

INDUSTRIAL RELATIONS

WORKERS' ORGANISATION — COSATU

1988

OCT. — DEC.

Jan Theron steps down

W/6 AR643 1/10/88

140A

JAN Theron, general secretary of the Food and Allied Workers' Union, has stood down to take his delayed sabattical

Mr Theron, previously secretary of the Food and Canning Workers' Union, was elected general secretary in 1986 when the union amalgamated with several others in the industry to form Fawu as part of the one-industry, one union policy of the Congress of South African Trade Unions (Cosatu)

Mr Theron announced his intention of taking extended unpaid leave to write at the union's 1987 conference

While he originally spoke of starting the leave early this year it got postponed, partly because of some internal problems

These led to a special congress in Cape Town during June to deal with dissension stemming mainly

from financial problems associated with the Spekenam strike and the concert held to raise money for the strikers.

Fawu issued a statement this week announcing that Mr Theron had stood down and that his place would be taken by Mandla Gxanyana, previously national organiser for the milling and baking sectors

The announcement should settle a period of quite intense rumours about Fawu

For some reason, possibly because the length of time it has been around and the industry in which it operates, there have been a seemingly never-ending series of rumours about Jan Theron and Fawu around the industry

At one stage it seemed like a fresh story cropped up about once a week

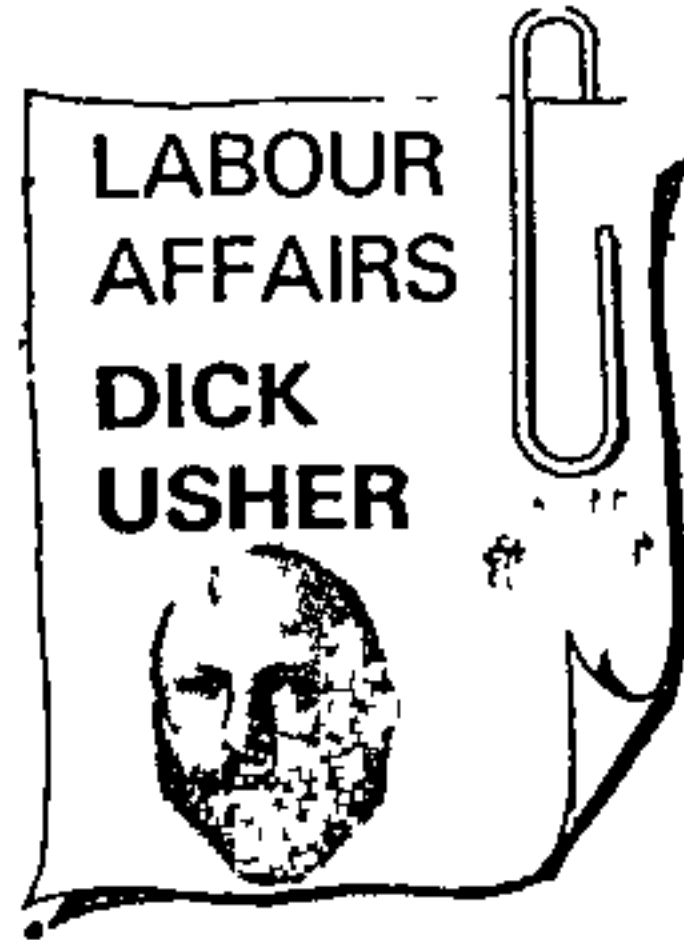
Conference

According to the Fawu statement, about 200 delegates and 200 alternates and officials attended the conference in Soweto over the weekend of September 23-25

They came from 31 branches and Fawu now has 75 000 paid-up members "reflecting the growth of the union despite loss of membership through retrenchment and dismissals"

Start of the conference was delayed by restrictions placed on president Chris Dlamini, who eventually got permission to attend

The conference deplored the restrictions placed on Mr Dlamini and other Cosatu leadership



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Journal 3/10/88

NUM warning ¹⁹⁸⁷

THE National Union of Mineworkers is to meet the Chamber of Mines today to inform them that every time a worker dies in one of South Africa's mines, production will come to a halt at every mine in the country

The general secretary of NUM, Mr Cyril Ramaphosa, said at a meeting in the Johannesburg City Hall at the weekend "The time has come for the union to show management that safety comes before profits"

The meeting was held to commemorate the deaths of 177 miners killed in the Kinross mine disaster in September 1986

Addressing about 600 members of the union, Mr Ramaphosa said this decision was taken after workers realised that the lives of the 177 men who died at the Kinross mine were only worth R100

Mr Ramaphosa said the court proceedings, where mine officials were accused of culpable homicide achieved little more than fining a welder R100

ppages
idents
1407

Miners throughout the country are considering stopping work every time a miner dies in an accident, the National Union of Mineworkers (NUM) general secretary, Mr Cyril Ramaphosa, said in Johannesburg at the weekend

Addressing a memorial service to commemorate the death of 177 miners in the Kinross disaster of September 1986, Mr Ramaphosa said "the time has come for the union to show management that safety comes before profits"

Mr Ramaphosa said workers at every mine with a union presence would discuss a proposal that the death of every miner be "mourned in the same way that we mourned the victims of Kinross"

Thousands of mineworkers stopped work on October 1 1988 to commemorate the Kinross dead

By Mike Siluma and Sally Sealey

Mr Ramaphosa said this proposal was made after workers realised that "the lives of the men who died at Kinross were worth R100" 3/10/88 star

Mr Ramaphosa said the court proceedings, where mine officials were accused of culpable homicide achieved little more than fining a welder R100

"If you divide that R100 by 177 the resultant figure shows you just how much our lives are valued at

Each miner's life was worth the "millions of rands" the mines made in a day, he said, calling for October 1 to be recognised as Health and Safety Day

NUM's chairman of the Health and Safety Committee in the Witwatersrand region, Mr Obed Maila, said that for years management argued health and safety was their prerogative

"In our view it is this attitude which has killed so many of our workers. Many of these accidents take place in the rush for higher production

"Since the Hlobane disaster in 1983, health and safety has been on NUM's agenda. It was after this disaster that the introduction of self-rescuers (an oxygen apparatus) became mandatory, but this law has not been enforced by the Government," he said

Mr Maila said that the union had already signed two health and safety agreements with management, however many mines had refused to negotiate.

"We are now appointing our own shop stewards to monitor the situation"

Court stops hotel pay increase

By Dawn Barkhuizen

(140A)

3/10/88

An interdict restraining Karos Hotel Group management from granting a unilateral wage increase was granted to the Commercial Catering and Allied Workers' Union (Ccawusa) in the Johannesburg Industrial Court late on Friday.

The court ordered that the matter be referred to an industrial council within 10 days, a union spokesman said.

This followed sporadic striking by hundreds of Karos employees over the company's dismissal of workers who did not report for duty on June 16.

According to Ccawusa's spokesman, other developments on Friday included:

- The release of Karos Wilderness Hotel shop steward Mr Gladwell Somanana from police custody.

- The lockout of striking workers from the canteen at the Karos Safari

in Rustenberg

- The detention of four workers from the Johannesburg Hotel for picketing outside the hotel. The four were released later that night.

- Three visits by police to Arthur's Seat Hotel in Sea Point, Cape Town, after management alleged that strikers were picketing.

Meetings between management and the union on police intervention and lockouts continued on Saturday with the union attempting to obtain the assurance that the company would not invite police to intervene.

A Pretoria police spokesman said it was not policy to give details of detentions or routine police action.

Karos Hotel Group management could not be reached for comment.

Other hotels affected are the Bayshore Inn and Karos Richards in Richards Bay, the Manhattan in Pretoria, and the Karos Tzaneen in the north-eastern Transvaal.

Back from death row

TWO members of the National Union of Mineworkers who were released at the weekend yesterday told of the horror of their 19-month stay in death row at the Central Prison in Pretoria.

Both men said they were still "shocked" by their sudden release at a time when they had given up hope of ever walking free from the hangman

The two are Mr Tsietso Paulos Tshelhana (30), a Lesotho citizen from Quthing and Mr Solomon Nongwati Mowabe (47), from Matatiele in Transkei. Both men are married and have children.

Mr Tshelhana said he has not yet seen his only son, Rethabile who was born on April 2, 1986, two months after he was arrested. He heard about the child from his wife, Mmanthabeleng, who visited him during his stay in the death row.

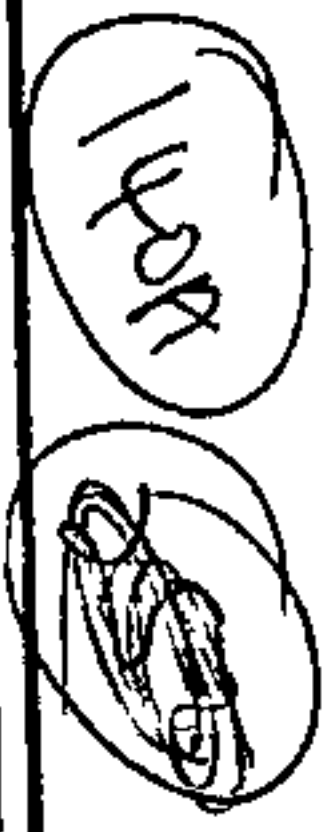
Mr Mowabe, who has two children aged two and six in Transkei, said "I am unable to shake off my death row experience. I was so frightened when told to go home by prison officials I am still frightened and cannot believe I am free. At least until I am back home in Matatiele."

Both men thanked NUM officials and members for the support they received while in prison. The men were sentenced to death on a charge of murder in Klerksdorp in April, 1986. The case was a sequel to the unrest that flared at the Vaal Reef's gold mine hostels early in

1986. Mr Mowabe had worked at the Vaal Reef's mine for 22 years and has 26 years' mining experience. Mr Tshelhana had six years' mining experience and was an NUM shopsteward at the Vaal Reef's mine.

They would both like to return to work at the mine after a rest at home. The NUM assistant general secretary, Mr Marcel Golding said the union was happy that its members had been released. He said the NUM would make representations to the mines to re-employ the men and pay them for the time they had spent in prison because they have been "cleared" of the charges pressed against them.

Mr Mowabe and Mr Tshelhana were to leave for their homes late yesterday.



14088 (circled) B/day 4/10/88

Union disinvestment application refused

THE Minister of Manpower has turned down an application by the Chemical Workers' Industrial Union (CWIU) for a conciliation board in its dispute with 39 multi-national companies over their refusal to negotiate agreements applicable in the event of disinvestment

Mobil industrial relations manager Jaques Franken said he had been informed of this by a Manpower Department official yesterday

A CWIU spokesman said he was surprised and disappointed at the decision. The matter would be discussed at

ALAN FINE

an executive meeting this weekend.

The minister traditionally does not give reasons for such decisions. However, Franken said he believed the application was faulty in that it did not accord with the Act's wording that a dispute had to be, *inter alia*, within an industry

Meanwhile, the CWIU spokesman said reports that Mobil had considered transferring control of its SA operations to a Jersey-based company last

year further legitimised its demands for prior negotiations on the terms of disinvestment.

He said Mobil had responded last year to union demands saying "Disinvestment is not an issue and we therefore consider your demands unreasonable, provocative and an unfair labour practice"

Franken replied yesterday the proposal had nothing to do with disinvestment, and merely related to the Rangel Amendment barring firms from claiming a US tax credit for taxes paid in SA

Striker shot dead in hotel

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JOHANNESBURG. — A striker was shot dead in the lobby of the Johannesburg Sun hotel today, police said.

Mr John Mkhize, a member of the Commercial, Catering and Allied Workers Union of South Africa, was employed at the Sun.

He was shot through the heart at close range by a policeman.

He had allegedly run into the lobby after an argument with another worker, who he chased into the hotel.

The Sun is one of the hotels in the Southern Sun/Holiday Inn chain that has locked out 2 000 workers since yesterday.

— Sapa.

● See page 4.

Hotels lock out 3 000 workers

STEV
4/10/88 By Adele Baleta

At least 3 000 Southern Sun/Holiday Inn workers on the Witwatersrand were locked out yesterday as the dispute over working on June 16 worsened

The lockouts followed similar action taken by the Karos Hotel Group last week, involving about 390 workers countrywide

A Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman, Mr Alan Hurwitz, said Southern Sun/Holiday Inn employees on the Witwatersrand were threatened with dismissal unless they agreed by Friday to the company's demand that they may be required to work on May 1 and June 16

The hotel group's spokesman, Mr Carl Ludick, said "The legal lockout action is an attempt to bring to a head the six-month dispute over public holidays and illegal stoppages at the groups' hotels"

He said if workers accepted the company's offer they would be reinstated with full benefits

The hotel group has been hit by a spate of stoppages to protest against the dismissal of 142 workers for staying away on June 16

Mr Hurwitz said the lockout was a company attempt to pre-empt strike action by Ccawusa, which intended taking a strike ballot at the hotels this week

He said at least 43 employees of the Karos group Arthur's Seat Hotel in Cape Town were arrested at the weekend for alleged trespassing

The workers appeared in court yesterday and the case was postponed to November 2

Karos employees at seven hotels nationwide went on strike last week over the dismissal of 125 workers from the Karos Wilderness Hotel after a stayaway on June 16 and a deadlock in wage negotiations

Get back
or be fired,
workers
are warned

Labour Reporter

The lockout of about 600 workers at Gold Fields of SA's Zincor refinery on the East Rand took a new turn yesterday when management gave notice of its intention to dismiss the workers

According to National Union of Mineworkers' (NUM) assistant general secretary Mr Marcel Golding the workers, locked out since last Monday, have been given two weeks starting yesterday to return to work or be fired

DEADLOCK

The lock-out resulted from a conciliation board deadlock in wage negotiations between the NUM and the refinery

The union is demanding a 12,5 percent wage increase, retrospective to July 1, and a freeze in hostel fees. Management has offered a 12 percent raise and has proposed that hostel fees be increased from R70 to R78

A refinery spokesman said the action was "in furtherance of the lock out which followed the failure of talks with the NUM to resolve the wage dispute".

Workers demonstrate over dismissal dispute

By Adele Baleta

Workers at Haggie Rand sister companies demonstrated yesterday in sympathy with 1 800 Haggie Rand employees involved in a dismissal and wage dispute since last month, according to the National Union of Metalworkers of SA (Numsa)

ANumsa spokesman, Mr Tony Kgobe, said the lunchtime demonstrations took place at Conso

lided Wire Industry (CWI) in Pretoria and Germiston, Maksal Tubes in Springs and Denver Metals in Benoni

Workers at Haggie Rand's Germiston and Jupiter factories went on strike on September 17 following a deadlock in wage negotiations.

Managements of CWI and Maksal Tubes could not be reached for comment

140A

Star 4/10/88

3 000 hotel workers on the Reef locked out

ARGUS 4/10/88
1401

The Argus Correspondent

JOHANNESBURG. — At least 3 000 Southern Sun/Holiday Inn workers on the Witwatersrand were locked out yesterday as the dispute in the industry over June 16 worsened

The lockouts followed similar action taken by the Karos Hotel Group last week, involving about 390 workers.

A Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman, Mr Alan Hurwitz, said employees at all Southern Sun/Holiday Inn hotels on the Reef were threatened with dismissal unless they agreed by October 7 to the company's demand that they may be required to work on May 1 and June 16.

BRING TO A HEAD

The hotel group's spokesman, Mr Carl Ludick, said "The legal lockout action is an attempt to bring to a head the six-month dispute over public holidays and illegal stoppages at the group's hotels."

He said if workers accepted the company's offer they would be reinstated with full benefits

The hotel group has been hit by a spate of stoppages to protest against the dismissal of 142 workers for staying away on June 16 (the anniversary of the 1976 Soweto uprising).

STRIKE ACTION

Mr Hurwitz said the lockout was a company attempt to preempt strike action by Ccawusa, which intended taking a strike ballot at the hotels this week.

Mr Hurwitz added that at least 43 employees of the Karos group's Arthur's Seat Hotel in Cape Town were arrested at the weekend for alleged trespassing.

Hotel workers' union will contest lockout in court

Star 5/10/88

140A

By Adele Baleta

The Hotel and Restaurant Workers' Union intends to bring an urgent application to contest the legality of lockout action taken by the Southern Sun/Holiday Inn hotel group, a union spokesman said yesterday.

Management locked out about 3 000 union members at all the group's hotels on the Witwatersrand on Monday after a dispute over the recognition of June 16 and May 1 as holidays.

Management spokesman Mr Carl Ludick said between 400 and 600 workers had accepted the company's proposal that they might be required to work on May 1 and June 16 but would be paid double time.

The company has given workers until Friday to accept their proposal or be dismissed.

The union spokesman said some workers had accepted the proposal but management's figure of up to 600 was doubtful.

Mr Ludick said the group's hotels were functioning normally. Managers, trainees and casual employees were filling in for the locked-out workers and all facilities were open.

● The Karos Hotel group yesterday notified the Commercial Catering and Allied Workers' Union in Cape Town of its intention to take legal action against striking workers at the Arthur's Seat Hotel in Sea Point, Cape Town.

Employees at the Arthur's Seat and six other hotels in the Karos group nationwide are still affected by a strike over the dismissal of 125 workers for failing to report for duty on June 16.



Union to contest legality of lockout by hotel group

The Argus Correspondent

JOHANNESBURG — The Hotel and Restaurant Workers' Union intends to bring an urgent application to contest the legality of a lockout by the Southern Sun/Holiday Inn hotel group, a union spokesman said.

The management locked out 3 000 workers at the group's hotels on the Witwatersrand on Monday following a dispute over the recognition of June 16 and May 1 as holidays.

Management spokesman Mr Carl Ludick said 400 to 600 workers had accepted that they may be required to work on May 1 and June 16 and that they would be paid double time.

The company has given workers until Friday to accept the proposal or be dismissed

IN QUESTION

The union spokesman agreed that some workers had accepted the proposal, but questioned the management's figures.

Mr Ludick said managers, trainees and casual employees were filling the positions of workers who had been locked out. There had been no cancellations of bookings and all facilities were open.

The Karos Hotel group yesterday notified the Commercial Catering and Allied Workers' Union in Cape Town that it intended to take legal action against strikers at the Arthur's Seat, Sea Point

A union spokesman said the group intended to bring an urgent application restraining workers from picketing or demonstrating near or at the hotel.

The management could not be reached for comment.

Employees at the Arthur's Seat and six other hotels in the Karos group nationwide are still affected by a strike over the dismissal of 125 workers for failing to report for duty on June 16.

FATAL SHOT

● There are conflicting accounts of the shooting yesterday of a worker in the lobby of the Johannesburg Sun.

Police claim that a policeman fired the fatal shot in self-defence.

According to the Hotel and Restaurant Workers' Union, the off-duty employee, Mr John Mkhize, was shot through the heart at close range.

A union spokesman, Mr Alan Hurwitz, said the union's information was that Mr Mkhize attacked another employee, Mr Gift Ngubane, outside the hotel during an argument. A policeman fired at Mr Mkhize.

Hotel spokesman Mr Ludick said "According to our reports Mr Mkhize stabbed a man with a screwdriver outside the hotel and then ran inside shouting and tried to stab an employee at the reception desk."

The policeman told Mr Mkhize to put down the screwdriver but Mr Mkhize advanced towards him and was shot.

Mr Ngubane is in Hillbrow Hospital

Minister refuses conciliation board request

The Minister of Manpower, Mr Pietie du Plessis, has rejected an application by the Chemical Workers' Industrial Union (CWIU) for a conciliation board hearing over a move in which 39 multinational companies are cited as parties to a dispute over disinvestment. *Step 5/10/88*

The CWIU declared a dispute with the 39 companies on September 12 over their refusal to negotiate agreements in the face of possible disinvestment.

The deputy director-general of manpower, Mr

Joel Fourie, said the Minister did not give reasons for his decision, which could possibly be reviewed. *(1409) (157)*

Mr Fourie said many of the multinational companies had technical objections to the CWIU application because there was confusion about whether the dispute was between the parties and the union, or between the overseas holding companies and the union.

A CWIU spokesman, Mr Taffy Adler, said the refusal was surprising and disappointing.

No warning given, says witness

140A

Worker killed in plush Jo'burg hotel

Star 5/10/88

By Mike Siluma, Adele Baleta and Craig Kotze

A worker died after being shot in the lobby of the plush Johannesburg Sun hotel yesterday as the lock-out of thousands of Southern Sun/Holiday Inn hotel employees entered its second day.

Conflicting accounts of the shooting were given by unionists, management, witnesses and the South African Police.

The police claim that a policeman fired the fatal shot in self-defence

A total of 150 business people attending a seminar in the hotel at the time of the incident sent The Star a signed petition condemning the shooting and describing the events as "outra-

geous"

The delegates to the conference collected R350 for the family of the dead man, a spokesman for the group said

He said no warning had been given to the worker before he was shot

According to the Hotel and Restaurant Workers' Union (Harwu), the off-duty employee, named as Mr John Mkhize, was shot through the heart at close range

Harwu spokesman Mr Alan Hurwitz said the union's information was that Mr Mkhize had attacked another worker outside the hotel after an argument. A policeman had then fired at Mr Mkhize, killing him.

No attempt had apparently been made to disarm Mr Mkhize before he was shot, said Mr Hurwitz

Southern Sun/Holiday Inn spokesman Mr Carl Ludick confirmed that Mr Mkhize was employed by the Johannesburg Sun

He denied allegations that management had called in the police and said Mr Mkhize was shot and killed by a policeman who was passing by the entrance of the hotel while on his way to work at the Rand Supreme Court

A police spokesman confirmed the events as described by Mr Ludick

He said the shooting happened at about 8 10 am after Constable Jaco Wentzel, stationed at the nearby Rand Supreme Court, noticed a man screaming and shouting in Smal Street in front of the hotel

Constable Wentzel saw the man stab Mr Gift Ngubane, of Denver Hostel, in the back with a screwdriver before running to the hotel

Mr Ngubane is in a satisfactory condition in the Hillbrow Hospital

(100A)
Lumpsum
6/10/88.

NUM signs wage accord

THE National Union of Mineworkers last week signed a wage settlement with Silcon Smelters in Olifantsfontein

The company, which is a subsidiary of Samancor, also made an agreement on working conditions

The NUM's assistant general secretary, Mr Marcel Golding, said the wage agreement provided for a 21 percent increase for lower-paid categories and 14,5 percent for the higher-paid categories

May Day and June 16 will be observed as paid holidays and a shift allowance ranging from 4 to 7 percent depending on the rotation of shifts. Job security for migrant workers was assured by management

Management also agreed in principle to negotiate a provident fund with the NUM

CWIU wins application

145A
Smith
6-12/10/88

THE industrial court last Friday dismissed an application by two multinational companies that the Chemical Workers Industrial Union (CWIU) withdraw its application for a conciliation board hearing in the disinvestment dispute and refrain from industrial action related to the dispute

The companies, Pilkington Flat Glass and Pilkington Shatterprufe Safety Glass, are two of 39 multinationals cited as respondents

An similar application by SA Cyanide was shelved following the decision

The dispute centres around a demand by CWIU that workers be allowed to discuss terms of disinvestment before such decisions are finalised.

Wives, students ^{STW 6/10/88} replace workers at strike-hit hotels

By Adele Baleta

Schoolchildren, housewives and university and technikon students are standing in for thousands of workers locked out at least 11 Southern Sun/Holiday Inn hotels on the Witwatersrand on Monday.

The hotel group's personnel director, Mr Carl Ludick, said bookings at all hotels were still being accepted.

Although the group was not advertising for schoolchildren, several 16-year-olds were helping out at the coffee shop at the Jan Smuts Holiday Inn.

ROOM SERVICE

"A contingent of housewives are attending to room service at the hotel, and students are working mainly in the restaurants," he said.

At least one restaurant and one bar was open at all hotels, he added, but there was only limited room service available.

A Hotel and Restaurant Workers' Union (Harwu) spokesman said the hotel group was exploiting replacement labour by involving them in a battle which did not concern them.

He said the dispute over May 1 and June 16 was a matter of principle for workers.

One hundred and fifty business people have condemned the shooting and killing of a union member, Mr John Mkhize, by

a policeman in the Johannesburg Sun's foyer yesterday.

The delegates, who were attending a conference in the hotel at the time, signed a petition describing the shooting as "outrageous".

They collected R350 for the dead man's family.

Police said Mr Mkhize was shot in self-defence after he had stabbed another man.

COURT ACTION

A Harwu spokesman said the union intended bringing an urgent application to contest the legality of the lock-out by the company.

He warned that the dispute over holidays was a national issue, and added that a strike ballot would be held country-wide on the dismissal of 140 workers by the company for being absent from work on June 16.

The company claims that at least 700 of the 3 000 workers who were locked out on Monday have accepted the company proposal that they may be required to work on June 16 and May 1.

● The Karos Hotel group has notified the Commercial Catering and Allied Workers Union in Cape Town of its intention to take legal action against striking workers at Arthur's Seat Hotel in Sea Point.



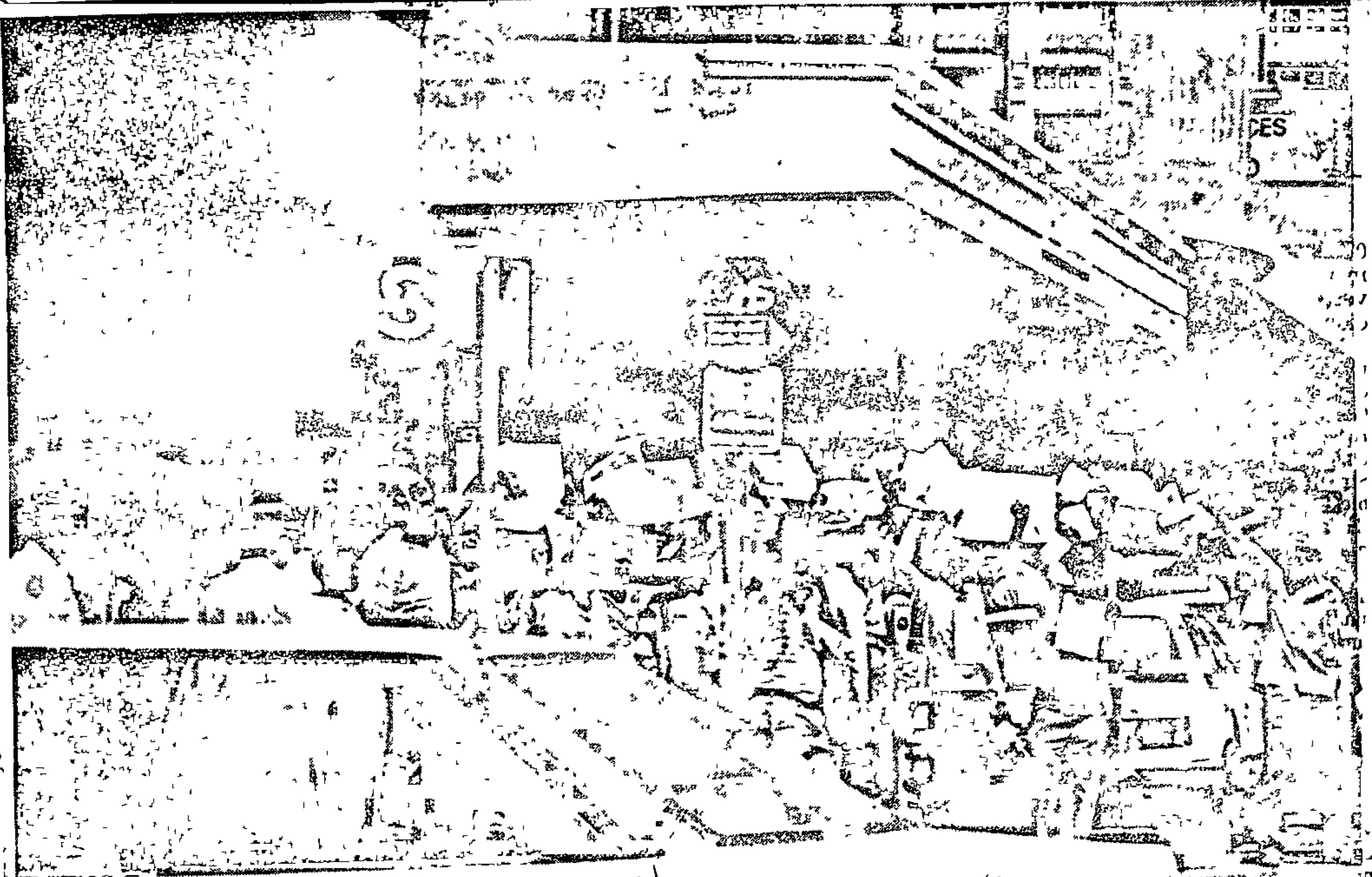
Sisters Bernadette (front) and Lourdes Escorcia step in as chambermaids to replace workers who were locked out by management at the Jan Smuts Holiday Inn ● Picture by Etienne Rothbart

...transitions but had to cut the second one short when his body rejected it

Call tips 6/10/88 (140A)

Haggie Rand lockout

JOHANNESBURG. — Haggie Rand yesterday entered the 18th day of its lockout of 1 800 workers after a meeting between the parties on Tuesday failed to reach agreement on annual wage increases, a management spokesman said yesterday. The National Union of Metalworkers of SA (Numsa) dropped its wage increase demand from 85c an hour to 65c, but management refused to alter its 45c offer, the spokesman said



Locked-out hotel workers held a lunch-time placard demonstration outside the Johannesburg Sun yesterday

Strike-hit hotels take legal action

By Mike Siluma,
Labour Reporter

Industrial action affecting at least 18 hotels countrywide and involving nearly 3 000 workers, continued yesterday as management proceeded with legal action.

A spokesman for the Hotel and Restaurant Workers' Union (Harwu) said yesterday that an application by the Karos hotel chain, seeking to restrain the union from conducting pickets and demonstrations on or near the premises of Arthur's Seat Hotel, was brought in the Cape Supreme Court yesterday

In Johannesburg, a similar

application against the union in the Rand Supreme Court was postponed this week until October 18

At least seven of the group's hotels are presently affected by strike action in protest against the sacking of 125 workers for being absent from work on June 16.

Southern Sun workers, locked out since Monday, yesterday staged a lunchtime placard demonstration outside the luxury Johannesburg Sun, demanding, among other things, the reinstatement of more than 100 colleagues fired for absenteeism on June 16. The demonstration

ended after the arrival of several van loads of policemen

Southern Sun employees have been given until noon today to agree to work on June 16 and May 1

However, Southern Sun spokesman Mr Carl Ludick said the company was "looking sympathetically at extending the deadline" due to the union's Industrial Court application against the lockout, due to be heard today. The company would oppose the application, he said

According to a union spokesman, the union's argument is that the company has "no material interest" in the workers

accepting management's demand that they be willing to work on June 16 and May 1 when required to do so

The union feels that there is enough time to re-negotiate the issue before May 1 or June 16 next year

The dispute between Southern Sun-Holiday Inn and Harwu centres on the company's insistence that workers agree to work on June 16 and May 1 when called upon to do so — at double pay. The union regards the days as symbolic, and wants working on those days to be optional

Karos management could not be reached for comment at the time of going to press

Star 7/10/88

140A

Mr Fraser clashed with a Conservative MP from Britain,

sanctions, Mr Fraser asked: "If people are near starvation, how can they be hurt by sanctions?"

Union to discuss registration

By Mike Siluma,
Labour Reporter

(1407)

The SA Railway and Harbour Workers' Union (Sarhwu), poised to start unprecedented recognition talks with the SA Transport Services soon, will hold its national congress at the weekend.

A Sarhwu spokesman said the question of recognition by Sats, as well as Sarhwu's registration, would be dealt with at the congress. The resignation of Sats workers from the in-house Black Trade Union to join Sarhwu will also be discussed.

The stage for talks about Sats' recognition of Sarhwu was set when agreement reached between the two after a nine-day strike by more than 10 000 workers in Natal and East London.

Among the strikers' demands were the recognition of Sarhwu, an increase in wages and the reinstatement of a worker dis-

missed in Durban. Following the resolution of the strike, Sats said although it presently did not recognise Sarhwu, management would "commence exploratory discussions" with the union after it had formally informed Sats of its decision to register.

The talks are expected to take place soon, possibly within days.

Sats has previously refused to talk to Sarhwu, insisting that black railworkers were represented by the in-house Black Trade Union (Blatu).

Sats held to this position throughout the bitter, three month-long Transvaal rail strike last year. The recognition of Sarhwu was again a demand during that strike.

The recognition of Sarhwu, and the pending talks, are significant because Sats has never recognised an independent black union.

Strained had role. Vlak to see. lovingly remembered by



What's in a name?

The names have changed, but little else. Andrew's Liver Salts has become Drew's Sparkling Salts and Phillip's Milk of Magnesia, Phipp's Milk of Magnesia.

These are just two of the brand-name changes consumers will have to get used to now that the final details of Sterling Drug's divestment from SA have been settled

Adcock-Ingram (AI), which bought the company from its US parents this year, has re-named it Saphar-Med — the name of a dormant AI company. The Chemical Workers Industrial Union (CWIU) says that's all that's new. The union is still in dispute with the company over the terms of the buy-out.

Saphar-Med MD Chris Rose says a condition of sale was that the company had to tamper with the names of some of its best-known products. "Sterling head office in the US insisted name changes had to be phonetically different. We insisted they should be as closely aligned as possible to the previous brand names."

Certain pharmaceutical brands have also changed their names, though not much. For instance, Beserol is now Besenol. But brand names unique to SA, such as Panado and Compral, remain unaffected.

Saphar-Med will have to obtain its raw

materials from different sources, as all links with Sterling have ceased. But the registration numbers of drugs registered with the Medicines Control Council remain the same.

Only two products will disappear altogether: Lysol disinfectant and the drug Ladogar. In both cases Sterling was the only source for raw materials.

Rose says now that Saphar-Med is a wholly-owned SA company, there will be new investment. "After the passing of the Comprehensive Anti-Apartheid Act, Sterling was unable to invest in plant expansion and some of our brands were under-exploited."

He says a new marketing campaign will concentrate on high-potential brands including Wet Wipes (previously Wet Ones), Stearn's Pine Tar Syrup and Panado. It is also free to seek manufacturing licences for products outside the Sterling fold. ■

Handwritten notes in the left margin: "SA" circled, "CWIU" circled, and "7/10/84" written vertically.

Eskom unions in talks

B/Loy 7/10/88

BRONWYN ADAMS (140A)

ALL trade unions organised at Eskom, ranging from the left to right, met yesterday to discuss a common strategy on the pending retrenchment of thousands of workers, National Union of Mineworker's (NUM) organiser Cwede Mantashe said.

Worker opinion on meetings with Eskom to date were gauged and common proposals to be submitted to management were drawn up during the meeting.

Arrangements for a multi-union rally next weekend designed to direct worker action were also to be made, Mantashe added.

Where's that R4bn c

PRETORIA — Finance Minister Barend du Plessis must tell the country urgently where he intends getting the R4bn needed to finance public servants' pay and pension hikes, PFP finance spokesman Harry Schwarz said last night.

He told a meeting in his Yeoville constituency his guess was GST would be raised before it was abolished to make way for the introduction of VAT.

There were three other options: Government could borrow, increasing the public

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10 MINUTE X-WORD 7185

ACROSS

- 1 Uninterested (5)
- 4 Group of whales (6)
- 9 Haughtily (7)
- 10 Correct (5)
- 11 Male cattle (4)
- 12 Archbishop (7)
- 13 Lyric poem (3)
- 14 Couple (4)
- 16 Encounter (4)
- 18 Age (3)
- 20 Refrain (7)
- 21 Festival (4)
- 24 Fashion (5)
- 25 Totally (7)
- 26 Considered (6)
- 27 Lowest point (5)

DOWN

- 1 Vote (6)
- 2 Ransack (5)
- 3 Platform (4)
- 5 Magnetism (8)
- 6 Work (7)
- 7 Steps (6)
- 8 Short-sighted person (5)
- 13 Fine muslin (8)
- 15 Strict (7)
- 17 Endured (6)
- 18 Listlessness (5)
- 19 Woodcutter (6)
- 22 Pungent (5)
- 23 Render unconscious (4)

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SOLUTION TO CROSSWORD PUZZLE No 7184

— Across: 1 Father; 4 Aweigh; 7 Spaghetti; 9 Rule; 10 Snag; 11 Verge; 13 Wombat; 14 Endear; 15 Reettle

products handled by this group

Hotel workers' lockout lifted pending hearing

SOUTHERN Sun said it would lift a lockout on about 3 000 striking workers at its Witwatersrand hotels following an Industrial Court order.

Southern Sun group personnel director Mr Karl Ludick said yesterday that in terms of the interim order pending the outcome of court proceedings, workers would resume their normal duties in the next 36 hours "but by no later than 7 am tomorrow".

The court also ruled that should the union, or its members breach the order in any way, the company would be entitled to approach the court to re-impose the lockout, according to Mr Ludick.

Earlier yesterday, a spokesman for the Hotel Workers and Restaurant Union said workers would return to work tomorrow following the court order.

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company conciliation board proceedings".
This is viewed as a positive step towards reaching settlement on the issues.

The union said it was not contemplating industrial action "at this delicate phase" of negotiation but would report back to members in order to "take its campaign for industry-wide negotiations in the petrol sector further" *W/ 11/10/88*

● Food and Allied Workers' Union (Fawu) are deeply concerned about last week's column.

They feel that references to dissension and rumours which have beset the union are inappropriate in that context as they may create the impression that Mr Theron's leaving may have something to do with problems in the union.

There is no truth in this and no such inferences should be drawn from this article.

Fawu is satisfied that whatever problems existed have been resolved and that the union's tradition of accountability to workers and sound administration established by Mr Theron will continue under the new general secretary.

(140A)

National ballot mooted

MORE than 500 shopstewards of the Mtwá group of the Commercial Catering Allied Workers' Union of South Africa at the weekend resolved that the internal wrangle between them and the Papi Kganare groups be put to a ballot nationally.

The resolution was taken at the shopstewards congress held in Johannesburg on Sunday. Delegates came from Nelspruit, Middelburg, Johannesburg, Roodepoort, Krugersdorp, Westonaria and observers from the Vaal and Pretoria branches which supported the Mtwá group's stand against the Papi Kganare faction of Ccawusa.

A spokesman for Ccawusa, Mr Amos Mothapo, said the resolution that the internal wrangling be put to the ballot box will be proposed for further debate during the national congress to be held in the near future. He was doubtful whether the Kganare faction would agree to the suggestion.

The takeover of the union's Germiston office by the pro-Cosatu Unemployed Workers' Co-ordinating Committee last week was discussed at length and the congress decided that it was linked to the "failure by Cosatu's regional secretary to resolve the issues of concern to members". National office bearers of Cosatu were called upon to intervene and resolve the internal wrangle.

Cosatu's spokesman, Mr Frank Meintjies, yesterday said there was tension and hard feelings between different workers due to the dispute and the failure of both groups to settle the difference. He said Cosatu was presented to facilitate a congress between the two groups to settle the dispute.

The resolution for a ballot reads: "The congress believes that the only democratic method of resolving this dispute is a proper consultation with all Ccawusa members. This can be done by conducting a national ballot."

Cape hotel workers to vote on strike

Labour Reporter

HOTEL strikes appear set to spread following ballots in the Transvaal

A spokesman for the Liquor and Catering Trades Union (LCTU) in Cape Town said that Southern Sun employees in the Transvaal had voted to strike and voting locally would take place next week

And strikes at Karos hotels in the Cape and Transvaal, backing employee demands for the reinstatement of workers dismissed after taking off June 16, continue

Hearings opposed

The LCTU spokesman said the union also opposed disciplinary hearings scheduled for Monday arising out of the strike at the Arthur's Seat Hotel in Sea Point and there was a fair chance they would not take place

In Johannesburg the Industrial Court has ordered Southern Sun to lift the lockout of about 3 200 workers engaged in industrial action over dismissals following stayaways on June 16 and the cancellation of the recognition agreement

14014
W/EN665 8/10/88

Union dispute with nine oil companies makes little progress

THE conciliation board dealing with a dispute between the Chemical Workers' Union and nine oil companies has made little progress.

It adjourned after its first sitting and there will be talks between the union and individual employers in the interim

The dispute is over the employers' refusal to negotiate on an industry-wide basis with the union.

Demands for industry-wide negotiation have come from several unions in the past year, either to one employer with several operations or to

individual employers in the same industry, and have mostly been resisted

CWIU's demands included industry-wide negotiation on social responsibility, pensions, public holidays and educational assistance.

Initial debate at the board was around the terms of reference, which specifically excluded social responsibility, pensions and

taxation, and it was agreed to deal with the question of industry-wide negotiations first.

According to a statement from the union, employers had several reasons for their reluctance to accept industry-wide negotiations

These included interference with their freedom of association, not being prepared to deal with the union alongside their competitors; they were not necessarily part of the same industry; not being convinced that it was feasible, and employees would not benefit

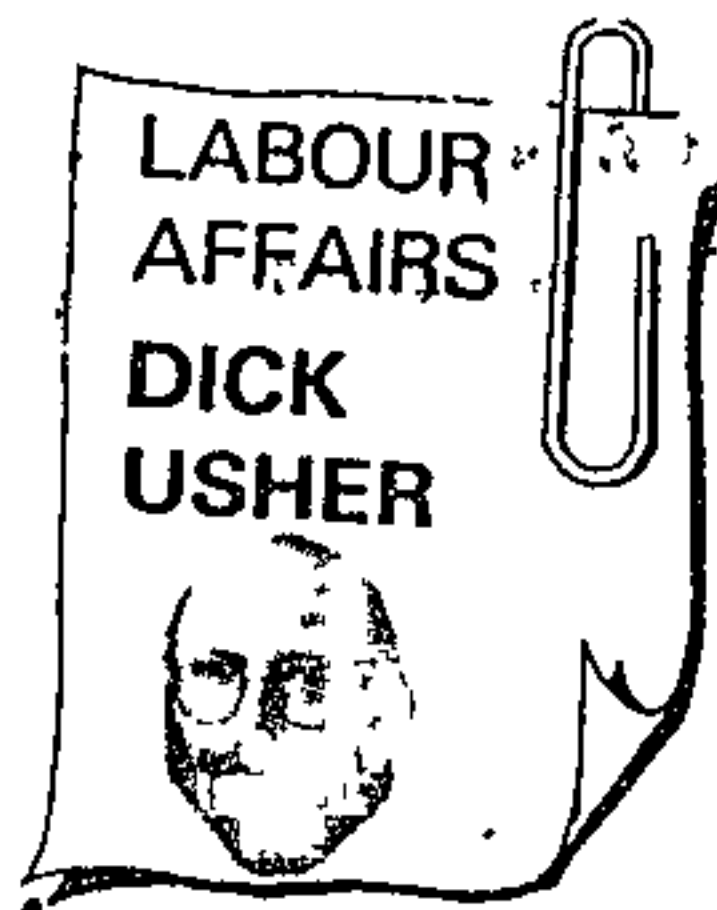
The union argued that the petroleum companies associated at various levels sharing resources such as refineries and transport, having the same raw material, crude oil, having similar working conditions for employees, and because petrol prices were fixed competition was limited to marketing.

Positive step

The union views the dispute seriously and hoped that the exploratory talks with senior management from individual companies would ease the situation "from the constraint of the multi-company conciliation board proceedings".

This is viewed as a positive step towards reaching settlement on the issues.

The union said it was not contemplating industrial action "at this delicate phase" of negotiation but would report back to members in order to "take its campaign for industry-wide negotiations in the petrol sector further" W/EN665 8/10/88 (1)



(140A) 9/10/88

Union may go to court over retrenchments

CP Correspondent

RELATIONS between the Transport and General Workers Union and the Interstate Busline Company are tense after the union rejected the company's decision to retrench 192 of its members.

The workers, mainly bus drivers and mechanics, were told of their retrenchment after three buses were set alight at KwaNyuswa depot, near Durban.

The buses were set alight after residents in the area demanded that the buses stop operating on days regarded by blacks as holidays.

Local Interstate Buslines traffic manager Robert Curtis confirmed his company had decided to retrench the workers.

'The continued political conflict in the areas we are serving has forced us to close our service. We are a small company and we cannot afford to continue working at a loss,' said Curtis.

He said the company had this year alone lost four buses through fire and an unspecified number had been badly stoned, resulting in a loss of R1.5 million.

Drivers for the bus company said management told them they were being retrenched because the company was closing down.

The management retrenched the workers without consulting the union, although the TGWU has a recognition agreement with the company which stipulates that retrenchments be negotiated.

Union organiser Thulani Dlamini said representatives of the company confirmed at a meeting at the weekend that the company was closing down its service and tried to convince the union to negotiate the retrenchment of its members.

He said the union refused because it had not been mandated by workers.

'We are considering making an urgent application for an interdict to prevent the company from retrenching our members,' said Dlamini.

According to the workers, management ordered them to work during the national stayaway on June 5, 6, 7 and on June 16, Soweto Day, despite the real fear that they would endanger their lives should they go to work.

Management said it would arrange police protection which did not help because buses were stoned, drivers got injured and one bus was burnt on that day, according to the workers.

The areas that will be directly affected by the closure of the service include Dassenhoek, Kwandengeni, Kwanqetho, Fredville, Khizwara and KwaNyuswa - Concorde.

21 18

Garment union meets employers to negotiate working conditions

9/10/88
140A

By VASANTHA ANGAMUTHU

THE Garment and Allied Workers Union today meets the Natal Clothing Manufacturers' Association to negotiate wage increases and working conditions for 43 000 workers

The union has a living wage campaign

A union spokesman said maternity leave benefits would be top of the agenda because 83 percent of the workers in the industry were women

"We are trying to secure protection for these women who form the backbone of the industry. Our proposals include that no worker is to be dismissed or retrenched while on maternity leave, those on maternity leave be paid for six months and employers transfer pregnant women to jobs that are not too strenuous

Subject to doctors' recommendations, this leave should be lengthened. Employers must take necessary steps to sort out social and secu-

rity benefits," he said

The union is also aiming at securing a R35 across-the-board increase for the lowest paid workers in the manufacturing sector

The spokesman added that the union would also attempt to secure annual wage negotiations as the present system of holding negotiations every two years meant wages could not keep pace with inflation

Other demands included that June 16 and March 21 be paid public holidays, annual leave be extended from 15 to 20 working days, a shift allowance increase of 15 percent, reduction of working hours to 40 a week and and three days paternity leave

"We are making these demands in an attempt to improve the quality of the lives of the lowest-paid in the manufacturing industry," said the spokesman

NCMA chairman Alberto Rolando confirmed his association would be negotiating with Gawu.

100 strike at liquor store

140A

ABOUT 100 members of the Commercial Catering and Allied Workers' Union of South Africa have embarked on a wage strike at Benny Goldberg's Wynberg store, the union said yesterday.

Ccawusa official, Mr

Abe Ramalope said the liquor company has instituted a lock-out against the striking workers

The union has demanded a minimum pay of R720 a month while management offered R630 a month

Management had not

responded to a *Sowetan* inquiry by the time of going to press

The union, in addition has demanded an across the-board increase of R235 against management's offer of R100, 15 percent staff discount and improved maternity benefits

140A
Dunbar
12/10/88

'Split over Cosatu'

A LARGE number of workers attending the Post and Telecommunications Workers' Association's special congress in Johannesburg at the weekend allegedly walked out after a decision was taken to affiliate to the Congress of South African Trade Unions.

According to the former national organiser of the union, Mr Monwabisi Duna, those who walked out were from the Natal region, Wits, South Eastern Transvaal and Northern Transvaal.

Reasons

Giving reasons behind the walk-out, Mr Duna said the issue of affiliation had not been sufficiently discussed with the workers and that until congress, the position of Potwa was to give workers exposure to both Cosatu and Nactu policies.

"Even before the congress, the Natal region in particular had pointed out that affiliation to Cosatu would bring them into the on going fighting between the federation and Inkatha in the area," Mr Duna added.

to continue supporting UNITA in Angola.

"On SA, Bush will oppose ambitious sanctions because they

heid and the removal of troops from Angola and Namibia. — Sapa.

Union wants talks on row

140A
B/acy
12/10/88

ALAN FINE

THE Chemical Workers' Industrial Union (CWIU) is to invite 39 multi-national companies to discuss with it their dispute over the terms which the union thinks should apply in the event of disinvestment from SA.

This emerged from a weekend CWIU executive meeting which considered the refusal of the Manpower Minister to appoint a con-

ciliation board to consider the dispute

The union said the Minister's refusal opened the door to industrial action by the nearly 10 000 members employed by multi-nationals, and decisions concerning a strike ballot would be taken within three weeks

Clothing, paper workers down tools

DURBAN — More than 4 500 factory workers went on strike yesterday after management offered them what they called a "pittance" in wage increases

The workers, all members of the Garment and Allied Workers Union, rejected the R9-a-week offer made on Friday.

A union spokesman said three

factories — SA Clothing, Sterling and Prestige — were affected

About 1 150 workers at Mondi Paper Mill in Merebank and Macrall Timber in Prospecton were also reportedly on strike

A Paper, Pulp and Allied Workers' Union spokesman said the strikes were for different reasons — Sapa.

... in SA but skilled still leave

**Hotels, unions (140A)
in talks impasse**

Star
13/10/85
Labour Reporter (140)

A meeting between the Hotel and Restaurant Workers' Union (Harwu) and the Karos Hotels' management to discuss alleged union violations of the parties' recognition agreement was cancelled by the union yesterday.

Workers are on strike over pay increases and the dismissal of 125 colleagues for being absent on June 16.

Southern Sun-Holiday Inns has terminated recognition agreements with three hotel unions so far, "incapable of agreeing on common strategies for negotiations", a spokesman said.

Workers to meet

THE National Workers' Union of South Africa will on Saturday hold a general meeting at the St Peter's Cathedral in Hammanskraal.

The meeting, to start at 10am, will focus on the recent strike at Martilōn on June 21. According to a union spokesman, workers would be given a progress report following their dismissals.

They were dismissed after staying away on June 16. Those wishing to get more information could contact the union offices at (012) 324-2594.

(140A)

13/10/88
Inverrun

JTH, October 13 to 19 1988 3

Gawu to fight on

10DA
~~10DA~~
Smith

THE Garment and Allied Workers Union sounded a sombre warning to factory managers when 6 000 workers pledged to continue their fight for a living wage

Gawu national secretary Desmond Sampson warned employers that the new militancy among garment workers meant "a giant had awoken".

The rally was called to discuss recent wage increases totalling about R60-million to be paid to garment workers from December following an agreement between the union and the Cape Clothing Manufacturers Association and Cape Knitting Industry Association

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Leather

BELTS — Ostrich Skin, Snake Skin and Leather

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140A

S 22128

New moves in Goldberg strike

By Mike Siluma
Labour Reporter

The management of Benny Goldberg is expected to respond today to revised union proposals made during mediation yesterday, according to the Commercial, Catering and Allied Workers' Union (Ccawusa)

The proceedings yesterday were aimed at resolving a 14-day wage dispute at the company's Wynberg liquor outlet

Ccawusa spokesman Mr Abie Ramalope said workers had been locked out after going on

strike on September 30

He said the workers' demands before mediation were

- A minimum monthly wage of R720
- An across-the-board rise of R235 a month
- Six months' maternity leave at 45 percent of pay
- A 15 percent staff discount and a 40-hour working week
- Increased staff loans and improvements in the long service bonus

Mr Ramalope said the company had offered a new monthly

minimum pay of R630 plus an individual increase of R100 a month

Management further offered maternity leave pay of 20 percent of employees' salary for six months, as well as a 10 percent staff discount and a 45-hour working week. Improvements to long service awards were also proposed by management

He said both the union and management had revised their positions during mediation, but that the union had made it clear that a settlement was dependent on agreement on wages

Star 14/10/88

Public picket at Karos hotel

By Adele Baleta

At least 30 members of the public held a placard demonstration outside the Karos Johannesburg Hotel yesterday in support of workers on strike over pay increases and the dismissal of 125 colleagues for staying away on June 16

Employees at seven Karos hotels countrywide have been holding daily demonstrations

Some of the slogans on the placards carried by members of the strikers support group who stood outside the foyer of the Twist Street hotel read "I won't stay in Karos Hotels" and "We support workers who were fired on June 16"

Two members of the South African Defence Force told The Star they had been called by management to monitor the situation

A Hotel and Restaurant Workers' Union (Harwu) spokesman said the union had sent a telex to the Commissioner of Police requesting that they stop interfering with people who were picketing legally outside Karos hotels

He said the union would apply for an urgent interdict to restrain the police from harassing demonstrators

He said Harwu was also considering taking the company to the Industrial Court to prevent management of the Karos Johannesburg Hotel from holding disciplinary hearings, relating to intimidation, while the strike was still on

Company comment was unavailable at the time of going to press

Remove flammable material

— NUM

By Mike Siluma,
Labour Reporter

The National Union of Mineworkers (NUM) has called for the immediate removal of polyurethane from South African mines after the death yesterday of seven miners in an underground fire at the Western Deep Levels gold mine

The fire occurred yesterday morning at about 2 800 m in the mine's No 3 shaft

A mine spokesman said today that of the 43 workers admitted to hospital, 39 were still there for observation. Four were undergoing intensive treatment.

The fire, whose cause is unknown, ignited a number of materials, including polyurethane. Management said polyurethane was used for insulation.

Burning polyurethane caused the death of 177 miners at the Kinross mine in 1986.

A NUM spokesman, Mr Marcel Golding, said the death of seven miners and the injuries to 43 others "is one of the biggest crimes committed against workers in the industry".

REPEATED CALLS

At Western Deep Levels, workers had repeatedly, in meetings with management, called for the removal of polyurethane, "but management had refused to do this".

"We want to know why the mine continued to use polyurethane when its dangers are well known. We demand a full list of all mines where the substance is used so that it can be removed immediately," said Mr Golding.

The union also called for the establishment of a relief fund for the injured and for the families of the dead miners.

It attacked the Government's "unwillingness" to appoint a full inquiry into mine disasters.

Anglo American, which has launched an investigation into the accident, said yesterday that polyurethane was being used where there was no substitute.

● A rockfall caused by a "seismic event" killed six people at Western Deep last month.

Nactu, Cosatu plan 'workers summit'

140A
1988

WMAI
14-20/10/88

By EDDIE KOCH

TWO major labour federations in South Africa are considering holding a "workers' summit" before the end of the year to discuss ways of dealing with the country's new labour laws and increased state repression.

The National Council of Trade Unions this week announced it had asked the Congress of South African Trade Unions to participate in joint planning of the gathering.

Cosatu's central executive committee was due to meet at the end of the week with the issue of the summit on its agenda. Nactu's request comes in the wake of the banning of an anti-apartheid conference that Cosatu had planned to convene in Cape Town at the end of last month.

There has been some tension between the federations in the past because Nactu members include a significant number of supporters of black consciousness and Africanist ideas while Cosatu has adopted the Freedom Charter, which places a stress on non-racialism, as policy.

But the two federations have increased their levels of co-operation this year in a bid to counter the Labour Relations Amendment Act, which unions believe is designed to hamstring the strength of the country's militant labour movement.

Nactu was considering attending the Cape Town conference even though the Azanian Co-ordinating Committee (Azacco), which represents black consciousness groupings in the country, pulled out just before the gathering was banned.

"We hope to host the summit with Cosatu and jointly work out an agenda and list of organisations that will be invited," said Nactu general secretary Piroshaw Camay. "We would like it to take place before the end of the year."

Ad...

Demand for pay sparks sit-in strike

By Adele Baleta (140A)

Seventeen Construction and Allied Workers' Union (Cawu) members were arrested and three wounded when riot police used dogs to break up a sit-in by about 100 workers at Faiart Ceramics in Rustenburg, the union said yesterday.

The workers, according to Cawu, were demanding wage increases for over 30 colleagues reinstated earlier this year.

According to Cawu, the court found that workers had been unfairly dismissed for joining the trade union.

The company's lawyers, however, said workers were dismissed for incompetency and the court ruled that the dismissal procedure was unfair.

A union spokesman said workers staged the sit-in on Tuesday after meetings with management had failed to secure the wage increases for the reinstated workers.

He said the company called in the riot police and dogs were set on the workers.

A police spokesman confirmed the riot unit was called by management to help remove the workers from the company's premises.

He said five workers had paid admission of guilt fines, three were released after a warning and nine were due to appear in court yesterday.

Lawyers for the company said attempts by management to find out why employees had staged a sit-in were fruitless.

They said that according to the Industrial Court ruling, the reinstated workers were entitled to the same increases as their colleagues.

Star 14/10/85

WMAIL 14-20/10/88 (14-08)

Spirits run slow at strike hit Bennie's

By EDDIE KOCH

A TWO-WEEK strike by more than 100 shopworkers has stemmed the flow of spirits from the biggest bottle store in the world

Benny Goldberg's Liquor Store, which bills itself as the "biggest bottle store in the universe", was hit by strike action after wage talks between the owners and the Commercial Catering and Allied Workers' Union (Ccawusa) deadlocked last month

"After holding strike ballots the workers started a legal strike on September 30 and have been out since then," said Ccawusa organiser Abie Ramalope "On the same day the company responded by locking out the workers."

While the strikers were leaving the premises they were dispersed by a baton charge, said Ramalope "There is strong evidence that the company called in the police. A number of injured workers have been sent for medical examinations and we are planning to take legal action against the company"

A senior police liaison officer for the Witwatersrand rejected the union's claims and said police were never present at the strike.

The store has been operating on a skeleton staff since all its 110 black members of staff stopped working. Management and the union were locked in mediation today in a bid to resolve the issue

Said Dawie Smith, the manager of the store: "I cannot make any comment at this stage because we are currently involved in negotiations"

Workers are demanding a wage hike of R235 a month across-the-board and a minimum wage of R720 a month Management has offered increases of R100 and a minimum of R630 a month

Hospital workers discuss grievances

1409
14/1/88

Staff Reporter

THE executive director of hospital and health services in the Cape will be asked to address the grievances of hundreds of auxiliary workers at Groote Schuur Hospital who yesterday downed tools in a four-hour stoppage, a hospital spokesman said.

Hospital representatives met with worker delegates in the hospital's Nico Malan hall to discuss the grievances and "unsatisfactory" pay and conditions of service of the lowest paid categories of public service employees, the spokesman said.

A spokesman for the Health Workers Union, which represented some of the striking workers, said nearly 2 000 workers demanded an R800 minimum monthly wage, a 40 hour working week, three months' maternity leave, permanent appointment and the recognition of the union of their choice.

"Patient care was not detrimentally affected," the spokesman added.

17/10/88

Hotel union denies workers have quit

By Adele Baleta

The Hotel and Restaurant Workers' Union (Harwu) has strongly denied allegations by the Karos hotel group that workers have resigned from the union

In a statement, Harwu said management's claims that there had been mass resignations and that striking Karos employees were returning to work were "totally unfounded"

Seven of the group's hotels have been hit by strikes over pay increases and the dismissal of over 100 employees for staying at home on June 16

The union said that it would take legal action if Karos refused to publicly retract its claims

A company spokesman said that a number of workers had resigned from the union and some strikers had returned to work

The spokesman said a meeting between the union and management would be held today to discuss the dispute

Clothing industry to hold talks

DURBAN — A new round of talks between the Natal Clothing Manufacturers' Association (NCMA) and the Garment and Allied Workers' Union will take place here today in a move to avert a possible major strike in the industry.

NCMA spokesman Keith Robson said yesterday the association would then table its revised, improved proposals.

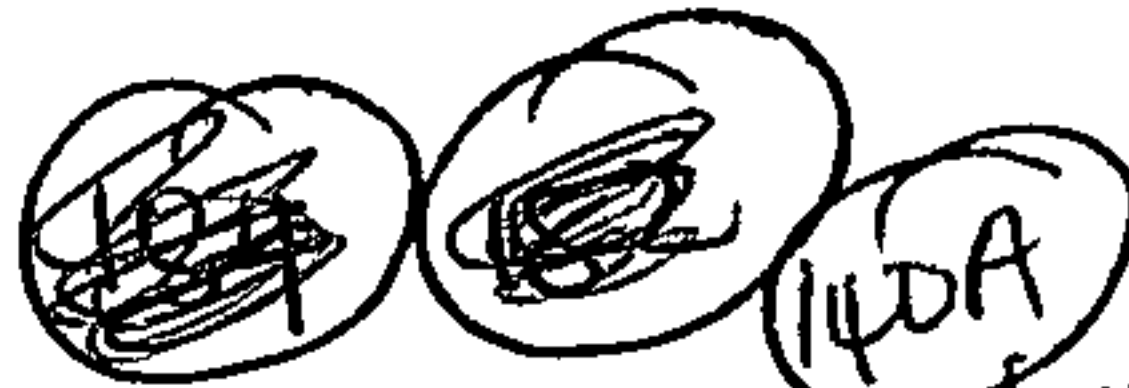
"The NCMA has formally advised the union that it does not regard itself as being in dispute with the union," he said, adding it was "most premature" to talk

of deadlock.

"Following a general return to work this week after the widespread illegal work stoppages of last week, the association's invitation to the union to resume wage negotiations has been accepted"

Union spokesman A J Moodley could not be reached for comment yesterday, but he said earlier the entire clothing industry workforce was planning a strike in support of its demand for a R35 across-the-board pay rise

Own Correspondent



DAY, Tuesday, October 18 1988

5

Major clothing strike looming

Own Correspondent

DURBAN — A major strike is looming in the clothing industry after a weekend decision by more than 1 000 shop stewards of the Garment and Allied Workers' Union (GAWU) to pursue their wage demands.

A J Moodley, regional secretary of GAWU, which represents more than 43 000 workers, said yesterday the workers rejected management's offer of a R9 pay rise in January and another R5 in July.

"We are preparing the spadework for a legal industry wide strike which will follow the normal procedures as laid down in the Labour Relations Act," he said.

More than 15 000 workers at clothing factories in Mobeni, Durban, have been striking for a week, demanding a R35 across-the-board pay rise. Most have returned to work, but for 3 000 at SA Clothing.

Keith Robson, the media spokesman for the Natal Clothing Manufacturers' Association, could not be reached for comment yesterday.

Various population groups
meaningful dialogue betw
council could signal the

ers to be grouped with those of
three openly support the CP, and
have allowed their election post-

This month the local NP news
where they had been buying food
out of an adjoining white suburb
blacks from an industrial area

Conference is a matter of 'urgency'

Cosatu, Nactu plan a workers' summit

Star 18/10/88

1407

By Adele Baleta

South Africa's two largest trade union federations will hold a worker summit to discuss the implementation of the Labour Relations Amendment Act (LRAA).

This was announced in a statement by the Congress of SA Trade Unions (Cosatu) after a central executive meeting at the weekend in Soweto.

Cosatu said details of the summit called jointly with the National Council of Trade

Unions (Nactu) would still have to be finalised.

The statement said the conference was a matter of "urgency" as employers had been eager to use offensive provisions of the new Act against the unions.

"Numerous interdicts have been lodged against our affiliates, resulting in unjust and provocative lock-outs of thousands of workers"

The summit, the statement said, followed the breakdown of negotiations between Cosatu, Nactu and the SA Consultative Committee on Labour Affairs (Saccola), which had refused to call on its members not to implement six controversial clauses of the LRAA which came into operation on September 1.

"Given Saccola's lack of good faith and their failure to stand by agreed positions, the summit will consider what action the labour movement should take in

support of its legitimate demands," the statement said.

● The central executive committee said that most of the thousands of workers dismissed for taking part in the three-day protest against the LRAA in July had been reinstated

● Regarding the municipal elections, Cosatu reiterated its commitment to non-racialism and one person-one vote in a democratic South Africa.

The union said it was aware that employers had been urged to use their powers and resources to "encourage" workers to go to the polls and that "any attempt to carry this through will provoke anger on the shop floor".

● Evaluating the banning of the anti-apartheid conference last month, Cosatu said all democratic organisations had to find ways to carry forward the struggle around the conference's key agenda issues which were one person-one vote, repression, the LRAA and housing

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8/10/88
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B/dan
NUMSA
18/10/88

NUMSA PLANNING SYMPATHY ACTION

BRONWYN ADAMS

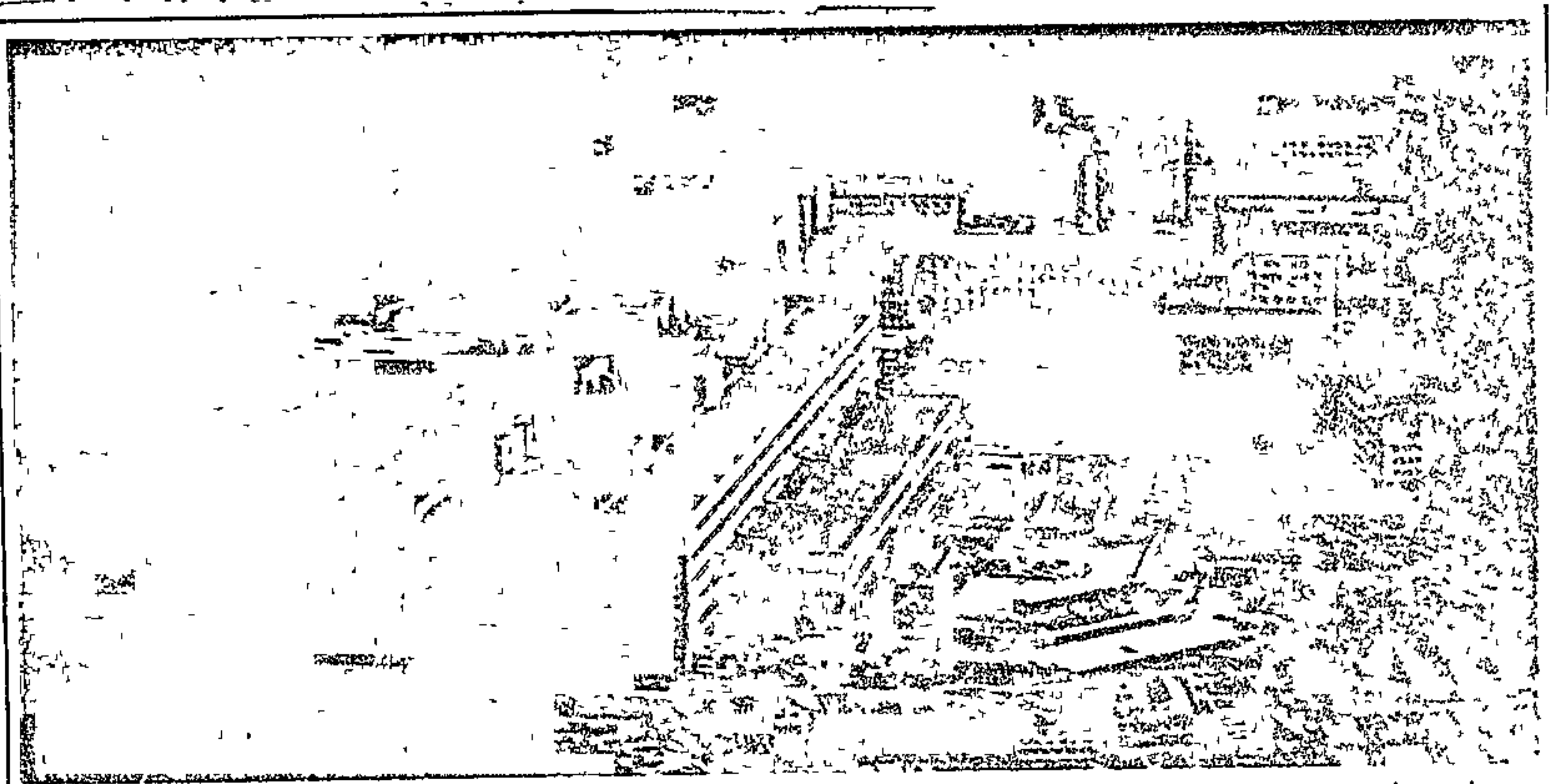
THE National Union of Metalworkers of SA (Numsa) planned to break the deadlock in its dispute with Haggie Rand through sympathy action at other Anglo American and Gencor subsidiaries, spokesman Tony Kgobe said yesterday.

Kgobe said Numsa had requested strike balloting facilities for 3 000 workers at Consolidated Metals, Denver Metals and Maxwell Tubes. In addition, Numsa had approached the National Union of Mineworkers (NUM) on sympathy action at the Kinross, Coalbrook, Western Deep Levels and Bracken mines.

An NUM official confirmed such a request was being considered. He said the effect of the five-week strike on the quality of wire cable — used to hoist cages in mine shafts — was of particular concern to members.

Kgobe said members had rejected a management offer made on Friday as it was no more than a restatement of its previous 45c an hour across-the-board increase. The union is demanding a 65c rise, bringing the minimum wage to R3,65. He said management had rejected a proposal for mediation.

A management representative said taking into account the long service allowances and other bonuses there was only a 5c difference between the two parties.



TROUBLED HOSPITAL ... Groote Schuur Hospital has been hit by a strike over wages and working conditions

Picture ALAN TAYLOR

CAPE TIMES 18/10/88 *(10)* *(1/10/1)*

Groote Schuur workers stop work for 12 hours

Staff Reporters

MORE THAN 1 000 auxiliary workers at Groote Schuur Hospital stopped work for over six hours yesterday, a hospital spokesman confirmed. It was the second work stoppage in a week.

A spokesman for the Health Workers' Union said "about 3 000" auxiliary workers had stopped work because the hospital management had failed to tell them whether and when they would meet the executive director of Cape Hospital Services, Dr

George Watermeyer, to discuss grievances

The workers went back to work when hospital management told them a meeting with Dr Watermeyer had been scheduled for this Thursday

Trade unions call for summit

CPM Tunk
18/10/88
1/10/17

JOHANNESBURG
Cosatu and Nactu have expressed support for a joint summit and, conditionally, further talks with the SA Co-ordinating Committee on Labour Affairs (Saccola) to oppose the new Labour Relations Amendment Act

These options were outlined in a Cosatu statement following its weekend central executive committee meeting, and in a letter sent late last week to Saccola

In their letter to Saccola, the Nactu and Cosatu general secretaries — Mr Piroshaw Camay and Mr Jay Naidoo — said the union federations were prepared to continue negotiations provided Saccola called on its affiliates not to take advantage of the clauses singled out in the accord and submitted proposed amendments

Cosatu said the summit was a matter of urgency "as unions begin to deal with the devastating consequences of the new Act"

Employers and unions had jointly asked government to delay the implementation of the legislation

"Numerous interdicts have been lodged against our affiliates resulting in unjust and provocative lockouts of thousands of workers," the statement said — Sapa

MONEY READY

(40A) 19/10/88
Loverton

THE Transport and General Workers Union has called on 43 former employees of Petford Van Lines in Boksburg to report urgently at its offices following an industrial court settlement over their dismissals in May 1987

TGWU spokesman, Ms Kelly Forrest, said the workers were dismissed on May 28 last year in a dispute with management.

She said the union recently obtained an industrial court order in which all the workers should be paid outstanding monies

Twenty-three of the workers have since not found alternative employment and thus are entitled to six months' pay, according to the order.

Those who have found alternative employment are to be paid money amounting to three months' pay

Ms Forrest said the workers should have been paid out by yesterday and that they should report to the union's offices at Queen's Court at the corner of Bree and Klein streets from today onwards. The call has been made to all the 43 TGWU members

140A
19/10/88
SMK

Cosatu calls for a 'summit'

Own Correspondent

DURBAN — The Congress of South African Trade Unions (Cosatu) is planning a major conference to formulate a united response from the labour movement to the Government's Labour Relations Act.

Cosatu has taken the lead to get a united response along with other movements, such as the National Council of Trade Unions (Nactu) and other independent labour movements, after its central executive committee decided at a weekend meeting in Soweto to get a broader response to the Act.

In a statement released in Durban yesterday, the executive committee said that the call for the "summit" came after a break-off in talks with the employer organisation, Saccola, which has refused to call on its members to take "a constructive position" in relation to the Act.

Cosatu said that it now regards itself in dispute with Saccola and that a summit of the labour movement should support the organisation's legitimate demands.

Workers told to accept offer or go

11/01/88
By Adele Baleta

Haggie Rand management has issued an ultimatum to striking members of the National Union of Metalworkers of SA (Numsa) to accept the company's final wage offer by 4 30 pm today or be dismissed *stor 20/10/88*

A Numsa organiser, Mr Tony Kgobe, said yesterday the 1 800 workers who went on a wage strike five weeks ago would not accept the offer

He said that Haggie Rand had also threatened to evict 800 workers from the company hostel

This was denied by a company spokesman, who confirmed that an ultimatum had been given to Numsa with a revised wage offer on Tuesday

Mr Kgobe said workers would picket Anglo American and Gencor headquarters and the Johannesburg Stock Exchange today to protest against the wage offer

He said sympathy action in the form of demonstrations and pickets had been staged by workers at Maksal Tubes in Springs, Denver Metals and Consolidated Wire Tubes in the Vaal Triangle

Mr Kgobe said Numsa had also approached the National Union of Mineworkers over sympathy action

The company spokesman said that the offer on Tuesday did not reflect movement on the basic wage offer of a 45 cents across-the-board increase and a minimum of R3,45 an hour. The union is demanding an hourly increase of 65 cents across-the-board, bringing the minimum wage to R3,65

The company spokesman said there was an improvement on the total wage package, which was now 70 cents an hour or R136,50 a month

In addition, an attendance bonus of 2 cents an hour (R5,18 a month) had been offered for the first time

The total wage package would be retrospective to July 1, May 1 and June 16 would also be granted as holidays

Star 20/10/86 (1407)

Institute opposed to voting campaign

By Mike Siluma,
Labour Reporter

Government attempts to harness business into helping get black workers to the municipal polls has come under criticism from the Institute for Industrial Relations

The institute's director, Mr Mike Miles, cautioned employers not to become involved in the campaign

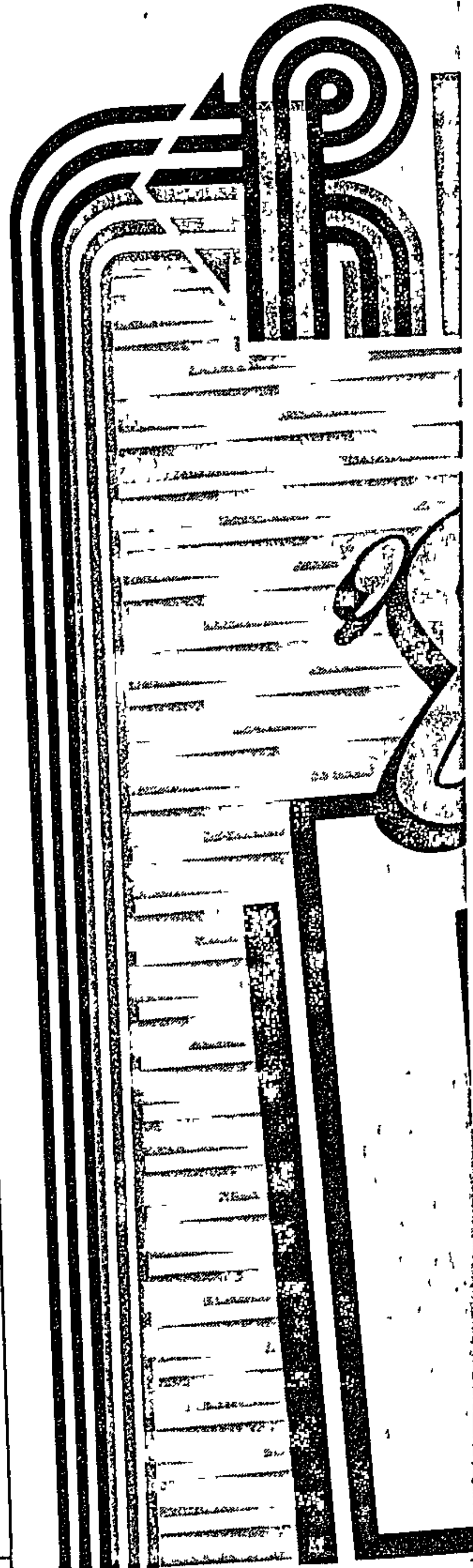
"The institute believes that in the interests of sound labour-management relations, employers ought not to become involved in the municipal election campaign," he said

The Transvaal Provincial Administration has, in a letter to employers, urged them to "assist and encourage their black staff to register as voters and later to exercise their democratic right to vote"

South Africa's two main black worker federations — the National Council of Trade Unions (Nactu) and the Congress of SA Trade Unions (Cosatu) — have not urged members to participate in the poll

Nactu secretary-general Mr Phiroshaw Camay challenged the SA Employers' Consultative Committee on Labour Affairs (Saccola) to state its position

Saccola spokesman Mrs Frieda Dowie said she could not see how Saccola could involve itself in party politics



(140A) South
Oct 20-26 1988.

Showdown looms

THE Health Workers Union is to meet the executive director of Hospital and Health Services this week to discuss the demands of the 2 000 workers who downed tools at Groote Schuur Hospital on Monday — for the second time in less than a week.

The work stoppages came in the wake of the union's repeated attempts to obtain a meeting with the director to discuss issues which the hospital superintendent is not empowered to deal with.

The workers are demanding a minimum starting wage of R800 a month. At present some are earning as little as R267, which a union spokesperson described as so paltry as to be laughable.

The workers also want an end to the temporary status under which they are employed. They say that many workers of long-standing service continue to be denied job security or the benefits which go along with being permanent staff.

Reduction in working hours

A similar demand has been voiced by the Public Servants League whose members are in the same position.

The most far-reaching demand is that workers no longer be covered by the Public Servants Act in terms of which they are denied the right to strike, but instead are subjected to the Labour Relations Act.

Other demands are a reduction in working hours from 44 to 40 and three months' maternity leave.

A hospital spokesperson confirmed two work stoppages involving more than 1 000 workers.

She said hospital services were in no way affected by the stoppages and that workers resumed work after the director agreed to meet their representatives.



A MEETING between representatives of the National Union of Mineworkers, the Western Cape Region of the Congress of South African Trade Unions and squatter representatives in Port Nolloth last Sunday was disrupted when police ordered those attending the meeting to disperse in terms of the Illegal Gatherings Act

Axe hangs over Tentedorp

14DA South
20-26/1988

PORT NOLLOTH municipal officials are poised to demolish Tentedorp squatter settlement should the community fail to get a Supreme Court interdict restraining the municipality

Reverend R Damons, of the Namaqualand Council of Churches, said municipal vehicles had encircled the camp early on Wednesday

An application for an interdict, restraining the municipality from demolishing the home of Mr Ben Mtetandaba, came before Mr Justice D M Williamson on Friday October 14

It was "with reluctance" refused, with Justice Williamson expressing regret that his hands were tied by the law

He requested the municipality to withhold the eviction, pending the outcome of the application concerning the squatters' right to occupancy due to be heard on October 26

Mtetandaba's tent was demolished on Monday October 17

According to observers monitoring the Tentedorp situation, municipal employees refused to act and a municipal official was forced to demolish the tent

While lawyers acting for the community applied for another interdict, a municipal demolition team surrounded the settlement on Tuesday

They were prevented from proceeding with the demolition by an urgent temporary interdict obtained on Tuesday

B/Am 20/10/88

(S) (1007)

Black and white union solidarity

Workers unite for pay claim

A MULTIRACIAL group of about 200 artisans at Volkswagen — members of the militant National Union of Metalworkers of SA and the whites-only SA Iron, Steel and Allied Industries Union — yesterday entered the second day of a strike over a wage dispute.

Brian Smith, employee relations manager at the Uitenhage plant, said the strike began after toolmakers were granted a wage adjustment over and above the negotiated increases. Other artisans had now demanded the same.

Smith said the toolmakers' increases were based on market conditions. Similar increases for other artisans were not justified by the market.

He said production was running at about 90% of normal levels, although this could not be kept up for long. Talks with representatives of the two unions were continuing and

ALAN FINE

he hoped a resolution of the conflict might be reached today.

Nusa spokesmen were unavailable for comment. SA Iron, Steel and Allied Industries Union general secretary L N Cilliers confirmed he had been notified his members were on strike but declined to comment further until he had received more details.

Unusual

The unusual racial unity comes 11 months after representatives of the two unions reached an accord to stamp out incidents of racial friction, including two incidents of violence at the plant.

The agreement prompted management to revoke the dismissals of a black worker and a white foreman accused of provoking the incidents.

Rusplats secretive on mine deaths — union

By Tim Cohen

140A

The National Union of Mineworkers has accused Rustenburg Platinum Mines of hiding information about the deaths of six miners — a claim denied by the mine's management

had died when a hoist was — “for reasons not yet determined” — operated while workers were entering the conveyance The following day, the death of another miner was announced

The mine owners, Johannesburg Consolidated Investments (JCI), announced on Tuesday that five miners

NUM general secretary Mr Marcel Golding said last night that repeated attempts to obtain information and access to the mine had been refused

THE RUSTENBURG PLATINUM MINES

Time to make a stand — Naidoo

140A
Lloyd Coultts
SA 2/10/88

Mr Jay Naidoo, general secretary of the Congress of South African Trade Unions (Cosatu), said last night that the Government could not take away people's right to decide what to do in the municipal elections on October 26.

He was speaking at a meeting of the Transvaal Indian Congress in Actonville, near Benoni.

He said it was important for people to make a stand "and your stand is not with the oppressor, it is with the oppressed. For the future of our country lies with the oppressed of our country"

Dr Frederik Van Zyl Slabbert, co-director of the Institute for a Democratic Alternative for South Africa, shared the platform

He told the meeting South Africa was one of the few countries in the world where people were compelled to be democratic

He added "Usually democracy does not need to be advertised, because the essence of democracy is the freedom that people have to participate freely to choose their organisations and their leadership and to voice their opinions That is what broadening of democracy really means"

Wages: City Council to pay R30m more

Cape Times 24/10/88
1409
Municipal Reporter

SALARY and wage increases which Cape Town City Council has granted its staff for the current year will increase its total wage bill by 11%

Mr Ted Doman, public relations officer for the City Council, confirmed this yesterday, and said the entire annual salary adjustment would cost the council R30 million.

Provision for the cost of the salary adjustment had been made in the current budget, he said.

Adjustments were generally "in the order of between 19% and 9%", he said, with the higher increases awarded mainly in the lower categories.

Differentiated adjustments have been made to various job categories and grades "as indicated by market conditions".

In previous years council used to negotiate across-the-board general increases.

Mr Doman said the settlement concluded (this year's) negotiations with the Cape Town branch of the South African Municipal Workers' Union (Samwu), which is non-racial, and with the South African Association of Municipal Employees (Saame), which is for whites only.

The new wage rates will be in effect from June this year to June next year.

Labour Update

'800 threatened with eviction'

ABOUT 800 members of the National Union of Metalworkers of South Africa have been threatened with eviction from a company-owned hostel by Haggie Rand if they do not end their wage strike, a spokesman for the union said.

By LEN MASEKO

The company's offer should inform them by not later than yesterday afternoon. The notices went on. This offer represents a considerable improvement over the current wages and conditions of employment and is well above the "main agreement" (Seifsa) recently agreed by all the parties in the engineering industry.

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"If this offer is acceptable you may resume employment without loss of service benefits"

The Numsa spokesman said the company had made this threat after talks between the union and management deadlocked on Tuesday. Numsa — among other things — demands an across-the-board hourly increase of 65 cents while management is offering 45 cents an hour.

The union spokesman said "Numsa condemns the evil migrant labour system and the com-



140R (circled) WMAIL 21-27/10/88 (circled)

Three firms to sue unions for R4-m

By EDDIE KOCH

THREE Reef companies are planning to sue trade unions belonging to the Congress of South African Trade Unions (Cosatu) for a total of more than R4-million for damages allegedly suffered during illegal strike action.

The claims are the first to be made in terms of controversial clauses in the new Labour Relations Amendment Act which make it possible for companies to claim losses caused by unlawful strikes.

Cosatu and the National Council of Trade Unions (Nactu) say the law could be used to close down militant unions by bankrupting them.

Kwela Wholesale Meat Supply in Springs has served papers on the Food and Allied Workers' Union (Fawu) giving notice that it intends claiming R1,7-million for damages allegedly caused during a series of illegal strikes this year, according to

the firm's industrial relations adviser, Phillip van Welbergen.

Van Welbergen said he was also preparing papers on behalf of the Ullman Brothers cartage company, which wants R2-million compensation from the Transport and General Workers' Union (TGWU) for damages allegedly sustained during a strike last month.

Pyramid Distributors in Denver is planning similar action against the Commercial Catering and Allied Workers' Union (Ccawusa) for R500 000 which Van Welbergen says was lost during a stoppage last month.

He said Kwela had calculated their claims according to lost production, the cost of hiring new staff during the strike, the cost of training new staff,

loss of customers and the cost of regaining the market position of the company at the time of the strike.

One of the unions' main complaints about the new labour law is that it removes their indemnity from the consequences of illegal industrial action and places an onus on them to prove that they had no connection with such action by their members.

Reacting to union claims that the Labour Relations Amendment Act could be used to bankrupt unions, Van Welman said "It is likely that this will happen — but then again the unions must act responsibly."

Representatives of Fawu were not available for comment at the time of going to press. But a Ccawusa source said the union had been on the verge of signing a recognition agreement with Pyramid when the compa-

ny had hired Van Welbergen in a deliberate move to "union-bashing".

Van Welbergen wore a pistol and behaved in a provocative way when dealing with union representatives, the source said. Ccawusa has declared a formal dispute with the company for breaking off talks on union recognition.

Last week the HL&H timber company applied to the Industrial Court for an interdict restraining Nactu's Building Construction and Allied Workers' Union (BCAWU) from staging an overtime ban which the company claimed had cost it R1,1-million in lost production.

Nactu general secretary Piroshaw Camay said the federation feared the application could herald a damages claim against the union. However, the dispute was settled this week.

W/C ARGUS 22/10/80
140A

What future for general trade unions ?

AN important chapter in the history of South African trade unionism appears to be drawing to a close with the impending departure of the South African Allied Workers' Union (Saawu)

If its affairs are wound up soon, as appears likely, it will mark the end of general unionism, at least in the Congress of South African Trade Unions (Cosatu), as the federation moves towards consolidating industrial unionism



Opinions from observers of the union movement were that it had reached a stage where general unions were passing into history

But the question remains as to whether there might not still a place in the movement for general unionism

Historically, general unions have tended to have wide popular appeal for a period

before collapsing in disarray

In South Africa in the 1920s there was Clemens Kadalie's Industrial and Commercial Workers Union (ICU) and in the United States the "Wobblies", International Workers of the World

Transport and General Workers' Union, another of the great general unions which joined Cosatu, is now general in name alone and confines its organisation to workers in the transport, cleaning and security sectors

The basic concept of industrial unionism is that unions organised on an industry-wide basis, because nearly all disputes are industry based, have more clout than a general union which organises workers irrespective of sector

Out on strike

This means that they have many small individual elements in various industries which means, unless there is a highly politicised issue, it is difficult to bring members out on strike

General unions are also seen as cutting across the organisation of industrial unions, not being accountable to membership through proper democratic procedures and not being financially accountable

In spite of these questions about general unionism, industrial unionism also faces problems of dealing with organisation in small centres or of accommodating workers who fall into the cracks between them

Asked whether a general union might not fill a role here, possibly in helping organise workers in small centres where it would be difficult for each industrial union to place an organiser, or where distance makes it difficult to service members' needs, or to get people used to the idea of unionism, those approached had mixed feelings

Workers' needs

They pointed out that nearly all Cosatu unions were also "allied" which allowed them to cover workers not strictly within their sector and that, in the case of small centres, an advice office could service workers' needs without the formation of a general union

It was also suggested it might be a better tactic to organise workers into an industrial union from the start, even though this might mean having many small branches round the country.

Another suggestion was that workers not reached by an industrial union could organise themselves into a branch and then approach the appropriate union

BIRTHDAY TREAT FOR DETAINED NUM BOSS

THERE was excitement in the Rand Supreme Court on Friday when Mr Moses Mayekiso celebrated his 40th birthday with a kiss and a creamy cake during the morning tea-break

It was a kiss from his wife, Kola, who brought the cake that was specially made for him. It cost R100 and had an emblem of the National Union of Metalworkers of South Africa and an endearing "happy birthday Moses" message.

It was Mr Mayekiso's second birthday he celebrated in detention since his arrest on June 28, 1986. His co-accused and spectators, mostly members of the National Union of Metalworkers

SOWETAN Reporter

of South Africa joined him in the celebration that was held in the foyer of the 4F courtroom.

There were good wishes from the spectators and others sent cards. Some court officials joined in the brief moment of excitement as photographers clicked several shots.

Treason

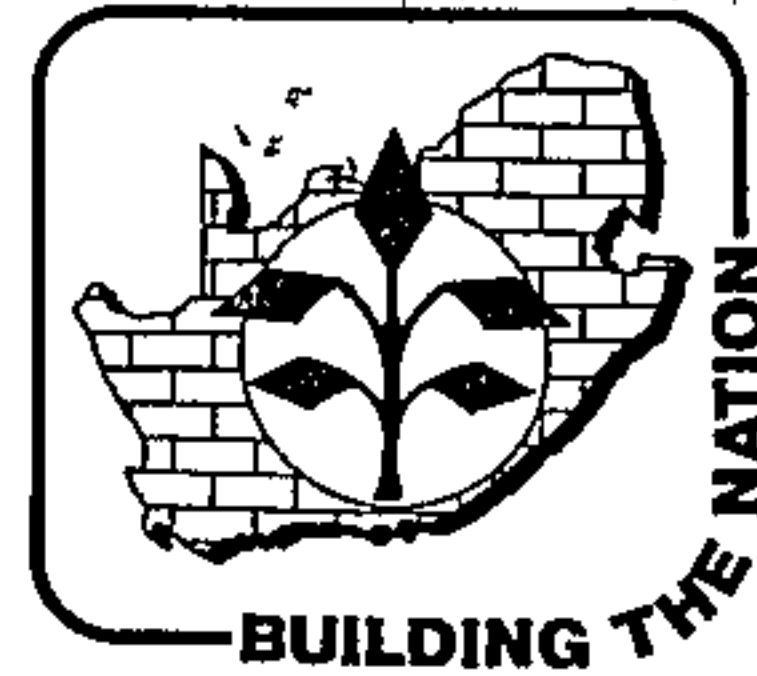
Incidentally, 4F is the courtroom where the trial of eight young men also from Alexandra township, was held. They were also charged with treason alternatively sedition or subversion. At the end of the trial Mr Justice Grosskopf convicted all but one of sedition and sentenced them to jail terms of which some years were

suspended.

Mr Mayekiso secretary general of Numsa is appearing with four other civic leaders before Mr Justice P J van der Walt on charges of treason alternatively sedition or subversion.

The four are Mr Paul Tshabalala (38), Mr Richard Mdakane (29), Mr Obed Bapel's (28) and Mr Mzwanele Mavekiso (22). They have pleaded not guilty and are held in custody.

After the brief party Mr Mayekiso returned to the witness-stand from where he is being cross-examined by the State prosecutor, Mr Chris Human SC. He was questioned about the documents that were found in his possession when the police arrested him.



Building The Nation

Nation Building means picking up the pieces and rebuilding all structures that have collapsed in our communities,

It means striving for the best in all that we do for ourselves and our people,

It is the search, the acquisition and control of structures of power required for the survival of a nation,

It is creating an efficient leadership and increasing the value and quality of life among all inhabitants of our country,

We have a vision of a future society we want to create for ourselves and our children,

Let us, therefore, set ourselves goals and design objectives and a programme of action that will set the wheels of Nation Building in motion,

Nation Building is our hope for the future.

SOWETAN

Union chief praises concept

BLACKS will still not be free even if apartheid were to be scrapped from the Statute Books, according to Mr James Mndaweni, president of the National Council of Trade Unions.

He was addressing the Southern Transvaal Regional Congress of the Media Workers Association of South Africa (Mwasa), at Ipelegeng Community Centre yesterday.

Concept

Mr Mndaweni called on Mwasa delegates to take heed of the *Sowetan's* Nation-Building concept, which he said was a call through which people were being told that they are capable of liberating themselves.

He said members of the African working class had for many years undermined their ability to do anything for themselves because they had grown used to having things done for them by whites.

Mr Mndaweni also said it was very important that democracy should prevail in the labour movement and that political ideologies should not be imposed on workers

without allowing workers to debate and decide on their own which ideology they want to subscribe to.

The outgoing chairman of Mwasa's Southern Transvaal region, Sam Mabe, applauded Nactu and the Black Consciousness Movement of Azania for what he called "A courageous stand they took on the education crisis in South Africa."

He said the position taken by the two organisations when they met in Harare in June demonstrated genuine leadership.

Play

"If you are a genuine leader, you don't play to the public gallery, you have to be honest and have the courage to take decisions even if not necessarily popular."

"We all know that there are leaders who do not want our children to be educated because educated people are not easy to manipulate."

The Mwasa congress, which started on Saturday, was attended by over 200 delegates representing 73 plants in the Johannesburg area.

CH 6
T.M. 15
25/10/88

1 800 workers at wire plant fired

JOHANNESBURG —
Haggie Rand have dis-
missed 1 800 workers at
its Germiston and Jupi-
ter plants in the sixth
week of an industrial
dispute with the Union
of Metal Workers of
South Africa (Numsa)

The wire ropemaker's
managing director, Mr
John Midburn, said
workers received a
week's pay with notices.

The notices urge work-
ers to accept the com-
pany's offer of re-em-
ployment — at the rates
it offered at the end of
negotiations on August
11. — Sapa

Sarwhu trial is postponed

1409 By Adele Balet

The trial of 16 South African Railway and Harbour Workers Union (Sarwhu) members was yesterday postponed in the Rand Supreme Court to October 27 when the defence will continue evidence in mitigation

The postponement was to allow time for overseas expert witnesses to prepare evidence.

The experts are leading psychologists, American Dr Scott Fraser from the University of Southern California, and Dr Andrew Coleman from Britain.

The trial arises from the SA Transport Services strike last year.

Eight men have already been convicted of murdering non-strikers.

1988/10/25

DOZENS of members of the Commercial Catering and Allied Workers Union of South Africa yesterday embarked on a wage strike at two General Tyre plants in Johannesburg and Pretoria, a spokesman for the union said yesterday.

Mr Jackie Masuku, an official of Ccawusa (Vivian Mtwa group), said the strike followed

Wage dispute leads to workers strike

the failure by the conciliation board to resolve the wage dispute between the two parties.

He said the union demanded — among other things — an across-the-board increase of R52,50, and May 1 and June 16 to be recognised as paid holidays and a minimum wage of R205 a week. Management, he said, has offered an across-the-board increase of R12,50 and a

minimum wage of R112 a week.

The company's manager, Mr Brian Fouche, had not responded to a *Sowetan* inquiry by the time of going to press. Mr Masuku said

“Management’s offer is below the poverty line and is not anywhere near the inflation rate.”

• The dispute between Ccawusa (Papi Kganare faction) and Karos hotel group is to be referred to a mediator.

A Ccawusa spokesman said mediation would focus — among other issues — on Karos’ employees demands for higher pay and reinstatement of 142 workers dismissed on November 11.

ment of their 125 colleagues dismissed for staying away from work on June 16.

Mediation proceedings are expected to start later this week.

Protest

The Ccawusa spokesman said a number of Karos employees staged a two-hour sit-in strike at the Johannesburg offices of the Industrial Council

for the Liquor and Catering Industry, protesting against its failure to enter the fray.

Meanwhile negotiations between Ccawusa and Southern Sun’s management over the dismissal of 142 workers are expected to resume on November 11.

The Ccawusa members were dismissed after staying away from work on June 16.

140A

Imetun

25/10/88

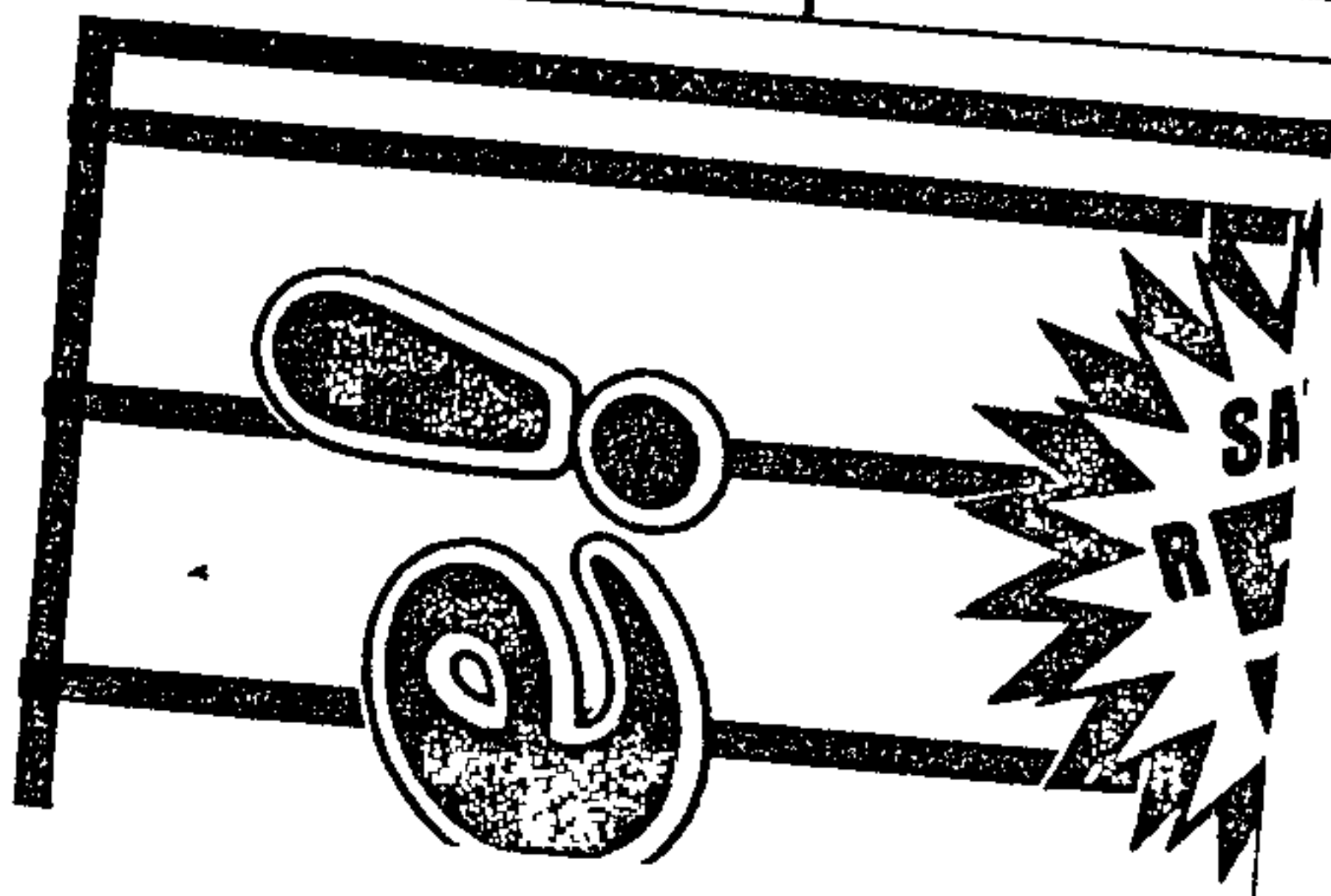
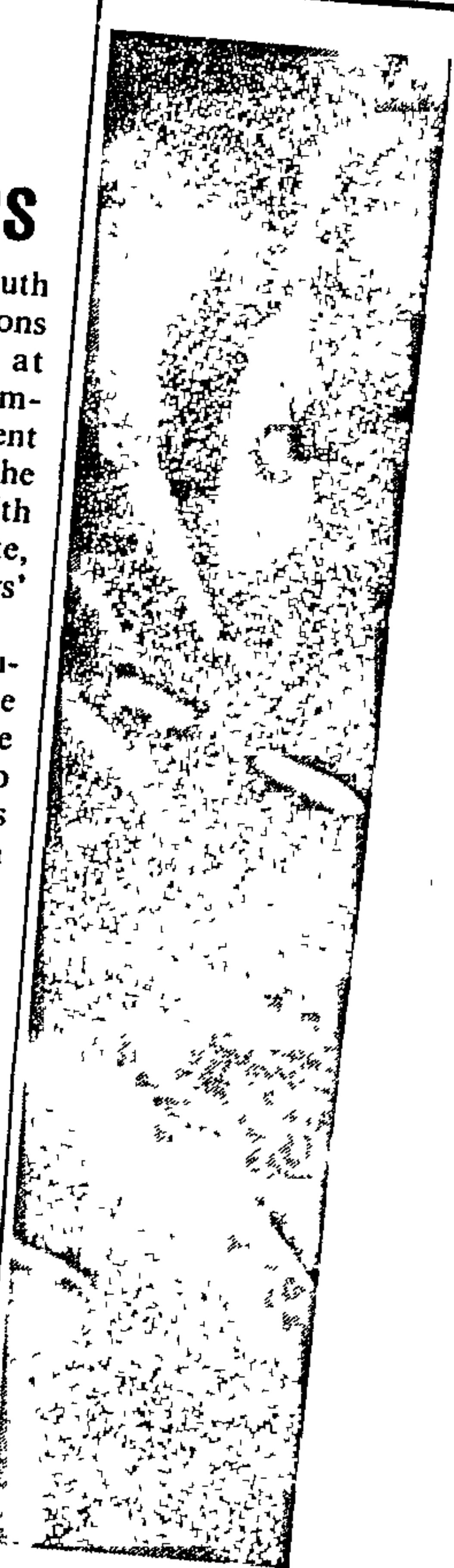
Cosatu hits at companies

THE Congress of South African Trade Unions yesterday lashed at multi-national companies for their apparent refusal to discuss the disinvestment issue with the federation's affiliate, the Chemical Workers' Industrial Union.

Most of these multi-nationals — called by the CWIU to discuss the matter — "wanted to duck the issue", Cosatu's Witwatersrand region said in a statement.

Cosatu, the statement said, was aware that these companies were more concerned with meeting their commitments to "white management than to workers"

"The Wits region reiterates that the isolation campaign is aimed at hurting apartheid, and these companies should not use it as an excuse to make profitable business deals and to sell out," Cosatu said.



Betrayed on pay, say council workers

By DICK USHER
Labour Reporter

A CALL for a no-confidence vote in the South African Association of Municipal Employees local committee over the recently concluded pay negotiations has been made in a petition circulating among municipal employees.

The petition seeks a special meeting, "as it is the only way we can vent our strong feelings of disgust and betrayal at the hands of the very people who are supposed to look after our interests"

Today Mr Peter Rist, branch president, denied reports that he had resigned

HATE-MAIL

"I have only indicated to the committee that I will not be available for re-election when my term of office expires in November," Mr Rist said

Since the announcement of the settlement a rash of pam-

phlets and cartoons attacking the deal have been circulating among City Council staff

Mr Rist said he had had several articles of hate-mail

The salary negotiations had led to a great deal of unhappiness, he added, because a uniform cost-of-living offer was not made, but a differentiated offer in which lower-paid employees and branch and department heads got better increases than those in between

The committee had accepted the council's offer because it was a matter of urgency on which the council required an answer by a specific date.

"Saame has expressed its unhappiness with the settlement and as a result, in the near future we will be taking appropriate steps to ensure that all our members get a fair deal from July 1989"

Misinformation had not only put the integrity of the committee in question but had confused members

"This will be rectified by a comprehensive statement which will be issued shortly," Mr Rist said

He was 12 at the start of the...
a Board of Trade and...
...at the start of the...
...at the start of the...

London rumours of ConsGold stake sales

Blair 27/10/88

EC starts inquiries into Minorco bid

STRASBOURG — The European Commission has begun inquiries into Minorco's proposed takeover of UK mining giant Consolidated Gold Fields, a senior EC official said yesterday.

Competition Commissioner Peter Sutherland stopped short, however, of announcing a formal EC investigation

Sutherland said after a complaint to Brussels by ConsGold the commission had asked Minorco for its comments and asked for information from other interested parties. He declined further comment.

The British government on Tuesday said it had decided to refer the £2.9bn bid — the largest in British corporate history — to its Monopolies and Mergers Commission.

Under British rules, the bid now lapses and Minorco would have to launch a new one if the Monopolies panel found a takeover would not be bad for competition.

EC sources said the European Commission would now have to decide whether to go ahead and launch its own investigation, or whether to await the outcome of the British inquiry.

Firmed

Meanwhile in London, ConsGold shares firmed yesterday in the wake of market rumours that Minorco may have sold its stake of around 30%, dealers said.

However, officials at Minorco and its merchant bankers Morgan Grenfell declined comment, while the volume of trading in

ConsGold shares on the London Stock Exchange remained low, suggesting Minorco had not sold its 60-million-share stake.

Sources at ConsGold also declined comment.

ConsGold was quoted at 155p yesterday morning, up 16p from Tuesday's close. Analysts said Noranda Mines of Canada was the rumoured buyer, but they were sceptical.

The rise in ConsGold's share price reflected market speculation that a potential buyer of Minorco's stake could be another bidder. Noranda was mentioned in this context but analysts were sceptical it could afford a bid.

Minorco has still to clarify its response to the monopoly probe.

Analysts noted that sale of its ConsGold stake was obviously one option, though not the only one — Sapa-Reuter.

Numsa slams Haggie tactics as workers fired

Blair 27/10/88

THE National Union of Metalworkers of SA (Numsa) yesterday condemned what it called the vicious tactics of Haggie Rand management aimed at smashing worker resistance at the company.

This week, after a 38-day lock-out, Haggie dismissed 1 800

workers at its Germiston and Jupiter plants and asked the 800 hostel dwellers among them to vacate their accommodation.

Numsa accused the company of using apartheid structures in

the dispute and warned that, while it was still prepared to attempt to settle the dispute, it was ready for a protracted battle which could include legal action and intervention by Haggie employees at other plants.

Management spokesmen could not be reached.

ALAN FINE

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140A

B/dmy 27/10/88

ALAN FINE

Numsa denies Dunlop claim

THE National Union of Metalworkers of SA (Numsa) yesterday denied a BTR Dunlop management claim that strikes at four of the company's plants had been interdicted on Tuesday because they were unlawful.

A union spokesman stressed the required Labour Relations Act procedures had been followed and the Industrial Court order had not referred at all to the lawfulness or otherwise of the strike, sparked by the dismissal of a senior shop steward.

The order required the union to show

cause on November 15 why the strike action should not be declared unfair. However, a Dunlop spokesman said the court had said verbally there was *prima facie* evidence of unlawfulness in the case.

The spokesman said employees at three of the affected plants had returned to work yesterday in compliance with the court order.



Sanctions are hurting Transkei

UMTATA — Transkei was part of the Southern African economic environment and was therefore suffering the effects of the international trade embargo against SA.

Speaking at Transkei's 12th independence celebrations at Umtata's stadium, State President Tutor Ndama said: "We cannot ignore the adverse effects that these economic

140A



'Black Monday' for 200 as firm sells out

NEXT Monday, October 31, will just be another working day for many, keeping the wheels of the country's economy going. But for more than 200 members of the National Union of Metalworkers of South Africa — employed by Barlow Rand's Almem company — it will be a "Black Monday."

For on this day, most of these workers will join thousands of job seekers in the labour market because Almem — the company which they have been associated for many years — is closing down and selling its assets to another firm, Wispeco.

Although Wispeco has indicated that it would need a workforce to continue production when it takes over Almem's Isando plant on November 1, the company will not offer all of the more than 200 workers alternative jobs. Seventy-three workers will be offered jobs.

Explaining its reasons for not guaranteeing jobs for all of its employees, Almem management has told its workforce that it cannot sell them to another company, "because they are not assets," according to a Numsa spokesman.

- Among reasons given by management for selling the company are:
- A 30 percent "over-capacity in the market."
- New machinery would have to be purchased to



NUMSA president Mr Daniel Dube.

● No reason to sell off — Numsa

● Over-capacity in market — bosses

By LEN MASEKO

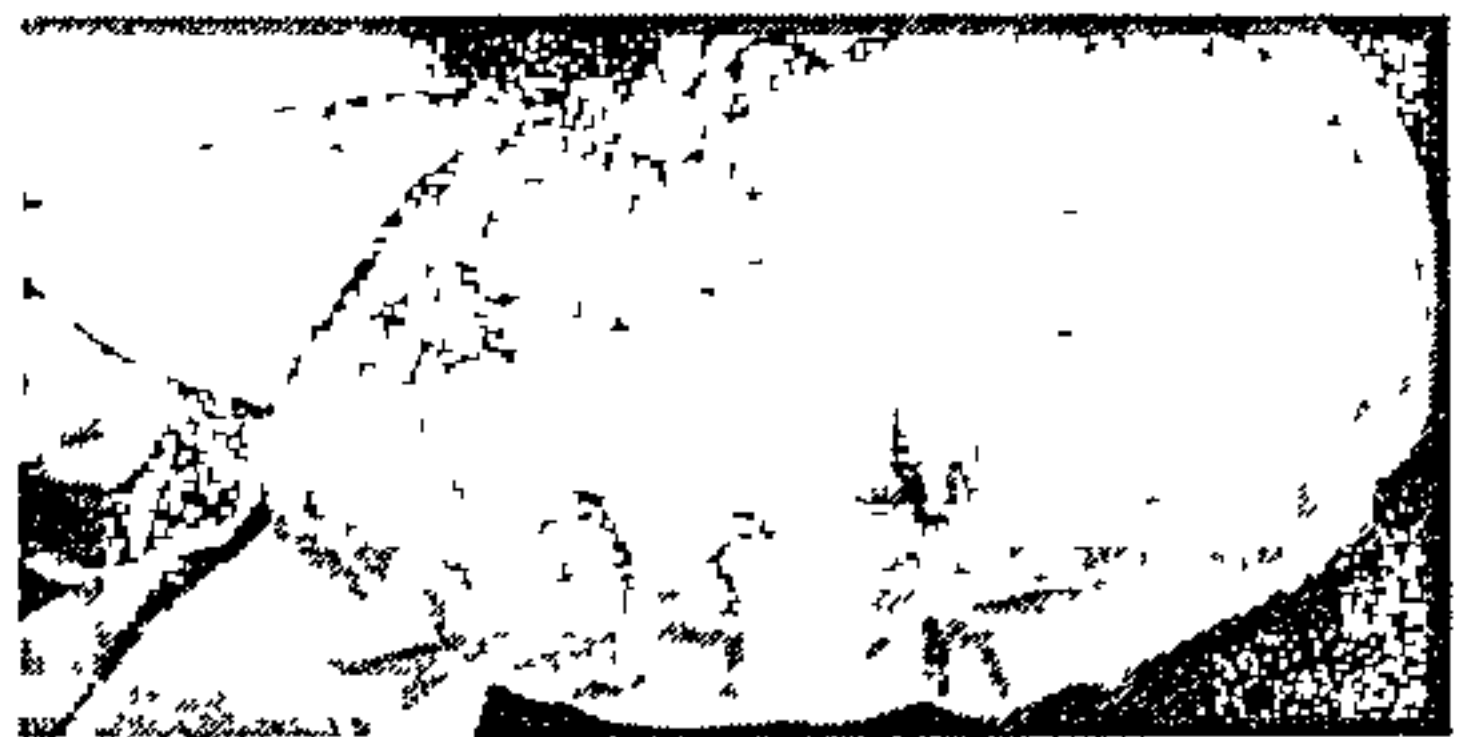
"become competitive in this market (aluminium extrusion)" — at a cost of R6 million. The company says no investors are willing to pay this amount in a market "which already has over-capacity," and

- Relocation costs on expiry of the lease (at Isando) will result in a further cost of approximately R2 million.

The Numsa spokesman says management has cited — among its reasons for the sale — labour unrest. But management has refuted this claim, saying "Labour unrest over a considerable period of time while being harmful, was not an important factor in considering the sale."

Numsa believed that the company's decision to close shop "is not economically necessary and that this represents yet another attempt by big business to try to smash strong trade unionism."

Although the company has promised to place some of the Almem employees at other associate companies only 15 white workers have been offered jobs at Barlow Rand's Robor company, according to Numsa. The sale is likely to lead to a bitter clash between Numsa and Barlow Rand. The union has already called a shop steward council meeting of all Barlow Rand companies — where it has membership — to "discuss ways of responding to this attack."



BARLOW Rand chief Mr Mike Rosholt.

Approached for comment, Almem managing director Mr Ian Lawson said "The company requested Wispeco to offer employment to as many people as possible and as a result, Wispeco has offered alternative jobs to 73 hourly paid employees of the company. However, only 42 employees have accepted these alternative jobs."

The majority of these employees, Mr Lawson said, would be receiving wages "which are higher than or equal to their wages, and will all be credited with their previous service at Almem."

He added "Regrettably, 31 employees have rejected this offer of alternative employment at Wispeco and it would appear that they prefer re-employment to alternative jobs, although the reasons for their refusal have not yet been ascertained."

Eighteen employees, the director said, would be placed at Robor. Of these 12 were white — "not 15 whites only as claimed by Numsa," he said. Negotiations between the two parties are continuing.

"Almem employees feel that the company has given them a raw deal, dumping them after many years of loyal service," the Numsa spokesman said.

For the past few weeks, he added, Numsa members have been staging placard demonstrations on the company's premises protesting against the sale as well as management's failure to guarantee jobs for the entire workforce.



Hopes for end to Mercedes strike

17645 28/10/88 (1401) (22/10/88)

EAST LONDON.— Almost the entire workforce of 3 000 at the Mercedes Benz of South Africa (MBSA) plant in East London has been on strike for the past two days.

A spokesman for MBSA said yesterday production at the plant had been seriously affected

However, settlement in the dispute which caused the strike was reached late yesterday

In a statement the company said production was expected to resume today, but a National Union of Metalworkers of South Africa (Numsa) spokesman in Port Elizabeth, Mr Les Kettledas, said a report-back meeting would be held with workers and it was difficult to predict whether or not workers would then return to work.

Disciplinary

Numsa's regional secretary, Mr Viwe Gxarisa, said the work stoppage was over two separate disciplinary matters

The first was a case of mutual accusations of drunkenness between an assembly-line worker and a foreman

The worker refused to take a breathalyser test unless the foreman

did the same and he was dismissed

In the second case, a worker was dismissed after only a few hours in a new job because he was said to be performing inadequately

Mr Gxarisa said management had failed to follow the strict procedures applicable to such circumstances

In a meeting between management and Numsa yesterday afternoon, it was agreed to reinstate the latter worker and hold an internal disciplinary inquiry for the former, he said

Poor performance

The statement issued by MBSA said the layoff procedure had been clarified. It said there had been a dispute over an alleged incident of misconduct and the interpretation of a lay-off agreement

Later, however, the MBSA spokesman, Mrs Wendy Hoffman, said the strike followed the dismissal of a worker last week for "poor performance".

Mrs Hoffman said the strike was an illegal one and had taken place before an appeal lodged against the dismissal of the employee could be heard

She said the appeal was to have been arranged as soon as possible — Sapa

Chissano visits Cuba again

Man molested seven schoolboys

FM 28/10/88
MINE SAFETY

Grim tally

The National Union of Mineworkers (NUM) has approached Anglo American asking that a period of mourning be granted for the seven workers recently killed at Western Deep Levels.

With mine fatalities running at a very high level — the unions claim an amazing 800 annually, the Chamber of Mines suggesting a lower figure — a day of mourning in each case would obviously seriously affect productivity.

While Anglo's Bobby Godsell says it would be a tragedy to turn mine safety into a war between management and unions, the NUM feels that the death rate is unacceptably high enough to be termed "slaughter."

"As long as management take the view that health and safety is their prerogative, things will not improve," says NUM safety officer Hazy Sibanyoni

Other union demands before management at the moment include the establishment of a full-scale commission of inquiry to examine health and safety in the industry.

Godsell has made it clear that Anglo American is not prepared to negotiate on health and safety in the same way that it does on the wage issue. He has expressed his preference for "partnership" and joint consultation, stressing the need for expert judgment on safety criteria

The question of who is doing what is typically clouded by conflicting claims from both sides.

Anglo cites a set of principles agreed upon earlier in the year facilitating worker and union involvement in safety management and monitoring at mine level. One agreement incorporating these principles has been negotiated between management and the NUM at Vaal Reefs West. ■

Labour Update

Union official

gets anonymous

death threats

140A

By LEN MASEKO

AN OFFICIAL of the South African Allied Workers' Union is living in fear of his life after receiving death threats from anonymous callers.

Saawu organiser, Mr Shadrack Mkhwanazi, says the callers have accused him of being behind moves to have the union affiliated to the Congress of South African Trade Unions (Cosatu)

"These calls follow Saawu's decision in August that the union would dissolve soon and merge with other unions within Cosatu," Mr Mkhwanazi said yesterday.

A Saawu delegation comprising Mr Mkhwanazi and another official, Mr Sam Kikine, had apparently expressed the union's willingness to join Cosatu at the federation's Durban regional meeting in August

"Thereafter I started



MR Shadrack Mkhwanazi

receiving strange calls accusing me of being behind the moves to affiliate to Cosatu," Mr Mkhwanazi said.

The calls, he said, came in the wake of

reports about a union official "who is canvassing support among union members to oppose affiliation to Cosatu."

The unionist said he

intended to apply for a Supreme Court interdict restraining or stopping the person concerned from interfering with him.

In the meantime, the Johannesburg branch of the union is to convene a general meeting this weekend, to discuss — among other things — the question of affiliation

This meeting could pave the way for the dissolution of Saawu, one of the oldest unions around, and its amalgamation with several industry-based unions within Cosatu

Until now, Saawu had complained that international problems were preventing it from merging with other unions affiliated to the federation

Cosatu has questioned its continued existence and called on Saawu, as part of the federation's policy of "one-union-one-industry", to merge with other affiliates.

140A ~~28/10/88~~ Summary 28/10/88

HOTELS STRIKE WAGE DEAL

By **LEN MASEKO**

THE Commercial Catering and Allied Workers' Union of South Africa has concluded wage agreements with two Johannesburg hotels

Ccawusa official Mr Elias Silala said the union has negotiated a minimum wage of R462,50 at Protea Gardens and R410 at

Mark Hotel

Mr Silala said the Protea management has agreed to — among other things — an across-the-board increase of R100, March 21 and June 16 to be recognised as paid holidays, improved maternity benefits, and compassionate leave of seven days

At Mark Hotel, the Ccawusa official said,

union members — as a result of the negotiations — would receive an across-the-board increase of R90, a bonus equal to a week's salary and a merit increase. June 16 would be regarded as a paid holiday and March 21 would be exchanged with one of the existing public holidays

904-748
29/10/80
1608

Hotel strikers stage city protests

By CHRIS BATEMAN

ABOUT 80 Karos Arthur's Seat Hotel workers marked the 30th day of their legal strike yesterday by holding council-approved one-man placard demonstrations in Sea Point's Main Road

The hotel's general manager, Mr Bruce Humphreys, said the demonstrations and strike by more than 60% of his staff were no longer causing any problems in the running of the hotel. "We've employed casuals and things are running extremely well. We've had very few complaints from guests, mainly compliments," he said.

The strike is part of nationwide protest by an estimated 500 members of the Commercial, Catering and Allied Workers' Union (CCAWUSA) and affects seven hotels.

It is to protest at the June 16 dismissals of 122 workers at the Karos Walderness hotel. "Equally important" were minimum wages and allegedly unfair final-warning hearings after June 6, 7 and 8 stayaways, a Johannesburg co-ordinator said.

Sixty-four workers — 52 in Rustenburg and 12 in Pretoria — have been arrested during the strike.

A mediator has been appointed and hearings are set to begin in Johannesburg on November 3 and 4.

REPORT
Gawu 30/10/82

From sweetheart union to worker voice

By VASANTHA ANGAMUTHU

THE 46 000-member Garment Workers' Union in Natal has undergone a radical change - from sweetheart union to a well-organised force that recently led its members in the industry's first strike.

Women make up 80 percent of garment workers, who have always been badly paid and have accepted the industry's bi-annual R4-R5 increase.

The story of many garment workers was the same. Wake up at 4am to do the washing and get

the children seen to before commuting to work. Do the same job day after day at the machines from 7am-4pm for exploitative wages, then rush home to finish domestic chores.

In those days, Gawu was seen by the workers as a sweetheart union, a body that had no worker participation.

These days, the garment workers, colourful in their yellow union T-shirts, sing songs to celebrate their participation in a "real" union.

Garment worker Sabitha told City Press: "Now we are making

the decisions in the union and we are the ones who act to get the bosses to meet our demands."

Gawu, with its 105 000 national membership is not new. It was formed in 1985 from a coalition of the Garment Workers' Union of the Cape and the Garment Workers' Industrial Union of Natal.

At the declaration of the constitution, the union espoused the principle of effective worker control and participation at every level. Resolutions passed, included fighting discriminatory treat-

ment of women workers, a 40-hour week and paid holidays on June 16 and May 1.

Gawu also pledged itself to educate members with the aims and objectives of Cosatu and to take up the struggle for a non-racial, democratic society.

With the change of leadership in this direction, the union arranged intensive shop steward programmes to educate them on worker involvement at all levels.

The education of shop stewards has been made a priority and the union has demanded 10 days' paid study leave for shop steward

training. Over 300 have been trained so far.

Gawu regional organiser in Natal, AJ Moodley, told City Press that in the past there was no training for shop stewards. They were never aware of their roles and were pushed around by the bosses.

"They are now armed with ways to confront the bosses and have become more effective."

To help shop stewards, shop steward committees have been elected in different factories which meet once a week to define problems, he added.

"In the process of trying to get away from the image of being a sweetheart union, we have made workers see that Gawu is not a foreign body in Bolton Hall, but that it is on the factory floor," Moodley said.

Two weeks ago, the industry in Natal was shaken by a strike which resulted from the refusal of the Natal Clothing Manufacturers' Association to meet workers' R35 across-the-board wage increase demand.

Workers' demands included maternity leave, June 16, May 1 and March 21 as a paid holidays

300 dismissed after assault

DURBAN — About 300 workers have been dismissed from the Republican Press factory after an incident in which a shop steward, Mr Kheswa Damane, was assaulted by a white staff member, the Paper, Printing Wood and Allied Workers' Union said on Friday. (140A)

"The workforce demanded an explanation from the company after being dissatisfied about the decision taken by management. Star 31/10/88

"Instead of the explanation which workers requested, they were all dismissed". (S.S.)

The union said negotiations deadlocked last week after management refused to discuss union proposals on reinstatement of workers and joint union-management negotiations to settle the assault issue.

The shop steward was previously reinstated after an earlier incident. — Sapa.

R210 000 payout to dismissed workers

Supreme Court Reporter

CAPE Lime Ltd has paid R210 000 in an out-of-court settlement to 80 workers dismissed from its Robertson plant in November last year.

The dismissals followed a series of industrial actions at the plant.

Issues included a demand for management to intervene in the detention of a national union organiser and a strike in sympathy with union members striking at Sasol.

In April, the Industrial Court ordered the reinstatement of the workers.

In his judgment, presiding officer Mr P Roux said, "Even if the actions may have been unlawful, regard still has to be had to both the fairness of ensuing procedural steps and the fairness of the sanction."

Yesterday two Supreme Court review applications were removed from the roll after the settlement was reached.

Cape Lime agreed to withdraw an application against Mr Roux and the Chemical Workers Union on the basis that each party paid its own legal costs.

The union withdrew its application against the Minister of Manpower and Cape Lime.

As part of the settlement the 80 workers accepted their dismissals from Cape Lime on November 6, 9 and 11 last year.

In addition to R125 684,88 paid by Cape Lime to the union in terms of an order by Mr Roux, the company undertook to pay the union an additional R210 000.

End to strike

Ex-7/1/80 11/1/80
EAST LONDON — Production at the Mercedes Benz plant here resumed yesterday after a three-day virtual standstill at the plant last week, the company said

Almost the entire workforce of 3 000 went on strike on Wednesday last week after two employees were dismissed

One was dismissed for poor performance after only a few hours in a new job and the other for refusing to take a breathalyser test — Sapa

force who had allegedly made themselves guilty

Big rise in truck licence fees

Star 1/11/88
The licence fees of trucks in the Transvaal will be increased by between 60 and 80 percent from today

The member of the Executive Committee in charge of general provincial services, Mr Ahmed Arbee, said in Pretoria yesterday that the percentage increases would differ from province to province, depending on the current fees, and were meant to effect uniformity

The increases meant that the licence of a five-ton vehicle would increase from R558 in the Transvaal to a uniform R888 in all four provinces

25/11
Mr Arbee rejected accusations that the increases were designed to improve the South African Transport Services' (Sats) market position, pointing out that increased revenue from Sats trucks would total about R30 million

He said it could be argued that the consumer would eventually pay for the increases, but this should be seen against the increase in the road accident rate.

The funds would be used to improve roads.

He added that the Transvaal had budgeted R200 million for this — Sapa.

Haggie Rand strike ends after pay deal

By Adele Baleta

Star 1/11/88
More than 1 800 labourers locked out by Haggie Rand six weeks ago returned to work yesterday after a wage settlement between the National Union of Metalworkers of SA and the company.

1408
The agreement, reached on Friday, guarantees a new minimum increase of 50 c an hour at the bottom rate and 88 c at the top

Haggie Rand managing director Mr John Milburn said the company had withdrawn dismissals of workers at Jupiter and Germiston plants.

The union hailed the settlement as a "major victory" for its members as it "comes at a time when an increasing number of bosses feel confident they can use the lock-out to force workers into accepting poverty wages".

'Powerful influences' led to murders of non-strikers

By Adele Baleta

The "brutal" and "cold-blooded" murder of four non-strikers during the railways strike last year could have been committed by any normal person subjected to the psychological pressures on the accused at the time of the killings, the Rand Supreme Court heard yesterday

This was the view of Dr Andrew Coleman, a British social psychologist at Leicester University, who was giving evidence in mitigation of eight South African Transport Services' (Sats) employees convicted of murdering four non-strikers on April 28 last year

A further eight accused were convicted of a variety of crimes after their pleas were accepted by Mr Justice T T Spoelstra, who is presiding over the trial with two assessors

The combined influences on the men which led to the stabbing and burning of the non-strikers was so powerful at Cosatu House on the day of the killings, that "it would have taken unusual personal qualities to have resisted them altogether"

Summing up his evidence and that of Dr Scott Fraser, a social psychologist from the University of Southern California, Dr Coleman said both of them believed a number of situational fac-

tors were operating in the lead-up to the killings

These were firmly established psychological processes, corroborated by numerous careful research studies

Deindividuation arising from the "peculiar atmosphere" in Cosatu House had influenced all of the accused. Earlier Dr Fraser said the crowd, the noise, the heat and the anonymity in the hall (where strikers gathered daily) meant that the accused did not engage in self-reflective behaviour.

Relative deprivation was a factor in that all the eight convicted men believed the quality of their lives was inferior to that of other groups

Group polarisation arose from the collective decision-making process at Cosatu House. It was decided that non-strikers would be murdered for not supporting the strike

Other forces which probably influenced some of the accused more than others included frustration-aggression, obedience, bystander apathy and learned helplessness

Dr Coleman appealed to the court, in judging the behaviour of the accused, not to underestimate the potential power of external situational forces

The case was postponed to Thursday

Star

4/11/88

1409

80 sympathy
(1459) strikers get
R210 000

CAPE TOWN — Eighty workers dismissed after a sympathy strike and reinstated by a landmark Industrial Court ruling, have been awarded R210 000 in an out-of-court settlement

In April the Industrial Court reinstated the 80 workers — all members of the Chemical Workers' Union — after it held that employers Cape Lime Limited had to apply fair disciplinary steps before dismissing workers

The 80 men had asked the company to intervene on behalf of workers allegedly assaulted by police during a Sasol strike last November and had then struck in sympathy

After legal costs have been met, the R210 000 will be distributed among the 80 — Sapa

EAST LONDON — A total of 1 352 striking South African Transport Services workers at East London have been dismissed from railway depots and the harbour

Yesterday the first group of 270 workers from the harbour, as well as another 206 workers from railway depots, were dismissed,

The regional manager of Sats, Mr Louis du Toit, said there were about 80 workers still on strike in the railway depots. They would have until the end of the week to return to work before facing dismissal.

The public relations officer for the harbour, Mr Clive Boucher, said he did not know exactly how many workers were still striking in the har-

1 352 striking Sats^{Star} 2/11/88 workers are dismissed

bour, but the balance of the workforce there was about 100

The strike, now in its third week, started over dissatisfaction with re-employment conditions for 790 workers dismissed during a two-week long strike in support of a 300 percent wage increase in September.

Mr du Toit confirmed a statement by the branch organiser of the South African Railways and Harbour Workers' Union (Sarh-wu), Mr Derek Simoko, that had workers accepted the re-em-

ployment package, some of their salaries could have been affected

He said the package had included a formula which recognised service but it was obviously not reinstatement

Some workers who had a number of years' service would have gone back into the top grade

"It was the best package we could offer," he said

Sarh-wu's spokesman could not be contacted for comment — Sapa

Dispute at Shell SA and Mobil unresolved

140A By Adele Baleta

The Conciliation Board appointed to resolve the dispute between the Chemical Workers' Industrial Union (CWIU) and several major oil companies, ended yesterday's meeting inconclusively with settlements reached with two of the five groups, the CWIU said.

The CWIU's general secretary, Mr Rod Crompton, said yesterday the union managed to achieve agreements with BP and Sapref.

Mr Crompton said the dispute with Caltex had been suspended as "there were good prospects" of settling with the oil group today.

INTRANSIGENT

But, he added, no settlement had been reached with two "intransigent" oil groups — Shell SA and Mobil.

"Mobil has failed to address its social responsibility towards employees," he said.

Comment from the oil groups was unavailable at the time of going to press.

The CWIU declared a dispute with the oil groups more than two months ago after they refused to bargain certain issues at national level.

The issues included public holidays, maternity and paternity leave, social responsibility programmes, educational assistance and pensions.

We weren't invited say Cosatu, Nactu

Star 3/11/88
140A
By Mike Siluma, Labour Reporter •

Two of South Africa's biggest labour federations have denied any knowledge of a Government-sponsored summit involving labour and capital, scheduled to take place on November 23

The meeting, to be opened by President Botha, was convened by the Minister of Manpower, Mr Pietie du Plessis

A spokesman for the Congress of SA Trade Unions (Cosatu), Mr Frank Meintjies, said his organisation had not been invited. Although Cosatu was never opposed to discussions which could lead to "something meaningful", the proposed summit would only be discussed formally within the federation's structures when and if they were officially invited.

"Once again, we are hearing through the media that the Government is amenable to talks," said Mr Meintjies, pointing out that the recent promulgation of the Labour Relations Amendment Act could be a stumbling block to talks with Government and employers. The unions have opposed the Act, saying it was meant to weaken their bargaining power.

The assistant secretary-general of the National Council of Trade Unions (Nactu), Mr Mahlomola Skosana, said his organisation had not received an invitation from the Government

The conference would also be addressed by Mr du Plessis, the Minister of Foreign Affairs Mr Pik Botha, the Minister of Finance Mr Barend du Plessis, and the Minister of Administration and Privatisation Dr Dawie de Villiers

FIN MAIL 4/11/88

SATS DISPUTE

The lines branch

The continuing dispute between transport workers represented by the Cosatu-affiliated SA Railways and Harbour Workers' Union (Sarhwu) and Sats in East London spread to Durban late last week, when at least 6 000 workers (the union claims 8 000) went on strike. This was partly in solidarity with their dismissed eastern Cape colleagues, but also over regional wage demands and, ultimately, Sarhwu's drive for recognition by Sats. Mass dismissals continued in East London

last week, in line with provisions that rule out strike action in the public sector. By Friday about 400 harbour workers had been sacked, this rose to about 1 000 on Tuesday, according to Sarhwu, while about 2 000 workers in East London were on strike.

The major grievance is related to September's strike in East London, when 790 workers were sacked. The union says they were not satisfied with their re-employment conditions, for although those dismissed earlier were re-employed, they were not *reinstated*, which meant losing out on years of service benefits and pension contributions.

A related grievance was the demand for a minimum wage of R1 500 a month. Sats earlier rejected that and implemented a wage determination arrived at through arbitration.

In East London the harbour strike started on October 14. Ultimatums were issued, and

~~SATS DISPUTE~~ FIN MAIL 4/11/88

on October 21 the firings began.

In Durban the reinstatement issue was taken up by local workers — none of whom was paid off in their strike last month — and they downed tools.

Sats public relations manager in Durban, Alan Lubbe, confirmed the Durban strike was "linked" to the one in East London, and said salary increases were also being demanded by Durban workers. "We are negotiating with worker representatives and hope things can be settled as soon as possible."

He said the strike was confined to the harbour and surrounding depots and stations, and that, as in the last strike, essential services were being kept going by the hiring of casual labour and the utilisation of Sats staff from different departments.

Referring to the East London strike, he said. "Management's view is that salaries and service conditions are negotiated by the labour council, and the reinstatement of workers in East London will and can only be resolved in East London."

Sarhwu's regional secretary in Durban, David Moeti, disagrees. "All our members are dissatisfied with what Sats is doing — not only workers in East London. We will stay on strike until Sats starts being reasonable."

Although a regional agreement was reached between Sats and Sarhwu in Durban after the last strike, Moeti said his members were not satisfied. "They want us to register before they talk about increases, but registration takes a long time and our members want their increases now."

In East London union officials claimed the harbour was virtually without manpower, and services had been disrupted. ■

THE dismissal of about 900 members of the South African Railway and Harbour Workers' Union by the South African Transport Services may trigger a conflict of similar or greater proportions than the one which rocked the railways last year

This warning was sounded by Sarhwu's assistant general secretary, Mr Stanley Nkosi, as the union and SATS management flex their muscles in preparation for a major clash over the issue

Underpinning railway workers' grievances — which have led to a strike by more than 7000 employees in Durban and an unspecified number in East London — is SATS' discriminatory practices, according to Sarhwu

Their grievances include discriminatory salary structures and grievance procedures. Additional union demands, tabled at a recent meeting between SATS and Sarhwu, include

- An across-the-board increase of R1000 a month,
- Extensive revision of the current disciplinary procedures,
- Equal provision of medical aid to all employees,
- Pension scheme for all employees, and
- Recognition of March 21, April 22, May 1, June 16 and December 16 as paid holidays

Significantly, most of Sarhwu's demands seem to address the age-old problem prevalent in the public sector — discrimination against black workers. The question of pay parity still remains a focal point for many trade unions organising in this sector, including the post office and health sector



FLASHBACK: Some of the SATS employees who participated in the large-scale strike which crippled the railways last week.

Sats, union head for big clash

Sowetan 4/11/88

140A

SATS

335

But it is unlikely that the SATS management will accede to the union's demand of a R1500 minimum wage and an across-the-board rise of R1000. This represents, in some cases, a hike of about 300 percent

The recent 12-percent wage agreement between railways' management and other SATS unions suggests that the transport body may settle for a much lesser figure than Sarhwu demands. Whether SATS will settle for a figure at all, is still another question

"We did not negotiate for that increase, but it was discussed exclusively with those unions that SATS chose to recognise," Mr Nkosi said

Management has already indicated that



By LEN MASEKO

Sarhwu's pay demands are subject to the arbitration agreement which effected the 12 percent increase

Dismissed

The East London strike, now in its third week, was sparked off by workers' dissatisfaction over conditions of re-employment for 790 workers who were dismissed during a two-week strike in support of a demand for a 300 percent wage increase

The regional manager of SATS in East London, Mr Louis du Toit, has confirmed to Sapa that the re-employment

package offered by SATS will affect workers' pensions, bonuses and leave but said this would have minimal effects and that workers would still enjoy the benefits

This has been disputed by Sarhwu which contends that workers would lose long service benefits as well as taking large drops in salaries

Sarhwu members at SATS' Durban harbour have gone on strike to express their solidarity — with the sacked East London workers. In addition, they demand a minimum of R1500 a month in salaries and recognition of the union — the main demands presented to SATS management by the union at recent negotiations

A SATS spokesman in Durban says local management has made it clear to worker representatives that the reinstatement of East London workers was a local issue and that they were not prepared to negotiate this demand

But Sarhwu has urged SATS management to deal with the matter at national level "seeing that East London management have gone back on their undertakings not to dismiss workers who do not accept their financial penalisation for going on strike".

The two parties, in addition, seem to be at odds over another important issue — the recognition of the union. SATS has apparently requested certain documents regarding registration before recognising it

Sarhwu believes that management, in demanding registration documents before recognising it, is marking time

"We are presently

Unionist quizzed

On documents

(140A) Sweetman 4/11/88 (P) (K)

THE struggle for liberation must represent and reflect the workers' interest, said trade unionist, Mr Moses Mayekiso in the Rand Supreme Court yesterday, writes MANDLA NDLAZI.

It was his second week in the witness stand. He was cross-examined by the prosecutor, Mr Chris Human, SC, on a number of documents found in his possession by police who arrested him.

Answering a question by Mr Human, Mr Mayekiso, general secretary of the National Union of Metal Workers of South Africa (Numsa), said he agreed with Mr J Naidoo who told a gathering of the World Council of Churches that:

Interests

"It is therefore clear that the struggle for liberation against apartheid and economic exploitation must represent and reflect primarily the interests of the workers."

Answering another question, Mr Mayekiso said he disagreed with Mr Naidoo who said the State had failed to control the townships. In a copy of his speech to the WCC, Mr Naidoo said "In the last year we have seen South African townships aflame with fires of resistance. Botha's frantic response has been to declare a state of emergency and to occupy our townships with troops."

"Hundreds have been killed, maimed, arrested and just disappeared. But the resistance continues with school boycotts, strikes, mass stayaways,

mass funerals and the State has failed to control the townships."

A copy of Mr Naidoo's speech was one of several documents exhibited in court and one of the many documents Mr Mayekiso was questioned about.

Mr Mayekiso (40), is appearing with four other civic leaders before Mr Justice P J van der

Walt. The other four are Mr Paul Tshabalala (38), Mr Richard Mdakane (29), Mr Obed Bapala (38) and Mr Mzwandile Mayekiso (22).

They have pleaded not guilty to charges of treason, alternatively sedition or subversion. They are being held in custody.

The State alleges they attempted to usurp its

authority by trying to seize control of Alexandra in 1985/86 by establishing the Alexandra Action Committee and "organs or people's power."

It is further alleged that they launched a consumer boycott in and around Alexandra and campaigned against councillors and police in the area.

for the Roman Catholic Church in Zambia and
yesterday

The Times 4/11/88 (120A) (61062) 751
CWIU settles with Caltex *183*

DURBAN — A settlement was reached between the Chemical Workers' Industrial Union (CWIU) and Caltex yesterday, ending a two-month-long dispute. However, workers at Mobil and Shell SA are still in dispute with management.

Top labour groups not invited

Star 4/11/88
Labour Reporter

Two of South Africa's biggest labour federations, have denied any knowledge of a Government-sponsored summit involving labour and capital, scheduled to take place on November 23.

The meeting is to be opened by President Botha and convened by the Minister of Manpower Mr Pietie du Plessis.

A spokesman for the Congress of SA Trade Unions (Cosatu), Mr Frank Meintjies, said his organisation had not been invited.

The assistant secretary-general of the National Council of Trade Unions (Nactu), Mr Mahlomola Skosana, said his organisation had also not received an invitation.

Comment from the SA Confederation of Labour was unavailable at the time of going to press.

A spokesman for the Federated Chambers of Industry, Mr G Bezuidenhout, said his organisation had not yet received an invitation.

Sats workers end strike in Durban area

Own Correspondent

Sat 4/11/86
DURBAN — The strike by rail and harbour workers in the Durban area had ended, South African Transport Services public relations manager Mr Alan Lubbe said yesterday.

Employees began going back to work on

Wednesday and, by the afternoon, attendance had risen to 98 percent

"Today it is back to normal," he said

Minor issues such as disciplinary procedures pertaining to the Durban area were resolved during discussions with workers' representatives but no concessions were

made on pay demands according to Sats.

The regional secretary of the South African Railways and Harbours Workers' Union, Mr David Moeti, said the strike ended when the workers decided not to press their national demands but to concentrate on regional issues.

(140A)
He said that among the regional demands achieved by the union were that workers who had been on probation for a long time would be graded.

The union would compile a list of names and submit it to Sats so that they could be graded, he said

Star 4/11/88
1140A (15/2)

'Strikers planned murders'

By Adele Baleta

The murder of four non-strikers during the railways strike last year was deliberately planned and not the result of "situational factors" affecting the killers, the Rand Supreme Court heard yesterday.

This was according to State Advocate Mr Brink Ferreira who was cross-examining American social psychologist, Dr Scott Fraser.

Dr Fraser this week gave evidence in mitigation for eight South African Railway and Harbour Workers Union (Sarhwu) members who have been convicted of the murder of the four non-strikers.

Another eight Sarhwu members were convicted of crimes including intimidation and assault.

Dr Fraser had testified that prior to the killings on April 28 1987 powerful psychological forces impinged on the accused.

Mr Ferreira said the reason for killing the non-strikers was to keep the momentum of the strike going.

During cross-examination Justice T T Spoelstra said the State would probably argue that the strike began when negotiations between South African Transport Services (Sats) management and Sarhwu broke down.

The hearing continues.

Big unions

spurn

invitation

to talks

with State

w/ KARGES

Skull &

1400

Weekend Argus Correspondent

JOHANNESBURG — At least two major black industrial unions have turned down a government invitation to the Manpower 2000 conference, to be held in Pretoria in three weeks' time

The meeting has been organised by the Minister of Manpower, Mr Pietie du Plessis, to discuss key issues including privatisation, deregulation and developments in the country's economy

It is expected that South Africa's foreign relations would also come under the spotlight.

The meeting, to be opened by President PW Botha, will also be addressed by the Minister of Finance, Mr Barend du Plessis, the Minister of Administration and Privatisation, Dr Dawie de Villiers, the Minister of Foreign Affairs, Mr Pik Botha, and Mr du Plessis.

See no point

The National Union of Metalworkers (Numsa), one of the unions invited, said it would not be attending

"We are opposed to National Party government policies and we see no point in going to be lectured by them

"Our experience of (the government's) bona fides is bad because they implemented the Labour Relations Amendment Act in September without notice to either the unions or the employers who had talks with them. We believe the act will have the effect of killing the unions," said a Numsa spokesman

A spokesman for the biggest union in the National Council of Trade Unions (Nactu), the SA Chemical Workers' Union, said the union would not be attending because it did not believe the talks would benefit it. The spokesman, Mr Humphrey Ndaba, said his union was also bound by Nactu's policy of non-collaboration

Some not invited

National Union of Mineworkers' secretary general Mr Cyril Ramaphosa, another of those invited, said the invitation would be one of the issues discussed at a regular meeting of the union's executive committee. Union sources do not, however, expect the NUM to accept the invitation

However, the general secretary of the white SA Confederation of Labour (Sacol), Mr L Cilliers, said his leadership had been invited to the summit and would be attending

Earlier this week, two of South Africa's biggest labour federations said they had not been invited

The director of the Steel and Engineering Industries Federation, Mr Brian Angua, confirmed that Seifsa had received an invitation to attend the meeting

A spokesman for the Federated Chambers of Industry, Mr G Bezuidenhout, said his organisation had not yet received an invitation, but hoped that one would be forthcoming

Announcing the summit, Mr du Plessis said the meeting would provide an opportunity for the government to hear different points of view and meaningful dialogue

WITHIN two months of the promulgation of the Labour Amendment Act No 83 of 1988 on September 1, employers are threatening unions with multi-million rand lawsuits — which if successful may result in the liquidation and enforced folding-up of some unions

The unions concerned, all of them affiliates of Cosatu, are the Transport and General Workers' Union (TGWU), the Food and Allied Workers' Union (Fawu) and the Papi Kganare-led wing of the Commercial Catering and Allied Workers Union (Ccawusa)

The lawsuits by employers, are for alleged losses suffered during what the employers and managers term "illegal strikes"

The claims are R2 million against TGWU which has been threatened by Ullman Brothers for a dispute that led to a work stoppage by 250 union members

The work stoppage took place towards the end of August — days before the Labour Amendment Act was affected

Fawu may face a claim of R1,7 million from the Kwela Wholesalers Meat Supply in Benoni which dismissed the union members hardly two hours after the work stoppage had started

It is interesting to note that the stoppage involving Fawu members took place during June this year — two months before the Labour Amendment Act was passed in September

Ccawusa has been threatened by Pyramid Distributors with a legal claim of R500 000. The workers at the company were fired within an hour of embarking on a work stoppage in September

A common feature in all the work stoppages is that management fired all the workers involved within hours of the stoppage

Observers view the action of managers at these companies as "union-bashing"

The reason advanced for this conclusion is that there is no hope of recovering the "losses" incurred since no union will afford the claims made against them

Most managers claim that the strikes were illegal in terms of the Labour Act

The Act has been denounced by unionists worldwide

The central aspect of the Act is that the

By MOJALEFA MOSEKI

Pretoria Government drafted and passed it as a measure in which the Government confers managers with the right to pass judgment in disputes

Interpret

A manager can interpret and pass with ease a judgment on the dispute in which he is supposed to be the number one respondent or defendant

The workers have a right to go on strike action or withdraw their labour, as a last resort tactic in forcing the managers of a company to reconsider their decision and continue negotiations until a mutual solution is reached

Strike action is the only weapon workers can

Employers pressure the unions

use against management

Unions which agree to no-strike deals are called "sweetheart" unions because they enjoy management support. Officially such unions are coming up in the British industry among companies owned by the Japanese. They have been bitterly criticised by the 9-million strong Trade Union Congress which is the British federation of unions

In South Africa most sweetheart unions are usually called staff associations because their formation was initiated by management instead of workers

It is surprising that given this inherent conflict of interest between workers and managers the National Party Government has removed the right authority and power to

FOCUS

interpret and judge industrial disputes from the industrial courts and conferred it on managers — who are the major players in work-related disputes and in fact defendants

Given the uncertain and depressed state of the economy one recognises that the Government's motive in drafting and passing the Act was part of a national "economic fix"

But the fact that this was to be achieved at the expense of cordial established respect and recognition for each other's part by managers and workers has been demonstrated beyond doubt by the appointment of a special police force to deal with strikes — an uncalled for additional conflict in the labour relations arena

Before the passing of the Act workers country wide belonging to unions affiliated to the two black federations, Nactu and Cosatu, had staged work

stoppages picketing at works went on go slows and other protest actions in opposition against the intended Act

The protest action against the Act culminated in a massive stayaway lasting three days which started on June 6. Nactu and Cosatu acted jointly in mobilising their members in the protest

Clauses

Among others the federations objected to four clauses on the Act which

- Outlaw secondary and sympathy strikes by workers
- Prolong procedures before a strike and protect managers (companies) from the effects of industrial action
- Open unions to legal damages claims by managers in the event of strikes deemed "illegal" by managers
- Constrain unions from striking "under any circumstances what soever"

It was after the June three-day protest action by workers that managers formed a body to consult with the union federations on workers grievances and objections against the Act. The managers body which still exists in name only was called the South African Consultative Committee on Labour (Saccola)

Hinted

Talks on the Act began as early as July. As September approached and the Government hinted its intention to effect the Act on September 1, federation officials asked Saccola to order its members to undertake that they will not implement the controversial clauses listed above

September 1 came and went without any action from Saccola which kept federation officials locked in talks while the Act was being passed

Despite some managers having joined the unionists in condemning the Act no manager or company has up to this date given an undertaking that it will not implement the controversial clause of the new Act

Saccola's position especially the buffer role it played on the eve of the passing of the Labour Act was revealed by the Director of the South African Breweries (SAB) Mr Rob Childs in a speech during the recent Institute of Personnel Managers congress at Sun City

He differed with all industrial relations practitioners by saying that Nactu and Cosatu had become less important actors in industrial relations

It is clear that the only thing that renders these federations less important in the industrial scene is the new Labour Amendment Act and nothing else

This is because the Act shields managers against workers action while empowering managers unfairly

Unable

It is in that speech that Mr Childs sounded so paternalistic in his viewpoint on Saccola and the federations that he stated they were "unable to demand anything from Saccola which will both satisfy the bulk of their members and which Saccola could actually deliver"

The federation's demand was simply that managers undertake NOT to implement the controversial clauses — something Saccola could easily achieve

Cosatu spokesman Frank Meintjies was quoted saying that Saccola "refused to ask its members to give the undertaking"

In a surprising but not unexpected move the chairman of Saccola Mr Bobby Godsell who chaired the ill-fated talks with the federations was awarded the Institute of Personnel Management's Human Resource Practitioner of the Year prize by the IPM congress

The majority of the IPM's members are practising managers — and they are the ones who gave Mr Godsell that award

For which successful efforts were they recognising him?



Political comment in this issue by Aggrey Klaaste and Sam Mabe. Sub editing headlines and posters by Sydney Mathuku. All of 61 Commodo Road, Industria West Johannesburg

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1K645 8/11/88

Natal peace pact tested at secret hearing

The Argus Correspondent

MARITZBURG. — The Cosatu-Inkatha peace pact, which it is hoped will wipe out the violence in the Maritzburg area, is being "tested" for the first time today.

The adjudication board, which was set up under the pact, is hearing its first case today and is expected to go on until Friday.

CLOSED DOORS

Appeal Court judge Mr Justice Alan Trengove and two assessors are hearing evidence behind closed doors and the entire proceedings and decision handed down will be kept secret between the two partners.

The outcome will be published only after the guilty party has taken action against members who broke the no-violence pact.

Civic, religious and political leaders say that the manner in which this case is handled will either strengthen or weaken the pact, which was hammered out after intensive negotiations between Cosatu and Inkatha delegations earlier this year.

Probe into unionist's fall to death

star
8/11/88
(140A)

By Jovial Rantao

Mystery surrounds the death of trade unionist Mr Mzuzwana Yure Mdyogolo who fell from the sixth floor of a Joubert Park, Johannesburg, block of flats early on Sunday

A union spokesman said the circumstances under which Mr Mdyogolo died were not yet established and were being investigated by the police. He apparently fell to his death at about 2.30 am.

Mr Mdyogolo was edu-

cated at Mdantsane near East London.

He was elected branch secretary of SAAWU in 1982.

In 1981, he was among 500 workers dismissed by Wilson-Rowntree during a two-and-a-half year strike which resulted in a

boycott of Wilson-Rowntree products.

He came to Johannesburg in 1986 as secretary of SAAWU.

Mr Mdyogolo was detained three times in 1985, serving a total of eight months in detention.

Trade union endorses more plain speaking

BRONWYN ADAMS

NATIONAL Union of Metalworkers of SA regional secretary Frank Boshiela said yesterday his organisation endorsed the Job Orientated Language Training programme at Middelburg Steel to improve communication skills of workers

A Middelburg Steel spokesman said the company, which had employed the Interman training consultants' package since the beginning of the year, believed one way to tackle productivity problems was communication in a common language

Boshiela said Numsa had no problem with the programme and believed it was especially effective overcoming functional illiteracy

He added that if management wanted to continue providing courses to Numsa members, the union had no objections.

Interman marketing director Annica Foxcroft said responsibility for initiating increases in low productivity rested with managements rather than workers

She recognised pleas from management to trade unions to attach notions — like the drive for a living wage — to economic factors, such as productivity, but said it was important for companies to realise productivity depended on communication

1409

8/11/88

B/day

No one to blame for Sats workers' death

②④⑤ (1987) By Celeste Louw ^{S+a} 3/11/88

A Johannesburg inquest magistrate found yesterday that no one was responsible for the death of four former South African Transport Services (Sats) employees who were shot dead by police during a protest march last year.

Mr G van Wyk found that Mr Jeremia Diutlwileng, Mr Alcon Mrubaya, Mr Christopher Jozana and Mr Sicelo Nyembana died as a result of a shooting incident when they attacked members of the SAP on April 22 last year.

In a statement handed to the court, Warrant Officer Tim Geldenhuys said the men had attended a meeting of Sats employees at Cosatu House, prior to a march to Doornfontein station.

He said that it was clear from statements that police had to shoot the men to save their own lives.

THE Cosatu-Inkatha peace pact which is hoped will wipe out the violence in the Maritzburg area was being "tested" for the first time yesterday

The adjudication board which was set up under the pact heard its first case starting yesterday it is expected to go on until Friday

Appeal court judge, Mr Justice Alan Trengove and two assessors are hearing evidence behind closed doors and the entire proceedings and decision handed down will be kept secret between the two partners

The outcome will be published only after the guilty party has taken action against members who broke the no-

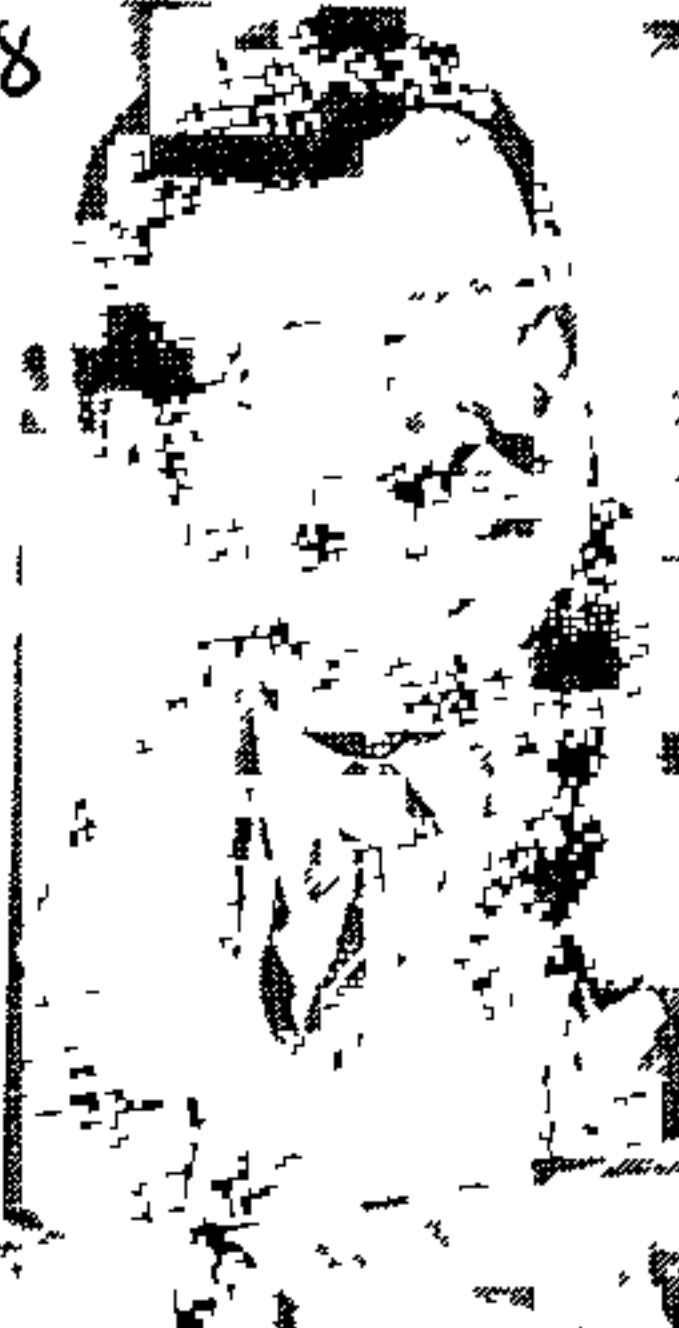
Pact is put to the test

violence pact *Sowetan 9/11/88*

Civic, religious and political leaders say that the manner in which this case is handled will either strengthen or weaken the pact which was hammered out after intensive negotiations between Cosatu and Inkatha delegations earlier this year

Comments from the two groups are not being made at the moment because of the sensitive nature of the hearing and its implications on the future of

(copy) the pact
Religious leaders pointed out that they did not want to comment they did not want to give the impression that they were biased



Inkatha president, Mangosuthu Buthelezi

Fifth beats death

Sowetan 9/11/88

From Page 1

A fifth man, Mr A Kheswa, narrowly escaped death when he was ambushed by a group of unknown gunmen in July last year as he was waiting for a bus near the hostel. He was shot on the knee but managed to escape.

All five were members of Inkatha and stayed at the KwaThema men's hostel

Mr Enoch Sgubudu said all five men, including his son, were shot in the same fashion. He said they were waylaid by their assailants between 9 and 10 in the evening while on their way to work.

He said "They were killed because they refused to resign from Fawu and join Uwusa. Two weeks before my son was killed, he complained that there were people who were threatening him with death if he did not join Uwusa. I will not rest until his killers are arrested."

SOWETAN

Daily Mirror of

WEDNESDAY, NOVEMBER 9, 1988

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Sowetan 9/11/88

Councillor's gun used in union killing say police



MR Enoch Sgubudu... son shot dead.

ONE of the four members of the Food and Allied Workers' Union who died mysteriously was shot with a gun belonging to a KwaThema, Springs, councillor.

This was revealed yesterday by the Benoni Murder and Robbery Squad after ballistic tests on bullets which killed the unionist and a gun

By MZIKAYISE EDOM

belonging to the councillor. The four, the *Sowetan* was told, were killed because they refused to join the Inkatha-backed United Workers' Union of South Africa.

A spokesman for the Benoni Murder and Robbery Squad said the ballistic tests were completed two weeks ago. He said the tests proved positive that the firearm and bullets used in the murder of

Mr Abion Sgubudu (29), who was gunned down on January 27, last year, belonged to the councillor.

The *Sowetan* knows the identity of the councillor.

The police also confirmed that they were still conducting further ballistic tests on the councillor's gun and three other guns, including a shotgun, all belonging to the KwaThema town council to check if they were not used in the other

killings

Police expect to complete the tests within the next two weeks before taking any action against the culprits.

The three workers who were killed were Mr Moses Ntuli, Mr Eric Dlamini (both killed in 1986), and a man known only as Lucas, who was shot dead by two unknown gunmen at the superintendent's office at the local men's hostel late last year.

To Page 2

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THE Commercial, Catering and Allied Workers' Union said yesterday it was embroiled in a dispute with the Brown group

Union action follows the sale of three Spar stores

B/day
9/11/88

over a severance package for 112 workers retrenched as a result of the sale of three Natal Spar stores

The union said it was demanding a month's wage for the first three years of service, three weeks' pay for the next three years and two weeks' pay for service thereafter until the 10th year.

The company, on the other hand, was offering four weeks' pay for the first two years, two weeks' pay for the next three

years and thereafter one week's pay up until the 10th year of service.

The union said the affected workers had an average of seven years' service with the Brown group

The union has filed for a conciliation board, but has agreed also to enter into mediation in an attempt to resolve the matter.

The action followed sales of Kloof, Hammersdale and St Georges stores — Sapa

(S)

(140A)

'Disinvestment' talks with CWIU

MOST of the 39 multinationals against which the Chemical Workers' Industrial Union (CWIU) declared a dispute over refusal to negotiate a "disinvestment procedure" have now agreed to do so, a CWIU spokesman said yesterday

However, 10 companies, controlled by BP, Mobil, Maybaker and Shell, had continued their refusal to hold talks, he said. Twelve companies had agreed to meet the CWIU in a multi-party forum, another 12 would negotiate at plant level,

ALAN FINE *10/11/88*

and five had not yet responded

Spokesmen for Mobil and Shell said disinvestment was not an issue for them, therefore talks over their withdrawal were pointless.

The dispute originated in July 1987 when the CWIU forwarded to the companies wide-ranging proposals which would become operational if they disinvested from SA *10/11/88*

Showdown over wages 'looms'

ALAN FINE 10/11/88

TEXTILE giant Romatex and the Amalgamated Clothing and Textile Workers' Union (Actwusa) may be headed for a showdown, a union spokesman said yesterday.

Actwusa, which represents more than 90% of Romatex employees at three Natal plants, said the dispute hinged on management's refusal to agree to long-service benefits worth 50c a week per year of service, and the offer of a 5.75% wage increase for six months.

A Romatex spokesman said the company would respond today.

Gawu's changing face

1409
Smith
10-16/11/88

By CHIARA CARTER
TRADITIONS die hard
among garment workers

Over the past weeks workers in yellow and red living wage" T shirts and officials clutching banners have been scurrying around booking a hall that can accommodate up to 12 000 people and make arrangements to bus workers from throughout the Peninsula

No, it's not the prelude to a mass rally but the eve of the annual Garment and

Allied Workers Union spring queen finals

While the past year has seen the winds of change sweep through the garment industry with workers displaying a militancy previously undreamt of, certain traditions remain

The selection of a spring queen from the 55 000 Gawu members in the Western Cape is one such institution

And as many workers are expected at the Good Hope Centre on Saturday

as attended Gawu's first ever living wage rally at the University of the Western Cape last month

But even here the changing face of Gawu is evident

In the past the spring queen competition was run largely by management

This year the contest has been organised by the workers themselves

Many of the 45 finalists who stand to win prizes totalling R15 000, are active union members, including shopstewards

And they will be wearing T-shirts advertising the union's living wage campaign

Commented a union organiser "For the first time we have 'Viva Queens'"

And the victories Gawu won this year meant the union received more applause at the factories than any of the contestants

These victories include the recent successful conclusion of agreements with clothing manufacturers in the Cape and Natal

With a minimum wage increase in the Cape of up to 57 percent the wage increases are the highest in the history of the industry and one of the top 10 increases negotiated in South Africa in the past year

Participation

Most garment workers are women — hence the importance of the maternity benefits and 12,5 percent shift allowance won in both provinces

Gawu also won June 16 as a paid holiday in the Cape and May Day in Natal — one of the few unions to have achieved this

Even before these negotiations employers bowed to worker protest and in August agreed not to implement controversial clauses of the Labour Relations Amendment Act

Of greater significance in the long term is the high level of worker participation in the union which will ensure Gawu is not just an organisation run by officials

In a statement issued this week the union reiterated its determination to take the living wage campaign into the new year, concentrating specifically on the Eastern Cape where wages remain below the level in other parts of the country, and to push for national negotiations and the formation of a single national industrial council

Gone is what the union described as a 60 year tradition of subservience and reactionary trade unionism"

It also means the spring queen contest — already controversial — increasingly looks like an anachronism

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er 1988

2 STW 11/11/88

200 more join SAB strikers

By Mike Siluma
Labour Reporter

About 200 SA Breweries (SAB) employees have gone on a sympathy strike at the company's Alrode brewery after the dismissal of 72 colleagues following a dispute over working hours, the company said

SAB public affairs manager, Mr Gary May, said yesterday the 72 workers were dismissed after refusing to move to a 40-hour working week pattern. Two hundred other employees had then staged a non-procedural sympathy strike.

Mr May said police had been called "with reluctance" to disperse the dismissed workers after they had refused to leave the site.

He said following the company's agreement to implement a 40-hour working week, the Food and Allied Workers' Union (Fawu) had agreed that "the mechanics of how the hours would be reached would be decided at local brewery level".

Local talks at Alrode had, however, deadlocked.

"Despite the deadlock, continuous efforts were made to keep discussions alive with shop stewards and a brief was given to all employees explaining the situation," said Mr May.

The 72 workers, dismissed after ignoring the ultimatum, might be reinstated if agreement was reached on the new shift pattern, he added.

Fawu officials could not be reached for comment today.

● A police spokesman in Pretoria said police had no record of the incident.

Union makes progress on pull-out issue

140A
Star 11/11/88

By Mike Siluma, Labour Reporter

The Chemical Workers' Industrial Union (CWIU) has reported a breakthrough in its 18-month-old campaign for the establishment of a disinvestment procedure for foreign oil companies

The union has been demanding that foreign companies agree to negotiate a pull-out procedure in case they decide to leave South Africa

A statement by the union said out of 39 companies with which it has been in dispute, only 10 had refused to start talks on the issue. It named the companies refusing to talk as Shell, BP (SA), Mobil and Maybaker.

"Maybaker aside, these companies are among the largest of the multinationals operating in South Africa. Much of their conscience money is poured into so-called social responsibility programmes. However, on the question of the security of their employees if (the companies) leave the country, they refuse to negotiate," said the CWIU statement.

A spokesman for Shell said yesterday that talks on a disinvestment procedure would be pointless because the company did not intend to leave the country.

According to a Mobil spokesman, the company could not talk to the CWIU on the issue because disinvestment was not an issue for the company.

Maybaker's personnel manager, Mr H W Warneke, said the company had received assurances from its British parent company, Rhone-Poulenc Ltd, of its "commitment to maintaining (its) business presence in South Africa".

BP comment was unavailable at the time of going to press.

976
12/18/88

Sacked city hotel strikers bid for jobs

EMPLOYEES of the Vineyard and Town House hotels, dismissed for taking part in a three-day stayaway in June, have applied for their reinstatement in the industrial court.

The 97 workers, who between June 6 and 8 protested against the Labour Relations Amendment Bill and restrictions placed on the Congress of SA Trade Unions, were dismissed in mid-June after disciplinary hearings.

The workers, who were all members of the Liquor and Catering Trade Employees' Union, claimed that stayaways were a legitimate form of protest for blacks.

148A
13/11/88
CPA

Spar workers dispute

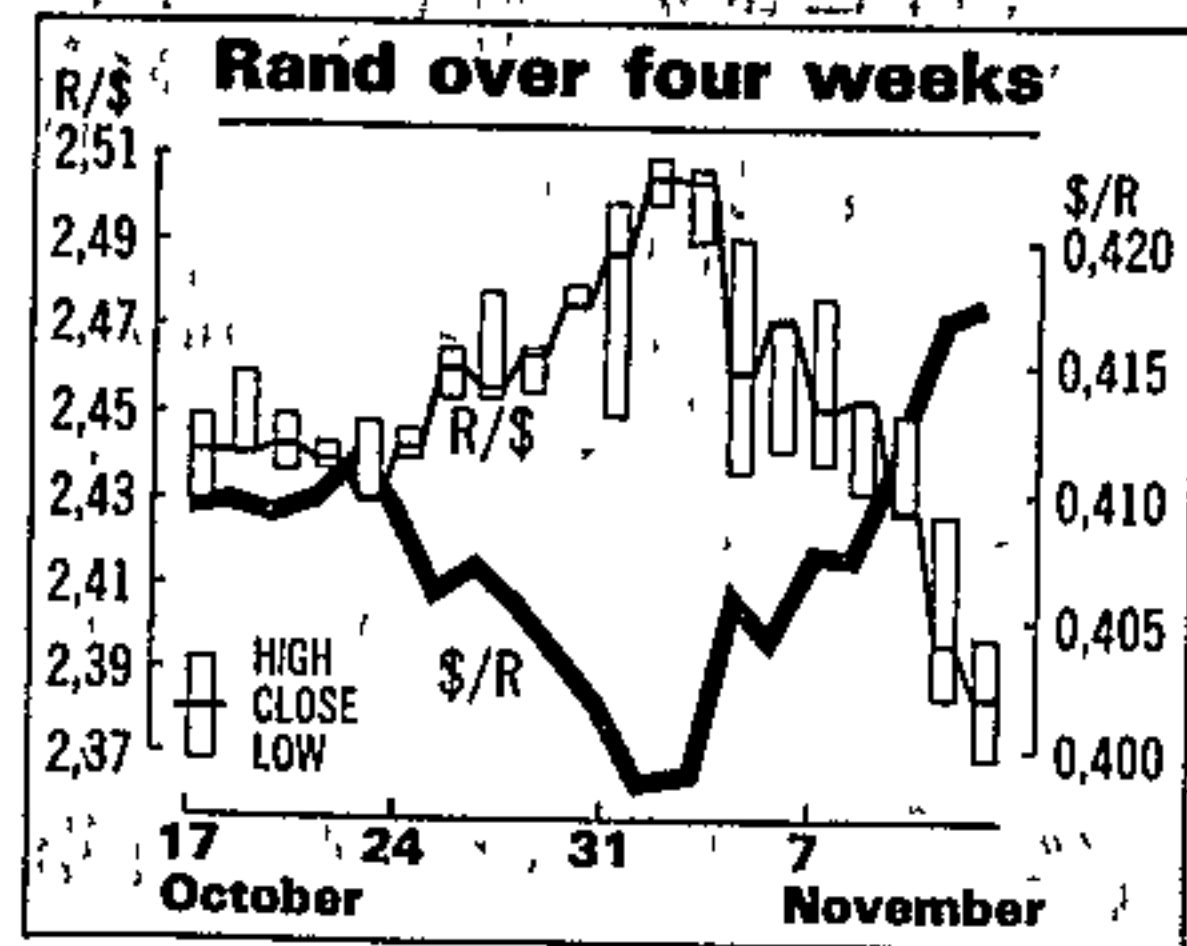
CP Reporter

CCAWUSA is in dispute with Brown Retail over a severance package for workers retrenched as a result of the sale of three Natal Spar stores

A union spokesperson said 112 workers were affected by the sale of stores in Kloof, Hammarsdale and St George's where workers had an average of seven years' service.

A number of workers have more than 10 years' service

Brown's Retail has reduced the number of stores from 40 to nine in the last five years



THE rand showed a burst of strength last week, climbing to a three-and-a-half-month high against the dollar, which had dropped to a four-month low against the German mark. Although the gold price remained in the \$418 to \$420 band, the movement in the metal price was sluggish in relation to the dollar. The rand improved marginally against the pound.

Numsa, NUM in Eskom dispute

WLP BRONWYN ADAMS WLP

THE National Union of Metalworkers of SA (Numsa) and the NUM are in dispute with Eskom over the terms of the retrenchment of about 20% of the workforce, Numsa spokesman Bobby Marie said at the weekend.

He said this was decided at a weekend meeting between Numsa and NUM. Legal dispute-settling procedures would be embarked on this week.

Marie said a letter had been sent to management informing it that if it continued with the retrenchment exercises — agreed to by the other 13 unions representing the rest of the Eskom workforce — Numsa and NUM would retaliate. He added that management had failed to comply with the Numsa and NUM demands to provide information justifying the retrenchment, and to negotiate the retrenchment package with workers.

Marie said a general campaign against Eskom would also be organised. He said although Numsa and NUM represented the minority of workers at Eskom, their level of organisation made them a force to be reckoned with.

Eskom human resources GM George Lindeque confirmed the Numsa letter had been received, but said Eskom was always open to negotiations. He was not prepared to comment further. Bday.

higrow.01W

Caltex and CWIU settle dispute

DURBAN — A settlement was reached yesterday between the Chemical Workers Industrial Union (CWIU) and Caltex, ending a two-month dispute.

CWIU general secretary Rod Crompton said the settlement was similar to the agreements achieved with BP and Sapref on Tuesday.

However, workers at Mobil and Shell SA are still in dispute with management. — Sapa.

Copy (1909) Sapa

Hotel chain 'to retrench strikers'

The Karos Hotel chain will begin re-trenching striking workers on January 1, according to a Hotel and Restaurant Workers' Union (Harwu) spokesman

He said the Karos group announced its intentions at a meeting this week, the 10th week of the strike over a demand for the reinstatement of about 100 employees who were fired by the hotel chain for absenteeism on June 16

The union regarded the proposed re-trenchment of 254 out of 500 striking workers as disguised dismissals, the Harwu spokesman said

He said management's withdrawal of previous wage offers and its tabling of a lower offer at the meeting was "another form of punishment" for

By Adele Baleta

striking employees

Karos management maintained that its retrenchment campaign was part of a productivity drive to bring staffing levels in line with the rest of the industry

Responding to the dispute over wage increases, the spokesman said when the group wanted to implement wage increases on September 1, it received a court interdict initiated by the union restraining it from implementing a unilateral wage increase

The spokesman said new staff had been employed since the start of the strike on the new scales of pay

Mass conformity led to murders — expert

On April 28 1987 four South African Transport Services (Sats) employees were assaulted, stabbed, had a 31 kg stone dropped on their heads and were finally incinerated in the bush near the industrial area of Protecon, Johannesburg.

The decision to kill the men for refusing to join the strike — the biggest ever in the public sector — was taken by thousands of striking South African Railways and Harbour Workers' Union (Sarthwu) members who had gathered at Cosatu House, Johannesburg, earlier that day.

Eight men who acted on the decision were convicted of murder. A further eight men in the dock were convicted of crimes including intimidation and kidnapping.

The dismissal of a bus driver on March 13 for failing to hand in R40,40 on time was the match to a powder keg of years of worker discontent and grievances including racism and recognition of the union, which is still not recognised.

What prompted the eight accused, described as "ordinary, law-abiding, non-violent men with virtually no apparent criminal records," to take part in the cold-blooded murder of non-strikers?

This was the central question to which Dr Andrew Colman applied himself.

Dr Colman, a lecturer at Leicester University in Britain, said the "uncharacteristic" behaviour of the eight was so "remarkable" that he presumed strong situational or causal factors were behind their actions.

He and Dr Scott Fraser, a social psychologist and Professor of Psychology at the University of Southern California, directed the court to the "situational forces" impinging on the accused prior to the killings.

The combined effect of the forces were "sufficiently compelling to induce most ordinary people to behave in a manner similar to that of each of the

Lawyers acting for eight railway workers convicted of murdering non-strikers have brought leading American and British social psychologists to South Africa to give evidence in mitigation. The Rand Supreme Court trial is a sequel to the two-month strike by 22 000 workers last year. **ADELE BAILETA reports. (409)**

accused, were they subjected to the same psychological pressures", Dr Colman said.

The forces of deindividuation, relative deprivation and group polarisation operated on all the accused to some extent. Bystander apathy, frustration/aggression, obedience and conformity coupled with threats affected some of the accused, the experts said.

● Bongani Sibisi, convicted of all four murders, was elected to inform workers of the development of the strike.

In his evidence he said the atmosphere in the hall became tense when management began hiring white replacement workers. The unruliness and aggression of the workers reached fever pitch on April 22 when strikers in Germiston and Doornfontein were shot dead by police.

Dr Fraser said the hall, packed with strikers on the day of the killings, was hot and noisy. Windows stayed shut for fear of teargas being thrown into it and workers were demanding that non-strikers be "trampled".

He said most workers would have been influenced by the strong external forces operating and these contributed to the "de-individuation" (unable to act as a rational individual) of Sibisi.

Sibisi, who first told workers that non-strikers had received lashes and it would be unfair to impose greater punishment on other non-strikers, was rendered vulnerable to conformity and obedience pressures after strikers became angry and implied

that he was betraying them

● Dr Colman said David Dzevhe, convicted on three counts of murder, was living in a hostel room with 14 others. He was "relatively deprived" in that he felt he could and should have had a better life in comparison to others.

Dzevhe was deindividuated prior to the killings, increasing his vulnerability to conformity and obedience.

● Patrick Molefe, who stabbed the deceased, was severely frustrated, money was deducted from his salary for food he did not eat because it was not properly cooked, the strike threatened his meagre situation, he had seen a friend killed by police and he had been "sjambokked" and teargassed by security force members during the strike.

Dr Fraser said Molefe's anger at this would easily trigger a violent reaction to others, especially if they were associated with these problems. Molefe hit non-strikers with his belt because he believed that they could cause the strike to collapse and they threatened his job.

Molefe inflicted 18 stab wounds, but only two penetrated the victim's body. If the intention had been to kill, more wounds would have penetrated.

Dr Colman, summarising his and Dr Fraser's evidence, appealed to the court not to underestimate the "potential power" of situational forces on human behaviour.

Replying to a question on the object of social psychology, Dr Fraser said it was to give and understand of what factors cause complex human social behaviour, so that our environment can be altered, our institutions changed, and our behaviour modified in ways that will benefit everyone.

"The aim is to try to minimise, if not eliminate, those undesirable actions, those traumas, tragedies and catastrophes that all of us agree are undesirable in terms of human conduct." The hearing continues

Saawu rift on Cosatu ^{140A} bond move

By LEN MASEKO

THE South African Allied Workers' Union has split right down the middle over the question of affiliating to the Congress of SA Trade Unions.

Mr Shadrack Mkhwanazi, Saawu's Transvaal organiser, said two factions within the union — one led by him and the other by founder-member Mr Sam Kikine — were at odds over the issue. Mr Kikine's group, he said, was vehemently opposed to affiliating to Cosatu.

Comment

Mr Kikine was not available for comment yesterday. He was said to be away on business in Standerton.

Mr Mkhwanazi said the majority of Saawu members recently voted in favour of dissolving the union and joining ranks with Cosatu. This decision was in line with a Cosatu directive that the union, as part of the federation's "one-union-one-industry" policy, disband and amalgamate with its affiliates.

The Saawu official said those members in favour of affiliation would soon be joining Cosatu unions such as the Food and Allied Workers' Union, Chemical Workers' Industrial Union and the Commercial Catering and Allied Workers' Union of South Africa (Papi Kganare group).

Resistance

He said members' resistance to the move — in some cases — stemmed from long-standing rivalry at certain plants between Cosatu unions and Saawu. "In this case, management played one union against the other, resulting in Saawu being called a sweetheart union", he added.

Saawu's Eastern Cape region disbanded a few years ago and joined forces with Cosatu, Mr Mkhwanazi said.

Saawu is one of the oldest unions in the labour movement.

• Meanwhile the South African Textile and Allied Workers' Union has officially decided to disband and integrate into the Garment and Allied Workers' Union with immediate effect.

Give us more pay

provincial workers

Labour Reporter

IMMEDIATE pay increases for Cape Provincial Administration employees have been called for by the South African Municipal Workers Union.

The union said in a statement that a "showdown" over dissatisfaction with wages had been averted only by a senior provincial official promising to investigate and report back after work stoppages at Nyanga, Khayelitsha, Guguletu and Fezeka. A lesser stoppage occurred at Langa.

"For the sake of industrial peace, it is imperative that all workers be granted increases immediately and that the CPA negotiate with the union of the workers' choice," said the union.

Aware of problem

The CPA said it was aware of the problems with labourers' wages and had already communicated these to the Commission for Administration, which was investigating.

"Substantial progress has been made and the administration expects a reply shortly," said a CPA statement.

The union said a report-back on progress by CPA officials had been promised for Friday.

It said the workers were unhappy with the staff association. The "overwhelming majority" had joined the union, which wanted to resolve the issue through negotiation, but the CPA refused to recognise it.

Workers were further dissatisfied because they felt "shunted around and neglected".

"They previously fell under the City Council, then transferred to the Bantu Administration Department and now the CPA.

"This year, except for tradesmen, nobody received increases," said the union.

The CPA said officials were keeping the labour force informed about developments and it was "simply not true that the administration does not care about its employees".

SHOOTING OF FIVE MINERS

12/11/84
Sowetan

Councillor's gun sent for more ballistic tests as probe continues

POLICE are conducting further ballistic tests on three guns belonging to the KwaThema Town Council, including one owned by a councillor, to determine whether they were not used in the shooting of five mine workers.

The Benoni Murder and Robbery Squad announced last week that one of the four members of the Food and Allied Workers' Union who died mysteriously during the last two years, was shot with a gun belonging to a Kwa-Thema, Springs councillor.

The men, the *Sowetan* was told, were killed because they had refused to join the Inkatha-backed United Workers

By MZIKAYISE EDOM

Union of South Africa All four were members of Inkatha and stayed at the Kwa-Thema men's hostel.

The five miners, all employed by Zinc Corporation (Zincor), near Springs, were shot on April 11 last year at the company's men's hostel. They all stayed in Room H 510.

They were attacked by four men, all armed with firearms, while they were asleep. Two of them were seriously injured and the others were treated and allowed to go home.

Police confirmed yesterday that the guns and the bullets used on the night of the shooting have been sent to Pretoria for ballistic tests.

The councillor's gun was used in the shooting of one of the Fawu members.

The shot miners all belong to the National Union of Mineworkers and the *Sowetan* was told they were shot because they refused to join Uwsa.

A spokeswoman for Zincor, Mrs Eris Malan, confirmed the shooting incident and also said the matter was being investigated by the police.

Ballot at Mobil and Shell plants

ALAN FINE

THE Chemical Workers' Industrial Union (CWIU) is to begin balloting members at various Shell and Mobil plants tomorrow as a prelude to planned industrial action.

CWIU petroleum sector co-ordinator Martin Jansen said yesterday shop stewards had decided to recommend the action after a deadlock with the two companies over demands for an industrywide bargaining forum.

He added members at other companies could embark on solidarity action, possibly by "blacking" Shell and Mobil products.

Two weeks ago the union reached compromise agreements with Caltex, BP and Sapref in terms of which future bargaining would occur at company rather than plant level.

Jansen repeated CWIU assertions that, despite liberal public profiles, Mobil and Shell were "hardliners" and rated very lowly in terms of industrial relations.

A Shell spokesman confirmed the union had been granted balloting facilities at one Durban plant.

17/11/88

Blotay

Karos to fire strikers

9th Times
29/11/88 Own Correspondent

JOHANNESBURG. — The Karos hotel group, into the tenth week of a strike by members of the Hotel and Restaurant Workers' Union (Harwu), yesterday gave notice of its intention to retrench more than half of the 500 strikers, a union spokesman said.

Alan Horwitz said the proposed retrenchments of 254 employees were clearly dismissals in disguise. The union was taking legal advice.

Karos spokesmen were unavailable for comment.

Sowetan 29/11/88
POLICE have confirmed that three guns belonging to the KwaThema Town Council, including one owned by a councillor, were used in the shooting of five mine workers.

The Benoni Murder and Robbery Squad announced two weeks ago that one of the four members of the Food and Allied Workers' Union who died mysteriously last year, was shot with a gun belonging to a KwaThema, Springs, councillor

The four, the *Sowetan* was told, were killed for allegedly refusing to join a rival trade union

Police announced yesterday that the councillor's gun, including three others owned by the KwaThema

By MZIKAYISE EDOM

council, were used in the shooting of the five miners

One of the council's guns, police said, was a shotgun

A spokesman for the Pretoria Murder and Robbery Squad yesterday said ballistic tests have proved positive that the guns and bullets used in the shooting of the miners belonged to the council and the councillor

He said no one has been arrested as police investigations were still continuing

The tests were completed last week by Pretoria police

The five miners, all employed by Zinc Corporation (Zincor), were shot on April 11 last year at the company's men's hostel for allegedly refusing to join a rival trade union. They all stayed in Room H 510

They were attacked by four men, all armed with firearms, while they were asleep. The five were all members of the National Union of Mineworkers

MINERS SHOT WITH COUNCIL'S GUNS

SOWETAN, Tuesday, November 29, 1988

976-7-15-30/11/88

Karos strikers:

Charges dropped

Courier Reporter:

FORTY-THREE Sea Point hotel workers, who had been arrested for trespassing while on a legal strike on October 2, had charges against them withdrawn in Cape Town Magistrate's Court yesterday.

Charges were withdrawn in absentia and before they were asked to plead.

Mr B van Eck was the magistrate Mr D Home prosecuted

Welcome step

COSATU welcomed the release of Zeph Mothopeng and Harry Gwala but said the "apartheid regime" had no right to continue to "incarcerate these and other leaders who remain in prison"

together with leadership that will be released soon" — could play an important and constructive role in "building the unity of the oppressed"

The British Government has welcomed Pretoria's decision to release Mr Mothopeng and Mr Gwala

In a statement the trade union grouping said it believed the two

owetun

140A

What happens ^{140A} after the layoff?

The current retrenchment dispute between two trade unions affiliated to the Congress of SA Trade Unions (Cosatu) and Eskom has again highlighted problems related to layoffs and the search for new ways of helping retrenched staff.

About 5 000 jobs will be made redundant following Eskom's decision to mothball 13 of its power stations due to over-capacity.

Eskom has already reached agreement on a retrenchment package with 13 of 15 unions representing its employees

Mr Marcel Golding, a spokesman for the National Union of Mineworkers (NUM) and the National Union of Metalworkers (Numsa), which are still in dispute with Eskom, said the unions had not accepted that there was a need to retrench workers to maintain the electricity giant's profitability

The unions had proposed a shorter working week, an exercise "which can go a long way to addressing the question of oversupply" But, said Mr Golding, Eskom had refused to explore all feasible alternatives to retrenchment

'Prelude to privatisation'

NUM and Numsa suspect that the retrenchments are "a prelude to privatisation", a charge strongly denied by Eskom

According to Mr Golding, the unions would have considered retrenchment if alternatives had been fully explored and found unsuitable. An added worry for the NUM is the more than 1 000 jobs which it says stand to be lost at three mines which supply coal to the threatened power stations

An Eskom spokesman said the company believed in "full consultation with unions". In addition, the company has pledged to find jobs for some of those facing retrenchment

Although talks on the Eskom retrenchments have yet to be concluded, the dispute has raised an issue related to all layoffs. What happens to retrenched workers once a union and management agree on the need to shed staff?

Traditionally, retrenched workers have had only severance pay and, perhaps, pension to fall back on, with no relief once the money dries up

In what could signal a radical departure from this trend, the Frame group and the Cosatu-affiliated Amalgamated Clothing and Textile Workers' Union (Actwusa) have agreed to start a clothing factory project to employ some of the workers due to be

Eskom retrenchment talks have again raised the question: What happens to workers once it is agreed to shed staff? By MIKE SILUMA, Labour Reporter.

retrenched by Frame over the next few months

According to Actwusa, the capital to start the worker-controlled factories, about R2,5 million, would be provided by Frame. The factories, expected to initially employ about 300 workers, are to be set up in Durban, Ladysmith and East London. Only retrenched Frame workers would be eligible for employment

Frame chairman, Mr Mervyn King, said instead of lump sum payouts to retrenched workers, the money would form the basis of capital for the proposed venture, with the capital being owned by the workers

Frame would also provide management expertise "The idea is to make simple, non-fashion items of clothing for sale to hawkers," said Mr King, adding that Frame had agreed to help the retrenched workers as a community service

It was stressed, however, that the specifics of the venture were subject to further negotiations

Although the Actwusa-Frame project is, to date, the biggest operation of its kind, other unions have, over the past four years, established co-operatives in an effort to cushion workers from the blows of joblessness

Job creation schemes

Numsa also initiated a co-operative for workers dismissed during the BTR Sarmcol in strike in 1985

The Actwusa project, like others before it, will have to grapple with crucial issues relating to economic viability, management structures and the disposal of profits.

The Deputy Director-General of Manpower, Mr Joel Fourie, said Government help for the jobless depended on the availability of money. Presently, the Department of Manpower was spending available money on occupational training and job creation schemes

Mr Fourie said he did not, in principle, foresee problems with possible requests for help in establishing co-operatives or training facilities. However, any training venture receiving State assistance would have to meet criteria laid down by the Government.

Discrimination is unfair practice

Star 30/11/84
By Mike Siluma, Labour Reporter

105 (1407)
451
sion not to backdate strikers' increases was unfair and ordered that the company pay those who went on strike wages they forfeited

A collective bargaining tactic used by employers to discourage employees from participating in strike action has been declared an unfair labour practice by the Industrial Court

The case, before Mr JCB Schoeman, was a sequel to a 1987 wage strike by members of the National Union of Mineworkers (NUM) employed by Ergo

Before the strike in August 1987, the company said workers who did not join in the industrial action would receive the company's final wage offer, backdated to June 1 1987

Prospective strikers were informed that the new wage increases would not be backdated in their case

In the Industrial Court, the NUM had argued that the company's decision regarding strikers was unfair in that it was contrary to the established collective bargaining relationship between the parties, it was a discriminatory practice and that it constituted victimisation of workers for taking part in a legal strike

Mr Schoeman ruled that the deci-

ANUM spokesman, Mr Marcel Golding, said that, in the light of the Ergo judgment and this year against Henry Gould Mines and the Gold Fields group, employers should stop using the awarding of increases as a lever during collective bargaining

In the Henry Gould case, the court declared that discrimination against union members on the grounds of their participation in a strike was unfair

The decision by certain mines in the GFSA group to adjust wages unilaterally was similarly found to be an unfair labour practice.

An industrial relations consultant, Mr Gavin Brown, said the Ergo decision raised a number of questions

"The people going on strike want to cause harm to (the employer's) business. Is it right that you reward people who inflict harm the same way that you pay people who have come to work normally?" asked Mr Brown

Star 11/2/88

Court prohibits strike

DURBAN — The Industrial Court has confirmed the interdict prohibiting National Union of Metalworkers (Numsa) members from striking BTR Dunlop.

This is despite the fact that the strike, to compel Dunlop to agree to arbitration on the dismissal of the chairman of the BTR Dunlop National Shop Stewards Council, was legal in terms of the Labour Relations Act, said a statement from the union yesterday.

The court held that the strike should be prohibited because there was an alternative remedy that the case could be referred to the Industrial Court, Numsa said.

"The judgment makes it clear that the court feels it has a duty to prohibit strikes."

The court also held that the strike was a "repeat" strike and so was unfair.

"This constitutes a gross interference in the right of workers and unions to bargain collectively" — Sapa

Worker ordered from Civic Centre

(140A)
Swartz
1-7/12/88.

A WORKER has claimed he was ordered by a police reservist to remove his Cosatu T-shirt or leave the Cape Town Civic Centre

Mr Saulter Hlutyana, of the Liquor and Catering Trades Union, said the order came from a man who, it was later ascertained, is a police reservist and a catering manager for the Cape Town City Council

Hlutyana is one of the workers on strike at the Arthur's Seat Hotel in Sea Point

He and another striking worker, Koos Swarts, last week went to the Civic Centre to get permission for the workers to stage a picket outside the hotel.

According to the men, they were confronted by the reservist in the presence of witnesses in a lift

He told them that Hlutyana's shirt was banned. When they disputed this, he said he was a policeman and they would have to leave the building

Swarts then demanded to see some identification. He allegedly showed them a building society's automatic teller card

The two men reported the incident to the council public relations department.

A spokesperson for the council said the council regretted the incident and that internal disciplinary measures had been taken

Double death for Welkom murders

Leave to appeal on only one count

Star 1/12/88

140A
255
252

By Jo-Anne Collinge

A double death sentence has been imposed on a National Union of Mineworkers shaft steward by the Free State Supreme Court with leave to appeal granted in respect of one conviction only, a spokesman for a Johannesburg attorney said yesterday.

The capital sentences have been imposed for the murder of a mine engineer and a mine security guard in June 1987.

An appeal for clemency for Dilizintaba "Lucky" Nomnganga would be made to the State President in respect of the murder conviction for which an appeal had been turned down,

the spokesman for the attorneys, Krish Naidoo and Associates, added.

Eight other NUM members at Welkom's Western Holdings gold mine were convicted of murder but Mr Justice van Coller found extenuating circumstances and they received jail sentences ranging from an effective 18 months to 10 years.

The murders for which they were convicted occurred during a riot sparked by dismissals at the mine in June 1987. Two mine officials — engineer Mr Kevin van Dyk and security guard Mr Lukas de Wet — were stabbed and beaten to death by a mob. Six mine workers were shot dead in the same clash.

Originally 243 people were arrested over the killings. All wore amulets which the State alleged had been provided by a witchdoctor to protect them against bullets.

Eventually, 16 of the group were brought trial and seven were acquitted.

The witchdoctor, 67-year-old Seitimband Nqungu, died in detention six months after being apprehended.

NUM shaft steward Nziwamadoda Gogela also died in custody before the trial began.

Nomnganga's attorney said he had been convicted on grounds of showing common purpose with the mob. There had been no direct evidence that he inflicted any of the fatal wounds, the attorney said.

But he was alleged to have given a whistle to signal the start of an attack. And it was the State's case that the killings had been planned at a meeting two days before the riot.

The attorney said that allegations of police torture had been made during the hearing.

We may take legal action, says Numsa

By Mike Siluma, Labour Reporter (1407)

The National Union of Metalworkers (Numsa) yesterday accused the Department of Manpower of racism for refusing to amend the union's registration to cover both the metal and motor sectors. It has threatened legal action. Star 1/12/88

According to a Numsa statement, the union had, after "months of informal discussion" with the department, applied in July for its registration to be amended so that it would be able to represent members in both sectors as one union.

In its reply, the department had rejected the union's request, saying Numsa had failed to prove its representation.

Numsa said that in the light of remarks by department officials, it believed that the department's decision stemmed from its opposition to the union's insistence on non-racial registration.

"The department has made it clear (informally) that it is not prepared to register Numsa for white workers. The absurd decision means that Numsa cannot join the industrial councils in the industries in which it is the majority union.

"In the engineering industry, for instance, Numsa represents 104 000 paid-up members, as compared to a total of 100 000 in all 15 other unions in the industrial council," said the Numsa statement.

Don't ...

Shell, Mobil workers vote to take action

(408)

Bldg
ALAN FINE

1/12/88

ABOUT 275 of 300 members of the Chemical Workers' Industrial Union (CWIU) employed at plants and subsidiaries of Shell and Mobil had so far voted to take industrial action over demands for industry-level bargaining, a CWIU spokesman said yesterday.

Members at Shell Chemicals and Mobil Refinery in Durban declined to vote as "they were not yet ready for action", said CWIU national petroleum co-ordinator Martin Jansen.

Also, senior shop steward Macvicar Dyasopu at Shell Oil in Port Elizabeth had been dismissed after controversy with management as to whether the ballot should be held during working hours, said Jansen.

The workers decided to hold their ballot during working hours.

Jansen said the union viewed this as victimisation, and the case did not warrant his dismissal.

However, a Shell spokesman refuted victimisation claims and said the shop steward had defied oral and written instructions that the ballot should be held after working hours.

He said the dismissal had followed agreed disciplinary procedures, and had taken into account several previous disciplinary warnings against Dyasopu.

Police detain hotel strikers

Star 2/12/88
By Adele Baleta

Fourteen Hotel and Restaurant Workers' Union (Harwu) members were picked up by police outside the Karos Johannesburg Hotel on Wednesday and briefly detained, according to the union.

Harwu organiser, Mr Alan Horwitz, who was among those held at John Vorster Square, said the 14 had been picketing outside the hotel for over an hour when the police arrived.

The 14 were kept for about three hours before they were released with a warning, he said.

A management spokesman denied the union's allegation that police were called in on the hotel's instruction.

Police comment was unavailable at the time of going to press.

Mr Horwitz also said 68 employees at the Karos Richards' Bay hotel, who staged a picket protest on Wednesday, were arrested and charged with trespassing after a complaint was laid by management.

He said the workers were released on bail of R300 each.

The strike, which has hit seven of the group's hotels, entered its 10th week on Monday. The action began after management refused to reinstate more than 100 employees who were fired for absenteeism from work on June 16.

Race not reason for refusal

Star 2/12/88
140A
By Mike Siluma,
Labour Reporter

The Department of Manpower denied yesterday it had turned down an application for registration by the National Union of Metalworkers (Numsa) for racial reasons.

Numsa said this week that it had applied to the department to have its registration extended to cover the motor, engineering and the tyre and rubber sectors.

Although the application had been turned down ostensibly because of the union's lack of sufficient representation, Numsa believed the reason for the Department's decision had been to prevent the union from also registering to represent white workers.

REJECTED

The Deputy Director-General of Manpower, Mr Joel Fourie, rejected Numsa's allegations of racism. His information was that the process for the requested amendment was still underway.

The department required more information from the union in order to be able to have the application gazetted as required by law, he said.

"We would not refuse registration on the basis of race. How can we do that when it is written in the (Labour Relations) Act that racial discrimination is an unfair practice?", asked Mr Fourie, adding that a further meeting with Numsa was scheduled.

Numsa was formed as a result of a merger between a number of unions which organised workers in the engineering, motor and rubber industries.

Shell dismisses unionist after working hours vote

Star 2/12/88

140A

By Adele Baleta

An executive member and senior shop steward of the Chemical Workers' Industrial Union (CWIU) was dismissed by Shell Oil's Port Elizabeth plant management on Wednesday for taking part in a strike ballot during working hours, a union spokesman said.

The CWIU's national petroleum coordinator, Mr Martin Jansen, said Mr McVicar Dyasop was found responsible for 80 CWIU members' defiance of a management order that strike ballots be held outside working hours.

The union proposed balloting members after Shell and Mobil deadlocked with the union at a conciliation board meeting over demands for an industry-wide bargaining forum.

PROVISION

At the same meeting, settlement was reached between the union and three other oil companies — Caltex, BP and Sapref — making provision for company-level bargaining as opposed to

plant-level bargaining.

Mr Jansen said the CWIU was continuing to pursue its dispute with the "hardline" oil giants and their subsidiaries and would ballot its members at Shell and Mobil installations.

FULL PAY

"In Port Elizabeth, Shell management hit back by refusing to allow the strike-ballot to take place during working hours. However, the workers went ahead, defying management."

A management spokesman said Mr Dyasop was suspended on full pay pending the outcome of a disciplinary investigation.

The ruling of the disciplinary hearing was that Mr Dyasop had "wilfully refused to obey instructions given to him both orally and in writing by a member of management."

The management spokesman added that the outcome of the hearing had nothing to do with victimisation of trade union activities.

Cosatu questions Six reprieve motive

14019

60

C/Pres 4/12/85

BY KERRY CULLINAN

WHILE Cosatu this week welcomed released prisoners Harry Gwala and Zeph Mothopeng "back into the fold", the federation said it was criminal that political leaders of the stature of Nelson Mandela and Walter Sisulu were still imprisoned

"At the same time as this government indicates it wants to move away from apartheid by releasing the senior leadership of the democratic movement, it wants to send the cream of our present leadership in the Delmas trial to prison

"They must understand it is only genuine negotiations with all credible leaders that can lead to a lasting settlement," the federation added

Cosatu also said that, if the government's motivation for reprieving the Sharpeville Six was to appease the rightwing by reprieving "some policemen who had committed blatant murder", no basis for trust could be established

"Unless the government is prepared to negotiate on the legitimate aspirations of the majority, there will be more Strydoms and increased civil conflict"

4019
2/12/88

THE Manpower Department yesterday denied it had refused to amend the registration of the National Union of Metalworkers of SA (Numsa) Deputy director-general Joel Fourie said the union's application was still in the pipeline

On Wednesday, Numsa said its application had been refused because the union had failed to prove its representivity Informal discussions with department officials clearly showed this was

Union application 'not turned down'

ALAN FINE

because they were not prepared to register the union on a non-racial basis,

However, Fourie said the department had merely asked Numsa to supply details of its membership in the different industries for which it had applied for registration — engineering, motor assembly and tyre and rubber

It was possible, he said, that Numsa had misread this inquiry as a refusal

In any event, he said, the department no longer used race as a category for determining union representivity This had been the case since the 1983 Supreme Court judgment, where the Metal and Allied Workers' Union had successfully challenged the department's use of race as a criterion

to save shop
steward from
the gallows

THE Commercial Catering and Allied Workers' Union yesterday launched a campaign against the sentence of death on one of its members

Former shop steward William Ntombela, 33, father of two, was sentenced to death for his role in the deaths of two people during a strike at Nels Dairy in June 1986

On November 29, Ccawusa's appeal against the death sentence failed after months of legal arguments and at great financial cost

"It now becomes vital to launch a public campaign and to spare no effort in preventing the hanging of our member," Ccawusa said

The union said Ntombela was working at Nels Dairy, in Victory Park, when hundreds of Ccawusa members went on strike in response to the state of emergency and conditions at the dairy.

Ntombela was dismissed on June 10 and workers went on strike on June 18

On June 18, according to Ccawusa, more than 900 workers were bundled into vans, taken to jail and released two weeks later

"On their release they found that scabs (non-union labour) had replaced them.

"The workers were also evicted from their hostels and Ntombela, like the other workers at Nels who came from Natal, was left homeless," Ccawusa said

"It was in this climate that violence ensued. In the conflict which followed, two people were killed and Ntombela is now held responsible for these deaths"

It added "All our energy must be directed at saving the life of William Ntombela and others on death row. We have seen with the Sharpeville Six that it is possible to stop the hangings — Sapa

140A

9/12/88

Bldg

Protest against death sentence

Star 9/21/88
The Commercial Catering and Allied Workers Union yesterday launched a campaign to protest against the death sentence on one of its members

A former Ccawusa shop-steward, William Ntombela (33), was sentenced to death for his role in a strike at Nels Dairy, Victory Park, Johannesburg in June 1986

On November 29, Ccawusa's appeal against the death sentence failed after months of legal argument and at great financial cost to the union

According to the union, Ntombela was working at Nels Dairy in Victory Park in June 1986 when hundreds of Ccawusa members went out on strike in response to the state of emergency

and conditions at the dairy

Ntombela was dismissed on June 10 and workers went out on strike on June 18

More than 900 workers were bundled into vans, taken to jail and released two weeks later

On their release they found that non-union labour had replaced them

"The workers were also evicted from their hostels and Ntombela, like the other workers at Nels who came from Natal, was left homeless," the Ccawusa statement said

"In the conflict which followed two people were killed and Ntombela is now held responsible for these deaths"

— Sapa

Hotel strike goes on despite wages 'deal'

By Mike Siluma,
Labour Reporter

The 10-week strike by about 500 Karos Hotels employees continued today despite a wage agreement between management and the Hotel and Restaurant Workers' Union (Harwu), the union said. *Star 7/12/88*

Karos employees have been on strike for higher wages and to back demands for the reinstatement of about 120 colleagues fired for failing to attend work on June 16, the anniversary of the 1976 Soweto uprising.

Harwu spokesman Mr Alan Hurwitz said although agreement had been reached on wages and the dismissed workers, the union declined to sign the agreement because management had

(1407) demanded that the proposed retrenchment of 246 strikers become part of the wage agreement

"The union has refused to allow the retrenchments to become part of the wage agreement," said Mr Hurwitz, adding that the strike was continuing

The company had been given until today to withdraw its demand or face industrial court action

Karos comment was still pending at the time of going to press.

According to Mr Hurwitz, the wage agreement entailed the raising of the monthly minimum wage to R350 from this month, to R475 from March 1989 and again to R525 in September 1989. The present minimum was R150 a month, he said

140A ~~888~~

NUM calls for ban on polyurethane^{star 9/12/88} use in mines

By Mike Siluma,
Labour Reporter

Controversy surrounding the use of polyurethane (PU) in South African mines continued yesterday when the National Union of Mineworkers (NUM) reiterated its demand for the banning of all PU on South African mines. The NUM said the material posed the greatest hazard during underground fires.

The NUM was reacting to a statement on Wednesday by the Polyurethane Association of SA (PASA) defending the use of the foam as an insulant in the mining industry. PASA claimed that the banning of the material could affect production in the gold mining industry. PU was not the only dangerous material used.

In a statement, the NUM said PU was used "in large quantities and in virtually continuous lengths in many mines". According to the union, there were more than 150 m of polyurethane-clad refrigeration pipes at Western Deep Levels Gold Mine alone (Seven workers died at the mine when materials including PU caught fire at the mine last month).

In the event of an underground fire, a mine's ventilation system would feed the fire with fresh air, ensuring making it possible for the fire to continue burning.

It said PU was a major hazard because

- The smoke from burning PU is "so dense that signs marking entrances to refuge bays are likely not to be seen"
- While it is not the only material which gives off carbon monoxide when burning, it ignites easily and is the only material present underground in quantities large enough to cause a major disaster
- Air heated by burning PU and moved through tunnels by the ventilation current burnt anything flammable, resulting in a PU fire being able to "jump" underground fire breaks

According to the NUM, the use of PU underground has been banned in British mines since 1968, and is "severely restricted" in other countries.

The union said there have been 208 deaths resulting from PU fires in South African mines since 1977.

Union trying to save shop steward from the gallows

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9/12/88
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Jan 18

Dissension in Saame ranks

W/CORR 6.11.10/12/118

1/60/11

IT could hardly be said that this year's negotiations between the City Council and the South African Association of Municipal Employees (Saame) have been characterised by peace and harmony in the union

The branch represents about 4 500 municipal staff, membership is restricted to whites in terms of the national union's constitution, and is a closed shop in that employees have to belong to either Saame or the South African Municipal Workers' Union (Samwu)



Bickering, backbiting (not to mention backstabbing) and highly-charged personal attacks abounded, especially since a special meeting in September which rejected the council's pay offer.

There is even dispute about what exactly was decided at that meeting, with the official version being that the meeting's rejection mandated the committee to negotiate the best deal possible,

while some elements of the membership claim that a decision that it should be taken to the Industrial Court was coupled to the rejection

Matters were not helped by the settlement which was finally struck in which lower paid staff got about 15 percent, the great majority in the middle 9 percent and branch and department heads from 15 to 20 percent

Dissatisfaction about the conduct of the negotiations led to a petition demanding that Saame take the matter to court, signed by about 1 300 members, being presented before the settlement

Tangled skein

During the period between the meeting and the settlement a stream of cartoons and notices, along with a tangled skein of rumour and innuendo, appeared to sweep municipal offices — if the number of reports that came through my telephone was anything to judge by

You've also got to wonder what happened to municipal productivity

With elections to the branch executive due shortly after the settlement the level of dissension, if anything, increased. Even once the elections were over it didn't die down and allegations of irregularities in the conduct of the ballot have been made to head office in Pretoria

On the other hand, while lots of people seem ready to talk and criticise, when it comes to the business of making the union work they don't seem to be so quick to respond

No confidence

An annual meeting due last Monday was postponed to this week because there weren't enough members for a quorum and a special meeting this week for a motion of no confidence in the committee members who voted to accept the council offer suffered the same fate

People in the union tell me that lack of attendance at meetings is a fairly regular occurrence

As always, while there is probably much that union officials could do towards rectifying matters, the final solution is in the hands of members themselves

Like government, you get the union you deserve

Plan to save Ccawusa man

Sowetan 15/12/86 - 1407

THE Commercial and Allied Workers' Union of South Africa has launched a campaign to save one of its members who is presently on death row.

The Ccawusa member is Mr William Ntombela (33), a former Nels Dairy worker who lost his appeal against the death sentence.

Mr Ntombela was held responsible for the death of two people at the height of the Nels strike in 1986, according to the union.

A father of two, Mr Ntombela was a shop steward at Nels when — in June 1986 — about 1000 employees of the

company went on strike in protest against low wages, the state of emergency and working conditions.

The industrial action was marked by mass detention of all the approximately 1000 workers, fatal shooting of two Nels employees, dismissal of the entire workforce and eviction of some of them from the hostels.

Announcing the campaign, Ccawusa official Mr Salm Vally said the union intended to petition the authorities in a bid to halt Mr Ntombela's execution.

"It now becomes vital to launch a public campaign and to spare no effort in preventing the hanging of our member," he said.



20/12/88
Own Correspondent B/104

Big wage increases follow strike action

DURBAN — About 180 employees at Republican Press (RP) in Durban have been given pay increases — of more than 70% in some cases.

The increases, to be backdated to November 1, follow a strike by members of the Media Workers' Association of SA (Mwasa) on October 18 this year.

Mwasa regional secretary Daizer Mqhaba says although the increases appear high, the wages are still "very low".

A union statement says: "Now that the wage dispute has been resolved, we are looking forward to further talks in January."

RP personnel manager S F Gouws yesterday confirmed the wage increases. (142/88)

+ 9c tax

4/20/88



A JIMES MEDIA PUBLICATION

MEMBERS DON'T
BUY NOW IN THE IC

Is NUM interested in buying a major gold mine?

WASHINGTON — The National Union of Mineworkers (NUM) may be interested in using leveraged buy-out techniques to enable its members to acquire "a major gold mine", says Norman Kurland, a leading US proponent of employee stock ownership plans (esops).
Kurland, president of the Washington-based Centre for Social and Economic Justice (CESJ), discussed the possibility with NUM general secretary Cyril Ramaphosa during a two-week visit to SA last month.
"Ramaphosa expressed interest in NUM members acquiring a major gold mine

through an esop," the latest CESJ newsletter says in a report on Kurland's trip. It also says the union leader was "open" to exempting employee-owned and controlled SA companies from US trade and investment sanctions.
Such an exemption might be necessary for workers to raise capital to buy into their companies and could be a major incentive for SA firms to increase employee participation.
In the US, Esops have enabled com-

panies to obtain major new capital at highly advantageous rates in return for ceding control to their employees.
In an interview after his return, Kurland stressed that the initiative for setting up Esops in SA would have to come from unions and workers themselves and that the plans could not be imposed from outside.
He called Anglo's limited offer of shares to employees "trivial" and said it threatened the whole Esop concept in SA.
During his visit, Kurland held discussions with a broad array of union and busi-

ness leaders, many of whom "promised support" in setting up an SA chapter of CESJ.
ALAN FINE reports that Anglo American's Bobby Godsell said last night Anglo would be interested in talking to the NUM and other unions with which it dealt about further ways in which employees could participate in share ownership.
"We do not consider our existing scheme to be the final word on the subject," he said.
Ramaphosa left yesterday on an overseas trip and could not be reached for comment.



● RAMAPHOSA

R10m more for Eskom workers

140A 22/12/88 -

ESKOM'S 24 000 general workers are to receive an additional R10m in wages for the 12 months to June 1989 in terms of an arbitration award, the National Union of Mineworkers (NUM) said yesterday.

The deal arose out of a disputed 10% increase granted by Eskom to those employees last July. The NUM, one of three unions involved in the dispute, hailed the deal as a "great wage victory".

The three-member arbitration panel ruled Eskom should backpay the workers an additional 2% effective from July 1, and ordered a 5% wage hike from January 1. This will take the minimum wage to R653,50 from next year, compared with the R612 implemented by Eskom in July.

It also partially accepted union proposals for paid maternity leave by awarding women who take maternity leave 30% of a month's pay.

Because Eskom is considered an essential service, the three representative unions — the NUM, the National Union

ALAN FINE

of Metalworkers of SA (Numsa) and the Electricity Workers' Union (EWU), an in-house union — were obliged to take the dispute to arbitration.

A leaflet distributed by the NUM praised the unions' joint effort in winning the award. However, it says all Eskom workers will have to join a single union to avoid serious future problems.

Conference

It is understood the NUM and Numsa, both Cosatu affiliates, are engaged in sometimes heated negotiations over future union organisation at Eskom. Some workers are employed on mines while others work at other Eskom installations.

An NUM spokesman said he understood the EWU had called a union conference to discuss the issue.

Eskom management could not be reached for comment.

NUM denies mine bid

22/12/88 ALAN FINE (ILOA)

THE National Union of Mineworkers (NUM) yesterday denied it had taken any steps towards facilitating a leveraged buyout of a gold mine by members

The union was responding to a report in a newsletter published in the US by employee share ownership scheme (esop) specialist Norman Kurland claiming that NUM general secretary Cyril Ramaphosa expressed interest in the idea during Kurland's visit to SA last month

The NUM also flatly denied that Ramaphosa, presently on a trip to Europe, was open to exempting employee-owned companies in SA from trade and

investment sanctions

A union statement stressed that some officials had merely met with Kurland so he could explain his approach to esop schemes and how it might be used by workers to purchase shares in a gold mine

NUM assistant general secretary Marcel Golding added the union would examine the question of employee share ownership in the light of what Kurland had told them and in terms of schemes operating in other parts of the world

However, the matter had not been taken any further

140A

Star 22/12/88

Unions, hotel group in new row

By Adele Baleta

Trade unions in the hotel industry intend bringing an urgent application to stop Southern Sun/Holiday Inn from cancelling a procedural agreement which provides for a national wage-bargaining structure, a union spokesman said yesterday.

The Trade Union Alliance, comprising the Hotel and Restaurant Workers Union and the Cape and Natal Liquor

and Catering Unions, declared a dispute with the hotel group after it cancelled the agreement.

"Although the termination clause provides for three months' notice, the company's draft proposal for a new agreement reached us two months into the notice period, leaving only a short time to renegotiate," the union spokesman said.

The union was concerned that workers

would be prejudiced as wage negotiations were due to start next month and this was not possible until the issue of the procedural agreement had been resolved.

The spokesman accused the company of acting in bad faith by sending the proposals at the end of November. The alliance had offered to begin negotiations earlier in the year but the company had refused to look into the issue then.

CANCELLATION

At a meeting this week the Natal Industrial Council recommended that the company's cancellation of the procedural agreement be regarded as an unfair labour practice.

Hotel group personnel director Mr Carl Ludick yesterday said the company rejected this view and added that the group would oppose the alliance's court application.

He pointed out that a commitment had been given by the company in the draft proposal to commence wage negotiations next month. But he said this was dependent on the renegotiation of clauses dealing with wage negotiations.

Registration change for union turned down

140A B/day
11/2/88

Numsa says race played part in government ruling

THE National Union of Metalworkers of SA (Numsa) yesterday accused the Manpower Department of racism and of ignoring a key Supreme Court judgment in its refusal to amend registration of the union

Numsa said it had been officially informed it had failed to prove its representivity in applying for registration in the engineering, car assembly and tyre and rubber industries

However, the union said, it was clear from informal discussions with officials that the decision was based on the fact that Numsa had insisted on non-

ALAN FINE

racial registration, and the department was not prepared to register Numsa for white workers

Similar

This "absurd" decision effectively barred Numsa from participation in industrial councils where it held majority membership. This included the engineering council, where Numsa claims representation of 104 000 workers — more than half the total organised workforce

Numsa noted a similar issue was fought in the Supreme Court five years ago by the Metal and Allied Workers' Union, which last year took part in the merger that formed Numsa

The court had found race was not an industrial interest, and hence not a basis for judging representivity, the main factor on which registration is granted

"It is clear the department does not consider itself as being bound by the Supreme Court," the union said

By late yesterday, the Manpower Department had not responded to a request for comment

Ccawusa member on fraud charge

By STAN MHLONGO

A RUSTENBURG member of the Commercial, Catering and Allied Workers' Union of SA will appear in court on December 15 for allegedly defrauding the Ackermans chain store of an undisclosed amount while employed as a cashier

Dorah Tshwagong, 30,

was suspended from work this week for allegedly registering an incorrect amount of goods bought by a customer

Ccawusa official Meshack Getyes said Tshwagong was also "accused of pocketing some of the money for herself"

Getyes said that on November 29 he went to the store to investigate com-

plaints against Tshwagong.

"I was told the affair was an internal matter. But to my surprise, the police were called and Tshwagong was arrested," said Getyes

Ackermans' personnel manager Piet Brand denied the police had been called to arrest Tshwagong

Nkomo death hearing postponed

By SOPHIE TEMA

FORMER Soweto deputy mayor Patrick Ndaba and his co-accused Patrick Mfeka appeared briefly in the Johannesburg Magistrates Court this week on a charge of murder and their case was postponed to January 26

Their appearance follows the death of Sefasonke Party member David Nkomo, 45, who was allegedly gunned down at his Tshiwelo home on August 26 this year. Nkomo was to oppose Ndaba in the

October municipal elections.

Ndaba, who has pleaded not guilty to the charge, has been refused bail four times by Magistrate PH Bredenkamp

His bail applications were refused on the grounds that two suspects alleged to have been hired by him and Mfeka are still missing, that he would interfere with State witnesses and that he might be killed by Nkomo's followers

His attorney, T Shapiro, said there was a possibility that a fifth bail application could be brought to court

Dark days ahead for Black Chain shoppers

By CONNIE MOLUSI

BLACK Chain remained closed this week after a case involving the Soweto-based supermarket was postponed in the Rand Supreme Court

The closure of the store is a sequel to the dispute between Black Chain and Jazz Stores, which was granted an order for the closure until the conflict was resolved in court

Jazz Stores has removed all perishable goods and fridges from Black Chain while the dispute continues

Soweto shoppers are hard hit by the closure of Black Chain, the nearest

large supermarket to the township and many have been forced to shop in Johannesburg

Meanwhile, the Southern Transvaal African Chamber of Commerce (Soutacoc) has threatened to intervene

Joe Hlongwane, the deputy president of Nafcoc and the chairman of Soutacoc, said they were preparing for a meeting between a Nafcoc delegation and Cecil Smith, the chief executive director of Metro, the largest single shareholders in Jazz Stores

"We need sound business relations between black and white business,"

he said

"If this conflict continues Nafcoc will summon its management from all over South Africa to discuss the Black Chain-Jazz Stores impasse

"Nafcoc views Black Chain not only as a business, but as a symbol of the few black initiatives which have succeeded

"The closure of the store at a time when the shoppers need it most threatens the reputation and undermines the achievements of Black Chain," said Hlongwane

Political comment and newsbills by K Sibiyi. Headlines and sub-editing by C Fram, of 204 Eloff Street Ext, Johannesburg

Strike ends

By LEN MASEKO

THE 10-week-old strike by Karos hotel employees has been resolved, a spokesman for the Hotel and Restaurant Workers' Union said yesterday.

The Harwu spokesman said the two parties had agreed on various issues including a minimum wage of R350 a month and an across-the-board increase of R50 a month.

Harwu members were expected to report for duty at six Karos hotels today, he said.

Karos employees downed tools at the company's hotels about three months ago, demanding wage increase and the reinstatement of their 125 colleagues who were dismissed for observing a June 16 stayaway this year.

The Harwu spokesman said the case of the 125 employees would be referred to the Industrial Court.

Cape Times 7/12/85
Karos strike finally resolved

1904
JOHANNESBURG — The 10-week old strike by Karos hotel employees has been resolved, a spokesman for the Hotel and Restaurant Workers' Union said, the Sowetan reports

The Harwu spokesman said the two parties had agreed on various issues — including a minimum wage of R350 a month and an across-the-board increase of R50 a month

Harwu members were expected to report for duty at six Karos hotels yesterday, he said

Gawu boosts membership

THE amalgamation of the SA Textile and Allied Workers' Union into the Garment and Allied Workers' Union earlier this month has boosted Gawu's membership by 5 000 to 112 000.

This now means that Gawu — previously organised only in the Cape and Natal — now has a presence in Johannesburg, Pretoria and East London.

EXCH. COPY
1-7/12/88

1408

Angry divide over PFP in Cosatu

A STORMY debate during the annual congress of Cosatu's powerful Witwatersrand region preceded the decision to meet the PFP.

Workers were strongly opposed to meeting the PFP because of a widespread belief that the party is bankrolled by big business and its policies are shaped by this.

Mass dismissals during the miner's strike last year by Anglo American, of which PFP leader Zach de Beer is a director, were raised as one of the objections to the talks.

"Workers pointed out that De Beer and his party are in favour of deregulation and privatisation," said a union organiser. "We in Cosatu see the

policies as part of an attempt to undermine unions."

Delegates also complained that the PFP had not strenuously opposed the Labour Relations Amendment Act in parliament, which the labour movement says is designed to shackle the power of unions.

The refusal of the SA Consultative Committee on Labour Affairs (Saccola), which represents all the major employer organisations, to recommend that its members refuse to implement six controversial clauses in the law was also a major source of discontent about closer alliances between Cosatu and organisations like the PFP.

3
140A
2-8/2/88

UCT live-in workers told to move out

Labour Reporter

ABOUT 60 live-in workers at the University of Cape Town have been told they will have to move out as the space is needed for student accommodation

A spokesman for the UCT workers, who are members of the Transport and General Workers Union, said this was one of the points on which annual wage negotiations were nearing deadlock

Wage increases for non-academic staff were another item in dispute

She said that academic staff had been promised increases of about 23 percent, but other staff administration had been offered 17,5 percent

The union had asked for a five-percent increase in December and a further 17,5 percent from January

UCT registrar Mr Hugh Amoore said a 17,5 percent increase would bring the present R720 a month minimum, in-

cluding a 13th cheque, to R845 a month

The union spokesman said the live-in workers were mainly kitchen staff

Although the university had promised financial help for them to buy homes the workers had several objections to being asked to leave

There was a shortage of housing so they would have problems finding a home to buy, travelling to work each day would create extra expense and add several hours to their day, and some had homes outside the Cape Town area and did not want to buy a second home here.

ARGUS
9/12/88

1404

Unions to merge

Sowetan 9/12/88

THE Transvaal regional executive committee of the National Union of Railway Workers has resolved to dissolve and join hands with the South African Railways and Harbours Workers Union.

The decision was made at a meeting held on December 4

Members of Nurw in the Transvaal should approach Sarhwa shop stewards and join the union. The Transvaal offices of Nurw would close with immediate effect; the meeting resolved.

Sarhwa is an affiliate of Cosatu

Sowetan 9/12/88

FESTIVAL BANNED

307
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THE Commercial Catering and Allied Workers' Union has condemned the banning of its Cultural Day festival which was to be held at the Jabulani Amphitheatre on Sunday.

A spokesman for the union, Mr Salim Vally, said CCAWUSA was informed telephonically on Wednesday that the Chief Magistrate of Johannesburg had prohibited the festival.

The union had expected about 10 000 workers to attend. The days' events would have included plays, musical bands and poetry.

In a statement Mr Vally said "Our Cultural Day would have been a celebration of life, struggle and change through music and

dance. Ccawusa apologised to its members for the situation but would organise another event at a later date

BAN MATERIAL

140A

NUM PLEADS

Sowetan 9/12/88

~~140A~~
~~140A~~

ALMOST 200 people have been killed by fires connected to polyurethane during the past 11 years in South African mines.

This was revealed by a National Union of Mineworkers safety officer, Mr Hazy Sibanyoni, at a Press conference called by the Polyurethane Association of South Africa in Johannesburg this week

The association called the conference to respond to calls for the withdrawal of polyurethane in the gold mines. The director of PASAF, Mr Brend Becker, said the NUM had in the past called for the banning of polyurethane from the mines

The latest NUM call was after the recent Western Deep Level accident where several black workers lost their lives. This also followed vigorous campaigns by the union to have the organic

By MOKGADI PELA

material banned completely, especially after the Kinross mine disaster where 177 black miners lost their lives

An independent observer at the conference, Mr Hans Dannenfeldt, said polyurethane was more inflammable than a car tyre

PASAF attributed the accident rate in the mines to the incorrect use of the material "Everybody

dealing with the substance has to have knowledge about its proper use," a spokesman for PASAF went on

Polyurethane is used to insulate pipes underground and according to PASAF, it is also the most efficient material available

The NUM held the view that other inorganic substances could be used as alternatives and because of their safety

rates, the number of deaths could be reduced

NUM also maintained that all combustible materials should be removed from underground

PASAF said its recommendations to the mining industry would be that polyurethane be removed from any ignitable source and that inorganic substances be used to cover it, but it would not like to see the material banned because no material matched it in terms of efficiency

available?

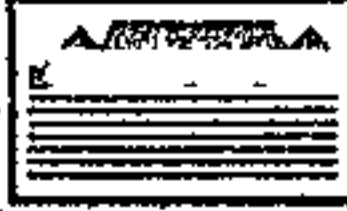
Sowetan 9/12/88

THE general secretary of the National Education, Health and Allied Workers' Union, who fell to his death from a high-rise building in Johannesburg last week, will be buried in East London on Sunday.

Mr. Mzuzwana Yure Mdyogolo died on November 6 when he fell from the fifth floor of Adderley Court, Joubert

Park, where he was living. Sowetans

Buses will depart for Mdantsane township today (5.30pm), from Nehawu's offices at Queens Court, corner Bree and Klein streets. The return fare is R30.



1 200 workers on strike at four Natal hospitals

The Argus Correspondent

DURBAN — A strike by hospital workers has spread to four hospitals in Natal, affecting more than 1 200 employees

The stoppage is part of a wider protest by about 3 000 Natal Provincial Administration workers over union recognition, wage increases and other issues. The strike is in its fourth day.

Mr Louis Potgieter, public relations officer for the NPA, said Addington and Clairwood hospitals in Durban, as well as Midlands Psychiatric Hospital and Greys Hospital in Maritzburg were affected.

"There are 450 workers on strike at Addington, 230 at Clairwood, 150 at Midlands and 424 at Greys," Mr Potgieter said.

The workers were asking for R1 500 a month and recognition of their union, the National Education, Health and Allied Workers' Union.

He said he could not comment on what their present salaries were. "That is confidential."

"Volunteers and other staff members" were doing the jobs of striking workers.

Yesterday the 3 000 strikers were told to resume work, or steps might be taken to end their employment.

Provincial Secretary Mr Roy Hindle said that they would lose certain pension benefits if their services were ended.

The NPA said it could not by law recognise trade unions but could not prohibit employees from belonging to unions.

On Wednesday 56 workers, arrested in the Natalia building at Maritzburg, appeared in the magistrate's court charged with refusing to vacate a public building or, alternatively, trespassing. They were released on their own recognisances, and the case was adjourned to January 25.

Chemical workers to vote on strike action

Staff Reporter

MEMBERS of the Chemical Workers' Industrial Union (CWIU) will today ballot for industrial action at Shell and Mobil after talks for industry-wide negotiations broke down

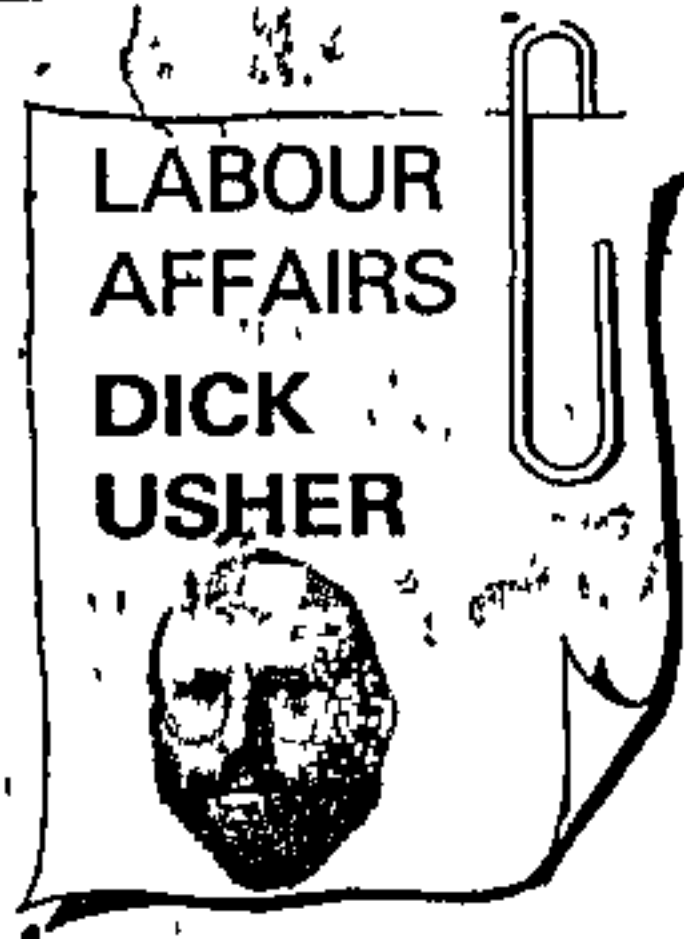
A union spokesman said yesterday that CWIU had reached a "compromise proposal" with Caltex, BP and SA Petroleum Refineries for national company-wide negotiations next year

The union blamed Shell and its subsidiaries Veetech, Cera Oil and Shell Chemicals, together with Mobil Oil and Mobil Refinery, as being "intransigent"

It is amazing what a little goodwill can do

W.L. McKee 19/4/78
140 A
1978

WHEN it takes six days for a company and a union to nail together a recognition agreement and conclude wage negotiations, you have to wonder why



the process becomes so lengthy and troublesome in other cases

The wonder increases because the recognition agreement included an accord that, provided both sides stuck to procedures, neither would use the provisions of the Labour Relations Act, and the wage agreement was struck in spite of a very wide initial gap between what the union demanded and what the employer could offer

Perhaps it does something to demonstrate what can be accomplished with goodwill and a willingness to negotiate on both sides, rather obstructiveness and "intransigence"

The agreement in question is between Pepsi-Cola and the Food and Allied Workers' Union (Fawu).

Company industrial relations manager Adrian Graham said the starting point was a belief that one had to build a relationship with a trade union rather than trying to "nail them wherever you can".

With this, and with both sides having similar understandings about certain aspects of the Labour Relations Act, an agreement was struck that neither would resort to the Industrial Court — arbitration and mediation would take its place

At the heart of this was a recognition by the company that once rules had been established, and provided they were adhered to, the workers had the right to redress the balance of power in a dispute by going on strike

The agreement included disciplinary, grievance and retrenchment procedures and the same definition of an unfair labour practice as the "old" Labour Relations Act.

and retrenchment procedures and the same definition of an unfair labour practice as the "old" Labour Relations Act

The agreement also has clauses about intimidation and harassment and there is an understanding that the company would keep authority out of labour relations

"It is our relationship with the workers which has nothing to do with government or the police," said Mr Graham.

Developing on this, the wage agreement was concluded on the basis of what the company could afford

"We made a realistic offer of increases and although Fawu started off with much higher demands we didn't have to get into financial disclosure to prove our case, the workers could see we had a bad situation and common sense won," said Mr Graham

A communication structure has been created with eight shop stewards and eight alternates for each department

One representative from each department attends a monthly meeting between the stewards' committee and management

There is also a monthly general meeting for workers at which company and union matters are discussed.

CMV Tom's
19/11/88



Court orders strike stopped

MARITZBURG — There was reason to fear that recent strike action by Natal Provincial Administration (NPA) employees, which was already endangering vital services, could escalate further, according to papers before the Supreme Court here yesterday.

The court issued an urgent interdict restraining the National Education, Health and Allied Workers' Union from continuing with the strike.

The NPA's assistant director, personnel, Mr Johan Barnard, said in an affidavit that there were 20 provincial hospitals in Natal which could be affected by the strike.

He said the strike was endangering vital services and could endanger the lives of patients.

He alleged some employees had been threatened with violence if they did not take part in the strike.

"Only basic medical care can be provided at hospitals concerned and only emergency operations can be performed," Mr Barnard said.

Average of R650 a month

SJR 22/11/88

Ccawusa's wages up by 28 percent

140A

The wages of retail workers organised by the Commercial, Catering and Allied Workers' Union (Ccawusa) increased by 28,8 percent in 1988 — ahead of a 13 percent inflation rate and despite employer and State resistance, the union says

In a report released by spokesman Mr Jeremy Daphne, the union says this year's negotiations with retail employers had resulted in an average minimum wage of R528 a month, with the average monthly wage being set at R650

'Tough'

According to the report, the decision by managements and the State "to keep wage increases low" had resulted in "tough and lengthy" negotiations, most of which took up to three months or more to conclude.

The highest individual increase of R140 per month was achieved by World Furnitures, followed by Smart Centre (R129) and Pick 'n Pay (R128) CNA,

By Mike Siluma,
Labour Reporter

Pick 'n Pay, World/Ellerines agreed to pay the highest monthly minimum wages of R635, R630 and R600, respectively

OK Bazaars and Checkers, at R505 and R510, were singled out as the two of the "Big Three" retailers paying below the average minimum wage of R528 a month

Most companies organised by the union now recognised May 1 and June 16 as paid "commemoration days", with a smaller number having agreed to treating March 21 (Sharpeville Day) as a paid holiday

"There is increased shop-floor pressure for the union to negotiate housing schemes and better alternatives to the present pension schemes," said the report. Pressure was also mounting for the protection of the rights of working parents

The union says despite the advances, many union members still lived "in poverty"

'SA cannot afford weak trade unions'



MILITANT workers on the march during a strike.

Employers must be cautious about taking drastic measures such as suing unions for damages, as this could ultimately be financially devastating to their own interests

This warning was given by Mr Mike Miles, executive director of the Institute for Industrial Relations (IIR)

He has expressed concern at "the recent attention being given to Section 79 of the Labour Relations Amendment Act particularly with the assumption which employers might now have, that they can resolve industrial relations issues simply by suing trade unions for damages"

Employers he warns, should not believe that "short-term retributive action" is a better solution

The IIR director's

Bosses warned about suing trade unions

warning comes in the wake of impending multi-million lawsuits instituted by certain employers against three affiliates of the Congress of South African Union. The unions are

- The Transport and General Workers' Union which faces a R2 million

TREAD WITH CARE

FOCUS

By **LEN MASEKO**

damages claim from Ullman Brothers after a work stoppage by 250 union members

- The Food and Allied Workers Union whose members at Kwela Wholesalers Meat Supply in Benoni embarked on a work stoppage, thereby triggering R17 million claim from management against the union

- The Papi Kganarewing of the Commercial Catering and Allied Workers' Union of South Africa which is engaged in a legal battle with Pyramid Distributors, which claims R500 000 in damages from the union. The claim arises from a work stoppage by Ccawusa members

Unions

The IIR believes that it is not in the interests of sound industrial relations for employers to sue trade unions

"Responsible employ-

ers want to deal with strong unions who have the resources to educate and train their members and representatives in responsible industrial relations practices," Mr Miles says

South Africa could not afford weak unions who could not effectively meet the needs and aspirations of their members

Mr Miles points out that Section 79 is not as simple as it might seem

"The intention of the new legislation (Labour Relations Amendment

Act) is to shift the onus of proof on to the respondent rather than on the applicant," the IIR director says

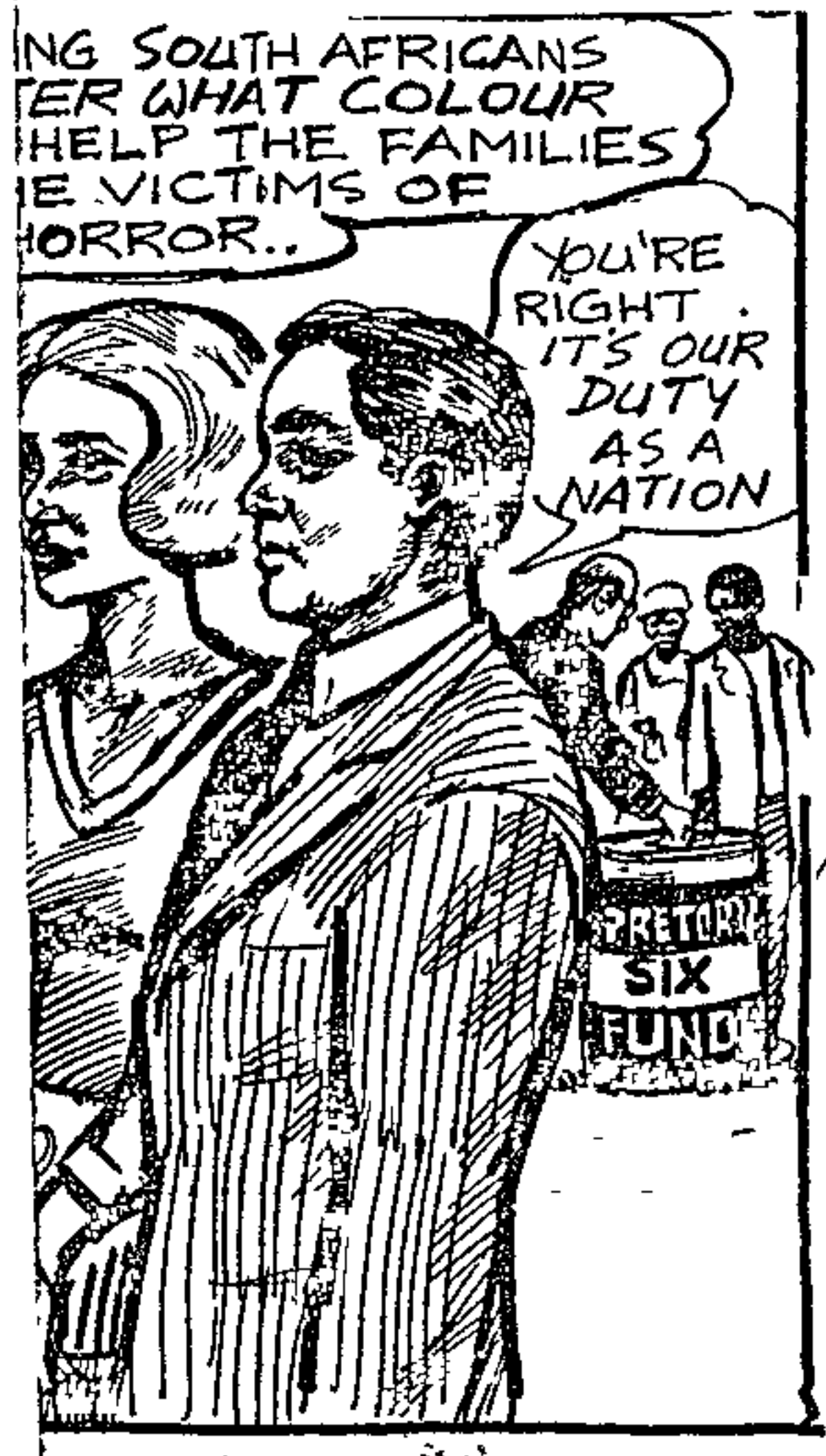
It is standard legal doctrine for the applicant to discharge that burden. If the respondent succeeds in discharging that onus the applicant will lose the action

Section 79 he says, does not only allow for trade unions to be sued for damages. An employer could be sued by those employees who claim to have suffered damages as a result of illegal industrial action instituted by the employer

Damages

Where an employer terminates the services of employees en masse it might be argued that that employer has committed an illegal lock-out and he would thus not be subject to the indemnity provided in terms of s 79 (1) thus rendering him liable for damages. The IIR director adds

The IIR urged both employers and unions to avoid suing the other party for damages in the event of an industrial dispute



Political comment in this issue by Aggrey Klaaste and Sam Mabe. Sub-editing headlines and posters by Sydney Matlhaku. Ad of 61 Commando Road Industria West Johannesburg

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• Write to the Editor at PO Box 6663 Johannesburg 2000. Nom-de-plumes can be used but full names and addresses should be supplied or the letter will not be published

'Chamber spying on NUM'

23/11/88
THE NUM has accused the Chamber of Mines of conducting security police-type spying operations against the union.

The latest edition of the publication, Update, produced by the union's collective bargaining department, has reproduced extracts from "secret" chamber circulars acquired by the department

The extracts refer to union meetings and, in some cases, community activities in mining regions. The union alleges the regional headquarters of the chamber's spying network are the offices of the Employment Bureau of Africa (TEBA) — the chamber's recruiting arm. TEBA agents, it says, submit monthly reports to the chamber.

The chamber documents used in the publication were late 1987 "informatory circulars" issued to members of the

ALAN FINE

chamber executive and its gold producers' committee respectively

A chamber spokesman yesterday denied the organisation spied on the union

"While the chamber obviously takes an interest in union activities which might have relevance to industrial relations, it does not operate a spy network. Nor does it need one to obtain the easily available information quoted. On the other hand, does not 'spying' or 'industrial espionage' correctly describe the activity of the NUM's collective bargaining department in securing harmless but confidential chamber documents?"

● To Page 2 →

Chamber of Mines 'spying on NUM'

Update said it "could only guess at what the chamber does with the information it collects". But, it said, a disturbing fact was that several of the reports were incorrect.

In this respect, it referred to one that noted that, when permission was granted to the union to hold meetings on the mines, "the opportunity is used to ignore the agenda completely and use the forum for anti-white, anti-government

← ● From Page 1

and anti-chamber mouthings, together with the inevitable 'viva' chants and 'freedom' songs".

Among the other published extracts are references to a visit by three NUM regional officials to the union HQ in Johannesburg and that they returned to their area with pamphlets concerning a "Christmas against the emergency" campaign last year.

Chamber ^{APT}
'spying' ^{Thompson}
on NUM ^{23/11/88}
— claims ¹⁴⁰⁹

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers has accused the Chamber of Mines of conducting security police-type spying operations against the union.

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A chamber spokesman yesterday denied that the organisation spied on the union.

MEMBERS of the Commercial Catering and Allied Workers Union of South Africa achieved an average 28,8 percent pay rises this year, as the union continued its fight against poverty wages in the retail industry.

This average increase — which is ahead of the 13 percent inflation rate — was achieved amid tough and lengthy negotiations between the union and managements, according to Ccawusa's annual wage review.

Retail workers now earn an average minimum wage of R528 a month, a R118 increase on last year's minimum figure of R410 a month the review shows.

While the wage increases were higher than the inflation rate and were one of the highest in the labour movement, Ccawusa maintains that its members are still living in poverty.

Ccawusa official Mr Jeremy Daphne argues that it will take increases far higher than inflation rates to move anywhere near a 'living wage' envisaged by union members.

"It is difficult to determine what actually is a living wage in 1988, but, whichever way one looks at the situation, the majority of Ccawusa members earn hundreds of rands below a living wage," Mr Daphne says, pointing out that there is a history of poverty wages in the retail and catering trades.

The union cites a living wage of R809 a month determined by a group of management consultants recently, an average monthly budget of R967.50 calculated by the Trade Union Research Project for families with a modest to

Retail workers now earn an average minimum wage of R528 a month a R118 increase on last year's minimum figure of R410 a month

Fight against poverty wages will be tougher next year

140A
Sowetan
24/11/88

FOCUS



THERE is a history of poverty wages in the retail and catering trades

By LEN MASEKO

five and R2 590 for a family of six.

These subsistence level surveys were usually based on conservative statistics, and did not take into account many important factors.

Hold on

Although Ccawusa achieved its highest across-the-board increase of R140 a month with World Furnishers, Mr Daphne says managements increased their efforts to "hold on to their money". The union, however, successfully negotiated its highest minimum wages of R635 a month at CNA Pick'n Pay (R630), Ellermes (R600) and World Furnishers (R600).

Ccawusa's wage review also showed that OK Bazaars and Checkers pay below the average minimum wage of R528 a month.

While Frasers agreed to the biggest percentage increase on the minimum wage, the retail company — together with Fairways — still paid the lowest wage. The third lowest minimum wage, at R500 a month was paid at Jazz Supermarkets.

Apart from national chain stores, Ccawusa now conducted wage negotiations with a variety of companies. Some of the companies included 3M, where the union negotiated a high minimum wage of R905 a month, Johannesburg Stock Exchange (R800), Gallo (R725), Southern Book Publishers (R660) and Market Research (R650).

Meanwhile, retail companies have already set the scene for next year's wage negotiations by forecasting a "lean year". According to their forecasts, sales are expected to fall sharply and inflation rate is likely to reach an alarming 15 percent in 1989.

Reacting to this Mr Daphne says "It is clear that wage bargaining in 1989 is going to be the toughest ever. It is going to require a high level of organisation and unity to win increases any higher than those already planned by management."

Sadly, unity is one feature that has eluded Ccawusa over the past 18 months or so. Ccawusa, the biggest union in the retail industry, has been split by feuding between two factions within the group. The division is essentially around the adoption of the Freedom Charter by one wing led by Mr Papi Kganare.

The other wing, headed by Mr Vivian Mtwa, has condemned this decision, saying it "militated against workers' unity". The Congress of South African Trade Unions recognises the Kganare group as the legitimate Ccawusa.

The conflict spilled over to wage talks this year, as managements — faced with wage claims from both sections — found it difficult to decide which group was legitimate. One company, Woolworths, concerned with the delay in wage talks, unilaterally referred its offer to its staff.

With retail belts tightening for a lean year in 1989, Ccawusa is likely to come under heavy pressure to heal its damaging split.

140A

CWIU conflict continues

WORKERS at Shell and Mobil Oil are to decide this week whether to take industrial action

This follows a refusal by the companies to reach an agreement with CWIU which in August declared a national dispute with with nine major oil companies.

The dispute arose from a refusal to bargain nationally at an industry-wide level over issues including job security and benefits.

Other members of the Chemical Workers Industrial Union (CWIU) are considering solidarity action

28-30/11/88
WJG

Thousands at unionist's funeral

THOUSANDS of mourners from throughout South Africa last Saturday attended the Mdantsane funeral of National Education Health and Allied Workers Union (Nehawu) general secretary, Mzuzwana Mdyogolo

Mdyogolo, 35, was a former general-secretary of the South African Allied Workers Union (Saawu) and former Saawu leaders Sisa Njikelane and Thozamile Gqwetha were among those at the funeral

Mdyogolo died under mysterious circumstances two weeks ago in a fall from the fifth floor of his Johannesburg flat.

1/10/77

SOUTH
24-30/11/88

**'Cosatu
is not
welcome'**

some say 25/11/88

SOME labour union leaders did not have labour matters on their agenda, but revolution, the Minister of Manpower, Mr Pietie du Plessis, said in Pretoria on Wednesday.

Briefing journalists at Manpower 2000 conference with employers and unionists, he said such umbrella organisations as Cosatu had not been invited to the conference because they were not registered, but their affiliates had been, if they were registered.

The decision of those that declined the invitation was unjustified, he said, because they had had the opportunity of having direct contact with the Government today.

Mr du Plessis said that although some union leaders' agenda was revolution, "I am sure that by far the majority of their members disagree."

He said it was significant that members had to be killed and intimidated in order to keep them from work.

"If they had the support of the masses it would not be necessary to intimidate the masses," Mr du Plessis said.

Asked why these leaders were not charged with treason, Mr du Plessis said many were, but "others are very careful and don't come out in the open."

More than 600 people attended Wednesday's conference.

(140A)

Mr du Plessis told the conference that labour unit costs had increased to such an extent that South Africa "will find it consistently more difficult to compete internationally, as it has already virtually priced itself out of international markets."

Projections also revealed that by the year 2000 the country would experience a shortage of at least 234 000 graduates and diploma holders, of which a great percentage would probably be technicians — Sapa

1984

Star 25/11/84

Working long hours 'disrupts home life'

Overtime can heighten exploitation — union

(B50)
(140A)

By Adele Baleta

Working overtime caused the disruption of home life and placed strains on family relations, the National Union of Mineworkers (NUM) general secretary, Mr Cyril Ramaphosa, said yesterday. He was reacting to a Johannesburg industrial court judgment last week in which president Mr Daan Ehlers and additional court member Mr E Srydom rejected an urgent application by De Beers Premier Mine to force 99 Mineworkers' Union (MWU) members and 1 034 NUM members to work overtime.

The mining company wanted the court to declare that the re-

fusal by the unions and its members to work overtime was an unfair labour practice.

The case came after the failure of the NUM and management to reach agreement on the question of working on Saturdays, a shift De Beers felt was necessary for its production requirements.

The application was refused on the basis that it was not urgent and because the individual respondents were not found to have committed an unfair labour practice by refusing to work overtime.

Mr Ramaphosa said NUM members were "elated" as the court ruling had confirmed their right to refuse to work overtime.

The implications of the judgment were two-fold, he said.

"Firstly, with the continuing loss of jobs and the high rate of unemployment, a ban on overtime could increase the possibility of job creation."

Secondly, he said, union members were already working hard and producing adequately.

"Workers should not have to work longer hours as it only serves to heighten exploitation."

Mr Ramaphosa added that overtime caused a major disruption of employees' home lives. Not being at home for long periods of time could lead to strained family relations.

A De Beers spokesman declined to comment on the judgment at this stage. Comment from the MWU was unavailable at the time of going to press.

A labour consultant, Mr Pat Stone, said there was a traditional conflict of interest between trade unions and management on the issue of job creation.

Trade unions saw overtime as an anathema. They viewed the practice as a cheap alternative to investing in training programmes to increase the number of skilled workers.

He said, however, that union members often did not share this view. Many welcomed the opportunity to work overtime for a limited period to help boost their salaries.

"Companies who institute overtime at peak production times only feel it would be uneconomic to spend money training more workers for short periods."

But he said "structural overtime — when overtime work is carried out on a regular basis — is not an instrument of good industrial relations."

Another problem with structural overtime was that the working of long hours could have repercussions on health, safety, leisure and family life.

Holiday off the rails as trip organiser vanishes

By Paula Fray

A man who advertised a weekend "fun train" trip to Durban has disappeared, leaving up to 400 holidaymakers stranded.

Mr Mike Glendon advertised on Radio 702 for a Grand Provence Safari Fun Train, which would have been like a hotel, to leave Johannesburg Station today for Durban and return on Sunday.

He also donated 10 free tickets as prizes for listeners in the ad campaign.

CONFIRMED

However, Mr Glendon can no longer be contacted and a spokesman for Sats confirmed that there was no "fun train" booked to leave Johannesburg today.

The public relations manager of Radio 702, Miss Ilana Surat, said they would give the 10 winning listeners alternative prizes.

Mr Rivak Bunce, a 702 advertising executive, said Mr Glendon had not paid his bill, although he claimed said he had posted the

cheque.

Mr Glendon is thought to be living in Hillbrow.

Mr Glendon told 702 that Union Wines was supplying the wine for the trip and gave the number of a travel company, Ebony and Ivory, for bookings.

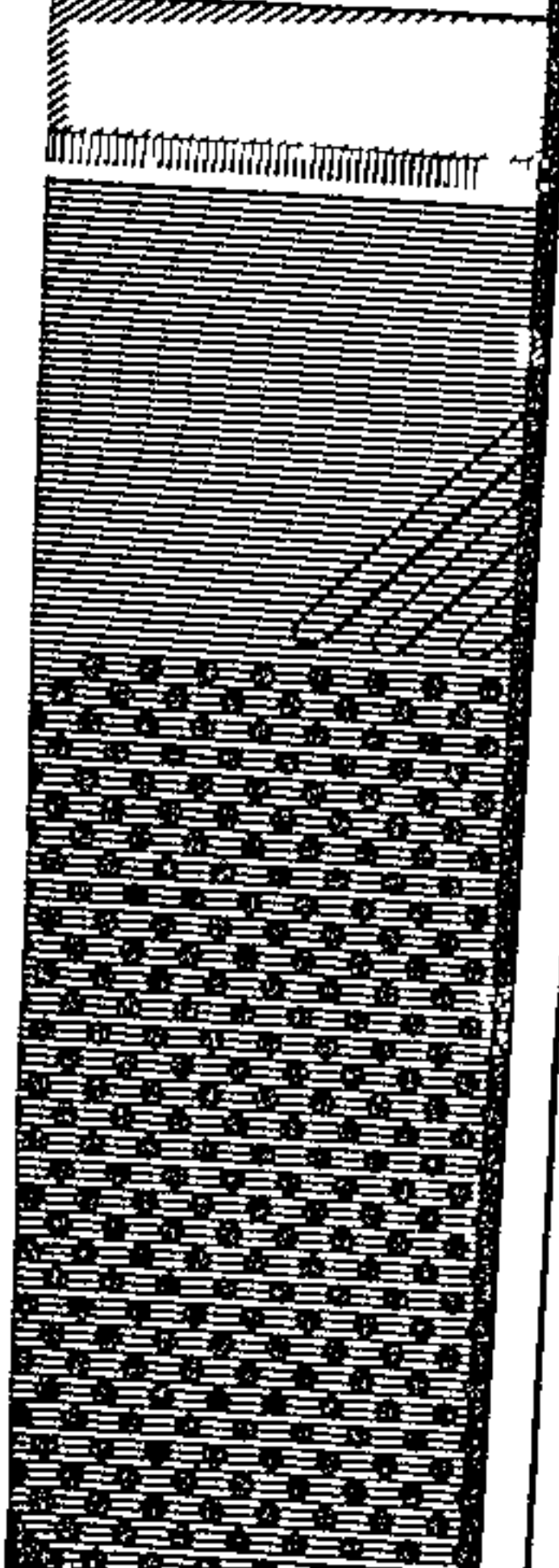
The sales manager of Union Wines, Mr Petrus Lombard, said yesterday his company was not involved in organising the event and was only approached to sponsor wine on the trip. It refused as it already supplied Sats.

Ebony and Ivory travel agency is not in the telephone book and the number given in the advertisement was not answered.

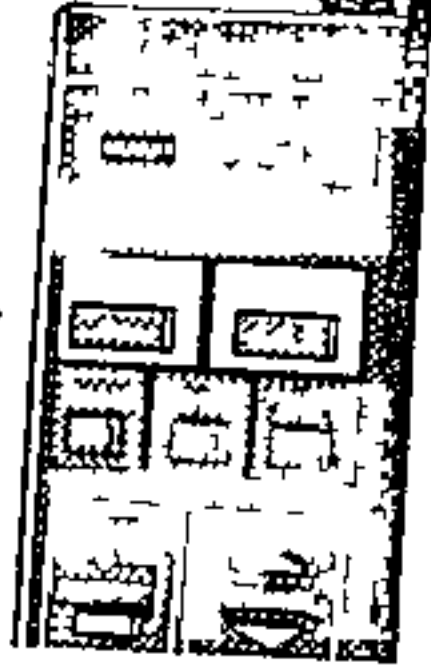
It is not known how many people booked and paid for the weekend, although the "client" had said the response had been "fantastic". One estimate was that as many as 400 people may have booked.

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'Cosatu ^(LOA) is not ^{some say 25/11/88} welcome'

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Projections also revealed that by the year 2000 the country would experience a shortage of at least 234 000 graduates and diploma holders, of which a great percentage would probably be technicians — Sapa

Brewery strike ended after new hours deal

S + 25/11/81

1407

Labour Reporter

The 10-day strike at SA Breweries' Alrode brewery has ended after negotiations between management and the Food and Allied Workers' Union (Fawu), the company said yesterday.

The strike, involving about 200 Fawu members, was in solidarity with 72 workers fired for refusing to work a new, 40-hour working week

pattern

The SAB public affairs manager, Mr Gary May, said both parties had, after the intervention of senior union officials, agreed on a method of introducing the new system

He said the 72 workers whose dismissal sparked the strike would be reinstated. The full workforce was expected to resume work on Monday

Storm over sackings

THE East London branch of the Commercial Catering and Allied Workers Union of South Africa is up in arms over the dismissal of its 105 members at a local Checkers supermarket.

Ccawusa members were dismissed by the retail chain after participating in a work stoppage in protest against the dismissal of a colleague, Mr Caswell Sizani (IWA).

A Ccawusa spokesman said Mr Sizani was allegedly sacked for wearing a hat.

But Checkers' managing director, Mr Clive Weil, said the employee was fired for "not being properly dressed as well as refusing to wear uniform".

He said the union had subsequently failed to respond to an Industrial Court interdict ordering its members to return to work. As a result, he added, a final order was passed by the court declaring the strike illegal.

Cosatu
blames
'agents
for fire

CW
Ty
28/11/88
1001

EAST LONDON —
South Africa's biggest labour federation blamed "agents of apartheid" for a fire which gutted trade union offices here early on Saturday

The Congress of South African Trade Unions said the fire badly damaged a city-centre building housing offices of several of its member unions

"Cosatu condemns this cowardly attack as another act of violence and provocation against the federation. These attacks are the work of agents of apartheid who believe they can attack us, destroy our property and threaten our lives without fear of prosecution," the federation said in a statement

Police spokesman Lieutenant Dave Walker said the cause of the fire had not yet been established and police are investigating — Sapa-Reuter

Campaign to save unionists on death row

CP News 11/12/88

202

140A

Their lives are in the hands of PW

By KERRY CULLINAN

AN international campaign has been launched to save the lives of three Transport and General Workers' Union members on death row

Durban Putco bus drivers Stanford Ngubo, Johannes Buthelezi and Bethuel Sabelo were found guilty, together with an unemployed man, William Khuzwayo, of murdering another driver, Retford Shezi, who continued to work after his colleagues had been suspended

The four were refused leave to appeal by Judge Van Heerden, and last week they were

informed that their petition to the Chief Justice for leave to appeal had also been refused.

The only thing that can save them from the hangman's noose now is if State President PW Botha decides to grant them clemency

Van Heerden refused them leave to appeal on the grounds that he could find no extenuating circumstances to reduce their moral blameworthiness

He found that the four had, in December 1986, gone to a major road in Durban in Ngubo's car and that Khuzwayo had then boarded the bus driven by Shezi and shot him four times

He said the three TGWU members had hired Khuzwayo to kill Shezi after Shezi had started organising other drivers to join him in servicing Umbumbulu and KwaMakhuta following the suspension without pay of over 200 drivers

The 200 had been fired after they had refused to collect fares in October of the same year following a dispute with Putco management.

However, defence lawyers for the four pointed out that there was conflicting evidence about whether Ngubo's car had been at the scene of the murder

According to TGWU information officer Kally Forrest, the Australia Council of Trade Unions, German Trade Union Federation and the British Trade Union Council had all taken up the issue with their governments, as had the French, the Dutch, British and Australian embassies

"The International Transport Federation, to which we are affiliated, is also in the process of informing overseas unions," said Forrest.

She added that the three men had all been staunch union members, while Khuzwayo had also belonged to the TGWU prior to him being dismissed

Battered by management but not beaten into submission

MOST labour reporters in Johannesburg were at 44 Main Street when the Anglo American Corporation hosted its traditional end-of-year cocktail party for the media early this month.

A cynic in the audience noted that at similar events in recent years many of the same people could be seen swallowing caviar and a few beers before rushing off to file a strike report in time for their deadlines. This time the visitors — as well as Anglo's labour relations chiefs — were discernibly unruffled.

"This is the year in which country's most powerful corporation took on the trade unions, battered them into submission, and made sure they did not stage any distracting strikes to spoil their Christmas bash," he said.

He was able to list a number of statistics to substantiate the jibe.

- Last year Anglo's mines experienced the biggest wage strike in South Africa's history. It withstood the pressure and sacked 40 000 union members at the end of the strike. This year the corporation's mines experienced minimal industrial action.

- Last year's mass dismissals on the mines, coupled with a tough approach to collective bargaining by Anglo-owned companies in other sectors — including the unprecedented use of lock-outs — cut the number of man days lost because of strikers from 100 000 in 1987 to about 40 000 this year.

- The dramatic increase in union membership every year since the early Seventies was reversed in 1988. The paid-up membership of the Congress of South African Trade Unions (Cosatu) remained static at about 750 000. Membership of its biggest affiliate, the National Union of Metalworkers, fell by 250 000 to less than 200 000. At the same time, membership of the National Council of Trade Unions (Nactu) plummeted from a claimed 450 000 last year to little more than 150 000 paid-up members.

These figures capture some of the key trends in a relatively passive year of industrial relations. But 1988 was more than a period of defensive retreat for South Africa's labour movement.

The massive stayaway by up to three million workers in June to protest against the Labour Relations Amendment Bill showed that powerful worker militancy still exists.

In the long run, the achievements of the stayaway were less spectacular than its size. Cosatu and Nactu were ultimately unable to stop the Bill from becoming law in September.

Unions lost thousands of members in the dismissals that took place in the wake of the stayaway, and this restrained the federations from calling national protests during other periods of conflict with the government and management.

However, the general strike did prompt top-level talks between Cosatu/Nactu and all of the main employer groups, represented by the South African Consultative Committee on Labour Affairs (Saccola). Such negotiations, although they came to nought, would have been unthinkable before June this year.

The passing of the Bill also prompted plans for a massive anti-apartheid conference to be held in Cape Town

This year was marred by mass dismissals, lock-outs and the passing of a tough new Labour Relations Act. But the trade unions also made some solid advances.
By EDDIE KOCH



Workers in Industria picket. Picture JACOB MOKOLOBATE

early in September. Although the rally was banned, the run-up to the meeting heralded a series of discussions between rival anti-apartheid groups.

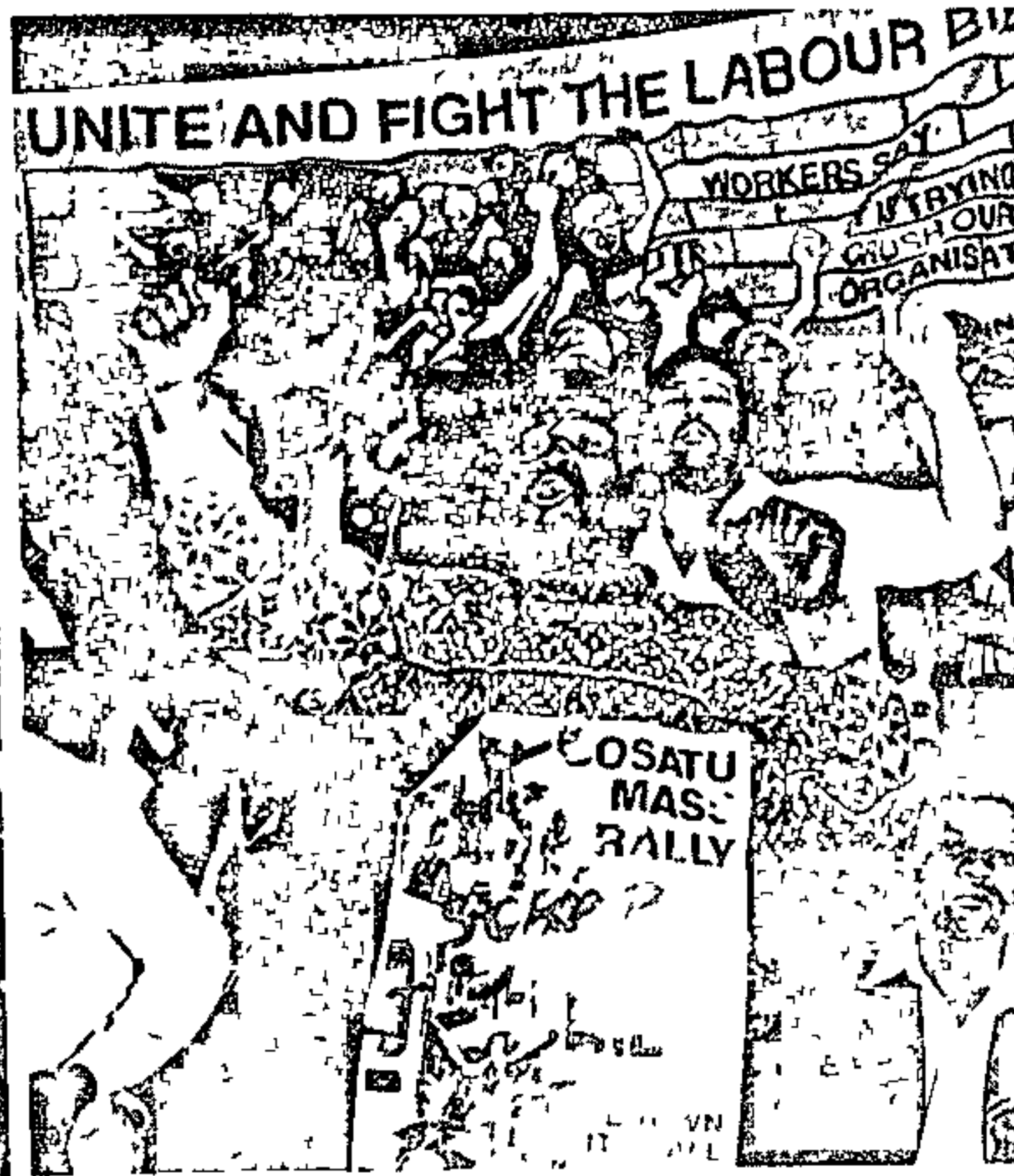
This was the beginning of a realignment of opposition forces that began to take firmer shape later in the year. Last month Cosatu held unprecedented talks with the Progressive Federal Party (PFP). At the same time talks were set in motion to form a left-of-the-government party that is likely to forge links with resistance groups outside parliament.

The strike in the metal industry in August was another gain for Cosatu. After three weeks of carefully planned and strategic industrial action, the National Union of Metalworkers of South Africa (Numsa) was able to reach a favourable agreement with the Steel and Engineering Industries Federation (Seifsa).

Numsa is now recognised as being representative of most black workers in the industry.

Seifsa undertook to eliminate racial anomalies in the wages of skilled black workers within five years and granted May Day and June 16 as public holidays. However, the union failed to persuade Seifsa to raise its wage offer of R3,02 an hour for labourers.

The South African Railway and Harbour Workers' Union (Sarwhu) made another breakthrough on the railways in late September when it forced the South African Transport Services (Sats) to the negotiating



Cosatu members protest against harsh new labour laws. Picture ADIL BRADLOW, Afrapix

table during a strike by some 18 000 railwaymen in Durban and East London.

Later, the talks broke down — but the fact that they took place at all was a major advance for Sarwhu. During the big railway strike last year the union was attacked by Sats management as communists and agitators.

As a result of the railway strikes — and stoppages in hospitals, municipalities and the post office — the public sector experienced 22 percent of all industrial action before September. Cosatu has clearly built a major bridgehead into the sector and this is likely to be a major site of union-management conflict next year.

The Chemical Workers' Industrial Union also made solid advances after mounting a sophisticated campaign around disinvestment and multinationals' social responsibility programmes. In November the union reported that most of the 39 companies

which it had demanded should negotiate a pull-out procedure in the event of disinvestment had agreed to talk.

The chemical union has firmly established itself in the strategic oil industry, and its disinvestment campaign is likely to have important repercussions on the sanctions campaign against South Africa.

Another key development within Cosatu this year was the growing pattern of co-operation with Nactu, both on the factory floor and at national level. By early December, the two federations had finalised plans for a workers' summit to take place in April next year.

These advances were all the more remarkable given the hostile environment of a national State of Emergency. Hardly a month passed without the detention of union officials or reports that a union office had been vandalised, burgled or burnt down. Cosatu and Nactu were also sub-

jected to a massive smear campaign by means of pamphlets which were primarily aimed at sowing divisions between union officials and their members.

However, the year highlighted a number of weaknesses in both labour federations.

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Official membership figures released at Nactu's annual congress indicated a massive decline in the federation's industrial strength. The official count, based on the affiliation fees paid to Nactu's head office, showed a signed up membership of less than 150 000.

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The Commercial Catering and Allied Workers' Union (Ccaawusa), which split in half during merger talks, is the prime example. Each of the Ccaawusa wings is now experiencing severe tensions within its own ranks, and there is a real danger that the once proud union will fall apart.

This year, many managements moved on to the offensive against South Africa's unions. There was a massive increase in the number of lockouts, dismissals and interdicts against strikes.

In the latter half of the year, three companies made use of new provisions in the Labour Relations Act to launch court actions against Cosatu unions to recover a total of R5-million for damages allegedly caused by illegal strike action. This move, which will bankrupt the unions if it succeeds, could be followed by further litigation next year.

But the resilience of workers, as well as the use of innovative tactics, allowed many unions to withstand offensive. As a result, consumers' employers had not, by the end of the year, reached the stage where they could celebrate a victory over organised labour.

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- The successful applicant will
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Battered by management but not beaten into submission

MOST labour reporters in Johannesburg were at 44 Main Street when the Anglo American Corporation hosted its traditional end-of-year cocktail party for the media early this month.

A cynic in the audience noted that at similar events in recent years many of the same people could be seen swallowing caviar and a few beers before rushing off to file a strike report in time for their deadlines. This time the visitors — as well as Anglo's labour relations chiefs — were discernibly unruffled.

"This is the year in which country's most powerful corporation took on the trade unions, battered them into submission, and made sure they did not stage any distracting strikes to spoil their Christmas bash," he said. He was able to list a number of statistics to substantiate the jibe.

● Last year Anglo's mines experienced the biggest wage strike in South Africa's history. It withstood the pressure and sacked 40 000 union members at the end of the strike. This year the corporation's mines experienced minimal industrial action.

● Last year's mass dismissals on the mines, coupled with a tough approach to collective bargaining by Anglo-owned companies in other sectors — including the unprecedented use of lock-outs — cut the number of man-days lost because of strikers from 100 000 in 1987 to about 40 000 this year.

● The dramatic increase in union membership every year since the early Seventies was reversed in 1988. The paid-up membership of the Congress of South African Trade Unions (Cosatu) remained static at about 750 000. Membership of its biggest affiliate, the National Union of Mine-workers, fell by 250 000 to less than 200 000. At the same time, membership of the National Council of Trade Unions (Nactu) plummeted from a claimed 450 000 last year to little more than 150 000 paid-up members.

These figures capture some of the key trends in a relatively passive year of industrial relations. But 1988 was more than a period of defensive retreat for South Africa's labour movement.

The massive stayaway by up to three million workers in June to protest against the Labour Relations Amendment Bill showed that powerful worker militancy still exists.

In the long run, the achievements of the stayaway were less spectacular than its size. Cosatu and Nactu were ultimately unable to stop the Bill from becoming law in September.

Unions lost thousands of members in the dismissals that took place in the wake of the stayaway, and this restrained the federations from calling national protests during other periods of conflict with the government and management.

However, the general strike did prompt top-level talks between Cosatu/Nactu and all of the main employer groups, represented by the South African Consultative Committee on Labour Affairs (Saccola). Such negotiations, although they came to nought, would have been unthinkable before June this year.

The passing of the Bill also prompted plans for a massive anti-apartheid conference to be held in Cape Town

This year was marred by mass dismissals, lock-outs and the passing of a tough new Labour Relations Act. But the trade unions also made some solid advances.
By EDDIE KOCH



Workers in Industria picket early in September. Although the rally was banned, the run-up to the meeting heralded a series of discussions between rival anti-apartheid groups.
Picture JACOB MOKOLOBATE

table during a strike by some 18 000 railwaymen in Durban and East London.

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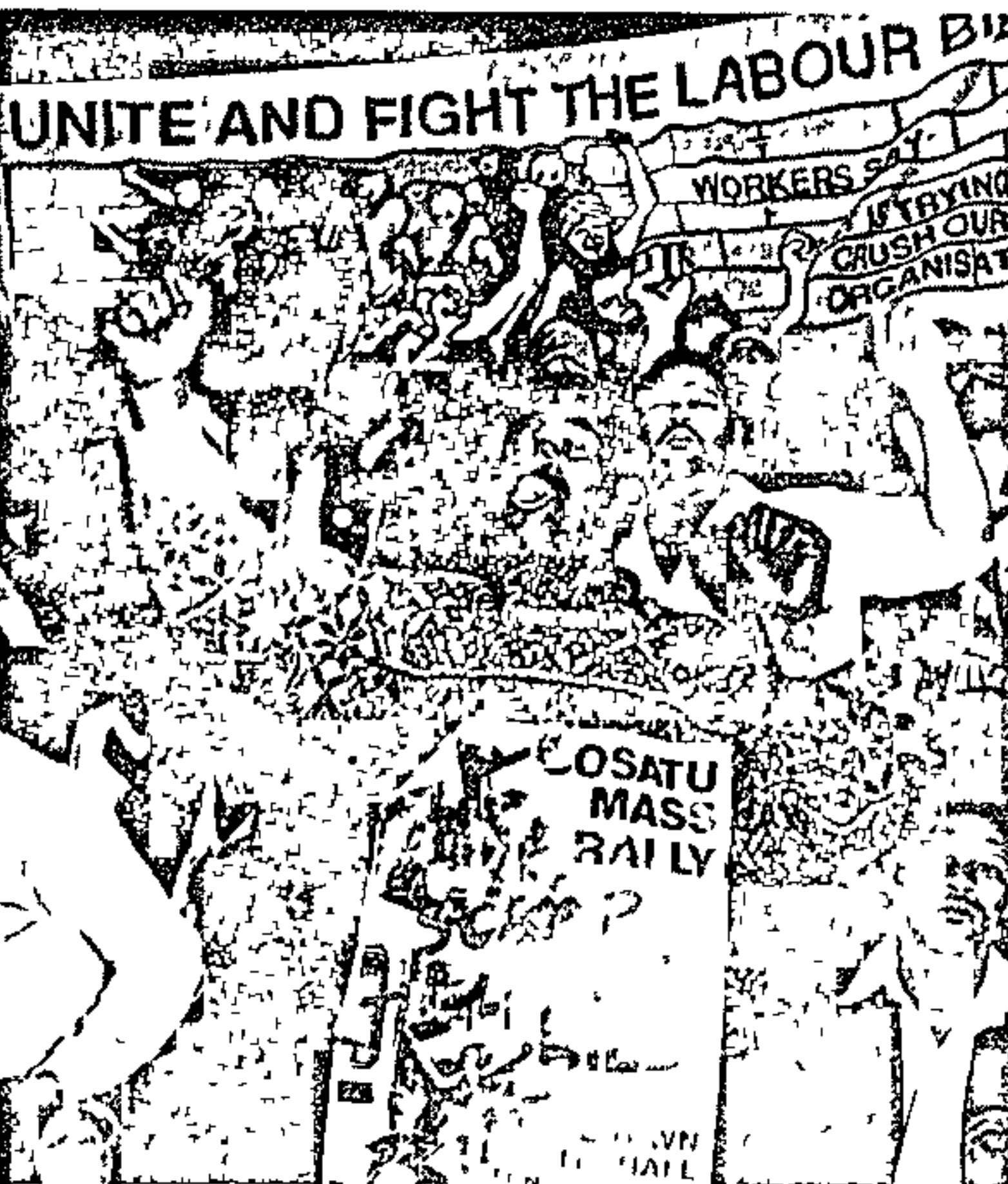
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Picture ADIL BRADLOW, Afrapix

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Legal action to be taken over wages

13/12/88 (1409) ALAN FINE (B) Bldwy

THE Industrial Council for the metal industry would take legal action against the Manpower Minister over his refusal to extend certain provisions of the 1988 wage agreement to non-party employers, Seifsa said yesterday

The aspects of the agreement covering wages and leave bonuses, reached after a three-week strike in August, are to be published in a special Government Gazette today

It was agreed the agreement should take effect from July 1, the normal incremental date. However, the Minister has refused to gazette a clause that would effectively force non-Seifsa members to backdate increases

Collapse

About 5 500 of the sector's 9 000 firms employing a quarter of the 330 000-strong workforce are not parties to the council. Union and employer parties have complained the Minister's refusal would give non-parties a competitive edge and discourage others from taking part in the council in future.

The National Union of Metalworkers of SA has warned the move could lead to the collapse of the industry's industrial council system.

It has previously been reported that publication of the remainder of the agreement is being held up by, among other things, the Minister's reluctance to gazette a section of the agreement that recognises May 1 and June 16 as paid holidays

A Manpower Department spokesman said the Minister was unwilling to make secondary legislation that was contrary to government policy

NUM calls for
the banning of
polyurethane

THE National Union of Mineworkers has reiterated its call for the banning of polyurethane from South African gold mines, writes MOKGADI PELA.

In a statement released to the Press, NUM said the substance was lethal in fire incidents and in the past 10 years 208 people had died from polyurethane fires, the worst being at Gencor's Kinross Mine in 1986.

The union said polyurethane was being used in large quantities and in continuous lengths in many mines.

"At Western Deep Levels alone there is more than 150 kilometres of polyurethane clad refrigeration pipes underground," NUM added.

NUM was reacting to the refusal by the polyurethane Association of South Africa to call on the mines to prohibit the use of the material.

Pasaf insisted last week that there was no other known material that matched polyurethane in terms of efficiency.

1 (COA)



Stewart 13/12/88

Polyurethane is banned in all SA mines from Jan 1

Star
14/12/88
1401

By Mike Siluma, Labour Reporter

The use of polyurethane in all South African mines has been banned by the Government Mining Engineer (GME) from January 1, except where it is used as a temporary sealant to fight fires

The GME, Mr JB Raath, said the step, which has been welcomed by the National Union of Mineworkers (NUM), was taken after his department had investigated the use of polyurethane for a number of years

They first had to find out what was going on in other parts of the world and whether or not there were suitable substitutes that were not as dangerous as polyurethane

Satisfied

They were satisfied that there were substitutes

The use of polyurethane as a temporary fire seal, which would be removed as soon as possible after a fire, would still be permitted

While welcoming the ban, the union said it was saddened by the fact that use of polyurethane had been prohibited "only after it had taken our union two years of vigorous campaigning and

seven more lives at Western Deep Levels"

"The Western Deep accident has convinced us that unless the State acts to bar certain activities, the mine bosses will continue to employ dangerous materials for the benefit of profits," said NUM spokesman Mr Hazy Sibanyoni

The union called on the GME to promulgate immediately regulations on the use of polyurethane, taking into account international standards. It also urged the GME to "issue guidelines for instances where the foam is to be rendered inert and to monitor the removal of the foam, not leaving it to mine bosses"

Mr Raath said he had informed the Chamber of Mines in October that he intended banning the use of polyurethane

A similar message was conveyed to non-chamber member mines by regional inspectors

The chamber had subsequently informed Mr Raath that it would no longer apply polyurethane underground and that old applications would be made inert or removed

140A Smith 8-14/12/88

Rumblings on the shop floor

By CHIARA CARTER
THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) has begun preliminary discussions with the Western Cape Traders'

Association (WCTA) over work conditions of shop workers.

Ccawusa has members at several stores owned by WCTA members and has signed a recognition

agreement with one supermarket chain

Mr Yusuf Pahad, a WCTA spokesperson, confirmed its representatives met the union recently

He said one of the issues discussed was the problems of the small trader which distinguished them from the giant retail chains Ccawusa normally dealt with.

An earlier meeting broke down after the traders objected to the inclusion of workers from their stores in the Ccawusa delegation.

The two groups are to continue discussions in an attempt to reach what the spokesperson termed a "broad understanding"

The next meeting is planned for early in the new year

One of the topics for discussion is the possibility of a closed shop agreement to cover all WCTA stores, according to a reliable source

He claims that many workers at small stores in the Western Cape are exploited because they do not have the protection of a union

Improve conditions

Workers were demanding that black business owners improve their working conditions

"One cannot be an oppressor and the oppressed at the same time," he said

Ccawusa recently signed a full recognition agreement at Matco Supermarket in Paarl, where it has majority membership

About 20 of the 85 workers employed at Elite Supermarket in Athlone have joined the union

Elite manager, Mr Aziz Banderker, said the company did not plan to meet with Ccawusa as the majority of staff members were not union members

Banderker claimed Ccawusa was encouraging workers to be "obstructive"

CONCORDE NEWS reports from Durban that a three-week tussle between Ccawusa and Bond Hyper Supermarket, a black-owned business in Durban's Grey Street area, ended with the supermarket agreeing to re-employ 55 workers fired after they downed tools to demand a meeting with management

Among the workers' grievances was that the lunchbreak of half an hour was too short and that they did not get an afternoon tea break

Call to help dismissed workers

EAST LONDON. — Residents here have been asked to support workers dismissed by Checkers and the South African Transport Services.

The call, made in a pamphlet issued by "the community" this week, follows lengthy union disputes with Sats and Checkers.

Checkers dismissed 105 workers several weeks ago after they went on strike in support of a shopsteward dismissed at the Queenstown branch

The man was allegedly fired because he wore a hat in contravention of company rules.

Checkers' management declared a dispute with the Commercial, Catering and Allied Workers' Union (Ccawusa) over the issue. Negotiations have deadlocked

This week Ccawusa issued a statement condemning Checkers' actions

Ccawusa accused the company of using clauses in the recognition agreement as an excuse to harass the workers

They said this was done to make the

workers lose confidence in the agreement

Mr J Christenson, of Checkers' regional administration, said the situation at the chain's stores in the region was normal "There's no boycott of stores here," he said

At Sats, over 1 000 workers were dismissed last month after two disputes began in September

The disputes began when workers demanded a minimum wage of R1 500, an increase of 340 percent Sats refused and hundreds of strikers were fired

The strikers were eventually offered re-employment, but went on strike again to demand full reinstatement.

As a result, over 1 000 were again fired

They have again been offered re-employment and the strikers decided to apply for this as a temporary measure

Many applied last week for re-employment but have not heard from Sats yet.

A Sats spokesperson, Mr Martin Slabber, said train services and passenger levels were "normal"

- ELNEWS

UNIT

meetings and

Cape Democrats
Kaapse Demokrate

Urges the South African Government, which claims to be democratic, to:

- lift the State of Emergency
- release all political prisoners
- negotiate with the people
- bring peace to our land

HERO'S DAY SERVICE
METHODIST METROPOLITAN
CHURCH
GREEN MARKET SQUARE
DEC 15TH, 1pm

140A

SA

THE National Union of Metalworkers of South Africa (Numsa) has accused the Department of Manpower of racism.

Numsa claims the department refused to amend the terms of the union's registration because it has white members. The department has denied this claim.

Numsa's application in July for its registration to cover the engineering and auto industries was rejected by the department.

'Dept of Manpower racist'

The most significant growth in white membership of unions affiliated to the Congress of South African Trade Unions (Cosatu) has been in the Eastern Cape motor industry.

The Metal and Allied

Workers' Union (Mawu) successfully challenged a similar decision in the Supreme Court in 1983. The court found that race was not an industrial issue.

A spokesman for the department said the issue of Numsa's composition was "immaterial".

He said the application was returned because the regional director was unable to certify membership figures. Consultation with the union was continuing.

NATIONAL UNION OF
JOURNALISTS
(BRITAIN)

Welcomes
home Zwelakhe
Sisulu.

Workers re-employed

1409 182 302
THE Soweto City Council this week started re-employing some of the 1700 council workers who lost their jobs when the council fired all those who were on strike during August this year

The council started re-employing the workers on Monday at the Zondi

offices of the council. Those re-employed were to be placed with the cleansing section of the council which is presently engaged in a massive pre-Xmas clean-up operation. The operation was launched by the council last week

The mayor of Soweto, Mr Sam Mkhwanazi, last week said that he had requested the council to re-employ the remaining workers as most of them have been unemployed since the former council administration fired them in August. He could not say how many of the remaining 1700 will be re-employed.

The clean-up operation, in which the workers are being re-employed to assist with, was progressing at a fast

pace this week with scores of children and youths filling plastic bags with refuse and queueing for the 50 cents reward. Several teams continued working throughout the weekend. Mechanical loaders and tipper trucks, assisted with the clean-up.

Sowetan 14/12/85

Long strike ends with minimum wage agreement

Hotel workers return

1401

By Mike Siluma, Labour Reporter

About 500 members of the Hotel and Restaurant Workers Union have ended a strike of more than 10 weeks after an agreement on wages and the reinstatement of workers dismissed on June 16

A union spokesman said workers returned to work at hotels in the Transvaal, Natal and Cape on Tuesday. Although agreement had been reached in principle last week, the strike had continued after disagreement between the union and management over proposed retrenchments

According to the union, the wage agreement entailed the raising of the monthly minimum wage to R350 from this month, to R475 from March 1989 and again to R525 in September 1989. The present minimum is R150 a month

Individual monthly increases would be an effective R95 in December, plus R50 in

March and September next year. The working week would be reduced to 45 hours

The union said it had been agreed that employees fired on June 16 would jointly receive a payment of R60 000

● The Supreme Court hearing between the National Education, Health and Allied Workers Union (Nehawu) and the Natal Provincial Administration (NPA) over wages and the union's recognition has been postponed to February 2

'FEAR AND CONSERVATISM'

The action, brought by Nehawu and 87 NPA employees, is a sequel to a number of work stoppages which began on November 15, affecting services including hospitals. The union asked the court to nullify the dismissal of workers after stoppages sparked by the NPA's refusal to recognise Nehawu

● The Commercial, Catering and Allied

Workers Union has condemned the banning of its workers' cultural rally last Saturday by a Johannesburg magistrate

Cawusa branch secretary Mr Kaizer Thibedi said the cultural day had been "silenced by the culture of fear and conservatism (which) used as its medium bannings and detentions"

● Workers at the Mount Nelson Hotel in Cape Town have been given an average 27,5 percent pay increase, with their minimum wage increasing to R500 a month, the Liquor and Catering Trades Employees Union said

In terms of the settlement, the lowest-paid category of workers will receive a 44 percent increase, from R346,40 to R500 a month, in January. Those in the top category will get an increase from R822,70 a month to R900

● One of the first reference books on the new Labour Relations Amendment Act has been published by consultants Andrew Levy/Johan Piron & Associates

Called "The 1989 SA Industrial Relations Yearbook", it contains information on industrial disputes, industrial councils, the Industrial Court, and worker and employer organisations

● Continued efforts to improve occupational safety and health, as well as reduce the adverse effects of shift work in the world's chemical industries, has been urged by a recent tripartite meeting of the International Labour Organisation. According to *ILO Information*, published by the ILO office, the meeting called for stricter controls on the transport and disposal of toxic wastes

Mayekiso on bail - After 901 days

140A
140A
18/12/88
Cipren

By KERRY CULLINAN
Moses Mayekiso, the general secretary of the National Union of Metalworkers of SA will spend Christmas with his family after 901 days in prison.

He has younger brothers Mizwanele, Paul Tshabalala, Richard Mdakane and Obed Bapela - who are being charged with treason alternatively sedition and subversion - were granted bail amounting to R30 000 on Monday.

The five have been on trial since January and have been consistently refused bail.

Stringent bail conditions have been set down. The men may not set foot in Alexandra, their home township. They may also not attend or address a gathering of more than 10 people. They are to leave the Witwatersrand. They also have to report

daily to the Hillbrow Police Station.

Cosatu welcomes back our leaders," said the federation's general secretary Jay Naidoo who was at the Rand Supreme Court to greet the men on their relative.

"They have been sorely missed in the organisation and we hope they will soon be free for good."

According to the State, the men conspired with the ANC, SACP, UDF, Cosatu and township organisations to make Alexandra ungovernable.

Through the Alexandra Action Committee, they apparently set up organs of people's power such as

street committees and people's courts to seize control of the township.

They have also been accused of launching rent and consumer boycotts, and campaigning against the SAP, SADF and the Alex council.

The public has been barred from attending large portions of the trial, when Alex residents have testified about their roles in these structures.

Much of their evidence has been centred around people's courts but so far only Tshabalala and Bapela have been identified as having participated.

However witnesses also revealed that both men

had spoken out against violence as punishment.

Alexandra's "six day war", which erupted in January 1986 when residents and security forces clashed, has also featured in the trial, as has the vigilante attack on residents in April 1986.

The attack left five residents dead and 39 others wounded and residents strongly suspected police involvement in the attack.

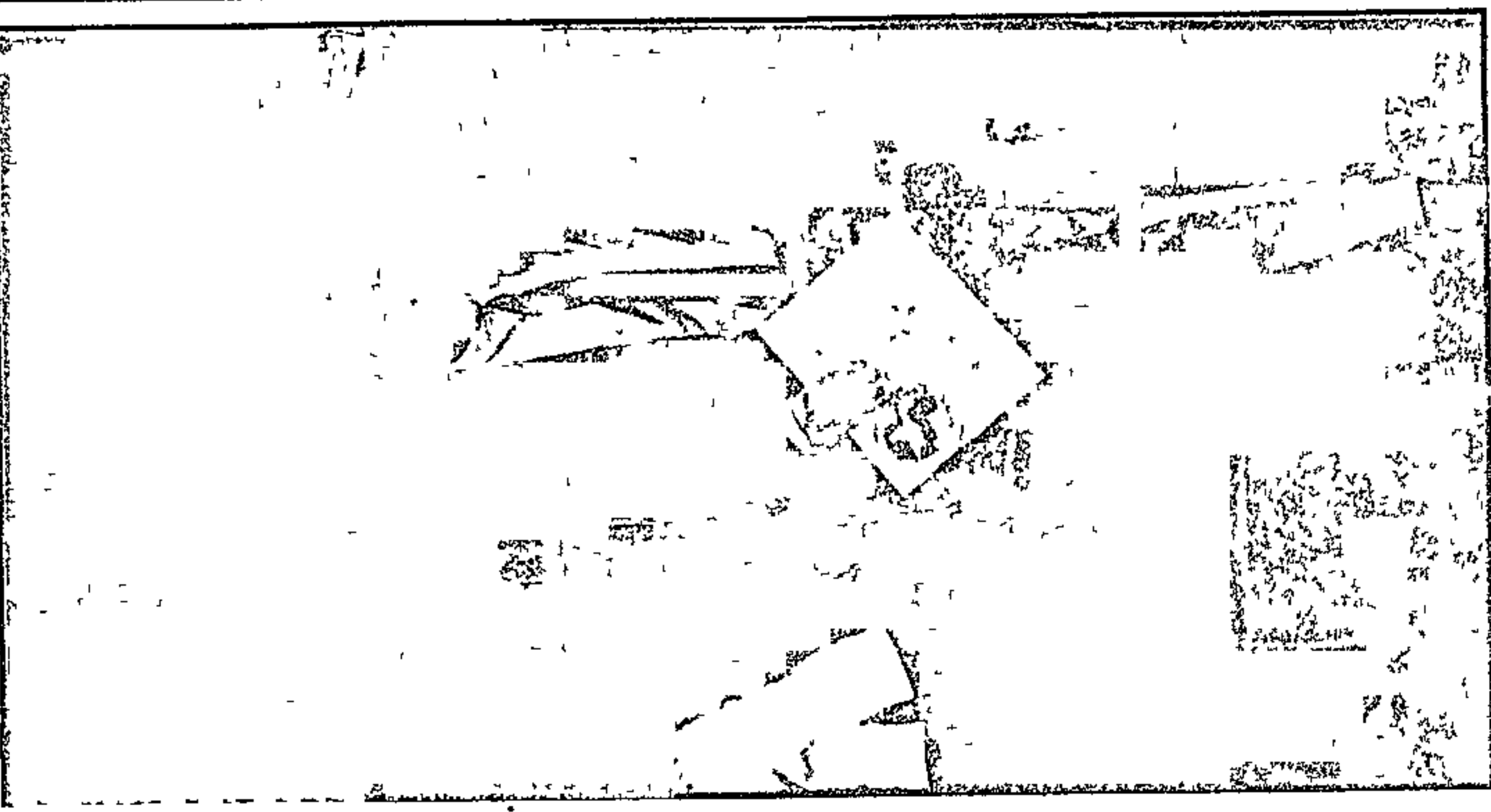
In arguing for the five to be freed defence counsel David Soggo SC said they had not been involved in violence so could not be guilty of treason.

The five are due to reappear in court on February 1.

Meanwhile they will find that much has changed since they were free. Mayekiso was general secretary of the Metal and Allied Workers' Union, and although part of merger talks with other unions in the sector, was already in prison when Numsa was formed.

Elected general secretary of Numsa in absentia, he will find himself in charge of the country's second biggest union, and one of Cosatu's strongest affiliates.

Conditions in Alex have also changed substantially since 1986, and although the accused are not able to enter the township, they will no doubt be told of the government's extensive upgrading project.



Moses Mayekiso... granted bail of R10 000.

Polyurethane controversy burns

By **CONNIE MOLUSI**

THE National Union of Mineworkers wants polyurethane foam banned from underground use in SA's mines

The renewed call follows the Polyurethane Association of SA Press conference which defended its use

The PASAF argued that the fire danger remains - whether the

foam is used or not NUM's campaign follows the Kinross disaster in which 177 people died and the recent fire at Western Deep Levels mine, which left seven dead. In both tragedies polyurethane was blamed

NUM recommends that inorganic substances with low burning properties be used instead and that combustible materials be re-

moved from underground, because of the fire hazard

Polyurethane has good insulation properties but a report on mine safety by the Commission of the European Communities said "The polyurethane foam has severe safety disadvantages. If applied too thickly, it may burn spontaneously"

It is the toxic fumes from burn-

ing polyurethane that kills, and there is rarely any escape from these, as they usually travel faster than people can run

PASAF said it was prepared to co-operate with NUM in addressing the use of polyurethane. It would recommend that polyurethane be removed from flammable sources and that other inorganic substances be used

**NUMHSO
COUNT
Enjoy pure, full-strength**

Battered, but unbowed

20/12-18/1/89

1100K Smith

By CHIARA CARTER

THE Congress of South African Trade Unions (Cosatu) restricted South Africa's biggest stayaway, the last minute banning of the Anti-Apartheid conference, metalworker militancy, strife in the hotel industry and a public service in revolt — some of the hallmarks of a year in which the labour movement closed ranks and moved closer to its allies in the face of the state's onslaught.

Cosatu's political parameters were narrowed by the restrictions placed on the federation and 17 other organisations in February.

Still, Cosatu had more legal space than others, placing the federation increasingly in the centre of the political arena.

Clearly the government was keen to avoid a repetition of 1986 when the detention of scores of unionists seriously impeded the collective bargaining process, arousing protests from big business.

But after a year which saw a record high in industrial unrest, the state was not prepared to allow labour to operate unchecked in the economic sphere either.

The Labour Relations Amendment Bill which became law in September struck at the heart of militant trade unionism.

The restrictions and the bill prompted Cosatu to call a special congress in May.

Ideological differences were pushed aside as Cosatu affiliates united against the attack.

Delegates decided to convene an anti-apartheid conference to draw together all opponents of the state, irrespective of their political ideologies.

Over 700 delegates from 73 organisations ranging from taxi associations to black consciousness groupings were invited to attend the conference in October in Cape Town.

The state responded with an iron fist.

Scores of activists including trade unionists were detained, union offices were searched, and Cosatu's assistant general secretary Sydney Mafumadi, vice-president Chris Dlamini, and others were restricted.

The conference was banned at the eleventh hour.

In another initiative arising from the congress, two to three million workers demonstrated their opposition to the proposed Labour Relations Amendment Bill by participating in the biggest stayaway in South African history on June 6, 7 and 8.

Business lost R50-million from a protest no-one was legally able to call.

The South African Consultative Committee on Labour Affairs (Saccola) hastened to negotiate with Cosatu and Nactu.

In August, employers and workers for the first time joined hands to call on the government



The onslaught on the trade union movement this year has seen an increased militancy among workers

to suspend the six controversial clauses.

But the accord was shortlived. When the bill became law in September, a few employers undertook not to implement the clauses, while most broke ranks with labour and refused to give such an undertaking.

Among other provisions the act outlawed sympathy strikes, allowed for unions to be held responsible for business losses incurred through narrowly defined unfair labour practices and allowed for minority union recognition.

Lockouts were another tactic explored by employers.

After a three month dispute in the metal industry, the hardline employer grouping, the Steel and Engineering Industries Federation of South Africa (Seifsa), tried to canvass its members to jointly lock out workers to preempt a strike ballot.

For the first time Seifsa faced a united front among unions. Four unions affiliated to the International Metalworkers Federation, including the powerful National Union of Metalworkers of South Africa (Numsa), patched up their

differences to square up to the bosses.

The dispute culminated in three weeks of strike action and ended with labour winning significant gains.

A dispute over wages and dismissals led to a lengthy strike at Karos hotels — the first national strike in the hotel industry.

Industrial action did not reach the heights of last year but militancy flared in some unexpected quarters, like public servants upset by wage freezes.

Hospital workers reacted by downing tools in Cape Town and Natal.

The conservative Public Servants League threatened a pay revolt only to be mollified by the news of a 15 percent increase for public servants.

And the South African Railway and Harbour Workers Union (Sarhwi) again flexed its muscles.

A strike which brought Durban's docks to a halt, ended with the South African Transport Services (Sats) agreeing to discuss recognition and a wage increase.

The transport services continued to be conflict prone.

Unions in the public sector,

including Potwa, also grappled with the threat of privatisation which threatened to take away their new-found strength.

There was a bitter six week strike in the furniture industry when over 1 000 Afcol workers downed tools in June in solidarity with 300 workers dismissed from Star Furniture.

The Chemical Workers Industrial Union (CWIU) took on the multi-nationals for higher wages, industry wide negotiation and, uniquely, the terms of disinvestment.

The split in the Commercial, Catering and Allied Workers' Union (Ccawusa) became final with Cosatu recognising the Papi Kgnare faction, but the union's militancy was undeterred.

A new union grant was born with the formation of the 112 000 strong Garment and Allied Workers' Union (Gawu).

In a year when trade unions grappled with an onslaught by the state, the assumption of a hardline stance by many employers, the detention of unionists, burglaries, arson attacks and smear pamphlets, the labour movement emerged somewhat bloodied but unbowed.

CWiu warns on Xmas chaos

(140A)
Smith
15-19/12/88

THE Chemical Workers' Industrial Union (CWIU) has warned of chaos if its members proceed with industrial action at Shell and Mobil depots during the festive season

And CWIU claims about 80 workers at a Shell depot in Port Elizabeth have already been on strike for over a week

This follows a strike ballot taken nationally at the two companies and the dismissal of a CWIU national executive member from the Shell depot in Port Elizabeth

Macvicar Dyaspor was dismissed last month after about 80 workers at the depot defied an order by the regional manager that the strike ballot take place outside working hours.

A Shell spokesperson said Dyaspor, a senior shopsteward, was warned several times that the ballot should be held outside working hours as had happened in Durban.

He was suspended and then dismissed at the end of last month.

An appeal last week against his dismissal failed.

He said the dismissal relates to Dyaspor's refusal to obey reasonable instructions and had nothing to do with victimisation for union activities

He said Dyaspor had received several previous warnings, and a final warning.

TOP

SPRING LABOUR

WORKERS at the University of Cape Town staged a placard demonstration at graduation ceremonies last week to protest a deadlock in wage negotiations.

About twenty workers took part in the protest. They are all members of the Transport and General Workers' Union (T&G) which represents over 1 200 workers in the lowest-paid categories at UCT.

The union and UCT are presently negotiating annual wage increases.

UCT is offering an across the board increase of 17,5 percent. This would raise the minimum wage from R720, inclusive of a thirteenth cheque, to R845.

The offer has been rejected by workers who

Protests at UCT graduation

are demanding a 23,4 percent hike — the same as academic staff. A spokesperson for T&G said workers had already lost back-pay.

Negotiations had been delayed because of the university's financial problems. The union had since dropped demands for backpay.

Mr Hugh Amoore, UCT's registrar, confirmed that T&G had turned down the university's offer. He said conditions of service were in all material respects the same for academic and non-academic staff. In addition to the wages, staff were entitled to a housing subsidy.

14011

OWN CORRESPONDENT
**Eskom will
pay workers
extra R10m**

JOHANNESBURG. — Eskom's 24 000 general workers are to receive an additional R10m in wages for the 12 months to June 1989 in terms of an arbitration award, the National Union of Mineworkers (NUM) said yesterday.

The deal arose out of a disputed 10% increase granted by Eskom to those employees last July.

The arbitration panel ruled Eskom should backpay the workers an additional 2% effective from July 1, and ordered a 5% wage hike from January 1.

Eskom management could not be reached for comment.

In these far-right days, some white workers go left

SOME white workers — particularly in the motor assembly and retail sectors — are bucking the rightward trend in white politics

In October, more than 200 white, coloured and African workers downed tools at the Volkswagen plant in Uitenhage after a dispute with management over wages.

A representative of the National Union of Metalworkers of South Africa (Numsa) at Volkswagen said the week-long strike had involved only skilled workers.

He said most of the white workers who had joined the strike were members of a prominent affiliate of the all-white SA Confederation of Labour, the Yster en Staal Unie.

According to the Numsa representative, over 100 white workers in the plant have joined Numsa "and we also have one white part-time shop steward".

In the retail sector, the Commercial, Catering and Allied Workers Union (Ccaawusa) has received numerous applications from white workers wanting to join.

Ccaawusa officials said more interest was shown in areas where bargaining had been successful. "Whites are impressed by our negotiating power. In particular, they get worried when they see non-union members facing retrenchment without representation," said a union official.

He added, however, that most of the union's white members were inactive — they did not attend meetings and did not want management to know about their union membership. "They want the material benefits of membership, but are suspicious of black trade unions, which they regard as radical organisations."

The representative said the passivity of Ccaawusa's white members made it difficult for the union to gain access to them. However, there were moves to try and accommodate them, as well as a conscious organising drive across the colour line.

The *Weekly Mail* spoke to a 24-year-old Afrikaans woman, Mrs W, who is a Ccaawusa member at Checkers in the Western Transvaal town of Klerksdorp. She asked not to be named for fear of victimisation.

Mrs W said that on her arrival at the company, she had thought Ccaawusa was meant only for black workers. "But they just accepted me

In an era when white working class politics moves steadily right, an irony has been the growing willingness of whites to join black unions. MZIMKULU MALUNGA reports

when I told them that I wanted to join

"My main reason for joining the union was that I wanted to have somebody who would fight for me in the workplace," she said.

"Now that I've joined the union, I get an increase every year"

Politics were not a factor in Mrs W's decision to join Ccaawusa, but another white member of the union in Johannesburg, 30-year-old Mrs A, said she was driven to unionism by her dislike of racial discrimination

"I didn't like the way black workers were treated in the workplace," she said, adding that management at her place of work had tried on several occasions to discourage her union involvement.

Mrs A said she also enjoyed the protection the union gave her "It is advantageous in the sense that if management wants to get rid of me, they can't."

Asked how her black colleagues had responded to her application, she laughed and said: "They know I am a comrade anyway."

Mrs A agreed there was some reluctance among white workers to join black trade unions.

"When they have problems they think of joining, but once their problems are sorted out, they back off."

At its national congress in October last year, the South African Railways and Harbour Workers Union (Sarwhu) resolved to encourage white workers to join the union, and to promote interaction between black members and their white colleagues.

A Sarwhu representative said the union had white members in Johannesburg and Cape Town, but said he could not give figures.

He believed that most of them had joined "purely for economic reasons".

The general secretary of the National Council of Trade Unions (Nactu), Phiroshaw Camay, said the federation had white members in the food, electrical, metal and building industries.

140A

FOCUS ON THE INFORMAL SECTOR

Unions are more cautious ...

TRADE union and business perspectives on the informal sector differ. While business prefers deregulation, unions call for the reconstruction of the economy if the informal sector is to grow.

Publicity secretary of the Congress of South African Trade Unions, Frank Mentjies said: "The potential of the informal sector to provide jobs has been highly overestimated.

"The informal sector cannot solve serious economic problems such as lack of housing or job creation in this country."

Mentjies said the problem was that people were using the informal sector as a way of avoiding the structural economic problems. "Big business wants to point at the informal sector as a symbol of growth in black economic participation, which is not true," he said.

He said it could only grow if apartheid was abolished. "There can be no black economic empowerment under the present economic system because small business has been wiped out or bought out through rationalisation and mer-

gers," Mentjies argued.

Lack of capital and resources, he pointed out, were also a major obstacle to the informal sector's growth.

"Only a negligible percentage of managers are black and there is still a great deal of tokenism," he said.

A representative of the National Council of Trade Unions said the groups which destroyed the informal sector in the 1950s and 60s, were the same groups encouraging "study groups and lobbies to create an informal sector".

She said the move was an effort to win the hearts of the people to a "capitalist structure".

"Nactu firmly believe that the machinations of monopoly capital in the informal sector need to be resisted vigorously and the real informal sector should be allowed to emerge," she said.

The real informal sector was the one which various progressive people as well as trade union organisations were setting up in the form of co-operatives.

Mzimkulu Malunga

at 7/15 24/12/88

Sun group settles with unions

JOHANNESBURG — A settlement has been reached between Southern Sun Hotels and three hotel workers unions in their dispute over the proposed cancellation of a procedural agreement, said group personnel director Mr Carl Ludick yesterday.

The two parties reached agreement in the Pretoria Industrial Court where the unions — affiliated to the Commercial, Catering and Allied Workers' Union — challenged the hotel group's resolve to go ahead with the cancellation.

The challenge followed a ruling by the Natal Industrial Council that the cancellation was an unfair labour practice. Mr Ludick said the alliance withdrew its dispute at the Industrial Court this week.

"It was agreed between the two parties that the procedural agreement would terminate on 31 December," he said. "Wage negotiations will begin in January 1989" — Sapa

PLEASE FOR SAUNITY

Sowetan 30/12/88

140A



THE future of South Africa is indeed in the hands of her children. Wishing all *Sowetan* readers a happy and prosperous New Year are (from left) Nkosana Nkosi (6), Letlatsu Moodley (5), Fizah Zamar (7) and Nondumiso Nkosi (5)

By **THEMBA MOLEFE and MOKGADI PELA**

UNITY among blacks and peace in South Africa should be a priority in 1989, various leaders and organisations said in their New Year messages yesterday.

The National Union of Mineworkers said "It is only through a united action of all democrats and the workers in their different formations that we can face up to the challenges ahead. No ruling bloc in history has ever handed power to the oppressed without struggle."

Struggle

The Black Allied Mining and Construction Workers Union said the black working class will have to truly lead the liberation struggle in its totality based on solid principles and discipline.

This leadership must be used to root out unnecessary confrontation in its ranks. The editor of *Tribute*

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REPORTS pictures and comment in this edition may be censored in terms of the Government's state of emergency

Matric results move

THE matric results of 173 000 private candidates who wrote the Department of Education and Training examinations will only be available at the centres where the candidates wrote

Mr James McNeil the DET's public relations officer in Pretoria told the *Sowetan* yesterday

By **NKOPANE MAKOBANE**

that they were still working on the results and hoped to have them ready in the next 10 to 14 days

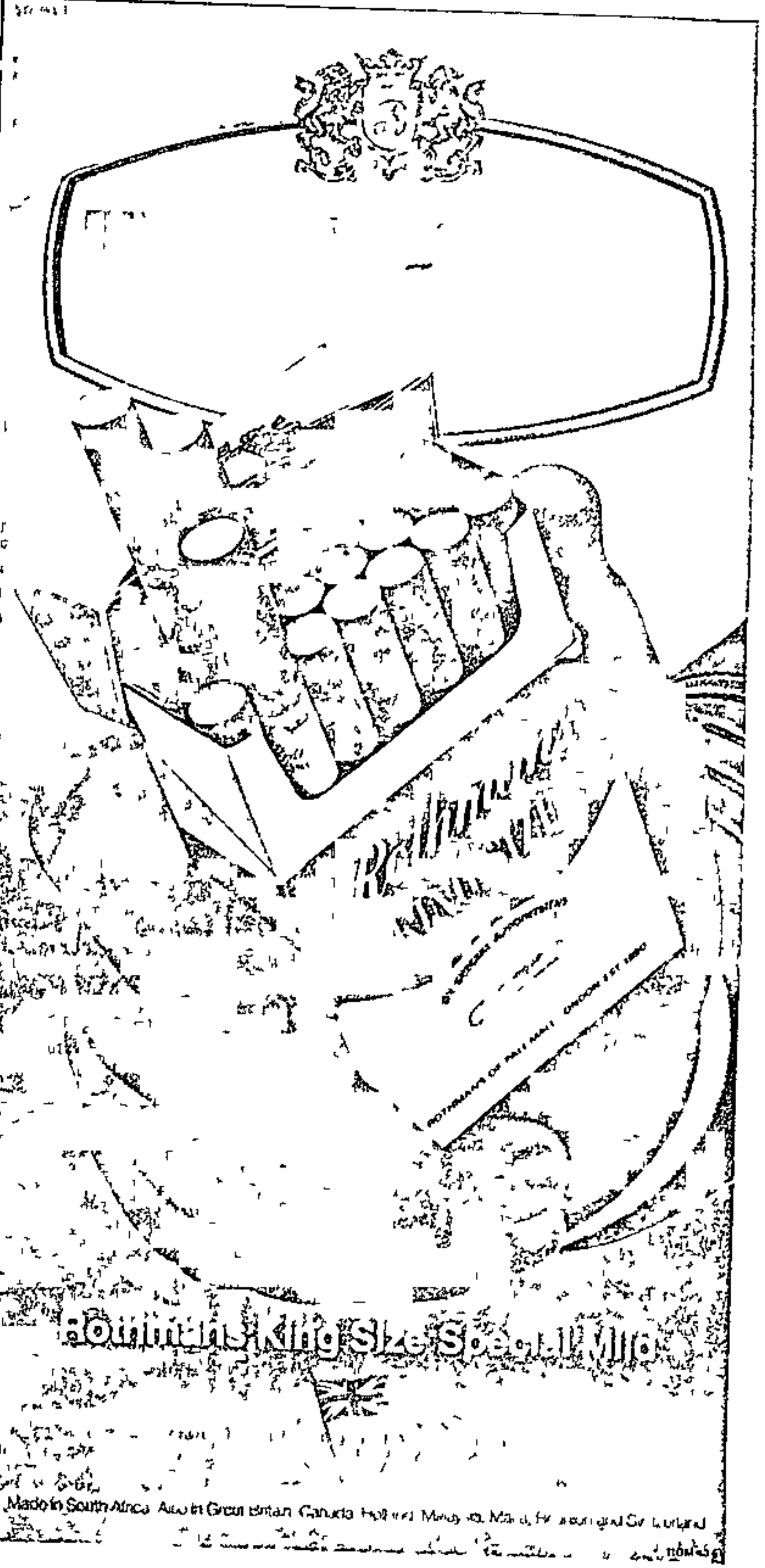
Mr McNeil explained that the Press would find it difficult to publish such a volume of results

because different candidates had written different numbers of subjects. As a result he said the DET would have to print the subject next to each name.

It is meaningless for the department to get a percentage pass because not all private candidates

• To page 2

Editorial: In a happy and prosperous New Year



Made in South Africa Also in Great Britain Canada Holland Mexico and the United States of America

Sowetan 30/12/88

New Year plea

• From Page 1

magazine, Mrs Maud Motanyane, called for an end to inter-organisational conflict

She said "I wish to encourage reconciliation between differing groups and hope that they would get down to redefining the enemy, and the goal — which is liberation — and understand that whatever differences there are should not be allowed to stand in the way"

The exiled Black Consciousness Movement of Azania also hoped for tolerance of the different thinking that exists between liberation organisations

The BCMA said, "It would appear that in the heat of the struggle we at times become intolerant of one another to the extent of denying each other the right to hold different views. The democracy and justice we seek to bring about require that we grant each other the right to think and express ourselves without fear."

The manager of the top professional soccer club Moroka Swallows, Mr Stanley "Screamer" Tshabalala, said "I pray that 1989 should see better political, social and economic unity among all our people. Let us get into the New Year prepared to stand together against our main enemy — division and discrimination".

• Leaders and spokesmen of business, church, education and various other political and community organisations could not be reached as they were said to be on holiday

• The Lusaka headquarters of the African National Congress said a message would be released in the new year

Major Textile

W/le Actus 31/12/88

Union mooted

By DICK USHER
Business Staff

SERIOUS moves aimed at the formation of one major union in the garment and textile industries are underway and expected to start in earnest early next year.

Several preliminary meetings have already taken place between the clothing-based Garment and Allied Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union (Actwusa), a Congress of South African Trade Unions (Cosatu) affiliate.

Gawu's general secretary Desmond Sampson described discussions so far as "talks about talks" but spokesmen for both unions confirmed that a further round of talks would be held on January 26.

Labour supply

Both parties were hesitant to disclose further details about progress to date but there appeared to be a greater sense of optimism in the air than over previous attempts to join forces.

Employer sources said their information was that July had been set as a target date for amalgamation.

WEEKEND ARGUS Business Staff wishes all readers a happy and prosperous New Year.

With Gawu's 112 000 members and Actwusa's 73 000, a combined industry-wide union would rank about second in Cosatu to the National Union of Mineworkers, roughly equal to the National Union of Metalworkers.

Comment in the latest IR Data from Andrew Levy and Associates is that "a merged union heavily influenced by Actwusa workerist philosophy may well have considerable strategic influence within Cosatu."

"Without doubt a merged union would have significant influence in the clothing and textile industries — particularly in the Western Cape and Natal — both in relation to the control of the labour supply and in terms of current unrest between the competing unions."

Since their formation from mergers of smaller unions, there has been competition and a degree of co-operation between Actwusa and Gawu.

Gawu was granted observer status at Cosatu nationally

with co-operation at local level, but affiliation to Cosatu was barred by the federation's one-industry, one-union policy which meant that unions seeking affiliation were required to merge with the existing Cosatu union in the industrial sector.

Amalgamation

Actwusa was formed in 1987 from a merger of the National Union of Textile Workers (NUTW), Textile Workers' Industrial Union and National Union of Garment Workers.

Gawu was formed later that year from an amalgamation of the Garment Workers' Union (Western Province) and the Garment Workers' Industrial Union (Natal). It recently absorbed the Eastern Cape-based South African Textile and Allied Workers' Union.

Before this the groups forming the two unions had been involved in unity talks under the umbrella of the South African Federation of Textile, Garment and Leather Workers.

Extensive changes

These talks failed to produce one big union, mainly because of NUTW's refusal to accept the Garment Workers' Union.

Since then, however, Gawu has undergone extensive changes in leadership and direction, most significantly signalled by members' participation in the three-day June protest against the Labour Relations Amendment Bill.

IND. RELATIONS - WORKERS

ORGANISATION - AFRICAN UNIONS

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LONDON. — The Government has been granted an interim **HEALTH**

Hotel dispute: Unions 'threatened with lock-out'

AACUS
6/1/88

Labour Reporter

SOUTHERN Sun management has threatened employees with a lock-out in a dispute over conditions of employment, according to a spokesman for an alliance of four trade unions.

The spokesman said the threat was made during an Industrial Council meeting yesterday.

He said the hotel group's management had also refused to allow the use of company premises for a strike ballot.

FLEXIBILITY

Two more meetings are due today. If the dispute is not settled the next step is a strike ballot.

The four unions in the alliance are the Liquor and Catering Trades Union (Cape), the Liquor and Catering Trades Union (Natal), the Hotel and Restaurant Workers' Union and the Commercial, Catering and Allied Workers' Union.

The company wants flexibility in assigning employees' duties but the unions want conditions attached to the way flexibility is applied.

They say changes of duty should be in the same job category and such changes should be mutually agreed and arranged. Where a higher wage rate applies to the new duties the higher rate should be paid.

In a statement Mr Peter Cumberland, group personnel manager, questioned the alliance's motives.

He said negotiations had proceeded well, agreement had been reached on 18 demands and the company's offer, when implemented, would make the group's employees the highest paid in the industry.

Mr Cumberland was not available for further comment.

Man, 35, stabbed to death in station brawl

Crime Reporter

A MAN was stabbed to death at Woodstock station during a brawl.

Police said the man, about 35, had not been identified. A spokesman said he was stabbed in the chest about 10.50pm yesterday.

to

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New union for public sector workers urged

By Mike Siluma, Labour Reporter
The Post and Telecommunications Workers' Association (Potwa) has called for the formation of a national, non-racial trade union for public service workers to eliminate worker disunity in this sector

In a statement to members, Potwa, said a dispute over dismissals during

the protracted postal workers' strike last year would come before the Supreme Court soon

The union's general secretary, Mr K Mosunkutu, said yesterday that disunity among public sector workers had made possible the use of coloured and Indian workers in bids to break the strike

Commonwealth cash from Kiwis

WELLINGTON — The New Zealand government has given more than \$NZ500 000 (R750 000) for Commonwealth initiatives, including its anti-apartheid campaign and the promotion of distance education in member countries, the Commonwealth Secretariat has announced

About a third of the money will be used to provide scholarships for South Africans to study in Commonwealth countries under the Nassau Fellowship Scheme.

"Nearly half the New

Zealand contribution is for the Commonwealth Special Fund for Mozambique, established to provide technical assistance to Mozambique and South Africa's other neighbours who have to contend with the repercussions of apartheid."

A Commonwealth University of the Air to take higher education to all corners of the Commonwealth is planned

Funds have also been provided for the work of the Commonwealth Committee of Foreign Ministers. — Sapa

"This struggle taught us that all State workers need a single public sector union (as demonstrated) by struggles waged by railway, health and municipality workers in the past year

"The use of coloured and Indian workers is a tactic to create racial tension . ." said Mr Mosunkutu.

A first step towards the formation of a public sector union was the establishment of "a non-racial, democratically controlled" postal union

Condemning the continued detention of seven Potwa members following last year's strike, Mr Mosunkutu also called for the reinstatement of all dismissed members.

7 Potwa men still detained

By **THEMBA MOLEFE**

SEVEN members of the Post and Telecommunication Workers Association are still being detained in terms of the state of emergency regulations — four months after the massive post office strike ended — the union said yesterday.

Many others are still facing charges relating to last July - September's strike.

Potwa general secretary Mr Kgabis Mosunkutu said only 300 of the 3000 members dismissed in last year's strike had been reinstated following negotiations with the Department of Posts and Telecommunication.

The seven still in detention are Mr Peter Sogololo, who has completed 119 days, Mr Lefty Monyokolo, 119 days, Mr Simon Moagi and Mr William

Mhlanga, 72 days, Mr Msindisi Mchunu and Mr Lucas Shangase, 44 days each, and recently detained Mr Vuyisile Bless who has completed nine days under the state of emergency regulations.

Mr Mosunkutu said Potwa had spent R24 500 to secure bail for 32 members who were charged with offences ranging from murder to intimidation allegedly committed during the strike. The cases are still pending.

"The most significant of the cases are those of Mr Tshepo Rabotapi, Mr Kenneth Ngwayi, Mr Albert Kubayi and Mr Peter Mothipi, who have since been acquitted of sabotage after eight appearances.

"There are three workers who are presently facing sabotage charges in the northern Transvaal. They are Mr Peter Mokpena, Mr Zett Maphanga and Mr Frank Phalane, all Potwa officials, Mr Mosunkutu said.

A STRIKE over a "continued dismissal syndrome" at OK Bazaars stores is looming as workers began voting in a ballot yesterday, the Commercial Catering and Allied Workers' Union has said.

Ccawusa spokesman Mr Vivi Masina said the action was provoked by the dismissal of several workers in Nelspruit, Klerksdorp, Johannesburg and Germiston over various allegations.

He said management alleged workers either unlawfully appropriated property following unsubstantiated statements from customers, or after being accused of theft, again on customers' information.

He said the dismissals were unfair and that no proper procedures were followed.

Mr Masina said the company had repeatedly refused to go for arbitration, and that unlike with other companies, no conciliation boards were appointed to adjudicate in the matters.

Union issues ultimatum to Durban hotels

Own Correspondent

DURBAN — Durban hotel owners have been given an ultimatum to accede to the wage demands of the Natal Liquor and Catering Trades Employees' Union, or face possible strike action.

The union represents more than 8 000 employees in the industry

Union president Ronnie Kisten said the union had held five meetings with the Natal branch of the Federated Hotel Association of SA (Fedhasa) over wages. At the latest talks this week the union gave Fedhasa seven days to reconsider its offer.

The union has asked for an across-the-board increase of R200, and that minimum wages of general service employees — who make up the bulk of the industry's labour force — be increased from R272 to R500 a month, coming into effect in two stages.

He said Fedhasa had offered an increase of R58 for general service employees which would increase their wages to R330 a month, and for waiters who made up the rest of the industry's workforce, a R45 increase, which would boost a waiter's monthly wages to R415.

"This offer is totally unacceptable. We made it quite clear to the employers' organisation"

He said hotel workers had been exploited by low wages and long working hours.

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300 lose jobs as factory closes

ABOUT 300 garment workers are involved in a dispute with their employer after the closure of a Parow factory.

The workers, who are members of the Garment and Allied Workers Union (GAWU), claimed the management of Teconit failed to consult them about the closure of the factory or offer them retrenchment benefits.

A spokesperson for GAWU said an ultimatum had been given to the firm to negotiate a retrenchment procedure. He said legal steps were being planned.

Expired

The manager of Teconit, Mr Stan Wood, said the factory had been closed because it was uneconomical and that a lease on the property had expired.

"All the Parow workers were offered employment at our Claremont factory but they've refused."



14-20/18 Joseph

Farmers told: Workers' unions 'inevitable'

Argus
12/1/88
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The Argus Correspondent

PRETORIA — Farmers will have to face up to trade unions among farm workers in future, according to Mr R Dredge of the Department of Agricultural Economics and Marketing

In the January issue of *Crops and Markets*, published by the Directorate of Agricultural Economic Trends, Mr Dredge said that "the current turmoil in South African labour relations" — the formation of trade unions, strikes and threats of strikes — could spread to the agricultural industry

"Farmers will have to prepare themselves for these changes in the labour field by becoming *au fait* with modern personnel management techniques

RECRUITING PROBLEMS

"If farmers are able to identify and correct real labour grievances through the application of sound personnel management techniques it will reduce to a large extent conditions which encourage agitation

"This will pave the way for meaningful employer/employee negotiations," he said

Farmers paid too much attention to mechanisation rather than improving productivity through sound personnel management techniques

In spite of the high unemployment, farmers found it difficult to recruit workers because black and coloured workers were becoming less interested in farm labour

Council faces strike ballot

MORE than 1 400 employees of the Vereeniging Town Council are to hold a strike ballot as their dispute with management dragged into its sixth month this week.

A spokesman for the Orange-Vaal General Workers' Union (OVGWU) yesterday said they would hold a strike ballot as "no other option is available".

Vereeniging town secretary, Mr J J J Coetzee, said he would not comment "at this stage" because the union had not informed him it had already declared a dispute

So we take 139 137 138

Umsa boss slams traders



MR TOM BOYA.

MR TOM BOYA, president of the United Municipalities of South Africa, has reacted strongly to the Southern Transvaal African Chamber of Commerce's decision to expel two councillors from its membership.

In a statement released in Pretoria yesterday, Mr Boya said the move was likely to have "serious implications for the relationship between Nafcoc affiliates and local authorities"

His reaction follows the recent expulsion of Mr J Masango and Mr J Hlatshwayo from Soutacoc's executive committee. The chamber took this action following a resolution that councillors should not be allowed to hold executive positions in the organisa-

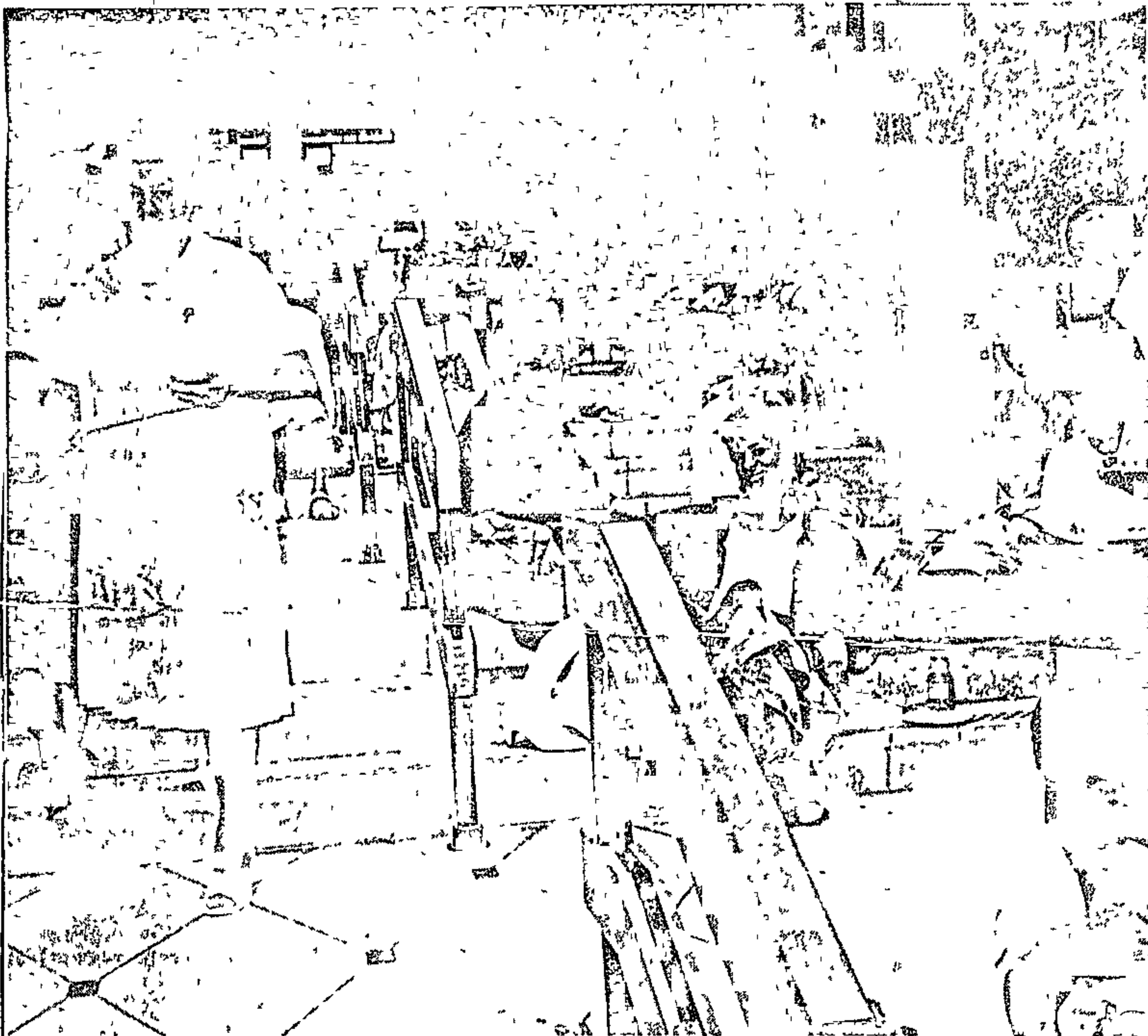
tion

"Traders have no difficulty in negotiating and entering into agreements with councillors and councils for the allocation of business sites but suddenly suffer moral qualms about having those councillors in their ranks," Mr Boya said

Prices

Black Local Authorities had done a lot to improve conditions under which traders have to operate in townships and that they had also resisted "the temptation" to allow big chain stores to operate in these areas despite the fact that many traders charged excessive prices and ran their businesses inefficiently, Mr Boya said

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25/11/88
Soutacoc



Teconit workers wait for the outcome of negotiations at the offices of the Garment and Allied Workers' Union in Salt River. They later accepted the management's retrenchment offer of R50 000 to be divided among 300 workers

Retrench us — 300 demand

A DISPUTE at a Parow knitwear factory has had an unusual twist — 300 workers are demanding to be retrenched!

Now the workers have accepted a retrenchment package involving R50 000.

The dispute arose after the Parow factory of Teconit was closed down at the end of last year, and the workers told to report to the firm's Claremont factory on January 13.

Not consulted

The workers, all members of the Garment and Allied Workers' Union (Gawu), claimed they had not been consulted about the closure and were informed about it only hours before the start of the year-end holidays.

Gawu shopsteward Ms Magdalene Jacob said the directors of Teconit had assured the workers that their jobs would be secure until September this year.

"We were informed to report at the Claremont factory

in January this year. All the workers were upset about this because it meant additional transport cost.

"Most of the workers live in outlying areas and are already paying more than a quarter of their earnings in transport."

Jacobs said the workers preferred retrenchment to seek jobs closer to their homes.

"Our demand is that Teconit negotiate a proper retrenchment procedure with our union and that a satisfactory settlement be reached."

Teconit's manager, Mr Len Wood, said the workers' jobs were "at no time in danger" and they had been informed at the end of last year that they had to report for duty "merely at a different factory".

"We are expanding our Claremont factory, where we have 520 workers, and desperately require the expertise of these highly-skilled workers."

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Top pilot 'appalled' by SAA working conditions



Picture DANA le ROUX The Argus

Bavarian Prime Minister Mr Franz-Josef Strauss, left, with South African Foreign Minister Mr Pik Botha after his arrival at Cape Town's DF Malan airport today

Bavarian PM arrives in city on diplomatic mission

Staff Reporter

ARGUS 20/1/88
BAVARIAN Prime Minister Mr Franz-Josef Strauss arrived in Cape Town today on the first leg of a Southern African diplomatic mission for the West German government

Mr Strauss will spend today in Cape Town for top-level meetings with members of the South African Government, including President P W Botha, Foreign Minister Mr Pik Botha and Minister of Law and Order Mr Adriaan Vlok

Tomorrow he goes to Maputo for discussions with, among others, Mr Joachim Chissano, President of Mozambique

It is understood one of the major reasons for his Southern African visit was the Mozambican meeting and that it might not have come off had he not been able to see Mr Chissano

He returns to South Africa on Friday for more meetings with members of the Government during a further seven-day stay

At a brief airport Press conference Mr Strauss said he had an extensive list of other groups he wanted to meet, such as church and trade

JOHANNESBURG — Captain Reg Smith, president of the International Federation of Airline Pilots' Associations (Ifalpa), is 'appalled' by the working conditions of South African Airways pilots

Captain Smith, whose organisation represents 70 000 pilots in 68 countries, arrived in South Africa yesterday to advise the South African Airline Pilots' Association (Saapa) on its campaign for better conditions

Captain Blake Flemington, Saapa's president, who met Captain Smith at Jan Smuts Airport, said there had been an "avalanche of resignations" in the past year because of poor conditions

"We lost 43 pilots last year - most of them to other airlines - and by August this year another 101 pilots will become eligible for premature retirement

"Because the premature retirement age here is 45, SAA pilots can retire here and work for other airlines where the retirement age is 60

"Many of our pilots have already indicated that they intend doing so," Captain Flemington said

"We have a workforce of 474 pilots, so that figure represents a quarter of our workforce

Serious problem

Captain Smith said Ifalpa regarded the working conditions for SAA pilots as a serious problem

"We can't believe how SAA pilots are treated in view of their high standard of professionalism, the routes they fly and the hours they work

"We are also worried by their low morale," Captain Smith said

Captain Flemington said Saapa was due to meet the Minister of Transport, Mr Eli Louw, on Friday

He said Mr Louw was the "most sympathetic official" Saapa had come across in the 40 years it had been negotiating for better conditions

● Saapa has thrown its weight behind air-traffic controllers who are fighting for better working conditions

Captain Flemington said yesterday "Air-traffic controllers are not being paid, they are being exploited

"Saapa sympathises with the air-traffic controllers. I, personally, would never work under their conditions"

Captain Flemington said when America fired half their controllers, the accident rate doubled

Another Saapa official said SAA pilots would refuse to fly if safety conditions were eroded because of the shortage of controllers

"We rely a lot on controllers in bad weather because we don't know what is out there. A mistake on their part can result in a mid-air collision," he said — Sapa

Liquor union deadlock

139



20/1/88. Smeaton

JOINT negotiations between the management of the Town House and Vineyard Hotels and the Liquor and Catering Employees' Trade Union have ended in deadlock, a management representative, Mr Garth Tupper, said in Cape Town yesterday.

A union spokesman confirmed it had notified management of its intention to declare a dispute

Mr Tupper said that the union was demanding an increase on the hotel's lowest wage level, a further reduction in the hours of work, double pay on night shift, sick pay to extend beyond the current industrial council provision and six months maternity leave, with job security

The union spokesman said that it was demanding that the minimum wage be increased from R65 a week to R130 and an across-the-board increase of R75

He said the union, representing over 200 workers, was further demanding a reduction of working hours from 53 hours to 42

Workers were "very angry" about management's offer of a R12 a week wage increase, he said — Sapa

had his supporters.
Partin was

CAPE TOWN'S
2/1/86 (139)

Pilots' contract with SAA 'archaic'

Own Correspondent

JOHANNESBURG — The president of the International Federation of Air Line Pilots' Associations (Ifalpa), Captain Reg Smith, says it is "unbelievably archaic" that the SA Airline Pilots' Association (Saapa) has to negotiate with SATS rather than directly with SAA management.

Captain Smith, who arrived in SA on Tuesday and left for his Montreal, Canada, home yesterday, said he was "very surprised" to learn that Saapa was not recognized by SAA.

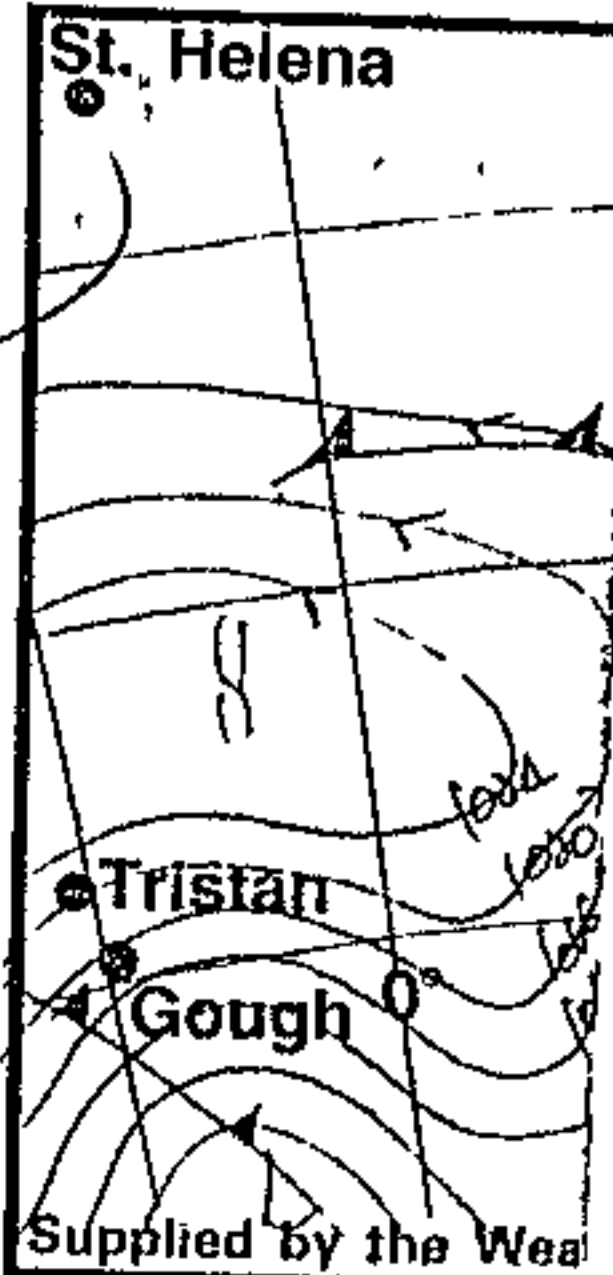
He said his whistle-stop visit to SA was intended to show solidarity with Saapa before its meeting with Transport Affairs Minister Mr Eli Louw.

At the meeting — reported to be tomorrow — Saapa will lobby for official recognition and for the go-ahead to negotiate a fully fledged contract of employment, preferably with the management of SA Airways (SAA).

Captain Smith said Saapa was the only one of Ifalpa's 70 member associations representing 70 000 airline pilots worldwide which did not have this recognition.

"I am surprised the situation has lasted so long. There is no way I would allow any negotiations other than face-on negotiations with the airline management which should include former pilots."

A former president of Saapa, Captain De Villiers Steyn, said SAA was prepared to negotiate with Saapa only on technical matters.



Cloud

CAPE PENINSULA and Western Cape Belt Partly cloudy and but cloudy over the Peninsula. It will clear over the Peninsula and Boland. Wind fresh north-west becoming southerly. The minimum and maximum temperature will be between 15 and 23 degrees.

Coastal belt Cape Infanta to Berg Bay Fine and warming cloudy and cool over the Peninsula.

Coastal belt Pietermaritzburg to Alfred Partly cloudy with isolated thundershowers.

Namaqualand and the Southern Cape Interior Fine becoming partly cloudy.

Pretoria Witwatersrand Eastern Highveld Partly cloudy and warm to hot with thundershowers.

Transvaal Partly cloudy with scattered thundershowers.

Free State Partly cloudy with scattered thundershowers.

Natal Cloudy and warmer thundershowers.

Northern Cape and southern Botswana Fine and hot.

Central and northern Botswana Partly cloudy.

YESTERDAY'S READ

Barometer 1011
Humidity 67
Temperature 23
max 25.3 min 1
(At D F Malan 24 hours)
Hours of sunshine 11.1
Wind (D F Malan) 8 pm to westerly 18 knots

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6 00-8 00: Good
1 00-3 30: Sport
3 27: Program
3 30: Technikon
4 00: Liewe Lul

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**Flight talks
to continue**

CAPE TOWN 23/1/48
FURTHER formal negotiations are to take place between Transport Affairs Minister Mr Eli Louw and the SA Airline Pilots' Association (Saapa) following a meeting at the minister's office in Cape Town yesterday.

Mr Louw and Captain Blake Flemington, president of Saapa, met to discuss the salaries and working conditions of SAA pilots.

A joint statement issued yesterday said the purpose of the meeting was to exchange information between the minister and the pilots, and that the parties concerned had been understanding

139

17645 26/1/78

Unionist free after 33-day protest fast

The Argus Correspondent

JOHANNESBURG. — Mr Thozamile Taai, the trade unionist who went on a 33-day hunger strike to back his demand that he be charged or released from detention, walked free from hospital after the State withdrew charges it had brought against him 10 days earlier.

The charges of participating in and inciting an illegal strike were formally withdrawn before a Johannesburg magistrate yesterday. Mr Taai, a shop steward in the South African Railways and Harbour Workers' Union, was not in court.

HOSPITAL

He had been charged 10 days before in a court convened around his hospital bed. By then Mr Taai, a 44-year-old diabetic, had been refusing to take food for 33 days.

Immediately after he was charged he resumed eating and within a week had regained about 5kg of the 17kg lost during his protest fast, he said.

Building societies settle pay wrangle

Labour Reporter *1765 27/1/84*

A YEAR-LONG wrangle between building society employers and their employees' union has ended with employers agreeing that for the first time in 40 years salaries should be negotiated.

The Building Society Officials' Association (BSOA), which represents about 16 000 officials, declared a dispute in July when employers opposed the association's request to negotiate salaries at the industrial council.

The dispute was the first in 40 years of negotiation between employers and employees.

Previously salary levels were set unilaterally by employers.

In 1986 members mandated the BSOA to negotiate salaries.

Notice of this was given at the November 1986 industrial council meeting and a special meeting was called for January 1987 to debate the issue.

The BSOA proposed that employees get separate cost-of-living and merit increases, but

employers claimed that officials preferred a single annual increase.

After a series of industrial council meetings had failed to resolve the issue the BSOA declared a dispute and proposed taking it to the Industrial Court.

This was blocked at the council by employers but the Department of Manpower, approached for its views, said that if the association was satisfied the dispute involved an unfair labour practice it would be within its rights to approach the court.

A set of compromise proposals, tabled at the December industrial council meeting, cleared the way for settling the dispute and for salary negotiations to open.

Searching contents of files

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mod8_0.prg
index.prg
mod3_all.prg
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tudfunct.prg
mod2_3.prg
fileinfo.prg
chgmem.prg
mod2_6.prg
mod9_0.prg
mod2_4.prg

Labour Update

Wages to top agenda

139

Structure
27/1/88

THE industrial council, the court system and wage negotiations, will top the agenda when the National Union of Steel and Allied Workers holds its general meeting in Pretoria on Saturday

Nusaw general secretary Mr Ndomane Tibane said the two-year-old union would discuss the launching of branches in Pietersburg, Rustenburg and the West Rand, and also prepare for national wage negotiations at plant level

The meeting begins at 9 am at the Laudium Hotel in Pretoria

Mr Ndomane said Nusaw members at Bessans du Plessis, a steel plant in Pretoria, will hold a meeting at the hotel on February 6

CME Times 29/11/88

U.M.B.I.N. 2.10.88

139

Top WP garment union man dies

Labour Reporter

THE general secretary of the Garment Workers' Union of the Western Province, Mr Louis Petersen, died suddenly yesterday following surgery at the Vincent Pallotti Hospital, Pine-lands.

Mr Petersen, 72, of Wynberg, was general

secretary of the union for over 30 years. He began his union activities at 14, when he was appointed shop steward. He worked his way up to become a member of

the executive, eventually serving as chairman for some years, and was one of the pioneers of the garment union. He was elected general secretary in 1955.

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Tonight
Geoff Wild
Live 8 pm — midnight
Pickwick Tavern
55 St George's Street
Tel 23 5210

SIDEWALK

FRI 29 & SAT 30 JAN

PICK UP BARGAINS GALORE
AND SOAK UP THE MAGIC
OF PETTICOAT LANE



CAPE TOWN 3/2/85
Salary concern marks
SATS govt meeting

Own Correspondent

JOHANNESBURG. — Government plans for civil service salaries were a cause for concern, and as a result the Federal Council of the SATS Staff Association was approaching its meeting with President P W Botha in Cape Town tomorrow with trepidation, a council leader said yesterday

At the meeting, Mr Botha and other senior cabinet members are expected to initiate discussions on ways of reducing SA's inflation rate.

The meeting will also be attended by Mr Colin Cameron of the Public Servants' Association (PSA).

Council general secretary Mr Abraham Koekemoer disclosed that he and other executive members are to meet Transport Minister Mr Eli Louw, at Mr Louw's request, before the afternoon meeting. He said the council had already asked Mr Louw for increases equivalent to the inflation rate for SATS employees this year

"At first we believed it would be granted. But we now fear we will be told of a much-reduced figure," he said.

Unionist dies

VETERAN trade unionist Louis Petersen, general-secretary of the Garment Workers Union of the Western Province, died last week at a Cape Town hospital after an operation

Petersen held the position since 1955

He started in the clothing industry aged 14 as a cutter and was elected as a shopsteward in his first year

He rose to the union's executive, served as chairman for several years and later as assistant secretary

Petersen represented South African workers at the International Labour Organisation in Geneva in the early '60s

He was also vice-president of the Trade Union Council of South Africa (Tucsa)

He also represented South Africa at the International Federation of Garment, Textile and Leather Workers Union and had been a member of its executive for four years

139
Says
10/2/68

Cape Times 10/2/88
**SATS worker's union
to declare dispute**

1/39
By CHRIS CAIRNCROSS

THE Federation of Trade Unions of SATS, representing 200 000 railway workers, has given notice to the Minister of Transport, Mr Eli Louw, that it is to declare a dispute as a result of government's refusal to grant its members a 17% wage increase.

The chairman of the federation, Mr Dudley Henn, yesterday said a letter had been sent to Mr Louw requesting the appointment of a conciliation board.

Mr Henn stressed that if this process was disallowed, or if the unions did not receive the increase, they were prepared for a showdown with government.

The federation would then seek to apply for an urgent interdict aimed at invalidating the decision by the State President, Mr P W Botha, to introduce a public service wage freeze this year.

The federation's council plans to hold a meeting in Cape Town on Friday.

D/10 11/21/88

Accused: company favoured GWU

Daily Dispatch Reporter

EAST LONDON — A member of the South African Trade and Allied Workers' Union (Satawu) facing charges of intimidation told the regional court here yesterday that although Satawu and the Garment Workers' Union (GWU), were both recognised by management, he felt management favoured the GWU.

The Satawu member, Mr Dally Qoni, who is one of the six accused and a member of the workers committee, said that previous evidence by members of the GWU, who were the complainants in the case, for the state "was not true".

The other accused before the regional magistrate, Mr N R Oosthuizen, are Mr Lungisile Bless, 22, Mr Lungelo Sidwell Skepu, 20, Mr Mziwonke Mzendana, 24, Mr Patrick Mlamli Yoyo, 24, and Mr Boy-Boy Loliwe, 23.

Mr Qoni said that after a meeting on October 22, 1986, when the retrenchment of 15 workers was announced, Satawu decided to approach GWU officials "as we wanted the misunderstanding between the two unions to stop".

"We want the two unions to work together to fight for the interests of the workers," he said, adding that he wanted to see co-operation between the unions.

"We warned GWU officials that they must be careful of the trap laid by the employers as a result of the retrenchments.

"The dissension caused by the retrenchments of 15 Satawu members would encourage many of our members to join the opposition," Mr Qoni said, adding that his union did not want GWU exploiting this situation to increase their membership.

The prosecutor, Mr H Hannan, said that the retrenchment worked on the principal, "first in first out".

"As Satawu is the newest of the two unions, it is understandable that most of the retrenchments would be from Satawu," he said, adding that a worker had the right to choose which union he wanted to belong to.

The introduction of automatic machines in the factory necessitated the retrenchments.

The accused said he became aware of the retrenchments when they were announced at a worker's meeting in October 1986.

"Although my union was informed of the retrenchments long before this, because I worked night duty for three weeks in a row, I was unaware of what was happening during the day," he said.

Mr Qoni said that he also knew of GWU workers who should have been retrenched but were not Mr Qoni, however, did not know the names of these people.

An application for the dismissal of the accused made earlier in the week was not granted.

The trial continues today.

Advocate V Soni, instructed by Magqabi and partners, appeared for the defence.

Front lines in the factories

Ideological differences which separate combatants in Maritzburg's black townships (*Current affairs* February 5) find practical expression in the race for membership between the Cosatu and Uwusa trade union movements

The dust of battle, deliberate disinformation and crude propaganda from both sides, make it difficult to predict an eventual winner. But some early observations can nevertheless be made with confidence.

Cosatu unions enjoy a head start of arguably almost two decades. Many were carefully groomed for the race and are currently winning by a long margin. By contrast, Uwusa is unlikely ever to overcome the handicaps of less professional preparation and a late and hurried start.

Cosatu's link with the United Democratic Front (UDF) and its endorsement of the Freedom Charter locates it unambiguously in the populist, anti-capitalist camp. In the current politically extreme climate — partly of its own deliberate making — Cosatu-UDF chooses a frankly hostile relationship with "the system."

Its broader political programme appears to be directed at reducing complex socio-economic relationships to familiar stereotypes and presenting itself as the sole authentic voice of the exploited working classes. The strategy assumes also that workers' disenchantment with the system — and hence empathy with Cosatu-UDF — will grow in direct proportion to the failure of the system to deliver material benefits.

This explains UDF-Cosatu's calculated gamble (now fudged) of supporting sanctions and at least partly explains Inkatha president Mangosuthu Buthelezi's opposition to any measures that will harm the economy. To gain credibility, his elected strategy of working within the system must show material and political results.

But Uwusa has failed to shed itself of an association with Inkatha and the KwaZulu government. This defines it ethnically and as a grudging participant in the broader "system." In the Maritzburg area, with a history of frosty relationships with traditional au-

thority, this is likely to prove both divisive and limiting.

For the moment the conflict rages. The political temperature is driven upwards and economic constraints combine with the government's history of racially-inspired neglect to maintain the townships in a state of grinding poverty.

Against this background, the ideological divide between the two trade union groups gapes ever wider and UDF-Cosatu seeks to lay the blame for the poverty and political impotence of township dwellers on Inkatha-Uwusa's alleged complicity with apartheid. Naturally, Inkatha-Uwusa fiercely denies such accusations.

This is the rather more complex character of a struggle which the SABC recklessly passes off as "black on black violence."

These underlying tensions also explain the breakdown of the Chamber of Commerce-initiated peace talks.

At issue was a virulently anti-Uwusa pamphlet produced by a splinter group of the ANC and distributed in the townships. In the mind of Buthelezi, who personally insisted on an apology and retraction from Cosatu-UDF before the talks could continue, there is no distinction between the ANC's less tactful strategists and UDF-Cosatu. He may well have good reason to believe this.

Buthelezi got his apology, but the talks remain a victim of a deep mistrust which is unlikely ever to be overcome.

At grassroots level, Uwusa's Garden Malunga laments the involvement of trade unions in politics, but blames this on Cosatu, which, he says, deliberately seeks to displace Uwusa from the workplace. He concedes a lower membership due to Uwusa's late start, but declines to put numbers to its Maritzburg and Natal Midlands membership.

In two cases — BTR Sarmcol and Hlobane Colliery — the situation complained of by Malunga was neatly reversed, with Uwusa displacing Cosatu unions. In the case of the National Union of Mineworkers in Vryheid, the 1986 clash left 13 dead from both sides and resulted in the NUM effectively being driven off the mine after man-

agement's own figures suggested it once represented 40% of the work force.

Such a "resolution" of the Uwusa-Cosatu conflict in Maritzburg may be tempting to some employers, who regard Uwusa as a "sweetheart" union and, it is alleged, the SA Police. The latter, complain residents, Cosatu unionists and some businessmen, openly favour Inkatha.

But most employers canvassed by the *FM* have a different view. Cosatu, they candidly admit, "is here to stay" whether they like it or not. Uwusa, it is widely held, is unlikely ever to become a force in industrial relations in the city.

By way of illustration, in the metal engineering sector, Cosatu's National Union of Metal Workers of SA has recognition agreements with most of the larger companies including Asea-Scottish Cables, McKinnon Chain, Van Leer and Deutz Diesel Engines. At each of these plants, membership exceeds the 50%-plus minimum required by the Labour Relations Act as a precondition for such agreements.

Uwusa's only recognition agreement in this sector is with BTR Sarmcol. This followed a strike called by Numsa at the plant and the rehiring by the company of new staff (Numsa, incidentally, is to appeal against the BTR judgment).

The situation is much the same in the paper and packaging industry in the city, with Cosatu's Paper Wood & Allied Workers' Union active throughout the sector. Recognition agreements are either in place or in the final stages of negotiation with companies such as Blaikie Johnstone, Federated Timbers, Interpak and Nampak. The sole exception to the rule in this sector is Bisonbord, which has an agreement with Uwusa.

If the view held by both government and Buthelezi is correct — namely that UDF-Cosatu is the "enemy" — then it would seem that the gates have long ago been successfully stormed. And, if talking to UDF-Cosatu is indeed no different to talking to the ANC, then it is time this inevitable development is accepted.

College will be selling
100 posies for Valen-
tines in the city

The class was busy

being sold as part of
the college's annual
Rag

It is one of a num-

way

Counting on the
generosity of love, the
class hope to raise
R500

U/D 12/2/88 139
Dozy policeman put out of court

EAST LONDON — A
policeman court orderly
was ordered out of the
regional court by the
magistrate yesterday
after falling asleep

The magistrate, Mr
N R Oosthuizen, said
he would hold the
policeman in contempt
of court

The policeman fell

asleep during proceed-
ings in the trial of six
members of the South
African Trade and Al-
lied Workers Union on
charges of intimidation
— DDR



D/D 12/2/88 139

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asleep during proceedings in the trial of six members of the South African Trade and Allied Workers Union on charges of intimidation — DDR

Minister moves on pilots' probe

Cape Town 16/2/88 (139)

By BARRY STREEK
Political Staff

AN investigation into the salaries of South African Airways pilots is to take place and will be completed by the end of May, the Minister of Transport Affairs, Mr Eli Louw, announced yesterday

The service conditions of SAA pilots will also be investigated and an independent inquiry will examine the possible recognition of specialist groups, such as the SAA Pilots' Association (SAAPA), he said

The statement followed discussions in Cape Town yesterday with SAAPA and the Salaried Staff Association

The Progressive Federal Party spokesman on transport, Mr John Malcomess, welcomed the investigation into pilots' salaries and said he hoped it would lead to a solution of the problem

He wished the position of air traffic controllers would also be investigated by the same committee at the same time

"Pilots and air traffic controllers are arguably the most important employees in terms of the safety of passengers on SAA"

In his statement, Mr Louw said SA Transport Services was being divided into five separate units of which SAA was one

"In view of the foregoing circumstances it is now possible to consider SAAPA's request to function as a representative body, in a new light"

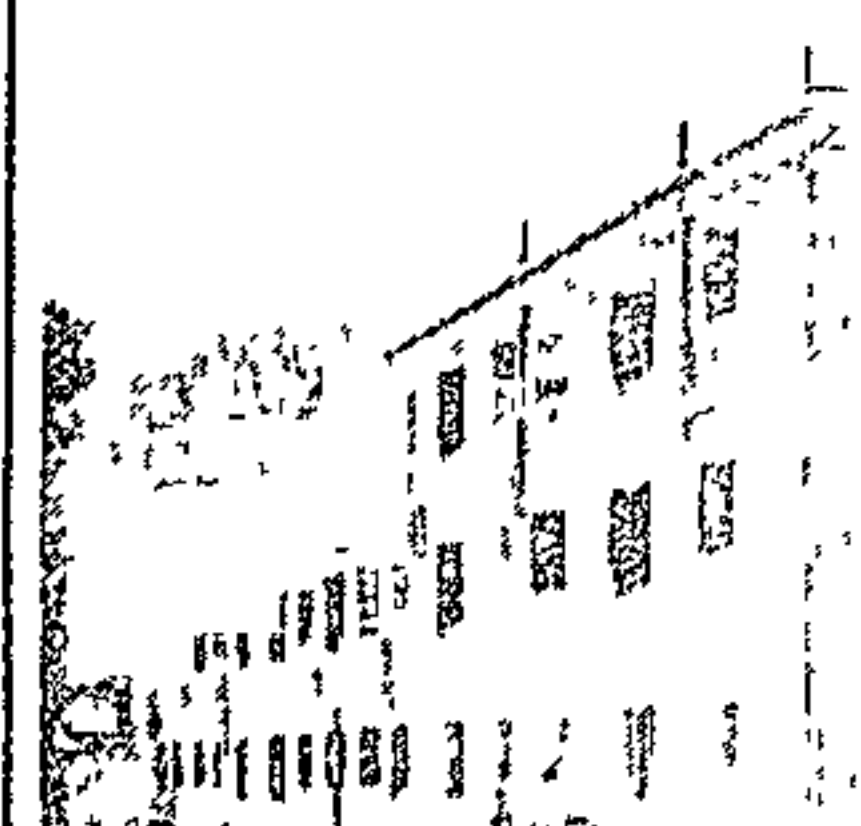
He had indicated that he regarded the pilots as one of the specialist groups in SATS which had a unique character and circumstances

During the discussions, it was agreed that "an independent investigation be instituted by experts from the private sector into the possible recognition of specialist groups in Transport Services"

"In this manner, the recognition of the SAAPA as the official mouthpiece of the pilots will also be addressed"

In his reaction, Mr Malcomess said the possible recognition of SAAPA seemed to be "fairly nifty footwork on behalf of the minister"

DOWN IT GOES
landmark which is being
make way for a new
by October next year



139

THE SA actors' union this week signed its first contract on pay and working conditions with the SABC

Actor Carel Trichardt, head of the SA Film and Theatre Union (SAFTU), said his 700-strong, multi-racial membership was satisfied with the terms.

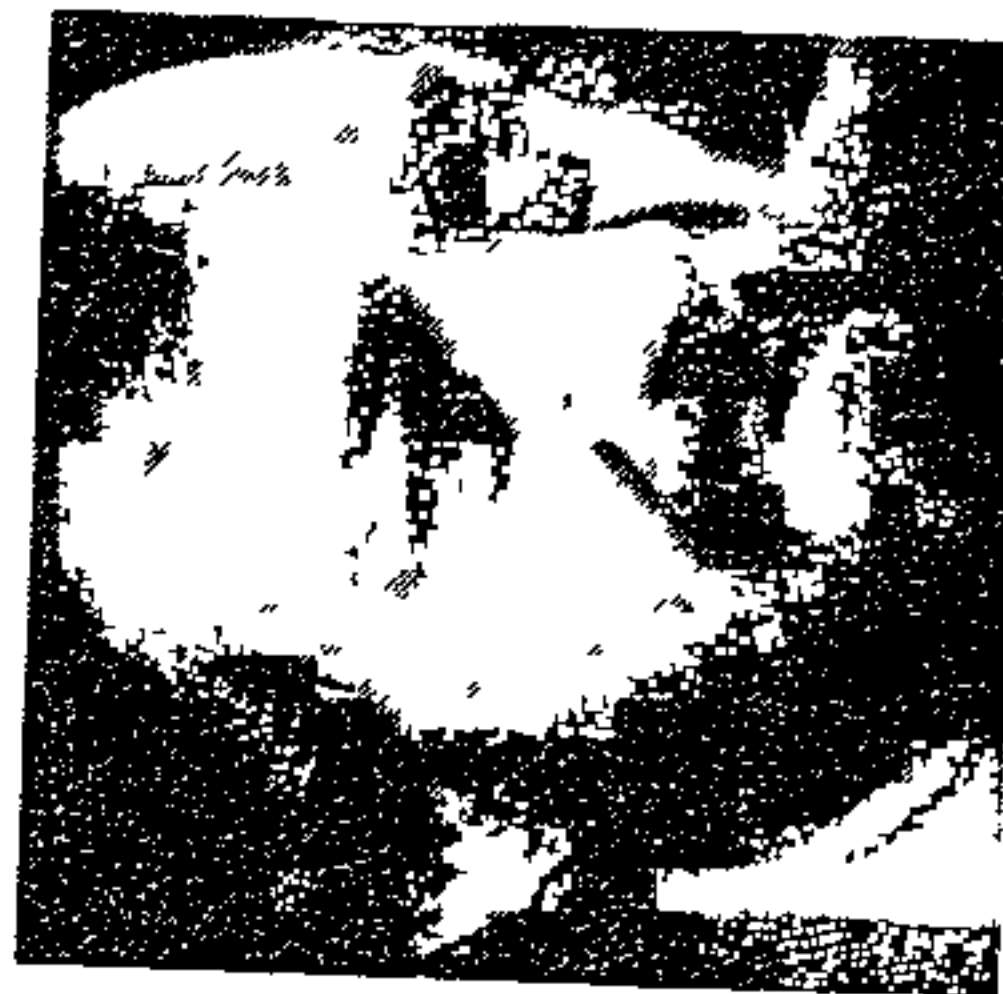
He also described the past 15 years of frustration on both sides, with the actors resenting low fees, 20-hour working days and sloppy producers — and the SABC sceptical over some actors' unreliable behaviour

□□□

In the past, the SABC/SAFTU rules were so erratic an actor could be fined the cost of day's TV production — up to R50 000 on a big series — if he did not arrive on set.

Carel said: "It didn't happen but the SABC was entitled to do it. There were major faults on both sides. I played the lead in TV's Bart Nel in 1975 for R2 000 and it has been repeated twice since.

"Now we get 25 percent of the



CAREL TRICHARDT . . . union boss

of refusing a scene without losing the role

In turn, the SABC insists actors must stay within 60km of the production site and — similar to airline pilots — swear off drink, drugs and "dangerous activities" which may risk life or limb from the rehearsal stage to the filming and post-dubbing period

Carel said. "Most of it is common

ACTORS' UNION SIGNED

promotions, TV and radio appearances and, of course, for other stage, film and TV productions outside the SABC.

This contract does not limit their chances of taking other work, but the SABC has first rights on an actor who signs for an in-house production

This avoids previous disputes over actors leaving a drama set — in costume and make-up — and grabbing a few hours of dubbing work elsewhere between camera calls or dumping the SABC job if they get a better movie part at short notice.

Carel said. "The SABC said this caused actors to be over-tired and unreliable.

"We said actors had suffered sitting around all day on set while directors fuffed about and, finally, went home without pay.

"Now we'll discipline our actors' conduct and the SABC will tighten up its daily actors' calls. The discipline suits both sides."

A "decency clause" also applies — with actors and actresses now given ample warning of parts that include nudity or sensuality, and the option

plus overtime.

All actors get a day off in every seven, not necessarily on Sundays.

The terms for top actors may seem low, by comparison with the American stars. Richard Chamberlain earned R2-million each for King Solomon's Mines and Alan Quatermain in Johannesburg in 1985/6 — plus R2 000 expenses, 5-star hotel accommodation and other perks in flights and cars.

Local actors are in heavy demand for commercials, dubbing work,

call" — at a fee of between R50-R250, with stars like Gordon Mulholland, Sandra Prinsloo, Marius Weyers and Bill Flynn earning R250 a day and extras earning R50-R100

□□□

Actors earn an extra "half-call" for working between 10-12 hours and an extra "second call" for working 12-16 hours a day

The contract limits the number of calls an actor can make a month to 23 — giving stars a maximum R5 750

By DOUGLAS GORDON: TV Correspondent

before screening — as Anneline Kriel's was in the Skoppenshoer series in 1985 — will now be notified, to avoid embarrassment

Carel said. "Actors have suffered as budgets for TV dramas have soared to millions of rands and booming overseas productions have shown them just what they may be worth outside SA"

The new contract gives actors an eight-hour daily working shift — "a

original fee for the second repeat showing"

The SABC will also pay the actors 15 percent of the profits it makes from video rights, overseas sales and other spin-offs from successful series

But the SABC retains the rights to popular TV characters, such as Skopie in Vyfster, not the actor who plays the part

Actors whose voices are dubbed

sense but it's good to have it on paper

"In the same way, actors now have the right to insist on stunt-people or stand-ins for risky moves on set — like getting out of a car on a crowded highway or jumping over a wall

The SABC has been constructive and encouraging within the confines of its budgets for TV and radio work, including the rates for voice-overs and dubbing and paid medical checks before productions

□□□

"The full contract includes fees for repeat screenings, rehearsal and post-production work and compensation for cancelled bookings

"In cases of major disputes over fees or conditions, both sides agree the issue should go to arbitration"

Carel became chairman of SAFTU in 1983 and immediately began pushing the SABC to agree to a full working contract. He said SAFTU's next step would be to finalise similar terms with film and TV production companies.

Sats strike looms as militancy spreads

By Claire Robertson, Pretoria Bureau

Growing militancy among Sats workers erupted at country-wide meetings this week, with members demanding immediate strike action in response to the wage freeze imposed by Government.

At a meeting attended by about 400 members in Johannesburg last night, a unanimous motion of no confidence in the State President Mr P W Botha and Transport Minister Mr Eli Louw was adopted by the angry crowd.

A similar motion was adopted by about 800 Sats workers at a meeting in Cape Town on Tuesday.

Last night workers chanted "Strike! Strike!" and leadership of the 200 000-strong Federation of Sats Trade Unions assured members that, should Conciliation Board proceedings fail to produce a satisfactory result — a 17 percent increase — it would bow to the members' wishes.

"THE MEN ARE VERY, VERY ANGRY" 18/2/88

"We will wait no longer than April," Federation chairman Mr Dudley Henn told The Star today.

The federation recently declared a wage dispute, and Conciliation Board proceedings are expected to begin soon.

"The men are very, very angry," said Mr Henn.

A similar mood is expected at a Pretoria meeting tonight, when 1 000 members are expected to attend the third in a series of countrywide meetings called to gauge Sats workers' reaction to the public sector wage freeze.

Trouble has been brewing for at least three years, said Mr Henn, since Mr Botha asked Sats workers to forfeit a third of their annual bonus. "He said if we stood by him, he would stand by us in future," said Mr Henn.

Then, in 1987, "we lost out again when increases were delayed for the election . . . And now this," he said.

CAPE TIMES 20/12/88
**Threat against
chief: S.A.T.S.
workers angry**

PRETORIA — Alleged warnings that the chairman of the Federal Council of S.A.T.S. Trade Unions, Mr Dudley Henn, would be fired if the wage dispute with the government was taken further, were met with derision at a protest meeting of workers here this week.

About 500 angry S.A.T.S. workers gave the executives of their unions a mandate for possible strike action.

Mr John Benwell, president of Salstaff, a branch of the council, disclosed he had received information from "very high up" that Mr Henn could face dismissal.

"The Minister of Transport, Mr Eli Louw, met me last week and asked that the S.A.T.S. should again set an example to the rest of the civil service. My answer was that we were not prepared to become impoverished in the interest of the State," Mr Henn said. — Sapa

*Smuts
24/2/88*

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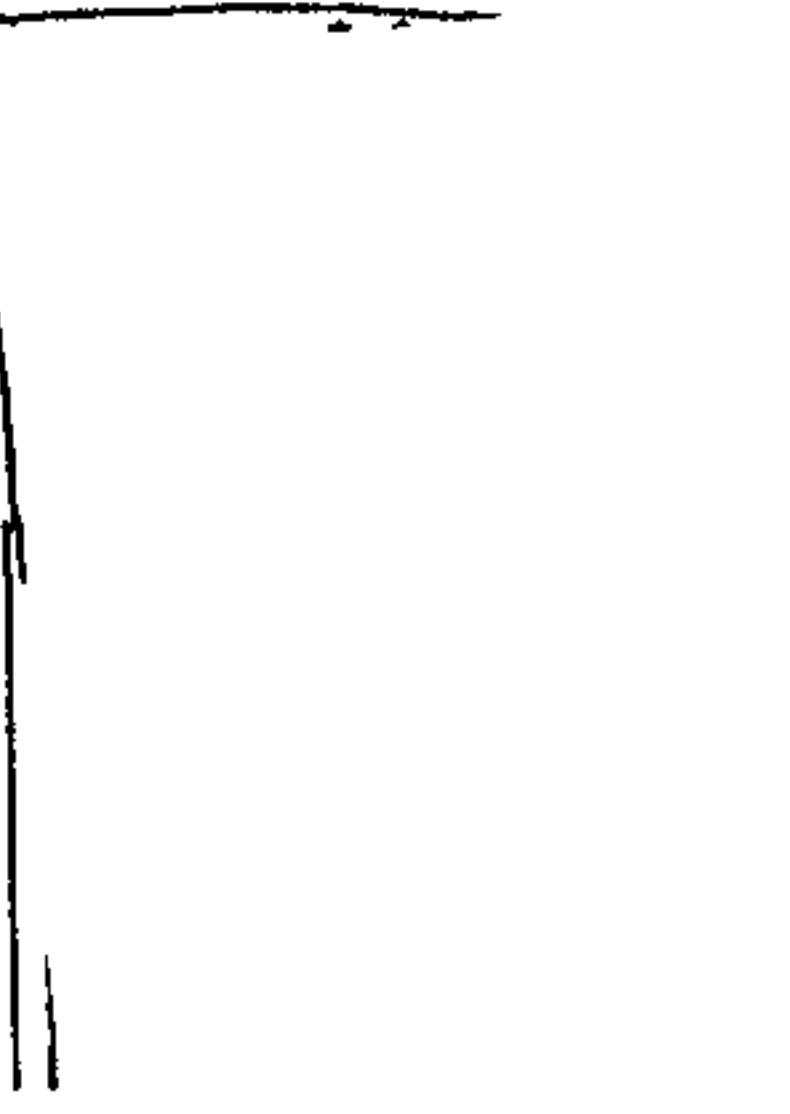
AN African Allied Workers' Union member has been released after spending 22 months in detention without trial

Mr Samkelo Mngaza, a member of Aawu's East London branch, was released with a member of the Azanian National Youth Unity, Mr Twelve Fudemele, from Diepkloof Prison last Friday

Mr Mngaza said he was saddened by the fact that he had spent nearly two years in jail without being charged "I am still prepared to continue with the struggle for the liberation of my people," he said

★ ★ Bri

local authorities to lift restrictions and officials to negotiate bulk buying from wholesalers



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THE South African Red Cross Society, which has fired a black employee for allegedly using a toilet reserved for whites, has given the employee's union until March 14 to accept a six-month wage offer.

The deadline is contained in a letter from the Red Cross Society to the SA Black Municipal and Allied Workers' Union (Sabmawu), dated February 23

A Southern Transvaal Red Cross Society official, Mr Nigel Carman, has declined to comment, saying the union and the organisation had agreed not to issue Press statements about the matter. But the union has denied the claim.

At the centre of a row between the two parties is the dismissal of Ms Dorah Hlapolosa, who lost her job at the

Toilet case sequel - Red Cross makes offer

shut out
26/2/78
13

Society's Vanderbijlpark branch after she was allegedly found in a toilet reserved for whites

A letter from the Society to Sabmawu read in part "I (Mr Carman) regret that the Conciliation Board which met on February 23 was unable to settle this dispute

"I confirm, however, that the Society has offered to settle this matter on the basis that it will pay to your member an amount equivalent to six months' wages, less

the usual deductions

"This offer is made without prejudice and without conceding in any way whatsoever that the Society acted unfairly or unjustifiably or that it is in any way obliged to make the offer," the letter read

The Society, in the letter, urged Sabmawu to table this offer before the union's hierarchy "as it would be a pity if this dispute could not be settled purely because the Executive Committee of the Union was not prepared to review in the light of changed circumstances, a decision previously taken".

Sabmawu has rejected the offer, saying it was "a disgrace that an organisation of the Society's reputation should pay an employee R70 a month — an amount which is 300 percent below the poverty line"

A six-month wage offer would result in Ms Hlapolosa receiving about R380, according to Sabmawu

wages and conditions
ere it has a worker majorit

Union of Food and Allied
Province Sweet, Food
on

MR BENNY Alexander
slammed Red
Cross

Timber firm's workers strike

Daily Dispatch
Reporter

EAST LONDON — Some 150 Hodgetts Timbers workers began an illegal strike on Tuesday after declaring a dispute with management over wage increases

The workers are members of the Paper, Printing, Wood and Allied Workers' Union, but the union's local organiser, Mr David Mabengeza, said it was union policy not to comment on a dispute until after consultation with the employers

He indicated that a meeting had been arranged for yesterday afternoon.

A senior shop steward and spokesman for the strikers, Mr Otto Mpetha, said the dispute began with a demand of a R3,26 an hour increase on top of the present R1,45 an hour minimum wage at the company.

This would bring the wage in line with the minimum wage recommended by the Congress of South African Trade Unions.

Mr Mpetha said the workers had compromised to a point where they were demanding 55c an hour more — but management had indicated that it considered the demand to be unreasonable.

The general manager of Hodgetts Timbers, Mr K. Fleischman, said he saw "little purpose in commenting until there is finality in the matter"

99 413188

Timber workers to return to work

EAST LONDON — Striking Hodgett's Timbers workers decided yesterday to report for work this morning after a meeting between representatives of the Paper, Printing, Wood and Allied Workers' Union and management

The union's local organizer, Mr David Mabenzeza, said the dispute remained unresolved after the meeting, with workers sticking to their demand of a 55c an hour increase and back pay to November last year

He said the priority of the union was for the strikers to return to work and for the com-

pany to agree to pay them for the three days that they were on strike

A strike ballot would be taken today as "the union has explored every possible avenue for resolving the dispute in terms of the law, including mediation, arbitration and the industrial council"

"The wage issue will be brought up again once production has been resumed and we hope to reach an agreement through negotiation," he said

A spokesman for the company could not be contacted for comment on the dispute late yesterday — DDR

By Claire Robertson,
Pretoria Bureau

South Africa's two largest trade union organisations have begun to plough the fertile fields of the country's black agricultural sector — but the harvest promises to be slow in coming

Last week the National Union of Farmworkers was formed under the umbrella of Nactu (the National Council of Trade Unions)

This week Cosatu (Congress of SA Trade Unions), ideologically at odds with Nactu, revived its own, dormant, National Union of Farm and Agricultural workers of SA (Nufasa)

This brings to at least six the number of unions and similar bodies either involved peripherally with, or devoted to, the cause of South Africa's estimated 1,3 million farm workers

TERRIBLY DANGEROUS

The entry of the giant union groupings into the sector was bemoaned by one labour expert as "terribly dangerous", but welcomed as "indispensable" by another

Professor Dawie de Villiers, Associate Director of Labour Relations at Unisa's School of Business Leadership, holds the former view, being convinced that the large, urban-based unions have little understanding of the conditions prevailing on farms

"The unions will have to take into account the practical consequences of labour action. Forcing farms into a capitalist system ignores the fact that farmer and farm worker rely on one another for all sorts of informal assistance," he says

"Neither is a legislated minimum wage the answer, says Professor de Villiers.

"In Zimbabwe, the average wage of \$228 (about R35) was increased to a minimum of \$285 (about R105) — and two-thirds of farm workers lost their jobs overnight. Forced to pay that wage, farmers simply employed fewer people. It is a question of physical economics."

LABOUR REFORM

Professor de Villiers says agricultural authorities have apparently accepted "in principle" that some form of legislation should be applied to farm workers

The path to labour reform on the farm lies in the Basic Conditions of Employment Act being applied to farm workers as well, he feels, although "it will of course be difficult to institute. All sorts of problems will have to be ironed out

"How for instance, do you cal-

Unions move to organise SA farm workers

139

Star

8/3/88

culate the working hours of a Karoo shepherd who is dropped off with the flock on Monday and next sees the farmer on Friday?"

Mr Clive Thompson, director of the Labour Law Unit of the University of Cape Town, fears, however, that the application of the Act to farm workers is being blocked by conservative elements

"Unless they unionise, no serious attempt will be made to extend rights to farm workers," he says.

"They have had 300 years with no legal benefits and just as in the '60s and '70s, when no attempts were made to extend effective rights to black workers until they started to agitate, the only way farm workers will get rights is to unionise"

LANDLESS PEOPLE

The politicisation of farm workers is overdue, he says "Farmworkers suffer the most in political terms. They are landless, displaced people who have suffered forced removals and the loss of their own small farms. Rural folk have the worst of it"

The two academics are in full agreement on the prospects of unionising farm workers "It will be extraordinarily difficult. How the devil do you organise a million workers spread so far apart? How will the unions collect their dues? Is the farmer going to allow the unionists to speak to the workers?"

"Unionising farm workers is simply not feasible in the traditional sense of unions. It can only make sense if (the unions) set up some sort of legal aid centres," says Professor de Villiers

Mr Thompson points out that some areas are more open to unionisation — such as the Western Cape region and rural communities surrounding Brits, Potchefstroom and Stellenbosch, where workers could be unionised in towns.

"It will be a slow, uphill process," he says, "but it is a necessary, an indispensable move if farm workers are to get rights."

New union for farm workers

By Claire Robertson,
Pretoria Bureau

The second farmworkers' union to be formed within a week was launched in Pretoria on Sunday.

The National Union of Farm and Agricultural Workers of South Africa (to be known as Nufasa) already has the support of 2 000 farmworkers, says general secretary Mr Sam Moswane

Nufasa's launch follows that of the National Union of Farm Workers (NUF) last week

Nufasa is to seek full affiliation with the Congress of South African Trade Unions (Cosatu), under whose wing it has existed for some time

The NUF is affiliated to the National Council of Trade Unions (Nactu)

Mr Moswane told The Star that Nufasa's first priority was to redress unfair labour practices, for which the agricultural sector was "notorious"

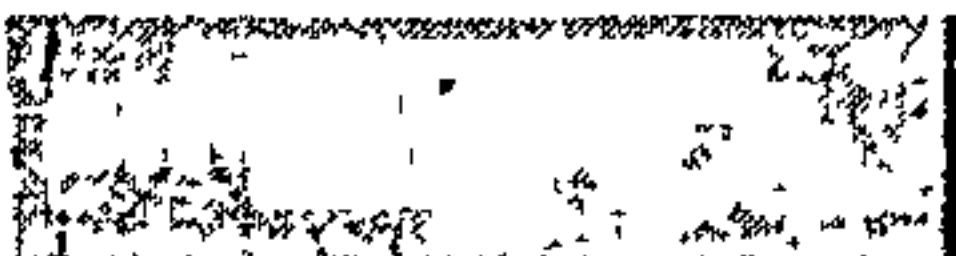
"We want to press for safer working conditions and will stage a living wage campaign," he said

Nufasa is still to complete its studies on the wage issue but indications are that it will press for R300 a month, as much as 30 times the wage now paid in some parts of the farming sector

Talks with farmworkers in the two weeks leading up to the launch revealed a "real need" for structured labour practices in the sector, Mr Moswane said.

Cosatu and Nactu's entry into the sector has been greeted with mixed feelings by labour analysts

● See Page 13.



Sats *Saatlan* under focus

193/85

~~20 27~~

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THE national executive committee of the National Union of Railway Workers is to launch a national investigation of conditions in the South African Transport Services.

The resolution was taken at an executive meeting held in Port Elizabeth at the weekend.

In a statement the vice-president of NURW, Mr M Mangoloti, said the main item on the agenda was the re-employment of the railway workers, some of whom had over 20 years service with Sats.

It was also claimed that workers were moved suddenly from one section to another without necessary preparation or equipment.

Workers were concerned about losing pension and other benefits

10/3/88.
139 B/day

Cleansing staff continue strike

SIPHO NGCOBO

THEMBISA Town Council cleansing staff are still refusing to work, in protest against the privatisation of the cleansing department

The 40 strikers are refusing a transfer to Benoni-based Wade Refuse

Political comment in this issue by Neil Jacobsohn Newsbills by Kevin Davie Headlines and sub editing by Michael Moon All of Times Media Ltd 11 Diagonal Street Johannesburg

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Gawu aims to campaign for a living wage

ABOUT 2 000 workers attended the first general meeting of the Garment and Allied Workers Union (Gawu) in Atlantis last week.

The meeting, at the Saxon Sea Civic Hall last Thursday night, was the first of 12 meetings planned in different areas to discuss the union's decision to seek observer status with the Congress of South African Trade Unions (cosatu) and to launch a "living wage" campaign.

"The enthusiasm of the workers can be seen as a vote of confidence in the new direction the union has taken. It shows we have support for our goal to substantially improve the working conditions and pay of workers in the industry," said Gawu media officer Mr Ronald Bernickow.

He said the minimum figure on which a "living wage" for garment workers could be based would be discussed by workers throughout the country. The campaign would include demands for a 40-hour working week, maternity rights, and for

May Day and June 16 to be paid holidays.

"At the moment, the garment industry is one of the lowest-paying industries. The Atlantis meeting was a solid foundation with which to start our campaign, which was fully supported at the meeting," he said.

The meeting was addressed by Ms Florrie de Villiers, general secretary of the South African Domestic Workers Union (Sadwu), a Cosatu affiliate. Other speakers were Gawu national administrator, Mr Cedric Petersen, and acting regional secretary, Mr Lionel October.

Gawu was formed out of a merger between the traditionally-conservative Garment Workers Union of the Western Province and the Natal-based Garment Workers Industrial Union last year. It has a total membership of about 102 000.

It has about 4 000 members at 19 factories in Atlantis and two factories in Malmesbury.

(3)

15/6/3/88 South

Mining Metallurgy Institute to grow

VIVIAN HARTNETT

THE SA Institute of Mining Metallurgy is to increase its membership by 900 and has changed its admission requirements accordingly, president Ben Alberts says.

"We propose to increase our present membership of 2 628 by 900 during the next five years and we have raised our membership fees to keep in line with other such organisations," Alberts says.

6/10/88 11/3/88

Nusaw meeting

Soweto 15/3/88

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THE National Union of Steel and Allied Workers is to hold a meeting of Besaans and Du Plessis employees at the Laudium Hotel, Pretoria, on Saturday.

Nusaw general secretary, Mr Ndomane Tibane, said the meeting would discuss the outcome of the recent industrial council meeting.

He said the industrial council had ruled that:

- Nusaw member, Mr Ephraim Jiyane, be reinstated by Besaans and Du Plessis after he was unfairly dismissed in November last year, and

Negotiations

- The union and the Pretoria company resume negotiations towards reaching a recognition agreement. The two parties should meet for further talks on Thursday.

Mr Tibane said the union would also report back to Besaans and Du Plessis employees on the outcome of talks between Nusaw and the company.

Wages Indaba

139
Sawet 17/3/58

III: metal industry's wage negotiations resumed this week with unions tabling demands for at least 20 percent pay rises

The first round of annual wage talks between the Steel Engineering Industries' Federation of SA (Seisa) and 15 trade unions took place on Tuesday. The parties failed to reach agreement and will meet for further talks on April 12.

Seisa spokesman Mr Hendrik van der Heever

said the employer body received wage demands from — among others — four unions affiliated to the International Metalworkers' Federation (IMF) and seven unions who belong to the Confederation of Metal and Building Unions (CMBU).

The IMF unions demand across-the-board increases of R1,50 an hour for labourers, a minimum wage of R5 an hour (an increase of 91 percent) and R1,50 for artisans. Mr van der Heever said

The IMF unions include the National Union of Metalworkers of SA and Steel Engineering and Allied Workers' Union.

Demands

The CMBU affiliates as well as the Mineworkers' Union and the SA Iron, Steel and Allied Industries Union proposed increases ranging from 52 cents an hour for labourers (20 percent hike) to R1,31 an hour for artisans (20 percent).

Other union demands were

- Increased overtime rates,
- Reduced hours of work without loss of pay,
- Six months' paid maternity leave, and
- Fourteen days' paid paternity leave.

Seisa has offered wage increases ranging from 21 cents an hour for labourers to 52 cents an hour for artisans. In addition, the employer body has — among other things — agreed to an increase in annual leave bonus payments and guaranteed minimum rises for apprentices.

D.P.D. 18/12/85

Journalists' union elects new president from E Cape

JOHANNESBURG — 'of 16 when he started out as a copy boy in The Southern African Society of Journalists Scotland has elected a new president, who will take office after the SASJ's annual congress in May

He is Mr Bob Kernohan, 39, who is presently the Eastern Cape vice-president of the SASJ

Mr Kernohan, who is the business editor of the Weekend Post, has been associated with journalism since the age

In his election manifesto, Mr Kernohan said he believed "the SASJ should endeavour to harness the efforts of members, the media, and similarly interested organisations and individuals in opposing existing and future restrictions of the media"

He identified three main challenges

● To achieve improved working conditions, salaries, fringe benefits, status and security for journalists,

● To continue the long-standing SASJ tradition of fighting for the rights of the press,

● To identify the challenges before the SASJ, journalists, and to ensure all were prepared for that future — Sapa

Strike at hospital

Sowetan 29/3/88
MORE than 500 National Education Health and Allied Workers' Union members employed at the Garankuwa Hospital yesterday went on strike over demands for better pay.

The striking workers consist of laundry and kitchen workers, cleaners, gardeners and handymen. They said they would not return to their posts until management has addressed their problems.

According to a shopsteward the decision to down tools was taken after some employees' salaries were increased by an average of R110 last week. He said workers would not accept the management's "divide and rule" way of

By ALINAH DUBE

running the hospital

"Workers were supposed to have gone on strike on Friday (March 25) but did not do so after a planned meeting with the superintendent failed to materialise. They have voiced dissatisfaction over management's action and have called on the authorities to treat

them fairly," he said.

He added that workers were also demanding R420 as a basic salary.

When the *Sowetan* arrived at the hospital yesterday, members of the white staff, matrons and other personnel were down at work cooking in the hospital's main kitchen. Dirty linen was seen piling near the wards as security guards were also helping carry

out other duties.

Dr A van Niekerk, a medical superintendent, told the *Sowetan* that workers were complaining about the parity in salaries which was effected recently. He said others did not understand why their colleagues received increases.

He would not say how much the workers were being paid and said the matter was still being looked into.

Win a trip to the FA Cup — P31

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency

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Union dispute at Rex

ABOUT 3 000 members of the Garment and Allied Workers Union have declared a dispute with one of the country's biggest independent clothing companies, Rex Trueform.

The workers, at factories in Salt River, Atlantis and Wynberg, are demanding negotiations at plant level, a R15 across the board increase, a long service allowance of one rand a week and an increased transport allowance.

The dispute was declared last Monday. If not

settled within 30 days, workers can take legal industrial action.

An Industrial Council meeting to discuss the dispute will be held on April 20.

GAWU media officer Ronald Bernickow said machinists were paid between R62 and R94 a week in terms of the Industrial Council agreement.

"We see the Industrial Council rates as a minimum for the industry and workers have a right to

He said the dispute had started in the Rex Trueform cutting room in Salt River and soon involved more than 2 500 workers at the factory and more than 300 other workers in Atlantis and Wynberg.

Port Elizabeth

A similar dispute had been declared in Port Elizabeth where the union's 4 000 members demanded a R30 across the board increase. Management had offered a 15 percent increase, Bernickow said.

proposed amendments to the Labour Act and attempts by the government to freeze wages.

This was decided by about 400 shopstewards who attended Gawu's first regional shopstewards council last week.

The union said the Labour Law Amendment Bill would "take away all the rights workers have won over the years".

Paul Adams, former president of the Garment Workers Union of the Western Province, was elected Gawu regional chairperson.

negotiate for increases above this minimum" (crossed out) Gawu has rejected

31/3 - 6/4/88

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8/day
12/4/88

'Wide negotiating mandate for IMF'

ALAN FINE

A SERIES of report-back meetings had given negotiators for the International Metalworkers' Federation (IMF) group of unions a wide negotiating mandate for today's second round of metal industry wage talks, a spokesman said yesterday.

He said the unions — representing mostly black semi-skilled and unskilled workers — resented employer suggestions they were not negotiating in good faith at the industrial council.

He added the IMF unions planned to focus on what they saw as racial discrimination in the council — as manifested by the wide gap between skilled and unskilled wages and a tendency to reach agreements with the predominantly white artisan unions which were then imposed on all.

Seifsa director Brian Angus repeated the denial of racial discrimination, saying previous agreements had been reached with all but one of the IMF unions — the National Union of Metalworkers of SA. Seifsa will also respond today to union demands that employers distance themselves from key aspects of the Labour Relations Amendment Bill.

Prices are set to move

Railway union rivalry behind court action

RIVALRY between two railway unions appears to be behind an urgent application made in the Durban magistrate's court yesterday

An employee of the South African Transport Services, Themba Pakkies, brought the application against Sats and the Black Trade Union of the South African Transport Services, Blatu, to stop them deducting union dues from his wages

Pakkies has been a member of Blatu since 1985 when it was called the

By CARMEL RICKARD,
Durban

Staff Association for Black Employees of the South African Railways and Harbours. At the time he also authorised Sats to deduct dues for Blatu from his wages

However, he claims that in January this year he and "a number of colleagues" in Sats decided to stop being Blatu members

Pakkies says he and his lawyers gave notice of this decision to Sats and Blatu, telling them to stop union deductions, but his pay slips show the deductions are still being made

At yesterday's hearing Sats agreed to an order made against them ordering that no more money should be deducted from Pakkies's pay for Blatu dues

Although Pakkies' deduction is only 50c, his lawyer says the application was a test case

(139)

15-2/4/88 (2/2/88)

W J Maul

Labour Update

UNION SPLITS

Sowetan
20/4/88

By **THEMBA MOLEFE**

THE United People's Union of South Africa, a general union formed two years ago, has split.

Mr Lucky Hlongwa, Upusa's national treasurer, said the split was caused by some officials who wanted it to be absorbed by a white finance organisation

He said this was done despite the members' decision to seek affiliation and assistance from the South African Council of Churches.

Mr Hlongwa said an executive member of the union had influenced members to oppose any move towards seeking affiliation to either the Congress of South African Trade Unions or the National Council of Trade Unions

Campaign

Mr Hlongwa claimed the union had 60 000 members throughout the country

He said the executive member spearheaded a campaign to oppose a stayaway planned for March 21 in Warmbaths by distributing pam-

Officials blamed (139)

phlets which contradicted the union's decision

"The union believes that the split also grew when officials suggested Upusa work closer with other democratic organisations because it had grown. This was opposed

"There is going to be

confrontation on May 6 because certain officials have organised a rally in Pietersburg without a mandate from members and approval of all executive members," Mr Hlongwa said

He said a meeting to resolve the problem would be held with the SACC on Friday



MR LUCKY Hlongwa
... Upusa.

THE United Workers' Union of South Africa has lashed out against what it terms "allegations aimed at discrediting the union and trying to convey negative messages about it."

In a strongly worded statement, Uwusa's general secretary, Mr GS T Radebe, accused "certain people and organisations" of linking the union to Inkatha and called it an exclusively Zulu organisation which is "nothing but a political front for (KwaZulu) Chief Minister, Mango-

Uwusa hits back at critics

suthu Buthelezi"

"Even worse, they spread a story that Uwusa is nothing but a sweetheart union that co-operates with the establishment and therefore contributes to the maintenance of the status quo," said Mr Radebe

Singling out a trade union federation, Mr Radebe said Uwusa's

policy was to negotiate rather than seek confrontation and violence

He said Uwusa wanted to avoid confrontation with the Congress of South African Trade Unions because Uwusa aimed to unite all workers regardless of colour, creed or sex.

Mr Radebe claimed that Uwusa had a membership of 200 000

139v

So we have 20/4/80

Workers may strike

THE Garment and Allied Workers' Union of South Africa (Gawusa), representing 2 500 employees of clothing manufacturers in Port Elizabeth, is to hold a strike ballot following a wage increase dispute.

According to Neila Worseni, Gawusa representative, a wage dispute had been declared with management following negotiations on wage increases.

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~~139~~

W/Morseni
4/18/81

22-28

I and the BBC are confident that our principles of balanced, impartial news reporting and of full attribution of statements were in no way infringed in our coverage. —

Graham Leach, BBC Southern Africa Correspondent

AT a distinguished gathering in New York, Denis Worrall had to confess that — contrary to his hopes — things in South Africa had got worse. The government had taken the low road towards totalitarianism and oppression.

Dr Worrall seems to have forgotten that this is the very same government he previously so ardently supported. I find it hard to believe he has now discarded all these pro-apartheid sentiments. A leopard does not change its spots, although it may on occasion camouflage them as a matter of expediency. —

Ray Capel, Troyeville

ALL kinds of allegations are made about Uwusa. The individuals and organisations making them aim, by means of smear tactics, to discredit Uwusa and convey a negative message about it to the workers.

This is politically-inspired. They cannot successfully attack Uwusa in its actions as a workers' organisation. They do not even attempt to prove that Uwusa is not an effective workers' union or that it does not look after members' interests.

No, they try to link Uwusa to Inkatha to create the impression that Uwusa is an exclusively Zulu organisation and nothing but a political front for Chief Minister M Buthelezi. Even worse, they spread the story that Uwusa is nothing but a sweetheart union that co-operates with the establishment and therefore contributes to the maintenance of the status quo.

Uwusa's declared policy is to support all organisations whose aim is to liberate the black man and to promote his welfare, negotiate rather than seek confrontation and violence; and avoid confrontation with Cosatu (one of Uwusa's aims is to *unite* all workers) but not to neglect its duty and responsibility to point out to the worker that Cosatu's policies are non-productive, self-destructive and exploitative.

Uwusa consists of approximately 200 000 members, who can be proud that their union was not di-

verted from its primary function of dealing with labour matters and the promotion of members' interests. Uwusa's track record shows that it is a workers' union and not a political organisation disguising itself as a workers' union.

In the name of the workers of South Africa — GST Radebe, General Secretary, Uwusa

I WAS shocked out of my socialist reverie by the letter of JF Moody (Weekly Mail, April 15-21), which claimed that minimum wages and unions might be harming the interests of the working class. Perhaps minimum wage laws are simply another oppressive device of the racial capitalist system in South Africa?

It occurred to me that another factor inimical to the interests of the working class are the many regulations which restrict small black (but not white) businesses and thus prevent workers from getting jobs.

I am not suggesting that big factory owners be allowed to employ their workers in unregulated and unsafe conditions. However, why should workers be prevented from getting jobs with small black businesses, or even employing themselves in small enterprises?

We must oppose the laws which increase the harassment and oppression of the workers, and demand an end to all the restricting regulations — C Taggart, Glenhazel, Johannesburg

THE sharp increase in medical services both in provincial hospitals and private institutions requires the attention of all progressives, including Namda.

To me the most objectionable feature is the increasing privatisation of health services among us Indians in Natal, in which Indian medical practitioners are taking a lead. Doctor's clinics have become the biggest money-spinners — without even Namda pointing out that such commercialisation of health services must be stopped.

South Africa requires a comprehensive national health scheme to help the poorest get their "birthright". It is being said openly in Natal that Namda members are involved in privatisation. Perhaps Namda can explain its silence?

It is not enough to expose government authorities' weakness in matters of health. To me, the private medical practitioners are even bigger sinners, and they must be exposed for their blatant exploitation. — Observer, Shallcross

◆ Address letters to LETTERS PAGE, The Weekly Mail, Box 260425 Excom 2023 Shorter letters are given preference. The editors reserve the right to edit letters for clarity or space.

R35-to-R105 workers demand higher wages

By Robyn Chalmers

MORE than 6-million black farm workers and their dependants are living on a monthly wage of between R35 to R105.

This is disclosed in a Nation Union of Farm and Agricultural Workers of SA (Nufasa) demand to the Government for an improvement in wages.

Nufasa general secretary Sam Moswane says blacks employed in agriculture in the Transvaal and Highveld areas earn from R35 a month for ploughmen to R150 for those on vegetable farms.

SA Agricultural Union deputy director Kobus Kleynhans says at least 6-million blacks and their dependants work and live on white-owned farms.

Mr Moswane says that if the demand is not met, "the union will decide what action to take".

But there is little room for employees' action. Mr Kleynhans says that although the right to strike is inherent in common law, "if people walk out they are breaking their contract with their employer".

"The employer has the right to terminate the contract and order them off the land."

Mr Moswane says there is "no legislation to protect dismissed farm workers, accommodation is generally poor and most of them are illiterate".

Farm workers are excluded from:

- The provisions of the Labour Act, which means they cannot use the collective bargaining or dispute resolution machinery provided by the Act.

- Protection afforded under the Basic Condi-

tions of Employment Act, so their conditions of employment are governed only by common law.

- The Unemployment Insurance Fund.
- Legal protection from victimisation for trade union activities and the right to form registered trade unions.
- Minimum safety regulations governing working conditions.

A National Manpower Commission was appointed in 1982 to look into the working conditions of farm and domestic workers, and handed its findings to the Minister of Manpower on July 3, 1985.

The report has not been released. Manpower Minister Piet du Plessis said in a parliamentary reply that "consultations with organised agriculture are still in progress".

The discussions began in June last year.

27/4/88

Bl day

139

Pay freeze angers Sats artisans' association

GERALD REILLY

THE Federation of Sats Trade Unions was upset by the "double talk" of President P.W. Botha. Artisan Staff Association (ASA) president Hugo van Dyk said in Maritzburg yesterday.

He told the ASA congress it had become plain SA workers were being used as pawns to further the ends of politicians.

The time had come for Sats unions to unite — and for the first time there was solidarity in the federation.

If the current salary dispute could not be satisfactorily settled through official channels, the congress should give direction on possible reaction.

Van Dyk said after the ASA had lodged a moderate 16,2% increase demand with Transport Minister Eli Louw in September last year, Botha had made a "dictatorial" announcement freezing public-sector pay.

To add fuel to the fire, Louw had told the federation "in a very meek and mild manner" he had to abide by Botha's announcement.

"This is the sorrowful situation the federation found itself in, and it had no option but to declare a dispute and the outcome of conciliation proceedings is now awaited."

On privatisation, Van Dyk said although the De Villiers report had not yet been accepted by the Cabinet and no White Paper had been tabled, the Transport Minister and Sats management had gone ahead with reorganisation and decentralisation.

Van Dyk said the ASA, through the federation, would have to have discussions with Louw to determine in which direction privatisation was heading. There was "total uncertainty" among Sats workers.

Vednesday April 27 1988

11665 27/4/88 (1802) (1802) 139

Garment union gets big strike mandate

Labour Reporter

REX Trueform workers have given their union a mandate for the first legal garment industry strike in decades.

A Garment and Allied Workers' Union (Gawu) spokesman said workers at the company's three factories yesterday voted 1 990 to 34 for a strike.

He said workers at the factories in Atlantis, Salt River and Wynberg went back to work today following stoppages which started on Thursday at Salt River and then spread to the other two plants.

"We are still trying to get management to negotiate over the workers' demands, but we have now had a mandate for a legal strike," he said.

Workers demanded plant-level negotiations, a R15 across-the-board wage increase, increased travelling allowances and a service award of R1 a week for every year of service.

Rex strike vote

ABOUT 3 000 Rex Trueform workers at three plants in Salt River, Atlantis and Wynberg voted overwhelmingly in favour of a legal strike this week.

A definite date for the strike has not yet been decided on Last Friday more than 2 000 workers at Rex Trueform in Salt River downed tools in protest at management's refusal to enter into plant-level negotiations with the Garment and Allied Workers Union (Gawu)

The previous day 350 workers had downed tools Gawu declared a dispute with management last month

Rex Trueform brought an urgent application to the Industrial Court against Gawu, stating shop stewards had no right to declare a dispute and that the Clothing Industrial Council should not hear the dispute

Application dismissed

The application was dismissed

Worker demands include that management negotiate in good faith with elected worker representatives, a R15 across the board wage increase, an increase in travelling allowances, and a service award of R1 a week for every year of service

"Gawu supports the demands of the workers who had been for too long the Cinderella of the manufacturing industry in South Africa

"The time has come to put things right We call on Rex Trueform management who have made before tax profits of over R10 million to enter into negotiations with worker representatives," a Gawu statement said

Several efforts to get comment from Rex Trueform personnel manager James O'Brien were unsuccessful

(129)
Search
28/4-4/5/88

Nactu's Inkatha poser

DURBAN. — The National Council of Trade Unions (Nactu) has publicly dissociated itself from Mr Norman Middleton, its Maritzburg co-ordinator, because of his personal links with Inkatha leader Gatsha Buthelezi

At a press conference this week, Natal officials of Nactu said inferences had been made that Nactu had a working relationship with KwaZulu and Inkatha.

In March Middleton was a guest at the KwaZulu government's prayer breakfast meeting at a hotel here

The former Labour Party official defended his right to attend what he said was a non-political event

The Inkatha-owned Ilanga newspaper published a picture of Middleton alongside Buthelezi in which they called him the president of Nactu instead of Maritzburg co-ordinator

Merger talks

Middleton is said to have held talks some time ago with Mr Simon Conco, former general secretary of the Inkatha-backed United Workers Union of SA (Uwusa), on a possible merger with the Council of Unions of SA (Cusa)

Conco's claim — described this week as "disturbing" by Nactu's Natal media officer Caesar Ntsakala — has been denied by Middleton

He is also featured with Buthelezi in a book about Inkatha called An Appetite for Power — Buthelezi's Inkatha and the Politics of Loyal Resistance

Ntsakala said the picture that Nactu "remote-controlled by Inkatha" was given. —

CONCORDE NEWS

LABOUR BRIEFS

thousands of employees.

The parties agreed on:

- An across-the-board wage increase to all employees. Workers will get a pay rise of R25,00 a week from July 1.
- May 1 and June 16 as paid public holidays, provided that these days fall within a normal working week.
- Women getting six months unpaid maternity leave with a guarantee of re-employment within the six-month period;
- Eight or four days paid leave for shop stewards attending seminars and training sessions organised by the union.

29/4/66
50-10-10
THE National Union of Furniture and Allied Workers of South Africa has concluded negotiations with two industrial councils for better working conditions in the furniture manufacturing and bedding industries. (428)

In a statement the two industrial councils — the Transvaal Furniture and Upholstery Manufacturer's Association said the agreement would improve social and economic conditions for

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Police raided offices, says union 1391

4/5/88

PRETORIA — Security police raided the offices of the National Union of Farm and Agricultural Workers of SA (Nufasa) in Pretoria yesterday and took possession of a number of documents, according to the general secretary of the union, Mr Sam Moswane.

There were no arrests. A police liaison officer said he could not confirm the raid. — Sapa.

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PRESS PRICES

management replacing fired hotel employees

Sowetan
4/5/88
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DURBAN hotel workers who were fired at eight hotels after they stopped work on Monday were being replaced, a spokesman for the Federated Hotel, Liquor and Catering Association of South Africa, Mr Alan Gooderson said yesterday.

Mr Gooderson said each hotel was making the necessary plans to reinforce its staff.

He said workers at the Blue Waters, Lonsdale, Edward, Four Seasons, Asoka, Palm Beach, Aroma and Killarney hotels were fired after they had gone on what he called an illegal strike.

He could not give the exact number of the fired workers as there were several unions in each hotel.

However, the general secretary of the Black Allied Workers Union, Mr Bhekí Khumalo, yesterday said that more than 200 workers were fired on Monday. He said the workers had stopped work in a demand for more pay and the recognition of their union.

The union is demanding an across-the-board increase of R150 a month and to negotiate with employers at plant level.

Mr Khumalo said that as far as the union was concerned, the strike was legal because they had followed all the channels laid down in the Labour Relations Act.

Strike

He said the strike was continuing with more workers joining in yesterday.

Meanwhile, the Natal Liquor and Catering Trades Employees Union, which is due to conduct a strike ballot on behalf of its 7 000 members in the hotel industry, has distanced itself from Monday's stoppage, saying that none of their members was involved.

A spokesman for the union said their membership had been constantly advised of the importance of exhausting all legal channels before resorting to strike action.

He said the fired workers had been misled by irresponsible forces who were trying to take advantage of the dispute situation between the union and Fedhasa.

Sapa

Management replacing fired hotel employees

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Workers want reinstatement

4/1/88

Own Correspondent

(13A) B/Day

DURBAN — Striking hotel workers in Durban who were fired this week, were demanding immediate reinstatement, Bheki Khumalo, general secretary of the Black Allied Workers' Union, said yesterday.

However, Alan Gooderson, chairman of Fedhasa in Natal, is adamant that the workers, whom, he said, had been on an illegal strike, had been dismissed and "there would be no reinstatement whatsoever".

He said each of the affected hotels would take the necessary steps to recruit new workers.

Gooderson said he did not know how many workers had been fired as each hotel operated individually.

Khumalo said the union's lawyers were seeking an urgent meeting with the employers' body, Fedhasa, to have the workers reinstated.

"Failing an amicable settlement we'll make an urgent application to the Industrial Court," he said.

He said the workers had been on a legal strike as they had followed all the steps prescribed in the Labour Relations Act.

"The strike was the only way in which they could get the management to talk with the union. The Industrial Council has refused to recognise the union and individual hoteliers have also shunned the union," he said.

"The only union we recognise is the Natal Liquor and Catering Trades Employees' Union," Gooderson said.

Gooderson said the strikes had caused no disruption to services at any hotels.

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Police raided offices, says union **(139)**

Star 4/5/88
PRETORIA — Security police raided the offices of the National Union of Farm and Agricultural Workers of SA (Nufasa) in Pretoria yesterday and took possession of a number of documents, according to the general secretary of the union, Mr Sam Moswane.

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CONFIDENTIAL 5/5/88
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PSA calls for new salary rises

PRETORIA — The Public Servants' Association (PSA) have submitted new demands for a general salary increase "in line with that given in the private sector"

They have also called on the Commission for Administration to re-examine the general salary clamp on the public sector in the light of evidence that massive salary and wage rises have been given in this sector.

The chairman of the PSA, Dr Colin Cameron, said here yesterday that the association had submitted factual evidence to the Commission for Administration that there had been salary rises of up to 20% over a wide spectrum in the private sector.

The clamp on salary increases in the public service was therefore unwarranted

The PSA have demanded a percentage increase to bring salaries in line with the private sector. They have refused, however, to divulge the percentage

Dr Cameron said the public service was forced to accept it when the State President announced there would be no general salary increases.

However, they reserved the right to reassess the situation if it was found that the private sector failed to comply with Mr Botha's call to help cut inflation.

Union's holiday protest

THE White Workers' Union has warned companies which forced workers to celebrate May 1 as workers' day instead of government's Workers Day — the first Friday in May — they could "regret" their action

WWU general secretary At Venter said yesterday the union had learned "with shock" that certain employers had forced white workers to celebrate May Day as a holiday.

Because black workers had insisted on having a May 1 holiday, some em-

11/15/88
B/day
DIANNA GAMES (139)

ployers had insisted all workers should take that day as the workers holiday and not the Friday, government's Workers' Day holiday.

"We are not interested in the May 1 holiday. It doesn't belong to us or our viewpoints," Venter said.

"We warned those companies that they shall regret it if they persist in ignoring the white workers' rights. The union will use all means at its disposal to stamp this out," he said

150WETANS/FRIDAY, MAY 13, 1988

APPEAL DISMISSED

THE Pretoria Supreme Court this week dismissed an appeal by the Kagiso Town Council against an order to reinstate a member of the South African Black Municipality Workers' Union fired by the council during a strike in 1986.

The court upheld an original order of Mr Justice Roux in the Pretoria Supreme Court which reinstated municipal sergeant, Mr Kirmish Dyokolwana, and that he should be given his job back with immediate effect.

The order means that Mr Dyokolwana should receive full payment of his salary, bonuses and other benefits backdated to October 26

Mr Dyokolwana's attorney, Mr Jesse Penton, said the worker was entitled to "about R20 000 in salaries alone". "In addition we can

BY THEMBA MOLEFE

make a further claim to the Kagiso Town Council to buy him a new house," said Mr Penton.

Mr Dyokolwana (27), has since lost his house in Kagiso after it was auctioned to defray losses by the building society which had granted him a housing bond.

Sabmawu's general secretary, Mr Philip Dlamini, said the case challenging the dismissal of the other 144 workers was pending in the Industrial Court.

Wage dispute tests their mettle

WAGE DISPUTES between the International Metalworkers' Federation (IMF) unions and Seifsa, such as the one informally declared this Tuesday, are a regular part of the industrial relations calendar. But this one is complicated by the Labour Relations Amendment Bill issue.

IMF local secretary Brian Fredericks said the demand that Seifsa withdraw its support of the legislation and agree to negotiate alternative dispute and strike procedures was one of the "priority demands" of the unions. However, Seifsa has refused the former and, he said, has agreed to address the latter only once the final version of the Bill is published.

This could become the least resolvable aspects of the dispute.

'PO did not keep strike agreement'

By Adele Baleta

325 (137)
A worker fired during last year's postal strike told the Rand Supreme Court yesterday that he had been denied the opportunity to re-apply for his job despite an agreement between the Post Office and the Post and Telecommunications Workers Union (Potwa).

Mr T M Mampa was one of 112 former employees of the Crown Mines depot who have applied for reinstatement. Star 19/15/88

The applicants are asking the court to declare the dismissals unlawful.

Alternatively, they are asking that the dismissal of workers, such as technicians and telecommunication assistants, be nullified and that the Department of Posts and Telecommunications allow the applicants to re-apply for their posts.

Mr Mampa said he had been informed by Potwa officials at a rally that all workers dismissed during the strike should re-apply for their jobs on September 7. Those who had not been dismissed should return to work on that day. But when workers arrived at the depot, the gates were locked.

Mr Mampa said he returned to work on September 11, 14 and 16, according to the agreement between the union and postal management, but never had the opportunity to re-apply for his position.

The hearing continues.

MINE UNION DEMANDS

Sowetan 29/5/88

139

MUCH MORE

Corner Wanderers streets, Johannesburg tomorrow

THE Federated Mining Union has submitted its wage demands to the Johannesburg Consolidated Investments, proposing wage increases of 50 percent across-the-board.

The FMU regional organiser, Mr Benertt Africa, said the wage proposals were for employees at JCI-controlled Rustenburg Platinum Mines.

- Other demands were
- May 1, June 16 and March 21 to be recognised paid holidays, and
 - New death benefit and

By LEN MASEKO

provident funds

Mr Africa said the two parties were scheduled to resume wage negotiations in a fortnight

- The validity of an overtime ban by Laser group employees is to come under focus in the Pretoria Supreme Court on June 6

Dozens of South African Scooter Transport and Allied Workers' Union (Sastawu) members have embarked on an overtime ban at the company's plants on the Reef, according to the union

Sastawu's general secretary Mr Kenny Sibiya said union members employed by the Laser group had banned overtime because the company had failed to provide them with transport at night

The company, he said, was seeking a court interdict restraining the workers from continuing with the overtime ban

- The Commercial Catering and Allied Workers Union charged that Market Research Africa was delaying the settlement of a wage dispute involving 100 workers

Cawusa official Mr Amos Mothapo said MRA was refusing to negotiate with the union on the issue which resulted in a work stoppage which began on Monday

Dispute

MRA management told the *Sowetan* on Tuesday that it was not prepared to comment on the dispute

Mr Mothapo said yesterday that both parties were awaiting the establishment of a conciliation board to resolve the matter

The workers are demanding a R760 monthly minimum and an across-the-board raise of R360

- Members of the Commercial Catering and Allied Workers' Union employed by the First

National Bank will meet at the Wits Technikon House Corner Plein and

The meeting which starts at 2pm is to focus on living wages and work-related issues

BCAWU

Southern 23/5/88

members

return

139

ABOUT 97 members of the Building Construction and Allied Workers' Union who last week downed tools over wages at Brickor Precast in Alrode, have returned to work while the union is negotiating with management

BCAWU official, Mr Andrew Morifi, said the union had given management a new demand of a 35 percent increase after moving down the 50 percent. He said management also moved up to 14,5 percent from an initial offer of 13 percent

Mr Morifi said management refused to recognise March 21 and June 16 as paid holidays but instead agreed that it would apply the no-work, no-pay principle and also undertook not to victimise workers who stayed at home on those days

Management spokesmen could not be reached for comment

UP Update

(139) Secretary 24/5/88

Finance unions merge

THE two biggest trade unions in the finance sector — the 34 000-strong South African Society of Bank Officials and the 16 000-member Building Society Officials Association — have agreed to merge.

The final decision was taken in Johannesburg last week when Sasbo's 24 branch committees voted unanimously in favour of the move. BSOA members endorsed the merger earlier this year. The general secretaries of both unions have expressed their delight at the decision.

BSOA has already moved its offices to Sasbo House in Braamfontein and work on a constitution for the new body is underway — Sapa

Metal industry dispute ⁽¹³⁹⁾_{Bldwy}

THE International Metalworkers' Federation (IMF) declared a dispute with employers yesterday and the Confederation of Metal and Building Unions (CMBU) rejected Seifsa's final wage offer, Seifsa executive director Brian Angus said.

Seifsa offered all workers annual bonus and pension fund increases plus a 15% wage increase to unskilled workers and an 11% rise to skilled workers.

BRONWYN ADAMS

26/8/88

The IMF demand of a wage increase of 46% remained unchanged, Angus said.

The CMBU questioned Seifsa's proposed adjustments to wage curve anomalies.

Worker representatives were unavailable for comment.

The parties will meet again on June 3.

SCORES of employees at Santa Hospital in Benoni staged a brief work stoppage yesterday, causing a partial breakdown of operations at the tuberculosis institution.

A spokesman for the workers said the staff had however, called off their stoppage hours later pending wage negotiations between management and them.

The workers were demanding increases similar to those received by the nursing staff at the East Rand hospital. Nursing staff did not take part in the work stoppage.

The hospital's superintendent, Dr G C O'Kelly,

Work

comes to a stop

Sowetan 27/5/88 139

denied that part of the staff had embarked on a work stoppage saying: "We are only having a discussion".

● About 300 employees of Zozo were dismissed this week after they downed tools in sympathy with a sacked shop steward, a union spokesman said.

The strikers demanded the unconditional

colleague, Mr. Clinton Raliti, allegedly dismissed for failing to reach "required production levels".

Zozo management has declined to comment on the matter.

● The National Workers' Union of SA is to hold a meeting of Martilon employees at St Peter's Conference Centre, Hammanskraal on Sunday.

● The dispute between OK Bazaars and the Commercial Catering and Allied Workers' Union of SA will be discussed at a meeting of the company's employees on Sunday.

Dispute declared as wage talks fail

By Mike Siluma, Labour Reporter

The fourth round of negotiations to set 1988 wage increases for South Africa's 300 000-plus metalworkers ended on Wednesday with some unions declaring a dispute with employers.

Steel and Engineering Industries Federation of SA executive director Mr Brian Angus, describing the discussions as "brief", said unions belonging to the Confederation of Metal and Building Unions (CMBU) had rejected the employers' final wage offer, made during the last round of talks two weeks ago. *Spw 27/5/88*

CMBU unions also questioned employers' proposals regarding adjustments to anomalies in the wage curve, as well as suggesting that the employers' offer to increase pension contributions be re-appropriated as an increase in wages.

Mr Angus said employer representatives were not in a position to respond to union demands yesterday and that a further meeting would be held on June 3.

The CMBU unions want across-the-board increases ranging from 37c an hour for labourers to 80c an hour for artisans.

Cape Times
27/5/88

Garment workers get rise

Staff Reporter

WESTERN Cape garment workers have been granted an interim weekly increase of R14 across-the-board following the conclusion yesterday of protracted negotiations.

The increment, affecting some 55 000 workers, was announced yesterday by Mr A M Rosenberg, Chairman of the Industrial Council for the Clothing Industry (Cape).

The wage increases followed a call by the Garment and Allied Workers Union (Gawu) that the increases due for July 1 be brought forward and increased above the existing rates to grant financial relief to workers, an Industrial Council statement said.

Qualified machinists, the bulk of the industry's workforce, will be paid a weekly wage of R108 from Friday, June 3 or retrospectively if implemented later.

The parties will be negotiating increments for country areas next week.

A Gawu spokesman confirmed the signing yesterday.

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Natal townships tense as protest approaches

By S'BU MNGADI

NATAL'S townships are tensing in anticipation of next week's three-day worker protest, as warring factions take opposing positions on whether or not to participate

A meeting between Cosatu and Nactu this week resolved that the protest - against the Labour Relations Amendment Bill and restrictions on Cosatu and 18 other anti-apartheid organisations - would take place on June 6, 7 and 8 instead of over five days as suggested earlier by Nactu

Meanwhile, in an unprecedented move, traditionally conservative elements in the Natal community have given their support to the protest, called by Cosatu and endorsed by Nactu

Natal Indian Congress secretary, Farouk Meer, said, the organisation had initiated talks between Cosatu and Indian businesspeople and predominantly-Indian trade unions about the protest

The NIC would also place advertisements in newspapers and issue pamphlets calling on the Indian sector to join the protest

Two former member un-

ions of the conservative Trade Union Congress of SA - the Durban Integrated Municipal Employees' Association and the Federation of Leather, Textile and Garment Workers' Union - have supported the protest

Natal Indian communities have been criticised for being politically passive while Indian leaders featured prominently in many anti-apartheid organisations.

Slamming the protest, the Kwazulu Chief Minister Mangosuthu Buthelezi told a rally at Umlazi last weekend that whenever a particular course of action had to be enforced by intimidation, it was destructive to black unity

"I have again and again appealed to UDF and Cosatu leaders not to undertake any mass action until they have consulted the people and their organisations

"Organisations such as the UDF and Cosatu which campaign for disinvestment are divisive and are robbing the struggle for liberation of the strength. Even though we may differ with them on the sanctions issue, this cannot be an excuse for us killing and maiming each other"

When *City Press* asked Buthelezi to elaborate on his speech, he replied "Am I and my followers not even worth consulting?"

"How can we participate in something we know nothing about? Is it because we do not exist as far as the organisers (of the protest) are concerned?"

He was concerned whether arrangements had been made for those workers who could lose their

jobs if they participated in the protest

Some Natal townships have been simmering during the past weeks following the distribution of pamphlets on the protest in their areas

The Inkatha-backed United Workers Union of SA has echoed Buthelezi's position on the issue

Uwusa spokesman, MP Gumede, told *City Press* his union was telling workers not to heed the Cosatu-Nactu call. Gumede said Uwusa members were most affected by the proposed labour legislation as they did not believe in strike action.

Gumede said he feared there would be conflict because many factories had two rival unions. "It will be difficult for Uwusa to urge workers to go to work when others are not"

If Uwusa members stayed at home they would not be supporting the protest action, but fearing for their safety, he said

"I call other unions to reduce violence during this mass protest. Let it be peaceful," he said

Natal employers have not been vocal on the planned protest

Executive director of the Natal Chamber of Industries, John Pohl, said he had no comment at this stage

Maritzburg Chamber of Industries President Pamela Reid told *City Press* her organisation was due to have met to discuss the protest and the Labour Relations Amendment Bill

"There has been a misunderstanding about the bill. I don't think it has been read properly," she said.

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ey arrived at the Security Police office, a policeman lifted him, using his handcuffs and placed him in an office where they continued assaulting him.

Asked if he could identify the policemen, Ndamela said he could name a few and he could identify others by sight.

He named Security Officers Njlitja and Dandala.

The case is proceeding.

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CPress

Seifsa and unions still in dispute

ALAN FINE

B/daw
6/6/88

A SPECIAL meeting of the metal industrial council held on Friday failed to resolve the wage dispute between Seifsa and unions negotiating under the umbrella of the International Metalworkers' Federation (IMF), leaving the way open to possible strike action in the industry next month.

Seifsa said it had turned down an IMF proposal that the dispute be referred to mediation or arbitration, because employers "were not in a position to improve on their final offer"

The current agreement expires on June 30, after which lawful strike action becomes possible once ballots have been conducted

The Confederation of Metal and Building Unions (CMBU), which represents mainly skilled workers, has said it will recommend acceptance of the employer offer

Gawu launches campaign for living wages

WITH negotiations for a new main agreement in the garment industry due to start soon, the Garment and Allied Workers' Union (Gawu) has started a living wage campaign

As the garment industry is the largest in the Western Cape and it's estimated that about one out of four workers is employed in that industry, what happens there is likely to influence the climate of industrial relations in other sectors

The union, and in the Western Cape this refers to what was the Garment Workers' Union (GWU), has adopted a more aggressive stance towards employers since GWU amalgamated with the Garment Workers' Industrial Union (Natal) to form the 102 000-member Gawu

In recent months there have been a series of small worker actions and a major four-week strike at Rex Trueform, often over a fresh question for the industry — plant level bargaining



Gawu claims that the Rex strike "forced the entire Clothing Manufacturers Association to the negotiating table", which seems to be a likely assessment

The same week the Rex strike ended interim wage increases of R14 across-the-board were announced, pending the negotiation of a new main agreement. It was estimated that this increase would add R750 000 a week and R39-million a year to wage bills

Preliminary demands put forward by Gawu for the main agreement are for

- R35 a week across-the-board,
- The main agreement to be reviewed annually instead of every two years,
- March 21, May 1 and June 16 to be paid holidays,
- The learning period to be reduced to 12 months,
- Annual leave to be increased by five working days,
- 12 months' maternity leave, 15 days paternity leave and health and safety provisions,
- A 15 percent shift allowance,
- A 40-hour week,
- Grievance, disciplinary and retrenchment procedures,
- Reasonable access to factories for Gawu officials, and
- Access to employers' audited financial accounts

At a shop stewards' council meeting last weekend, about 400 Gawu shop stewards discussed these proposals and agreed they be the starting point for discussions in all factories and local general meetings

After years of compliance, this new attitude of the union might prove uncomfortable for employers, especially the concern for plant-level bargaining. This has produced murmurings from some employers about the utility of having an industrial council if they're going to be faced with fresh demands over and above the main agreement

This was for some time the attitude of the industrial council for the metal industry which for several years refused to contemplate plant-level bargaining. But the process seems to be inevitable

If some employers can afford to pay more than the rates laid down in the main agreement, then why not?

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COMMUNIST PARTY DIVISION

Langeberg bus disaster a tragic loss to workers

CP Correspondent

THE BUS disaster on June 2 has left the entire Langeberg work force, their families and friends, together with their union – the National Union of Food Workers – in deep mourning.

This was said by the president of the NUFW, Nonkohlakalo Mkhonjwa, in a written statement.

Four workers died in the disaster, and 43 others were injured, of whom 29 were treated and discharged on the same day.

Five were discharged last Friday and nine are still in hospital.

Those who died are Non-dumiso Njana of 8216 NU3, Jeffrey Saule of 1328 NU 9, Nokwandisa

Nkenke of 283 NU10, and Nontsikelelo Nceza of 667 NU5A Mdantsane.

Mkhonjwa said this was a very tragic loss, not only to the Langeberg workers, but to the entire working class movement, as these workers had been active in the union.

They would be buried tomorrow, said Mkhonjwa.

"We appeal to the East London community to contribute, in whatever form, as this is not only a loss to the workers alone but to the East London community as a whole," said Mkhonjwa.

All inquiries could be referred to the general secretary of the NUFW at telephone number 22030 in East London.

Liquor union wants pay rise ⁽³⁹⁾

DURBAN — More than 6 000 members of the multiracial Natal Liquor Catering Trades Employees Union may strike if the employers association does not respond immediately to a demand for more pay

The union is negotiating with the Federated Hotel Liquor and Catering Association (Fedhasa)

Union president Ronnie Kisten said yesterday a ballot conducted during the past three weeks showed that most members were prepared to strike

"The ballot which has been carried out among members at two thirds of the

120 hotels where our members work indicates that there is a strong feeling that if there is no positive response by the employers to the unions demand there could be a strike" he said

The union, which is affiliated to the National Council of Trade Unions, has called for an across-the-board increase of R200 a month, a 45-hour week, four weeks paid annual leave and night and Sunday shift allowances

Kisten said the union had been granted a two-week extension by the Industrial Council to complete the ballot

Sapa

13/6/88/day

San 3/6/88

Uwusa members say no to SA sanctions

139

Thousands of members of the United Workers' Union of South Africa (Uwusa) yesterday rejected sanctions and disinvestment against the country at the trade union federation's second anniversary at Secunda in the Eastern Transvaal

Uwusa was formed in 1986 by Chief Mangosuthu Buthelezi, Chief Minister of kwaZulu and president of Inkatha

The president of

Uwusa, Mr Simon Magagula, said Cosatu (Congress of South African Trade Unions) and people such as Archbishop Desmond Tutu of Cape Town, wanted workers in the country to act irresponsibly so that they would lose their jobs and incomes

Mr Magagula said sanctions would lead to immense black suffering — Sapa.

CAPL Times
13/6/88
139

Clowu decides to disband

Staff Reporter

THE Clothing and Allied Workers' Union (Clowu) decided to disband at a special conference in Woodstock on Saturday.

The outgoing union urged its former members to "devote their energy to supporting the Garment and Allied Workers' Union (Gawu)".

Gawu had adopted a "more progressive worker and community-orientated stance", the resolution of dissolution noted.

Three years ago Clowu and Gawu were locked in a bitter dispute which eventually reached the Supreme Court.

But on Saturday former Clowu members agreed that their old-time rival was now "a like union", so their union's position had become untenable.

Union asks for a Ministerial inquiry

Sowetan 14/6/88

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THE independent Black Allied Workers Union of South Africa in Louis Trichardt has asked the Minister of Manpower to appoint a conciliation board to look into allegations of union bashing tactics by R Pennels.

According to the union's regional organising secretary Mr Tshivelaeh Mutobvu the request for a conciliation board followed the retrenchment of 28 union

members in January and another 48 last month.

"These so-called retrenchments came as we were involved in negotiations for a recognition agreement. We have information that new workers have been hired, and after protracted negotiations over the matter, we were left with no option but the conciliation board," Mr Mutobvu added. Pennels management was not available for comment"

Workers union

disbanded

Section 14/6/88

139

THE Clothing and Allied Workers' Union decided to disband at a special conference in Woodstock at the weekend.

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But last Saturday former Clowu members agreed that their old-time rival was now "a like union", so their union's position had become untenable. — Sapa.

Four metal unions decide to hold wage strike ballot

139 By Mike Siluma, Labour Reporter

Str 14/6/88

Four unions, representing nearly 129 000 metal workers, have decided to hold wage strike ballots after declaring themselves in dispute with industry employers

The decision by the National Union of Metalworkers (Numsa), the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a Industrial Council meeting last Friday to facilitate an agreement between unions and employers

The four are affiliates of the International Metalworkers' Federation (IMF)

The other union grouping at the talks, the Confederation of Metal and Building Unions (CMBU), representing about 80 000 mostly skilled workers, is likely to reach a settlement with employers.

A spokesman for the IMF unions, Mr Peter Dantje, said they had decided to hold a ballot among members on June 20.

Meanwhile, annual wage negotiations between the National Union of Mineworkers (NUM) and De Beers Consolidated Diamond Mining Ltd will resume on Monday with the NUM demanding a 27 percent increase for about 8 000 workers

An NUM spokesman said yesterday that at a meeting between the two parties on Friday, De Beers had offered an across-the-board increase of 8,5 percent

Comment from De Beers was unavailable at the time of going to press

● NUM is due to meet the Chamber of Mines tomorrow for further wage negotiations for 1988

LABOUR BILL IS READY

THE controversial Labour Relations Amendment Bill, which prompted last week's three-day stayaway, has reached its final stages.

The Bill went back to the standing committee for further discussion on amendments which were completed on Monday

Chairman Mr James Cunningham said the committee had "fairly long" discussions and the Bill would probably be placed on the order paper of all three Houses later this week

Unfair

Meanwhile, a leading union in the commercial distributive trade has rejected several key aspects of the Bill

The National Union of Distributive and Allied Workers (Nudaw) said the Bill restricted workers' rights in many ways and "with all the important matters in this

Sowetan Correspondent

Bill heavily favouring the employers it is no wonder they support it so strongly"

The definition of an unfair labour practice restricted the Industrial Court's ability to deal with many matters which could be declared unfair labour practices, limited the new Labour Appeal Court in the same way and restricted workers in

Union rejects key aspects

Sowetan 15/6/85

action they could take to right wrongs
It also defined what would not be unfair labour practices
"The definition makes it not unfair to terminate the employment of an employee on grounds other than disciplinary

action during the first six months employment with a particular employer — this despite another provision which requires dismissal during the first six months to be in compliance with a fair procedure," said Nudaw

"Most other countries with similar laws have totalitarian governments," said Nudaw
The union said an accused was usually innocent until proved guilty — the Bill sought to reverse that principle in respect of breach of contract

Two very fine birds

POPULAR singer Desiree Baird (right) took time off recently to enjoy herself at Share-world Entertainment Centre in Crown Mines, Johannesburg. Her companion was Pinkie Masebola of Diepkloof.



Uwusa finds itself an unwanted

(139)

PR: The state

THE government's Bureau for Information is not renowned for giving advance publicity to rallies for organised workers – especially when they are due to take place days after a general strike that cost the country's economy an estimated R500-million.

So many reporters were baffled when their telex machines last Friday began hammering out a message from the Bureau advertising a mass meeting for workers in the Eastern Transvaal town of Secunda.

Some of the confusion cleared when the telex machine made it clear that the organisation planning the rally was the United Workers' Union of South Africa (Uwusa) – an organisation which actively opposes disinvestment and last week called on its members not to take part in the big stayaway.

But if reporters' minds were set at rest, those of the Uwusa leadership were not. Asked about the apparent support given to his union, Uwusa president Simon Magagula angrily told the Weekly Mail it was the first he had heard of the Bureau's message to the media.

"It puts us in a very bad light," he said. "It makes people believe that we are part of the government."

Dave Steward, head of the Bureau, answered the Weekly Mail's queries about the unusual announcement by saying: "The Bureau as a communication organisation will from time to time bring matters to the attention of the media which we feel are noteworthy and which, for one reason or another, might not otherwise receive adequate attention."

*W/ Mail
17-23/6/81*

Voting on whether to strike

By Adele Baleta

Four metal unions, representing more than 100 000 metal workers, held strike ballots yesterday following deadlock of the 1988 wage negotiations with the Steel and Engineering Industries Federation of South Africa (Seifsa).

Balloting is to continue today and tomorrow. The results will be released on July 2, a National Union of Metal Workers' (Numsa) spokesman said.

MEETING FAILURE

The decision by Numsa, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a special Industrial Council meeting to facilitate an agreement between unions and employers.

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Footwear industry strike looms

Labour Reporter

22/6/88

139

place among 27 000 workers in the next few days.

THE first national strike in the footwear industry is looming following the breakdown of wage negotiations

Mr Freddie Swartz, general secretary of a federation of the two main unions in the industry, said strike ballots were due to take

He said negotiations for a new main Industrial Council agreement started in March and deadlocked last week, with the union demanding increases of about 30 percent overall and the management offering 12

23/6/54

350 workers strike

Secretary
139

ABOUT 350 members of the National Workers Union of South Africa have gone on strike following the dismissal of their shopsteward who lost his job after staying at home on June 16.

According to Mr Solly Theledi, the NAWUSA organiser, workers downed tools following the dismissal of Mr Herman Matsunyane, secretary of the shopstewards committee.

He said management gave workers a 12 noon ultimatum to report for work yesterday or face dismissal. Workers also said management had agreed to recognise June 16 and similar days as paid public holidays.

Crowd Tmt 23/6/88

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PSL: All-white commission must accept blacks

Staff Reporter

IT was "totally unacceptable" to members of the 44 000-strong Public Servants League (PSL) that only whites had access to serving on the all-white Commission for Administration, PSL chairman Mr Malcolm Domingo said last night.

He called on the PSL to demand the immediate appointment of "people of colour" to the commission.

Addressing the PSL's national AGM and 21st anniversary Mr Domingo said the PSL "rejected with contempt" the assertion of former Minister of Administration Mr Alwyn Schibusch that blacks could not serve on the commission.

The commission sets guidelines for the employment and promotion of public servants

Mr Domingo asked whose responsibility it was that no blacks had been appointed.

"Aren't the people who set these preconditions in fact responsible for this state of affairs?" he asked.

What made the preconditions so suspect was the "irrefutable fact" that "people of colour" who performed their tasks "excellently" had been appointed to Parliament and the diplomatic service without any noteworthy experience, Mr Domingo said.

Professor Marinus Wiechers, professor of constitutional and international law at Unisa, said black civil servants had a central role to play in shaping a post-apartheid civil service which would ensure that the "inevitable" transition would occur in a peaceful and stable way.

It was up to civil servants to take a clear decision to follow a democratic constitutional option and thereby accept the "necessity of an open, democratic bureaucracy" which allowed full opportunities for all, he said.

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TOOLS DOWN IN SOWETO

23/6/88

5 Jan

HUNDREDS of Soweto City Council employees downed tools yesterday demanding — among other things — higher salaries, their union said.

A spokesman for the union, the SA Municipal Workers' Union, estimated that as many as 5000 employees participated in the work stoppage (139) (300)

The council employees, he said, demanded

- Recognition of their union and shop stewards,
- Disbanding of the staff association, (139) (300)
- That the council withdraw "its directive which forces employees to embark on a house-to-house call to persuade residents to pay rent"

Union Wins Recognition

Sowetan 24/6/88

139

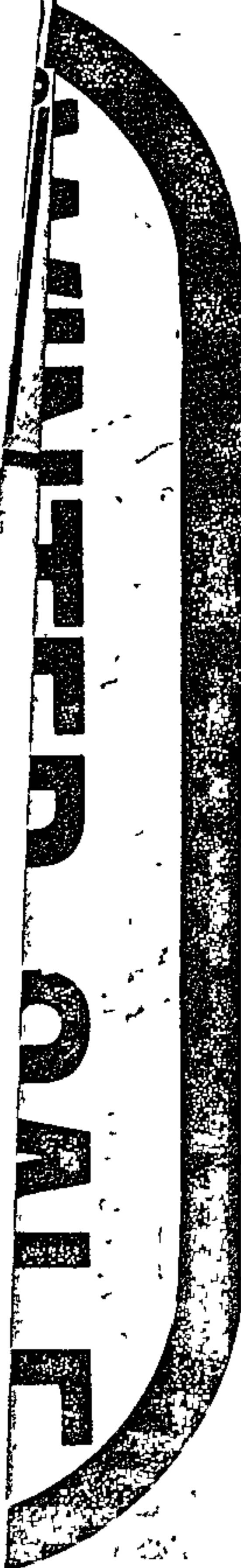
THE Federated Mining Union has concluded a recognition agreement with Samancor-controlled Mooi Nooi Mine, a spokesman for the union

said. Mr Bennett Africa, a FMU official, said the union represented 80 percent of the workforce at the chrome mine.

Meanwhile the FMU and the mine's management resumed wage negotiations this week, with the union proposing 40 percent increases for

workers in the lowest category. Mr Afrika said the union was also seeking recognition of May 1, March 21 and June 16 as

paid holidays. Management, he said, had so far agreed to recognise May 1 as a holiday in spite of the State-proclaimed first Friday of May.



Cape Times 24/6/88

(139)

CTPA to consider forming a union

By RONNIE MORRIS

THE 22 000-strong Cape Teachers' Professional Association yesterday resolved to "examine the possibility" of forming a trade union for teachers.

The resolution, which was overwhelmingly accepted by an estimated 2 000 teachers — with only two dissenting votes, recognized that a teacher was "both a worker and professional and that education is crucial for liberation."

The conference mandated CTPA president Mr Franklin Sonn and the executive committee to examine the "possibility of forming a trade union for teachers".

Deputy president Mr Randall van den Heever said various teachers' organizations had expressed differences including ideological, strategic, personal and organizational, at teacher unity talks in Harare in April.

The organizations agreed there was a need for a national unified teachers' movement, increased

protection of teachers from state victimization, the promotion of the ideals of "People's Education", united support action by teachers for the mass democratic movement and the burying of past differences in the interest of unity.

The CTPA had "a proud history of commitment" to teachers' unity and had never been involved in internecine fighting and bickering.

Cosatu talks

During their visit to Dakar in July last year he and Mr Sonn had spent many hours with senior ANC member Mr Thabo Mbeki and had urged him to arrange talks between the various South African teachers' organizations. This resulted in the Harare unity talks, he said.

He and executive committee member Mr David Piedt had also had talks with Mr Jay Naidoo, of Cosatu, and had asked him to play the role of an "honest broker" in unity talks.

Cosatu official Mr Thami Mhloni, who delivered an address

on behalf of Mr Naidoo, said teachers had recently begun to shed their conservative image and relate to the struggles of people in general and students in particular.

Virtually all, except some right-wing white teachers' associations, had seen the need to forge unity and a new perspective to deal not only with the education crisis, but the crisis facing the country.

The destruction of apartheid and replacement of it with a non-racial democracy based on a unitary South Africa was the one objective which bound teachers.

"Teachers must recognize that they are not only teaching our communities, but are actually learning from the experiences and knowledge of our people as well."

Teachers needed to identify the issues around which unity could be built and an example was the wage freeze which would mean that the standard of living of hundreds of thousands of public sector workers would fall this year, he said.

'Gunman haunts dismissed six'

Sowetan 25/6/88

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By JOSHUA RABOROKO

SIX employees who were dismissed after a strike at a Soweto supermarket yesterday claimed that they narrowly escaped death when a gunman opened fire at them while they were travelling in a car in Orlando East.

The workers said that they were now living in fear of their lives after many attempts were made by the gunman to kill them. The latest attack happened on Saturday night.

They believed that the gunman wanted to kill them for being shop-stewards of the Federal Council of Retail and Allied Workers' Union.

Major Noel Hartwell of the Soweto Police yesterday confirmed the incidents and said the police were investigating

a case of attempted murder

The workers are part of the 80 employees of a giant supermarket who went on strike over the cancellation of a medical aid scheme at the company

The workers were later dismissed and the union is presently holding talks with management in an attempt to have them reinstated

A shopsteward Mr Norman Pule told the *Sowetan* that on Friday night they were returning from a union meeting when they were stopped by a strange man in a car

"The man called me to get out of the car. I refused and drove off. Several shots were fired

at us, but we were not hit. Two bullets dented the car," Mr Pule said.

He added "The gunman followed us in a car and fired shots at us. We managed to escape and reported the incident to the Orlando police."

Another worker Miss Barbara Mpawu, said she cowered under the car's dashboard when the shots were fired

Mr Pule said on Saturday night they were again attacked by a gunman, but managed to escape

"We are now living in fear that we will be attacked and are presently living with relatives," he said

REVISED OFFERS A STRIKE LOOMS

EMPLOYERS in the metal industry made a revised offer to four International Metalworkers' Federation unions on Tuesday as the D-Day towards a possible strike by about 120 000 employees approached.

Indications yesterday were that the IMF affiliates, who last night

were expected to release the outcome of a ballot which could pave the way for the workers in the metal industry to go on strike, could withhold the results pending further talks with the employers.

The employer body, the Steel Engineering Industries' Federation of SA (Seifsa), and the IMF unions are scheduled to meet for another round

of wage negotiations tomorrow. The four IMF affiliates are the National Union of Metalworkers of SA, Steel Engineering and Allied Workers Union, Engineering and Allied Workers Unions and Electrical and Allied Workers' Trade Union of SA.

They have rejected Seifsa's final offer of 17,4 percent in favour of their demands for a pay rise of about 40 percent.

Mr Brian Fredericks, general secretary of the SA Council of the IMF, was not available for comment yesterday.

Exchange

A Seifsa spokesman said employers, in the revised offer, had proposed recognition of May 1 as a paid holiday "in exchange for one of the existing public holidays".

This proposal was conditional upon the acceptance by IMF unions of the employers' final wage offer, he said.

Additional demands tabled by the unions include:
• A minimum wage of R5 an hour.

- May 1, March 21 and June 16 be regarded as paid holidays,
 - Six months' paid maternity leave and 14 days' paid paternity leave, and
 - A 40-hour week
- The Confederation of Metal and Building Unions has accepted the employers' final offer.

NEWS

DISPUTE IN METAL INDUSTRY

By DICK USHER, Weekend Argus Labour Reporter
A VITAL meeting between employers and four unions in the metal industry has been postponed because the counting of strike ballots has not been completed

The parties were due to meet today in a bid to avert a wage strike in the industry

The four unions involved are the National Union of Metalworkers, the Electrical and Allied Workers' Trades Union, the Steel Engineering and Allied Workers' Union, and the Engineering and Allied Workers' Union — all affiliates of the International Metalworkers Federation (IMF)

Eleven other unions representing mainly skilled workers have already reached agreement with the Steel and Engineering Industries Federation (Seifsa) These include unions affiliated to the Confederation of Metal and Building Unions

Seifsa has proposed to the Minister of Manpower that the new agreement be published but that the IMF affiliates be excluded from its terms

Observers said this could mean that their members would no longer be covered by the industrial council agreement but by the Basic Conditions of Employment Act

An IMF spokesman said today's meeting had been postponed until next week

Issues in dispute include wages, working hours and public holidays.

Big clash looming

THE wage dispute in the metal industry has taken a new dimension with employers considering, as a possible counter-action, lock-outs to pre-empt a strike by more than 120 000 workers.

This move has set the stage for a head-on clash between the employers and four International Metalworkers' Federation (IMF) affiliates, whose members may soon go on strike in support of their wage demands.

Locked in this wage dispute are employer body, the Steel Engineering Industries' Federation of SA (Seifsa), and the four IMF affiliates — National Union of Metalworkers of SA, Engineering and Allied Workers' Union, Steel Engineering and Allied Workers' Union and Electrical and Allied Workers' Trade Union of SA.

Seifsa has indicated that it is seeking opinion, in a ballot, from its more than 3 000 members whether to effect lock-outs to pre-empt a strike by the IMF unions. This move is apparently based on a 1948 Supreme Court case which ruled that a strike and lock-out cannot be held over the same issue.

The outcome of the ballot would be made available this week, a spokesman for the

employer organisation said yesterday.

Mr Brian Fredericks, a general secretary of the SA Council of the IMF, said union members were undaunted by the threat of a lock-out from employers. The IMF would this week release ballot results which might pave the way for a strike by its members, he said.

The wage dispute between the two parties was sparked by the IMF union's rejection of a Seifsa offer of 17,4 percent wage increase in favour of their demands for a pay rise of about 40 percent.

IMF affiliates' demands include:

- A minimum wage of R5 an hour,
- May 1, March 21 and June 16 be regarded as paid holidays,
- A 40-hour week, and
- Six months' maternity leave and 14 days' paid paternity leave.

Meanwhile, Seifsa and the four unions are scheduled to meet soon in fresh attempts to resolve the dispute. Last Friday's meeting between the two parties was postponed after the unions requested time to consult their members.

The wage talks will focus on a revised offer made last week by Seifsa in a bid to avert a strike by IMF members. Seifsa has offered to recognise May 1, in exchange for one of the existing public holidays.

Hotel group in bid to evict workers

Staff Reporter *ARCUS 5/7/88*

KAROS Wilderness Hotel has applied in the Supreme Court for an order to evict 122 workers from its staff quarters after they were dismissed for failing to report for duty on June 16 and taking part in an illegal strike

The application is being opposed by the Hotel and Restaurant Workers Union, seven shop stewards and 115 workers

Mr I G Farlam SC, for Karos, gave the court a chronology of events leading up to the court application.

On May 24 an interim recognition agreement was negotiated and concluded between hotel management and the Hotel and Restaurant Workers Union (Harwu)

One of the demands raised by the union was that a "no work, no pay, no discipline" clause be included in respect of three commemorative days

The first stayaway took place on June 6, 7 and 8

At an informal disciplinary

meeting held afterwards, each worker who took part in the stayaway was given a warning

On June 16, only a handful of workers reported for duty

All the workers who took part in the stayaway were told by management they were being suspended on full pay until the outcome of the hearing and were requested to vacate the staff quarters

The workers were "found guilty" by management and 76 were dismissed after the disciplinary hearing on June 18

The workers were given two hours to report for duty on June 20, and when they did not do so, were dismissed. They were asked to vacate the staff quarters by Friday June 24

The union approached management and said the workers wanted an extension of the deadline to vacate the premises. Management agreed to extend the deadline to June 26

The workers have not yet vacated the staff quarters.

Mr Justice Selikowitz will hand down an order today

Union official

arrested at talks

CAPE TIMES 6/7/88
Own Correspondent

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JOHANNESBURG. — A spokesman for the Post Office yesterday confirmed that police arrested the general secretary of the Post Office and Telecommunications Workers' Association (Potwa) in the middle of a negotiating session at Potwa's offices here on Monday.

He said Mr Elias Mosunkutu had been arrested while involved in talks with top Post Office management.

A Potwa legal adviser said he had received confirmation from police that Mr Mosunkutu was being held.

CAP 6015 7/788

Discrimination on mines

Own Correspondent

JOHANNESBURG. — The Mine Surface Officials Association (MSOA) yesterday launched an industrial court action against Chamber of Mines collieries, alleging racial discrimination in pay and working conditions

In papers before the court, the 18 900-member MSOA asked that this be declared an unfair labour practice, and that the court order the immediate termination and eradication of the practice.

The association also said the ap-

pointment of blacks, coloured people and Asians at lower rates of pay and inferior conditions of employment in the same occupations threatened the job security of white members.

The MSOA's case is based on a statement by the chamber's industrial relations adviser, Mr Johann Liebenberg, at a conciliation board meeting in June 1987 where he said: "We don't deny that there are different conditions of employment between blacks, Asians and coloureds doing the same jobs."

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CAT 1106 8/7/88

Postal union men detained

Own Correspondent

JOHANNESBURG. — Police yesterday confirmed the detention in terms of the Internal Security Act of three leaders of the Post Office and Telecommunications Workers' Association (Potwa), but said a fourth person named by the union was not being held under security legislation.

Those whose detentions were confirmed are Potwa general secretary Mr Elias Mosunkutu (who was arrested in the midst of a negotiating session with top PO management), Mr Mlungisi Hlongwane and Mr Mandla Mahlangu.

Bifawu to meet

THE Banking Insurance Finance and Allied Workers' Union is to hold a meeting of Nedbank employees in Johannesburg tomorrow. (1 25) (15)

The meeting will focus on various issues including a recognition agreement.

A spokesman for the union said employees from Nedbank subsidiaries were also invited to attend. The meeting will be held at Lekton House, first floor, 5 Wanderers Street. It will start at 2pm.

• The SA Integrated Workers' Union is to

focus on the disinvestment campaign at its annual conference in Warmbaths on Sunday.

Mr Simon Sedibana, an official of the union, said Sarwu was vehemently opposed to sanctions. He said his union members had recently demonstrated against Anglican Archbishop Desmond Tutu at Jan Smuts airport, to pronounce their stand against the Sowetan SPM's disinvestment campaign.

The conference will be held at a local hall in Belabela township.

Four postal unionists in detention

By MZIMKULU MALUNGA

FOUR Post and Telecommunications Workers' Association officials — including its general secretary, Kgabisi Mosunkutu — are in detention.

The other three are the assistant general secretary, Floyd Mashele, an education officer, Mlungisi Hlongwane, and a shop steward, Mandla Mahlangu.

The police directorate in Pretoria has confirmed that Mahlangu and Hlongwane are being held in terms of the Internal Security Act.

The statement added that "according to our present records, Floyd Mashele and Kgabisi Mosunkutu are not being held under security legislation"

Mosunkutu was detained on Monday during negotiations with Post Office officials regarding a strike at the Milner Park depot.

The strike, which started on Friday last week and involved 490 workers, was sparked off by the dismissal of eight colleagues

Meanwhile negotiations between the union and the Post Office officials are continuing. Workers have decided to return to work while the talks are in progress, the Potwa representative said

A statement issued by Potwa said the union "deplores the continuous and systematic harassment of our officials who have been raided at their homes. We call on the police either to charge them or release them so that they can continue with their union activities."

The Post Office was not available for comment at the time of going to press.

●A rally will be held on Saturday the Methodist Youth Centre in Central Western Jabavu, Soweto, to discuss the detention of Potwa leaders.



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8-14/78 4/1 Mail

CAP TITLES 9/7/87

ID on limpet blast victim

JOHANNESBURG. — Police have identified a man who allegedly blew himself up in a limpet mine blast in Protea North, Soweto, last Friday as Michael Patrick Banda, a Post and Telecommunications Workers' Association (Potwa) member.

The Sowetan reported yesterday the 31-year-old Mr Banda, of Naledi, died after an explosive device alleged to have been in his possession exploded outside a house in Soweto. A handgrenade was also found near his body, police said.

Mr Banda, a shop steward dismissed along with about 2 000 other workers during the August 1987 Post Office strike, was found by his family in the government mortuary on Tuesday some three days after police allegedly called at his home searching for him, the Sowetan said.

Mr Banda's family said they were baffled by the circumstances leading to his death. — Sapa

Metalworkers might call strike over wages

Star 12/7/88 139

By Mike Siluma
Labour Reporter

With further wage talks due tomorrow between metal unions and employers, results of balloting among members of the biggest union involved have shown most want strike action if no agreement is reached with employers

A statement released by the International Metalworkers Federation (IMF) said 87 percent of eligible workers in the National Union of Metalworkers of SA had voted in favour of industrial action in a 60 percent bal-

lot Numsa is the biggest IMF affiliate, claiming to represent about 80 000 metalworkers

The IMF, which claims to represent 129 000 of the industry's employees, said it was awaiting results from the Electrical and Allied Workers Trade Union of SA, Steel Engineering and Allied Workers Union, and Engineering and Allied Workers Union

The employer body, the Steel and Engineering Industries Federation (Seifsa) is yet to release results of balloting among about 3 500 member-firms on whether to lock out the strikers to induce them to accept employers' final wage offer

Last week, wage talks aimed at staving off a strike or lock-out in the industry were postponed to tomorrow, when employers will respond to a revised set of demands from the IMF unions

Employers' final offer

is based on increases of 17,4 percent on bonus and wages

The unions have demanded an increase in basic wages ranging from 14 percent to 23 percent for labourers and that Seifsa publicly support the suspension of the Labour Relations Amendment Bill and discuss an internal dispute procedure for the industry

INCREASES

They also demand that Workers' Day be replaced by May 1 and that workers be entitled to choose to observe June 16 instead of October 10, and either March 21 or another public holiday. The IMF also wants Seifsa to accept equivalent increases for employees not covered by the main agreement, or that unions bargain on behalf of such employees at plant level

The unions have also demanded, by September, an end to racial discrimination in the industry

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Metalworkers favour *CABE Tink 12/7/8,* 'industrial action'

JOHANNESBURG.— Of 90 000 National Union of Metalworkers of SA (Numsa) members, 87% voted in favour of industrial action over wage increases.

A total of 130 000 International Metalworkers Federation (IMF) workers will take part in the current ballot.

An IMF spokesman said the "Industrial action" would still have to be decided upon.

A strike would be included among the possibilities.

The four unions linked to the IMF are Numsa (Cosatu), the Steel, Engineering and Allied Workers Union of SA, the Engineering and Allied Workers Union of SA and the Engineering and Allied Workers Trade Union.

The unions demand an across the board increase of 60 cents an hour.

Wage demands central to metal industry dispute

By Mike Siluma, Labour Reporter

The see-saw of wage demands and counter-demands between metal industry employers and trade unions continued yesterday, pushing the industry closer to possible industrial action.

Reacting to revised union demands tabled last week, the Steel and Engineering Industries Federation (Seifsa) said yesterday that it had made "important concessions"

It said it was prepared to backdate its final offer to increase bonuses and wages by 17,4 percent, but that the offer could not be reviewed. Its offer to recognise May 1 as a paid holiday in exchange for an existing public holiday still stood

On the Labour Relations Amendment Bill, Seifsa said it supported the Government's decision to suspend the Bill pending the conclusion of present talks between employers and unions

Seifsa also agreed to the appointment of a committee to investigate and report on paternity leave within three months

The four unions in dispute with Seifsa are the National Union of Metal-

workers of SA, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers Union and the Engineering and Allied Workers Union, all affiliated to the International Metalworkers' Federation.

IMF spokesman Mr Brian Fredericks said, based on the employers revised offer, the unions would make recommendations to members over the next week or so. The recommendations "will be fairly new", he said. He would not elaborate.

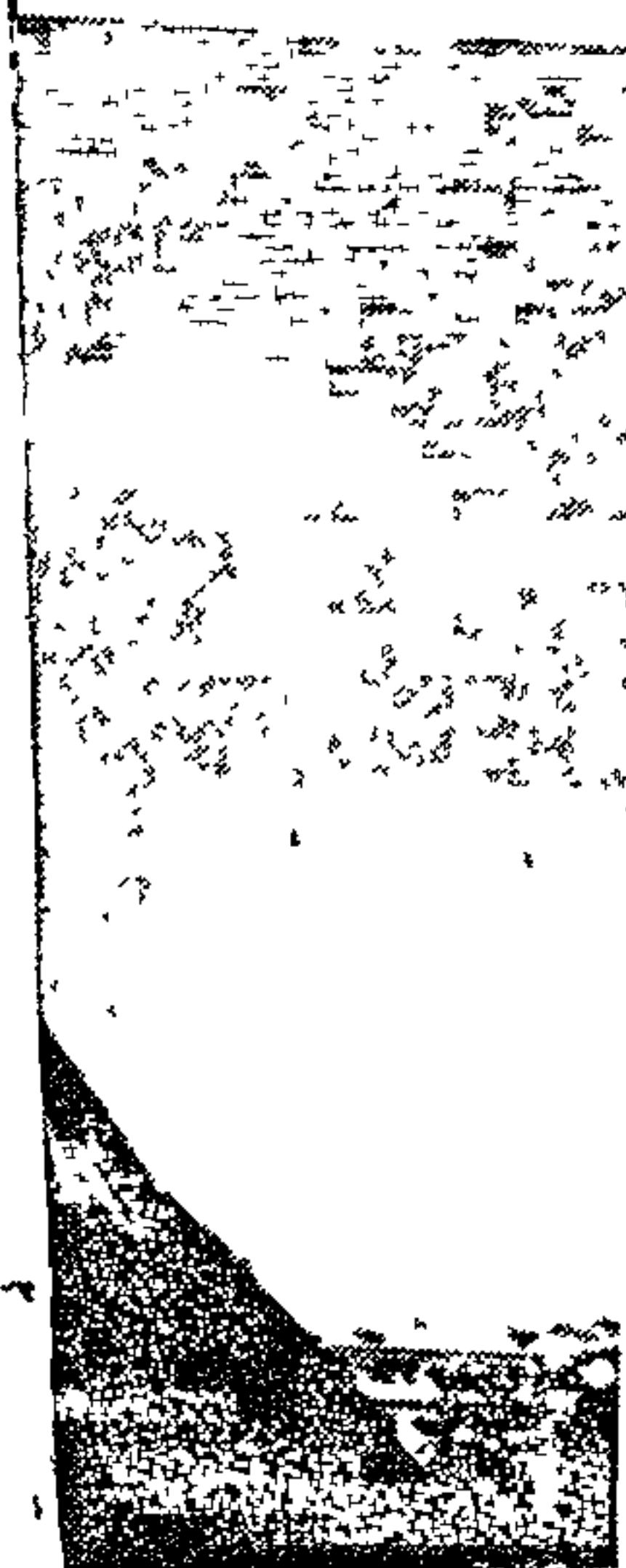
"We made the point last week that everything depended on the wage issue. The employers have not made a concession on wages," said Mr Fredericks.

He said the results of a strike ballot among members would be finalised today

The IMF demanded, among other things, an increase in basic wages ranging from 14 percent to 23 percent for labourers and that the Government-declared Workers' Day be replaced by May 1 and that workers be entitled to choose to observe June 16 instead of October 10, and either March 21 or another public holiday.

CPK Times 14/7/88

139



Strikers held after man in balaclava aids police

JOHANNESBURG. — A balaclava-clad man helped police in arresting eight striking Afcol workers at the Klipspruit Dutch Reformed Church in Soweto last Friday, a Paper Printing and Allied Workers' Union (PPAWU) official alleged yesterday.

Mr Farouk Jardin said about 50 policemen had surrounded the church, where about 1 200 striking PPAWU members were meeting. The strikers were paraded before the disguised man, who was possibly a member of the National Union of Furniture and Allied Workers' (NUFAW). Two men were pointed out, but another six were arrested.

He said the union suspected the arrests were related to the recent series of abductions in which eight NUFAW members were thrown off moving trains. Three men died as a result of the incidents.

Fifteen guilty of necklace killing

139
14/7/58

Fedcrow acts on official

TRADE unionist Mr Isaac Mpiti has been restrained by the Rand Supreme Court from continuing to act as an official of the Federal Council of Retail and Allied Workers, writes LEN MASEKO.

This follows an urgent application lodged by Fedcrow last Friday, seeking a court interdict to restrain Mr Mpiti from calling a meeting under the union's auspices

Mr Mpiti was to have convened a meeting of Fedcrow members from Edgars stores at a hall in Dobsonville on July 10, according to papers filed by the union

In terms of the interim order, Mr Mpiti is to

- Return all property belonging to the union,
- Refrain from "holding himself out" to be a

representative or office bearer of the union, and

- Refrain from using stationery belonging to the union

The return date is August 2, when Mr Mpiti will be asked to show cause why a final order should not be granted against him

Meanwhile Mr Mpiti and Fedcrow are to be the subject of another Supreme Court case in which he contested the validity of elections which brought a new executive committee into office, a spokesman for the union said

Mr Mpiti, according to Fedcrow, has asked the court to declare the meeting in which the elections were held null and void. The date for the hearing has not yet been set

11/26/68 10/7/68

Union establishes rights over rival

Labour Reporter

A SNAP ballot at an Atlantis textile company has been won by the Amalgamated Clothing and Textile Workers Union, according to a union spokesman

The ballot followed an application this week in the Industrial Court for an urgent interdict alleging unfair labour practices by the company, Capelon Yarns

(139)
The union had recognition from Capelon until February this year when it was withdrawn

"It then refused to negotiate wages with us, encouraged support for a rival trade union, denied access to our officials and threatened to withdraw stop order facilities"

At a hearing on June 27 the

court granted an interim order re-establishing the union's rights at Capelon and calling on the rival, the Garment and Allied Workers Union (Gawu), to show cause why it should not be joined as second respondent in a final order

The spokesman said the urgent application was brought when the company later gave access to Gawu officials

Cape Times 15/7/88 (228) (134)
**259 retrenched at
Cape security company**

Staff Reporter

PENINSULA Security Guards (PSG), the company which supplied security personnel to coloured schools during the 1985 school boycotts, has retrenched 259 workers following the expiry of a three-year government contract.

PSG chairman Mr X de Gouveia confirmed the retrenchments yesterday, and said his company had supplied guards to 234 schools. He was "guardedly optimistic" that the workers would be re-employed.

A spokesman for the Vukani Guards and Allied Workers' Union said shop stewards met yesterday to discuss support action, as negotiations between the union and PSG deadlocked earlier this week.

123
139

CAD-7-125 18/7/88
**Detained Potwa
official released**

JOHANNESBURG. — The assistant general secretary of the Post and Telecommunications Workers' Association (Potwa), Mr Floyd Mashele, was released from detention on Friday.

He was detained under emergency regulations on July 4, with three others, who are still in detention.

Official confirmation of the detentions under Section 29 of the Internal Security Act of the three other Potwa members, Mr Elias Mosunkutu, Mr Mandla Mahlangu and Mr Jonathon Hlongwane, was received by Potwa's lawyers on Friday. — Sapa

DEMANDS REVISED

(135) 118
10

FOUR unions affiliated to the International Metalworkers' Federation this week tabled revised demands in a fresh bid to break the stalemate between them and employers in the metal industry.

The revised wage demands, submitted at the two parties' meeting in Johannesburg on Wednesday, include increases ranging from 14 percent for artisans to 23 percent for labourers.

The employer body

By LEN MASEKO

the Steel Engineering Industries' Federation of SA (Seifsa), has agreed to consider the wage demands and is to report back to the IMF unions on July 13.

The IMF-affiliated unions are the National Union of Metalworkers of South Africa, Steel Engineering and Allied Workers' Union, Engineering and Allied Workers' Union and Electrical and Allied

Workers' Trade Union of South Africa. Their demands included

- May 1 to replace Workers' Day as a paid holiday,

- June 16 to be recognised as a paid holiday in exchange for October 10 and March 21 (Sharpeville Day) in exchange for another public holiday,

- Seifsa to publicly endorse the suspension of the controversial Labour Relations Amend-

- Seifsa to call on its members to give an undertaking to end racial discrimination in the industry before September 1988.

In their campaign against the Bill, the IMF affiliates have proposed an internal dispute procedure for the industry. This move, if agreed to by Seifsa and the four unions, would nullify State interference in the collective bargaining process in the industry.

Hotel workers reinstated

21-27/7/88

Sutu

(139)



DURBAN — Workers at Palm Beach Hotel, who were fired after a strike early in May, have been reinstated following a decision by the Industrial Court. The court action came after a request by the Black Allied Workers Union (Bawu) that the dismissals be declared unlawful.

Bawu said the court decision would have positive effects for workers in the hotel trade who were dismissed for similar reasons. Hotels which will be affected by the decision include many on Durban's popular "Golden Mile" like the Blue Waters, the Palmerstone, Killarney, Four Seasons, and the Lonsdale Beach Hotel.

—PTSA

4 UNIONS DISCUSS PAY OFFER

Seveter
27/7/58
139

FOUR unions affiliated to the International Metalworkers Federation are to hold a meeting today to discuss metal companies' final wage offer.

The meeting comes in the wake of reported strikes at eight metal factories on the Reef this week

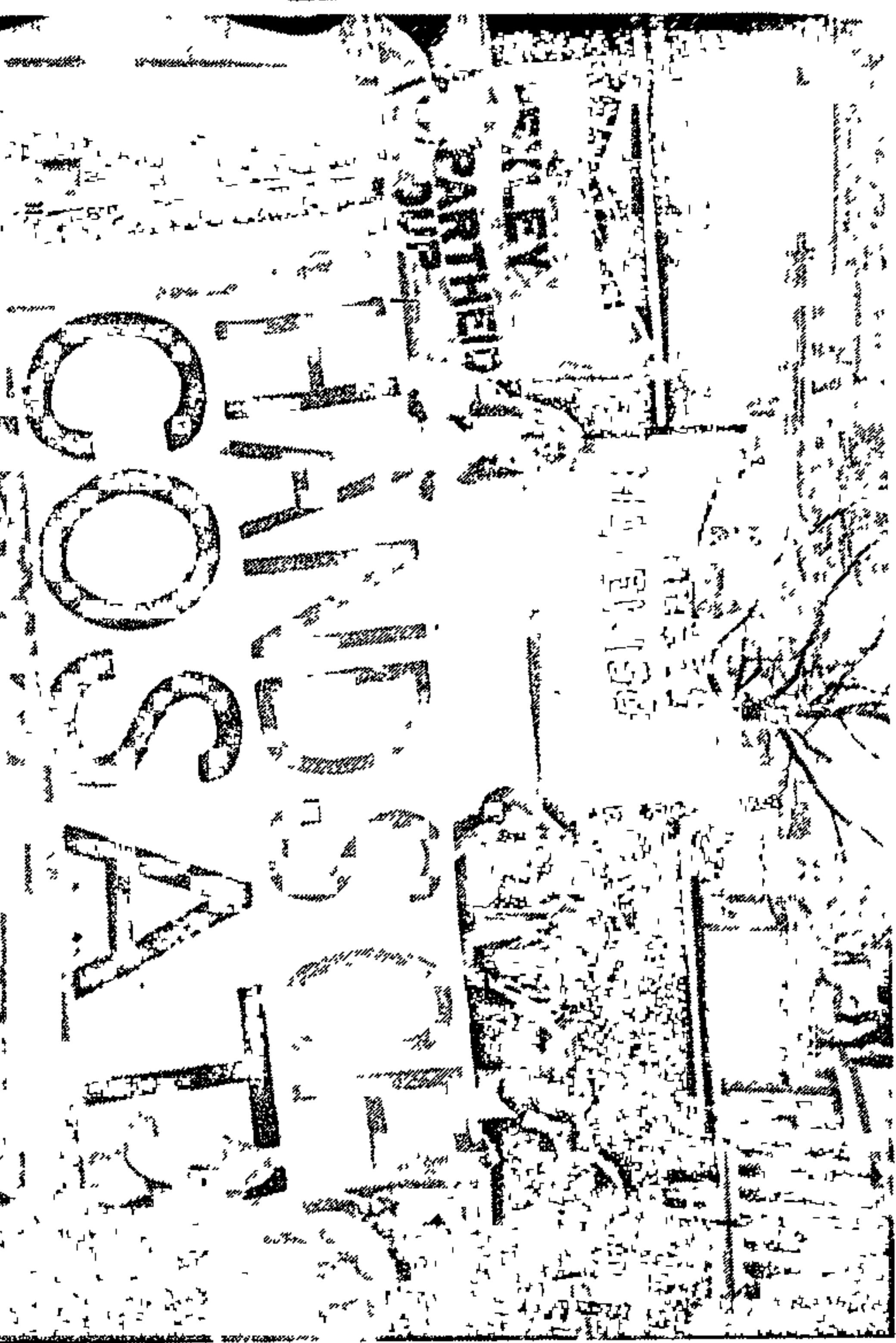
The four IMF affiliates are in dispute with the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), which represents more than 3 000 firms

By LEN MASEKO

South Africa

The four unions also demand recognition of May 1 and June 16 as paid holidays. Seifsa has offered to recognise the two days in exchange for the existing public holidays.

A union spokesman said the four unions might hold a rally this weekend to discuss the wage dispute.



ANTI-apartheid demonstrators picket the South African Embassy in London in protest against restrictions placed on the Congress of SA Trade Unions. The demonstrators belong to various British organisations.

46 Bawusa men on strike

FORTY-six workers of the independent Black Allied Workers Union of South Africa in the Louis Trichardt area are on strike to demand the recognition of their union. They have also called for an immediate stop to alleged unfair labour practices.

Bawusa's branch secretary, Mr Mike Tharaga, said the workers are from the Laeveld Stene. The strike started on July 23. Mr Tharaga said management had agreed on verification of membership.

139
9/8/88

Convent

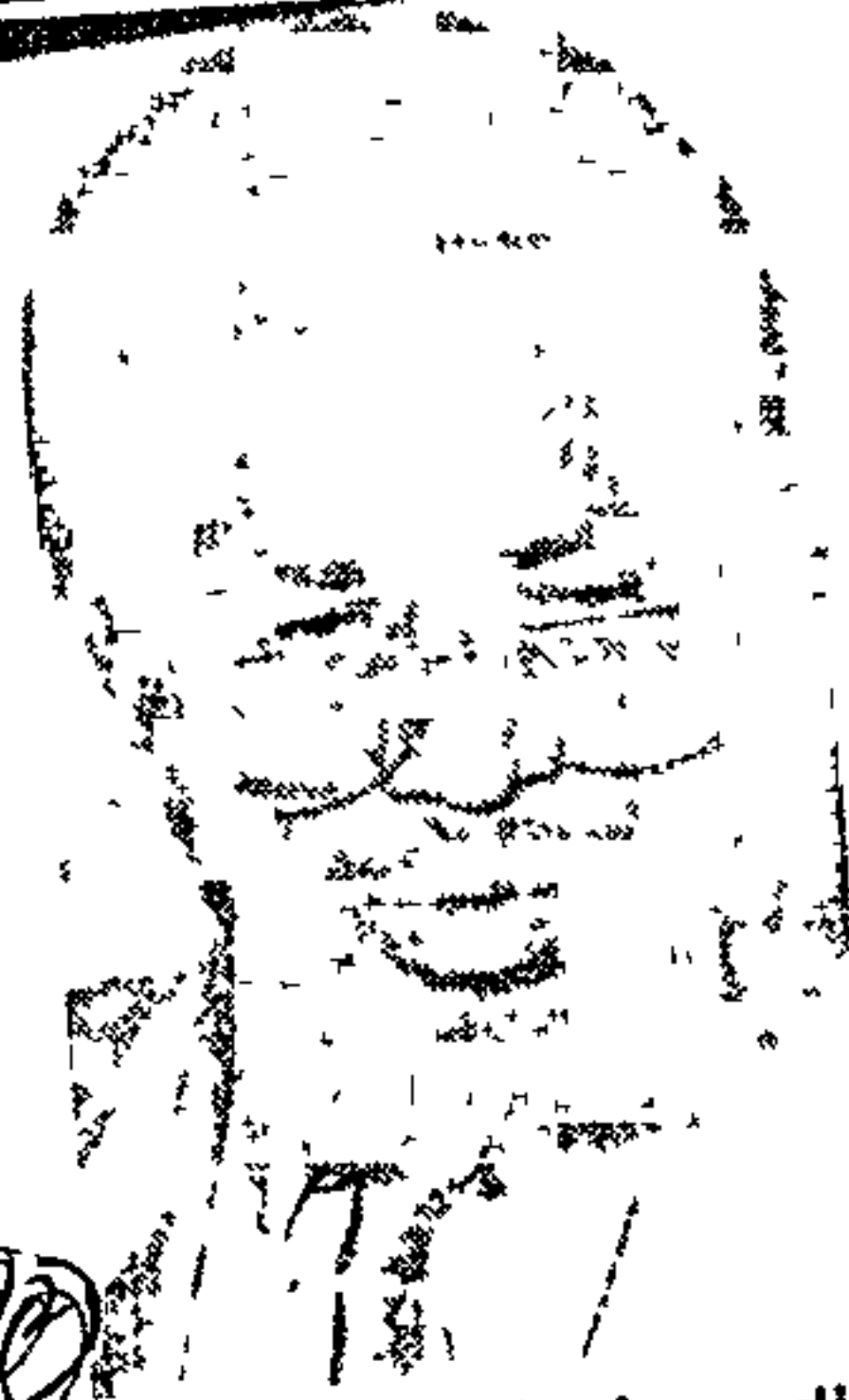
Workers reject proposal

THE South African Municipal Workers Union, representing the striking 4000 Soweto City Council workers, rejected a proposal by the council to fire 1200 of the workers during talks which ended

yesterday morning in Pretoria. ¹³⁹

The Soweto City Council, through its legal advisor Mr P Viviar and consultant Mr S S Lemmer, presented a compromise proposal to re-employ 70 percent of the workers (2800) and pays out a month's severance notice salary to the other 30 percent (1200) employees. ¹⁸⁰

The shop stewards, who accompanied their legal advisor Mr Dennis Legodi and a union official, also rejected the



Mr DENNIS Legodi, legal advisor of the dismissed Soweto City Council employees.

council's proposal to upgrade salaries to Grade 12 as from August 1 and insisted the upgrading be effected retrospectively as from July this year

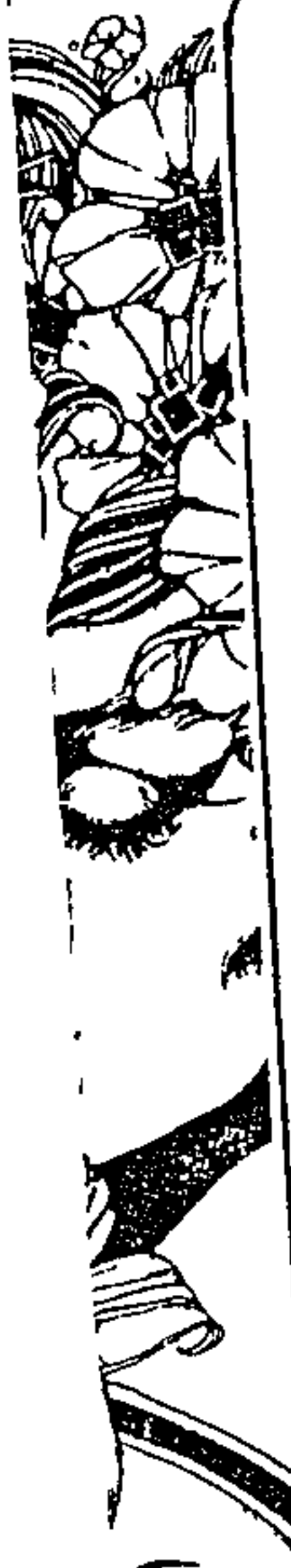
In a counter-proposal the workers' representatives demanded that they be paid for the time on strike and that the upgrading of their salaries to Grade II be entered for negotiations

After more than five hours of exhaustive debate and bargaining, the workers' representatives made a counter-compromise proposal to the council's legal team

Both teams agreed on a postponement until Saturday when the talks will continue with the Soweto City Council officials in Johannesburg

Sawetan
10/8/88

50
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S 21379

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The Argus, Wednesday August 17 1988 3

Metal workers come out of strike 'stronger'

The Argus Correspondent

DURBAN — The national strike by unions affiliated to the International Metalworkers Federation has been called off and workers are expected to return to work by tomorrow

A statement from the National Union of Metalworkers of South Africa said members had been asked to convene meetings of the shop stewards' councils tonight to discuss this

"General meetings of workers should be held tomorrow so that there can be a return to work by Thursday," Numsa said

The union said although they did not force the Steel and Engineering Industries Federation of SA to move on money, the

employer organisation gave them benefits that would make them much stronger in future

The strike had damaged the Steel and Engineering Industry of South Africa's ability to control its members as more than 120 companies had offered more than Seifsa's 41c increase an hour

The wage structure of the whole industry had been changed as many companies were now paying more than R4 an hour

Pressure would be put on companies to reinstate dismissed workers, the union said

The union said their strike was the only national industrial strike which had taken place this year

Nusaw holds talks

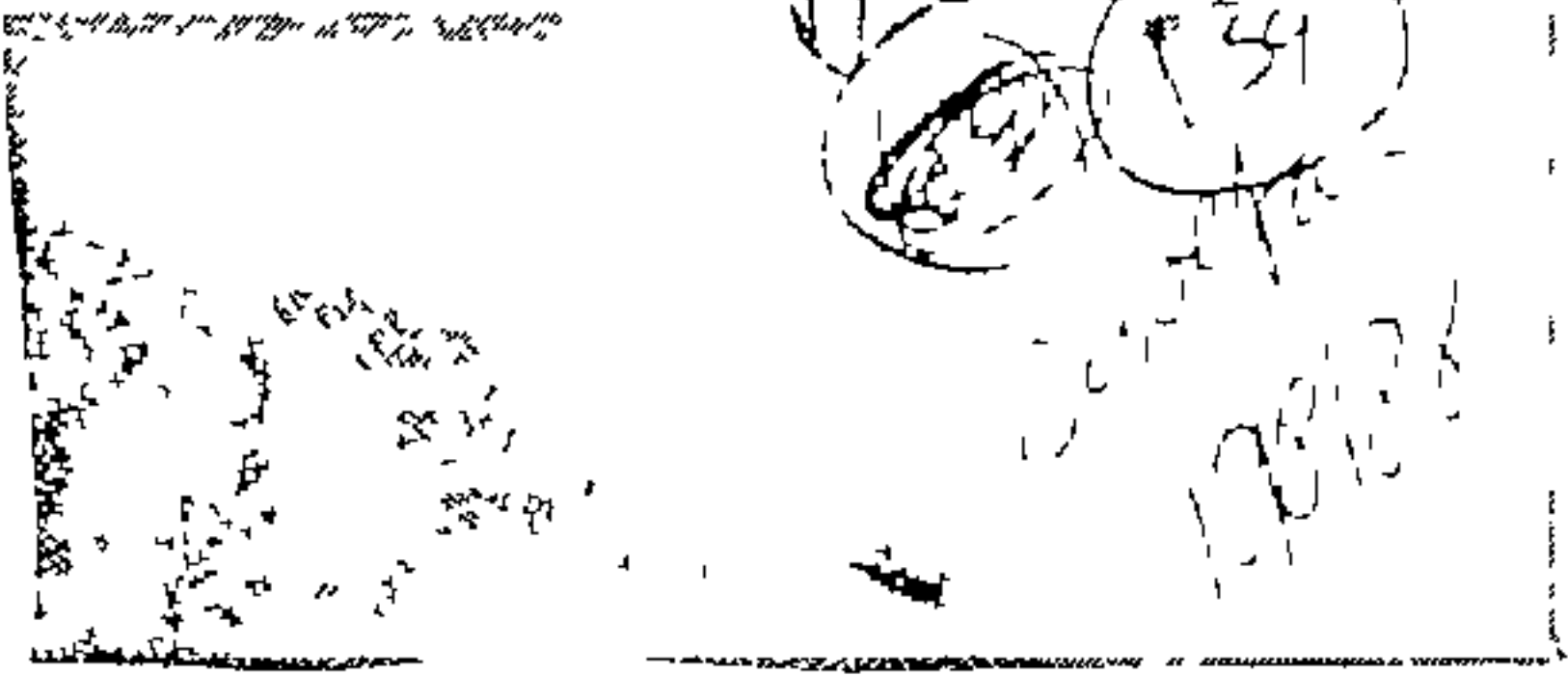
THE National Union of Steel and Allied Workers is to hold its annual conference in Pretoria on Saturday.

Nusaw general secretary Mr Ndomane Tibane said the conference would elect — among others — executive and manage-

ment committee members as well as shop stewards

Nusaw, which has 6 000 members in the steel industry, was formed two years ago.

The one-day meeting will be held at Laudium Hotel, and starts at 8am.



Family to end union links

ARGUS 1988 (139)
Labour Reporter

THE end of the Petersen family's association with the Garment Workers' Union arrives at the end of the month when Mr Cedric Petersen leaves the union.

Mr Petersen has been involved with the Garment Workers' Union (GWU) since May Day 1971.

He served in various capacities until he became assistant general secretary, a position he held until a merger with the Natal-based Garment Workers' Industrial Union last year out of which the Garment and Allied Workers' Union (Gawu) was formed.

SHOP STEWARD

His father, Mr Louis Petersen, who died earlier this year aged 72, had been involved with the union since the early 1930s when he started work aged 14.

Within a year he had been elected shop steward and in 1955 became general secretary, serving in many positions and offices in the union and industry until his death.

(139)

City pay talks go to conciliation board

Labour Reporter *AKG 19/8/88*
WAGE negotiations for part of the City Council's workforce have gone to a conciliation board.

Those represented by the South African Association of Municipal Employees rejected the council's pay offer and called for a cost-of-living increase independent of the council's job-evaluation scheme on which its offer was based

A board sitting on Wednesday was adjourned to next Friday

Employees represented by the South African Municipal Workers' Union, an affiliate of the Congress of South African Trade Unions, also rejected the council's pay offer

They demanded a R4-an-hour minimum, R184 a week, and "acceptable adjustments"

of not less than 14 percent for other grades of workers

According to the union, the council's offer of a 15 percent maximum increase with effect from July 1 would mean an increase on the minimum wage of R17,80 a week, bringing them to R136,45

Union officials were not available for comment on negotiations

Dissatisfaction grows in nursing

By VASANTHA
ANGAMUTHU

WORSENING conditions in the nursing profession has seen members of the profession getting more and more militant. Recent developments, like the increase in residence fees by over 100 percent, were contributing to the nurses' dissatisfaction,

according to a spokesman for the Health Workers' Organisation.

"This has forced nurses to move away from their traditional roles of humility and servitude. They are now beginning to take up issues," he said.

The spokesman said the Baragwanath strike, the Shifa dispute and the

Natal Settlers' Home work stoppage demonstrated the growing tendency towards militancy.

The HWO spokesman described the rent hike from R56 to R108 for student nurses and R120 for trained staff as "unreasonable and shocking".

"Nurses who live far from their places of em-

ployment are in dire need of accommodation. And to expect them to pay these exorbitant rents is shocking.

"Many nurses are opting out of the residences, but surely this is not a long-term solution."

Dr Charles Roper, director of hospitals services for the Natal Provincial

Hospitals, confirmed that residence fees had been increased.

However, there were moves at top level to reduce the fees.

"Negotiations at top level on a national basis are taking place for a reduction in fees so that the increase to R177 in October is not implemented."

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[Handwritten signature]

CEDRIC Petersen, for many years the driving force behind the Garment Workers Union in the Western Cape, resigned this week "to answer a voice from above".

"I have been neglecting my family and my church work I am convinced this is a good time to leave I have no ulterior motives," said Petersen, 43, who joined the union on May Day 1971

"I did not realise the importance of the day at the time," he admits

But Petersen, like his union, has since learnt the importance of May Day and other issues for workers

Tucsa

Under his leadership, the GWU developed from a leading member of the conservative Trade Union Council of South Africa (Tucsa) to an active supporter of the Congress of South African Trade Unions (Cosatu) in the Western Cape

For years assistant general secretary to his father, general secretary Louis Petersen, he became national administrator of the 102 000-member Garment Workers Union of South Africa (Gawu), which grew out of a merger with a similar union in Natal

He said he became involved in the union after helping his father with sound systems at union meetings

Welfare

"It was never intended that there should be a Petersen lineage in the union. In fact, my training is in graphic designing

"I have always been interested in welfare work As a child I used to belong to the church youth and visit old people in hospital

"I was approached to join the union and ended up spending 17 years of my life there," he said as he cleared up his office

Petersen said his first task when he joined the union was to "give it a more modern look"

"I changed its letterhead, helped to design the building it now occupies and started the union newspaper

"Workers took time to get used to

Answering 'a voice from above'



Cedric Petersen with Desmond Sampson

Cedric Petersen joined the Garment Workers Union on May Day 1971. At the time he did not realise the importance of the day. Under his leadership the GWU developed from a leading member of Tucsa to an active supporter of Cosatu. Petersen resigned this week to answer 'a voice from above', reports RYLAND FISHER

the newspaper and used it as fish wrapping at first If I were a weaker person, the paper would have died an early death"

He initiated several benefit schemes for workers and played a major role in organising the annual Spring Queen competition

He was "quite happy" with the

new direction of the union

"When the union decided to merge with the Durban union, I threw my weight behind this move," he said

"We had been talking to Durban for many years and we operated in a similar way I knew if we merged, the leadership would change But I

was not in the union because I wanted to be in the leadership

"I believe the union is going to go places It is in a fantastic new phase

"The new structures of the union has brought about true worker leadership, which was not possible before Workers now feel part of the

union

"In my present position, I can slide out without causing too much damage A year ago, my leaving may have been a disaster to the union"

He said he had no immediate plans "But I believe everything will work out."



All they can do is wait Dismissed workers sit in the veld in Bo-Hermon, uncertain what the future holds

Story CHIARA CARTER
Pics NATALIE GOLDSMITH

FIFTY rural labourers fearing for their lives say they took refuge for five days in an open field to escape bosses threatening to assault them with axes and guns

The workers say they slept in a field near Riebeeck-Kasteel outside Wellington after being fired from a factory in the nearby hamlet of Bo-Hermon - and then barred from their hostel dwellings on a farm 20 kms away

Several workers interviewed this week also alleged that

- "Kaffir" slurs were made against their union,
- The dog of an "agitator" was shot dead,
- The dog was then roasted on a fire,
- Belongings of some workers were set on fire,
- Axes and guns were used to smash some workers belongings of some workers with axes,

The workers, mostly contract labourers from the Transkei, claim they were dismissed from their jobs at Witstaal Verspreiders, a galvanised-wire factory, for joining the South African Allied Workers Union (Saawu)

Owner-manager Evert Kotze said the workers had been reinstated He would not comment at first on the allegations

Beaten over 'kaffir' union

Contacted a second time he again refused to comment.

Police in Riebeeck Kasteel said they heard what had happened but could not act until charges were laid

Workers interviewed said Kotze apparently overheard two workers talking about the union during shift changes on Wednesday evening

One of the workers Sinini Dimayo was accused of being an agitator and assaulted

They said Kotze then told their shift and the shift which was about to fall in that they were fired for joining a kaffir union without notifying him

They then walked from the factory to their hostel on one of Kotze's farms about 20 kilometres away

The next day a delegation went to the Saawu offices in Cape Town and the union contacted the owner

A Saawu official said Kotze told him he did not want to waste his time talking to 'kaffirs'

Kotze, he said, told him the workers had been dismissed for going on strike and possessing political pamphlets He was however prepared to reinstate them after six days

Back at the farm, most workers left the hostel and hid in the fields Two men, Zwelenkosi Maqathula and Gconbas Mboniswa, remained on the premises

They say that at about 9 am Kotze his partners Willem and Naylor Serdyn, and their three foremen came to the hostel armed with axes and guns They broke down the doors and damaged workers property

Kotze came into my room and asked where the others were Maqathula said

We were ordered into his bakkie He and the other men then went to Sinini's room We could hear things being smashed A big fire was made and some of our clothes, blankets and other possessions thrown onto the fire

Hid in field

They shot Sinini's dog and roasted it over the fire The dog had not tried to bite them They said to us that Sinini and another worker would be "dead men"

"The two of us then escaped to where the others were hiding in the fields

"Later, we managed to save some clothes and blankets"

Workers say their identity documents and bank books had disappeared And they cannot draw money to buy food

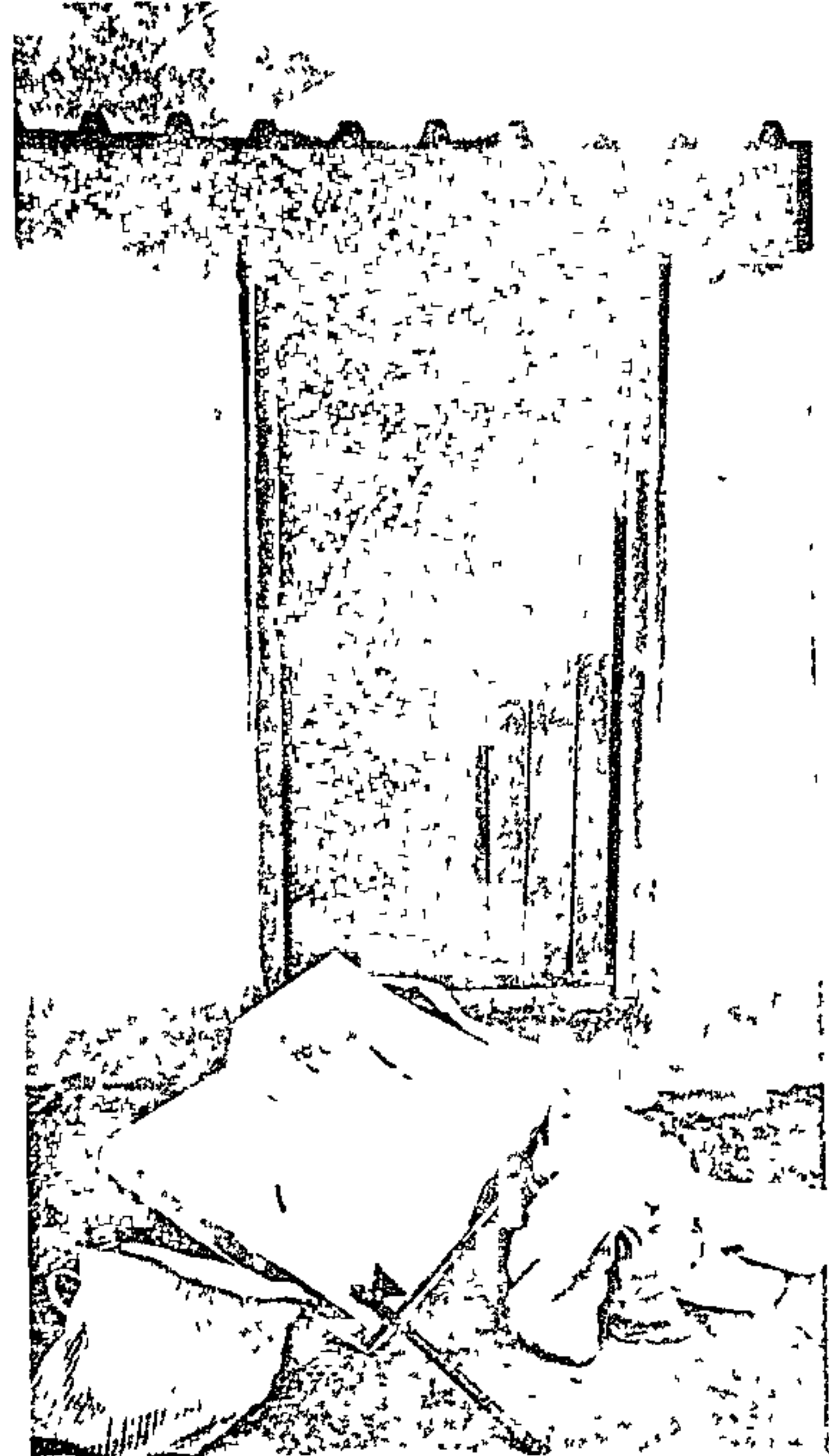
They joined Saawu in a bid to improve wages and working conditions They say they were paid R60 a week and worked 12 hour shifts

They claim that they worked overtime for which they were not paid but were afraid to object since both Kotze and one of his foremen Mr Gert Eybers carried guns

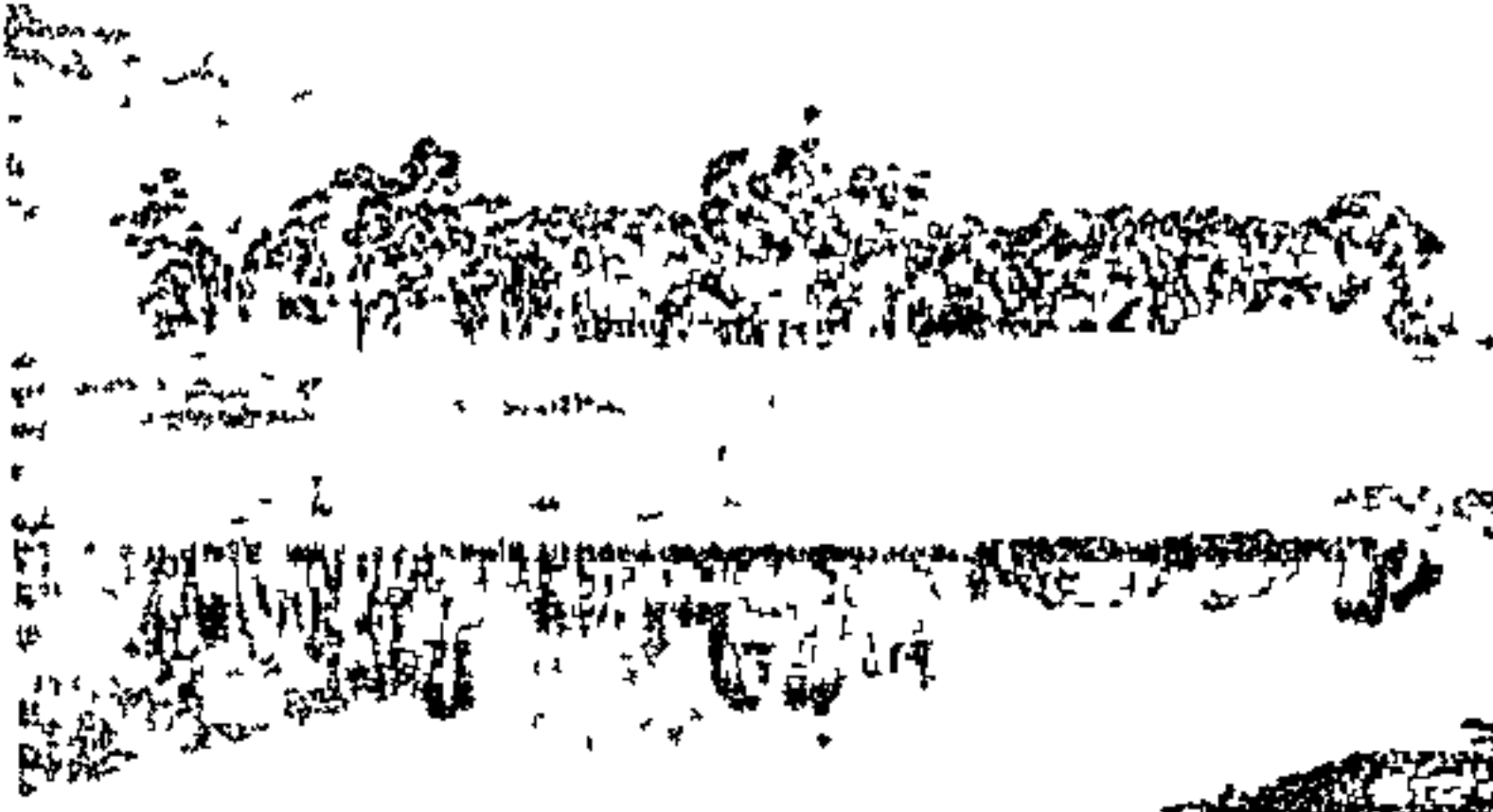
The hostel they lived in was filthy and they used water from the river because their was no tap

Mr Kotze declined to comment but has since agreed to reinstate the workers

Saawu is seeking legal advice about the damage done to workers property



A broken door and scattered possessions bear testimony to the destruction



The scenic beauty belies horrific conditions This is the hostel dwellers' only source of water

Public Servants Association to open doors to all races

EAST LONDON — The Public Servants' Association decided with an overwhelming majority today to open its membership to all races

The decision was taken during a closed debate at the 55th annual congress of the association here

The president of the PSA, Dr Colin Cameron, said afterwards that only a small number of delegates had supported the retention of the status quo

He did not foresee a dramatic change in the composition of the association in the short-term, but said professionals affiliated to the other three staff associations in the public service may choose to join the PSA

A new collective bargaining system was being devised for the public service, but it was not certain how this would affect the future of the four staff associations

Delivering his presidential address to the annual meeting of the associa-

tion earlier, Dr Cameron said the survival of the PSA was hinged on the opening of its membership to all races

He said the executive had been "in turmoil" over the issue "I believe it can be done with minimum drama and that we can avoid being swamped and undermined"

He said parity had been reached in the civil service and the government was finding it increasingly difficult to negotiate working conditions with four staff associations

Under the expected new bargaining structure, the numbers of people involved in each staff association would determine its recognition

Dr Cameron said the PSA had a specific character and proud tradition which everyone wanted to preserve, "but the continued existence of our association will be affected unless the character of the association changes"
— Sapa

Civil servants want 20% salary increase

Own Correspondent

JOHANNESBURG — The Public Servants' Association is to confront the government with a demand for a substantial salary increase, of at least 20%, from April next year

This was resolved at the PSA's biennial congress which closed in East London yesterday

Government sources here said that if the 20% increase was agreed to, taxpayers would be saddled with an additional bill of R3 billion, to bring the total paid to civil servants next year to more than R18 billion

The government took a beating on a number of issues at the congress and was accused of stimulating a staff crisis by freezing salaries this year

The congress asked that for budget purposes the different groups in the public service should be separated when remuneration was being decided

The congress also claimed that insufficient funds were made available

annually to bring about market-related remuneration

Privatization developments, as well as the apparent unplanned abolition of posts in the public service, had created problems, the PSA president, Mr Colin Cameron, said

He said the manner in which the issue was being handled gave rise to a feeling among government workers that many of their functions had suddenly become less important, and that their life's work had become a fruitless exercise

The congress said that if the government was concerned with the upliftment of the morale of public servants and with the restoration of lost loyalty, the solution was remedial action

The government was asked to agree to substantial pension adjustments, from next April, and that widows' pensions be improved to 75%, from the current 50% of a member's pension

The PSA congress was also dissatisfied with the discriminatory retirement age

All-white PSA opens its doors to all races

by DAVID BREIER
Political Staff

THE powerful all-white Public Servants' Association (PSA) flung open its doors to all races this week — to the intense scepticism of black, coloured and Indian civil servants who for years had to fend for themselves in negotiating better deals from the government

Mr Malcolm Domingo, national chairman of the Public Servants' League, previously the biggest non-racial staff association for civil servants, welcomed the decision by the PSA at its East London congress

But he was cynical over the sincerity of the white civil servants, suggesting there may be ulterior motives that suited the PSA

However PSA president, Dr Colin Cameron, said the decision on open membership was purely because "it is not tenable to think that any race-exclusive organisation has a long-term future in terms of the present environment"

MR Domingo told Weekend Argus that the League had been open to all races since its inception 21 years ago. It had many black members in addition to its coloured membership

He said that 21 years ago, coloured public servants approached the PSA to help in their struggle for pay parity and against discrimination. "The doors were closed on us," he said

"We had to form our own association and fight for our rights. The striving for parity was advanced not by the PSA, but by other associations. The PSA did not suffer the disadvantages of discrimination, they enjoyed the advantages of discrimination," he added

MR Domingo also questioned what Dr Cameron had meant by saying professionals of other races could choose to join the PSA. Mr Domingo said this implied the PSA would "cream off" the more affluent professional members of the other associations, leaving behind the lower-paid public servants

He also questioned what Dr Cameron meant when he said the PSA could avoid being "swamped"

Mr Domingo also challenged Dr Cameron on whether members of other race groups would enjoy the same privileges as white PSA members

Mr Domingo said the League did not fear losing membership as a result of the PSA decision

IN addition to the PSA and the League, the smaller Institute of Public Servants represents blacks and the even smaller Public Servants' Union represents Indians

Replying to Mr Domingo, Dr Cameron said the exclusion of other races from the PSA 21 years ago was a historical fact. "We cannot perpetuate the situation

He said the proposed new bargaining council for the public service was part of the new era in South Africa in which racially-exclusive associations were untenable

Dr Cameron said that in his remarks at the PSA congress he had said new members of other race groups could range from professional people to labourers. It was therefore not true that the PSA intended to "cream off" the top membership of the League.

Questioned on PSA facilities, Dr Cameron said its restaurants were already open to all races, but "dwelling facilities" were subject to other Acts such as the Group Areas Act. That issue had not yet been canvassed among the PSA membership

Asked whether the decision to open its membership meant a major move from the conservative stereotype of the civil service, Dr Cameron pointed out that the decision represented the PSA and not the public service as a whole

But the delegates had been given the opportunity to consult their local members and their decision carried local approval

Mr Domingo referred to a statement this week by Dr Cameron that the survival of the PSA hinged on the opening of its membership to all races. "If this is so, how sincere is that organisation in opening its membership now?" he asked.

Mr Domingo said he believed the real reason for the PSA's decision revolved around the proposed new Central Bargaining Council expected to be set up by the Commission for Administration and the staff associations next year. The relevant Act would stipulate that only associations based on free association could participate, he said



Gawu workers after a recent meeting to discuss the Labour Amendment Act

ENGLISH '88

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Gawu opts for a living wage

THE Garment and Allied Workers Union (Gawu) is demanding a R35 a week increase for its members

The demand is part of Gawu's living wage campaign and is in line with a key-resolution calling for an industry-wide national minimum wage

About 118 000 people are employed in the clothing industry nationally, with Gawu's membership in the Western Cape and Natal numbering 100 000

According to government statistics, the average wage of black workers in the clothing industry was R415,09. This was less than a quarter of the average salary of R1 830 earned by whites in the industry

The income of black workers employed in the clothing industry was 70,1 percent of that earned by

workers in the manufacturing sector as a whole and less than half the amount earned by workers in the best-paying rubber sector

To return to the real buying power of wages earned in 1948 an industry-wide increase of R35 a week was needed. Even if such an increase was granted, the lowest wage earned in the industry would still be less than three quarters of the standard living level, according to a union spokesperson.

Sanitation

When determining a living wage, factors that taken into consideration include the cost of basic needs such as adequate food shelter and clothing household equipment adequate sanitation, water transport health and education facilities

In addition to providing for basic needs a living wage should extend beyond a mere subsistence level to provide for a decent standard of living

This encompassed working and living conditions including a say in how factories and the economy in general was run

Gawu was demanding a 40 hour working week, an additional five days annual leave and increased maternity and paternity benefits including six months paid maternity leave

Discriminate

A union shop steward said the demands were particularly important as the vast majority of workers in clothing and related industries were black women who were discriminated against on the basis of class, race and gender

"Many of these women are the sole bread winners who shoulder the sole responsibility for housework and childcare. Any reduction in working hours would in addition to providing for increased employment opportunities enhance not only the workers' lives but that of their families with consequent benefits to society as a whole, she said

The project known as Shalom Diaconate (abbreviated as SHADIA), urgently requires a

FULL-TIME MEDIA OFFICER

SHADIA

This a project of the following Dutch Reform Mission Churches in the Wynberg Presbytery Wynberg, Die Slot (Grassy Park), Lotus River and Acacia Park (Parkwood and Ottery)

The member churches resolved that its involvement in the churches' community work within the existing church structures was no longer meaningful. This work was done on the levels of Synodical and Presbytery level to the exclusion of local church councils who are the actual people working on the grassroots level. We therefore accepted the fact that in order to participate meaningfully in community development where the liberation of the poor and oppressed are fought, we need the iron resolve to liberate the local church from the traditional bureaucratic and bourgeois structures. This project will contribute to the process of democratising the church and realising the confession of Belhar (1986) "Standing where God stands". Media is but one of the many sub-projects

REQUIREMENTS

- 1) Should preferably be a member of the Dutch Reform Mission Church and also have an understanding of church structures
- 2) Should preferably be based in the Southern Suburbs.
- 3) Media Skills
- 4) Be fluent in English and Afrikaans
- 5) Have working experience in a democratic environment.
- 6) Have the ability to work independently
- 7) Be able to work within the church
- 8) Drivers licence will be to your advantage

Application forms available at above mentioned office, Community House and the tertiary institutions. Contact persons Rev H Russel Botman/Mrs Angela Arendse. Closing date 20th September 1988

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Charge me - farmer

A BOLAND farmer accused of destroying workers' property because they belonged to a "kaffir union" has challenged the workers to lay charges against him.

Mr Evert Kotze, manager and co-owner of Witstaal Verspreiders in Hermon, has denied allegations made by about 50 workers who left his employ two weeks ago

The workers claimed they were fired after Kotze discovered they had joined the South African Allied Workers Union (Saawu) and were planning a meeting

They said they joined the union to improve their living and working conditions

They alleged that after they were dismissed, Kotze,



Sacked workers prepare for 'bed'

his two business partners and the factory foremen came to the hostel where they were living. Possessions were destroyed, two workers threatened with a gun and a dog belonging to one of the workers killed

Kotze, who last week re-

fused to comment when approached by SOUTH, this week said the workers had not been fired but had "mysteriously disappeared" He had no idea why they had left.

He denied any knowledge of assaults, destruction of

possessions, or the disappearance of workers' identity documents, bank books and money.

He said he had nothing to do with the hostel which belonged to his partners.

Asked about the alleged

shooting and roasting of the dog, Happies, he said he had heard the dog was shot because it had bitten sheep

"In any event workers are not allowed to keep pets," he said

Neither he nor his foremen carried guns or other weapons since there was no need for this "Hermon is a peaceful place," he said

"Workers are free to approach me on any of the allegations and are welcome to lay charges against me "

Kotze told South last week that the workers had been reinstated This week he said he had no intention of reinstating them and had employed other people in their place.

"Work is carrying on as normal," he said

The workers are now living in the Saawu offices in Cape Town

Unions to act on Eskom layoff plan

(139)
B/2001 2/9/88
BRONWYN ADAMS

MODERATE and radical trade unions would be meeting tomorrow to discuss common strategies in response to Eskom's announcement of its plan to retrench 5 000 workers, Numsa national co-ordinator Bobby Marie said yesterday.

Marie said unions who opposed Eskom's intention to mothball some plants and close certain generators would attempt to define a common position on the scheme.

He said workers were upset about the plan and would act accordingly.

The all-white Amalgamated Engineering Union of SA (AEU) agreed that Eskom's proposals were unacceptable.

National chairman Arthur Allen said he was not prepared to negotiate retrenchment packages as suggested by Eskom because these would not assist anyone in the long term. The EAU's demand that jobs be retained was not negotiable, he said.

Lost

Allen denied Eskom had consulted the AEU about the retrenchments before announcing the matter to the Press.

He said Eskom had only consulted trade unions earlier in the year about the question of minimal job loss during the privatisation process. He said Eskom had estimated then that less than 1 000 jobs would be lost.

Allen said the announcement had had a ripple effect on the rest of the industry and negotiations were already in progress with some coal mine managements, including those of Anglo American.

An Eskom spokesman declined to comment, saying these issues would be discussed with the trade unions tomorrow. Anglo American could not be contacted for comment.

ON THE BOILER

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By LEN MASEKO

THE South African Boilermakers' Society is faced with rumblings of discontent within its own ranks over — among other things — the union's non-affiliation to a labour federation and its policy of multi-racialism.

The rumblings almost came to a boiling point at a recent national conference of the SABS but, according to some delegates, a heated debate was averted by the withdrawal of certain key resolutions by some branches of the union.

The resolutions included:

- That the union should drop its "discriminative" multi-racialism policy and adopt, instead, non-racialism;
- The union should affiliate to either the

Heated debate splits union

Congress of South African Trade Unions or the National Council of Trade Unions,

- It should also clarify its position regarding recognition of June 16, May 1 and March 21, and

Delegates

- The old system of electing the full-time president from delegates at conference should be re-introduced. According to the delegates, only whites are "favoured" for this position in terms of the present structures of the union

The sources said these resolutions were withdrawn by certain branches "when it became obvious that the atmosphere at the

meeting was not suitable"

Underlying the problems within the SABS — whose membership is said to be 30 percent white and the rest Africans, Asians and coloureds — is the "unworkable" multi-racialism policy, according to the sources

SABS president Mr Ike van der Walt, quoted in a daily newspaper recently, said a majority of branch votes were in favour of continuing the existing "multi-racial" policy while only four branches supported changing to a policy of non-racialism — where-by race was dropped as a criterion

Hotel workers on strike

By ANDRE KOOPMAN

Cape Times 30/9/88
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MORE THAN 100 workers at the Arthur's Seat Hotel in Sea Point yesterday joined a strike of the Karos Hotels, the Hotel and Allied Workers' Union (Hawu) said

Six Karos hotels have been affected by industrial action after the dismissal of a number of workers following the June 16 stayaway and a deadlock in wage negotiations

The manager of the Arthur's Seat Hotel yesterday declined to comment on the strike and referred queries to his head office in Johannesburg where there was "no one available to

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speak to the press".
The union claims that Karos Hotels had dismissed 122 workers at the Karos Wilderness Hotel for commemorating June 16 and more than 70 workers at the Arthur's Seat Hotel

More than half the workers at the Arthur's Seat Hotel earned less than R250 a month for a 54-hour, six-day work week, Hawu added

In Johannesburg about 120 workers spent Wednesday night in the Johannesburg Hotel basement after being locked out on Tuesday

Hawu met management yesterday afternoon to discuss the dispute

Cape Times 3/10/88

Strike at Karos hotel: Police hold 43 workers

139 Staff Reporters

MORE THAN 40 striking hotel workers were arrested yesterday for trespassing after the management of the Karos Arthur's Seat Hotel in Sea Point allegedly "broke an agreement and called the police"

A police spokesman confirmed that 43 people had been arrested for trespassing at the hotel yesterday afternoon

Six of the Karos group's hotels have been affected by industrial action since the dismissal of a number of workers following the June 16 stayaway and a deadlock in wage negotiations

The Liquor and Catering Trades Union (LCTU) claims that Karos Hotels dismissed 122 workers at the Karos Wilderness Hotel for commemorating

To page 2

*Cape Times (139)
3/10/88*

From page 1

Hotel strike

June 16 and two workers at the Arthur's Seat Hotel for the same "offence"

A union official said that workers at the hotel were picketing peacefully off the hotel premises yesterday and were singing in the canteen — an area agreed upon for workers to meet — when the general manager, Mr Bruce Humphreys, requested a meeting with shop stewards of the union

"About 2pm the strike committee met with Mr Humphreys and he said that workers who were not living on the hotel premises must remove themselves within 10 minutes or he would call the police

"Two police vans arrived Mr Humphreys said he was telling the police to remove everyone from the premises The police then moved in and arrested workers in the staff canteen"

The company had also evicted all workers.

Mr Humphreys, the hotel's spokesman, was unavailable for comment last night.

'Govt's racial laws' slated

139
Suntun
4/19/88

THE Government spent most of its time in Parliament making laws aimed at controlling the oppressed masses, the annual conference of the South African Black Municipal and Allied Workers' Union was told at the weekend.

Addressing the meeting in Johannesburg, journalist Mr Jon Qwelane said the Government was "ever ready" to back its racial laws with "the army and police and their guns".

He said laws were applied on a racial basis in this country, citing laws against racial incitement. Certain ultra-rightwing groups who made "insulting statements about black people" had had no action taken against them, he said.

Speaking on the state of emergency, Mr Qwelane said the local media was prevented by the emergency regulations from telling the world what was really happening inside the country. Newspapers could not report anything about security forces, he said.

Resolutions passed by about 500 Sabmawu delegates who attended the meeting included:

- The union's decision not to affiliate "for a while" to either the Congress of South African Trade Unions or National Council of Trade Unions,
- Condemned the continued imprisonment of political leaders including Nelson Mandela and Zeph Mothopeng, and
- Called on the Government to abolish the controversial Labour Relations Amendment Act.

New teachers' group moves in to fill the gap

By THAMI MKHWANAZI

A NEW teachers' organisation, which may help to fill the vacuum left by the effective banning of key education bodies earlier this year, has been launched

The launch of the Soweto-based Progressive Teachers' Congress (Protoco) last month was announced at a press conference in Johannesburg this week

A Protoco representative said on Wednesday that his organisation was a "direct and inevitable consequence of state repression in the area of education".

He said the gagging of organisations such as the National Education Crisis Committee (NECC) and the National Education Union of SA (Neusa) in February had left many teachers unorganised

Such a situation could give rise to the implementation of unpopular education policies.

Protoco's conception in Soweto on September 19 was followed by the election of an eight-person steering committee

The Protoco representative said that once teachers had been organised at grassroots level, an executive committee would be elected in March next year.

He added that there were plans to establish structures in other parts of the Transvaal in consultation with similar structures, with a view to creating teachers' unity nationwide.

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7/11/88
KWAHL

Cape hotel

workers
w/k Accus 8/10/88
to vote
on strike

Labour Reporter

HOTEL strikes appear set to spread following ballots in the Transvaal

A spokesman for the Liquor and Catering Trades Union (LCTU) in Cape Town said that Southern Sun employees in the Transvaal had voted to strike and voting locally would take place next week.

And strikes at Karos hotels in the Cape and Transvaal, backing employee demands for the reinstatement of workers dismissed after taking off June 16, continue.

Hearings opposed

The LCTU spokesman said the union also opposed disciplinary hearings scheduled for Monday arising out of the strike at the Arthur's Seat Hotel in Sea Point and there was a fair chance they would not take place

In Johannesburg the Industrial Court has ordered Southern Sun to lift the lockout of about 3 200 workers engaged in industrial action over dismissals following stayaways on June 16 and the cancellation of the recognition agreement

Wages: City Council to pay R30m more

Municipal Reporter

SALARY and wage increases which Cape Town City Council has granted its staff for the current year will increase its total wage bill by 11%

Mr Ted Doman, public relations officer for the City Council, confirmed this yesterday, and said the entire annual salary adjustment would cost the council R30 million.

Provision for the cost of the salary adjustment had been made in the current budget, he said.

Adjustments were generally "in the order of between 19% and 9%", he said, with the higher increases awarded mainly in the lower categories.

Differentiated adjustments have been made to various job categories and grades "as indicated by market conditions".

In previous years council used to negotiate across-the-board general increases.

Mr Doman said the settlement concluded (this year's) negotiations with the Cape Town branch of the South African Municipal Workers' Union (Samwu), which is non-racial, and with the South African Association of Municipal Employees (Saame), which is for whites only.

The new wage rates will be in effect from June this year to June next year.

Betrayed on pay, say council workers

By DICK USHER
Labour Reporter

A CALL for a no-confidence vote in the South African Association of Municipal Employees local committee over the recently concluded pay negotiations has been made in a petition circulating among municipal employees

The petition seeks a special meeting, "as it is the only way we can vent our strong feelings of disgust and betrayal at the hands of the very people who are supposed to look after our interests"

Today Mr Peter Rist, branch president, denied reports that he had resigned

HATE-MAIL

"I have only indicated to the committee that I will not be available for re-election when my term of office expires in November," Mr Rist said

Since the announcement of the settlement a rash of pam-

phlets and cartoons attacking the deal have been circulating among City Council staff

Mr Rist said he had had several articles of hate-mail

The salary negotiations had led to a great deal of unhappiness, he added, because a uniform cost-of-living offer was not made, but a differentiated offer in which lower-paid employees and branch and department heads got better increases than those in between

The committee had accepted the council's offer because it was a matter of urgency on which the council required an answer by a specific date

"Saame has expressed its unhappiness with the settlement and as a result, in the near future we will be taking appropriate steps to ensure that all our members get a fair deal from July 1989"

Misinformation had not only put the integrity of the committee in question but had confused members

"This will be rectified by a comprehensive statement which will be issued shortly," Mr Rist said

Union votes against joining federations

UNITED Peoples of South Africa, a general union claiming membership of more than 200 000, has unanimously voted to remain non-affiliated to the country's two biggest labour federations.

The union has taken this decision despite having adopted the Freedom Charter as a guiding document — a move that ironically brings it closer to the Congress of South African Trade Unions (Cosatu).

Upusa president, Mr Ashley Shezi, says union members believe their autonomy will be stifled if they join either Cosatu or the National Council of Trade Unions

By LEN MASEKO

Upusa's mix of members — who include Inkatha, Azapo, and UDF sympathisers — make the union's decision to adopt the Charter document even more interesting, adds Mr Shezi. But this mix did not prevent members voting in favour of the document

Problems

The union official discounts any possibility that the move would create "ideological problems within the union"

Underlining this move, says Mr Shezi is the union's strong belief that the liberation struggle in

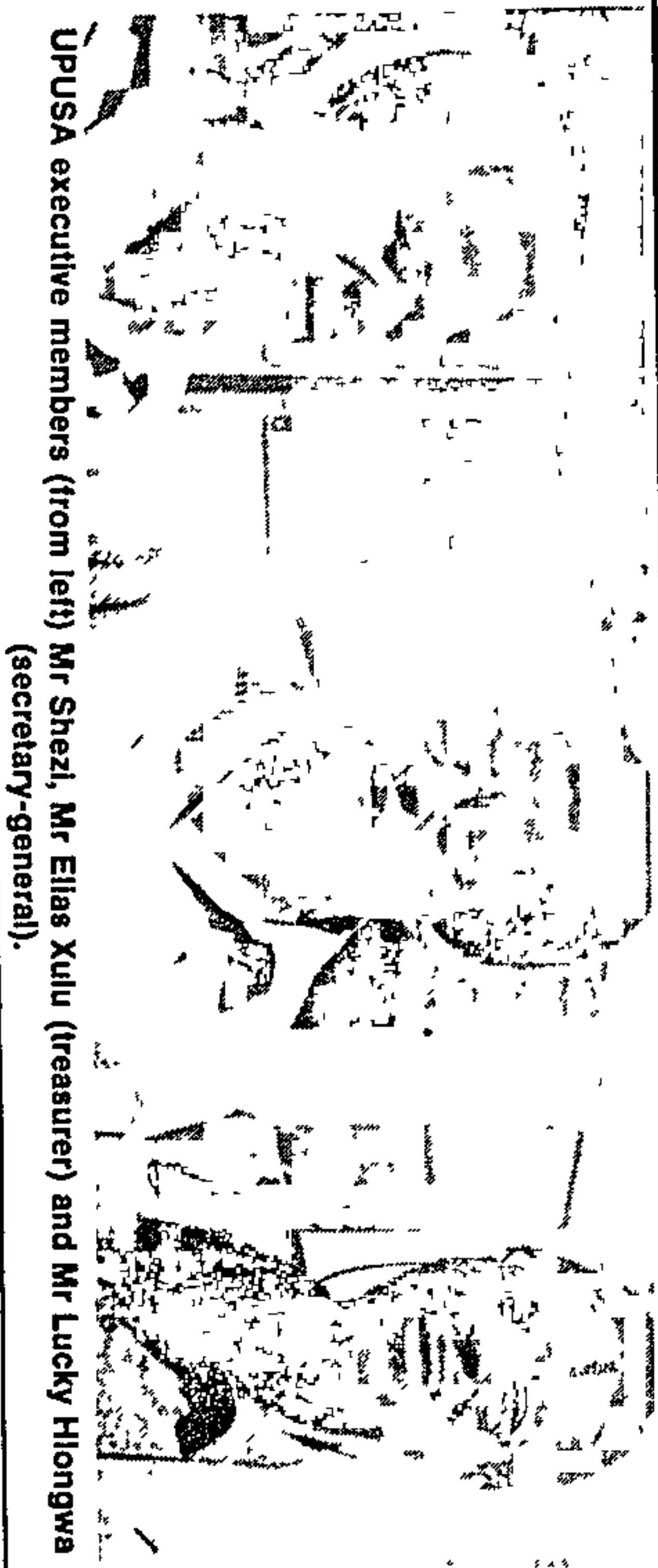
this country is multifaceted

"We believe that there should be as many organisations as possible taking part in the struggle — hence we oppose the moves to create one federation in one country," he points out

Another reason, although the Upusa official would not say so, appears to be union's long-term objective of becoming an umbrella federation embracing industry-based unions

At present, the union organises in various sectors with its mainstay being the metal industries in the Transvaal

The union intends to affiliate to an international organisation soon



UPUSA executive members (from left) Mr Shezi, Mr Elias Xulu (treasurer) and Mr Lucky Hlongwa (secretary-general).



In support of Small Business Week "Know Your Bank" Seminars

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- Short and Medium-Term Investments
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Bookings phone: Mandi Maepa 636-4931
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R210 000 payout to dismissed workers

AG's 1/11/88
Supreme Court Reporter

CAPE Lime Ltd has paid R210 000 in an out-of-court settlement to 80 workers dismissed from its Robertson plant in November last year.

The dismissals followed a series of industrial actions at the plant.

Issues included a demand for management to intervene in the detention of a national union organiser and a strike in sympathy with union members striking at Sasol.

In April, the Industrial Court ordered the reinstatement of the workers.

In his judgment, presiding officer Mr P Roux said. "Even if the actions may have been unlawful, regard still has to be had to both the fairness of ensuing procedural steps and the fairness of the sanction."

Yesterday two Supreme Court review applications were removed from the roll after the settlement was reached.

Cape Lime agreed to withdraw an application against Mr Roux and the Chemical Workers Union on the basis that each party paid its own legal costs.

The union withdrew its application against the Minister of Manpower and Cape Lime.

As part of the settlement the 80 workers accepted their dismissals from Cape Lime on November 6, 9 and 11 last year.

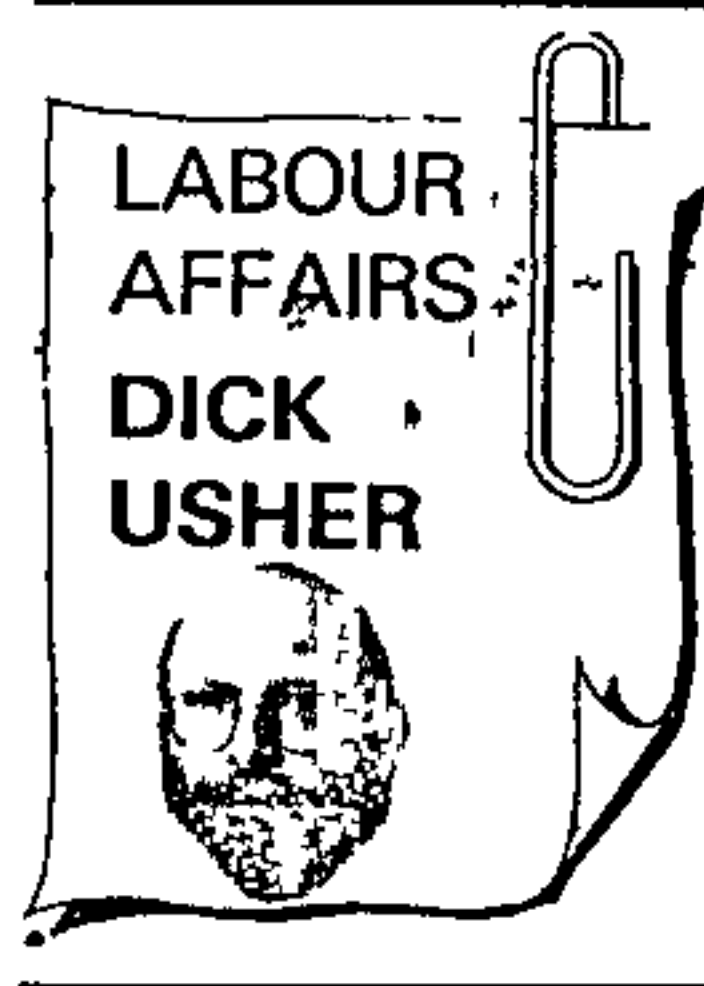
In addition to R125 684,88 paid by Cape Lime to the union in terms of an order by Mr Roux, the company undertook to pay the union an additional R210 000.

Gawu sets national bargaining as priority

GARMENT and Allied Workers' Union (Gawu) has set national bargaining for the industry as a priority for 1989

As a corollary, it will also be working towards a national industrial council

A further aim will be to correct the situation in the Eastern Cape where Gawu said, "for the first time in history" workers won substantial increases on the "poverty wage levels in the industry" but they still lag behind conditions in the major industrial centres



This was one of the union's achievements for 1988 in a trend which "significantly reversed the negative trends that have plagued the garment, textile and leather industries for decades"

Gawu has shown a much higher profile since its formation as a national union and taken a line significantly different from the days when it was a high-profile member of the Trade Union Council of South Africa (Tucsa), as shown by the level of industrial action taken over several issues during the year

These included a three-week strike at Rex Trueform, support for the June protests against the labour legislation and its living wage campaign.

The union said these were "a clear indication of our members' commitment to break from a 60-year tradition of subservience and reactionary trade unionism and to take their rightful place in the progressive trade union movement"

Strikes in Natal and the Cape produced interim wage increases, 22 percent on the minimum to R76 a week in the Cape, and 12 percent to R64 in Natal

Further increases

Further increases from industrial council negotiations brought the Cape minimum to R97,40, making a 57 percent increase for the year, and the Natal minimum to R80, a near 40 percent overall increase

The Cape settlement is claimed to be the highest ever negotiated in the history of the industry and one of the top 10 in South Africa over the past year

It has to be remembered that these were negotiated from a base which was very low compared with other unionised industries

At the same time, it's not likely that Gawu will hold back next year, also a major change from the bi-annual negotiations

For a start, sources in the industry indicated that wages are about 16 percent of the total cost of a garment, with fabric accounting for up to 60 percent, excluding the CMT operators where wages can run up to 80 percent of the total cost

There will also be a push to standardise holidays in the industry where in Natal workers have May Day and in the Cape June 16 as paid holidays

Gawu also said it would renew demands at the 1989 negotiations for a 40-hour week and an extra five days' annual leave

C/17/15 7.11.88
ESTD 1913
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Judge calls for oral evidence in firings case

Supreme Court Reporter

A DISPUTE of fact in a court case between Coin Security and 75 sacked security guards led to a Supreme Court judge ordering oral evidence be led

Mr Justice C T Howie made this order on Friday in an application by Coin Security (Cape) (Pty) Ltd to have 75 guards living in the company's hostels in Khayelitsha evicted and to interdict and restrain the guards from causing unlawful damage to hostels

The guards, all members of the Vukani Guards and Allied Workers' Union, said they had stopped work because the company had underpaid them and also that when Coin lost the SATS contract retrenchment of some of the guards was imminent

They also claim that on September 19 the company, which was obliged to offer the guards food, was in breach of contract when it removed a food van before the guards had an opportunity to eat

Mr L Rose-Innes, instructed by Brian Lutzno Kraus and Associates, appeared for the guards. Mr P Hazell, instructed by Silberbauers, appeared for Coin

Hospital workers strike for more pay

Labour Reporter

139

HUNDREDS of auxiliary workers at Groote Schuur Hospital stopped work again today to back demands for higher wages

A spokesman for the employees said that after stoppages last month they had met the director of hospital and health services to discuss pay and requested a report on progress within two weeks.

"That period ended today and we have heard nothing so obviously the director doesn't have the power to do anything," the spokesman said

"We had to force a crisis to get a meeting with him. Now we want to meet the Commission for Administration or the relevant government Minister."

FREE ASSOCIATION

The employees are demanding that minimum wages be raised to R800 a month from the present R260, a 40-hour week, permanent status and job security, and the freedom to join the worker organisation of their choice

A spokeswoman for Groote Schuur Hospital confirmed the stoppage, but said no details were available.

Workers claimed that staff at the Carinus Nursing College, which is attached to Groote Schuur, Somerset Hospital in Green Point and Victoria Hospital in Wynberg would be joining the stoppage

The Groote Schuur spokeswoman said she had no information on the Carinus staff, and spokesmen for Somerset and Victoria said this morning no stoppages had occurred

Eskom pay rises hinge on arbitration

CAPE TOWN — Salary increases for about 22 000 Eskom employees hinge on the outcome of arbitration in the Industrial Court in Cape Town yesterday.

The arbitration involves eight unions representing Eskom employees and arises from cost-of-living increases given by Eskom from April this year. The matter has gone to arbitration because Eskom employees are barred from striking.

The unions claim that in November last year, they and Eskom manage-

ment agreed that pay increases for this year, to be implemented from April 1, would combine a cost-of-living and merit component.

They say, however, that in the interim, Eskom worked out a "pay for performance" system and in March announced 4% increases for employees in band 3 of performance ranking, and a slightly higher increase for those in bands 1 and 2 of high achievers.

Both the increases and the unilat-

eral implementation by management are being contested by the unions

They claim that a 16% increase is necessary to keep pace with inflation, as salaried staff's pay has been significantly eroded over several years that previous salary increases consistently showed some relation to the consumer price index, but the April increase fell far short of the pattern, and that the performance system shows serious shortcomings in design and implementation. — Sapa

9/11/88
B/dby

Concern 

139
over driving
Star 14/11/88
deregulation

Staff Reporter 

The Transport Workers Union of South Africa is concerned that the deregulation of transport could lead to increased driver fatigue and has called for improved monitoring of the driver's hours of work.

A statement issued by the union said the deregulation of transport — which was set in motion when the Department of Transport published the Road Traffic Bill — meant trucks and buses would be set free to carry loads and passengers throughout the country.

The only restraints would be that the vehicle operator and driver operated safely, the union said.

A spokesman for the union, Mrs Emily Fourie, said "About 90 percent of accidents are caused by driver error. Vehicle fitness only accounts for four percent. It is therefore obvious that driver controls are more important than vehicle fitness in road safety."

Mrs Fourie said "The Bill has the emphasis on the wrong areas. The truck and bus drivers will refuse to take an unroad-worthy vehicle on the road. They may be encouraged, as happened overseas, to drive too long for additional pay and bonuses."

The control of driving hours and the recording of accidents is paramount to safe deregulation, Mrs Fourie said.

The union has asked Parliament to use tachograph control — and not, as suggested by the Department of Transport, logbooks — of driving hours. The union said the logbooks were a failure as drivers could forge them.

PSA in the red after investing in Eurobank

Cape Times 23/11/88 (8/39) 139

PRETORIA — The Public Servants' Association, which represents 65 000 public servants, is R2,4 million in the red after taking an overdraft from Trust Bank for a short-term investment scheme in the Ciskeian-registered Eurobank, currently under investigation by the Harms Commission here.

The chief manager of finances at the PSA, Mr Johannes Potgieter, told the Commission yesterday that the PSA had invested R5 million in Eurobank on September 29, 1988 — the first payment of R1 million was made two weeks after the founding of the bank in June 1988.

The investment was for 60 days

and would have expired on November 30, 1988.

Until last week the directors of the PSA were not aware of the investment, Mr Potgieter told the Commission.

The PSA is one of 600 investors who deposited an estimated R150 million with the bank. The investments were accepted in possible contravention of the Banks Act. The Harms Commission is inquiring into possible illegalities or irregularities relating to Eurobank Ltd, Eurotrust (Ciskei) (Pty) Ltd, First Ciskei Bank Ltd, Eurobank Investment (Pty) Ltd and Eurobond (Pty) Ltd.

A Pretoria attorney and businessman, Mr W A Vermaas, has been named as the man in the

centre of the financial deposit scam — the biggest yet in SA history.

Mr Potgieter told the Commission that between R2 million and R3 million was received from members annually R2 million of this money was part of the investment. Mr Potgieter says he was approached by a Eurobank agent, Mr Fanie Fourie, on June 29 this year.

He said he was satisfied with the guarantee that Eurobank was a registered bank and at the same time had a guarantee from Mr Vermaas. Mr Potgieter said he was also impressed with the favourable interest rates, which stood at between 40 and 60% — Sapa

Eurobank: Civil servant body R2,4-m in the red

AK64S 23/4/88 (139) 300 108 58

The Argus Correspondent

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The chief manager of finances at the PSA, Mr Johannes Potgieter, yesterday told the Harms Commission, which is investigating the bank, that the PSA had invested R5-million in Eurobank on September 29, 1988. The first payment of R1-million was made two weeks after the founding of the bank in June 1988

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A Pretoria attorney and businessman, Mr W A Vermaas, has been named as the man in the centre of the financial deposit affair

Mr Potgieter told the Commission that between R2-million and R3-million was received from members

annually R2-million of this money was part of the investment

Also in evidence yesterday, Brigadier J Hulme of the SAP's Commercial Branch said he went to Mr Vermaas's offices in Sanlam Plaza, Pretoria, on November 12

Mr Vermaas told him that he invested money from people in the highest circles and reassured the policeman that he had no agents or paid no commissions to anyone

Mr Vermaas told Brigadier Hulme that should police continue to inquire and interview people who brought investments, he (Mr Vermaas) would have to reconsider his position with regard to matters of a sensitive nature like "sanctions-busting"

Brigadier Hulme said he had contacted the senior deputy general manager of Sentra-Oes, Dr van Rooyen, in Ficksburg, earlier this week. Dr van Rooyen said that in February and March this year a Mr Boet Coetzee and Mr Fanie Fourie spoke to him at his office about the investments

He was informed that Reef Acceptance was controlled by Mr Vermaas and that Mr Vermaas was acting as a mediator to bypass sanctions

Dr Van Rooyen was also told that Mr Vermaas had contacts overseas, including in the arms industry, and that Eurotrust had been formed to handle the funds of Reef Acceptances

R4-million was invested by Sentra-Oes and later another R4-million

Transport workers in dispute

Labour Reporter

WAGE negotiations for Boland transport workers have deadlocked and a dispute has been declared

A spokesman for the Tramways and Omnibus Workers Union said workers employed by Boland Passenger Transport were demanding parity with City Tramways employees.

Both are wholly owned subsidiaries of Tramway Holdings

He said the variation in wages ranged between 24 percent and 114 percent.

After the dispute was declared a conciliation board had been applied for but members had decided to seek arbitration.

Mr B W Gie, regional director of Tramway Holdings, confirmed the deadlock and dispute.

He said the normal legal processes were underway but it had not been decided whether to go to arbitration or refer the dispute to the Industrial Court.

CAPE TOWN 13/12/88
139

Council workers ask leaders to resign

Staff Reporter

CITY COUNCIL employees yesterday voted for the immediate resignation of some executive members of the Cape Town branch committee of the SA Association of Municipal Employees (SAAME)

The poll followed charges that members of the executive committee had accepted the council's pay offer, despite it being rejected by SAAME members

Yesterday's special meeting, attended by 421 council employees, was convened after Mr N J O'Connor tabled a motion of no confidence "in the committee members who voted to accept council's pay offer"

After conciliation SAAME settled for a 9% increase for lower grades, 15 to 20% for branch heads and 20% for departmental heads, Mr O'Connor said

SAAME branch secretary Mr Jack Bondietti said the 17-member executive committee would meet today to formulate a response to the call for resignation

Argus 15/12/88 (2)

White union enters Boksburg apartheid fray

139

The Argus Correspondent

JOHANNESBURG — The White Workers' Union (WWU) has entered the Boksburg petty apartheid fray, threatening to boycott companies which oppose the Boksburg Town Council's segregation policy

WWU general secretary Mr Attie Venter said his union expected companies to stay out of politics in the same way unions were required to

"We warn all companies — especially those in Boksburg — which involve themselves in politics that the white workers will divert their buying power to companies not involved in politics"

Although the warning was directed at firms in Boksburg the situation was being monitored nationally

Mount Nelson staff get a raise

Call Times 13/12/88

Staff Reporter

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WORKERS at the Mount Nelson Hotel have been given an average 27,5% salary increase, with their minimum wage going up to R500 a month

A spokesman for the Liquor and Catering Trades Employees' Union said yesterday the settlement with the hotel management had been reached on Friday and was reported back to workers yesterday

"The workers are happy with the settlement — but next year we negotiate again," he said

Hotel spokesmen were not available for comment

The lowest-paid workers will receive a 44% increase — from R346,40 to R500 a month — by next month, while the highest-paid workers' salaries will be increased from R822,70 a month to R900 a month — a 9% raise

The average increase for the nine categories of workers is 27,5%

Hours of employment were also changed from 53 hours a week to 48 hours a week.

During the wage negotiations workers downed tools for about two hours, disrupting lunchtime service on November 29

Mount Nelson Hotel

Municipal workers' no-confidence vote

Labour Reporter *MR GAS 13/12/68*
NO immediate action is to be taken over a vote of no confidence in several executive committee members of the Cape Town branch of the South African Association of Municipal Employees (Saame)

The vote, taken at a postponed general meeting yesterday, was a result of dissatisfaction in the association over this year's pay negotiations with the City Council

The motion of no confidence sought the resignation of executive members who voted to accept the council's pay offer

Mr N J O'Connor, who circulated a petition to call the

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meeting, claimed that the majority of members at a special meeting in September voted to reject the offer and for Saame to take the matter to court

He said Saame was "morally obliged to come back to members before final acceptance of the offer"

Mr Jack Bondietti, branch secretary, said today the matter would have to come before a committee meeting for a decision

He could not say who the affected members were

But members claimed today

that the union's by-laws expressly made a general meeting the supreme authority and that the committee members in question were therefore bound to resign

They also questioned the legitimacy of a committee, which included people who had been asked to resign, taking a decision on the motion calling for their resignations

Meanwhile, legal advice is being taken on allegations of irregularities in the elections of new branch office-bearers considered at the association's annual meeting last week

Jan 10

Dissension in Saame ranks

W/COAR 6.4.5. 10/12/88

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IT could hardly be said that this year's negotiations between the City Council and the South African Association of Municipal Employees (Saame) have been characterised by peace and harmony in the union

The branch represents about 4 500 municipal staff, membership is restricted to whites in terms of the national union's constitution, and is a closed shop in that employees have to belong to either Saame or the South African Municipal Workers' Union (Samwu)



Bickering, backbiting (not to mention backstabbing) and highly-charged personal attacks abounded, especially since a special meeting in September which rejected the council's pay offer

There is even dispute about what exactly was decided at that meeting, with the official version being that the meeting's rejection mandated the committee to negotiate the best deal possible,

while some elements of the membership claim that a decision that it should be taken to the Industrial Court was coupled to the rejection

Matters were not helped by the settlement which was finally struck in which lower paid staff got about 15 percent, the great majority in the middle 9 percent and branch and department heads from 15 to 20 percent

Dissatisfaction about the conduct of the negotiations led to a petition demanding that Saame take the matter to court, signed by about 1 300 members, being presented before the settlement.

Tangled skein

During the period between the meeting and the settlement a stream of cartoons and notices, along with a tangled skein of rumour and innuendo, appeared to sweep municipal offices — if the number of reports that came through my telephone was anything to judge by

You've also got to wonder what happened to municipal productivity

With elections to the branch executive due shortly after the settlement the level of dissension, if anything, increased. Even once the elections were over it didn't die down and allegations of irregularities in the conduct of the ballot have been made to head office in Pretoria

On the other hand, while lots of people seem ready to talk and criticise, when it comes to the business of making the union work they don't seem to be so quick to respond

No confidence

An annual meeting due last Monday was postponed to this week because there weren't enough members for a quorum and a special meeting this week for a motion of no confidence in the committee members who voted to accept the council offer suffered the same fate

People in the union tell me that lack of attendance at meetings is a fairly regular occurrence

As always, while there is probably much that union officials could do towards rectifying matters, the final solution is in the hands of members themselves

Like government, you get the union you deserve

fmml 9/12/88

TRANSPORT

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Support for "spy"

The Transport Workers' Union (TWU) is campaigning for tachometers to be compulsory on all heavy commercial vehicles (HCV), once transport is deregulated

It argues the tachometer — a "black box" recorder in the driver's cab — is the only foolproof way of confirming duration of drivers' work and rest periods. The attitude contrasts with that of transport unions in other countries, which have campaigned against compulsory use of tachometers

They describe them as a "spy-in-the-cab" that enables employers to keep a constant check on drivers' productivity

The TWU says it has asked the Standing Committee on Transport and Communication Affairs, which will send the Road Traffic Bill to parliament, to recommend use of tachometers

Assuming the Bill is passed in its present form, the existing permit system of controlling transport will be replaced by a quality control system

Safety is an important part of the formula. The number of hours a driver may work before taking a rest will be limited. Those found guilty of driving for too long risk being

barred from driving professionally

The TWU predicts an increase in the HCV accident rate in a deregulated climate, unless there is strict control of drivers' working hours

Union secretary Emily Fourie says "It has happened elsewhere in the world, for instance in the US and Australia. Competition became fiercer and tariffs dropped. To show profits, trucks and buses spent many more hours on the roads than they did before. Drivers were paid bonuses to keep on driving, even when fatigued. New operators, many of them one-man owner-operators, had to keep their trucks on the road for longer to survive

"Where tachometers were used to control driving hours, deregulation took place safely. In the UK, the accident rate for heavy-duty vehicles dropped after deregulation"

The union is opposed to hand-written log-books, "because they can be falsified. Many of our members are semi-literate and will experience problems completing them"

Fourie says the TWU studied computerised vehicle control systems available in SA and found them unsatisfactory. "There are no standards for on-board computers (OBC). Some work on one vehicle, not on another. Travelling under power lines will affect the reading of one OBC, but not of another — of the same make. Many have been discontinued"

She argues the tachometer experiences none of these problems. "It records driving and stopping times automatically, gives hard-copy information that drivers and operators can use to control road speeds, improve driving standards and provide indisputable evidence in case of accidents"

Not everyone shares the TWU view. Hermann Knothe, industrial relations director of the Public Carriers' Association, says many drivers oppose it

Those who earn a lot of overtime pay will oppose any limiting of the number of hours they may drive. He gives their attitude guarded approval, claiming that "only a small percentage of heavy-duty truck accidents are caused by fatigue"

No quorum for municipal union

Municipal Reporter

WHITE municipal employees of Cape Town called a meeting yesterday to depose committee members who voted to accept the council's annual pay increase offer — but not enough members turned up to form a quorum

Mr Peter Rist, chairman of the Cape Town branch of the South African Association of Municipal Employees (non-political) (SAAME) said at the meeting that 423 people, or 10% of the membership, had to attend to make up a quorum

Only 389 members came, according to the attendance register, so after half an hour the meeting was postponed to next week

At next week's meeting, any number of people will constitute a quorum, in terms of the constitution

In response to a question from the floor, Mr Rist said 1 305 members of SAAME had signed a petition rejecting the council's pay offer

Yesterday's lunch-time meeting had been called to discuss a motion of no-confidence in the negotiating team members who had voted to accept the council's offer, and demand their resignations

On September 12 a majority of SAAME members rejected the pay offer, which started at 7,5%, and demanded that SAAME take the matter to court

Conciliation took place, and the offer was raised to 9% (though departmental heads got 20%) The 1 305-signature petition was then handed to the SAAME team, but it accepted the council offer

Members felt betrayed, according to a written motivation

Last night another meeting was held Two items on the agenda were the removal of the words "non-political" from the union's name, and the opening of its ranks to all regardless of race

ment could be...

— UPI

CAF - Trip 5/2/88

White miners slam blacks' licence to blast

Own Correspondent

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JOHANNESBURG. —
The white Mine Workers' Union (MWU) did not accept the granting of blasting certificates to four black miners last week and would be seriously considering retaliatory action during meetings this week, MWU general secretary Mr Peet Ungerer said at the weekend.

He said his union suspected that the Chamber of Mines had created an artificial skills shortage to advance blacks into these positions.

