African Breweries, practised "regional discrimination" and demanded they be paid a "national living wage" in line with the campaign of the Congress of South African Trade Unions (Cosatu).

FAWU and the management of Ohlsson's were still negotiating this week and could not be reached for comment. It could also not be ascertained whether the strike had disrupted production at the breweries

Ohlsson's
22/11/78
HJN

(140A) ~~(140A)~~

Beer strike brings threat of drought

By DICK USHER
Labour Reporter

A BEER drought is threatening Cape Town because workers at South African Breweries (SAB) plants are on strike.

All production and deliveries have been halted and private delivery vehicles were lining up outside the Newlands brewery gates today as customers tried to get supplies.

The strike also involves workers at SAB's Pinelands plant. Workers said the whole plant had been shut down, but were unable to say how many employees were involved.

Spokesmen for management and the Food and Allied Workers' Union (FAWU) were not available to comment.

But workers at the plant said they had discovered that Transvaal workers were being paid more. They were demanding parity before negotiations over pay increases could start.

PROCEDURES

A notice at the brewery gate from acting general manager Mr P Spolander, dated April 1, said management was not refusing to negotiate wages.

"We are prepared to negotiate at plant level but have not received any demands," he said. Further points were:

- Management is refusing to

(Turn to Page 3, col 1)

Strike at breweries

(Cont from Page 1)

negotiate at national level until agreement has been reached on procedures;

- Much progress has been made in negotiating a national agreement which provides for wages and substantive conditions of employment;

- Grievances, disciplinary procedures and other industrial relations processes should remain at plant level, and

- There is no agreement over the nature of the bargaining "unit"

According to the notice, management proposed that the unit should be weekly paid employees. The union demanded that it should be "all persons employed by the company engaged in production work or engaged in work incidental to production", excluding management.

FAWU members were involved in an illegal strike "even while negotiations are in progress and without a dispute being declared".

"The apparent issue concerns measures taken by management to ensure adequate supplies to consumers over the Easter peak," he said.

The company would abide by procedures and was taking legal advice.

Mr Spolander said that while deliveries might be interrupted there was no immediate threat of beer shortages.

In Durban about 800 brewery workers have been on strike since Friday when wage talks between SAB and the South African Allied Workers' Union deadlocked.

And FAWU members in Port Elizabeth have imposed an overtime ban in support of demands for pay parity with SAB employees in the Transvaal.

- Hopes that the 28-day-old rail strike would end faded as talks between the two sides yesterday failed to materialise, the Argus Correspondent in Johannesburg reports.

A Sats spokesman alleged that worker representatives did not arrive for talks yesterday because they had been intimidated by the Railways and Harbour Workers' Union (SARHWU). But a union spokesman denied the claim, saying the talks did not take place because management had reduced the number of worker delegates it was prepared to allow.

Sats and workers in a new war of words

Day *140A* *220* *100* *9/4/87*
A MEETING between Sats management and worker representatives yesterday to resolve the strike by at least 13 000 workers failed to materialise.

This has led to a new war of words between Sats and the SA Railways and Harbours Workers' Union (Sarhwu) over who is responsible for prolonging the nearly four-week-old strike.

Sarhwu education secretary Mike Roussos said a grade steward at City Deep phoned management to say the stewards wished to be accompanied by worker representatives from other depots elected under Sarhwu's auspices. The grade stewards represent the staff association recognised by Sats. Some are, however, also members of Sarhwu.

The steward was told Sats would confirm later whether this was acceptable. However, they had not done so by late afternoon. Roussos said representatives would contact Sats again today in an attempt to arrange another meeting.

A Sats spokesman said, however, it was evident the grade stewards were

ALAN FINE

intimidated by Sarhwu into not attending the meeting. The spokesman said the stewards were told on Tuesday only they would be permitted to attend.

He said the strike arose from a problem at the City Deep depot, and concerned only that depot's stewards.

Transport Minister Eli Louw said yesterday he was satisfied with the negotiation channels being followed "as management has continuously left the door open for negotiations with recognised worker leaders".

The independent National Union of Railway Workers, which said 3 000 of its members were on strike in solidarity with Sarhwu, called on Sarhwu to desist from using violent tactics to recruit members. It said some of its members had been assaulted "by Sarhwu people".

Sarhwu could not be reached for comment on these allegations.

See picture on Page 3

Cape Times 9/4/87

228 270 140A

PO workers' strike spreads

JOHANNESBURG. — More than 3 000 post office workers were on strike at 32 post and telecommunications centres on the Witwatersrand while talks aimed at resolving the 27-day-old railway strike failed to resume yesterday.

Post office spokesman Mr Ben Rootman said the postal strike, which began last Thursday in solidarity with the railwaymen, spread yesterday to 32 postal depots and telephone installation depots.

A spokesman for the Post Office and Telecommunications Workers' Association (Potwa) maintained that up to 7 000 workers had stopped work yesterday as post offices in Jeppe, Lenasia, Florida, Bramley, Cottesloe and Bramley as well as all telephone service centres in Soweto joined the strike. The spokesman said



SATS STRIKE ... Youths, employed by SATS since the strike began 27 days ago, load cargo on to a SATS truck

telephone exchange workers at Power Park in Soweto and Lenasia and phone installation yards in Bramley and Cottesloe had also downed tools.

Mr Rootman confirmed that Soweto was without any postal and telephone installation

services and said the Florida, Bramley and Jeppe post offices in Johannesburg were forced to rely on poste restante collection.

He said the postal workers had not yet compiled a complete set of grievances and management was waiting for

Potwa to announce a date for talks to deal with the dispute.

The union spokesman said shop stewards from the strike-hit depots were to finalize details of demands last night, in preparation for negotiations today.

Meanwhile, at least

13 000 railwaymen continued their strike at railways stations and freight depots in the Transvaal.

The SA Transport Services insists that it will deal only with worker representatives from the City Deep depot where the railway strike began.

SATS PRO Mr Jannie Van Zyl said last night that a meeting planned for midday with the "recognized representatives of strikers at City Deep" was "cancelled by the intervention of the SA Railways and Harbour Workers' Union (SAR-WHU)".

He said the representatives had been "intimidated" into not turning up for discussions.

□ Meanwhile 1 500 workers at Anglo American's New Denmark Colliery went on strike yesterday in protest at the detention of 75 members of the National Union of Mineworkers in Transkei.

May Day: strike threat by NUM

ALAN FINE

THE National Union of Mineworkers (NUM) has threatened a "costly" strike if the dispute with the Chamber of Mines over May Day is not resolved.

The Chamber, however, says the strike is unnecessary because it is prepared to offer May 1 as an optional paid holiday, and the dispute is merely over a minor administrative matter.

At issue is the Chamber's requirement that all workers notify mine managements in advance whether they intend working on the day. Talks were abandoned earlier this week.

NUM general secretary Cyril Ramaphosa said yesterday this arrangement left workers open to victimisation from mine management who may apply pressure to force them to work.

Ramaphosa warned that a strike on the issue "will cost the industry more than they bargain for".

The NUM declared an official dispute four weeks ago. Although deadlock had not been reached at that stage it wished to prepare the ground for possible lawful strike action.

The Chamber's industrial relations advisor Johann Liebenberg said last night he could not understand the NUM's objection or motives.

He said if there was any intention to victimise miners this could occur whether the administrative arrangement was applied or not.

He said employers were prepared to discuss the mechanics of notification.

9/4/87. B/D

(S) 140A

Thiruvananthapuram
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An application by the National Union of Mineworkers that a decision of the Minister of Manpower not to establish a conciliation board to settle a dispute over a May Day stayaway be set aside has been dismissed in the Pretoria Supreme Court.

The NUM also applied for the establishment of a conciliation board to settle the dispute between the union and the Phosphate Development Board arising from the dismissal of the union's members

The application was brought against the Minister and the board

NUM threat on May Day dispute

By Mike Siluma

The National Union of Mineworkers has warned that a dispute over the conditions for recognition of May Day — May 1 — as a paid holiday for black mineworkers could lead to a strike

The union was reacting to a Chamber of Mines statement that failure to reach agreement with the union would mean lost pay for absent workers

This year and next, May 1 is on the same day as Workers' Day, a holiday declared by the Government for the first Friday in May. However, public holidays in the mining industry are determined by the Mines and Works Act

The chamber wants those taking the day off to notify management, the NUM insists that only workers wanting to work inform management

Union general secretary Mr Cyril Ramaphosa said the chamber's suggestion would leave those taking the day off open to intimidation and victimisation by

superiors worried about production bonuses

"The industry would have been a lot happier without such a holiday," Mr Ramaphosa said. "In the past when we called stayaways we saw members being intimidated to work by supervisors who stood to earn production bonuses and we are not prepared to expose our members to this

"The chamber is under the illusion that if it does not reach agreement with us there will be a stayaway on May 1 without pay to workers. Our point is that they will have a legal strike which could last for more than one day"

Chamber spokesman Mr Johan Liebenberg said yesterday the union was being unreasonable. Management's proposal for May 1 was purely for administrative planning

"We are prepared to make a major concession, giving employees a paid holiday. We believe there are lots of people who wish to work (on May 1) and there are those who do not want to. Industrial action on this matter is unnecessary. We would be able to reach agreement on the whole issue at Conciliation Board level," Mr Liebenberg said

He added that management would not agree to workers having a paid day off if it intended later intimidation

The chamber has said workers absent on May 1 without agreement would lose a day's pay

Dispute over May Day

140A
Soweto
10/4/82

THE National Union of Mineworkers yesterday warned the Chamber of Mines not to persist with its efforts to "coerce" its members to work on May Day.

Negotiations between the two on miners to work on May Day collapsed this week. NUM's general secretary, Mr Cyril Ramaphosa, said management wanted its members to fill in forms stating if they wanted to work or not on May Day. A spokesman for the chamber said they were negotiating with the union in a normal way.

• More than 360 NUM members are on a strike at the Chroomboronne Chrome Mine in Kroon-

dal, near Rustenburg, protesting the alleged retrenchment of shop stewards at the mine.

A manager at the mine, Mr G van Zyl said the mine had announced its decision to retrench a shift of 140 workers and not shop stewards. He said the cause of retrenchment was the stockpile of chrome at the mine and threatened the mine may close by next week.

• About 1 500 members of NUM are on strike at the New Denmark Colliery in the Eastern Transvaal protesting the arrest of 75 colleagues by Transkei police. The arrested men had travelled to Transkei for the funeral of a workmate,

the union said.

• The South African Black Municipality Workers Union (Sabmawu) has declared a dispute with the Soweto City Council over the salary demands of its workers, the deduction of its members' money which is paid into the coffers of the staff association and salary increases.

• About 110 workers at Affiliated Medical Administrators started a work stoppage on Tuesday. The workers are demanding the recognition of their union, the General and Allied Workers' Union. Talks for recognition of the union collapsed last week.

No proof of Anglo role in arrests — NUM

ABOUT 75 members of the National Union of Mineworkers (NUM), allegedly arrested in Transkei last weekend, may have been held for belonging to two organisations banned in the territory — the NUM and the Congress of SA Trade Unions

This is according to unconfirmed reports received by the NUM, says the head of its legal department, Kuben Pillay.

10/4/87
ALAN FINE

However, despite intensive efforts, neither the NUM nor Anglo have been able to get confirmation of the arrests or the whereabouts of the miners who had gone to a colleague's funeral

The alleged arrests precipitated a strike on Tuesday by 1 500 fellow-workers at Anglo American's New

Denmark colliery, which is still continuing

The workers apparently suspected Anglo of complicity in the events. However, Pillay says the union has not established any evidence of this. The strikers have been advised of this and he is hoping they will return to work today.

"We are working in co-operation with Anglo on this," he says.

ARGUS 10/4/87

~~327~~

~~770~~

~~152~~

140A

Gathering — 300 railway workers held

JOHANNESBURG. — More than 300 South African Transport Service workers were arrested under emergency regulations at Ogies, near Springs, on the East Rand while 13 000 railwaymen continued their month-old strike.

The Bureau for Information in its daily unrest report said the men had "gathered illegally" at Phola yesterday.

Spokesman for the South African Railway and Harbour Workers' Union, Mr Mike Rousos, said the workers were arrested on the way to the union's Springs office.

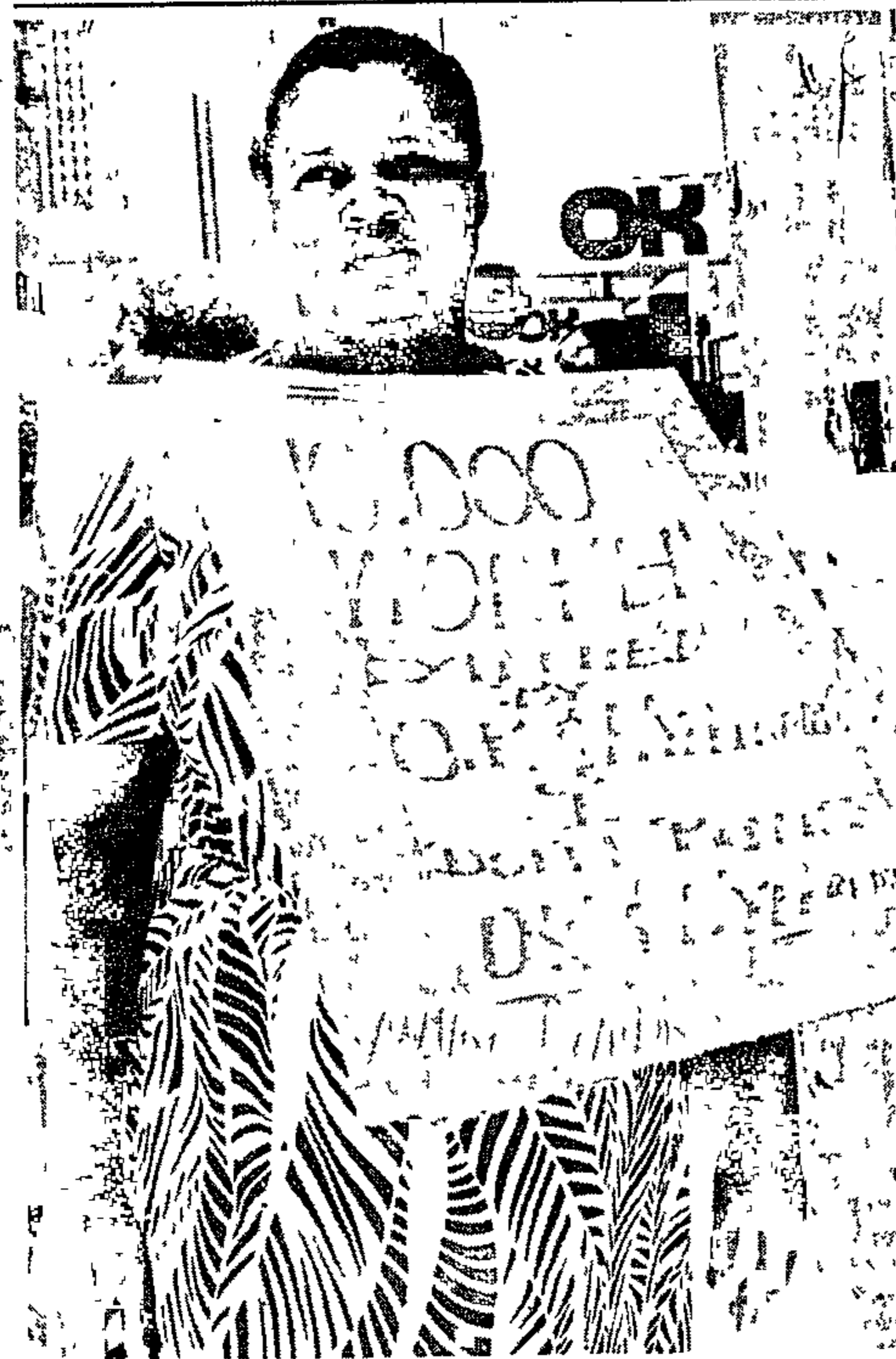
R50 BAIL

They were apparently released on bail of R50 each.

A spokesman for Sats said the train service to Delmore, near Springs, was disrupted at peak hour yesterday evening after an "incident with black men".

She declined to be more specific and said the bureau would supply the information in its unrest report. — Sapa.

THE ECONOMY



Union battles move into the township

10-16/4/87
W/ Mail
140K

By SEFAKO NYAKA

STRIKES at three black township supermarkets this week herald a new era in labour relations between unions and the emergent black business sector

Evening shoppers at the Blackchain Supermarket in Soweto were recently confronted by placard-carrying strikers who were chanting and singing outside the Diepkloof store

The strike came a day after workers at Dobsonville's Releke-Sizame Supermarket and Tembisa's Tembisa Supermarket went out on strike in demand of a "living wage"

A few weeks ago the Commercial Catering and Allied Workers Union (Ccawusa) applied to the Industrial Court for the appointment of a Conciliation Board after talks with Maponya Discount Stores deadlocked

The militancy of workers employed in township stores might mark an end to the informal alliance between black business and political organisations

In the past, township stores have benefitted from boycotts of white businesses

Township store owners were always canvassed during consumer boycotts and were always willing to lower their prices

That they gained from this type of association can be seen from the number of corner stores suddenly expanding into large self-service concerns

Capital from some established white supermarket owners soon found its way into the township under the guise of "providing managerial expertise" to black business

Township businesses have always heeded the call for May Day and June

16 to be regarded as paid holidays

In the past they have "contributed generously" to the "comrades" to assist in the running of funerals

Several shops have also supported youth and community projects Blackchain sponsored the Soweto Youth Congress fun-run a few years ago

A Ccawusa's representative said the move by unions into the townships was to make people aware of what he said were the "double standards" of segments of the black business sector

"They underpay their workers, treat customers with disdain and then go on to support detainees' families,

"This is tantamount to a bribe by keeping people from looking at what is behind their businesses"

He criticised those black businessmen who claimed that because they are black they are therefore unable to pay their workers a living wage

"If they make a profit it is only right that the workers who generate the wealth get a share of the profits"

A major drawback black businessmen are facing at the moment is an established and experienced labour relations team

This will prompt them to seek the advice of labour relations consultants, often paying astronomical fees

Jackie Motlogeloa, a co-director of Mzamo-Moleko Enterprises, the holding company of Releke-Sizame and Tembisa Supermarkets, said allowances should be made for the fact that black businessmen are just starting out

The last big Ccawusa strike At OK Bazaars, where the union's militancy and organisation earned substantial increases for OK workers

The union is now involved in a bitter struggle with Soweto shopowner Richard 'Richie Rich' Maponya — one of three similar township disputes — over recognition

Ccawusa says it is determined to stamp out 'double standards' in the black business sector

Picture: SANDY SMIT, Afrapix

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'Beer rush': Suppliers queue at breweries

ARGWS 10/487
By DENNIS CRUYWAGEN
Staff Reporter

REPORTS of a possible beer drought in Cape Town gave owners of bottle stores and pubs visions of customers starved of their tippie peering into empty glasses over a warm autumn weekend.

Hell-bent on preventing disaster and keeping their clients happy, they rushed in cars and lorries to the SA Breweries plant in Newlands early today to stock up

STOPPAGE

Production and deliveries stopped yesterday when SA Breweries workers went on strike for higher wages.

The beer rush caused a queue of vehicles stretching from the plant into Boundary Road, Newlands

Some of the drivers left the brewery empty-handed yesterday but were stoical about the long wait

"It is terrible, but what can we do? We must just wait," said boxing promoter and liquor store owner Mr Manny Ribeiro who travelled from Stellenbosch to fetch supplies

WAITED HOURS

Mr Harris Spanenberg of the Clovelly Golf Club said "We were told they could not deliver any beer and were asked to fetch our orders. I waited for almost three hours yesterday and left without the beer."

He made an early start today and arrived at at 8am — but the drivers of 11 other lorries were on the same wavelength and he was 12th in the queue.

An hour later he was still waiting to pass through the gate to collect 15 cases of beer.

Alpine Bottle Store driver Mr Abe George also left SAB without his order yesterday and was back at 8.10am today.

"I will just have to sit it out and wait," he said.

Mrs Joyce de Wet of the Hanover Lounge in Hanover Park, was philosophical about the long wait.

"I am on duty so I am being paid to wait here," she said

of Harry Belafonte, collar
with Miriam Makeba and
Masekela — will share the

Strike may mean beer shortage

10/4/87
1407

Staff Reporters

A STRIKE at SA Brew-
eries has crippled deliv-
eries and could result in
a beer drought in Cape
Town before the week-
end is out.

Workers at both the
Newlands brewery and
SAB's Pinelands depot
have been on strike
since last Friday, but the
reasons for the action
are not yet clear.

A statement from
SAB's acting general
manager, Mr Peter Spo-
lander, says the dispute
concerns "the measures
taken by management to
ensure adequate sup-
plies to consumers over
the Easter peak".

Although Mr Spo-
lander said there was no
immediate threat of a
beer shortage, Cape
Town hoteliers and li-
quor outlets are clearly
worried.

"We've got about 18
cases — enough for to-
day and tomorrow, but
after that nothing," said
a Bantry Bay hotelier.

The main liquor
chains are currently
fetching their own beer
and hope to be able to
keep up with demand.

5 Day 10/4/77
305 Sats workers arrested

POLICE have arrested 305 Sats employees in terms of the emergency regulations, according to the Bureau for Information.

The bureau says they were arrested on Wednesday after gathering illegally at Phola, near Ogies, Eastern Transvaal

Sapa reports that a spokesman for the South African Railways and Harbours Workers' Union (Sarhwu) says the work-

~~(FOIA)~~ ALAN FINE

ers were arrested while on their way to the union's Springs office

A Sats spokesman said yesterday that grade stewards from the City Deep depot had failed to turn up for a meeting with management for the second succes-

~~(FOIA)~~ ~~(FOIA)~~ ~~(FOIA)~~ © To Page 2 → :

5 Day 10/4/77
305 Sats workers held under the emergency

sive day A spokesman said he had learned they had been taken to the building occupied by Sarhwu and prevented from attending

The spokesman said that as from today talks would be held at all affected depots to inform strikers of the "actual facts surrounding the strike"

~~(FOIA)~~ ~~(FOIA)~~ ~~(FOIA)~~ ← © From Page 1

This is deemed necessary because of the intimidation and spreading of misinformation by Sarhwu about the reason for the strike," he said

Sarhwu could not be reached for comment yesterday on these allegations

Unionists due in court soon

From PAGE 1
unrest-related.

No confirmation of the expected court appearance could be obtained from the homeland police or Anglo.

On Wednesday workers went out on strike in protest against the detention of the mineworkers. The NUM and Amcoal management, a subsidiary of Anglo American Corporation, were last night involved in talks to get the striking workers to return to work.

Mothupi³ said workers were not satisfied with management's response that there is nothing they can do to secure the release of the NUM members

In a statement Anglo denied the charge

Management "registered their extreme concern to the Transkei authorities but are in no position to negotiate for their release at this time," Anglo added

Saawu's talks on worker dispute continue

EAST LONDON — Negotiations between the management of Radue Roller Mills in King William's Town and the South African Allied Workers' Union (Saawu) are still under way following a work stoppage last week over a wage dispute.

This was confirmed yesterday by Saawu's branch secretary in East London, Mr Boyce Melitafa.

Mr Melitafa said that a final date had been set for today for the round-up of negotiations.

Workers have returned to their duties, pending the outcome of today's meeting.

The managing director of the mill, Mr Bev Radue, could not be contacted for comment yesterday. — DDR

Tipplers can relax — beer strike over

Weekend Argus Reporter
BEER drinkers can breathe easy — the strike at South African Breweries is over

Queues of anxious customers, eager to ensure weekend supplies, formed at the Newlands brewery early yesterday after work stopped on Wednesday night

The strike also affected SAB's Pinelands depot

However, the strike was settled on Thursday night and work started again when the night shift reported for duty.

Wk ARGUS 11/4/77
1407
Mr Peter Spolander, acting general manager of the brewery, said "I am confident the matter will be settled to the satisfaction of both parties"

He expressed appreciation for the sense of responsibility shown by the union and brewery employees

Basic causes of the strike were worker demands for parity with higher-paid Tansvaal employees and a dispute over transport arrangements to cope with the seasonal Easter rush

ANC's military wing), I had to do something about it"

counts relating to the Parade Hotel blast

Daniels and Daniels' em-

On December 4, 1984,

was employed, he said.

He then used the R3 000 compensation from Botswana to buy a car which was later converted into a deadly car-bomb carrying over 60kg of explosives. He used AK-47 bullets and cut up burglar-guards to create additional shrapnel

McBride told the court he initially selected a Hyperama as a target as "the building is mostly constructed of glass"

On the night of June 14 he and State witness C went to the Hyperama

"He said I was wasting 50kg of explosives (at the hyperama) and why didn't I take it down to the Marine Parade because the (black) people want white destruction I told him it was not the policy of the ANC to attack white people"

McBride said witness C persuaded him and they drove towards the hotel on



Rubbish piles up at Johannesburg Station as strikes continue.

Zambian strike ends

ZAMBIAN post and telecommunications workers ended a two-day strike this week after management offered to pay a daily transport allowance in place of the free transport the workers were demanding

A statement from the State-owned Posts and Telecommunications Corporation said that after discussions the corporation had agreed to pay the allowance, back-dated to November 1

The statement made no mention of the demand for salary increases

Postal Workers on the northern copperbelt also went back to work after the new agreement was announced - Sapa

Handwritten: 11/20 12/4/87

Strike tally reaches 25 000

By SANDILE MEMELA

THE labour scene entered the second quarter of the year riddled with strikes and breakdowns in negotiations - resulting in nearly 25 000 people in the mining, railway and postal services out on strike

Talks to resolve the month-old strike by over 16 000 SA Railway and Harbours Workers' Union members took a nose-dive this week when worker re-

presentatives did not arrive for talks

The meeting had been called to continue negotiations between SA Transport Service management and strikers' representatives from the City Deep container depot

The general manager of SATS has alleged that worker representatives were intimidated by Sarhwa members

Meanwhile, as attempts

to resolve the week-old postal strike continued, the work stoppage spread to the Central Post Office in Jeppe - increasing the number of postal workers on strike by 2 000

The strike spread to engineering, telephone exchange and the maintenance section at the Jeppe Post Office

Postal services, including the delivery of telegrams, registered goods and mail ground to a halt

in Soweto this week as about 4 000 workers continued their strike over an alleged "arrogant attitude" by white office workers

However, claims to the number of postal workers involved in the strike differed

The postal strike has spread to 32 depots and telephone installations

Nearly 2 000 members of the National Union of Mineworkers employed at

Anglo American's New Denmark colliery in the south-eastern Transvaal went out on strike this week

NUM officials said the workers went on strike to protest the detention of 75 co-workers in Transkei

Workers at New Denmark believed management had conspired with the Transkeian authorities, because it failed to inform workers of the incident, NUM said

Handwritten: 140A

Handwritten: C-press 12/4/87

LAW AND ORDER MINISTER

...ger of the black majority. All of this, coupled with the fact that the

...k, Nico Malan, said ... Khumalo, of 1919, Monica ...

Showdown looms on May Day talks

THE scene is set for a showdown between the National Union of Mineworkers and the Chamber of Mines after talks on May Day as a paid public holiday have floundered.

This follows behind-the-scenes talks between the two parties which began early in March to reach agreement over the issue.

Public holidays in the mining industry are determined by the Mines and Works Act, and by worker representatives and mine management. As result the State President's declaration is not applicable on the mines.

According to Chamber of Mines spokesman Johan Liebenberg the mining groups have proposed to introduce a paid optional holiday on May Day each year for union members in recognised bargaining units.

The NUM has rejected these proposals outright and demanded that only workers eager to work on the internationally observed Labour Day should notify management of their decision to work.

C/P/Pres 12/4/87

The Sats-Sarhwu dispute escalates

By SANDILE MEMELA

THE spotlight fell, once again, on deteriorating relations between SA Transport Service and the SA Railway and Harbours Workers' Union this week, with Sarhwu expressing concern about the escalation of the dispute

In an attempt to break the impasse, the union's president, James Langa, has sent a message to the Minister of Transport, Eli Louw, and Sats' general manager, asking management to start negotiating in good faith

However, Sats management said that they only negotiated with "elected

After 12/4/87
grade stewards at "City Deep" and have continued to refuse recognition to Sarhwu - an affiliate of Cosatu

This week Sats ignored the union and chose to meet only the representatives of the 504 strikers at City Deep in an attempt to end the month-old dispute

Langa said that management was prepared to go to any lengths to deny that mistakes have been made by them.

"Management refuses to admit that workers have genuine grievances. Instead, they have attempted to force workers to accept a 'sweetheart union' - a

union which is rejected by the majority of the workers," said Langa

Langa challenged Sats to hold a jointly monitored ballot to determine which union the workers wanted to represent their interests

"Despite the government's claim to have initiated major reforms in the labour field it is still reluctant to negotiate with democratically chosen representatives in industry," added Langa

Langa warned that Sats' refusal to negotiate with Sarhwu was creating a highly conflictual and volatile situation among its workforce throughout the country

Sarhwu has reiterated its appeal to Transport Minister Louw to intervene in order to get Sats management to return to the negotiating table with an undertaking to responsibly negotiate in an attempt to end the dispute

The strike was ignited by the alleged "unfair dismissal" of a worker who management claimed was involved in "cash irregularities"

Workers came out in solidarity action to demand the unconditional reinstatement of the worker, and the strike rolled from one depot to another, culminating in 16 000 workers' involvement

Political comment and newshills by P Qoboza, headlines and subediting by Jon Swift, all of 204 Hoff Street Ext Johannesburg

CP Correspondent

THE General Workers' Union of South Africa alleges that a bus company managing director has threatened to isolate the union if it is not prepared to come to the negotiating table.

The allegation followed after Tuesday's negotiations to resolve the week-long bus strike in Port Elizabeth failed because of disagreement over a venue.

According to union spokesman Raymond Mlatsha over 400 strikers have reacted angrily to the threat and warned managing director Carl Coetzer about repercussions if he insisted on ignoring the

Talks threaten union

union.

On Tuesday, Gwusa turned down an invitation to hold negotiations at the company's head offices.

Instead, Gwusa responded by inviting management to a mass meeting at the Struanway depot.

"The Struanway depot has all the facilities that both parties need for negotiations," said Mlatsha.

Asked to comment, Coetzer's replied: "I cannot comment. The company has released a document about the strike."

Later that afternoon Coetzer released a 11-page report of the strike in which he said management chose the Valley Road venue because it has seating and telephones. Key staff were also available to speed up negotiations.

The strike was the second in two weeks at PE Tramways, which is the only bus company operating in the black townships.

The first strike was sparked off by the detention of two ticket conductors, Harrison Bunu and Bomsile Pensi.

RACE

A burning issue behind the growing strikes

SPECIAL REPORT by DAVID JACKSON

NEGOTIATORS were this weekend still locked in talks in a bid to head off the threat of increasing black strike action in the public sector.

As the strike by black railway workers — the longest-ever in the public sector — entered its fifth week, union spokesmen warned that a one-week strike by postal workers in the Soweto and Johannesburg areas could spread to other regions. And sympathy strikes by other black unions are not being ruled out.

Black workers are flexing their economic muscle in the up-to-now largely unaffected public sector as the campaign for black bargaining rights moves to a new battleground.

Incidental

The "trigger" issues — in the railway stoppage the dismissal of a black worker — are being seen as incidental to the main goal.

In the view of unions such as the South African Railway and Harbours Union (Sarhu), the black union which is at loggerheads with the South African Transport Services (SATS), the aim is to win footholds which have largely been gained in the private sector — the principle of direct management negotiation with the black workforce through their own "democratically chosen representatives".

In the words of Sarhu this week in a message to the Minister of Transport "It is only in the government sector that these demands are still regarded as extreme despite the fact that your Government claims to have initiated major reforms in the labour field".

At the crux of the railway dispute is the fact that SATS still does not officially recognise Sarhu.

Sarhu can probably claim to have about one-fifth paid-up members of the black workforce, labour experts pointed out this week. Sats prefers to deal with Blatu, a staff association, which has the much larger "formal" membership.

Significant

In addition, a sticking point for the emerging black unions is what they see as institutionalised racism in the public sector.

In the case of SATS, for instance, Sarhu has asked the Minister of Transport to explain "why SATS incorporates the division of workers on the basis of race, with racially defined disciplinary codes and conditions of employment".

According to Mr John Lewis, editor of the SA Labour Bulletin "Organisations such as SATS still seem wedded to the idea of company

unions or staff associations.

"There has, however, been quite a significant change of attitude in terms of managements' immediate responses, even if they don't seem any more happy about recognising unions which are independent and based outside the service but at least they're not firing everybody

"It could have been a lot worse. Two or three years ago these workers might have been back in the homelands by now."

Another motivating factor is the gains made by other unions in the private sector.

Rejected

Mr Lewis says "The gains that have been made by the independent unions on simple things such as racism, let alone wages, have been very vocal and visible, while workers who are in constant contact with these workers in the private sector are still basically left with the conditions of 20 years ago."

The Government, for its part, has seen a political motive behind the wave of labour unrest.

The Minister of Manpower, Mr Eli Louw, last week accused the trade unions umbrella body, Cosatu (Congress of South African Trade Unions), and the United Democratic Front of attempting to transfer the crisis in the townships and schools to the workplace.

But this "conspiracy" theory is rejected by Mr Lewis, among others.

He says "Obviously there is a political element. People's frustrations are building up and merging into concern about conditions of work.

"But in no sense is it a conspiracy. The way workers move into action in thousands can't be explained by conspiracy.

"I don't see a solution at the moment guaranteeing peace unless one or the other side is willing to compromise on its demands and pre-conditions."

● See Join the club, page 32.

Thousands late for work after arson on Soweto trains

ARGUS 14/4/87

140A

The Argus Correspondent

JOHANNESBURG — Thousands of Soweto commuters were late for work today after nine trains were set alight at Soweto stations last night, disrupting all services from the township

South African Transport Services called in police to protect railway commuters, staff and rolling stock

The arson attacks added severe passenger service problems to the troubles of the strike-hit Sats, where about 13 000 workers downed tools a month ago

A spokesman for the Transport Affairs Ministry said police had been called in "Sats will take all the necessary precautions to protect passengers, its staff and its trains following the arson attack on coaches in Soweto," he said

Trains ran about 90 minutes late this morning, and commut-

ers were seen lining the major routes to the city, waiting for taxis and buses to take them to work

A spokesman for the Sats Southern Transvaal region said overhead power lines had been damaged at various points, but had since been repaired. Signal equipment was also working normally

"The trains are operating normally route-wise but they are not on schedule," she said. Twenty Putco buses had been used last night to ferry passengers home

On the strike front, the climate grew tougher yesterday as the first threat to fire strikers came - a full month into the strike - from Transport Minister Mr Eli Louw

Mr Louw said in Cape Town that the continuation of a strike in a strategic sector of the economy could not be allowed to go on indefinitely

"The stage when strikers should return to work in their own interests or be dismissed is fast drawing near," Mr Louw warned

He said the question of strike pay was non-negotiable but that Sats management was prepared to talk to recognised worker representatives on all other issues

A Sats spokesman said representatives of strikers had not come forward to date "with an indication for furthering negotiations"

He also said 59 white drivers, who were employed at City Deep after the strike began, had completed their training

Sats was coping well with traffic demand "The backlog has been eliminated and we are coping with the daily demand for containers"

2 Cape Times, Tuesday, April 14, 1987

Back to work or go, SATS workers warned

THE time was fast approaching that the 13 000 striking SATS workers would have to return to their jobs or be discharged, the Minister of Transport Affairs, Mr Eli Louw, said in a statement yesterday.

He said the government could not allow an illegal strike in a strategic service to continue indefinitely.

He said SATS management had shown patience and tolerance in the handling of the strike, "particularly because the major portion of the strikers were forced into it through intimidation".

Mr Louw said he was satisfied the strike was being handled "with responsibility".

All channels to him and management were open for negotiations over, among other things, the ending of the strike. There was no limit on the subject matter.

that could be negotiated now or in the future, except that pay for the period of the strike was not negotiable.

No striker would receive remuneration for the strike period.

He and management were ready to negotiate with SATS employees or with recognized representatives.

□ A spokesman said yesterday SATS was in the process of initiating legal action on behalf of employees allegedly assaulted for not joining the five-week old transport strike.

The spokesman said statements by alleged assault victims as well as pictures of injuries they suffered, had been handed over to the police.

Assaults are said to have taken place at the Johannesburg offices of the South African Railways and Harbour Workers' Union (SARHWU). SATS has refused to recognize or negotiate with SARHWU.

The SARHWU regional secretary, Mr Themba Khuzwayo, said the union did not condone any form of intimidation of non-strikers.

He said as far as he knew the allegations were untrue. However, SATS should provide the union with details of any such assaults and it would take disciplinary action against guilty members.

"We are not prepared to have such elements in the union," he said.

□ Talks between the Post and Telecommunications Workers' Association are expected to resume early this week to resolve the postal strike, which now affects mail deliveries in many Johannesburg areas — Sapa and Own Correspondent



14011

The Best First-Visit

Malan to reveal

'ANC plan' SOON

Own Correspondent

JOHANNESBURG — The Minister of Defence, General Magnus Malan, indicated yesterday that he would soon disclose details of the alleged ANC plan to violently disrupt the May 6 white election

Gen Malan was reacting to criticism that government leaders were not prepared to brief the leaders of the opposition parties in Parliament about the alleged plans, but had briefed 35 foreign envoys

A spokesman for Gen Malan said the country would be told more of the ANC plans "at the appropriate time"

A spokesman for the Minister of Foreign Affairs, Mr Pik Botha, who made the original allegations at an election rally last week, said yesterday Mr Botha had merely fulfilled his duty as Foreign Minister to inform the public of messages he had sent to neighbouring states, and to ask foreign diplomats to warn these states

(Report by M du Preez 11 Diagonal St JHB)

Miners down tools after shootings

JOHANNESBURG — At least 400 workers downed tools yesterday at the Goldfields-owned Zincor processing plant near Springs in protest against the shooting of five members of their union at the weekend

A spokesman for the National Union of Mineworkers (NUM) said about 600 workers went on strike at the plant because they suspected mine security was involved in the shootings

A statement released by Goldfields said "Some 410 workers at Zincor failed to report for the Sunday night shift and the main shift this morning

"The Zincor management is communicating with representatives of the workforce and has requested a return to work"

A Johannesburg newspaper yesterday morning reported that six men armed with a shotgun and a pistol burst into the hostel at Zincor and fired on workers before fleeing the premises

Four of the injured men had leg wounds and the other was shot in the stomach East Rand police are searching for the gunmen, the report said

Zincor has been the scene of fierce clashes between NUM and members of the rival Inkatha-backed United Workers Union of South Africa

Last month two NUM members were killed in what management described as "faction fighting" The union alleges the clashes were instigated by mine security — Sapa

Matie launch for new alliance

Political Correspondent

A NEW alliance — the United Stellenbosch Front (USF) — will be launched on the Matie campus this evening

Keynote speakers at the launch will be Dr Van Zyl Slabbert, head of the Institute for a Democratic Alternative for South Africa, and Dr Allan Boesak, president of the World Alliance of Reformed Churches

USF organizer Ms Tanja Hichert said yesterday the front would aim at the co-ordination of "progressive organizations" in Stellenbosch around social and political issues

The launch will begin at 7pm in the Sanlam Hall of the Student Union

(Report by A Johnson 122 St George's St CT)

Safety fears start strike at Zincor, say workers

AT least 410 workers at the Gold Fields-owned Zincor zinc refinery near Springs have been on strike since Sunday night because, they say, they fear for their safety.

The strike follows two recent shooting incidents at the refinery in which two people died. The National Union of Mineworkers (NUM) has said members of the Inkatha-linked United Workers' Union of SA (Uwusa) were responsible. The refinery has previously been the scene of conflict between the NUM and Uwusa.

At talks between management and NUM representatives yesterday, management assured that "every-

thing possible would be done to ensure the safety of workers on company premises." Workers were requested to return to work.

The NUM described the talks as "futile" because management would not allow union representatives ac-

cess to their members.

The company spokesman said police were investigating an incident on Saturday night in which six gunmen burst onto hostel premises. Five workers were injured and the body of another has been found.

Two weeks ago a worker was shot dead

A NUM spokesman said there was mine security at the scene of Saturday's shootings, but they failed to intervene. He said Gold Fields had encouraged Uwusa activities at the plant and the NUM was demanding the removal of Uwusa elements.

Neither Gold Fields nor Uwusa could be reached for comment on these allegations.

□ About 1 500 employees at Anglo American's New Denmark colliery near Standerton returned to work on Saturday after the release from custody of 75 colleagues who had been detained in the Transkei

ALAN FINE

Handwritten initials and scribbles, including a circled '140H'.

Sats threatens to fire strikers

ALAN FINE

THE 13 000 Sats workers who have been on strike for more than a month might soon be dismissed, Transport Minister Eh Louw warned yesterday

Speaking from Cape Town he said government could not allow an illegal strike in a strategic industry to continue indefinitely.

"The stage that strikers should return to work in their own interests or be dismissed is fast drawing nearer," he said

Sats management was still prepared to negotiate with "workers or recognised representatives" over any issue other than that of pay for the period on strike

Meanwhile, an official of the South African Railways and Harbours Workers' Union (Sarhwu) said the union did not condone any form of intimidation of non-

● To Page 2



Louw warns of dismissals in Sats strike

strikers.

Regional secretary Themba Khuzwayo was reacting to claims by Sats that at least 10 workers had alleged in affidavits that they had been taken to the Johannesburg building occupied by Sarhwu and assaulted

He said as far as he knew the allegations were untrue

Late yesterday, Sats issued another

← ● From Page 1

statement saying Sarhwu had issued a pamphlet urging people not to buy railway tickets Sats described the call as intimidatory and an indication of "sinister motives"

A Sarhwu spokesman denied any knowledge of the pamphlet

195 miners dismissed

SINCE 14/4/87 *(HDA)*
The total workforce of 195 miners was dismissed by the management of the Chroom Bronne chrome mine near Rustenburg after going on strike since last Tuesday, according to a union official.

Mr Marcel Golding, assistant general secretary of the National Union of Mineworkers, said the workers were fired after staging a work stoppage to protest at the retrenchment of 110 colleagues.

Chroom Bronne is an independent mine in the Rustenburg area.

The mine manager was not immediately available for comment. — Sapa. *(S)*

140A

SPAC .14/1/87

Workers' Day R1 000-m cost in production

Own Correspondent

CAPE TOWN — South Africa's new Workers' Day holiday could cost the country at least R1 000 million in lost production

According to researchers at Stellenbosch University's Business School, each public holiday loses 0,9 percent of gross domestic product (GDP)

The latest figure, given in the 1987 Business Blue Book, estimated GDP at R109 604 million

Workers' Day was announced last month by President Botha as the first Friday of every May

The move was immediately condemned by trade union federations and independent unions, which have been demanding May 1 as a paid holiday

Confusion was spreading among employers as the announcement, which the President could make under the Public Holidays Act, conflicted with legislation such as the Basic Conditions of Employment Act, which laid down paid public holidays for certain categories of employees and could be

amended only by Parliament

Confusion was made worse because employers in some sectors were covered by different agreements

Holidays in the civil engineering industry were covered by a wage determination of the Department of Manpower, which stipulated which days were paid public holidays This could be amended only by application to the Department

The industrial council agreement for the building industry had an "open clause" stating that the industry would observe all statutory public holidays

Large employers involved in both sectors must decide whether to give all employees the day off or only those subject to the industrial council agreement

The Cape Chamber of Printing, in a statement, warned its employers "Be advised to consider the industrial relations implications of the declaration that the first Friday in May is a public holiday for only certain employees and the effect it will have on sound industrial relations"

Fawu resumes wage talks

140A

THE Food and Allied Workers Union (FAWU) will this week resume mediation talks with the management of the two factories where its 400 workers are demanding wages of R3 an hour.

SOUTH

15/2/46

Last month the workers, employed by African Products at Milnerton and Bellville, went on strike in support of their demand.

Management's offer was R2, 78 an hour. They returned to work a day after a court interdict prohibited them to picket.

A spokesman for FAWU said the talks would be held in Johannesburg.

~~Cape Times 15/4/8~~
Soweto trains stopped
~~JOHANNESBURG~~ SATS officials
last night stopped trains entering
Soweto after coaches on four trains
were set on fire.

Commuter trains were stopped at
New Canada station and buses ferried
passengers into Soweto.

Earlier, SATS said the rail strike
"has developed into civil unrest". Lat-
er last night, coaches on 14 trains had
been set alight.

Police and SATS officials are inves-
tigating possible links between the
torching of 26 coaches and the strike.

Meanwhile, the South African Rail-
ways and Harbour Workers Union is
seeking legal advice after SATS alle-
gations that striking workers set the
trains on fire. — Sapa and UPI

R800 a month a living wage!

By MOIRA LEVY

WORKERS are no longer prepared to settle for anything less than a decent standard of living, labour experts have warned.

This call for a living wage represents a new assertiveness in worker demands, they say. It implies that workers are no longer content with a minimum wage.

A call for a living wage goes beyond a limited concern with actual wage levels. It is a demand to earn the kind of salary that allows workers access to housing, education for their children, and goods and services that ensure a satisfying life.

Demanded

Cosatu, in its Living Wage campaign launched in the Western Cape this month, has demanded:

- * A 40 hour week
- * A ban on overtime as a measure against unemployment
- * Paid holidays on May Day, Heroes' Day and Sharpeville Day
- * A minimum of six months paid maternity leave
- * An end to the hostel system
- * Family housing near places where workers are employed
- * Job security

* An end to the deduction of tax by employers

* The right to decent education and training

Cosatu has not set an actual figure, but trade unions see the call as a rallying point, and a means of mobilising workers and drawing in the unorganised.

Cosatu Information Officer, Frank Meinjies, said this week "It is difficult to determine a specific living wage because conditions in each region and industry differed substantially."

The living wage demand has been left to individual factories and unions to decide. In industries, where minimum wages are relatively high, the stipulated living wage will be well beyond what could reasonably be demanded in the mining and agricultural sectors.

He said the soaring rate of inflation had made the campaign for a living wage necessary. "In almost all sectors workers were given wage increases that are below the rate of inflation."

Wage drop

"Their real wages have dropped. That means there is less food in the cupboards, less money for education, or any other

necessity for than matter

"Poverty and degradation in the townships has grown while at the same time there has been greater accumulation of wealth in the hands of fewer people", Meinjies said.

The campaign bridges the gap between the demands of the workers and that of the community, he said. "We are expressing the aspirations of our members, even in the political sphere."

Mawu

Dr Martin Nicol of the Labour Research Service said the R4 an hour demanded by the Metal and Allied Workers Union was a useful pointer to a living wage.

"We need a guideline. We must put forward precise demands for the way people want to live. These will be used by the future government. We have to start building the new society now."

The LRS has identified R800 a month as a reasonable living wage, based on the principle recognised in most industrialised countries that not more than a quarter of monthly income should be spent on accommodation.

Monthly repayments on a decent house — "nothing

luxurious, but reasonable with a ceiling, lino floors, lights and hot water" — would be just over R200,

Dr Nicol said.

He warned existing poverty datum lines, were originally used to measure how people lived. Now they are being used to determine wages.

And the University of South Africa's Supplemented Living Level was determined by a research unit that was fully sponsored by companies that used the SLL to determine wages.

Mr Abner Jack of the Labour Research Services said the South African Congress of Trade Unions' One Pound A Day campaign in the 1950's was the first worker call of this kind.

In 1981 the now defunct Federation of South African Trade Unions (Fosatu) also came out with a call for a living wage.

Basic needs

Before that workers had struggled for a minimum wage, they were not yet calling for a wage that would enable workers to lead a decent life, based on the notion of basic needs.

The International Labour Organisations includes in

its list of basic needs health, education and transport.

"But the important thing is that university research departments cannot decide what are the workers' basic needs. Only the worker can determine what his or her needs are, and what he or she will spend money on."

Cosatu has attempted to redress this problem with a questionnaire in a special Living Wage edition of Cosatu News which will measure not only what workers earn and spend, but also how much they would like to spend.

Ignores

A labour researcher warned that standards like the Supplementary Living Level used to determine wages ignores non-wage conditions of employment like pensions, medical aid and other benefits.

The SLL is the point at which workers are able to break even. "But this assumes money is spent rationally, that there is no impetuous or emergency spending."

"It also assumes items and services are easily available, that there is a Pick 'n Pay around the corner. It also ignores the aspirations of working people. It assumes that

they are happy simply to break even each month."

The researcher said the SLL was based on what social scientists believe the average family can live on. "What is an average family?" he asked. According to this measure an average black family in the Western Cape can break even on R507 a month.

He said poorer families are spending proportionally more on food each month, while everyone pays the same increased prices, the lower earner spends more of his total wage packet on food that the householder who earns more.

50% more

The European Economic Community has stipulated that workers at its factories in South Africa must earn 50 per cent above the SLL. "That is still not a lot of money. This so-called average family is then expected to live on R750 a month."

"Compare that to what directors earn," he said. In the retail industry, for example, directors earn between R7 000 and R16 000 a month.

"In that context anything less than R1 000 a month is not a living wage," he said.

140A
South

LABOUR

BRIEFS

Workers talk on Nactu link

THE Western Cape region of the Electrical and Allied Workers Trade Union of South Africa will hold discussions with its members about the national decision to affiliate to the National Council of Trade Unions (Nactu).

EAWTU's local region had voted at its annual general meeting last month to affiliate to the giant Congress of South African Trade Unions (Cosatu)

Organiser Brian Williams said the local region was committed to building working class unity

"We will obviously report back to our members and seek guidance from them."

Arson: Police guard on trains

11665 15/4/87 (212) (213) (214) (215) 1407

The Argus Correspondent
JOHANNESBURG — Police guarded trains and railway stations in Soweto after four more trains were set alight, damaging signalling equipment and causing a temporary suspension of services on one line into the township

Trains were running 50 minutes late on Soweto lines today and thousands of commuters used taxis, buses and private vehicles to get to work

The general manager of South African Transport Services, Dr Bart Grove, warned "stronger action" would be taken to combat what he said had developed into "civil unrest"

His statement came after damage to 14 trains in the past two days

A Bureau for Information spokesman said today that no one was injured and no arrests were made

Orlando

At 10am yesterday two coaches were set alight at Orlando. At 4pm another train was torched at the same station. A goods train was set ablaze at New Canada station shortly after 5pm. About 8pm a locomotive was set on fire at Dube station.

On Monday, 26 coaches were destroyed after 10 trains were set alight at four stations in Soweto.

Dr Grove linked the burning of trains, alleged intimidation of black supervisors and stone-throwing to the month-long strike by the South African Railway and Harbour Workers' Union.

Dr Grove said Sats had been tolerant but now the issue had gone beyond its jurisdiction.

"We have maintained an open door policy throughout and have repeatedly stated that management is prepared to discuss all grievances."

He said no worker had been dismissed, nor had Sats suspended any worker services.

Yesterday the Congress of South African Trade Unions reiterated its willingness to help get talks between Sats and SARHWU back on course.

It expressed anger at allegations it or SARHWU had intimidated workers, adding "Our track record shows our willingness to negotiate in good faith."

TELEPHONENUM
"We were removed"
ick Jamjam

Num asks mine bosses to ban Inkatha union

By MOIRA LEVY

THE National Union of Mineworkers has called on Goldfields to ban the Inkatha-linked United Workers Union of South Africa (Uwusa) from its Zincor mine on the East Rand after six mineworkers were shot in a clash last Sunday. Five were hospitalised.

Num spokesperson Marcelle Golding told SOUTH 590 workers were on strike at the mine in protest against the Uwusa presence and "management's encouragement of worker conflict".

In another mining dispute, 195 workers at Chroombroene Mine in Rustenburg, downed tools in protest against the retrenchment on Tuesday of another 110 mineworkers.

Golding said the entire labour force was out on strike to demand a properly negotiated retrenchment procedure.

These disputes follow Num's threat of a massive strike over May Day. Workers

have rejected the Chamber of Mines demand that they apply for the day off.

A dispute has already been declared, and Num has applied for a Conciliation Board hearing.

In the past week, 40 mineworkers have died in mining accidents.

On Monday, in the latest incident, six black mineworkers were killed when part of a shaft collapsed at a gold mine in Randfontein.

Last Friday 34 miners were killed in a methane gas explosion at a Ermelo coal mine. Num has called for a full investigation into the incident.

Mr Cyril Ramaphosa, head of Num, described the owner mine company as a "butcher" because of poor safety precautions.

According to the International Labour Office 8 500 miners died in mining disasters in South Africa between 1973 and 1984.

South

140A

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~~1112~~

15-21/4/87

PROG-AS 15/4/87

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MINING

Labour problems plague Randfont

From **TEIGUE PAYNE**

JOHANNESBURG. — Labour problems are bedevilling production at Randfontein, one of South Africa's premier gold producers.

An insight into some of the problems was given yesterday by director Mr Kennedy Maxwell as background to JCI gold mine quarterly results

In the quarter ended March, Randfontein's tonnage milled was marginally higher on slightly lower grade as dump material was processed due to labour problems. Sale of mining rights for R20,8-million and lower capex resulted in more than double net profit after capex — R41,5-million compared with R18,2-million in the December quarter

At neighbouring Western Areas tonnage and grade were lower due

to labour problems. A 6,5 percent increase in costs contributed to a decline in net profit by 76 percent to R7-million (R29,4-million).

Mr Maxwell says labour problems and absenteeism at Randfontein in the beginning of the quarter lost about five days' production. The labour problems and sporadic go-slow actions continue.

Randfontein is in the forefront of mine mechanisation, and retrenchments at both Randfontein and Western Areas will take place this month and in mid-year. They will amount to only a low percentage of the black labour force at Randfontein, but as much as 15 percent at Western Areas.

Go-slow actions are partly a union reaction to the retrenchments, but there is also polarisa-

tion and a breakdown in communication between mine management and the National Union of Mineworkers on other issues.

Mr Maxwell says an expectation arises among black miners that the union can deliver "all kinds of goods" Trying to do this, union leaders pick up issues and try to portray managers as unreasonable This increases polarisation.

He says a major meeting was held with the union to try and overcome the polarisation, but union leaders have now stopped negotiations about the retrenchments and have called for the appointment of a conciliation board. JCI opposes this, and will proceed with the retrenchments, he says.

UNITE AND FIGHT FOR
LIVING WAGE



VIVA UDI
VIVA LOSATI



Justice Langa, Sarhwu president — hoping the strength of worker unity will triumph

The Sats strike boss: A life of searching for Justice

THE 34-YEAR-OLD president of the South African Railways and Harbour Workers Union (Sarhwu), Justice Langa, has always admired strength.

As a young boy he would watch, with a sense of disbelief and admiration, a group of black railway workers struggling under the load of a railway track being laid alongside the two existing railway lines outside his Edenvale township home near Germiston.

He admired the strength of the men as they rhythmically lifted the track before lowering it into position.

He would watch with awe how the singing suddenly stopped as the men jumped out of the path of a fast-pounding Durban-bound train.

There was some tinge of sadness in the voices of the workers as they resumed their song after the train had whistled past.

"The fact that those workers had to do all the heavy work while their white supervisor spent most of the day hurling racial insults and abuse at them left a deep mark on me," he says.

He was saddened by what he saw as the complete power the white supervisor had over the men under him — almost as if their very lives depended on the supervisor.

"I knew then that something was wrong," he said.

While at Bakenberg Secondary School in Potgietersrus, he had another demonstration of "the wanton

The president of Sarhwu picked his moment to challenge Sats. It was a question of strength. SEFAKO NYAKA reports

strength some people have over the lives of other humans."

He received word that the residents of Edenvale township were being moved to Tembisa near Kempton Park.

The removals did not disrupt his studies, but he started questioning the "right of one human being to move another without proper consultation and compensation."

After completing his junior certificate, Langa was employed in a Wadeville factory assembling mechanical instruments.

Then came June 1976, and Langa experienced the power employers have over workers: he heeded a stayaway call and was summarily dismissed.

"I spent the rest of the year unemployed and the following year found a job with Sats (South African Transport Services) at Jan Smuts airport as an aircraft cleaner," he said.

It was here that Langa came face to face with the strength of "naked racism."

"I soon learnt that racial jibes and insults are part of the vocabulary at my workplace, but these were directed at one section of the workers — the black workers."

Today Langa possesses a different kind of strength.

As head of Sarhwu, he and 22 000 striking Sats workers have taken on the seemingly "invincible might" of the railway management. He says he hopes the strength of worker unity will triumph over the might of the parastatal and the protective laws.

"It is almost as if the white railway bosses and their black indunas are determined to protect apartheid to the hilt," says Langa, a frail-looking man and father of two daughters.

He has seen the power of supervisors and indunas to dismiss

workers summarily.

"The industrial and human relations at Sats must be the worst in the country. There is absolutely no respect for workers," he says.

When he joined Sats, Langa set himself the task of making the supervisors realise the human worth of workers. He protested against being called a "kaffir" and spoke out against injustices.

He was, however, careful about the way he did it, lest he be summarily dismissed. "It took time to organise the workers at Jan Smuts and to have them stand up for their rights."

His activities soon gained him the respect of his fellow workers and the ire of management.

Although he lives in a township house in Tembisa, he took up the workers' grievances about food and accommodation in the compound, upstaging the in-house staff association. He believes management might have by then been aware of his power as a worker representative and hence reluctant to dismiss him.

He says he has had several visits from security police, but he is not afraid.

"I take my inspiration from such great leaders like Nelson Mandela. If he was prepared to spend over 20 years in jail removed from his family and friends, then why should I hide from the police?"

Langa believes if management had even "remotely" attempted to resolve the workers' grievances they would have gone back to work long ago.

In the 10 years that Langa has been employed at Jan Smuts, his wages have increased from R73 to R386 a month. In fact he has reached the ceiling in his job category.

Weighed against the current inflation rate, Langa feels the struggle for a "living wage" is far from being over. "There are other issues like working conditions, the migratory labour system and non-recognition of a truly democratic worker organisation," he says, as well as the exclusion of blacks from certain job categories.

BY GARRY TRUDEAU



Armed E. Post 15/4/87 police guard stations

JOHANNESBURG — Armed police were guarding trains and railway station in Soweto today after more trains were set alight yesterday.

Signalling equipment was also damaged and resulted in temporary suspension of services on one of the lines into the township complex

The Bureau for Information said that in the past 24 hours, eight railway carriages were damaged in Soweto when vandals set six alight and stoned another two.

A man was injured when stones were thrown at a passenger train in Nancefield station.

Damage in all cases was reported as "considerable".

Today, trains on Soweto lines were running 50 minutes late and thousands of commuters had to use taxis, buses and private vehicles to get to work

Although trains were running late today, services on both Soweto lines appeared to be operating normally

Armed police travelled in trains or guarded stations At 6 30am trains were full but later became noticeably empty There was confusion and tension at stations and some people seemed unsure whether or not to board trains.

Thousands then turned to private cars, buses and taxis

Yesterday the Congress of South African Trade Union (Cosatu) repeated its willingness to assist getting talks between SATS and SARHWU, a Cosatu affiliate, back on course

April 16 1987

ARKLUS 16/4/87

~~1401~~ 1401

CITY/N

Breweries interdict on strikers before court

Supreme Court Reporter

SOUTH African Breweries took court action against the Food and Allied Workers' Union (FAWU) to halt the strike which crippled its Newlands and Pinelands beer plants last week.

In the Supreme Court yesterday, Mr Justice Baker was asked to discharge an urgent interdict granted by Mr Justice Tebbutt on Thursday April 9

Mr R D McClarty, for SAB, said today the issues were resolved after the order was granted

In terms of the discharged order, FAWU and 17 shop stewards were to show cause before April 29 why a final order should not be granted restraining FAWU from organising an illegal strike at the two plants and forcing the union to resolve disputes according to procedure set down in its recognition agreement with SAB

FAWU was also ordered to ensure that its members at SAB complied with their obligations not to strike illegally

In an affidavit, SAB acting general manager Mr Peter

Spolander said the strike was illegal in terms of the agreement signed in December 1985 recognising FAWU as representing the majority of SAB's weekly-paid workers

The strike, which started on April 8, had serious implications for SAB and its customers, liquor groups, bottle stores, restaurants, hotels and clubs

They were "laying in" stocks for the Easter weekend and if SAB had been unable to deliver beer on April 9 and 10, SAB and its customers would suffer heavy losses

Mr Spolander said that in the past wage negotiations had been held on a regional basis and wages paid by SAB differed from region to region, because economic circumstances differed

The agreement prescribed annual wage negotiations. The first agreement was effective from April 1986 to April 1987

Late last year FAWU indicated it wished to deal with SAB on a national basis because different agreements for different areas were inappropriate

SAB was willing to consider

national wage negotiations, although wages would not necessarily be the same in different regions, but it required a master recognition agreement before it would negotiate nationally

Negotiations for this agreement had reached an advanced stage

Therefore, FAWU had not initiated regional wage negotiations in spite of the expiry of the last wage agreement

This led to "discontent and unhappiness" among SAB's local workforce, said Mr Spolander.

Mr McClarty was instructed by Routledge-MacCullums FAWU was not represented

● SAB workers went back to work on April 9 after the court order was granted



STEPPING IN: Management staff at the Cape Sun help guests with the hotel's car service today during a work stoppage by hotel staff.

AKGUS 16/4/87

Workers on strike at six hotels

Labour Reporter

with other functions.

A THREE-HOUR work stoppage hit six major Southern Sun hotels in and around Cape Town today.

● Meanwhile, about 50 workers at Firefite, a fire detection equipment factory, are still on strike. They are members of the Electrical and Allied Workers' Trades Union.

A spokesman for the Liquor and Catering Trades Employees' Union said the hotels affected were the Cape Sun, De Waal Hotel, Newlands Sun, Inn on the Square and Holiday Inns at Woodstock and Bellville.

Workers said management had told them yesterday that the strike was not legal and that they were to return to work immediately, and had given them notices explaining their legal position.

He said the union could not comment on the reasons for the stoppages as they were still being discussed.

"They said they had powers they would use if workers did not return immediately and could not be held responsible for any actions they were forced to take," said one worker.

At the Cape Sun, workers presented demands to management at a meeting with regional manager Mr Chris de Kock and general manager Mr Daniel Reeg.

Guests had to serve themselves in dining areas while management staff coped

Striking workers today marched from the company's Plein Steet factory to the union's Strand Street offices

Fears of violence, unrest take hold as Sats conflict stays unresolved

● NAIDOO

ALAN FINE

SATS GM Bart Grove was close to the truth when, on Tuesday evening, he said the five-week-old strike had developed into civil unrest

In fact, it has the potential to erupt into the most serious labour conflict yet experienced, and fears of its spilling over into township violence are growing.

There are no signs of possible resolution, the only indications available suggest, rather, an escalation

There is little possibility of a return to work in the foreseeable future until there are negotiations over the workers' grievances. And Sats refuses to meet with the representatives that workers have chosen — because the representatives belong to the SA Railways and Harbours Workers' Union (Sarhwu)

From Sats' point of view, the next step is the mass dismissal of strikers. And, as Grove indicated, this is likely to be accompanied or preceded by increased police action. Few would be surprised if this included arrest and detention of strikers and union leaders.

There is little the union and its umbrella organisation, the Congress of SA Trade Unions (Cosatu), can do other than plead for its right to represent members to be recognised, and to warn repeatedly of the consequences of escalation. And they will be unable to control some of the more dangerous consequences.

General-secretary Jay Naidoo says Cosatu has met the FCI and Assocom to discuss the issue. But neither has felt able to intervene, publicly at least.

The strike always had the potential to become a major "community" issue, given the hundreds of thousands of black Sats commuters on the Reef. The otherwise likely boycott of Sats services has not occurred — probably because of the emergency regulations.

But other, more dire, consequences of escalation became apparent this week, with the burning of railway coaches on three consecutive evenings.

Test of strength

The strike is no longer over the minor issue of alleged unfair disciplinary action taken against a driver who was first dismissed, and later reinstated and fined R80, for handing over R40 to Sats a few days late.

It has now become a major test of strength between a young union struggling to establish itself and a State-owned corporation wanting to retain its comfortable dealings with the in-house Black Trade Union of Sats (Blatu).

Other parastatals such as Escom and Iscor have long entered into relationships with militant black unions, including some Cosatu affiliates.

Discussions

This week Sats workers in Natal, purportedly Blatu members, invited Sarhwu representatives to visit them for discussions on the strike — an indication it could spread outside Transvaal.

Meanwhile, Sats continues to stress that its door is open for talks, but not with Sarhwu. And allegations and counter-allegations of intimidation and violence spread.

This is much more than a typical industrial relations dispute. Unless it is resolved soon, it is bound to begin affecting the private sector, and threatens to develop into a major civil conflict.

Right now, there seems no way of avoiding it.

Sarhwu seeks meeting

A NEGOTIATING team representing Sats strikers will attempt to meet Sats management today to discuss the escalating strike.

The team was elected under the auspices of the South African Railways and Harbours Workers' Union (Sarhwu)

Sarhwu education secretary Mike Roussos said the group of about 15 representatives would try to see Sats labour relations chief Bryan Berndt at the City Deep depot at midday.

"We hope that management will live up to their many public statements and be there to negotiate," he said.

But a Sats spokesman said last night management was prepared to meet only the officially recognised grade stewards of the in-house Black Trade Union of Sats (Blatu).

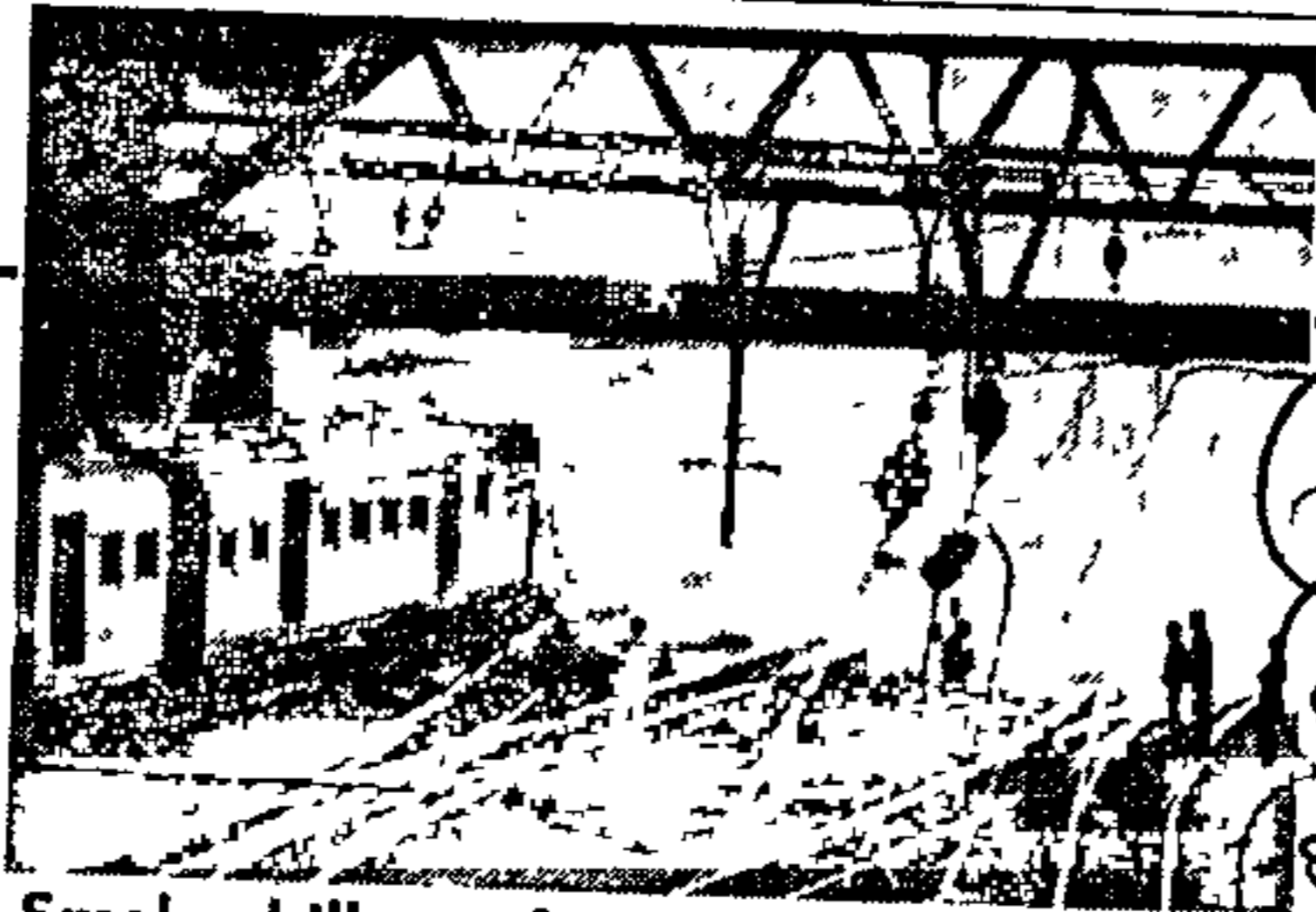
The Sarhwu gesture is designed to

counter Sats allegations that Sarhwu is responsible for prolonging the strike. In a lengthy statement, Roussos countered allegations by Sats against the union about intimidation.

He said recognition of Sarhwu had become a central issue in the dispute, and that it was absurd for management to refuse to meet the negotiating team simply because they were Sarhwu members "because the vast majority of workers in the region are members".

Roussos distributed sworn affidavits from striking workers claiming to have been assaulted. He also distributed copies of correspondence from the union's attorneys to Sats management proposing negotiations and mediation at various times during the strike.

ALAN FINE



Smoke billows from train carriages at Braamfontein.

Rail chaos: Man shot in leg, more coaches burnt

JOHANNESBURG — A man has been shot in the leg and 48 train coaches have been damaged by fire on the Witwatersrand in the past three days.

A coach was set alight today at George Goch station and another train was attacked by stone-throwers near Kempton Park, the Bureau for Information reported. No injuries or arrests were reported in either incident today.

Yesterday a man was arrested at George Goch after he poured spirits into a train coach. He was shot in the leg when he tried to flee from police, the bureau said.

75 BUSES

Yesterday 13 coaches were burnt or damaged at eight stations in or around Johannesburg.

Yesterday's attacks were the first outside Soweto, affecting white commuters on the West Rand and Pretoria routes.

Trains were running up to an hour late today, said a Sats spokesman.

A Putco spokesman said the company has put 75 buses back on the roads but was still unable to cope with the increased demand.

"We are operating at a stretch. There are not enough buses in South Africa to cope with this situation."

Sats was unable to estimate the damage but believed it could run into hundreds of thousands of rands.

Police and soldiers were still guarding railway stations today.

● The South African Railway and Harbour Workers' Union (Sarhwu), has strongly rejected Government accusations of intimidation in the rail strike, and threatened legal action against a Cabinet minister.

At a special Press conference, Sarhwu and the Congress of South African Trade Unions (Cosatu), released affidavits by strikers allegedly assaulted by police and members of Sats management.

MEETING

Sarhwu spokesman Mr Mike Roussos said the union would take legal action against Law and Order Minister Mr Adriaan Vlok on behalf of members allegedly assaulted by police.

Denying that the union encouraged violence and intimidation, and that it had an interest in prolonging the strike, Mr Roussos gave the Press documents detailing communication which has taken place between the union and management since the strike began.

Mr Roussos said the workers would ask for a meeting with management today to resolve the strike.

The union said yesterday that up to 22 000 workers were on strike.

Sats said today the number of strikers had gone up yesterday from about 13 000 to 14 800 — Argus Correspondent and Sapa.

ARGUS 16/4/82

270
140A

Rail chaos: 13 coaches set alight

Cape Times 16/4/87

Owa Correspondent

JOHANNESBURG. — Rand rail traffic was in chaos during peak hour yesterday as violence aimed at the SA Transport Services (SATS) spread into central Johannesburg and outlying stations.

By evening at least 13 more coaches had been set alight at eight stations — causing delays and sending commuters fleeing from the blazes in some cases.

The latest arson attacks bring to 47 the number of coaches reported to have been damaged by fire during the past three days.

Damage could run into millions of rands. A SATS spokesman said a figure could not be put on the cost till damage had been assessed.

Queues at black taxi ranks in the city's financial district stretched for several hundred metres at times. Putco bus company added an extra 50 buses to its usual 600.

Meanwhile, the education secretary of the SA Railways and Harbours Workers' Union, Mr Mike Roussos, said the union was considering suing Transport Minister Mr Eli Louw for damages arising out of allegations that the union was involved in the violence that has broken out during the five-week strike by its members.

Yesterday the Bureau for Information confirmed that members of the security forces were guarding Soweto stations after several reports of unrest. No injuries or arrests arising out of the violence have been reported, although at least two of the coaches set alight were carrying passengers.

□ In its daily unrest report, the bureau said that in Chesterville (Durban) a group threw a hand-grenade at a policeman and fired at his house with a shotgun. The policeman returned their fire.

Other unrest-related incidents reported comprised stonings and arson.

600 miners on strike after Uwusa clash

W/MA 15-23/4/77

By EDDIE KOCH

SPRALLING violence at the Gold Fields-owned Zincor plant near Springs has threatened to turn the zinc processing factory into a major flashpoint in the clash between the National Union of Mineworkers (NUM) and the United Workers Union of South Africa (Uwusa).

About 600 workers downed tools at Zincor this week claiming that collusion between Gold Fields security and the Inkatha-backed Uwusa has turned the plant into a killing ground where five workers have been murdered in as many

weeks. The strike began on Monday after six masked gunmen armed with a shotgun and a revolver burst into the Zincor hostel and opened fire on sleeping workers. Five NUM members were admitted to the Far East Rand Hospital where they are being treated for gunshot wounds. NUM representative Marcel Golding said the union was unable to encourage workers to resume work after management scaled off the hostel

employee who had been shot to death was found at the hostel on Monday morning but could provide no details except to say the man was not a NUM member. "If they (NUM) have evidence that our members were involved then let them go to the police. The police are looking for that kind of information. They should go ahead and seek legal redress."

Police liaison officer for the East Rand, Lt Paul Horn, said murder and attempted murder dockets have been opened for all the incidents.

NUM plans court action to force mine inquiry

140A
W/Mail
16-23/487

By PHILLIP VAN NIEKERK

THE death of 34 miners in a methane gas explosion at Gencor's Ermelo mine last week has further added to the dramatic increase during the Eighties in the number of South African miners dying in gas explosions.

In a week in which four mine accidents have cost the lives of a number of workers, the National Union of Mineworkers (NUM) has questioned the Government Mining Engineer's commitment to establishing the cause of the disasters.

In one specific instance, NUM general secretary Cyril Ramaphosa said that the NUM would be taking the GME to the Supreme Court to insist that an inquiry be held in terms of the Mines and Works Act into last year's Kinross disaster where 160 workers died.

A prosecution has been instituted against Kinross mine management, thus doing away with the need for a full-scale investigation in which the NUM could put Gencor and the mining industry in the dock for their safety performance.

At the last major inquiry into a mine disaster — the methane explosion at Hlobane which killed 68 workers — a crack NUM team of legal and safety experts severely embarrassed mine management.

Ramaphosa pointed out that there had been no inquiry yet into the methane blast at Sasol's Middelbult colliery near Secunda which cost the lives of 30 workers more than 18 months ago.

The failure to hold an inquiry into the Middelbult disaster is particularly disturbing, given the increase in the number of methane explosions in the past few years.

Jean Leger, a University of the Witwatersrand researcher and mine safety expert, said 42 workers had died in gas explosions during the Seventies compared to 170 since 1981.

These have included an explosion at the same Ermelo mine in 1982, where 11 workers were killed, as well as the Hlobane and Middelbult disasters.

He said this startling increase could be linked to increased production but that ironically it occurred at the same time as an overall decrease in the number of fatalities on coal mines.

Ramaphosa said it was "most disturbing" that the GME — who was supposed to investigate the cause of disasters — had neglected to hold inquiries for three years.

140A

AN UNEMPLOYED WHITE WORKER HELPS OUT AT SATS — WHILE AT HOME, A BLACK STRIKER'S FAMILY CHOOSES TO GO HUNGRY



The railway workers' strike has left heaps of debris at central stations and some dirty employment opportunities, like this one at Johannesburg's Park Station

Picture ERIC MILLER Atropix

'I cannot betray my principles'

By SEFAKO NYAKA

LAST month railway worker Shadrack Ngomane didn't send money to his young wife, Nkateko, at Malamulele in Gazankulu

And this weekend he will not be joining the thousands of migrant workers making their annual Easter pilgrimage to the "homelands" to be with their wives and children

The prospect of his two year old daughter Khensani, going hungry or pining for him while other children sit on the laps of their dads is a sacrifice worth making this striking SA Transport Services (Sats) worker says

"I cannot lose my dignity and betray my principles for a full stomach

Ngomane, a first aid attendant, and his colleagues at Locksteam rail depot in Germiston went on strike soon after the initial action by workers at City Deep and Kaserne.

It was not an easy decision, he says. Some workers said the Kaserne strike had nothing to do with them, and felt they should only strike if Germiston workers were dismissed

"Others complained about their accounts, their families and their own well being. But this is the struggle and we must stop being selfish

So every morning, he and some of his colleagues assemble at the SA Railways and Harbour Workers' Union (Sarhu) offices in Germiston

Their day starts with a roll call, "to establish who has been detained or is scabbing" Ngomane maintains that the list is not going to be used to victimise non-strikers

"We believe in the freedom of association. If some workers decide to associate with management and work while others are on strike, then it is fine with us"

After roll-call, the organisers give a report which is then discussed in detail. After a break, the workers are given a 30 minute lesson in trade unionism

"No late coming is tolerated and those workers who come to meetings drunk are dealt with by the disciplinary committee"

Ngomane admits that although the strike was sparked off by the dismissal of Kaserne driver Andrew Nenzanda, it should now be seen as a grim determination by workers to "put right those things that are wrong" in Sats

At the Delmore compound where he lives, Ngomane shares a room with six other workers, in a house previously occupied by a "coloured" ticket examiner

Some of his colleagues are housed "100 to a room" in corrugated iron hall-like structures, where "the beds are placed next to one another in rows of 50"

Ngomane says he is aware of the strain the strike puts on relations between workers and families, but "maybe this is the price we have to pay to stamp out racism in Sats"

Unionist charged with high treason

By MONO BADELA

METAL and Allied Workers' Union leader Moses Mayekiso is to be charged with high treason, along with four other Alexandra community leaders

All five face alternative charges of subversion and sedition. They are due to appear in the Rand Supreme Court on August 3.

Appearing with Mayekiso will be his younger brother, Mzwanele, 22, Paul Ndlovu Tshabalala, 38, Richard Mzameni Mdakane, 29, and Obed Kopeng Bapela, 28, all of Alex

A 160-page indictment containing the allegations was presented to the accused at the Randburg Magistrate's Court yesterday by Magistrate R Mandelstam.

The presentation of the file was greeted with a smile by the five men, who have been awaiting trial for several months

Lawyer Paul Benjamin, appearing for the accused, told magistrate Mandelstam August 3 is a tentative date, as it still has to be finalised with the state attorney.

According to the charge sheet, the five are alleged to have tried to "overthrow, usurp or endanger the authority of the state, with seditious intent to defy or subvert the authority of the State".

They are believed to be the first people in South Africa to be charged with treason for running people's courts, street, block and area committees, and for forming an action committee.

The state describes these structures as "organs of people's power".

The five are accused of plotting to seize control of Alexandra or to render the area ungovernable by the state. They are also accused of forming people's courts, and acting as the courts' functionaries.

Other accusations include:

- Campaigning against the security forces, the Alex town council and "so-called collaborators".

- Launching a rent boycott.

- Changing street names.

The alternative charge is that they tried to overthrow or endanger the state's authority.

The organisations mentioned in the indictment are Alexandra Youth Congress, Transvaal Students' Congress, Alexandra Crisis Committee, Alexandra Women's Organisation and Alexandra Students' Congress

More controversy over RSCs

Scrapping of transport levy under attack

ANOTHER hot potato has been thrown up by the highly criticised regional services councils (RSCs).

It concerns the existing transport services levies employers have to pay which will be abolished when the RSC levies come into operation from July.

Organised commerce is incensed by a Department of Transport suggestion that employers should increase wages and salaries when the transport subsidies are stopped to enable employees to pay their own commuter transport costs.

Cape Town's Chamber of Commerce has condemned the suggestion as being fraught with practical problems, noting also that it would drive up the cost of remuneration without resulting in corresponding increases in productivity and that it would be highly inflationary.

Chamber director Alan Lighton

CHRIS CAIRNCROSS

said. "To suggest that the responsibility for the cost of transport subsidisation be shifted to employers upon the abolition of the transport services levies would mean that government would be reneging on its prior commitment to relieve the business community of this burden"

He said the logical conclusion of any such shift would be that the tax base on which the RSC payroll tax would be collected would be increased, resulting in employers being taxed more heavily than before.

The existing transport subsidies were also based on actual distances travelled. If employers were required to increase wages in proportion to travelling costs, the resultant differences in remuneration levels would undoubtedly lead to dissatisfaction, Lighton said.

Pay offer puny Mawu

THE Metal and Allied Workers Union (Mawu) yesterday criticised the Steel and Engineering Industries Federation of SA (Seifsa) after the third round on Tuesday of the 1987 wage negotiations.

The talks affect more than 340 000 employees and 8 000 companies.

Mawu described Seifsa's wage increase offer, (11% to 15%), as meagre. It said wage increases had been 7% to 8% below the inflation rate for many years. It said the

ALAN FINE

metal industry could afford to pay a living wage.

Mawu said all union parties to the council had rejected the latest Seifsa offer.

Seifsa director Sam van Coller said the organisation would not comment on negotiations while they were in progress, although Seifsa might wish to clarify aspects which it felt were not accurately represented.

AIRLINE MOVEMENTS

Cape Times 16/4/87

Strike disrupts cargo handling

1407 (52) Labour Reporter

CARGO handling at Cape Town docks was disrupted yesterday when about 300 stevedores went on strike to support demands for the dismissal of a supervisor who allegedly assaulted a worker.

The strikers, all members of the Transport and General Workers' Union (TGWU), agreed to return to work today after the union and management had decided to refer the dispute to arbitration.

The alleged assault took place in January and was followed by established grievance and disciplinary procedures.

Workers, however, have refused to accept the ruling of their employers, SA Stevedores, that the supervisor be given a final warning, and are demanding that he be fired, a union spokesman said.

An SA Stevedores official said the alleged assault was the result of a "personal problem" between a junior supervisor and a worker which had taken place outside working hours but on company property.

He said the strikers would not be paid for the time they did not work.

It was difficult to say to what extent the strike had affected the handling of cargo, he said, adding that some ships were worked, apparently by harbour staff or casual workers employed by other firms.



Power had to be switched off so firemen could extinguish a blaze on one of two trains set alight yesterday at the Braamfontein marshalling yard

Man shot in petrol-bomb attempt, say police

Transport chaos as trains burn

Staff Reporters

Security forces have shot and wounded at least one alleged arsonist as attacks on trains spread throughout the PWV area

Thousands of commuters have been stranded, and this has placed enormous burdens on other services

The attacks on trains yesterday were the first outside Soweto — and they affected white commuters on the West Rand and Pretoria routes

By this morning there were still trains in the region running up to an hour late, said a South African Transport Services (SATS) spokesman

And a Putco spokesman said the company had put 75 buses — withdrawn during the December boycott — back on the roads, but was still unable to cope with the increased demand

"We are operating at a stretch. There are not enough buses in South Africa to cope with this situation," he said

Yesterday and today black commuters were forced to the roads — using either taxis or private cars

Thirteen coaches were set alight at eight railway stations yesterday, bringing to 47 the number burnt in three days of unrest

SATS was unable to estimate the damage yesterday, but believes it could be hundreds of thousands of rands

Coaches are apparently being set alight with petrol bombs hurled from outside. But at least one case of arson committed from inside a coach has been reported

The Bureau for Information reported that one man was arrested after being shot and wounded in the leg by security forces at George Goch Station yesterday. He had attempted to throw an ignited petrol bomb at a coach

At Oakmoor Station, near Tembisa, a crowd of 2 000 — many allegedly carrying ignited petrol bombs — were dispersed with teargas by security forces. No damage was caused

Intimidation

At Germiston Station, a large crowd allegedly attempted to intimidate security guards not to work, but did not succeed, the bureau said

The bureau said one train was set alight at New Canada, two at the Braamfontein marshalling yard, one at Langlaagte, one at Croesus, three at Irene, two at Luipaardsvlei, two near Kaalfontein, and one at Germiston

All the attacks took place between 1 pm and 6 pm yesterday.

A spokesman for the Johannesburg Fire Department said fire engines rushed to Braamfontein, Langlaagte and Croesus, near Industria, to extinguish the fires

Rail traffic in Johannesburg came to a standstill for more than a half-hour at peak time because the power supply was switched off while firemen put out flames in the Braamfontein yard

Thousands of commuters were again late for work this morning.

Armed police and soldiers were still guarding railway stations this morning

• See Page 13



Railwaymen inspect a coach set alight at the Braamfontein marshalling yard yesterday

Union rejects Govt accusations, threatens to sue two Ministers

By Mike Siluma

The South African Railway and Harbour Workers' Union (Sarhwu) has strongly rejected Government accusations of intimidation in the rail strike, and threatened legal action against two Cabinet Ministers

At a Press conference yesterday, Sarhwu and the Congress of SA Trade Unions (Cosatu), which has also been criticised by the Government, released affidavits of strikers allegedly assaulted by policemen and members of SATS management. The Star has referred details of the affidavits to the police for comment

Sarhwu spokesman Mr Mike Roussos said the union would take legal action against Law and Order Minister Mr Adriaan Vlok on behalf of members allegedly assaulted, and against Minister of Transport Mr Eli Louw for making "slandorous statements" against the union. Legal action would also be taken against SATS management for the alleged assaults

Saying he was confident that most railworkers supported Sarhwu, Mr Roussos challenged the Government to hold a ballot to prove the union's support

Denying that the union encouraged violence and intimidation, and that it had an interest in prolonging the strike, Mr Roussos gave the Press documents detailing communication between the union and management since the strike began

The documents proved the union had made every effort to resolve the strike when it first broke out at City Deep, and to prevent it from spreading, he said

ACCUSED OF INTIMIDATION

By accusing Sarhwu of intimidation, management was trying to justify its refusal to "negotiate with the democratically elected representatives of the workers"

Answering a question, he said Sarhwu had no idea who had been setting trains on fire

Asked about a call by management and the black staff association for workers to return to work, Mr Roussos said they would resume duties when management had addressed their grievances

Mr Roussos said workers would ask for a meeting with management today to resolve the strike, "and we hope management will live up to their public statements and be there to negotiate"

Cosatu general secretary Mr Jay Naidoo denied the federation's property was being used as a "torture chamber" for non-strikers.

The union said yesterday that up to 22 000 workers in the Transvaal and the Free State were now on strike

SATS today agreed that the number of strikers had gone up yesterday from about 13 000 to 14 800

Strike: Boiling up to a major civil conflict?

Own Correspondent

JOHANNESBURG — SATS GM Mr Bart Grové was close to the truth when, on Tuesday evening, he said the five-week-old strike had developed into civil unrest.

In fact, it has the potential to erupt into the most serious labour conflict yet experienced, and fears of it spilling over into township violence are growing.

There are no signs of possible resolution. The only indications available suggest, rather, an escalation. There is little possibility of a return to work in the foreseeable

future till there are negotiations over the workers' grievances. And SATS resolutely refuses to meet the representatives workers have chosen — because the representatives belong to the South African Railways and Harbours Workers' Union (Sarhwu).

From SATS's point of view, the next step is the mass dismissal of strikers. And, as Mr Grové indicated, this is likely to be accompanied or preceded by increased police action. Few would be surprised if this included arrests and detentions of strikers and union leaders.

There is little the union and its umbrella organization, the Congress of South African Trade Unions (Cosatu), can do other than plead for its right to represent members to be recognized, and to warn repeatedly of the consequences of escalation. And they will be unable to control some of the more dangerous consequences.

General secretary Mr Jay Naidoo says Cosatu has met the FCI and Asocom to discuss the issue. Neither have felt able to intervene, publicly at least.

The strike always had the potential

to become a major "community" issue, given the hundreds of thousands of black SATS commuters on the Witwatersrand. The otherwise likely boycott of SATS services has not occurred, probably due to the emergency regulations which prohibit such calls.

But other, more dire, consequences of escalation became apparent this week, with the burnings of railway coaches on three consecutive evenings. Township activists, thus far unidentified, have obviously decided to contribute to the dispute in their own way.

The strike is no longer over the ridiculously minor issue of alleged unfair disciplinary action taken against Mr Andrew Nedzamba — the driver who was first dismissed and later reinstated and fined R80 for handing over R40 to the railways a few days late.

It has now overtly become a major test of strength between a young union struggling to establish itself and a State-owned corporation wanting to retain its comfortable dealings with the in-house Black Trade Union of SATS (Blatu).

Other parastatals like Escom and

Iscor, as well as Sasol which is now partly owned by the private sector, have long entered into relationships with militant black unions, including some Cosatu affiliates.

SATS should have been forewarned of dissatisfaction among its employees with Blatu last October, when a Supreme Court case over the legality of Blatu elections was raised. The initiative came from employees in SATS's Natal and southern Transvaal regions — its two most populous.

Meanwhile, SATS continues to stress that its door is open for talks,

but not with Sarhwu. And allegations and counter allegations of intimidation and violence spread.

Several industrial-relations specialists have expressed fears of where the SATS strike is leading. For this is much more than a typical industrial-relations dispute. Unless it is resolved soon, it is bound to begin affecting the private sector, and threatens — as Mr Grové has warned — to develop into a major civil conflict.

But, right now, there seems no way of avoiding it.

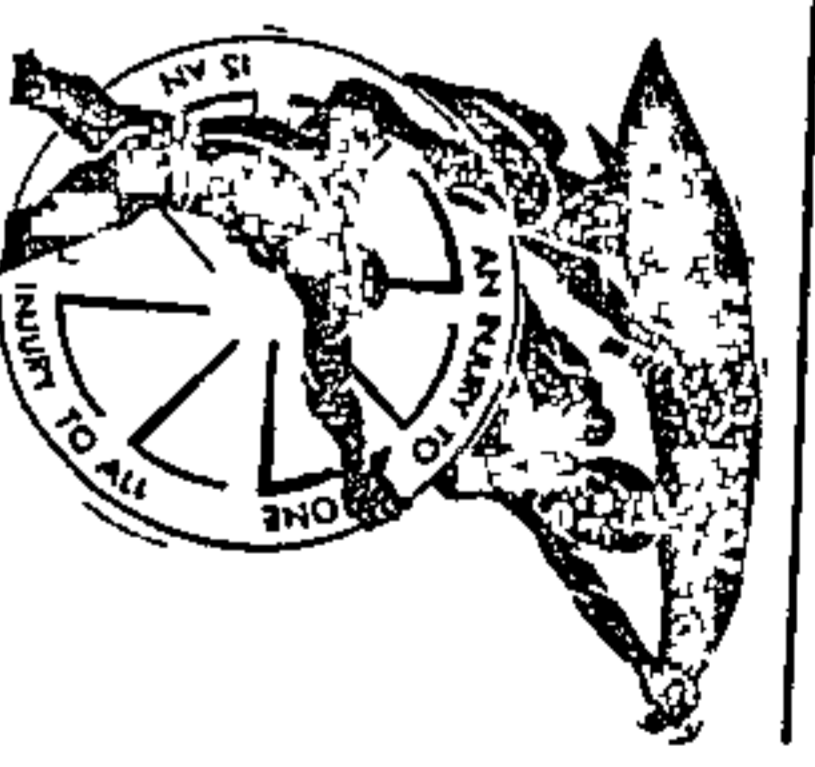
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40, went berserk after being out for a month.

1976 Times 17/UK 2 (298) (153) (10A)
No pay for SATS strikers

JOHANNESBURG. — Striking South African Transport Services workers would not be paid, the Minister of Transport Affairs, Mr Eli Louw, told SABC TV in an interview yesterday as the Bureau for Information reported another railway passenger coach was set alight at Brakpan last night. The fire spread to two adjacent coaches. This brought the number of coaches damaged yesterday to eight.

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COSATU rejects 'Sats torture' allegations

Torture allegations

CP Press 19/4/87

1140A

COSATU rejected allegations that non-striking railway workers had been tortured at its head offices in Johannesburg.

A statement released by Cosatu head office said the allegations were made to justify Sats' refusal to negotiate with striking rail-

waymen and to insulate that Cosatu and its affiliate, SA Railway and Harbour Workers' Union, did not have widespread worker support.

"Cosatu flatly rejects Sats' allegations that Cosatu House is being used as a 'torture chamber,'" the statement said.

"It is important to note that Sats, do not even attempt to claim that they are willing to negotiate with elected worker leaders," the statement said.

"We have, together with Sarhvu, warned Sats and the government that their

intransigence and the involvement of police and scabs, could lead to unnecessary conflict and even violent clashes, but Sats refused to listen.

"They started off by blaming agitators and denying the legitimate grievances of workers. Then they used government media to label the strike a communist plot."

"Now they make their 'torture' allegations, which we read as an indication that they are moving further away from the idea of dealing with elected worker representatives."

The statement said Sats had to accept responsibility for the "climate of violence" which it claimed to be so concerned about.

"Sarhvu and Sats work-

ers have been the target of systematic attacks, as is always the case when we are involved in an important struggle challenging the status quo."

The statement said Sarhvu members had been assaulted and that Cosatu House had been vandalised. "Cosatu and Sarhvu want a speedy resolution to the conflict. We do not want security forces using the strike as an excuse to enforce state repression and demonstrate National Party law and order."

"We reiterate our willingness to resolve the strike. Our track record shows our willingness to negotiate in good faith and with mutual respect over the legitimate interests of our members," it said.

History the ANC away?

By STAN MZIMBA

A HISTORY teacher at a Mqanduli school in Transkei denied in the Umtata Regional Court this week that, while teaching modern history, he told his pupils Nelson Mandela was the people's leader and the homelands were puppet states.

Lundi Mqungwana is charged with furthering the aims of the banned ANC. He has pleaded not guilty.

Presenting the State's case, David Sarkey said that during 1981 Mqungwana told his Std 5 class that the ANC was a lawful

organisation and suggested that they join it.

The court heard that, during April 1981, he had led a group of youths to the sea for an outing, where they sang freedom songs. One of the pupils was given an ANC flag to hoist.

Mqungwana denied the allegations and contended that he had often taught modern history, 'such as "who was the present Prime Minister or President of a certain national state and so on" and had not made any mention of Mandela and PW Botha.

CP Press 19/4/87

1140A

A TOTAL of 26 coaches were gutted by fire this week as township radicals expressed their anger and frustration at the impasse between SA Transport Services and SA Railway and Harbours Workers' Union in the move to resolve the month-old strike.

And a SATS spokesperson warned that the strikers would be dismissed in the near future if they did not return to work

"There has always been the threat to dismiss workers and this has now become a reality. The workers can prepare themselves for dismissal in the near future if they do not return to work," said the spokesman.

However, Sarhwu officials have warned that such a move would aggravate the conflict and escalate the strike

But general manager Dr Bart Grove said the strike had developed into civil unrest and had become "an issue which falls outside the jurisdiction of Sats management"

Yesterday armed policemen travelled in trains or patrolled stations after trains were set alight

Sarhwu yesterday was seeking legal advice after allegation by Sats that striking workers were responsible for setting trains alight in Soweto this week. They have denied responsibility for the attacks.

The month-old strike was ignited by the dismissal of a driver allegedly involved in "cash irregularities". He was later conditionally reinstated, but the strike continued when management refused to pay workers for days on strike

Over 100 000 commuters were stranded on two successive days this week when incidents of arson punctuated deteriorating relations between Sats management and Sarhwu

On-the-scene observations revealed thousands of people lining city pavements as late 8pm in an attempt to secure transport back to the townships. Other impatient commuters were seen jogging and trudging along the Soweto freeway on their way home

There were long queues at major taxi ranks in town and taxi-owners did a roaring trade

There was a mass exodus from Johannesburg Station as commuters learnt that several trains had been set alight in the townships

According to the Bureau of Information, the incidents started at 5.30pm on Monday when four coaches of a Naledi-bound train were set alight at Dube. After flames had died down they were rekindled.

By about 7pm two trains next to each other were burning

Later the same evening three other trains were set alight at Inhlanzani Station. A ticket outlet was also set alight.

The spokesman said motives for the attack were still unknown and police are investigating

This is the first time since the 1976 Soweto upheavals that trains have been disrupted, leaving thousands of commuters stranded

BY SANDILE MEMELA

TRAINERS OVERHAUL

19/4/82

Handwritten scribbles and signatures.

Handwritten notes and signatures.

1976 20/10/76

Troops to guard key SATS properties

JOHANNESBURG — Security forces including SADF troops will be deployed at key SA Transport Services properties from today, the SATS general manager, Dr Bart Grové, announced yesterday.

He said the move was necessary to protect commuters and striking workers who wanted to resume work but feared "intimidation".

"Many of our striking workers indicated that they were eager, and willing to return to work should their safety be guaranteed."

The South African Railway and Harbour Workers' Union (Sarwhu), which represents the strikers, has denied responsibility for any of the violence involved in the strike and has threatened to sue the Minister of Transport, Dr Eli Louw, for alleging this is so.

The six-week-old railway strike and the wave of arson attacks on train coaches that has coincided with the latter stages of the dispute have cost SATS millions of rand in lost business and loss of property.

SATS yesterday said the number of workers on strike was now 18,000, an increase on the figure of 13,000 cited just before the long weekend.

— Sapa

Security forces called to protect railway depots

ARGUS 20/4/87

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JOHANNESBURG — Security forces, including the Defence Force, will be deployed at South African Transport Services depots and railway property from today, the general manager of Sats, Dr Bart Grove, has announced

Sats said there were 18 000 workers on strike, "a situation which would no longer be tolerated".

Dr Grove said it had been necessary to call in the army to protect commuters and striking workers who wanted to resume work but feared "intimidation"

Many of the strikers were willing to return to work, but were scared to, Dr Grove said

The South African Railway and Harbour Workers' Union (Sarwhu), which represents the strikers, has denied responsibility for the violence and has threatened to sue the Minister of Transport, Dr Eli Louw, for alleging that the union is to blame

The six-week railway strike and the wave of arson attacks has cost Sats millions of rands in lost business.

Sats released a statement yesterday saying intimidation by the union during the strike would "no longer be tolerated"

"Throughout this time management has made consistent efforts to negotiate a solution with a purpose to retain the services of the striking personnel," the statement said

"In spite of the foregoing, the intimidation by Sarwhu increased to such an extent that it became a threat not only to Sats workers, but to passengers, cargo and property. It is obvious that these circumstances can no longer be tolerated

"Strikers have now had ample time to take a decision regarding their future in the service. Sats will therefore endeavour to end the labour dispute as soon as possible" — Sapa

The Argus Durban correspondent quotes Mr Peter Gastrow, PFP manpower spokesman, as saying the Sats strike could mushroom in other sectors if not handled with care

Reacting to the decision to call in the SADF, Mr Gastrow called for violence to be avoided at all costs

"Violence will make any chance of a negotiated settlement more difficult"

Sats had to be careful in handling the situation as other unions could "strike in sympathy, affecting the entire infrastructure of the country"

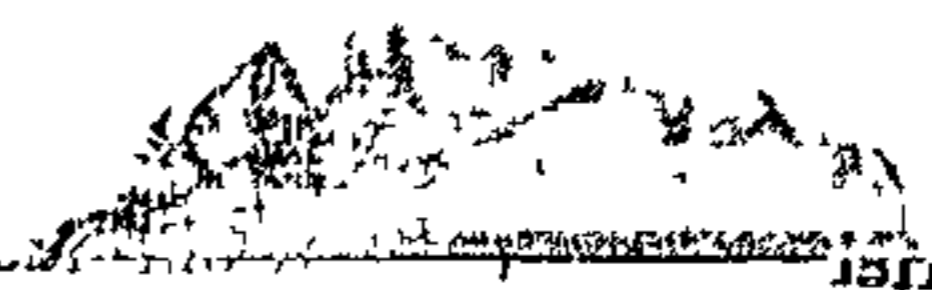
(Report by Sapa and B Cameron, 85 Field Street, Durban)

King's message

MBABANE — In his first Easter message since his coronation last April, King Mswati III urged Swazis to remain united as Christians and as a nation — Sapa

Teachers harassed

Dad says



ARbas 21/4/77

NATIONAL/INTERNATIONAL

140A (1) 16/7/77

Train service returns to normal

The Argus Correspondent

JOHANNESBURG — Police patrolled Johannesburg station today as thousands of commuters streamed through the concourse.

Trains on the Witwatersrand operated normally this morning and there were no new reports of attacks

The Bureau for Information reported that the last attack on trains was on Sunday night when a passenger coach and a driver's coach were set alight

at Kaalfontein station, Kempton Park

There were no attacks on Saturday. On Friday, the Bureau reported five

Sapa reports that representatives of 18 000 strikers have asked an official of the Black Trade Union (Blatu) of the South African Transport Services for his help to arrange talks to end the strike

A Sats statement says the six-week-old strike "took a dramatic turn" last night. But the management say they will still not talk to strikers unless they return to work

A deadline for their return has been extended to tomorrow morning with the warning that workers who do not meet the deadline face the sack

According to Sats, the management was contacted by a Mr Nthinyani, chairman of the executive committee of Blatu in Natal, who had been approached by a representative of the strikers in Southern Transvaal and an official of the South African Railways and Harbours Workers Union

Dr Bart Grove, Sats general manager, has agreed to meet

the strikers under the auspices of Mr Nthinyani, Sats says, as long as strikers return to work by 8am tomorrow

A Sats spokesman said if the strikers did not return, Dr Grove "could exercise the discretion vested in him to dismiss workers who continued striking"

Dr Grove said he hoped Mr Nthinyani's involvement "would assist workers to return to work immediately and thereby secure their continued employment"

of the... race has failed to return the position... D'Aguiaine for two...

CPA Trans 21/4/87
ILDA

Mawu plan for work stoppages

JOHANNESBURG — Members of the Metal and Allied Workers' Union (Mawu) have resolved to stage weekly one-hour work stoppages in protest against the continued incarceration of their general secretary, Mr Moses Mayekiso.

A union spokesman says fairly widespread stoppages have occurred among the union's 62 000 members on three occasions so far. He says shop stewards have planned for stoppages to occur each Monday.

Mr Mayekiso, also the chairman of the Alexandra Action Committee, was detained last June. Last Wednesday he was charged with high treason along with four other Alexandra community leaders.

In a 160-page indictment they are accused of trying to overthrow, usurp or endanger the authority of the State. It is alleged they plotted to seize control of Alexandra or render the township ungovernable.

They are accused of establishing "people's courts", campaigning against the security forces, the town council and so-called collaborators, launching a rent boycott and changing street names.

A Seifsa director, Mr Sam van Coller, confirmed that stoppages had occurred but declined to comment as talks with Mawu on the issue are in progress.

ALAN FINE

WOMEN workers in the metal industry are poised to win major maternity benefits, including six months' partly paid maternity leave.

In principle agreement was reached last month in a sub-committee of the metal industry industrial council. Implementation awaits the formal approval of the full council and the gazetting of the agreement.

According to an article in the political journal *Work in Progress*, by Metal and Allied Workers' Union official Adrienne Bird, pregnant women will become entitled to monthly payments of R50-R144, depending on their actual earnings, for six months and the guarantee of re-employment at the end of that period.

The amounts payable are equivalent to half or just less than that of the wage. Payments will be made from the industry's sick pay fund. The fund previously made lesser payments to pregnant women, but there was no guarantee of re-employment.

Mawu says the agreement is the first national, industry-wide maternity agreement and applauds it as "a tremendous leap forward for the struggle against sexual inequality at the workplace".

Steel and Engineering Industries Federation director Sam van Coller says he is pleased the negotiating process has achieved a mutually acceptable agreement. He estimates females comprise 5%-10% of the industry's 340 000-strong workforce.

Maternity benefits in the pipeline

2/11/87
6 Day
140k

Commissioner of Prisons would op-
confirmed the

Mawu workers plan stoppages

ALAN FINE 2/1/67

MEMBERS of the Metal and Allied Workers' Union (Mawu) have resolved to stage weekly one-hour work stoppages to protest against the continued incarceration of their general secretary, Moses Mayekiso.

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SECURITY forces maintained a strong presence at some Reef stations yesterday in expectation of further violence after last week's arson attacks on Sats railway carriages.

No carriages were reported torched yesterday, but two were set alight at Kaalfontein station, Kempton Park, on Sunday.

At least 52 carriages have been damaged in six days of arson attacks.

● See Comment Page 8

Damage caused to Sats coaches in the six-week-old railway strike has been estimated at about R25m, a Sats spokesman says.

Dirk Beukes, a PRO for Sats in Johannesburg, says the figure is a rough esti-

Close watch on stations

21/4/87
B Day
18
140A

HAMISH McINDOE

mate and does not include the cost of running the service in strike circumstances. Slight damage to a number of coaches is excluded from the estimate.

Sats rejects a report saying a deadline has been set for today for 18 000 strikers

● To Page 2 →

Tight security maintained at Reef stations

21/4/87
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18
140A
From Page 1

to return to work or face dismissal.

Beukes says: "Nobody has been dismissed and no ultimatum or threats have been made to the strikers."

"But the present situation cannot carry on indefinitely; time is running out for the strikers to return to work."

A Sats spokesman has confirmed a statement by the Black Trade Union of SA Transport Services (Blatu) that strikers who return to work tomorrow will not forfeit their annual bonuses.

But Sats has rejected Blatu's claim that strikers will be dismissed on Wednesday unless they return to work.

Yesterday's security operation was mounted to protect trains, stations, marshalling yards and other Sats property in Johannesburg and Soweto.

Security was tight at New Canada station on the outskirts of Soweto.

A large defence force contingent pa-

trolled the platforms and sporadically searched commuters' bags yesterday evening. Several soldiers patrolled the surrounding veld on motorbikes.

Security at Johannesburg, Langlaagte, and Soweto's Mlamlankunzi and Orlando stations was less obtrusive.

Sats spokesman Frikkie Stevenson says the security force operation is a "temporary measure" but adds that details are classified information.

Attempts to obtain SADF or SAP comment on the scale of the security operation met with no success.

SADF spokesman Major Margaret Neethling said the army was working in support of the police. "But we don't discuss troop strengths or movements."

Last night, police would not answer any questions on the operation.

REPORT BACK MEETING

THE Post Office and Telecommunications Workers' Association (Potwa) will hold a report back meeting at Cosatu House in Johannesburg today.

The report back will include issues discussed at the association's central committee meeting held at the weekend.

Observers see the meeting as crucial since members of the union have been on strike over increased pay for more than two weeks

Yesterday the union held preliminary talks with management. The outcome of the talks will also form part of the agenda today.

Resolution

The Electrical Allied Workers' Trade Union has resolved to affiliate to the National Council of Trade Unions (Nactu)

The resolution was taken at a two day conference held at the Alpha Centre in Broedersroom. It was the first conference held by the union after the amalgamation of the electrical

unions last year

In a statement the union's secretary, Mr Tony Oliphant, said that despite the affiliation to Nactu they would continue to support affiliates of the Congress of South African Trade Unions (Cosatu). It was still open for mergers with other electrical unions, he said

140A
78/4/82

I HAWKERS

By Sejamothopo Motau
Pretoria Bureau

2/14/87

Hotel union backs May 1 action call

SNAP

140A

Hotel workers in Pretoria have endorsed a call for industrial action on May 1 to commemorate May Day and to make the hotel industry aware of their grievances and demands

The demands include recognition of the Hotel and Restaurant Workers' Union (Harwu) Their grievances include deep dissatisfaction about working "long hours for little pay"

At a well-attended weekend meeting in Pretoria, the workers unanimously endorsed the "Living Wage Campaign" launched recently by the Congress of South African Trade Unions (Cosatu)

The workers resolved that the action on May 1 should be "our message to the bosses that we are determined to fight until we get what we demand and that nothing will turn us back"

The meeting also rejected the government-proclaimed workers' holiday on the first Friday in May They said May 1 was internationally recognised as the day for worker solidarity and this tradition should not be changed

They also endorsed a call for solidarity with the striking railways and post office workers.

Harwu chairman in Pretoria, Mr John Masemola, said the refusal of hotel proprietors to recognise the union meant that the workers were being "boycotted by our own bosses who are ganging up against us to keep our wages down".

The meeting said a R700 a month across the board wage would be reasonable and it also called for a night shift allowance

The Cosatu "Living Wage Campaign" makes the following demands

- A living wage for all
- A 40-hour week without loss of pay
- May Day, June 16 and Sharpeville Day (March 21) to be proclaimed paid public holidays
- Job security.
- No tax deductions from workers
- Six months paid maternity leave.
- An end to the hostel system
- The right to a decent education

700 workers fired in EL says union

Call for more wage negotiations

Dispatch Reporter

EAST LONDON — A claim that more than 700 black workers were recently dismissed from a major fruit canning factory here and were being replaced by local coloured workers has been made by the National Union of Food Workers (NUFW).

Comment could not be obtained from the factory's management.

The NUFW has demanded that all 700 workers "locked out" of Langeberg Co-op be reinstated and paid for all the days they were "locked out" and that wage negotiations be continued.

The claims by the NUFW could not be confirmed because management at the co-operative were not available for comment.

However, in a written statement, the general

secretary of the NUFW, Mr L Mati, said the workers were "locked out" following a wage dispute with the co-op.

He said the management "lock-out" action was contrary to the provisions of the Labour Relations Act.

He said the workers were not satisfied by the wage they were offered by the company, which was R69 for 46 hours.

"The workers were demanding a living wage plus a shift allowance of 16 per cent from the company.

"The workers demand was for R73 for 45 hours," Mr Mati said.

"As the workers were "locked out", the remaining workers demanded the workers back and for the wage negotiations to proceed.

"The company is busy employing the coloureds, who number more than 700, to replace the workers to create conflict between the two," Mr Mati said.

He said the union phoned the general secretary of the Food and Allied Workers Union (FAWU), Mr Jan Theron, concerning the coloured operators from Mossel Bay who were replacing some operators who have also been "locked out".

"As a trade union, FAWU has no right to

send workers to Langeberg while other workers have a genuine demand for work," Mr Mati said.

He said NUFW was not against the employment of the coloureds in the company, but the workers must first be reinstated and be paid for all the days that they had been "locked out". Then wage negotiations must proceed.

Mr Mati said the deadlock between the NUFW and the Langeberg management began on the 28 March 1987 as a result of a breakdown in wage negotiations.

He said that on April 9, NUFW gave management 24 hours to reconsider their decision to dismiss the workers. However there was no response from management, Mr Mati said.

DD 2/14/87
140A

NEGOTIATIONS between striking workers and Post Office management began yesterday but were in danger of collapsing today, Vusi Kumalo of the Posts and Telecommunication Workers' Association (Potwa) said yesterday.

Postal worker negotiations in jeopardy

140A

31 Day

22 14 18 7

187
268

THELMA TUCH

Kumalo would not say why the talks, meant to resume today, might not continue. He said Potwa had reached an agreement with management that it would not comment on the matter until today.

The deadlock between management and the more than 4 800 striking workers was broken yesterday. A management spokesman said negotiations had begun yesterday and would continue.

"It's a slow process and a full statement will be released when negotiations are concluded," he said.

Last week, moves to resolve the strike reached a standstill when Potwa refused to meet management until two members, detained by the Security Branch for alleged intimidation, had been released.

The three-week-long strike has led to the shutdown of post offices in Soweto.

Workers are demanding better working conditions. They have a list of grievances, including discriminatory working practices. Potwa claims about 8 000 workers are on strike.

May Day dispute ends

22/4/87 ALAN FINE B/Day
THE dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines over May Day has been resolved.

NUM general secretary Cyril Ramaphosa said yesterday the chamber had "capitulated" by withdrawing its requirement that all workers should inform management whether they wished to take the day off. Instead, only those wishing to work will need to notify management.

The union objected to the requirement because it believed mine management would put undue pressure on employees to work.

Ramaphosa said he believed the chamber had relented because it realised it would otherwise face a costly strike. The NUM threatened industrial action over the issue two

weeks ago.

Chamber industrial relations advisor Johann Liebenberg denied the industry had capitulated. "It is purely a practical arrangement arrived at after talking to representatives of the NUM and other unions. All along we have sought a system to ensure that management knows in advance how many will be at work so that the necessary planning can be done," he said.

He added that the chamber had not yet received official acceptance from the NUM of its latest proposal, which was contained in a letter.

Workers are entitled to optional paid leave on May 1. Those who choose to work will receive a premium of about one-and-a-half days' pay.

(140A)

Author(s) of smear pamphlet unknown

Dispatch Reporter
GRAHAMSTOWN —
Mystery surrounds the author(s) of a smear pamphlet published by Insight Publications of Grahamstown in which the Institute for a Democratic Alternative for South Africa (Idasa) is linked with the ANC and Cosatu

Idasa's national co-ordinator, Mr Wayne Mit-

chell, said yesterday that the only address Idasa had for the publishers was a box number, and postal officials would not reveal the identity of the owner of the post box

Further inquiries revealed that it was registered in the name of Insight Publications

Mr Mitchell said he intended taking legal ac-

tion against the author(s) and had already seen Idasa's attorneys. He had also been to the police, but had been told it was a matter for the security police

Mr Mitchell said the insinuations were totally false and clearly designed to injure the credibility and good name of Idasa and those associated with it

Zincor rejects NUM's proposal

ALAN FINE

THE management of the Gold Fields-owned Zincor zinc refinery near Springs has turned down a proposal by the National Union of Mineworkers (NUM) for an independent commission of inquiry into violence at the plant



Three employees have died and five have been injured in unexplained attacks by unidentified gunmen since March. The shootings precipitated a strike last week by 600 workers. The NUM alleges supporters of the United Workers' Union of SA were responsible.



NUM general secretary Cyril Ramaphosa said the union received a telex from the company yesterday saying it would not participate in an independent inquiry because it was already addressing the underlying problems. The telex said the company would inform the union of developments.

Commenting on NUM allegations that the company would not permit union meetings unless they were recorded and the tapes made available to management, a Gold Fields spokesman said this arose after a memorial meeting in March when the union failed to adhere to certain written undertakings. These were that it would be a memorial service only, and that allegations of responsibility for the deaths would not be made.

"Zincor is concerned that mass meetings held at a time when emotions are running high, as during last week's stayaway, could lead to exacerbation of the situation.

"However, since the workforce returned to work last Wednesday tensions have cooled and management has agreed to allow a meeting to take place this afternoon (yesterday) without stipulating that it be recorded," he said.

BOUNDED

Bomb

blasts

on Reef

CAP. TIMES

22/4/87

1400

7:25

JOHANNESBURG. — A car bomb exploded west of central Johannesburg yesterday only hours after a trainee policeman was killed and 64 others injured when a handgrenade was thrown at the Soweto police training college.

About 2 40pm yesterday a luxury car belonging to Avis car hire was badly damaged when an explosive device went off outside a BMW dealership opposite Grosvenor station, west of Johannesburg.

Witnesses said they heard a "big bang" and buildings shook and glass shattered when the device exploded. No one was injured.

Shortly after the blast security force and fire department personnel cordoned off the area.

Police have not identified the explosive device as yet, but SATV last night said it was a limpet mine. It was not immediately clear if the device had been placed under the car or in it.

The military wing of the Pan Africanist Congress, the Azanian Peoples Liberation Army (APLA), also known as Poqo, yesterday claimed responsibility for the grenade blast in an anonymous telephone call to the Johannesburg office of an international news agency.

The caller, allegedly one of the PAC's field commanders, said the attacks would continue "until we win". The claim was later confirmed by a PAC representative in Zimbabwe.

A college spokesman identified the

man killed in the blast as Mr Mike Ngcinya of the Diepmeadow Town Council.

Six of the 64 injured recruits were seriously injured when the PAC guerrillas, driving past the college's parade ground about 8 40am, lobbed the grenade at two 36-man platoons over a security fence from a moving bakkie.

"Around me lay injured men, many of them groaning in pain. The less injured ones tried to help where they could," wounded officer William Mokoena, 27, told reporters. "If I'd been closer to the area of impact I would have been more seriously hurt. I'm very lucky to be alive."

Police immediately launched a search for the attackers.

The fatality takes to 62 the number of police officers killed since the unrest began in September 1984.

The car bomb remained a mystery last night. It was not clear whether it was linked to the attacks on about 60 train carriages over the past week.

Heavy security, started on Monday, continued yesterday, with armed police patrolling several stations on the Rand.

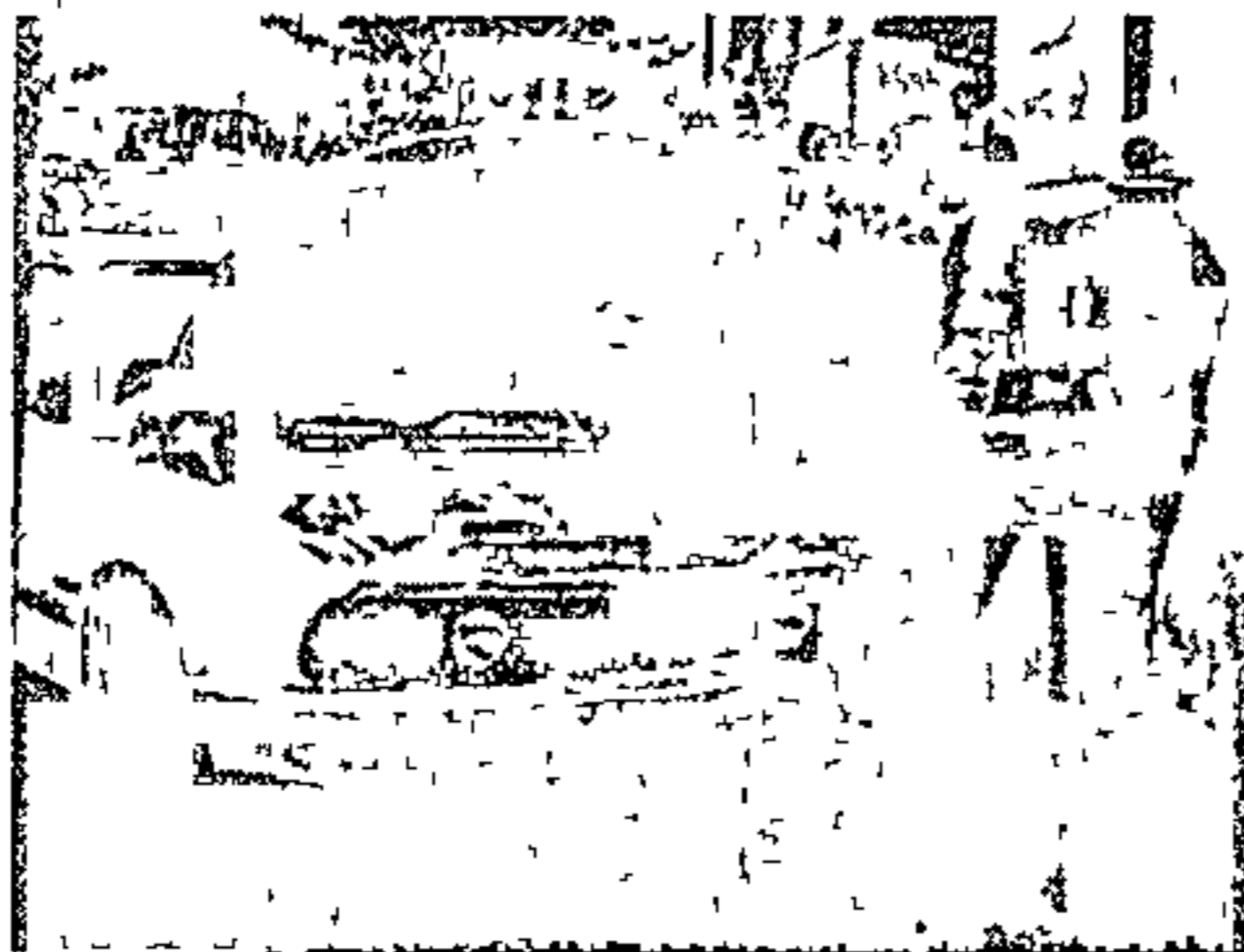
At Langlaate station, scene of a carriage torching last Thursday, about 40 security force members patrolled platforms packed with black and white commuters.

Lashing out at the grenade attack yesterday afternoon, the Minister of Law Order, Mr Adriaan Vlok, said it was once again an indication that South Africa's enemies would use any means in their efforts to undermine law and order. He also expressed his condolences to the relatives of the recruit that was killed and the injured.

Police used tear-smoke to disperse a funeral in Soweto yesterday of two alleged ANC guerrillas, Mr Modise Andrew Mathabane, 21, and Mr Mpori Philemon Mathabane, 23, killed in a police shootout at Ventersdorp earlier this month.

Security forces monitored a meeting by members of the SA Railways and Harbours Union at Cosatu House last night.

The spokesman said people were searched by security forces as they left the building in central Johannesburg after the meeting, "to prevent possible unrest when people eventually boarded trains to go home" — Sapa-Reuter, UPI and Own Correspondent.



THE AFTERMATH A fireman douses the car which was badly damaged by an explosive device in Johannesburg yesterday.

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ARGUS 22/11/87 270
Thousands
ignore Sats
deadline 1400

The Argus Correspondent

JOHANNESBURG. — Only a small number of railway strikers went back to work today following a management ultimatum to return by 8am or face the sack, a spokesman for South African Transport Services said today.

Thousands of workers are still on strike and the spokesman said those who failed to return to work today would be fired.

The spokesman said the management was compiling a list of those who ignored the deadline.

He said "a small number" of workers at smaller depots on the Witwatersrand had returned to work by mid-morning but the situation at the bigger depots would not be known until later.

B. 1 Day 22/4/77
Sats will only talk if strikers return to work

B. 1 Day
Business Day Reporters

SATS says it will not take part in any negotiations with representatives of striking railwaymen until they have returned to work, and has warned they all face dismissal unless they return by 8am today.

A Sats spokesman said workers received this warning in a circular from GM Bart Grove yesterday. Grove said he would consider exercising his discretion to dismiss them and warned it was "the last and final invitation to resume work".

The spokesman claimed about 1 000 strikers returned to work yesterday.

Heavy security continued on railway routes on the Rand yesterday, with armed police patrolling stations.

A car bomb exploded opposite Grosvenor station, west of Johannesburg, but it was not clear whether the blast was linked to the torching of railway coaches that disrupted rail traffic last week.

The security operation — mounted on Monday — appeared tightest at the Johannesburg stations used mostly by

● To Page 2 →

5/Day 140A
Sats issues final warning to striking workers

white commuters

Sats management met with representatives of striking workers yesterday, but this was merely to inform them of the consequences of not returning to work, said a Sats spokesman.

The offer by Natal representatives of the in-house Black Trade Union of Sats (Blatu) to intervene in the dispute would only be allowed once strikers had returned to work.

A source close to the Natal leadership of Blatu said yesterday the offer by the regional chairman Mr Nthinyani was a genuine effort to act as an honest broker in the dispute. He said the Natal executive believed it was necessary for one

22/4/77
union to represent Sats employees and it favoured democratic reform of Blatu.

SA Railways and Harbours Workers' Union (Sarhwu) leaders met last night to discuss developments.

SAPA reported that security forces monitored a meeting of Sarhwu members at Cosatu House yesterday evening.

The Bureau for Information said last night people were searched by security forces as they left the building in central Johannesburg after the meeting "to prevent possible unrest when people eventually boarded trains to go home".

● From Page 1

10 000 more fired, but Sats may re-hire

The Argus Correspondent

JOHANNESBURG. — Sats will fire 10 000 strikers today after 6 000 were sacked yesterday, but dismissed workers will be considered for reinstatement, said the general manager, Dr Bart Grove.

However, Dr Grove has warned that workers who applied for re-employment would be carefully screened and those who had up-dated other workers "will definitely not be considered".

Meanwhile, the South African Railways and Harbours Workers Union (Sarwhu) has again demanded unconditional reinstatement of workers and "bona fide" negotiations between Sats and worker representatives

Dr Grove said that under existing legislation fired workers lost their benefits even if they were reinstated, because they had broken service

He would attempt to have the legislation amended retroactively to allow reinstated workers continuation of terms of employment without a break in their pensions and long-service advantages

Deadline

All 16 000 workers who have been fired or face dismissal failed to meet yesterday's 8am deadline set by Sats for a return to work

Dr Grove said about 2 000 workers returned by the deadline and he expected more to return today.

Selection criteria for reinstatement would include knowledge, reliability, attendance before the strike and general ability

Trade union membership would not be considered

Intimidation

Dr Grove said he regretted that dismissed workers and their families had, as a result of intimidation and negative influence, "become victims of the political aims of a radical minority group"

At a Press conference last night Sarwhu's education secretary, Mr Mike Roussos, said the union had throughout the strike made offers to negotiate to resolve the dispute

However, the management had turned these offers down, preferring to deal with the in-house union for black Sats workers, Blatu

Mr Roussos said his union wanted automatic reinstatement of all workers

Miners

back to work

JOHANNESBURG — About 23 000 workers at two Johannesburg Consolidated Investment mines were returning to work today after stopping work two days ago in protest against the company's retrenchment programme, a company spokesman said

He said "At Western Areas everybody is back at work or returning

"At Ranfontein one shift has returned and we expect the other two will also"

He said the situation was resolved at a meeting between management and labour representatives

The cause of the strike was a retrenchment programme under discussion with the National Union of Mineworkers since August last year

The company spokesman said the retrenchments, affecting 2 310 miners, would go ahead — Sapa

Issues behind strike turmoil

The Argus Correspondent
Dateline JOHANNESBURG

AK645 23/4/87

SARHWU SAYS



COSATU SAYS



THE South African Transport Services (SATS) has done everything in its power to resolve the strike by railway workers in a "peaceful and fair manner", according to SATS General Manager, Dr Bart Grove. However, the South African Railways and Harbours Workers Union (Sarwhu) says management is pandering to the white electorate by refusing to negotiate with Sarwhu.

SATS SAYS

DR Grove said the SATS had an "open door policy" and had tried from early in the strike to resolve the issues.

"We are prepared to talk to the trade unions which represent the majority of our people.

"We have a black trade union of 61 000 members (Blatu) which has achieved very positive results to improve working conditions of the workers they represent.

"However, we cannot talk to this union and at the same time with another which begins recruiting members among our people. Soon, you will be faced with two, three, five or 10 unions."

Dr Grove said it was impossible for thousands of people to go on strike on the grounds of an R80 fine.

"It is obvious there were other important reasons I have no doubt this strike was politically motivated.

"Sarwhu, the trade union which was very involved in the strike, was formed in 1936 out of the S A Communist Party. When the ANC was banned, it went underground and was inactive for a very long time.

...tive again and started recruiting members among our people. We cannot stop them and we never attempted to do so.

"But they are affiliated to Cosatu and the UDF, in the same group as the ANC, and we have no doubt that the aim of this strike was to disrupt transport services in the country and so play a role in this revolutionary era in which we live."

Asked why he had not taken action when only 2 000 people were out on strike, Dr Grove said that when the strike had been on for a short time, one of his senior officials, "who is experienced in negotiation techniques" spoke to representatives of the strikers.

"The representatives failed in trying to persuade the workers to return to work."

"The big losers in this matter are the workers and their families. I hope it will dawn on the trade union which forced the people into this strike that they robbed them of their wages and bonuses of between R12 and R15-million. This amount was ready to be paid out to them if they con-

AT a Press conference last night Sarwhu's education secretary, Mr Mike Roussos, accused Sats management of refusing to negotiate with Sarwhu because it wanted to placate the fighting in next month's elections.

Throughout the dispute, Sarwhu had made repeated offers to negotiate, but management had turned these offers down, preferring to deal with the in-house union for black Sats workers, Blatu.

"The workers have said they are willing to negotiate, and that the issue that sparked the strike is a small issue. Management's behaviour must be linked to the elections in some way. They are scared they will lose the support of white workers in Sats in the elections. They would not want to be seen to be giving in to demands

of black workers," said Mr Roussos.

Management fears had led them to decide that "strong-arm tactics were the only way."

In an effort to resolve the dispute, Sarwhu had suggested that a ballot be held to determine which union the workers supported.

In fact, said Sarwhu, at the time the dispute broke out at City Deep, the union did not ask for recognition from management. They merely wanted to negotiate to end the dispute.

It was management itself which made recognition an issue "to justify its refusal to negotiate with the elected worker representatives."

He said it was "judicious" of management to claim that "20 000 workers are on strike because of intimidation."

From GARNER THOMSON
The Argus Foreign Service
Dateline LONDON

Violence makes headlines in UK

REPORTS of worsening violence in South Africa dominated Britain's newspapers last night, pushing the Sri Lankan massacre story into second place.

In the early evening, Channel 4's extended newscast presented a detailed account of the South African Railways strike as background to the story, together with fears expressed by Opposition critics who claim the Government's clamp-down on pre-election

can public into a state of false security.

Police spokesman Lieutenant Pierre Louw was shown giving the police account of the events that led to the shootings.

The BBC's 9pm news also led with the death of six black strikers, shot by police, and the Soweto rent evictions which triggered further violence.

The report showed brief snatches of a mass march on the rent offices, and referred to pamphlets opposing evictions being distributed. However, viewers were told de-

SOUTH Africa's biggest Federation of black workers, the Congress of SA Trade Unions (Cosatu) — branding the shooting of six workers in yesterday's rail strike violence as "an assault on the entire labour movement" — promised national solidarity action with the strikers in the next few days.

At the same time the Cosatu-affiliated South African Railway and Harbour Workers' Union (Sarwhu) said strikers would return to work when management meets their demands.

Saying SATS's stand during the dispute was meant to retain white workers' support of Government during the coming elections, Sarwhu warned of more conflict if strikers were dismissed.

South Africa's news censorship laws

It referred to police "talking action which we are not allowed to show or report" and referred to people fleeing from the scene. Soweto last night was described as "tense."

The aftermath of police action to break up a strike meeting at Germiston was also shown, and the BBC was given permission to film the police security operation at Doornfontein station after a pitched battle between police and strikers said to be armed with axes.

At a Press conference attended by local and international reporters last night, Mr Jay Naidoo, said the shootings were "a concerted attempt to break the railway strike", "an example of the State's and Sats's approach to labour relations."

The 700 000-strong federation was demanding the unconditional reinstatement of all strikers, an end to workers' evictions from hostels and the commencement of "bona fide" talks between Sarwhu and management.

Headquarters, the BBC crew were taken into custody, and viewers here saw scenes from outside the building, as Michael Buerk's voice-over recounted the arrest of "nearly everyone inside."

ITN's news at 10pm carried similar pictures and accounts of the aftermath of police-striker clashes, including one graphic shot of blood-smeared shards of broken glass.

Both The London Times and the Financial Times carried reports on the killings on their front pages. The Daily Mail carried its report across

"We are prepared to talk to the trade unions which represent the majority of our people."

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can public into a state of false security.

Police spokesman Lieutenant Pierre Louw was shown giving the police account of the events that led to the shootings.

The BBC's 9pm news also led with the death of six black strikers, shot by police, and the Soweto rent evictions which triggered further violence.

The report showed brief snatches of a mass march on the rent offices, and referred to pamphlets opposing evictions being distributed. However, viewers were told details could not be given under

South Africa's news censorship laws.

It referred to police "taking action which we are not allowed to show or report" and referred to people fleeing from the scene. Soweto last night was described as "tense".

The aftermath of police action to break up a strike meeting at Germiston was also shown, and the BBC was given permission to film the police security operation at Doornfontein station after a pitched battle between police and strikers said to be armed with axes.

However, at Central Union

Headquarters, the BBC crew were taken into custody, and viewers here saw scenes from outside the building, as Michael Buerk's voice-over recounted the arrest of "nearly everyone inside".

ITN's news at 10pm carried similar pictures and accounts of the aftermath of police-striker clashes, including one graphic shot of blood-smeared shards of broken glass.

Both The London Times and the Financial Times carried reports on the killings on their front pages. The Daily Mail carried its report across the top of Page 2.

Day of drama — clash takes its toll

The Argus Correspondent
Dateline JOHANNESBURG

A DAY of violence and drama struck the Reef yesterday in clashes between police and striking railwaymen in Johannesburg and Germiston.

- Six strikers were shot dead and others wounded.
- Eight policemen were injured.
- People were arrested in a police raid on a central Johannesburg union building.
- Teargas was used in Soweto
- Youths attacked vehicles and thousands of residents stayed at home or were stranded without transport following calls for a stayaway

In the most violent clash of the day, six strikers were killed, a known five wounded, and four policemen were injured, three seriously, when about 100 strikers and police battled about 1pm near Johannesburg's Doornfontein Station.

Lieutenant Pierre Louw, police spokesman, said police had requested a

mob of South African Railways and Harbours Workers Union members to disperse. The union is at the centre of the South African Transport Services strike row. "They refused and police were forced to use tearsmoke."

He said the crowd attacked with knives, pangas and knobkerries.

Four policemen were injured, three by stab wounds and one suffered bruising.

Lieutenant Louw said police were forced to open fire, killing three people and injuring another five.

Police and strikers also clashed earlier in the day at the World Centre in Germiston. Three railway trade unionists were shot dead and four policemen and a union member were injured when violence erupted during a massive strikers gathering at the centre.

A striker who attended the meeting but who did not wish to be identified said that while the meeting was in progress, police lined the offices on the upper level of the centre, which houses the Germiston offices of Sarhwa. The

meeting was held in a room on the ground floor.

A police spokesman last night said that at least 500 strikers gathered illegally at the centre in Railway Street near the Germiston station at about 11am.

The crowd was requested by the police to disperse and they refused, the spokesman said.

He said police were forced to take action after they were violently attacked by the mob. Several shots were fired, three strikers were fatally wounded and one was admitted to the Natsalspruit Hospital with a bullet wound.

Four policemen were injured and one is in a serious condition in hospital after sustaining a fractured skull.

Five ambulances were sent to the scene to take the injured to hospital.

A fire department spokesman said one of the strikers died from a bullet wound to the stomach in an ambulance on the way to hospital.

Cosatu acts on strikers' deaths

SOUTH 23-28/4/87

By MONO BADELA
and DAVID NIDDRIE

COSATU affiliates throughout the country will be meeting over the next few days to discuss the latest developments in the railway workers strike which erupted in bloody violence in Johannesburg this week.

Police have confirmed the death of six workers after strikers clashed with security forces at Germiston and near Doornfontein station in central Johannesburg. A large number of workers and at least three policemen were injured in the clashes.

The violent clashes between the security forces and the SATS workers, who have been on strike for more than six weeks, apparently unfolded as follows:

6 000 fired

- SATS announces on Wednesday that more than 6 000 workers have been fired and that more dismissals would follow.

- The SA Railway and Harbour Workers' Union, unrecognised by SATS but claiming a membership of 20 000, alleges "vigorous action" against strikers throughout the Reef.

- A strikers' meeting at the Cosatu offices in Germiston on Wednesday is disrupted and three strikers are killed in an ensuing clash with security forces.

- Strikers meeting at Cosatu House in Johannesburg, hearing about the shootings, decide to board trains apparently to go the assistance of fellow strikers in Germiston. They are blocked by security forces and in an ensuing confrontation three strikers die.

- The strikers flee to Cosatu House which is later sealed off by security forces.

Turn to page 3

From page 1

interdict to prevent coaches and the police from assaulting increasing intervention arrested strikers. An of the State's security out-of-court settlement forces. is reached, however, This week security with the police forces were ordered to apparently giving an guard railway stations under-taking that and other SATS' strikers would not be assaulted. properties.

The SATS strike, the dismissal of a SATS biggest ever in the bus driver over the public sector, has short-payment of R40. increased in intensity The dispute has over the past two resulted in losses for weeks with the burning SATS running into of more than 40 train millions of rand.

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Wage talks victory for CWIU

SOUTH

140A

23-28/4/8

THE Chemical Workers Industrial Union (CWIU), in its latest wage negotiations with Rubber Products and Mouldings which was finalised recently, won a R20 across the board wage increase for its members. Minimum wages increased from R85 to R105. In last year's wage talks, CWIU secured a 15% wage increase.

In this year's talks, the union also won six paid working days off for shop steward training, an hour reduction of the working week, and a R2 service bonus. This is the first time the factory workers have been paid a service bonus.

According to union organisers Joseph Williams and Martin Jansen, since its merger with the Plastics and Allied Workers Union, CWIU has "taken off" in the Western Cape.

Spread operations

The union has grown from a signed-up membership of 400 before the merger to a total of 2 000. Since last September's merger, CWIU has spread its operations, organising throughout the Cape, and as far as Mossel Bay.

In what was described as a rare achievement, the union won holidays on both May Day and June 16. And for the first time workers at the plant will have two days paternity leave, an increase to 15 days sick leave and an increased working week of forty five hours.

Jansen and Williams told SOUTH the CWIU's wage negotiations this year fell within Cosatu's "living wage" campaign.

During wage negotiations at Rubber Products and Mouldings last year, when talks were reaching a deadlock, the workers decided to march through the factory and sing during the negotiations.

The sound of 100 workers singing while negotiations proceeded in an adjacent room "tipped the balance", organisers said.

Sacked ticket collector reinstated

By MOIRA LEVY

THE South African Railway and Harbour Workers Union (SARHWU) has won a reinstatement for one of its members. Mr Charles John Michaels, a ticket collector, was told last week he could return to work.

Michaels was demoted in August last year for arriving at work one hour late. When he appealed against his demotion, he was immediately sacked. Michaels told SOUTH:

"When I was demoted my salary dropped from R720 to R380 a month. When I appealed I was sent a letter terminating my employment." Michaels was not given notice.

After appeals from the union and its Ticket Collectors' Committee, Michaels was told he was to be reinstated.

A union organiser, Mr Neil Alperstein, said it was significant that the ticket collectors had taken up the unfair dismissal of their colleague. He also said the union noted that the SATS general manager had revoked the dismissal, overturning the regional manager's decision.

Unionists held after Cosatu House siege

6 die in clashes as Sats fires strikers

B/Day, 23/4/87

140A

~~140A~~

IN A day of street battles and heightened tension, six people believed to be Sats strikers were killed in police shootings, 16 000 strikers were dismissed by Sats, and thousands of Soweto residents stayed away from work.

In addition, police entered Cosatu House in Johannesburg late yesterday, after laying siege to it for much of the afternoon, and a large number of unionists were arrested.

The first deaths of the day occurred at about 11am at the South African Railways and Harbours Workers' Union (SARHU) office in Germiston. According to the police, a meeting failed to disperse after warnings, the crowd became aggressive and police were forced to shoot when they were attacked.

Three unionists were killed and one

Business Day Reporters
and SAPA

was injured, and four policemen were injured.

However, according to an attorney representing Cosatu, police opened fire without warning on a meeting which was discussing the Sats ultimatum to strikers. He did not explain injuries to the police.

At about 1pm another three people were killed, apparently during a march from Cosatu House to the nearby Doornfontein station. According to the Bureau for Information, a group again failed to disperse after a "peaceful" police warning. "Tear smoke was used in an attempt to disperse them. It was then that they turned on the police and attacked them with stones and knives."

Authorities have barred Business Day from publishing a number of eyewitness accounts of the shootings.

Shortly after the Doornfontein shootings a large contingent of police surrounded Cosatu House, and later arrested an unspecified but large number of the occupants who had been prevented from leaving the building for at least four hours.

Business Day's reporter and photographer at the scene were held for some time and released. They were not permitted to report what they saw.

Cosatu attorneys planned to make urgent application to the Rand Supreme Court today for an order restraining the police from using excessive force. However, the plan was abandoned when a

● To Page 2



6 die in clashes with police

~~140A~~

senior police officer gave an undertaking that no unlawful acts would be committed against workers.

Earlier in the day, Sats management began the process of dismissing 16 000 strikers who had failed to heed an ultimatum to end their six week strike. About 2 000 have returned since Tuesday.

Sats GM Bart Grove said last night dismissed workers would be able to apply for re-employment, provided they did so within about two days.

While union membership would not be taken into account in considering applications, those guilty of intimidation during the strike would definitely not be rehired, he said.

Selection criteria will include knowledge, reliability, attendance before the strike and general ability, he added.

FCI president Hugo Snyckers yesterday expressed concern that the strike had not been satisfactorily settled, "especially in the context of the currently unresolved post office strike and escalating tension and violence in the townships".

He called on the parties "to exercise restraint and caution in attempting to

← ● From Page 1

restore industrial relations and civil order"

Meanwhile, a number of Johannesburg companies surveyed by Business Day said yesterday had seen absenteeism rates of only 15% to 30%. The stayaway followed a call in an anonymous pamphlet distributed in Soweto earlier this week in protest against the eviction of tenants from their homes for not having paid rent.

Employers said a large number of employees had requested permission to return home early, and they feared the absenteeism rate would be higher today and tomorrow.

The Putco bus service stopped operating inside the township by 8am because of intimidation and possible damage to buses. A spokesman said about 70 windows had been smashed and he estimated the damage at R5 000.

He said buses were running at about 75% of their capacity.

Tear smoke was used to disperse marchers protesting against evictions at the Soweto Council chambers in Jabulani yesterday morning.

CARL TINKS 23/4/82

JCI gold production stalls as 24 000 strike

243 140A

Own Correspondent

JOHANNESBURG — All 24 000 black underground miners at two JCI-owned gold mines west of Johannesburg have been on strike since Tuesday night in protest against the retrenchment of colleagues, and production is at a standstill

The two mines — Randfontein Estates and Western Areas — began implementing planned lay-offs on Monday. Talks between management and National Union of Mineworkers (NUM) leaders were still in progress late yesterday afternoon

The Western Areas mine aims to lay off 1 453 of its 9 000-strong workforce now and another 490 in July. Randfontein Estates is retrenching 367 of its 15 000 employees

Talks between the mine managements and NUM over the retrenchments began last August. Last week the union declared an official dispute

The general manager of JCI's manpower division, Mr Jeremy Nel, maintains the strike is illegal as procedures for lawful strike action have not been completed

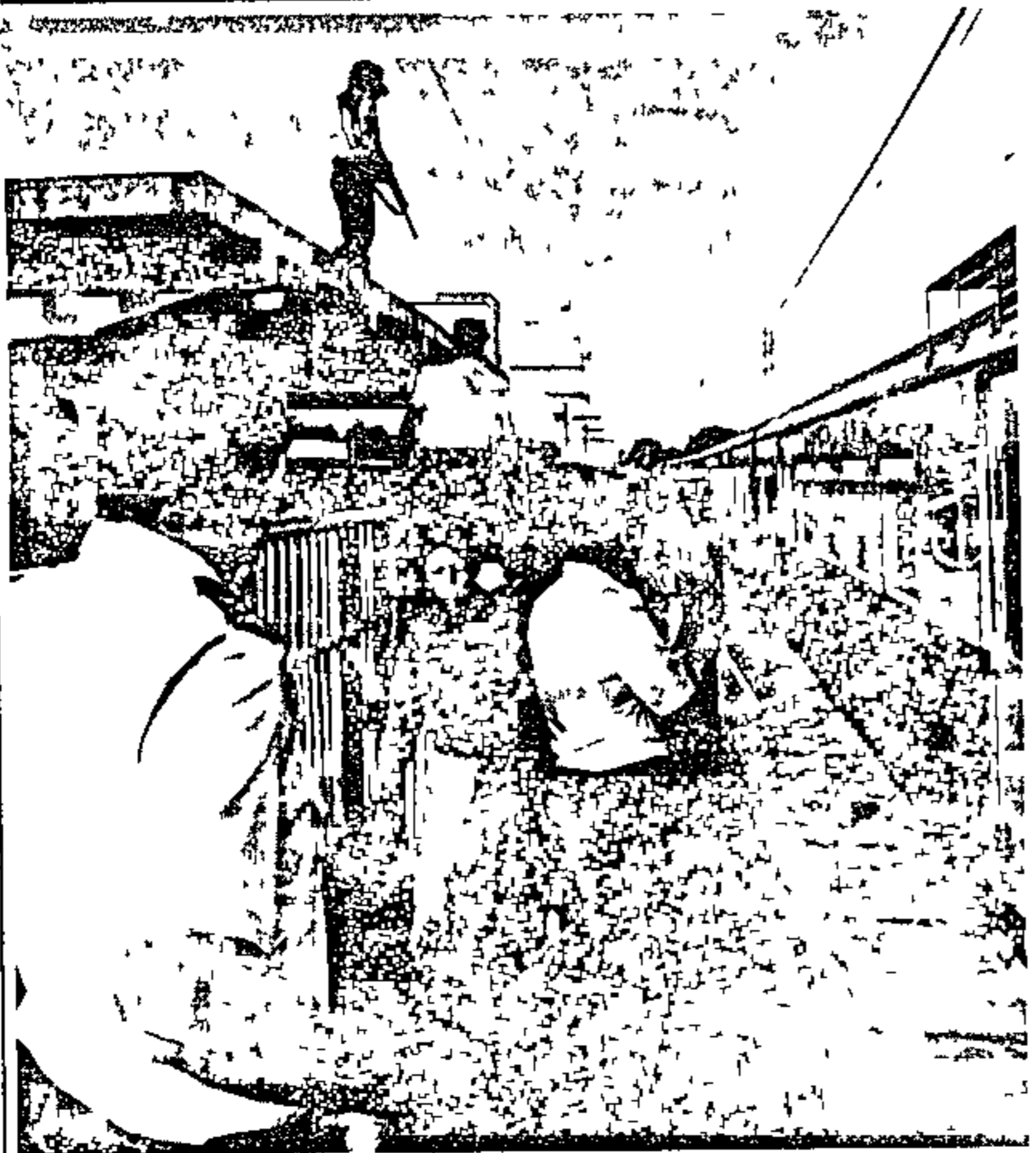
Mr Nel says the retrenchments became necessary after the introduction of load haul dumpers at the two mines. He denies that the introduction of the new method was prompted by wage pressures

Mr Nel says that, in terms of the latest quarterly reports, Randfontein Estates stands to lose R2,7 million in revenue each day of the strike and Western Areas R1,4 million

□ The strike was likely to continue today, Mr Marcel Golding, NUM's assistant general secretary, said

JCI's retrenchment programme for about 2 000 miners at the two mines was a clear demonstration that it put profits before workers, he said

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POLICE ALERT A strong police presence was evident at Langlaagte station, near Johannesburg, on Tuesday — the day SATS issued a final ultimatum to its 18 000 striking railworkers



THE AFTERMATH Police patrol Doornfontein station — where three workers were killed and two policemen were injured in clashes earlier yesterday Pictures DANIEL SIMON

6 men killed, 16 000 strikers fired

Reef violence

JOHANNESBURG. — In a day of street battles and frightened tension, six people believed to be SATS strikers were killed in police shootings, 16 000 strikers were dismissed by SATS and thousands of Soweto residents stayed away from work.

In addition, police entered Cosatu House in Johannesburg late yesterday, after laying siege to it for much of the afternoon, and a large number of unionists were arrested.

The first deaths of the day occurred about 11am at the South African Railways and Harbours Workers' Union (Sarhwu) office

in Germiston. According to the police, a meeting failed to disperse after warnings, the crowd became aggressive and police were "forced to shoot" when they were attacked.

Three unionists were killed and one was injured and four policemen were injured.

However according to an attorney representing Cosatu, police opened fire without warning on a meeting which was discussing the SATS ultimatum to strikers. He did not explain injuries to the police.

About 1pm another three people were killed, apparently during a march from Cosatu House to the nearby Doornfontein station. According to the Bureau for Information, a group again failed to disperse after a

"peaceful" police warning. Tearsmoke was used in an attempt to disperse them. It was then that they turned on the police and attacked them with stones and knives.

Authorities have barred newspapers from publishing a number of witnesses' accounts of the shootings.

Soon after the Doornfontein shootings a large contingent of police surrounded Cosatu House and later arrested an unspecified but large number of the occupants who had been prevented from leaving the building for at least four hours.

The Cape Times correspondent and his photographer at the scene were held for some time

To page 2

Stayaway in Soweto

SOWETO has again come under siege following a massive stayaway from work by thousands of its residents in protest against rent boycott evictions yesterday.

The township exploded into another wave of violence resulting in the stoning of cars and residents marching to the council chambers to demand an end to evictions.

Johannesburg was half-empty and the usual bee-hive activity at some taxi ranks in the city seemed like a thing of the past.

All Putco buses were withdrawn from Soweto by 9am when the extent of the stayaway and unrest became appar-

ent, company spokesman Mr. Robin Duff said.

The stay-home was apparently a response to an anonymous pamphlet distributed by the thousands in the township on Tuesday afternoon, and evening.

Emergency regulations prohibit reporting on the main call made to residents in the pamphlet, which links yesterday's events to recent evictions of Sowetans for non-payment of rent.

The pamphlet urged that rent evictions be halted, title deeds to homes be handed over to tenants, the state of emergency be lifted, troops and vigilantes be withdrawn — Sapa

and related they were not permitted to report what they saw

Cosatu attorneys planned to make an urgent application to the Rand Supreme Court today for an order restraining the police from using excessive force. However, the plan was abandoned when a senior police officer gave an undertaking that no unlawful acts would be committed against workers.

Earlier in the day, SATS management began the process of dismissing 16 000 strikers who had failed to heed an ultimatum to end their six-week strike. About 2 000 have returned since Tuesday.

The SATS general manager, Mr Bart Grové, said last night that dismissed workers would be able to apply for re-employment, provided they did so within about two days.

While union membership would not be taken into account in considering applications, those guilty of intimidation during the strike would definitely not be rehired, he said.

Selection criteria would include knowledge, reliability, attendance before the strike and general ability, he added.

The FCI president, Mr Hugo Snyckers, yesterday expressed concern that the strike had not been satisfactorily settled, "especially in the context of the currently unresolved post office strike and escalating tension and violence in the townships".

He called on the parties "to exercise restraint and caution in attempting to restore industrial relations and civil order" — Own Correspondent and Sapa

140A

Sometun
23/4/87

Union's talks

MAY Day will be high on the agenda when members of the National Union of Steel and Allied Workers meet in Pretoria over the weekend.

A spokesman for Nusaw, Mr Sam Notoane, said the first meeting will be held on Saturday for members employed by Besaans du Plessis, a steel company in Pretoria, on the signing of a recognition agreement

The meeting begins at 8am at the Roman Catholic Church, corner

Bosman and Skinner streets.

Another meeting begins at 8am on Sunday at the Laudium Hotel, Pretoria, for members from Iscor in Pretoria West A report-back on the signing of the recognition agreement with Iscor will be given to Nusaw members

Mr Notoane also announced that a three-day seminar, where shop stewards will be trained in negotiating skills will be held at the Laudium Hotel from May 8 to May 10

Deadlock in talks over strike at two mines

There is a deadlock in talks between the National Mineworkers Union (NUM) and the management of two strike-hit JCI mines, Randfontein Estates and Western Areas.

NUM spokesman Mr Marcel Golding said between 23 000 and 25 000 workers at the far West Rand mines were continuing the strike that started on Tuesday night, and the situation was "quite tense".

But JCI spokesman Mr Jeremy Nel said this morning many miners had returned to Western Areas.

Talks between NUM leaders and mine management yesterday were described by Mr Golding as futile as management refused the union access to members for consultation.

Management had also declined to rescind its decision to retrench about 2 000 workers at both mines.

The NUM wants management to reopen negotiations with it before going ahead with the "unilateral" retrenchments.

"The retrenchments arise out of JCI's movement towards mechanisation, and a decision to put profits before workers," Mr Golding said.

A JCI spokesman said the strike was illegal because strikers had not followed conciliation procedures required by labour law.

Talks between mine management and the NUM leaders over retrenchments started in August, and last week the union declared an official dispute.

Mines May Day dispute settled

The Chamber of Mines and the National Union of Mineworkers have resolved their May Day dispute.

Only workers who wish to work on May 1 need to inform management, the chamber said.

Workers are entitled to paid leave on May Day but those choosing to work would receive a premium of about 1½ days' pay — Sapa.

140A

59A
23/1/87

~~21~~

Clover strikers tell their story (140A)

29/4/87
By JOHN PERLMAN W/Mail

CYPRIAN SIKHAKHANE doesn't really like pretending to be the man who fired him. Sikhakhane, a Food and Allied Workers' Union shop steward and a worker at Clover Dairy for the past 15 years, says: "I'm not pleased at playing the role of an oppressor, but it is a way of putting a message across and I do it."

He and 165 other workers were fired from Clover in Pietermaritzburg after they struck in protest against the dismissal of their union chairman. Eight of them volunteered to put together *The Clover Workers Story*, a 45-minute play, to tell people about this and other incidents in their factory.

"I thought this play would be like another pamphlet for our struggle," says Gertrude Zuma. "As a worker at Clover, I am interested in getting our jobs back."

"It was very difficult," she recalls. "None of us have ever been in a play before. Many have

never been to see one." ~~Story~~

"This is a story of things that really happened to these workers," says Mi Hlatshwayo, Cosatu cultural co-ordinator. "As such, one person couldn't just sit down and write it."

Shop stewards suggested an outline for the play, and the worker-actors then workshopped each scene, in no particular order, for four weeks.

"We didn't put people into parts, but tried each scene with different actors, until somebody got it right," says Hlatshwayo.

The scenes were then woven together into a whole which, however, keeps getting unpicked. "Workers from Clover branches and other factories would tell us to put other things in," says Hlatshwayo. "If you come and see it next month, you will see how much it has changed."

Union says members were attacked first

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POLICE and union accounts of Wednesday's shooting incident in Germiston tell two different stories.

The SAP directorate of public relations said they had received a report of unrest at World Centre, near the Germiston railway station at about 11am.

"During the ensuing Security Forces action at the centre, four police members were injured (one with a serious fractured skull) and numerous vehicles were damaged by stonethrowers

"Three of the rioters were fatally wounded and one injured man was arrested."

WEEKLY MAIL REPORTER

Unionists said there had been no unrest and that the indoor meeting was peaceful and legal. Accordingly, their version can be published in terms of Emergency regulations.

Union organiser Blake Mosley said "a huge deployment of Security Forces was made outside the Germiston offices of Sarhwi, where a meeting of more than 1 000 workers was in progress.

"Police moved in and asked workers to disperse. As they were moving away, the police started to sjambok the workers as they fled in all directions

"Then the police rushed into the hall, hitting workers. The workers were apparently discussing the ultimatum given by Sats for them to go back to work.

"The police opened fire on the dispersing workers.

"In attempting to escape from the violent attacks of the police, the workers broke through the glass windows surrounding the hall. Many fell on the ground."

It was this incident that led to the escalation of conflict between Sarhwi members and police, when workers in Johannesburg heard of the shooting

The Weekly Mail will appear on Thursday next week, a day earlier than usual, because Friday is a holiday.

THE unrest death toll on the Reef rose to seven yesterday as thousands of Soweto residents stayed away from work for the second consecutive day and Sats management completed arrangements to fire 16 000 striking railwaymen

Police shot dead 18-year-old Patrick Phokojole who the Bureau for Information said was one of 20 youths who stoned a delivery vehicle in Naledi, Soweto. Six people died in clashes with police on Wednesday.

A Putco spokesman said bus services were resumed at 3 30pm after a 50% passenger drop in the morning. Two buses were hijacked, one of which was rammed into a supermarket in Dobsonville.

Stayaway rates at Johannesburg businesses varied wildly yesterday.

Sats said trains ran normally yesterday morning. Occupancy on Soweto

Unrest toll

goes up to 7

2/18

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(1408)

Business Day Reporters

trains was 65% of normal levels.

The executive of the Witwatersrand region of Cosatu was meeting last night to discuss its response to Wednesday's events, including the dismissal of 16 000 strikers. General secretary Jay Naidoo said attorneys were considering bringing an action for damage to property.

The SAP said it was investigating charges of terrorism, attempted murder, and robbery following the detention of a "considerable number" of people when police and troops laid siege to Cosatu House in downtown Johannesburg.

In the first detailed statement on the shootings near the Germiston and Doornfontein railway stations, the SAP Directorate of Public Relations said last night police had "reasonable grounds" to believe a number of trained terrorists were in Cosatu House. The directorate said Cosatu House was surrounded by Security Force members and it was decided to search the building due to the following information:

- A fresh trail of blood was found at the entrance to Cosatu House, and traced back to the scene of the attack on four policemen.
- A group of about 200 men ran into Cosatu House after the attack on the policemen and most of them were armed with sticks, knobkerries, "quirts", pangas and axes.
- It was understood violent action against SAP members and their families was being planned in Cosatu House to avenge the death of a fellow striker killed by police in Germiston earlier.

Cosatu bid for checks on police postponed

AN urgent application brought by Cosatu to prevent police from acting unlawfully against union members at Cosatu's Germiston premises has been postponed to Monday.

The respondents to the application in the Rand Supreme Court are the Law and Order Minister, the commissioner of police and the East Rand divisional commissioner of police.

In an affidavit, Cosatu general secretary Jay Naidoo said the application was brought after the commissioner of police did not respond to Cosatu's request yesterday for an un-

DIANNA GAMES

dertaking that police not use life-endangering weapons without lawful cause or warning and unless life or property was threatened.

He said the severity of police assaults on union members this week had produced a fear members could be similarly assaulted if they gathered on the Germiston premises again for lawful meetings.

Naidoo said about 70 police arrived at the Germiston premises on Wednesday, armed with sjamboks, shot-guns, and pistols. Some went to the first floor, where South African Railways and Harbours Workers' Union (Sarthw) members were meeting.

Unprovoked assaults followed, he said. Eyewitness affidavits claimed (contrary to Press reports) police did not issue a warning or call for dispersal prior to the assaults.

Sarthw member Patrick Molefe said in his affidavit he had seen a policeman with a shotgun as well as a body lying on the ground.

Naidoo said it was later confirmed there were three dead.

He said the "vicious" nature of the assaults and the absence of any legitimate reason for them led him to believe they were an attempt to intimidate Sarthw and trade unionists to desist from industrial action.

Mr Justice Stegmann said while the courts tried to protect the right of free association, the right to meet in free association, the right to discuss and conclude the possibility of discussing continuing an illegal strike. He postponed the hearing to give the respondents time to file return affidavits.

It'll be a blood-spattered election

TWELVE days before the May 6 election, an upsurge in armed attacks, industrial action and a huge rent stayaway in Soweto threaten to engulf the National Party's "reform" platform.

Growing tensions over the six-week railway strike erupted into bloody conflict this week between police and strikers after SA Transport Services announced it planned to sack the 23 000 strikers. By late yesterday, 12 000 had been formally dismissed.

At least six members of the SA Railways and Harbour Workers' Union were killed in clashes at Germiston and Doornfontein and three policemen were seriously injured.

Shortly after the clashes, police launched a seven-hour siege of Cosatu House in Johannesburg, home of the country's most powerful labour federation, the Congress of SA Trade Unions. At the end of the seven hours, two workers had been shot and at least 400 railway workers had been arrested. Hundreds more were detained briefly.

Yesterday, Cosatu warned the government that unrest in the country was bound to escalate if there were further security force attacks on the labour federation or railway workers.

At a press conference following the siege, general secretary Jay Naidoo said the Witwatersrand region was demanding the immediate reinstatement of all dismissed Sats workers and the start of bona fide negotiations — as well as an end to rent evictions.

Yesterday, lawyers for Cosatu said they were preparing an application to restrain police from conducting

w/Mail
By MONO BADELA, SEFAKO NYAKA AND JO-ANN BEKKER

"unlawful acts" against Cosatu and affiliates. The application will also demand that police return all documents confiscated when police occupied Cosatu House.

Meanwhile, Sarhwi's urgent application for an undertaking by Law and Order Minister Adriaan Vlok that his men would not interfere in future with meetings organised by striking workers was postponed to Monday. The application was tabled before the Rand Supreme Court.

Yesterday morning, striking members of the 360 000-strong National Union of Mineworkers charged private mine security men had forced them back to work at gunpoint after a two-day stoppage at two Johannesburg Consolidated Investment mines, Western Areas and Randfontein Gold Estates mines. JCI — which resumes talks with the Num next week — denied the charge.

The three-week-old post office strike continued this week, with all Soweto post offices and 32 work stations in Johannesburg shut for the duration. Hopes for an end to the deadlock surfaced yesterday with reports that one of two arrested strikers had been released, the release of both is a precondition to negotiations, according to the Post and Telecommunications Workers Association.

Soweto was calm but tense yesterday as thousands of township residents heeded a call to stay away from work the second day in protest against evictions for non-payment of

payment of rent

On Wednesday, police used teargas to disperse an estimated 1 000 people who converged on the Soweto Town Council offices to lodge a protest against rent evictions, heeding a local street committee/youth group call for a three-day stayaway.

Blazing tyres and car wrecks barricaded streets throughout the township, reports came in of widespread skirmishing. An 18-year-old youth was shot dead Wednesday afternoon after police opened fire in Naledi. According to the Bureau for Information, the shooting occurred with a group of youths stoned a delivery vehicle.

By late yesterday, meetings to discuss the rent boycott had been cancelled in the township, but meetings to discuss the election were

24-29/4/87 (140R)
scheduled for today

Commercial vehicles had stopped entering the township for deliveries. Although trains ran normally on Wednesday, they ran mainly empty, and a Putco representative said buses had been withdrawn for lack of passengers. Schools were closed yesterday and Wednesday, and major employers in the Johannesburg area reported "significant" numbers of employees staying away.

Meanwhile early yesterday grenades were lobbed into houses in the Cape in three separate attacks. It was the latest in a week of violent actions which included a car bomb explosion at Langlaagte which caused some damage but no injuries, and a grenade attack on a municipal police training college in Soweto on Tuesday morning which killed one recruit and injured 64.

SATS STRIKE

Is a showdown inevitable?

Softening its "unyielding" stance in the six-week-old rail strike, Sats said after the Easter break that it was prepared to talk to "representatives of the striking workers"

In effect, this meant agreeing to meet the 17-man "negotiating team" elected from the ranks of the SA Railway and Harbour Workers Union (Sarwhu), which Sats has steadfastly refused to deal with

Congress of SA Trade Unions (Cosatu) general secretary Jay Naidoo said Sarwhu, a Cosatu affiliate, had taken up the Sats offer and had duly sent in the team. The two sides were meeting as the FM went to press on Tuesday

Although the union went in with an "open mind" hopeful of some kind of resolution, says Naidoo, it wants "a commitment from Sats in writing that they are prepared to enter into *bona fide* negotiations on our recognition demands. Without this commitment, there can be no solution" Sats attempts to attach preconditions, or any dismissals, he adds, could lead to an escalation of the strike

However Sats' position appears to be that it was using the meeting merely to warn strikers of the consequences of not returning to work on Wednesday

Sarwhu has repeatedly stated its willingness to meet Sats. This is hardly surprising since the union is seeking full recognition. Herein lies the core of the dispute, which grew out of the dismissal on March 12 of a single worker, Andrew Nedzamba, over an alleged "cash irregularity" of R40,40 that had occurred 13 months previously

Round one in what has become the biggest strike in the public

on the Rand — a point that a Blatu spokesman appeared to confirm in a television interview last Thursday)

However, Grove seemed to present the strikers with an ultimatum. He warned that although Sats would talk to the strikers, if by Wednesday morning (April 22) workers had not returned to their posts, he would have to reconsider his options in terms of the law. According to the law, strikes at essential

coaches. Damage costs are estimated at around R25m and the action resulted in transport chaos affecting thousands of commuters. Two weeks into the strike, Sats said striking workers had lost "in excess of R5m in earnings," a rate that suggests they've forfeited far more than R15m by now. While management conceded last week that some 19 000 workers had come out (it said 12 000 were on strike initially), the union puts the figure at 22 000 following large support from workers in Bloemfontein and other parts of the Transvaal.

Last Saturday, Sats called in the army and had troops stationed at all its depots and railway stations. Grove claimed many of the strikers were willing to return to work but were being intimidated. Intimidation by Sarwhu, he added, had also become a threat to Sats passengers, cargo and property and could no longer be tolerated. The union, Grove charged, had become part of the "revolutionary strategy" against the country.

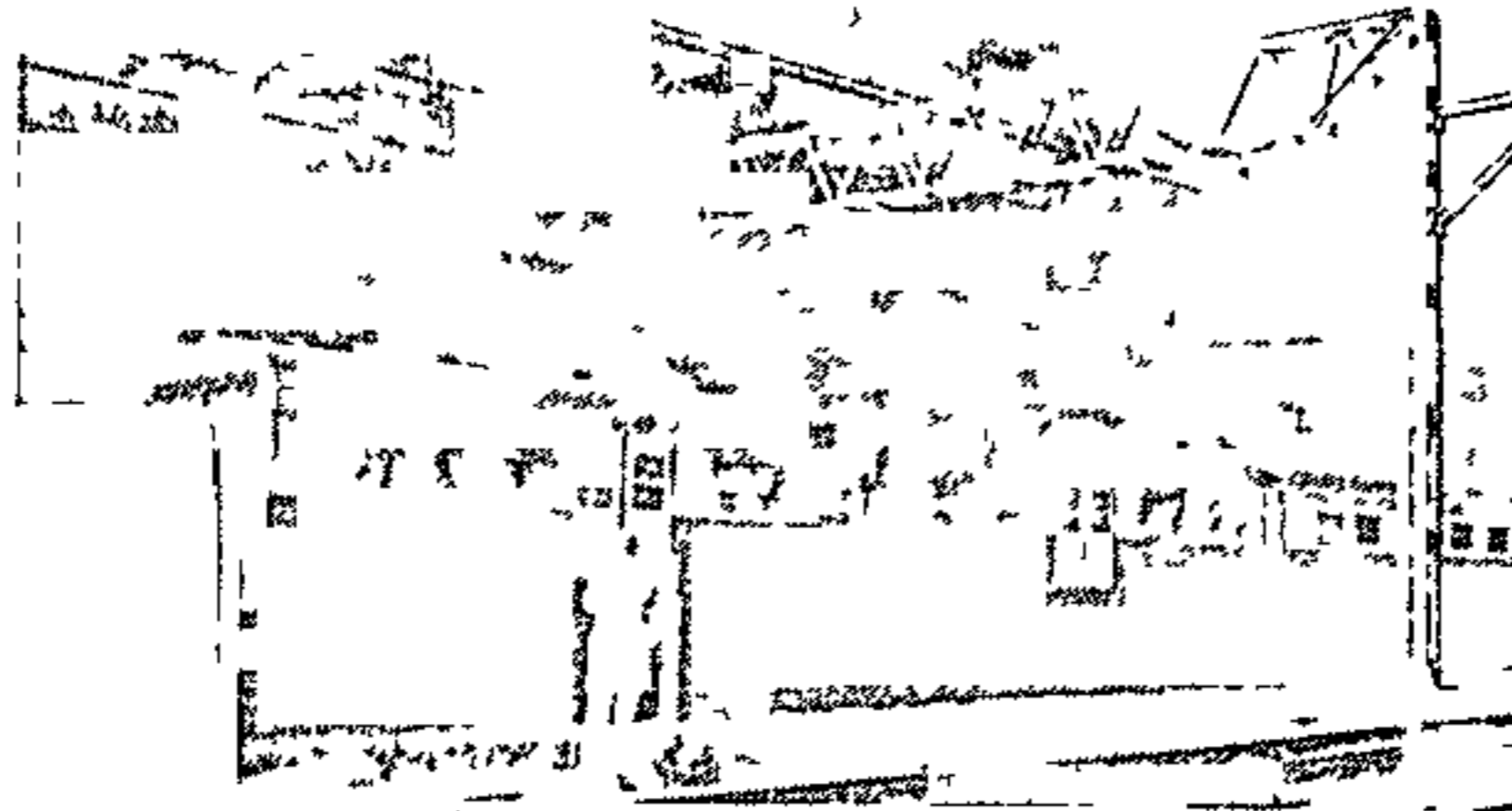
For its part, the union has denied charges of intimidation and any knowledge of who might be involved in the torching of railway coaches. Cosatu has also said "the climate created by police aggression and Sats' paternalistic attitude is not very conducive" to resolution.

The critical issue in the dispute, says Naidoo, is the workers' right to the representatives of their choice. This, he points out, is a fundamental tenet of industrial relations practice in the private sector. The Sats dispute mirrors, he adds, the kind of struggles unions waged in the private sector in the Seventies when the in-house works and liaison committee sys-

COSATU

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UNITE AND FIGHT FOR LIVING WAGE



Torched trains ... hitting Sats financially

services like Sats are illegal, and Sats would be within its rights to fire them

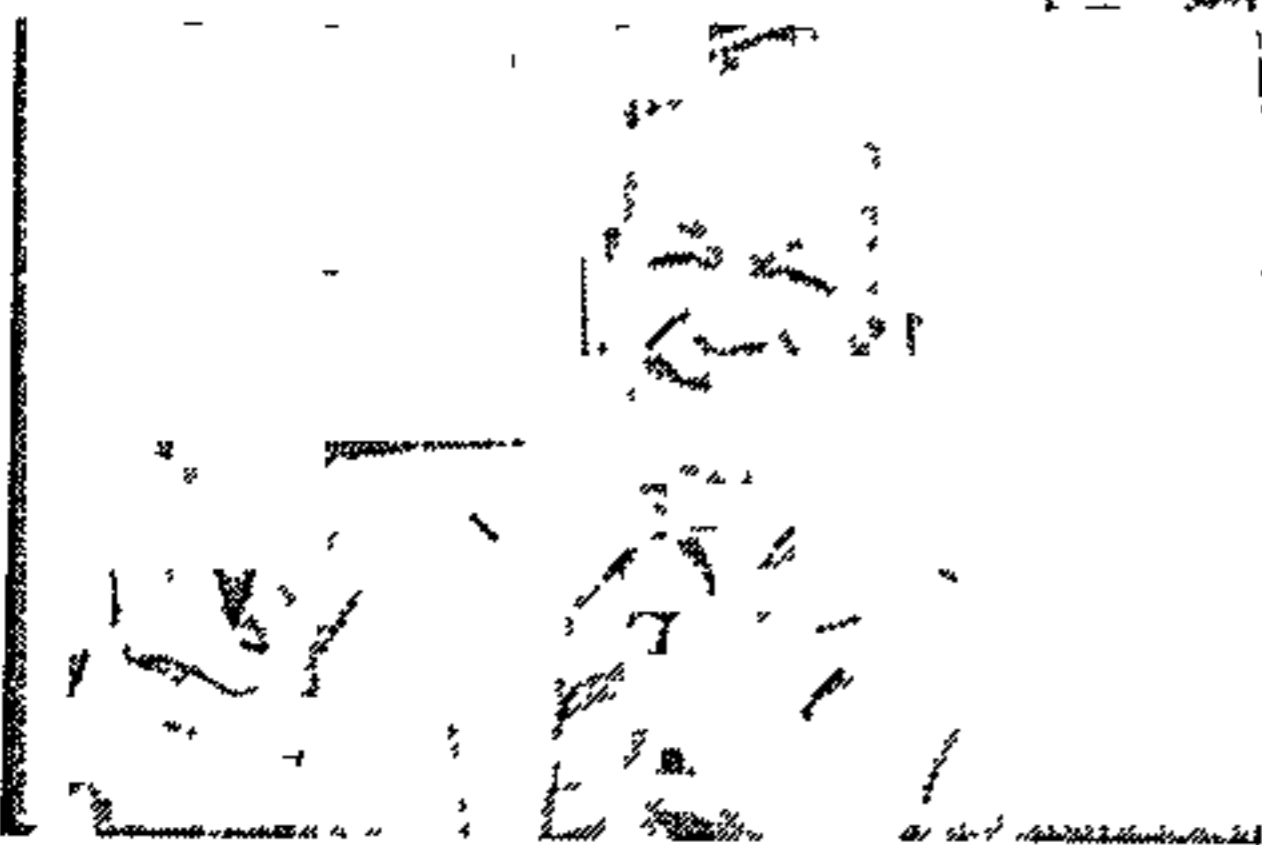
Grove's deadline appeared to extend the one given before the weekend by Transport Minister Eli Louw. His warning last Thursday was that although no action would be taken against the strikers over the weekend, things could change if they were still out on Tuesday.

The strike has resulted in arson attacks, apparently carried out by township militants, on 75 Sats passenger and engine



Cosatu's Naidoo

tem was replaced. Naidoo maintains other essential industries like Escom and Iscor negotiate with Cosatu affiliates such as the National Union of Mineworkers (Num), so why not Sats? "Sats cannot in this day and age foist staff associations on the workers," he says.



Sats' Grove

sector in SA seems, therefore, to have gone the union's way. This is despite comments by Sats GM Bart Grove on radio on Tuesday morning, that there was "no way" Sats would talk to two unions (Sats recognises the in-house staff association Blatu, which Cosatu maintains does not substantially exist

P.T.O. →

There is perhaps another dimension to the industrial turmoil of recent weeks. Organised labour increasingly appears to be taking on the State. And, the greater the State clampdown, surmises one labour lawyer, the more civil disobedience, entailing shop-floor pressure, may be expected.

Indeed, at an election rally in Benoni this month, Foreign Minister Pik Botha warned "Government is deeply concerned by the increasing militancy of some black trade unions, which are making outrageous and irresponsible demands. Their actions are being seriously considered by the government. Such behaviour could lead to the end of trade unionism in SA."

Aside from the Sats dispute, there has recently been a stayaway in the food industry in support of a detained worker, the black postal workers strike, a Mawu stayaway in support of a detained union leader.

It is a cliché that unions will take up issues that are not strictly shop-floor matters. Many of these unionists, not surprisingly, consider themselves to be blacks first and workers second. Workers have come to expect their unions to be used as channels for political expression. ■

16 000 railmen to be paid off in next five weeks

The Argus Correspondent

JOHANNESBURG — The 16 000 dismissed railway workers will be paid off within the next five weeks, South African Transport Services said

Spokesman Mr Jannie van Zyl said today that posters had been put up at depots throughout the Witwatersrand informing workers when they could collect pay due to them. The six days set aside for this purpose are next Monday and Wednesday and each Monday in May.

Responding to fears by members of the South African Railway and Harbour Workers Union (Sarhwu) that workers housed at the six Sats hostels on the Witwatersrand would be evicted within a week, Mr van Zyl said although the 7 000 hostel-dwellers would eventually be evicted, this would "not be done as soon as this week"

He said no one had yet received notice to leave the hostels. The six hostels on the Witwatersrand are at Delmore on the East Rand, Kazerne, Luipaardsvlei and Welgedacht on the West Rand, Sentrarrand and Tembisa

CONSIDERED ON MERIT

Mr van Zyl said the six-week-old strike had effectively come to an end and all the administrative work in connection with the strike, a "mammoth task", would probably be completed today.

A large number of employees, faced by "more drastic intimidation", had chosen not to resume work. Many dismissed strikers were already queueing for re-employment but each application would be considered on merit and could receive attention only after the administrative work in connection with the dismissals was completed

"It is clear that many workers are only now beginning to realise that they had been unscrupulously drawn into a situation by people who are not at all concerned about the welfare of the workers or their families," Mr van Zyl said.

"Management is deeply concerned about these unfortunate people and has already indicated that it will look into the matter as soon as possible"

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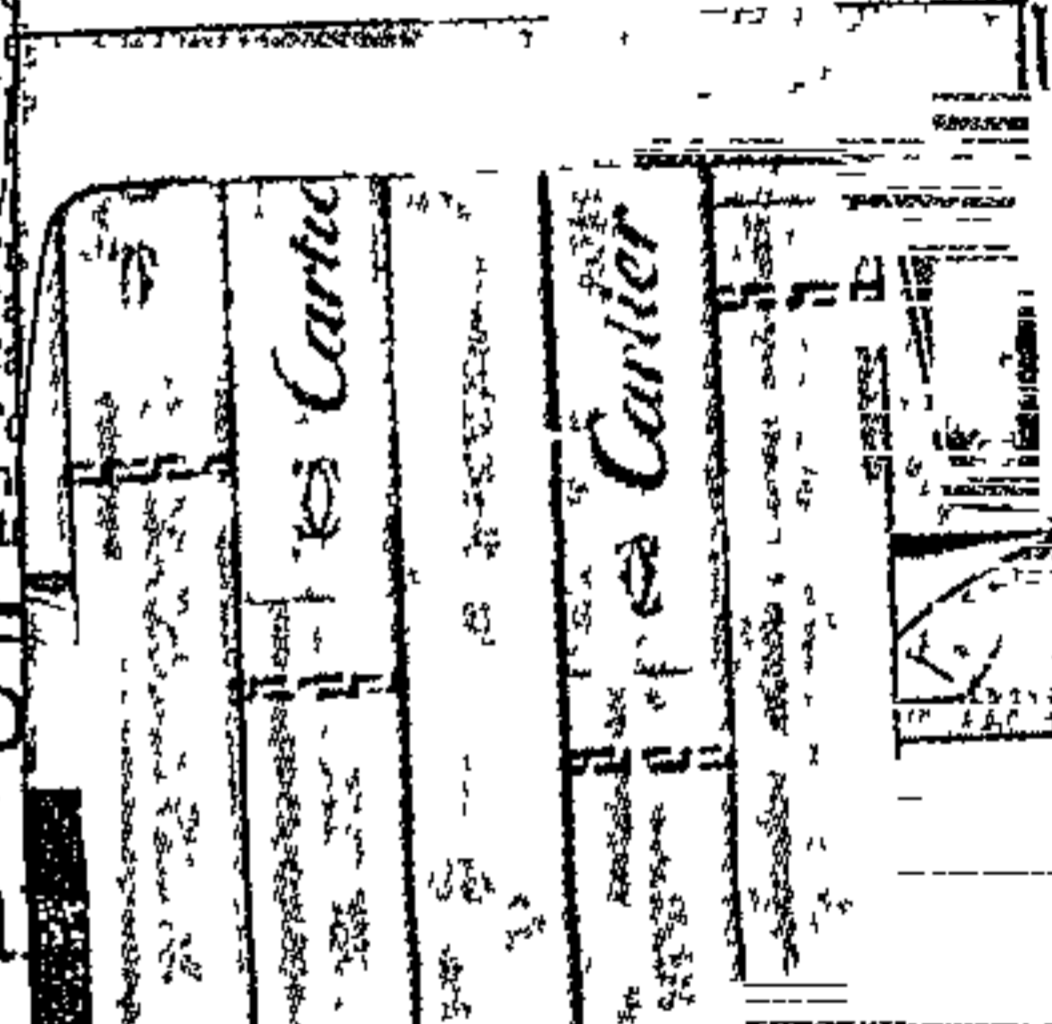
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PARIS LONDON NEW YORK

VENDOME
Cartier



(140A) W/Mail
24-29/4/87
What it was
like inside
Cosatu HQ

●From PAGE 1
wounds, were being (censored).

There was a sudden commotion at the door. Suddenly two men, one in a red striped shirt and the other naked from the waist up, emerged from the door.

As they were being led down the stairs, I realised that their hands were handcuffed at the back.

The man in the red shirt had blood streaming down his face which was contorted in pain. All the time, the truncheon blows were raining on the two men.

They were led to a group of burly plainclothes police who were standing behind the truck I was in.

On looking through the opening in the back of the truck I could see both men lying on their backs. The semi-naked man's eyes were heavily swollen and closed.

The man in the red shirt was groaning and one of the policemen told him to shut up and kicked him in the ribs.

The man rolled over.

A plainclothes policeman instructed the driver of the truck to move it away "because there were some people with cameras in the truck."

Our view was then blocked by the two Casspirs and all we could hear were screams and sounds of breaking glass and wood.

We sat in the truck for two hours before being driven to John Voster Square.

A senior member of the CID Branch there took down our particulars before releasing us with no explanation — seven hours after the Cosatu House siege.

●The SAP last night withdrew their first detailed statement on the incident within minutes of issuing it. In the statement, they had alleged that three of the more than 400 people detained in Cosatu House were "suspected terrorists".

The withdrawn statement said that one of the reasons for the operation were "reasonable grounds" to believe that "trained terrorists" were in the building.

Other reasons were that it was understood violent action against policemen and their families was being planned in the building to revenge the death of a fellow striker killed earlier by police in Germiston.

When police entered the building after announcing their intention by loudhailer to do so, and urging people to leave, SAP members were attacked with "iron bars, pangas, knives and axes", it said in the withdrawn statement.

Other charges being investigated in connection with the detainees were public violence, attempted murder, robbery and illegal immigration.

The directorate said the strikers who seriously wounded policemen at Doornfontein had black marks on their foreheads, and that a number of those in Cosatu House had similar marks.

"During interrogation it had come to light the markings were applied by a witchdoctor to protect the men, during their attacks on police, from Security Force bullets," the directorate said.

By ROGER WILLIAMS
Chief Reporter

SATS strike: The escalating R40 row

CMG Triaks

140A

SOUTH AFRICA'S first major rail-strike, threatening in its sixth week in the southern Transvaal to develop into a major civil conflict, started on Friday March 13 when a SATS truck driver, Mr Andrew Nedzamba, was dismissed for allegedly failing to hand in R40 he had collected for COD deliveries.

Mr Nedzamba was employed at the City Deep railway depot, disseminating point for all containers on the Witwatersrand — and it was at City Deep that the strike began.

SATS withdrew its dismissal notice against Mr Nedzamba, and reduced the penalty imposed on him for alleged theft to a fine of R80.

But the strikers demanded the truck driver's unconditional reinstatement.

This, and later other union demands, became the central issue in a dispute involving 2 500 workers initially but which spread to the whole Witwatersrand region with the union claiming that 18 000 SATS employees were on strike.

The SA Railway and Harbour Workers' Union (SARHWU) claims to represent most of the strikers, and a major problem in the dispute has been that SATS has flatly refused to negotiate with the union as such — because it does not recognize the Cosatu-affiliated SARHWU. The result has been a deadlock.

This, step by step, is the way the dispute has developed since Mr Nedzamba's dismissal on March 13.

March 23 — As the strike escalates, the State Attorney meets SARHWU's attorney to discuss the issue that caused it. At the same time, SATS says talks are continuing with worker representatives at City Deep. In a special government gazette, the Minister of Transport Affairs, Mr Eli Louw, gives the SATS general manager discretion to terminate striking employees' contracts without notice — and with effect from the first day of the strike.

March 24 — The National Union of Railway Workers, claiming membership of 12 000, says it will put aside its differences with SARHWU "to unite in action." In pamphlets, SATS warns the strikers they face dismissal.

March 25 — SATS says negotiations are continuing "but at this moment we don't see any light at the end of the tunnel." It adds that SATS workers are forbidden to strike because railways, harbours and airports are considered essential services.

On the same day workers from 12 railway depots draw up a revised set of demands as a precondition to a return to work. Apart from demanding Mr Nedzamba's unconditional reinstatement they call for full payment to workers for the period of the strike and also a statement of intent by SATS that it will abolish "racism" in its employment practices.

March 31 — The number of workers on strike rises to between 13 000 (the SATS figure) and 18 000 (the SARHWU figure) and the cost of the strike so far is estimated at R5 million.

April 1 — Talks between SATS management and representatives of the striking workers reach deadlock.

SATS announces it will start recruiting whites to replace some of the striking More than 30 strikers are arrested for allegedly attacking employees wishing to go back to work.

April 2 — Cosatu says affiliate unions have decided to take solidarity action in support of SARHWU.

April 7 — At least 4 000 postal workers stop work in Soweto, in support of the railway strikers.

April 13 — Ten train-coaches are set on fire in Soweto, leading to further acts of arson at rail depots on the Reef.

April 15 — Rand rail traffic is in chaos during peak hour, as violence aimed at SATS spreads to central Johannesburg and outlying stations.

April 20 — Security forces including SADF personnel are deployed at key SATS properties "to protect commuters and workers wanting to resume work but who fear intimidation."

April 21 — Damage caused to coaches and other SATS property is already running to about R25 million, says SATS spokesman.

The SATS GM, Dr Bart Grove, gives the strikers an ultimatum. Return to work by 8am on April 22 or face dismissal.

April 22 — In a day of street battles and heightened tension, six people believed to be SATS strikers are killed in police shootings, 16 000 strikers are reportedly dismissed by SATS and thousands of Soweto residents stay away from work.

The rail-strike, started six weeks ago by an issue involving R40, remains unresolved.

CAP-Times 24/4/87

Chaos at Cosatu House

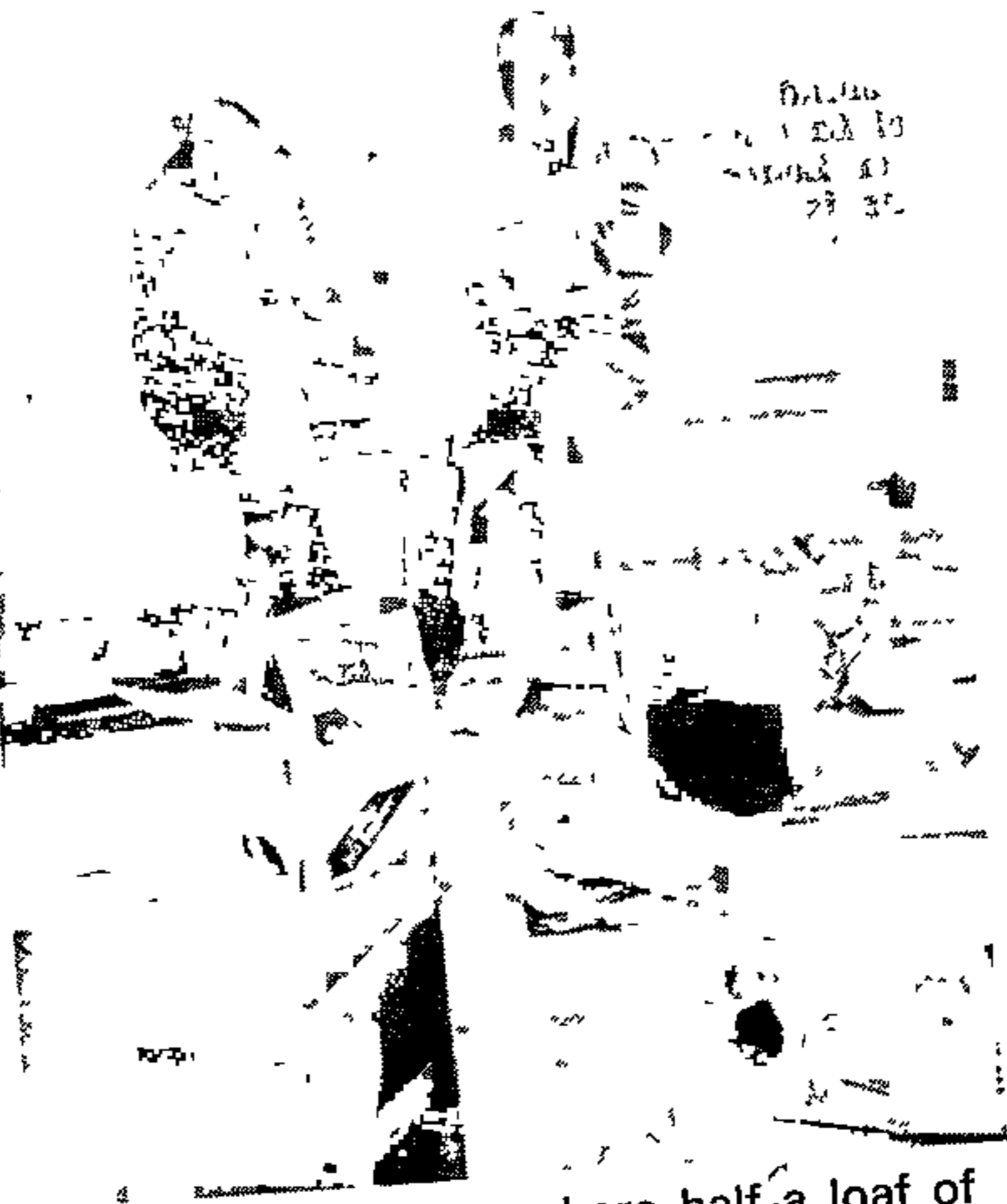
Own Correspondent

JOHANNESBURG —
Cosatu House, the scene
of Wednesday's siege
and police search opera-
tion, yesterday morning
looked as if it had been
swept by a whirlwind

Scores of doors had
been smashed open,
cupboards ransacked,
telephone wires cut in
some offices, documents
strewn around offices
and thrown out of win-
dows, and briefcases
ripped open

The third and fourth
floors, occupied by the
National Union of
Mineworkers (NUM) and
the Commercial, Cater-
ing and Allied Workers'
Union respectively, ap-
peared hardest hit.

An SAP spokesman
said he was not pre-
pared to comment on the
damage



Two railway workers share half a loaf of
bread in the wreckage of the union offices
in Germiston after police stormed the
building and broke up a union meeting
One worker was shot dead.

Picture REUTER



Peter Harris (left) and the secretary-general of Cosatu, Mr Jay Naidoo, in Germiston after being told they may not speak to the press

CAP- T1415 24/4/87 140A (15) (23) (25) (28) (35) (38) (40) (42) (45) (48) (50) (52) (55) (58) (60) (62) (65) (68) (70) (72) (75) (78) (80) (82) (85) (88) (90) (92) (95) (98) (100) REUTER

Cosatu application postponed

Own Correspondent

JOHANNESBURG — An urgent application brought yesterday by the Congress of South African Trade Unions (Cosatu) to prevent police from acting unlawfully against union members at Cosatu's Germiston premises, has been postponed to Monday.

The respondents to the application, brought in the Rand Supreme Court, are the Minister of Law and Order, Commissioner of Police and Divisional Commissioner of Police of the East Rand.

In an affidavit, Cosatu general secretary Mr Jay Naidoo said the application was brought after the commissioner did not respond to Cosatu's request yesterday for an undertaking that police not use life-endangering weapons without lawful cause or warning and unless life or property was threatened.

The executive of the Witwatersrand region of Cosatu was meeting last night to discuss its response to Wednesday's events, including the dismissal of 16 000 strikers. General secretary Mr Jay Naidoo said attorneys were considering bringing an action for damage to property.

The SAP said it was investigating charges of terrorism, attempted murder and robbery following the detention of a "considerable number" of people when police and troops laid siege to Cosatu House.

In the first detailed statement on the shootings near the Germiston and Doornfontein railway stations, the SAP Directorate of Public Relations said last night that police had "reasonable grounds" to believe a number of trained terrorists were in Cosatu House. The directorate said Cosatu House was surrounded by security force members and it was decided to search the building because of the following information:

□ A group of about 200 men ran into Cosatu House after the attack on the policemen and most of them were armed with sticks, knobkieries, "quirts", pangas and axes, and

□ It was understood violent action against SAP members and their families was being planned in Cosatu House to avenge the death of a fellow striker killed by police in Germiston earlier.

Transvaal Administrator Mr Willem Cruywagen yesterday met representatives of the Soweto Electricity Advice Centre (SEAC) who asked him to plead for a moratorium on rent evictions in the township.

Mr Cruywagen later telephoned Soweto council town clerk Mr Nico Malan, who confirmed his discussion with Mr Cruywagen but said he could not disclose details.

In a statement after the meeting, the SEAC said "the decision to start evicting for non-payment of rent is partly responsible for the present stayaway".

Reef death toll at 7 as stayaway continues

Own Correspondent

JOHANNESBURG — The unrest death toll on the Reef rose to seven yesterday as thousands of Soweto residents stayed away from work for the second consecutive day and SATS management completed arrangements to fire 16 000 striking railwaymen.

It was reported from Washington yesterday that the US State Department had demanded that Pretoria establish an "independent commission" to inquire into Wednesday's shootings by police in Johannesburg in which six people were killed.

The commission should determine "the reasons why police opened fire on demonstrators" in incidents at Doornfontein railway station and outside Cosatu headquarters. "We are extremely disturbed by the loss of life," State Department spokesman Mr Charles Redman said. "Violence will not solve anything and can only lead to further tragedy."

The tenor of Mr Redman's remarks and the unprecedented call for an inquiry marked a further escalation of the administration's criticism of SA government actions.

Police shot dead 18-year-old Patrick Phokoye who, according to the Bureau for Information, was one of 20 youths who stoned a delivery vehicle in Naledi, Soweto.

A Putco spokesman said bus services were resumed at 3:30pm after a 50% passenger drop in the morning. Two buses were hijacked, one of which was rammed into a supermarket in Dobsonville.

Stayaway rates at Johannesburg businesses varied wildly yesterday. SATS said trains ran normally yesterday morning. Occupancy on Soweto trains was 65%.

TOP PAGE 2

Policeman concocted story after strikers killed, court told

By Lesley Cowling

A senior police officer was overheard planning "what the story would be" after the deaths of three people in a clash with railway strikers in Germiston on Wednesday, the Rand Supreme Court was told yesterday.

In an affidavit read to the court, General Secretary of the Congress of South African Trade Unions (Cosatu) Mr Jay Naidoo said the police committed unprovoked and vicious assaults on railway workers who had been holding a peaceful meeting. At least one person who was shot was unarmed and was running away, he said.

The police deny the allegations and say they will present affidavits containing their version on Monday.

Mr Naidoo said yesterday that members of Cosatu affiliate South African Railways and Har-

bours Union (Sarhwu) held a meeting at Cosatu's Germiston premises — a hall in a shopping centre — to discuss an ultimatum issued by the South African Transport Services (SATS).

About 200 members who could not be accommodated in the small venue stood outside the doors, but inside the shopping centre, he said. Some people stood on a first floor balcony.

At about 11 am, 70 policemen armed with sjamboks, shotguns and pistols entered the premises, some stationing themselves at the only entrance to the shopping centre, others on both floors, Mr Naidoo said.

They did not order people to disperse and the meeting continued, he said. About 10 minutes later, a group of policemen began to move people on the first floor towards the stairs.

Policemen blocked the top of

the stairs and, as people stopped there, they were beaten with sjamboks, he said. "The victims began to scream and run away. As they did so, they were also assaulted by other policemen," Mr Naidoo said.

On the ground floor, police began to assault people, who could not leave because police blocked the single exit.

Mr Naidoo said a Sarhwu member, Mr Patrick Molefe, who supplied a supporting affidavit, saw a policeman inside the centre fire his shotgun towards the entrance. "It appeared to Mr Molefe that he struck a person about 6 m away from him."

An organiser for the Chemical Workers Industrial Union, Mr Wesley Dumo, who supplied a supporting affidavit, saw the bodies of two men on the floor. "One of these men was breathing heavily, the other appeared to be dead," Mr Naidoo said.

Mr Naidoo said a white man, in plain clothes, told people they had not seen anything and should sign a statement saying so.

A Metal and Allied Workers' Union official, Mr Ben Petersen heard a conversation between a Defence Force officer and a person he believed was a senior SAP officer, Mr Naidoo said.

According to Mr Petersen, the SADF officer said "What will the story be?" The police officer said "Let's put it this way. There was a riotous meeting in the street. This is unlawful because of the state of emergency. We took action when they got out of control."

Interim order postponed

An urgent application by the Congress of South African Trade Unions (Cosatu) for an interim order restricting the police from assaulting people on Cosatu's Germiston premises was yesterday postponed in the Rand Supreme Court to Monday.

Mr Justice M S Stegmann postponed the application after counsel for the Minister of Law and Order, the Commissioner of Police and the Divisional Commissioner, East Rand, argued that an interim order could not be granted against a government official for 72 hours after notice of the application had been given.

Mr J Coetzee SC said his clients had only received notice of the application yesterday morning.

Cosatu is asking the court to interdict members of the police temporarily

from disrupting meetings at their Germiston premises or unlawfully assaulting, intimidating or interfering with people on the premises.

Counsel for Cosatu Mr Bob Nugent yesterday said railway workers and members of Cosatu affiliate, South African Railways and Harbours Workers Union (Sarhwu), needed to have meetings because a strike in which they were involved had reached a crucial stage. However, they were afraid that if they did meet, their meeting would be broken up and they would be assaulted by police, Mr Nugent said.

He asked Mr Justice Stegmann to use his discretion to shorten the 72-hour period of notice. The judge refused, saying the workers were involved in an illegal strike and therefore did not have a clear right to meet

Cosatu appeals for interdict

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24/4/87

Dispatch Correspondent

JOHANNESBURG — An urgent application brought yesterday by the Congress of South African Trade Unions (Cosatu) to prevent police from acting unlawfully against union members at Cosatu's Germiston premises has been postponed to Monday.

The respondents to the application, brought in the Rand Supreme Court, are the Minister of Law and Order, the Commissioner of Police and the Divisional Commissioner of Police of the East Rand

In an affidavit, the general-secretary of Cosatu, Mr Jay Naidoo, said the application was brought after the Commissioner of Police did not respond to Cosatu's request yesterday for an undertaking that police not use life-endangering weapons without lawful cause or warning and unless life or property was threatened.

He said the severity of police assaults against union members had produced a fear that members could be similarly assaulted if they gathered on the Germiston premises again for law-

ful meetings without the court's protection

The affidavit asked that police be interdicted from unlawfully assaulting, intimidating or interfering with those on the premises while they conducted themselves in a lawful manner and that this be made known to all SAP members

It asked that the court make the application an interim interdict pending a final decision

Mr Naidoo said about 70 police arrived at the Germiston premises armed with sjamboks, shotguns and pistols, and some went to the first floor where South African Railways and Harbours Workers' Union (Sarhwu) members were meeting.

They began moving people from a balcony

and unprovoked assaults followed, he said Mr Naidoo said eyewitness affidavits said, contrary to reports to the press, that police did not issue a warning or call for dispersal prior to the assaults

A Sarhwu member, Mr Patrick Molefe, said in his affidavit he saw a policeman with a shotgun and a body lying on the ground.

"He appeared to have been running out when he was shot at near point blank range," Molefe said

Mr Naidoo said it was later confirmed there were three dead He said the assaults continued for about 15 minutes

He said the "vicious" nature of the assaults and the absence of any legitimate reason there-

for led him to believe they were an attempt to intimidate Sarhwu and trade union members to desist from industrial action

When visiting the premises later, Mr Naidoo and his lawyer said they heard two white policemen telling blacks in an office in the same building they had not seen anything and should sign a statement to this effect

Mr Justice M S Stegmann said while the courts tried to protect the right of free association, the right to meet included the possibility of discussing continuing an illegal strike.

He postponed the hearing to give the respondents time to file return affidavits as they had not been given 72 hours notice of the application

140A

DD 24/4/87

TO ADVERTISE ON THIS PAGE — TELEPHONE EAST LONDON 26141

Business Editor
EAST LONDON — The Workers' Day public holiday on May 1, this year should be regarded as a paid holiday for industry workers "by intent" — in spite of the fact that the legal requirements for making it an official factory holiday are not in place

* That is the recommendation from the President of the Border Chamber of Industries (BCI), Mr John Rich, following confusion about the recent proclamation by the State President, Mr P W Botha, of the first Friday in May every year as a public holiday to be known as Workers' Day.

That day falls on May 1, this year

According to a circular issued by the BCI, the confusion arises from the fact that, while the State President has the power under the Public Holidays Act of 1952 to proclaim a public holiday, that holiday need not apply to indus-

May 1 is paid holiday — BCI

try, which is governed by the Basic Conditions of Employment Act and various industrial council agreements

The Basic Conditions of Employment Act can be changed only by parliamentary amendment, a change which cannot be made before May 1, because parliament is not sitting. The act specifies that factory employees, including office staff associated with factory premises, are entitled to public holidays on full pay only on New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Vow and Christmas Day. The Friday after Ascension Day is not regarded as a public holiday

Mr Rich said that major industrial employers represented on the BCI's executive commit-

tee agreed that, while there did not appear to be any legal base for a factory holiday on May 1 this year, the intent of the State President's announcement was obviously that Workers' Day should apply to factory employees and they would be treating it as a paid public holiday

The first Friday in May this year is, coincidentally, May 1 — the date of the "May Day" holiday demanded by some trade unions. May Day falls on a Sunday next year

The BCI, in urging employers to be "pro-active" in discussing the issue with trade unions, outlines a number of options. Grant May 1, as an additional paid public holiday in 1987 only; Grant May 1, as a paid holiday from 1987 on-

wards, recognising that shops and offices will receive the first Friday in May. Negotiate a substitution of May 1, for an existing paid holiday, such as the first Friday in May. Adopt a "no work, no pay, no penalty" approach if factory workers absent themselves

"Employers are urgently advised to consider the industrial relations implications of the fact accomplished that the first Friday in May is a public holiday for a large number of employees and the effect that it will have on sound industrial relations and the collective bargaining situation," the BCI said

● The BCI has pointed out that the proclamation of Monday, June 1 this year as a public holiday to celebrate the Republic of South Africa's 26th anniversary which falls on Sunday, May 31, also raises the question of whether it is a paid holiday for industry or not

Cap. Tink 25/10/77

Bid to arrest Sarwhu man on Matie campus

Staff Reporter

STELLENBOSCH. — A man claiming to be a security policeman yesterday tried to arrest a SA Railways and Harbours Workers Union (Sarwhu) shop steward at an open-air meeting at the University of Stellenbosch, but was thwarted by students.

The shop steward, Mr Morris Mdou, was approached by the man — later identified as a Mr Deon Goosen — after addressing about 200 students about the South African Transport Services (SATS) strike and the sacking of 16 000 workers this week.

The meeting was called by Nusas and the Black Students Organization of Stellenbosch as part of the Nusas one-person-one-vote campaign.

Mr Mdou was asked by the man to accompany him, but about 10 students surrounded the man and demanded to see Mr Goosen's police ID card, witnesses said.

Mr Goosen told the students that it was "none of your business".

A scuffle broke out in which Mr Goosen landed on the ground and students led Mr Mdou away.

Mr Goosen then showed the group of students a police ID card and followed Mr Mdou.

A second scuffle between the students and Mr Goosen, who was assisted by the Afrikaner Weerstandsbeweging student branch chairman, Mr Dawid Walters, broke out in the art faculty building.

This gave Mr Mdou a chance to leave the campus in a car.

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W/C ALEM
25/4/87

State's plans for trade unions

LABOUR AFFAIRS
DICK USHER



THERE are strong signs, if statements by Cabinet Ministers in a pre-election situation mean anything, that the Government has plans for trade unionism in South Africa

Early this month Foreign Minister Pik Botha told an election meeting in Benoni that the Government was very concerned about the increasing militancy of some black trade unions and was giving it serious attention

He spoke about the

"outrageous and irresponsible" demands of elements in trade unions and warned that if they continued it could lead to the end of trade unionism in South Africa

He advised militant trade unionists to look at "their comrades north of the Limpopo"

In Zimbabwe trade unions had virtually no power and were controlled by the Minister of Labour who could decide on working hours and wages

One objective difference between the two situations which Mr Botha either ignored or was not aware of is that at least unionists in Zimbabwe have some say in deciding who shall govern them

This week Minister in the Office of the State President Alwyn Schlesbusch told a meeting in George that further legislation in the labour field was in the pipeline to eliminate situations such as the South African Transport Services strike

He gave his audience an assurance, which can only be seen as ominous, that after the May 6 election the situation would be "normalised"

SMOTHERED

He also claimed that the country's enemies had chosen the labour field to make political capital before the election and that if certain subversive actions had been planned for the election these would be smothered at birth

And, if you go back to last year, there was a speech by Manpower Minister Pietie du Plessis to the congress of the South African Iron, Steel and Allied Industries Union in which he said that the Government would act against trade unions which pursued "dubious political goals"

He said it was "deplorable" that attempts were being made to use the labour arena to achieve political aims

"The South African labour system's freedom lends itself to misuse by trade unions," said Mr du Plessis

The Government had not shut its eyes to this.

● (News by D Usher, 122 St George's Street, Cape Town)

CAPC TUKAS 25/4/87

Second Cosatu application filed

Own Correspondent 1401X

JOHANNESBURG. — Cosatu yesterday filed another urgent application against the Minister of Law and Order in the Rand Supreme Court asking that police be prevented from committing unlawful acts on it and its affiliates.

The application will be heard on Tuesday.

Sapa reports that in the Rand Supreme Court on Thursday, an affidavit noted that a senior police officer was overheard planning "what the story would be" after three people died in a police attack on railway strikers in Germiston on Wednesday.

Reading his affidavit, Mr Jay Naidoo, Cosatu's general secretary, said the police committed unprovoked and vicious assaults on strikers who had been holding a peaceful meeting. At least one unarmed person was shot while running away, he said.

He said a Metal and Allied Workers' Union official, Mr Ben Petersen, overheard a conversation between a SADF officer and a person believed to be a senior officer of the SAP.

The SADF officer reportedly said: "What will the story be?" The SAP officer replied: "Let us put it this way. There was a riotous meeting in the street. This is unlawful because of the state of emergency. We had to take action when they got out of control".

The police deny the allegations and say they will present replying affidavits on Monday.

SIX weeks of industrial conflict provided the spark which set alight the railway workers' dispute — and culminated in this week's confrontation in which six blacks were shot dead by police.

The slow burning fuse was lit during the weekend of Friday March 13 when about 560 City Deep SATS employees downed tools after a colleague was dismissed. The following Wednesday 2,000 at nearby Kaserne downed tools in sympathy.

The strike spread and SATS was given sweeping powers of dismissal by Government as more than 8,000 workers in the Southern Transvaal region were involved in the stoppage.

The strike gained momentum when 3,000 East Rand workers came out in sympathy. SATS refused to negotiate with SARHWWU (SA Railways and Harbours Workers Union) claiming it represented a minority of the workforce.

SATS: HOW THE FUSE WAS LIT

By SAMKELO KUMALO

(BLATU) which is scorned by Sarhwwu as SATS's "sweetheart" union. Teargas was used to disperse about 240 workers at Johannesburg station when the strike entered its 11th day — this after a break through was almost achieved the previous Monday.

On March 24, a further 1,000 workers in 10 areas joined the strike and the container backlog grew from 400 to 1,700. Some 80 depots were reported to have joined the strike, including one as far afield as Standerton.

SATS was still refusing to negotiate with the COSATU-affiliated SARHWWU. The chairman of the Federation of SATS Trade Unions, Mr Jimmy Zurich, suggested that the strike be put down with tough action.

Workers could be on strike SATS put the figure at 11,000 but said the door for negotiation was still open.

A decision to dismiss the workers had not yet been taken.

Workers now said that, in addition to earlier demands they wanted racism eliminated and the re-introduction of the disciplinary code.

On March 27 SATS threatened to dismiss 15,000 strikers. The general secretary of BLATU, Mr Martin Makhoba, appeared to his members to return to work and said the 1981 agreement between SATS and BLATU contained no strike clause.

The umbrella union, COSATU, came out in support of the strikers and urged the authorities to negotiate in good faith with workers and their SARHWWU representatives.

The two-week strike was so far reported to have cost Sats about R5-million.

On March 29 SATS issued a "no work, no pay" warning and the number of strikers jumped to 16,000.

Workers were accused of attacking those reporting for work. The UDF threw its weight behind the strikers in the 17-day dispute.

Sats also alleged that some staff members at picket control points were physically intimidated by strikers.

On April 1 the dispute deepened when more than 4,000 SARHWWU workers rejected affiliation to BLATU or any union other than the house staff association.

In a surprise development this week South African Railways and Harbours Workers' Union (SARHWWU) educational chairman Mr Mike Roussos and a colleague paid a visit to the in-

house staff association. In a surprise development this week South African Railways and Harbours Workers' Union (SARHWWU) educational chairman Mr Mike Roussos and a colleague paid a visit to the in-

When 28 strikers were arrested for alleged intimidation, workers threatened to escalate the strike and spread it to other areas in the country.

On April 2, SATS said the strikers were endangering their bonus pay. Workers were estimated to have lost about R3-million in wages and salaries by then. White workers picketed in to do jobs vacated by strikers.

Mr. E. Louw, Minister of Transport, accused the UDF and COSATU of being behind the strikers. He denied allegations that workers were not allowed to join other unions except BLATU.

SATS said employees stood to lose R8-million in bonuses if they did not return to work. COSATU and UDF representatives pledged solidarity with the strikers.

Few strikers returned to work on the April 3 dead-end.

Wages and salaries lost by the striking workers were estimated at about R12 million.

On April 7 SATS rejected COSATU's offer to mediate. SARHWWU called for a ballot to test its support among the workers to disprove SATS' allegations that it did not have much following.

On April 10 hundreds of workers were reported detained under the emergency regulations after attending an illegal gathering in the Eastern Transvaal.

Four days later Soweto was tense when four trains were set alight and armed security forces were used to guard trains. Some services were suspended.

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Four days later Soweto was tense when four trains were set alight and armed security forces were used to guard trains. Some services were suspended.

SATS completed the process of dismissal of its estimated 18,000 strikers on Friday afternoon. Hanson officer Mr J.C. van Rooyen said yesterday.

Wages and salaries lost by the striking workers were estimated at about R12 million.

Damage to SATS' property — most of it to 75 coaches which were damaged or destroyed in the Transvaal — is presently estimated at R25 million.

'Workers were misled over facts of strike'

By JOHANN VERSTER

SATS have claimed the six-week strike which ended this week with the dismissal of thousands of workers could have been prevented had the striking workers

been properly informed. In a surprise development this week South African Railways and Harbours Workers' Union (SARHWWU) educational chairman Mr Mike Roussos and a colleague paid a visit to the in-

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Sats

• Many fear unfair dismissal
• Rents increase as salaries go up
• Big fines for being late

WORKERS AT THE GUN

By CHRIS GUTUZA

MANY railway workers are angry at the way they are treated by the South African Transport Services (Sats), a SOUTH investigation has shown.

Workers interviewed claimed that, among other things, they were unfairly dismissed, fined for being late for work, treated badly by some foremen, and paid unfair rent scales at the hostel in Phillippi.

Most workers feared dismissal and that some had even appealed against their dismissal.

"The dismissal seems to be a way of removing chaff," one worker said.

Sats said there was no substance in allegations that workers were dismissed, especially not those under suspension.

According to branch secretary of the South African Railway and Harbour Workers Union (SARHWU), Mr Denis Makati, Sats labourers are unhappy with the treatment they endure from their foremen.

A labourer, Mr L Mafereka, who was dismissed with 24 hours notice, was threatened at gunpoint by a foreman, his lawyer told SOUTH.

The Union appealed to SATS on his behalf and a charge was laid against the foreman.

Mr Mafereka claimed that last November a foreman at Woodstock station ordered him to work late and trained a gun on him.

Mr Mafereka was forced to work for 30 minutes at gunpoint with the foreman swearing at him all the time. The foreman moved away when he saw other workers were watching. The matter was reported to Sats, but nothing came of it. After a meeting at which Mr Mafereka was not present, he was told to go back to work.

Sub justice

A month later he was given 24 hours notice with no reasons for his dismissal, a union spokesman said. Sats confirmed that Mr Mafereka reported the matter to the police and that "the case was sub justice". Workers also complained of paying

"massive fines" for arriving late at work.

"It normally starts with a warning or a fine of R4. Then it escalates in leaps and bounds to reach amounts well over a hundred rand."

"The fact that you arrive only ten minutes or an half hour late is not taken into consideration," a Sats employee said.

Sick daughter

According to SARHWU an appeal was lodged on behalf of Mr C J Michaels who was suspended and eventually fired after being an hour late for work.

Mr Michaels claimed he was late after being up all night attending to a sick daughter. He missed the train by a few seconds and phoned his employer to explain.

Mr Michaels received a letter from SATS on 21 January 1987 informing him that his wages had been reduced from R8,100 a year to R4,560. The letter said the reduction was because he was an hour late.

Mr Michaels appealed to SATS to be lenient, because he already struggled to survive on R675 a month.

"I can hardly cope with a salary of R675 a month as I am repaying a SATS loan of R200 a month as well as other household expenses."

SATS suspended him without pay on February 2, 1987, and the same day he received a letter notifying him that he had been demoted.

The letter added that Mr Michaels had the right to appeal against the notice within 14 days of his dismissal.

Disruptive

Sats said that workers arriving late disrupted the smooth running of things.

"Sometimes it is necessary to resort to disciplinary action in cases where employees do not heed to warnings to improve their work attendance," the organisation said. The other major allegation is against

the scale of rents for Sats employees. Railway personnel living at a resident hostel in Phillippi complain that labourers earning R307 a month pay R82 rent, while clerks who earn about R 900 a month pay R198.

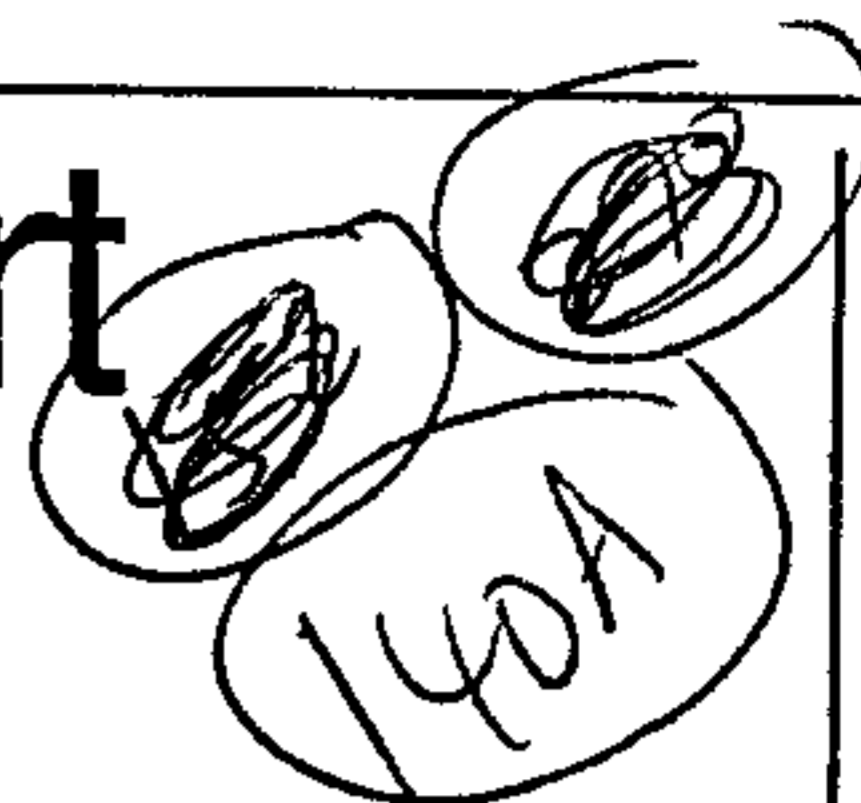
Deaf ears

Higher paid residents have repeatedly voiced their dismay at hostel committee meetings. Their persistent call for a single rent for all residents, irrespective of their salary, have repeatedly fallen on deaf ears.

"It's unfair. We eat the same food and use the same facilities, yet for some it is cheaper than for others," a resident said.

In reply Sats said "As in the case of all Sats hostels provisions are made whereby complaints are dealt with." In reply to a question whether staff benefits apply equally to all races, Sats said, "not at this stage."

Cosatu support SATS strikers



By MONO BADELA

THE giant Congress of South African Trade Unions (Cosatu) has come out in support of 14,000 striking railway workers who have virtually paralysed the transportation services in the Johannesburg area.

In a statement, Cosatu called on SATS to overhaul its "labour relations strategies" and negotiate in good faith with the workers and their union, the South African Railways and Harbour Workers' Union (SAR&HWU).

It also condemned government interference and asked employee organisations to urge SATS to resolve the dispute as speedily as possible.

Free rides

White workers were called in this week to ease the congestion at SATS railway and distribution centres. Commuters were greeted with the unusual sight of white women sweeping the floors at Johannesburg station.

Commuters on trains from the black townships to the city got free rides because black barrier guards and ticket

collectors had also joined the strike.

However, they had to put up with the stench of overflowing toilets and rubbish that had not been collected since March 13 at Johannesburg's Park Station.

The two-week-old strike was given an added dimension earlier this week when the government issued a special promulgation giving SATS the right to dismiss striking workers without notice.

A SATS spokesman said on Wednesday that so far no worker had been dismissed and that negotiations were continuing. He also confirmed that the strike had caused a backlog in the delivery of 2,000 containers.

The strike was triggered off by the dismissal of a driver who had a R40 shortfall in money due to SATS. He was later reinstated and fined R80 but he refused to pay. The union demanded his unconditional reinstatement.

The strike is the biggest in the public sector since the 1980 strike by Johannesburg's black municipal workers.

Factory 'cans' 700 workers

CP Correspondent

MORE than 700 workers have been dismissed from a major fruit canning factory in East London following a wage dispute

The workers, who were locked out of Langeberg factory and dismissed on April 7, have accused the company of using coloureds to replace them

Langeberg management said certain differences had arisen between themselves and the National Union of Food Workers over wages and conditions of employment, but accused workers of disrupting production

"Although considerable progress was being made towards an amicable settlement, the workforce repeatedly disturbed production by various means, including go-slow action and intentional neglect of duty

"Management on a number of occasions pointed out to the NUFW and the workforce that such actions were illegal

"Unfortunately, management's efforts in this direction were largely ignored - particularly by the day shift. This resulted in the dismissal of this shift on April 7," the statement said

The NUFW has accused the Western Cape branch of the Food and Allied Workers' Union - a rival union - of sending scab labour to replace the dismissed workers

Fawu general-secretary Jan Theron said these allegations were "completely untrue"

"Our union is completely against workers scabbing against others," he said

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CP Reporter

23 000 miners strike

TWENTY-three thousand miners at the Johannesburg Consolidated Investment-owned Randfontein Estates and Western Areas mines have been on strike since Wednesday night in protest against the company's retrenchment program which will affect at least 2 310 miners.

The situation at both

mines has been described as quiet but tense.

National Union of Mineworkers assistant-secretary Marcel Golding said the entire black work force at both mines was involved in the work stoppage because JCI's action "was a clear demonstration that it

put profits before workers".

"Attempts at negotiation with JCI management proved futile as they remained intransigent in regard to retrenchment and the strike is likely to go on today," he said

JCI spokesman JJ Nel said the strike - which was

"illegal" - was in connection with the retrenchment program which had been under discussion with NUM officials since August last year.

Nel said phase one of the retrenchment program has already been implemented and 367 workers at Rand-

fontein and 1 453 at Westonaria had been retrenched.

Nel said the retrenchments became necessary after the introduction of load haul dumpers which scoop up broken rock underground at the two mines.

"It allows for the most efficient recovery of the product in terms of the grade of the ore mined," said Nel

Maties defy ban on trade unionist

By SYBRAND MOSTERT

STELLENBOSCH students defied a ban by their vice-rector on a trade union speaker — and then twice fought off a man, claiming to be a security policeman, who attempted to arrest the unionist

The students were told by Professor J de Villiers that they could not listen to a speech by an official of the striking SATS workers

Mr Morris Ndou, a SA Railways and Harbours Union (SARHU) shop steward, was scheduled to address the students at lunchtime on Friday.

According to Mr Jaco Malan, chairman of the Stellenbosch Nusas branch, the students arrived at the meeting to find the doors of the venue locked

In defiance of the ban, Mr Ndou had spoken to about 300 students from the library steps

"Before a motion expressing support for the striking workers could be put to the vote, and condemning the killing of SAHRU workers by the police could be tabled, the meeting was disrupted when a person — who later identified himself as an official of the SAP — attempted to arrest the speaker"

About 10 students surrounded the man and demanded to see his identification papers, which he refused to produce

A scuffle followed and the official was knocked to the ground, while Mr Ndou was led away by students

Mr Malan said the official was hit by two students. He had then shown them his police ID card and sped off in pursuit of Mr Ndou

A second scuffle ensued in the art faculty building between the students and the official, who was then assisted by the Afrikaner Weerstandsbeweging student branch chairman, Dawid Walters.

In the commotion that followed Mr Ndou was able to reach his car and leave the campus

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Cosatu seeks restraint order

The six-hour police blockade of the Johannesburg headquarters of the Congress of South African Trade Unions (Cosatu) on Wednesday will have a sequel in court tomorrow when Cosatu asks for an order restraining the police from disrupting lawful trade union activities in the building.

Cosatu is also contemplating suing the police for damage incurred in the raid. This is estimated at R53 000.

In its application for a restraining order tomorrow, Cosatu will ask the Rand Supreme Court to direct the Minister of Law and Order and the Witwatersrand Divisional Commissioner of Police to return all property seized by police in Cosatu House during the raid.

The labour organisation's lawyer, Mr Peter Harris, said the seizure of such fundamental items as cheque books and other financial records had made it impossible for the trade unions concerned to continue with their day-to-day activities.

The urgency of taking action to recover the records was underscored by the fact that wage talks in the mining and metal industries were threatened with disruption, he said.

Cosatu will also be seeking an interim order preventing the police from assaulting, interfering with or intimidating members of Cosatu and its affiliated unions.

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27/4/87

Cosatu seeks SAP court order

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Cosatu will ask the Rand Supreme Court to direct the Minister of Law and Order, Mr Adriaan Vlok, and the Witwatersrand Divisional Commissioner of Police to return all the property seized by police in Cosatu House.

Cosatu's lawyer, Mr Peter Harris, said the seizure of items as cheque books and financial records made it impossible for the unions concerned to continue with their day to day activities

— sapa

Section 28/4/87

Rally plan is refused

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A PRETORIA magistrate has turned down an application for an open air May Day commemoration service which was to be held in Mamelodi on Friday (May 1).

This was announced yesterday by a spokesman of the Congress of South African Trade Unions (Cosatu) at a Press conference in Pretoria. He said no reasons were given for the decision.

He added that his organisation was granted permission to make use of church buildings.

"May Day celebrations will be held throughout the region starting 10am on Friday. Our shop stewards will conduct services in Mamelodi, Atteridgeville, Soshanguve, GaRankuwa, Mabopane, Brits, Phalaborwa and Pietersburg," he said.

Union asks for order of restraint

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The urgency of taking action to recover the records was underscored by the fact that wage talks in the mining and metal industries were threatened with disruption, he said.

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CAPE TIMES 28/4/77 (140A)
Cosatu court action

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ARGUS 28/4/87

Slim pickings for paid-off strikers

The Argus Correspondent

JOHANNESBURG. — Hundreds of South African Transport Services (Sats) strikers who have been paid off are stunned at the meagre paypackets they received — less than R10 in many cases.

As former Sats workers queued under armed guard at payout offices across the Reef yesterday, management repeated its offer to rehire strikers on the basis of their past records of loyalty and service.

Workers received letters with their pay-slips informing them they had been dismissed for striking illegally and for failing to return to work when advised to do so.

The letter told workers they could re-apply for jobs and warned them to return Sats uniforms and provident-fund cards.

The South African Railways and Harbour Workers' Union (Sarwhu) remains determined there should be no selective re-employment.

A Sarwhu spokesman said that after a weekend meeting of delegates from different depots, it had become clear "the majority of workers feel they do not consider themselves as fired. They feel they will not crawl back to management to apply for re-employment".

He accused management of using "propaganda to confuse the workers" and making promises to get them to return to work.

The union was still prepared to settle the dispute, sparked by the dismissal last month of a driver at the City Deep depot, he said.

Apart from reinstatement of all strikers, Sats workers are demanding an assurance that nobody will be victimised if they return to work. They also insist they will not return before their main grievances are addressed.

Sacked Sats workers press for negotiations

28/4/79
 THE MAJORITY of the striking Sats workers dismissed last week had resolved they would not apply for re-employment but would rather continue pressing for the right to negotiate over their grievances, a spokesman for the South African Railways and Harbours Workers' Union (Sarhwu) said yesterday

This was the outcome of a series of meetings held by the workers over the weekend and yesterday, he said

Yesterday Sats said that, although hundreds of unemployed people had streamed to its recruitment offices, it would employ only very few "for a week or two" to allow the dismissed workers the first option of applying for available positions

A Sats spokesman said few strikers had applied for re-employment yesterday. He believed they were waiting until tomorrow when the process

1407 B Day
 ALAN FINE
 of dismissal and the collection of wages owing would be largely completed. He put the total number dismissed at 16 200

The Natal regional executive of the Black Trade Union of Sats (Blatu), which offered to mediate just before the dismissals, yesterday issued a statement "clarifying its position" on the strike

It condemned last week's police shootings when six strikers died and called on Blatu's national leadership to make a "generous donation to the families of the deceased"

However, it criticised Sarhwu for conducting the strike ineptly and for reneging on agreements reached in talks between leaders of the two organisations

strong surge today for SA gold shares
We've seen a
strong surge today for SA gold shares
Trust, had uniered over proccare

SOME supermarkets have run out of stocks because of deliveries delayed by the rail strike.

In one instance, road transport permits were refused to a retail chain which wanted to fetch supplies

Food director for Checkers warehousing stores Paul Susan said yesterday Checkers had been refused permits to bring coffee supplies by road from Newcastle to Johannesburg

Business Day yesterday canvassed major retail chains to assess the effects of the six-week-long strike

They reported delivery delays of up to two weeks, resulting in shortages — particularly at stores in outlying areas — of canned foods, glassware, coffee, towels and linen

Susan said "We are going out of our

Shop deliveries hit by rail strike

NORMAN SHEPHERD

heads because we can't get stock to the country stores, which rely on rail services Our biggest problem has been getting canned goods from Cape suppliers to our stores"

Pick 'n Pay warehouse manager James Dickerson said "We have had a few problems with supplies of canned goods and glassware, but the containers

To Page 2

Supermarkets go short in wake of rail strike

have started coming in fast Goods we expected two weeks ago are pitching up now"

Dion warehouse manager Theo Gerher said initially deliveries of towels, linen and other consumer goods had been delayed, but that five-day delays of containers had been cut to two days PX (small containers) were being delivered within 24 hours.

Frank Wells of UPC retail services, in charge of group distribution for Edgars, Sales House and Jet, said "We acted to alleviate the problem Cape goods were brought up by road Non-striking Sats staff coped with our goods traffic at Kaserne"

Association of Freight Forwarders executive director Alan Cowell said a delay of three days was the average.

Sats PRO Elmarie Roux said that for the first two weeks of the strike, which began on March 13, there was a backlog of 2 000 containers at the City Deep depot, south of Johannesburg This represented a two-day delay in deliveries, which was soon worked off, she said

There was also a two-day delay at the Kaserne depot, south of Johannesburg, but there were no delays at smaller depots Transport of bulk goods such as sugar and coal was unaffected, she said

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Police undertake not to harass Cosatu

Own Correspondent

JOHANNESBURG — The Divisional Commissioner of Police for the Witwatersrand gave an undertaking in the Rand Supreme Court yesterday that police would not unlawfully assault, harass or intimidate the Congress of South African Trade Unions (Cosatu) and its members at their Johannesburg headquarters

The undertaking was given by the commissioner without admitting any of the allegations made by Cosatu

Police gave the undertaking after Cosatu brought an urgent application before Mr Justice Gordon against the Minister of Law and Order and the commissioner for an order interdicting police from assaulting union members at Cosatu House. The application was postponed till May 19.

'Sheer vandalism'

Cosatu general secretary Mr Jay Naidoo said in an affidavit that police activities at Cosatu House last Wednesday had extensively damaged the structure of the building as well as property belonging to the union

He said it was apparent from other

affidavits in support of the application that there was no need for this damage which "amounted to sheer vandalism in many instances"

Mr Naidoo said police had randomly and indiscriminately assaulted certain members of Cosatu and its affiliates, ransacked many of the offices and removed documents

He said police had also placed "noxious substances in consumables such as coffee and powdered milk".

"The loss of the documents taken by the SAP has had a paralysing effect on Cosatu and its affiliates.

"The damage caused was wanton and malicious," he said, "and leads me to believe that the members of the SAP concerned were out of control and that those in authority were either unable or unwilling to exercise the necessary control over those under their command"

□ An application by Cosatu to hold a May Day rally at Currie's Fountain in Durban was yesterday refused by the Chief Magistrate of Durban, Mr J J Pienaar

This was confirmed last night by Mr Thami Mohlomi, Natal regional secretary of Cosatu

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29/4/87

Challenge to dismissals

Own Correspondent

JOHANNESBURG. — The South African Railways and Harbours Workers' Union (Sarhwu) said yesterday that it would challenge the dismissal of SATS employees, about 18 000 union members, in the Supreme Court.

The union said it believed the dismissals were illegal because they went far beyond the legitimate powers of the general manager of SATS.

The union said most of the workers have resolved not to apply for re-employment but would rather to continue pressing for negotiations.

The union also alleged last night that members of the security forces had been intimidating strikers.

A police spokesman said it was not possible to contact the appropriate officials for a response to the allegations.

□ Post Office management and the Post Office and Telecommunications Workers' Association (Potwa) were last night trying to arrange a meeting to discuss a Potwa precondition for the continuation of negotiations to end their four-week-old strike.

Cosatu gets SAP undertaking on the use of force

29/4/87 Day

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THE Divisional Commissioner of Police for the Witwatersrand gave an undertaking in the Rand Supreme Court yesterday that police under his command would not unlawfully assault, harass or intimidate the Congress of SA Trade Unions and its members at its Johannesburg headquarters.

The undertaking was given by the Commissioner without admitting any of the allegations made by Cosatu about police activities after they surrounded and searched Cosatu House in Johannesburg last Wednesday.

Police gave the undertaking after Cosatu brought an urgent application before Justice G Gordon against the Minister of Law and Order and the Commissioner for an order interdicting the police from assaulting union members at Cosatu House.

The union had also asked the court to order the police to return union property seized last week.

The application was postponed until May 19 after the undertaking was given.

The court was told police had given the undertaking without admitting any of the allegations against them.

Counsel said the police contended they had, at all times, acted lawfully and had continued to do so.

The court was told the Commissioner would communicate his undertaking to all policemen who did duty at Cosatu House.

The police also agreed to return items seized last week. These were seven video tapes, one dictionary, two copies of the Labour Bulletin, two containers of telex discs, a list of Press telephone and telex numbers, an envelope of cassette tapes and four VHS video tapes.

SUSAN RUSSELL

Cosatu general-secretary Jay Naidoo said in an affidavit that police activities at Cosatu House last Wednesday had extensively damaged the structure of the building as well as property belonging to the union and its affiliates.

He said it was apparent from other affidavits in support of the application that there was no need for this damage, which "amounted to sheer vandalism in many instances".

Naidoo said police had entered Cosatu House at about 5.30pm and began to remove railway workers from the hall where they had had a meeting.

After that, he said, the police moved through the remaining 11 floors of the building.

Naidoo said police had randomly and indiscriminately assaulted some members of Cosatu and its affiliates, ransacked many of the offices and removed documents and other articles.

"The loss of the documents taken by the SAP have had a paralysing effect on Cosatu and its affiliates."

"Many of the documents seized, such as cheque books, financial records, in the case of Sarhwi, and other general trade union documents and correspondence removed from Cosatu House are essential to the continuance of normal trade union activities."

Naidoo said the entire structure of labour relations in SA had been threatened by the police's actions.

"The damage caused was wanton and malicious," he said, "and leads me to believe that the members of the SAP concerned were out of control and that those in authority were either unable or unwilling to exercise the necessary control over those under their command."

Sarhwu to challenge dismissals

ALAN FINE

THE South African Railways and Harbours Workers' Union (Sarhwu) said yesterday it was to challenge the dismissal of about 18 000 Sats employees in the Supreme Court.

The union said it believed the dismissals were illegal because they went beyond the legitimate powers of the Sats GM.

The union said most of the dismissed workers had resolved not to apply for re-employment.

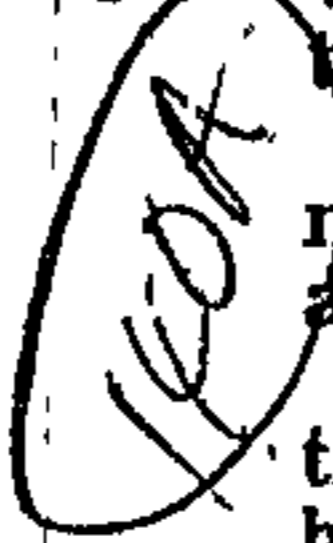
The union also alleged last night that members of the security forces had been intimidating strikers by trying to force them back to work at gunpoint, harassing their families, and helping to evict them from their hostels.

Lieutenant-Colonel Labuschagne of the SAP public relations directorate said it was not possible to contact the appropriate officials for a response to the allegations. But he believed it was impossible that the police would act in this way.

A Sats spokesman said thousands of dismissed strikers had indicated their intention to apply for re-employment by asking for application forms at payout points over the last two days.

The spokesman said Sats had temporarily employed 1 340 people since April 2.

29/4/87 B/Daw



29/4/87

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SOWETAN, We

POLICE 'WILL NOT HARASS COSATU'

COUNSEL representing the police yesterday made an undertaking that the police "would not unlawfully assault members of the Congress of South African Trade Unions pending the hearing of an urgent application in the Rand Supreme Court on May 19".

The undertaking was given by Mr B Bermen, representing the Minister of Law and Order, the Commissioner of Police and the Divisional Commissioner of the East Rand, following an urgent application by Cosatu for an interim order restricting the police from assaulting people on Cosatu's Germiston premises.

Cosatu had further requested that several articles that were seized from their premises on April 22, be returned and the police have agreed to do so by May 4.

By ALI MPHAKI

The articles include 7 video tapes, a Chambers dictionary, two publications of the Labour Bulletin, one envelope with sound cassettes, four VHS video tapes, a list of Press telephone numbers and telex numbers and two holders with telex discs.

Agreement

The agreement was read by Mr Justice J G Gordon and was made an order of court.

Counsel for the police said his clients had not

Court gives order

enough time to reply to Cosatu's affidavits and agreed to file an answer by May 8.

Cosatu is asking the court to interdict members of the police temporarily from disrupting meetings at the Germiston premises or unlawfully assaulting, intimidating or interfering with people on the premises.

Counsel for Cosatu last week said railway workers and members of Cosatu affiliate, South African Railways and Harbours Workers' Union (Sarhwi), needed to have meetings because a strike in which they were involved had reached a crucial stage. However, they were afraid that if they did meet, their meeting

would be broken up and they would be assaulted by the police.

The order of court read by the judge, also stipulated that the Divisional Commissioner of the East Rand would inform all the police guarding Cosatu premises about the undertaking.

The application will be heard on May 19.

140A

WE in the South African Railways and Harbours

Sarhwu states its case

who they want to represent - them, Sarhwu or Blatu.

Union want to clarify our present stand on negotiations. We need to do this because a lot of nonsense has been printed in the Press recently, some of it has come from management and other parts of it have come from Blatu (Black Trade Union). It was claimed in the Press that Sarhwu approached Blatu in order to intervene on behalf of the striking workers. This is totally untrue. It was also claimed that Mr Ntiyane was asked to lead a joint delegation of his own people and representatives of the striking workers. This delegation was to approach management in order to negotiate an end to this dispute. This was also totally untrue.

At no stage during the discussions was Ntiyane asked to approach management on behalf of Sarhwu or on behalf of the striking workers. When it became clear to the delegation that Ntiyane had his own ideas about the dispute and about the position of the striking workers, discussions were broken off and the delegation returned to the Transvaal.

In the meantime, the negotiating team went to meet with management on the Tuesday after the long weekend. They were surprised to find a joint delegation of striking workers and the Natal executive of Blatu were going to continue the negotiations from that point, and that there was no need for any discussions.

unconditionally reinstate Andrew Nedzamba and to guarantee that no workers would be victimised, they would recommend to the striking workers that they should return to work by 8am the following morning. This would be on condition that management continue to negotiate the remaining demands with the negotiating team while the other workers return to work. This was turned down by the management who seemed to feel that the workers would return to work the following morning regardless of what the negotiating team said.

The second issue that we want to deal with is the payment of the workers for the time that they were out on strike.

As far as we are concerned, the workers are still open to negotiation. We are going to make renewed attempts to contact the general manager, Dr Grove to request him to meet with the negotiating team to negotiate some kind of settlement to this dispute.

Deadline

They were also told by management that they should report to work by 8am the following morning (that is on Wednesday morning) and that any negotiations which would occur would happen after that time.

that any negotiations which take place would happen through the negotiating team talking directly to management. They went on to have discussions with management and finally put the following position to management as a way of ending the dispute before the 8 am deadline. They made it clear to management that if they were prepared to

that we have only nine thousand members in the Transvaal and that we are therefore no threat to Blatu, which they also allege has a far greater membership. If this is the case, then management should have no problems in responding to our requests for a ballot, to ascertain who has the most support, us or Blatu.

Delegation

At no stage was Ntiyane asked to intervene on behalf of Sarhwu.

In Durban our delegation met Ntiyane and some of his executive members to clarify what the situation was in Durban. We were told by Ntiyane and his executive members that they were disillusioned with Blatu, that they intended to break away from the present direction of Blatu, that they wanted to remove the national leadership and that they in fact totally rejected the Blatu constitution at that time.

Despite these claims it soon became clear to the delegation that Ntiyane was attempting to use the dispute in the Transvaal to promote his own image among the workers in order to present himself to management as the man who could solve the dispute.

What actually happened is that Sarhwu workers were approached by some workers in Natal, who were told that these workers were disillusioned with Blatu and that they wanted to express some kind of solidarity with the striking workers in the Transvaal. Some people were sent to Natal to discuss the situation with these workers and to clarify the demand of the striking workers.

11/11

THE struggle by black workers in South Africa to have May 1 declared a public holiday brings into focus their long struggle against exploitation, poverty and oppression

May Day is celebrated throughout the world as a day of solidarity among workers

In South Africa the Government has refused — since 1925 when the call grew louder — to declare the day a paid public holiday

Last year two million workers throughout the country unilaterally took May 1 as a holiday and celebrated the day

That action appears to have led to a breakthrough in the struggle to have the day declared a holiday. The State President, Mr P W Botha, has announced that the first Friday of May each year will be a public holiday to honour the workers of this country

Holiday

The first Friday of May this year coincides with May 1 — and that means a paid holiday for at least office workers

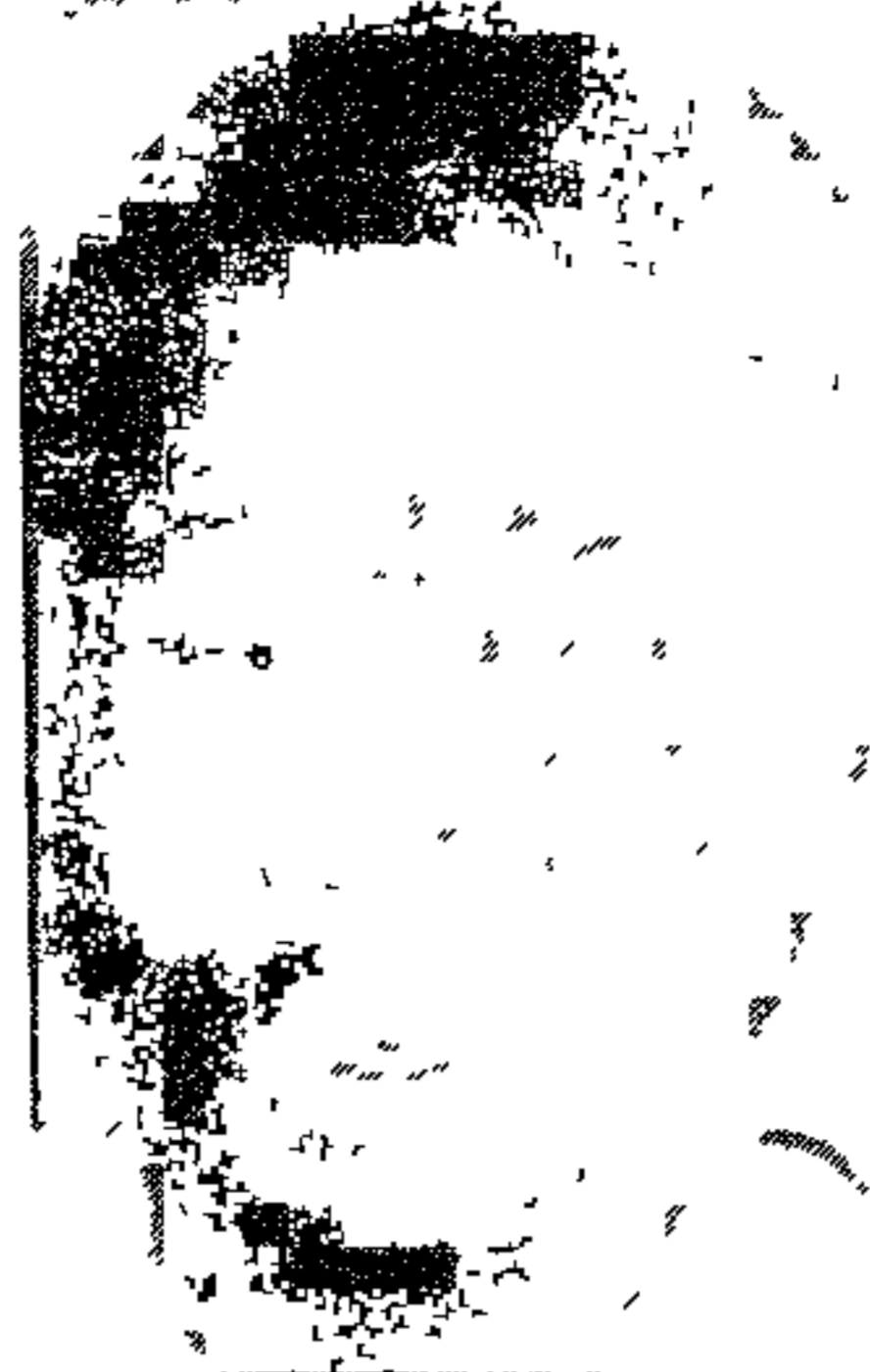
But the trade union movement has rejected this order, simply because in some years the first Friday of May will not fall on May 1 and because the holiday that Mr Botha has announced is seen as a half-hearted peace offering

May Day was first observed more than 130 years ago when Australian workers struggled for an eight-hour working day

In 1886 workers in the United States went on strike in support of their demand for an eight-hour working day. More than 200 Chicago workers were killed by police bullets as they marched in the streets



NAIDOO: "Workers are becoming more assertive."



RAMAPHOSA: Demanded commission of inquiry into death of 36 Ermelo mineworkers.



NEFOLOVHODWE: "The struggle is against apartheid and capitalist exploitation."

May Day — symbol of the workers' struggle

Since then May Day has been a day of unity among workers in the world when they come together in mass meetings to demonstrate together against suffering, exploitation, poverty and oppression

In South Africa the labour movement has, for decades, found itself in a two-pronged war: the political struggle for power by blacks and the fight for worker rights

Trade unionists say the refusal by the Nationalist Government to declare May 1 a holiday is a political decision aimed at frustrating black workers' aspirations

Wages

The National Council of Trade Unions (Nactu) — formerly Cusa-Azactu — which is based on stark social inequalities between the working class majority and the minority ruling class

"Today black workers in South Africa still work more than eight hours a day and are paid very low wages. They remain subjected to bad working conditions, injury,

killings and harassment of union officials

"Migrant workers are forced to live without their families in hostels. In the townships workers are experiencing increasing food prices, high transport fares and forced removals through the State and its agents," says Nactu

Nactu's first assistant general secretary, Mr Pandelani Nefolovhodwe, said "In our country May Day has become a symbol of the workers' struggle against apartheid and capitalist exploitation"

Nactu has 22 affiliated unions with a total membership of 480 000

The Congress of South African Trade Unions (Cosatu), whose major affiliate, the National Union of Mineworkers, boasts 369 000 members, has 36 affiliated unions and a total exceeding 600 000

Campaign

The congress this year embarked on major campaigns which characterised its defiant stance. The most important is the "Living Wage Campaign" that is being waged on a national level

Cosatu's general secretary, Mr Jay Naidoo, said "May Day this year marks the struggle of workers in rejecting oppression"

"The day comes when more workers are demanding more and are taking a much more assertive role in the worker struggle"

Mr Naidoo's observations come at a time when Cosatu affiliates are taking a stronger position against management. It was also a time when its affiliates were dogged by a series of tragedies

On March 18, 22 000 members of the South,

FOCUS

By THEMBA MOLEFE

African Railways and Harbour Workers' Union (Sarhuw) went on strike over the dismissal of a colleague by the South African Transport Services (SATS)

Last week 16 000 of the workers were dismissed for failing to heed an ultimatum to return to work. Six striking workers have been killed by the police while SATS continued to suffer losses as trains were torched

Victory

In February, members of the Commercial and Catering and Allied Workers' Union of South Africa (Ccawusa) won a victory when OK Bazaars acceded to their demand for wage increases after a three-month strike.

On April 9, 36 men were killed in a methane gas explosion at the Ermelo Collieries and 16 were injured. National Union of Mineworkers general secretary, Mr Cyril Ramaphosa, subsequently called for a commission of inquiry to investigate the explosion

He remained critical on whether the mine management learned sufficient lessons from an

earlier methane explosion at the mine in 1982 when 11 people were killed

On April 14, seven Num members were killed at the JCI's Randfontein Estates gold mine bringing to 43 the deaths at four mines in one week

Union's urgent plea on pay cuts

140A
30/4/87
Secretary

THE South African Black Municipal and Allied Workers Union brought an urgent application before the Industrial Court in Pretoria yesterday seeking an order restraining the Thokoza Town Council from reducing the salaries of their members.

In the application, the union and five of its members — Mr Templeton Sicom, Mr Bernard Magoro, Mr Craig Mdokwe, Mr

By MONK NKOMO

Harold Sizane and Mr Ngonyama Maphandla — submitted that the circular issued by the council notifying about 500 of its employees that their salaries were going to be readjusted, was invalid.

The applicants submitted that they had held negotiations with the council which acceded to their demands of a 22 percent across the board increase for its

labourers and 10 percent for senior personnel staff. The agreement was reached in October last year and the increases were effected in January this year.

According to the affidavit the council issued notices on March 30 this year notifying employees that there would be deductions from their salaries as they were allegedly being over-paid.

The presiding officer of the Industrial Council, Professor Landsman, yesterday said he had read papers that had just been submitted by the applicants and was convinced that the matter was of urgency. The hearing was postponed to May 8. He said the dispute between the two parties was not in the hands of the court and that

nothing should be done until the court makes a decision.

Professor Landsman also ordered the respondents to submit replying affidavits by May 6. He reserved judgment on the payment of the costs of application.

Unilateral

The applicants, who were represented by Sabmawu's general secretary, Mr Phillip Dlamini, submitted that the council's unilateral action of readjusting salaries without prior consultation or negotiations "are rejected out of hand and constitute unlawful deductions."

The applicants asked the council to rectify the "unfair labour practice."

The respondents were the Thokoza Town Council and Mr H A Combrink, the acting town clerk.

Rallies banned and confusion reigns on May Day run-up

By Jo-Anne Collinge

Manpower Minister Mr Pietie du Plessis is appealing to employers to "accommodate" workers and grant Workers' Day tomorrow as a paid holiday although it has not yet been made official by Parliament.

While magistrates in most major centres have refused permission for open-air May Day gatherings, a Supreme Court application over the right of the Congress of South African Trade Unions to hold a rally at Durban's Curries Fountain may be heard today.

Mr Du Plessis said yesterday that Workers' Day, as announced by the State President, was at present a paid public holiday only for office workers.

In other sectors, a paid holiday or pay rise for

people working on May 1 was a matter for negotiation between employers and workers. The Government appealed to employers to be accommodating, Mr du Plessis said.

The Independent Labour Monitoring Group estimated at least 1,5 million workers stayed home on May 1 last year, when there was no holiday. Student action may have boosted that figure to 2,5 million.

Cosatu said its plans to observe May Day were thrown into confusion by magistrates refusing permission for outdoor gatherings.

Mass rallies had been planned in Durban, Cape Town, Pretoria, Soweto, Port Elizabeth, Uitenhage, Kimberley, East London, the Vaal Triangle and

smaller centres.

In no case had permission been granted at the time of going to Press. In most centres, permission was refused under the Internal Security Act.

Cosatu publicity secretary Mr Frank Meintjies said alternative indoor venues were being organised.

The reason for the ban on Cosatu's Durban meeting was given in correspondence between chief magistrate Mr J J Pienaar and the union group. Mr Pienaar wrote that police had advised him that Cosatu's Living Wage Campaign would be discussed at the rally and this would not be in the interests of public order.

Cosatu has the opportunity to respond to the police objection.

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STAR 30/4/87

Namibian unions gear up for May Day power-play

By Brendan Seery,
The Star's Africa News Service

WINDHOEK — Former Swapo guerilla and Robben Island prisoner John Pandeni has been very busy over the past few weeks with preparations for this week's May Day rallies across Namibia

The quietly-spoken, 35-year-old general secretary of the Namibia Food and Allied Workers Union (NAFAU) and his colleagues are out to prove the point on May 1 that worker power is growing in Namibia and that the unions here are a force the authorities in Windhoek and South Africa will have to reckon with

Effectively silent

For a decade, from the late 1970s until last year, black trade unions were silent in Namibia. The umbrella National Union of Namibian Workers (NUNW), which was recognised by the International Labour Organisation in Geneva in the 1970s, lay dormant when those of its leaders who had not been arrested went into exile or backed out of union affairs.

In the 1980s, as South African union power burgeoned, there was scarcely a peep from Namibia's labour force. Workers' organisations, such as they were during that period, were not confrontational in their policies and strikes were rare.

For Swapo, whose internal political and resistance programmes had been spluttering and stalling, the prospect of reviving the union machine and climbing into the driving seat must have been tempting and early last year Mr Pandeni, with other prominent Swapo figures including Mr Anton Lubowski, Mr Ben Uulenga and Mr Barnabas Tjizu, began the union revival campaign.

A new NUNW steering committee was set up while politicisa-

tion of the workers started. Workers' committees sprang up all around the country in the food, metal, transport, fishing and mining industries.

On September 20 last year representatives from workers' committees in the food and allied industries converged on Windhoek for the founding congress of the NAFAU, where Mr Pandeni was appointed general secretary. Two months later, on November 23, committees from the mining industry sent representatives to the founding congress of the Mineworkers' Union of Namibia (MUN) where Mr Ben Uulenga was elected general secretary.

Within the coming weeks, NUNW officials say, a metalworkers' union and a transport union should be in operation.

Membership of the NAFAU is around 6 000 at present, while NUNW officials say MUN membership is only slightly less.

The two unions have been in the thick of industrial relations disputes and strikes. NAFAU has been involved in at least six strikes since its formation, two of them being major work stoppages at the National Metal Corporation factory at Okahanja and at Luderitz where 500 lobster fishermen went on strike over a pay dispute.

The MUN has so far been involved in a number of labour disputes and, though most of them were minor, one strike was called at a copper mine outside Windhoek when management announced it was closing the operation because of the poor world copper price.

The fledgling Namibian unions have all forged links with their counterparts in South Africa (Cosatu and the National Union of Mineworkers) and overseas. Earlier this year a delegation from NUNW, NAFAU and MUN made a month-long trip to Europe, where they met a number of leading trade unionists, including British mineworkers' chief Mr Arthur Scargill.

The unions say they rely entirely on donations and on the R1 a month subscriptions of union members. The printing of May Day posters and literature, together with T-shirts (all predominantly in Swapo colours) consumes much of their income.

Headquarters is a simple, newly-painted building in a community centre in Windhoek's Katutura township.

Applications for registration have been submitted to Windhoek's Department of Civic Affairs and Manpower — the law requires that this be done within three months of the formation of a union — but the applications are still being considered.

There have been no moves by Namibia's current six-party Transitional Government to clamp down on the unions.

In what could be an attempt to take the wind out of the union's sails, the government has declared May 1 as Workers Day in terms of legislation awaiting ratification by South African Administrator-General Mr Louis Pienaar.

In addition, the government has introduced wide-ranging labour laws which lay down specified conditions of service and rules for the termination of services, as well as stiff penalties for violations.

However, Mr John Pandeni is confident the workers will show where their loyalties lie on May Day.

30/4/87
Source: ...

Cosatu House siege

USA
[scribbles]

ARMED police yesterday surrounded Cosatu House in Jeppe Street, Johannesburg, where hundreds of workers belonging to the South African Railways and Harbours Workers Union had gathered yesterday.

This follows the sacking of about 18 000 workers by the parastatal South African Transport Services who were on strike for six weeks.

The atmosphere around Cosatu House was very tense as police in several vans and a truck told people to enter the building and remain inside.

Police armed with firearms, batons and teargas canisters patrolled the grounds.

A telex from one of the groups in Cosatu House said that workers were holding meetings while others sang freedom songs, their voices reverberating through the streets in the vicinity.

... (174)

Workers' Day official

The first Friday of every month of May has officially been declared a public holiday throughout the country. According to a Government Gazette published Thursday, the public holiday would be commemorated as Workers' Day. — Pretoria Bureau

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11 held as police seek 'killers' in new Cosatu House search

A POLICE cordon was thrown around Cosatu House for the second time in a week yesterday after it was claimed the killers of four necklaced Sats employees were hiding out in the building.

Police last night removed the cordon after arresting 11 people in the building. Earlier, police said seven men had been arrested in connection with the murders of the Sats workers.

The workers' chartered bodies were discovered near Kazeme railway storage east of Johannesburg on Tuesday night.

Police surrounded Cosatu House shortly before 3pm, but it was a kid-gloves security action compared with last Wednesday's operation, which resulted in hundreds of arrests. Few people were allowed to leave or enter.

An eyewitness in the building said police burst into an SA Railway and Hour Workers' Union meeting being held on the ground floor at 4.40pm.

"They were searched and let out of the building one by one. The police said they had a valid warrant to search all 11

ALAN FINE and
HAMISH McINDOE

floors of Cosatu House."

There were hundreds of people in the building at the time, eyewitnesses said — among them National Union of Mineworkers general-secretary Cyril Ramaphosa.

No-one among the steady stream of unionists allowed to leave the building at 7pm had been intimidated by police.

"They left us alone for a change," one

(140A) 18 Day 36

said. Witnesses said police brought with them three balaclava-clad people who identified those in the building.

Cosatu attorneys abandoned an earlier plan to bring an urgent action against the SAP when police said they were no longer relying on their search warrant but were searching in terms of Section 25 (3) of the Criminal Procedures Act and Emergency Regulation 5.

A police statement said: "The SAP now possess reliable evidence which indi-

cates the four men... were forcibly removed from their places of employment to Cosatu House, where they were violently assaulted and thereafter taken to Kazeme where they were butchered in the most barbaric fashion.

"Although an undertaking was sought from the SAP to the effect that Cosatu members at Cosatu House would not be molested, an undertaking the SAP gave without hesitation, it is clear Cosatu House is being used by individuals to plan and perpetrate acts of violence."

Police siege at Cosatu

Cape Times 30/4/77

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JOHANNESBURG. — Heavily armed police, blaming trade unionists for the gruesome murder of four railway strike-breakers, yesterday surrounded Cosatu House and used masked informers to point out 11 allegedly wanted black activists.

The raid came exactly a week after police shot and killed six members of the Congress of South African Trade Unions and hours after Cosatu called for a two-day protest to coincide with the whites-only general election on May 6

More than 100 heavily-armed police surrounded Cosatu House in downtown Johannesburg, closing streets with yellow barriers and forcing black people on the streets to go indoors

The policemen, many wearing riot helmets, carried rifles, shotguns, teargas launchers, batons and gas masks. A crowd of onlookers were dispersed by police with dogs

Eleven people — aged from 12 to 49 years — were arrested in the raid

Lieutenant Pierre Louw, police liaison officer for the Witwatersrand area, said all the arrests were made in the building. He said a police search of the

building was still underway at 9 30pm and would continue for about "an hour or so"

Police said in a statement released during the raid that Cosatu House was being used to assault and torture railway workers who had refused to take part in a strike that ended last week.

They accused Cosatu of complicity in the killing on Tuesday of four unidentified blacks found stabbed, hacked and burned to death in a field at Kaserne, near Soweto

"The South African Police now possess reliable evidence which indicates that these four men were forcibly removed to Cosatu House, where they were violently assaulted and thereafter taken to Kaserne, where they were butchered in the most barbaric fashion," police said

Cosatu's general secretary, Mr Jay Naidoo said it was "very hard" to believe the police version that four men whose charred and stabbed bodies were found at Kaserne had been assaulted and tortured at Cosatu House

Mr Naidoo said last night the union grouping would bring an urgent court application today to challenge the legal premises on which the police entered Cosatu House

Cosatu lawyer Mr Peter Harris said police took four masked black men into the building, where about 50 transport workers were discussing the firing last week of 16 000 strikers

"We made a deal with police that the women should be evacuated. The evacuation was going peacefully when police threw teargas down a stairwell. There was no provocation for this," he said

A Cosatu official reached by UPI by telephone said, "police went in there with four black men in knitted balaclava helmets. They are letting the men out of the meeting one by one, searching them and letting the four look at them"

A camera crew from the American CBS network, Chris Everson and Greg Shaw, were briefly detained at the Jeppe Police Station, suspected of contravening Section 3a of the emergency regulations and then released, CBS confirmed last night

The General Manager of SATS, Dr Bart Grove, yesterday expressed his revulsion at the "needless and gruesome" necklace killing of four SATS workers near Kaserne — Own Correspondent, UPI and Sapa-Reuter

'Necklace threat' to Rand railmen

Press 30/4/67
 (142) 2778

The Argus Correspondent
JOHANNESBURG. — Dismissed railway workers seeking reinstatement are being threatened with necklacing, a spokesman for the South African Transport Services said today.

His statement followed the discovery near the Kazerne depot on Tuesday night of the bodies of four Sats workers who had been stabbed and set on fire. The Congress of South African Trade Unions (Cosatu) accused the Government of conducting a "massive smear campaign" against it and said it condemned all kinds of violence.

Sats spokesman Mr Jannie van Zyl said many of the 16 000 striking workers, dismissed when they failed to meet a deadline to return to work, wanted to go back but were scared.

"There has been widespread intimidation at about 100 depots in the Southern Transvaal," he said. "Those wanting to return to work are told that they will be necklaced, their homes burnt and their families harmed."

"Blacklist drawn up"

He said a blacklist had been compiled of those who were back at work and those wanting to apply for re-employment.

"Some of them have been phoning their white supervisors at home to say they are too afraid to come into the depots to hand in their applications and asking if they can bring the papers to their supervisors' homes at night."

In a statement issued today Sats general manager Dr Bart Grove expressed his revulsion at the "needless and gruesome" killings. Cosatu's general secretary, Mr Jay Naidoo, blamed the Government and Sats management for "the spiral of violence" which followed the Sats strike.

"We are for a moment again, I continue its 'anti-Cosatu campaign', Mr Naidoo said the raid on the federation's Johannesburg offices yesterday — the second in a week — was an attempt by the authorities "to justify their attacks on the labour movement, and Cosatu in particular."

Police arrested 11 men at Cosatu House yesterday, saying they had reliable evidence that the four victims had been tortured there.

A police liaison officer, Lieutenant Pierre Louw, said the men would face charges of murder and were expected to appear in court today.

Workers who emerged from the police barriers about three hours after the area was sealed off said the 11 arrested men were picked out from hundreds of railways workers by three men wearing balaclavas.

Police said the raid took place after they received information from a Sats worker who claimed to have escaped from the killers.

Two foreign television news teams, Visnews and WTN, were detained outside Cosatu House but were later released, police said. They said dockets had been opened on the newsmen's alleged contraventions of the emergency regulations.

Mr Naidoo, who was in the surrounded building for six hours, said he found it difficult to believe that torture could take place in Cosatu House.

It was probable that Cosatu would take urgent court action today challenging the validity of a search warrant and relating the action to a Supreme Court order made on Tuesday. This order confirmed an undertaking by the police not to interfere unlawfully with trade union members at Cosatu House.

News teams

Uwusa — power on a shoestring

ALAN FINE

A MILITIA-TYPE, worker-based organisation charged with fighting off Cosatu influences among Zulu workers using whatever methods are deemed necessary . . . or a genuine trade union organisation?

This is the major question asked of the United Workers' Union of SA (Uwusa), launched a year ago at a massive May Day rally at Kings Park, Durban

That the conflict between Uwusa and Cosatu is intense is neither disputed nor surprising. After all, Uwusa has close links with Inkatha and Cosatu with the UDF, and they represent the two most powerful tendencies in black South African politics

Nor would many dispute that Uwusa has made its mark in the past year in Natal, the far-east Rand and the eastern Transvaal

It has, however, hit the headlines less for its traditional trade union activities than for alleged involvement in ugly, often fatal, confrontations with Cosatu affiliates. The best-known cases are at the Hlobane Colliery in Natal, and Jabula Foods and Zincor zinc refinery in Springs

Incidents at these establishments have cost the lives of at least 15 people and injured many more. And in each case Uwusa has been accused of involvement

Uwusa general secretary Simon Conco does not deny most of the casualties have been Cosatu union members. But he says Uwusa opposes violence and there has been no evidence it was involved in any way.

He accuses a number of Cosatu unions — particularly the Food and Allied Workers' Union, National Union of Mineworkers and the Commercial, Catering and Allied Workers' Union — of themselves being responsible for intimidation of his members

Cosatu has also regularly said its members in northern Natal have been intimidat-

ed and harassed by alleged Inkatha vigilante groups

In order to distance themselves from Inkatha, Uwusa leaders, including Conco, have cut their formal links with the organisation and he says he cannot speak for it

Otherwise knowledgeable management labour relations sources say their knowledge of Uwusa activities is extremely limited. Uwusa has tended not to talk much of the extent of its membership and influence. Yesterday, however, Conco gave Business Day a number of details

He says Uwusa has 100 000 signed-up and 60 000 paid-up members, is recognised at about 60 establishments in Natal and 30 in the Transvaal, and has negotiated a number of substantive agreements for members

He says Uwusa has not been involved in any strikes because it has always negotiated satisfactory agreements. In a few cases where members have downed tools Uwusa leaders have intervened and ended the stoppages

Conco stresses that the strike is Uwusa's most important weapon. But it should not be used indiscriminately, he says

He says that, unlike Cosatu, which tends to target large strategic industries and plants for organisation, Uwusa has been available to assist workers in small ones

This, perhaps, helps to explain the size of Uwusa membership, given the general consensus that the expected mass defection of members of Cosatu affiliates in Natal to Uwusa has not materialised

Conco, a retired businessman and former member of the KwaZulu Legislative Assembly, acknowledges that Uwusa's shopfloor gains against Cosatu are limited. But he

argues that, given the constraints against which it is operating, Uwusa's mere survival is a miracle

The most serious difficulty, he says, has been an inability to get foreign funding for the training of leaders. Foreign funding agencies have refused to assist Uwusa because they see it as divisive

Hence, says Conco, Uwusa finds itself without expertise, and without trained manpower. But, he adds, while it will be a lengthy process, Uwusa is devoting a great deal of its limited resources to that problem

"Cosatu still has a strong presence in Natal, thanks to its long history and the expertise at its disposal. But it is not an efficient force. Despite these advantages it has organised only 8% of SA's labour force, because its message is not an appealing one," says Conco

Since its inception, Uwusa's appeal against Cosatu has been largely based on two planks which contrast sharply with Cosatu policy. It is anti-sanctions and disinvestment, and pro-free enterprise

One observer, industrial relations consultant Gavin Brown, observes that in many plants — particularly in Natal — Uwusa's influence is out of all proportion to the numbers it has signed up

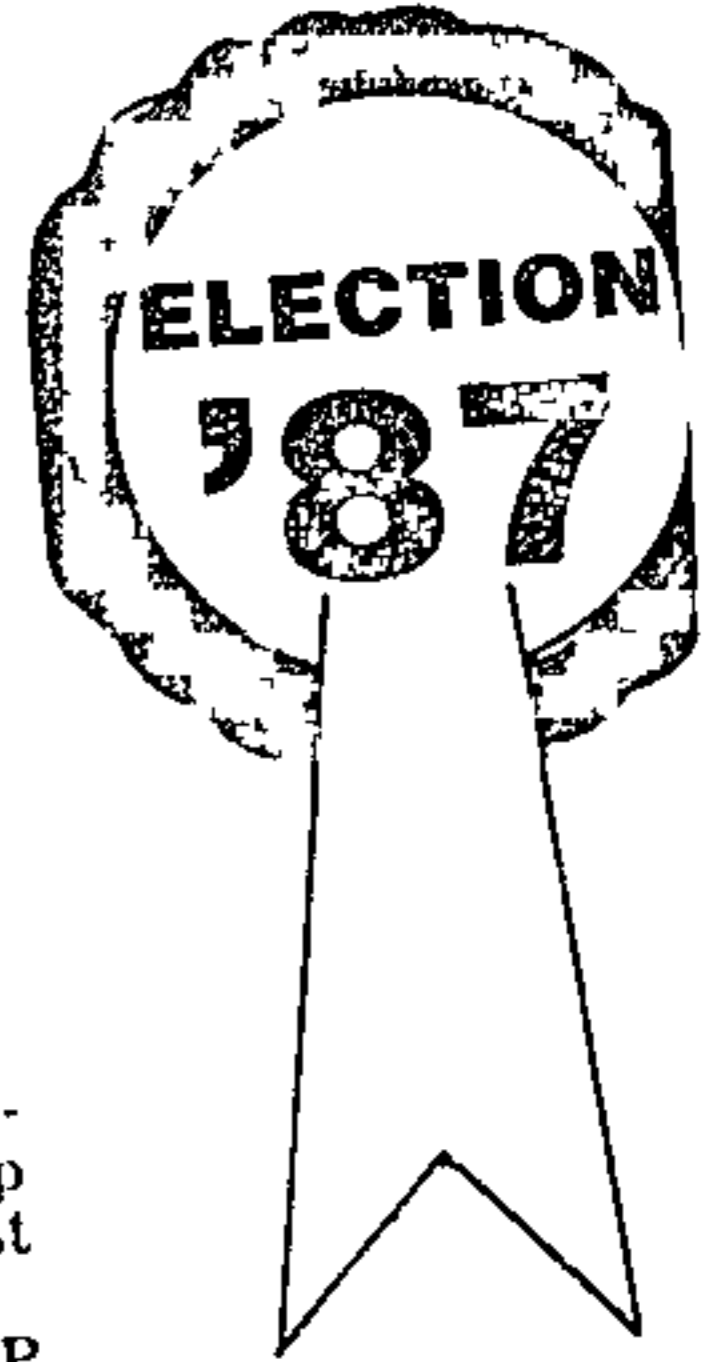
"A block of about 20% to 30% of the workforce seems to be sufficient for Uwusa to achieve its goal of stopping Cosatu in its tracks," he says

And the fact that Cosatu has ceased fighting Uwusa from public platforms and has, instead, been working at consolidating its membership in vulnerable areas indicates that Cosatu recognises this

It is, without doubt, an ideological and organisational conflict of great consequence for SA's future

ELECTION COUNTDOWN

Govt 'fighting misusers of trade unions'



PORT ELIZABETH — The government was not fighting trade unions but ringleaders who wanted to misuse them, the State President, Mr P W Botha, said here last night

Addressing a crowd of about 1 000 in the Feathermarket Hall, Mr Botha repeated his warning that the government would investigate and possibly legislate further on the issue of foreign funding of extra-Parliamentary activities

At the start of the meeting, he said he wanted to make a brief statement commenting on the findings of the Munnik Commission of Inquiry into the funding of advertisements calling for the unbanning of the ANC

He said that although the findings related to particular advertisements they should not be viewed in isolation because they underscored the disquieting issue of funds acquired overseas being applied to effect extra-Parliamentary goals

He said that after the election the government would have to consider the adequacy of legislation and the possibility of further measures

Mr Botha said the so-called revolutionary struggle was not aimed at redressing violated black human rights, but was aimed at bringing South

Africa under communist control "The main struggle is the one directed from abroad under the leadership of the Kremlin, the SA Communist Party and its ANC cohorts

"If they succeed, not only the NP will be destroyed but also the opposition parties

"These leftists and pinkos will not be put into power Other trained leaders are ready to take over"

Mr Botha said it was more than just a military struggle It concerned the economy, social conditions and political development "We must ward off these onslaughts against SA

"We are told we are going too slow and reform must be hurried up

"But it took America more than 100 years to find its present constitution Switzerland took centuries and the European parliament has been struggling since World War II

"It takes years, generations, centuries, to create constitutions that work Why is SA expected to do it overnight?"

In reply to a question, Mr Botha said that he had no time for the End Conscriptio Campaign and was sure he spoke for every soldier who had served South Africa But, he added, "nothing will happen to them as long as they remain within the law"

(Report by Pierre Claassen B01 Nedbank Centre Strand St CT)

Govt accused of Three crucial years



Cosatu accuses Govt of a 'massive smear campaign' in wake of killings

140A
30/4/87

JOHANNESBURG — Cosatu today accused the Government of conducting a "massive smear campaign" against the federation, and said it condemned all kinds of violence.

In a statement in reaction to the "necklace" killing of four former Sats workers two days ago, Cosatu general secretary, Mr Jay Naidoo, blamed the Government and Sats management for "the spiral of violence" which followed the rail strike

The bodies of four men

were discovered at Kazerne, Johannesburg. The men had been assaulted with knives and pangas and their bodies set alight with tyres and petrol

Mr Naidoo said the raid on the federation's Johannesburg offices yesterday — the second within a week — was an attempt by the authorities "to justify their attacks on the labour movement, and Cosatu in particular"

Eleven people — aged from 12 to 49-years — were arrested in the po-

lice raid

Earlier police said in a statement that Cosatu House was being used by "individuals to perpetrate violence"

They said they had reliable evidence that the murdered Sats workers were violently assaulted in Cosatu House and then taken to Kazerne where "they were butchered in the most barbaric fashion"

Today the general manager of Sats ex-

pressed his revulsion at the gruesome necklace killing of workers

He also conveyed his sincere sympathy and condolences to the next of kin of the deceased

"Although the destruction and burning of railway property is a matter of grave concern, I want to stress that the senseless and barbaric killing of innocent people, has gone beyond the comprehension of civilized man", Dr Bart Grove said

AMERICAN LEAD

SATS WORKERS SPEAK FOR THEMSELVES

Six weeks ago an unfair dismissal at City Deep Depot sparked off a major dispute between SATS workers and management.

Why has this dispute lasted so long?

Since the beginning SATS management has:

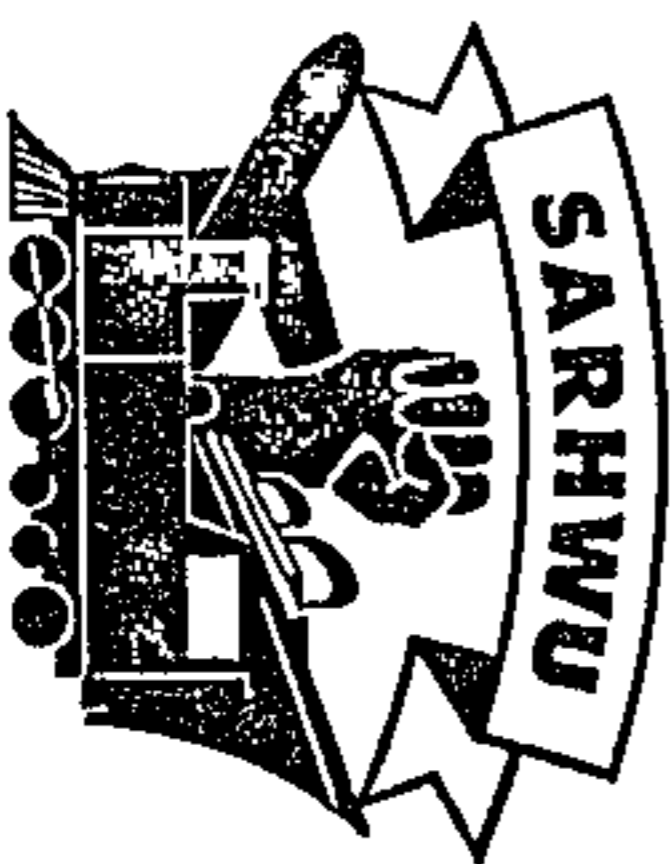
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M/Will
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- Refused to try to settle the dispute by negotiating with SARHWU - the union that represents the overwhelming majority of SATS workers in this region.
- Insisted that all negotiations be conducted through people that management has designated as 'leaders' of the workers.
- Been extremely reluctant to talk to representatives of the strikers and has only done so at the initiative of the workers - management did not even initiate one of the 'negotiating' sessions.
- Used the police and the army to harass, intimidate and finally to try and force many of the workers back to work at gunpoint.

- Refused to acknowledge that the workers have very real grievances that have been simmering for many years.
- Dragged the dispute on for all this time in an effort to starve the workers into submission.
- Spent millions spreading lies and divisive rumours in a pathetic attempt to break the unity of the workers (this story about SARHWU paying the workers came from management - not from any of the workers.)

Our union has from the very beginning:

- Offered to help settle the dispute before it escalated.
- Warned that if management did not negotiate honestly with the workers, that the situation would result in increasing tension and outbreaks of violence.
- Bent over backwards to accommodate management's archaic approach to industrial relations.

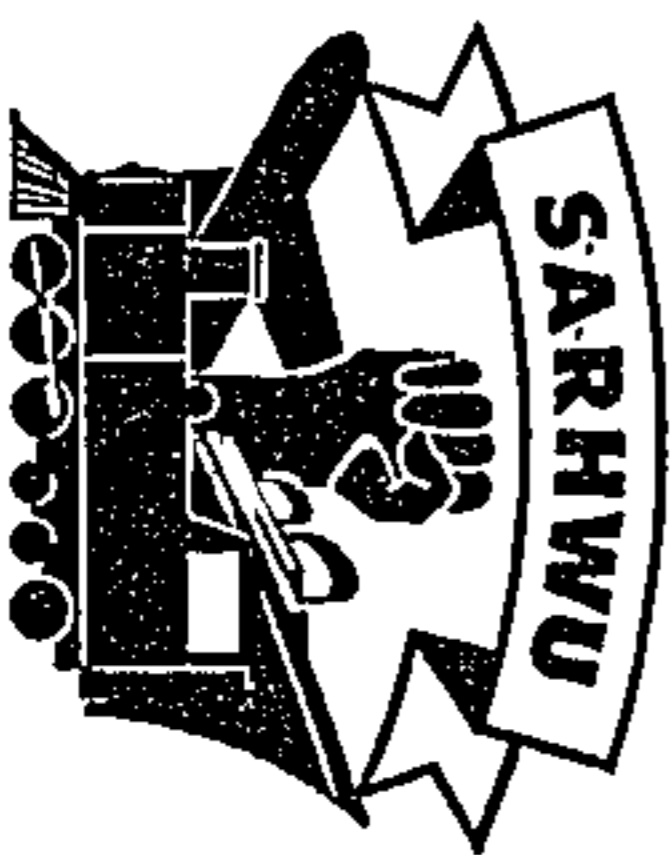


AN INJURY TO ONE IS AN INJURY TO ALL

SATS clearly believes in confrontation rather than negotiation.

WE BELIEVE

AN INJURY TO ONE IS AN INJURY TO ALL



AN INJURY TO ONE IS AN INJURY TO ALL

Cosatu makes urgent court bid to hold May Day rallies

w/Mail 30/4/87 7/5/87

140A
AN URGENT application is to be brought in the Durban Supreme Court this morning by the Congress of South African Trade Unions (Cosatu) against a bar on their planned May 1 rally.

Durban's chief magistrate J J Pienaar refused the union federation permission to hold their rally at Currie's Fountain as they have done in the past.

In response to Cosatu's original letter asking for permission for the outdoor gathering, Pienaar sent a nine point questionnaire asking for example whether the organisers would undertake to "ensure that order is maintained and that the State of Emergency is not mentioned at the meeting."

He also said: "There is the possibility that the South African Police will maintain a presence at the gathering and also film the entire

By CARMEL RICKARD, Durban

proceedings to ensure the safety of the persons attending the meeting. Do you undertake to see that none of the speakers addresses any remarks at the SAP which could incite the crowd and cause law and order to be disrupted?"

Pienaar sent a letter to Cosatu saying that he "advocated the application of the audi alterim (sic) partem rule" and therefore required certain information from Cosatu to consider along with an affidavit from the SAP.

One of the chief complaints from the police, according to this letter, is that Cosatu's Living Wage Campaign would be discussed at the rally and that this would not be in the interests of public safety.

"Furthermore, such discussion or advertising will in the opinion of the SAP promote the objects and aims of unlawful organisations such as the ANC and the SACP because it will initiate an attack on the free market system.

"The police are also of the opinion

that the LWC is based upon a philosophy, ideology or scheme which is developed from or which is relative to the doctrines and philosophies of Marx, Engels and Trotsky because it envisages common ownership."

● Several meetings planned by Cosatu affiliates across the country have been banned, while permits to hold other open-air meetings have been refused, reports **Mono Badela**

A Cosatu representative said yesterday lawyers would challenge some of the bans today

However, former treason trialist and SA Allied Workers' Union (Saawu) president, Thozamile Gqweta, is scheduled to address a meeting at East London City Hall tomorrow

In Port Elizabeth a meeting will be held in Korsten.

Permits were refused for organisers to hold open air meetings in Johannesburg and Pretoria. However, meetings will be held in church halls at Atteridgeville, Mamelodi and Soshanguve

Behind the censored barricades

EMERGENCY regulations last week prevented the *Weekly Mail* from giving a full account of police action that preceded the siege of Cosatu House — even though some of these details may have placed their action in a more favourable light.

The ban on the reporting of Security Force action was dismissed by the Supreme Court on Friday, making it possible for the *Weekly Mail* now to give details that were replaced by the word "censored" in last week's edition.

A group of striking railway workers who had heard of the attack by police on their co-workers in Germiston armed themselves with sticks and other weapons, and were

WEEKLY MAIL REPORTER

marching from Cosatu House to Doornfontein to travel by train to Germiston to assist their colleagues

They met an armed contingent of police at Doornfontein station. In the ensuing confrontation between the two groups, two workers were killed and four policemen, including a major, were stabbed and clubbed. A number of other workers were injured.

Other details, including allegations that police had assaulted people in Cosatu House, could be reported since such police action is unlawful and would not fall within the ambit of the Emergency regulations.

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Labour Day stayaway in SA expected

Staff Reporters and Sapa

MILLIONS of workers are expected to stay away from work tomorrow — with or without their employers' permission — to observe the internationally-recognized Labour Day

Congress of South African Trade Unions' (Cosatu) rallies have been organized in the city, Grabouw, Stellenbosch, Macassar and Saldanha

However, President P W Botha's decision to declare the first Friday in May as Worker's Day, a statutory public holiday, has encountered legal snags and only applies automatically to shops and offices

The Minister of Manpower, Mr Pietie du Plessis, said yesterday that a paid holiday could only be passed by Parliament, and at present Worker's Day was a paid public holiday only for office workers governed by the Basic Conditions of Employment Act, and the public sector

'Matter for negotiation'

However, the government has requested employers to be "accommodating towards workers" for whom it was not a paid holiday at present

In all other sectors the granting of the day as a paid holiday was a matter for negotiation between employers and employees, he said

The regional secretary of Cosatu, Mr Nick Henwood, said that congress affiliates had succeeded in negotiating May 1 as a paid public holiday in many factories nationally

He said that the events of the SARHWU strike and the attack on Cosatu House had "changed the context and conditions in which we celebrate May 1 and the struggles and victories of workers"

DA Cape Town City Council spokes-

man said the day would be treated as a public holiday for the 11 000 municipal workers

And UCT has declared May Day a full university holiday for its 12 400 students and about 3 700 academics and workers

The Western Cape Traders' Association has called on all local traders to close their shops "in solidarity with the workers of South Africa"

In Cape Town, most major supermarket outlets will remain closed and workers will be given a paid holiday

The Chamber of Moslem Meat Traders (COMMTRA) has called on all butchers to remain closed Its general-secretary, Mr Abdul Gafoor, said COMMTRA was "opposed to token support for its call"

'Govt savagery and paranoia'

A spokeswoman for the Domestic Workers Union said their 50 000 members nationally were expected to celebrate May 1 as Labour Day

In Johannesburg, the chairwoman of the Transvaal region of the Black Sash, Mrs Ethel Walt, said May Day would be characterized this year by "government savagery and paranoia" towards legitimate worker grievances and the trade union movement

"The government seems determined to crush, smear and terrorize trade unionists and their membership We predict that they are heading towards all out war against the labour movement in this country and the possible banning of labour activity," she said in a statement

"A head-on confrontation between government and the labour movement will be the last straw to break this fragile economy The cost is too high"

Cosatu 'protest days'

Own Correspondent

JOHANNESBURG — Cosatu announced yesterday that May 5 and 6 would be designated as "national days of peaceful protest"

There has been strong speculation of massive stayaway action on those days

Cosatu demands include the unconditional reinstatement of the dismissed SATS workers and negotiations with their representatives, an end to killings, harassment and intimidation, recognition of the right to hold meetings, and the release of all detainees

"It goes without saying," continues the statement, "that the protest is necessarily also a response to the whites-only election, which aims to entrench power more firmly in the hands of a minority The white elections have not remotely touched on the real issues dominating the lives of millions of the oppressed and exploited"

At least eight Cosatu May Day open-air rallies — in Boksburg, Bloemfontein, Welkom, Kimberley, Pretoria, Durban, Port Elizabeth and Uitenhage — have been banned and one in Cape Town permitted, provided the living wage campaign was not discussed and only speakers named on the application talked at the meeting

Cosatu House sealed off again

(140A) W/Mail 30/4/87-7/5/87
By SEFAKO NYAKA

A LARGE contingent of armed security forces surrounded Cosatu House yesterday afternoon for the second time in a week and arrested seven people in connection with the murder of four SA Transport Services workers on Tuesday evening at Kaserne railway depot.

Among those believed arrested is a 12-year-old youth who was found in the hall on the ground floor where Sats strikers were meeting

Police surrounded the building at about 3pm and moved into the foyer 30 minutes later.

Sats workers barricaded themselves in the hall and were given five minutes to get out.

Jay Naidoo, general secretary of the Congress of SA Trade Unions, National Union of Mineworkers secretary general Cyril Ramaphosa and Metal and Allied Workers Union national organiser Bernie Fanaroff approached the officer in charge before moving to the hall to persuade the workers to allow the police inside.

Three men in balaclavas moved into the hall with the police and pointed out people in the crowd.

As the men were pointed out they were taken to three men in white coats who inspected their clothes and the soles of their shoes.

The men are believed to be from the forensic department of the SA Police.

The arrested men were later driven away in police cars and microbuses.

Several people were allowed out of the building after been searched.

At 5 30 women workers were told to leave the building but when they reached the ground floor they were ordered back into their offices.

A few minutes later they were allowed to leave the building

Police then fired teargas at a group of workers on the second floor who were accusing them of being sexist in allowing women to go

"Police told us they were looking for people who had necklaced four Sats workers last night," said one of the office workers who was searched and released.

In a statement last night, the SA Police said Cosatu House was being used by individuals to perpetrate violence

"These four men had been brutally assaulted with knives and pangas and their bodies set alight by means of tyres and a flammable liquid

"The South African Police now possess reliable evidence which indicates that these four men, who appeared to be Transport Service workers, were forcibly removed from their places of employment to Cosatu House, where they were

violently assaulted and thereafter taken to Kaserne where they were butchered in the most barbaric fashion, for no reason than that they chose not to participate in Cosatu's actions

"Although an undertaking was sought from the South African Police to the effect that Cosatu members at Cosatu House would not be molested, an undertaking the SAP gave without hesitation, it is clear that Cosatu House is being used by individuals to plan and perpetrate acts of violence," the police statement said.

According to the police, five men were originally abducted and taken to Cosatu House.

One of them managed to escape by flinging himself from the vehicle in which they were travelling to Kaserne.

He fled into a nearby veld, came across soldiers doing patrol duty and asked for help. An immediate search was launched and the four necklaced bodies discovered later nearby

The police action comes a day after police undertook in the Rand Supreme Court not to unlawfully assault, harass or intimidate Cosatu and its members

It also comes hours before the South African Railways and Harbours Workers Union (Sarhwu) was to file an application in the Rand Supreme

● To PAGE 2

RIGHTED IN NEWS

Seven held at union head office

Court seeking the reinstatement of three of the 18 000 dismissed Sats workers.

● From PAGE 1

According to Sarhwu, the dismissals were illegal and went far beyond the powers legitimately possessed by the Sats general manager.

Sarhwu also accused Sats of having dragged out the six-week dispute in an effort to starve the workers into submission.

Sats was also accused of having "spent millions (of rands) in spreading lies and divisive rumours in a pathetic effort to break the unity of the workers".

Sarhwu was responding to an advert by Sats in several newspapers today.

In the advert, seen as a veiled attack on Sarhwu, Sats accuses "instigators" of having

● prevented strikers returning to their jobs,

- made false promises that they would pay the strikers
- canvassed membership through intimidation and assault;
- caused violence to spread to civil unrest,
- caused damage worth millions of Rands to Sats property and equipment and caused disruption of train services.

Sarhwu said the claim about payment of workers originated from Sats management.

"Since the beginning of the strike Sats has used the police and the army to harass, intimidate and finally to try and force many of the workers back to work at gunpoint "

Sarhwu said Sats has refused to acknowledge that workers have genuine grievances.

(140A)

W/Mail

30/4/87-7/5/87