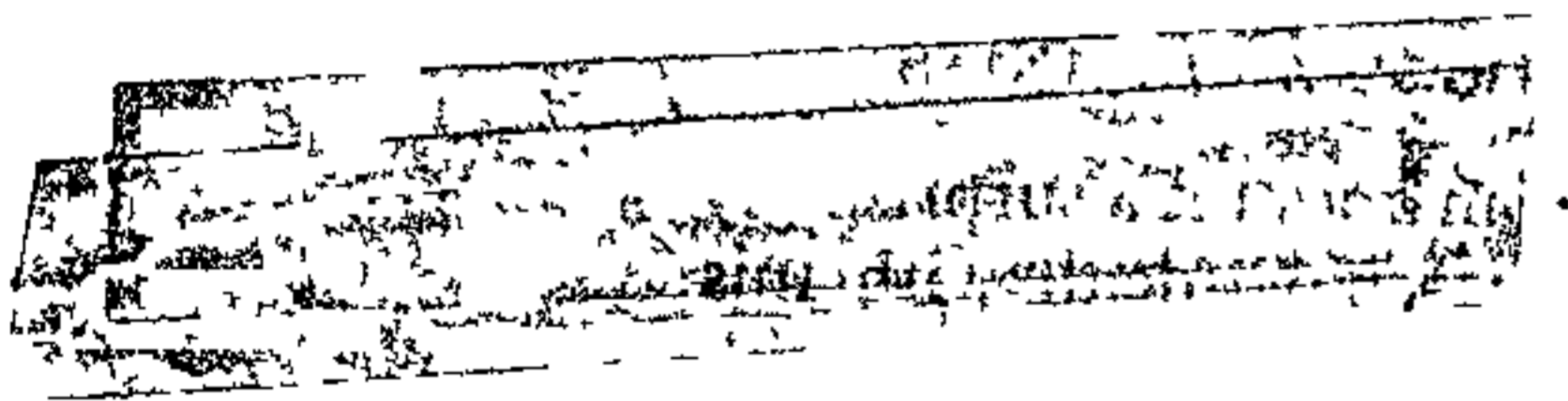


# INDUSTRIAL RELATION — COSATU

~~COMMERCIAL~~ - ~~GENERAL~~

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4

# 40 000 kg mountain of dirty washing piles up

Staff Reporter

Str 1/5/90

140A

Until a few weeks ago, 237 workers in the laundry division at Baragwanath Hospital washed 80 000 items of dirty linen a day

When they went on a go-slow which developed into a full-scale strike yesterday, the mountains of washing to be done amounted to 40 000 kg. It served as silent witness to the seemingly mundane activities which keep the world — and hospitals — turning

With colleagues refusing to operate automatic tablet counters in the pharmacy, porters refusing to transport patients and kitchen staff who hid pots before locking the kitchen against "scabs", non-

medical staff slowed their power

They can and they will, they say, continue with the strike which threatens to close the hospital

"It is up to the authorities to meet our demands and stop the hospital from closing," said union shop steward Mrs Gladys Mlangeni yesterday when asked about the fate of the patients

In the maternity section there were no sheets for mothers who had given birth. There were no vests or nappies for new-born babies

Baragwanath also delivers clean linen to 11 Soweto clinics and Leratong Hospital on the West Rand

Yesterday reporters saw car-

penters repairing a kitchen door. Matrons and sisters had forced the locked door open to get into the kitchen. With the help of volunteers, they yesterday gave about 2 500 patients and medical staff their first meal in 24 hours

"It's tough," a sister said. "We are not employed for this but the patients are starving"

"The salaries are terrible, they (the strikers) need to complain. But I question the method, their direction. But we feel for them," another matron said

In the pharmacy, chief pharmacist Mr Henry Booyzen was assisted by colleagues who had given up their public holiday to pack medicine

Handwritten scribbles and markings at the bottom of the page.

Star 1/5/90

140A



# Saccola, Cosatu hold crucial talks

By Drew Forrest

The employer body Saccola and representatives of the black union movement met last night in make-or-break talks on the Labour Relations Act.

Congress of SA Trade Unions (Cosatu) negotiator Mr Geoff Schreiner said yesterday that both sides would indicate whether they accepted a redrafted version of last month's interim LRA agreement.

"There is no time for further redrafting if we are to get new legislation through this session of Parliament," he said. If Saccola rejected the new deal, Cosatu/Nactu would have "a major rethink" on whether to proceed with the talks.

Mr Schreiner said the redraft, drawn up by a bi-partisan drafting committee last Thursday, was substantially the same as the original agreement. Earlier, Saccola had proposed wide-ranging amendments after reporting back to members.

A Saccola proposal that lawful strikes should be subject to interdict in certain circumstances had been dropped. The agreement provided for a 90-day time limit for the referral of

unfair labour practice cases, as against the 180 days proposed by employers.

Both sides had undertaken to prevail on their constituencies to implement basic rights for all workers in advance of new law.

"Quick-fix" amendments proposed in the new agreement included a pool of expert court assessors, agreeable to labour and employers. Two assessors, with powers to rule on points of law, would sit with the court president and decisions would be by a majority.

The agreement also effectively provided that appeals should be heard within 90 days.

● About 500 workers reported for duty yesterday after an 18-day strike over a racial incident at Johnson and Johnson's East London plant.

The strike, centring on the company's alleged failure to discipline a white fitter who assaulted a union shop steward, was marked by mass dismissals, the occupation of the factory and the intervention of chemical unions abroad.

The Chemical Workers Industrial Union said settlement was reached after management suspended the fitter for a two-week period without pay and reinstated the dismissed strikers.

Star 11/5/90

## ANC consults allies

CAPE TOWN — The ANC delegation, which is to engage in talks with the Government this week, yesterday held a meeting with the national executive committees of the UDF and Cosatu. (140A)

According to a press statement from MP Mohammed Valli Moosa of the UDF, the purpose of the meeting was to consult the UDF and Cosatu on the issues to be discussed with the Government.

The UDF/Cosatu delegation consisted of 35 people. "This consultation was in keeping with the approach of the ANC to canvass the views of the MDM at every stage in the negotiation process." — Sapa.

# Hospital work stoppages spread

140A  
11/5/90

## Staff Reporters

Disruptions in Rand hospital services yesterday spread to Leratong and Paardekraal hospitals on the West Rand because of dissatisfaction over the 10 percent wage increase.

Medical superintendent of Leratong and Paardekraal, Dr Pauline van Wyk, said workers stopped work at 10 am when they received their salaries, but there was no serious disruption of services.

A Transvaal Provincial Administration spokesman said they were currently talking with the hospital workers' liaison committee.

## Disillusioned

A worker at Leratong told The Star yesterday that the hospital was "deserted" by workers who were disillusioned by higher deductions in their paypackets after a 10 percent increase. She said they were worse off than before the increase.

Baragwanath Hospital was yesterday still hard hit by the demonstrations, with loads of dirty washing piling up, a shortage of medicines and a delay in the release of bodies to undertakers.

Hillbrow Hospital was experiencing similar problems, and by 11 am the strike had resumed.

Dr J Norman-Smith said general as-

sistants, clerical staff, porters and sections of the physiotherapy and radiology department worked from 7 am to 11 am only.

Patients' lives however, were not in danger, he said.

Baragwanath spokesman, Mrs Annette Clear, said there were presently "very good relations between hospital management and the workers' committee" and that a number of workers voluntarily turned up on Saturday — not a working day — to tackle about 75 percent of the backlog in dirty linen.

She said demonstrations had been peaceful.

Workers are demanding a wage increase of more than 10 percent. Many earn a minimum monthly salary of R223 and they are demanding an increase to R1 100, as well as shorter hours and permanent employee status.

Mrs Clear said that from April 18 to 25, the medicine packing department lost 1 152 man hours, while the kitchen department lost 7 020 man hours from April 10 to 26.

She said the medicine situation was not critical.

Acting chief superintendent of Johannesburg Hospital, Dr T Frankish, was not available for comment. On Friday he said the demonstrations at the hospital were restricted to lunch hours and did not disrupt patient services.

# Baragwanath Hospital strikers to draw up response to TPA

By Carina le Grange

The crisis facing Baragwanath Hospital began on March 6 when members of the National Education, Health and Allied Workers' Union (Nehawu) presented the chief superintendent, Dr Chris van den Heever, with a memorandum containing a list of demands.

He was asked to channel the memorandum to the "authorities".

Nehawu demands included:

- A living wage of at least R1 100 with an additional R400 across the board increase for all.
- Recognition of Nehawu.
- The immediate opening of all health facilities to all races.
- The cessation of own and general affairs.
- The abandonment of privatisation, especially with regard to health care.

Dr van den Heever said he had passed the memorandum on to his superiors.

The reply from the Transvaal Provincial Administration (TPA) came on April 27 and was read out to the assembled workers after it was handed to Nehawu officials.

A union official, Mr Patrick Sibeko, said workers would draw up a response to the TPA letter today.

Dr van den Heever said resolving the strike was not in his hands and that he believed the situation was of "great concern" to the authorities.

He said there had been "fairly large-scale intimidation" of nurses. Some were forced to lock themselves in their wards. If nurses joined the strike, he warned, the hospital would be immediately incapacitated. Nehawu denied that nurses were being intimidated.

## Peaceful

Hospital authorities said the strike had been peaceful, but a Soweto police spokesman said last night that an illegal gathering of about 300 people was dispersed with teargas yesterday morning from bus stops outside the hospital.

Later in the day, the hospital issued an urgent announcement through "black" radio stations, warning prospective visitors they would be barred from visiting because the hospital could not cope with the usual up-to-20 000 visitors.

'Many will die' if hospital forced to close

# Workers threatened by strikers at Bara

Star 2/5/90

1407



Hospital strikers carry an ANC flag on which is written 'Bara'

By Carina le Grange

**Strikers at Baragwanath Hospital — which may be forced to close down soon — were preventing people from approaching the casualty section early today and were threatening nursing assistants, said chief superintendent Dr Chris van den Heever.**

This followed his warning last night that Baragwanath, the largest hospital in Africa, may have to close its doors unless the crippling strike by 1 500 non-medical workers is resolved today

Dr van den Heever said it would be a disaster if the hospital closed "Many people will die"

He said that, normally, 1 400 emergencies were treated at the hospital each weekend

Up to 1 000 patients had been discharged prematurely and only emergency cases are being admitted. While deaths have not yet occurred because of the strike, which developed from an initial go-slow, there is fear of infectious diseases developing

## No food

Patients have been deprived of basics, including food. At midday yesterday the remaining 2 065 patients in the hospital had their first meal in almost 24 hours after voluntary workers forced open a locked kitchen to prepare the meal. They were given supper last night and breakfast this morning.

In the maternity section some mothers are being discharged within hours of giving birth.

Top hospital and provincial officials were locked in an hours long meeting to discuss the crisis which has also spread to other Reef hospitals such as Hillbrow, Leratong, Paardekraal, Boksburg Benoni and Nataspruit.

As at Baragwanath, Hillbrow is also treating emergency cases only.

The strike is restricted to non medical workers but allegations of intimidation of nurses have resulted in nurses locking themselves into wards in some cases.

A health expert said yesterday he feared the strike may spread to the Vaal Triangle and Pretoria and then become countrywide since it is union-based. Health services would be completely paralysed.

Strikers, belonging to the National Education, Health and Allied Workers' Union (Nehawu), demonstrating inside hospital grounds yesterday, told The Star they intended to continue their action.

Among their demands are higher salaries, permanent workers' status, union recognition, immediate integrated health care for all, an end to privatisation and the abolition of the present general and own affairs departments.

The MEC in charge of hospital affairs, Mr Panie Ferreira, and the executive director of health services, Dr Hennie van Wyk, will arrive at Baragwanath early today to evaluate the situation in loco.

The assistant director of the TPA liaison services, Mr Jan Loubscher, said requests had been sent to the "relevant authorities" regarding the crisis. They were expected to respond soon.

It is understood that contact has been made with the Red Cross, which may offer aid to the stricken hospital.

The dilemma facing the hospital is that workers' demands concern "broad political and socio economic issues" which can possibly not even be addressed by the province, Dr van den Heever said.

He said some matters were constitutional and would need change at the highest level.

"Those are things about which President de Klerk and the African National Congress are meeting today," Dr van den Heever said.

"All the demands the hospital could meet were settled some time ago."

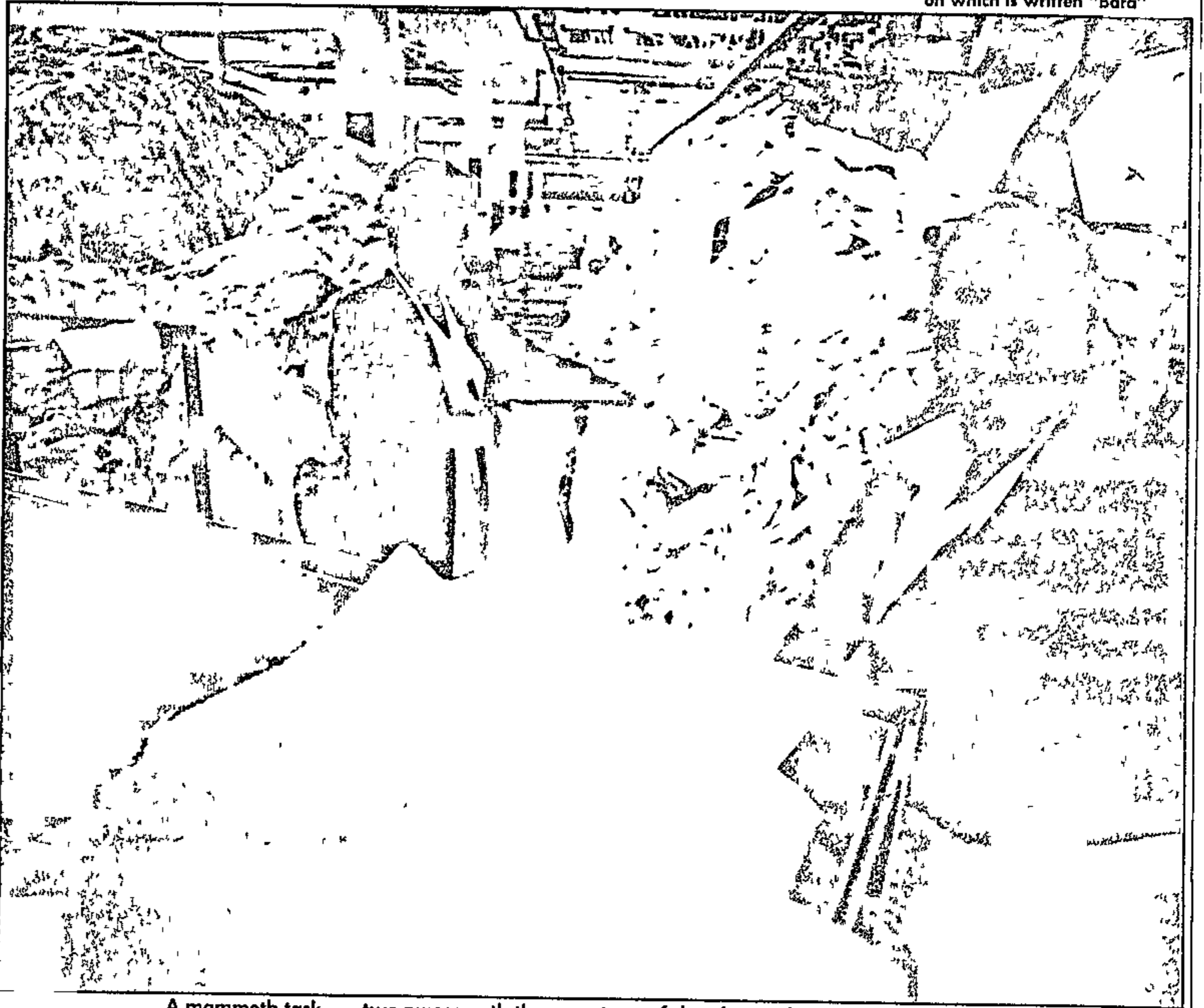
Baragwanath serves between 4 million and 6 million people. Dr van den Heever said "We can carry on only a few days more." If it depended on him, he added the security forces would not be called in "although that decision could be made elsewhere."

The superintendent in charge of community health, Dr George Louw, sketched a horrifying scenario if chronically ill patients were deprived of medication distributed by the clinics.

"About 30 percent of the 1,5 million people we see annually are chronically ill with diseases such as hypertension and diabetes."

"If they can't get medicine, the implications are strokes and heart failure. Patients in diabetic comas would flood the hospital," he said.

See Page 8



A mammoth task — two nurses with the mountains of dirty linen piling up at Baragwanath

© Pictures by David Sandison

## Taximen to meet <sup>332</sup>

Efforts are being made to form a single taxi association in Katlehong on the East Rand, where feuding between rival taxi groups has led to bloody fighting.

The president of the South African Black Taxi Association (Sabta) Mr James Ngcoya said that a meeting to launch a new taxi association in Katlehong would be held at the DH Williams Hall tomorrow.

Taxi operations in Katlehong were suspended by Sabta during the taxi war to avoid further violence.

Residents have called for the formation of one taxi association to defuse tension.

Tomorrow's meeting which starts at 10 am, will enable taxi permit holders to launch a new association and elect office bearers — East Rand Bureau

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bring you SPA

# Health crisis looms as SA tries to

By Vivien Horler and Andrea Weiss

First World medicine is staring the Third World in the face — and blinking

Concerned South Africans no longer say "health" without adding "crisis". Budgets are being cut as more and more people stream into the cities to use the shrinking facilities.

Frustrated doctors, nurses and health workers, trained at the taxpayers' expense, are emigrating, leaving the profession or going on strike because of long hours, difficult working conditions and inadequate pay.

Some hospital wards are closed because of lack of staff, others because of a lack of patients of the right colour.

But at hospitals such as Baragwanath, patients lie on the floor because there are not enough beds.

Prestige units such as Groote Schuur's world-famous cardio-thoracic unit — where the world's first heart transplant was performed — are threatened with closure because of a lack of money to buy basic essential equipment.

At the same time South Africa has more magnetic resonance imaging machines — body scanners which sell for R7 million each — than there are in Britain, a country with double the population. But all South Africa's MRIs are in private hospitals.

## Not enough beds

And while the Government bemoans a shortage of money, it has created a health service consisting of 14 different departments.

Professor Walter Loening of Natal University commented "If the devil himself had been set the task of evolving a health structure so complex in nature that it would confound the minds of the most skilled health administrators, he would not have come up with anything quite as bizarre as we have managed to create."

The questions being asked about the country's crippled health services are becoming more and more strident.

Can we afford to run what in effect are two separate health services, the public and the private?

Can we afford the departure of trained personnel from both the profession and the country?

Can we afford to provide hideously expensive surgery, such as heart transplants, when the same money could pay for thousands of children to be immunised against tuberculosis or measles?

Can we afford expensive research?

Can an increasingly Third World country afford First World standards?

There are no easy answers, no quick fix solutions will have to be found by addressing the entire politico-socio-economic situation. The current health crisis is merely a symptom of a general malaise affecting the country, much of it the result of years of apartheid rule.

Last week the Minister of Health in the House of Assembly, Dr Rina Venter, spoke of the importance of increasing spending on primary health care — out-patient clinics, day hospitals, immunisation facilities, general practitioners, health visitors and illness prevention efforts.

Primary health care also includes good nutrition, adequate and clean water, sanitation, decent housing, education, birth control and healthy lifestyles.

A good system of primary health care will help prevent people needing expensive treatment in hospital. Yet according to Dr Joseph Levenstein, chairman of the South African Academy of Family Practice/Primary Care, only five percent of public health spending goes into primary care.

Aid only about 10 percent of private medical aid money goes to the general practitioner. Most medical aids will not pay for contraceptives, for example, or for a flu jab, yet will cheerfully pay confinement costs or when a member comes down with flu.

Dr Venter told a medical seminar at the

University of Stellenbosch "As long as each medical faculty insists on offering all services — all forms of transplant surgery, in vitro fertilisation and so on — there will not be funds to eradicate tuberculosis.

"As long as all medical faculties want to immediately buy all the newest equipment and are not prepared to make agreements to share there will continue to be communities in South Africa that are deprived of basic health services."

She said if the emphasis in the health services could not be shifted from a preference for the highly advanced to basic, community-oriented health services, the resulting patient overload in hospitals would mean not enough money to maintain sophisticated academic medicine.

While top doctors agree with Dr Venter, they have some reservations.

Professor John Odell, head of Groote Schuur's cardio-thoracic unit. "She's right in a way to put the emphasis on preventive medicine but the results of this policy will take 20 years to filter down the line, and in the meantime we have to deal with patients now — and 25 percent of the population is affected by some form of cardio-vascular disease.

"The equipment I need is absolutely basic, nothing fancy or sophisticated, and as essential to me as a stethoscope is to a general practitioner.

"I'm familiar with the argument that queries the expense of operations such as heart transplants, but 80 percent of the population doesn't have access to private medical care, and someone has to treat them."

Dr J P van Niekerk, dean of the medical school at the University of Cape Town, also backed some of Dr Venter's ideas.

## First and Third Worlds collide

"There is certainly room for some rationalisation. For example four institutions training pharmacists in the Western Cape have now been amalgamated into one.

"We also need to provide a unitary health service instead of the fragmented service we have if we're going to use the available money properly.

"And we need to develop a relationship between the public and the private sector — the amount of money spent in the private sector is out of proportion to that spent in the public sector.

"South Africa cannot afford unbridled facilities in the private sector as this diminishes what can be provided in a teaching hospital.

"The services the private sector can provide must be made part of the general health service equation and become part of total health planning."

The fragmented health services also came in for criticism from both the Medical Association of South Africa and from the National Medical and Dental Association.

Dr Hendrik Hanekom, secretary-general designate of the Medical Association, said "In Masa's opinion the fragmentation of health services is one of the most important detrimental influences on the present health care system."

"The present problems experienced in academic medicine clearly illustrate the results of the duplication and even triplication of services — professional, technical and administrative — and unequal distribution of workload, inequalities in services and an inevitable increase in costs."

Namda spokesman Dr Stanley Levenstein said. "There has been a lamentable neglect of

health needs as shown for example in the low budget allocations in favour of priorities such as defence expenditure, and the wasteful fragmentation and inefficiency of 14 departments of health.

"This has resulted in the demoralisation of health workers at all levels in hospitals and other settings with the result that many services have come to a virtual standstill."

Dr Levenstein said the most important cause of ill-health in South Africa was socio-political, rooted in poverty, poor living and working conditions and over-crowding. The situation could only be improved if the Government "musters the political will to address the root causes of the problem in a meaningful and effective way."

In the face of this barrage of criticism, what do the authorities say?

Dr George Watermeyer, executive director of hospital and health services in the Cape, said in an interview "In the light of the financial situation, we are really having to relook at our total priorities. In the first place, we are not just responsible for hospital care.

"Primary health care is the most important priority. There are facilities that need to be developed. But with that of course is the need to maintain our hospital services."

He said Groote Schuur's present difficulties, including a shortage of equipment, were mainly to do with the fact that it was moving to a new building and "the place still needs to be run in. It is functioning pretty well."

He added "I think it is fair to say it is a management problem. The thing that concerns me is that the perception is engendered in the minds of many that there is a crisis. The service continues as normal. There is no real danger to the public at this stage.

"I don't really know that there is a running down of services. The question one needs to answer is are we dealing with equipment failure, overstressed personnel, are we dealing with the whole situation of an inadequate care service?"

"The answer to all those is no. We are really looking at a health service which is being stretched, which is being asked to re-examine its priorities."

He conceded that "perhaps we haven't over the years spent sufficient time and effort developing primary health care and that we have spent rather too much time at developing hospital facilities. Having said that, I want to point out that in a geographical area you need an appropriate mix of services."

## Not ashamed

But the academic hospitals were being over-stretched by patients who could often go elsewhere, such as the day hospitals.

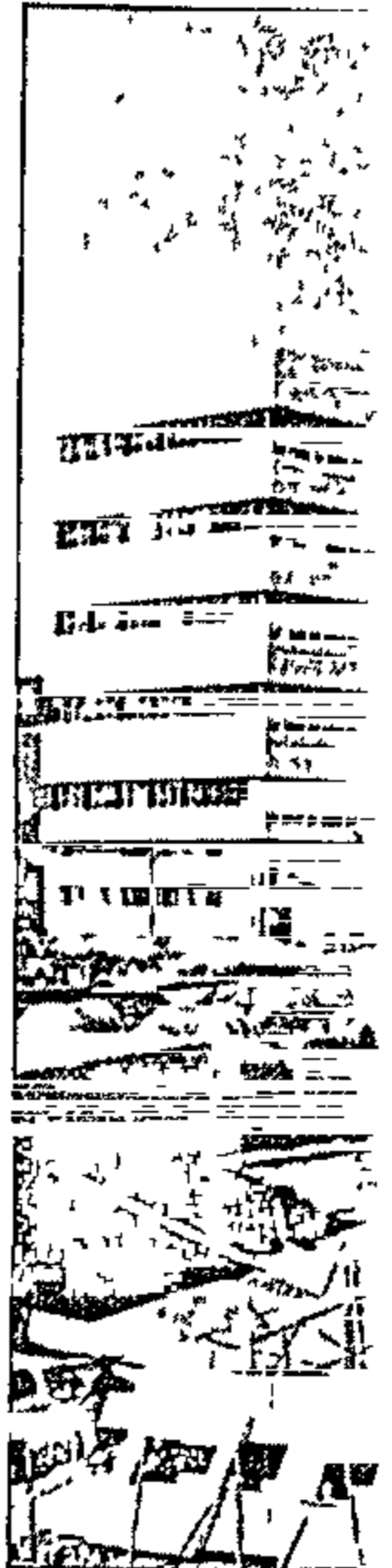
"Academic hospitals are centres of excellence where the care and the training of medical students, specialists, nurses and everybody else can be equated to the best in the world.

"I believe that our teaching hospitals are equal, have been and remain equal to those overseas.

I don't believe that we have anything to be ashamed of or anything to be afraid of in that regard. It is again part of the negative perception being created.

"People are working hard, the service load is enormous, we don't have large sums of money now to purchase on a broad scale what we would want to purchase to develop a new service.

"And of course that results in frustration and anxiety. But at the same time I must admit I am very proud of the service and facilities we are providing. It's perhaps not the same easy system of operation, perhaps there is a degree of overload, but they are still damn good."



Groote Schuur



Ste 2/5790 140A ~~140A~~ SPECTRUM

# Joins as SA tries to adjust to new demands

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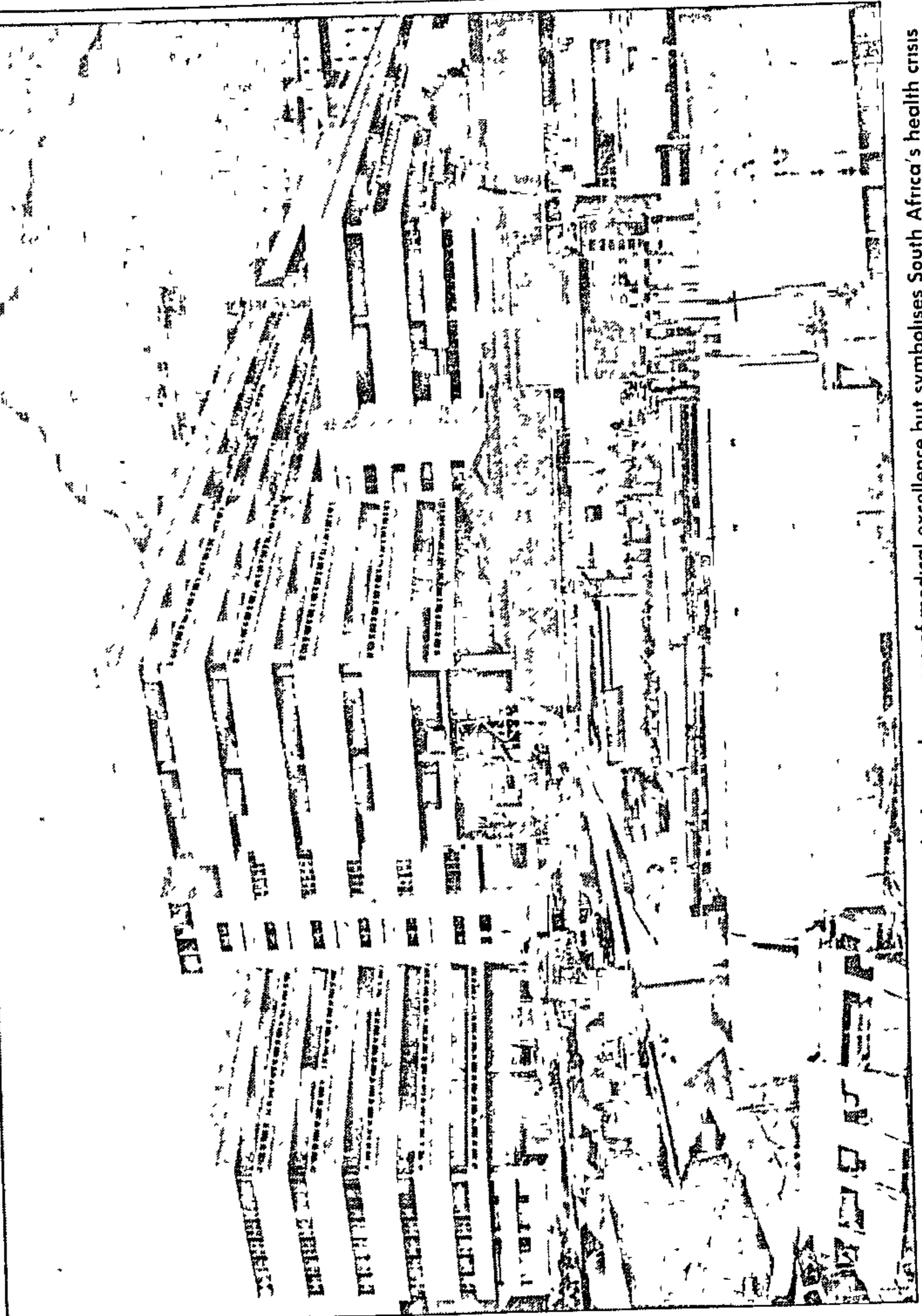
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Groote Schuur undergoing extensions recently. It is a showpiece of medical excellence but symbolises South Africa's health crisis

"I don't really know that there is a run-

## Unions accept LRA changes

The two major union federations and a majority of Saccola affiliates have agreed in principle to sign an interim list of amendment proposals to the current Labour Relations Amendment Act, the Congress of SA Trade Unions said yesterday. (140A)

A statement said that at a meeting on Monday Co-satu, Nactu Unions and the employer body Saccola had agreed to sign the agreement on May 7, pending responses from two major Saccola affiliates. (140A)

Those at Monday's joint meeting apparently concurred that the agreement would in the meantime be given to the Minister of Manpower, Mr Eli Louw.

A request would be made that he urgently process the agreement "to ensure that it becomes law during the current parliamentary session". — Sapa.

# Numsa heads for wage 'showdown' <sup>(140A)</sup>

Monday 2/5/90

NUMSA annual wage negotiations with employers are heading for a showdown, the union announced yesterday in the aftermath of the third round of talks held on April 26.

MATTHEW CURTIN

A Numsa statement warned of frustration at the slow progress of negotiations with special reference to racial discrimination, job security, a living wage for engineering industry workers and agreement on the Labour Relations Act (LRA).

ment and their new average wage offer of 11%, an increase of 1%, as evidence union demands were not being "taken seriously".

Numsa said Seifsa was planning only to extend proposals to non-party small companies with more than 10 workers because their representativeness has fallen.

All engineering unions had rejected the pay-offer, and Numsa said the Seifsa pro-

Numsa pinpointed Seifsa's proposed exemption of small parties from any agree-

To Page 2

## Wage showdown

(140A)

From Page 1

posal did not include a guaranteed personal minimum increase.

selves, the process of motivating and responding to all proposals was inevitably a slow one

Seifsa industrial relations director David Carson agreed yesterday negotiations had been slow but said there had been progress. <sup>Monday 2/5/90</sup>

Carson said there was always the possibility of a showdown. But it was early days and Seifsa was committed to reaching a settlement extended to non-parties

Seifsa had been presented with 61 proposals, the majority from Numsa, and with an additional 10 from the employers them-

The fourth round of talks are scheduled for May 10

# 'War' declared on Inkatha

Star 2/5/90 Own Correspondent (140A)

CAPE TOWN — Cosatu general secretary Mr Jay Naidoo issued a virtual declaration of war against Chief Mangosuthu Buthelezi and his Inkatha movement during a May Day rally at the Athlone Stadium (140A)

Speaking to a capacity crowd of about 12 000 yesterday, Mr Naidoo said all avenues to find a peaceful solution in Natal had failed and the only way to resolve the problem was to fight

Mr Naidoo claimed Chief Buthelezi told a meeting of Zulu chiefs in Natal on March 23 that they should place themselves on a war footing because they were going to war against the enemy that threatened them and the people they governed

"There is no more hope for

peace with Buthelezi while he talks like this. Our enemy has two faces — one is Buthelezi, the other is De Klerk and his SAP and SADF"

Mr Naidoo said President de Klerk was to meet the ANC today, something the Nationalists had been trying to avoid for over 40 years, because he wanted to be part of the new South Africa.

"Yet he calls Buthelezi his ally. He cannot be part of a new South Africa if he sides with him.

"Mr de Klerk can end the violence in Natal in two weeks if he removes his SAP and stops the supply of arms to Inkatha"

He described the situation in Natal as "more death and destruction than that caused by the two world wars"



# Cosatu's 'war' statement irresponsible, say police

140ft  
17645 2/5/90

The Argus Correspondent

JOHANNESBURG. — The Congress of South African Trade Unions (Cosatu) declaration of war against Inkatha in Natal is "irresponsible" in the light of today's talks between the government and the ANC, say police

Brigadier Jap Burger, who has helped impose relative stability in the strife-torn province, said today "It seems as if Cosatu does not want peace. It must not think that it will be allowed to follow up its declaration of war

"We will act against anyone, including Inkatha, who carries out violent acts. We will do everything to keep the peace"

## Athlone rally

Brigadier Burger was reacting to a statement made at a Cosatu rally in Athlone yesterday by Cosatu secretary-general Mr Jay Naidoo

Mr Naidoo said all avenues towards finding a peaceful solution in Natal had failed and the only way to resolve the problem was to fight.

"The only option is to fight in dealing with Buthelezi," he told 12 000 Cosatu members

Brigadier Leon Mellet, Press secretary to the Minister of Law and Order, Mr Adriaan Vlok, said anyone who wanted violence would be dealt with severely

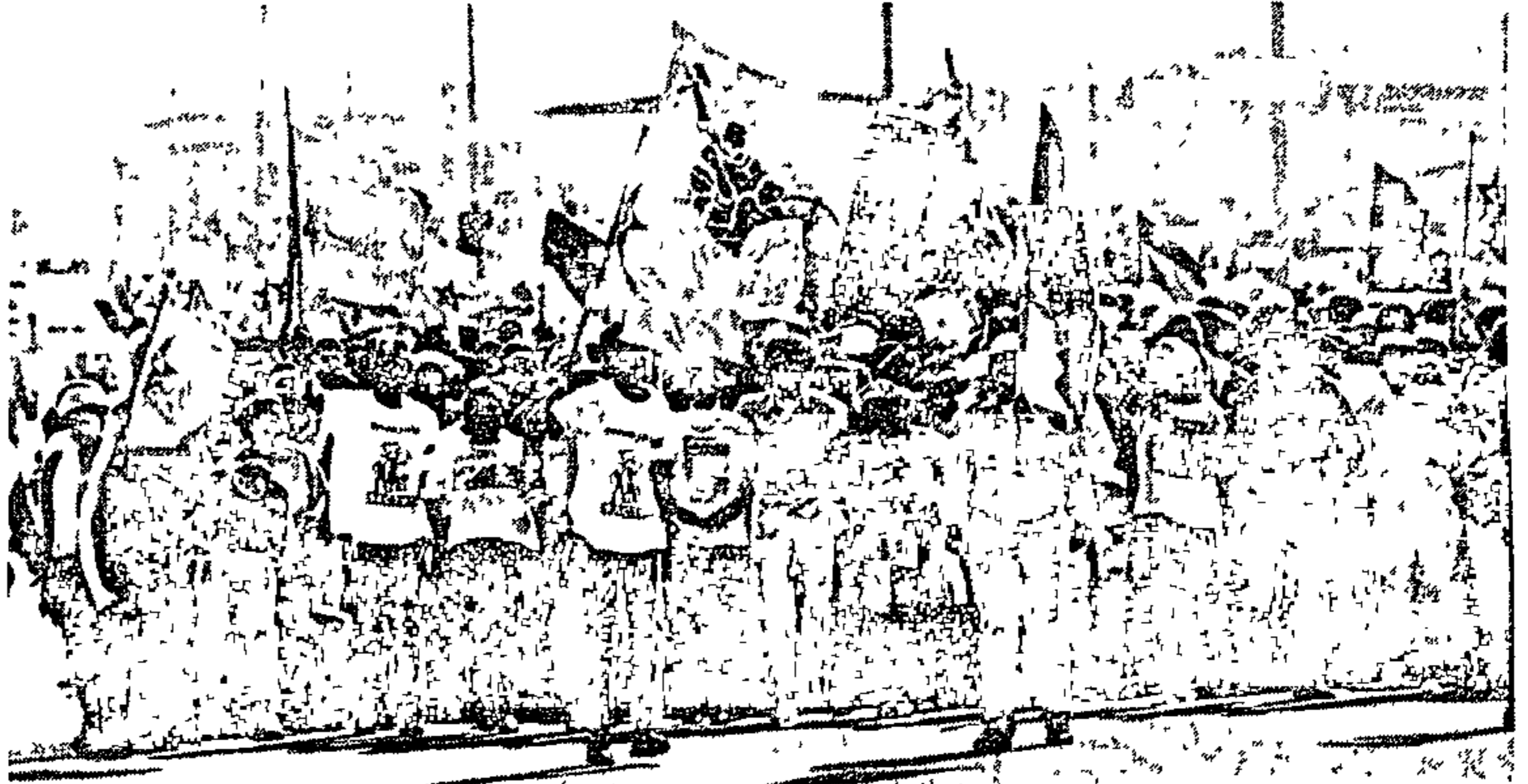
"We will not allow another flare-up in the violence"

## Sporadic

More than 100 people had been killed in recent clashes between Inkatha and the Cosatu/ANC/UDF alliance in Natal townships

The violence had largely been curbed by large-scale police and military action, but sporadic violence was still taking place

Yesterday, a man was stabbed to death with an assegai in Empangeni in yet another killing in the power struggle between the organisations, police said



ON THE MARCH: Waving Cosatu, ANC and communist flags, a crowd marches to Athlone Stadium for the May Day celebrations.

# Workers urged to rally for unity

1400

STAFF REPORTERS

MAY Day was celebrated in many parts of the country yesterday with calls for workers to unite in dismantling apartheid.

More than 10 000 workers at George Thabe stadium, Sharpeville, heard - perhaps for the first time - leaders of Cosatu, Nactu, ANC, PAC, BCM, UDF and independent unions present their stances from the same platform.

A Nactu banner flew opposite a flag proclaiming the South African Congress of Trade Unions

our struggle" which called for worker unity and more vigilance against the capitalists.

Azapo projects co-ordinator Mr Muntu Myeza said the workers who were the life-blood of the nation would ultimately decide the fate of the country.

He said the workers unfortunately were caught between the major liberation forces (ANC and PAC) and the Government.

A Cosatu spokesman, Mr John Capel, warned that his federation would embark on a concerted action by May 21 if recommendations to alter the Labour Relations Act are not met.

He said both Nactu and Cosatu had been informed that the National Manpower Commission had made certain recommendations for gazetting to the Ministry of Manpower.

The two federations had also sent certain recommendations for debating gazetting, the earliest by today.

A worker representative from Natal whose

name was given as Mr Michael Vlakazi called on workers to help create structures to defuse the war in Natal.

An executive member of the South African Youth Congress, Mr Rapu Molekane at May Day rally held in Bekkersdal on the West Rand said workers should use their power to build a non-racial democratic country. No police were at sight during the gathering which was monitored by marshalls

## Slogans

In Pretoria, a rally called by the Congress of South African Trade Unions (Cosatu) at the M Puge stadium in Mamelodi failed to attract expected crowds.

Cultural groups rendered musical items and slogans were chanted throughout the morning.

No-one turned up at Randfontein's Mohlakeng township stadium where a similar rally was supposed to have been held.

No reason for the cancellation of the meeting

was given.

In Johannesburg, about 700 people, mostly wearing Pan Africanist Congress T-shirts, attended a rally organised by the National Council of Trade Unions (Nactu) at Shareworld Entertainment Centre, writes Nkopane Makobane

All speakers strongly criticised the negotiations between the African National Congress and the Government which start today. They said the ANC had no mandate from the working class to enter into talks with the De Klerk regime.

Mr Colin Kohn, general secretary of the Steel, Engineering and Allied Workers Union of South Africa, said the outcome of the negotiations was already known when one considers a statement by the State President that "minority rights will not be compromised".

Mr Patrick Msimanga of the Workers' Organisation for Socialist Action (WOSA), a body launched early this month, said De Klerk wanted to use "negotiations" to weaken the struggle. He said May Day had been won through mass struggle and

Mr Rapu Molekane told a May Day rally in Bekkersdal that workers should use their power to build a democratic South Africa.

therefore, freedom would not be won through negotiations.

The phasing out of South Africa Congress of Trade Unions would provide an opportunity for

in Cape Town, writes Ishmael Lagardien

He said Cosatu and Sactu had agreed to merge two months ago with the aim of achieving a single federation

## Shouted

From the stand PAC and ANC supporters shouted "Awehu" in unison, responding to a call of "Amanda" from the podium.

The Sharpeville meeting was permitted to go on between 10am and 3pm by the chief magistrate of Vereeniging.

Nactu assistant general secretary, Mr Mike Matsobane, said the rally was a watershed athering "in



GMT-TIMES 2/5/90

(20) (200) (202)

# ANC, Cosatu 'in struggle against privatisation'

**HARARE** — The African National Congress and the Congress of South African Trade Unions have reiterated their determination to push for an end to privatisation in a post-apartheid economy, Zimbabwe's news agency Ziana reports

Addressing a joint press conference here yesterday, ANC economic and planning department officials and Cosatu spokesmen said they would be actively engaged in the struggle against privatisation, which they said, to their horror, was increasing

"We are expressing utter opposition to privatisation. All industries already privatised should be put back to the public sector

"We are going to engage in a struggle against privatisation and this will take various forms — mass demonstrations, mass boycotts and many others," said an ANC representative

The representatives said now was the time to start reconstructing the new South African economy — the present South African economy was in a shambles, they said

The press conference was told that the impact of sanctions was not hurting the black majority in the country, but internal problems caused by the

Pretoria regime caused much suffering and discontent

Cosatu also said foreign investment would not play a major role in the South African economy — but the changing of the domestic economy and its reconstruction, based on a mixed economy, would do the trick

"We are looking for a mixed economy which will address all problems like unemployment, deprivation and poverty in our country

"The future government of South Africa must begin now to make plans to change the economy. We are looking at a massive reconstruction programme," said Mr Tito Mboweni, ANC economic and planning representative

Mr Mboweni said the ANC was not a socialist party, but at the same time was not opposed to socialism

"The ANC is a national democratic movement, not a socialist party. But we are not opposed to socialism, in fact, we work in alliance with them (socialists)," he said

The new South African economy envisaged by the ANC and Cosatu would not take the shape of other African economies, but would be modelled according to South African circumstances, speakers noted — Sapa

# Redistribution the way, agree ANC, Cosatu

Staff Reporter

A post-apartheid government would seek growth through redistribution and ensure that organised workers played a key role in the economy and society, it was agreed at the recent ANC/Cosatu workshop on economic options for a future South Africa.

In a statement released after the three-day Harare workshop, which has just reached The Star, delegates also agreed that privatisation was immoral and that the Government "should not be allowed to shape our future" by selling state enterprises.

More than 60 representatives attended the workshop, which was addressed by Cosatu's Mr Jay Naidoo, ANC executive committee member Mr Pallo Jordan and other union and political leaders. Its findings will be referred to the ANC and Cosatu for adoption as policy.

## Economic reconstruction

The statement said discussion had focused on immediate issues such as the building of a mixed economy and the financing of economic reconstruction.

It was agreed that the state would have a vital role as economic agent and creator of the economic environment, although the private sector would also have a part to play.

Support was expressed for campaigns against privatisation, deregulation and the Minerals Bill. These would "seriously inhibit" the ability of a future government to realise its aims, the statement said.

Other critical areas debated included industrial restructuring and planning, agriculture, the land question, nationalisation and the relationship of worker organisations to a future government.



# Bara — taking a look at the other side of the coin

Star 3/5/90

The Star visited Baragwanath Hospital yesterday, where the strike by non-medical workers has led to the closing of medical facilities.

**MICHAEL SHAFIO** spoke to patients and strikers

**ALF KUMALO** took the pictures

He is old and grey and toothless. He was turned away at the outpatients section of Baragwanath Hospital yesterday because they could not attend to him. He has a heart condition and badly swollen legs and as he shuffled across the bridge that spans the old Potchefstroom road outside the hospital, he stopped several times to rest.

Arriving at the hospital, he had passed hand-printed signs at the security offices at the entrance to outpatients which read "All patients to be referred to other hospitals HOSPITAL CLOSED".

Mr Albert Mathenjwa, who is over 70 but uncertain of his age, cannot read. But his case sharply focuses attention on the hardship the strike has caused for many patients who require ongoing treatment at Africa's largest hospital.

The old man, a typical "kehia" with grizzled grey hair and beard, was told to return on Friday, "when they say things may be better", he said in a voice no louder than a whisper.

He was not complaining only a little bewildered.

He has children who will look after him at his home in Phiri township.

"But I am very tired and I don't feel well," he said in the same papery voice.

Mr Mathenjwa's case represents one side of the coin of the frightening dilemma that has brought Baragwanath to this.

The month-long strike has brought the giant hospital to its knees.

His own people — fighting for what they believe are just and simple demands — could be said to be partly the cause of Mr Mathenjwa's misfortune.

## Reasonable case

It would be wrong to see the strike — an initial go-slow only turned into a full-blown strike on May Day — as the work of "agitators". During a day of mungling with a crowd of close to a thousand which choked the premises, one gained the impression of reasonable, caring people.

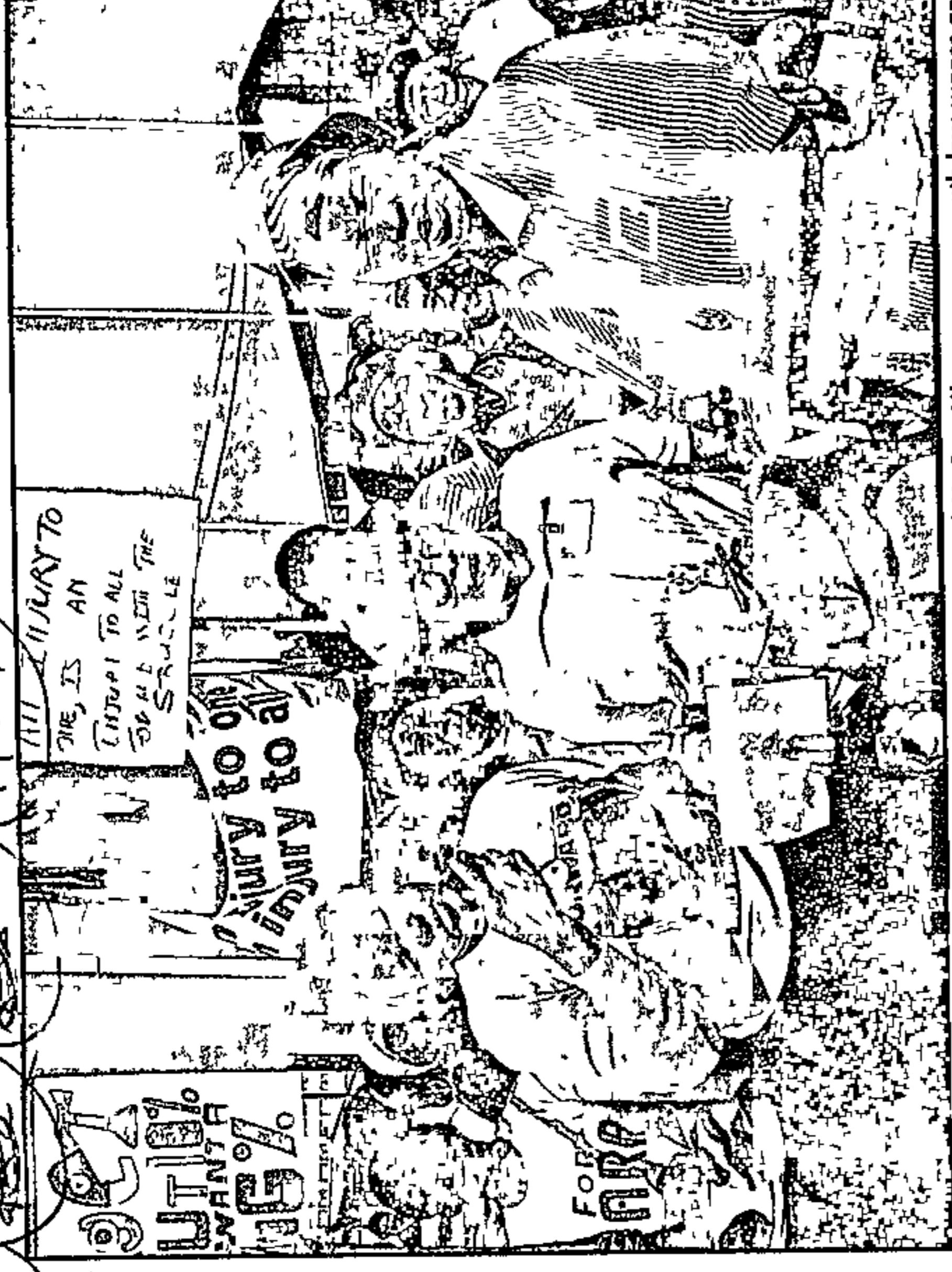
They know about people like Mr Mathenjwa. But they have their own problems.

The strikers all non-medical personnel so far, are members of the National Education Health and Allied Workers' Union (Nehawu). Their demands include:

- A living wage of at least R1 100 with an additional R400 across the board increase for all.
- Recognition of Nehawu
- Immediate integrated health care for all
- The abolition of general and own affairs hospitals
- An end to privatisation, especially with regard to health care

This is the other side of the coin.

Ruta Mkuuzangwe (55), has been with the hospital



Strikers (from left) Mrs Gladys Mlangeni, Mrs Lillian Mkuuyisa and Ms Rita Mkuuzangwe with low wages and non-recognition of their union, they have their own problems

## Strikers looked tired and discouraged as day wore on

There were times yesterday when the sprawling premises, choked with strikers, resembled a fairground as ululating protesters marched up and down "Come and give an answer to our demands," they chanted.

A huge banner in ANC colours carried at the head of the dancing procession proclaimed, "NEHAWU — An injury to one is an injury to all".

But there was a grimmer side which began to show as the day wore on. The strikers looked tired, depressed and discouraged. Some sprawled on the lawns of the administration building, sleeping. They looked as if they had given up.

"I want to work but what can I do," said one man, a cleaner, glancing about to make sure he wasn't overheard. "It is wrong. We deserve better pay — but even bad pay is better than none."

He puffed nervously on a cigarette. Then squashed it out and went back to sleep.

On the wall outside is an advertising hoarding which proudly proclaims, "OUR BABIES ON THE ROAD TO HEALTH" — unless the strike is resolved soon this could well turn out to be a classic piece of ironic misinformation as children urgently in need of medical attention find the gates of the hospital closed to them.

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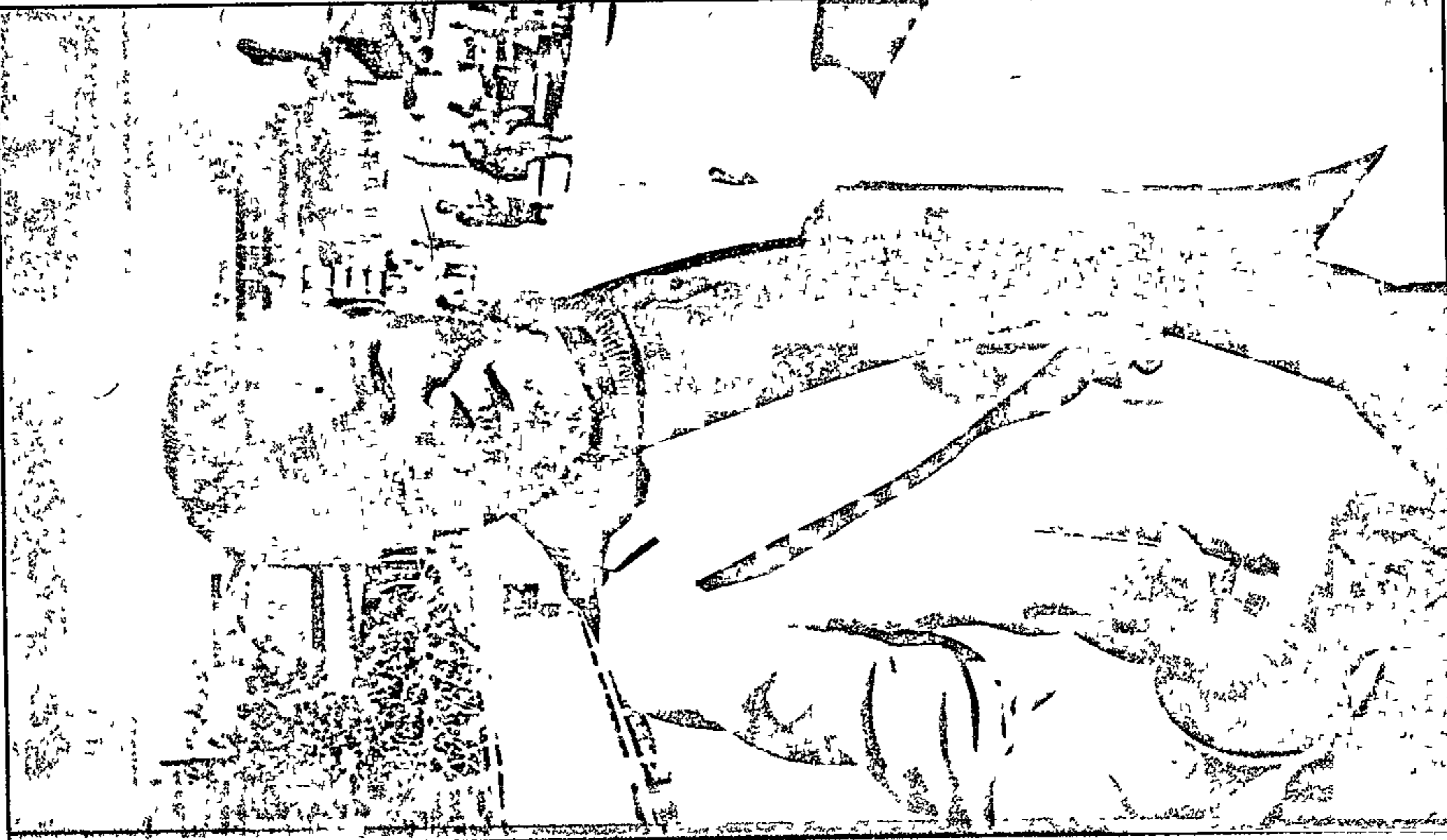
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When you are old and ill and medical care is not readily available, life can be extremely hard. Mr Albert Mathenjwa, after calling in vain at Bara, slowly makes his way home.

# Hillbrow Hospital threatened

By Carina le Grange

Star 3/5/90 140A

The crisis that brought Baragwanath Hospital to a virtual standstill yesterday has spread to Hillbrow Hospital, which is threatened with closure after nurses joined the strike by non-medical workers

Only emergency cases were being admitted and a Transvaal Provincial Administration spokesman yesterday said the hospital was being operated by a skeleton staff

The superintendent, Dr J Nach, said the possibility could not be ruled out that the hospital would close unless conditions improved

At Baragwanath the situation remained critical in spite of a three-hour meeting yesterday between top TPA officials and representatives of striking workers

A spokesman for Baragwanath said early today the strike of non-medical workers continued. There was no change from yesterday, when the situation was described as "critical" and the hospital was closed for a few hours

TPA spokesman Mr Jan Loub-scher said it was believed that

workers at Boksburg-Benoni, Natalspruit, Leratong, Paardekraal and Coronationville hospitals were also still on strike, but he was unable to confirm this

About 1 000 non-medical staff are on a go-slow at Johannesburg Hospital, where a group of workers marched down corridors last night

Mr van Wyk said what had started as a go-slow by general workers had become a full-blown strike

"Patient care at the hospital is still normal, but laundry and cleaning services have been completely disrupted. Hospital administration staff are working in the kitchens"

## Meeting

At the Baragwanath meeting yesterday an agreement was reached that negotiations "on the highest level" between the TPA and union officials would start soon

However, the outcome of the meeting, described as a breakthrough, between the MEC for health services, Mr Fanie Ferreira, and the National Education, Health and Allied Workers' Union would mean an end to the strike only if

workers accepted the agreement. A mass meeting is scheduled for non-medical workers at Baragwanath this morning

The outcome is expected to affect similar strikes at other hospitals

The seriousness with which the authorities view the situation was reflected by the presence at Baragwanath yesterday of the Administrator of the Transvaal, Mr Danie Hough

There was chaos at the hospital yesterday morning when the administration declared the massive complex "in a critical situation and effectively closed"

Less than an hour later, Mr Hough announced the situation was effectively normal and the hospital was open. Mr Hough said the closure was "apparently a misunderstanding"

Mr Hough said no patients whose lives were in danger had been among the 1 000 discharged to ease the crisis

He admitted, however, the situation was normal only because of the work of volunteers

● See Page 17.

Faded and mostly illegible text at the bottom of the page, possibly bleed-through from the reverse side or a separate document.

# Bara strike forces patients to leave

Sowetan 3/5/90

1/23  
8/8

BARAGWANATH Hospital stood almost empty yesterday after hundreds of patients were prematurely discharged due to a strike by 2 750 non-medical workers.

In spite of assurances by Transvaal Provincial Administration officials that the hospital will not close, hundreds of patients turned away when they were greeted by a notice at the entrance of the hospital saying patients should go to other hospitals as Baragwanath was closed.

Mr Dame Hough, Ad-

By PHANGISILE MTSALI

ministrator of the Transvaal, said the TPA had the situation under control.

## Resources

It was able to utilise resources from other branches, he said.

Meanwhile, emergency cases only are being treated at the Hillbrow Hospital in Johannesburg, which has been affected by protest action by non-medical staff since last week.

Superintendent, Dr Norman Smith, said the staff were only working until 11am each day before beginning their protest action.

He said the biggest problems facing the hospital were food, linen and general hygiene.

Strikers representatives belonging to the National Education and Health Workers Union (Nehawu), led by Mr Meshack Maila, met TPA officials led by Mr S E L Feirreira, MEC in charge

● To page 2

## Bara almost empty

of Health Services, for about three hours at Baragwanath Hospital yesterday and agreed to continue talking to each other in a bid end the strike

The strike may end today after Nehawu officials have reported back to their members

A spokesman said Nehawu would try to persuade members to return to work

Dirty linen continued to pile up along corridors at the hospital and the usually overcrowded wards were empty

A doctor expressed fears that unhygienic conditions may result in a spread of infection

Patients the hardest hit victims in the dispute seemed resigned to their fate

There is nothing we can do if the workers want to fight for their rights," a patient said

"We only hope that the doctors will treat us as soon as they can and discharge us. We have no where else to go"

Nehawu national organiser, Mr Monde Mditywa said it was unfortunate that patients were caught in a cross fire

● Picture on page B

# On guard against 'sinister' Act

(140A)  
SOUTH 3/5 - 9/5/90

By CHIARA CARTER

SECURITY guards are to mobilise against a recently-passed Security Officers' Act which guards have described as "sinister" and "totally unacceptable".

The Transport and General Workers' Union (TGWU) held several security guard meetings throughout the country last week to discuss the Act and to plan a campaign to improve wages and working conditions.

The present minimum wage in the industry is R413 for a 60-hour week.

A major focus of the campaign will be the demand for a central bargaining unit

According to a TGWU spokesperson, employers are resisting the formation of such a unit because they fear it will strengthen the position of workers in the industry into which unions have made few inroads

TGWU also intends to campaign

nationally against the Security Officers' Act in terms of which all security guards have to register with a newly-established security board

Guards will have to pay a registration fee of R25 which will increase to R70 next year

The Act stipulates Std Six as the minimum educational qualification for a security guard. This excludes thousands of guards who do not have this qualification

Guards who do not comply with a code of conduct may be fined or lose their jobs

The board has requested a meeting with TGWU later this month

A meeting of about 250 security guards in Athlone at the end of last week rejected this meeting on the grounds that guards had not been consulted when the Act was drawn up.

A TGWU spokesperson said the Act meant security guards became part of the state's security apparatus beside the South African Police, Defence Force and special branch

Workers strongly opposed this, he said

# Leather unions' no

<sup>South 3/5-9/15/70</sup>  
UNIONS organising in the leather industry have rejected an offer by employers of a 16 per-cent wage increase. (255) (251)

The offer was made at the first round of annual wage negotiations between employers of general goods and handbag workers, and the South African Clothing and Textile Workers' Union (Sactwu) and the National Union of Leatherworkers (NULW) in Cape Town last week.

In response to Sactwu's demand for an increase of R40 and the NULW demand for a R60 increase, employers offered R17 — an increase of 16 percent.

According to a Sactwu spokesperson, both unions rejected this as substantially less than the 21 percent inflation rate.

Both unions also rejected an offer of a 15 percent increase by employers at footwear sector negotiations in Durban last month.

Following the first round of nego-

uations, Sactwu and the NULW held a meeting to plan a united front for wage negotiations. (140A)

The unions are proposing a "Unity in Action" campaign at factory, regional and national levels.

The next round of negotiations takes place next month.

# Cosatu set to seal homelands accord

From THUMIDA MAISTRY

THE Congress of South African Trade Unions (Cosatu) hopes to seal a precedent-setting agreement with the Ciskei military government over union recognition in the homeland.

It hopes that agreement will be reached at a meeting between it, employers and the military government planned for this Thursday.

The meeting is the latest in a series of talks on the shape of new labour legislation allowing unions to operate

The unions have tabled a draft law, "The Basic Rights of Recognition Act", drawn up by Cosatu lawyers. They are waiting for industrialists to accept it.

The document sets out trade union rights being demanded by workers as an interim measure until the homelands are reincorporated into a unitary South Africa.

Secrecy has so far surrounded the talks as industrialists have insisted there should be no statements to the media

Scull 3/5 - 9/5/90  
1407  
The National Education, Health and Allied Workers' Union (Nehawu) was warned it would not be allowed into the homeland to recruit public workers. Nehawu said that the government accused it of causing the strikes that rocked the territory's hospital just before the coup.

Tensions rose with last week's strike by about 1 000 nurses at Mdantsane's Cecilia Makwane hospital, when Brigadier Oupa Gqozo's government strongly criticised the strike.

The government claimed the action led to the deaths of four people and warned Nehawu "to keep out of Ciskei government affairs, or burn fingers". Gqozo told the nurses they had allowed themselves to be used "by forces of destabilisation".

While the ANC has said that good working relations with sympathetic homeland leaders are crucial to building an alliance for the negotiating table, workers have found it impossible not to clash with homeland governments.

Cosatu is expected to use the Ciskei precedent in future dealings with other homelands, after years of secret recruitment. — *ELNEWS*

## Growing concern over hospital intimidation

# Govt, unions meet in bid to end crisis

**Staff Reporters and Political Correspondent**

**Tense consultations were under way in Cape Town today between National Health Minister Dr Rina Venter and unions representing hospital workers to try to resolve the growing hospital strike.**

The Minister for Administration and Economic Co-ordination, Dr Wim de Villiers, met union representatives until late last night.

The union delegation was led by Cosatu secretary-general Mr Jay Naidoo. It is understood the National Education, Health and Allied Workers' Union (Nehawu) was also represented.

The situation at Baragwanath Hospital, where Nehawu members were the first to halt work — deteriorated further yesterday.

While a hospital spokesman said this morning that the situation was unchanged, there is growing concern over intimidation of voluntary workers.

A hospital source confirmed claims that a gas similar to tear-gas was sprayed in the kitchen while volunteers and nursing staff were cooking.

A Transvaal Provincial Administration (TPA) spokesman, Mr Jan Loubscher, said yesterday about 8 000 workers at nine hospitals were on strike. A TPA spokesman said today he believed the situation was unchanged.

Worst hit are the Baragwanath, Hillbrow, Johannesburg, Natalspruit and H F Verwoerd hospitals.

President de Klerk said in a statement last night that he and ANC deputy president Mr Nelson

Mandela had discussed the problems at Baragwanath and agreed it was imperative services return to normal as soon as possible.

"It was furthermore arranged that Mr Mandela would interest himself to improve the situation at the hospital. Arrangements are also being made for high-level talks on problems pertaining to health services and specific policy aspects regarding labour organisations and unions."

A spokesman for Dr Venter said she would meet Cosatu representatives today in Cape Town. The meeting was scheduled for last night, but part of the Cosatu delegation apparently missed its Johannesburg flight.

At Baragwanath, senior nurses said patients were being discharged prematurely.

### Not cleaned

Nurses said there was no laundry service and soiled linen has started to rot. Floors have not been cleaned for days.

Senior sisters in the post-caesarean ward said they had been instructed to discharge mothers and their newly born babies after five days.

"There could be burst abdomens, or wounds becoming septic," said one sister.

At 2 pm yesterday Baragwanath had 1 935 patients, compared to the usual 3 000, and was admitting only extreme emergencies.

The hospital is being kept going with the help of volunteers.

Baragwanath workers yesterday rejected an agreement between shop stewards and the MEC in charge of hospital services, Mr Fanie Ferreira.

Several hospitals have reported that staff have been intimidated. Nehawu officials have denied that its members are involved.

● At Hillbrow Hospital in Johannesburg, the situation worsened yesterday when most nurses joined the strike. Only emergency operations were being done.

"The hospital has, in effect, been closed. I know of at least four patients dangerously affected by the strike, and of others who will die if the situation continues," a doctor told The Star.

Authorities say no lives are in danger.

● At Natalspruit Hospital, workers continued to demand the dismissal of certain doctors. Surgical operations were cancelled and ambulances brought to a halt.

● Johannesburg Hospital is accepting emergency cases only.

● At Middelburg Hospital, the strike by non-medical staff entered its fifth day. Nurses described the situation as "terrible".

● At Sebokeng, Boksburg-Benoni, Paardekraal, Coronationville and Leratong hospitals, a TPA spokesman said workers were still on duty.

Representatives from the National Medical and Dental Association, the South African Health Workers' Congress and other organisations said they would provide emergency services during the dispute.

Democratic Party health spokesman Mr Mike Ellis said workers had genuine grievances because, despite salary increases, they had a take-home pay of little more than R400 a month.

But Mr Ellis said workers' efforts to make hospitals unworkable were unacceptable.

Star 4/5/80

140A

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140A

## 3 000 Reef municipal workers down tools

By Montshiwa Moroke

About 3 000 black municipal workers from Alberton, Bedfordview and Kempton Park downed tools this week, bringing rubbish removal to a standstill

The work stoppage, concerning wages, enters its third day today after a breakdown in negotiations between workers and the three councils

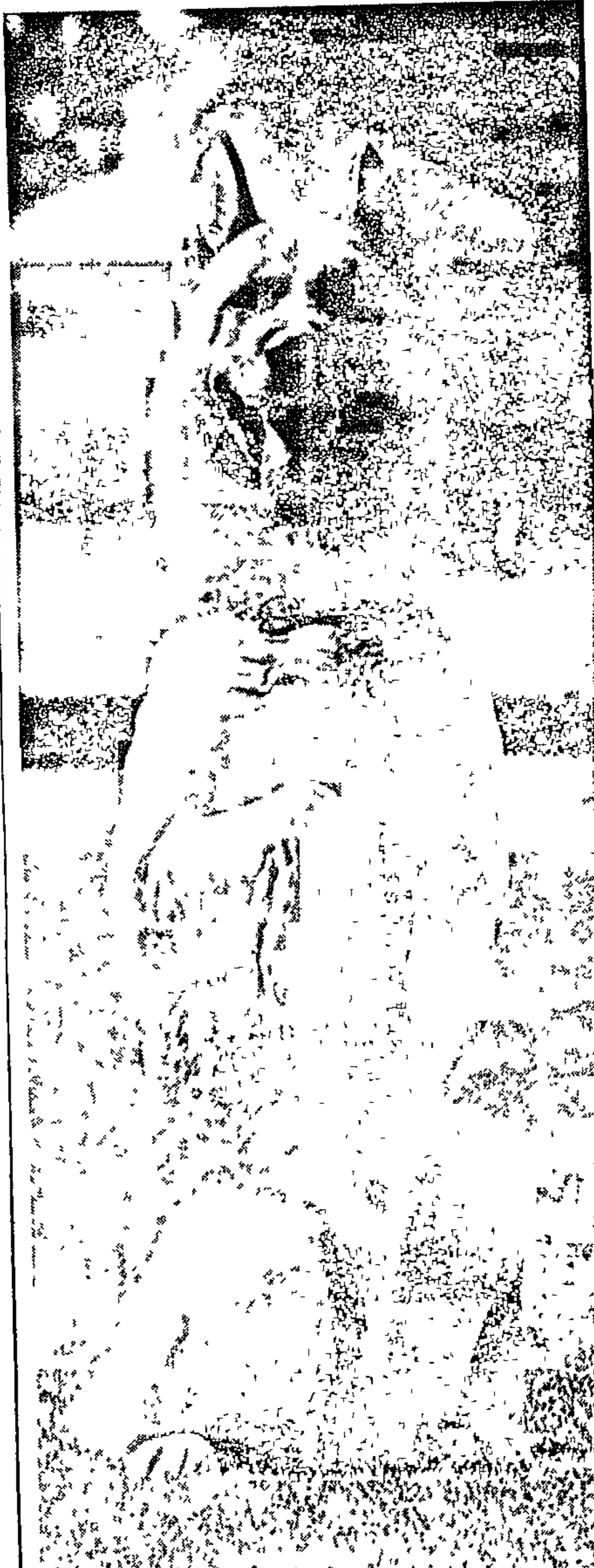
Yesterday, union officials alleged that 16 members had been attacked by the police

A spokesman for the Witwatersrand police said last night he was not aware of any police action

Officials of Alberton and Bedfordview councils said yesterday they were prepared to resume negotiations only if work started

A union official said members would go back only if reasonable increases were offered. The demand is for a minimum across-the-board R1 000 to R1 200 a month. Management's offer is R460





# Council spies penetrated top union ranks

W/Ment 4/13 - 10/5/90

By KATHY STRACHAN

SPY reports before the Hiemstra Commission of Inquiry into alleged irregularities of the Johannesburg City Council indicate that the Transport and General Workers Union, which organises municipal workers, was infiltrated to its core.

According to a union representative the informers were even delegated to the union's National Executive Congress.

"We suspected some people in our union, and since the commission began they haven't attended any meetings. They are hiding away," said shop steward Smith Kgobane.

Union member Petrus Ndzabe said: "All the people who have been assaulted by white security supervisors have been union members."

Ndzabe said everyone who had been assaulted had submitted their grievances to the deputy directors of the security department — Frik Barnard and Brigadier Visser — yet these grievances were never discussed with the members, as the procedure required.

Informers' reports before the commission include information on TGWU meetings, where they were held, and the name of each person present.

One of the infiltrated shop stewards' meetings concerned the city council and how it operated. The informer's report said the shop stewards noted that the council spent its money on the wrong things, and that they discussed the high cost of Town Clerk Manie Venter's house, unemployment and the fact that workers were not getting a living wage.

The report was followed by comment from spy handler Nick Cronje, who interpreted the manner of instruction as "blatant communist propaganda". A profile of union organiser Jane Barret was also submitted.

Clifton Mhlatyana — the TGWU member Hannes Gouws admitted to teargassing — believes the security department victimises union members.

Recalling the teargassing, he said: "I was in the guard room on night duty. I saw the key turn in the lock, and then they sprayed teargas into the room."

When he heard that Barnard had ordered Gouws to sort him out and that he "did not mind if he died", Mhlatyana responded that it had been a "very lucky day for him". He said Barnard had previously called him a coward for not wanting to discuss a matter with him.

Ag shame ... Shep is one of four wolf-dogs donated to the Johannesburg City Council's Public Safety Directorate by owners disappointed because the animals were not vicious enough.

Picture: ANNA ZIEMINSKI, Afrapix

# 23 held in demo against Sun hotel

140A

Sowetan  
4/5/90

~~2/27~~

~~1/5~~

**POLICE** yesterday arrested 23 people demonstrating outside the hotel where Mr Thabo Mbeki was speaking to journalists in Cape Town.

Members of the South African Commercial, Catering and Allied Workers' Union were protesting against their dismissal by the management of the Cape Sun on March 21

They were singing and displaying placards outside the hotel when about 45 policemen bundled them into four vans.

Minutes before, Mbeki and some members of the ANC taking part in talks with the Government had shaken hands with the demonstrators before entering the hotel, where he was scheduled to speak at

**By JOE THLOLOE  
In Cape Town**

a Cape Town Press Club meeting.

The protesters were carrying placards which read "The Cape Sun is Racist", "We are protesting against unfair discrimination" and "We will not allow Southern Sun to dismiss us."

## **Dismissed**

Twenty-seven employees of the luxury hotel were dismissed on March 21 when they protested against a housekeeper they alleged assaulted staff and swore at them.

Police spokesman Major Jan Calitz later said the 23 were charged under the Gatherings and Demonstrations Act and were still in custody.



**THABO MBEKI**

A union official, Mr Power Malgas, earlier said they had spoken to the ANC and made it clear that they had no objection to Mbeki addressing the meeting at the hotel.

"Our protest is not against him or the ANC, but against the hotel management," he said.

According to a by-

stander, Mr Jules Tromp, 45 policemen and three police officers arrived at the hotel in four vans about 1 20pm

Without telling the group to disperse, the policemen began hitting the demonstrators - who were mostly women - with sjamboks

"I could not believe it. One of the women fell to the ground and her handbag and shopping baskets went flying.

## **Wife**

"Policemen were hitting other women and forced a middle-aged man into the van when he arrived to collect his wife from the hotel."

An assistant manager at the hotel said only the directors could comment and a director was not available.

Sowetan 4/5/90

## 700 Putco workers at 2 depots ~~233~~ out of jobs ~~140A~~

By LEN MASEKO

ABOUT 700 Putco employees have either been fired or retrenched at two of the company's Reef depots over the past four weeks, a spokesman for the Transport and General Workers' Union said yesterday.

TGWU official Ms Kelly Forrest said about 450 workers at Putco's Wynberg depot, who demanded that an official be transferred, were dismissed after taking part in a work stoppage. ~~233~~

### Dispute

Forrest said the stoppage had not yet been resolved because management was prepared to reinstate only some of the strikers.

In addition, the TGWU members wanted to be paid for the period they were on strike. The management had rejected this.

Putco spokesman Mr Isaac Tait confirmed the dispute, saying the transfer of the divisional manager was no longer the issue "because he has agreed not to go back to the depot".

### Court

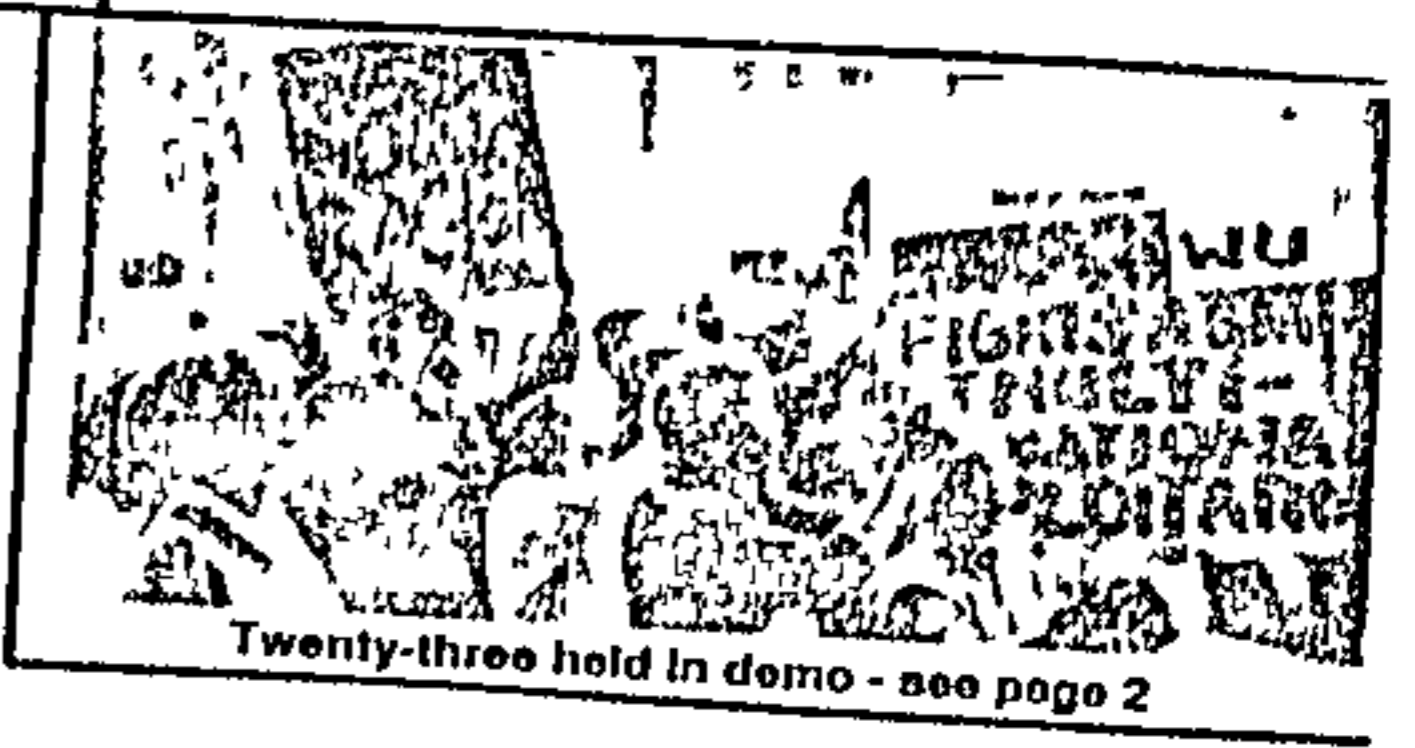
He said, however, the two parties were still locked in negotiations over the issue of reinstating the entire workforce.

Putco and the TGWU are involved in another dispute in Springs - this time over the retrenchment of about 250 workers and the closure of a local depot last weekend.

The union is to challenge the closure in the Industrial Court.

# Hospital strike grows

Sowetan 4/5/90



**THE week-long Baragwanath Hospital strike yesterday spread to several other Transvaal hospitals.**

About 8 000 workers are now on strike despite yesterday's high-level talks in Cape Town to address their grievances.

The strike called by the National Education Health and Allied

By MOKGADI PELA and PHANGI MTSHALI

Workers Union members has spread to Hillbrow, Johannesburg General, HF Verwoerd and Natal'spruit hospitals.

Natal'spruit nurses are reported to have joined the strike.

According to a statement by the SA Nursing Council the nurses' action is "endangering patients' lives".

Striking non medical workers at Baragwanath Hospital resolved to continue their action over the weekend even though their union met Minister of National Health and Population Development Dr Rina Venter and Minister of Administration and Privatisation Dr Wim de Villiers late yesterday.

ANC deputy president Mr Nelson Mandela also attended the meeting.

Mandela is reported to have held urgent discussions with President FW de Klerk over the strike.

Lunchtime stoppages were reported at Krugersdorp's Parkleer, Leratong, Sterkspruit hospitals and Boksburg Benoni hospital.

Solidarity action at Witbank and Middelburg in the eastern Transvaal was also taking place. Nehawu spokesman Monde Nditswana said.

However a Transvaal Provincial Administration spokesman said he did not know of the solidarity action.

## Crisis

TPA assistant director liaison Mr Jan Loubser confirmed that the crisis at the five hospitals now involved about 8 000 workers.

"No lives are endangered although we are treating only emergency cases in all affected hospitals," he said.

"Volunteers and TPA workers from other departments have been called in for essential services."

Representatives from

## Hospital strike

From Page 1

the National Medical and Dental Association, South African Health Congress and other organisations have volunteered to provide emergency services.

In the past two days no operations had been done at all and only emergency operations had been done in the past 10 days.

\* All operations at the Natal'spruit Hospital have been cancelled. Only one matron remained in theatre and patients who had come for diabetic and

high blood pressure check-ups were turned away.

A Nehawu delegation last night held talks with the Minister of Administration, Dr Wim de Villiers, at his office in Cape Town.

Meanwhile, State President FW de Klerk and ANC deputy President Nelson Mandela said in a joint statement yesterday it was imperative that medical services at the hospital returned to normal as soon as possible.



Struggling relatives of Mrs Cellwe Ngobese, who was admitted to Baragwanath Hospital with a stroke and heart problems, take her home after falling to hospital transport. Ngobese, from Dundee, Natal, had been in the hospital since March.

Pic LEN KUMALO

TOPIC

~

# Num members in strike deadlock

*Sowetan 4/5/70*  
By LEN MASEKO *(1407)*

*(162)* EIGHTY workers yesterday went on a legal strike at a Rand Mines subsidiary, Geotest, in Johannesburg in support of their wage demands and better working conditions.

They are members of the National Union of Mineworkers (Num), whose negotiations with the company have reached a deadlock. *(162)*

The Num members demand an increase of R160 a month - to be backdated to January 1 - against the company's offer of R69. They also demand a monthly 'inconvenience allowance' of R100 as well as a 40 hour working week.

Num official Mr Jerry Majiladi said the strikers were locked out of the company's premises yesterday.

A Rand Mines spokesman confirmed that Geotest employees had embarked on a legal strike saying management would hold further negotiations with the union with a view to seeking an early settlement of the dispute.

An executive member of the Metall and Electrical Workers Union of SA (Mewusa) has been detained, a Mewusa spokesman said.

Mr Kaizer Makapan was taken by Bophutatswana police from his Garankuwa home last Friday.

Mewusa official Mr Tom Oliphant said the union and Makapan's family were still trying to secure his release.

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X

**STRIKE** action crippling 12 Transvaal hospitals threatened to spill over into the Peninsula yesterday as Cape health workers called for a six-hour work stoppage today in solidarity with up-country workers

In several developments in the strike, which spread to Eastern Transvaal and Free State hospitals yesterday

● The Minister of Administration and Economic Co-ordination, Dr Wim de Villiers, met a Cosatu delegation last night in a bid to resolve the strike

The Cosatu delegation was led by Mr Jay Naidoo, its general secretary

● ANC vice-president Mr Nelson Mandela met President F W de Klerk separately yesterday to discuss the crisis at Soweto's Baragwanath Hospital

It was arranged that Mr Mandela "would in-

# Cape health workers set to join strike

*Cape Times 4/5/90*  
*Cape Times 4/5/90 (S.A. / 1201 / 132)*

terest himself to the situation at the hospital", a Tuynhuys statement said

● It was also announced that Mr Mandela will join this morning's talks between trade union leaders and Health Minister Dr Rina Venter in Cape Town

According to a Health Workers' Union (HWU) spokesman in Cape Town, today's planned stoppage will also be in protest against their demands not being met by the state

Earlier this year, hospital services at 15 Pen-

insula hospitals were crippled when nearly 6 000 workers went on strike for nearly three weeks, demanding a wage increase and the recognition of the HWU

Strike action in the Transvaal has affected the Hillbrow Hospital, the Johannesburg Hospital and 10 other hospitals on the Reef

The Hendrik Verwoerd Hospital in Pretoria and hospitals in the Eastern Transvaal and the Free State have also been affected

The situation at Baragwanath Hospital deteriorated still further yes-

terday as the strike entered its fourth day

● Patients were being admitted only in "extreme emergency cases",

● Laundry is at a standstill, and tons of soiled linen were beginning to rot, nurses said,

● Floors in wards have not been cleaned for days, refuse bins are overflowing and visiting undertakers at the mortuary described conditions as "filthy", and

● Senior sisters in the post-Caesarian ward said they had been instructed by management to discharge mothers and their newly-born babies after five days, instead of sending them to another ward after the usual seven days

According to Mrs Annette Clear, of the hospital's public relations department, there are 2 750 non-medical workers on strike at Baragwanath — Sapa and Staff Reporter

APL 7/15/90 (1408) (12/10)

# Louw reacts to labour accord

THE accord between the employer federation Saccola and the union groups Cosatu and Nactu contained proposals on a far wider spectrum than provided in the draft Labour Relations Amendment Bill, the Minister of Manpower, Mr Eli Louw, said yesterday

Those proposals which were not reconcilable with the draft bill would have to be referred to the National Manpower Commission for consideration and recommendation to him after all other interested parties had been granted the opportunity to comment

But he was willing to discuss the accord with Saccola, Cosatu and Nactu "as early as Tuesday, May 15"

Mr Louw's statement indicates that although he feels the proposals go further than the ambit of the draft amendment bill, and therefore by implication cannot be considered together with it, the momentum gained in the accord should not be lost

However, despite the proposed meeting on Tuesday, it seems unlikely that key aspects of the Saccola/Cosatu/Nactu agreement will be submitted to Parliament during the current session

PLANS to privatise state forests could be catastrophic for consumers and push up the price of houses, Mr Rupert Lorimer, Democratic Party MP for Bryanston, said in Parliament yesterday

Mr Lorimer said that late last year, the Department of Forestry had announced an average increase of 29,6% in the price of sawlogs, apparently as a prelude to privatising the forests

He said the results of the increase for consum-

## House costs 'will soar' if forests sold

ers could be catastrophic.

"The biggest user of sawn timber is the building industry. This inordinate price increase would push up building costs excessively and, in turn, push up the price of houses at a stage when South Africa faces a housing crisis"

Cape  
Times  
4/5/90





**MEETING THE WORKERS ...** ANC executive member Mr Thabo Mbeki arrived at the Cape Sun yesterday to find a well-timed workers' protest under way outside. The protest, noticed by more than 300 members of the press attending Mr Mbeki's lunch talk, was related to an issue between workers and management. Mr Mbeki greeted the protesters with a smile and a handshake.

Picture: BENNY GOOL



## BUSINESS

# Stop the privatisation, says Harare conference

w/ Mail 4/5 - 10/5/90 (140A)

AN appeal for campaigns to oppose the South African government's privatisation policies and a warning that those companies will be re-nationalised in a post-apartheid South Africa were issued at a conference of ANC and Cosatu economists in Harare this week.

"In order to plan an equitable economic order in South Africa, action has to be taken now to resist the government's privatisation," said African National Congress economist Vella Pillay. "Demonstrations of mass indignation could make it extremely difficult to privatise because that would reduce possible buyers. A firm position by the ANC and Cosatu (Congress of South African Trade Unions) that a future government would re-nationalise would itself be an obstacle to privatisation as it would discourage potential buyers."

Sixty delegates attended the conference and, at its conclusion on Tuesday, issued a statement spelling out their opposition to privatisation.

"It was noted with grave concern that the apartheid state is currently implementing a series of policies which will seriously inhibit the ability of a future non-racial government to achieve its objectives. These measures being undertaken now by the apartheid regime include privatisation, deregulation, the introduction of the Minerals Bill and others," said the closing statement.

"These measures are immoral and are unacceptable and this present government must not be allowed to shape our future in this way," said the statement which added that the much of

the privatisation would be "reversed". The conference participants said they particularly objected to the privatisation of Iscor, the social services and mining activities through the Minerals Bill.

The conference participants agreed that South Africa should have a mixed economy with the new democratic government being "an active economic agent" as well as the private sector. That organised workers should play a major role in guiding the economy was also agreed upon.

A major area of consensus, according to Tito Mboweni of the ANC's economics and planning department, was that economic growth should

The Harare conference on a post-apartheid economy has called for a campaign to stop privatisation, reports ANDREW MELDRUM

take place through redistribution. For instance, by increasing minimum wages a new larger market would be created for food, clothes, cars and many other consumer goods.

"An example of growth through redistribution would be if a new government undertook a project to provide housing for the people, it would spur a boom in the construction industry," said Mboweni.

He said consensus was reached on other economic issues, including that minerals should be a national property which could be mined privately but under state controls and regulations. They also agreed the economy should be reconstructed to reduce its dependence on exports of minerals in their raw stage. Instead, the minerals should be processed or beneficiated to the most finished stage possible.

The participants included economists from the ANC and Cosatu as well as the Economic Trends group, Economic Research on South Africa, the Centre for Development Studies and the Industrial Strategy group. Economists from Britain also attend-

ed. Thirty-four formal papers were presented but it was agreed none would be made public.

Speakers included Max Sisulu, Pallo Jordan and Sindiso Mfenyane of the ANC, Jay Naidoo of Cosatu and Alec Erwin of the National Union of Metalworkers. Pillay presented a paper on macro-economic policies entitled *Year one of a post-apartheid economy*. In it he outlined how the huge amount of funds spent on the military could be re-channelled.

Professor Lawrence Harris, of Britain's Open University, presented a paper on how to build and finance a mixed economy.

# 23 held after city hotel <sup>Cape Sun</sup> 4/5/90 protest

Staff Reporter

POLICE yesterday arrested 23 chanting and toyi-toying demonstrators outside the Cape Sun Hotel shortly before a Press Club lunch meeting was to be addressed by Mr Thabo Mbeki.

The demonstrators, waving ANC posters and some carrying banners of the Cape Catering and Allied Workers' Union and the SA Catering and Allied Workers' Union, took up positions opposite the entrance to the hotel.

The demonstration was a continuation of a dispute between the hotel and some dismissed workers

On his arrival, Mr Mbeki shook hands with some of the demonstrators before entering the hotel.

One demonstrator was seen with an umbrella in the ANC colours while posters carried the slogans "The company dismissed us for racism" and "Cape Sun you have struck a rock".

Eyewitnesses said about 50 policemen broke up the gathering using batons and bundled the demonstrators into waiting police vans

1407A  
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Sta - 5/5/90

NEWS

# Hospital crisis cuts deeper

THE three-hour Cabinet-level meeting with hospital workers' union representatives failed yesterday to resolve the rapidly spreading hospital strike as higher-than-average weekend casualties inundated Baragwanath and Hillbrow hospitals last night.

In Soweto there is an average of 20 gunshot wounds over a weekend, apart from other emergencies which run into hundreds

The outcome of yesterday's meeting between the National Education, Health and Allied Workers Union, Cosatu and Minister of Health Dr Rina Venter was that a meeting between Nehawu and the Transvaal Provincial Administration will follow shortly in an urgent attempt to resolve the crisis

## Statement

The two parties issued a joint statement after the meeting calling on everyone to help solve the difficulties

It was also agreed that the issues giving rise to the present crisis would be dealt with at a meeting between Nehawu and the TPA which began last night

Talks between the TPA's representative Dr Hennie van Wyk, the executive director of hospital services, and an 11-person Nehawu team began last night and are expected to continue today

After the meeting with the Minister, Nehawu organiser Mr Monde Mditshwa said he believed the TPA meeting could lead to an end to the strike

## Minister, union seek a way out after talks fail

PAT DEVEREAUX

directorate liaison officer Mr P J Wilken said last night

In Soweto, private doctors' consulting rooms were flooded with patients and the Red Cross was said to be taking on the task of caring for casualties

Johannesburg Hospital acting chief superintendent Dr T M Frankish reported that many services had been drastically curtailed and only emergency services were being maintained

At Natalspruit 95 percent of staff did not report for work and the hospital was teetering on the brink of closure

The situation was said

to be less critical at Pretoria's HF Verwoerd Hospital

Other Transvaal hospitals said to be affected by the strike included Coronationville, Boksburg-Benoni, Sebokeng, Pietersburg and Lynville

Three hundred strikers at Middelburg Hospital claimed they were attacked by policemen wielding batons and sjamboks when demonstrating this week

Police denied any knowledge of the action

## Solidarity strike

In the Cape yesterday, more than 6 000 hospital workers at over 10 provincial hospitals took part in a "solidarity strike with Transvaal, Free State and Ciskei strikers" which lasted all morning

Both major training hospitals in the Peninsula, Groote Schuur and Tygerberg, were affected. But the strikers returned to work by 2 pm, according to Nehawu.

The Natal Provincial Administration yesterday announced substantial increases to hospital workers to prevent the strike spreading

● See PAGE 8.

## Skeleton staff

However, by yesterday evening at least nine Transvaal hospitals were running on skeleton staff and having to turn away weekend casualties

The Administrator of the Transvaal, Mr Danie Hough, urgently appealed to organisations and the general public to offer voluntary services to those hospitals which are being affected by the strikes

He said the hospitals most affected by strike action were Baragwanath, Hillbrow, Johannesburg and Natalspruit

"So far, Baragwanath and Hillbrow hospitals are admitting only emergency casualties, all others are being turned away," exhausted TPA

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## **Demands highlight main issues**

A BROAD look at the striking Nehawu workers' basic demands provides a perspective on some of crucial aspects affecting the country's health care system.

● **Concerning wage demands and worker status:** The Transvaal Provincial Administration claims it has a cash crisis and is under severe financial strain because of Government measures to cut spending on health. Hospital workers, some of whom are paid only R224 a month and have served as hospital staff for decades, are recognised only as temporary workers and can be dismissed within 24 hours.

● **On recognition of Nehawu:** The authorities claim that in terms of the Public Service Act, they may only recognise and negotiate with associations.

● **The immediate opening of all health care facilities to all races:** No wards in State-administered hospitals are as yet integrated and there have so far been no moves by the Government to desegregate any wards in these hospitals. But the Government has conceded that while some wards in State hospitals (mainly white) are under-utilised, others (mainly black) are overcrowded.

Although wards in State hospitals are formally segregated, black patients are admitted to white hospitals if they require specialised treatment not available at black hospitals. They must then be accommodated in separate wards. However, sources at Cape Town's Groote Schuur, which is State administered, have indicated that wards at the hospital are mixed.

● **On the cessation of own and general affairs:** At present the health care system is being administered through the tricameral parliamentary system. As a result there is tremendous duplication of health care facilities, at great cost to the State and to local authorities.

● **The abandonment of privatisation, especially with regard to health care:** The Government's intention to privatise hospitals will have two dire consequences, argues the Centre for the Study of Health Policy.

Firstly, it will lead to a rapid escalation in the cost of hospital care, which may soon be beyond the reach of all but the very wealthy.

Secondly, it will lead to a rapid decline in the quantity and quality of care in the public sector, on which about 80 percent of South Africans depend for treatment.

The most common argument for

privatisation of hospitals is that privatising hospitals is more cost effective than a bureaucratic Government health service because there is a free market. A second angle is that the Government cannot afford health care for all, so those who can afford to should pay for their own health care. This would allow the Government to use its tax money to pay for health care for the poor.

But, it is argued, there is no free market in health care.

At present there are three major interest groups in the private health care market: the suppliers, the patients and those who pay on behalf of the patient — the medical aid societies. Not one of these has the will, the ability or the incentive to keep control of costs.

And contrary to the myth carefully cultivated by those in favour of privatisation, the private sector is not more efficient. About 45 percent of money spent on health care in SA already goes to the private sector. Yet that money provides care to less than 25 percent of the population.

The Centre for the Study of Health Policy suggests that: "Any proposed solution to the crisis in paying for health care must incorporate at least the following elements.

● It must aim at equality of access to health care.

● It must, therefore, ensure that the care of the sick, the poor and the elderly is subsidised.

● It must not exclude anyone on the grounds of their health risks, health status or ability to pay.

● It must have the power to negotiate with the providers of the health care — doctors, other health workers and hospitals — in order to modify those aspects of their behaviour that contribute to escalating costs. In other words, those who pay for health care must be in a position to ensure that they are paying for cost-effective care and that they are not subsidising extravagance.

The centre adds: "To our knowledge, these principles can only be achieved where health care is paid for

● By the State out of tax revenues

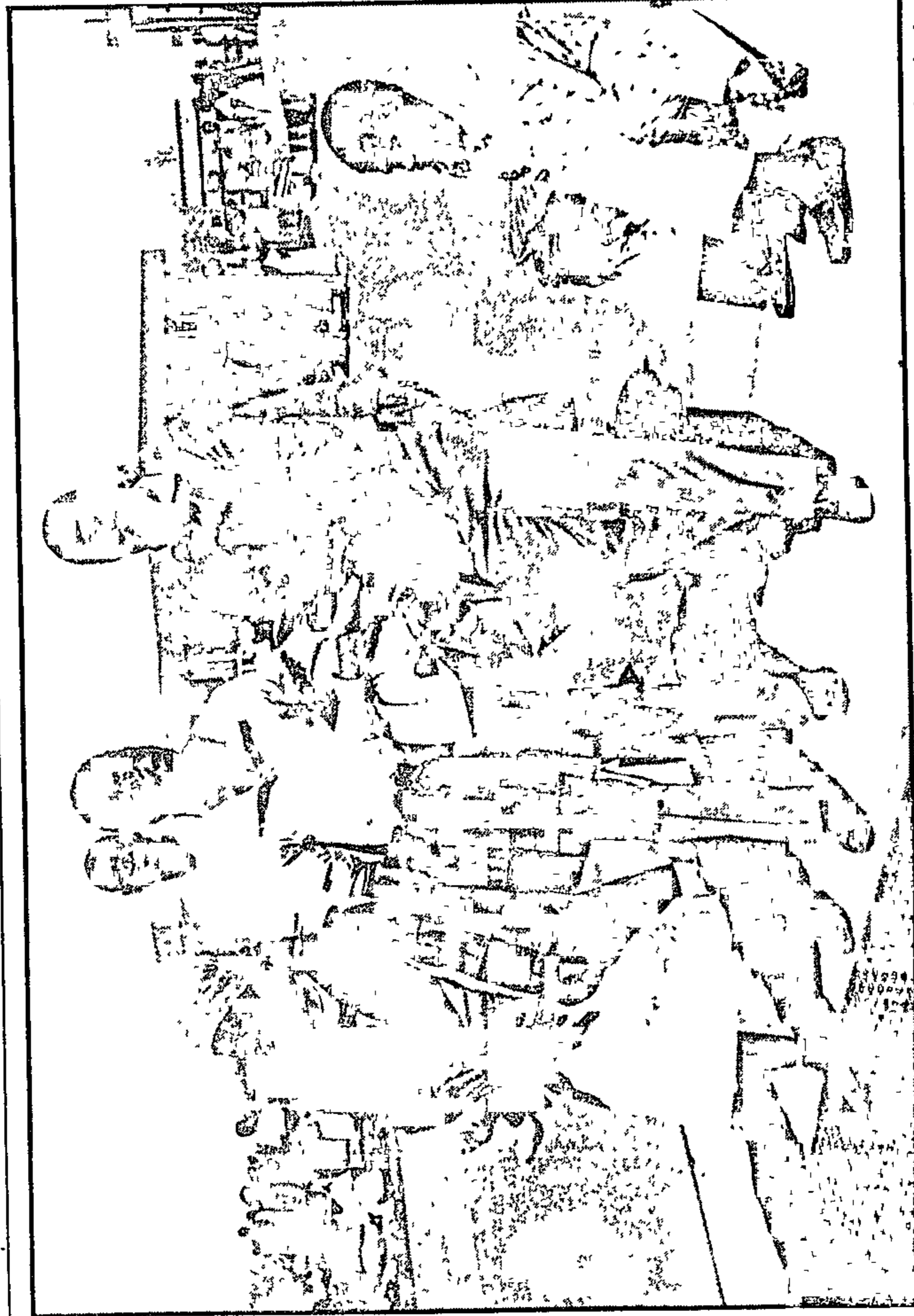
● By a compulsory health insurance system that pays for a comprehensive range of benefits, and in which all who are eligible by virtue of their income or employment will participate and that excludes no one on the grounds of their health status or age

● Some combination of both the above."

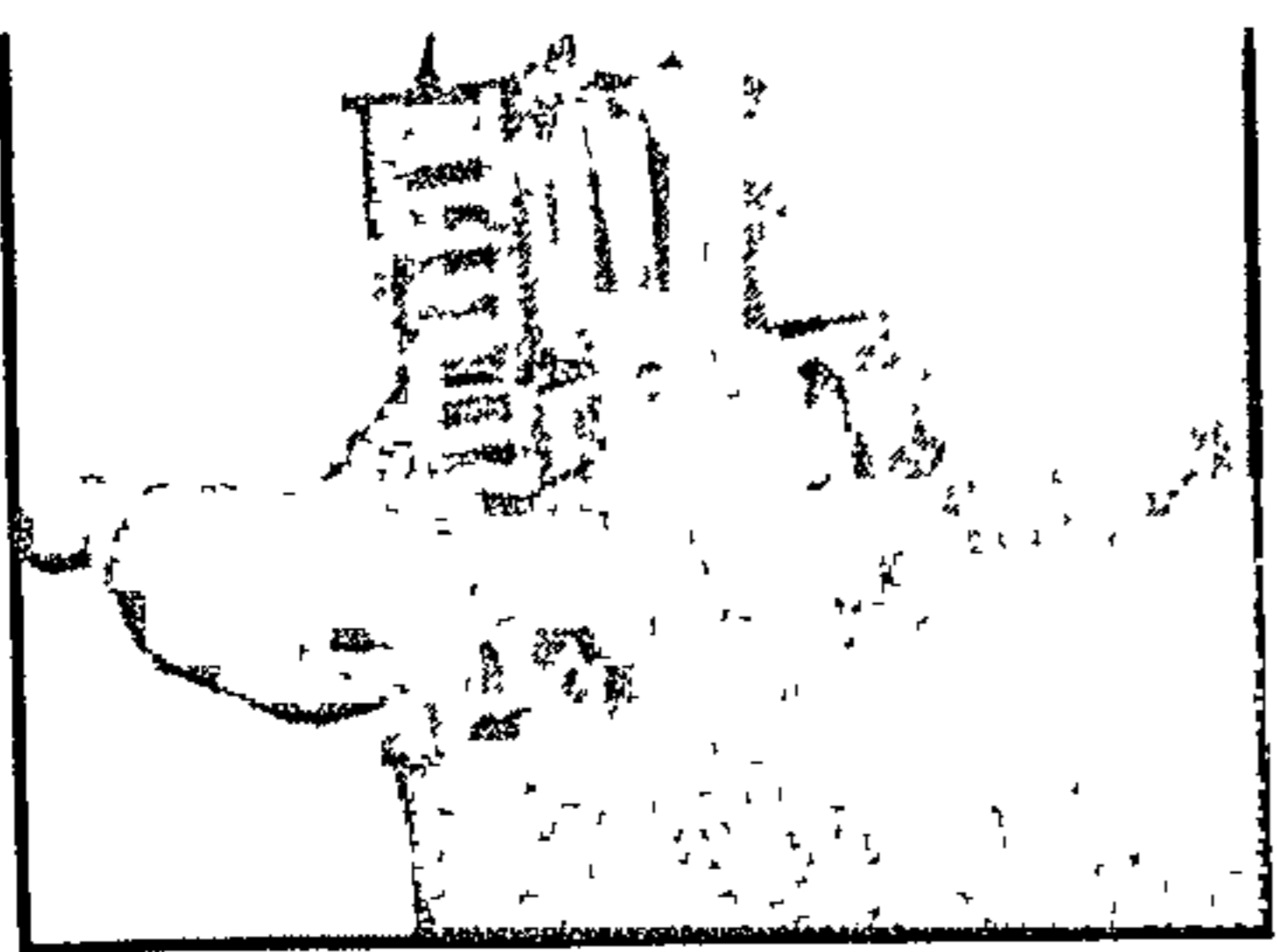
NEWS

Health services in state of chaos for past 10 years, say researchers

# Hospitals 'tip off i



EMERGENCY This young girl was carried into Natalspuit Hospital by family members but she could become one of the hundreds of casualties being turned away because of the hospital strike. ● Photograph: Herbert Mabuza.



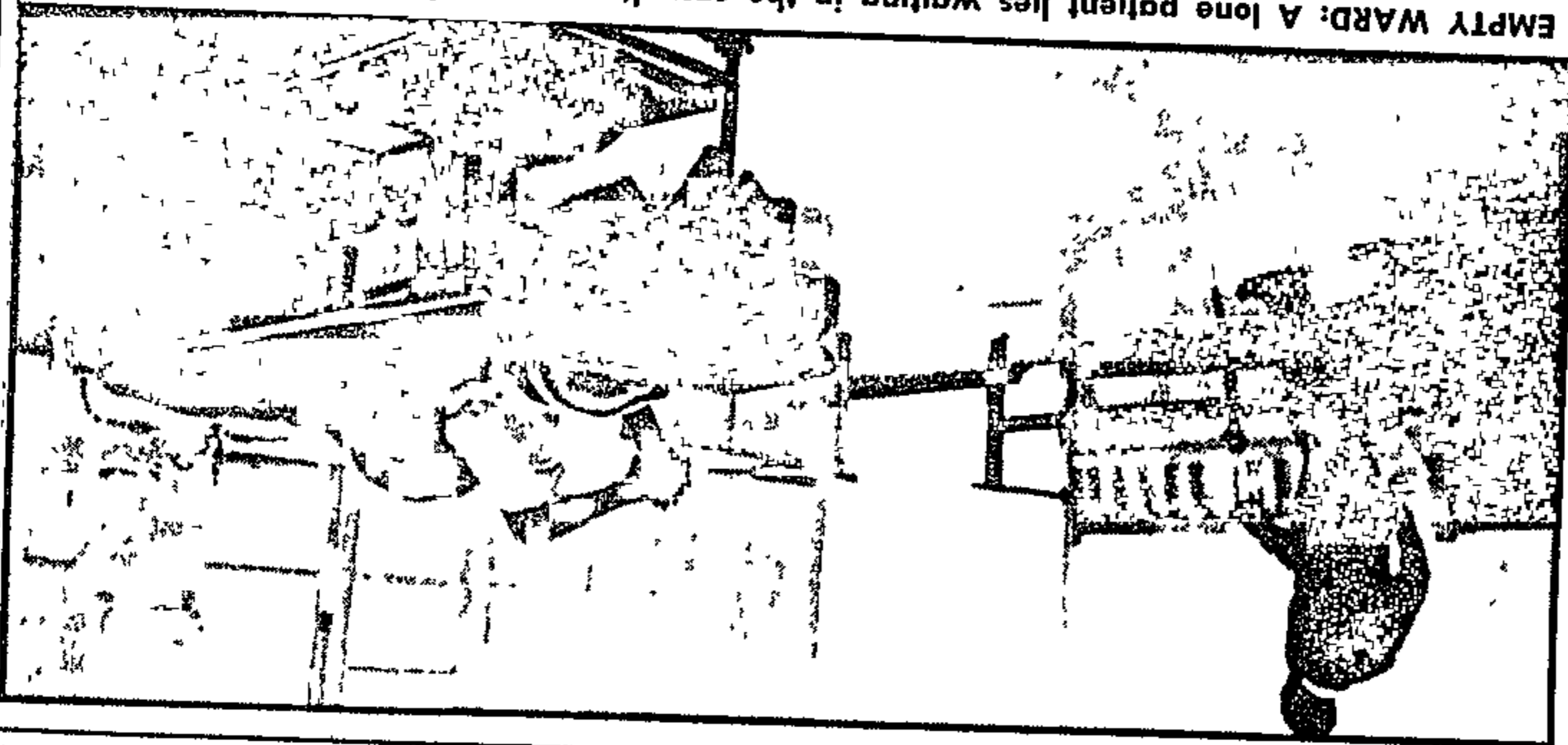
EMPTY WARD. A lone patient

STRIK

Health services in state of chaos for past 10 years, say researchers

# Hospital crisis, 'tip of iceberg'

EMPTY WARD: A lone patient lies waiting in the casualty section of Baragwanath Hospital. Photograph: Ken Oosterbroek.



**STRIKING hospital workers this week brought the deterioration of South Africa's health services at provincial hospitals — notably that of the Baragwanath, Hillbrow and Johannesburg hospitals — into the spotlight.**

The health workers' strike by more than 8 000 hospital staff, which has spread to at least 14 hospitals countrywide, is only the tip of the iceberg when it is taken into consideration that the country's health services have been floundering for the past decade, health policy researchers warned this week.

**Battle**

"What is needed today is a complete overhaul of the health care system in South Africa," argued the Centre for the Study of Health Policy, based at Witwatersrand University. The research group blames "apartheid medicine" for the appalling conditions at SA hospitals.

The strikers have had a year-long battle with the authorities to voice their grievances and to get their union — the National Education, Health and Allied Workers Union (Nehawu) — recognised, according to union spokesman Mr Monde Mdutshwa.

He pointed out that six weeks ago, workers resorted to lunch-hour demonstrations to voice their grievances. They then went on a four-hour go-slow a fortnight ago. But the authorities continued to ignore the issue.

"The strike could have been avoided if the authorities had responded positively to the workers' demands at the very beginning," he said.

**Meeting**

The response from the authorities was that — in terms of the Public Service Act of 1984 — only staff associations, and not trade unions, could be recognised by the Commission of Administration and Co-ordination.

On March 28 Nehawu requested a meeting with Health Minister Dr Rina Venter to discuss demands. The union said there had been no "official" response to date.

Dr van den Heever said he had passed the memorandum on to his superiors and was later visited at regular intervals by union leaders, who were waiting for a reply.

● The abandonment of privatisation, especially with regard to health care

● The cessation of own and general facilities to all races.

● The immediate opening of all health facilities to all races.

● Recognition of Nehawu as a trade union for all

● A living wage of at least R1 100 with an additional R400 across-the-board increase for all

He was asked to forward the memorandum to the authorities. Nehawu demands included a living wage of at least R1 100 with an additional R400 across-the-board increase for all.



# JOY in Mills, Tomes Funday.

hundreds Mabuza.



1400

# Urgent talks on hospital crisis begin

CVT Times 5/5/90

140A

JOHANNESBURG — Urgent talks between the Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union on the growing hospital crisis began here yesterday evening and will continue this morning, Professor Wynand Pienaar, who is acting as negotiator, told Sapa last night

According to Prof Pienaar, a senior consultant to a South African merchant bank, the two sides were unlikely to reach agreement on all Nehawu's demands by the end yesterday's session

"There may be agreement on some issues, though," he said during a break in the negotiations.

Prof Pienaar has also made arrangements to use the venue this morning. The TPA was represented by Dr Henrie van Wyk, the executive director of Hospital Services in the Transvaal, while Nehawu's team comprised 11 people

The talks in Johannesburg were agreed upon at a meeting in Cape Town yesterday morning between the Minister of Health and National Welfare, Dr Rina Venter, and a Nehawu delegation, which included the general secretary of Cosatu, Mr Jay Naidoo

PETER DENNEHY reports that a Nehawu delegation and Cosatu were involved in a flurry of activity yesterday, in a bid to end the crippling Transvaal hospital strike

Members of the delegation and Dr Venter spent two hours in Cape Town yesterday morning hammering out an agreement in Dr Venter's office, dealing with general principles rather than the "concrete issues giving rise to the present crises", according to a joint statement issued.

Then the entire union delegation flew to Transvaal for the meeting late yesterday with the Transvaal Provincial Administrator, Mr Fanie Ferreira, and Dr Van Wyk to deal with the strike itself

In Cape Town yesterday, Dr Venter assured the Nehawu delegation that there were no plans afoot to sell state hospitals

"Should any privatisation issue regarding health services arise in the future, the government undertakes to ensure that consultations with affected workers will take place at the earliest possible opportunity," she said

The meeting urged all parties concerned to address seriously the issues

To page 2

From page 1

## Hospitals

that had given rise to the hospital crisis, "so that the situation can be normalised and workers can return to work".

Both parties agreed that the present crisis and broader issues of health policy "can only be resolved through proper consultation with representative organisations, and based on the principle of sound employer/employee relations".

They also agreed that a health system "that is both equitable and based on high-quality health care, with the accent on preventative rather than curative health", was essential.

Sapa reports further that a gloomy picture was painted of strike-torn hospitals by the Transvaal Provincial Administration yesterday morning, as nurses at some institutions joined the strike by non-medical workers and the Red Cross had to be called in.

"Everybody is toyi-toying at Hill-

brow hospital, including the nurses," the TPA Director of Liaison Services, Mr Piet Wilken, said in a statement issued from Baragwanath Hospital, where he is based. "The situation is worse than yesterday."

At Natalspruit Hospital on the East Rand, "80% of the nurses are not in the wards", Mr Wilken said.

The situation at Baragwanath Hospital is the same as on Thursday, according to Mr Wilken. Baragwanath was able to handle only "extreme emergency" cases on Thursday.

At the Johannesburg Hospital, "all the non-medical staff are on strike. According to Mr Wilken, "although nurses are (being) intimidated, they are working. The situation is the same as yesterday".

In Pretoria at HF Verwoerd Hospital, "between 1 800 and 2 000 general assistants" are on strike.

The situation is normal at the Boksburg-Benoni, Paardekraal and Coronation Hospitals, Mr Wilken said.

# Urgent talks on hospital crisis begin

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# Catherine has had enough!

By CONNIE MOLUSI

THE anger that exploded at Baragwanath Hospital into a full-blown strike is the result of years of workers' discontent. They claim that for years they had to contend with low wages and indefinite temporary working status.

Among those on strike are some who claim they have worked for Baragwanath for almost 20 years and are still employed on a temporary basis.

One of them is 62-year-old Catherine Luthuli, who has a painful story to tell about her 18 years at Bara Luthuli, with a Std 6 education earns only R471 after all her years of dedicated service.

She joined the hospital in 1972, earning R26 a month. After 18 years her plight has not changed much. This week she went on strike - the second in her working life.

The first strike, in 1975, was also over her wages. The outcome of that strike was R10 a month increase.

Luthuli remembers that the strike lasted three days, but she relates her ordeal with passion. She was among those arrested and taken to John Vorster Square.

"Well we were not fighting then, as we are today. All we are demanding is a living wage and decent working conditions."

Although aware of the grave implications of the strike, Luthuli does not want to hurt patients. The only problem is that her endurance has been stretched too far and she feels enough is enough.

"The hospital authorities should now listen to our grievances. Because tea break and lunchtime demonstrations have not worked, workers reluctantly took to strike action."

She has been clocked-in every morning since Monday only to sit in the sun and watch as her younger colleagues dance and toy-toy around

18 years as  
a temporary,  
she still earns  
a mere R471

Her age and weight do not allow her to join the ritual.

Asked to pose for a picture outside the hospital premises, she explained that she could not leave the premises as she was still officially on duty.

With her meagre wage Luthuli has three children to support and a bond to pay. She took a R22 000 loan from the hospital in 1985 to build a garage and two rooms in her backyard.

Asked how she managed to pay the loan she said she did so with a government subsidy.

Despite the gloom in Luthuli's life she still hopes a settlement will be reached soon and that the workers' demands will be met.

"You see these are some of the things we are fighting for. As a temporary worker I will not get money when I retire."

"I have only a few years to go before pension. But I am still strong and as long as I am strong I will continue working."

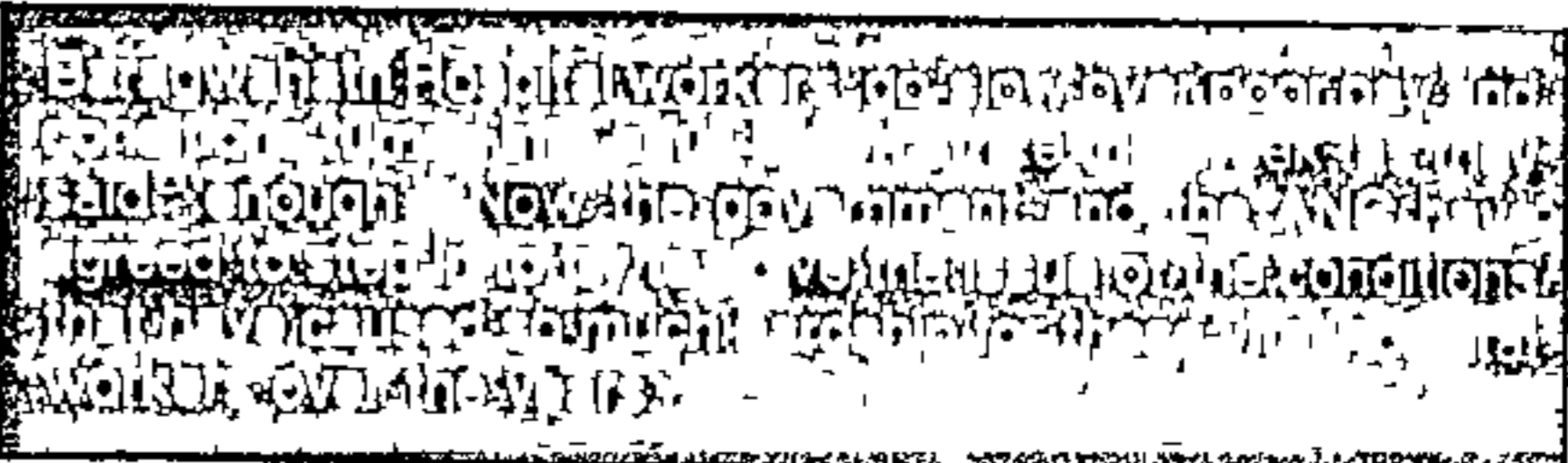
Luthuli views the strike as a worthwhile sacrifice. Although she is already past the official pension age of 60 for women, she still hopes to be employed permanently.

She is quick to point out that the strike will ensure better wages for others in the future.

What makes Luthuli's situation depressing is that none of her children is working. Although they are fit, she is the sole breadwinner.



Catherine Luthuli... still classed as a temporary worker after 18 years' dedicated service.



## Not a place to heal the sick

By STAN MHLONGO

BARAGWANATH Hospital has become a health hazard.

This is the spectre haunting South Africa's biggest black hospital after its 1 500 non-medical workers decided to go on strike this week.

I got a dose of the crisis when I went there to keep an appointment with a doctor.

Mountains of dirty bed linen, towels and clothing were piled everywhere.

I met a woman staggering out of the hospital, her eyes blinded by tears.

"What's happening?" I asked an unsmiling man beside me.

"I have not had food since yesterday. As far as I am concerned, nothing is happening here," he said.

The man, who said his name was Timothy, had hit the nail on the head - Baragwanath had come to a standstill.

There was no cooking, washing or cleaning. There was no one to help patients with weak bladders and bowels.

"There's no one to clean up the mess," shrugged Timothy.

He said the woman I had met at the hospital entrance had given birth and was going home to care for herself.

"This is no place to be, no matter how sick you are," he grumbled.

As I waved goodbye to my new-found friend, I sighed with relief because the doctor had given me a clean bill of health.

But for scores of Bara patients the question is: How long will they be able to survive in these conditions?

press  
6/5/90  
140ff

# Hospital crisis looms as urgent top-level talks end in deadlock

By SOPHIE TEMA

A last-minute bid by government and the National Education, Health and Allied Workers Union (Nehawu) to end the crippling hospital strikes ended in deadlock on Friday, and raised the possibility of a complete breakdown in health services.

This followed a failed top-level attempt to end the looming crisis when Health Minister Rina Venter, Nehawu and Cosatu met in Cape Town this week.

And Cape Town reports said ANC deputy president Nelson Mandela met State President FW de Klerk to discuss the spreading strike.

Provincial Hospital Services executive director Henne van Wyk and a Nehawu delegation held talks on Friday and yesterday.

Wits University's medical faculty has called for an end to the strike and stressed its support for the strikers key demands which included:

- A wage in line with the cost of living and the rate of inflation;
- Recognition of trade union rights;
- Desegregation of health services;
- The rejection of privatisation of public hospitals; and
- The abolition of temporary work status.

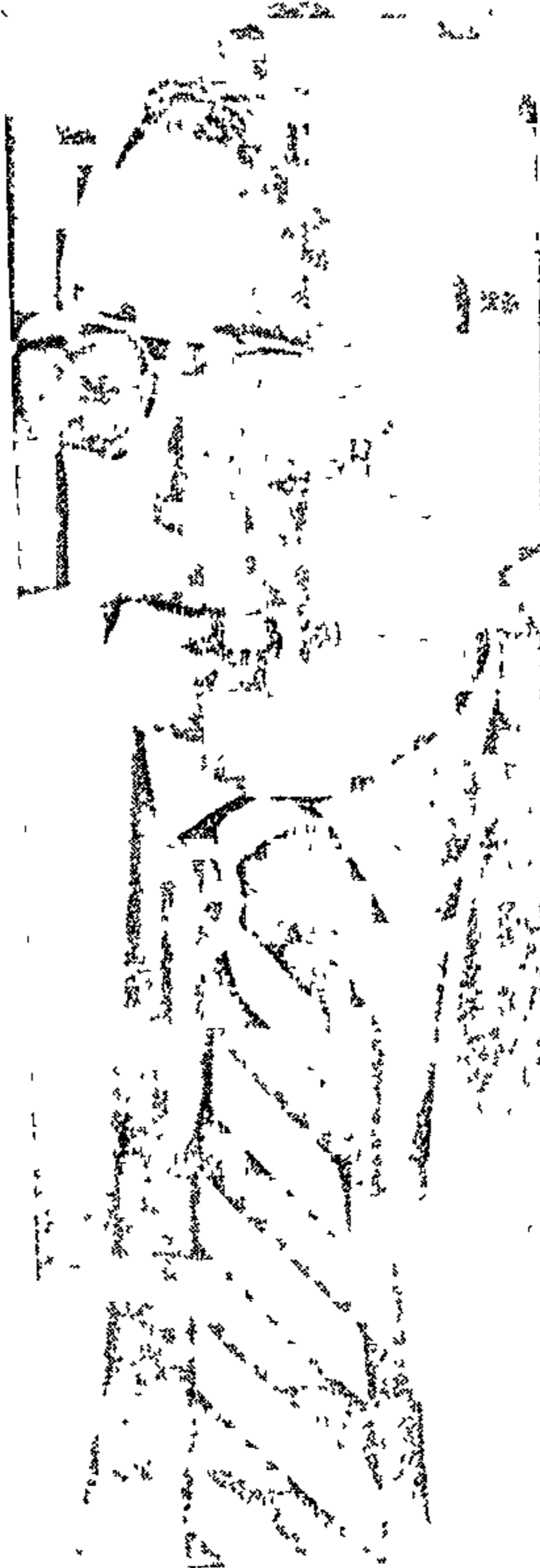
The faculty's support for strikers came after Friday's meeting at Baragwanath Hospital by members of the South African Health Workers' Congress (Sahwco), the National Medical and Dental Association (Namda) and the Health Workers' Union.

While urgent top-level talks continued the situation at Baragwanath was deteriorating.

Senior nurses said Baragwanath, which normally accommodates about 3 000 patients, now had - according to hospital records - about 1 935 and only "serious emergency cases" were being admitted.

Transvaal Administrator Danie Hough confirmed it had been necessary to discharge patients.

He also gave the assurance that



**Administrator Danie Hough**

measures would be taken to normalise services, including the re-commissioning of the laundry.

But by yesterday bundles of dirty linen and clothing were still heaped outside some wards. At the laundry tons of linen had piled up.

Transvaal Provincial Administration spokesman Jan Loubscher said 8 000 workers at nine hospitals were on strike.

140A

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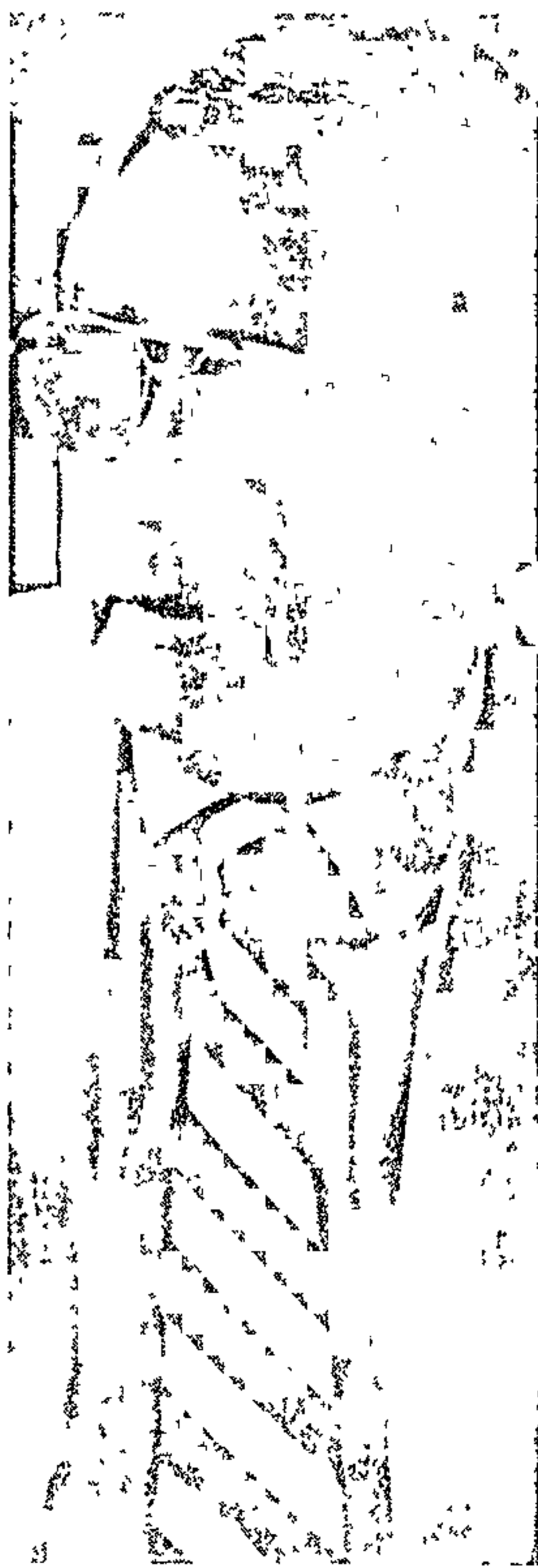
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# Interim agreement on Labour Act changes to be signed

By **CONNIE MOLUSI** (140A) (140B)

THE DAYS of protest action against the Labour Relations Act (LRA) could be over when an interim agreement on changes to the Act between Cosatu, Nactu and South African Consultative Conference on Labour Affairs (Saccola) is signed.

Parties have agreed to sign the agreement pending the responses of three major Saccola affiliates - Transnet, which recently joined the negotiations, and two affiliates of Saccob, which has refused to endorse the accord.

Meanwhile, the interim agreement will be sent to the Manpower Minister Eli Louw asking him to process the agreement urgently to ensure it be-

comes law during the current parliamentary session.

The draft agreement, which lays down rights that organised workers do not now have, will improve the ability of unions to take part in collective bargaining.

Main areas of agreement include the right to strike, which will include all workers, and new provisions relating to dismissals and retrenchment in line with International Labour Organisation (ILO) conventions.

Louw declared last year, when assuming his post as minister of manpower, that he was prepared to make changes to the controversial amendments of the LRA as long as workers and employers agreed.

Union puts TPA pay proposals to members



140A

256

Sta 7/5/90

# Hospitals breakthrough

By Carina le Grange

Agreement was reached early this morning between the Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union (Nehawu) on wage proposals aimed at ending the crisis at strike crippled hospitals.

A statement issued by the executive director of health services, Dr Hennie van Wyk, said "proposals are presently being formulated" which were to be put to workers by the union this morning.

Agreement were reached in the fifth round of talks which started on Friday evening and continued over the weekend.

Nehawu will report back to Dr van Wyk later today to finalise the agreement, he said. Nehawu organiser Mr Monde Mditshwa could not be reached for comment.

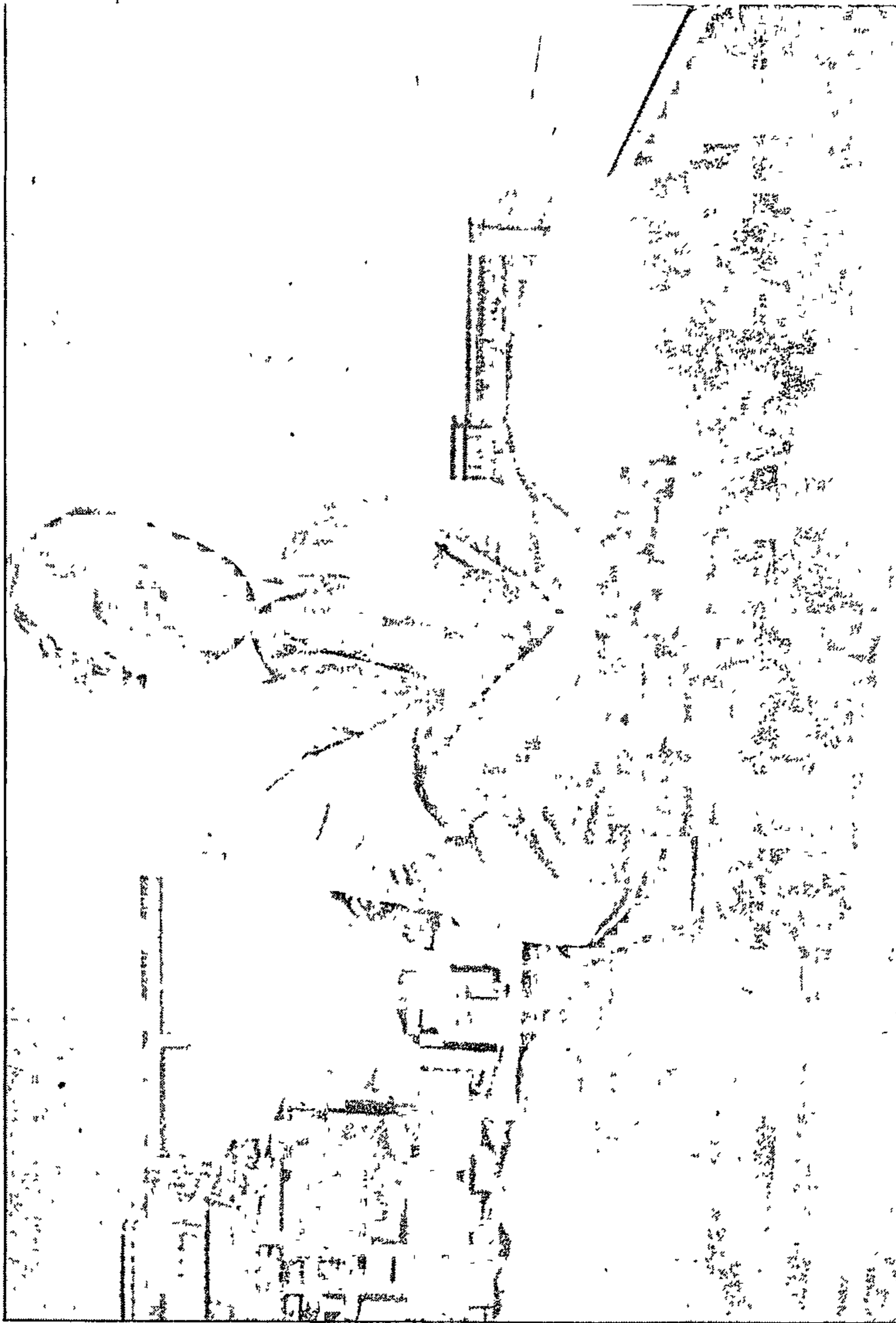
While talks were in progress yesterday, the crisis intensified and spread. Operating theatres, the casualty section and kitchen at Tembisa Hospital closed and seven other hospitals are also still badly affected.

Unlike other hospitals, there are no voluntary workers at Tembisa.

Wage demands were the final issue which had to be settled between the TPA and Nehawu.

The TPA team is headed by Dr van Wyk and Nehawu by Mr Mditshwa. Assisting the TPA is legal expert Professor S A Strauss of the University of South Africa.

Officials of Nehawu will address workers at the Flower Hall on the campus of the University of South Africa.



Helping out . . . music teacher Mr Hylton Zarge is one of 400 volunteers helping to keep the Johannesburg Hospital functioning during the strike. He has been washing 1 000 babies' bottles a day. Picture by Stephen Davimes.

## hospitals.

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The TPA team is headed by Dr van Wyk and Nehawu by Mr Mditshwa Assisting the TPA is legal expert Professor S A S Strauss of the University of South Africa

Officials of Nehawu will address workers at the Flower Hall on the campus of the University of the Witwatersrand to report back and obtain a fresh mandate

## Shared concern

Dr van Wyk said in today's statement he had gained the impression during the talks that Nehawu representatives shared his "serious concern" over the welfare of patients

Today is the eighth day since workers at Baragwanath Hospital went on strike Hillbrow, Johannesburg, Natalspruit and H F Verwoerd Hospitals followed suit, and by last night the strike had spread to Middelburg, Tembisa, Boksburg-Benoni and Tshepong (Klerksdorp) hospitals

At Tembisa and Natalspruit services are rendered by the minimum of nursing staff

The Red Cross and volunteers are assisting nursing staff to keep services going while the TPA reported "large scale intimidation"

Union officials said they were against intimidation and people identified as intimidators were unknown to them

According to the TPA, emergency cases only are being handled and essential services continue

All but desperately ill patients have been discharged

At Baragwanath the backlog of more than 40 tons of dirty linen is being dealt with by an outside contractor.

Yesterday, volunteers were still needed to sort, fold and pack the linen, and to work in the kitchens to relieve nursing staff

In most cases volunteers at other hospitals are helping with the linen

Stocks of pre-packed medication are low.

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## Fewer Sowetans at Bara casualty

By Thabo Leshilo

The people of Soweto have learnt not to get injured or sick during the strike by non-medical staff at Baragwanath Hospital, a doctor at the hospital jokingly told The Star last night.

The doctor was explaining the dramatic drop in patients visiting the casualty department.

According to a matron at the hospital, only 61 patients compared to the usual 500 or so had been treated by 6 pm last night.

Most patients told The Star they did not expect to find anybody

working at the hospital.

Mzimhlophe Hostel inmate Mr Robert Gumede, who was nursing a stab wound, said he was not aware of the strike.

Mr Lawrence Ngcobo (23), whose father, Mr Ben Ngcobo, had sustained head injuries after falling on a stone in Dube, was worried that his father would not receive treatment. He was however attended to within minutes.

Mr Elias Motshele (24) praised the medical staff for giving him "prompt service" because of fewer patients.

# Cosatu talks to thrash out labour aims

Labour Reporter

More than 300 Cosatu delegates are to meet for a crucial conference on May 12 and 13 to chart the way forward in its living-wage, Labour Relations Act and Workers' Charter campaigns

The conference, to be held at the University of the Witwatersrand, grew out of attempts to co-ordinate the campaigns, said key Cosatu transport unionist Mrs Jane Barrett

She said that after input on the economy, progress would be reviewed and decisions taken on how to proceed in each area

Mrs Barrett said that on the agenda were "core demands" in

the 3-year-old living-wage campaign relating to centralised bargaining, job security, education and training

Also up for discussion is the campaign against Barlow Rand, accused by the unions of undermining central bargaining, Cosatu's anti-privatisation thrust, and the minimum wage issue

Mrs Barrett said a decision would probably be taken on how to proceed with the "Saccola talks" on the Labour Relations Act, now that an agreement on interim changes to the legislation is imminent

A further living-wage campaign is planned for September, she said



140A

Six 7/5/90

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Union will pay defence costs  
of members who spied on it

SK 7/5/90  
Staff Reporter (140A)

The Johannesburg Municipal Employees Association had informed the city council's management committee it would be funding the defence of members who allegedly spied on the union, said Mr Paul Asherson.

The bill for legal representation for nine members of the union appearing before the Hiemstra Commission, which is investigating alleged spying activities into various organisations including the JMEA itself, is likely to run into hundreds of thousands of rands

Mr Asherson, a Democratic Party management committee member, said: "I believe this is acceptable.

"The JMEA took the courtesy of informing our committee of their action and I believe that is democracy, that is how a union works.

"These people including town clerk Mr Manie Venter and director of public safety Mr John Pearce have been members for many years," he said.

## Hospitals row nears crunch

TALKS between the Transvaal Provincial Administration and the National Education, Health and Allied Workers Union resume this morning. These must now settle the most burning aspect of the dispute - wage demands by the non-medical staff.

The two delegations will meet this morning in Pretoria when the TPA will respond officially to Nchawu's wage demands.

Meanwhile the strike by thousands of non-medical staff continues to cripple Transvaal hospitals, among them Baragwanath hospital.

"The only outstanding issue is our wage proposal," Nchawu national organiser Mr Monde Mditshwa said.

It was not clear last night if this morning's meeting would focus on wage demands by non-medical staff at all hospitals, or if Baragwanath was a test case.

● To page 2

## Baragwanath crisis

From Page 1

The union is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase.

"We have reached agreement on the rest," Mditshwa said, referring to Nchawu's demands for TPA recognition, an end to temporary status for all workers, and an end to racial discrimination within health institutions, among others.

"It now depends on the TPA response (to the wage demand). Everything hinges on it," Mditshwa said.

He declined to reveal details of what had been agreed so far - Sapa

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Monday, May 7 1990

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# Hospitals forced to restrict cases

Blom 7/5/90

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MATTHEW CURTIN

TRANSVAAL's six strike-hit hospitals were forced to deal with only priority cases yesterday as volunteer workers filled in for striking general assistants.

The hospitals involved are Johannesburg, Hillbrow, Baragwanath, Natalspruit, Middleburg and H F Verwoerd.

Talks between the Transvaal Provincial Administration and the National Education Health and Allied Workers Union (Nehawu) to resolve the week-long strike resume today at TPA headquarters in Pretoria

After Saturday's meeting between the TPA and Nehawu, the union's national organiser Monder Mditshwa said he was confident the dispute would be resolved today as the only outstanding issue was the union's wage proposal.

Nehawu is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase.

Mditshwa said both sides had reached agreement by the end of Saturday's meeting on all the other issues, but refused to divulge the details of the agreement. The TPA would not comment yesterday on the content of the talks.

Apart from the wage increase, Nehawu demands were for formal TPA recognition, an end to temporary status for all workers, and an end to racial discrimination within health institutions.

Hospital workers are excluded from the Labour Relations Act, and are covered by the Public Administration Act in which there is no provision for trade unions.

But TPA Health Services execu-

tive director Dr Hennie van Wyk said he could not foresee an early solution to the strike. He was in contact with Health Services MEC Fanie Ferreira, Health Services Minister Rina Venter and State President F W de Klerk

Baragwanath Hospital received a boost to staff attempts to maintain services when Transnet stepped in and took over responsibility for washing linen on Saturday.

Staff had also been able to cope with the usual heavy incidence of casualties on Saturday night.

Natalspruit hospital, where nurses have joined the strike called by Nehawu, remained the worst hit over the weekend. A spokesman said despite the help of some volunteers, the situation was critical.

TPA spokesman Piet Wilken made an urgent appeal on Saturday for volunteers to assist the East Rand hospital. On Saturday Natalspruit only had two nursing sisters, five ward matrons, and five student nurses caring for 500 patients.

But in Johannesburg, hospital spokesmen said staff and volunteers were coping with emergency cases.

The Hillbrow Hospital was clean once more after angry strikers had emptied rubbish bins in protest at "scab" labour used on Friday night to clean up the hospitals. Strikers tidied up the litter later out of respect for the patients

A Johannesburg Hospital spokesman said the response from the public for volunteers had been overwhelming. The hospital would need volunteers during the week

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possible  
men to

# Nehawu confident for today's talks

CMT Tm 7/5/90 (140A)

JOHANNESBURG — Talks resume today between the Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union aimed at settling the last remaining issue — Nehawu's wage demands

The two delegations will meet this morning in Pretoria when the TPA will respond officially to Nehawu's wage demands

Meanwhile, the strike by thousands of non-medical staff continues to cripple Transvaal hospitals

"The only outstanding issue still is our wage proposal," Nehawu national organiser Mr Monder Mditshwa said

The union is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase

"We have reached agreement on the rest," Mr Mditshwa said, referring to Nehawu's demands for TPA recognition an end to temporary status for all workers and an end to racial discrimina-

tion within health institutions, among others

"It now depends on the TPA response (to the wage demand) Everything hinges on it," Mr Mditshwa said

He declined to disclose details of what had been agreed so far

According to Mr Mditshwa, Nehawu was confident the hospital strike could be resolved at today's talks

However, the TPA representative at the talks, Dr Hennie van Wyk, Executive Director of Health Services in the TPA, did not share Nehawu's feeling that the hospital crisis could be resolved today

"I can't foresee this, but we are looking forward to an early solution and an ending of strike action," he said after Saturday's meeting

According to another source, national developments, not controlled by the TPA, would also be implemented in addressing the union demands

Nehawu is demanding The inclusion of all South African work-

ers into an equitable labour legislation, the opening of health services to all, irrespective of race, colour or creed, an end to privatisation of hospitals

"There are developments in the pipeline at a national level concerning Nehawu's demands," said the source, who asked not to be named

Dr Van Wyk said he was "in almost constant contact" with Mr Fanie Ferreira, MEC for Health Services in the TPA, and Mr Danie Hough, Administrator of the Transvaal, about the latest developments in the hospital crisis

They in turn were in daily contact with the Minister of Health, Dr Rina Venter, and President F W de Klerk.

● The SABC radio news reported that essential services were performed at the six major Transvaal hospitals affected by the strike yesterday

Some nursing staff had returned to work but non-medical employees were still on strike

# Ciba Geigy workers strike over union's provident fund

WORKERS at Ciba Geigy's Spartan and Brits plants began a legal strike yesterday after negotiations broke down over company participation in the Chemical Industries National Provident Fund (CINPF)

The strikers are members of the Chemical Workers' Industrial Union (CWIU). 5/10am 8/19/90

Ciba Geigy, a subsidiary of the Swiss-based pharmaceutical company, insists an in-house provident fund best serves

MATTHEW CURTIN

the interests of their work force.

The union has been campaigning since November 1987 for the company to participate in an industry-wide fund created by CWIU

Ciba Geigy human resources manager Chris van Staden said yesterday participation in the CINPF was "inappropriate" It would not forsake its commitment to providing guaranteed

retirement benefits. (140A)

An in-house fund would satisfy employees' needs, providing greater flexibility than the CINPF.

CWIU general secretary Rod Crompton said yesterday industrial action had been taken because of Ciba Geigy's "stone-age paternalist" approach to its work force.

Administration of workers' pensions could be done more efficiently at national level, he said

# Chamber and NUM square up for first round of talks

B1/24 8/5790  
MATTHEW CURTIN

THE first round of the annual wage negotiations between the Chamber of Mines and the NUM will take place on Thursday, the two sides announced yesterday.

The NUM has called for an average wage increase of 35%, representing increases of 92% at the lowest-paying collieries, and 32% at the highest-paying gold mines.

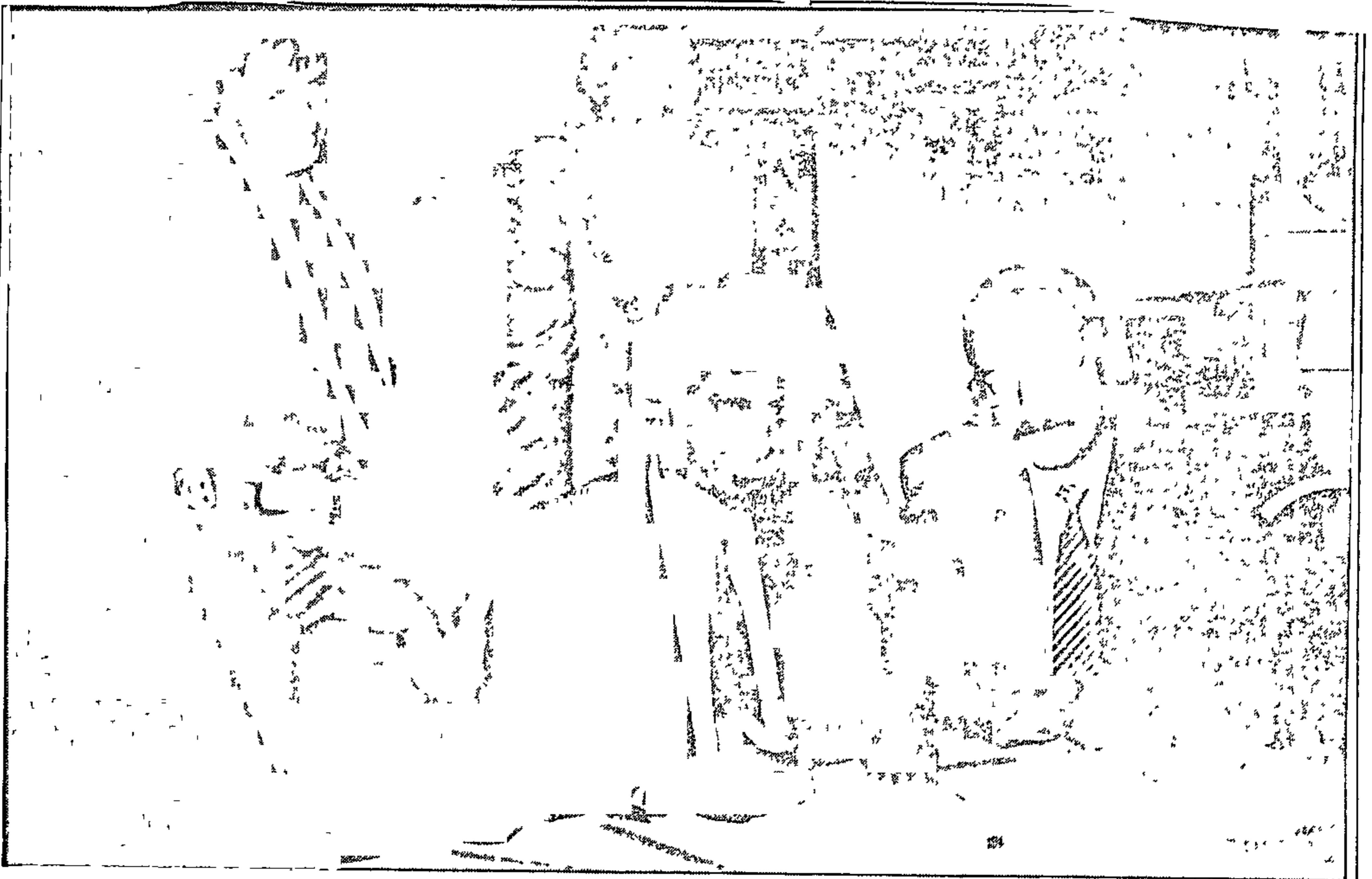
The union has also called for new minimum wage rates in the industry, of R543 for surface workers and R600 for underground workers. (24) (140A)

Announcing the proposals on April 23, NUM general secretary Cyril Ramaphosa said a major theme of this year's negotiations would be the "persistence" of racial discrimination at the workplace.

The union had identified 59 areas of "rampant discrimination".

The Chamber of Mines has not offered comment on the NUM proposals, but reaffirmed the industry's opposition to any form of racial discrimination.

Ramaphosa warned if tangible and positive moves did not emerge on the part of the chamber after the forthcoming talks, the government could expect protest action from workers.



Making history . . . at the signing of the Labour Relations Act deal are (top, from left) Saccola's Mr Bobbie Godsell and Mr Bokkie Botha and (bottom, from left) Nactu's Mr Cunningham Ngcukana, Cosatu's Mr Jay Naidoo, and Saccola chairman Mr Anton Roodt.

**Labour Reporter**

The two-year "Saccola talks" reached an historic climax yesterday when unions and employers signed an agreement on far-reaching interim changes to labour relations laws

The deal was struck between the employer body Saccola and the union federations Cosatu and Nactu

It will be forwarded to the Government during the present session of Parliament

A joint statement said the parties were ready to meet the National Manpower Commission, State legal draftsmen and the Parliamentary Standing Committee on Manpower Affairs "on an urgent basis"

Saccola chairman Mr Anton

*Star 8/5/90*  
**Two-year talks on SA's labour laws reach climax**

Roodt revealed that Transnet had also "associated itself with the agreement" Transnet has been an occasional participant in the Saccola talks as an observer

Cosatu and Nactu said in a statement that they welcomed the deal, but stressed that there was "a long road ahead"

Public sector and other employers not covered by the Labour Relations Act (LRA) will be expected to endorse and comply with basic worker rights

set out in the agreement

To this end, the unions will soon meet the South African Agricultural Union, Ministers responsible for the Commission for Administration, and the Post Office

The unions also stressed that although the agreement restored the situation because the controversial 1988 LRA changes, the law fell short in other ways

It did not cover homeland workers, and there was a need for full strike rights and "impar-

tial and competent" courts

The unions added that the Saccola forum should go on to negotiate macro-issues such as health, housing, education and training

A key feature of the agreement is its proposed reversion to the pre-1988 definition of unfair labour practice This would lift the ban on solidarity and intermittent strikes, although unlawful strikes would be unfair

The agreement proposes that the creation of a panel of expert assessors, acceptable to labour and employers, to advise the president of the Labour Appeal Court

Two assessors would sit on each appeal and the ruling would be by a majority

# Strike

# crisis

1407  
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# Worse

## More join Bara staff protest

THE hospital crisis that has crippled six Reef hospitals yesterday spread further when nurses and non-medical staff at Tembisa Hospital downed tools

The theatre, emergency section and kitchen were closed at noon when workers took to the streets, a Transvaal Provincial Administration spokesman said

Tembisa Hospital has virtually closed down because we do not even have volunteers, she said

Workers joined the strike while discussions between their union, the National Education Health and Allied Workers Union and TPA

By THEMBA MOLEFE

officials were being held in Pretoria. Nehawu will hold a meeting at the University of Witwatersrand's Flower Hall this morning to report back on the latest developments

Meanwhile the outcome of the meeting between Nehawu and the TPA could not be established at the time of going to press yesterday as discussions were still continuing

Strikes continued at Johannesburg General, HF Verwoerd Baragwanath, Hillbrow, Natalspruit, Middeburg and Willem Cruywagen hospitals while a go-slow was reported at Boksburg-Benoni Hospital

A large force of the nursing staff

## Hospitals crisis

From Page 1

was reported to be still on strike at Natalspruit and Hillbrow hospitals

Strike action was called off at Tshepong Hospital in Klerksdorp after hospital officials negotiated with workers

The Administrator of Transvaal, Mr Danie Hough, made an urgent appeal to organisations and the public to offer voluntary service to the affected hospitals

"Help is urgently re-

quired for kitchen services, the laundries, general ward services, clerical duties and the pre-packaging of tablets and medicines," he said

Nurses are also needed, especially at Natalspruit and Tembisa hospitals, a statement from the TPA said

Interested organisations should telephone (012) 201-4117 or (012) 201-4133.

See page 6

1407  
8/15/90



(ii) (aa) To achieve an operational level which is maximally cost-effective and audience-effective

(bb) The rationalisation of these specific services will result in a cost saving of approximately R4 million per year. This saving will be used for the upgrading of the Africa services of Radio RSA. Besides this amount the Department of Foreign Affairs will in the current financial year contribute an additional R4,4 million out of its own image-building (communication) budget to the continuation of the remaining external news services of the SABC. The Department will therefore have to curtail its own image-building (communication) programmes abroad accordingly.

(2) The SABC made a statement in this regard on 9 April 1990 and I responded as follows to questions raised by the hon member on this subject during the debate on my vote in parliament on 26 April 1990

"I believe the honourable member for Johannesburg North was a little unfair to my department today. He apparently relied heavily on an article he had read in some magazine or newspaper. If I heard him correctly he stated that the overseas services of Radio RSA are on the point of being closed down. That is not correct. In the 1989/90 financial year 37% of the total image-building budget of my department was spent on these services. In 1990/91 their share will increase to 45%. Compare this with the 26% of the United States' total image-building budget that is spent on the Voice of America.

We have investigated this matter over a period of two years, and it has been found that very few people listen to short wave broadcasts in Northern Europe today. These are not my facts and the honour-

able member can check them. In Northern Europe today people listen to and view other media communications

I want to refer the honourable member to an expert finding in the Journal of Broadcasting and Electronic Media, vol 33 No 2, and I quote 'Audience research conducted by other international broadcasting organisations shows that while Radio RSA does not appear to have substantial audiences in Western Europe or North America, its programmes reach almost as many listeners as do those of the Voice of America and the BBC in parts of the Third World, and it outstrips both of these stations in Eastern Africa and much of Southern Africa. I hope the honourable member is now satisfied and will help me to give the correct information to the lady who wrote the article."

**National Manpower Commission representation**

340 Mr A J LEON asked the Minister of Manpower

- (1) Whether any employee organisations and/or trade unions affiliated to (a) Cosatu and/or (b) Nactu are represented on the National Manpower Commission, if so, (i) which specified organisations and/or trade unions are so represented and (ii) when did they join, if not,
- (2) whether any such organisations and/or trade unions were invited to serve on the Commission if not, why not, if so, which organisations and/or trade unions,
- (3) whether any organisations and/or trade unions invited to serve on the Commission refused to do so, if so, for what reasons in each case?

**THE MINISTER OF MANPOWER**

(1) (a) Employee organisations and/or trade unions are not as such represented on the National Manpower Commission Representation on the National Manpower Commission is based on the fact that knowledgeable persons are appointed in an individual capacity, although an association with the most important employers' and em-

14CA  
 employees organisations is pursued  
 No individual nominated by Cosatu affiliated trade unions serves on the National Manpower Commission

- (i) and (ii) Fall away
- (b) Subject to the first section of (a) above the National Secretary to the National Union of Furniture and Allied Workers of South Africa, which is affiliated to Nactu, is appointed in an individual capacity on the National Manpower Commission

(i) The National Secretary of the aforementioned trade union serves in an individual capacity on the National Manpower Commission

(ii) The appointment was made with effect from 1 April 1988

(2) Subject to the first section of (1)(a) above, all registered trade union federations and registered trade unions with more than 15 000 members were invited during December 1987 to nominate individuals for appointment to the fourth National Manpower Commission. Thereafter Cosatu and Nactu were asked whether they were interested in nominating persons for appointment on the National Manpower Commission. They did not respond to this request. Written invitations to nominate individuals for appointment on the National Manpower Commission were sent to the Presidents of Cosatu and Nactu on 21 February 1990. Similar invitations were sent to trade unions affiliated to Cosatu and Nactu on 25 February 1990

(3) Up to 3 May 1990 no formal reaction was received from Cosatu or Nactu. One of the Cosatu-affiliated trade unions thus far acknowledged receipt of the invitation while two Nactu affiliated trade unions nominated three persons each for appointment to the National Manpower Commission. It is not known why the other organisations did not react

**Female educators salary adjustments**

346 Mr A GERBER asked the Minister of National Education

(1) How many (a) White, (b) Coloured, (c) Indian and (d) Black low-qualified female educators will benefit from the recent announcement that their salaries are to be structurally adjusted as from 1 April 1990,

(2) what will this structural adjustment cost the State for the current financial year?

**THE MINISTER OF NATIONAL EDUCATION**

- (1) : 1 321
- : 15 829
- : 303
- : 62 403
- (2) R54 million

**LIF office space in Pretoria**

354 Mr P J PAULUS asked the Minister of Manpower

Whether there is a shortage of office space for the staff of the Unemployment Insurance Fund who are accommodated in the Laboria Building Pretoria, if so, (a) what is the extent of the shortage and (b) what steps have been or are being taken in this regard?

**THE MINISTER OF MANPOWER**

- Yes
- (a) Approximately 3 839 square meters in additional office space are needed at this stage. It is expected that the need for additional office space will soon increase
- (b) It is endeavoured to acquire the necessary additional accommodation in consultation with all parties concerned

**Awaiting-trial prisoners**

372 Mr D J DALLING asked the Minister of Justice

What was the average number of awaiting-trial prisoners in custody on the last day of each month in 1989?

B900E

**THE MINISTER OF JUSTICE**

The figures concerning awaiting-trial prisoners incarcerated in South African prisons on the

# Late-night talks fail to end hospital strike

By Carina le Grange

The latest round of talks last night on the hospital crisis failed to solve the strike which started nine days ago, but efforts to get workers back to hard-hit hospitals are continuing.

Hospitals crippled or severely affected by the strike are Johannesburg, Baragwanath, Hillbrow, Tembisa, Natalspruit, Boksburg-Benoni, Willem Cruywagen, Middelburg, Tshepong, H F Verwoerd and Far East Rand.

Two white nurses at the Johannesburg Hospital and two doctors are on strike along with black nurses at several hospitals. The strike was initiated by non-medical workers.

Emergency services are available only at Tembisa, Baragwanath, Hillbrow, Johannesburg and Far East Rand.

Last night's sixth round of talks between the Transvaal Provincial Administration (TPA) and the National Educational, Health and Allied Workers' Union (Nehawu) lasted more than six hours and ended after midnight.

The two parties agreed not to issue statements on progress, because of the "delicate phase" the talks had entered, but said the deliberations were very intensive.

Expectations are high that a settlement will be reached soon, but any proposals made by the TPA that are acceptable to Nehawu will have to be put to the striking workers for ratification.

Last night's talks started after a meeting lasting the better part of the day during which Nehawu officials put earlier TPA proposals to more than 4 000 striking non-medical workers and nurses.

Earlier yesterday a TPA spokesman confirmed reports that an agreement had been reached on Monday night, and Dr Hennie van Wyk, director of hospital services, issued a statement saying Nehawu would report back last night to finalise the agreement.

Later, the TPA retracted a statement that an agreement on any strike-related issues had been reached.

At the workers' meeting, representatives of the different hospitals gave short reports of the situation at each hospital. Almost every speaker referred to intimidation and said if it occurred, the acts were carried out by non-union members. They also claimed that skeleton staffs were still working.

The TPA says there is large-scale intimidation.

Workers at the meeting accused the TPA of a lack of concern because most of the patients affected were black.

Union official Mr Sipiwe Mabaso said Nehawu was "fully committed to serve the health requirements and to develop a non-racist health service".

"The responsibility (for the strike) lies completely with the TPA. All we demand is recognition of our basic human rights," he said.

Early today it could not be determined exactly when talks would resume again.

# All unions now look for more muscle

The immediate task in the current hospital crisis has been to restore normal patient care — but the strike wave has broader implications for South Africa's 730 000 public servants

Union and legal sources believe the hospital unrest, following hard on the heels of the railway strike, may bring home that a special labour dispensation for State and semi-State sectors will not work

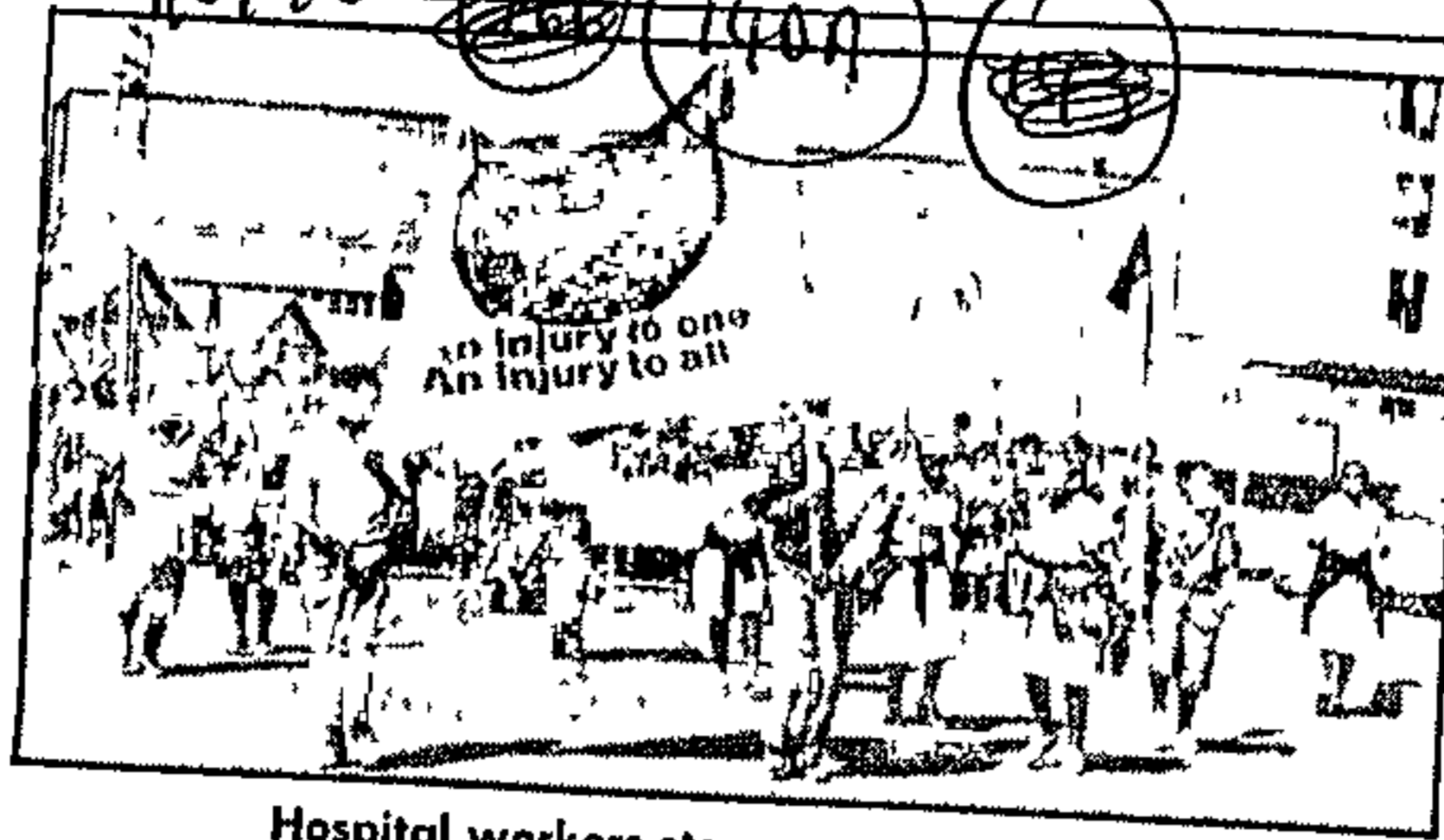
State employees are now covered by the Public Service Act, a statute drafted by men who apparently thought public sector unions an outlandish idea

This provides for the recognition of staff associations at the discretion of the Commission for Administration and an advisory council on which associations sit. But on union recognition and collective bargaining, it is quite silent

At the same time, the Labour Relations Act (LRA), while providing for the registration of public service unions, denies them all its benefits. Public servants and workers in hospitals, schools, State forests and the security forces cannot strike lawfully or use the Act's dispute procedures or the Industrial Court

The Public Service Act has been cited by the Transvaal Provincial Administration in refusing to recognise the National Education, Health and

The hospital strikes have given fresh impetus to union demands for the extension of the Labour Relations Act to the public service. The Star's **LABOUR REPORTER** looks at some of the issues



Hospital workers stage a protest march.

Allied Workers Union (Nehawu), which says it has hit a similar brick wall in dealings with the Johannesburg College of Education and Witwatersrand Technikon

It is likely that the hospital dispute will be settled in a makeshift manner by informally granting Nehawu union rights and some form of bargaining status

But there seems to be more flexibility than the TPA implies. Stressing that there is no specific statutory ban on union recognition, Nehawu lawyer Jonty Joffe argues that a common law deal can be reached. A Commission for Adminis-

tration spokesman effectively conceded the point this week by saying that the non-recognition of public service unions was policy rather than a legal requirement

The Government is aware of the weakness of the present dispensation. In the wings is the Public Service Amendment Bill, tabled in Parliament last year and currently with State law advisers, which effectively provides for union recognition and a Public Service Central Bargaining Council

Whether it will meet the needs of public servants, or indeed ever be enacted, are moot points

Modelled on the South African Transport Services (Sats) Conditions of Service Act, the Bill proposes a ban on State sector strikes. As on the railways, this is likely to be ineffective, Mr Joffe stresses

He adds that the proposed bargaining forum, the product of Government decree rather than agreement, will suffer from the same defects as the Transnet Labour Council. These include equal votes for unions of unequal size

At talks with the employer body Saccola, black unions have consistently pressed for the LRA's extension to all workers. Special provision could be made for essential services, though much more closely defined than at present

Talks between Cosatu/Nactu and the responsible Minister, Dr Wim de Villiers, are planned shortly

And in its preliminary proposals for the consolidation of the LRA, published last month, the National Manpower Commission also argues for one labour Act for all

A Commission for Administration spokesman said this week that the State had given recognised public service associations a pledge to push through the Public Service Amendment Bill

If it is enacted — and he conceded that the situation was "very fluid" — it could well be overtaken by a revamped LRA

Sowetan  
9/15/79

# Docs join strike

By PHANGISILE  
MTSHALI

TWO Hillbrow Hospital doctors have joined the strike by thousands of Transvaal hospital workers

About 4 000 National Education Health and Allied Workers Union members, who attended a report-back meeting yesterday, were told that Dr Aslam Dasoo and Dr Norman Dubazana were among the Hillbrow medical staff now on

● To Page 2

140A  
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2

# Doctors join the strike

the question of scab labour a spokesman from the Hillbrow Hospital said 'But we will do so in a disciplined manner We do not have to force people to join the struggle'

Spokesmen from the strike-hit hospitals said they had assembled skeleton staff to care

Carefree 9/15/79

for patients while the strike was on Hospitals affected by the strike are Baragwanath Natalspuit Hillbrow Tembisa Johannesburg (General) F. La. Rand Boksburg Benoni Willem Croy wagen Middelburg Tshepong and HF Verwoed

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Star 10/5/90

140A

~~140A~~

By Carina le Grange

The Minister of Health, Dr Rina Venter, had been approached as early as February this year by the recognised body for hospital workers to warn her of threatening strikes, according to senior officials of the Hospital Staff Association of South Africa

Hospersa is one of the bodies recognised by the Commission for Administration. It has 40 000 members, and represents black and white workers ranging from superintendents to non-medical workers

The chief executive official of Hospersa, Alwyn Dippenaar, was not available yesterday but a spokesman said Hospersa was the only official mouthpiece through which grievances could be aired

"We knew this unrest was simmering and

## Minister was warned, say officials

approached Dr Venter who said the matter was receiving attention. When we approached her again later she initially did not respond. But on April 30 she informed us that it did not fall within her jurisdiction and referred us to the Minister for Administration and Economic Co-ordination, Dr Wim de Villiers," the spokesman said

There is now dissatisfaction among Hospersa and other civil servants' bodies because they were not granted interviews while Dr Venter entered into talks with the non-recognised Health Workers Union and the National Educational, Health and Allied Workers Union

"If Dr Venter speaks to them she recognises them. We have the same grievances. Why did she not use the existing channels instead of speaking to the radical organisations?" the Hospersa spokesman said

"We are not allowed to strike. We are restricted by civil servants' regulations and cannot register as a trade union."

Mr Dippenaar is reported elsewhere as saying that some of the 40 000 Hospersa members are now insisting on more militant action. He said it would be a sorry day if these members followed the militant unions since it would make the present hospital crisis look small

Star 10/5/90 (1401)

# Agreement imminent to end 10-day hospital strike

By Carina le Grange

The Transvaal Provincial Administration and National Education, Health and Allied Workers' Union (Nehawu) are poised to sign an agreement today which could end the 10-day hospital strike.

The agreement will bring relief to Transvaal hospitals suffering severe disruption of services. In some hospitals patients lay for 24 hours without food and volunteer workers washed, lined and prepared food.

Nehawu spokesman Dr Aslam Dasoo said the union will consult with workers this morning, according to union procedure.

If the agreement is signed,

workers are expected to be back at their posts tomorrow.

Marathon talks between the TPA and Nehawu started last Friday after an earlier consultation with the Minister of Health, Dr Rina Venter.

The strike, by non-medical workers, started at Baragwanath on May 1 after several weeks of a go-slow. Other hospitals soon followed, and at Natalspruit and Hillbrow nursing staff also joined.

Two white nurses at the Johannesburg Hospital and two doctors at Hillbrow stopped working and joined the strikers this week.

● See Page 6.

# Zip factory in 'catch 22' battle

South 10/5 - 16/5/90

By CHIARA CARTER (140A) (15) MORE than 50 workers were fired by a Maitland zip factory this week after they took part in a stoppage to demand that a dismissed shop steward be reinstated.

A spokesperson for the South African Clothing and Textile Workers' Union (Sactwu) said the workers were locked out of the factory on Wednesday after they took part in a demonstration the previous day.

The factory, YKK, has been the centre of a "catch 22" battle for recognition by the South African Clothing and Textile Workers' Union (Sactwu).

Sactwu claims to have signed up 53 workers at YKK — the entire workforce — but the company says the union must prove its paid-up membership before it will grant stop-order facilities.

The union, in turn, says that only once it gets stop-order facilities can

it prove its paid-up membership. A Sactwu spokesperson said after management received a letter from the union two weeks ago, requesting recognition and outlining proposed disciplinary procedures, the company went on short time.

Workers then took go-slow action. The spokesperson said the company subsequently retrenched eight workers.

He claimed the company retrenched the workers without consulting Sactwu and that the company had refused to meet with the union.

The spokesperson said a shop steward was dismissed — because she was allegedly "rude" and had "incited" the workers

YKK refused to comment

The Maitland factory is one of 46 in 40 countries owned by the company which employs 27 000 people.

# Hospitals: <sup>Cape Times</sup> Industrial <sup>10/5/70</sup> action threat <sup>(NCOA)</sup>

Staff Reporter

THE 40 000-strong Hospital Personnel Association of SA (Hospersa) has warned of possible industrial action following a refusal by National Health minister Dr Rina Venter to meet with them

In a statement, Hospersa said the association was refused an interview with Dr Venter on April 30, but "a few days later representatives of a militant trade union, Nehawu, were granted an interview

"Are the 40 000 members of Hospersa, which has been in existence for 40 years, now set aside in favour of Nehawu?" the statement asked

Hospersa was "now inundated by calls from its members who insist upon more militant action"

In her reply to the statement, Dr Venter said the matters concerning Hospersa fell "within the jurisdiction of the Minister for Administration and Eco-

## Discussion best

PORT ELIZABETH. — The best way to resolve differences was through discussion, Cape Administrator Mr Kobus Meiring said here yesterday.

Mr Meiring, who was referring to the recent strikes at Cape Peninsula hospitals, was speaking at a function to commemorate the start of the construction of phase 2 of the Dora N'Ginza Hospital — Sapa

conomic Co-operation, Dr J W de Villiers.

"Hospersa is an acknowledged personnel association with direct access to the Commission for Administration and the relevant minister," Dr Venter said

Hospersa was requested to contact Dr De Villiers and the negotiations with the National Education, Health and Allied Workers' Union (Nehawu) had only dealt with the National Health Policy, she added



# Cosatu unions step up drive on Barlows

140A

To we fem 11/5/90



SHOP-STEWARDS representing 80 000 workers from eight Cosatu unions are to meet this weekend to discuss the long-threatened campaign against industrial colossus Barlow Rand.

The issue is also on the agenda of Cosatu's weekend campaign conference.

Sources see the flurry of activity as a sign that the Barlows campaign - so far conducted at the

## OWN CORRESPONDENT

level of propaganda - may be getting off the ground.

A Cosatu statement added that consideration would be given to drawing the ANC into the campaign.

### Meeting

At a meeting last month, unionists presented Barlows management with a memorandum outlining their problems with the group.

It covered the issues of

centralised bargaining, job-security, deregulation, the Labour Relations Act, strike dismissals, social benefits and economic restructuring in a post-apartheid South Africa.

The Cosatu statement complained that Barlows had failed to respond to the memorandum by the agreed date of May 3.

A key union gripe has been that it is group policy to undermine central bargaining forums such as industrial councils. Barlows denies this.



a Press conference yesterday to announce the decision reached between the National Education Health Workers' Union and the Transvaal Provincial Administration are the union's president Bheki Mkhize, Mr Sisa Njikelana (general secretary), Mr Jay Naidoo (general secretary of Cosatu) and Dr Aslam Dasoo

# Bara strike ends

Sowetan 11/5/90

140A

**THE hospital strike that crippled 16 Transvaal hospitals has ended.**

An agreement to end the strike, which started at Baragwanath Hospital on May 1, was signed yesterday by National Education Health and Allied Workers' Union national organiser Mr Monde Mditshwa and Transvaal Provincial Administration director general Mr Andre Cornelius in Cape Town. The union has undertaken that

**By PHANGISILE MTSHALI**

about 11 000 striking non-medical workers will return to work by today.

Returning workers would not be disciplined. They will be allowed to use their leave as credit for the days they did not work, or "the days they did not work shall be dealt with on the basis of leave without pay."

They should apply for the leave concession by 7.30am tomorrow.

In a de facto recognition of the union, the TPA agreed to set up

joint working committees as channels of communication between the two parties.

"The agreement is a major victory for all hospital workers," Nehawu general secretary Mr Sisa Njikelana said.

"It is an important step forward in that it guarantees basic trade union rights. If the TPA had agreed to negotiate from the beginning we would not have ended up in this crisis."

Negotiations to resolve the is

# Bara strike over

Sowetan 11/5/90

140A

From Page 1

issues will start within seven days.

The hospital crisis followed a dispute between Nehawu and the TPA.

Nehawu demanded a "living wage" of R1 100, a R400 across-the-board increase, recognition of Nehawu, six months' maternity leave, an end to the privatisation of health services and a single, desegregated health system.

The TPA said the workers will not be given a wage increase this financial year.

"It has to be stressed that talks between the TPA and Nehawu have been positive throughout and occurred in a good spirit, a TPA statement said.

The agreement, which binds only the 16 hospitals, includes:

- \* The appointment of an impartial arbitrator to deal with issues arising from the agreements;

- \* Steps to be taken by the TPA to have the name of the pension funds in which employees are referred to "temporary" changed. This will only be used in respect of people employed for less than three months.

The affected hospitals are: Baragwanath, Hillbrow, Johannesburg, Natalspruit, Willem Cruywagen, Boksburg-Benoni, HF Verwoerd, Lynville, Tshepong in Kierksdorp, Pietersburg, JG Strijdom, Rietfontein, Tembisa, Middleburg, Sebokeng and the Far East Rand.

# SA comes in from cold at labour conference

Labour Reporter

South Africa is to take its first tentative step back into the world labour arena next week when local unionists, employers and Government representatives attend a mould-breaking conference in Harare convened by the International Labour Organisation (ILO)

South Africa was expelled in 1966 from the ILO, a United Nations agency representing the world's employers, unions and governments

The National Manpower Commission and the Department of Manpower, union federations Cosatu and Nactu and the employer body Saccola will be represented at the four-day "consultative workshop", which will centre on future South African labour law in the light of inter-

national standards

Also present will be representatives of the ANC and the National African Federated Chamber of Commerce and Industry

It is understood that Organisations of African Unity reservations about the meeting were only overcome when the ANC's Nelson Mandela wrote to the ILO giving his personal endorsement. The initiative for the conference apparently came from Cosatu

Clive Thompson, workshop co-ordinator and director of the Labour Law Unit at the University of Cape Town, said it would be the first time the major industrial relations actors in South Africa had met under the auspices of an international agency to debate future labour law


MEMBER	FORM 2
ADRES	LID
NAAM	

ATLANTIS BUYERS' CO-OPERATIVE

## NUM, chamber adjourn talks

MATTHEW CURTIN

THE first round of pay negotiations between the Chamber of Mines and the NUM was adjourned yesterday until May 15 and 16. B1021 11/5790

NUM president James Motlatsi said there had been insufficient time yesterday for the chamber and the union to motivate all their proposals.

He said the approach of both sides had matured towards discussing pay and conditions, but it was premature to comment.

On the likelihood of industrial action, Motlatsi said the union had not gone to the negotiating table "with a shotgun at the head of the chamber".

A strike by the NUM would be a last resort, and he hoped the two sides would reach agreement without the declaration of a dispute. (140A)

The chamber is responding to the NUM demands for an average minimum pay increase of 35%. On Wednesday the chamber and the Council of Mining Unions, representing mostly skilled white mineworkers and artisans, agreed to a 13,5% award.

# Hospital workers stream back

Staff Reporters

8 Apr 11/5/90 (1407A) (1023) (108)  
The 10-day Transvaal hospital strike ended today with general assistants at 11 provincial hospitals streaming back to work

This follows the signing of an agreement between the National Education, Health and Allied Workers' Union (Nehawu) and the Transvaal Provincial Administration in Cape Town yesterday afternoon

Unionists claimed the Government had, during discussions on the strike, undertaken to desegregate hospitals this year

Today a Baragwanath Hospital spokesman said at 8 am that the strike was over

The Johannesburg and Hillbrow hospitals were reported to be "back to normal".

A spokesman at H F Verwoerd Hospital in Pretoria said at 7 15 am that hundreds of workers were on the hospital property "but waiting for the committee to arrange for

them to start work' (108)  
The major outcome of the agreement is de facto recognition of the union

The settlement gives the union bargaining status but wage demands have not been met Among the demands made by strikers were recognition of Nehawu and a minimum wage of R1 500 On April 1 minimum wages were raised from R223 to R460 a month

● Sapa reports that segregated hospitals had been "effectively dealt a death blow by the Minister of Health, Dr Rina Venter," said Dr Aslam Dasoo, a member of the Nehawu delegation that met Dr Venter last week in Cape Town

"Her express assurance was that all health services in South Africa will be formally and legislatively desegregated with the repeal of the Separate Amenities Act during this session of Parliament," Dr Dasoo said

W/Mail 11/5-17/5/90

# Mines dispute over a national Aids policy

140A

By JOHN PERLMAN

THE National Union of Mineworkers has charged the Chamber of Mines with making a long-term solution to the Aids problem "impossible" following its decision that an industry-wide policy on Aids is no longer necessary.

The NUM insists there are issues, such as migrant labour and the hostel system, which contribute to the spread of Aids and cannot be dealt with at a mine level.

"We are horrified by this," said NUM health and safety officer May Hermanus "Dealing with HIV and Aids requires a high level of co-ordination

"If you are forced to deal with the issue mine by mine, it becomes impossible to deal with the social issues surrounding Aids and its prevention, like migrant labour and the hostels. You can only deal with individual cases," Hermanus said.

Dr Daniel Pollnow, the chamber's senior general manager for health care services disagrees. "The hostel system and migrant labour are the subject of ongoing discussion. If anything, discussing them in the context of Aids could make them more difficult to resolve."

Pollnow said the chamber's decision to rescind its policy, adopted in August 1988, stemmed from the view that Aids "should be treated like any other terminal disease

"The issue of the continued employment of a man with HIV is no different from the continued employment of a man with cancer. These are not issues that have needed discussion at industry level before."

Hermanus said the NUM's intention was to get the chamber "into an industry forum to negotiate an acceptable Aids policy".

The chamber's rescinded policy noted the need to educate and protect workers against the disease and "to

treat those with HIV infection or Aids with due compassion and with full regard for the dignity and rights of the individual".

The policy's implementation was, however, "subject to the overriding requirements of legislation". This referred to the Aliens Act, amended in 1987, to make it an offence to employ a foreigner known to have tested positive for HIV.

The policy also specified that people from "a high-incidence area defined by the chamber, whether foreign or South African", would not be employed unless they tested negative for HIV infection.

The NUM put forward counter proposals this year which "disputed the Chamber of Mines right to unilaterally implement a policy on Aids" and said the policy sought "to build into the employment contract a degree of employer licence and caprice".

The NUM listed eight principles which it believed should guide policy on Aids, including:

- HIV infection should not be grounds for discrimination or dismissal;

- HIV screening was only justifiable if the objectives were clear and accepted by the NUM. It should not be used as a basis "for irrational and discriminatory employment policies";

- The hostel system impeded effective Aids containment. The industry should commit itself to family housing, facilities for visiting wives and "humane hostel management";

- Education and counselling efforts should be jointly developed by management and worker representatives.

Pollnow said the chamber would welcome NUM involvement in Aids education. "They know how to talk to workers far better than we do. They know what would have an impact"

# Hospital strikers return to work today

THE 10-day strike by non-medical workers at Transvaal hospitals ends today after the signing of an agreement by the Transvaal Provincial Administration (TPA) and National Education, Health and Allied Workers' Union (Nehawu) yesterday afternoon at D F Malan Airport, Cape Town

Although no wage increase has been agreed to, striking workers will return to their jobs today and tomorrow. No disciplinary action will be taken against them.

Nehawu secretary-general Sisa Njikilana said "The workers are definitely going back to work today."

Summarising the terms of the agreement, Cosatu general secretary Jay Naidoo said the agreement was a victory for Nehawu in that the TPA had agreed in principle to freedom of association and to its employees belonging to any trade union or recognised staff association of their choice.

Negotiations would commence within seven days of the agreement to resolve issues such as the implementation of a 40-hour week, maternity leave, privatisation and contracting out of work, pension and provident funds, wages and trade union facilities, he said.

WILSON ZWANE  
and TANIA LEVY

According to the agreement the TPA has undertaken, in principle, to grant Nehawu facilities such as stop orders, access to TPA health-care premises by accredited Nehawu officials and permission to Nehawu officials to represent its members at disciplinary hearings.

However, this undertaking is subject to the establishment of practical details of such concessions by a working committee, which will consist of representatives from the TPA and Nehawu.

## Budget

The TPA has also agreed to grant permanent worker status to workers who had been employed for more than three months.

In a statement yesterday Transvaal Administrator Dame Hough said no further wage increases would be granted in the current financial year in view of the substantial wage improvement for general assistants granted within parameters of the Budget and announced on April 11.

With effect from April 1, wage

increases included raising the minimum wage payable to general assistants from R223,50 to R460 a month, excluding allowances.

Workers went on strike demanding — among other things — a R400 across-the-board increase and a minimum monthly wage of R1 100.

However, Hough said agreement was reached on several other issues, including the establishment of mutually acceptable communication to discuss matters such as salaries, safety and training.

Agreement was reached on maternity leave.

A 40-hour week would apply, as had been the practice at TPA since April 1, Hough said.

It was agreed consultation would take place between Nehawu and the TPA in cases where a reasonable chance of privatisation existed.

Hough said without creating any precedent, days not worked during the strike would be taken as leave without pay.

Alternatively, strikers could use full days they did not work as vacation leave. The concession regarding leave would lapse at 7 30am on Sunday, March 13.

HOSPITAL CRISIS F/M 11/5/90

## Healing the breach

An end to the hospital crisis appeared to be close this week but on Tuesday, as the *FM* went to press, a spokesman for the National Education, Health & Allied Workers' Union said wages and union recognition remained serious stumbling blocks. (P) (14-04)

Spokesman Dr Aslam Dasoo accused the Transvaal Provincial Administration of dragging its feet and of claiming it was not empowered to make decisions on these issues — despite an assurance from government that it would be able to do so (P)

Earlier on Tuesday, the TPA was not optimistic, saying that no final agreement had been reached on any of the strike-related issues. The TPA dismissed earlier reports that the parties had agreed on wages, and stressed that the union still had to report back to its members for ratification of certain proposals. (P)

F/M 11/5/90

(P) (1401) ~~(P) (1401)~~

<p>According to union organiser Monde Mditshwa, the hospital strike is the culmination of a year-long, co-ordinated effort by health workers — primarily to gain union recognition and the right to negotiate wages. Low-key actions, including lunch-hour demonstrations and four-hour go-slows, had been going on six weeks before the strike. Mditshwa says strike action was taken only after all other avenues had been exhausted and is the direct result of the TPA's lack of positive response.</p>	<p>The union is demanding a "living wage" of R1 100 a month. The current minimum is R265. Also demanded is an across-the-board increase of R400.</p> <p>Other demands include the immediate opening of all health facilities to all races, abolition of "general" and "own" affairs departments, an end to health care privatisation, and permanent job status.</p> <p>Baragwanath's chief superintendent, Dr Chris van den Heever, says the difficulty facing the hospital is that workers' demands</p>	<p>include "broad political and socio-economic issues" which hospital authorities themselves cannot meet.</p> <p>Charges of irresponsibility and intimidation have been levelled at striking health workers, with reports that nurses at the Natalspruit and Tembisa hospitals joined the strike. Responding to this, the SA Health Workers' Congress said health workers had no option and blamed the TPA and Ministry of Health for the "critical situation" developing in health services.</p>
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F/M 11/5/90 (140A) ~~(P) (1401)~~

While there has been general sympathy with the strikers' grievances, most people question the morality of health workers abandoning patients, let alone forcing nurses to join in. (P)

Strike organisers are encouraging the maintenance of emergency services at some major hospitals and volunteers have helped to keep things going. But there appears to be a lack of overall co-ordination — some hospitals remain in crisis while at others committees have directed protest action.

A union representative says members were reluctant to take strike action but wary of being told that the authorities were willing to talk.

□ Only the Commission for Administration may recognise a staff association and a commission representative was present at negotiations early in the week.



# Hospital strike ends with rights for union

W/M 11/5 - 17157 90  
(140A)

THOUSANDS of black health workers last night ended their 10-day strike at a dozen hospitals on the Reef after the authorities agreed to widening union rights and an end to discriminatory labour practices in the public sector.

The National Education Health and Allied Workers' Union (Nehawu) clinched the agreement, the first-ever between a black union and the government's health services, after a week of intense bargaining.

The Transvaal Provincial Administration granted *de facto* recognition to the union and agreed to bargain with

victory for health workers, but also for the public making use of health services," said Nehawu general secretary Sisa Njikelana at a press conference in Johannesburg last night.

"It is also a victory for the entire labour movement in that it is another step in the battle to win basic worker rights from the state in the public sector."

The TPA said it would put an end to the practice of employing workers as casual labour and from the date of signing all employees were defined as permanent workers.

The strike was sparked by com-

plaints that workers received wages as low as R250 a month and that employees who had been in service for as long as 30 years were retained as casual workers.

Other terms of last night's agreement include the right of women workers to keep their posts if they fall pregnant and the right to arbitration in cases where a labour dispute cannot be resolved by the union and the TPA.

The agreement says that "the parties agree to establish acceptable channels of negotiation between them" and to

● To PAGE 2

# Cosatu moves against Barlows

140A Weekly Mail Reporter

THE Congress of South African Trade Unions (Cosatu) has launched a nation-wide campaign against labour practices in the Barlow Rand Group. W.M. 115-1715190

Shop stewards from eight Cosatu unions who represent 80 000 workers from Barlow factories will meet this weekend to discuss united action against the group.

Union representative Rob Rees told the *Weekly Mail* that Barlow employees would request solidarity action from the African National Congress during their planned protests.

Cosatu says the group "has a long-standing plan to divide and weaken" the unions by refusing to deal with organised labour in national wage bargaining forums.

Cosatu also accuses Barlow of using retrenchment, casual labour, deregulation and "long and tricky recognition agreements" to undermine union strength.

Barlow's group industrial relations manager, Hilgard Bell, said the group was involved in discussions with Cosatu unions about their claims.

"We are aware of the meeting that will take place and we are hoping that solutions to the problems can be found in discussions between Cosatu, our group companies and ourselves."

# Hospital strike ends with rights for union

By THANDEKA GOUBULE

THOUSANDS of black health workers last night ended their 10-day strike at a dozen hospitals on the Reef after the authorities agreed to wide-ranging union rights and an end to discriminatory labour practices in the public sector.

The National Education Health and Allied Workers' Union (Nehawu) clinched the agreement, the first-ever between a black union and the government's health services, after a week of intense bargaining.

The Transvaal Provincial Administration granted *de facto* recognition to the union and agreed to bargain with

it over wages in future. The workers did not, however, win any immediate wage increases.

African National Congress Deputy President Nelson Mandela made a 30-minute telephone call to Constitutional Affairs Minister Gerrit Viljoen on the eve of his trip through Africa, union sources told the *Weekly Mail*.

This helped to break the logjam in the dispute that left most townships on the Reef without effective health services for a week.

"Today's agreement is not only a

victory for health workers, but also for the public making use of health services," said Nehawu general secretary Sisa Njikelana at a press conference in Johannesburg last night.

"It is also a victory for the entire labour movement in that it is another step in the battle to win basic worker rights from the state in the public sector."

The TPA said it would put an end to the practice of employing workers as casual labour and from the date of signing all employees were defined as permanent workers.

The strike was sparked by com-

plaints that workers received wages as low as R250 a month and that employees who had been in service for as long as 30 years were retained as casual workers.

Other terms of last night's agreement include the right of women workers to keep their posts if they fall pregnant and the right to arbitration in cases where a labour dispute cannot be resolved by the union and the TPA.

The agreement says that "the parties agree to establish acceptable channels of negotiation between them" and to

## Hospital strikers win rights for union

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"negotiate within these channels salary, safety, security, job creation and training for 1990 and ensuing years".

The wide-ranging agreement will force the government to revise collective bargaining procedures in the public sector, said Njikelana.

The Public Service Act of 1984 does not provide for the recognition of a unions or negotiation over conditions of employment. Nehawu is of the view that these are essential to prevent further protracted and damaging disputes in the health sector.

The TPA also agreed to eliminate any discrimination that still exists in payment of wages and other conditions of employment. Workers will not be required to work more than 40

hours a week.

Nehawu won the right to be consulted in cases where it was possible that hospitals would be privatised. This is a crucial victory for public sector unions, which have been campaigning against privatisation for the past two years.

The administrator of the Transvaal, Dame Hough, welcomed the agreement and said the TPA was committed to "an open door approach where good employer/employee relations are concerned". He added the department would strive to render efficient health services to the community.

Although the agreement ended a wave of strikes in the Transvaal, the Eastern Cape's busiest hospital was left stricken by industrial action this

week.

Patrick Goodenough reports from Port Elizabeth that nine out of every 10 workers at the city's Livingstone Hospital downed tools on Tuesday to back demands for higher wages.

On the strike's second day, medical superintendent Dr Graham White said the situation had become critical.

Ambulances were bringing in only emergency cases and the casualty department was forced to operate with a 70 percent reduction in staff.

Workers are demanding increases and a minimum wage of R535 per month and recognition for Nehawu. Talks between the union and the Cape Provincial Administration are continuing.

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(140A)

# Health unions defend strike as necessary for equality

W/140A/11/5 - 17/5/70  
By HIANDEKA QOUBULE

THE strike by health workers at hospitals round the country has drawn heavy criticism, with accusations that the strikers are putting human lives at risk

Strikes in the Transvaal, however, ended last night

This week, in an interview with the *Weekly Mail*, Monde Mditshwa, a founder of the two-year-old National Education and Health Workers Union (Nehawu), vehemently defended the right of health workers to strike

It cannot be compared to industrial strikes, he said

The union has created "skeleton structures" to keep emergency services going as a service to the patients and the community. They did this with fraternal organisations of social workers, doctors and other medical workers

"The primary dispute is between our union and the employers. No doubt the patients are caught in between. We are sensitive to the fact that the health sector is different and that it is not books or coal or capital that is at stake here, but human lives

"But our members should not be mistreated and racially discriminated against — then held at ransom over their right to strike

"It is the responsibility of the health administration to cater to the material needs of its employees," he said

Black patients have given support to the strike and could be seen *toyitoying* with striking workers

"The issue of health in South Africa cannot be separated from the apartheid society in which we live. Our members are not only exploited as workers but as members of the black community



Founder member of Nehawu ... Monde Mditshwa

"We subscribe to the ethics laid down by the International Labour Organisation. I believe workers have the right to join unions of their own choice. They have the right to mediation and other basic human rights

"But in South Africa workers in the public sector are being held hostage

They do not have the right to strike." Negotiations with the Transvaal Provincial Administration, the result of the strikes, have established some procedures and achieved the recognition of the union. The TPA has also agreed to desegregate the health system

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(140A) (2/5) (1/5)

## So is it a 'soft landing', or is it hard times?

By ALAN HIRSCH

THOUGH government and private economists prefer to talk about a "soft landing", consumer-oriented industries are sending signals which indicate the onset of a recession. The clothing industry, for one, has shed about 6 000 workers in recent months, according to industrial council statistics.

The greatest drop has been in the Cape where employment has fallen from 57 000 last year to about 53 000 in mid-April. The clothing industry in the Transvaal has lost about 1 000 workers, taking the employment figure down to about 15 000, while the Natal region has fallen from about 45 000 to about 44 000.

It has been speculated that the relatively good performance of Natal compared with the Cape (which specialises in high fashion) indicates that the lower end of the market is holding up more strongly.

Around the country, industry representatives talk about shrinking order books. Colin McCarthy of the Cape Chamber of Industries acknowledges a slowdown: "Demand is dropping off in all consumer industries. The position we anticipated is beginning to bite".

Hennie van Zyl of the National Clothing Federation has had reports of factories working short-time, and ending long-standing regimes of permanent overtime, but says that the situation has not yet become a crisis.

While both McCarthy and Van Zyl argue that the downturn was expected, and is not that severe, workers and their representatives are very concerned. A regional meeting of the South African Clothing and Textile Workers Union held recently in Cape Town was almost wholly devoted to the issue of retrenchments and short-time.

Lionel October, general secretary of the union, says the union is preparing to adopt a programme to fight retrenchments and short-time.

The workers, he says, see the recession as government-induced, and are unhappy at being forced to suffer because of poor economic policies. As clothing workers they are always amongst the first to get hit in a downturn.

"And in boom years," says October, "the employer's high rates of profit are not passed on to the workers".

The anxiety of the workers at the Cape Town meeting was heightened by the recent news that Rex Trueform plans to lay off about 10 percent of its workforce — 231 workers.

The SA Clothing and Textile Workers Union announced last week that it would declare a dispute with Rex Trueform over the retrenchments. The union said the company had not adequately justified its decision to lay off so many workers. Also in Cape Town, a factory employing 100 workers has recently shut down and several medium-size firms are working short weeks, some two days short.

The union plans to hold a seminar shortly on "counter-measures" against short-time and lay-offs. One of the proposals it will put to clothing workers is the establishment of a retrenchment or "slack" fund which would build up reserves during healthy periods and dispense aid during recessions.

Such a fund already exists in the Transvaal, but there is none in the Cape where the clothing industry is concentrated. The fund could be administered for the clothing industry by the Cape industrial council, which already administers several benefit funds.

A representative in Cape Town suggested that rising wages in the industry and the fact that several firms have recently moved from Cape Town to Ciskei and Transkei could be reasons for the industry's weakness.

PRIVAL UNION MOVEMENTS AGREE THE LABOUR MOVEMENT MUST BE IN ON THE TALKS

# Unions want their own seat at the Groote Schuur table

THE Congress of South African Trade Unions (Cosatu) plans to sit in on future talks with the government to ensure that basic worker rights are enshrined in a new constitution for South Africa.

The decision indicates that organised labour — flushed with success at the agreement by big business to amend the Labour Relations Act (LRA) — will use its considerable muscle to shape the agenda and demands that will be tabled at future talks.

And Cosatu's move, decided by the powerful labour federation's central executive committee in the wake of last week's accord at Groote Schuur, is the first sign that resistance movements are preparing for a new phase in the negotiation process.

Cosatu general secretary Jay Naidoo said now that negotiations were moving towards a discussion of "substantive issues that affect our people", his organisation would send delegates to future meetings with the

government. And he told the *Weekly Mail* that the one million-strong federation's programme at the talks would be informed by widespread discussions that are now taking place in union ranks about the need for a charter to protect the rights of the poor, the unemployed and workers in post-apartheid South Africa.

Cosatu's move comes amidst claims by left-wing socialist groups that the absence of labour leaders in the African National Congress delegation to the peace talks confirmed their belief that negotiations would lead to a selling out of the working class.

Strum Moodley, publicity secretary

Flushed with their success at pushing through an amendment to the Labour Relations Act, the unions want a seat at the negotiations table, where labour representatives are notably lacking. **EDDIE KOCH reports**

for the Azaman Peoples' Organisation (Azapo), told the *Weekly Mail* "For us it is extremely worrying that the ANC's negotiating team had no trade union representation. They left out the most crucial element in the whole equation — the black working class."

Said Naidoo. "The Groote Schuur

talks were about preparing the ground for negotiations rather than the substantive issues of concern to us the social economic and political conditions facing our people

"For these reasons, Cosatu's central executive committee resolved it was not necessary to be physically present in these talks and we relied on consultations made possible by the alliance between Cosatu, the ANC and the South African Communist Party. Now that the talks are entering a new phase we have decided to send our own delegates."

Cosatu has launched a programme to draft a workers' charter as a matter of urgency and plans to hold a joint

Congress with Nactu in September or October to adopt the document. At least three drafts have been circulated amongst affiliates for discussion.

"Discussions over a workers' charter will feed into negotiations and affect policy on a range of issues including housing, education, the nature in a post-apartheid economy," said Naidoo.

He confirmed that Cosatu and Nactu's agreement with the Consultative Committee on Labour Affairs (Saccola) to revamp South Africa's labour legislation had encouraged the federation to enter the negotiations process.

Labour experts say the agreement to remove parts of the Act designed to hamstring the power of organised labour is unique in the world. It capped a two-year period of tripartite discussions between organised labour, big business and the government.

Manpower Minister representative Johan Miller has confirmed that the draft law will urgently be put through the procedures that are needed for it to be tabled in parliament before its current sitting ends in June. If the government fails to translate the draft into law, Saccola has agreed to urge its members — which include most of the country's major employer associations — to abide by the principles of the agreement in their dealings with unions.

Naidoo said the unions' victory over the LRA, together with the relaxation of repressive legislation that has accompanied national negotiations, would strengthen organised labour's ability to shape South Africa's future.

"Any measures to create free political activity will strengthen our position on the ground," he said. "This has been identified as a central task in all sectors — trade unions, youth, students, women, civics and building a mass-based ANC."

There are signs that the Pan Africanist Congress is winning support for its radical stand against negotia-

But members of Cosatu, interviewed by the *Weekly Mail* at last week's May Day rallies, indicated the negotiations have created expectations amongst rank-and-file members that issues of vital concern to them will be addressed in the talks.

"Negotiations will change things for the workers in terms of equal rights, housing and jobs," said Michael Mtamba, a shop steward from the Raleigh Cycles factory in Springs.

"You see these *iminkhukhu* (shacks) that we live in," said a worker at a rally in Bekkersdal, a highly congested township on the opposite side of the Reef. "Our leaders will tell the government to replace them with proper houses."

These sentiments — together with Cosatu's intervention in the negotiations — indicate that the talks will need to deal with the problems of poverty at an early stage if they are to succeed.

National Council of Trade Unions general secretary Cunningham Ngcukana, who is a founder member of the PAC's internal wing, stressed that none of the resistance movements were opposed to negotiations in principle.

"We are saying that broad consensus must be reached within the liberation movement before we embark on a process of negotiations. At the table the liberation movements must articulate workers' interests."

# Back to work for hospital workers

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IT WAS back to work for thousands of Reef hospital workers yesterday morning, but most hospitals crippled by the 10-day strike will only be functioning normally by Monday, according to hospital staff

Granting *de facto* recognition to the National Education, Health and Allied Workers Union (Nehawu), the Transvaal Provincial Administration on Thursday agreed to a wide range of union rights and the end to discriminatory labour practices in the health services

## Victories

Strike negotiations ended in a number of apparent victories for Nehawu. The TPA has agreed that the practice of employing health workers as casual labour would end and all employees would in future be defined as permanent workers. The TPA also agreed to stop any wage discrimination based on race, sex or marital status.

Hailed as a major victory, by health workers, was the fact that Nehawu had won the right to be consulted in cases where hospitals may be privatised.

Wage negotiations between the authorities and Nehawu are ex-

## PAT DEVEREAUX

pected to begin within the next fortnight.

"The end to the strike means that weekend casualties will be admitted as usual at most Reef hospitals," said TPA liaison officer Piet Wilken.

Mr Wilken said that although most workers had returned to Reef hospitals by yesterday — the deadline for their return lapses tomorrow morning.

All hospital workers at the Johannesburg Hospital had returned to work by yesterday, according to hospital liaison officer Jenny Gilwald.

## Backlog

"We have a backlog of patients as a result of the strike, but we're expecting things to be running smoothly by Monday," she said.

Baragwanath Hospital liaison officer Hester Vorster said all striking hospital workers had returned to work by 8 am yesterday morning. But she added that the hospital would only be functioning normally by Monday.

A Natalspruit Hospital nursing sister said the hospital — one of the worst hit by the strike — was functioning smoothly once more.

# Gant fires 420 workers at farm

By MICHAEL DOMAN  
False Bay Bureau

LEADING Democratic Party member and losing candidate in Helderberg last year Mr Dave Gant said he had regrettably fired about 420 workers on his family farm, Lourensford, near Somerset West after they went on strike and intimidated the farm's 2 000 employees

The black male workers on the 4 500-hectare farm were bused home, mostly to the Transkei, from their hostels on May 2. Some live in Khayelitsha

Mr Gant said that labour problems began on April 27 when 23 workers met the general manager to discuss issues, including wages

## Protest march

One demand was that managing director, Mr Gant, respond personally to their demands, failing which they would march in protest

Mr Gant, chairman of the DP's national council, said he told the 420 labourers at their hostel on April 30 that he could not have a detailed meeting with such a large group

"I said we were more than prepared to discuss various issues. If they weren't happy with the existing workers' committee, departmental elections for new representative committees could be held. I said we would also discuss wage increases, even though this is normally done in October"

Mr Gant said the workers refused to go through the election process and went on strike, with a small group preventing others from returning to work

Mr Gant said general labour laws did not yet apply to agricultural workers, but he welcomed the fact that these would eventually be extended to farms

He had discussed the "unfortunate incident" with the Food and Allied Workers' Union, although the union had no members on the farm



PEOPLE AT THE TOP  
ARE ON THE MOVE  
SEE PAGE 9

WORLD LEADER

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

**MANPOWER  
MIRROR  
BY  
ADRIAN  
HERSCH**



# Hospital strikers spotlight a raw deal

**STRIKES** involving hospital workers belonging to the National Education, Health and Allied Workers Union (Nehawu) have raised many questions.

The issues involve the morality as well as the conditions that gave rise to the strikes. But the strikes could mark a turning point for legislation for those in the public service.

Nehawu sent a memorandum to the chief superintendent of Baragwanath Hospital at the beginning of March concerning workers' demands.

They included a minimum wage of R1 100 a month and a R400 across-the-board increase, recognition of the union and the abandonment of race discrimination at health institutions.

The authorities responded by saying that in terms of the Public Service Act only the Commission of Administration and Co-ordination could recognise staff associations. The authorities said that because of this they were not in a position to formally recognise or enter into a recognition agreement with a trade union.

Lunch hour demonstrations occurred. They were followed by go-slow action and then full strike action, which spread to 10 hospitals involving about 8 000 workers. Only emergency cases could be handled.

Most of the strikers were non-medical staff but there were exceptions, such as at Natalspruit Hospital where some

nurses were not working at various stages. Their action was condemned by the SA Nursing Council.

The authorities have been accused of dragging their heels when warning signs began to flash. One of the warnings was strike action involving non-medical staff at Cape Peninsula hospitals.

The origins of the dispute can be found in the historical context regarding different forms of legislation for public- and private-sector workers.

There have been three major strikes in the public sector this year. One involved teachers in the Johannesburg area and the other two the non-medical staff at hospitals in the Cape Peninsula and Transvaal.

The teachers' strike in Soweto and Alexandra, suspended for three months

pending responses from the government, still has the potential to adversely affect the future of many pupils, raising questions about the morality of such action. Common to all three strikes have been two important issues — demands for higher pay and greater job security.

Since 1979 black workers in the private sector have been covered by the Labour Relations Act (LRA). As a result they have been able to secure higher wages and better job security than their counterparts in the public service.

Labour Research Services of Cape Town carried out a survey of wage settlements concluded in the private sector between July and December 1989. It calculated an average monthly minimum wage of R667 at SA Breweries the minimum wage is R1 065 a month.

Before the hospital strikes, the lowest paid workers earned less than R300 a month. As far as job security is concerned workers in the private sector covered by the LRA enjoy the protection of the Industrial Court.

Public servants, on the other hand do not have access to it. Further, some workers who have been employed in hospitals for decades but are still classified as temporary employees, and can be dismissed on 24 hours notice.

The gulf between the two sectors in terms of conditions of service has widened over the years in the post-Vietnam era to such an extent that the stresses and

strains have possibly proved to be too great. A labour lawyer says he thinks it would be advisable to include hospital workers in the LRA, but under the definition of "essential service" employees.

As such, there would be no freedom to strike but compulsory arbitration in disputes would be used. Workers would enjoy the broad protection afforded by the Act, including the issues regarding unfair labour practices and access to the Industrial Court. That would ensure equity for them and play a role in bridging the gulf between the private and public sectors.

When asked about the morality of the current Nehawu strike, he says that under the circumstances the workers face it is difficult to comment. However, were these workers to be included in the LRA under the conditions he outlines, he would be able to comment.

At the time of writing, fortunately no known casualties have occurred as a result of the hospital strike. The action marks one of many traumatic periods in the history of South African industrial relations but there is a possibility that it could be a turning point for the better for public service workers.

The strikes could strengthen the National Manpower Commission proposal, released in April, that certain sectors of the public service be "accommodated in a special way more or less along the lines that essential services would be accommodated (in the LRA)".

# Metal industry talks approaching deadlock

Stom 4/29/90 (1408) 

**Labour Reporter**  
Metal industry pay talks affecting 380 000 workers are showing ominous signs of moving towards deadlock.

After the fourth round of talks last week, both the Steel and Engineering Industries Federation (Seifsa) and the National Union of Metalworkers (Numsa), the largest union party, agreed that a settlement was unlikely before the expiry of the current agreement on June 30.

Confirming that it had not raised its last offer of between 11,5 and 15,7 percent, Seifsa said the unions had refused to moderate their pay claims and failed to reach consensus on its proposals.

Numsa said Seifsa had tied its pay offer to an unacceptable de-

mand that small firms be exempted from the agreement.

Employers had also refused to offer a guaranteed increase unless the unions waived plant-level bargaining rights, Numsa said, adding that it would not be forced to bargain "at gunpoint".

The union also said:

- It rejected a Seifsa offer to raise overtime rates if the unions lifted a 15-hour limit on overtime. Numsa wanted a five-hour limit, to create jobs.

- Seifsa had gone some way to meeting demands that support be withheld from "racist training institutions".

The next round of talks is on June 7, shortly before Numsa's bargaining conference. This could opt for co-ordinated strikes across the metal, motor and other sectors.

15/5/90 (140A)

## SA labour facing the 'acid test'

A landmark in South Africa's labour history, last week's employer-union accord on the Labour Relations Act, can be seen as the fruit of the new era of negotiations. **DREW FORREST**, The Star's Labour Reporter, reports

The black labour movement would be one of the architects of our future, a prominent labour consultant told a conference last week — and his words have been dramatically confirmed by the Labour Relations Act (LRA) accord clinched between unions and employers

Nothing more clearly demonstrates the growing power, sophistication and tactical flexibility of Cosatu/Nactu than the agreement, reached with the employer body, Saccola, after two years of negotiation, coupled with mass protests against the LRA

This is not to detract from the role of the employers, who have shown courage and sensitivity to the broader climate of conciliation in South Africa. The agreement can be seen as one of the first tangible fruits of the new era of negotiations

It may also be the first time anywhere that these old foes have struck a deal on the statutory framework for their relationship

If it is translated into law — it has been forwarded to the Government for enactment in this session of Parliament — it will substantially redress union complaints about the controversial 1988 amendments to the Act

Manpower Minister Eli Louw has told the unions he will try to process the accord this session, which may not be technically feasible, but which marks a shift in Government thinking

Cosatu/Nactu are to push for further changes, including the extension of the Act to farm, public service and homeland workers, full strike rights and "impartial and competent courts". They also want the Saccola forum to start debating "macro" issues such as housing and education

In addition, the agreement sets up specialist sub-committees to probe further the industrial and labour appeal courts, and the issue of strikes

Besides its symbolism, the agreement will have a major impact on day-to-day workplace relations if it becomes law

It embodies a set of basic worker rights — including the right to strike and to work — which Saccola will try to get its members to follow

By reverting to the pre-1988 definition of unfair labour practice, it removes the ban on sympathy and repeat strikes and consumer boycotts. Only unlawful strikes would remain unfair and subject to interdict

Race is no longer an "interest" in union registration, and the controversial Section 79 (2) of the LRA, which broadened union exposure to damages actions in illegal strikes, has been scrapped

In some ways, the accord improves on the pre-1988 position. The unfair labour practice definition has been broadened to include fair dismissal and retrenchment procedures in line with International Labour Organisation standards

An immediate benefit for industry is the suspension of the labour movement's LRA campaign, which has entailed two stayaways and a national overtime ban

But some employers are clearly worried that too much has been conceded. This was reflected in Saccola counter-proposals to the original draft agreement after a report-back to its affiliates

Saccola chairman Mr Anton Roodt warned last week that an acceptable industrial relations order depended not just on the letter of the law, but on "the spirit in which the parties approach each other"

"The agreement is seen by employers as a high-risk venture," said one management source. "The acid test will be a drop in rapidly escalating levels of industrial unrest"

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## Historic talks on SA labour law

HARARE. — In the first meeting of its kind, representatives of the International Labour Organisation (ILO) yesterday sat down here with delegations from Cosatu, Nactu and the South African government to discuss labour laws for a post-apartheid society.

However, the National Manpower Commission (NMC), which said yesterday that its management had not been invited to participate, said the meeting had no decision-making power because of its exclusion. The commission will be represented only by members of its technical committee on the La-

bour Relations Act (LRA).

But Mr Neville Rubin, the senior official in charge of the ILO's equality of rights branch in Geneva, said the chairman of the NMC, Dr Frans Barker, had been invited "at the specific instigation of Cosatu".

Mr Rubin stressed that the meeting was not discussing the readmission of SA to the ILO — from which it was expelled 20 years ago.

Yesterday's discussions were chaired by Sir John Wood, one of Britain's leading experts on industrial law — Own Correspondent and Sapa

# Railway workers clash

Star 16/5/90

Labour Reporter

140A

In a violent sequel to the recent rail strike, several workers have been treated in hospital and a work stoppage has erupted following clashes at the Braamfontein marshalling yard in Johannesburg.

Sources said the clashes were between former strikers, largely members of the SA Railway and Harbour Workers Union (Sarhwu), and non-strikers mainly belonging to the rival Black Trade Union (Blatu).

Braamfontein was allegedly the staging-point for a series of attacks on Sarhwu members during the strike.

Sarhwu spokesman Johannes Ngcobo said union member had been treated in the Hillbrow Hospital after being set upon by kanga-wielding assailants on Monday.

Attributing the violence to "a new wave of intimidation by non-union workers", he said another Sarhwu member, Phineas Mukhodi, was shot in the head yesterday. He could give no further details.

Blatu comment could not be obtained.

Confirming the work stoppage, Transnet's Mr Ian Bleesdale said senior Transnet labour executives met both sides yesterday in an attempt to defuse the conflict.

Further talks were planned today, he said.

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By Dick Usher

CAPE TOWN — The security industry is virtually unanimous — from management to workers — in opposing regulations promulgated under the Security Officers Act

The regulations have caused deep concern among employers represented by the South African National Security Employers' Association (Sansea)

Sansea met in Cape Town last week to formulate effective opposition to the regulations published in early April

Many were demanding the resignation of the employer representatives on the statutory controlling body, the Security Officers Board, claiming that they were out of touch with the industry

### One step further

The largest union in the industry, the powerful Transport and General Workers' Union, goes one step further than employers by demanding the Act be scrapped and the statutory body replaced with a self-regulating national industrial council.

Among provisions in the regulations to which employers object are requirements for compulsory fingerprinting of every employee — from company managing director to tea lady, an annual registration fee many, including the union, feel is exorbitant and a ban on employment

# Security firms strongly oppose new regulations

of anyone with a criminal conviction

The TGWU shares these objections and also condemns the lack of employee representation on the board

It has already held meetings of workers to discuss the regulations and plans to take further action, including protest marches

Union spokeswoman Ms Kally Forrest said the ban on employment of anyone with a criminal conviction was of particular concern as many black people had convictions for trivialities such as pass offences

Employers said they had received assurances that the board would not be inflexible on this, but they said hard guidelines were needed rather than leaving it to the subjective reactions of a bureaucrat

"We even know of company MD's with criminal convictions for assault," said one employer

"What do they do if they're barred from employment in the industry? Close down?"

The registration fee is of particular concern

Employers estimate that, on a

conservative figure of 100 000 employees, the proposed R35 for this year and R70 for each following year would immediately raise R10,5 million

"What do they want all that money for?" asked Rod Krohn, executive director of Strategic Services Corporation and regional secretary of the South African National Security Employers Association (Sansea)

"The regulations say that it is to be paid by the employee for a licence to work in the industry

"But the union will probably tell them to refuse to pay. If we pay and try to deduct it from wages, which we're not permitted to do under the Wage Act, there will be trouble

"And most employers have contracts with clients so it would be at least a year before they could pass the extra cost on

### Fee exorbitant

The TGWU calls the registration fee exorbitant, and points out that in spite of a wage determination for the industry for a minimum wage of R416 a

month, many employers pay less than this

"We object to the whole concept of making someone pay to work in an industry and we object particularly to the high fee which most workers would have great difficulty in paying," said Ms Forrest

Employers also had problems with the registration process

"We've been told it will take about two months from application to registration," said Mr Krohn

"We can't put a man on site until he's registered, so how would we find staff if a client had an emergency and wanted 30 guards suddenly?"

"We can't simply employ surplus staff and pay them"

Although TGWU rejects the Act entirely, employers support it because they feel the industry is in dire need of regulation.

A major concern is the fly-by-night operators who drag down both standards and prices, undercutting reputable companies and undermining their ability to raise wages

# New workers sought as mine strikers go

JCI's Lebowa Platinum Mines is recruiting a new workforce after the mass dismissal of 1 500 strikers last week.

Recognition of the National Union of Mine-workers had been imminent at the time of the strike, which centred on demands for the dismissal of an overseer, said JCI spokesman Ann Dones. The strike started on a shift last Tuesday and spread to the entire underground workforce. They refused to follow normal grievance procedures.

About 450 NUM members are also said to be on strike at Consolidated Metallurgical Industries in protest against the dismissal of six colleagues. Star 16/5/90

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NEWS

# Cosatu in move to push 'Saccola accord'

Labour Reporter

The million-strong Congress of SA Trade Unions is to stage a national day of action next Tuesday to demand the enactment of the "Saccola accord" on the Labour Relations Act during this session of parliament

Involving factory protests, industrial area marches and rallies, the action was decided at Cosatu's Campaigns Conference in Johannesburg at the weekend

A statement said the protests, which in some areas would last the whole week, would also focus on the federation's anti-privatisation and Workers' Charter campaigns

Last week, Manpower Minister Eli Louw gave a strong hint that the LRA accord between Saccola and Cosatu/Nactu might not reach the statute book this year

Mr Louw said it had been agreed at his recent talks with the unions that the accord should reach him in April. It would then go to the National Manpower Commission for recommendations, and broad consultation would be necessary on any

amendments. The current parliamentary session ends in less than two months

Mr Louw said he had only offered to push through proposals related to the draft LRA Amendment Bill leaked to the press early this year

This is far narrower in scope than the far-reaching proposals in the Saccola accord

## Minimum wage campaign

Other resolutions at Cosatu's Campaigns Conference were

- That the campaign against Barlow Rand, accused of undermining central bargaining, should be intensified
- That a campaign on the Unemployment Insurance Fund should be launched
- That discussions should be held on launching a national minimum wage campaign, to complement the campaign for a living wage

The conference endorsed a Cosatu central executive committee decision to stage a week of action from July 1 focusing on the Natal violence

Concern over security law



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# Concern over security levy


**Labour Reporter**

Shared concern over new regulations for the security industry has sparked a ground-breaking encounter between organised security employers and the sector's largest union.

At the same time, the managing director of Securitas, Jean-Louis Jaquet, has told the Star of the "tremendous insecurity" caused by the regulations, which require workers to pay a hefty levy to the Security Officers Board.

Yesterday, the Transport and General Workers' Union (TGWU) also met the board to voice its concern. Arguing that the R70 annual fee is exorbitant in a low-wage sector, it plans nationwide protest action on June 1 — a working day.

SA National Security Employers Association (Sansea) chairman Jimmy Nuns said Sansea and the union had agreed at talks yesterday that the immediate goal should be suspension of the regulations until all interested parties were consulted.

Star  
16/5/90  
140A  


# Man in court over counterfeit dollars


**By Celeste Louw**

A Randburg man, who allegedly conned job seekers by forging US dollars which he offered in exchange for rands, appeared briefly before a Johannesburg Regional Court magistrate yesterday.

Donald Julian Walker (63), of Windsor West, allegedly placed an advertisement in newspapers

offering employment in Mauritius. At least 50 were allegedly conned when he replaced R2 500, paid by people interested in the job, with 1 000 forged dollars.

No formal charges were put to Mr Walker and he was not asked to plead. He will remain in custody until his next appearance in court on June 29.

Star  
15/5/90  




Inkatha leader Gatsha Buthelezi

A NATIONAL programme of action focusing on Natal by Cosatu kicks off next week

The programme includes a week of action at the beginning of July to protest the continued violence in Natal.

Workers in the Western Cape will begin preparing for this campaign by discussing the Natal situation in factories on Wednesday (14th)

The programme follows a Cosatu Central Executive committee decision to begin actively campaigning for an end to the violence in Natal, which the federation claims is being fostered by the security forces and the Zulu movement, Inkatha South 1745 - 22/5/90

Cosatu is convening a national conference to discuss Natal next month

## Natal violence to be focus of Cosatu protest action

The federation has called on all its structures to discuss how members of the MDM can be defended

Cosatu intends establishing self-defence committees as well as launching an international campaign to highlight the role played by Inkatha in the violence

The federation will send delegations abroad to muster international support against Inkatha

More than 3 000 people have been killed in Natal's "killing fields" over the past three years

Conservative estimates place the num-

ber of refugees at around 80 000.

Repeated attempts to restore peace between Inkatha supporters and the "conrades" have failed. Instead the violence has spread to surrounding areas

Earlier this year, renewed violence plunged the entire Pietermaritzburg area into chaos with armed hordes of vigilantes launching attacks on UDF strongholds, allegedly with the support of the Kwazulu police

In April, thousands of Natal workers supported a stayaway called by Cosatu to protest police action in the townships



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Police and  
union views  
on mine  
deaths differ

Two versions of how the violence at the President Steyn gold mine broke out have been given by police and unionists.

**Police say:**

The mine security officers were attacked and opened fire with rubber bullets and 9 mm pistols.

Twelve black workers were wounded and are under police guard in the Ernest Oppenheimer Hospital

One of the security guards was injured in the attack and died later in hospital.

Another man was apparently driving through mine property when his car was stoned.

He lost control and swerved into an embankment. The car was surrounded and he was killed, his throat was cut.

● Anglo American spokesman Paul Plothier confirmed the incident, but said they were still trying to establish the facts

"We cannot condone violence, from whatever quarter, and call on all parties to show restraint," he said

**Union says:**

National Union of Mineworkers (NUM) publicity secretary Jerry Majatladi said workers held a demonstration yesterday in protest against an incident last week when blacks were allegedly assaulted underground by whites for wearing ANC badges and colours.

A hearing was to take place today, he said, but in the meantime three workers had been dismissed

Yesterday's demonstration was held in objection to the dismissals before the hearing

Mr Majatladi said the mine security were called in to stop the demonstration

He said two white men, one a mine trainer, were killed in the resulting confrontation

Mr Majatladi said it was a regrettable incident, and appealed to all to remain calm and disciplined so that the situation could be brought under control.

## **More than 700 CWIU members on strike**

MORE than 700 members of the Chemical Workers' Industrial Union (CWIU) are on strike at four Cape factories.

A spokesperson for the CWIU said workers at the Continental China factories in Blackheath and Atlantis in Cape Town downed tools last Friday over a wage dispute.

The workers are demanding a minimum hourly wage of R4,90 while the company is holding out for an increase of R4,45 (~~R4,45~~) (140A) ~~R4,45~~

On Monday this week, more than 100 workers at Price's Candles in Cape Town and East London downed tools to demand that the company agree to joint negotiations for both plants.

Price spokesperson Mr G van Heerden confirmed that 120 workers were on strike ~~South~~ 1715-22/5/90

He said that the company had already met with the union to discuss the situation.

Continental China could not be contacted for comment.

# No halt to five-year-old Numsa campaign

THE National Union of Metalworkers of South Africa (Numsa) intends to continue its campaign against the multinational company British Tyre and Rubber until BTR agrees to resolve the five-year-old dispute at its Sarmcol plant in Howick, Natal.

This was the message which Numsa representatives took to the BTR annual general meeting in London last Friday.

Numsa national organiser, Mr Bobby Marie, and

## against BTR

Sarmcol shop steward chairperson, Mr Philip Dladla, told the 500 shareholders who attended the meeting that Numsa wanted BTR to agree to arbitration in the Sarmcol dispute.

Also present at the meeting were British trade union and anti-apartheid representatives.

A letter from the white council of Howick appealing to the company to resolve the dispute was read to the meeting.

TUC general secretary Norman Willis joined the call for the company to meet with the union in an attempt to resolve the dispute.

Following the AGM, a Numsa spokesperson said the union intended to begin a new political campaign around the Sarmcol dispute.

He said Numsa believed that the change in the political climate and concern about the violence in Natal meant the union would get wide support.

South 1715-2215790

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~~BTR~~

17/5 - 22/5/90  
Soweto  
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# Cosatu plans 'week of mass mobilisation'

**BY CHIARA CARTER**  
THOUSANDS of workers from Cosatu affiliates around the country are expected to take part in a week long programme of mass action in support of several key union demands.

The "week of mobilisation", which begins next Monday, follows the first-ever Cosatu campaigns conference in Johannesburg last weekend.

Cosatu is calling for mass action in support of its LRA, Living Wage, anti-privatisation and Workers' Charter campaigns.

The federation intends making representations at the National Manpower Commission (NMC) hearing on the LRA between the 21-23 May.

A Cosatu spokesperson said the federation would present its viewpoint on proposals by the NMC — notably the definition of an essential service, closed shop agreements and participation in the NMC.

### Demonstrations

On Tuesday, the federation intends to hold lunchtime marches and demonstrations in industrial areas.

The demonstrations will focus on the anti-privatisation campaign and the demand for the agreement on the LRA signed last week by Cosatu, Nactu and employer body Saccolla to be made law during the current parliamentary session.

The demonstrations will also be in support of the Living Wage Campaign (LWC) which has recently been revived by Cosatu.

The core demand of the LWC is for all workers to be paid a living wage.

The weekend conference agreed to investigate the issues of a legislated minimum wage.

The living wage demand is closely tied to the demand for a living unemployment-

ment benefit - important to ensure that the division between the employed and the growing number of unemployed is not aggravated.

The demand for job security is another key LWC demand and includes negotiated retrenchments, reduction in overtime and an end to casual labour.

### Violence

The battle against privatisation which unions say threatens both wages and jobs is another important aspect of the LWC. The fight for centralised bargaining is part of the LWC because the absence of

centralised bargaining structures seriously weakens unions' ability to negotiate effectively.

Workers at Barlow Rand factories throughout South Africa intend to demonstrate on Wednesday to protest the corporation's opposition to centralised bargaining.

A focus on the situation in Natal at factories throughout the Western Cape on Wednesday signals the beginning of a concerted attempt by Cosatu to resolve the Natal violence.

Workers will be meeting at five centres in Cape Town on Thursday to discuss the Workers' Charter.

The centres are the Sactwu hall in Salt River, the Samwu hall in Athlone, the Premier hostel in Guguletu, the Dorothy Boesak Centre in Bellville, the Nicro Centre in Eastridge and the Saxon-sea civic centre in Atlantis.

This is a follow-up to the widespread distribution of questionnaires around the charter and is part of the preparation for the workers' charter conference scheduled to take place in October.



Cosatu delegates at the campaigns conference at Wits university last weekend

# Cosatu calls for 'action' (140A)

By LEN MASEKO

COSATU has called for a "national day of action" next Tuesday to force the Government to pass a labour law that encompasses changes proposed by trade unions and employers during the current session of Parliament.

The call comes on the eve of a meeting between the Minister of Manpower, Mr Eli Louw, Saccola, Nactu and Cosatu.

They are scheduled to meet in Pretoria tomorrow to discuss the proposed changes.

The meeting follows an agreement between the employers and the two federations on amendments that should be included in the Labour Relations Act.

By yesterday, it could not be established what form the "national day of action" would take.

Cosatu spokesmen could not be reached for comment.

The call was made at a "Living Wage" conference attended by about 250 Cosatu delegates at the University of Witwatersrand last weekend.

The delegates resolved, among other things, to:

- \* Call a two-day meeting this weekend to discuss the launch of the anti-privatisation campaign; and
- \* To step up the campaign against Barlow

Rand for "undermining the collective bargaining process".

A Department of Manpower spokesman said the Minister would not comment on the issue "at this stage".

This week the National Manpower Commission, which was asked by the Minister to review the labour legislation, said it would submit proposals on the revised LRA to the Minister during 1991 - not at the end of this year as originally planned.

This meant that the proposed amendments could be enacted only next year - something that is likely to spark a new row between the State and the unions.



# Leather workers stage hour demonstration

WORKERS at one of the biggest footwear factories in the Cape staged a lunch hour demonstration in support of wage demands on Wednesday this week.

The demonstration by members of the National Union of Leatherworkers (NULW) at Panther Elite in Parow follows both the NULW and the South African Clothing and Textile Workers' Union (Sactwu) declaring a dispute with footwear employers after a breakdown in annual industrial council wage negotiations. (140A) ( )

A NULW spokesperson said the union was demanding an across the board increase of 38 percent while employers had offered 17 percent.

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# Mine shaft closed

From Page 1

primarily trade union leaders, and appealed for restraint

Other shafts and mines in the Freegold south region were functioning normally

Meanwhile, Law and Order Minister Adriaan Vlok will meet the National Union of Mineworkers, the SADF, police, Anglo and the Chamber of Mines in Welkom this afternoon

Num publicity secretary Mr Jerry Majatladi said the parties would discuss the racial conflict in the area

Among Num representatives to attend are general secretary Mr Cyril Ramaphosa, president Mr James Motlatsi and regional chairman of the Welkom area Mr Jan Selepe

"It is hoped that this (the meeting) will mark the beginning of a process that will lead to the final resolution of the conflict which has already claimed more than five lives since it started," said Majatladi.

"The Num wishes to reiterate its position that all the people of Welkom, both black and white, remain calm and maintain a high level of discipline"

Meanwhile, right wing groups in Welkom - armed with shotguns, rifles, whips and knives - waited outside the police station on Wednesday night while talks were held - Sapa

140A

# Shaft shut at Welkom clash mine

PRESIDENT Steyn Number 1 Shaft in Welkom has been closed in terms of the Mines and Works Act to secure the safety of all employees, Anglo American announced yesterday.

The closure follows a violent clash between mineworkers and mine security on Wednesday afternoon in which two men died and several were injured.

Of the four company officials injured two are in hospital, one in a serious but stable condition, Anglo said in a

statement. Fourteen marchers were also injured. Eight are in hospital, three in a serious but stable condition.

"The incident is the subject of a criminal investigation by the South African Police.

"The shaft will be re-opened when employees indicate a clear commitment to peaceful and orderly work practices," the statement said.

It said mine management was meeting all parties concerned,

To Page 2

Sorefan 18/5/90

140A





## Southern Life to run NUM fund

In a move which should substantially improve the retirement provisions for mineworkers, the newly established Mineworkers Provident Fund has asked Southern Life to administer the fund.

The agreement was signed this week by Southern Life chairman Neil Chapman and the general secretary of the National Union of Mineworkers (NUM), Cyril Ramaphosa, in his capacity as chairman of the Trustees of the Fund (see picture).

The fund, which has over 220 000 members, is one of the largest provident funds in the country. Membership is compulsory for NUM members, but the fund is open to other mineworkers as well.

Southern Life executive director Adrian Arnot says the fund recognises important realities such as job mobility and was a step towards the goal of retirement benefit preservation. "The move reflects the growing trend among employees to participate more effectively in retirement planning and is also a sign that industry-based employee benefit funds are likely to increase," Mr Arnot adds. *Star 18/5/90 (140A)*

Star 18/5/90

140A

# Confusion as hospitals open to all

By Carina le Grange and  
Political Correspondent

Health Minister Dr Rina Venter is expected to give more clarity today to her announcement on Wednesday that hospital apartheid is to be scrapped

She will be replying to the debate on what the Democratic Party called a "vague and badly worded" statement outlining the National Party's shift away from health apartheid

While recognising the significance of Dr Venter's assurance that the Government had decided to correct an imbalance in the accessibility to hospitals by blacks and whites, many have expressed doubts about the actual mechanics of the model that is being designed to "manage this in an orderly fashion"

## Leeway

She had indicated that hospital superintendents would have a say in how the new policy would apply. Among the questions raised in debate was how much leeway superintendents would be allowed, and whether this would mean that all hospitals would be fully or only partially integrated

Dr Venter did make clear at the close of debate yesterday that her negotiations with the National Education, Health and Allied Workers' Union (Nehawu) to end the hospital strike in the Transvaal had had no bearing

on the Government's groundbreaking decision to lift race bars at hospitals

Hospitals and the Transvaal Provincial Administration (TPA) were uncertain yesterday what the practical implications were of Wednesday's announcement by Dr Venter

While many people, especially doctors at black hospitals, rejoiced at the announcement, inquiries by The Star at major hospitals were referred, with the exception of Baragwanath Hospital, to the TPA

A TPA spokesman was also in the dark, however, about the implications of Dr Venter's announcement and referred all inquiries to the Minister

Dr Venter said on Wednesday that all State hospitals would be opened immediately as part of the far-reaching restructuring of health care services.

Yesterday, the Health Services Minister in the House of Assembly, Sam de Beer, said 44 white own affairs hospitals were open to all race groups

The TPA spokesman, however, said the administration had received no explanation of the practical implications and said questions could not be answered. Hospital Services MEC Fanie Ferreira was not available

● The public relations officer for Baragwanath Hospital, Annette Clear, said it had always been Baragwanath's policy to treat and admit all emergency cases, regardless of colour

THE concept of negotiations is quite fashionable these days. Correspondingly, its advocates have increased

But negotiations are not a solution in themselves, but rather a method of struggle to resolve contradictions.

There is a wise adage which says: "Never oppose negotiations, but never believe in them either!" This wise adage reflects the basic truth, namely what is attainable at the negotiating table will largely depend on the relative strength of the adversaries. Negotiations have nothing to do with "integrity," "honesty" or "good faith"

In the light of this, let us examine objectively the current cry for negotiations inside apartheid South Africa. Although the cry is for negotiations, the truth is that what is being discussed is what would constitute a climate conducive to negotiations

As far back as 1985, the Nassau Commonwealth stipulated certain conditions which the regime must meet in order to create a conducive climate. These conditions were subsequently incorporated into the August 1989 Harare Declaration and the Consensus Resolutions of the UN General Assembly Special Session of December 1989. Basically they are:

- \* Unbanning of the organisations
- \* Unconditional release of political prisoners and detainees
- \* Lifting of the state of emergency
- \* Withdrawal of the regime's troops from the townships
- \* Unconditional return of political exiles

### Draconian laws

To date, the regime has partially met only one of the conditions. It has unbanned the PAC, ANC and 34 other organisations. The unbanning is partial because many draconian laws still exist to curb freedom of action. To hold a rally or a march, permission must be obtained from the regime. However, the unbanning becomes meaningless if the organisations, after mobilising their respective support, cannot contest for political power!

Whilst it is true that the regime released some political prisoners, thousands still languish in apartheid prisons.

Neither do these five conditions address the pillars of apartheid... the regime is merely asked to withdraw its reaction to the legitimate resistance of the people. Instead of "courageously" with-

# Negotiation minefield

Sowetan 18/5/90

Today the PAC's foreign secretary, GORA EBRAHIM, gives his view on negotiations. On Monday we will carry the view of the Workers Organisation for Socialist Action.



drawing its reaction by acceding to the conditions, De Klerk is using them to "start negotiations".

For instance he claims he will not lift the state of emergency because of the conflict in and around Pietermaritzburg. Now he has succeeded in soliciting support from a section of the liberation movement to send more troops into Pietermaritzburg to maintain law and order. And he has obliged by sending a force comprising former FNL soldiers. Discredited in Angola, they have been given South African citizenship and unleashed on the oppressed Azanian majority.

Any form of support for the sending of additional troops to Pietermaritzburg will considerably weaken the legitimate demand for the withdrawal of apartheid troops from the townships. One cannot support increased troops on the one hand and effectively demand withdrawal on the other hand, and then claim to be successfully negotiating!

### Categorisation

On the release of political prisoners, De Klerk wants to subtly use this to divide the different components of a liberation movement. He is suggesting the "categorisation" of political prisoners. The aim is to pit the political against the military wing. Any acceptance of categorising political prisoners by the national liberation movements would certainly lead to serious divisions.

The Harare Declaration, whose authorship the ANC has publicly

claimed, places the onus on the regime to implement the conditions conducive for a climate of negotiations. It is also explicit on the issue of armed struggle.

It does not call on the national liberation movement to unilaterally renounce or abandon the armed struggle. On the contrary, it clearly stipulates that once the regime meets the five conditions and creates a conducive climate, the mutual cessation of hostilities could then be negotiated.

Responding to this, Mothopeng has declared "The bullet cannot be abandoned until the ballot is secured to contest for power"

### Constitution

The conditions set out for the creation of a climate conducive to negotiations do not address the fundamental pillars of apartheid, which are:

- \* The Population Registration Act
- \* The Land Acts of 1913 and 1936, on which the Group Areas Act is based.
- \* The Bantu Education Act.
- \* The tricameral parliamentary system
- \* The bantustans

The PAC maintains that neither the five conditions to create a conducive climate, nor the pillars of apartheid are negotiable.

The question then arises. What is there to negotiate? What should be negotiated is mechanisms to facilitate the drawing up of a new constitution. Only elected representatives can claim to have a mandate from the majority of the people to draw up a new non-racial, democratic constitution for a united Azania.

Hence the call by the PAC for the holding of a one-person-one-vote election to a single-chamber Constituent Assembly.

This Assembly could claim to be truly representative and have the mandate to come up with a

new constitution. Moreover, it is the most democratic method to resolve the conflict.

The total eradication of apartheid, majority rule based on one-person-one-vote on a common voters role, national liberation and self-determination, the guarantee of individual rights to all patriotic Azanians and the establishment of a genuine non-racial, democratic and socialist Azania remains the declared objectives of the Pan Africanist Congress of Azania. It has put forward two methods to achieve these objectives, the Constituent Assembly and or the intensification of internal resistance including the armed struggle. The choice is simple!

De Klerk is not serious about genuine negotiations. His aim is to liquidate internal resistance, especially the armed struggle, and to undermine international isolation and sanctions.

# Security guards plan demo

1407

Sowetan

18/5/90

By LEN MASEKO

HUNDREDS of security guards are to take place in demonstrations countrywide on June 1, to call on the Government to drop the controversial Security Officers Act

The pickets are being organised by the Transport and General Workers Union (TGWU), whose members are employed mainly by security companies and cleaning contractors

The Act has drawn criticism from both the employer's organisation, the South African National Security Employers Association, and trade

unions in the industry

Mrs Kally Forrest, TGWU's information officer, said the union's members were demanding the repeal of "the whole Act".

The Act required - among other things - security guards to register with the newly formed Security Officers Board, which has been set up by the Government to control the industry.

\* The National Union of Steel and Allied Workers has submitted its

wage proposals to Iscor management, claiming a R950-a-month minimum pay

Nusaw official Mr Ndomane Tibane yesterday said the two parties had postponed their negotiations to June 21, with management offering a minimum pay of R780 a month

\* Forty members of the SA Black Municipal Workers Union (Sabmawu) will appear in the Johannesburg Magistrate's Court on June 11, after they were arrested while picketing outside a home of the aged in Bel-

levue East last week

Sabmawu official Mr Philip Dlamini said the State had not yet formulated charges against the 40

He said the workers - mostly women - were protesting against what they termed as "bad working conditions" at the place, which is owned by the Nederduitsch Hervormde Kerk (Africa)

\* About 400 members of the Building Construction and Allied Workers Union (BCAWU) were locked out and dismissed at Pilkington Tiles on Monday, Meyerton, a spokesman for the union said yesterday

\* Swiss multinational Ciba Geigy has become the second firm in as many months to be hit by a strike over a union-initiated provident fund

About 170 of the firm's employees, all members of the Chemical Workers Industrial Union (CWIU), are taking part in a legal strike to force management to join the Chemical Industries National Provident Fund (CINPF).

# Mandela's Merc is made

EAST LONDON —  
Workers at the Mercedes-Benz plant here have completed the car they were building for ANC deputy president Mr Nelson Mandela

Company spokeswoman Mrs Wendy Hoffman confirmed yesterday that the car had been completed, but said no date had been set for when it would be given to Mr Mandela

A majority of hourly-paid workers, as well as some salaried staff, worked four hours overtime for no pay to foot the bill for the red 500SE Mercedes-Benz

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# Meeting launches counter-boycott

Staff Reporter  
18/5/96  
WELKOM — In another blow to business which has been paralysed by a black consumer boycott, right-wing organisations decided last night to launch a counter-boycott against wholesalers supplying Thabong traders with goods.

This emerged from a meeting at the town's Portuguese Hall, well attended by local traders.

Armed supporters of the AWB and Blanke Veiligheid took the

step as racial tension reached fever point here

BV leader Hennie Muller told The Star today the plan was not to launch a counter-boycott but to get small businessmen back on their feet.

Law and Order Minister Adriaan Vlok announced yesterday that further police reinforcements as well as SADF troops would be deployed in the city

Conservative Party MPs, in-

cluding former mineworkers' boss Arrie Paulus, Moolman Mentz and Koos van de Merwe, will arrive for talks today

Anglo American officials are scheduled to hold talks today with the white Council of Mining Unions, the black National Union of Mineworkers, the SADF, the SAP, the Chamber of Mines and Mr Vlok

NUM leader Cyril Ramaphosa is expected to arrive here today.

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security officer and Northern OFS

CITY



# Minister, unions to discuss accord

Labour Reporter

Demands for the swift enactment of the watershed "Saccola accord" on the Labour Relations Act (LRA) are set to dominate today's meeting between Manpower Minister Eli Louw and employer and union representatives.

Attending the talks will be union federations Cosatu and Nactu and the employer body Saccola, which last week agreed on proposals for wide changes to the LRA.

Union demands for these to be made law during the current parliamentary session are developing into a major flashpoint.

Mr Louw has hinted that this might not be possible, while Cosatu plans nationwide marches, protests and rallies next week to underscore the demand.

In a statement, Mr Louw singled out the following difficulties.

● The accord had been promised to him last month, and had to go to the National Manpower Commission (NMC) for study and recommendations. Consultation to ensure the broadest possible consensus would also be needed.

● He had agreed only to try to push through proposals which related to a draft LRA amendment Bill. The Saccola accord had a broader scope.

New proposals, including those relating to the unfair-labour-practice definition, termination of service and union rights of public servants, would also have to be referred to the NMC and all interested parties for comment.

The meeting with Mr Louw comes in the wake of a historic conference in Harare, convened by the International Labour Organisation and attended by the NMC, Saccola, Cosatu and Nactu, on future South African labour law.

After the conference, Cosatu's Jay Naidoo warned that the unions "were not prepared to continue endless debate (on the LRA) without result".

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## Apprenticeships popular again

18/5/90 Labour Reporter

A steady, six-year downswing in the number of apprentices entering industry has been dramatically reversed, Manpower Minister Eli Louw revealed last night.

Speaking in Johannesburg, Mr Louw said new apprenticeship contracts had fallen from a peak of 14 500 in 1982 to the "alarmingly low" figure of 7 900 in 1988.

*(Handwritten initials)*

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# State service unions could benefit from TPA's hospital deal

WHEN the hospital strike on the Reef ended last week, its consequences were felt far beyond the hospital wards that had been paralysed for 10 days by the stoppage.

The Transvaal Provincial Administration agreed to effectively recognise the National Education Health and Allied Workers' Union (Nehawu) and to bargain with it over wages. This was the first time ever that a government department agreed to deal with a union in this way.

The precedent will have a dramatic effect on the position of about one million workers employed in the schools, municipalities, prisons, local government, the police force and other state departments that make up the public service.

In the six-month period that preceded the health workers' strike, thousands of these workers took part in militant industrial action, despite official rulings that this was forbidden.

"The notion that most of these strikes in the public service are illegal was finally debunked during the negotiations to end the hospital dispute," says Nehawu's lawyer, Jonathan Joffe.

During the negotiations over the strike, the union's argument that the Public Service Act does not outlaw strikes and unions was accepted by the TPA.

This, together with the precedent set by Nehawu's agreement with the TPA, is likely to boost the militancy sweeping through the state sector.

"The agreement is a victory for the entire labour movement in that it is another step in the battle to win basic worker rights from the state in the public sector," said Nehawu general secretary Sisa Njikelana.

In January a bitter strike by 40 000 railwaymen was settled after scores of workers were killed in police shootings or battles between strikers and non-strikers.

This was followed by a stoppage, which came to be dubbed the "chalks down" strike, by some 6 000 teachers in schools on the Witwatersrand.

The teachers went back after the government promised to give urgent attention to inequalities in their wages and the allocation of resources to segregated black schools.

While the teachers' protest was in progress, black police officers and prison warders formed their first union and staged sit-ins and demonstrations against discrimination in the force. This led to the sacking of at least 30 officers from the police and prisons services, including Lieutenant Gregory Rockman, who founded the the Prison Officers and Police

The most far-reaching consequence of the settlement of the hospital strike is the recognition of the union by the Transvaal Provincial Administration. EDDIE KOCH reports

Civil Rights' Union (Popcru).

Tumult in the sector has set in motion a series of divergent approaches to the regulation of labour conflict in the state sector.

The government plans to table a Public Service Bill during this session of parliament. The draft law recognises trade unions and creates a collective bargaining forum to negotiate wages and other work conditions. However, it places a strict ban on strikes in the sector.

The Congress of South African Trade Unions (Cosatu) has mounted a campaign to demand that all government employees be covered by the Labour Relations Act.

The Public Service Act (PSA) does not cover the railways and postal services, which each have their own pieces of legislation. The prisons and police force are covered by the PSA as well as their own legislation. And, to compound the situation, the labour laws covering each of these sectors and parastatals will fall away if and when they become fully-fledged privatised companies.

Some unionists argue it would be much simpler to apply one system to all workers and to limit the right to strike in "essential services". They reject the way all government institutions have been defined as such and insist on the right to strike in public sector.

The National Manpower Commission (NMC), the government's advisory body on labour matters, is redrafting the Labour Relations Act (LRA). A working document released by the NMC this month indicates thinking on the commission is in line with these demands.

"It is now common cause that prohibitions on strikes don't work... that there are often legitimate reasons why workers go out and that these need to be dealt with," says Joffe.

The position of public sector workers was discussed this week at a unique conference between representatives from Cosatu, the National Council of Trade Unions, the Department of Manpower, big business and the International Labour Organisation. They met in Harare this week to discuss a new labour dispensation for South Africa.

# Black unions critical of 'paternalism'

B/Dam

18/5/90

1408

CSR PROGRAMMES have, over the years, won little applause from the militant black trade union movement

General secretary of the Cosatu-affiliated Chemical Workers' Industrial Union (CWIU) Rod Crompton says his union has been in dispute for two years with the oil companies over demands that companies negotiate with the union the disbursement of CSR spending

"The employees we represent are the creators of the wealth being used," he says.

## Listen

"They say they will listen to any suggestions we put forward, but will not negotiate — this is not good enough."

A second gripe is the nature of projects the funding is often used for

"The majority of companies are undertaking what they call CSR projects, but which are nothing other than part of their marketing programmes.

They are simply advertising their magnanimity," says Crompton

In the CWIU's view, CSR projects "must be of real use to the working class and to working-class communities. Advertising, sports sponsorships and the promotion of small business, ie capitalism, is not legitimate CSR

"Educational CSR spending which concentrates on university education will also not get our approval. Our members and their communities need basic school education," Crompton says

He is also unimpressed with CSR expenditure on educational projects designed to directly benefit the sponsor — like chemical companies sponsoring chemical engineering courses

Finally, Crompton says, the CSR spenders must realise charity begins at home. Those who do not are guilty of doublespeak.

"The doublespeak comes through whenever it becomes obvious there is a

disjuncture between lofty statements and injustices perpetrated by management on the shopfloor

"We witness numerous incidents where racial discrimination has sparked strikes, often at those companies best known for their CSR work," he says.

A major problem remains a paternalistic attitude by management towards workers and the community in general

## Critical

Says Crompton "We are on record as being highly critical of paternalism as far as pension and provident funds are concerned. The same problem largely afflicts CSR spending

"The rational business mind tells businessmen there has to be political change if there is going to be progress in SA, and they are ready to accept that in society at large

"But their racial, paternal prejudices screw up their attitudes towards their workers in their factories," he says.

# Historic talks raise Welkom peace hopes

See 19/9/90

140A

**ESMARÉ VAN DER MERWE**

WELKOM — Mining companies and trade unions — representing both black and white workers — yesterday held joint discussions in an urgent and unprecedented bid to seek solutions to the racial conflict which erupted in the Free State goldfields this week

High-powered delegations from the Council of Mining Unions (CMU) and the National Union of Mineworkers (NUM), as well as the Chamber of Mines and Anglo American, held a marathon four-hour meeting with Law and Order Minister Adriaan Vlok in the town, where a violent clash between black and white miners left two men dead on Wednesday.

The meeting, held at the traffic department offices, was described by NUM leader Cyril Ramaphosa and Co-satu general-secretary Jay Naidoo as historic.

**Intimidation**

In a statement, Mr Vlok said it had been agreed to urgently set up working structures — involving the CMU, NUM and Chamber of Mines — to resolve “differing problems”.

The employee bodies would make urgent appeals to all mineworkers for restraint and would urge them to refrain from acts or threats of “intimidation, violence and prosecution”.

He said mining companies would ensure security on their properties while the SAP, assisted by the SADF and mine security officials, would ensure the safety



ON THE MARCH Teachers from the Johannesburg area marched through the city yesterday to the Department of Education and Culture offices of the House of Representatives. See story on PAGE 2.

Photograph Alf Kumalo

## 500 police in Hillbrow crime sweep



INJURED Mr Quinton Campbell was stabbed at President Steyn GM

## REBISIA

MINeworkers (NUM), as well as the Chamber of Mines and Anglo American, held a marathon four-hour meeting with Law and Order Minister Adriaan Vlok in the town, where a violent clash between black and white miners left two men dead on Wednesday.

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### Intimidation

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He said mining companies would ensure security on their properties while the SAP, assisted by the SADF and mine security officials, would ensure the safety of residential areas on mine property

It had been agreed that a security presence would be maintained on a full-time basis at the President Steyn No 1 shaft — closed yesterday — to allay fears of employees “and for them to consider returning to normal work practices”, the statement said

The general-secretary of the white Mine Workers Union (MWU), Piet Ungerer, told the Saturday Star before the meeting that white mine-workers would not return to work unless they were satisfied that their safety was guaranteed

The CMU, to which the MWU is affiliated, left before the statement was read out to local and international pressmen

### Shattered

A top Conservative Party delegation, accompanied by Blanke Veiligheld (BV) leader Heinie Muller, waited outside throughout the meeting

But their hopes of discussing the volatile situation in the area with Mr Vlok were shattered when he was whisked off to the airport.

The CP's Free State leader, Heilbron MP Cehill Pienaar, complained “We've been waiting patiently to speak to the Minister, but he apparently did not have the time to lend an ear. There are two dimensions to this problem — first the mines and second the town

“The one person who was murdered was not even a mine employee. If Mr Vlok is not prepared to address the situation of the residents, he must bear the consequences”

● TO PAGE 2.



INJURED. Mr Quinton Campbell was stabbed at President Steyn GM

Saturday Star May 19 1990

## Welkom

● FROM PAGE 1

The historic talks were marred by two further incidents yesterday. An assistant manager at President Steyn, Danny Jacobs, was admitted to hospital after being stoned on the road between the mine and Thabong township

In another incident, a police vehicle was allegedly stoned when police apparently arrested hawkers and confiscated their goods at a taxi rank close to the mine

### Uneasy

Indicative of the uneasy calm that has settled over Welkom was the remarks of a white mining trainee who told Saturday Star, while pointing at black by-passers, that peace would not return “with these f---ers around”

Another point of contention is the strong presence of far-Right groups such as the Afrikaner Weerstandsbeweging and BV in the town

Mr Vlok stressed that police were in full control and that the assistance of vigilante groups was not needed

“That kind of action will only cause more trouble than we already have,” he said at the press conference

Mr Naidoo said the NUM delegation had called for the immediate disbanding of vigilante groups, which he said exacerbated racial tension, as these organisations drew heavily for their membership on

white workers

Asked whether that meant the banning of such organisations, he said jokingly “No, we are not in power yet”

Asked to comment on rumours that the banning of organisations such as the BV had been mooted, BV leader Mr Muller said “Then there will be war”

Mr Naidoo also accused mine security officers of not acting with restraint during Wednesday's clash, adding that they had provoked the violence

A police investigation has been launched

Mr Naidoo expressed satisfaction at the outcome of the meeting, saying the crucial test was whether the agreement could be implemented “at least by engaging in discussions at mine level”

Mr Ramaphosa told the press conference that no one wanted to see the situation escalating into full-scale violence “Our members will continue to act with restraint. We will communicate the agreement to our members”

### Concern

He said his delegation had communicated members' concern about “how mining security do things” and had expressed concern about the actions of vigilante groups

Tom Main, chief executive of the Chamber of Mines, said future discussions would be important. He endorsed Mr Vlok's call for “calm in the difficult and awkward situation”

THE STIKLAND PACKAGING COMPANY  
SUSPENDING A WORKER  
FOR WEARING A T-SHIRT

Stew  
19/5/90

OWN CORRESPONDENT

140A  
140A

CAPE TOWN — The Stikland packaging company worker who was suspended from duty for wearing a Pan Africanist Congress T-shirt has now been dismissed, a South African Chemical Workers Union official, Peter Roman said yesterday.

Chris Lewis, a member of the South African Chemical Workers Union who worked as driver for Peninsular Packaging, was suspended on Tuesday after management had allegedly ordered him on several occasions to take off his T-shirt.

A disciplinary hearing also found that the worker had been "grossly insubordinate and disrespectful" towards the director of a company to which he had delivered goods by threatening him with assault.

Approached for comment, Peninsular Packaging Director Johan Venter said that the issue "went far beyond the mere wearing of a T-shirt" but included threats of assault on himself and the company manager Mr Lewis had to be physically restrained

Some 20 company workers, also PAC members, demonstrated outside the company's premises in protest after the findings had been made known

Mr Lewis has the right to appeal

# UN to get account of Natal conflict

DURBAN — A key member of the Congress of SA Trade Unions joint working committee (JWC) on the Natal violence, Willis Mchunu, is to address a sitting of the United Nations in New York this week as part of Cosatu's campaign to focus international attention on the provincial conflict.

Mr Mchunu, who is also projects officer for the National Union of Metalworkers of South Africa, is one of a group of people sent overseas by Cosatu to address various organisations and sectors.

A Cosatu spokesman said yesterday that a group of five people, including Durban attorney Linda Zama, were due back in Durban yesterday after addressing the Organisation of African Unity in Gaborone at the weekend.

A Cosatu attorney from Maritzburg, John Jeffreys, is currently in Hamburg, West Germany, and JWC member Jeffrey Vilane is scheduled to address the European Community and various international business groupings this week. — Own Correspondent

270  
140A  
28/5/90

## Strike over fund spreads

Multinational Reckitt and Colman yesterday became the fourth company to be hit by a strike over demands that it join the Chemical Industries National Provident Fund.

In the climax to a three-year dispute, about 300 workers had downed tools at the firm's Elandsfontein plant, said the Chemical Workers Industrial Union.

It said the company had reneged on an earlier agreement to join the fund, which was initiated by the union and is controlled jointly by management and worker representatives.

Management comment could not be obtained.

A strike linked to the fund is in progress at Ciba-Geigy. Other strikes on the issue have erupted at Rolfes and SA Cyanamid. — Labour Reporter.

140A  
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183

Star  
29/5/90





CP Correspondent

A 10-day Council workers' strike was settled just hours before shack dwellers were due to tip overflowing nightsoil buckets on to the steps of Port Elizabeth's Ibhayi Council on Thursday morning.

In an attempt to force the council to meet workers' demands, community leaders had urged residents carry to their buckets to the council's build-

# Stink over strike

ding and empty the contents on the steps.

Streets in some townships became smelly, dangerous quagmires because garbage and nightsoil had not been collected.

Residents using the bucket system were forced to use toilets in neighbour-

ing townships and there was a serious risk of disease breaking out.

Ten typhoid cases were reported during a previous strike when nightsoil had also not been collected.

The Council employed temporary workers to start collecting the huge

piles of nightsoil and garbage.

Hours of negotiations between the council and the South African Municipal Workers' Union (Samwu) finally led to an agreement and workers returned to their posts on Thursday morning.

The 1 100 striking workers were demanding wage increases and the reinstatement of employees suspended after a previous strike.

A joint statement issued by Samwu and the council outlined an eight-point agreement, including the reinstatement of suspended staff, recognition in principle of the union and the setting up of an ad-hoc committee to investigate alleged discrepancies in pay. —Pen

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**SAVE 10000!**

**RED SPOT**

# Provident fund bid sparks strike

ST Times 20/5/90

140A

140A

140A

By Adrian Hersch

WORKERS at Swiss pharmaceutical company Ciba Geigy are on strike over a demand that the firm join the Chemical Industries National Provident Fund (CINPF).

Workers belonging to the Chemical Workers Industrial Union (CWIU) went on strike at the Spartan and Brits plants on May 7. There have been several similar strikes at other companies.

The CINPF, administered by Alexander Forbes, is controlled by a board of trustees comprising 50% union and 50% employer representation.

Ciba Geigy human resources manager Chris van Staden says the company is willing to establish such a fund with the union with 50-50 representation, provided it is in-house.

## Difficulties

Mr Van Staden says Ciba Geigy opposes taking part in a national industry provident fund, mainly because specific company-related issues cannot be dealt with.

In the national fund, trustees can represent the union adequately because all their members belong to one organisation. But there are difficulties of representation on the employers' side.

Certain companies, for example, provide benefits outside of provident funds and they may conflict with national industry provisions. It is more practical for individual companies to negotiate the rules of their own provident funds.

The union says the administration of a provident fund can be carried out more efficiently on a national basis. Several strikes have occurred over this matter. Some workers returned to work even though the ques-

tion has yet to be resolved. Industrial action lasting about five weeks took place at SA Cyanamid last October. The parties agreed that the issue would not be raised until after October 1990, but discussions could be held in the meantime.

A spokesman for the company said although it had a pension fund, it was not against a jointly controlled 50-50 in-house provident fund.

An eight-week strike over the issue of the CINPF at Rolfes ended in April this year. The parties agreed to negotiate, hoping to reach settlement by mid-July.

Rolfes general manager Andrew Petrou confirms that negotiations are in progress. The company has kept its original pension fund intact and provided for an in-house provident fund.

The union-initiated CINPF was launched in 1987, and several small companies in Natal joined it. Companies in the Transvaal were asked to join it at the beginning of 1988.

Consol Group's glass division joined the CINPF in March this year — it is the largest company to do so. The union says about 15 companies are members.

Alexander Forbes has administered many negotiated provident funds since the early 1980s.

By Adrian Hersch

# Worker militancy to the fore

POLITICAL and economic expectations of the black workforce have been heightened as a result of President De Klerk's speech on February 2, says Andrew Levy, a labour relations consultant.

Worker demands have been given a major boost by a sense among trade union members that political developments are on their side. Militancy is thus expected to increase, warns Mr Levy.

Mr Levy was addressing a labour relations conference organised by Levy, Piron & Associates.

## Factions

The organisation comprises factions whose economic and political interests do not necessarily coincide. Cosatu is a major player, and there are differences of opinion in its camp.

Mr Levy says now that legitimate channels for political activities exist, political debates are likely to take place outside the workplace. "Unions will apply their political clout in the political arena."

This could result in a toning down of politically motivated activities in the workplace. Although there will be heightened militancy, most demands should be confined to economic matters.

However, political issues that directly affect workers could result in industrial action. The protests in the past against the Labour Relations Act illustrate this. But the

## Credibility

Saccala-employee talks show that the parties are willing to compromise even in cases of severe conflict.

Mr Levy says the view that militancy will increase is bolstered by the fact that far more strikes have been called this year than in the same time last year. Increases in the number and length of strikes are expected. Strikes will be long, hard and expensive.

Mr Levy says Cosatu has gained credibility, among its members. Significant gains in the workplace have been made, and promised political change has occurred. Cosatu's campaigns in favour of a "living wage", for example, will have to be taken seriously.

## Thrust

Although the decisions of the court in themselves do not set a precedent, they have the effect of regulating collective bargaining principles and even the behaviour of management and unions.

The Industrial Court has set several values for collective bargaining. Professor Piron, of the University of South Africa, says that if the major cases are examined, fundamental points emerge, including:

- Management is obliged to deal with trade unions regardless of whether a structured relationship exists between the parties.
- A union has the right to negotiate on behalf of its members even if it does not enjoy majority representation among the workforce.
- However, management is not obliged to deal with inconsequential minorities.
- Management is required to negotiate on all employment-related issues including the "traditional areas" of managerial prerogative such as disciplinary rules.

The court will evaluate the behaviour of the parties at the bargaining table as well as tactics used in bargaining.

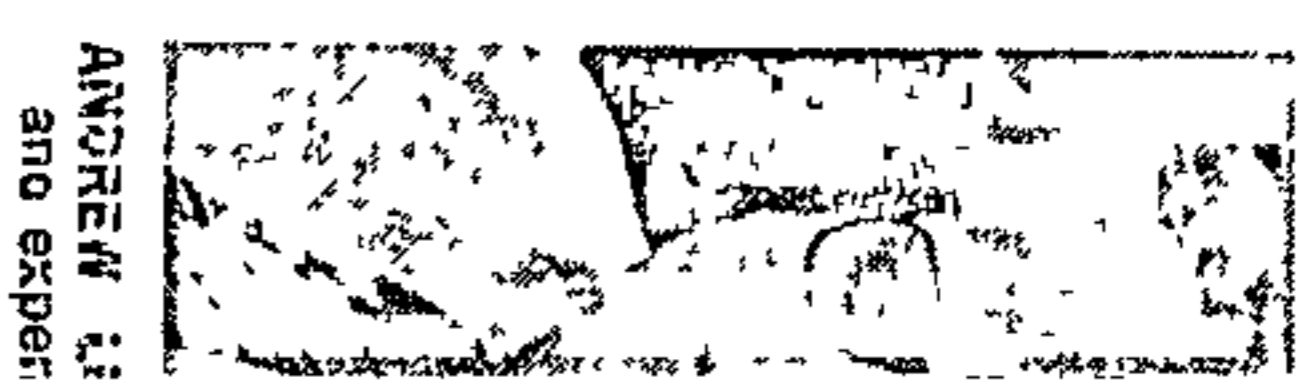
The court requires the collective agreement to be honoured, irrespective of whether the agreement constitutes a contract or an agreement within the strict legal meaning of those terms.

Some areas of collective bargaining have not been dealt with by the court. Professor Piron predicts that in the next five years developments are likely to occur regarding remedies where breach of collective agreements occur.

Indications are that disclosure of financial information pertaining to good faith bargaining, and the degree to which the courts should involve themselves in the cut and thrust of collective bargaining are also likely to be dealt with.

At another conference, Frans van der Walt, general manager, industrial relations, of Pick 'n Pay, said management had failed to establish an industrial relations strategy to take into account the political aspirations of employees.

Management had tried to divorce itself from politics on the shopfloor and this had



ANDREW LEVY AND EXPERTS

# Welkom remains tense after talks to defuse racial violence

By DESMOND BLOW

WELKOM remains tense despite Friday's meeting between white and black mine unions, mine bosses, and Law and Order Minister Adriaan Vlok.

The meeting was held to try to defuse the racial conflict which erupted at President Steyn No 1 shaft last week, which left two white miners dead and several others injured.

Yesterday there were rumours that Piet "Skiet" Rudolph, who went to ground after allegedly stealing automatic weapons from the SADF armory, was in hiding in Welkom, and ready to launch an attack on Thabong township.

Police were not available to comment on this issue.

Shortly before the start of the four-hour meeting, traffic police swooped on black hawkers at central Welkom's taxi ranks, confiscating produce as the hawkers did not have licences.

A police car was stoned by angry onlookers. According to a prominent black lawyer, "hawkers have been trading without licences for years, but this was deliberate harassment because blacks are boycotting white businesses".

Later three youths stoned a car driven by Danny Jacobs, assistant mine manager at the President Steyn No 1 shaft. He was admitted to hospital for stitches.

Cyri Ramaphosa, who led the NUM delegation at Friday's talks, said the ending of the boycott would be discussed during the week end.

Both he and Vlok described the meeting as "historic"

because it was the first time a white and a black mining union had sat down to talk to each other.

Both called for restraint.

Vlok appealed to white vigilante groups not to patrol the streets to fight crime, but to leave it to the police and the SADF.

Critics, however, are not satisfied with Vlok's attitude towards the vigilante groups - the Blanke Veiligheid and the AWB.

They said he should order the police to take firm action against them if they accosted blacks.

Vlok has said there was nothing the police could do as the vigilante groups were not acting unlawfully.

However, he admitted to *City Press* that any person molested by the vigilantes could lay charges with the

police. "But I don't know whether they would succeed in bringing a prosecution," he said.

An Anglo American spokesman said trouble on the mine stemmed from alleged racial preference given to white miners.

Friday's meeting included delegates from the white Council of Mine Unions (CMU), NUM, Cosatu, Chamber of Mines and certain mining houses. The police, SADF and mine security were also represented.

After the meeting, Vlok said all parties agreed to discuss mine employees' security.

It was agreed that the NUM, CMU and Chamber of Mines would form a "working structure" to solve problems of racial bias on the mines.

An Anglo American spokesman said the majority of workers returned to work No 1 shaft on Friday night.

## SAP action in strike criticised

21/5/90  
Labour Reports

Police have been criticised for their handling of a strike at Telkor Manufacturing, in Industria, Johannesburg

According to a worker, more than 300 strikers were gathered outside the plant last week when riot police arrived and gave them five minutes to disperse.

"As they were collecting their weekly pay, this was impossible," he said.

Police then held three women and threw them into a van "as if they were just rubbish".

An SAP spokesman said action had been taken after reports that strikers were rowdy and had been drinking.

Three women, seen as instigators, had been taken into temporary custody "Police might have used necessary force to get them into the van," he said.

# 'Historic' progress in SA labour talks

Own Correspondent

JOHANNESBURG —

After nearly seven hours of tough talking on Friday, Manpower Minister Eli Louw, Cosatu, Nactu and Saccola agreed that amendments to the Labour Relations Act proposed by the latter three would be published in a special Government Gazette for comment this week.

The meeting, described by one source as even more historic than that two weeks ago at which the union-Saccola agreement was signed, has revived hopes that the agreement could still be translated into legislation this year.

However, much uncertainty on this score remains, and it appears the usually antagonistic employers and unions are to be involved in an intensive lobbying effort to ensure their agreement does become law within the six weeks before Parliament is adjourned.

## Proposals

Louw said after the meeting that in addition to having the draft Bill published in a special Gazette on Wednesday, the proposals had been referred to the National Manpower Commission for comment as soon as possible.

Saccola spokesman Bobby Godsell said his organisation "continues to be hopeful" this could be achieved.

Nactu acting general secretary Cunningham Ngcukana said "But if it does not happen, we will have to recommend to our members that there be no further co-operation with the minister, the NMC or any other arm of the state."

"We took a political risk in talking to the minister, and we expect reciprocation."

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**BREAKTHROUGH** ... National Union of Mineworkers general secretary Cyril Ramaphosa and Southern Life chairman Neal Chapman shake hands after the signing of an agreement for the Cape-based insurance giant to administer the Mineworkers Provident Fund. The newly established fund, which has more than 220 000 members from more than 70 mining operations, marks a breakthrough in the mining industry and caters for unskilled and lower semi-skilled employees. Membership is compulsory for NUM members in recognised bargaining units within the industry. Voluntary membership is not restricted to NUM members and the total number of employees who could be admitted to the fund is estimated at more than 300 000.

4 SOUTH, May 23 to May 29 1990

# SOUTH LABOUR

## Community support for striking workers

South 23/5-29/5/90

COMMUNITY organisations are rallying around more than 700 members of the Chemical Workers Industrial Union (CWIU) on strike at four Cape factories

Students, ANC members and the advice office in Kleinville are collecting food for strikers at the Continental China factory in Blackheath.

Strikers at Continental China in Atlantis are receiving similar support from the community and other major unions in the area.

Mass meetings are scheduled to take place this week in both Kleinville and Atlantis

A solidarity march for July 2 is being planned by the Atlantis civic organisation and the Congress of South African Trade Unions (Cosatu) local committee. On that date, about 60 workers from the Atlantis factory are to appear in the Malmesbury Magistrate's Court charged with taking part in an illegal gathering.

The workers were arrested at the factory last Thursday.

### Bargaining

A CWIU spokesperson claimed the rest of the workforce joined the strike after the arrests, forcing the factory to close

Workers are demanding a minimum hourly rate of R4,90, the company has offered R4,45

Youth organisations in Cape Town are giving support to 60 other CWIU members on strike at Price's Candles in Observatory  
Workers are also striking at the

company's East London plant

The week-old strike is in support of a demand for joint bargaining — an approach opposed by Shell Oil, which owns Price Candles.

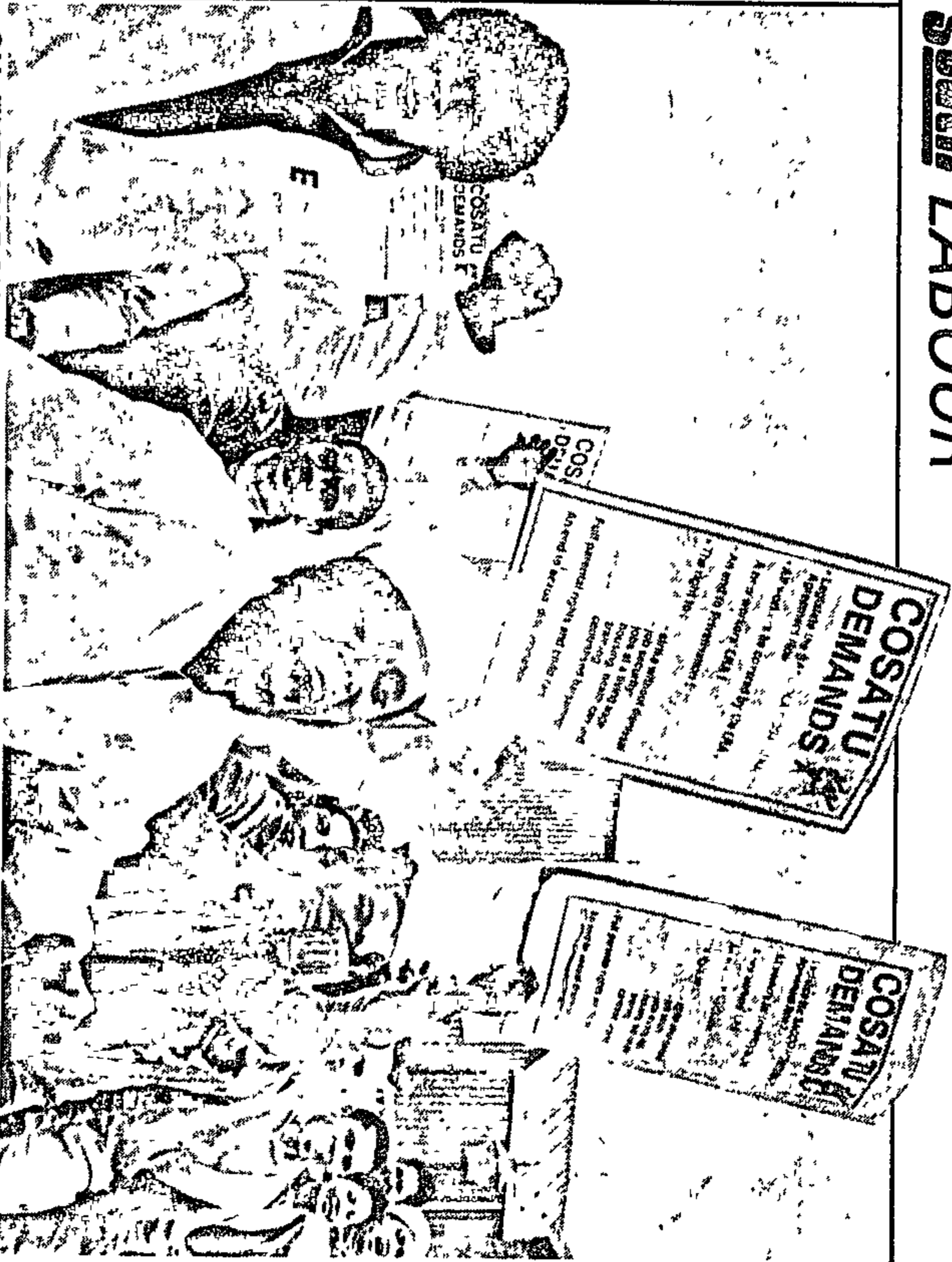
The strike was discussed at a Shell shareholders' meeting in the Netherlands last week.

The issue of centralised industry-wide bargaining, the subject of a lengthy battle already, is the major cause of deadlock in annual wage negotiations between the CWIU and Shell Oil.

CWIU wants Shell to agree to change the implementation date of the wage agreement to July 1

The company has refused this demand which is related to CWIU attempts to centralise bargaining in the petroleum sector

Mobil and South African Petroleum Refineries have also refused to realign the implementation date, but Caltex has agreed



ON THE MARCH: Workers in Montague Gardens industrial area take part in a lunchtime march on Tuesday as part of a week of protest action called by Cosatu (190A)  
South 23/5 - 29/5/90  
PIC: YUNUS MOHAMED

# Protestest against

South 23/5 - 29/5/90

*[Handwritten signature]*



# Living Wage Campaign gets new life

140A

South 23/5 - 29/5/90

THE demand for better wages and working conditions has been the rallying cry of thousands of workers throughout the country since the emergence of the independent trade unions in the 70s

The Living Wage Campaign (LWC), launched by the Congress of South African Trade Unions (Cosatu) three years ago, was intended to unite workers in the federation's affiliates around a common demand

But no sooner was the LWC launched than it was relegated to the tail-end of the federation's agenda

In part, this was a result of repression, other pressing priorities such as the Labour Relations Act (LRA), and political dynamics

## Agenda

The LWC languished on the shelf also because the campaign was never carefully thought through by Cosatu and its affiliates

Now the LWC has been dusted off and brought to the fore of the federation's agenda

This new, dynamic approach to the LWC is largely attributable to Cosatu's decision last year to restructure its approach to campaigns

The campaigns conference, which met earlier this month, was part of the new campaigns structure

But even a revitalised LWC faces serious problems

Essentially, the campaign seeks to unite workers around common demands and a coordinated programme of action

## Headache

If a union-wide campaign is a major headache — given the multitude of different bargaining forums and varying conditions — it is far more difficult to coordinate federation campaigns

Another serious problem is the vast discrepancies in the wages, working conditions and relative strength of workers at different factories and in different sectors

This is illustrated by the difference between sectors in the National Union of Metalworkers of South Africa (Numsa), where wages presently range from under R2 an hour in the motor sector to R5 in the higher-paid auto and rubber sector

There is also an immense and growing gap between the wages and working conditions between different industries.

Cosatu's "Campaign Bulletin" cites the example of a sweeper at the South African Breweries in Pretoria who earns R1 063, while a sweeper at the Black Mountain Mines in the northern Cape earns a minimum of R273 a month

The gap is even greater when one takes into account the thousands of workers in the rural areas and the homelands

The question is how to unite workers and involve them in common action

*Cosatu's Living Wage Campaign has been languishing on the shelf, but is now being revitalised, writes CHIARA CARTER. She examines some issues surrounding the campaign:*



around a shared set of demands  
 Closely linked is the question of how to narrow the gap between the highest and lowest paid workers without bringing down the top wages

The way Numsa has pioneered a move towards building national bargaining is worth studying

Last year, it established a single campaign structure which was extended to include collective bargaining

Numsa, as other unions, had previously experienced problems with sectoral bargaining — including lack of cooperation, differences in strategy and a weakness at plant level

At its first bargaining conference in February this year, Numsa came up with a uniform set of demands for the auto, tyre and rubber, engineering and motor sectors

These demands included a national wage demand of an across-the-board increase of R2 an hour

This is the first time a union with so

diverse a membership has come up with a single set of demands

Similarly, the LWC has a core set of basic demands

The LWC, as initially conceptualised in 1987, avoided fixing a figure to a bottom-line wage demand. Instead, it incorporated wider issues such as housing and education.

The core demands of the revitalised LWC does likewise

Its demands include a variety of social benefits won by various unions

## Health

These include housing allowances, free health checks for tuberculosis and cervical cancer during working hours, parental rights and educational opportunities

A key demand is job security. The federation is demanding curbed retrenchment, a 40 hour week and a ban on compulsory overtime — moves which would create more jobs and simultaneously strengthen unions

In another move towards job creation, the LWC is demanding that employers end temporary and casual work and stop sub-contracting

If there is a gap between the highest and lowest paid workers, the growing divide between the employed and the unemployed is of even greater concern

Not only is unemployment a serious social problem. It also undermines the position of organised labour — especially in the less skilled occupations

The LWC attempts to address this issue not only through demanding greater job security and job-creation, but also through tightly linking the LWC to the demand for a living unemployment benefit.

It can be argued that a problem of the old LWC was that it was envisaged too narrowly. Now, however, the LWC is seen as being closely linked to other campaigns — as is evident in the Cosatu week of mass mobilisation

There is an obvious relationship between the LWC core demands and the

fight against privatisation and the anti Barlow Rand campaign, as both privatisation and Barlow Rand's opposition to central bargaining forums represent a serious challenge to organised labour

More broadly, the campaign is part of Cosatu's drive towards examining a restructuring of the economy

But, for the low wage sector unions, the demand for a living wage is the key demand

## Vague

A serious shortcoming in a campaign for a living wage is that the concept is vague and for many affiliates unattainable in the short term

Setting a national minimum wage must be the first step towards achieving a living wage

The idea of a legislated minimum wage is not new. The South African Congress of Trade Unions (Sactu) ran a pound-a-day campaign in the 50s. The demand was also raised in the Freedom Charter and the draft workers' charters of Sactu and the SA Communist Party

Just as national bargaining unites workers around a common demand, a campaign for a national minimum wage can serve as a rallying point for an attainable short term demand

## Divisions

The argument against fixing such a minimum rests essentially on the premise that it will heighten divisions within the working class by — for example — undermining the position of the more highly paid workers and creating even greater unemployment

Renee Roux in the South African Labour Bulletin argues convincingly that the advantages of setting a national minimum wage outweigh arguments against doing so

She cites research which indicates that most companies including large-scale farming operations, could afford a minimum wage of R700 and suggests that Cosatu unions should standardise demands within a range of R700 and R1 140

The demand for a national minimum wage was endorsed by the campaigns conference, which asked the LWC committee to draft proposals before August, when another conference is scheduled to take place

## Solidarity

The campaign for a living wage will have to be fought by Cosatu affiliates on the ground, not only in national mass action

If it is to succeed its demands must be built into the demands of different affiliates, there must be a move towards a joint timetable for wage negotiations and there must be solidarity action on behalf of affiliates

Solidarity action has largely been absent in most strikes. Attempts to form strike solidarity structures have also been largely unsuccessful

Ultimately building solidarity action depends on the strength of the Cosatu's existing structures, improving the relationship between affiliates and with community organisations and the degree to which the Cosatu affiliates can move beyond parochial issues and see their struggles as part of a broader battle

a "hotel".

# Cawu congress in call for night schools

THE Western Cape region of the Construction and Allied Workers Union (Cawu) has called on the Congress of South African Trade Unions (Cosatu) to initiate a literacy programme within the federation as a "matter of urgency".

The call was part of a resolution on education adopted by more than 150 delegates from three branches attending the Cawu regional congress in Athlone last Sunday.

African National Congress (ANC) interim committee deputy convenor in the Western Cape, Mr Trevor Manuel, and regional secretary for Cosatu (W Cape), Ms

Luci Neyembe, were guest speakers at the congress — the first ever in the region.

The congress endorsed the recent meeting between the ANC and the government, noting mass pressure and other forms of struggle had forced the government to negotiate. (S.A. (140A) (S))

It also re-endorsed the Harare Declaration, resolving to encourage Cawu members to join the ANC and to understand and popularise ANC policies and principles.

Delegates resolved to organise and consolidate members with a view to participating in the next

round of negotiations with the South African Civil Engineering Council which, they said, was formed specifically to exclude workers from decision making and wage determination in one of the country's lowest-paying industries. South 23/5 - 27/5/90

The congress, with other organisations, resolved to address the educational crisis in South Africa and called for night schools as a matter of urgency. Delegates agreed to call on employers to invest in such schools and to add the price of a progressive newspaper to paypackets.

Resolutions on a national mini-

mum wage, housing and subscriptions were referred to the regional executive committee.

Support was expressed for Cosatu's policy of worker unity and mergers such as that with the South African Allied Workers' Union.

Cawu also committed itself to encouraging female participation in the union, also at leadership level, in line with its non-sexist policy.

Elected office bearers: Chairperson: Mr G Qandela; vice-chairperson: Mr E Siqwabe; treasurer: Mr C Manquina; and regional secretary: Mr L Ramflakane.

60 dissatisfied FSL members protested at the organi-

district chairperson, Mr Stuart Cloete, and the chairperson of

## Clothing dispute ends

From PATRICK GOODENOUGH  
PORT ELIZABETH. — A three-day strike by about 2 500 textile workers at 14 Port Elizabeth factories ended with a major victory for the strikers.

The "spontaneous work stoppages", which almost brought the clothing industry to a standstill in the Eastern Cape, followed deadlock between the Midlands Chamber of Industries and the South African Clothing and Textile Workers' Union (Sactwu) earlier this month.

After what Sactwu regional organiser, Mr Lesley Maasdorp, described as "hard bargaining", an

agreement was reached which brings Eastern Cape wages slightly higher than those paid in the Transvaal.

In terms of the agreement, workers will get an across-the-board weekly increase of R23,50, backdated to the beginning of May.

Machinists will get an additional R5 from November, while general workers will get another R3.

Sactwu initially demanded a R30 across-the-board increase, while employers offered R17,76 for machinists and R15,56 for general workers, with a further increase later in the year.

South  
2315 - 29/5/90

140A

(S)

(S)

# Off-shore strike looms

(140A)

South 2315 - 2315/90  
STRIKES are looming at several off-shore drilling rigs.

Members of the Chemical Workers Industrial Union (CWIU) employed by Sopelog, a subsidiary of a European company, have threatened to strike if the company does not meet their demands by this Wednesday.

A spokesperson said workers wanted a minimum salary of R2 000, while the company was prepared to offer only R935.

A strike was narrowly averted at the company last month after Sopelog agreed to recognise the CWIU and negotiate job security, reinstatement or compensation for union members unfairly dismissed or laid off due to injury, a minimum living wage, health and safety and other working conditions.

Workers in turn agreed to suspend strike action until next month.

Workers also wanted the company to guarantee job security in view of threatened retrenchments resulting from the sale of the Omega rig and the conversion of the Actinia rig into a "flotel".

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**COVER**

## 10 000 set ~~for~~ for OK strike

ABOUT 10 000 workers at OK Bazaars stores throughout the country are poised for strike action following a breakdown in annual wage negotiations. (140A)

A spokesperson for the South African Commercial, Catering and Allied Workers Union (Saccawu) said the union was conducting strike ballots countrywide. (~~333~~)

This follows the breakdown of a conciliation board hearing to resolve the dispute on Monday.

Saccawu is demanding an across-the-board salary increase of R160 and a minimum salary of R800.

The company is offering increases of between R115 and R145, depending on length of service, and a minimum salary of R710 after a year's service. *South 23/5 - 21/5/90*

The present minimum salary is R620.

Saccawu has also demanded a 13th cheque for all workers, a five percent commission for salespersons and March 21 (Sharpville Day) as a paid holiday.

WORKERS at one of Cape Town's largest clothing factories are to take protest action against an attempt to retrench more than 200 employees.

Scout 2315 - 27/5/90

Hours after several workers received letters on Tuesday with proposals on retrenchments, hundreds of Rex Trueform workers attended a militant lunchtime meeting at the headquarters of the South African Clothing and Textile Workers' Union (Sactwu) in Salt River.

Speakers at the meeting claimed the letter, in which the company says it has been "fair and patient" with Sactwu, was an attempt to by-pass union structures and divide workers.

## Clothing workers in 'state of war'

(140A) (S) (S)

Sactwu and Rex Trueform have been discussing the proposed 230 retrenchments since mid-April.

Sactwu legal officer, Mr Des Sampson, said the union had sent a letter to the company demanding that it be given an opportunity to speak to all workers at the company or it would take legal action.

Sactwu regional vice-chairperson, Ms Connie September, said the union and the company were in a "state of war".

# Probe follows

South 23/5-29/5/90

By CHIARA CARTER

AN independent inquiry is being conducted into the macabre gassing of a worker at an Epping factory last Saturday.

Mr Harold Adkins, 24, of Lentegeur, Mitchells Plain, died after attaching a nitrogen instead of oxygen pipe to his protective hood while working overtime at the Fine Chemicals Corporation factory.

Adkins' body was found in the yard in the unfinished chemicals section of the factory.

The Department of Manpower conducted a preliminary investigation into the incident on Monday, but the Chemical Workers Industrial Union (CWIU) demanded the company allow

# gas death

an independent investigation by the Industrial Health Group (IHG).

The company agreed to this investigation after workers at the plant threatened to down tools on Monday afternoon.

A spokesperson for the CWIU said the union was "extremely concerned" that it was possible for such an incident to occur.

Fine Chemicals spokesperson, Mr GW Campbell, said the company regretted the death and wished to express its condolences to Mr Adkins'

family.

Campbell said Fine Chemicals Corporation was a five-star National Occupational Safety Association holder and had maintained a "consistently high safety standard for many years".

He said the company was unable to comment further because the matter was still being investigated.

Fine Chemicals Corporation is part of the Federale Volksbelegings South African druggist group.

~~140A~~

~~140A~~

140A

# Sacked workers to decide today on job offer

24/5/70  
Staff Reporter

THE nearly 600 fish factory workers dismissed by I&J management on Tuesday had been offered their jobs back but would decide only today whether to accept the offer, a Food and Allied Workers' Union (Fawu) spokesman said yesterday.

Yesterday police dispersed about 300 workers outside the company's Woodstock premises. The Fawu spokesman said that at least 10 workers were injured in the confrontation — including an eight-month-pregnant woman.

The spokesman said police had used teargas and rubber bullets to disperse the workers — many of whom then gathered on an open field, where they had a meeting with union officials.

Police confirmed that about 300 people had been dispersed after taking part in an "illegal gathering".

Police said some of the people had thrown rocks at police and confirmed that ten people had been treated at Woodstock Hospital, but could not confirm that a pregnant woman was hurt.

In a statement yesterday, I&J general manager Mr L H Fourie claimed that workers on both the day and night shifts who had wanted to work had been intimidated and prevented from working.

The workers embarked on a strike on May 17 and were given an ultimatum on Monday to return to work — which they did for three hours.

On Tuesday, management gave the workers an ultimatum to return to work or face dismissal and when the workers did not heed the ultimatum, nearly 600 workers were dismissed.

The workers demand a minimum wage of R200. The present wage is R142 and management has offered R172.

They also demand a 40-hour work week to replace their present 46-hour week.

120 ft



# Armed strike at PE varsity 'explosive'

PORT ELIZABETH — The situation at the University of Port Elizabeth is "serious and explosive" with armed striking workers rampaging through the premises, the Supreme Court was told yesterday

The university was granted an interim interdict prohibiting demonstrations, processions or meetings on the premises

Mr Justice Burger also granted a rule nisi calling on the Transport and General Workers' Union, six shop stewards, and 222 workers to show on June 6 why they should not be interdicted from taking any action that would hinder the orderly conduct of the university's work, staff or students

In an affidavit, J R A W Sachse, labour relations officer at the university, said demonstrations on Tuesday took a threatening turn.

He said workers had become more aggressive.

Many were armed with sjamboks,

822 24/5/90  
chains and knobkerries

They tried to invade the main building. The doors were barred just in time

The security staff was not equipped to handle the situation

They were not armed and could not control an armed mob

J H Jacobs, the UPE registrar of finances, said negotiations began on

April 17 between the university and the union on wages and conditions

The union demanded an 88 percent increase across the board, which it later reduced to 30 percent

Talks became deadlocked and an arbitration hearing was set for May 9

On May 14 there was a demonstration

Workers carrying placards moved through the university buildings, singing, dancing and shouting slogans

The demonstration and noise disrupted lectures and board meetings

He pointed out that it was a week before the half-yearly examinations

There was a similar demonstration the next day

On May 17 the demonstrations were more intense. A complicating factor was that students were then starting to object

Mr Jacobs said many students were threatening to take action against the demonstrators — Sapa

## Striking workers held

Strac 24/5/90 (401)

Police yesterday arrested about 180 striking workers at Rand Rubber Products in Boksburg, according to the Chemical Workers Industrial Union.

The workers, some of whom were teargassed, were arrested while leaving the factory, the union said.

Police confirmation could not be obtained. The union said the workers had been charged with obstructing traffic and faced R300 fines. It would fight "this absurd charge" in court.

# Varsity workers' protests<sup>AK47s</sup> curbed<sup>24/5/70</sup> by court<sup>1/004</sup>

The Argus Bureau

PORT ELIZABETH — After an attempt by an armed mob to invade its main building this week, the University of Port Elizabeth has been granted an urgent interdict by the Supreme Court here

Mr Justice Burger granted a rule nisi calling on the Transport and General Workers' Union six shop stewards and 222 workers to show by June 6 why they should not be interdicted from holding processions, demonstrations or meetings on the UPE campus or taking action that would hinder the orderly conduct of its work, staff or students

The court ordered that the rule nisi act as an interim interdict pending the return date

In an affidavit Mr J R A W Sachse, labour relations officer at the university, said demonstrations on Tuesday took a threatening turn, and the situation was now "serious and explosive"

He said workers had become more aggressive and many had sjamboks, chains and knobkerries. On Tuesday they attempted to invade the main building and the doors were barred just in time

## DISRUPTION

Security staff were not equipped to handle the situation

Mr J H Jacobs, registrar of finances at UPE said the respondents were monthly-paid workers including kitchen and maintenance staff, drivers, gardeners and general labourers. They were members of the union

Negotiations were conducted yearly between the university and the union about wages and employment conditions. These began on April 17. The union had demanded an 88 percent increase across the board, which it later reduced to 30 percent

A deadlock occurred and the matter was referred for arbitration on May 9. The first available date was June 7. Serious problems developed, Mr Jacobs said

On May 14 there was a demonstration when workers carrying placards moved through the university buildings, singing, dancing and shouting slogans

The demonstration and noise disrupted lectures and board meetings. He pointed out it was a week before half-yearly examinations. A similar demonstration occurred the next day

## GRIEVANCES

Urgent representations were made to the shop stewards, but their attitude was that it was their democratic right to air grievances

After the university sent a letter warning the union that demonstrations were not permitted on the campus the workers became more aggressive. More weapons were brought in, as well as replicas of AK47s

On May 17 the demonstrations were more intense. A complicating factor was that students were starting to object

Sowetan 25/5/90

## Saccawu to consult on strike

THE South African Commercial, Catering and Allied Workers Union (Saccawu) is to conduct a strike ballot among its 9700 members at OK Bazaars outlets around the country

This follows a breakdown in annual wage negotiations between the two parties on Monday.

In a statement this week, the union said management had refused to grant workers an across-the-board increase of R160 a month as well as a minimum monthly wage of R800.

### Wages

Instead, the company had offered service-related increases ranging from R115 to R145 and a basic monthly wage of R710 after the completion of 12 months service, the union statement said.

In addition, OK Bazaars had refused to recognise March 21 (Sharpeville Day) as a paid holiday

A conciliation board hearing was held to bring the two parties together, but it had collapsed, said the union.

A strike ballot would now be conducted to enable members to embark on a legal strike if they voted in favour of one. - Sapa.

# Dutch firms face new pressures

140 ft Labour Reporter 25/5/90

Dutch multinationals in South Africa are facing new pressure on disinvestment and labour practices after the signing of a key deal between the Chemical Workers Industrial Union (CWIU) and a major Dutch trade union

The CWIU and Holland's 250 000-strong Industriebond have finalised a set of demands which will soon be presented to Shell, Unilever and Philips

These include demands for a fair procedure in case of full or partial disinvestment and the resolution of labour conflicts

At a press conference in The Hague, Industriebond president Be van der Weg warned of possible joint action over the demands. His union had held talks with Royal Dutch Shell

CWIU general secretary Rod Crompton said the aim was to give local workers the same rights as their Dutch counterparts. The standards were in some cases more advanced than those agreed between Cosatu's metal affiliate and German multinationals

They included internationally accepted health and safety standards, a duty to negotiate parental and retirement benefits, and a ban on dismissals in official strikes

Mr Crompton said the demands looked forward to a post-apartheid South Africa. The union was developing a comprehensive policy on multinationals "if they are allowed a presence in the post-apartheid economy", he said

# 2,500 Durban cleaners on strike

25/9/92 Labour Reporter 140A (122)

More than 2 500 workers have gone on strike at 11 contract cleaning companies in the Durban region. It is the largest strike recorded in the sector.

The Transport and General Workers Union (TGWU) says worker militancy grows out of a mobilising drive, including union meetings at all branches, for cleaners this month.

Cleaners are to join security guards in a nationwide "day of action", including marches and demonstrations during working hours on June 1. The demand is for a national industrial council in both sectors, although security guards will also call for the scrapping of the Security Officers Act.

TGWU spokesman Kally Forrest said the demands of the Durban strik-

ers, who were mostly women, included an R800 minimum wage, six months' maternity leave, and union recognition.

A key demand was for the establishment of an industrial council. In line with this, workers were insisting on negotiations with the Contract Cleaning Association of Natal.

At a meeting between the union and the association this week, employers demanded a prompt return to work in return for talks on the demands.

However, as police had dispersed a huge worker gathering at Currie's Fountain, the union had been unable to report to them.

Mrs Forrest also said that about 450 in-house cleaners were on strike over retrenchments at Sage Properties in Johannesburg.

25/9/92 140A (122)

Cape Times 25/5/90

# Demos to continue in W Cape

Staff Reporter

THE nationwide "action week" of demonstrations and marches called by the Congress of South African Trade Unions will continue in the Western Cape today.

Thousands of workers in the harbour, Paarden Island, Salt River, Epping, Montagu Gardens, Atlantis and Paarl are demanding that the Labour Relations Act be amended, that workers be paid a "living wage" and that a workers' charter be implemented.

They are also campaigning against privileges at work.

They are demanding that these measures become written law before the current session of Parliament ends.

A Cosatu spokesman said yesterday the workers would also be protesting against the proposed privatisation of the public sector.

JAMES MOTLATS

FIM 25/5/90

# Testing times (140A)

James Motlatsi is almost an hour late for the interview. Violence has erupted in Welkom and foreign television crews are queuing in the passage of the National Union of Mineworkers' (NUM) offices to speak to him.

When we finally get to see the president of the NUM, the interview is interrupted by French radio which wants his comments on the killing of two white miners. His tone is conciliatory, he does not blame the extreme rightwing, but mine management. NUM has sent condolences to the families of the dead miners and he will travel with NUM general secretary Cyril Ramaphosa to Welkom for urgent talks and investigations.

A big, gentle man, Motlatsi (49) says he is "very, very perturbed by what happened. For a long time we have tried to establish a forum for white mineworkers to speak with us, or even join NUM, so we can understand each other. They are workers like us.

"We don't want to take anything away from the white mineworker. He is not our enemy. All mineworkers should share in benefits."

Motlatsi puts the blame for the conflict at the door of mine management. The use of white mineworkers to help quell demonstrations has exacerbated tensions, he says. "If management were in line with the political changes in the country, the conflict could have easily been stopped. Some mines like Grootvlei in Springs have no conflict."

Mine officials, however, prefer to see the incident as a manifestation of rising racial tensions on the Free State goldfields.

Born in Motalieshoek, Lesotho, Motlatsi is a third generation mineworker. As a child he ploughed the fields and cared for the cattle while his father worked on a Welkom gold mine. Motlatsi had eight years of schooling before going to work on the same mine as his father, Welkom No 1, now Western Holdings No 1, in April 1970.

The 19-year-old youth was shocked by conditions on the mines, not only was the 40 °C heat underground almost unbearable,

but the destruction of traditional values and dehumanisation troubled him.

"Traditionally I knew the classes of people I could share bedrooms with at that age, but here we were, 20 men to a room and some old enough to be my father or grandfather. When we went to shower, 30 or 40 of us of all ages would be naked in the same room.

"The toilets were just a line of 20 or 30 seats with no privacy. I found it unacceptable and degrading."

He worked his way up the ranks until in 1973 he was earning R2,60 per shift as a stope team leader. After refusing to pay bribes to personnel assistants he was demoted to a job where he would earn 80c a shift.

He left mining and tried his hand at construction work where he earned 75c an hour. "It was so much money, it seemed unbelievable." But pass raids forced him back to mining.

In 1975, he was involved in a mining accident and still has a deep scar across his skull. He received R35 compensation. Not long after he became a personnel assistant, a post he thrived in.

In August 1982, he was introduced to Cyril Ramaphosa, the young lawyer who was organising the fledgling NUM. Motlatsi had long been interested in a mineworkers' union. That year, at NUM's inaugural conference, he was elected the first president of the union, a post he has held ever since.

He lives in Hillbrow and is the father of four children, but also helps support the children of his sisters. "All in all, I'm looking after 11 children," he discloses.



Motlatsi . . . worker to union boss



8101  
25/9/90 (140A)

# Promise of quick move to enact Saccola labour accord

## Labour Reporter

Manpower Minister Eli Louw has agreed to take all reasonable steps to translate a union-employer accord on the Labour Relations Act into law as a matter of urgency

The announcement, described by unionists as "a partial breakthrough", follows the Minister's meeting with the employer body Saccola and union federations Cosatu and Nactu on Friday

Mr Louw also announced that a draft amendment Bill based on the "Saccola accord" would be published for comment on Wednesday

Before Friday's talks the Minister indicated that only proposals relating to an earlier draft Bill, much narrower in scope than the Saccola accord, could be enacted

Cosatu negotiator Marcel Golding said unions would meet the National Manpower Commission this week. The aim was to put draft legislation before the Cabinet by June, he said

Mr Golding stressed that despite significant progress at Friday's meeting, Cosatu's nationwide protests to demand the enactment of the Saccola agreement would go ahead this week

Nactu's Cunningham Ngekana said the enactment of the Saccola proposals was a question of political will

"The Minister stressed the technical difficulties. As we are not represented in Parliament and have no say in how it runs, this is not our concern," he said

JOB losses are set to become a major point of friction between the government and labour as the recession sets in.

Even though unemployment will probably not fall to the levels of the mid-1980s, the hardships created by the present downturn are likely to be more controversial. Economic policies are increasingly being subjected to debate and eventually to national "negotiation".

It is likely that the Congress of South African Trade Unions (Cosatu) will be represented in future talks between the African National Congress and the government.

The ANC and Cosatu are developing a more sophisticated economic agenda. For the first time the views from such quarters will be taken seriously by business and the government.

Whereas the ANC and Cosatu, among others, focus on the plight of their members and constituency — and in this have the advantage of the moral high-ground — for the government and most private sector economists the seriousness of the downturn and the resultant unemployment is primarily its repercussions for long-term economic policy.

Will the government opt for preman-

140A  
2515-311590  
Job losses set to spark state and labour conflict

By BRIAN GOLD

future relief in the form of easier monetary and fiscal policy which in turn will upset its economic policies that are only now enjoying widespread credibility among business?

The government is under increasing pressure as constitutional negotiations near and ANC/Cosatu strength grows. The question is whether the resurgence of the "econocrats" (under Finance Minister Barend du Plessis and Economic Co-ordination Minister Wim de Villiers) can be sustained.

The econocrats and their supporters worry that a greater burden on government funds and/or easier monetary policy is inflationary. Inflation is to them enemy number one. Easier economic policies are primarily lower interest rates and/or reductions in government spending.

Such policies boost the economy. In so doing they are not only inflationary but, by encouraging spending and hence imports, put pressure on the current account of the balance of

payments at a time when there is limited foreign capital to finance a deficit. Given the government's improved international image and higher reserves the authorities now consider this a secondary constraint.

According to this argument, for short-term gains the long-term effects are inflation and balance of payment problems, and these means lower growth. The government and business believe the pain endured now is vital to lay a solid foundation for the future. The indicators of recession are seen as encouraging omens.

The increasingly criticised easy economic policies of 1986 and 1987 are being trotted out as an example of the danger of adopting too stimulatory a policy. The argument is growth in subsequent years was not sustained because inflation was not brought down far enough.

The econocrats believe with inflation as high as it is, it is even more dangerous to adopt an easier economic policy. We are warned that inflation would exceed 20 percent and in

five years time unemployment would be higher than ever. Yet these critics often forget just how difficult it was to get any investment even when prime was 12.5 percent.

The main threat to the econocrats are the government's constitutional mandarins, who will push for an economic easing before the econocrats because it suits their interests.

However, the difference should not be overemphasised. There is agreement within government on its unemployment stance, represented by the R2-billion Jan Steyn fund, state unemployment benefits and training schemes.

But the ANC and Cosatu see things differently. They believe the state has a responsibility to care for the unemployed. The government believes it is only responsible for interim relief and that long-term solutions are the province of business.

This leads to another fundamental difference between the government and Cosatu and the ANC.

That difference arises from the government's drive to reduce inflation by calling for an end to what it considers excessive wage rises. This is unacceptable to unions who reject the trade-off between jobs and wages.

# Metal union talks hit by snags as deadlines loom

By DICK USHER  
Business Staff

PROPOSALS to exclude smaller employers from two major industrial council agreements are causing problems at negotiation and could have wider implications across other sectors

The National Union of Metalworkers (Numsa), which is renegotiating agreements with employers in four related sectors, rejects as deregulation proposals to exclude smaller employers in the metal and motor industries from the agreements

Union spokesmen said the issue was causing serious problems in both sets of negotiations — with the Steel and Engineering Industries Federation (Seifsa) in the metal industry which employs about 380 000 workers, and at the National Industrial Council for the Motor Industry covering about 160 000 workers in component factories, workshops, garages and filling stations

Seifsa is seeking to exclude smaller employers from the agreement, arguing that unless

this were done Manpower Minister Mr Eli Louw might refuse to extend the agreement to non-parties because Seifsa was not sufficiently representative

Motor industry employers want to exclude operators in smaller towns and rural areas from the agreement, arguing that wages should be related to the supply and demand for labour

With several other issues including wage demands still separating the parties, Seifsa and Numsa, the largest union in the sector, agree that conclusion of a new agreement is unlikely by the expiry of the current agreement on June 30

Mr Alstair Smith, Numsa's chief negotiator in the Seifsa talks, which also involve 15 other unions, said a special meeting of all parties would be held May 30 before the next round of talks scheduled for June 7

Union spokesman Mr Les Kettleidas said the situation in the motor industry talks was serious

"We are very far off an agreement here," he said. The

motor industry agreement expires August 31

In two other sectors in which Numsa is renegotiating agreements, the automobile industry and the tyre and rubber industry, Mr Kettleidas said negotiations were still at an early stage

The wider implications of the metal and motor talks derive from Numsa's national bargaining conference in February

This compiled a set of central demands as the basis for all Numsa negotiations with the aim of achieving uniformity in wages and conditions of service across all sectors

Numsa also decided at the conference that individual sectors could not take independent decisions — on either settlement or industrial action — but progress at negotiations would be discussed at another national bargaining conference

This is due in late June

Union spokesmen said the key issue would be whether negotiations had shown satisfactory progress towards uniformity

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Friday

Fernando Ndlovu was picked up in a minibus by several "bigger boys" on Monday night and forced to participate in a petrol-bomb attack on a "comrade's" house, according to his father Salmao Ndlovu, 46.

"The boys took advantage of the fact he spoke Shangaan and could not speak Sotho. He was caught red-handed after being used as a pawn," Ndlovu said.

The boy was caught during the attack by neighbours who took him to the police on Tuesday.

Ndlovu said he saw his son in court on Wednesday, and claimed he had been assaulted. "His face is swollen," he alleged.

Ndlovu comes from GaZankulu but has lived in Thabong township and worked on President Steyn gold mine since 1971.

Fernando appears in court again on June 15 and has been promised a Shangaan interpreter.

*C/P/100 27/5/90* ■ ■ ■ ■ ■ *140A*  
UDF, Cosatu and NUM representatives met in Thabong township on Thursday night to discuss the formation of the Northern Free State branch of the ANC, according to a senior Thabong activist.

Discussions focused on the appointment and election of "zonal representatives" to the ANC Regional Executive Committee.

Representatives from UDF-affiliated Thabong youth, student and women's organisations and civic associations met earlier on Thursday to discuss funeral arrangements for the 12 people killed on Sunday and Monday in police action in the township.

The dead are to be buried at a mass funeral next weekend.

of the situation in the township, according to Thabong Youth Congress president Paul Mahlatsi.

*C/P/100 27/5/90* ■ ■ ■ ■ ■ *140A*  
THE Southern African Catholic Bishops' Conference has appealed to those in positions of authority and leadership to find solutions to the Welkom race crisis.

Directing its plea at the security forces, community organisations and vigilantes, the SACBC in the Free State and Goldfields said it had witnessed the recent violence in Welkom and Thabong with pain and sadness.

"We deeply regret the loss of life which occurred and all the suffering that has arisen as a result," the SACBC said in a statement on Friday.

"We extend our sincerest condolences to the families of all the deceased."

The SACBC called on leaders and those in positions of authority to work together to identify the causes which had "led to this angry expression of frustration".

"We appeal to the police and security forces to act with restraint and sensitivity and to bear in mind that their presence often serves to inflame, rather than defuse, the situation."

"We urgently request all organisations and structures in Welkom and Thabong to normalise the situation by maintaining discipline among their members and by avoiding provocative speech and action."

"Clearly, vigilante action only worsens the tension and should be stopped."

"It is essential that uncontrolled elements which use the existing tension for their own purposes, be brought under control by community leaders," the statement said - Sapa

# SA faces 'big six' economic problems

SIX big problems face the South African economy, says National Union of Metalworkers education officer Alec Erwin

Writing in the latest issue of the South Africa Foundation's quarterly *South Africa International* Erwin highlights these areas as he examines the country's post-apartheid economy as it plans for prosperity

The problems, according to the trade unionist, are:

■ **Unemployment** Nobody knows the true level of unemployment. Official

statistics are about 800 000, while other estimates range from half-a-million to one million,

■ **Poverty** Again there are no reliable statistics. What we do know is that more than 50 percent of wage earners earn less than the minimum subsistence levels,

■ **Housing** Critical shortages exist. Officially, this is estimated at one million units. The truth is that we have no idea what the position is,

■ **Population** National data has been fragmented by the proliferation of apartheid structures

What we know is that the growth rate is high and the rate of urbanisation even higher,

■ **Health** Critical shortages of facilities exist for most of the population, alongside very sophisticated facilities for a minority, and

■ **Education** Yet again there is an abysmal shortage of facilities. However, even more serious are the profound structural distortions that have developed as a legacy of apartheid

Erwin points out "Our solutions lie neither in free market capitalism

nor in centrally planned command economy socialism"

However, it is important to define which economic and social programmes can effectively develop and benefit South African society

He argues that this means there must be particular, but not exclusive, development for "the working class majority"

Secondly, "central to our thinking is the development of a democratic political process that will entrench mass participation and involvement in the formulation and implementation of economic policy."

Erwin says of the Cosatu grouping, to which his union is affiliated: "We are unashamedly socialist."

The challenge is to develop inclusive programmes "that will build a productive, prosperous, ecologically stable and culturally vibrant society where everyone benefits."

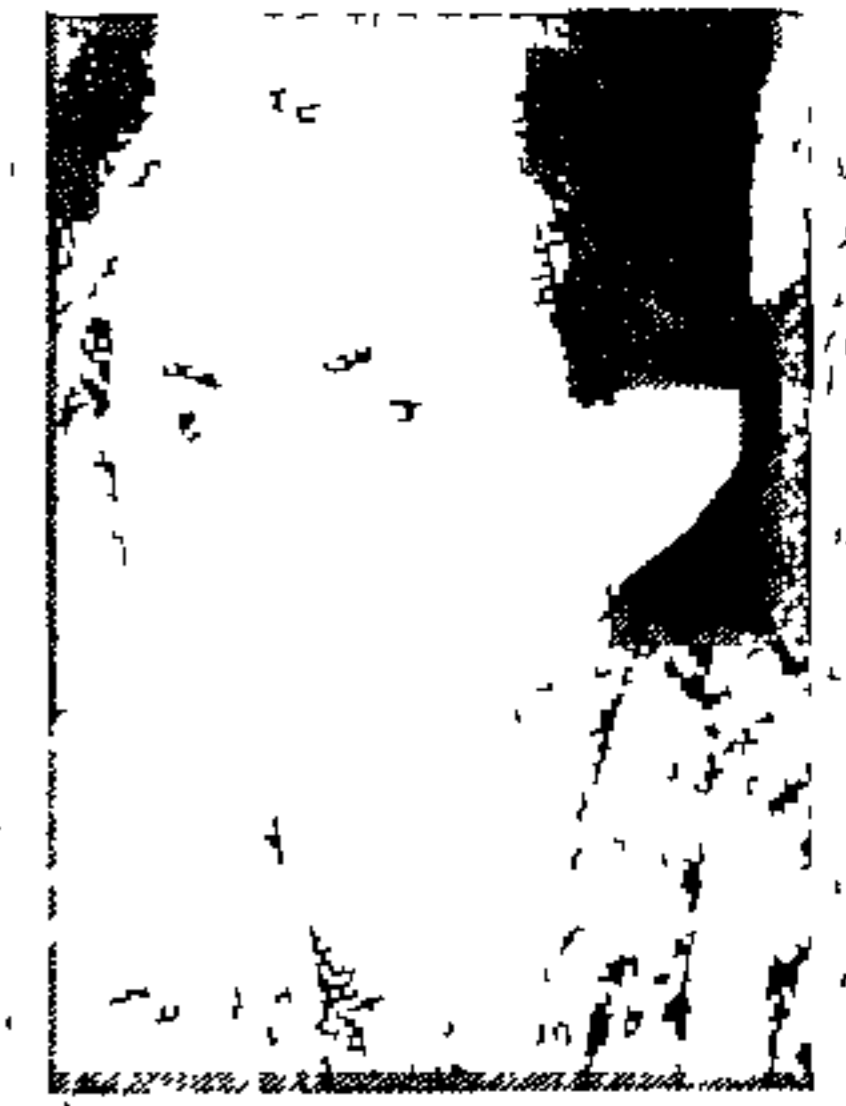
"We have to open out the agenda of debate beyond ideological clichés if

we are to avoid a future economy where mass poverty exists side-by-side with minority affluence."

Cosatu research has shown the South African economy, even without apartheid, will not attract massive or sustained capital or foreign aid, says Erwin

It faces a much more serious problem of a capital outflow

Erwin concludes. "We must start now on the work of restructuring and developing our economy rather than delaying in the expectation of foreign aid relief."



Alec Erwin

# Liberation groups will confer before talking with govt

By SANDILE MEMELA c/pres 27/5/90 (1160A)

PLANS are being made for a consultative conference of all liberation movements in South Africa by July before they enter into serious negotiations with the government, Azapo president Jerry Mosala said this week.

The ANC had accepted the idea of holding the conference, which was being convened by Azapo, to agree on issues considered to be non-negotiable, he said. A venue has not yet been chosen.

Priority items on the agenda will include the allocation of land, transformation of the economy, one-man one-vote and the election of a constituent assembly which will draft a constitution for a new society.

ANC deputy president Nelson Mandela has expressed his organisation's willingness to participate in the conference and has informed ANC headquarters in Lusaka.

"Plans are under way to officially meet the PAC and other progressive organisations to finalise details," said Mosala.

Already, exploratory talks have been held with the PAC but nothing has been finalised. The second round of talks is expected to be held this week.

Other organisations to be approached include the Unity Movement, Workers' Organisation of South Africa (Wosa) and Cosatu.

Azapo first mooted the idea of a consultative conference after its annual congress at Shareworld in March.

Mosala said the meeting would only be attended by the leadership of the organisations. He said unity of purpose was imperative prior to any negotiations that might be entered into with the government.

# Conference will focus on the education of children

By ELIAS MALULEKE

EDUCATION of children is high on the agenda of political organisations, trade unions and liberation movements.

This was said by Aziz Jardine, liaison officer of Yumani Preschool Project, formed in 1986 to coordinate the development of courses for early education and to prepare children for a non-racial and non-sexist future in South Africa.

According to Jardine, blacks experience inequality from the cradle to the grave, unlike their white counterparts.

"In this period of transition and transformation of South African society, the question of responsibility for children will be of crucial concern," Jardine said. To provide answers to this problem, the Yumani "All Our Children" Education Conference will be held at the University of the Western Cape from June 29 to July 1.

The conference aims to:

- Highlight key issues which a progressive, strong pre-school movement should address;

- Formulate policy issues on education in a new South Africa; and
- Investigate approaches to early education.

The conference will also focus on:

- Handicapped and rural children;
- Poor working conditions and the low salaries of educate workers;

- The lack of State and business responsibility for educate, and

- How the community can control the education of young children, through democratic procedures.

Organisations invited to attend include unions, the ANC, UDF, Azapo and the PAC.



Yumani Preschool Project staffers (from left) Aziz Jardine, Fasiqhu Arendse and Haroon Patel.

followed.

SAFETY 28/5/70  
**Talks on civil service unions**

A COSATU delegation will see two cabinet ministers today to discuss the role of trade unions in the public service.

The Minister of Mineral and Energy Affairs and Public Enterprises, Dr Dawie de Villiers, confirmed yesterday that he and Dr Wim de Villiers, Minister of Administration and Privatisation, are due to meet the Cosatu delegation this afternoon.

Dr Dawie de Villiers said the discussions would concern the recognition of Post Office trade unions. A spokesman for Dr Wim de Villiers said talks would range far wider than privatisation. — Sapa

160A  
~~250~~  
~~250~~



# Cosatu pressure to get Bill passed 'was futile'

ELILOUW

TRADE union action aimed at forcing enactment of a new labour law during the current parliamentary sitting was futile as its promulgation was not a "matter of political will".

This was said on Friday by Mr Johann Muller, a spokesman for the Minister of Manpower, when asked to comment on efforts by Cosatu to pressurise the promulgation of the draft Labour Relations Amendment Bill.

"Everybody would like to see the Bill tabled

before Parliament this year, but it has to go through the normal process of legislation," he said.

He expected the Bill to be tabled before the end of June, but said its promulgation was not a question of the Minister, Mr Eli Louw's, "political will".

The draft law could not be "steamrollered", and other parties besides the employer's federation, Saccola, and Cosatu and Nactu trade union federations had to be consulted.

Any comments on the Bill - gazetted on Wed-

nesday - must be submitted to the Department of Manpower by June 6, he said.

National Union of Metalworkers SA researcher and member of Cosatu's drafting team Mr Jeff Schreiner said "As far as we are concerned, processing the Bill in the current sitting is principally a matter of political will."

The union federations and representatives of the Department of Manpower had agreed to a programme which would include the Bill being tabled by the second week of June. - Sapa

# Council workforce strikes

Municipal Reporter

THE entire 650-strong workforce of Lingeletu West Town Council came out on a short-lived wildcat strike yesterday morning in support of pay demands, according to both their employer and their union.

Mr Graham Lawrence, the town clerk, said it was the second work stoppage in three weeks. The previous one had been related to a demand for the recognition of their union, the SA Municipal Workers' Union (Samwu).

The council had resolved to accept the draft of a recognition agreement, Mr Lawrence said, but before the union had come forward with written proof of membership, the workers had gone on strike yesterday.

Mr John Ernstzen, general secretary of Samwu, said lawyers had persuaded the strikers to return to their work while negotiations were in progress.

The municipality had made "some sort" of offer, Mr Ernstzen said. After everyone had returned to work they were allowed to attend a meeting to discuss the offer. Talks were still proceeding yesterday afternoon.

● Meanwhile in Umtata, 1 114 workers, also organised by Samwu, were involved in a dispute with the municipality, Mr Ernstzen said.

Samwu called yesterday for the "reinstatement of all the affected workers" and the withdrawal of court proceedings which had been instituted against Samwu members.

# Cosatu for talks on privatisation with Minister

A Cosatu delegation is to hold talks with the Minister of Administration and Privatisation, Dr Dawie de Villiers, in Cape Town

The purpose of the meeting on Tuesday is to state Cosatu's view on privatisation

Cosatu said it believed that the State's moves to privatise defied their commitment to genuine negotiations to resolve the political crisis

The meeting follows a number of protest actions by Cosatu including 11 protest marches against privatisation

After a march to the Johannesburg Stock Exchange on March 29, Dr De Villiers told the Press that privatisation would be halted

The delegation would seek confirmation of this statement and further assurances that no public enterprises would be privatised, Cosatu said in a statement

Pending the minister's response, a series of further actions had been planned by Cosatu's Anti-Privatisation Campaign. These included further marches, consultation with Cosatu's allies such as the

SACP, ANC, civic and youth structures and a call to nationalise those sectors already privatised

Cosatu was also planning to expand its campaign to target prospective buyers — individuals, companies and organisations both locally and internationally, he statement said

The Cosatu delegation would consist of the general secretaries of the public sector unions Mr Vusi Khumalo from Potwa, Mr Sisa Njikelana from Nehawu, Mr Martin Sebakwane from Sarhwu and Mr John Erentzen from Samwu, a member of the Cosatu secretariat, a national office bearer of Num and the national co-ordinator of the Anti-Privatisation Campaign, Mr Floyd Mashele

8/1/90 2915790

## Seifsa, Numsa to hold special meeting

DANIEL FELDMAN

A SPECIAL meeting between the Steel and Engineering Industries Federation of SA (Seifsa) and the National Union of Metalworkers of SA (Numsa) will be held tomorrow to discuss matters peripheral to their main agreement.

The fifth round of negotiations will formally begin on June 7. The agreement, which determines the wages and working conditions of employment for the industry's 380 000 employees, expires on June 30.

Seifsa executive director Brian Angus said tomorrow's talks will focus on issues not pertaining to wages, such as the geographical scope of the agreement, security of employment, discrimination in training, the union's proposal for job creation, and plant-level bargaining versus industry bargaining.

He said the outcome of the talks would be provisional. They would be subject to ratification on June 7.

### Erosion

The fourth round of discussions ended on May 10. Numsa declared afterwards that "little headway was made and it appears unlikely that the parties may conclude negotiations before the expiry date of the existing agreement".

It said the wage offers were rejected as "they did not even come close to the forecasts for the annual inflation rate, and Numsa believes that the wage offer should also compensate for the erosion in buying power since last year as well as contributing towards an actual (real) improvement in wages".

In response, a Seifsa statement said "having so far made two offers to increase wages, employers made no further wage offers. None of the trade unions have made any concessions whatsoever to moderate their wage demands, and there has been almost no consensus between the unions in accommodating the employer demands".

# Workers to protest over privatisation

1409  
Sveja  
27/5/90

**PUBLIC** sector workers are planning nationwide protests today to coincide with talks between Cosatu unions and the Government on privatisation.

Cosatu's anti-privatisation campaign co-ordinator, Mr Floyd Mashele, said the demonstrations would start at 10 30am and could develop into other forms of action, such as pickets and marches.

The general secretaries of Cosatu's postal, health and rail affiliates are to meet the Minister in



**DAWIE DE VILLIERS**

charge of privatisation, Dr Dawie de Villiers, in Cape Town

Also present will be a representative of the National Union of Mineworkers, which has members at Eskom.

Mashele said the Min-

ister had indicated earlier this year that the privatisation programme would be delayed

At today's talks, the unions would press for the entire process to be scrapped

On Sunday the National Health, Education and Allied Workers' Union called on its members in the health sector to work normally today.

A spokesman said lunch-time protests would take place at hospitals.

"Health is an essential service and there is a huge backlog of work in hospitals due to the recent strike," the union said

# Tokoza employees to continue strike

By Abel Mabelane, East Rand Bureau

About 400 Tokoza council employees, who have been on strike over salary increases since last Wednesday, have vowed to continue the strike until their demands are met.

A Transvaal Provincial Administration (TPA) spokesman said talks were held with the workers' union on salaries, but the union had rejected all proposals made by the TPA.

The chairman of the Tokoza Administrators, Gert Muller, said further talks were held with the workers yesterday, but no agreements had been reached.

He said the workers claim they have not received salary increases since 1988. However, their salaries were increased last year.

Mr Muller said the workers had insisted that the council pay them according to the Industrial Council scales and not the TPA scales, because the council was a member of the Employers' Organisation.

## Higher scales

He said the Industrial Council scales were higher and the TPA had insisted that if the Industrial Council scales were adopted then there must be a job evaluation.

"The unfortunate part is that the council has no money because of the rent boycott and must negotiate with the TPA to get money to pay their employees at the end of this month," Mr Muller said.

Mr Muller said that if the strike continued there would be no one to repair water and electricity services in the event of breakdowns.

He said further talks would be held with the workers tomorrow.

29/5/90  
140A  
140B

# Bid to end city soft drink delivery strike

18641 29/5/90 (1407) (1407)

Staff Reporter

FOOD and Allied Workers' Union representatives hope to meet the Peninsula Beverage management today to try to resolve a strike which has affected soft drink deliveries

A union spokesman said about 100 truck assistants had stopped work yesterday over pay demands.

The union did not have a recognition agreement with Peninsula Beverage and, although the truck assistants were members, it was not negotiating wages on their behalf

## MINIMUM WAGE

The assistants were seeking a minimum wage of R350 a week, against their present earnings of around R230 a week

Another cause of discontent was the status and pay of "permanent casuals"

They earned R35 for the first truckload of the day and R5 for each subsequent load. They wanted permanent status

Production workers had not been organised by the union and had not joined the strike

... the slaying of a security guard in Kwa-Mashu a fortnight ago.

**Cosatu offices hit by blast**

PRETORIA. — Police here have denied a claim by Cosatu that a white woman was arrested after the weekend bombing of Cosatu offices in Rustenburg.

Offices housing the Food and Allied Workers' Union and the Federated Mining Union were damaged and a woman was slightly hurt in the explosion, Cosatu said. — Sapa

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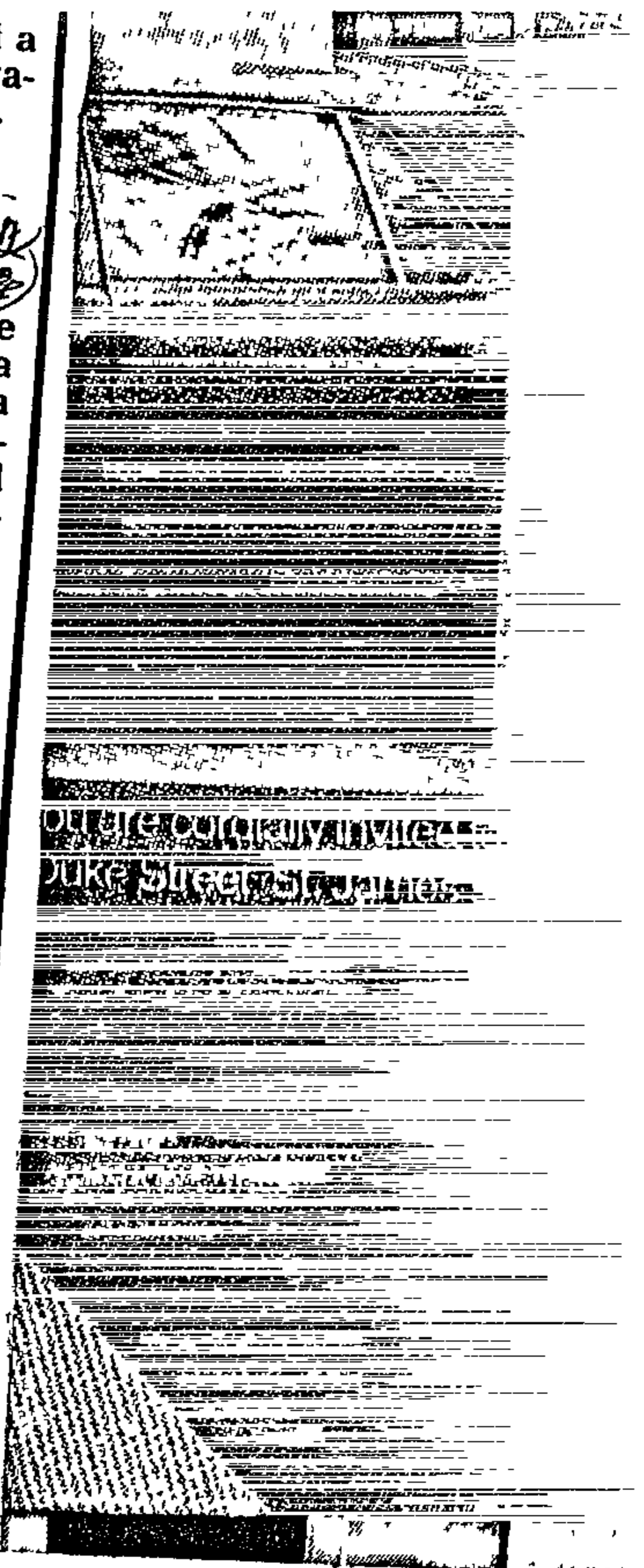
**Too late for classification**

**DEATHS**

**ORGAN**  
Doreen. A very dear friend and a wonderful lady. Deeply mourned by Elaine.

**FREE VIDEO COURSE**

By IAN WALKER





hood matters.  
majoritarian  
without the pro-  
rities.

Regional differences and  
"divergent local circum-  
stances and needs" would be  
accommodated, the CCLA en-  
visaged, although these would

directly  
elected mayor as one finds in  
the United States.

The CCLA will consider all  
these options at its next meet-  
ing on October 25.

CAH Times 29/5/90  
140A

# Ministers meet union leaders

Political Staff

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BASIC worker rights and bringing  
public sector workers under the La-  
bour Relations Act were discussed  
yesterday by two ministers and a  
trade union delegation

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The Minister of Mineral and Energy  
Affairs and Public Enterprises, Dr  
Dawie de Villiers, and the Minister  
for Administration and Economic Co-  
ordination, Dr Wim de Villiers, said  
in a joint statement: "The discussions  
took place in a good spirit.

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"There was an open and frank ex-  
change of views on important issues  
such as basic workers as well as the

case for including public servants and  
postal workers within the ambit of the  
Labour Relations Act "

The union delegation included the  
Post and Telecommunications Work-  
ers' Association, SARH Workers'  
Union and Cosatu.

They said the union delegation was  
advised to submit its views to the  
National Manpower Commission  
which was at present looking into  
these issues.

"It was pointed out that the govern-  
ment will decide on these issues once  
it has had the opportunity of studying  
the National Manpower Commission  
report," the ministers said

no 30/990 (1408)

### Municipal workers addressed

CAPE TOWN — Manpower Minister Eli Louw held talks yesterday with representatives of the South African Association of Municipal Employees.

He told them the various models of local government which were under consideration had to be seen as part of the process of investigation into, and negotiation on, constitutional development. — Political Staff.

Union expects  
ballot will <sup>(1407)</sup>  
lead to strike  
at Shell plants

Monday 30/5/90

MATTHEW CURTIN

THE Chemical Workers' Industrial Union (CWIU) is confident the strike ballots recently conducted at Shell Oil and Shell Chemical plants and depots in the eastern Cape and Durban will lead to the first division-wide strike at Shell.

CWIU southern Natal coordinator Pat Horn said she was confident the 260 workers would vote to strike.

She said wage negotiations with Shell had reached a stalemate.

The CWIU insists Shell should bring its wage agreement in line with other settlements in the petroleum industry. The union has already settled at BP, Mobil, Caltex and Zennex.

~~Wage~~ Increases ~~at~~

Wage increases at these companies are implemented on July 1, as is the non-union agreement at Shell, but Shell management refused to shift its new wage implementation forward from March 1, said Horn.

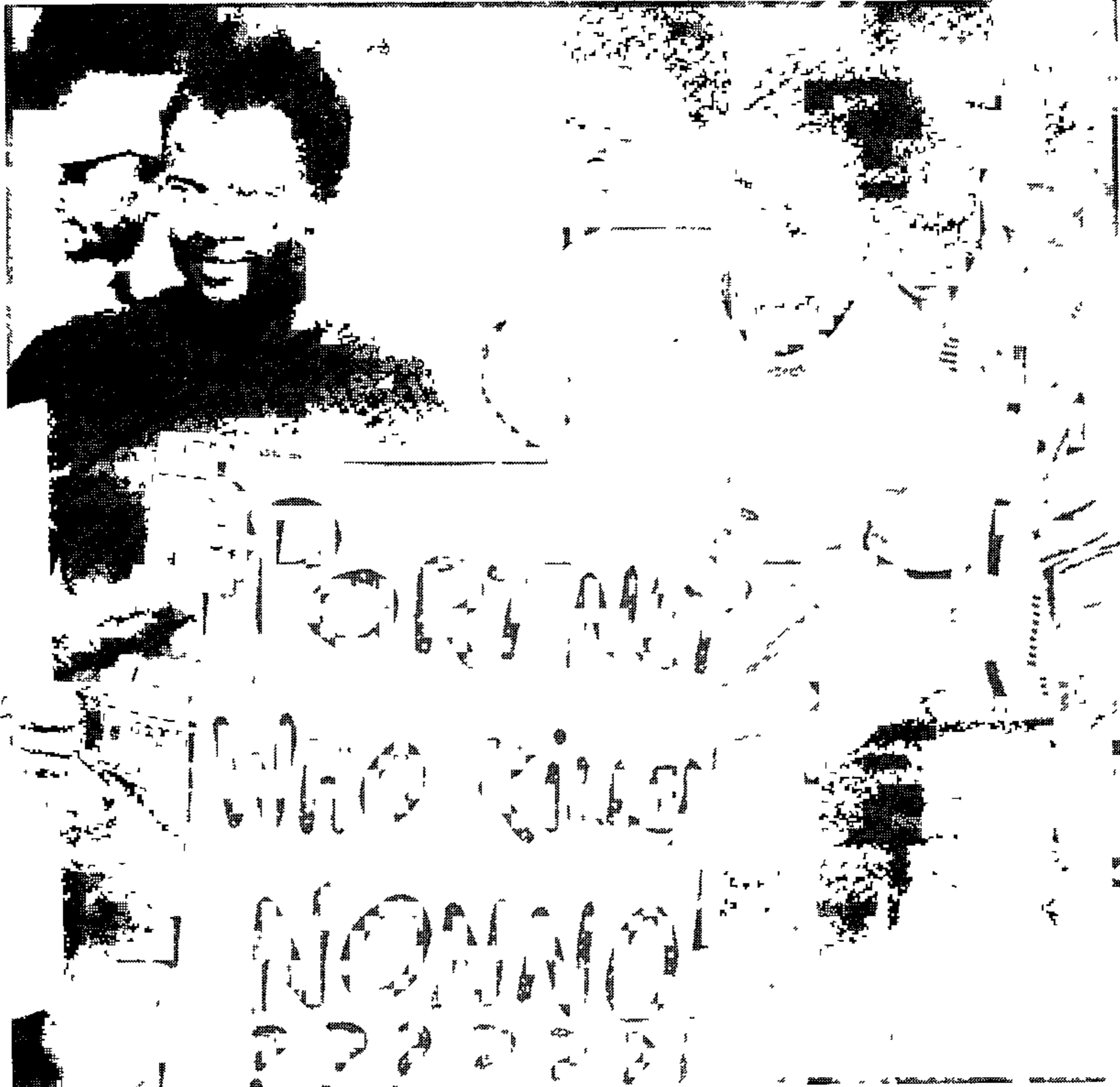
Workers at Shell's Price's Candles subsidiaries in East London and Cape Town are on strike over management refusal to agree to joint wage negotiations, she said.

Shell Chemical and Shell Oil have offered 15% and 16% wage increases respectively.

Horn said this was below settlements reached elsewhere in the industry. Caltex and Mobil made pay awards of 19% and 18%.

Union meetings will be held this weekend if the strike ballot shows workers support a strike.

Shell management were unavailable for comment last night.



**MARCH OVER MYSTERY:** Part of a crowd of about 3 000 workers who marched through Cape Town this week to protest the mysterious death of a shopsteward

**See story page 3.**

**Civil**

South  
30/5-6/6/90  
140H

# servants support Cosatu

By CHIARA CARTER

A SUBSTANTIAL number of Public Servants League (PSL) members have pledged support for two leading PSL figures expelled

from the organisation last month.

About 700 PSL members attended a meeting called by a PSL Crisis Committee at the Joseph Stone theatre in Athlone last Wednesday

It was unanimously resolved to call for the immediate and unconditional reinstatement of the Athlone district chairperson, Mr Stuart Cloete, and the chairperson of the Groote Schuur district, Mr Arthur Farred.

The meeting also called for the immediate reinstatement of PSL employee Mr H Willense, who was dismissed by the organisation last month

Other calls were for the PSL's constitution to be rewritten to reflect the interests of the majority of members, for the organisation to change its name to Public Workers Union in an attempt to shed its "sweetheart" image and move closer to Cosatu

The meeting demanded the resignation of the entire PSL executive committee and an investigation into the organisation's head and branch offices

Demands for all public sector workers to be permanently appointed and paid maternity benefits were endorsed at the meeting

Farred and Cloete have appealed against their expulsions to the national executive committee, scheduled to meet this Saturday

PSL chairperson Mr Malcolm Domingo has denied allegations that the expulsions were an attempt to rid the organisation of its "progressive faction"

# Workers clash with AWB members

140A  
Sowtl 30/5 - 6/6/90

From JUSTICE SIGONYELA  
PORT ELIZABETH — SKF Manufacturers in Uitenhage have locked out striking workers demanding the dismissal or suspension of an alleged AWB member.

This followed an incident in which the AWB member allegedly stopped a black worker from entering change-rooms he said were reserved for whites and insulted him

According to a spokesperson for the National Union of Metalworkers of SA (Numsa), the white worker was given a verbal warning for jostling a black worker and shouting abuse at him, but workers demanded firmer action.

Workers returned to work after six days, agreeing to hold talks with management. A company spokesperson said talks were continuing, and the matter was an "internal" affair.

SKF managing director, Mr Edgar Schindler, was said to have instructed company officials not to speak to the press.

On Tuesday, a Numsa shopsteward and another worker were dismissed at Onvlee Engineering in Sidwell, leading to a strike by the entire workforce demanding their immediate reinstatement.

Negotiations were in progress when workers returned to work, said the managing director of the plant, Mr Robert Onvlee.

In another incident in Port Elizabeth, a black man was assaulted by an alleged AWB member while on his way to board transport to the township.

Police liaison officer in the Eastern Cape, Major Bill Dennis, said the incident had not been reported.

He said police would investigate every matter reported to them, irrespective of who was assaulted.

He said the Eastern Cape was one of the "very quiet regions" as far as racial conflict was concerned, and asked people to respect one another as people — *PEN*

# Strikes hit Coke construction firms

South 30/5 - 6/6/90

ABOUT 300 construction workers downed tools at several building sites in Cape Town this week to demand that their employer negotiate retrenchments with their union (140A).

The workers, members of the Black Construction and Allied Workers Union (Bcawu), went on strike on Monday at about 10 sites where Resnekov and Nielsen Building and Engineering are doing contract work.

Another major strike in Cape Town this week brought Coca Cola deliveries close to a standstill.

Workers at Peninsula Beverages, bottlers of Coca Cola, in Athlone and Parow Industria downed tools in support of wage demands.

A worker spokesperson said they wanted a minimum wage of R350 a week. Workers presently earned R230.

A spokesperson for the Food and Allied Workers' Union said the union was busy signing up members at the Parow depot.

Company spokesperson Mr Bryan Morse said about 80 workers were on strike at the Parow plant.

Morse said strikers at Athlone had returned to work. The strike only affected truckhands, and not production staff.

He said no deliveries were presently taking place.

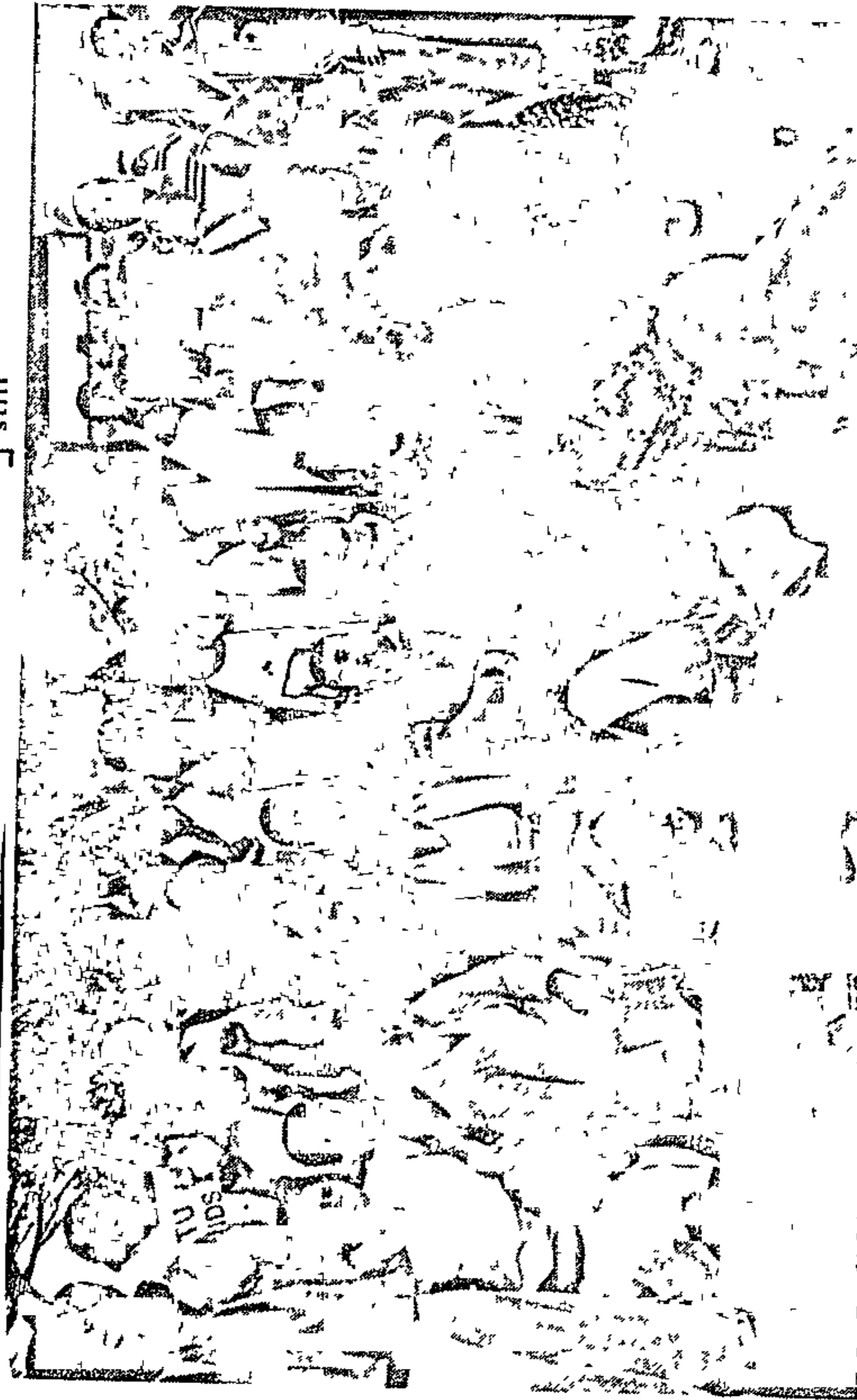
About 1400 workers dismissed from a Woodstock frozen food factory last week after a strike over wage demands returned to work this week.

A spokesperson for the Food and Allied Workers' Union said Irvin & Johnson had agreed to reinstate workers dismissed for taking unprocedural industrial action.

A two-week strike by about 600 members of the Chemical Workers' Industrial Union (CWIU) at the Continental China factories in Atlantis and Blackheath ended this week after workers accepted the company's offer of R4,45.

A strike by about 120 CWIU members at Price's Candles in Observatory and in East London is continuing.

CWIU members at several offshore outgrigs operated by Sopolog decided to suspend strike action pending a meeting with management next week.



BACK TO WORK: Strikers outside the Continental China factory in Atlantis

# MASSIVE OVERSIGHT

140A

South

30/5-6/6/90

THE death of a South African Railway and Harbour Workers' Union (Sarhwu) member is still shrouded in mystery two weeks after his mutilated body was found in Langa township.

This week about 3 000 railway workers staged a protest march through central Cape Town to express their anger at what unionists claim are ongoing "vigilante attacks" against Sarhwu members

Since the beginning of the year, there have been numerous clashes between union members and vigilantes in Cape Town and elsewhere in the country.

The union has persistently claimed lower level management encouraged members of a rival union to attack Sarhwu members

## Wounds

Mr Sidwell Nonno, 32, a shopsteward at the Cape Town docks, was last seen about two weeks ago when he set off from work for night school classes in Langa.

After a week-long search by fellow Sarhwu members, his body was discovered in the state mortuary, covered with wounds resembling those inflicted by a panga

A union spokesperson said witnesses had reported seeing Nonno being forced into a car outside the St Francis night school in Langa

Nonno, of NY43 in Guguletu, leaves a wife

A contingent of Sarhwu members attended his funeral in the Transkei last weekend

More than 1 000 workers attended a memorial service at Community House in Salt River on Monday before the march

The marchers delivered a memorandum to Sats labour relations manager, Mr J Engelbrecht, demanding an end to "victimisation" of Sarhwu members

It also wants local managers to adhere to national discussions between the union and Sats, and labour-relations training for depot managers and foremen

BY CHIARA CARTER

# Slain Unionist

South 30/5-6/6/90

## FROM PAGE ONE

Other demands in the memorandum included representation for workers at disciplinary hearings, access to Sats depots, hostels for union officials and an end to job reservation

There were several bloody clashes between strikers and non-strikers during the bitter national strike by Sarhwu last year

Earlier this year, Sarhwu reported an attack in Cape Town by non-strikers after strikers returned to work.

Sats has not yet responded to a request by Sarhwu for a meeting with the regional manager of Sats next week.

The union has proposed a meeting with the regional manager, the labour relations manager and department heads

The Sats management, responding to the union's allegations, said it discouraged violence

TO PAGE THREE



'UNSAFE': The charcoal burner

# UCT wage talks reopen

South 30/5 - 6/6/90  
TALKS between the University of Cape Town (UCT) and the Transport and General Workers Union (TGWU) re-opened this week after an apparent breakdown in annual wage negotiations

At a heated meeting at the university last Tuesday, workers rejected a wage package offered by management.

The package included a 10 percent pensionable allowance, non-contributory medical aid and a living allowance calculated on the basis of annual earnings.

After the meeting, workers marched to the administration offices.

A TGWU spokesperson said workers initially demanded a 40 percent increase but were now asking for 30 percent.

He said the negotiations covered about 900 workers at the campus.

● Talks between TGWU and the University of Port Elizabeth (UPE), where TGWU is also demanding a 30 percent increase, deadlocked last month and an arbitration hearing is scheduled to take place next week.

UPE was last week granted an interim Supreme Court order restraining the union from holding demonstrations or meetings at the campus.

# Union to tackle retrenchments in furniture industry

South 30/5 - 6/6/90

THE Paper, Print, Wood and Allied Workers' Union (Ppwawu) has launched a campaign to recruit workers employed in the furniture industry in the Western Cape

A Ppwawu spokesperson said the union had launched the campaign because a growing number of workers in the industry had indicated interest in joining Ppwawu.

The industry is presently dominated in the Western Cape by the National Union of Furniture and Allied Workers (Nufaw)

## Security

The spokesperson said Ppwawu intended fighting for job security in the industry where retrenchments do not presently have to be negotiated

He said that the union was seeking legal advice about

an attempt to exclude workers who were not members of Nufaw from sick fund benefits

## Contribution

Ppwawu has issued pamphlets calling for a minimum wage of R262 a week, a 40-hour week, 20 days' paid sick leave, six months' maternity leave, and five weeks' annual leave

Ppwawu has also called on employers to increase their contribution to the provident fund

At present, workers pay 70 cents a week and employers pay 10 cents

Ppwawu organises furniture workers in other regions but has previously been unable to make significant inroads into the industry in the Western Cape

1409

## Privatisation protests a damp squib

Labour Reporter (40) (2) (2) municipal affiliates and the Minister responsible for privatisation, Dr Dawie de Villiers

Nationwide anti-privatisation protests threatened by Cosatu's public sector unions appear to have been a damp squib. 30/5/92

The protests were to coincide with yesterday's meeting between the general secretaries of Cosatu's rail, health, postal and

The Post Office said small demonstrations had taken place at depots in Milner Park, Bryanston and Randburg. There had been no action in other centres. Transnet said no protests were reported

1/2 May 30 1990

Star  
30/5/90



140A



# 'Chasm' in wage target, warns NUM

Labour Reporter

The "huge chasm" between National Union of Mineworkers (NUM) demands and the offer of the Chamber of Mines would have to be significantly narrowed if wage talks affecting 500 000 miners were to make progress, the NUM warned yesterday

The fourth round of negotiations, which affect surface and underground workers on the gold mines and the collieries, takes place today. The present wage deal expires on July 1

NUM economist Martin Nicol said that at the last meeting, the Chamber had offered minimum wage rises for most workers of between 13 and 15,5 percent

The union's most recent demand was for increases ranging between 23 and 28 percent, translating into a monthly minimum rate of R575 underground

and R520 on the surface

In a statement, the NUM said its demands aimed to move the industry towards a living wage, to level the differences between wage rates in different mining houses, to narrow the gap between high-paid and low-paid workers, and to secure the same minimum figure for both gold and coal mines

Complaining that the buying power of the underground wage had not risen since 1975, it said the industry made a profit of R11 500 per miner last year

It added that while black miners earned less than their manufacturing counterparts, white miners earned more — R3 674 on average, as against R3 207

Mr Nicol said the Chamber had granted an average R496 to white workers in negotiations this year. The NUM demand would add R202 to the average wage for blacks

100A  
3/5/90

## Defiant Ministers anger Cosatu

The Congress of SA Trade Unions (Cosatu) is to step up its anti-privatisation campaign after a "completely unsatisfactory" meeting with two Ministers this week on the privatisation issue

A heavyweight Cosatu delegation held two-hour talks with Dawie de Villiers and Wim de Villiers, respectively responsible for privatisation and the public service, in Cape Town

The unions' aim, said a Cosatu state-

ment, was to state members' "total opposition" to the Government's privatisation programme and to secure a commitment that it would be halted

Describing the Ministers' response as "a recipe for confrontation", Cosatu said they had shown little interest in hearing the union view

Cosatu said the Ministers had denied that privatisation was taking place.  
— Labour Reporter

# Privatisation a danger to talks — Cosatu

Cape Town  
31/5/90

1404  
~~1404~~  
~~1404~~

JOHANNESBURG. — The country's largest trade union federation, Cosatu, yesterday warned that negotiations between government and the ANC would be "prejudiced" if government continued with its privatisation programme

This follows a meeting in Cape Town on Tuesday between a Cosatu delegation and government ministers involved with privatisation and the Commission of Administration at which Cosatu failed to gain an assurance that privatisation would be halted

The Cosatu delegation resolved to discuss this meeting with its National Campaign Committee tomorrow where further action will be decided upon, a Cosatu statement said

The Cosatu statement issued yesterday described the Cape Town meeting as "completely unsatisfactory", warning that the attitude of the ministers could result in a "a recipe for confrontation".

They claim Minister of Mineral and Energy Affairs and Public Works Mr Dawie de Villiers and

Minister of Administration and Privatisation Mr Wim de Villiers were not interested in hearing the views of Cosatu "or the people as a whole", and instead spoke at length on their perspectives.

The Cape Town meeting was designed by Cosatu to state its members' position that "we are totally opposed to all privatisation, and to secure a commitment from them that there would be no further privatisation"

The Cosatu statement further warned that "any attempt (by government) to embark on such a major restructuring programme without consulting those affected will be resisted".

## Negotiation process

People were particularly sensitive to the fact that the privatisation process was happening now, as the negotiation process was about to begin

"We reiterated (to the Ministers) our demand that all privatisation and other drastic restructuring of the public sector should be halted until a political settlement has been reached"

The Cosatu delegation claimed

the Ministers attempted to deny that privatisation was taking place and focused instead on the term "commercialisation", or the restructuring of public sector industries, their fragmentation and selling off of certain sectors

"In our view this is privatisation in another guise . despite attempts by the ministers to deny it, we gained the clear impression that the government was preparing to go ahead with the privatisation programme"

Mr Dawie de Villiers had refused to confirm his statement, reported several weeks ago, that all privatisation would be halted until the relevant parties had been consulted

The attitude of the ministers had left Cosatu with no option but to intensify its programme of action against privatisation

● Since the release from prison in February of ANC deputy president Mr Nelson Mandela, the general secretary of Cosatu's largest affiliate union, Mr Cyril Ramaphosa of the National Union of Mineworkers, has featured prominently at the ANC deputy leader's side during major events. — Sapa

# Cosatu warns State about privatisation

AR 623  
31/5/90  
(1401)

By DENNIS CRUYWAGEN  
Staff Reporter

THE Congress of South African Trade Unions (Cosatu) has warned the government that its privatisation programme will prejudice negotiations

In a statement today, Cosatu said it had asked the government to halt privatisation and other "drastic" restructuring of the public sector until a political settlement had been reached.

This request was made at a meeting in Cape Town on Tuesday between a seven-man Cosatu delegation, Dr Dawie de Villiers, Minister of Mineral and Energy Affairs and Public Affairs, and the Commission of Administration.

The response it got was "unsatisfactory" and it did not gain the impression that "they were interested in hearing the views of our members or our people as a whole", said Cosatu.

The trade union federation said it had been left with no other option but to intensify its programme of action against privatisation.

"We made it clear that workers were not prepared to bear the brunt of a short-sighted restructuring programme designed to rescue the govern-

ment from an economic crisis caused by apartheid."

● Sapa reports from Johannesburg that the secretary of international affairs for the African National Congress, Mr Thabo Mbeki, told TV audiences that his organisation was not tied to the policy of nationalisation.

Speaking during a debate on the SATV 2 and 3 programmes, *Egoli* and *Gauteng*, Mr Mbeki said nationalisation had to be one of a package of options to be debated.

He said the ANC had no desire, intention, or maybe even the ability to impose its views and policies on the country as a whole.

However, the ANC would want matters to be debated, as it believed anyone would.

Tremendous deprivation and poverty was rife among many people, he said, and it was necessary to address the question of a fairer distribution of resources and empowerment, as a part of the process towards a political transformation to a democratic South Africa.

The director-general of the Chamber of Business, Mr Raymond Parsons, said many things had to be improved and corrected in a new South Africa and business people had an important role to play.

INDUSTRIAL RELATIONS — WORKERS' ORG.  
COSATU

1990

JUNE,



# Wave of worker protests in July

*B (Day) 1/6/90*  
NATIONWIDE stayaways, demonstrations and marches were planned for July, a Cosatu spokesman said yesterday.

Industrial action, in sympathy with Natal violence, was scheduled for the first week of July; with other action, in response to government's stand on privatisation, during the rest of the month, he said.

Anti-privatisation campaign co-ordinator and Post and Telecommunications Workers Association (Potwa) vice-chairman Floyd Mashele said "Final details will emerge at the end of next week, once the co-ordinating committee has met".

A Cosatu delegation met yesterday to discuss the industrial action timetable. Mashele said it was likely there would be a countrywide stayaway on July 2 and demonstrations and marches on July 7.

*(140A)* DANIEL FELDMAN  
and LINDEN BIRNS

A top-level Cosatu delegation consisting of public sector union leaders who met Mineral and Energy Affairs and Public Enterprises Minister Dawie de Villiers and Administration and Economic Co-ordination Minister Wim de Villiers in Cape Town on Tuesday, described the meeting as "completely unsatisfactory" and warned the Ministers' attitude was "a recipe for confrontation".

Mashele said Cosatu was "geared to take any action to stop privatisation", and was considering the series of July actions to focus attention on workers' opposition to it.

He proposed for each week in July dif-

To Page 2

## Protests

*B (Day) 1/6/90*  
ferent public sector unions take some form of action, including sit-ins, pickets and marches during work hours.

Cosatu had aimed at the meeting to secure a commitment from the Ministers that there would be an end to privatisation.

Cosatu also called for the "re-nationalisation" of privatised corporations such as Iscor and Sasol.

A Cosatu statement said "Dawie de Villiers refused to confirm his statement, reported several weeks ago, that all privatisation would be halted until the relevant

*(140A)*  From Page 1  
parties had been consulted." As a result, Cosatu members felt they "had no option but to intensify our programme of action against privatisation". Dawie De Villiers's media liaison officer Sandy Clark said the Minister had no comment on the talks, and had not described them in any way, as they were just "part of the ongoing dialogue between government and any party interested in discussing privatisation".

Neither of the Ministers nor the Privatisation Board chairman Pieter van Huyssteen could be reached for comment last night.

# Cosatu plan to shake up govt

Cape Times 11/6/90

1487

~~11/6/90~~

ESD

Own Correspondent

JOHANNESBURG — Nationwide stayaways, demonstrations and marches, still in the final planning stages, were scheduled to take place throughout July, a Cosatu spokesman said yesterday.

Industrial action, in solidarity with the Natal violence, was planned for the first week of July, with other action, in response to the government's stand on privatisation, taking up the remainder of the month, Cosatu spokesman Mr Floyd Mashele said

He was speaking yesterday after a Cosatu delegation met to discuss the July industrial action timetable

There would probably be a

## Stayaways, marches set for July

countrywide stayaway on July 2, and demonstrations and marches on July 7, he said

Cosatu leaders who met cabinet ministers Dr Dawie de Villiers and Mr Wim de Villiers in Cape Town this week said the meeting was "completely unsatisfactory" and warned that the attitude of the ministers was "a recipe for confrontation"

They said the ministers tried to deny that privatisation was oc-

curing by focusing instead on the term "commercialisation", and Cosatu "gained the clear impression that the government was preparing to go ahead with the privatisation programme"

Mr Mashele said Cosatu was "geared to take any action to stop privatisation", and was considering the series of actions in July to bring attention to the workers' opposition to it if the government's response had not changed by then

He proposed that each week in July different public sector unions take some sort of action, including sit-ins, pickets and marches during work hours, to highlight their opposition

"We hope it will be resolved through negotiation before this occurs," Mr Mashele added

# Miners call dispute after talks fail

Staff Reporter

Negotiations on wages and other conditions of employment between the Chamber of Mines and the National Union of Mineworkers (NUM) ended in dead-

lock on Wednesday when the union declared a dispute

The NUM decision came after the parties failed to reach agreement on a Chamber offer of wage increases ranging between 13,5 and 16 percent

The Chamber said in a statement that the higher percentage increase offer was directed at employees at the lower end of the scale. The union had demanded wage increases ranging from 20 to 32 percent

Barry Shipman, the Chamber's general manager of industrial relations services, said "At a time when the viability of certain mines is being threatened, we believe that the offer presented today was eminently reasonable"

However, NUM press officer Jerry Majatladi said the Chamber's offer was "ridiculously low" and did not compensate workers for inflation

# ANC, Cosatu agree: the aim is growth via economic equality

**140A**  
 THE African National Congress, the Congress of South African Trade Unions, and Cosatu's affiliates are discussing a 13 page document which sets out recommendations for economic policy in greater detail than any previous proposal.

The document contains a more subtle and pragmatic approach to the problems of growth and distribution than previous ANC and Cosatu statements.

It arises out of a meeting between the two groups' affiliated economists in Harare in early May, but does not have the status of a policy document — it is a discussion paper. Nevertheless, it summarises the views of some of the most influential economic thinkers in the extra-parliamentary opposition.

The discussion paper that emerged from the Harare conference between ANC and Cosatu economists outlines economic approaches with a more subtle and pragmatic approach than previous documents. **By ALAN HIRSCH**

The overall strategy of a non-racial democratic state, the paper argued, would "aim to achieve growth through a process of increasing equality in incomes, wealth, and economic power". As the economy was in "fundamental crisis", the state would "assume the leading role in the reconstruction of the economy".

Nationalisation was frequently noted as a potential policy option, but the document's position on the question of state ownership was distinctly ambiguous. On the mines, for example, while fiscal measures, inspectorates, representation on boards, incentives and direct funding were listed as potential instruments for "maximising the benefits of mining for the people as a whole", "state ownership" would merely "be considered".

Yet the paper took a strong line against further privatisation measures by the present government and threatened to renationalise privatised corporations. It also attacked deregulation, and specifically opposed the application of the Temporary Removal of Restrictions on Economic Activities Act.

The document, while accepting the developmental role of private enterprise, was very critical of the part played by huge conglomerates in the South African economy. It indicated that a democratic state should look into the dismemberment of conglomerates "where feasible", especially where they were tying up investment funds thereby blocking "balanced economic growth" and ignoring "the interests of all the people of South Africa". The document expressed concern about the relocation of part of the De Beers empire to Switzerland, and argued that "potential disinvestments of this type should be an urgent item in negotiations with capital".

The concern of the document over capital flight was matched by its concern to attract foreign investment, which should be encouraged to "lead to increased employment and the development of local technological capabilities". But foreign capital should supplement domestic savings and "not be seen as a substitute".

The document proposed several shifts in emphasis in fiscal policy, including a shift in the tax burden from lower income individuals to corporations, and the use of the fiscus in encouraging industrial development and the extension of social services. Yet it attacked the government's recent practice of using borrowings to finance current expenditure, and, while noting that the state was responsible for ensuring that housing needs were met, accepted that affordable housing for all would only be possible in the long run.

The document supported targeting selected industrial sectors for growth, and calls for a review of the General Export Incentive Scheme in the light of the need for a selective strategy with regards to exports.

A conservative monetary policy aimed at rectifying inflation and balance of payments problems, thus removing "critical obstacles to redistribution and economic development policies".

In contrast, the still rather vague land policy called for the immediate return of confiscated land previously held by Africans by freehold right, and for a democratic land claims commission to address the question of the further redistribution of the land.

One of the most striking features of the document is the strong warning against "an over-centralised, commandist approach to economic policy by the state", and the assertion of the need for a strong civic society independent of state and political party. It advocated a "compact powerful state without a massive bureaucracy".

Further meetings will be held before a definitive economic policy statement is released. In the meantime the discussion paper indicates a degree of serious consideration and a relative lack of ideological preconception that might surprise some business-oriented critics of the ANC and Cosatu. It might also surprise supporters of a more traditional socialist line.

## SABC keeps a closed mind on M-Net open time move

THE South African Broadcasting Corporation is opposed to M-Net being given more open time. Behind its opposition lies the argument that the subscription service is eating into SABC revenue.

M-Net not only wants to retain its present one-hour open time, it wants another hour. The SABC argues there is no such thing as "free broadcasting", just as there are no free lunches. "It is the SABC licence holders who ultimately have to pay for M-Net's open window (open time)," said SABC chairman Christo Viljoen. "M-Net's open window is costing the SABC an estimated loss in revenue of some R20-million this year."

M-Net commercial sales director Ken Baillie says an extra open hour would garner M-Net R15-million to R20-million.

Compare this with the SABC's "surplus" or profit of only R26-million last year to see why the corporation is perturbed.

True, the surplus does hide a "provision for replacement costs of R33-million".

But in the annual report director general Wynand Harmse says "on average, equipment in the SABC has served 60 percent of useful life. Total replacement cost (excluding land and buildings) was calculated in detail recently at R1,3-billion, against which a provision of about R990-million is required. Depreciation and accumulated funds (including provision for increased replacement costs) amounts to far less, which means that at present the SABC is underproviding for replacement of assets."

Baillie says the SABC hasn't taken into account the fact that M-Net's entry into the market has broadened it.

The SABC in its report admits its own share of total advertising expenditure (adspend) has remained constant over the last few years. For the corporation adspend is crucial while for M-Net it is the cream. And it is likely the subscription service is drawing some advertising revenue away from the SABC.

The SABC's licence revenue last year was R143 million from more than two million licensees. Revenue from advertising and sponsorships was R490 million, 19,2 percent more than in 1988.

M-Net gains almost R19 million a month in revenue from subscribers, or R228-million a year. M-Net subscribers number one quarter of the official number of SABC-TV licensees and the subscription service's advertising revenue is less than one quarter of its total revenue.

M-Net supplies its service to 433 000 homes and 20 000 hotel rooms. According to Baillie, M-Net believes saturation will be reached at 500 000. The subscription fee is R45 a month, although 75 percent of

By REG RUMNEY

home subscribers pay by debit order and so only pay R43. The 20 000 multi-dwelling units pay less than R30 apiece. The fee for hotel rooms works out around R30 a room.

Competition is increasing the corporation's costs in other ways. The SABC annual report notes "Bidding against M-Net for the rights to international sports events is contributing to the exceptionally steep increase in the cost of sport."

This highlights an ethical and political question: Should M-Net win bids for any particular event, non-subscribers are excluded.

The SABC is worried about licence fee income because the number of licences issued in 1989 increased by only 2,4 percent, a figure which the SABC says cannot match the increase in viewers.

While M-Net gains far more from its subscriptions than the SABC does from licence fees, Viljoen states in the annual report that M-Net applies its funds to only one television service in densely populated areas. The SABC, on the other hand, operates three-and-a-half television services and 23 domestic radio services, serving sparsely populated areas by 224 television and 542 radio transmitters.

What makes any loss of advertising revenue more serious for the SABC is M-Net can, theoretically, raise its subscription fee to make up for the loss, subject to market forces.

M-Net subscribers are to a certain extent locked in by their having bought decoders and installed aerials.

The M-Net decoder costs R695 plus GST and installation of an aerial to receive M-Net is another R200 to R300. Renting is cheaper at R22 a month but the cost of installing an aerial remains.

Moreover, Viljoen says M-Net pays only the basic cost of providing services. "No profit" is made in providing these services to M-Net. It alleviates M-Net of a substantial investment in transmitters, antenna etc."

What irks the SABC, is M-Net was to be a pay-TV service exclusively. The agreement, between M-Net, the cabinet and the SABC, was the open window of two hours would cease once M-Net had reached 150 000 subscriptions, or at the end of 1988.

"Thereafter it was supposed to irrevocably become a subscription service. This open window was supposed to assist M-Net to become a viable service, and the SABC made an hour on its TV4 service available for this at no cost to M-Net (and at an estimated loss of revenue of R12-million to the SABC). A new open window of one hour was subsequently awarded until the middle of 1991, in contradiction with the original contract to which the SABC agreed."

# Union officials claim damage

Own Correspondent

PORT ELIZABETH —  
Five trade unionists  
sued Labour Party  
leader the Rev Allan  
Hendrickse, Mr Patrick  
Cull of the EP Herald,  
and SA Associated  
Newspapers Ltd (SAAN)  
for R250 000 in the Port  
Elizabeth Supreme  
Court yesterday

The five are Mr Fred-  
erick Sauls, Mr John Go-  
momo, Mr Elliott Mtwa,  
Mr Lesley Kettledas and  
Mr Jurie Harris of the  
National Automobile  
and Allied Workers'  
Union (Naawu).

They submitted two  
claims for damages  
based on defamation  
and claimed R25 000  
each on each claim.

In the first they al-  
leged that on February  
27, 1985, Mr Hendrickse  
told a press conference  
"It has been shown that  
office bearers of the  
National Automobile  
and Allied Workers'  
Union were involved be-  
hind the scenes in the  
unrest and that certain  
teachers had also incit-  
ed the students"

They pleaded that the  
words were defamatory

The second claim was  
against Mr Hendrickse,  
Mr Cull and SAAN joint-  
ly and separately, and  
alleged Mr Cull and  
SAAN had maliciously  
published the words in  
an article the next day.

At the start of the  
hearing, Mr HJ Lieben-  
berg, SC, for the union-  
ists, informed the court  
that the claims against  
Mr Cull and SAAN had  
been settled. This effec-  
tively disposed of the  
second claim

## No hike for PO workers

PRETORIA — Postal workers will not get a further wage increase this financial year, the Department of Post and Telecommunications said yesterday.

The decision follows wage talks here yesterday between the department and the Post and Telecommunications Workers' Union, a Cosatu affiliate.

In Johannesburg, meanwhile, at least two women were injured when police baton-charged about 80 striking workers at the Marist Hotel.

Police held off between 80 and 100 members of the SA Commercial Catering and Allied Workers' Union who downed tools just before noon to back demands which include a minimum wage of R650 a month — up from the current minimum of R380 — Sapa

# OK gears up for strike action

OK BAZAARS management "fully expected" a strike to start today at stores countrywide, according to company spokesman Gavin Brown.

"A contingency plan was formulated several months ago. Our stores will carry on running as normal, and there should not be any problem with customer service," Brown said.

The strike expectation follows the preliminary results of a strike ballot conducted last week, in which 57% of SA Commercial, Catering and Allied Workers' Union (Saccawu) members favoured strike action at OK stores. There is also speculation a boycott could accompany the strike.

Brown said, according to his sources,

DANIEL FELDMAN

5 829 of 10 175 (57%) employees had favoured the strike by Friday. About 90% of Saccawu members at OK stores cast votes. There are over 25 000 OK employees nationwide.

"If the union alleges there was a much higher percentage favouring the strike, OK will challenge them for verification," Brown said.

Saccawu spokesmen could not be reached to confirm or deny these figures.

Last week's ballot followed the failure of a final conciliation board meeting on May 21 to resolve a wage dispute. The ballot

□ To Page 2

bonds as they required certain documents

## Strike

was scheduled to end on Wednesday, but the deadline was later extended.

Brown said he did not know how many stores would be affected, though Saccawu allegedly contacted its national branches two weeks ago informing them of proposed strike action to begin today.

"In the past, most of the support has been in the PWV area."

Brown said there was a chance that some union members may not strike. He did not know how many of the non-union employees would conduct a sympathy strike.

"But 57% is hardly a ringing endorsement for strike action," he added.

Saccawu has demanded a R160 a month

across-the-board increase and a minimum monthly wage of R800. It also called for a 5% commission for sales personnel, a 13th cheque, an allowance for washing uniforms and March 21 as a paid public day.

OK has offered service-related increases ranging from R115 to R145 and a minimum wage of R710 after one year's service. It has made no offer on commissions or a 13th cheque, did not agree to a laundry allowance, and offered to substitute a current paid holiday instead of recognising March 21.

In the year to end-March, OK Bazaars results fell 15.5% to R20.2m, which analysts attributed to politically-motivated action and a decline in consumer spending.

□ From Page 1

## Metalwork wage talks move slowly

140A DANIEL FELDMAN

SOME progress was made at talks between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) last week on issues secondary to wage negotiations, spokesmen from both parties said.

Seifsa executive director Brian Angus said issues of employment security, discrimination in training and bargaining at plant level were discussed. The proposals on these issues are still provisional, but might be ratified at the next meeting, scheduled for June 7.

Numsa organiser Bernie Fanaroff confirmed progress had been made at the informal meeting on issues peripheral to wages, but added that "on many issues we remain dead-locked".

Seifsa's wage proposals are still far from acceptable, and unless they are willing to change their stance, I don't foresee the completion of the talks before the current Man Agreement expires on June 30," he said.

If that occurred, he said, there was a possibility the proceedings would go into dispute.

Fanaroff added the manner in which negotiations were taking place was "very unproductive".

He suggested negotiating for more than one day at a time, reducing the size of the speaking teams, videotaping the proceedings and making the talks more informal.



# Hotel strikers baton-charged

140A  
SFC  
4/16/90 By Stan Hlophe

Five employees of the Mariston Hotel in Joubert Park, Johannesburg, were allegedly shot and several others baton-charged when police dispersed more than 200 strikers at the weekend.

The strikers, members of the Catering and Allied Workers' Union, are demanding a "living wage" of R650 a month. They are now earning R380 a month.

A Mariston Hotel manager refused to comment.

Those injured were Irene Qika, Beauty Qika, a woman known as Sarah and two men known only as Buti and Johannes. They were admitted to Hillbrow Hospital.

Police denied there was shooting, but confirmed that about 60 demonstrators were baton-charged outside the hotel after being warned to disperse.

## Katlehong probes 'racism' claim

By Abel Mabelane

Katlehong City Council treasurer L P Nel has been suspended while the council probes allegations of racism against him

Council workers went on strike last Tuesday and Wednesday demanding a 10 percent wage increase and Mr Nel's dismissal

Katlehong mayor Gideon Molotsi confirmed yesterday that Mr Nel had been given special leave

He said a special council meeting next Friday would determine Mr Nel's position, and the workers would be informed of the outcome

Mr Molotsi added that the workers had been told that the 10 percent wage increase announced by the Government applied to Transvaal Provincial Authority employees, but not those working for the city council

# Unions could face tough line

EMPLOYERS may react firmly to anti-privatisation stayaways and other action planned by Cosatu next month

Cosatu is preparing a nationwide protest campaign in July following "highly unsatisfactory" meetings with Ministers in charge of privatisation

Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said "Action would be a completely inappropriate way of dealing with problems, and a very dim view would be taken of it. Employers wouldn't support it at all, and would probably take appropriate action in response."

Though he said Seifsa would not recommend any specific responses, he assumed employers would take their own independent actions including no work/no pay, warnings, and possible dismissals

"We are all concerned about the Natal violence and similar situations, but this is nothing employers can do anything about," Angus said, referring to an issue Cosatu organisers cited in proposing the action.

"From Seifsa's point of view, workers in

DANIEL FELDMAN

the metal industry are tired of stayaways" Several members of Cosatu's anti-privatisation action sub-committee confirmed at the weekend possible mass action encompassing all members would be finalised at a meeting this week.

Anti-privatisation committee chairman and Posts and Telecommunications Workers Association vice-chairman Floyd Mashahele said the action, originally planned only for public sector employees, will now involve all Cosatu-affiliated union members

He said it would be a nationally organised action, regardless of the specific nature of it. Demonstrations, sit-ins, and marches during working hours are currently on the drawing-board

The action was proposed after a top-level Cosatu delegation met with Mineral and Energy Affairs and Public Enterprises Minister Dawie de Villiers and Administration and Economic Co-ordination Minister Wim de Villiers last week.

1408  
1409  
1410

BIDM 4/6/90

# We'll close stores, OK warns strikers

CAPE TOWN  
5/6/70  
1400  
1200

Own Correspondent

DURBAN — OK Bazaars management threatened to close its "marginally profitable" stores yesterday following a nationwide strike for higher wages by more than 4 000 workers at 100 outlets

The hardest-hit region is the Transvaal, where hundreds of workers marched out of their posts yesterday morning and began picketing entrances

And in Cape Town, one person was arrested after allegedly assaulting a worker

"We cannot say at this stage whether union members are involved in such acts or outsiders," OK industrial relations official Mr Gavin Brown said

Officials the South African Commercial, Catering and Allied Workers Union (Saccawu) would not comment yesterday other than to say the strike was a "national campaign"

Mr Brown said hundreds of workers could be retrenched from other stores as "low sales caused by strike action mean fewer jobs"

The workers are on legal strike after a ballot among members voted in favour of the industrial action. They are demanding an R800 minimum monthly wage, a R160 across-the-board monthly increase, a hike in sales commission and March 21 (Sharpeville Day) as a paid public holiday

"We cannot be a party to this economic mugging," Mr Brown said

"Our profit after tax was 14,6%. This strongly reflects the deteriorating economy. The company is offering between R115 and R145 depending on the years of service"

# OK threatens to close stores as 4 000 strike

By Stan Hlopho

OK Bazaars yesterday threatened to close three stores and embark on large-scale retrenchments in response to a strike by more than 4 000 of its workers at 100 stores

The Pretoria-Witwatersrand-Vereeniging area is the hardest hit, with hundreds of workers picketing store entrances yesterday

OK industrial relations spokesman Gavin Brown said at a press briefing in Johannesburg that as a result of deteriorating trading conditions the company was not in a position to accede to the workers' wage demands

The workers are all members of the SA Commercial, Catering and Allied Workers' Union (Saccawu)

The union's co-ordinator, Jeremy Daphne, said that year after year OK had tried to keep pay increases as low as possible. Last year, the increase at OK was the lowest of all major chain store groups. Explaining OK's stand, Mr

Brown said "We have advised the union that we will accelerate our process of closing shops that are marginally profitable. We have already informed them that we intend shutting down two stores - Faraday in Johannesburg and Goodwood West in Cape Town - in June

## Relocation

"Up to the beginning of the strike, we were negotiating the relocation of the staff, but we don't know now where that process stands."

In addition, workers could be retrenched from other stores as "low sales caused by strike action meant fewer jobs".

Mr Brown said union demands for a R160-a-month across-the-board increase and a minimum wage of R800 could not be met

"Our profit after tax was 14,6 percent. This strongly reflects the deteriorating economy. The company is offering between R115 and R145, depending on the years of service

"Our basic monthly wage is R710. Our offer is 17,7 percent, which is way above the inflation rate of 14 percent. The union demands amount to 20 percent."

OK also rejected a call for a raise in sales commission, a 13th cheque, an allowance for washing uniforms, and March 21 (Sharpeville Day) as a paid holiday. Management has offered to substitute a paid holiday.

Mr Brown warned the union that not only would the company be obliged to accelerate its programme of store closures, but would also be unable to maintain the present level of employment.

● Sapa reports that the strike has spread to Bophuthatswana

Workers at OK Bazaars in Ga-Rankuwa have downed tools, following the preliminary results of a strike ballot held by Saccawu last week

The administration manager of OK Bazaars at Ga-Rankuwa said about 80 percent of the staff there had walked out, but the store was continuing to operate with casual labour and senior staff

*Handwritten notes and signatures:*  
Saka 5/16/90  
1507  
[Signature]

# Strike hits soft drink deliveries

Labour Reporter *ARGW 5/6/90*  
DELIVERIES of Coca-Cola and other soft drinks from Peninsula Beverage Company Ltd to most retail outlets in the Peninsula have been affected by the week-long strike by about 80 truck-assistants

The workers, who help with the off-loading of trucks at retail outlets and who are members of the Food and Allied Workers Union (Fawu), have been striking in support of their demand for an immediate 96 percent wage increase

## NEGOTIATIONS

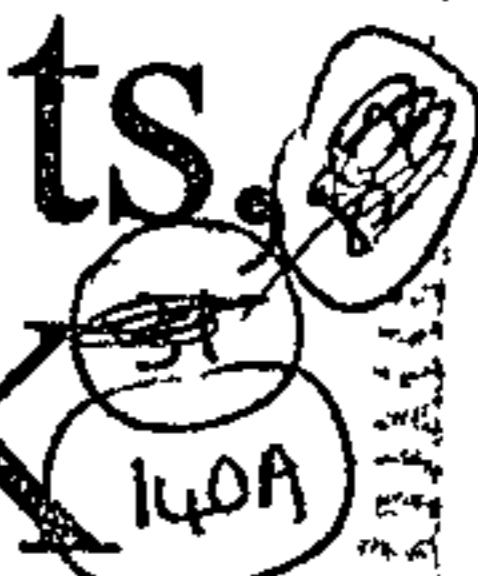
A spokesman for management said the workers had had an annual increase in January and that management was "prepared to negotiate" with respect to the increase due next January

Today was the first day of deliveries since the strike started a week ago and in the meantime negotiations between the union and management are continuing in an effort to resolve the dispute

A spokesman for a leading retailer said that its supplies had not been affected by the strike because it usually kept enough stock for about four weeks

# Dig into profits union tells OK

B/P am 6/6/90



DANIEL FELDMAN

SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesmen yesterday called on OK Bazaars management to "dig into its retained profit" to help meet striking employees' wage demands.

But OK industrial relations spokesman Gavin Brown said the union's proposal "confirmed their complete ignorance of finance". He pointed out retained profits were earmarked specifically for future growth and excluded from shareholder dividends.

Brown said the only way the company could meet the union's wage demands was to borrow money, which would incur exceptionally large interest rates. The company borrowed R194m in the year to end-March 1990, as opposed to R124m in the year to end-March 1989.

The strike action had spread to 122 OK Bazaars stores nationwide, Saccawu organiser Jeremy Daphne said yesterday.

OK management said the number of participating stores fluctuated during the day, averaging around 113 stores. It was estimated 5 500 employees were striking, up from about 4 000 on Monday.

There are about 200 OK stores employing 25 000 people in SA, and Saccawu is organised in 166 of them, with a membership of over 10 000.

Daphne said the 58% of workers who

favoured the strike "was not an accurate indication of the level of antagonism against OK". He claimed up to 80% of employees in the PWV area favoured the strike, but the national average was lower because many Natal employees voted against the action.

"We understand that in Natal, where Saccawu members have been killed and maimed in the Inkatha/UDF struggle, wage increases do not seem as important when lives are at stake.

"We expected Natal to vote against the strike, and we are not displeased with them. And even with their vote, 16 of 30 Natal stores are participating in the action," Daphne said.

Most strikes remained quiet, with workers conducting peaceful pickets and sit-ins in store canteens.

However, a police spokesman confirmed police fired teargas at picketing workers at the Eloff Street store after they ignored a warning to disperse. No injuries were reported.

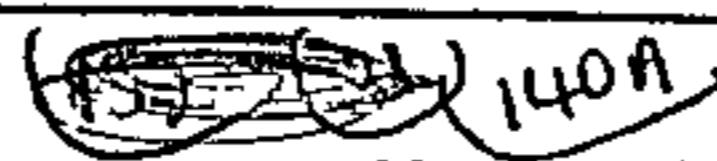
Brown said management was not involved in the incident.

According to Daphne, a main reason for the strike was the "baasskap mentality".

□ To Page 2

## OK strike

B/P am 6/6/90



□ From Page 1

management had displayed over the years. He said OK executives had been paternalistic and arrogant, and had "kicked the union in the guts for the last decade".

OK's three mass dismissals — in 1984 at Sandton, in 1986 at Welkom, and in 1988 at Roodepoort — had generated "immense ill will", said Daphne. By comparison, he said Pick 'n' Pay had experienced several similar wildcat strikes in the last few years but had never embarked on mass dismissals.

Brown agreed that relationships with the union leadership had not been good for several years, but said the union had never broached the subject of the "baasskap mentality" in negotiations. "It's very irre-

sponsible to say it is a cause of the strike without ever raising it with us. It seems to be a smokescreen to draw the focus away from the economic issues," he said.

He also said OK had made an attempt to improve the relationship by proposing several innovative programmes early in this year's negotiations.

Saccawu alleged that eight workers were arrested while picketing at OK in Delareyville on the West Rand, and six workers were arrested, charged with loitering and refused bail in King William's Town. Police spokesman Maj Reg Crewe said no arrests had been reported.

returned of 1951 DEN  
to decision

# Strike: Deliveries resume

Staff Reporter *C. J. ... 6/6/50*

DELIVERIES of soft drinks to retailers by Peninsula Beverage workers resumed yesterday after a week-long strike by about 80 truck handlers.

A spokesman for the Food and Allied Workers' Union said yesterday the company's management had given in to all demands except those concerning wages.

Negotiations between the union and management were continuing in an attempt to settle the dispute.

The workers are demanding a wage increase of 96%, while management said they were prepared to negotiate regarding the increase in January next year.

The union spokesman said the workers had received a 19.2% increase in January this year.

He said agreement had been reached that workers would be paid for last week's public holiday.

*(1407)*  
*[Handwritten signature]*

## Con sneaks on ...



VS

Star 6/6/90

140A

# OK strike has spread to 122 stores, says union

The strike by OK Bazaars workers has spread to 122 of 166 stores around the country

Jeremy Daphne, spokesman for the South African Commercial, Catering and Allied Workers' Union, said last night there had been numerous reports of action — some involving police — against strikers

Mr Daphne said eight workers had been arrested while picketing in Delareyville, West Rand Workers at the Eloff Street, Johannesburg, branch were teargassed by police and in Vereeniging a shop steward was held by police on Monday night for three hours and questioned

"There have been a number of allegations from OK management regarding the conduct of striking workers. The union emphasises that it is committed to peaceful and disciplined industrial action," he said.

## Emphasis

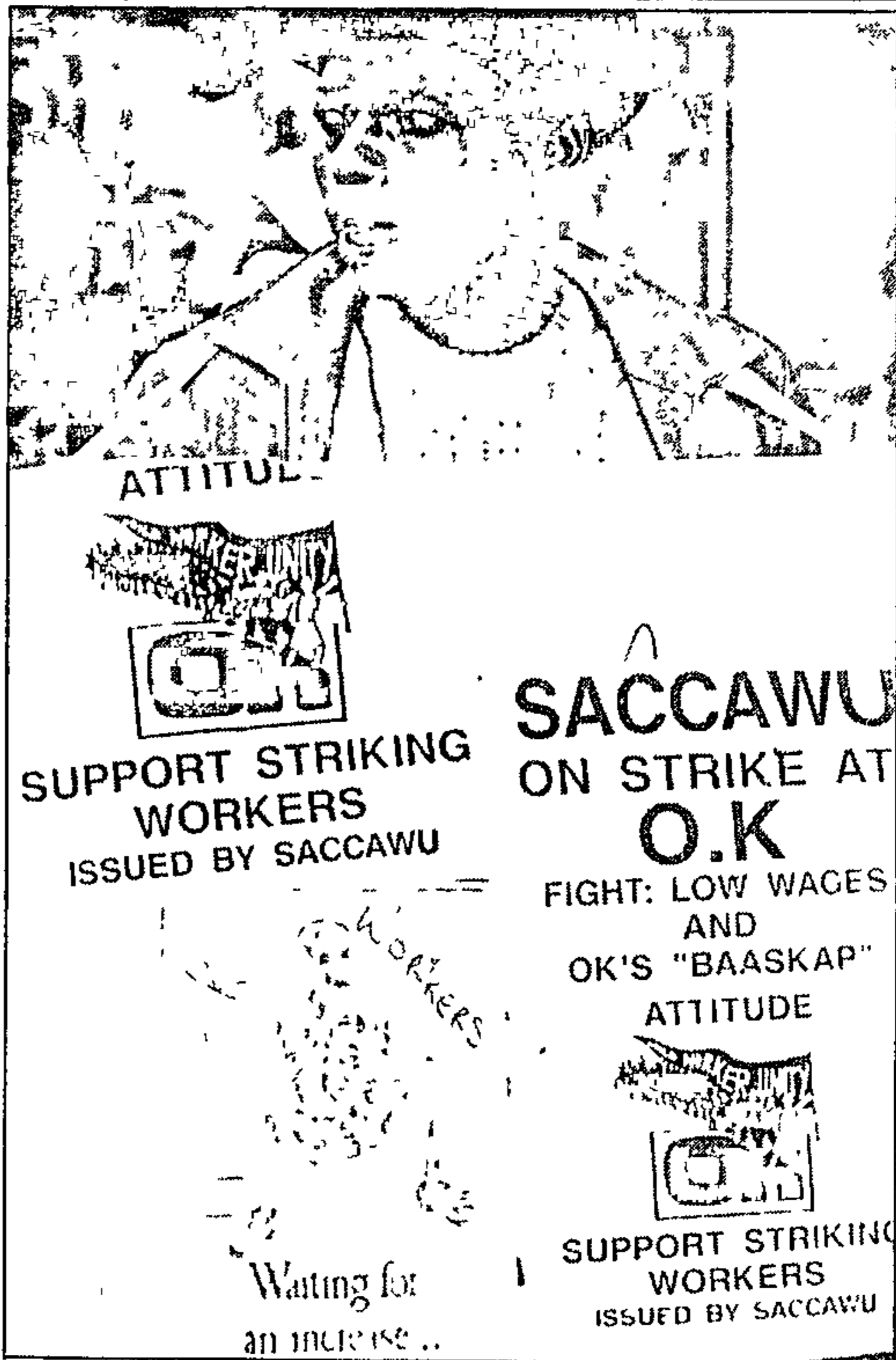
The union had also experienced problems with members of the public harassing picketing workers, he added.

He said OK's management had placed great emphasis on the fact that 58 percent of Saccawu's members had voted in support of industrial action

"In most regions the 'yes' vote was over 70 percent. The main reason for the 58 percent is the war situation in Natal."

Mr Daphne said yesterday although the company had admitted a poor record for the past financial year, management should be compelled to dig into retained profits to pay legitimate wage demands

OK spokesman Gavin Brown



A striker holding a placard outside a Johannesburg branch of the OK Bazaars. ● Picture by Stephen Davimes.

said this was patent evidence of the union's ignorance of finance. Retained profits were withheld from shareholder dividends and retained specifically to fund the company's future growth. If this fund were used up, OK would have to borrow at crippling interest rates

The union is demanding a R160 a month across-the-board increase, a minimum wage of R800, a 13th cheque as a right, a

five percent increase for sales staff and March 21 (Sharpeville Day) as a paid holiday

OK is offering a R115 to R145 a month increase depending on years of service and is prepared to negotiate a 13th cheque as "a no-strike bonus". It has offered a 12-day public holiday package, with specific days to be chosen by the union. But it is not prepared to "simply add" March 21 to the holiday calendar — Sapa

# Cosatu also 'drawing up profiles'

By Helen Grange  
and Louise Burgers

6/6/90  
The Congress of South African Trade Unions (Cosatu) was drawing up its own profiles on senior white Johannesburg City Council officials, the Hiemstra Commission heard yesterday

In response to this submission by his legal counsel, Hans Bornman, spy handler John Egan said: "That's the impression I got."

Mr Egan said he had discovered that Cosatu was gathering details on senior white officials in the council's electricity department. Mr Egan was in



charge of the infiltration of several Cosatu trade unions

Among other reports he had received from his sources were

- That a member of the Municipal Workers' Union of SA had knowledge of a necklacing relating to a strike by the SA Transport Services

- That the SA Council of Churches had donated R10 000 to

the municipal workers' union for striking workers

- That a "violent action" was planned against deputy director of security Frik Barnard and senior deputy director Brigadier Jan Visser

Mr Egan admitted obtaining from sources three private documents which had been drafted by various attorneys. He would not say how they had come into his possession.

Mr Egan denied he had obtained plans of Cosatu House and said he did not know who was responsible for bombing of the building in 1987.

# Labourers take home R300 - union

By Stan Hlophe

An unskilled labourer working as a sweeper at the OK Bazaars earns less than R500 a month before deductions. He takes home about R300. He is also entitled to 12 percent discount on store purchases.

Workers backed by the South African Commercial, Catering and Allied Workers' Union (Saccawu) say the price of food, transport, rent, education for their children is no cheaper for a cleaner, than for a furniture salesman.

They maintain that is why they have embarked on strike action because OK is among the lowest paying retailers. Cashiers, general workers and clerks with service ranging from five to 20 years earn less than R1 000.

OK's industrial relations spokesman, Gavin Brown, says the minimum wage for the unskilled labourer is about R600 and for the cashiers R710 after one year's service. He said the company had offered increases ranging from R115 to R145, based on length of service.

Saccawu has rejected OK's offer and demanded a R160 across-the-board increase, Brown said. He claims OK salary scales are above average.

A supervisor or chief till controller earned R1 500 and a furniture salesman (the highest paid worker) earned R2 500 plus commission of 3 percent.

All employees are entitled to pension, medical, educational and housing benefits. Additional leave was linked to service, said Mr Brown.

Workers told The Star that most did not subscribe to the medical aid scheme because they could not afford it.

# The OK strike — two different stories

Star 6/6/90

(40A)

By Stan Hlophe

With more than 4 000 OK Bazaars workers on strike and more than 100 stores involved countrywide, the management of the company and the South African Commercial, Catering and Allied Workers' Union (Saccawu) have blamed each another for the strike

## OK spokesman Gavin Brown says:

"Yesterday, about 103 stores were on strike, with more than 4 000 workers involved

"The strike at most of the stores except two has been peaceful

"There has been a lot of intimidation in the other two stores — head office in Eloff Street and in Pretoria

"Police had to use teargas at the Eloff Street branch after strikers blocked traffic outside the store

"There have been threats of burning houses and one worker from the Randburg branch was assaulted when he refused to join the strike

"The company will be obliged to accelerate its programme of store closures because it will be unable to maintain the current level of employment

"The union has negotiated in bad faith, and it has been frustrating and unreasonable

"What the union has demanded is tantamount to economic suicide and industrial mugging, and we are not prepared to be part of that OK has tried to have improved relations with the union but has been given a cold shoulder"

## Saccawu co-ordinator Jeremy Daphne says:

"About 58 percent of the workforce from 122 stores has been on strike since Monday.

"The company's offer of service-related increases is an attempt to divide the union members

"Saccawu rejects these unequal increases. OK is not agreeing to March 21 as an additional paid commemoration day and Saccawu sees this as proof of the OK's attitude towards the aspirations of the exploited masses

"It is using the slim pro-strike ballot margin as a tool to label the union undemocratic. This was just one example of the ill-will caused by the company Mass dismissals in 1984 at Sandton, in 1986 at Welkom and in 1988 at Roodepoort had generated immense ill-will.

"The management has a 'baaskap' mentality and has adopted a hostile and iron-fist attitude It has been uncompromising in the wage negotiations The management has shown a bad attitude, being naive and insensitive towards workers' aspirations

"OK has consistently paid low wages and has been using unorthodox methods unlike those of their competitors"

# Sick press pour out of the wards

PATIENTS are leaving Baragwanath in pyjamas as the hospital crisis plunges into its seventh day today

Even a six-member health union meeting with Health Minister Rina Venter in Cape Town on Friday morning failed to reach agreement on stopping the crippling health workers' strikes threatening a crisis in township health services

After a two-and-a-half-hour meeting the union delegation and Venter issued a joint statement urging all concerned to seriously address that which had given rise to the crisis so the situation could be normalised and strikers could return to work.

The statement also said discussions covered a wide range of issues from the hospital crisis in the Transvaal to national health policy.

Health union organiser Monde Mditshwa said. "The parties agreed that a national health service based on the principles of accessibility, acceptability, affordability and a health system that is both equitable and based on high quality of health care with the accent on preventive, rather than curative, health care, is essential"

Venter had undertaken to convey Nehawu's concerns on the issues they had raised to the relevant organisations and departments, including the SA Nursing Council, the Nursing Association and the TPA, said Mditshwa

Meanwhile, Frans Jiyane reports that Tembisa Hospital workers on Thursday decided to go on strike - in line with the one taking place at Baragwanath Hospital. These workers hold a



To Page 2 P.T.O.

Alfred "Broadway" Letlape (front) and Sandile Chiya go home. Pic: ANDRIES MCINEKA

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# Workers go on strike at OK's stores

By LEN MASEKO

ABOUT 5 000 workers went on strike at OK Bazaars' 122 stores countrywide on Monday, setting the stage for a showdown between the two parties.

The South African Commercial, Catering and Allied Workers Union (Saccawu), which represents the workers, estimated that as many as 6 000 OK employees were on strike while management put the figure at between 2 000 and 4 000.

Dozens of Saccawu members picketed OK outlets during the past two days, carrying placards which accused the retail chain of "baasskap mentality" and "under-paying its staff".

They demanded - among other things - a R160 across-the-board increase, R800 minimum pay and recognition of March 21 as a paid holiday.

The chain store has offered the union's nearly 10 000 members at its 200 stores service-based increases ranging from R115 to R145 a month and a R710-a-month salary after a year's service.

Saccawu official Mr Jeremy Daphne said the strike followed a "yes-vote" by 57 percent of the union's members who polled during last week's ballot.

A majority of the strikers were employed at the chain's Pretoria-Witwatersrand-Vaal outlets while, in Natal, the strike was patchy.

He said: "Our members in Natal did not fully support the strike because they are busy fighting for their lives.

"It is disappointing that OK management is now gloating the Natal situation in spite of the fact that our members did not want to be sitting ducks for members of a rival organisation".

However, 16 stores were affected by the strike in Natal, Daphne told a Press conference in Johannesburg yesterday.

Mr Gavin Brown, the chain's industrial relations spokesman, said the company regarded the strike as "an active economic suicide" and "industrial mugging".

"The company is unwilling to go on this route (active economic suicide) and will have to respond to this mugging", said Brown,

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(140A)

NEWS

# Liquor strike looms over R7 discrepancy

The wine and spirit industry faces a countrywide strike by workers over a R7 difference between the employers' weekly wage increase offer and the union's demand.

National Union of Wine, Spirit and Allied Workers president November Nkosi yesterday told a media conference in Johannesburg that the union was preparing a national strike ballot for next week.

## Proposal

The union was confident that workers would vote for a strike, which would be timed to have maximum effect on the liquor industry, he said.

The National Congress of Trade Unions-affiliated union's revised wage proposal was for a R40-a-week across-the-board increase. Management — represented by the SA Wine and Spirits Industry Employers Association — has offered R33.

The labour action would involve 5 400 union members at 83 wineries and depots, including Douglas Green of Paarl, Gilbeys Distillers and Stellenbosch Farmers Winery, Mr Nkosi said.

Workers at 11 of the depots had accepted management's offer but would take part in strike action through "majori-

tarism" if the ballot result called for a strike, he said.

The union's initial wage proposal for 1990 was for a R60-a-week across-the-board increase. This was revised to R45 after annual wage negotiations in February.

Employers initially offered between R28,50 and R31,50 for various grades.

Following a second round of negotiations in March, mediation by the Independent Mediation Service of South Africa, and a meeting of the Conciliation Board early last month, the union revised its proposal to R40 and employers offered R33.

Workers currently earn between R762 and R1 297 a month.

## Bonuses

The union is also calling for 20 days' annual leave after 10 years' service, retrospective to April this year.

Management has offered one extra day for five-nine years' service, three days for 10-14 years and five days for more than 15 years' service, provided existing long-service bonuses are incorporated into wages.

Leave currently totals 15 days for one-nine years' service and 17 days for workers with more than 10 years' service. — Sapa

# Numsa, Seifsa talks enter fifth round

DANIEL FELDMAN

THE fifth round of annual wage talks begins today between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa)

The current Main Agreement, which determines the wages and conditions of employment for the industry's 380 000 employees, expires on June 30

After the fourth round of talks on May 10, spokesmen for both sides said they were frustrated with the slow pace of the negotiations.

"I hope that more rapid progress will be made in these talks," said Seifsa executive director Brian Angus yesterday. He said if the agreement was not finalised today, another meeting would be scheduled before the end of June. He refused to comment on Seifsa's planned proposals for today's meeting.

Though Seifsa did not offer an addi-

tional wage proposal during the fourth round meetings, it made revised proposals on sick leave and overtime.

It has thus far made two offers to increase wages, the latest offer ranging from 11,5% to 15,7% increases in the various wage categories

Numsa rejected the offer as it "didn't come close to the forecasts for the annual inflation rate, and it did not include a guaranteed personal increase", said a Numsa statement

Numsa's demands stand at a R2 an hour across the board increase — a 56% increase on the lowest rates

Some progress was made at a special meeting last week on secondary issues, including employment security and discrimination in training, which may be ratified today.

1408  
81/9/90  
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# New Fawu HQ in Guguletu

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SOWTL  
9/16-13/6/90

THE Food and Allied Workers' Union (Fawu) began operating from their new headquarters in Cape Town last week with a weeklong national seminar attended by union organisers and office-bearers from around the country.

Hundreds of workers attended the official opening of the new offices the previous weekend

Fawu's national, regional and Cape Town branch office are all in the complex which adjoins Premier hostels in Guguletu

The complex was officially opened by veteran trade unionist, Mrs Ray Alexander, who traced the history of trade unions in the food industry since the 1950s

Cosatu general secretary Mr Jay Naidoo and members of the Fawu national executive committee were also at the official opening

The two-day opening festivities included a series of cultural events

# Job cuts in leather industry

South 7/6 - 13/6/90  
1400

By CHIARA CARTER

ONE of the largest leather factories in Cape Town began a major retrenchment programme this week.

On Monday, 80 workers were retrenched at Jordan and Company in Elsie's River, more job losses are to follow.

The company proposes to retrench 250 workers — about 15 percent of the total workforce of 1 400 workers.

The move comes against a background of widespread ongoing job losses in the industry throughout the country.

A spokesperson for the National Union of Leatherworkers (NULW) said the union had met with the company last month to discuss the proposed retrenchments, but the company refused to provide financial statements.

He said NULW was excluded from subsequent negotiations.

A spokesperson for the South African

Clothing and Textile Workers' Union (Sactwu) said the union would take legal action against the company for not providing sufficient information about the reasons for the retrenchments.

The Sactwu spokesperson said the company had initially proposed to retrench 100 workers this week but the union had persuaded them to reduce this to 80.

The spokesperson said Sactwu was trying to persuade management to agree to a retrenchment package of two weeks' pay for every year of service.

Company spokesperson, Mr J R Jordan, said the downturn in the economy had had a severe impact on the men's footwear industry, resulting in short time and closures.

"Jordan has not escaped this situation and has reluctantly found it necessary to reduce its manufacturing complements to reflect the current workload," Jordan said.

"Once business recovers, the company will restructure to its normal manning levels," he said.

guards and cleaners march to the Department of Manpower offices in Cape Town last week

other people forget about Many of us work a continuous nightshift, constantly facing

# Union wants minimum wage of R1 000 a month

SOULL 7/6 - 13/6/90  
DESPITE the difficulties of organising in the sector, the Transport and General Workers' Union (TGWU) says it has signed up more than 30 000 workers

The union is campaigning for a minimum wage of R1 000 a month, a 40-hour working week and job security and benefits

Wages are presently determined by the Department of Manpower's Wage Determination Board

Many of the companies work on contract to

clients Workers suspect that, if clients pay higher wages, this is not passed on to them

The employers argue that there is intense competition for contracts in the industry so that they have to keep wages down

TGWU wants a central bargaining council for the industry. It is also campaigning for the scrapping of the recently-passed Security Officers' Act which, the union says, threatens to turn security guards into "para police"

Earlier this month, the union met the newly-constituted Security Board and the employer body, the South African National Security Employers' Association (Sansca)

TGWU told both bodies that the union wanted the entire Act scrapped as workers had not been consulted when it was drawn up

As a compromise, they signed a letter from Sansca asking the government to freeze the Act which is due to be implemented in October

# Council workers threaten action

CAPE Town City Council workers have threatened to take action if their wage demands are not met within a week.

At a spirited meeting in the Cape Town City Hall on Tuesday, about 3 000 members of the South African Municipal Workers Union (Samwu) decided to deliver the ultimatum to the Cape Town City Council at the next round of annual wage negotiations.

The decision was taken after repeated calls by workers for militant action.

Samwu submitted a demand in mid-April for a minimum wage of R5 an hour and a R274 across-the-board increase with an increment of not less than five percent.

## Dropped demand

The union subsequently dropped its demand to R4,92.

The City Council's final offer stands at a minimum wage of R4,19 and a 13,5 percent increase with a minimum increment of 3,5 percent.

Samwu is also demanding June 16 as a paid holiday and a 40-hour working week.

The union wants the council to fill all frozen posts and make casual workers permanent.

The council has said it will provide a list of all casual employees for further discussion at executive committee level and has offered an additional day's leave for employees who get 15 days leave.

Samwu general secretary Mr John Erentzen told the meeting the Council's offer was one of the worst from any municipality in the country.

Samwu regional secretary Ms Merle Brown said the union had recently clashed with the Council over several issues, including barriers to promotion, the formation of an industrial council and proportional representation with the South African Municipal Employees Association (Sama) which organises white council employees.

900 join OK strike

CAIT 7/16 7/16/90

140A

JOHANNESBURG. — About 900 more employees at OK Bazaars stores around the country have joined the strike to support wage and service conditions demands. The strike began nationwide on Monday.

Regional Court. They were not asked to plead.

*CA 17/90*  
**Shell plants strike** *1400*

DURBAN. — About 240 Chemical Workers Industrial Union members at Shell's oil and chemical plants in Durban and the Eastern Cape are on strike. The union is in dispute with Shell's oil and chemical divisions about working conditions.

# Cosatu 'also had dossiers'

By Helen Grange  
and Louise Burgers

The Congress of South African Trade Unions (Cosatu) was drawing up its own personal profiles on senior white officials in the Johannesburg City Council, the Hiemstra Commission heard yesterday

In response to this submission by his legal counsel Hans Bornman, spy handler John Egan said "That's the impression I got"

Mr Egan said he had discovered that Cosatu was gathering details on senior white officials in the council's electricity department Mr Egan was in charge of the infiltration of several Cosatu trade unions

Among other reports he had received from his sources were

The  
Hiemstra  
Commission



● That a member of the Municipal Workers Union of SA (MWUSA) had knowledge of a necklacing relating to a strike by the SA Transport Services

● That the SA Council of Churches had donated R10 000 to the SA Municipal Workers Union for striking workers

● That a "violent action" was planned against deputy director of security Friek Barnard and senior deputy director Brigadier Jan Visser

Mr Egan admitted obtaining from sources three private docu-

ments which had been drafted by various attorneys He would not say how they had come to be in his possession One concerned security measures at Cosatu House

Mr Egan denied he had obtained plans of Cosatu House and said he did not know who was responsible for bombing of the building in 1987

Mr Egan was again queried on the monitoring of Geoff Stark, former PFP councillor, and the methods used to obtain "political-type" documents

Wim Trengove, SC, asked what methods of surveillance were used, whether he had burgled Mr Stark's offices to obtain documentation and whether he had taken anything other than the documentation Mr Egan refused to answer on the grounds that he could incriminate himself

# Another 900 join nationwide OK strike

Staff Reporters (40A)  
About 6 000 OK Bazaars workers are now striking countrywide in support of union demands for pay increases, the company's industrial relations spokesman, Gavin Brown, said today.

Amid claims by the South African Commercial and Catering Workers' Union (Saccawu) of widespread police intervention and intimidation at many of the 120 affected stores, the strike was swelled by another 900 employees yesterday.

The union claimed police told

workers in Cape Town they would be arrested if they were seen out of the store, 70 policemen who arrived in 10 vans tore up placards in Pietersburg, and workers were arrested in the northern Transvaal town, King William's Town, Delareyville, Vereeniging and Pretoria.

Saccawu also alleged 110 workers from another union who were helping out at the Cresta store in Randburg arrived carrying knobkerries and knives

Striking Johannesburg OK workers were allegedly harassed

by the company's security staff. Workers at the Eloff Street branch came to The Star offices after the incident and said they were called "kaffirs" and ordered to move the picket away from the store's premises.

The angry workers said they were photographed again by security staff.

The strike started on Monday after a breakdown in talks over pay increases, a 13th cheque and the union's demand for March 21 (Sharpeville Day) as a paid holiday.



*Call first 7/6/90*  
**900 join OK strike** *1407 573*

JOHANNESBURG. — About 900 more employees at OK Bazaars stores around the country have joined the strike to support wage and service conditions demands. The strike began nationwide on Monday.

# Strike action continues

DANIEL FELDMAN

STRIKES at OK stores, Shell oil and chemical plants, and Posts and Telecommunications continued yesterday, but remained consistent in the number of people involved and the number of work places affected.

OK Bazaars industrial relations PRO Gavin Brown said "The situation has stabilised now at just under 6 000 SA Commercial Catering and Allied Workers (Saccawu) employees striking at an average of 120 stores"

The workers are demanding wage increases and more benefits

Violence also continued at OK stores nationwide, according to Saccawu national organiser Jeremy Daphne

He said AWB members entered the Potgietersrus OK, threatening workers and distributing a threatening pamphlet, and that problems occurred in Natal when Inkatha OK employees tried to persuade workers not to support the strike

Fourteen Saccawu members were reportedly arrested yesterday — eight in Pietersburg and six in Cape Town

Daphne said Saccawu was planning to challenge OK management on the stores it had closed and their plans for further closures, and policy on not paying bonuses to workers involved in industrial action, even when the action was legal

In Durban and the Eastern Cape, 240 Chemical Workers' Industrial Union (CWIU) members remained on strike at three Shell oil and chemical plants

CWIU national organiser Pat Horn said there was little chance of the strike spreading as the 240 strikers comprised all CWIU's Shell members

She added that Shell Chemical made an

offer on Wednesday which had aligned their wage proposals with those of other companies, but had yet to resolve the conflict about the implementation date for increases

The union has demanded that the company change the implementation date for increases from March 1 to July 1 from 1991.

BIPAM  
8/6/90  
Bound

140A

Shell responded yesterday in a statement "The company has no problem in principle with changing the date and has offered various alternatives, but will not consider linking the anniversary date to the increases of non-unionised employees

"The CWIU represents no more than 20% of Shell's employees, and it would be untenable if the company were to be bound by the date of union wage negotiations in granting increases to the remainder"

Approximately 80 strikers demonstrated peacefully outside Shell's Durban offices yesterday.

On the East Rand, 30 Posts and Telecommunications Workers' Association (Potwa) members continued their strike at the Boksburg Post Office to demonstrate against alleged racist incidents

They were joined for a demonstration during the lunch hour by more than 100 other Potwa members from other East Rand post offices and engineering yards

A Posts and Telecommunications spokesman said the situation had not changed

# It's still not OK as strike conflict rises

WMan 8/6-14/6/90

140A

CONFLICT continues to mount in the OK Bazaars dispute, with more arrests, claims of intimidation of non-strikers and inter-union tensions in Natal

Yesterday, the fourth day of industrial action, about 6 000 workers were on strike at some 125 stores countrywide

The South African Commercial, Catering and Allied Workers Union (Saccawu) reported that another nine strikers had been arrested, three in Krugersdorp and six at the OK's Adlerley Street branch in Cape Town

In Cape Town, police had warned strikers gathered in the store canteen

**The OK Bazaars seems to be digging in for a long haul in its dispute with Saccawu. DREW FORREST reports**

they would be arrested if they ventured on to the street, the union said

Another nine workers in Pietersburg have been summonsed to appear in court on charges of breaching municipal by-laws

In an earlier statement, Saccawu complained of large-scale police intimidation of union members. Policemen had torn up picketers' placards in Pietersburg and a total of 24 work-

ers had been arrested in King William's Town and Pretoria

Police spokesman Major Reg Crewe denied the harassment charges "We act against individuals, not organisations," he said

OK industrial relations executive Gavin Brown reported a spate of attacks on non-strikers at bus-stops, taxi-ranks and railway stations, mainly in Pretoria and Johannesburg

Two non-strikers from Pretoria and an employee of the Sandton Hyperama had been admitted to hospital, one in a critical condition, after being assaulted

In an ominous development in Na-

tal, Saccawu's Jeremy Daphne alleged members of the Inkatha-linked United Workers Union (Uwusa) had been coercing Saccawu workers not to join the strike

Uwusa had played a pivotal role in the patchy response of Natal workers, he said. Fourteen of a total of 30 Natal stores were strike-hit, as against 47 of the 59 in the Johannesburg and Highveld region

Brown confirmed that the kwaMashu branch had been closed "as a precautionary measure to avert sectarian violence"

The dispute hinges on wages, with Saccawu demanding an across-the-board increase of R160 and a minimum wage of R800, and the company offering service-related rises of between R115 and R145 and a minimum rate of R710 after a year's service

Also in dispute are demands for a 13th cheque as a right — it is currently offered on the strength of workers' "contribution to the success of the company", with strikers being denied a bonus — five percent commission for sales representatives and March 21, Sharpeville Day, as a paid holiday

There are clear signs that the OK is digging in for a long haul and that it hopes to use the dispute as a prelude to restructuring its conflict-ridden relationship with Saccawu

Arguing that trading conditions are deteriorating — its recent figures show a 14 percent drop in after-tax profits — it has insisted that it can restructure, but not increase the size of its wage offer

Saccawu has called on the OK to dip into its retained profits. But significantly, it has shifted the focus of its demands, calling for management to withdraw its "completely unacceptable" split offer and warning against threatened store closures. These had been raised at a late stage in negotiations as a bargaining chip, it said

At a press conference this week, Brown said the strike could accelerate rationalisation within the group and lead to retrenchments. At least a dozen stores had been earmarked for closure, he said

# Deadlock looms

140A

(S)

INDUSTRIAL council wage talks affecting close to 400 000 metal workers edged closer to deadlock yesterday

W/Man 8/6 - 14/6/90  
Although employers raised their minimum wage offer, to between 12,5 and 16,8 percent, the National Union of Metalworkers said the fifth round of talks failed to make significant progress

Numsa is to hold a national bargaining conference on June 23 and 24, at which it will decide whether to strike or settle in all the sectors it organises.

Further talks are set for June 14.

CAPL. TAYLOR 8/16/70

# Threats to strikers alleged

AS the national strike by about 6 000 OK Bazaars workers entered its fourth day yesterday, union leaders alleged further acts of intimidation against its members, including threats from the AWB

More than 120 OK stores have been affected by the strike for higher wages by members of the SA Commercial Catering and Allied Workers' Union (Saccawu)

In the city and in Parow yesterday OK workers mounted street pickets

At Potgietersrus OK, AWB members, allegedly led by a white OK worker, threatened workers, Saccawu national organiser Mr Jeremy Daphne said last night. — Sapa

F/M 8/6/90



140A

MINE WAGE TALKS F/M 8/6/90

### Siege or skirmish?

After two years of relatively smooth wage bargaining between the Chamber of Mines and the National Union of Mineworkers (NUM), the question is whether the union is in more of a fighting mood this year 140A

It has declared a dispute with the chamber, following deadlock at last week's bargaining session, yet declaration of a dispute is not unusual and can concentrate minds

Deadlock arose in the fourth round of pay talks, as the chamber stuck to its opening offer of between 13,5% and 16%, but made certain concessions — on collection of NUM membership subscriptions, for instance

The union's opening proposal was an average 35% rise. This was moderated to increases of between 20% and 32%, which would mean an R80 increase for the lowest paid surface worker — taking the minimum

on Anglo American gold mines, for example, to R479 a month. The increase for the lowest paid underground miners would be R92 (Current Affairs April 27)

The union is aiming to standardise wage rates among the different mining houses. Based on its first demand, the targeted minimum would be R543 industry-wide

NUM publicity secretary Jerry Majatladi says the chamber's opening offer was "ridiculously low." Its refusal to accede to union proposals "is a short-sighted and arrogant stance which is set to plunge the entire mining industry into a climate of tension and

F/M 8/6/90



140A

conflict"

Chamber of Mines industrial relations GM Barry Shipman counters "At a time when the viability of certain mines is being threatened and considerable effort is being devoted to saving jobs, we believe that the offer presented was eminently reasonable"

Regarding the union's demand for standardised wage structures, a chamber spokesman says that for the first time the industry has agreed in principle to move towards a structure that will level differences between the mining houses

NUM also says its demands on conditions of employment were rejected by the chamber. These include paid public holidays on March 21, June 16 and October 1 (health and safety day), additional leave, holiday leave allowance, and reduced hours of work

The union further claims members are not being paid for "unofficial" overtime, which, though not formally sanctioned by shift bosses, does occur and which is a major area of contention

Another issue worrying the union relates to training and skills development. NUM wants the industry to allocate the equivalent of 1% of its annual wage bill to developing black miners' skills and to grant scholarships to 250 black miners every year. The chamber has agreed to the establishment of a joint committee to look into this

The union is now filing an application for the establishment of a conciliation board ■

## Seifsa moves pay offer up a notch

DANIEL FELDMAN

(140A)

EMPLOYERS yesterday increased their wage offer by 1% in the fifth round of pay talks between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The parties described the talks as failing to make significant progress. A sixth round was scheduled for June 14.

Seifsa tabled a third wage offer ranging from a 12,5% to a 16,7% wage increase. This brings the lowest rate to R4,11 an hour, an hourly increase of 55c on current wages. Their last offer ranged from 11,5% to 15,7% — 51c an hour for labourers. Numsa's unmodified demand stands at a R2 across-the-board hourly increase.

"It appears there is little likelihood of a Main Agreement being ratified before the existing one expires on June 30," said Seifsa spokesman Hendrik van der Heever. *Blom 8/6/90*

Numsa said progress was made on a job creation programme and discrimination in training.

Numsa attacked employers for allegedly "preferring to import artisans from Europe rather than taking on locally trained people." Van der Heever said Seifsa would investigate the claim.



**THE GROOMS** ... Some of the many grooms at Milnerton yesterday where trainers and union officials discussed wage demands by the grooms.



**THE NEGOTIATORS** ... Horse trainers and union officials at yesterday's meeting. In the foreground a groom gives a clenched-fist salute

CMT Times 9/6/90 Picture: ORED ZILWA

# Crisis at Kenilworth stabilised

A CRISIS that threatened today's horse race meeting at Kenilworth was resolved yesterday afternoon, when hundreds of grooms who had threatened a stayaway agreed to work today

But they said that unless a meeting next Thursday between the SA Commercial, Catering and Allied Workers' Union (Saccawu), which will negotiate on their behalf for higher wages, and the Owners and Trainers Association went to their liking, they would "review their position", a Saccawu official said

Cries of "viva" and "amandla" were heard when Saccawu officials, a delegation of trainers and hundreds of grooms met at the stables complex in Koeberg Road, Milnerton

After numerous thinly-clad grooms stood in a freezing wind to air their grievances, an agreement was reached on Thursday's meeting

A Saccawu official said demands would include a minimum wage of R250 a week, a pension scheme, alternate Sundays off and fixed working hours

He alleged some grooms were paid as little as R65 per week and that child labour was being used

Grim-faced members of the Owners and Trainers Association declined to comment afterwards

A trainer said the unionisation of grooms was new to him and he would leave it to the association to sort out the matter



# Bloodshed threats as Shell strike grips

w/1-M6w 9/6/90 (140A)

By DAVID YUTAF  
Labour Reporter

THE strike by Shell workers which began on Wednesday at several of the company's plants throughout the country, has taken a turn for the worse with allegations of threats of violence and "bloodshed" by strikers

In Port Elizabeth, where 100 employees are on strike, Shell said it had to suspend operations and take steps to protect lives and equipment in response to alleged unruly behaviour and threats of violence by armed strikers

A company spokesman said that yesterday's negotiations had deadlocked "because the union rejected suggestions even on the procedure and rules of strike action unless we met all their substantive demands"

And in Queenstown, a customer who defied striking workers and loaded his own truck with petroleum products, was threatened by strikers when he attempted to drive away with his load, Shell has alleged

The strikes resulted from deadlocked negotiations between Shell and

the Chemical Workers Industrial Union (CWIU) over wages and the union's demand to change the review date for the salaries of unionised employees so as to coincide with the date on which the salaries of non-unionised employees' are reviewed

## Defends offer

With regard to the strike by 60 Shell employees at the company's Reunion chemical plant outside Durban, Shell said that it expected to reach a settlement with the CWIU soon

The company has defended its offer of wage increases of between 16 and 22 percent, together with improvements to housing and education benefits, as "equal to any of the comparable recent settlements entered into by the CWIU with other members of the industry"

The CWIU is demanding that the review date for salaries of unionised employees be changed from March 1 to July 1 — the date for non-unionised employees

● Repeated efforts to obtain comment from the CWIU before going to press were unsuccessful

# ANC boosts OK strike

## Bitter turn as bosses say 17 stores could be closed

By CONNIE MOLISI

THE wage strike by OK workers received a boost on Friday when the ANC economic desk joined in the midday picket of OK stores.

The ANC said it was showing solidarity with striking workers.

The South African Commercial Catering and Allied Workers' Union (Saccawu) has held meetings with community organisations canvassing countrywide support for the 6 000 striking workers.

The move by the ANC could throw community support behind the strike, and already some OK stores are being boycotted by black consumers.

The strike seems set to take a bitter turn following the company's threat to close 17 stores as a result of industrial action.

Workers have been holding placards at all store entrances throughout the week-long strike.

The strike follows a deadlock in negotiations on wages and conditions of employment.

The main wage demand is a rise of R160 a month across the board. The OK is offering ser-

vice-related increases ranging from R115 to R145.

OK has also rejected other union demands such as rises in sales commission and March 21 as a paid public holiday.

According to Saccawu spokesman Jeremy Daphne, "settlement of the strike hinges on OK's willingness to start negotiating meaningfully and to withdraw their completely unacceptable position of proposing unequal increases."

"Management has contributed towards the hardening of workers' attitudes by insisting on proposing unequal increases. Also, at a late stage in the negotiations, they suddenly announced 17 stores had been earmarked for closure."

Saccawu accepts OK showed poor financial performance last year, but believes management must dig into retained profits to pay current wage demands.

"A broader perspective than the latest figures has to be examined," said Daphne.

However, OK Industrial Relations spokesman Gavin Brown said the demand of a R160 hike

across the board and a minimum wage of R800 could not be met.

"Our profit after tax was 14,6 percent. This strongly reflects the deteriorating economy."

"Our basic monthly wage is R710 and the wage offer is 17,7 percent - way above the inflation rate of 14 percent," said Brown.

Spokesman for the ANC economic desk, Tito Mboweni, said they joined the strike to show solidarity with workers.

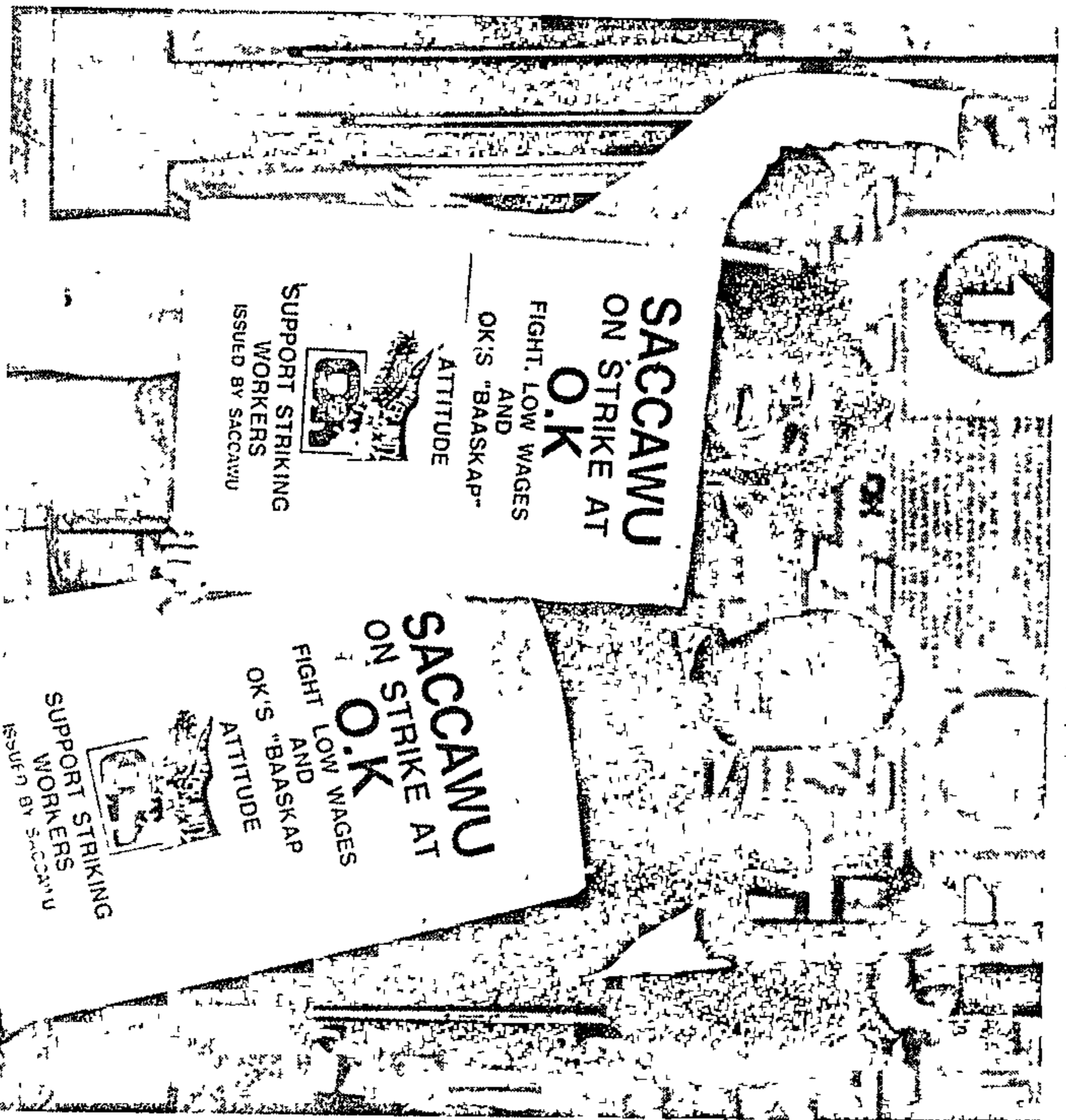
He added that big business was holding meetings with the ANC at plush hotels, while paying workers poverty wages.

"It's one thing to meet at hotels and smile at each other, but quite another when companies refuse to pay workers a living wage," said Mboweni.

"We find it unacceptable that big business cannot meet workers' demands. Our main constituency is the working class in this country and we support the workers in their efforts to earn a living wage."

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Showing solidarity with the working class struggle for a living wage, Tito Mboweni of the ANC economic desk joins an OK striker at a picket line.

The strike has been partied by allegations of intimidation. The union has said police have intimidated workers, while OK has accused strikers of intimidating shoppers.

Saccawu said eight workers were arrested in Pietersburg, six in Cape Town and six in Johannesburg.

The union said there has been widespread fighting intervention in the strike. In Johannesburg whites tore the placards of picketing workers, while in Potgietersrus white OK worker Hendry Blignout and a group of AWB members threatened workers and distributed a racist pamphlet.

The union said a Durban branch manager stated that he intended meeting an Inkatha warlord to discuss defending non-striking workers.



ANC economist Tito Mboweni, right, with striking workers outside the Eloff Street, Johannesburg, branch of the OK Bazaars on Friday. *Monday 11/6/90 (140A)* Picture ROBERT BOTHA

## Shell and OK Bazaars strikes continue

WILSON ZWANE

STRIKING Shell SA workers were evicted from the company's Port Elizabeth premises, and OK Bazaars strikers alleged intimidation by armed non-strikers at the weekend.

Non-striking employees at OK were arriving at work armed with knobkerries and knives, SA Commercial, Catering and Allied Workers Union (Saccawu) spokesman Jeremy Daphne said.

He claimed workers employed to replace striking Saccawu members at the Cresta, Johannesburg, store were intimidating strikers.

Saccawu has called on management to remove the replacement workers immediately or close the store, and to remove right-wing elements from its stores.

OK spokesman Gavin Brown said the company had laid a trespassing

complaint after unknown white men illegally entered the Potgietersrus store's staff canteen and addressed strikers.

Asked about the allegations against non-strikers, he said they were probably armed to defend themselves against the "hooligan" element among the strikers.

Brown said about 120 stores and 6 000 workers were involved in the eight-day-old wage strike.

The dispute between the Chemical Workers Industrial Union (CWIU) and Shell SA took a new turn at the weekend when union members were evicted from the company's Port Elizabeth installations.

CWIU national organiser Pat Horn

said Shell used an interim court order to evict strikers from the Deal Party, Don Pedro and harbour installations.

"Workers at the Deal Party installation were beaten with batons by the police," Horn alleged. "The workers had been occupying the premises since the start of the strike on Wednesday to avoid being locked out."

Shell spokesman Colleen Channon-Bracher said the interim court order was sought as a safety measure.

"Shell is not able to supervise effectively the storage tanks and heavy plant machinery against the actions of the unruly crowd who have openly threatened violence," she said.

She denied Shell had called in police, and said the police had not acted violently.

Wage talks were due to resume tomorrow.

# Sarhwu registers as union

THE South African Railway and Harbours Workers' Union has been registered as a trade union for all Transnet general and track workers in 24 magisterial districts in Natal.

The magisterial districts are Alfred, Bergville, Chatsworth, Dundee, Durban, Estcourt, Glencoe, Impendle, Inanda, Ixopo, Klip River, Lloris River, Lower

Tugela, Mool River, Mount Currie, Newcastle, Pietermaritzburg, Pietera, Port Shepstone, Richmond (Natal), Umvoti, Umsinto, Underberg and Utrecht

Transnet, the rail division of the defunct SA Transport Services, refused to recognise the union unless it registered. The registration issue led to two strikes by Sarhwu. - Sapa

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# OK supports union's claim

Sowetan 11/6/90

(3) 14011

OK Bazaars has confirmed that a group of white men had entered their premises and addressed strikers at one of their canteens "without authority".

However, the chainstore has rejected allegations by a union representing striking workers that they were involving the AWB and Inkatha to intimidate strikers.

The South African Commercial, Catering and Allied Workers'

Union said last week that AWB members had entered an OK Bazaars canteen in Potgietersrus, intimidated workers and distributed pamphlets threatening action against strikers.

The union claims that Inkatha members working at OK stores in Natal had played a role in persuading workers not to support the strike.

Saccawu claimed that eight of its members had been arrested in Pietersburg and six in

Cape Town.

"Workers in many stores have been refused canteen facilities and access to telephones and all striking workers in Benoni have been ordered out of the store.

"In some stores many non-striking workers have been allowed to come fully armed to work," the union said.

OK bazaars said on Friday that police intervention had been necessary at some stores "where the hooligan ele-

ment among the strikers has behaved criminally and has breached the rules of conduct set out by the union itself".

"The company deplores the incident which occurred at Potgietersrus where a group of white men addressed strikers in a canteen without authorisation

"The company has lodged a complaint of trespass with the police," a statement from the OK said.

● See page 9

NUM urges Vlok to disarm vigilantes

# Man held after Welkom blast

140ft



Sk 11/6/92

By Craig Kotze

A white man has been arrested and is being held for questioning in connection with the bomb blast at the Welkom headquarters of the National Union of Mineworkers at the weekend.

No details on the suspect have been released by the Ministry of Law and Order

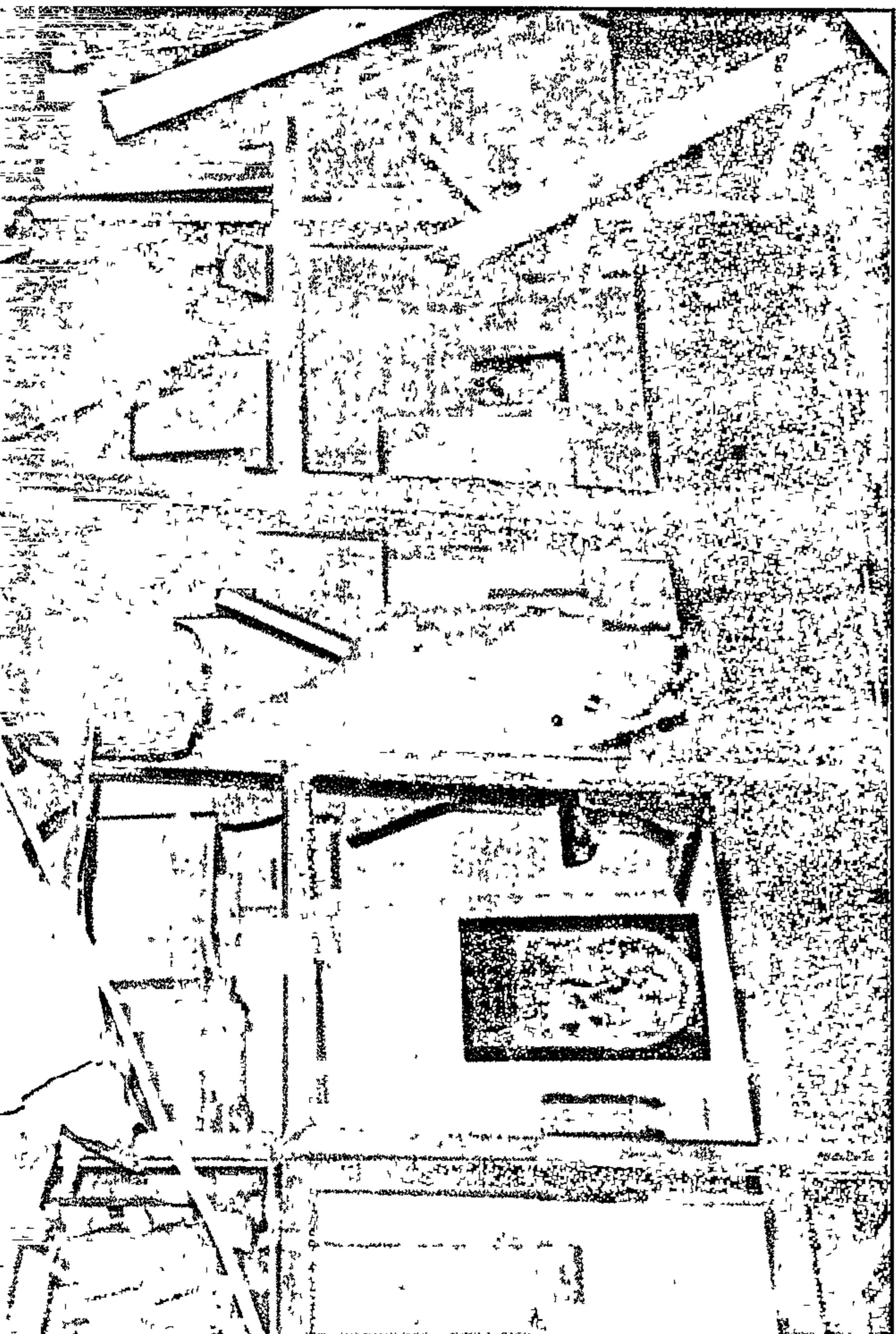
The Minister, Adriaan Vlok, had earlier ordered the Commissioner of Police, General Johann van der Merwe, to do "everything possible" to track down the suspected right-wing saboteurs

The Saturday blast has threatened the fragile, hard-won peace process aimed at ending racial conflict in the city

Law and Order Ministry spokesman Brigadier Leon Mellet confirmed today that Mr Vlok had held discussions with General van der Merwe concerning the blast

Mr Vlok last night expressed his "shock and disappointment" at the bomb blast and said investigations into the explosion would be given the highest priority

The NUM described the blast as an attack on its policy of "conciliation and restraint" displayed since the Welkom conflict erupted several



## Ambulancemen rescued

Two Johannesburg ambulancemen had to be cut from the wreck of their ambulance after a collision with a municipal bus in Braamfontein today

"It was a miracle they were not more severely injured. The ambulance was a write-off," said Public Safety Department spokesman Ben Theunissen

Firemen rushed to cut ambulancemen H Gill and S Ramos from their vehicle with the "jaws of life" after the 6 27 am accident on the corner of Smit and Harrison streets

Mr Gill suffered neck, shoulder and knee injuries, while Mr Ramos tore the ligaments in both knees

Mr Gill was in a "fairly serious" condition, said Mr Theunissen. Both victims are in the Johannesburg Hospital

No bus passengers were injured — Crime Reporter

and restraint' displayed since the Welkom conflict erupted several weeks ago

The union has now demanded that Law and Order Minister Adriaan Vlok disarm all vigilante groups of their "guns and bombs"

NUM general secretary Cyril Ramaphosa said "We wish this as an attempt to escalate the tension and conflict that has been caused by vigilante groups"

Free State police chief Major-General Tom Erasmus said yesterday there were people who did not want peace in Welkom

### 'Snowballing'

The AWB and Welkom Blanke Verligheidsrag (BV) — the organisation blamed by many for racist attacks in the city — have denied involvement in the blast

General Erasmus said police would take all measures to prevent the situation from "snowballing" and that revenge attacks would not be tolerated. The peace process would continue

Police had already met Welkom councillors to discuss the formation of a "home guard" alternative to vigilante groups so that residents could protect their own property

The 11 45 pm blast caused extensive damage to the NUM offices in Twelfth Street, Voorspoed East

No one was injured in the explosion and no one has claimed responsibility for the attack. But the NUM has placed the blame squarely at the door of white vigilantes

Mr Ramaphosa demanded that Mr Vlok order police to give the bombing the same priority as the recent murder of two white miners by blacks at the President Steyn mine

"We are hopeful of a peaceful solution but our members' patience is rapidly being exhausted

"Unless Mr Vlok disarms all right-wing vigilante groups of their guns and bombs, we shall have to call upon our members to decide how best to protect their union," he said

● A grenade was thrown at the home of a councillor in Malapo, Soweto, last night. No one was injured

Extensive damage was caused to the Welkom headquarters of the National Union of Mineworkers when a powerful device, apparently commercial explosives, exploded on Saturday night. It is thought to have been planted by right-wing saboteurs.



## Worst day for World Cup violence

CAGLIARI — Riot police baton charged about 20 drunken English soccer fans in Cagliari yesterday after they began throwing bottles and injured a young Italian boy

And in Milan, West German supporters ransacked through the city on the worst day of World Cup violence

Dozens of West Germans were arrested for malicious damage, brawling and resisting arrest before and after yesterday's match in Milan between West Germany and Yugoslavia

Police mounted a huge operation to escort fans from the San Siro Stadium after the game but dozens of West Germans broke away near the main station, throwing bottles and rocks and smashing windows and car wind-screens

Police rounded up the hooligans and marched them with their hands on their heads, prisoner-of-war style, to the station where they were spreadeagled against shopfronts before being driven away in police trucks.

Some American youngsters running for a train were mistaken for West Germans and clubbed by police.

Before the match, dozens of West Germans and Yugoslavs fought in front of Milan's soaring Gothic cathedral

One West German lay on the ground, blood streaming from a head wound, while another was kicked senseless by Italian youths. Blood was smeared over a car and broken shop window in the area

Doctors said 13 West Germans were taken to hospital and one was admitted with a broken leg

### Waterfront

In Cagliari, witnesses said police charged about 20 drunken English fans on a waterfront promenade to break up fighting with local people after a young Italian boy was injured by a flying bottle, police said

Local residents punched and kicked the fans, leaving at least two supporters lying on the ground bleeding from head or neck injuries

"Police did not intervene until local youths took the law into their own hands," said a spokesman.

Riot police later chased English fans through Cagliari railway station and were joined by local

youths screaming "Kill the bastards" Four English fans were detained for questioning

Before the World Cup began, Sardinian officials expressed fears that hooliganism by England's supporters could provoke retaliation by local residents.

It was the second major clash in three days between riot police and English fans in Cagliari, where their side will play its first three World Cup matches, starting against Ireland today

Fourteen English fans are awaiting trial for public order offences after a battle with riot police on Friday night

But despite the fearsome reputation of the English, the worst violence so far has involved West German supporters. The clashes in Milan followed serious incidents on Saturday night in two towns on the shores of Lake Garda near Verona, involving a total of 200 West German fans.

Police fired two pistol shots in the air to drive back about 50 drunken fans throwing bottles, tables and chairs in the town of Garda and there were also clashes in Peschiera. Thirteen West Germans were arrested and eight police were injured — Sapa-Reuter.



# 6 500 workers at 127 OK stores on strike

JOHANNESBURG. — The personnel of 127 of OK Bazaars' 166 stores are on strike, the SA Commercial, Catering and Allied Workers' Union (Saccawu) said on Saturday, adding that none of the stores is trading normally.

The union said about 6 500 union members were involved in the strike, which had taken the form of canteen sit-ins and pickets, and there had been strong community support

Saccawu also said there had been widescale arrests and intimidation of workers by police. It said 67 workers were arrested this week, 21 of whom were still in detention. Charges included intimidation and contravening the Gatherings and Demonstrations Act.

The union also charged that there were a number of incidents involving police going into store canteens to threaten and arrest workers. — Sapa



# Welkom blast

Own Correspondent

JOHANNESBURG. — An explosion caused "substantial damage" to the National Union of Mineworkers' Welkom office late on Saturday night, a police spokesman said yesterday

Colonel Eddy Everson said the face of the building was extensively damaged by the bomb but there were no injuries

No arrests have yet been made in connection with the blast, caused by commercial explosives

The NUM said in a statement that it was "deeply angered" by the bombing which it regarded as a "provocative outrage".

The statement, issued by general-secretary Mr Cyril Ramaphosa yesterday, said

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"We view this as an attempt to escalate the tension and conflict that had been caused by vigilante groups"

The statement called on Law and Order Minister Mr Adriaan Vlok to give the investigation into the blast the same priority that was given to the investigation into the deaths of the two white miners who died at President Steyn mine a few weeks ago

## Patrols

"Unless the minister gives immediate satisfaction and disarms all right-wing vigilante groups of their guns and bombs, we shall call upon our members to decide on how best to protect their union"

Both Blanke Veiligheid (BV), the organisation whose armed patrols sparked the

unrest in Welkom last month, and the local branch of the AWB denied responsibility for the blast.

BV spokesman Mr David Naude said last night that his organisation had no desire to involve itself in a dispute with the NUM or any other group

"We are just here to look after ourselves," he said, adding that he thought that placing the bomb was "a stupid thing to do"

"If anyone in our organisation did that we would kick him out immediately," he said.

AWB area secretary Mr Blikkies Blignaut said last night his organisation "distances itself totally" from responsibility for the blast.

This was not the AWB's style, he said

**Police arrest  
man after**

11/6/90

**Welkom blast**

The Argus Correspondent

JOHANNESBURG — A white man is being held after the bomb blast at the Welkom headquarters of the National Union of Mineworkers (NUM) at the weekend

No details on the suspect have been given by the Ministry of Law and Order

The arrest comes after Law and Order Minister Mr Adriaan Vlok told Commissioner of Police General Johann van der Merwe to do "everything possible" to track down suspected rightwing saboteurs who planted the bomb, police said.

**VLOK "SHOCKED"**

The blast, which happened on Saturday night, has threatened the fragile peace process aimed at ending racial conflict in the city.

Mr Vlok expressed his "shock and disappointment" last night at the bomb blast

The NUM has demanded that Mr Vlok disarm all vigilante groups of "guns and bombs".

# NUM office rocked by mystery blast

A BOMB blast rocked the offices of the National Union of Mineworkers in Voorspoed East, Welkom, late on Saturday night.

A police spokesman for the liaison division in Pretoria yesterday confirmed that substantial damage had been caused to the offices by a commercial explosive.

The incident was not officially included in the unrest report issued daily by the police.

Upon inquiry, SAP Colonel Eddy Everson said the incident had occurred at about 11.45pm on Saturday.

The front of the building was extensively damaged. No injuries were reported and no ar-

rests have been made.

No-one has claimed responsibility for the blast.

The bombing was "an attack on the union and its policy of conciliation and restraint, which it has successfully shown since the Welkom conflict started three weeks ago", the general-secretary of the Num, Mr Cyril Ramaphosa, said last night.

"Unless the Minister (of Law and Order Mr Adriaan Vlok) gives immediate satisfaction and disarms all right wing vigilante groups of their guns and bombs we shall have to call on our members to decide on how best to protect the union," he said. - Sapa

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# Workers baton-charged — claim

ster 12/6/80  
About 700 workers from the Elektrode Maatskapy of SA (Emsa) company in Meyerton near Vereeniging were allegedly baton-charged by police in central Johannesburg yesterday

However, police spokesmen for both the Witwatersrand and police headquarters in Pretoria had no knowledge of the incident by late last night

The incident occurred outside a building which houses the American consulate, where the workers had gone to demonstrate against Emsa, which is affiliated to the Danbury, US-based Union Carbide Corporation

After a 30-minute demonstration outside the Kine Centre in Commissioner Street, police arrived and allegedly gave the 700 workers two minutes to disperse

The commanding officer allegedly said over a loudspeaker that the gathering was illegal, but did not specify the applicable Act

The workers began dispersing but exactly two minutes later those who

had not dispersed were allegedly baton-charged (140ft)

National Union of Metalworkers of SA (Numsa) shop stewards' committee chairman John Musundwa held a meeting with American consulate officials, asking them to pass on to Emsa's parent company a petition asking UCC to address workers' grievances

Numsa shop stewards' committee vice-chairman Jordan Mhlambi said later there had been several attempts to have grievances conveyed via Emsa management to UCC, but workers believed none of these had ever been passed on

They have asked for an across-the-board R2-an-hour increase, for all increases to be linked with the rate of inflation, and for management to refrain from "racist attitudes"

Workers at Emsa's Meyerton plant embarked on strike action last Tuesday. Workers at all nine Emsa plants subsequently joined the strike in solidarity. — Sapa.

## Changes to Act discussed

Two major trade union organisations and the employer body Saccola met Manpower Minister Eli Louw in Cape Town yesterday to discuss the creation of legislation embodying an agreement on the controversial Labour Relations Amendment Act (LRA).

Congress of SA Trade Unions spokesman Marcel Golding said the Government had been told that nothing less than legislating the amendments to the LRA agreed to by Cosatu, the National Congress of Trade Unions and Saccola would be acceptable. — Sapa

# Blast: Mine official arrested

Cap't Tink 12/6/90 1409

PRETORIA. — Police have arrested a 30-year-old white mine official in connection with the blast late on Saturday night at the Welkom offices of the National Union of Mineworkers (NUM).

Police commissioner General Johan van der Merwe said in a statement yesterday that the man was being held under the Criminal Procedures Act.

The statement said he was expected to appear in court as soon as possible.

Police also seized an unspecified quantity of commercial explosives.

Investigations into the incident are continuing.

Replying to reports that the man was a member of the Blanke Veiligheid (BV) movement, the BV's Welkom spokesman, Mr David Naude, said his organisation disassociated itself from the explosion.

"We have between 3 000 and 4 000 members in Welkom, but we are not aware of the arrested man being one of them. The

MORE than eight firearms licence applications a day were made in Welkom during the first five months of this year, the Minister of Law and Order, Mr Adriaan Vlok, disclosed yesterday. He said nine were rejected.

He was answering a question from Dr Zach de Beer of the Democratic Party. Mr Vlok could not say if the applications were from whites or blacks.

blast was a stupid idea and the BV is committed only to being a white security force," he said.

An Afrikaner Weerstandsbeweging (AWB) spokesman in Welkom also distanced his organisation from the incident. "We are preparing for a full-time war, but this bombing is definitely not part of it," said spokesman Mr Blikkies Blignaut.

A national NUM delegation, led by general-secretary Mr Cyril Ramaphosa, visited Welkom yesterday to meet union members and assess the damage.

"It appears that the police have heeded our call and are seriously doing something about the situation," said union spokesman Mr Jerry Majatladi. He said workers in the area were angry, but have remained disciplined.

Chamber of Mines president Mr Kennedy Maxwell said yesterday the bomb attack was an appallingly irresponsible act committed by people who were obviously ignorant of the process of reconciliation that level-headed South Africans were currently striving to promote.

He added that the mining industry gave its unqualified support to the NUM's plea to Law and Order Minister Mr Adriaan Vlok to spare no effort in bringing the perpetrators to justice.

Anglo-American Corporation spokesman Mr Adrian du Plessis said yesterday: "These acts of violence are without justification and must not be allowed to jeopardise the peace initiatives which have already contributed to reducing tensions in the area." — Sapa and Own Correspondent

## PAC urges settlement in OK Bazaars strike

**Staff Reporter**

THE Pan Africanist Congress (Western Province) has urged OK Bazaars to settle with striking workers and not to allow an already tense situation to worsen

PAC co-ordinator Mr Barney Desai said in a statement that the movement viewed the escalation of the strike by members of the South African Commercial Catering and Allied Workers' Union with concern

"Until the unionisation occurred in this industry, black workers have generally been paid wages which barely gave them an opportunity of improving their quality of their life," he said

### "SUPER PROFITS"

Shareholders, on the other hand, were the recipients of "super profits"

"The situation is intolerable and taking into account the staggering inflation, the conditions of workers have worsened"

Mr Desai condemned "threats" to striking workers that they would lose some of their staff benefits

Meanwhile The Argus Corre-

spondent in Johannesburg reports that students and temporary workers have been employed as 6 500 OK Bazaars employees go into their ninth day on strike today

Mr Keith Hartshorne, director of OK's personnel division, said yesterday the company knew the strike was coming and had had time to hire and train schoolchildren and "anyone looking for a job"

But the South African Commercial, Catering and Allied Workers Union (Saccawu) has accused OK Bazaars of hiring "rightwing thugs" who allegedly intimidate striking workers with kieres and knives

OK Bazaars has countered this with the accusation that strikers are allegedly intimidating non-strikers at taxiranks and train stations in the PWV area and said non-strikers had laid claims of assault and intimidation against strikers

The company laid a complaint of trespass with the police after a group of unknown men entered the Potgietersrus store without permission and addressed striking workers in the canteen

# NUM condemns Welkom blast

THE National Union of Mineworkers and employers have condemned the bombing of the union's offices in Welkom.

NUM's general secretary, Mr Cyril Ramaphosa, said the blast was an attack on the union's policy of conciliation and restraint.

He said. "We view this as an attempt to esca-

late the tension and conflict that had been caused by vigilante groups.

"We call upon the Minister of Police, Mr Adriaan Vlok, to give the same priority to the investigation of this bombing incident as he gave to that of the deaths of the two white miners who died at President Steyn a few weeks ago".

The Chamber of Mines said the attack was "an appallingly irresponsible act" committed by people who were obviously ignorant of the process of recon-

citation that level-headed South Africans were currently striving to promote.

The president of the chamber, Mr Kennedy Maxwell, said the mining industry gave its unqualified support to the NUM's plea to Law and Order Minister Adriaan Vlok to spare no effort in bringing the perpetrators to justice. (140A)

"Violent activities of this kind are always unacceptable and they are particularly reprehensible at a time when constructive influences are at work," he said. - Sapa.



# OK strikers replaced by scholars

By Julianne du Toit

School pupils and temporary workers are now being employed, as 6 500 OK Bazaars employees entered their ninth day on strike today.

Mr Keith Hartshorne, director of OK's personnel division, said yesterday the company had known the strike was coming and had hired and trained schoolchildren and "anyone looking for a job".

But the South African Commercial, Catering and Allied Workers Union (Saccawu) has accused OK Bazaars of hiring "right-wing thugs"

OK countered that strikers are intimidating non-strikers.

The company has laid a complaint of trespassing with the police after a group of men entered the Potgietersrus store without permission and addressed strikers in the canteen

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## 450 Putco workers go on strike in Boksburg

Staff Reporter

All 450 workers at Putco's Boksburg depot walked out yesterday after a refusal by management to allow the Transport and General Workers Union (TGWU) to represent workers at a plant where it was in the minority.

Vosloorus commuters could be left stranded today by the strike, because the Boksburg depot services the township.

The strike could spread if the company does not respond to the action in Boksburg.

TGWU information officer, Kally Forrest said annual wage negotiations began with Putco last week.

The Transport and Allied Workers Union (Tawu) objected to the presence of TGWU shop stewards from Putco's Homelands depot outside Pretoria where Tawu have a majority of members.

"Management agreed with Tawu that TGWU could not represent members at Homelands. At that point we withdrew from the Transvaal wage negotiations," Ms Forrest said.

"Putco and Tawu continued to negotiate without us, and the shop stewards felt very strongly about it.

"All our depots went back to discuss appropriate action and the Boksburg depot was the first to take action."

Ms Forrest said other depots would wait to see how Putco responded to the Boksburg strike before deciding whether to follow suit. TGWU has 1 348 members in the Transvaal at seven depots.

A spokesman for Putco strongly denied workers were on strike in Boksburg.

"We do not have a strike — we have a problem. There may be a strike in the future, but that is not the case at this point in time."

Ms Forrest said workers were definitely on strike.

13/7/95

1408

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# Civic centre under siege by staff

Own Correspondent

Star 13/6/90

toy-toying

140A

13/6/90

CAPE TOWN — The Cape Town Civic Centre was under siege today as a crowd of several thousand singing and chanting municipal workers carrying placards gathered outside. The centre was locked from the inside

There was a strong police presence of at least 80 men and a water cannon and several riot vehicles

Virtually the entire municipal function ground to a halt as the workers staged a wildcat strike in support of wage demands

Security officials blocked all entrances to the centre and many non-striking workers were denied access

Soon before 9am workers forced open doors at the eastern entrance and hundreds of strikers filled the main foyer, chanting and

The crowd, which started gathering outside the centre before daylight, jeered loudly when a police vehicle towing a dog trailer drove past

At 830 am several hundred workers who had been standing outside the station entrance to the centre opposite the police moved down the road and into the parking area on the south side of the centre to join several thousand of their colleagues

They were singing "Forward we shall march" and holding placards reading "Council pays peanuts", "Jobs and houses for all" and "We demand a living wage"

Outside, a marshall armed with a megaphone directed new arrivals towards the crowd "Stay together people," he shouted

One of the workers said "They

don't want to give us money If there's no answer today, tomorrow we'll come with the truck"

Another worker said "We want 40 percent, not 13 percent, and we want to speak to the mayor"

Another colleague added "They've got a lot of money We have to work Saturdays and Sundays for overtime to make enough money — we do the work"

At 840 am there was a surge up the stairs towards the entrance and marshalls shouted vainly "Wait, comrades, please wait"

But the crowd surged towards the locked doors chanting "In, comrades, in"

Roger Ronnie, South African Municipal Workers' Union spokesman, said workers had rejected the city council's final wage offer and at a meeting yesterday had agreed to strike until demands were met He said wage increase demands ranged from 15 to 30 percent

David Beretti, director of personnel, said the council had offered a minimum wage of R4,19 an hour as opposed to the existing R3,61 an hour He said Samwu's revised demand was R4,80

Salary and wages comprise about 40 percent of the city budget

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## AWB man held after Welkom blast

PRETORIA. — An AWB member implicated in the weekend blast at the National Union of Mineworkers' Welkom offices is being held under the Internal Security Act.

Confirming this yesterday, police liaison officer Col Steve van Rooyen, identified him as Mr Hendrik Johannes Christian Steyn, 30, of Welkom.

The explosion on Saturday night seriously damaged the NUM offices and fueled fears of another flare-up of racial violence in Welkom.

It was earlier reported that a mine captain was being questioned about the blast. — Sapa

NUM blast (140A)  
13/6/90  
man is identified

The AWB man being held in connection with the Welkom National Union of Mineworkers (NUM) blast at the weekend is now being detained in terms of Section 29 of the Internal Security Act

He has been identified as Hendrik Johannes Christiaan Steyn (30) He was previously held under the Criminal Procedures Act

Under the Security Act he may be held indefinitely and does not have to appear in court within 48 hours of arrest.

# CIVIC Centre, 'siege'

140A

Argus 13/6/90

## Thousands of chanting city council workers in pay protest

By JOHN YELD and DON HOLIDAY  
Staff Reporters

THE Cape Town Civic Centre was under siege today as a crowd of several thousand singing, chanting municipal workers carrying placards gathered outside the centre, which was locked from the inside.

There was a strong police presence of at least 80 men and a water cannon and several riot vehicles.

Virtually the entire municipal function ground to a halt as the workers staged a wildcat strike in support of wage demands.

Security officials blocked all entrances to the Civic Centre and many non-striking workers were denied access to the building.

Shortly before 9 am strikers forced open doors at the eastern entrance to the Civic Centre and hundreds of strikers filled the main foyer chanting and toy-toying.

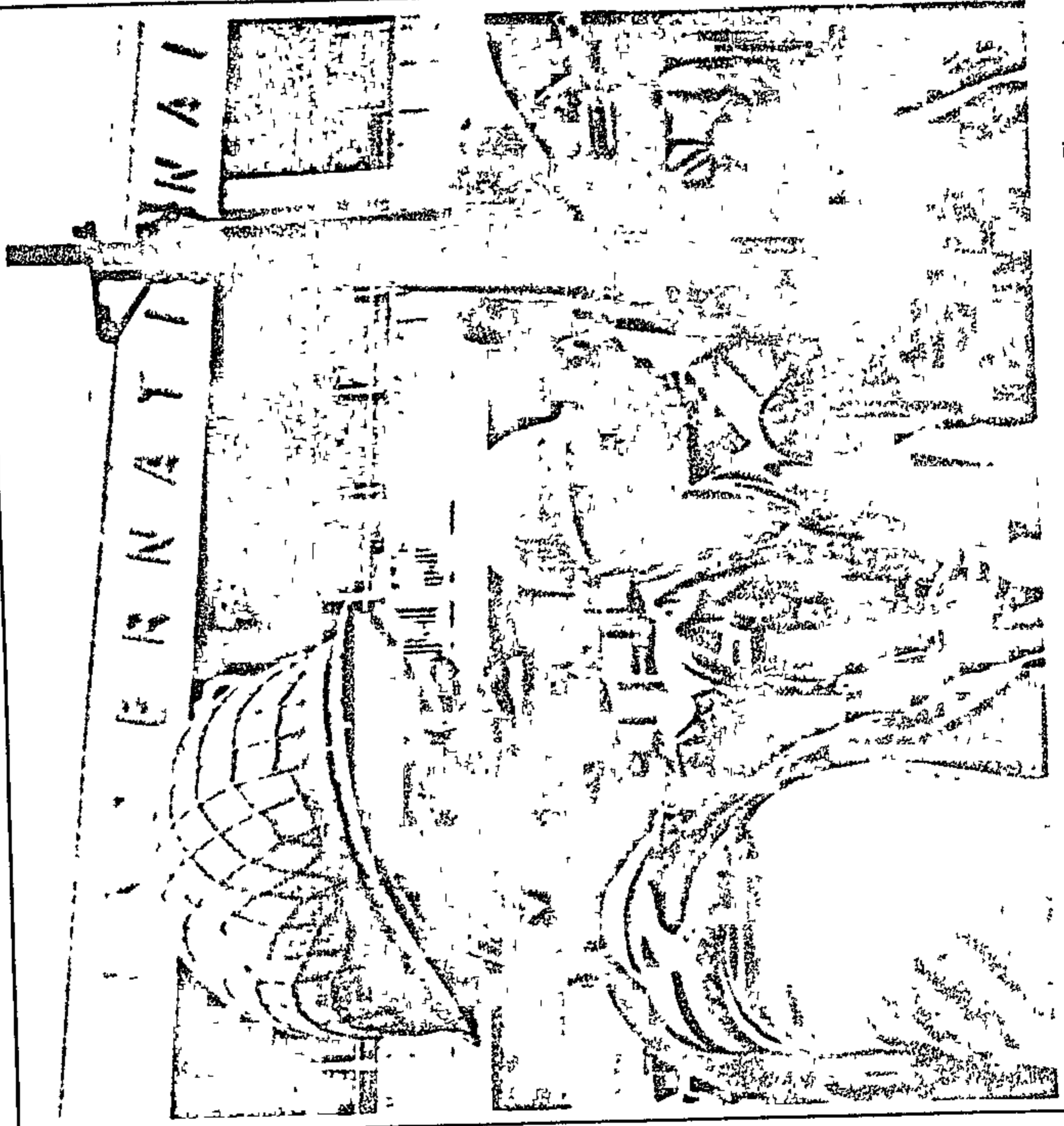
### Jeered loudly

The crowd which started gathering outside the centre before daylight jeered loudly when a police vehicle towing a dog trailer drove past.

At 8.30 am several hundred workers who had been standing outside the station entrance to the Civic Centre opposite the police moved down the road and into the parking area on the south side of the Civic Centre to join several thousand colleagues.

They were singing "Forward we shall march" and holding placards reading "Council pays peanuts", "Jobs and houses for all" and "We demand a living wage".

Mr Roger Ronnie South-African Municipal Workers Union spokesman, said workers had rejected the City Council's final wage offer and at a meeting yesterday had agreed to strike until demands were met. He said wage increase demands ranged between 15 and 30 percent.



**AIRPORT ALERT:** Government soldiers stand guard at Liberia's International airport. The airport is less than 50km from the capital, Monrovia. The government is still in control of the airport.

## Atlantic drama: Martins strike log

By HENRI du PLESSIS  
Yachting Reporter

THE Martin brothers yacht Allied Bank has struck a huge log while racing in the two-man transatlantic race from Newport to Plymouth.

Springbok sailor John held his brother Ian over the side by the ankles to inspect the damage while the yacht sailed on at eight knots.

The impact was hard enough to make them lose two knots in speed while involved in a close match race with American opponents Warren Luhrs and Nicholas Ivengar in Hunter's Child said their public relations officer Mrs Jeanne van Rooven.

### STILL LEADING

But the Martins have held onto their slim class lead and an inspection of the yacht's hull revealed only minor damage.

Mrs van Rooven said: "According to John, Martin the log was as thick as a railway sleeper and twice as long."

"We hit the log during daylight hours at eight knots. It broke the log in half when it hit the starboard rudder throwing Ian and me forward," he said.

Some of the hull filler and carbon fibre of the outer skin of the yacht was damaged.

"Quite a rude awakening at that speed - the possibilities of icebergs still lie ahead of



## Map the changes on Europe's new face

THE ARGUS focuses on rapidly changing events in Europe with the publication of a special double-page map and eight-page special section included in The Argus on FRIDAY.

The prestige map is printed on glossy paper and is ideal for display in classrooms or on the wall of your study at home.

The map can be used as a reference to the special section which gives details of each country such as political and military affiliations, economy, population and type of government.

The special section also outlines up-to-the-minute political, social and economic developments and looks at what the future is likely to hold.

Come right up to date with a fast look in Europe by getting a copy of

Peace talks

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to the Civic Centre opposite the police, moved down the road and into the parking area on the south side of the Civic Centre to join several thousand colleagues

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Mr Roger Romne, South African Municipal Workers Union spokesman, said workers had rejected the City Council's final wage offer and at a meeting yesterday had agreed to strike until demands were met. He said wage increase demands ranged between 15 and 30 percent

Mr David Beretti, Director of Personnel, said the council had offered a minimum wage of R4 19 an hour, as opposed to the existing R3,61 cents an hour. He said SAMWU's revised demand was R4,80 cents an hour. They were demanding a minimum increase of 13,5 percent

Salary and wages comprise about 40 percent of the entire city budget

Outside, a marshal armed with a megaphone, directed new arrivals towards the crowd. "Stay together people," he shouted

### Speak to mayor

A worker said "We want 40 percent, not 13 percent and we want to speak to the mayor"

A colleague added "They've got a lot of money. We have to work Saturdays and Sundays for overtime to make enough money. We do the work"

At 8 40 am there was a surge up the stairs towards the entrance and marshalls shouted vainly "Wait, Comrades, please wait"

But the crowd surged towards the locked doors chanting "In, Comrades, in"

The doors remained locked at that stage, however

Hertzog Boulevard was blocked by traffic officials as a small group of strikers gathered in the street on the northern side of the Civic Centre and waved their placards

Council spokesman Mr Ted Doman, said there were ongoing wage negotiations with SAMWU

"We consider negotiations to still be under way. We have been in contact with SAMWU this morning and expect to be able to make an announcement later today," Mr Doman said

Inside the Civic Centre, many offices and telephones are unmanned as employees have been unable to get into the building

Mr Beretti said he had been told that City Planner, Mr Neville Riley's car had been shaken by strikers as he tried to enter the building

Representatives of the Cape Ambulance and Rescue Service joined the municipal workers at the Centre

Repair workshop and store-room workers, cleansing personnel and a few uniformed workers representing the city's ambulance staff took part



140A  
190

# Numsa tension mounts

Slow progress has been made in major negotiations between the National Union of Metalworkers and key industries, with employers regarding some core union demands as unreasonable

13/6/90  
A statement from Numsa on Monday said tension was mounting in negotiations in the tyre and rubber industry.

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5  
The union demand that conditions negotiated for workers at Firestone, General Tyre and Goodyear manufacturing plants should also apply to distribution outlets was rejected outright by manufacturers, Numsa said.

This had led to serious disparity in the same company.

Employers had accepted that where distribution outlets were situated on factory premises these conditions would apply, but not where these outlets were situated elsewhere.

Negotiations will resume on June 18.

An early settlement seems distant in negotiations with the motor industry, the union said.

By CHIARA CARTER

EXPELLED former leaders of the Cape Town branch of the Food and Allied Workers' Union (Fawu) and their supporters are to meet this Sunday to discuss their next move.

Their meeting follows a decision by the union's national executive committee (NEC) last month to expel five members of the Cape Town branch and to dismiss

# Fawu 'rebels' set for showdown

South 14/6 - 20/6/90

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two organisers for taking the union to court.

The five members are McWellington Mhaya, Joe Sidambe, Eric Dumbisa, Edwin Erasmus and Qun-ton Arendse

Mhaya, formerly the branch chairperson, was the first chairperson of Cosatu in the Western Cape

Erasmus was formerly the

branch vice-chairperson of Fawu Cape Town branch

The two organisers are David Fredericks and Grant Twigg

The expulsions follow ongoing problems in Fawu's Cape Town branch

In November last year, the regional executive committee (REC) suspended the Cape Town branch on the

grounds that divisions had prevented the branch from functioning

Problems included the absence of quorums at meetings — resulting in "special meetings" being held — and a clash among the office-bearers

In a report submitted to Cosatu, the ousted grouping claimed there was "a deliberate and ongoing campaign to disrupt and sabotage the functioning of the branch" by their opponents — who, in turn, claimed they were constantly victimised in the branch

The underlying cause of the differences appears to be political tensions

According to the report, from early last year some members objected to branch officers' views that workers in Nactu could be allies of workers in Cosatu

There were repeated

clashes over the two stage theory of the SACP

There have been persistent rumours that the expelled leaders support the Marxist Workers' Tendency. They have denied this

Central to the present dispute is whether an AGM called by the REC to relaunch the branch in February was constitutional

The ousted grouping claim insufficient notice was given of the AGM, many factories did not receive notices and only workers supporting their rivals were bussed to the meeting

## Dismissed

The meeting dismissed the branch secretary, Miles Hartford and elected new office bearers Hartford claims he was not given prior notice of charges against him.

Shortly after the AGM, two organisers were sus-

pended by the new branch office-bearers after a placard protest at the union offices

Fawu contends that the AGM was constitutional. Decisions taken at the AGM were subsequently endorsed by the regional and national leadership.

Following the AGM, the former branch office-bearers and their supporters decided to campaign against what they termed "anti-democratic and Stalinist methods in the union"

They called a Branch Executive Committee (BEC) meeting which was attended by about 42 factories

The meeting rejected the AGM decisions and mandated the group to take legal action

The ousted grouping, after repeatedly requesting Fawu head office and Cosatu to intervene, applied

for an urgent Supreme Court interdict to declare the AGM unconstitutional

A Cosatu REC meeting in May agreed the court case should be withdrawn and Fawu should call a BEC and AGM to discuss the disputed issues

## Disciplinary

The Fawu BEC met last month but ended without discussing the matter because of repeated delays

Meanwhile, the NEC notified all organisers and workers involved in the court case that they were to appear at a disciplinary hearing at the next NEC

At a subsequent disciplinary hearing, The NEC found the two organisers and five shopstewards guilty of misconduct for taking the union to court.

The NEC said they had undermined the union's structures, constitution and the principle of worker control

A spokesperson for the group said they would also push for the Cosatu agreement to be implemented

Fawu  
South 14/6 - 20/6/90  
comments  
14018  
on charges

IN a statement released this week, Fawu said it believed it would serve no useful purpose to deliberate the matter publicly.

"We must, however, state that the 'Campaign for Democracy' document is riddled with inaccuracies and distortions," the statement said.

"We are guided by our members, constitution and the democratic structures of our union when addressing a problem of any nature

"Worker control is one of our principles"

### Mend

"Workers in the Cape Town branch are determined to put the divisions of the past two years behind them and mend the damage that was done. Already branch meetings are taking place in a much more constructive manner

"We therefore don't want to exacerbate a problem which is rapidly petering out

"Finally, we are justified in questioning the motives of those who insist on blowing the Cape Town problem out of all proportion. The problem existed in only one of the 32 branches — 5 members were expelled and two organisers dismissed

"Fawu has a membership of about 110 000

"Like most organisations, we have our fair share of organisational problems, but currently there is a strong spirit of unity in the union under the collective leadership"

WHAT rights do workers want in a post-apartheid South Africa and how will they ensure these rights are safeguarded?

These are key questions in the current debate on a workers' charter

The national congress of the Congress of South African Trade Unions (Cosatu) last year resolved to begin a process of drawing up a charter which would express the basic rights and aspirations of all workers and enshrine these in law

Discussion about the charter has extended beyond minimum rights

Unionists want the charter to encapsulate the rights of workers and provide the foundation for strengthening the relative balance of the working class and its most organised component, the trade union movement, in a post-apartheid state

Socialist

Consequently, many of the proposals which have been put forward for inclusion in the charter look towards creating the economic and social conditions which would be the basis for a steady advance towards a democratic socialist society

The Cosatu resolution marked the end of a period in which many people regarded support for a workers' charter as an attack on the Freedom Charter

Following the Cosatu congress both the South African Congress of Trade Unions and the South African Communist Party (SACP) published draft workers' charters which are presently being circulated among Cosatu affiliates

The Cosatu congress resolved that a workers' charter should be an 'instrument of struggle against oppression and exploitation and should serve to articulate the basic rights of workers and all toiling masses'

Priority

Unionists have said workers must fight to gain these rights now and the charter should serve as a mobilising tool

With some observers believing that the government will opt for a constituent assembly sooner rather than later, the charter has become a priority

Cosatu's central executive committee (CEC) decided earlier this year to launch a Workers' Charter Campaign defining four broad aims

- to develop a charter of demands that will become a fighting document for workers,
• to strengthen the unity of the working class by uniting workers from different federations rural and urban areas and across the colour divide,
• to organise the unorganised, and
• to raise the political consciousness of workers and encourage political discussion at all levels of Cosatu

The process which is being coordinated by Cosatu's campaigns conference, is to culminate in a congress in October this year at which the final form of the charter will be hammered out.

The status of such a charter is being debated within the labour movement.

If the charter is written into the constitution, it would carry more weight than if it is appended

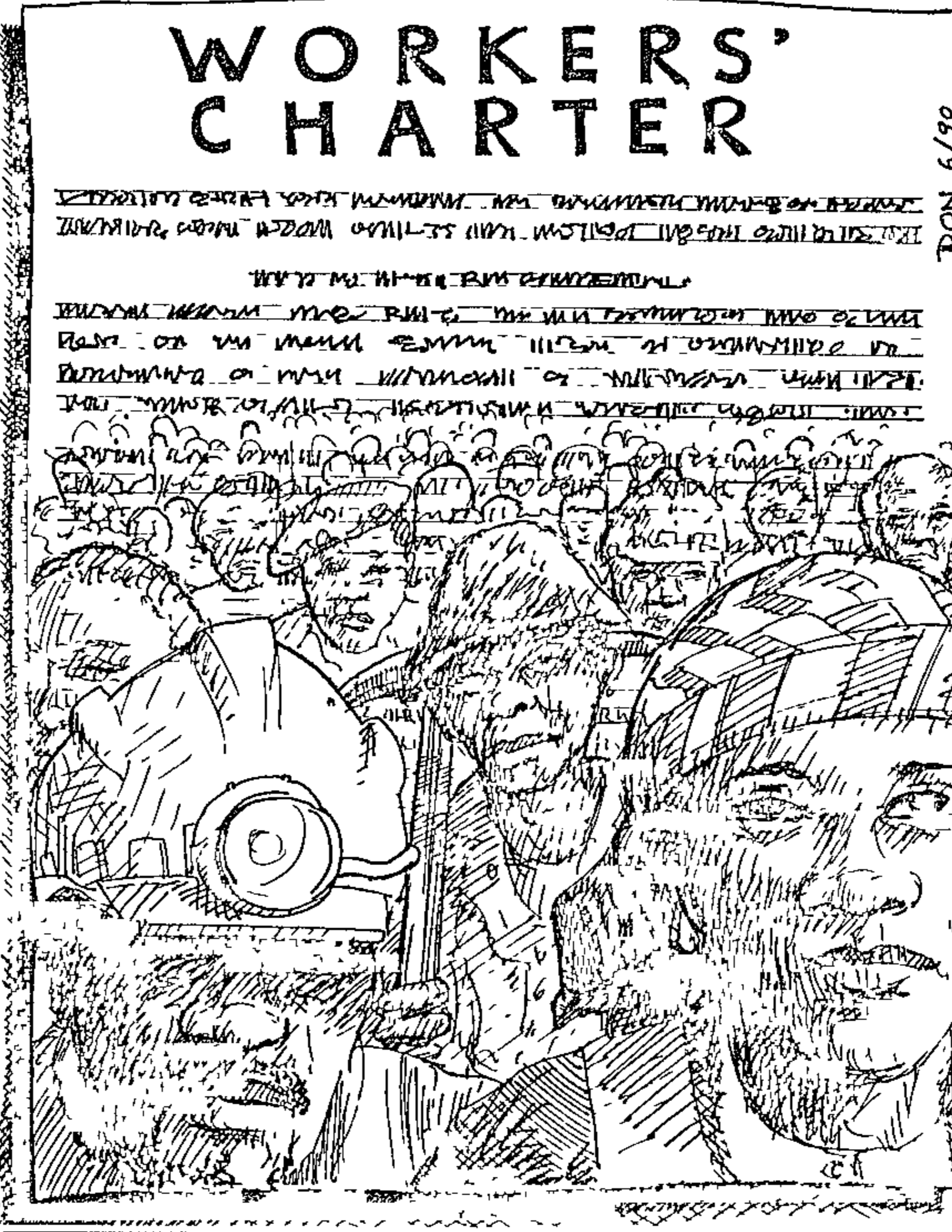
If it assumes the form of a law, successive governments will be able to tamper with the charter. If it remains a declaration of intent, it will have no binding power upon the government or employers

A charter would almost definitely assert the political independence of the trade unions — a position accepted by the major trade union federations, the ANC and the SACP

How this will be translated into practice depends on the unions themselves

Safeguarding workers' rights

South 14/6 - 20/6/90



DON 6/90

The current debate on a Workers' Charter for a new South Africa is of major significance as unions try to define their role and standing under a future people's government. CHIARA CARTER examines some of the issues:

The charter will include basic rights such as the right of all workers to join a trade union of their choice and the right to organise in trade unions on an industrial basis

Entrench

It will entrench the right to collective bargaining and strike action

Whether workers have an absolute right to strike is one issue that is presently being debated

Certain groups say that a post-apartheid South Africa cannot afford to be crippled by strikes and that any people's government will ultimately be acting in the interests of the masses

Their protagonists argue that a democratic government must convince workers of the need for a certain economic policy and not impose such a policy

Another point being debated is whether workers in essential services should have the right to take industrial action

The draft charters presently being cir-

culated address issues relating to the most exploited sectors of workers

They include measures aimed at ending child labour, semi forced labour and migrant labour

They also bring farm workers, domestic workers and workers in the home lands in from the cold, extending labour protection to them

Unemployment

The draft charters call for a minimum national wage as the first step towards a living wage

This ties in with Cosatu's recently revitalised Living Wage Campaign

What will need to be carefully balanced is how much can be demanded from employers without lowering the wages of higher earners and creating greater unemployment

The charter will almost definitely include the demand for jobs for all and measures aimed at job creation — such as cutting overtime, reducing working hours and training workers

Faced with the reality of a growing army of unemployed the charter is also likely to contain a demand for a living unemployment benefit.

In line with the move by most major unions to negotiate social security issues and social responsibility programmes the charter will cover issues such as the provision of education, housing, childcare and primary health facilities by enterprises and the state

It will establish parental rights, the right to health and safety and the right to security in old age and provide for the rehabilitation of the disabled — including the provision of alternative employment.

Sexism

The recent emphasis on addressing sexism can be seen in proposals that not only should the charter contain measures to prevent discrimination against women workers but it should provide for positive discrimination in the workplace and in organisations

From this perspective it is the duty of the state, employers unions, workers and political parties and other organisations to ensure women's participation at all levels and to campaign against male chauvinism at home and outside

Certain draft proposals have far-reaching implications

Media

A proposal that the labour movement must give assent to any labour legislation is a check on future attempts to draft laws which curb the movement, while a move to ensure the right to independent funding is an attempt to ensure the independence of labour

The right to media access first asserted in the draft workers' charter drawn up by the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) early last year is part of a broader attempt to ensure that workers and the working class have the basis to build greater power

Access to mass communication is essential to gain support and assert a working class perspective

It would mean the state would either have to nationalise the media presently dominated by big capital or ensure through funding that other groups have media access

The need for economic restructuring forms part of the debate around the charter which is likely to contain measures ensuring the participation of the labour movement in economic planning and the implementation of economic policy

Monopolies

There is broad acceptance that the economy of a post-apartheid South Africa will be mixed

At the same time the present situation where the economy is dominated by a handful of monopolies cannot continue

A process of redistribution of wealth has to occur if the lives of the majority of South Africans are to be improved and to end the present system under which a white minority is privileged at the expense of the majority

Inevitably this process will involve a certain degree of central control of the economy

What this will entail and what is meant by nationalisation of the 'commanding heights' of the economy need to be defined

With the lessons of other socialist countries in mind the unions and other organisations are examining how to avoid an over-centralised and commandist economy and instead build active participation by workers at the point of production and through their trade unions

Imbalances

It will also be necessary to ensure that those who are not employed also have a say in and benefit from economic changes

A key issue is how to generate the resources needed to correct economic imbalances. Much of the debate around redistribution presently focuses on redistributing the means of production

The workers' charter — as it is presently being envisaged — has far-reaching implications

But it would be a mistake to assume that it is a sufficient foundation for a socialist transformation

Even the extent to which a social democratic system can be built will depend on how the economy is restructured and revitalised

No document, however enshrined can in itself guarantee change

For a socialist transformation it will be necessary to ensure that unions maintain their independence while working in alliance with progressive forces

# OK Bazaars on the horns of a dilemma

OK Bazaars is in a serious dilemma — it is already paying employees 81 percent of the value added that the group generates.

There are only a few options available to meet union demands for increased remuneration.

The optimum one is to boost employee and general asset productivity and thereby increase the whole cake.

Paying a larger portion of the 81 percent to union members at the cost of non-union members would probably precipitate widescale defection by the non-unionised members and this could have an adverse impact on productivity.

## Other options

The other option is to squeeze one of the other categories of stakeholders to meet the demands of the workers.

In OK Bazaars' case there really doesn't seem to be much scope for this — shareholders are already getting a pittance; reinvestment in the group (in percentage terms) looks fairly minimal; the government is unlikely to accept a smaller cut; longer-term there may be some scope for reducing borrowing requirements.

The group's latest annual report (for the year to end-March) shows that of the R460 million of value added by OK Bazaars, employees received a massive R371,6 million — equivalent to 80,8 percent of it.

## Increasing power

Shareholders were paid out R10,9 million in dividends — equivalent to 2,4 percent of the value added.

Significantly, and no doubt a reflection of the increasing power of the unions, the employees' percentage take in financial 1990 was up from 78,6 percent in financial '89.

By contrast, the shareholders' stake was down from 3,2 percent in '89.

The allocation of the rest of the value-added funds: interest and finance charges accounted for 7,7 (6,2) percent; 3,2 (3,7) percent went to the state in

Diagonal Street

ANN CROTTY



the form of direct taxes; the remaining 5,9 (7,3) percent was reinvested in the group to fund growth and maintenance and replacement of assets.

(A value-added statement shows what value has been added to the materials and services that a group has bought, by the application of the resources at the disposal of the group.

These resources include employees, funds borrowed and the capital supplied by shareholders.

In addition to paying for these resources, funds have to be invested to ensure that the operation remains viable. And the government always has to take its whack.)

## Greater productivity

Although they are not directly comparable, the figures from Pick 'n Pay are significant.

In financial '90 employees received 71 percent of the value added; shareholders received 7,2 percent in the form of dividends; the taxman got eight percent; 13 percent was reinvested in the group.

Greater productivity at Pick 'n Pay means that the cake that has to be shared is significantly larger.

So, although in percentage terms Pick 'n Pay's employees get a smaller share of the cake, in absolute terms they enjoy higher levels of remuneration.

## Interest payment

In addition, because Pick 'n Pay is able to use supplier credit quite extensively, it has little in the way of net interest payments.

Suppliers may not be too happy about this, but it means that everyone at Pick 'n Pay is that much better off.

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## Worker attacked at strike-hit OK

By Thabo Leshile (1407)

A temporary worker employed by strike-hit OK Bazaars was attacked, allegedly by a group of strikers, outside the chain's Linden, Johannesburg, branch yesterday.

Godfrey Maota (20), said he and other temporary workers had just left the store after work when they were chased by a group of about 20 strikers, who had apparently been waiting for them

**T** "They caught up with me. They then punched and sjambokked me all over," said Mr Maota, showing a swollen eye and weals on his body

"One of them tried to stab me. I wrestled the knife from his hand and flashed it at them and managed to escape"

Thursday, June 14, 1990



**WORKER POWER ...** In the Civic Centre foyer yesterday where thousands of strikers congregated to demand a pay hike. Picture: ERIC MILLER

CMH TINTS 14/6/90 (140A)

# Fears for Civic Centre clashes

Staff Reporter

**THOUSANDS** of municipal employees, unaware of a court order issued late yesterday, decided yesterday afternoon to return to the civic centre today to continue their demands for a pay increase, sparking concern last night of confrontation and arrests.

The SA Municipal Workers Union (Samwu) is concerned that clashes could take place between police and strikers outside the civic centre.

Samwu spokesman, Mr Roger Ronnie, said last night that strikers could be unaware that an interdict had been granted in the Supreme Court against any action on city council property.

"We are worried that any union member not responding immediately to order will be in contempt of court and liable for arrest," Mr Ronnie said.

Union leaders planned to be at the civic centre early today to try

and head off any confrontation, he said.

Mr Ronnie said 8 000 to 10 000 workers participated in a stayaway and converged on the civic centre yesterday while talks were held inside between the Council and Samwu.

He described the city council's stance at the meeting as "intransigent." The city council in turn accused the union of acting "unfairly and in bad faith."

The city council team was led by the acting chairman of the executive committee, Mr Louis Kreiner, and the Samwu delegation by Mr S Manie.

Police spokesman Major Gys Boonzaaier said no damage had been reported to police yesterday.

Maj Boonzaaier said police monitored the situation from a distance in the interests of public safety.

Council public relations officer Mr Ted Doman said when he and other officials had arrived at the Civic Centre building yesterday

morning "we discovered that the building was 'blockaded by 4 000 to 5 000 workers'"

Wage negotiations had been in progress for some time, and the white South African Association of Municipal Employees (Saame) had accepted the Council's offer, while the non-racial Cosatu-affiliated SA Municipal Workers' Union (Samwu) had not, he said.

Samwu claimed that yesterday's action was taken by workers themselves, not by the union.

The executive committee of the City Council met a delegation of the workers, and said it believed the way they were behaving in the dispute was unfair.

Mr Doman said the council's latest wage offer was a 13,5% increase, which Samwu had rejected. As far as the council was concerned, the next step was for both parties to thrash the dispute out in the Industrial Court.

● A city council spokesman appealed to homeowners not to put rubbish out today as the workers were unlikely to remove it.

# Council gets court order on strikers

Cape Times 14/6/90

140A

## Court Reporter

THE Cape Town City Council went to court yesterday to stop a wildcat strike by thousands of municipal workers.

Late yesterday Mr Justice J J Fagan ordered the strikers not to gather at the civic centre, where hundreds congregated during the strike yesterday.

The strikers were also ordered not to obstruct council operations or intimidate or harass city council workers.

Mr David Beretti, director of personnel, told the court a letter had been written to the union on Tuesday expressing "grave concern" about a union meeting planned for yesterday. The letter had been faxed to the union warning that its action was unlawful.

The city council and the union met at 12.15pm yesterday. Mr Manie, a union official, was present.

The council told the union officials it had acted in good faith with the final wage offer of a 13.5% increase, and this would not be improved upon.

The union should have declared a dispute and dealt with the matter through the channels stipulated in the Labour Relations Act. The union had also been warned if the strikers were not back at work at 2.15pm a court order would be sought.

Security officer Mr Barry Dawson said the main entrance had been forced open shortly before 9am.

● Council workers want more pay — Page 2



# '137 percent more deaths during strike'

Own Correspondent

PRETORIA — The commission of inquiry into allegations that 22 babies died as a result of strike action at Ga-Rankuwa Hospital has heard that the mortality rate in the neo-natal ward rose by about 137 percent during the strike

The hospital's former chief medical superintendent, Dr Lous van Heerden, said the allegations arose after the strike, which ran from April 4 to April 12, ended. When the strike began about 2 000 patients were being accommodated and the paediatric section had an occupancy rate of about 175 percent, he said.

The commission, chaired by Mr Justice Cillie, is also investigating the causes and other possible consequences of the strike as well as the possible criminal liability of the workers and nursing staff involved

## High mortality

Counsel for the National Education, Health and Allied Workers' Union (Nehawu), Mr G Josman, said the deaths of the babies were not necessarily attributable to the strike and that the neo-natal ward normally had a high mortality rate.

Dr van Heerden told the commission that strikers had hindered nurses, held up supplies of medicines to the wards, and cut supplies of medical gases needed in theatres and intensive care units for essential services

He said the hospital's workers' committee had approached management with a list of grievances on March 29 which included, among others, that

they objected to being called "kaffirs" and "pigs" by superiors, that the distribution of office equipment and promotions were handled on a racist basis, and that workers were being forced into signing "leave without pay" forms

The workers had also demanded the resignation of two officials, Mr A J Boshoff and Mr H Swanepoel, whom they claimed had proved to be "racists who continue to harass, victimise and even intimidate workers".

Dr van Heerden said he had issued a general warning concerning the use of "unacceptable" language, and denied that equipment distribution or promotions were being handled unfairly. A report-back meeting had been arranged between the two parties for April 4 at 9 am. However, workers had begun striking earlier that morning.

He said a decision was taken on April 9 to evacuate patients and that orders were given to transport patients to other medical institutions.

Academic staff had objected to the evacuation on the basis that previous strikes had already disrupted student training.

Mr Josman indicated he would lead evidence that the decision to evacuate had also had some bearing on the alleged deaths in the neo-natal ward

Dr van Heerden also testified that nurses had been physically dragged out of their wards by strikers and that police intervention on April 9 had resulted in police dogs and their handlers entering theatres in pursuit of strikers who failed to respond to an interdict banning the strike

# Stop strikers

South 14/6 - 20/6/90

## City council

## asks court

By CHAIRA CARTER

THE Cape Town City Council on Wednesday was granted an urgent court order restraining the South African Municipal Workers' Union (Samwu) and its members from occupying the Civic Centre or taking part in an illegal strike.

The move followed an all-day "siege" at the Civic Centre when thousands of militant municipal workers staged a sit-in at the council's headquarters.

The wildcat strike in support of wage demands brought council operations to a virtual standstill.

On Tuesday, there were demonstrations at several council depots throughout Cape Town

In terms of the interdict granted by Mr Justice JJ Fagan, Samwu and its members are restrained from obstructing access to the centre, intimidating council employees or obstructing council operations

### Impasse

Union officials are denied access to council premises for any purpose other than their "normal duties"

The order restrains the union from initiating, supporting or organising any illegal strike at any council premises.

The return date is June 20

Talks between Samwu and the council's executive committee remain at an impasse after an emergency meeting between the two parties on Wednesday.

## NUM stands firm despite gold's fall

DANIEL FELDMAN

140A

DESPITE plummeting gold prices and the recent announcements of miners' retrenchments, the National Union of Mineworkers (NUM) is standing firm in its refusal to alter its 1990 wage demands

NUM spokesman Jerry Majatladi said yesterday. "These recent problems do not justify paying low wages. The Chamber of Mines can still meet our demands and realise a profit, although it won't be as large as before."

Chamber spokesman Peter Bunkell said the gold industry's current situation to some extent mandated what it could offer the union "We believe under the circumstances our offer was eminently reasonable," he said.

Two gold mines this week announced a total of 1 100 miners would be retrenched. Yesterday the gold price fell to \$339,50 and closed in London at \$346,25, its lowest level in almost four years

The NUM has declared a dispute in

its wage negotiations with the Chamber, and a conciliation board is scheduled for Monday, said Majatladi.

Demands include a minimum wage of R600 a month and average wage increases ranging from 20% to 32%. The Chamber has offered increase of 13,5% to 16%.

Majatladi disputed the Chamber's alleged lack of funds. He said it was able to offer the Council of Mining Unions, which represents white miners and artisans, an average increase of nearly R500 a month. In comparison, the union's demands translated into an average increase of about R202 a month.

In response to the announcement of forthcoming retrenchments, Majatladi said "Of course we don't want to see any miner retrenched due to circumstances beyond his control, and workers cannot be blamed for poor showings."

## OK legal action to remove strikers

OK BAZAARS began legal action yesterday against the SA Commercial Catering and Allied Workers' Union (Saccawu) aimed at the removal of strikers from the Eastgate Hyperama premises

The case is due to be heard in the Supreme Court today

OK spokesman Gavin Brown claimed that about 160 strikers were guilty of drunkenness, assaults on employees, and disorderly conduct

Saccawu has already agreed to remove the workers from the store's premises, but plans to contest the company's demand that the strikers not be permitted within 500m of Eastgate

"That's half a kilometre Workers have to be closer to the store to picket,"

140A

said union spokesman Jeremy Daphne Brown said the 500m demand was made because assaults had been reported as occurring at bus and taxi stations about that distance from the store

The union has promised to look into the allegations of violence Daphne claimed many unrest incidents countrywide had been instigated by non-striking employees, casual labourers and customers

He said the union would contest OK's decision to close its Johannesburg Faraday store today

Saccawu said it also intended challenging OK's practice of not giving bonuses to workers who took part in legal strike action, saying this was viewed as an unfair labour practice

# OK picketers face increasing flak from all quarters

PICKETING OK Bazaars strikers are facing a rising tide of harassment from police, customers and right-wing supporters, says the South African Commercial, Catering and Allied Workers Union

Saccawu also reported that planned marches by strikers yesterday in six centres, including Johannesburg and Pretoria, had been denied permission.

Several hundred strikers and sympathisers had, however, marched in Cape Town and Durban, despite the last-minute withdrawal of the permit in the latter city

And in another development, the African National Congress, the Congress of South African Trade Unions and Mass Democratic Movement organisations have warned in a statement that action in solidarity with the OK strikers is to be announced. The ANC and the Pan Africanist Congress have publicly expressed their support for the strike

Yesterday, the union sent a letter to Commissioner of Police Henrie de Witt arguing that a threatened ban on peaceful picketing under an "antiquated" provincial administrator's order would close "an important outlet for high emotions"

The order, banning advertising notices in public places without council permission, is not intended to restrict placard protests, union lawyers argue

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**Saccawu strikers have found that picketing is not OK with many people. DREW FORREST reports**

Saccawu's Jeremy Daphne said the union had suspended a picket in Nelspruit after police warned it was illegal, and had sparked complaints from the Afrikaner Weerstandsbeweging. Similar warnings had been issued in Pretoria and Johannesburg

"Police appear to be extremely uncomfortable with the pickets. They're digging up antiquated provisions and interpreting them to suit themselves," he said. Police have denied the claims of harassment

Daphne also said the union was under pressure to suspend pickets at the Sandton and Eastgate shopping centres, after being informed that picketers inside the complexes were trespassing

He added that the police had reportedly torn up placards in Sandton and Springs, and that picketers in Delarey had been attacked by unknown whites

OK industrial relations executive Gavin Brown said picketers were generally well-behaved

The strike, over wages, appears to have stabilised, with between 120 and 130 stores being affected. Saccawu estimates that close to 7 000 workers have taken industrial action

## Vosloorus workers on strike

sta  
15/6/90

By Abel Mabelane  
East Rand Bureau

132 140  
55 266

About 250 Vosloorus Council employees went on strike this week for better wages and working conditions, town clerk George Prinsloo said today.

Mr Prinsloo said workers demanded salary increases from the beginning of July and complained that some of their colleagues were doing work for which they were not paid.

He said the strike was "absolutely unlawful".

"We have told the workers to return to work while we are looking into some of their complaints

"A meeting was held with the workers' representatives on Wednesday but no agreement was reached and the discussions will continue next week."

# PAC warns of violence

Own Correspondent

JOHANNESBURG — The PAC and Nactu yesterday warned of possible violence in rejecting a Cosatu-ANC call for nationwide stayaway and protest action next week.

Both organisations said in separate statements yesterday that they had not been consulted about the Week of Action originally called by Cosatu to protest at Natal violence, the maintenance of the state of emergency there and the continued existence of the KwaZulu homeland. The PAC-Nactu stand against

participation has raised the spectre of confrontation between workers staying away and those going to work, particularly in the light of continuing violence between PAC and ANC supporters.

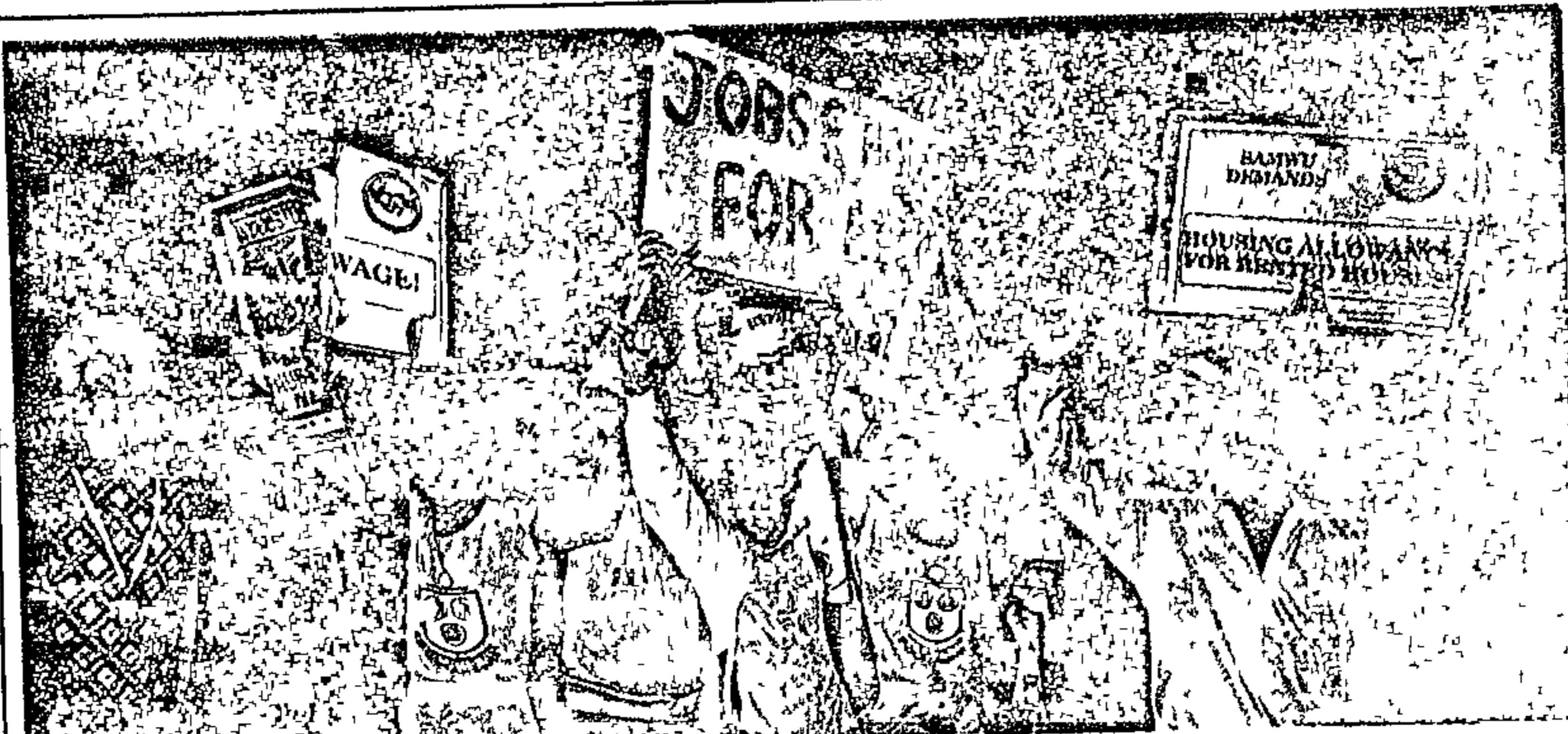
However, Nactu said Cosatu had assured the labour federation that a pamphlet it intended releasing would indicate that no one should be forced to join the stayaway.

ANC internal spokesman Mr Ahmed Kathrada's only comment yesterday was "We can only reiterate that what has been announced will go ahead."

Cosatu yesterday urged the PAC and other organisations to reconsider their opposition to national mass action against violence in Natal.

Cosatu general secretary Mr Jay Naidoo said the union federation did not want to enter into a slanging match with organisations opposing mass action against the Natal violence.

Opposing the campaign could only benefit the "apartheid regime and those perpetrating violence against our people" — Sapa



**STRIKE DEMAND . . .** Thousands of municipal workers crammed into the Civic Centre foyer yesterday on the second day of a strike in demand for higher wages. Picture STEWART COLMAN

# City workers vote to carry on strike

*Cape Times 15/6/90*

By DAN SIMON and PETER DENNEHY

THOUSANDS of striking municipal workers voted unanimously to continue protesting for higher wages at the Civic Centre today, despite fears that police will enforce a court order prohibiting any action on city council property.

This follows a deadlock in wage negotiations between the council and its workers, the council executive committee announced last night after meeting union members for several hours.

Contacted for comment, a police spokesman said last night: "We are there to maintain law and order and prepared for any eventuality."

The decision to continue protesting was taken late yesterday afternoon, following the dead-

lock between the SA Municipal Workers' Union (Samwu), representing about 10 000 striking workers, and the committee.

Yesterday's talks focused on union demands that the Supreme Court order prohibiting strike activity on council property be lifted and a police presence outside council offices be called off. The court order was issued on Wednesday night after a sit-in at the centre earlier that day.

Samwu representatives yesterday told chanting and cheering strikers protesting at the centre for the second day that it was only prepared to begin its wage negotiations for 40% across-the-board increases once the council lifted the order and asked police to leave.

Samwu office-bearer Mr Stan Brickwa said the workers' strike action, in which 10 000 of 12 000

Samwu members were involved, was likely to continue today.

The union was not yet prepared to declare a deadlock, as it would first have to consult its members.

Mr Louis Kreiner, acting chairman of the council's executive committee, said the council's final offer was a minimum wage of R4,19 an hour.

"The offer represents a minimum increase of 13,5%, with increases at the lower end of the structure of between 16% and, in one instance, 18%.

"These offers compare most favourably with both local government and the market place."

The council considered its offer to be fair and reasonable, but Samwu had rejected it, so the matter should now go to arbitration.

# Municipal workers to extend stoppage

By PETER DENNEHY  
Municipal Reporter

**STRIKING** Cape Town municipal workers voted yesterday to continue their work stoppage in support of their wage demands on Monday.

And in Durban, almost the entire municipal work force began a sit-in yesterday, initially demanding a 30% increase and a minimum salary of R850 a month, but later reducing their demand to 17% across-the-board.

In Cape Town, S A Municipal Workers' Union (Samwu) office-bearer Mr Roger Ronnie said at a press conference that the union was still willing to negotiate, but it had been placed

in a situation of deadlock by the council.

He condemned the council for resorting to Supreme Court action, as this had the potential to make criminals of many of its workers.

He had heard the council was in the process of hiring labourers, including convicts, in an attempt to break the strike, he said.

Council spokesman Mr Ted Doman declined to comment on this yesterday.

Meanwhile, the council has taken out a full-page advertisement in the Cape Times in which it says that in terms of its offer, 99,5% of Samwu members will earn more than R835 a

month. Only eight out of 15 452 will earn the minimum of R819 a month.

"To meet the demands of the Samwu we would have had to increase rates by an additional 11%, over and above the recent increase of 14%," the council says.

Mr Ronnie said the council budget made provision for a 29% increase in staff costs for the new financial year (starting on July 1), yet it was offering workers only 13,5%.

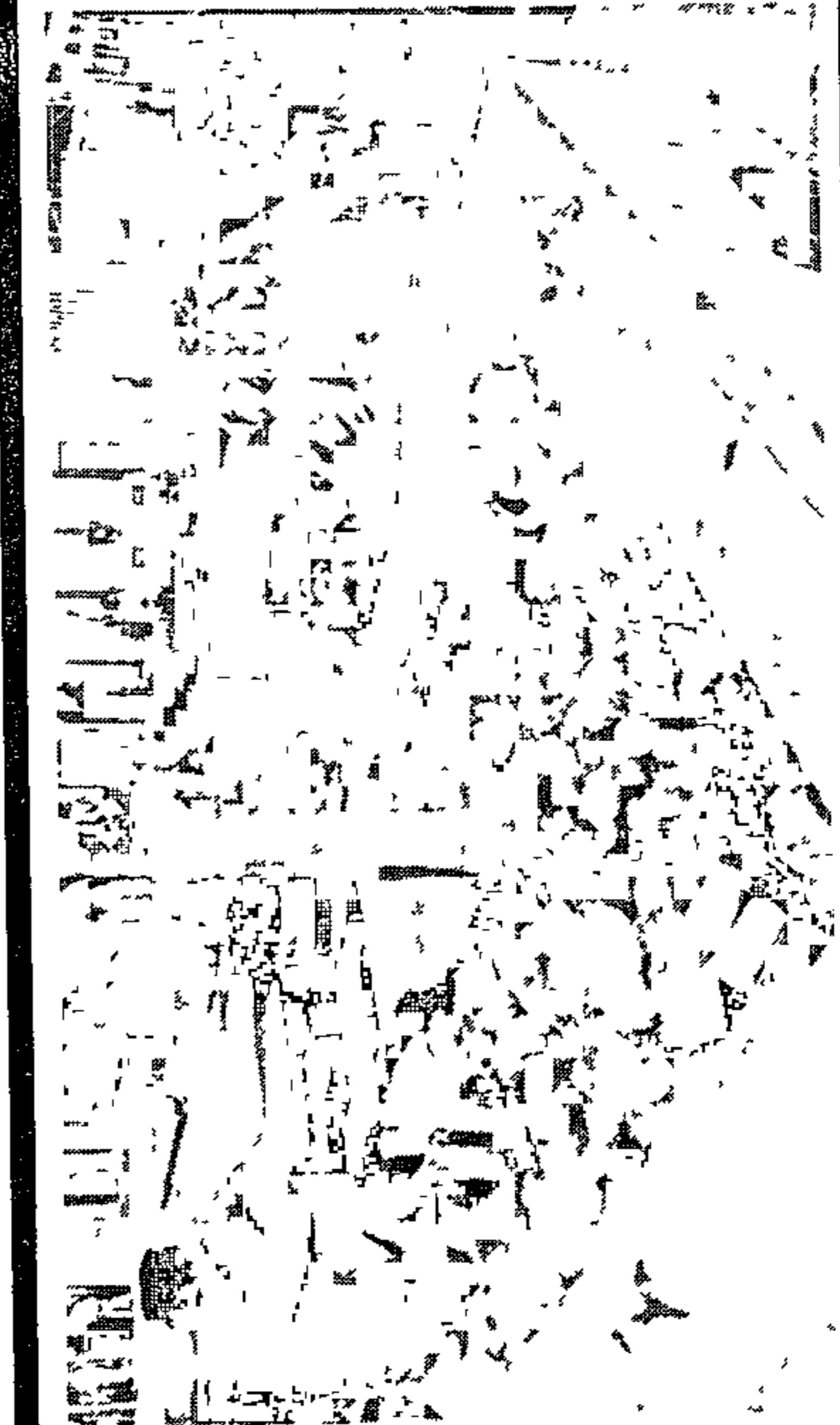
Mr Doman said percentages could be misleading. He confirmed that it was estimated that staff costs in the forthcoming year would amount to R500 million.

Samwu officials said the workers had decided to hold a public meeting tomorrow afternoon in the Good Hope Centre, to explain their action and to seek support from the broader community.

Samwu general-secretary Mr John Ernstzen said the workers did not want to see the community disadvantaged, but they felt they must do "those things that are necessary".

Asked whether he considered the council's 13,5% offer less than the present inflation rate, he said that what was at issue was not whether it was more or less than the inflation rate, but whether it was a living wage

140A  
Cape Times, Saturday, June 16, 1990 3



**LITTER PILE ...** A scene at the Grand Parade yesterday shows the effect of the strike by municipal workers. Household refuse, has also not been collected for three days.



African National Congress and Cosatu economic recommendations for a post-apartheid South Africa were released yesterday. Weekend Argus special writer CHRIS MOERDYK reports on the 11-page document that evolved from the two organisations' Workshop on Economic Policy held in Harare in April this year.

# ANC, Cosatu spell out economic plan

W/6 ARGUS 14/6/90

**T**AX and agricultural reforms, nationalisation and the "dismemberment" of the concentration of economic power in the hands of the country's major industrial conglomerates are a few of many necessary steps needed to bring peace and economic revival to South Africa

According to African National Congress (ANC) and Congress of South African Trade Unions (Cosatu) economists, present-day South Africa is in a state of fundamental economic crisis largely brought about by the "distortions of the apartheid system" as well as domestic production problems and a changing and destabilising international environment

And they say, none of the strategies of the incumbent government are likely to alleviate poverty and mass deprivation

To address these, a future "nonracial and democratic state" would have to follow an economic policy that aimed to achieve economic growth through a process of increasing equality in the distribution of incomes, wealth and economic power

According to the recommendations, this strategy calls for the active restructuring of production to meet basic needs, the expansion of employment and the redistribution of incomes, wealth and economic power

"Within the context of a mixed economy, the State would assume the leading role in the reconstruction of the economy in order to facilitate the realisation of its developmental objectives"

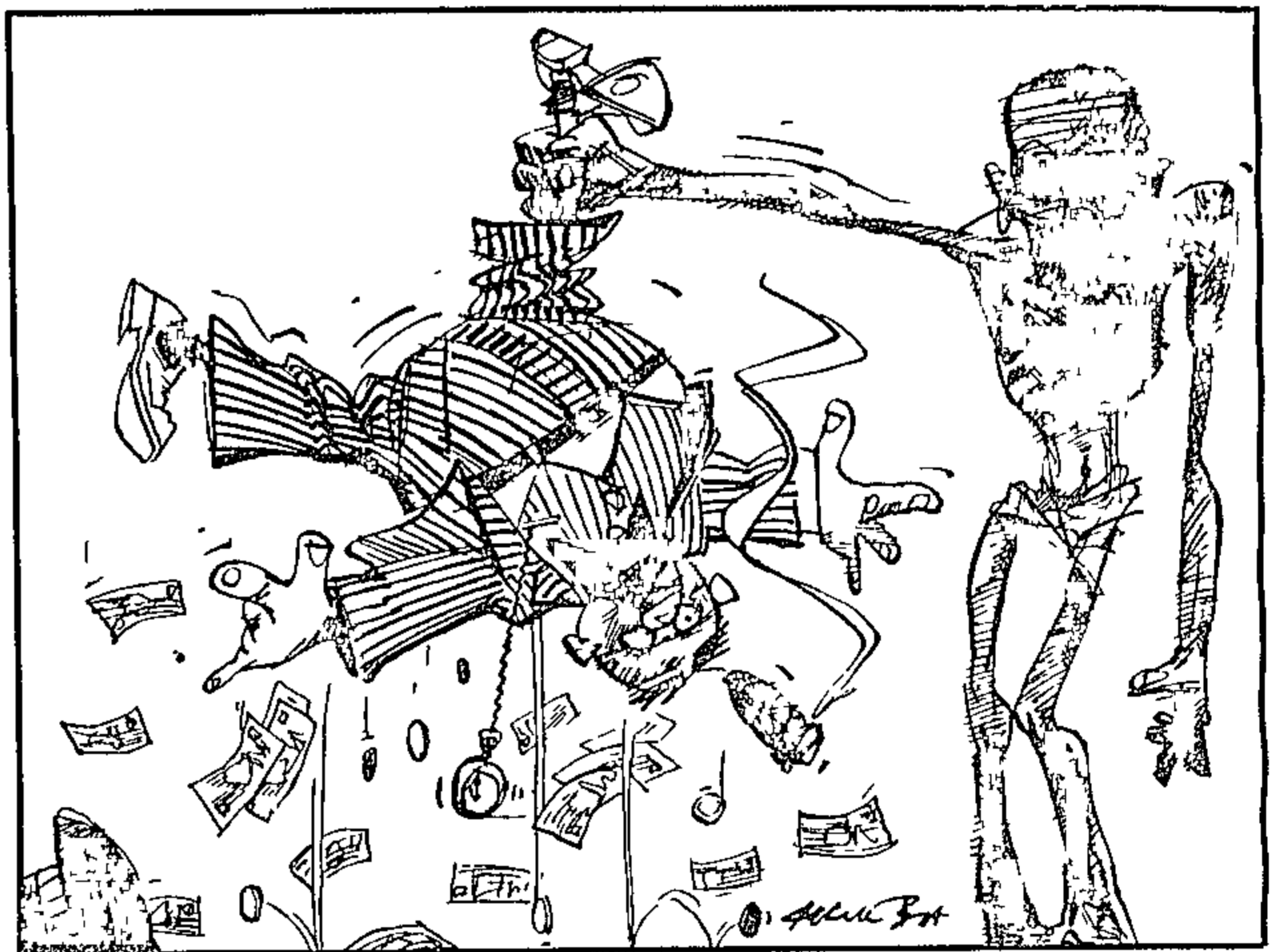
**T**HIS would necessitate some form of overall macro-economic planning and co-ordination in which the State would involve mass-based organisations in planning with the criteria for State involvement being "efficiency and effectiveness"

ANC and Cosatu economists recommend that the financing of the reconstruction of a mixed economy should fall on domestic savings — including personal savings

"Foreign capital should support domestic savings and not be seen as a substitute"

Nationalisation, they say, should be an essential part of the economic reconstruction programme. The new government should retain existing nationalised industries and should be prepared, as a matter "of fundamental policy", to renationalise privatised State assets. It also should set up new State corporations where necessary

"Nationalised industries would operate within strict budgetary controls and they would not become vehicles for the enrichment of a large bureaucracy. In addition to these measures the (new) government would also facilitate forms of collective ownership including co-operatives"



## POLICY IS TO NATIONALISE, REFORM TAX, BOOST ROLE OF WOMEN

be an urgent item in negotiations"

The new State should also undertake tax reforms to make taxation more equitable and effective in many areas

At present the tax burden is carried disproportionately by individuals through personal direct taxation and indirect taxation. The new State would begin the process of shifting the burden of taxation, especially towards the corporations

They also see the existing "extreme concentration of economic power" as being detrimental to the achievement of balanced economic growth in the interests of all the people of South Africa

**A** new government, they say, would have to investigate this concentration of economic power, with the objective of promoting a more efficient and effective use of resources

"Where feasible, a policy of dismemberment of (industrial) conglomerates into units would be pursued to make the operation of conglomerates more compatible with the overall development objectives of the State"

According to the ANC and Cosatu recommendations, the issue of State expenditure and overall fiscal policy was particularly important with regard to current macro-economic imbal-

ANC and Cosatu economists believe that the current State strategy of seeking to create employment through deregulation and privatisation is not a solution and should be opposed

A (new) government should encourage the trade unions to play a role in employment creation through collective bargaining over resources for employment creation and by encouraging the direction of pension and provident fund investment capital towards productive investments in employment creating activities

Government also would bear ultimate responsibility for the provision of welfare and pensions. This would be exercised in the context of the negotiated provision of welfare benefits between capital and labour, and of private provision by those groups able to provide for themselves

The possibility of a national compulsory retirement scheme underwritten by the State, would be investigated

**I**n the only section of the document that refers to the plight of a specific sector of society the economists believe that one of the legacies of apartheid and its economic system is discrimination against women

Women have been marginalised and relegated to being victims of unemployment and low wage employment. The new State would strive to promote the rapid integration of women into economic activity and promote the removal of gender inequalities in employment. A programme of action would be mounted by the State to address the problems of gender discrimination in and outside the workplace and to provide support for women, especially in areas such as ante- and post-natal care

The ANC and Cosatu economists believe that agriculture is facing a major crisis, both in the advanced capitalist sector and in the black rural areas

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the country's major conglomerates are a few necessary steps needed peace and economic re-South Africa

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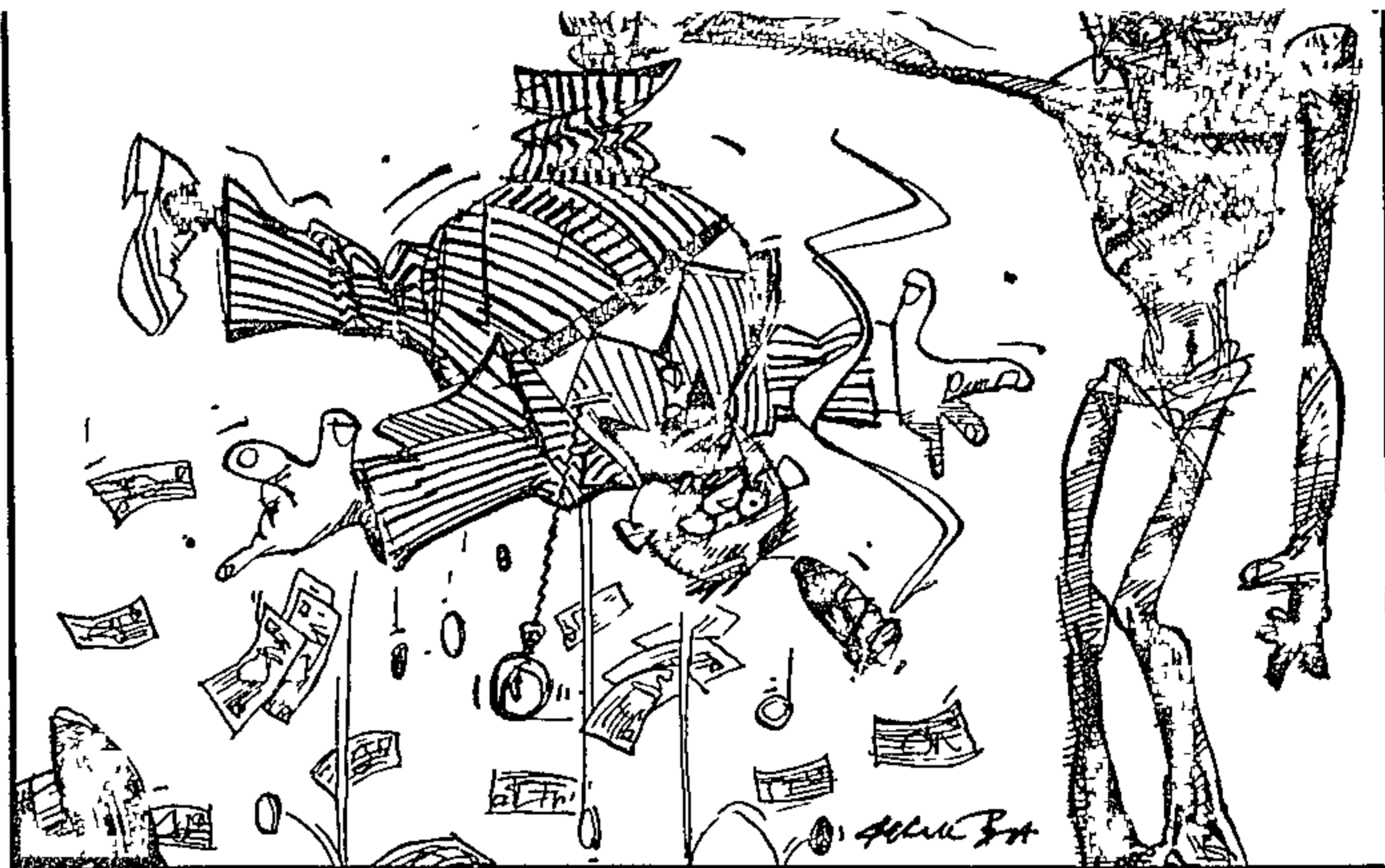
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"Nationalised indus- tries would operate within strict budgetary controls and they would not become vehicles for the enrichment of a large bureaucracy In addition to these mea- sures the (new) govern- ment would also facili- tate forms of collective ownership including co- operatives "

With regard to min- ing, they believe mine workers' demands should be acknowl- edged Measures should be initiated to root out racist labour practices on the mines

The new government should investigate the use of fiscal policy to encourage venture cap- ital in new mines and the possibility of the State making strategic investments in mines also should be consid- ered

The document also referred to the "recent shift of De Beers control to Switzerland" as a serious development ' Potential disinvest- ment of this type should



## POLICY IS TO NATIONALISE, REFORM TAX, BOOST ROLE OF WOMEN

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"Where feasible, a policy of dismemberment of (industrial) conglomerates into units would be pursued to make the operation of conglomerates more compatible with the overall development objectives of the State "

According to the ANC and Cosatu recommendations, the issue of State expenditure and overall fiscal policy was particularly important with regard to current macro-economic imbalances including inflation and balance-of-payments deficits

"The new government would seek to rationalise and restructure the financial sector and to develop new institutional arrangements for both the primary and secondary bond markets Current financial deregulation policies and monetary policy exacerbate the problems of the present financial system To correct this requires direct State intervention, including State regulation "

The organisations' economists also recommend pursuing exchange control measures in order to retain domestic savings within the country and to prevent destabilising speculative capital flows In essence, the current exchange controls would continue in modified form

They believe that foreign investment on terms consistent with developmental goals should be encouraged

**T**HE State and the trade union movement also should be legislatively empowered to ensure that foreign investors reinvested productively to promote continued growth

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The ANC and Cosatu economists believe that agriculture is facing "a major crisis, both in the advanced capitalist sector and in the black rural areas "

Land distribution, they say, is a "central national grievance" and raising agricultural production is vital to the future economic prospects of the country

A future government should, among other things, commit itself to

- The immediate return of land to those removed from black freehold farms and to the repossession of land by certain categories of labour tenants,

- Redistribution of land and relocation of people by a land claims commission with grassroots participation,

- Promoting various forms of production, including smallholder production, co-operatives and joint ventures,

- Providing a secure food supply at affordable prices,

- Promoting rapid unionisation and encouraging rural community organisation to redress historical injustices, protect jobs and worker rights, and

- State intervention on environmental issues to sustain the long-term production capacity of land

C/Res. 17/6/90

# Union ordered out of OK store

By **CONNIE MOLUSI**

140A

THE South African Commercial, Catering and Allied Workers' Union, organiser of the OK Bazaars strike over wages, has been forced to leave the premises of OK Hyperama at Eastgate.

The Rand Supreme Court made the order following an urgent application on Friday. The union also undertook not to interfere with normal business operations at Eastgate.

# Putco management 'surprised' as 750 go on strike at three depots

By Stan Hlophe

About 750 workers at three Putco depots went on strike this weekend, a Transport and General Workers' Union (TGWU) information officer, Kally Forrest, said.

Workers were asking management to re-open two depots in Springs and Wynberg, which were closed in April and May.

The original demand for union recognition at

the Homelands, depot in KwaNdebele still stood. The three depots affected by the strike were at Denilton, Homelands and Mamelodi.

She accused management of breaking the TGWU's majority membership at Homelands depot by transferring workers.

Putco's assistant managing director, Mike Oldham, confirmed two

strikes, but said the Mamelodi depot was unaffected. He said he was surprised by the union's action as it had re-entered negotiations talks last Thursday.

Workers had been transferred to create "a better service".

The bus industry is facing cuts in Government passenger subsidies and several depots have been forced to close.

140A star 18/6/90

ated with birdshot, shotgun  
fire and rubber bullets.

## Gold continues nudging higher

18/6/40 By Michael Chester

The gold price nudged back higher today when it started trading on the key London bullion market at \$348.70 to \$349.20, an improvement of \$1.50 on the weekend's closing price.

It continued a cautious upward trend that began on Friday after the price had plunged to around \$340 and caused panic on the Johannesburg Stock Exchange on Thursday.

But the outcome of the annual round of pay demands by the National Union of Mineworkers hung in the balance as the gold price struggled to recover from its lowest levels in four years at less than \$350.

The industrial conciliation board was meeting in Johannesburg to hear evidence from mine employer and the NUM on union demands for wage increases ranging between 20 and 32 percent.

As the board went into session, Anglo American Corporation was planning a series of meetings with worker representatives at its Freegold gold complex to explain details of the cutback of 7 800 jobs over the next few months.

1407

## TYSON BACK TO HIS FEARSOME BEST?

THERE is no doubt that Mike Tyson's one-punch knockout of Henry Tillman on Saturday was as impressive as the former champion has ever been. But will he over-rate his victory? Report — Page 15



**STRIKERS**  
Nearly 2 000 striking city council workers packed the Good Hope Centre yesterday and vowed to continue their work stoppage until their demands are met.

Picture: ALAN TAYLOR

# Strike: Day 6

CMT Ticks 18/6/90

## Garbage piles up as municipal workers vote

Staff Reporter

**CAPE TOWN'S streets were strewn with garbage at the weekend as the strike by 2 000 city municipal workers took its toll — and workers again resolved yesterday not to return to work today.**

This takes the strike into its sixth day.

At a meeting in the Good Hope Centre yesterday afternoon "to explain to the community" why the workers embarked on the strike, about 2 000 SA Municipal Workers' Union (Samwu) members vowed to continue the strike and to "bring the council to its knees" until their demands are met.

In addition to Samwu's 40% across-the-board increase, the union is also demanding an end to the employment of casual labour, a housing allowance for rented houses and the recognition of June 16 as a public holiday.

The workers decided that they would continue to gather at the Civic

Centre despite a Supreme Court interdict last week preventing them from entering the premises.

City council spokesman Mr Ted Doman said "some people" had been working over the weekend and that only some refuse had been removed from streets.

"We are managing to keep our heads above water in certain areas," he added.

### 'Deep trouble'

Refuse piled up in most city streets over the weekend and refuse bins were overflowing yesterday. The Grand Parade lay strewn with refuse and in several city suburbs, spilled refuse bags were in evidence.

In another development, at least 100 traffic officers (all members of Samwu) had also decided to on a "go-slow" in the issuing of tickets and in sympathy with the strikers.

Mr Doman said he had no knowledge of the go-slow.

At yesterday's meeting, UDF Western Cape vice-chairman Mr Dullah Omar said the community "supported the council workers" and that it was

not necessary to apologise to the community for their action.

Samwu office-bearer Mr Roger Ronnie told the workers that the council "is in deep trouble".

He accused the council of lying to obtain an interdict to bar workers from the Civic Centre.

Mr Doman said emergency services like the ambulance service were coping adequately.

However, it is believed that neighbouring municipalities have "loaned" firemen to the council to assist in the ambulance service.

In a statement yesterday, the Cape Recycling Network alerted home-owners to the "urgent need for recycling as much domestic waste as possible".

Recycling could prevent a recurrence of the existing problem and could save the city council a considerable amount of the expense incurred in the removal of the wastes, the organisation said.

During this period, it is imperative that attention also be given to setting up community collection depots.



# Numsa refers final pay offer

DANIEL FELDMAN

THE National Union of Metalworkers of SA (Numsa) indicated at the weekend it would refer the final wage offer of the Steel and Engineering Industries Federation of SA (Seifsa) to its national bargaining conference scheduled for this weekend.

The conference would, in turn, make recommendations on settlement "or otherwise" for each sector in the union.

The union said settlement would depend on progress on wages, the implementation by Seifsa of the draft LRA, maternity leave and pap tests, paternity and compassionate leave and proportional representation in the industrial council (140A) (15).

After the sixth round of annual wage negotiations last week, Seifsa tabled three new wage offers to unions including Numsa which was given a final offer of a 15% wage increase for artisans and an 18% increase for labourers. This would bring

the lowest monthly wage to above R800.

Numsa said it was prepared to recommend settlement with Seifsa on training, job security and the extension of the scope of the main agreement to the homelands and other sectors of the industry.

The union also believed "progress was made" on its training proposals, and said Seifsa had agreed to the development of industry-wide guidelines for the removal of racial discrimination and had agreed "in principle to withdraw support from educational institutions that continue to apply racial discrimination".

Seifsa spokesman Hendrik van der Heever said employers had agreed to raise their contribution to the pension fund from 6,5% to 7%. He felt considerable progress was made during the last round of talks.

12/10/84 18/6/75

# Deal ends strike at Putco depots

19/6/90 By Stan Hlopho

A strike by 750 Putco workers was called off yesterday after agreement with management was reached regarding the transfer of rival union members, Transport and General Workers' Union (TGWU) information officer Kally Forrest said.

Miss Forrest said the strike was called off after manage-

ment agreed to transfer about 500 members of the rival Transport and Allied Workers' Union (Tawu) from the Homelands depot to Soshanguve

Rivalry between the two unions flared during wage negotiations. The TGWU claimed it had lost its membership majority because of an earlier transfer of workers from the Homelands depot. This was denied by Putco

Wage discussions were then postponed when the TGWU walked out after Tawu objected to their inclusion in the wage talks

This led to strike action by TGWU members at three depots, leaving hundreds of commuters stranded.

The three depots affected by the strike were Denilton, Homelands, and Mamelodi. Talks will resume today



41

# Garbage mounts as strike continues

*Gowetan*  
*1976/90*

CAPE TOWN began the week facing piles of garbage and litter in the city streets as the strike by municipal workers entered its sixth day.

An estimated 2 000 workers are taking part in the South African Municipal Workers' Union strike, demanding among other things a 40 percent across the board increase.

## Refuse 140A

The first real effects of the work stoppage were evident early on Monday morning with piles of bulging black refuse bags, many spilling their contents at street corners

Much of Loop street was strewn with litter, particularly around all-night cafes and nightclubs.

At a meeting in Cape Town on Sunday to explain to the community why workers were striking, Samwu workers vowed to continue the strike. - Sapa.



**ABOVE:** Striking municipal workers gathered outside St George's Cathedral yesterday. Buses later took them to Athlone stadium. **BELOW:** Ms Dorothy Woodrich, owner of a St George's Street coffee shop, keeps her own doorstep clean during the sixth day of the municipal workers strike yesterday.

Pictures STEWART COLEMAN



## Police confront striking workers, 8 unionists held

Cape Times 19/6/90  
Staff Reporter

POLICE confronted striking workers for the first time yesterday in the Cape Town municipal worker's strike, and in another incident, arrested eight union members for trespassing on civic centre ground

During the confrontation, police used a water cannon to disperse a group of about 70 striking municipal workers who held an illegal gathering on Cape Town station's roof parking area

A police spokesman said the group had been warned to disperse but they refused to do so. The group ran away and congregated at St George's Cathedral where their numbers later swelled to about 800

Police also enforced a Supreme Court order by arresting eight SA Municipal Worker's Union (Samwu) officials and shop stewards for allegedly trespassing on civic centre property

The eight were later released after appearing in the Cape Town Magistrate's Court where they and were granted R100 bail each

The city council said that because attempts to persuade the workers to abide by the court order had failed the council was obliged to ask for the help of the SA Police to regulate orderly entry to the civic centre

# Health threat as strike goes on

# Garbage warming

140A  
CART TMB  
19/6/90

## Mandela talks to Thatcher — on the phone

CART TMB 19/6/90  
Own Correspondent

LONDON. — British Prime Minister Mrs Margaret Thatcher and ANC deputy president Mr Nelson Mandela spoke on the telephone for over 40 minutes during his low-key trip to London, it was revealed last night.

A Downing Street spokesman admitted that the call had taken place "over the weekend" However, he declined to reveal who had initiated the discussions, or their content

He said "no meetings" had taken



CALL ...  
Mrs Thatcher

place between Mrs Thatcher and Mr Mandela

It is understood that the call took place on Saturday, shortly after ANC foreign affairs spokesman, Mr Thabo Mbeki's meeting with British Foreign Secretary Mr Douglas Hurd

Mr Mandela's trip to London was billed as a strictly private visit to see ANC president Mr Oliver Tambo, convalescing after suffering a stroke last year.

● Sanctions 'vital to struggle' — Page 2

By DANIEL SIMON and DALE GRANGER

WITH the municipal workers' strike entering its seventh day, city health authorities yesterday warned of an impending crisis as uncollected garbage piled up in Cape Town.

Dr Nula Durcan, acting Medical Officer of Health, yesterday said the city could become a breeding ground for disease and infection if residents do not dispose of their own garbage

If normal refuse collection services did not resume soon, the city could face an "upsurge" in cases of gastro-enteritis, according to Dr Durcan

● It was disclosed yesterday that the strike by about 8 000 municipal workers is to continue "indefinitely" as workers vowed to "hold out" for their 40% across-the-board wage demand

The council has also refused to budge from its final minimum wage offer of R4,19 per hour after a fruitless meeting

between the parties yesterday

● Police and strikers confronted each other outside St George's Cathedral, and eight union members were arrested at Cape Town station ('Police confront workers' — Page 3.)

Businesses were yesterday urged to organise their own refuse collecting services

And Green and Sea Point residents called for casual labour to be brought in to "clean up the streets"

Dr Durcan said the health department was "concerned about fly-breeding" which could lead to a real danger of a spread of gastro-enteritis if the strike did

From page 2

From page 1

not end this week

CART TMB 19/6/90

140A

In order to minimise a health threat, Dr Durcan suggested that flat-dwellers "double bag" their refuse and tie it securely, while businessmen should try and arrange private removal firms to collect their refuse

"Households in turn should collect paper and glass separately and use bio-degradable refuse for their gardens"

Last night Mr Morris Sibert, Green and Sea Point Ratepayers' Association chairman, said he had been inundated with complaints by residents

"The council should employ casual labour until an agreement is made with the workmen. You either get the staff to do the work or you replace them," he said.

Dr John Sonnenberg, city councillor for Sea Point, said while an offer had been made to the workers, the council could not engage casual labour.

According to a city engineering department spokesman yesterday an alternative plan for the collection of refuse would be in place by tomorrow.

This would entail residents being able to drop off their refuse at about 33 stations around the entire municipal area.

Members of the public who are not sure of the location of their local depots, can consult page 792 of the 1989/90 telephone directory

The cleansing department can be reached after hours at 462 4415.

# Govt accused of labour 'blunder'

COSATU yesterday made a last-ditch call for government to reconsider its decision not to translate into law the union/Saccola agreement on changes to the Labour Relations Act.

It is understood the unions have written directly to President F W de Klerk setting out their motivation

In a public statement, Cosatu said it was not too late for government to correct its "blunder" made at a Cabinet meeting last Wednesday

"It would require an urgent meeting of the Cabinet and possibly, but not necessarily, a few additional days of Parliament. If it has the courage to take this route, widespread labour conflict might be avoided," Cosatu said

The federation added the decision, if unchanged, would be a setback for the talks about talks between government and the ANC and the creation of a climate conducive to negotiation.

It would also confirm the argument for the maintenance of international economic pressure on SA "until this regime practices what it is currently preaching", and would force the unions to consider severing dealings with the authorities

ALAN FINE

Cosatu said the statement by Manpower Minister Eli Louw last Wednesday explaining the decision was misleading in two respects

Firstly, it "studiously fails to mention what was recommended to the Minister by his own National Manpower Commission (NMC) or to offer reasons why he and the Cabinet rejected the NMC recommendations. (140A)

## Responsibility

"Secondly it suggests that Cosatu, Nactu and Saccola adopted an inflexible approach in regard to legislating their agreement"

Cosatu argued it had told Louw at their meeting a week ago that while it obviously wished the full agreement to be legislated and renewed its proposal, it was his responsibility to decide how to approach matters.

"However, by choosing not to give legislative effect to any provisions of the agreement, even the recommendations of the NMC, the Cabinet has made a serious blunder," Cosatu said.

## Cape municipal strikers to continue action today

LESLEY LAMBERT

CAPE TOWN — The municipal strike in which more than 2 000 council employees are refusing to work until their demands for salary increases of up to 40% in some cases are met, enters its seventh day today.

Yesterday members of the SA Municipal Workers' Union (Samwu) were bused out of the city centre to a stadium in Athlone after a confrontation with riot police outside St George's Cathedral.

They decided to continue their strike action today and to return to the stadium. (140A)

Eight union officials were arrested earlier in the day when police tried to prevent striking workers from leaving the Cape Town railway station. They appeared in court on charges under the Internal Security Act and were released on bail of R100 each.

Samwu, which represents the majority of the council's 15 500 employees, is demanding a minimum starting salary of R4,80 an hour, which according to council officials would mean a 40% increase in some cases. It is also demanding a 40-hour week, recognition of June 16 as a holiday, housing allowances, an end to casual employment and the filling of all vacant posts. B | pay 1976/90

The council, which spends about R500m out of an annual budget of R1,2bn on wages, is sticking to its offer of 16% to 18% increases for unskilled and semi-skilled employees and 13,5% for higher level employees. It has agreed to meet the union and discuss any issue other than the wage package.

When the strike started last week, workers surrounded the Civic Centre and many remained there, despite a Supreme Court interdict ordering them to move.

**Talks on pay  
at mines set  
to end soon**

Star 20/6/90

(140A)

**Staff Reporter**

Conciliation board talks between the Chamber of Mines and the National Union of Mineworkers (NUM) over demands for wage increases in the industry are expected to wind up next week.

The board met for five hours yesterday to hear evidence from mine employers and the NUM on union demands for wage increases ranging between 20 percent and 32 percent.

**Assurances**

Meetings would continue next week, a Chamber spokesman said.

So far, employers have offered increases of between 13,5 percent and 16 percent.

The Chamber has given assurances that employers will not use the collapse of the gold price as a weapon during negotiations.

# 'No progress' on dispute at SA Philips Tyl plant

Sts 20/6/90  
By Montshiwa Moroke

SA Philips and the National Union of Metalworkers of SA (Numsa) began talks yesterday aimed at resolving the differences that led to this week's closure of the Martindale plant near Johannesburg

A spokesman for Philips said the parties had not made progress yesterday.

Numsa said the meeting had "started on a bad note" and added it viewed the radio and television manufacturing company's action as "nothing but power play and fascist".

## Early

The factory was closed on Monday. The Dutch multinational company said about 150 workers had continued to breach contractual conditions of employment by working shorter hours

SA Philips' human resources director Jeremy Pollock said on Monday

Numsa members had begun clocking out early from June 11 and had worked only a 40-hour week

Yesterday Mr Pollock said "Management is not prepared to change its position on its exclusion of certain workers who arbitrarily reduced their working hours.

"We will meet the union again (today). The plant will not be open to normal business."

Numsa said in a statement yesterday its members at the plant had been locked out with- out prior notification.

It said when it had approached the company about the workers' demand for a 40-hour week on June 6, it had refused to discuss the issue.

"The workers' case is that they are being discriminated against in that the majority of white workers are working a 40-hour week"

# OK's legal action against union condemned

Staff Reporter  
20/6/90

The union representing OK Bazaars workers has condemned legal action against it by the company as inappropriate and "complicating a volatile situation".

The company has served Supreme Court interdicts against the South

African Commercial, Catering and Allied Workers Union (Saccawu) at two stores and is threatening to do so at eight other stores.

An interdict was issued for Edenvale Hyperama yesterday and one for the Eastgate branch on Friday.

OK Bazaars industrial relations spokesman Gavin Brown said he agreed the moves might seem "inappropriate" but said they were necessary as the union "does not respect the rights of black shoppers and non-strikers".

He confirmed that

about 120 stores were affected.

Thousands of the strikers plan to march through the Johannesburg city centre today, according to union spokesman Jeremy Daphne Saccawu marched in Durban and Cape Town last week.



# LRA row may threaten talks

31 Dec 20/6/90  
COSATU yesterday threatened to ask the ANC to abandon its negotiations with government and to call SA's biggest national stayaway unless President F W de Klerk agreed to a meeting to change the Cabinet decision to delay any amendment to the Labour Relations Act (LRA)

And NUM general secretary Cyril Ramaphosa told a media conference in Johannesburg yesterday that mining industry wage talks, at a "crucial" stage, could be scuppered unless the Chamber of Mines agreed to support suggested amendments to the Act

The Cabinet apparently decided not to implement the joint employer/worker suggested amendments because of objections received from some interest groups and because of a claimed shortage of time, Cosatu general secretary Jay Naidoo told the news conference

ANC internal spokesman Ahmed Kath-

PETER DELMAR

rada said last night he did not know if the ANC had taken a formal decision on the issue, but any representations from Cosatu would receive serious consideration

Naidoo said there could be no national political settlement without the endorsement of the trade union movement.

Naidoo said factory demonstrations and mass stayaways of "proportions not witnessed before" would be called

In addition, Cosatu would end its contact with the Manpower Department and the National Manpower Commission, while Saccola would be urged to follow suit.

Meanwhile about 20 officials from Cosatu and affiliated unions began an indefinite sit-in at Manpower Department offices in Johannesburg yesterday.

Naidoo said government's decision

□ To Page 2



Cosatu general secretary Jay Naidoo, left, and his Numsa counterpart Moses Mayekiso at a Johannesburg media conference yesterday at which Cosatu announced a sweeping plan of action if demands concerning the Labour Relations Act were not met. Picture ROBERT BOTHA

## LRA

31 Dec 20/6/90 (140A)  
raised questions about its commitment to democratic reform

Ramaphosa said the NUM was concerned about objections he said Goldfields had made to the proposed amendments and would ask the Chamber of Mines today what its position was on the issue

It was in the country's interests that the parliamentary session be extended to enable the proposals to be passed into law

Chamber of Mines external affairs senior GM Johan Liebenberg said yesterday the chamber and its members had unanimously supported the agreement between Saccola, Cosatu and Nactu

Naidoo said the agreement on LRA

amendments had been endorsed by 66 000 employers and 4-million workers, of whom 1.5-million were paid-up union members

MIKE ROBERTSON reports from Cape Town that Manpower Minister Eli Louw yesterday appeared to rule out any possibility of amending the LRA this year, at a hastily convened Press conference

The Minister said Cosatu had written to De Klerk asking for an urgent meeting and he had indicated he was prepared to meet them this week

However, Cosatu had replied that it would only be interested in meeting if the LRA was amended this Parliamentary session which ends on Friday

□ From Page 1

# OK plans further court actions

DANIEL FELDMAN

OK BAZAARS was due to bring applications tomorrow for court interdicts against striking employees at seven PWV stores, including the Sandton Hyperama, the Benoni Hyperama, and the Cresta, Randburg, Hillbrow and Rosebank stores, company and union spokesmen said yesterday.

A court order to keep strikers out of the Edenvale Hyperama was issued yesterday. OK spokesman Gavin Brown said the decision for the interdicts was "taken very reluctantly", but was needed to address the "on-going incidents of violence, assault and intimidation" at the stores.

"Previous assurances by union members to prevent such incidents have proved ineffective," he said. SA Commercial Catering and Allied Workers' Union (Saccawu) spokesman Jer-

emy Daphne said a union delegation had visited the affected stores yesterday and believed "many of the allegations were unfounded or grossly exaggerated".

He said while the union was in the process of conducting its investigation at the stores, OK issued a notice to workers in the affected stores ordering strikers off store premises by 1pm yesterday, failing which legal action would be taken.

"OK thus prevented the union from concluding its investigations and resolving any problems that might exist by constructive and peaceful methods," said Daphne.

The strike is continuing at 129 stores. Striking employees plan to march through Johannesburg's city centre today.

# Numsa and SA Philips still deadlocked

SA PHILIPS management and representatives of the National Union of Metalworkers of SA (Numsa) will meet again this morning after failing to break a deadlock which resulted in the partial closure of the company's Martindale manufacturing plant.

At least 150 Numsa members have been excluded from the plant since Monday because they have worked a shortened week of

DANIEL FELDMAN

40 hours since June 11.

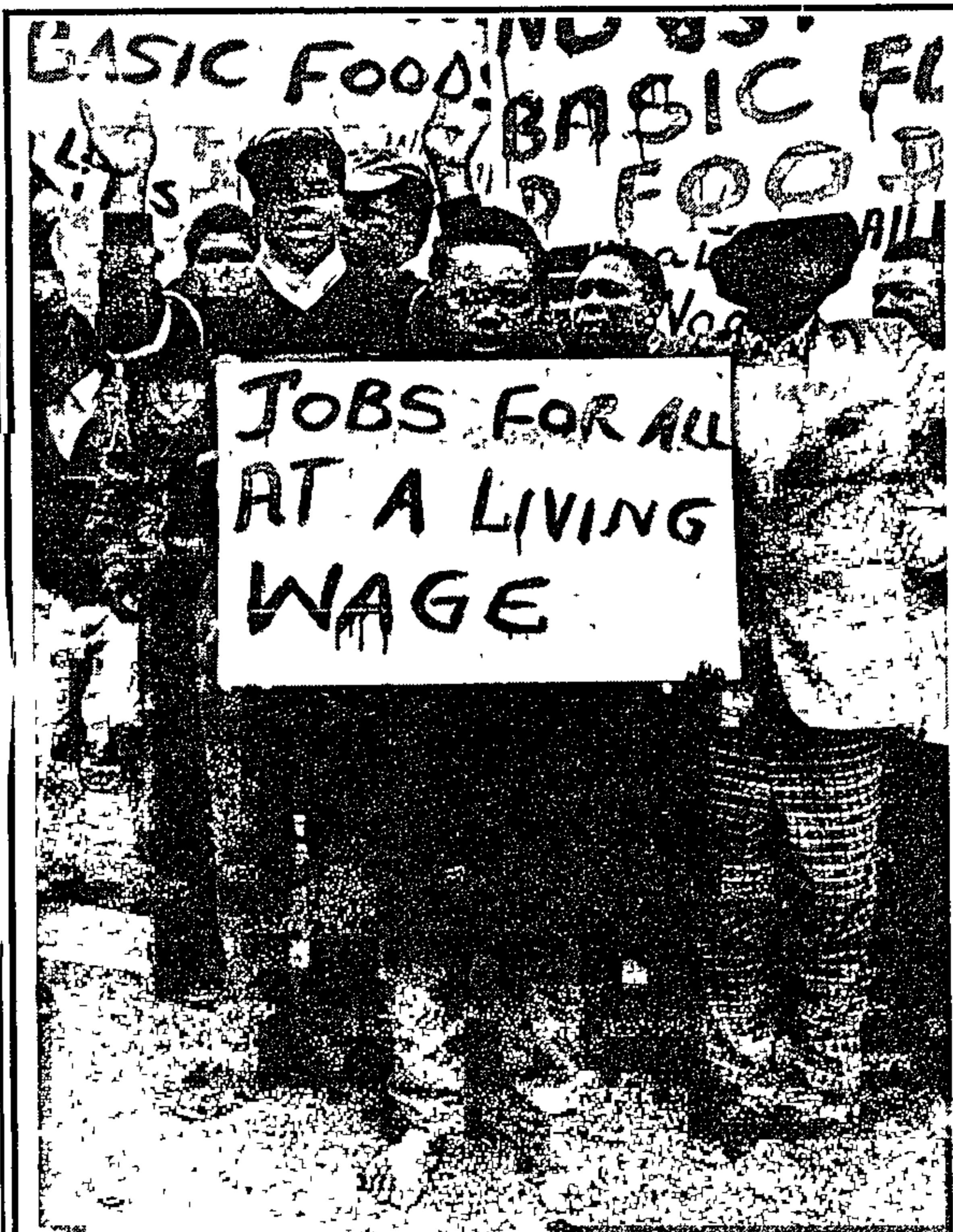
The company's human resources director Jeremy Pollock said views were exchanged between the two parties at a meeting yesterday, but no agreement was reached. He said the plant would not be opened for normal business today, although business enquiries would be received and processed as usual.

He reiterated that the closure of the factory was not a "lock-out" but rather an "exclusion", caused by certain Numsa members electing to work shorter hours than those stipulated in the company's conditions of service.

Numsa spokesman Tony Kgobe said the management took a "very intransigent position" at yesterday's meeting, and set preconditions for allowing employees to return to work, which included working 45 hours a week.

Kgobe said the union was willing to negotiate its desire for a 40-hour week.

In other action involving Numsa members, dismissed workers of Barlows Manufacturing Company set up a squatter camp at the main gate of the Barlow Rand Head Office in Sandton. They are protesting against the dismissal of workers by the company last year.



**ON THE MARCH:** Unemployed workers march through Cape Town last Saturday to demand cheaper food. The march, organised by the Western Cape Unemployed Workers' Union, was one of several throughout the Cape. <sup>South</sup> 14/6 - 20/6/90 <sup>(335)</sup> PIC: BENNY GOOL

By CHIARA CARTER  
 THE week-old strike by about 6 500 workers at OK Bazaars stores around the country has developed into a clash between strikers and rightwing supporters.  
 A spokesperson for the South African Commercial, Catering and Allied Workers' Union (Saccawu), Mr Jeremy Daphne, said there had been several incidents in Johannesburg in which whites leapt out of cars and tore up strikers' placards.  
 Daphne said a white employee in Potgietersrus had led AWB members into the

## Rightwing 'scabs' in OK strike

store and the AWB had issued a pamphlet warning strikers that it represented the majority of whites.  
 Daphne claimed the Cresta OK Bazaars was using rightwing supporters as "scab labour".  
 There have been several cases of clashes between strikers and the police in the Northern Transvaal, Johannesburg and Pretoria.  
 About 74 workers have been arrested

Workers at 129 of the 166 stores are on the Saccawu-organised strike.  
 Both the ANC and the PAC have publicly pledged support for striking workers. Community support continues to grow.  
 Saccawu is planning marches in major centres later in the week. OK workers will march in uniform.  
 OK Bazaars is threatening to close two more stores, one in Cape Town

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# Dismissed workers set up squattercamp

DISMISSED workers of Barlow's Manufacturing Company have set up a squatter camp at the main gate of the Barlow Rand head office at Barlow Park, Sandton.

A Press statement from the National Union of Metalworkers yesterday said the workers were protesting about the dismissal of more than 400 workers by the company last year.

"The dispute arose

from the refusal of the company to provide a canteen for black workers. The request for a canteen had been discussed between Barlow's management and the workers for several years," said the statement.

"During the defiance campaign in 1989,

workers decided to defy by entering the staff canteen, and were disciplined as a result, giving rise to a strike."

## Dismissed

Barlows responded by saying that on September 28, 1989, following a series of "unprocedural and illegal work stoppages", members of Numsa were dismissed.

"Union shop stewards informed management that the two stoppages which occurred on September 28, 1989, were organised to back a demand by union members that the company should not take disciplinary steps against union members who had invaded the company manger's office, and who also had assaulted a company manager," Mr Derrick Williams of Barlows Appliance Company said in a statement. - Sapa.

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# Saccawu grievance march (140A)

ABOUT 170 workers at Sanitary City, Anbeeco and Win corporations are striking in support of their wage demands, a SA Commercial Catering and Allied Workers Union spokesman said yesterday.

Striking unionists at Sanitary City are demanding R40 per week and those at Anbeeco (the

agent for Seiko watches) want a R175 increase across the board and a minimum wage of R895. Union members at Win are also striking over wages.

Saccawu plan to march through Johannesburg today, from the union's headquarters to OK HQ to present a memorandum of

grievances to management.

Permission had been

granted for the march, the Saccawu spokesman said. - Sapa

## Sonn quits teacher body (140A)

EDUCATION leader Mr Franklin Sonn has quit after 14 years as president of the influential Cape Teachers' Professional Association.

He stepped down be-

cause of his increasing workload as rector of the Peninsula Technikon and his position as president of the Union of Teachers' Associations of South Africa.

## TV licence fee

# Cosatu appeals directly to FW

1404

Political Staff and Staff Reporters

Cosatu representatives last night telephoned President de Klerk, asking him to intervene in a dispute between the labour movement and the Government

Trade unionists are threatening a wave of pickets, boycotts and stayaways if the Cabinet does not extend the sitting of Parliament today to amend the Labour Relations Act

A Tuynhuys spokesman confirmed today that Cosatu telephoned Mr de Klerk at home

"Mr de Klerk took note of their views," he said, but said he would not discuss the matter on the telephone

"He did not give them undertak-

ings or assurances and, in regard to their requests to have a meeting with him, said Cosatu would be contacted today," he said

On claims by Cosatu general secretary Jay Naidoo that the President had said he would take the matter to the weekly Cabinet meeting today, the spokesman said Mr de Klerk would never disclose details of the Cabinet agenda

The Government has said it cannot introduce legislation this year to implement the accord which Cosatu and the other trade union federation, the National Council of Trade Unions (Nactu), signed this year with the employer body, the SA Consultative Committee on Labour Affairs (Saccola)

The trade unions are hinting that the ANC could pull out of talks with the Government if their request is not complied with

Parliament is due to go into recess on Friday

Last night, top Cosatu officials started an indefinite sit-in at the Department of Manpower's offices in Johannesburg, demanding the amendments be brought before Parliament

Among those who started the sit-in were Mr Naidoo and National Union of Mineworkers general secretary Cyril Ramaphosa

## Offers

Cosatu negotiator Marcel Golding said yesterday if the Cabinet did not extend Parliament for a few days for the amendments to be passed, the country faced a deluge of protests

Yesterday, Manpower Minister Eli Louw said he could not entertain short-notice amendments to the Labour Relations Act

Sapa reports that Mr Louw said in Cape Town he had offered to introduce most of the signatories' proposals and the accompanying recommendations of the National Manpower Commission in the current session of Parliament and leave those remaining for 1991

As an interim measure, he had offered to introduce legislation immediately giving the accord legal recognition, confining its application to the signatories. This had been rejected

# Call for better deal for nature conservationists

Pretoria Correspondent

The Public Servants' Association (PSA) has called for a massive salary injection for nature conservationists

This includes a 40 percent pensionable salary increase for nature conservation officers, as well as the implementation — backdated to 1983 — of a new dispensation for research technicians

A report in The Public Servant magazine describes the 465 nature conservation officers, research technicians and conservation scientists as a "crisis group"

Gross starting salaries for learner conservation officers with matric were R642 a month and those for qualified nature conservation officers R1 139, while the average salary of the 343 nature conservation officers employed by the State and Cape and Transvaal provincial departments was R1 610 a month

This, the article said, was R409 a month less than that of any similarly qualified personnel in the public service. The TPA responded by saying it had consistently given support for better salaries

Star 20/6/90

Star 20/6/90

**Barlow Rand  
workers squat**

Dismissed workers of Barlow's Manufacturing Company have set up a squatter camp at the main gate of the Barlow Rand head office at Barlow Park, Sandton

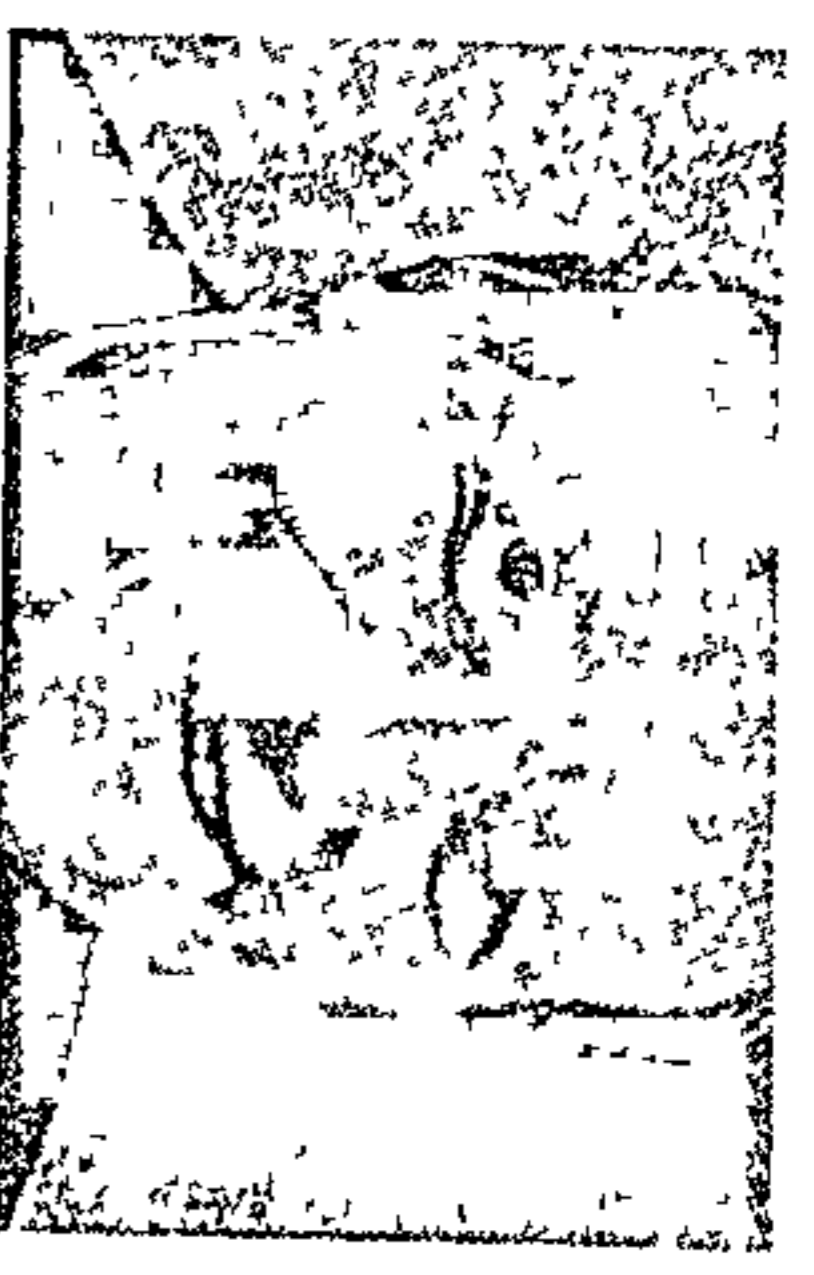
The National Union of Metalworkers yesterday said the workers were protesting about the dismissal of more than 400 workers by the company last year. — Sapa.

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# IT'S A GOOD THING



Mr. Eli Louw

Mr. Louw 1404  
20/6/90

# SHOWDOWN

By ANTHONY JOHNSON  
Political Correspondent

**A MAJOR showdown is looming between trade union giant Cosatu and the government over its refusal to pass legislation this parliamentary session on amendments to the controversial Labour Relations Act.**

Cosatu yesterday threatened to scupper the talks between the ANC and the government and stage mass industrial action if the government did not abandon its stance.

And as a sit-in began at the National Manpower Commission (NMC) offices in Johannesburg, the National Union of Mineworkers warned it would suspend wage negotiations with the Chamber of Mines if the impasse was not resolved soon.

At the centre of the controversy is an agreement reached last month between SA's largest employer organisation, Saccola, representing 66 000 employers and four million workers, and Cosatu and Nactu union federations with a paid-up membership of 1.5 million. Manpower Minister Mr Eli Louw said yesterday the cabinet had decided that the Saccola/Cosatu/Nactu (SCN) agreement on amendments to the Labour Relations Act could not become law this session. But he insisted that his "door is still open" and consensus could still be reached.

Cosatu said the cabinet's decision to delay incorporating changes to the act until the 1991 session was a "serious error of judgment" which could carry grave consequences for the economy.

"Cosatu reiterates its willingness to meet the State President urgently to explore ways of legislating this agreement and avoiding the possible consequence of industrial unrest and conflict."  
Should Mr De Klerk refuse to meet them, "there will be no doubt that confrontation is being sought with the

trade union movement"

Should the government refuse to incorporate the SCN agreement this parliamentary session, Cosatu has called for a programme of action including:

- An urgent meeting with the ANC to review its continued participation in negotiations with the government.
- A call for a "national mass stayaway"
- Product boycotts of employers who opposed amendments to the Labour Relations Act.
- "Solidarity actions" from post office workers
- Asking ambassadors in South Africa to urge their governments to maintain sanctions
- Withdrawal of Cosatu's contact with the National Manpower Commission, the director-general of the department of manpower and the minister of manpower
- Saccola will also be requested to withdraw from participating in the NMC and certain other statutory bodies

Page 2

P.T.O.

Star 20/6/90

# Southern Sun faces strike over wages

By Julienne du Toit

Southern Sun hotels may face a strike after conciliation board discussions between management and the South African Commercial, Catering and Allied Workers' Union (Saccawu) broke down this week

The union, with a membership of 6 000, over half the company's employees, has called for strike ballots at the end of next week.

The key issues are wages, the instalment of casual workers as union members, and "racist canteen facilities", says the union

Management is offering a R100 increase on its minimum monthly wage of R590, while the union is demanding a minimum wage of R800 and an across-the-board increase of R160.

Carl Ludick, group industrial relations manager, said that in real terms workers were earning close to R1 000, with such benefits as transport, meals, medical aid and a 13th cheque.

Union spokesman Allan Horwitz claimed that a worker at Pietersburg Holiday Inn was interrogated, detained and later assaulted by police called in by management because of an alleged theft. He said this would not have happened had the worker been white

# FW rejects Cosatu demands on LRA

PRESIDENT FW de Klerk has agreed to meet the Congress of South African Trade Unions to try to diffuse a looming showdown over labour legislation.

But De Klerk said last night he was not prepared to give in to Cosatu's demand for the Labour Relations Act to be amended during this session of Parliament.

However, he was prepared to have a Bill introduced to the Parliamentary Manpower Committee to be finalised before the next session.

Cosatu has threatened drastic measures, including mass industrial action and a request to the ANC to call off negotiations, if the Government did not legislate its recent labour accord with employer organisation South African Co-ordinating Council of Labour.

After discussing the looming crisis with the Cabinet yesterday, De Klerk last night issued a letter which he had just faxed to Cosatu general secretary Mr Jay Naidoo.

He agreed to Naidoo's

request for a meeting with him and said he was prepared to meet him and other parties to the labour accord at 10am on June 26 in his office at the Union Buildings in Pretoria.

De Klerk said he had asked Manpower Minister Mr Eli Louw to attend.

He said that further deliberations and discussions on the accord would be in the best interest of both workers and employers before legislation was finalised.

## Complex

The parliamentary process did not allow for complex legislation of this sort to be finalised in a relatively short period of time.

It would therefore not be possible to pass legislation during this session of Parliament.

He said that after further negotiations, it would be possible to introduce a Bill to Parliament's joint manpower committee so legislation could be finalised before the start of the next session of Parliament.

It's a donkey's life



About 1 500 OK Bazaars strikers sang and danced their way through central Johannesburg yesterday in a protest march which ended at the company's Eloff Street head office.

● Picture by Ken Oosterbroek.

### Court orders, petrol bomb in OK strike

The OK Bazaars strike yesterday took several dramatic turns as the company obtained court orders against strikers at two of its branches, applied for urgent interdicts against strikers at nine other branches and a large crowd of strikers marched through Johannesburg

In addition, 13 workers were arrested, eight at Phalaborwa, two in Vereeniging and two in Pretoria, bringing to 166 the number of workers arrested since the start of the strike last week Monday, according to a statement issued by SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Jeremy Daphne

The statement also said one striking worker's house in Pretoria was petrol-bombed, and police action was taken against workers in Durban, who allege they are being harassed by police at their homes

#### Growing

Mr Daphne added that numerous workers had been issued with notices to appear at management disciplinary inquiries. The union has told the company that any inquiries must be held after the strike

The union says support for the strike is growing. A total of 18 OK stores are now involved

In a list of demands handed to OK's head office in Johannesburg by Saccawu branch secretary Kaiser Thibedi following a march by about 4 000 workers, he called on the OK to "swallow their pride and be prepared to settle the dispute"

The demands included

- An across-the-board increase of R160,
- A minimum wage of R800,
- A 13th cheque, and
- March 21 as a paid holiday

Sapa

## NUM calls for inquiry into mining industry

Staff Reporter and Sapa

The National Union of Mineworkers (NUM) has called on the Government to launch a commission of inquiry to investigate the gold mining industry

The NUM was deeply concerned at the current crisis in the industry which threatened the jobs of about 12 000 mineworkers, the union said in a statement

"At the base of the crisis lies the policy of economic mismanagement and serious lack of social responsibility towards miners," the statement said

"It is our belief that the NUM, Government and mine-owners have a collective responsibility towards miners. Production of a commodity which has a fluctuating value like gold necessitates that the parties involved be highly conscious of the change of fortunes related to the market forces"

The NUM would explore all available avenues to ensure "that miners are not going to be dumped by mine bosses without struggle"

Only the nationalisation of mines under a people's democratic state would afford ade-

quate protection to mineworkers against the vagaries of gold and other mining-related problems

The NUM accused the Chamber of Mines in particular of stifling mining related industrial growth by imposing an "extractive economy"

"The result of this is lack of industries processing raw materials which would have provided thousands of jobs," the NUM said

In a detailed analysis of the current crisis in gold divisions of mining, the NUM said the profit margin on gold was at its lowest point since 1956

According to NUM, the major challenges ahead are inflation, falling ore grades, a complex tax system, the lack of investment funds and the need to develop new technology for ultra-deep mining

The six mining houses, Anglo American, Gold Fields, Gemmin, Rand Mines, Anglovaal and JCI, are only concerned for their own profitability and growth, said the NUM

"We need a new way forward"

Gold back <sup>Star 21/6/90.</sup> above crucial  
\$350 mark (40A)

**Finance Staff**

The threat of labour action by the National Union of Mine-workers to protest against the delay in implementing the Labour Relations Amendment Act pushed the gold price above the crucial \$350 mark today.

Dealers in London yesterday said fears of supply disruptions in South Africa helped the metal to stage a late rally and close \$2,25 higher at \$350.

This trend continued in New York, where the metal rose to \$350,05, and in the Far East this morning. In Hong Kong gold opened \$2,05 up at \$351,55.

Political uncertainties in the Soviet Union — hard-line communists have made it clear they will try to replace President Mikhail Gorbachev as leader of the Soviet Communist Party at a party congress in July — added to the uncertainty in the currency and metals markets.

# Shell dispute settled

South 21/6 - 27/6/90

PORT ELIZABETH.

A bitter eight-day strike at Shell Oil depots in the Eastern Cape has ended, with the company agreeing on wage increases and educational assistance for workers' children.

During the action, workers accused Shell of using union-bashing tactics, while the company in turn alleged that shopstewards threatened "bloodshed" if a single supply truck rolled.

Workers, on the other hand, claimed the police had assaulted them — allegations denied by the company and the police.

The company obtained an interdict against workers on the grounds that the strike presented a fire hazard.

The order, issued by the Grahamstown Supreme Court, ejected sleeping-in strikers. The company said it had lost control over the affected depots in Port Elizabeth and Queenstown.

The 180 striking oil depot workers returned to work this week while 60 chemical workers resumed work last Wednesday.

According to a settlement reached between Shell and the Chemical Workers' Industrial Union (CWIU), an average increase of 17,5 percent has been offered for an initial period, ending February 18 next year. An additional increase of 7,5

percent was negotiated for a second phase, ending August next year.

Shell has agreed to contribute R100 a year to the education of workers' dependent children, to a maximum of four children.

Shell also agreed on improved shift allowances, paternity leave and conditions for temporary workers, as well as long-service award.

## Leather stayaways

South 21/6 - 27/6/90

WORK stoppages involving thousands of workers have affected several Cape Town leather industries.

This week more than 1500 workers at Jordan Shoes downed tools, while workers at Olympic and Barker factories engaged in stayaways.

800 members of National Union of Leather workers (NULW) at Panther Elliot have been on a "wildcat" strike since last Thursday.

Their actions follow a deadlock in wage negotiations three weeks ago between NULW and management.

Initially workers demanded a R60 across-the-board increase but this has been converted to a demand for an increase of 38 percent. Employers have offered 17 percent.

COMMUNITY

6 BEACH ROAD

# Strike 'ceasefire'

A "CEASEFIRE" in the labour "war" between the Cape Town City Council and about 10 000 employees represented by the South African Municipal Workers Union (Samwu), is on the cards. (140A)

The eight-day strike, which has paralysed Cape Town's essential services, has resulted in rubbish piling up in the city's streets, several arrests and clashes with the police.

In a clear shift from a previous position, Cape Town's town clerk Dr Stanley Evans, indicated on Wednesday that the council would be "discussing the union's total package, including wages and the other demands". The council was expected to give the union an official response today. South 2116 - 27/6/90

A spokesperson for the union, Mr Roger Ronnie, indicated that the situation had improved and that the two parties "are on talking terms".

● See Page 2



**Garankuwa hospital management probed**

**Reaction to workers' grievances queried**

*Sowetan 21/6/90*

*1407*

**LEGAL** representatives for the strikers involved in a eight-day labour dispute at Garankuwa hospital in April yesterday questioned the way hospital management reacted to workers' grievances.

A document submitted by Mr G Josman and Mr L Nowosenetz to the Commission of Inquiry investigating the causes and consequences of the strike said it was important to ascertain whether management had acted impartially and rationally.

The two men are appearing on behalf of the National Education, Health and Allied Workers Union (Nehawu).

The document questioned the involvement of Mr A J Boshoff - then deputy director administration at the hospital - in much of the investigations into workers' grievances

Boshoff's conduct and that of another hospital official, Mr H Swanepoel, was a major cause for complaints among the workers.

They were described in a list of workers grievances handed to management prior to the strike as "racists" who victimised their subordinates.

The list demanded the two officials be removed from their duties from the hospital.

Nehawu's legal representatives have questioned whether the head of management at the hospital Dr L van Heerden "showed an inability or a reluctance to assert his authority in relation to Boshoff."

They have also queried why initial inquiries by the Transvaal Provincial Administration's (TPA) head office regarding the grievances were directed to Boshoff. This, they claimed, cast doubt on the impartiality

of the management's handling of the strike

The commission has previously heard evidence that the TPA's refusal to dismiss the two officials sparked a full-scale strike

Proceeding

# Mines crisis concern

THE National Union of Mineworkers has expressed concern over the current crisis facing the mining industry.

The industry is facing a plunging gold price and closure of several mines with an estimated 12 000 workers being threatened

with retrenchments as the crisis worsens.

"It is totally unacceptable that a few mine bosses should have a monopoly of deciding the fate of more than half a million miners," the NUM said in a statement yesterday.

It accused the Chamber of Mines of stifling industrial growth by imposing an "extractive economy". - Sapa.

06/19/12  
Sapa 21/6/10

140A

# FW offers to see Cosatu to avert labour law showdown

By Peter Fabricius  
and Shareen Singh

CAPE TOWN — President de Klerk has offered to meet the country's biggest labour federation, Cosatu, in Pretoria on Tuesday to try to diffuse a looming showdown over labour legislation

But his peace bid coincides

with Cosatu's mounting of major protests at delays in amending the Labour Relations Act as proposed by employer and worker organisations

Mr de Klerk made it clear last night he was not prepared to give in to Cosatu's demand for the Act to be amended this parliamentary session, which

ends tomorrow

Cosatu officials left the Johannesburg offices of the Department of Manpower yesterday after a 21-hour sit-in to prepare for massive industrial action

Speaking at the Department of Manpower's office, Cosatu general secretary Jay Naidoo

said unprecedented levels of industrial action could be expected, including stayaways, national strikes, sit-ins and protest marches

More than 300 protesting workers toyi-toyed outside Conlyn House in President Street, Johannesburg

● See Page 10.

... Police use a water cannon to disperse municipal workers on strike outside the Good day.

Picture REUTERS

# FW, unions to talk on labour act

CNT Temp  
21/6/90

140A  
113

## Political Correspondent

PRESIDENT FW de Klerk last night agreed to a meeting with black trade union federations in a bid to defuse the potentially damaging conflict between the government and labour over the proposed changes to the Labour Relations Act

However, Mr De Klerk stressed it would not be possible to meet Cosatu's demand that legislation reforming the contentious law be passed during this session of Parliament.

In a letter, released after yesterday's lengthy cabinet meeting to Cosatu's general-secretary Mr Jay Naidoo, Mr De Klerk said he was prepared to meet with both unions and employers on June 26 to discuss the Saccola-Cosatu-Nactu accord

The proposed meeting will also be attended by the Minister of Manpower, Mr Eli Louw, who has

been at the centre of the storm

Responding to a threatened nationwide stayaway on July 2 by both the ANC and Cosatu, Mr De Klerk said it was clear that further deliberations and discussions would be "in the best interests of both workers and employers, before legislation is concluded"

However, Mr De Klerk added that the parliamentary process did not allow for complex legislation of this nature to be finalised in a relatively short time

"It will therefore not be possible to pass legislation in this regard during this session of Parliament."

But Mr De Klerk proposed as a compromise that it would be possible to introduce, after negotiations, a bill this year to the joint committee of Parliament.

This would provide ample time for the multi-party committee to finalise legislation before the

start of the next session of Parliament which is slated to begin in February

The compromise proposal came against sharply conflicting statements yesterday from the Conservative Party and the Democratic Party on how the impasse should be resolved

The CP said that if Mr De Klerk or any member of his cabinet made any concessions to Cosatu's demands they would undoubtedly be gutless victims of "criminal blackmail"

But the DP said that the proposed amendments to the Labour Relations Act should be brought before Parliament "with all deliberate speed"

The DP's deputy manpower spokesman, Mr Tony Leon, called for a further session of Parliament this year to ensure the enactment of the measures

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By HEATHER ROBERTSON  
LABOUR relations between municipal workers and the Cape Town City Council will never be the same again

After decades of dealing with an almost docile workforce, the city council over the past week has been stung by unprecedented militancy among its employers ranging from garbage collectors to ambulance drivers.

Key to the new mood among the workers are widespread unhappiness with employment conditions and effective organising by their union, the South African Municipal Workers' Union (Samwu).

Although both parties have adopted "tough" positions, the dispute is rapidly coming to a head as the city reels from the breakdown in essential services including tons of rubbish going uncollected.

**Media war**

To back its demands, the union has called on community support while the city council embarked on what the workers termed a "media war".

The union has rebutted the contents of the full page advertisements placed in weekend newspapers by the city council

The advertisements claimed that "the delicate balance" between providing fair employment for the people who work for the city, developing the city and to meet the growing needs of its population, has been upset by the "workers' illegal strike action".

**Reasonable**

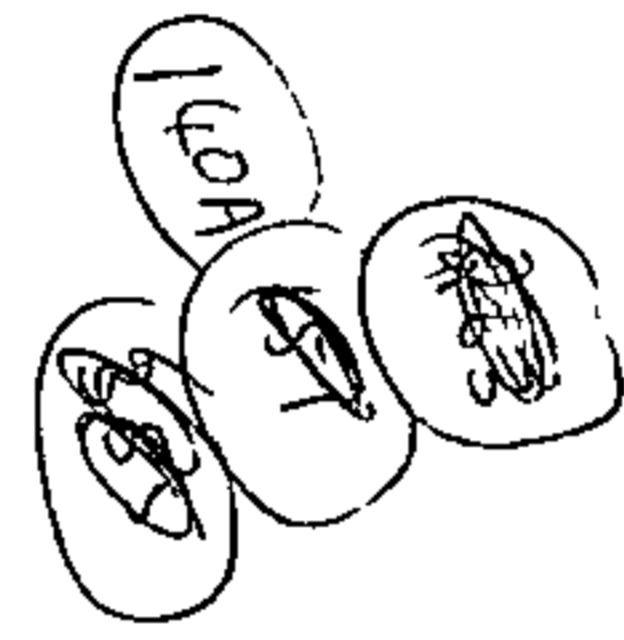
The Council claimed that rates would have to be increased by an additional 11 percent

"The city and its residents now finds itself faced with demands for wage increases of up to 40 percent. We do not believe this to be either fair or reasonable.

"In terms of the city council's final

# NEW ERA IN MUNICIPAL Relations

South 21/6 - 27/6/90



offer, 99.5 percent of its members in this municipality will earn more than R835 a month. There are only eight employees out of 15 452 who would earn the minimum of R819 a month."

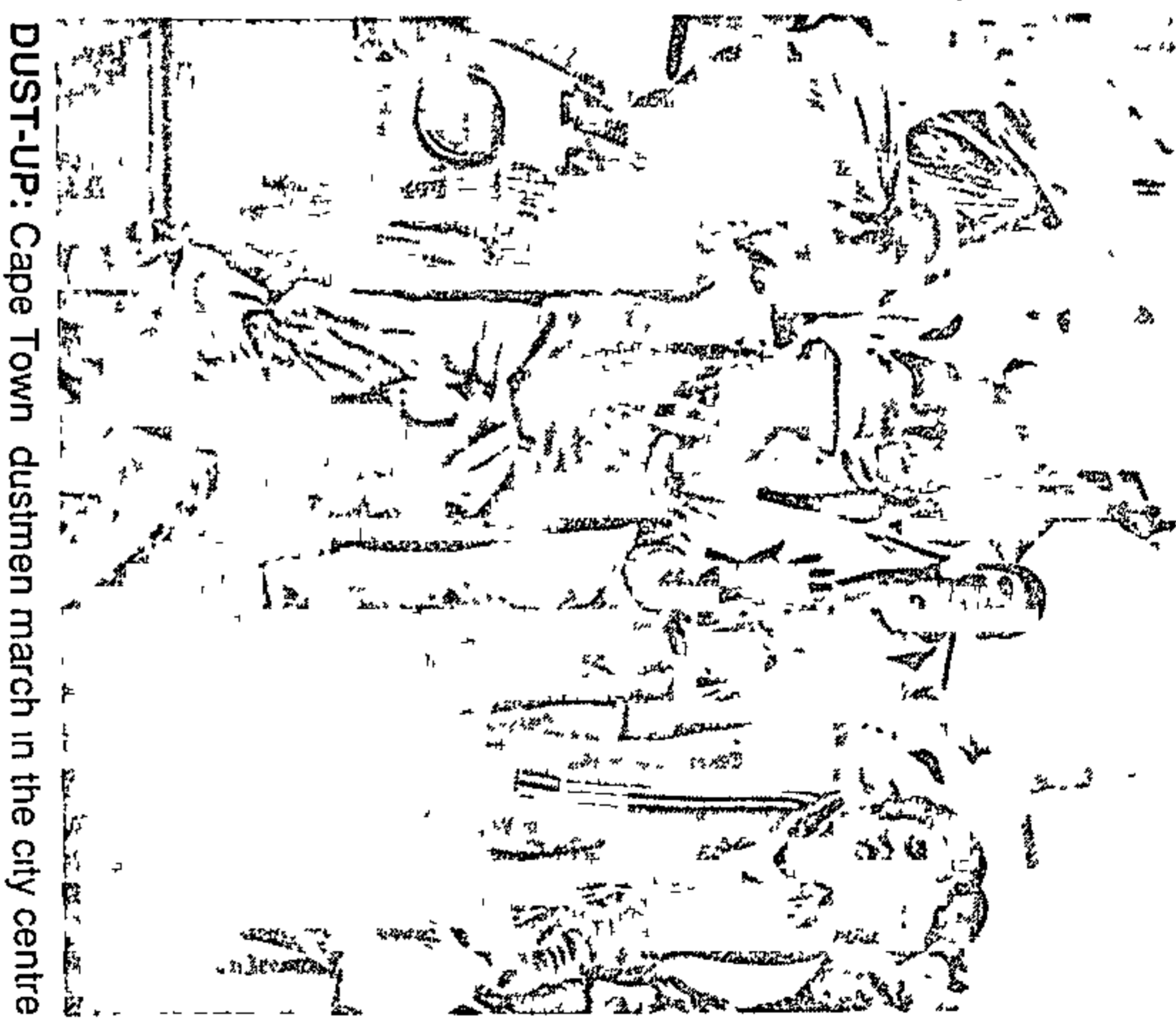
**'Wildcat'**

According to a Samwu spokesman, Mr Roger Ronne, the union was not "in deadlock and still prepared to negotiate"

"The City Council, however, has refused to engage in any further discussions around wage issues," he said.

The workers decided to embark on "wildcat" strike action in support of a demand for a minimum increase of R5 an hour and an increase of R60 a week.

"The demand is not for 40 percent across the board, as the council has stated," he said.



DUST-UP: Cape Town dustmen march in the city centre

Related demands are for a 40-hour week at no loss of pay, June 16 as a paid holiday and housing allowances for rented houses

The council is only prepared to negotiate on the allied demands. Ronne said the strike was historic, especially for the workers

**Militancy**

"Militancy exists among the workers which wasn't there before. Union officials had to actually prevent workers from engaging the police," Ronne said.

Samwu disputed a claim in the newspaper advertisement that the council "has been an equal opportunity employer since 1946".

"Until recently, when a member of the South African Association of Municipal Employees (Saame) — the white municipal workers' union — vacated a post, only Saame members

could fill the post", said Ronne. He added that Samwu was also fighting the "racist designations" of clerical assistants

"Black people with equal educational qualifications are classified clerical assistants with lower rates of pay and less promotional opportunities than white counterparts who are classified as administrative assistants

"There is a history in the City Council of racism and a management which is unskilled to deal with changes in the Labour field," he said.

"At a council premises plant in Ndabeni a manager consistently used abusive language, calling workers 'honots'."

"The problem with the council is that on an executive committee level, it has a liberal image but at a middle management level it employs racists," said Ronne.

He said the union was perturbed by

what appeared to be a "power battle". According to the Labour Relations Act, municipal workers fall under the essential services clause and therefore cannot embark on strike action

An extra factor which exacerbated the dispute were several arrests and clashes between the strikers and police

**Preferential**

The arrests and the use of a police water cannon on strikers followed a court order which prevented workers from gathering at the Civic Centre and disrupting municipal operations

Cape Town's town clerk, Dr Stanley Ewans, denied that whites were given preferential treatment in appointments

He said parity in salary between white and black clerical staff was being addressed

"We can also use examples where members of Samwu had been chosen ahead of members of other unions"



# FW moves to ease labour tensions

Argus 21/6/90 (140A)

By MICHAEL MORRIS, Political Correspondent

PRESIDENT De Klerk has moved to ease tension between the government and trade unions over proposals to change the Labour Relations Act, but has ruled out amending the legislation before next year's session of parliament

He has agreed to Cosatu's request for a meeting which will take place at 10 am on June 26 at his office in the Union Buildings in Pretoria, and has suggested a way to speed up amending legislation for the next session of parliament

Minister of Manpower, Mr Eli Louw, will attend the meeting next week

Mr De Klerk has also invited the other parties to the agreement — Nactu and the employers' federation Saccola

## National stayaway

The meeting arises after Cosatu threatened a nine-point action plan — including a national stayaway — if Mr De Klerk did not step in to help resolve the dispute

Conflict arose because Cosatu wanted the proposals written into the Act as amendments during this session. Mr Louw argued that there was not enough time

Meanwhile, the Democratic Party has called for second session of parliament this year, if necessary, to change the Labour Relations Act

Manpower spokesman and Houghton MP Mr Tony Leon argued that the fact that the proposed amendments were the result of "consultation, ne-

gotiation and agreement" between the "giants" in the employer and employee spheres "means that they could ensure significant labour peace into the foreseeable future"

He said the government's "foot-dragging" on the issue was disturbing

## Complex legislation

However, the President said in a letter to Cosatu general secretary Mr Jay Naidoo yesterday that it was "clear that further deliberations and discussions would be in the best interest of both workers and employers, before legislation is concluded"

"The parliamentary process does not allow for complex legislation of this nature to be finalised in a relatively short period of time. It will therefore not be possible to pass legislation in this regard during this session of parliament"

He added "What would be possible, would be to introduce timeously, after negotiations, a Bill to the joint standing committee in order to provide ample time for this committee to finalise legislation before the start of the next session of parliament"

In further reaction yesterday, Conservative Party spokesman on manpower, Mr Frank le Roux said that if Mr De Klerk made any concessions to Cosatu, they would be "willing victims of criminal blackmail"

He accused Cosatu of using the National Party/ANC negotiations as a trump card to blackmail the government, and accused the government of creating a climate for labour unrest through its handling of negotiations on the Labour Relations Act

Cosatu invited to talks with govt

(145)

# FW rules out rapid change to labour Act

B/Dam 21/6/90

(140A)

CAPE TOWN — President F W de Klerk yesterday invited Cosatu to meet him next week to discuss proposed changes to the Labour Relations Act (LRA), but emphasised that it would not be possible to pass legislation in this regard during this session of Parliament.

Cosatu has threatened a series of disruptive labour actions, including boycotts, demonstrations, strikes and stayaways should government fail to amend the Act this year along lines proposed in an agreement between itself, Nactu and employer federation Saccola.

Before De Klerk's statement, Saccola negotiator Bobby Godsell expressed the hope that the President would intervene positively on the issue.

In a letter to Cosatu general secretary Jay Naidoo, which he made public last night, De Klerk said he was prepared to meet Cosatu at the Union Buildings on June 26 to discuss the agreement.

He had asked Manpower Minister Eli Louw to be present at the meeting.

In the letter De Klerk said "In view of representations made to me directly from various interested parties, it is clear that further deliberations and discussions would be in the best interest of both workers and employers, before legislation is concluded."

He emphasised that "the Parliamentary process does not allow for complex legislation of this nature to be finalised in a

MIKE ROBERTSON  
and ALAN FINE

relatively short period of time. It will therefore not be possible to pass legislation in this regard during this session."

"What would be possible would be to introduce timeously, after negotiations, a Bill to the Joint Committee in order to provide ample time for this committee to finalise legislation before the start of the next session of Parliament," he said.

Naidoo could not be contacted last night and Godsell declined to comment further until a Saccola meeting this morning.

But Godsell, in calling earlier for positive intervention from De Klerk, said this was necessary "given all that is at stake, not only for labour relations but also for demonstrating what can be produced by discussion and compromise."

Meanwhile 27 senior Cosatu leaders vacated the Johannesburg Manpower Department offices after a 24-hour sit-in, saying their action had achieved its goal.

At a media conference at the offices prior to the departure, Naidoo indicated Cosatu would be willing to have just those aspects supported by the National Manpower Commission made law rather than the entire agreement. The NMC proposed delays in, for example, changing the structure of the Labour Appeal Court but supported most of the other proposals.

NUM general secretary Cyril Ramaphosa said Cosatu regretted that employ-

□ To Page 2

## LRA

B/Dam 21/6/90

(140A)

□ From Page 1

ers which, through Saccola, had supported the changes would suffer when industrial action occurred. "Saccola negotiated in good faith. But it is unfortunately our only weapon. It is the state which will have to bear the blame."

Naidoo warned, though, that companies identified as having opposed legislation would receive "special" treatment, including consumer boycotts where feasible.

It also emerged yesterday, however, that three of the key companies whose objections were cited by Manpower Minister Eli Louw as reasons for delaying passage of a Bill had either withdrawn their objections or stated their representations should not delay the process.

Naidoo and employer sources said Gold Fields had withdrawn its objections. The

company could not be reached for comment. And Eskom and law firm Denys Reitz said their submissions had been of a technical or constructive nature and were not designed to delay the process.

Sasol and BTR Dunlop are two firms which have not withdrawn their objections. □ Naidoo said Cosatu had not, as reported yesterday, called on the ANC to abandon the negotiating process because of the LRA dispute. Rather, it had called for the ANC to "review" its position which would not mean abandoning talks with government. Naidoo said Cosatu had already briefed the ANC on the matter and would be sending a top-level delegation to the ANC National Executive Committee meeting scheduled to end tomorrow.

© Comment. Page 8

21/6/90 140A

# Strikers arrested in Cape protest

Own Correspondent

More than 50 municipal workers were arrested outside the Cape Town Supreme Court yesterday — and a water cannon fired at a crowd of workers outside the Good Hope Centre — as the weeklong stayaway developed into confrontations between police and strikers.

A union official claimed that at the Buitenkant Street Methodist Church another 60 people were arrested for gathering on the pavement.

This could not be confirmed by police

The first incidents occurred near the Supreme Court at about 8.30 am when about 40 policemen led by Acting District Commissioner of Cape Town Colonel Phillip Deport arrested about 60 strikers.

## Go to attorneys

The strikers gathered first in Wale Street, then moved towards the court.

They were told that an application they had expected to be heard in court yesterday had been dealt with on Tuesday.

A Warrant-Officer Van Wyk, who told the workers he was in charge of court security, said "Gentlemen, go to your attorneys and hear the story from them.

"There is no interdict, you can take my word for it."

He was referring to an interdict application which had been set down for hearing yesterday



## Saccola backs meeting with FW

By Shareen Singh

The SA Co-ordinating Council of Labour (Saccola) expressed frustration yesterday that the agreement on the Labour Relations Act was not legislated but it welcomed a meeting with State President F W de Klerk and the unions

The agreement between Cosatu/Nactu and Saccola on amendment to the Labour Relations Act (LRA) was gazetted in a draft bill form and parties were invited to comment within 14 days.

The National Manpower

Commission (NMC), after considering comments by interested parties, recommended a few changes and supported the enactment of the balance of the agreement. But the Cabinet on Tuesday decided not to legislate.

Saccola said those elements of the Cosatu/Nactu/Saccola agreement which were endorsed by the NMC had the broadest possible union and employer support

Cosatu had not made a decision by yesterday on whether the federation would meet President de Klerk

FIM 22/6/90

OK BAZAARS STRIKE

## Accusations fly

The strike at OK stores entered its third week on Monday with the union claiming more of its pickets arrested and generally harassed by police, members of the public and rightwing groups

Jeremy Daphne, spokesman for the SA Commercial, Catering and Allied Workers' Union, says a total of 146 workers have been arrested since the beginning of the strike. According to Daphne, there is still no agreement with the police over the legality of pickets.

The union warned last week of "unpredictable consequences" if its members continue to be arrested while picketing. The company maintains police intervention has been necessary only at some stores "where a hooligan element among strikers has behaved criminally and breached rules of conduct set out by the union itself."

OK Bazaars spokesman Gavin Brown says the company has launched eight urgent Supreme Court applications for eviction of strikers from stores, mainly in the PWV area. This follows a successful court application by OK last week when pickets at the Eastgate, Bedfordview, shopping centre were instructed to vacate premises or face court action.

Shopfloor support for the strike remains strong, says Daphne. He reckons that about 7 000 workers are striking at 129 of the 166 stores organised by the union.

The dispute hinges on wages, with the union demanding a minimum R800 a month, recognition of March 21 as a paid holiday, and a 13th cheque and 5% commission for sales personnel. The company is offering service-related wage increases of between R115 and R145 and a monthly minimum of R710 after a year's service.

According to the union, incidents of alleged violence over the past two weeks include threats by AWB members at Potgietersrus.

The company says it deplors the incident and has lodged a complaint of trespass with the police.

There have also been "a number of problems with Inkatha in Natal," says Daphne. It seems OK employees, who allegedly belong to Inkatha, coerced workers not to support the strike.

Last week the union responded to the company's argument that it cannot increase the size of its wage offer due to deteriorating trade conditions.

The union is suggesting that over the years OK should have directed more of its earnings into wages.

The union challenges the company over store closures and calls on management to negotiate the issue. Brown counters that the company decided to rationalise its stores before wage negotiations reached a dispute.

He adds that a meeting was scheduled this Wednesday to discuss store closures. ■

140A

LABOUR

~~SEIFSA~~ (140A)

## End of fatigue ~~133~~

With the annual Main Agreement in the metal industry expiring on June 30, progress is finally being made in the sixth round of wage negotiations between Seifsa and trade unions. F/M 22/6/90

The 15 unions in this year's talks are variously affiliated to Cosatu, Nactu and the Confederation of Metal & Building unions. The National Union of Metalworkers of SA (Numsa), largest union in the industry, is demanding a R2/hour across-the-board increase.

Seifsa's final offer of increases range from 15% (R1,24 an hour) at the top rate to 18% (64c an hour) at the bottom. This would bring the new hourly minimum to R4,15 for labourers and R9,45 for artisans.

Numsa, despite rejecting Seifsa's offer, indicates it will refer the offer to its national bargaining conference this weekend. Among

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F/M 22/6/90

other things Numsa is to recommend settlement on training, job security and extension of the scope of the Main Agreement to homelands and other sectors of the industry.

Seifsa executive director Brian Angus says employers have made a number of "substantive concessions" on some demands, including further improvements to leave bonuses, living-out allowances and increased contributions to the industry's pension fund.

Employers stress that they consider the final offer to be substantial "in the light of the alarmingly declining economic conditions".

Numsa says progress has been made on training proposals with employers agreeing to the development of industry-wide guidelines for the removal of racial discrimination in training. Seifsa has also agreed in principle, according to the union, to withdraw support from educational institutions that continue to apply racial discrimination.

Considerable progress has also been made on the issue of conversion of the industry pension fund into a provident fund.

However, Numsa points out, final settlement hinges on further progress on a number of issues. These include wages, implementation of impending new labour relations laws, more maternity leave and free Pap tests, paternity and compassionate leave, and proportional representation on the Industrial Council.

(140A)

WIM and 22/6/90



# Less and less OK: more stores to shut

OK BAZAARS has informed the SA Commercial, Catering and Allied Workers Union that it is to close four more stores within weeks and that 12 others are candidates for closure.

And as the OK strike moves into its fourth week, further industrial action looms in the retail sector.

On Wednesday conciliation board hearings on a wage dispute at Checkers broke down and was adjourned with the parties widely separated.

Next week a CB sits to resolve a wage battle at Edgars, and about 3 000 workers at 44 hotels in the Southern Sun group are to ballot on strike action, also over pay.

Describing the OK closure threat, relayed to the union in a letter this week, as "devious and dishonest", Saccawu official Jeremy Daphne said the OK had held back the information until wage talks, and was now using it as a "bargaining chip".

OK industrial relations executive Gavin Brown could not be reached for a reaction. Earlier he said that the closures were in terms of the OK's rationalisation programme, but had been brought forward because of the strike. He declined to say which stores were affected, saying

made an order of the Supreme Court OK had backed its original application for the eviction of strikers with numerous allegations of harassment, intimidation and assault. The union stressed that it had not admitted these

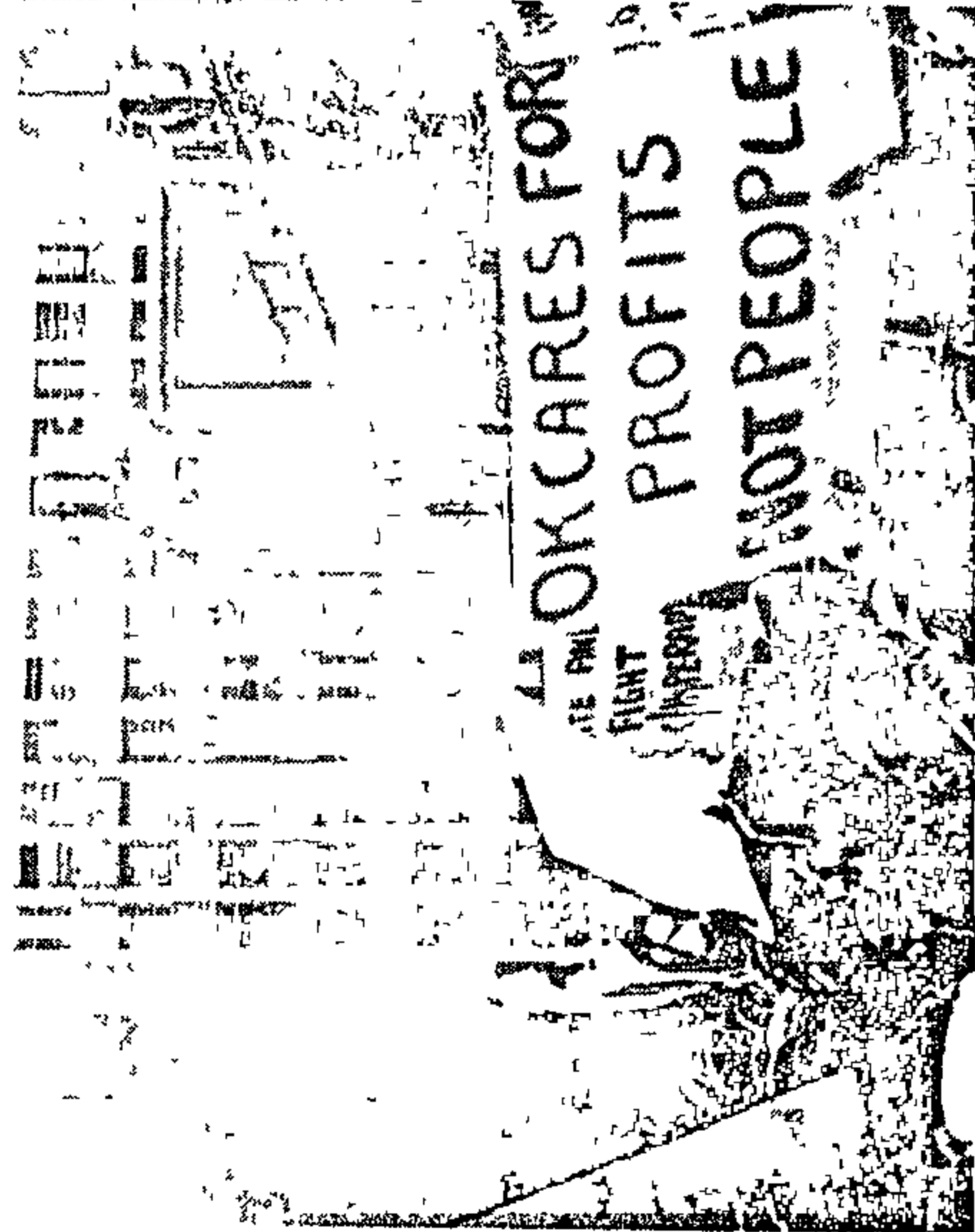
● Union official David Molele and four OK strikers were arrested on charges of holding an illegal gathering while walking in the street, according to the union. Police confirmation and comment could not be obtained.

The union estimates that more than 170 workers have been arrested since the strike started.

● Seven strikers appeared in the Pretoria magistrate's court on charges of assault

Yesterday, Saccawu held a crucial head office meeting to decide how to proceed with the strike, following a two-week consultation with workers in the regions. The outcome was not known, but sources said it could result in an approach to management for fresh negotiations

At Checkers, the union is demanding R172 across-the-board and a minimum wage of R890, against the company's offer of R118 and R748. Industry sources said that soon-to-be-published company figures would reflect its financial straits.



Under the watchful gaze of Von Brandis ... OK Bazaars strikers march through the city

Picture: AVIGAIL UZI

the issue was "too delicate".

In other developments in the OK strike yesterday:

● About 800 workers vacated nine stores in the PWV after an agreement between the union and the company was

# Dispute settled

~~157~~  
1407

Sowetan 22/6/90

THE management of SA Phillips and the National Union of Metal Workers (Numsa) have resolved their dispute over working hours.

The human resources director of SA Phillips, Mr Jeremy Pollock, said they expected Numsa members to report for duty today. The twoparties reached agreement at a meeting yesterday afternoon.

Pollock said the plant

would resume its normal business operations today.

Pollock said the parties had also agreed that all future issues would be negotiated "in a procedural manner".

He reiterated that the closure of the plant was not a "lock-out", but rather an "exclusion" caused by certain NUMSA members electing to work shorter hours than those stipulated by the company.

# CWIU protest to Swiss

Sowetan 22/6/90



THE Chemical Workers' Industrial Union has called on the Swiss Government to intervene in their dispute with Swiss multinational Ciba Geigy.

This week members of the Chemical Workers' Industrial Union held a demonstration outside the Swiss Embassy in Pretoria, and handed in a memorandum to the Ambassador.

The union said its members had been on strike at two Ciba Geigy's plants on the Reef for the past seven weeks.

They are protesting against the company's

By LEN MASEKO

policy on retirement funds.

The company has refused to accede to the union's demand to participate in the Chemical Industries National Provident Fund, which has been launched by the Cosatu-affiliated union.

"Workers are demanding that multinationals such as Ciba Geigy stop interfering with the rights of South African workers to make decisions about their future - such as choosing their own retirement funds", the CWIU said.

# FW to see Cosatu over Act

Sowetan 22/6/90

140A

PRESIDENT FW de Klerk has moved to ease tension between the Government and trade unions over proposals to change the Labour Relations Act, but has ruled out amending the legislation before next year's session of Parliament.

He has agreed to Cosatu's request for a meeting which will take place at 10am on June 26 at the Union Buildings in Pretoria.

## SOWETAN Correspondent

Minister of Manpower, Mr Eli Louw, will attend the meeting.

De Klerk has invited Nactu and Saccola

The meeting arises after Cosatu threatened a nine-point action plan - including a national stay-away - if De Klerk did not step in to help resolve the dispute.

Conflict arose because Cosatu wanted the Act amended this session. Louw argued that there

was not enough time

The Democratic Party has called for a second session this year, if necessary, to change the Act.

Manpower spokesman Mr Tony Leon argued that the fact that the proposed amendments were the result of "consultation, negotiation and agreement" between the "giants" in the employer and employee spheres "means that they could ensure significant peace into the foreseeable future."

However, the President said in a letter to Cosatu general secretary Mr Jay Naidoo yesterday that it was "clear that further deliberations and discussions would be in the best interest of both workers and employers."

## Rand Music by Mail

Cor. Commissioner & Fountain Sts.,  
Krugersdorp

CASSETTES & LPs LOW RAND PRICES

MARK LPs  OR TAPES  WANTED

# No pay for days on strike, says council

*City Times 22/6/90 (262) 1201*

By PETER DENNEHY

**STRIKING** municipal workers were paid yesterday — but only for the days on which they worked last week, before the strike began

"People who are absent from work without leave or without legal cause will not be paid," City Council spokesman Mr Ted Doman said

During today's talks with the city council, the SA Municipal Workers' Union (Samwu) is expected to request measures to alleviate the extent to which workers will be out of pocket as a result of the strike.

Previously deadlocked talks between council and the union on the wage dispute began again late yesterday, and Samwu officials will report back to the workers in the Good Hope Centre today

By late yesterday, the council had apparently not budged on its wage offer. However, some movement could occur on other demands.

● The council has appealed to people to dump rubbish in the bins and not at the roadside at demarcated disposal sites. They have also asked that dumping not be done after hours



## Daily demos at two firms

1401

22/490

Stew

By Musa Mapisa

About 100 members of the Black Health and Allied Workers' Union of South Africa (Bhawusa) are holding daily lunch hour demonstrations against staff retrenchments outside the Tedro Group's offices in Selby, Johannesburg

Bhawusa spokesman Siphon Ngwenya said that in terms of a recognition agreement the company was supposed to discuss retrenchments with the union six weeks beforehand,

but had done so only two weeks before.

Tedro spokesman Norman Fisher said he was not aware the company had violated the agreement. He would discuss the matter with the union.

● In Industria, 70 members of the Food and Allied Workers' Union are staging lunch hour demonstrations at Rembrandt Tobacco, to back demands for a R2-an-hour across-the-board increase. Rembrandt declined to comment.

# OK, union in deal over workers

By Shareen Singh ~~ESP~~ ~~140A~~ ~~132~~ of its members.

OK management and the South African Commercial Catering and Allied Workers Union (Saccawu) reached an agreement yesterday that strikers at nine stores would vacate company premises pending negotiations.

Saccawu spokesman Jeremy Daphne said the agreement, which became an order of court, was undertaken without the union admitting any of the company's allegations.

Workers at Benoni Hyper, Benoni OK, Rosebank, Hillbrow, Cresta, Randburg, Alberton, Eloff Street and Sandton were ordered to stop intimidating and assaulting shoppers and workers and causing damage to property.

Both parties compromised, with OK management withdrawing its demand that strikers stay 500 m away from company premises.

The agreement is subject to the union's right to challenge the eviction

OK alleged misconduct by strikers at several stores, Mr Daphne said, but the union's attempts to investigate such allegations were hampered by the company. Management issued evacuation notices to workers at the stores Saccawu visited to check on misconduct, he said.

Mr Daphne said four more stores joined the strike yesterday, bringing the total to 135.

The strike started about two weeks ago at about 100 OK stores after management and the union reached deadlock on wages and working conditions. Saccawu demanded an across-the-board increase of R160 a month and a minimum wage of R800 a month. OK was offering R115 and R155 a month depending on the number of years of service.

Negotiations between the parties have not resumed since then.

22/6/90

1409

## Chamber of Mines hits back at union

By Shareen Singh

The Chamber of Mines has accused the National Union of Mineworkers (NUM) of being naive about economic realities in response to the union's attack on mine bosses over the estimated retrenchment of 12 000 miners.

Chamber president Clive Knobbs said the gold mining industry was being squeezed by falling ore grades, low prices and rising costs, the largest of which was wages. Despite this the NUM demanded a wage increase of over 70 percent at the start of this year's wage negotiations.

The union continued its call for sanctions even if it led to mine closures and unemployment, he said.

While the NUM was concerned about the retrenchments facing the industry now, it was apparently not concerned about those already caused by sanctions or the new job opportunities that have been aborted by them.

He challenged the union to call for an end to sanctions and stop its talk of nationalisation which frightened off investors who are needed to create more jobs.

Retrenchment was the last resort after other avenues were explored. Employment could only be offered as long as businesses remain in business and were profitable, he said.

The NUM said this week that the root of the crisis was mining bosses' economic mismanagement and lack of social responsibility towards miners.

The union also attacked the Chamber for stifling mining related industrial growth by imposing an "extractive economy".

The result of this was a lack of industries producing raw materials which would have provided thousand of jobs, said the NUM.

Last week two mines announced the retrenchment of 1 100 workers.

Anglovaal's Lorraine Mine will retrench 600 of its 10 000 workers over a period of four months and Gengold's Stilfontein mine was to retrench 500 miners.

Analysts said as many as 18 South African gold mines, employing more than 100 000 workers were in danger of running at a loss and thousand of jobs were on the line.

## Court orders strikers to quit nine OK stores on the Reef

A RAND Supreme Court order was granted to OK Bazaars yesterday, stipulating that the SA Commercial Catering and Allied Workers' Union (Saccawu) leave and not re-enter nine of the company's Witwatersrand stores.

Saccawu agreed to the order without having admitted to the OK's allegations.

Although the application by the OK had been postponed indefinitely, the union had approached the company's representatives 10 minutes before the case for an out of court settlement, OK spokesman Gavin Brown said.

Saccawu had agreed to leave, and had undertaken not to enter OK stores at Alberton, Benoni, Benoni Hyperama, Cresta, Eloff Street, Rosebank, Hillbrow, Randburg Hyperama and Sandton Hyperama.

It had also undertaken not to obstruct unlawfully the normal operations of OK's business at those premises, and would abstain from harassing casual staff or damaging company property.

Union spokesman Jeremy Daphne said it had been a negotiated settlement. The OK had withdrawn its demand that strikers remain 500m away from company premises, he said, which allowed picketing to continue.

The court order is also subject to Saccawu's right to challenge OK's ejection of the strikers from its premises.

Thousands of Saccawu members have been on a wage strike for almost three weeks. — Sapa.

# Jo'burg faces a municipal strike similar to Cape's, says councillor

JOHANNESBURG could face a municipal workers' strike similar to the current strike in Cape Town, DP councillor Clive Gilbert said yesterday.

Speaking during the Johannesburg City Council's budget debate Gilbert said Johannesburg's workers were paid less than their coastal counterparts. He warned that a crisis was looming regarding council employees' salaries.

He said Johannesburg municipal workers earned 10% to 20% less than workers in Durban or Cape Town, where workers went on strike after rejecting the council's minimum wage offer of R835 a month.

Johannesburg was offering between R600 and R700 a month — an amount which did not even match the Cape Town Council's rejected offer, and was nowhere near the R960 a month minimum being demanded by the striking workers under the banner of the SA Municipal Workers' Union (Samwu).

Management committee chairman Ian Davidson said provision had been made in the budget for salary increases, although these could not be quantified in public.

TANIA LEVY

However, the increases were skewed toward the lower level employees and grade one workers could receive a 34% pay hike. Davidson said certain unions had indicated acceptance of these increases but negotiations were still underway.

He said he did not believe the issue would develop into a strike. Trade unions were part and parcel of the city's management and were mutually dependent on the council, he said.

Earlier in the day DP councillor Hans Strydom said the R1 000 a month allowance paid to councillors was an insult. After deductions this amount shrank to R834 a month and from this secretaries, telephone bills and other administrative costs had to be paid. The poor allowance meant the best brains and talent would not be attracted to serve on the council.

Strydom said MP's were paid ten times the amount but had a tenth of the contact that city councillors had with their constituencies.

# Emergency meeting to debate LRA talks

AN emergency meeting of Cosatu affiliates, scheduled to begin tonight and probably continue today, is to decide whether to accept the invitation of President F W de Klerk to meet him on Monday to discuss the Labour Relations Act impasse.

Cosatu sources indicated there was a 50-50 chance of the unions agreeing to a meeting.

However, given De Klerk's position that passage of amendments to the Act during the current session of Parliament was impossible, there appeared very little scope for finding a solution which would defuse Cosatu's threat of widespread labour disruptions.

ALAN FINE

Rumours recently that Parliament might have to be recalled later this year to deal with a range of legislation appear to have been discounted, although this would be one possible solution to the problem.

Nactu, Saccola and Manpower Minister Eli Louw have also been invited to the meeting. 8/02/90

In a statement yesterday, Saccola said it was "frustrated that it has not been possible to at least begin the process of converting the NMC-endorsed proposals into law".

● See Page 4

Chl-Tin p 23/6/90

## Order on 400 sit-in strikers

Supreme Court Reporter

ALMOST 400 striking workers who have placed an Atlantis factory under siege by a sit-in in the canteen have been ordered to vacate the premises by Supreme Court order

Mr Justice J Foxcroft made the order after an urgent interdict was brought against the National Union of Metalworkers of South Africa and the workers

In papers, Mr Etienne Max Schutte, personnel manager of Grapnel of Atlantis, said the strikers, engaged in wage negotiations, ignored demands for them to vacate the premises or return to work.

Although the strikers' behaviour had been exemplary, it may be necessary to make use of casual labour, which may cause conflict.

# Numsa to make crucial decisions this weekend

W/LE ARBUS 23/6/90 140A

By DICK USHER  
Business Staff

CRUCIAL decisions affecting about 600 000 workers in four industrial sectors will be taken at a major union conference this weekend

The National Union of Metalworkers (Numsa) second national bargaining conference in Johannesburg will deliberate progress in four sets of negotiations metal and engineering, tyre and rubber, auto manufacturing and the motor trade

It is a follow-up to February's first national conference which, in a step towards unifying the four sectors in which Numsa is involved, laid down positions and guidelines for this year's negotiations

The vital element emerging from the conference was that the bargaining committee for each sector would no longer have decision-making power on settlements or deadlocks, but these would have to be referred to a further bargaining conference

After last week's sixth round of negotiations in the metal industry, the Steel and Engineering Industries Federation (Seifsa) issued an optimistic statement that "considerable progress" had been made in negotiations

Seifsa said employers' final offer on wages ranged from 15 percent (R1,24 an hour) for artisans to 18 percent (64c an hour) for labourers

In the three other sectors, a Numsa spokesman said some progress had been made on some issues but not on others

While the ultimate drive is towards centralised bargaining around common demands, Numsa's position is that it wants to see satisfactory progress towards those goals this year

The union's key demands include across-the-board increases of at least R2 an hour, a 40-hour working week, a limit on overtime and agreement not to implement the 1988 amendments to the Labour Relations Act

This weekend's conference will hear report-backs from each sector on progress in negotiations and will deliberate further action

Complicating the picture is the government's decision not to go ahead with legislation this year to amend labour legislation in line with the accord reached by the South African Employers' Coordinating Committee on Labour Affairs (Saccola) and the two union federations, Cosatu and Nactu

Numsa, a Cosatu affiliate, is the major union involved in all four sectors, although Nactu affiliates such as the Metal and Electrical Workers Union (Mewusa) and the Steel, Engineering and Allied Workers Union (Seawusa) have a significant position in the metal industry talks with the Steel and Engineering Industries Federation (Seifsa)

Paralleling Numsa's position, another Cosatu affiliate recently took decisions on centralised bargaining at a social security conference

The South African Commercial, Catering and Allied Workers Union (Saccawu) considered long-term strategies including industrial councils covering all workers in a sector or centralised bargaining with groups such as Tradegro, Metro and S A Breweries, which controls OK Bazaars, Edgars and Sales House.

Ccawusa is presently on strike at OK Bazaars, is in dispute with Checkers and starts talks with Wooltru this weekend

In the medium-term, Ccawusa is to press for the same demands on wages and service conditions to be presented at all negotiations

Another decision taken at the Saccawu conference mirrors a stance by another Cosatu affiliate, the Chemical Workers' Industrial Union (CWIU)

As part of its push for social security, Saccawu decided on a campaign for national provident funds in the commercial and catering sectors

CWIU has for about the past two years been engaged in persuading employers to join the Chemical Industry National Provident Fund and has in recent months run several strikes over the issue



# Fairest Cape becomes a stinking rubbish dump

CP Res 24/690

140A

~~180~~ ~~155~~ ~~163~~

## CP Correspondent

IT has been called the Fairest Cape, but any visitor to Cape Town over the past 10 days would be forgiven if he thought he had called at the wrong port

The term "fairest" does not apply to Cape Town right now. Maybe it should be called the "Dirtiest Cape" or the "Stinking Cape", because the strike by municipal workers, all members of the South African Association of Municipal Workers, has caused a massive build-up of rubbish.

Plastic rubbish bags put on the city's pavements last Wednesday by businesses and residents have still not been removed.

Dogs and other scavengers have opened the bags, strewing the pavements with filth.

Pedestrians have developed the

art of avoiding the unsightly rubbish and turning their noses the other way

The city council has appealed to the public not to dump their refuse at roadsides, but only in council vehicles parked at 33 collection points since Thursday

Concern has been expressed that the rubbish pile-up represents a health hazard.

The wage dispute between the Samwu and the council started when the council refused to give in to a union demand for a minimum wage of R4,40 an hour, offering them R4,19 an hour.

Last Wednesday some 8 000 workers went on strike and since then between 6 000 and 8 000 workers have not reported for work

This week they were not paid for the time they have been on

strike. Community organisations have come to their assistance and the union is to start giving food parcels to workers.

Tempers flared on Wednesday after the council got an order in the Cape Town Supreme Court restraining 4 000 striking workers from entering the Cape Town Civic Centre, and more than 56 workers were arrested - and later released - when they went to court to reply to these allegations

Union secretary John Ernzen has accused the council of declaring war on workers

In a joint statement issued by Cosatu, the UDF and the ANC this week after a meeting with the council, Mayor Gordon Oliver was told he had to understand he could not march with workers one day and suppress them the next

# Municipal workers fired

THE 700 Verwoerdburg municipal workers on strike since Wednesday have been dismissed.

Verwoerdburg town clerk Boet van Straaten said the council and the South African Municipal Workers' Union had not been able to resolve a wage disagreement at a meeting on Thursday, and the workers had been given until Friday morning to return to work. They had not done so.

The union could not be reached for comment.

Van Straaten said the municipality provided essential services and the

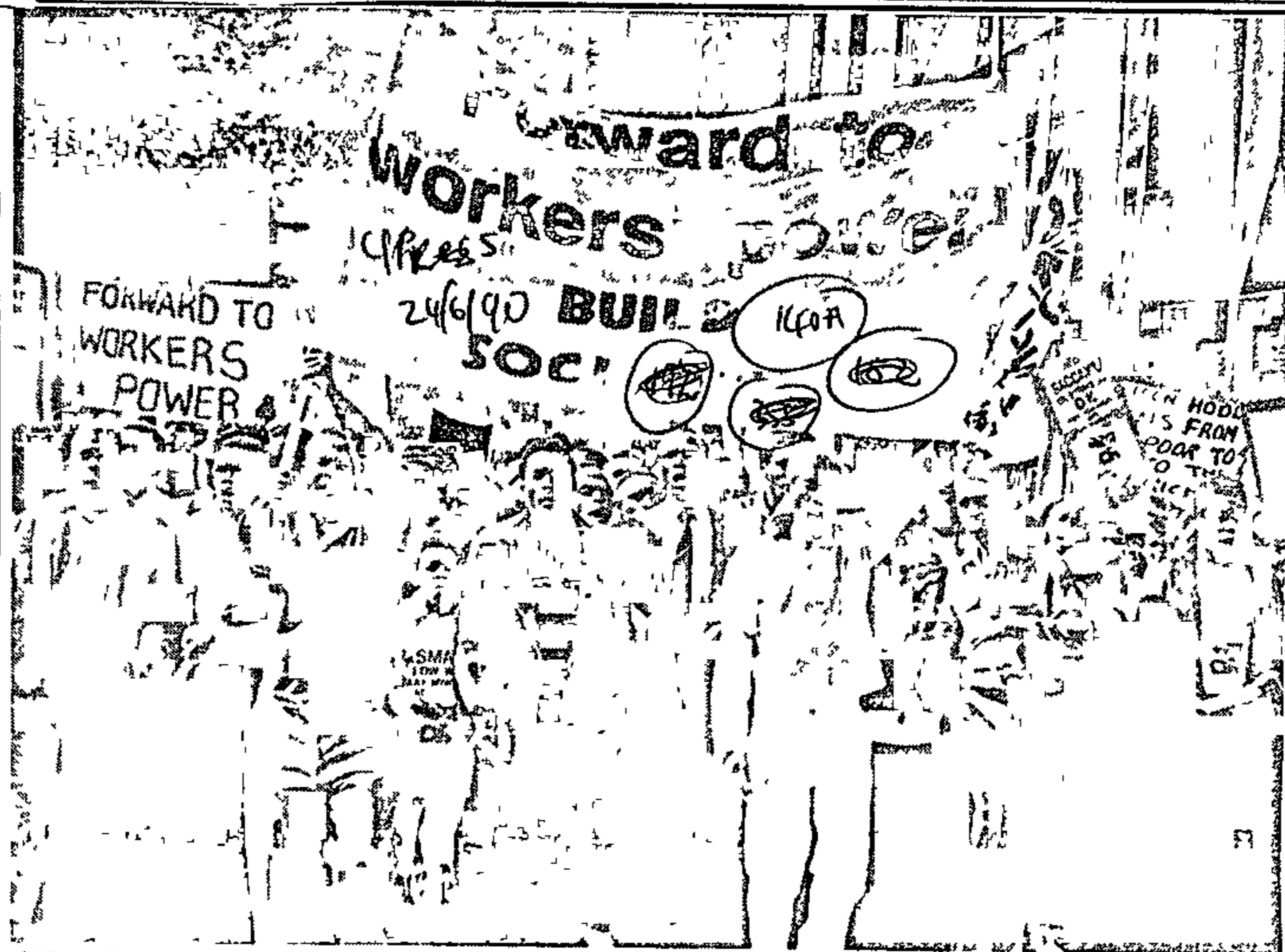
strike was illegal in terms of South Africa's labour laws.

Reapplication by dismissed workers would be considered, he said.

Meanwhile, Sandton municipal workers who staged a protest outside the Sandton Civic Centre on Thursday have returned to work and wage negotiations are underway, acting town clerk Tony Hugo said on Friday.

National Union of Public Service Workers shop steward Robert Sanyane said on Thursday the Union was hoping for a R25 hike on the minimum wage of R650 a month which the council had already agreed to. — Sapa

140A (S) 24/6/90



OK strikers marched on the Johannesburg head office this week to present a petition.

## Strikers march on OK head office

ABOUT 2 000 striking OK workers were joined by Hyperama workers this week when they marched peacefully from Cosatu offices to OK headquarters in President Street, Johannesburg, to present management with their demands

The strike - in its third week - is the result of a wage dispute. Workers are demanding a monthly R160 increase across the board

A petition was handed to Garrith Jones, OK's head office security controller.

Ccawusa branch secretary Kaiser Thibedi, who presented the petition, said it was time OK management swallowed its pride and settled the dispute, as there was a real danger that it would escalate

He said the OK was reaping the effects of placing the welfare of workers at the bottom of its priorities, and now says it cannot afford to pay more

"Our view is that the OK's willingness to pay attention to low wages and shop floor dissatisfaction is questionable."

# NUM accuses mines of putting money first

By Shareen Singh

Gold mining involved low wages, migrant labour, repression and dangerous working conditions which killed one miner for every ton of gold mined, the National Union of Mineworkers (NUM) said at the weekend.

In a statement, the NUM accused mine bosses of wanting to keep wages low and to cut costs

Last night, a Chamber of Mines spokesman said the Chamber would react after later today after studying the statement in detail

The NUM said mining bosses

had been slow in addressing problems relating to migrant labour, education and training

Black miners faced racial discrimination in wages and accommodation, and suffered assaults and abusive language, said NUM

Last week, the Chamber criticised the NUM for continuing its call for sanctions, nationalisation and a 70 percent wage increase in a time of crisis

Wage demands on gold mines this year amounted to a total of R1,5 billion, while total profits for the industry in 1989 were R5,4 billion, the union said

## OK strikers call for new talks

By Shareen Singh

SACCAWU has invited OK Bazaars management to a meeting on Wednesday — a day after the start of the chainstore's June sale

In a statement at the weekend, South African Commercial Catering and Allied Workers Union spokesman Jeremy Daphne said strike action during the June sale could cripple OK. The union was giving management the chance before this.

But settlement would depend largely on OK's willingness to make a significant shift in its pay offer.

The union also expects OK's holding company, South African Breweries, to intervene in settling the dispute.

At a meeting in Cape Town on Saturday after a march by more than 2 000 workers, a spokesman called "Comrade Julian" alleged that OK management was using Inkatha and the AWB to harass strikers.

Last week the OK management accused strikers of misconduct and applied for a court order restraining workers from assaulting and harassing shoppers and causing damage to property.

But an agreement was reached between management and the union (which became an order of court) that strikers at nine stores would vacate company premises pending further negotiations.

On Friday SACCAWU applied to the Industrial Court for an order declaring OK's conduct an unfair labour practice. Judgment will be given today.

The union said the OK was refusing workers access to canteens, refusing to grant union officials access to strikers, and blocking telephone communication between officials and shop stewards.

Sixteen workers were arrested on Friday and one on Saturday, the union said, bringing the total number arrested during the strike to 213.

months ago already been chopped back to 41 as a 1990

its of a shrinking rand exchange rate

maps more important, how to trim the soaring cost of production

# Tomorrow's meeting between FW and Cosatu may avert labour crisis

Star 25/6/90 (140A) 207A 473 166

## STAFF REPORTERS

President de Klerk is due to meet representatives of Cosatu, the country's largest labour federation, in Pretoria tomorrow to try to diffuse a looming showdown over labour legislation

After two years of negotiations, between the bosses, the South African Employers' Consultative Committee (Saccola) on one hand, and the workers, the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), Cosatu protested over a delay in the immediate implementation of the agreement in the Labour Relations Act

Minister of Manpower, Eli Louw, said more time was needed for consultation over the agreement. The unions were not willing to accept this and contacted President de Klerk. This led to his agreeing to meet union representatives

The Draft Labour Relations Amendment Bill comprises seven pages of interim amendments to the Labour Relations Act passed in 1956 and changed or enlarged scores of times since

The major changes proposed relate to definitions of two aspects of unfair labour practice, namely

- Defining the freedom of workers to strike and the right of employers to lockout,
- Broadening the definition of unfair dismissals

On the first point, the pro-

posed legislation takes this aspect of organised labour relations back to the 1981 position in that employers cannot ask the Industrial Court to order a strike to stop on the grounds that it is unfair

In the past, employers could claim that a strike was unfair because of its financial effects on the firm, or because the demands were perceived as unreasonable

Under the interim amendments, if the correct labour procedures such as declaring a dispute, consultation and attempts at conciliation have been followed, there is no recourse to the Industrial Court to have the strike stopped

Employers may still seek an interdict to have an illegal strike stopped — such as a wildcat strike before or while the union is involved in negotiation, or a sudden downing of tools by workers without attempting to resolve the issue through negotiation

## Major problems

In this case, the employer must give the workers 48 hours notice that it intends to seek an interdict

This time lag would present major problems for certain industries — for example, the huge costs and potential damage to equipment should a steel foundry's furnaces have to shut down for two days

The proposed legislation thus includes a provision that, where the application is served

in less than 48 hours, the other party is given written notice "at the earliest opportunity" and given a reasonable chance to be heard

The flip side of this provision likewise protects a lockout by the employer from interdict without the union giving the employer similar notice

On the second point, guidelines for unfair dismissals laid down by the International Labour Organisation have been introduced

Workers may be fairly dismissed with reference to their performance or conduct — or with reference to the operational needs of the firm involved after consultation with the union and after proper procedures have been followed

Further provisions simplify and clarify the processes for declaring a dispute, broaden the Act to include, in effect, oil rig workers, clarify certain powers of the Industrial Court, and provide for two assessors chosen by union and employer bodies to sit in Labour Appeal Court hearings

The wider application given the Act also allows registered unions to have a mixed State and private sector membership

Once amended, the Act will no longer recognise race as an industrial interest. Unions will not be able to object to the registration of new unions or extension of registration of existing unions on racial grounds

# Labour bill: Call for go-ahead

CML Timp

25/6/90

140A

Own Correspondent

**JOHANNESBURG** — Weekend statements from Sasol and BTR Dunlop mean that every major company whose "objections" to proposed amendments to labour law were cited by Minister of Manpower Eli Louw as reasons for delaying the introduction of legislation, has now called for the process to go ahead.

This emerged as Cosatu announced it had decided on Friday to accept the invitation from President F W de Klerk to meet him, along with Nactu, Saccola and the Manpower Department to discuss the matter.

Mr Louw told the three parties to the Labour Relations Act accord (Cosatu, Nactu and Saccola — CNS) two weeks ago that comments received by the National Manpower Commission (NMC) indicated the time to study the proposals was too short.

He cited Sasol, BTR Dunlop, Eskom, Gold Fields, law firm Deneys Reitz and Unisa as having made such submissions.

Manpower director general Mr Joel Fourie yesterday repeated the depart-

ment's defence of delaying the introduction of legislation, and added hundreds more objections had been received after the official May 23 closing date for submissions to the NMC.

BTR group industrial relations manager Mr Glen Sutton said that following consultations with the Natal Chamber of Industries "it appears that our concerns on the interpretation of the CNS agreement have been allayed by certain assurances given to the chamber by the chairman of Saccola, and on this basis our submissions of June 5 become inappropriate."

Sasol noted a letter from managing director Mr Paul Kruger to Saccola's Mr Bobby Godsell last week in which he thanked Mr Godsell for "bringing to our attention" that the NMC recommendations did not propose immediate passage of two clauses of the agreement and draft Bill which were Sasol's main concern.

● Meanwhile, NMC acting chairman Mr Frans Barker announced public hearings this week from June 26 to 29, in its broader investigation into consolidating the Act.

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## Judgment in OK strike action today

JUDGMENT in the the SA Commercial, Catering and Allied Workers Union (Saccawu) application for an order declaring OK Bazaars' conduct an unfair labour practice by the Johannesburg Industrial Court is expected today.

According to Saccawu spokesman Jeremy Daphne the urgent application was brought on Friday *6/10/90 25/6/90*

"The union maintains that the altering of the practice of striking workers having access to canteens and other designated areas during business hours, the refusal to grant union officials immediate and unhindered access to striking workers and the

140A  
WILSON ZWANE

refusal to allow telephonic communications between union officials and the shop stewards constitute an unfair labour practice," he said

Saccawu also warned that the OK Bazaars could be hard-hit if the strike action was not resolved by Wednesday this week, as OK's June sale was scheduled to start tomorrow.

But OK spokesman Gavin Brown said "appropriate arrangements" to minimise Saccawu's action had been made.

□ To Page 2

## OK strike *Brown 25/6/90*

However, Saccawu had given the chain store an opportunity to avert further and more intensified conflict by calling for a meeting on Wednesday, Daphne said

He added that the union also expected OK's holding company SAB to step in and start "taking responsibility" for the settlement of the dispute

On Friday strikers at OK stores in Johannesburg told Business Day the black

140A *102* □ From Page 1

community was responding "nicely" to calls not to buy from the OK's outlets

Brown admitted that sales in the central business district areas, especially in the Transvaal, were noticeably affected. He said the drop in trading was caused by pickets intimidating customers

Brown added that OK had indicated, in principle, its willingness to meet Saccawu



26/6/62

SAZ

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## Tension in Natal over stayaway

Own Correspondent

DURBAN — Tension is mounting in Natal's black townships over the proposed national stayaway called by Cosatu for Monday July 2

Smear pamphlets are being distributed in some townships and there have allegedly been threats of intimidation

The stayaway has been called as part of the national Action Week to put pressure on the Government to end the Natal violence.

Many local businesses have indicated they will approach the stayaway with the no work, no pay principle, which means many workers will lose wages

Residents in local townships have complained of "veiled threats" to those who defy the stayaway call

Pamphlets accusing the ANC of intimidation and describing the organisation as being run by Indians and Xhosas have been circulated in townships

Star 26/6/90

140 ft

## NEWS

# OK agrees to more talks with Saccawu

By Shareen Singh

OK Bazaars management has agreed to meet the South African Commercial Catering and Allied Workers Union to resolve the national strike, which entered its 23rd day today.

Company spokesman Gavin Brown said yesterday OK had accepted the union's invitation to re-open talks, but proposed a meeting on Thursday instead of tomorrow.

Earlier, OK instituted legal proceedings — accusing strikers of misconduct at 11 stores.

Saccawu applied for an order declaring OK's conduct during the strike an unfair labour practice. Judgment was postponed to tomorrow.

OK's minimum wage is R620 a month — R359 below the February supplemented living level of R979 a month for a family of six.

Saccawu has demanded an increase of R160 across-the-board and a minimum wage of R800. Management has offered between R115 and R145

Star 26/490 (140A)

# Metalmen declare pay row

By Shareen Singh

The National Union of Metal Workers of South Africa (Numsa) decided at its bargaining conference last weekend to declare a wage dispute with employers.

Annual wage negotiation between Numsa and the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), began in March

At the last round of talks the union demanded an across-the-board hourly increase of R2

Employers made a final offer of 64c at the top grade and R1,24 at the bottom.

Numsa, which represents more than 200 000 workers, said its conference, attended by more than 200 delegates, decided that industrial action would be recommended if there was no significant improvement in Seifsa's offer

The union said that although good progress was made in some areas, Seifsa's offer was not adequate.

## Parental rights

The conference pointed in particular to wages, job security, parental rights; hours of work, March 21 to be a paid holiday; extension of the agreement and the Labour Relations Act.

Employers had not made a final offer in the motor industry, and the union decided not to make any recommendations for that industry yet.

In the auto parts and tyre industries, the conference made provision for further consideration of employer offers. But if employers offers were not adequate, the union would support strike action.

Numsa made extensive non-wage demands this year.

Of particular significance was the demand for parental rights, including six months paid maternity leave and free pap smears for women in the industry. This came after in-depth research on problems of women workers

6 star 26/6/90

~~130A~~ 140A ~~150A~~

NEWS

# Unions, Right to meet FW

President de Klerk will meet a delegation of trade unions and employers today, as well as spokesmen for ultra-Right organisations

The National Council of Trade Unions (Nactu) will accompany the joint labour and employers' delegation which will meet Mr de Klerk in Pretoria to discuss the enactment of a new labour law.

Nactu assistant general secretary Cunningham Ngcukana said yesterday Nactu would be represented by six senior officials

The meeting at Mr de Klerk's Union Buildings offices follows threats of widespread labour unrest by the Con-

gress of South African Trade Unions (Cosatu) after the Government had failed to enact the draft labour law during the 1990 parliamentary session

Nactu, Cosatu and the employers' body, the SA Consultative Committee on Labour Affairs (Saccola), are due to meet Mr de Klerk and Minister of Manpower Eli Louw at 10 am.

## White views

● A delegation of ultra-rightists will meet Mr de Klerk in Pretoria today to raise "right-wing and white" views of the "new South Africa".

Herstigte Nasionale Party chief sec-

retary L J van der Schyff said yesterday the HNP, Afrikaner Weerstandsbeweging (AWB), Magsaksie Afrikaner Nasionalisme (MAN) and Genootskap van Regte Afrikaners (GRA) would be represented at the 2 pm meeting

The meeting had resulted from the ultra-rightists not being represented in Parliament, Mr van der Schyff said

The HNP would be represented by party leader Jaap Marais and his deputy, Mynhard Peter, while Ernie van der Westhuizen and Nico van Rensburg would go on the AWB's behalf

The AWB's "commandos" would be represented by former policeman Colonel Servaas de Wet — Sapa

Star 26/6/90 (140A)

## Strikers accept council offer

CAPE TOWN — The strike by Cape Town municipal workers ended yesterday after a decision by the South African Municipal Workers' Union (Samwu) to accept a small wage increase and an undertaking to negotiate for better working conditions.

The leader of the union in the western Cape, Sale Manie, told thousands of cheering workers at the Good Hope Centre that the city council had decided to raise its offer of a 13,5 percent wage increase to 14 percent.

Strikers would not be penalised and minimum wage offers had been increased from R835 to R845, Mr Manie said — Sapa.

AND sportsman Ray...  
lieved" Beissner had resigned from the organisation but  
that he had not seen the resignation

and PAC and their peace p  
Vosloorus two weeks ago

# Court to rule tomorrow on application against OK

JUDGMENT is scheduled to be delivered tomorrow on the SA Commercial, Catering and Allied Workers' Union's (Saccawu) urgent Industrial Court application against OK Bazaars

The union applied for an order to declare some OK actions an unfair labour practices.

Saccawu organiser Jeremy Daphne said the OK actions included not allowing striking workers access to canteens and other designated areas, refusal to grant union officials immediate access to workers at OK stores, and failure to allow telephonic communication between officials and shop stewards at stores

OK spokesman Gavin Brown said he had no comment about the pending decision

In response to Saccawu's proposal to continue wage negotiations tomorrow, Brown said he "welcomed the decision and looked forward to the meeting later this week", although he could not verify when it would take place

Daphne yesterday reiterated the union's

*Blom 26/6/90*

DANIEL FELDMAN

demand for a R160 across-the-board increase

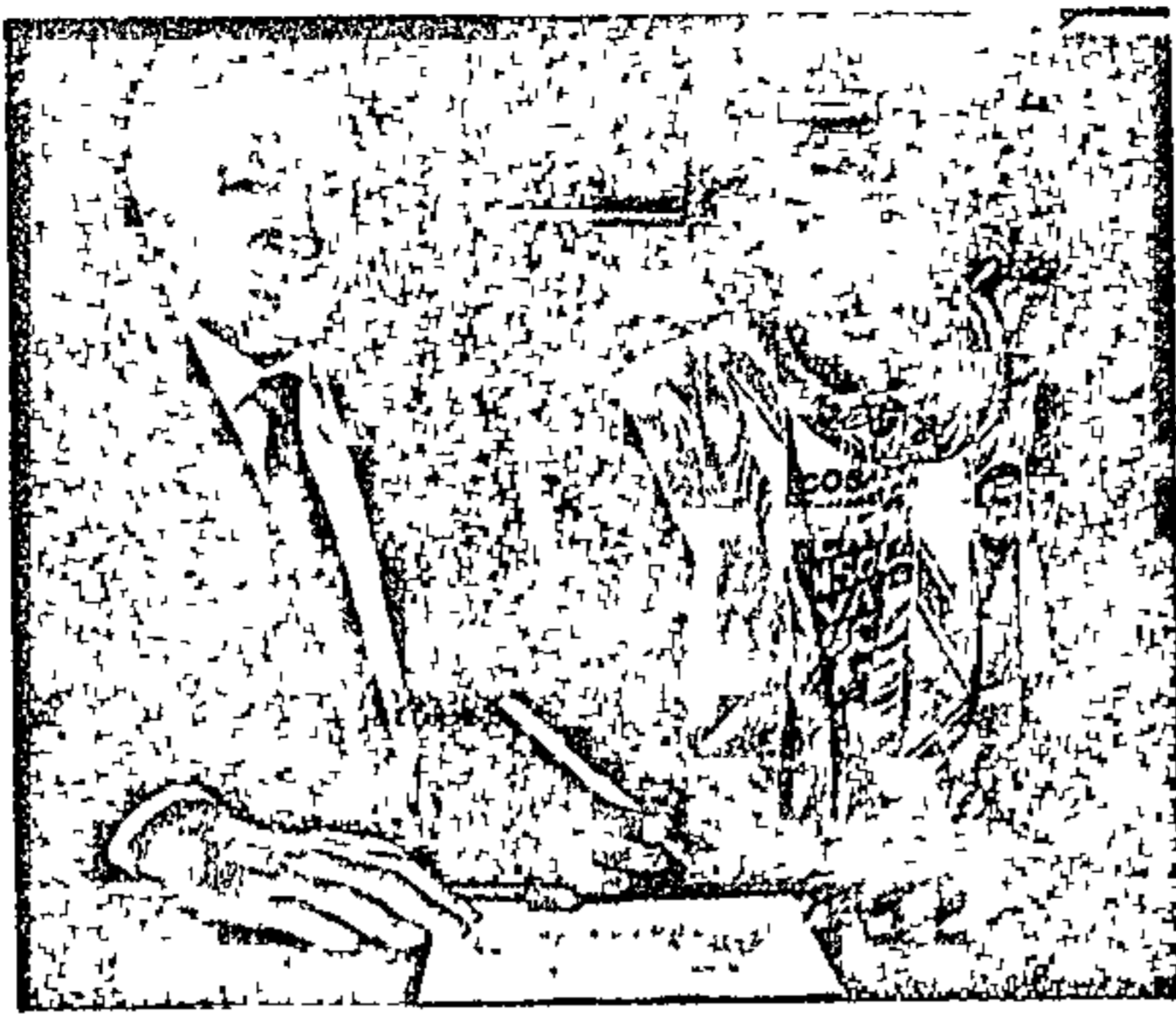
"OK's present minimum wage of R620 a month is R359 below February's supplemented living level (SLL) figure of R979 a month for a family of six living in Johannesburg. Even if the company meets our increase demand, the minimum wage will be R199 below SLL's figures. OK workers cannot afford a lower increase," he said

*14011* Hostility *2/28*

The strike, now in its fourth week, still involves about 7 000 striking workers at 131 stores nationwide

Little progress has been made in resolving the original dispute over wage and living conditions during the past few weeks, and the strike has been marked by continued allegations of violence, numerous arrests and growing legal hostility between the company and the union

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**SIGNED . . .** SA Municipal Workers' Union president Mr Salie Manie and Mr Louis Kreiner, acting chairman of the council's executive committee, sign the joint announcement ending the strike.

Picture RICHARD BELL

# City garbage strike ends

*Capl-Tues 26/6/90*

*1404*

By PETER DENNEHY  
Municipal Reporter

CAPE TOWN'S municipal workers' strike came to an end yesterday when the City Council and the union settled on a new minimum wage of R845 a month.

This is R10 a month more than the council had offered to 99,5% of its members before the strike began.

At one stage the union had demanded 40% increases, which it later dropped to 33%, and it dropped more after that. The union got a mandate from strikers yesterday before signing the agreement with the council.

The council's eight lowest-paid employees would have been paid R819 a month in terms of the council's previous offer.

The agreement was announced in a joint statement by Mr Salie Manie, president of the SA Municipal Workers' Union (Samwu) and Mr Louis Kreiner, acting chairman of the executive committee.

Mr Kreiner said the agreement "does not necessitate any increase in rates".

Union official Mr Roger Ronnie said yesterday that the lowest-paid workers had been getting R719 a month in total before the strike. Hourly-paid workers had previously got a minimum of R3,61 an hour and weekly workers a minimum of R161 a week, he

said *Capl-Tues 26/6/90*  
Most of the union's members were paid either hourly or weekly, he said. Of the 11 500 Samwu members, 10 000 received less than R24 700 a year.

He said the council's concession on wages yesterday brought its offer to non-labourers up from 13,5% to 14%. Labourers got higher percentage increases.

Mr Ronnie said the council had also given an undertaking to reduce the number of hours in the council's working week without any loss in pay.

At present there were 46 hours in the council working week, while the union demanded that there should be only 40, he said.

Mr Ronnie said a compromise would have to be reached on hours and the union hoped a shorter working week would be implemented by October 1.

No undertakings had been made over the union's demand for a housing allowance for those in rented accommodation, Mr Manie said, but the council had at least indicated it was prepared to talk about it.

"If the council wants to take the lead in anything, it should take it in giving people housing allowances," Mr Manie said. "That is now a standard union demand."

Nobody would be fired for striking, even though the strike was illegal as municipal workers are officially "essential service workers" who may not legally strike at all, unionists said.

The union and the council agreed to talk about giving casual workers permanent status.

Mr Ronnie said the council had also agreed to give hourly- and weekly-paid employees an extra day's holiday, bringing their total annual leave to 16 days.

The council would not allow strikers to take leave retrospectively on strike days, but it did allow strikers to spread their wage or salary losses over four weeks or two months.

• Meanwhile, the cleansing department began to make inroads on the refuse backlog even before the strike ended. A spokesman said that on Saturday and Sunday 110 and 96 compactor-loads had been picked up, far more than the usual weekend numbers of 35 and 20.

# Samwu end strike

THE Cape Town municipal workers' strike ended yesterday, following a decision by the striking workers' trade union - the SA Municipal Workers Union - to accept a small wage increase and an undertaking to negotiate better working conditions.

Leader of the Western Cape union, Mr Salie Manie, told thousands of cheering workers at the Good Hope Centre that the City Council had decided to raise its offer of a 13,5 per cent increase in wages to 14 per cent.

Strikers returning to work would not be penalised, and minimum wage-offers had been increased from R835 to R845. Further negotiations would take place on shorter working hours and help with housing. - Sapa. Sowetan 26/6/90

# Climax to racism campaign

LONDON - A 10-day anti-apartheid campaign by British local authorities reaches a climax today with a ceremony at the House of Commons at which local councils will express their opposition to racism.

Councillors from all over the United Kingdom will present declarations against apartheid to the ANC's chief representative in Britain, Mendi Msimang, and the president of the British Anti-Apartheid Movement, Archbishop Trevor Huddleston. Sowetan 26/6/90

The ceremony marks the close of 10 days of action by local authorities.

Councils will call on the South African Government to release all political prisoners. - Sowetan Foreign Service.

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FACTFILE by Marie McWhirter



# Nactu joins talks with FW today

PRETORIA — The National Council of Trade Unions (Nactu) will accompany the joint labour and employers' delegation which meets President F W de Klerk here today to discuss the enactment of a new labour law

Confirming Nactu's attendance, the trade union federation's assistant general-secretary Mr Cunningham Ngcukana said yesterday Nactu would be represented by six officials

The meeting follows threats of widespread labour unrest by Cosatu, after the government postponed enacting the draft labour law during this year's parliamentary session

Nactu, together with Cosatu and the SA Consultative Committee on Labour Affairs employers' body (Saccola), are to meet Mr De Klerk and Manpower Minister Mr Eli Louw, a spokesman for Mr De Klerk confirmed.

Commenting on the meeting with Mr De Klerk, a Saccola spokesman said the State President was "not the type of man who would arrange such a meeting for nothing".

A Cosatu spokesman was not immediately available for comment — Sapa

# ANC demands inquiry

Staff Reporter

THE African National Congress and Atlantis community organisations have slammed police action against striking workers in the town at the weekend and yesterday demanded a commission of inquiry into the shootings.

At least 21 people had been injured, union officials said yesterday, adding that two workers were in danger of losing their sight.

About 400 workers at Grapnel Silencer Services had been engaged in a sit-in strike since last Tuesday following a wage dispute. Grapnel management secured a court interdict on Friday ordering the workers to vacate the premises.

At a press conference yesterday, National Union of Metalworkers of South Africa (Numsa) shop steward Mr Carl Cloete said police took action against workers early yesterday morning when they were on their way to the Grapnel premises.



**BIRDSHOT WOUNDS...** Mr Desmond Solomons, 23, left, and Mr Dexter Pitso, 25, show the birdshot wounds they suffered during police action in Atlantis at the weekend

Picture BENNY GOOL

● Police said yesterday that on Saturday they had arrested three men after giving the workers at Grapnel six minutes to disperse.

"The crowd became aggressive towards the police," police said, adding that they started throwing bottles and stones at the police.

Police then used rub-

ber bullets, and when the crowd continued to throw stones birdshot was used — 15 minutes after the order to disperse was given and not five minutes as a Numsa spokesman said, police said.

According to police information only four workers were injured on Saturday.

## Chamber silent on accusations

The Chamber of Mines has declined to comment on accusations by the National Union of Mine-workers that mine bosses wanted to cut costs and keep wages low.

A spokesman said yesterday the Chamber had

studied a statement issued by the NUM at the weekend. It would not react to various accusations as it did not want to become involved in a "merry-go-round situation" with the union. — Staff Reporter

Star 26/6/90 (210) (140A)

# OK, union to meet in bid to end 23-day strike

The Argus Correspondent

1409  
MAGS 26/6/90  
JOHANNESBURG — OK Bazaars management has agreed to meet the South African Commercial Catering and Allied Workers Union (Saccawu) to resolve the national strike which entered its 23rd day today

Company spokesman, Mr Gavin Brown, said yesterday OK had accepted the union's invitation to re-open talks on wages and working conditions but proposed a meeting on Thursday instead of tomorrow.

Last week OK instituted legal proceedings at 11 of its stores, alleging misconduct by strikers

On Friday Saccawu applied for a court order declaring OK's conduct during the strike an unfair labour practice

OK's present minimum wage is R620 a month

Saccawu is demanding an increase of R160 across-the-board and a minimum wage of R800. Management offered R115 to R145 depending on years of service

TEL 731002

## Cape municipal strikers back at work

CAPE TOWN — Striking municipal workers return to work today with agreement being reached between the Cape Town City Council and the SA Municipal Workers' Union.

The first task at hand will be the cleaning up of refuse which has accumulated in the streets since the strike started two weeks ago.

In a meeting yesterday, the two parties reached agreement on a package that included an increase in the minimum starting salary from R790 a month to R845. The council's original offer had been R819 against SAMwu's demand of R950.

A SAMwu spokesman said the council also gave an undertaking in principle to

LESLEY LAMBERT

negotiate a reduction in the number of working hours — currently 46 hours a week (40A) (40A) (35A)

He said the council also agreed to start a process of employing temporary workers on a full-time basis and to grant an additional day's leave to employees with a maximum of 15 days' annual leave in respect of SAMwu's demand for the recognition of June 16 as a holiday.

The spokesman said SAMwu would continue to negotiate for a housing allowance and the filling up of vacant posts which the council had frozen. It would also renegotiate the June 16 holiday next year, he said.

B1 Day 26 / 1/90

# Numsa warning on action if Seifsa offer not bettered

B/day 26/6/90

INDUSTRIAL action in the iron, steel and engineering industries "would be recommended" if there was no significant improvement in the Steel and Engineering Industries' Federation of SA's (Seifsa) offer, the National Union of Metalworkers of SA (Numsa) announced yesterday.

The decision was made at Numsa's second national bargaining congress, held in Johannesburg at the weekend, which decided to deadlock on Seifsa's final offer and declare a dispute. Numsa sources said the dispute would probably come before the industrial council within the next few weeks, leading to the possibility of a legal strike ballot.

Seifsa executive director Brian Angus said he had not yet been informed of Numsa's decision to enter into dis-

DANIEL FELDMAN

pute and could not comment.

Numsa national organiser Bernie Fanaroff said that although "good progress was made in some areas of talks", Seifsa's offer was not adequate in terms of wages, job security, parental rights, hours of work, March 21 as a holiday and the extension of the agreement.

The final offer, made on June 14, proposed a 15% wage increase (R1,24 an hour) for artisans and an 18% increase (64c an hour) for labourers. Numsa's demand stands at a R2 across-the-board hourly increase, although Fanaroff said the union was open to further negotiations.

The current Main Agreement, which determines the wages and working conditions for the industry's 380 000 employees, expires on Saturday. Spokesmen from both parties said they were unsure of what would occur after the expiry date.

The congress, attended by more than 200 delegates from around SA, was organised by Numsa in an attempt to unify its bargaining strategies. It decided how negotiations in various sectors should proceed.

In the auto and tyre industries, it made provision for the consideration of further employee offers, but recommended that strike action be considered if no adequate offers were made. In the tyre industry, wages, scope of the agreement, holidays, work hours, the LRA, payment of detainees and parental rights needed to be further addressed.

Expires

140A

358

# Labour inquiry disrupted

The National Manpower Commission (NMC) public hearings regarding the consolidation of labour relations were suspended indefinitely after the first day's proceedings at Halfway House were interrupted by a National Council of Trade Unions (Nactu) protest yesterday. ~~27/6/90~~ ~~1408~~ ~~1408~~ ~~1408~~

The commission was to have heard four days of evidence from various unions, industrial federations and business groups, as part of its investigation of the Labour Relations Act (LRA) of 1956.

At 11 am, a delegation of about 50 singing Nactu members refused to allow the sitting to continue. They demanded the hearings be postponed until Nactu's suggested changes to the LRA, made in agreement with the Congress of South African Trade Unions

(Cosatu) and the South African Co-ordinating Council on Labour Affairs (Saccola), became law.

The Government failed to legislate the suggested Saccola/Cosatu/Nactu amendments to the LRA in the parliamentary session which has just finished. ~~1408~~

At the Halfway House hearing, Nactu said the NMC's recommendations on the Saccola/Cosatu/Nactu accord had not been made available to them. They said the NMC and the Department of Manpower wanted to undermine the accord.

NMC acting chairman Dr Frans Barker issued a statement saying the NMC investigation into the LRA should be seen as separate from the Saccola/Cosatu/Nactu accord and not as an alternative to it.

LRA  
protests  
put on  
hold

FWW



FW DE KLERK



140A



meets

Soultan 27/6/90

unions



Cosatu officials arriving at the Union Buildings in Pretoria yesterday to meet State President FW de Klerk. They are Mr Cyril Ramaphosa (foreground), Mr Vusi Khumalo, Mr Marcel Golding and Mr Jay Naidoo (background).

By **MONK NKOMO**  
and **SAPA**

**SEETHING** labour discontent over delays in enacting a landmark industrial relations agreement between the country's major employer grouping and black trade union federations was temporarily eased yesterday.

This followed a four-hour meeting in Pretoria between State President FW de Klerk and the labour representatives

The meeting ended with an interim arrangement aimed at resolving the continuing crisis over the Labour Relations Amendment Act

A tri-partite working party will be formed within 14 days to examine ways of resolving the impasse over the law

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P.T.O.



# Landmark meeting eases labour discontent

CAN T-245 27/6/90 (140A)

PRETORIA — Seething labour discontent over delays in enacting a landmark industrial relations agreement between the country's major employer grouping and black trade union federations was temporarily eased following a historic meeting here yesterday.

The four-hour meeting between President F W de Klerk and the labour representatives ended with an interim arrangement aimed at resolving the continuing crisis over the Labour Relations Amendment Act.

A tripartite working party will be formed within 14 days to examine ways of resolving the impasse over the law, but trade union re-

presentatives warned of continued pressure backing their demand for speedy enactment of a new labour accord.

Mr De Klerk, Manpower Minister Mr Eli Louw, representatives of the South African Consultative Committee on Labour Affairs (Saccola) and office-bearers from Cosatu and the National Council of Trade Unions (Nactu) met in the Union Buildings to seek a solution to the crisis.

The parties emerged confident that the working group would pave the way for mutually acceptable labour legislation.

And a statement by the State President's Office hinted that the desired labour law could be finalised early during the 1991 parliamentary session.

The accord in question was drafted over a two-year period — characterised by protracted industrial unrest — by the Saccola/Cosatu/Nactu grouping and is held as an alternative to the contentious Labour Relations Amendment Act.

The agreement reached at yesterday's meeting proposed that a joint working party should meet within 14 days and report progress within a further 30 days.

The "constructive nature" of yesterday's meeting was praised by Anglo American Corporation.

Cosatu and Nactu spokesmen warned, however, that the federations would continue exercising organised labour action until the accord had been written into law.

— Sapa

# March: Request for cop with 'long fuse'

CA 745 27/6/90 Staff Reporter 140A ~~140A~~

THE Atlantis Industrial Group has asked police to ensure that the officer in charge of law enforcement at today's planned protest march in the area be a good communicator and "not short on the fuse", an executive member of the group said yesterday

Mr Colin du Sart said feedback from employees was that Saturday's police action against striking Grapnel workers — during which several workers were injured by birdshot — was "a bit heavy"

The workers at Grapnel Silencer Services — all members of the National Union of Metalworkers of South Africa (Numsa) — have been involved in a strike since last week Tuesday over a wage dispute

And in another development, a member of the Atlantis Management Committee, Mr Freddie Brandreth, resigned from the committee on Monday night in protest against the police shootings on Saturday.

# Mass union protest hangs in balance

27/6/90  
By Norman Chandler and Shareen Singh

President de Klerk moved yesterday to allay mounting union anger over delays in amending labour legislation.

However, unions must still decide whether planned massive industrial protest action will be postponed.

There were no formal statements at the end of the four-hour discussions yesterday between the Government, Cosatu, the country's largest trade union federation, the National Council of Trade Unions (Nactu) and the SA Consultative Committee on Labour Affairs (Saccola)

Cosatu has already declared it is "disturbed" that the meeting did

not produce the results it expected and has indicated it will discuss industrial action in this light

Protest action is likely to be suspended for at least three weeks, however, while Cosatu and Nactu discuss their proposed plan of action including stayaways, demonstrations and sit-ins.

## 140A Amendments

A joint position will be finalised at Cosatu's central executive committee meeting on July 20

Last week, Cosatu wanted proposed amendments to the Labour Relations Act to become law before the end of the parliamentary session last Friday, while Mr de Klerk said he would not be prepared to give in to the demand

Cosatu general secretary Jay Naidoo said last night that workers were being hit daily with mass dismissals and interdicts under the Labour Relations Act. Workers could not wait much longer

Saccola spokesman Bobby Godsell was positive about the outcome of the meeting

He said the proposal to set up a joint working committee to try to restore mutual confidence and the passing of the legislation was "most constructive"

Nactu secretary-general Cunningham Ngcukana said the organisation welcomed the establishment of a working party but was disappointed at the failure of the Government to give expression to labour accord

● See Page 14.

B10am 27/6/90

140A

BUSINESS DAY, Wednesday



**Cosatu representatives Cyril Ramaphosa (NUM general secretary), Vusi Khumalo (Post Office and Telecommunications Workers' Association general secretary), Jay Naidoo (Cosatu general secretary) and Marcel Golding (NUM assistant general secretary) arrive at the Union Buildings for their meeting with President F W de Klerk yesterday. Picture ROBERT BOTHA**

~~140A~~  
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Star  
28/6/90

## Negotiations on wages break down

Wage negotiations between Checkers and representatives of the SA Commercial Catering and Allied Workers' Union broke down late yesterday afternoon after the union rejected management's final offer.

A statement from Checkers said strike ballots would be held next week if settlement was not reached before 11 am on today when the Conciliation Board ends

This followed seven days of negotiations which failed to produce agreement between the two parties, the statement said.

Checkers offered a R135 across-the-board increase, effective from July 1, and a further R5 increase from January 1 next year

### Fixed minimum

The union demand was for a fixed minimum wage of R830 with a R165 across-the-board increase.

Checkers said their offer meant employees' minimum salaries would be increased to R765 on July 1 and to R770 in January.

This meant "in reality" that the minimum income of Checker's staff during the next financial year would be more than R800 a month, with the average being more than R1 000, the statement said.

Included in management's final offer was progress towards a 13th cheque and increased discount on purchase facilities

Negotiations had been held in an open and non-confrontational manner throughout, the statement concluded — Sapa

# Town clerks' increases spark row

By Louise Burgers, <sup>Star</sup>  
Municipal Reporter 28/6/90

The Federation of Municipal Trade Unions yesterday warned that labour peace in local authorities country-wide was under threat from a decision to give town clerks a 10 percent pay increase, thereby restricting the increases of all other municipal employees

The salary adjustments of town clerks, the chief executives of city and town councils, were determined by the Town Clerks Remuneration Board, which effectively put a limit on the salary and wage adjustments of employees on lower scales

Dr Lorraine Lotter, vice-president of the federation, which represents 240 000 municipal employees nationwide, said the 10 percent increase for

town clerks came at a time when Industrial Councils around the country were involved in labour disputes where amounts of more than 10 percent were being sought by workers.

Dr Lotter is also the president of the Johannesburg Municipal Employees Association, which represents all 13 unions in the city council

## No effect

In terms of the Town Clerks Remuneration Act the salary of no municipal employee was allowed to exceed that of the town clerks, which was "fair enough", but when they (town clerks) only got a 10 percent increase it restricted the increases of every other employee

The Act overrides the Labour Re-

lations Act. Some Industrial Council decisions had no effect when employees went to them over their salaries because of the limit imposed by the Town Clerks Remuneration Act.

Dr Lotter said this made a mockery of the Labour Relations Act

She said they had obtained legal advice and were reserving their rights. She emphasised, however, that strike action was not contemplated because it was illegal.

Unions objected vigorously to the Act when it was promulgated in 1984 and have met with various Cabinet Ministers over the years, to no avail

"Ministers do not want to listen and our employees are fed up. We have tried to avoid drastic action and look at what has happened"

SKA 28/6/90

140A

NEWS

# Court dismisses union case against OK

The Industrial Court yesterday dismissed an urgent application by the South African Commercial, Catering and Allied Workers' Union (Saccawu) for an order declaring OK Bazaars conduct an unfair labour practice.

However, the union did not see its application as totally unsuccessful. Saccawu spokesman Jeremy Daphne said the court did not see urgency in the union's application, but maintained the union's right to file the same application for interim relief.

## Conduct challenged

The court ruled that Saccawu still had the right to challenge OK's conduct during the strike, even though this might appear to be in conflict with the company's Supreme Court order obtained last week.

Union members had a right to remain on company premises, the court said, and their removal might be considered an unfair labour practice.

Mr Daphne said the union was proceeding with the same application, but under section 43 of the Labour Relations Act for interim relief.

The strike by more than 7 000 workers continued at 131 stores nationally. Mr Daphne said 214 workers had been arrested to date and 33 dismissed by OK management.

Talks are to be held today

in a fresh bid to end the OK Bazaars strike. OK management and representatives of Saccawu are scheduled to meet in Johannesburg to negotiate on the strike by union members countrywide. Strikers want improved pay and working conditions.

Mr Daphne was adamant yesterday that strikers would not lower their demands.

The union is demanding an across-the-board increase of R160 a month and a minimum monthly wage of R800. Other demands include March 21 as a paid holiday, and a 13th cheque.

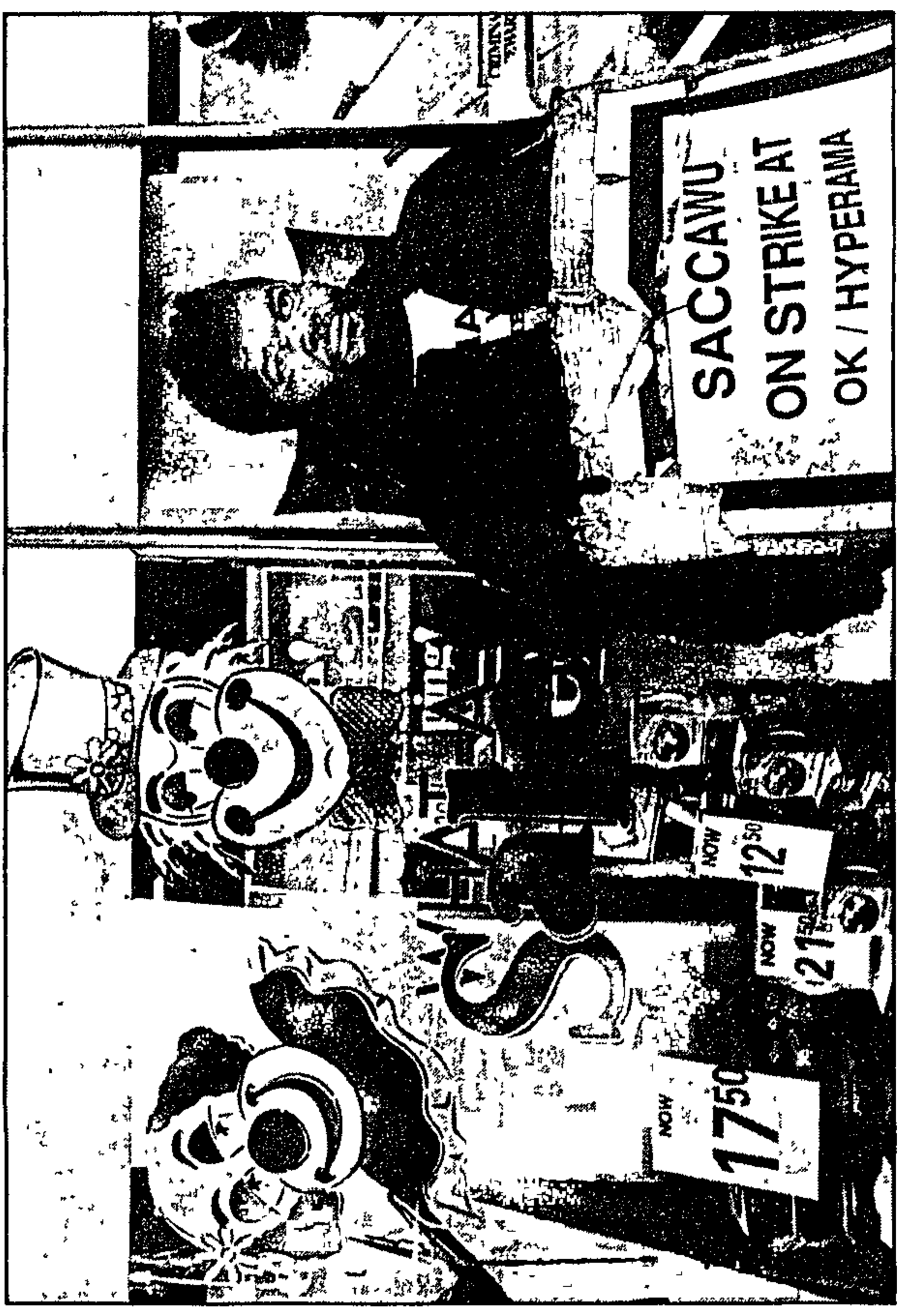
OK's offer includes service increases of between R115 and R145 a month and a minimum wage of R710 after a year's service.

## Optimistic

OK industrial relations spokesman Gavin Brown was optimistic that a settlement would be reached soon. He maintained that negotiations meant flexibility. Strikers had lost more than R4,5 million in wages and bonuses since the strike began on June 4.

Mr Brown said the Industrial Court decision meant strikers could not enter 11 OK stores.

Strikers at these stores would also have to refrain from any alleged intimidation of non-strikers, customers or suppliers. -- Staff Reporter and Sapa.



Shop or strike . . . Alpheus Qwabe pickets outside the Eloff Street, Johannesburg, branch of OK Bazaars yesterday on the opening day of the chain's nationwide sale, which is the 24th day of the strike by 6 500 workers. ● Picture by John Hogg.

By Abel Mabelane,  
East Rand Bureau

Striking Vosloorus council employees had been warned to return to work on Monday or they would lose their jobs, Vosloorus mayor Morris Sinokela said yesterday.

The workers downed tools about three weeks ago after their demands for salary increases were not met.

### Meeting

Mr Sinokela said the council guaranteed the striking workers their jobs, at a meeting held with worker representatives on Tuesday, but warned that the strikers would not be paid for the period they were on strike.

"We also warned the employees to return to work before July 2 at the latest, failing which they lose their jobs," he said.

He said the TPA had approved a 10 percent increase for the workers from the council's bridging finance because the council had no funds as a result of the rent boycott.

### Agreement

Mr Sinokela also said the council had reached an agreement with members of the taxi association, the Vosloorus Independent Party, the Chamber of Commerce and the Vosloorus Hostel Committee that residents must pay a flat rate for rent and services.

He said members of the Vosloorus Crisis Committee refused to attend the meeting, adding that they would only talk to council officials and not to councillors.

Mr Sinokela said that about 52 percent of Vosloorus's residents had paid their rent last month, but added that the council expected the situation to worsen this month because of the strike.



# Court rejects Saccawu's application

# Union loses in OK strike row

Sowetan 28/6/90

140A

**THE Industrial Court yesterday dismissed an application by the South African Commercial Catering and Allied Workers' Union over the right of striking members to enter OK Bazaars' stores.**

The union had sought to overturn 11 Supreme

Court orders forbidding its striking members from entering the chainstores' shops.

About 6 500 Saccawu members have been participating in a 25-day strike at OK Bazaars stores nationwide in support of improved wages and working conditions.

OK Bazaars' industrial relations spokesman Mr

Gavin Brown said yesterday's Industrial Court decision meant strikers could not enter 11 OK Bazaars stores.

Strikers at these stores would also have to refrain from any alleged intimidation of non-strikers, customers or suppliers' vehicles.

In the application, Sac-

cawu questioned the right of the company to deny its members access to the premises, saying it constituted an unfair labour practice.

Brown said a meeting between the company and Saccawu would still take place tomorrow morning to try to resolve the dispute. - Sapa.

# PAC, Nactu, snub Cosatu stayaway call

THE Pan Africanist Congress of Azania, the United Front of Independent Trade Unions of South Africa and Nactu have given the thumbs down to the national stayaway called by Cosatu and the UDF for Monday.

At a Press conference in Johannesburg yesterday, PAC spokesman Mr Benny Alexander said while the ANC never approached them about the proposed national stayaway, "we trust that our sister organisation, the ANC, will call off its action which will only escalate the violence in Natal." (140A) (1520)

Alexander said the PAC saw no reason why the ANC and Inkatha could not resolve their differences amicably. Sowetan 28/6/90

● To Page 2

## PAC and Nactu snub stayaway call (140A)

● From Page 1

"They both (ANC and Inkatha) meet with the Government; they both recognise F W De Klerk as a man-of sincerity and integrity; they both believe in negotiations. Their differences are

therefore not fundamental. Sowetan 28/6/90

"By the ANC's own admission, Inkatha is its branch and we are not aware of Chief Buthelezi's resignation from the ANC," Alexander said

General secretary of

Nactu. Mr Cunningham Ngukana, said although Nactu is a natural ally of Cosatu, Nactu was not consulted and did not have the opportunity to discuss the issue within its structures. (1520)

"We have conveyed to Cosatu that the "Week

of Action" may lead to violence spilling into the PWV townships (1520)

Mr Bhekı Khumalo of the Independent Unions said: "We will not allow workers to be used for waging party political wars for the ANC. Our membership is determined to defy the stayaway," he said.

## Stronger measures in pipeline

# Vlok gives tough warning to unions

Size 28/6/90

(140A)

By Dirk Nel  
Northern Transvaal Bureau  
Pietersburg

Trade unions were warned by Law and Order Minister Adriaan Vlok today not to break the law and destabilise the political situation. Strong action and possible legislation would be used to curb these activities.

Addressing 100 businessmen in Pietersburg, Mr Vlok also issued stern warnings to activists about the killing of policemen. The Government would not tolerate this, as police were there to serve all sections of the population. He reminded criminals that strong measures against lawlessness were in the pipeline.

Asked how strong the right wing was, Mr Vlok said it would be very foolish to underestimate certain actions from this quarter.

But he assured law-abiding South Africans that the Government was determined to maintain law and order on all fronts during what he described as "a difficult phase in our constitutional development".

### Decisive role

Mr Vlok told the businessmen that they too had a decisive role to play by promoting prosperity.

"The business community has consistently urged the Government to dismantle apartheid — now that we have done this, we are relying on your support to help us create a better South Africa", he said.

Mr Vlok's speech may mark the beginning of a major campaign by the National Party to counter the right-wing threat and provide answers to the question about how strong it is nationwide.

In addition it must respond to Nelson Mandela's sweeping propaganda successes overseas.

During the seven-month parliamentary recess, the NP will hold mass rallies and provincial congresses and speaking tours by President de Klerk and other Ministers are planned.



# National stayaway planned for Monday

By DENNIS CRUYWAGEN  
Staff Reporter

PLANS for a national stayaway on Monday in protest against the situation in Natal were disclosed at a joint Press conference by the African National Congress, the United Democratic Front (UDF) and the Congress of South African Trade Unions (Cosatu).

As part of the campaign the organisers will hold a rally at Athlone stadium on Sunday

Speakers will include Umkhonto we Sizwe commander Mr Chris Hani and veteran ANC leader and former Robben Island prisoner Mr Harry Gwala.

## LIFT EMERGENCY

The organisers yesterday demanded that the government lift the emergency in Natal and disarm the Kwazulu police.

Next week's campaign is part of the National Week of Action organised by the ANC in sympathy with the Natal conflict

The Pan Africanist Congress (PAC) yesterday appealed to the ANC to call off its action to seek the disbandment of the Kwazulu police, the arrest of Inkatha "warlords" and to isolate Chief Gatsha Buthelezi

PAC general secretary Mr Benny Alexander said at a Press conference in Johannesburg that the ANC had not sought the PAC's support for its plans

The PAC would also not allow itself to be embroiled in a war waged by two parties who ultimately agreed on fundamental issues, he said

"Both Inkatha and the ANC meet the government, they both recognise President De Klerk as a man of sincerity and integrity and both parties believe in negotiations

"The PAC will not get involved because we see no reason why these warring groups cannot resolve their differences," he said

"The action planned next week will escalate the violence in Natal. The ANC should allow Mr Mandela to go and meet Inkatha and accept our services as mediators"

# Court dismisses union application against OK

B 10 am 28/6/90

THE SA Commercial Catering and Allied Workers' Union's (Saccawu) urgent application to the Industrial Court against OK Bazaars was dismissed yesterday, but Saccawu national organiser Jeremy Daphne said the application had still been "partially successful"

The application was dismissed because the presiding officer was not convinced that irreparable harm could be done to the union if the order sought was not granted, and the urgency of the matter was thus not accepted

However, Daphne pointed out the case's merits were not questioned, which would enable the union to make the same application in terms

DANIEL FELDMAN

of Section 43 of the LRA for interim relief

He said the presiding officer had agreed that the union was entitled to appear at the Industrial Court to challenge the fairness of OK's conduct, even though it may have appeared to be in conflict with a Supreme Court order.

Meeting 140A

Also, Daphne interpreted from the decision that "prima facie union members had a right to remain on OK premises and thus removal from stores may be an unfair labour practice".

OK spokesman Gavin Brown said

the judgment in the case stood for itself

"At this point, we're just turning our minds to the meeting today, and hoping to start the negotiation process which will lead to the end of the strike," he said

Saccawu will meet management this morning in an attempt to settle the wage dispute

The union is still calling for a R160 across-the-board increase, and a minimum monthly wage of R800

During the course of the 25-day strike, 214 people have been arrested and approximately 33 workers dismissed, according to union figures

More than 7 000 employees are still on strike at 133 OK stores nationwide

F/M 21/6/90

cant improvement in the offer on wages and conditions by Seifsa

Numsa's Bernie Farnaroff says that, though the congress felt that good progress was made in some areas, such as training proposals and the conversion of the industry pension fund into a provident fund, Seifsa's offer is inadequate in many respects. These include wages, job security, hours of work; March 21 as a paid holiday, and the extension of the Main Agreement to cover small firms. There are also problems with paternity and maternity benefits and free annual Pap tests for women.

Seifsa's final wage offer is a 15% increase (R1,24 an hour) for artisans, and 18% (64c an hour) for labourers. Numsa is pushing for an increase of R2 an hour across-the-board, though this is flexible. The industry's annual Main Agreement expires tomorrow.

Numsa says more than 380 000 production workers are directly affected by the agreement and another 100 000 in related employment. (140A) ~~(157-355)~~

The union is also threatening industrial action in the car assembly and tyre industries. While the congress "made provision for further consideration of employer offers," it recommends that strikes should be considered if adequate offers are not made. Aside from wages, demands are concerned with job security, parental benefits, annual bonus, overtime, hours of work, holidays, and a new Labour Relations Act.

METAL INDUSTRY F/M 29/6/90

### Dispute hardens (140A)

Industrial action threatens the metal industry. The National Union of Metalworkers of SA (Numsa) last weekend declared a dispute with employers over wage talks.

The decision was made at the union's second national bargaining congress which was attended by more than 200 delegates. It was called to discuss the results of Numsa's wage bargaining and consider how to proceed in national wage talks covering related industries, such as car assembly, tyre and metallurgical firms. (151) ~~(355)~~

The union says industrial action in the iron, steel and engineering industries "would be recommended" if there is no signifi-

## UCT talks with union over wage dispute (130)

W/Mant 29/6/90

CAPE TOWN: The University of Cape Town is in the process of mediation following a dispute with the Transport and General Workers Union over wages and work conditions, a spokesman for the university said yesterday.


Negotiating teams have met on 11 occasions since February, and on June 6 the Union declared a dispute. Mediation was continuing yesterday after starting on June 21. (140A)

Management's offer of an 18 percent increase in basic salary has so far been rejected by the union. — Sapa

# Chemical union asks UK embassy for help

*Wimant 29/6/90*  
MEMBERS of the Chemical Workers' Union have asked the British Embassy in Pretoria to intervene in their dispute with their employer, Reckitt and Coleman.

This request has been refused by the embassy, saying it could not interfere in a dispute between a company and its employees.

About 100 Reckitt and Coleman employees yesterday picketed the British Embassy in Arcadia while a delegation of seven men relayed their demands to an embassy official (140A) 

The workers delivered a memorandum, in which they are demanding to join a provident fund of their choice, to the embassy.

After the protesters asked to be allowed into the embassy to discuss their grievances, an embassy official, John Sawers, explained that visitors are only allowed into the embassy on prior arrangement

Sawers told the protesters the embassy could not interfere in a dispute between a company and its employees.

He was however, prepared to tell

Reckitt and Coleman the workers had delivered a memorandum to the embassy.

The workers told him they wished to meet with Reckitt and Coleman next week to discuss their grievances

Shortly after the busload of protesters arrived at the embassy, several uniformed policemen arrived and asked them to disperse.

The workers, who were picketing on the pavement, then got into their bus and waited there until the delegation finished their discussion with Sawers. — Sapa



300 strike <sup>UCT</sup> <sup>29/6/80</sup>  
as UCT pay  
talks stall <sup>1607</sup>

ABOUT 300 UCT employees belonging to the Transport and General Workers' Union (TGWU) downed tools yesterday to protest against the slow progress in wage negotiations

Talks between UCT management and the TGWU began on February 28 and after 11 meetings no agreement has been reached

In an attempt to speed things up, the two sides engaged a mediator who held talks with both parties on June 21. The talks were then adjourned until yesterday

The union has rejected the management offer of an 18% increase. Management is now offering a minimum basic salary of R13 000 a year

## Checkers dispute: strike ballot looms

Staff Reporter

140A

crease from July 1, and a further R5 a month from January 1 1991 Saccawu demanded a R165 a month across-the-board increase and a minimum wage of R830

5/2  
29/4/90  
The SA Commercial, Catering and Allied Workers Union (Saccawu) is expected to hold a strike ballot among Checkers staff next week, after wage negotiations between Checkers and Saccawu broke down on Wednesday afternoon

Yesterday, the Conciliation Board was told wage talks ended in dispute

The union rejected management's final pay offer, after seven days of negotiations

A Checkers management spokesman, A MacLaurin, said Checkers management was not in a position to make any further offers at this stage

Checkers offered a R135 a month across-the-board in-

# Commission forced to use secret venue

Star 29/6/90

Disruption by trade unionists forced the National Manpower Commission to use a secret venue to continue its hearing of oral evidence on the consolidation of the Labour Relations Amendment Act yesterday

Regretting the move, NMC acting chairman Dr Frans Barker said the commission did not want to hold the hearings in camera, but added "It does not help if proceedings are disrupted"

He was referring to a protest on Tuesday by members of the National Council of Trade Unions, who chanted outside the commission venue in the Building Industries Federation head office at Halfway House

The protesters were demanding that the NMC technical committee examining the LRAA stop taking oral evidence until the Cosatu/Nactu/Saccola labour relations accord was written into law

Further hearings were due to take place in the Midrand headquarters of the Development Bank of South Africa, but Dr Barker declined to say where subsequent hearings would be conducted

The final hearing takes place today and parties would be informed of the venue, he said

Employer and industrial relations groupings which attended yesterday's session included the 66 000-member SA Consultative Committee on Labour Affairs, Chamber of Mines, Labour Foundation, Building Industries Federation, SA Chamber of Commerce, American Chamber of Commerce in SA and Sasol

Labour unions were represented by the all-white Mineworkers Union and Transnet Union — Sapa

# Three-year plan needed to correct nurses' pay - union

140A Str 29/6/90

Recent salary increases awarded to nurses were "far from adequate", the National Education and Allied Workers' Union (Nehawu) said in statement in Johannesburg yesterday.

It said the only way the situation could be remedied was for the Government to announce a three-year plan to bring salaries to "their proper levels"

This would require a similar 25-50 percent increase each year in order to make up the backlog.

"Only if nurses are told now that within a defined period they will have caught up to their reasonable target income, will the nursing crisis be resolved," the statement said.

"We also regret that the Minister (of Health, Rina Venter) did not address the problems of

conditions of work that constitute the other major complaint of nurses.

"Nehawu will continue to campaign for a long-term solution to these issues"

It said that although Nehawu welcomed the increases, announced on June 19, most nurses were now poorer than they were in 1986 because their salaries had failed to keep up with inflation.

"As a result, we predict that the private sector will increase the salaries they pay nurses so that they remain 10 percent higher than the public sector.

"The flow of nurses from the public sector will probably continue after a short delay," said the statement.

## Unions reject 17,22 pc offer by post office

By Zingisa Mkhuma

A wage increase offer of 17,22 percent from South African Postal and Telecommunication (SAPT) has been rejected by three post office staff unions.

SAPT is offering a minimum wage increase of R108 — from the present R627 to R735 a month — backdated to April 1.

Floyd Mashele of the Post and Telecommunications Workers Association said they met executives of the Indian and coloured associations. They are angry SAPT is "wasting their time".

*See 29/6/90*  
"This increase does not address our across-the-board demand of R400," he said.

(140A) (255) (15)

National protest campaign angers bosses

# Stayaway workers will risk penalties

By Shehnaaz Bulbulia  
and Karen Stander

Employers may take disciplinary action against workers who heed the ANC/Cosatu call for a national stayaway and nationwide protests planned for next week

All companies interviewed by The Star said a policy of "no work, no pay" would be followed. Some said disciplinary action could be taken.

The Cosatu campaign, endorsed by the ANC and the UDF, aims to force the Government to take action against KwaZulu Police and Inkatha "warlords" to end the six-year Natal war which has cost 3 000 lives.

Next week's protest campaign has pitted the ANC and Cosatu in a new confrontation with Inkatha, while the South African Council of Churches has formulated a peace proposal in a bid to defuse possible violence.

The National Council of Trade Unions (Nactu) and the Pan Africanist Congress (PAC) will not support the campaign. The PAC has appealed to the ANC to halt the campaign, saying it could only serve to heighten the conflict between the ANC and Inkatha.

An SACC code of conduct during the campaign has been endorsed by both the ANC and Inkatha.

Yesterday both Cosatu and Inkatha called on opposing factions not to intimidate workers either opposed to, or supporting the stayaway.

Employers interviewed yesterday expressed discontent with the organisers of the stayaway and said the protest action would do little to solve the Natal conflict.

## Mockery

Anglo American spokesman James Duncan said the company did not support stayaways as a means of solving problems. Anglo would implement its policy of "no work, no pay".

The managing director of the South African Breweries Beer Division, Graham Mackay said SAB had also adopted a policy of "no work and no pay", and depending on the circumstances, disciplinary action may be brought against workers who heeded the stayaway call.

Cosatu's campaign, Mr Mackay added, was making a mockery of the ongoing talks between employers and organised labour.

Chain stores have arranged for housewives and students to fill in for protesters at the tills.

At a press conference in Johannesburg yesterday called by Cosatu, the UDF and the SA Youth Congress (Sayco), Cosatu general secretary Jay Naidoo said the intention of the week of protest was to pressure President de Klerk to put an end to the war.



No sale ... nanny Mina Thobedi was confronted by two men who offered R1 000 to buy fourteen-month-old Chandre for a witchdoctor.  
● Picture by Sean Woods.

By Shareen Singh

Two men tried to buy a 14-month-old baby for a witchdoctor, a young Roodepoort mother told The Star yesterday.

Debbie van Ryneveld, of Witpoortjie, said she was shocked when her maid, Mina Thobedi, telephoned her at work and told her that two men had offered R1 000 for her son Chandre.

When Mina refused to hand over the baby, the men said they would send someone later with R5 000 to

## Men try to buy baby for witchdoctor

collect it for a witchdoctor. Mrs van Ryneveld and her husband rushed home immediately and telephoned the police.

The police kept a watch on the house from a side street, Mrs van

Ryneveld said. At about 3 pm a man shouted to the maid from across the road that he had come to collect the baby.

But then he realised the parents were at home and said he would be back today.

Mrs van Ryneveld said her husband would be able to identify the man, but the police did not see the incident.

Since the ordeal she has taken Chandre and Mina to work with her. "I am too scared to leave my baby at home," she said.

South African Council of Churches has formulated a peace proposal in a bid to defuse possible violence

The National Council of Trade Unions (Nactu) and the Pan Africanist Congress (PAC) will not support the campaign. The PAC has appealed to the ANC to halt the campaign, saying it could only serve to heighten the conflict between the ANC and Inkatha.

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At a press conference in Johannesburg yesterday called by Cosatu, the UDF and the SA Youth Congress (Sayco), Cosatu general secretary Jay Naidoo said the intention of the week of protest was to pressure President de Klerk to put an end to the war in Natal.

## 'Find the will'

Mr Naidoo said the State had the capacity to end the conflict, if it could find the political will. "The national mass action is designed to encourage it to find that will."

In Ulundi yesterday, Inkatha president Chief Mangosuthu Buthelezi said there had not been "one single call for a stay-at-home which had not been enforced upon the people".

It was tragic that the leadership of the ANC, including deputy president Nelson Mandela, still insisted that the armed struggle was necessary and should not be called off, he said.

● In Durban, ANC leader Walter Sisulu said Monday's stayaway action was decided upon because "we have no other weapon at our disposal" for ending the Natal carnage.

"The ANC reiterates in the strongest terms possible our support for the nationwide stayaway," he added.

Mr Sisulu said the steps needed to achieve Natal peace included disarming the KwaZulu Police, dismantling the "KwaZulu bantustan" and arresting known "warlords".

29/6 - 17/7/90

# Clashes as shopos strike spreads

1401

By GLENDA DANIELS and DREW FORREST  
POLICE clashed with protesting Edgars workers and Checkers braced for its first company-wide strike yesterday as labour conflict intensified in the strife-torn retail sector

At the same time, OK Bazaars management was locked in day-long talks with the SA Commercial and Catering Workers Union (Saccawu) aimed at resolving the four-week wage strike by close to 7 000 workers at over 120 stores

Details of progress towards settlement were not available, and talks will resume next Friday

Employers see the upsurge as a spin-off of wider political developments in the country

Yesterday police baton-charged and tear-gassed a group of more than 1 000 Edgars workers from Johannesburg and Reef stores who staged a protest sit-in outside the group's Edgardale head office while conciliation board hearings were in progress

The Federal Council of Retail and Allied Workers, involved with Saccawu in the Edgars negotiations, said 15 workers had been treated in hospital after police action. A police spokesman said two workers were arrested on charges of public violence, but could not confirm any injuries

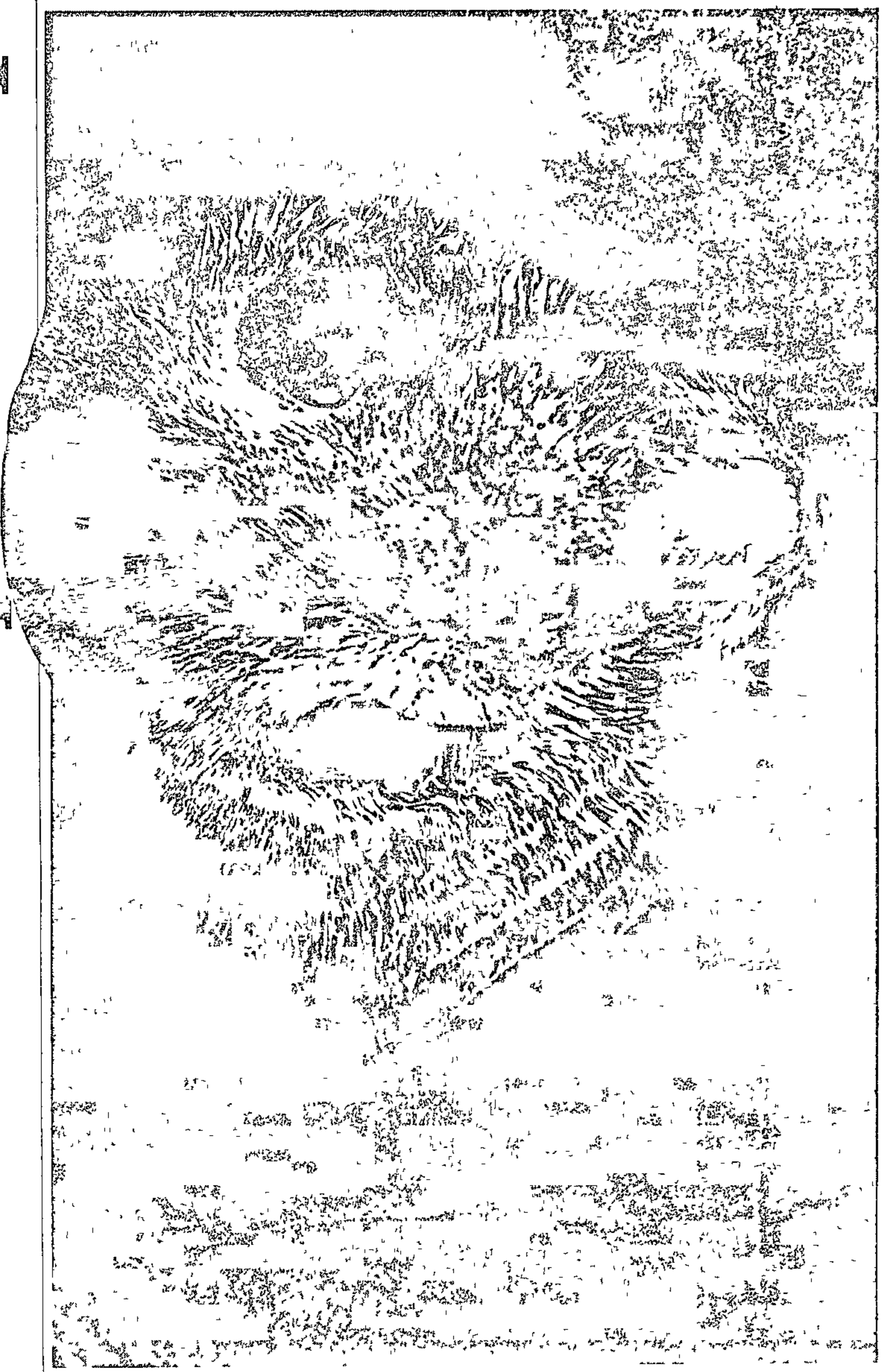
Edgars' group personnel executive, Don Findlay, said the conciliation board had been adjourned until today following the clashes, adding that he believed settlement of the wage dispute was still possible.

Yesterday Saccawu announced it is to hold strike ballots at Checkers from Monday after stalemate at conciliation board hearings this week. A strike would potentially involve about 14 000 workers at 170 outlets

Stressing that Checkers faced much tougher trading conditions this year than last, human resources director Andy MacLaurin said the group had no reason to be ashamed of its final wage proposal

Management has offered R135 a month across-the-board from July 1 and a further R5 from next January. Improved staff dis- counts would effectively take the minimum wage to over R800, MacLaurin said

In response, Saccawu has demanded R165 across-the-board and a minimum rate of R830



The wide-eyed face that sparked the outrage . baby seal on a South African beach

# Wave of outrage at seals slaughter

By CHARLES LEONARD

1



## OK BAZAARS STRIKE

### Still circling

F/M 29/6/90

In a significant turn of events, the striking SA Commercial, Catering and Allied Workers' Union (Saccawu) last week called for the resumption of wage talks with OK Bazaars

However, the union also applied for an Industrial Court order declaring the company's conduct in the bitter dispute an unfair labour practice. The result of the application was expected as the *FM* went to press

#### Hindrance

The union's Jeremy Daphne argued that the unfair labour practice was constituted by the withdrawal of striking workers' access to canteens and other designated areas during business hours, the failure to grant union officials immediate and unhindered access to striking workers at stores, and the refusal to allow phone calls between officials and shop stewards at stores

The application follows an agreement between Saccawu and OK last week that striking workers vacate nine of the company's Witwatersrand stores (Albertyn, Benoni, Benoni Hyperama, Cresta, Eloff Street, Rosebank, Hillbrow, Randburg Hyperama and Sandton Hyperama)

FINANCIAL MAIL JUNE 29 1990

The union also undertook not to obstruct the normal operations of OK's business and to stop harassing shoppers and workers or damaging company property. But it maintains the right to challenge the eviction of striking workers from company premises.

Daphne stressed last week that the agreement was undertaken without the union admitting to numerous allegations made by the company. He claims the company prevented the union from carrying out investigations of alleged misconduct, and issued notices to strikers at stores the union had visited, ordering them to leave the premises.

OK industrial relations executive Gavin Brown counters that the company had asked for the removal of striking workers, not a union investigation, and eviction was only sought where continued intimidation, violence and vandalism "were beyond the capacity of the union to control."

Brown argues that the union's Industrial Court application is "an attempt to overturn a Supreme Court order made with the consent of both parties."

The union says workers at the Grahams-town and Tzaneen stores have joined the strike, taking the number of stores involved to 131. It says 212 workers have been arrested since the strike began four weeks ago.

Brown has disclosed that the strike has affected trading, particularly in the Johannesburg CBD, where a drop in sales has been reported. He said he was unable to give

percentage figures. The company has already announced that four more stores are to be closed within weeks and that 12 more are scheduled for closure. Brown says the closures are in line with the company's rationalisation process and have been brought forward because of the strike.

Daphne criticises the company's approach on store closures, repeating the charge that the company withheld information on this as a "bargaining chip."

Brown confirms that both parties have indicated their willingness to resume negotiations, adding that the company "is not setting any preconditions to the talks."

On Monday, the union repeated its R160 across-the-board demand. "OK's present minimum wage of R620 per month is R359 below the Supplemented Living Level of R979 per month for a family of six." Even if the company met the union's R160 demand, it would still mean wages R199 below that level, says the union. ■

# Stayaway call raises fears of new violence

Sta 30/6/90

1458



## SUE OLSWANG

AN INCREASINGLY bitter propaganda war between the African National Congress and rival groups has raised fears of renewed violence in South Africa's black townships.

Supporters of the ANC — which is jockeying with rivals for position ahead of political negotiations with the Government — have been involved in widespread armed clashes with supporters of the Pan Africanist Congress (PAC) in recent weeks.

The latest tension centres on the ANC/Congress of South African Trade Unions (Cosatu) call for nationwide protests against "black-on-black" violence in the ongoing battle with Inkatha supporters in Natal.

ANC internal leader Walter Sisulu this week said the ANC and its union and activist allies had organised marches, stayaways and rallies throughout next week to demand President de Klerk's intervention to stop the fighting, which has claimed thousands of lives.

The ANC and its allies have also demanded the disbanding of KwaZulu homeland and its police force, both headed by Chief Minister Mangosuthu Buthelezi.

The Zulu Inkatha movement, the PAC and the Azanian People's Organisation (Azapo) have condemned the protests, saying they will increase strife instead of helping to end it.

The National Council of Trade Unions (Nactu) has stated it will not support the campaign and many

# Stayaway

● FROM PAGE 1.

employers have indicated they will adopt a "no work, no pay" attitude to the stayaway.

Chief Buthelezi said the call for Monday's stayaway could only be enforced by battering workers into doing what the ANC wanted.

"Dr Mandela, this great son of Africa, is being sucked into the political sewers of violence," he said.

The PAC and the Azanian Students Movement labelled the stayaway call "divisive" and said their members would defy it, while Azapo last night condemned it as "political one-upmanship".

Azapo said the ANC was seeking to "fan emotional support for itself at the expense of black life".

The Cosatu campaign — endorsed by the ANC, the UDF and the South African Youth Congress (Sayco) — aims to force the Government to take action against the Kwa-Zulu Police and Inkatha "warlords" to end the six-year Natal war.

Next week's protest campaign has pitted the ANC and Cosatu in a new confrontation with Inkatha, while the South African Council of Churches (SACC) has formulated a peace proposal in a bid to defuse possible violence.

A code of conduct put forward by the SACC has been endorsed by both the ANC and Inkatha.

Law and Order Minister Adriaan Vlok has called for restraint and warned that Pretoria will use strong measures to stop attempts to destabilise the country.

The Rev Frank Chikane, general secretary

of the SACC, recently called for a consultative meeting between the various liberation movements to "put a stop to the disturbing differences which have the potential for future violent conflict".

In his "state of the nation" speech to the SACC's recent national conference in Bellville, Cape Town, Mr Chikane said the stances adopted toward negotiations by organisations such as the ANC, PAC and the Azanian People's Organisation (Azapo) had already created "elements of this kind of violence, and only quick action will ensure it is nipped in the bud".

● Toyota SA will close its Prospecton, Durban, factory on Monday, despite a backlog in orders.

Some 3 000 Toyota workers will be affected by the company's "no work, no pay policy".

A company executive is believed to have said it would cost too much to start machinery on a day when workers were not likely to arrive at the workplace.


● Sapa reports that, while Inkatha and ANC leaders continue to delay peace talks, lower echelons of these organisations on the East Rand have "secretly" planned talks on the violence in their areas and Natal.

Inkatha spokesman Petros Madide said Inkatha and the ANC would hold talks at the Benoni municipal offices tomorrow.


It is unclear whether Cosatu and the UDF will participate. ANC information officer Ahmed Kathrada said he was unaware of plans for talks.

It is understood a representative of the Benoni town council will also be present.

# Sun hotels gear for strike

Sfg. 30/6/90 (14cA)   
SOUTHERN Sun hotels are expecting strike action to start next week and have begun to hire housewives, students and hotel school trainees, said the company's industrial relations manager Carl Ludick yesterday

The official results of the strike ballot will be made known this weekend, Mr Ludick said, "but it seems there will be a majority vote in favour

**JULIENNE DU TOIT**   
of strike action"

The strike is expected to involve 4 500 workers and to affect 42 hotels countrywide.

There was unofficial confirmation of this from the South African Commercial, Catering and Allied Workers Union (Sacawu).

The key issues are

wages and the instalment of casual workers as union members, according to the union.

Management is offering a R100 increase on its minimum monthly salary of R590, and the union is demanding a minimum of R800, and an across-the-board increase of R160.

The union also wishes to address so-called "racist canteen facilities".

# From drifter to crusader

**S**ALIE Manie is a drifter, a man who has for years "been looking for something to do", before he found his niche with the South African Municipal Workers' Union (Samwu)

It is as Cape leader of Samwu that he, of the flowing black locks, Yasser Ararat-type scarf, black beret decorated with an African National Congress badge, has caught the public's eye over the past few days

On June 13 Cape Town woke up to find that some 10 000 Samwu members had gone on strike in demand for higher wages. Thousands of workers, whose absence almost paralysed some municipal services, took to the Civic Centre

"This is something that will be imprinted on my mind for as long as I live. I've attended mass rallies, and spoken at bigger meetings, but I've never experienced the feelings I felt in the Civic Centre on June 13," said the charismatic 41-year-old council worker

While representatives were negotiating with the council, armed police waited outside the Civic Centre. After the meeting the delegation told workers crammed into the Civic Centre that the council would not change its final wage offer

It was a decision which would trigger off a strike, some called it a wildcat strike, the most visible signs of which were mountains of rubbish building up in Cape Town

"Another memory which will remain with me for the rest of my life is the way in which the decision to go on strike was taken. I was addressing our members from a third-floor balcony. They were on the second floor of the concourse

"I told them that we had two options to return to work the next day as the council wanted or to remain there. When I put the first option to them not one hand was raised

He's been called flamboyant and a cross between a pop music star and a revolutionary, but Salie Manie, Cape leader of the Samwu does not see himself in those terms, writes Weekend Argus Reporter,

DENNIS CRUYWAGEN. 30/6/90



Mr Salie Manie

Throughout the strike, the youthful-looking Salie Manie, led from the front, putting a great strain on his body racked by pneumonia

"The members elected me as their leader and it would have

looked quite strange if I wasn't there," he said

The support of his wife, Rugaya, whom he married 17 years ago, their three children and colleagues kept him going

Comforting, too, was the desire from the council that the dispute be settled quickly so that he could go home and recover

The decision to strike, he said, had not been taken by the leadership of the union "It came from our members who'd told us that they'd resort to action if the council did not come up with something reasonable and acceptable"

**H**is deep involvement with the strike did not go unnoticed in some quarters

His wife fielded some abusive telephone calls and one morning the family awoke to find rubbish dumped outside their home in Squarehill, Retreat

Born in Athlone and raised in Bonteheuwel, he loves Cape Town and regrets the build-up of rubbish in Cape Town and the breakdown of some services

"If I had had a choice I would have avoided this kind of situation, though I must add that municipal workers have been taken for granted. They are called out when there's a mountain fire or a burst water main

"The point is that those people who are prepared to do so much for Cape Town when it's expected of them had certain sections of the community coming down on them when they asked for a living wage"

Municipal workers do not earn a lot. The average monthly wage, even after 20 years' service with the council, was about R600. With their increases some of them will now take home about R900 a month, Mr Manie said

"We want a 40-hour week. We feel that it should not be necessary for people to work overtime to survive."

INDUSTRIAL - RELATIONS - COSATU

1990

~~JUNE~~

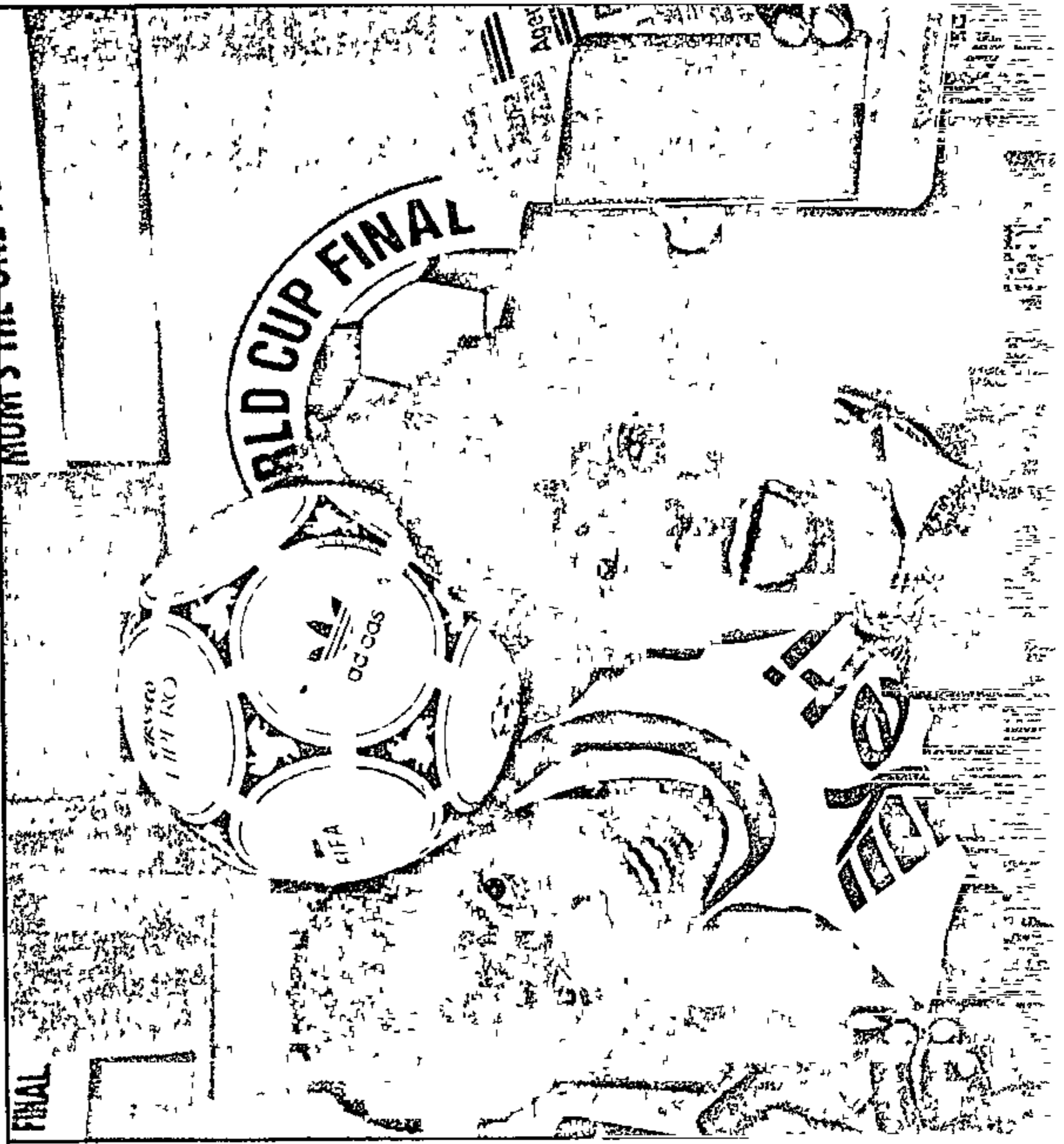
July. ~~1990~~

# THE STAYAWAY: PLEASE FOR PEACE

1908  
 1/7/90  
 1/7/90

## Zambian arrested after coup is foiled

**CP Correspondents**  
 A ZAMBIAN army lieutenant was captured by fellow soldiers after he announced on State radio yesterday that President Kenneth Kaunda had been toppled in a coup after five days of anti-government violence.  
 The officer, who identified himself in repeated broadcasts as Lt Mwamba Luchemba, of the Signals Corps, was escorted from Radio Zambia's studio on the outskirts of the capital about 90 minutes later, Sapa reports.  
 "I wanted to take over the government but Kaunda's puppets are stopping me," he said pointing to the soldiers surrounding him.  
 Political observers in Lusaka told the African News Organisation (ANO) the short-lived coup was an indication of Zambia's political tension and turbulence.  
 An unidentified army officer broad-



## Political tension over national protest week

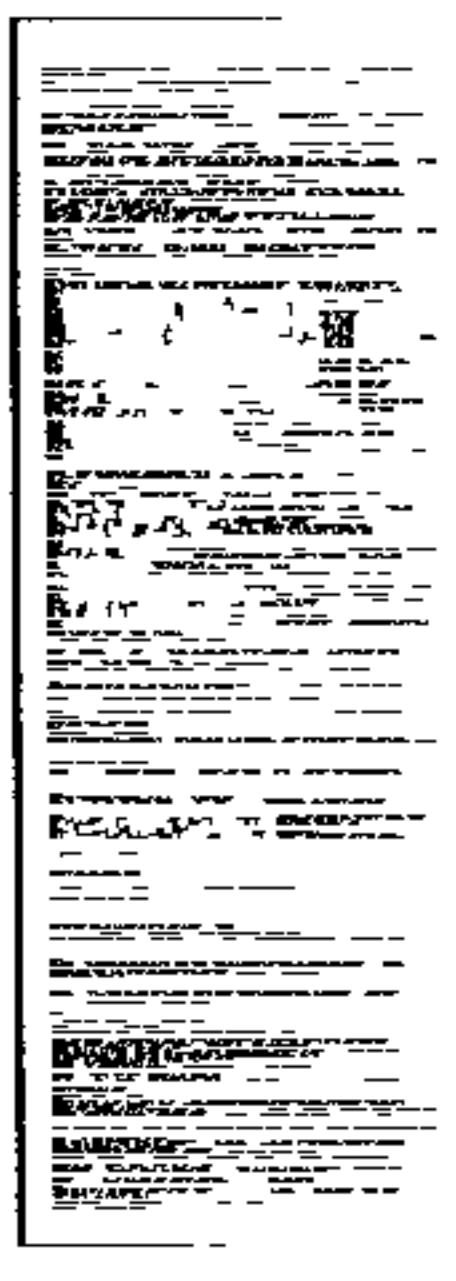
By SBU MNGADI and CONNIE MOLISI

PEACE is the watchword for tomorrow's controversial stayaway amid continuing tension between supporters of the ANC/Cosatu/UDF alliance - which called the stayaway - and those of rival political organisations and trade unions, some parties yesterday pledged to adhere to a South Africa Council of Churches nine-point code of conduct.  
 The stayaway is part of the alliance's "week of national protest action" to force the government to end the continued fighting in Natal.  
 Before going into a briefing session with captains of commerce and industry in Durban yesterday, Patrick "Terror" Lekota said the ANC would not tolerate intimidation of workers who wished to go to work tomorrow.  
 "We want the protest to be dignified and peaceful. We are therefore calling for discipline from everyone."  
 The protest action has been condemned by the PAC, Nactu, Azapo, Inkatha and big business.  
 They feel the stayaway is divisive and will increase confrontation. They favour dialogue between the ANC and Inkatha.  
 Buthezi told a KwaZulu Police passing-out parade in Ulundi on Thursday there had never been a stayaway that had not been forced on people and that it was "criminal to mount the kind of programme which will inevitably degenerate into a violent protest."  
 At a Press conference in Johannesburg this week, Cosatu general secretary Jay Naidoo said the intention of the protest was to press State President FW de Klerk to end the war in Natal.  
 Naidoo said the State had the capacity to end the conflict if it could find the political will. "The national mass action is designed to encourage it to find that will."  
 The ANC has called on the PAC "even at this late stage, to withdraw its opposition to the mass ac-

Landlord's thugs beat us up, say flat tenants Page 2

Join our Spring School Page 4

Spotlight on the July Page 22

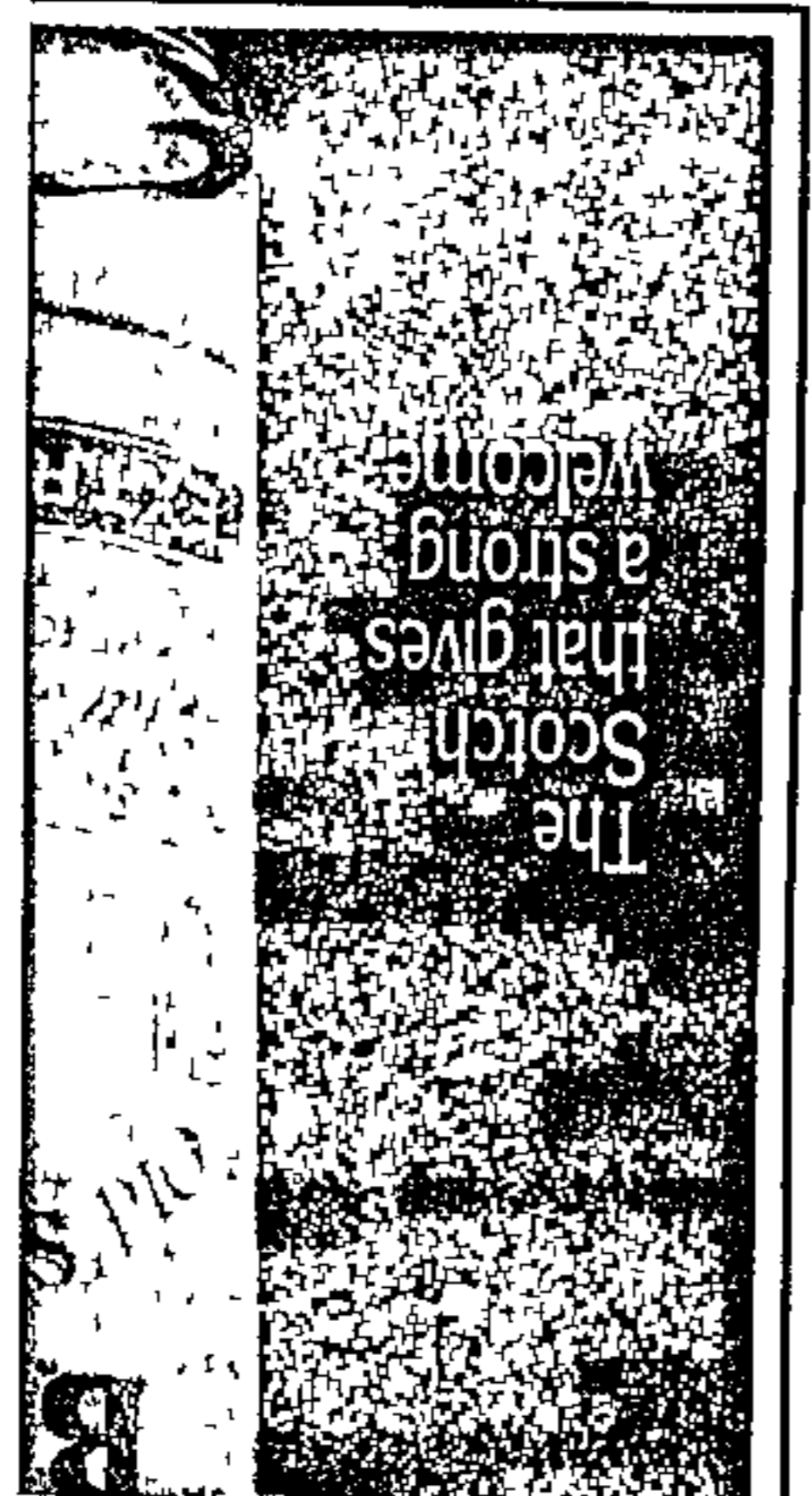


1409  
 11/11/82  
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# Stayaway peace plea

**From Page 1**  
 as criminal behaviour;  
 ■ The security forces must uphold the right of people to protest peacefully and must not interfere with meetings, marches, rallies and stayaways. Their duty is to protect all people equally, both those who take part in such protest action, and those who choose not to.

■ Those who choose not to take part in such actions must not be forced to do so;  
 ■ Organisers of any protest action must ensure that it is peaceful;  
 ■ All organisations must condemn attacks on people's homes and families



The stayaway is part of the alliance's "week of national protest action" to force the government to end the continued fighting in Natal.  
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 The ANC has called on the PAC "even at this late stage, to withdraw its opposition to the mass action and contribute towards pressing the regime to end the violence in Natal".  
 Most employers said they would apply the "no work, no pay" policy, but questioned why they were victimised by stayaways.  
 Spokesman for the Johannesburg Chamber of Commerce and Industry Ken Mason said any abstinence not negotiated with employers would be regarded as an unpaid holiday.  
 The Natal Chamber of Industry, the SA Chamber of Business and big business in general feared the stayaway would cost hundreds of millions of rands in lost production.  
 The fighting in Natal has cost about 5 000 lives since 1982.  
 When tension over the proposed stayaway threatened to erupt into violence, the SACC this week drew up a code of conduct for political behaviour.  
 It was signed by the ANC, Nactu, Inkatha and the Natal Chamber of Commerce, among others.  
 The points of principle are:  
 ■ Those who choose to stay away from work must be allowed to do so without interference;  
 ■ Organisers of marches or other protest actions must publicly declare their plans (This will facilitate monitoring of such action);  
 ■ Those who choose to take part in such marches or other protest actions

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# City stayaway

ANCUS 2/17/90

township stations deserted as thousands of workers heed ANC call

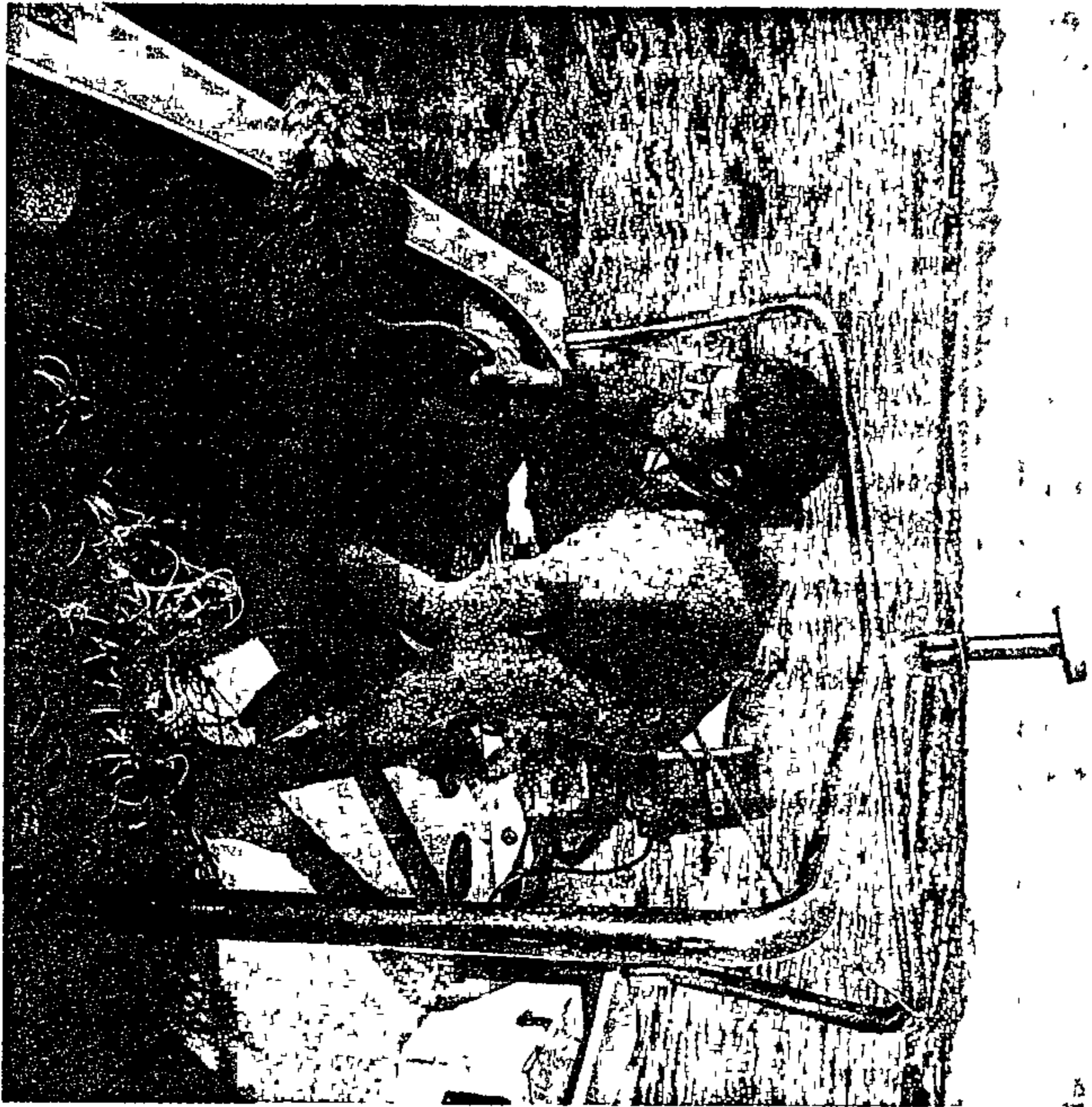
How they

'Hassle'

the seal

E SAWYER

Reporter "E" the seal, found up and exhausted on a beach, has been returned to Seal Island rescuers were the National Rescue Institute and Society for Prevention of Cruelty to Animals. The seal earned the "Hassle" from SPCA and staff for being a rather difficult partner in its release. Spokesman Mr. Keith said the seal, about four days old, was found early on Monday morning. "The seal was not injured, but exhausted and may have been ill," Mr. Goudie said. "It's unusual for seals to be in the water, but the seal was probably confused and distressed, tired and hungry. We gave her a vitamin B12 and asked her to stay at Strand station 16 at Strand. We'll take her back," he said.



Picture BRENTON GEACH  
The Argus

TABLE PLACE  
uncertain whether  
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it seemed a suitable  
her

FREEDOM: SPCA senior in-  
specter Aloudien Toefy  
about to release the seal,  
dubbed "Hassle" for its

Staff Reporters and Supra

POLICE gathered in force at virtually deserted township railway stations as thousands of workers appeared to heed the African National Congress call for a stayaway protest against the continuing violence in Natal.

The controversial stayaway, called by the ANC and the Congress of South African Trade Unions (Cosatu) to force the government to intervene in the conflict in Natal, has been snubbed by some organisations in the black community, including the Pan Africanist Congress and Inkatha.

At some stations this morning police far outnumbered commuters.

The normally packed peak-hour morning trains on the Khayelitsha line were virtually empty today, said a regular commuter.

This was confirmed by Spoornet spokesman Mr Brian Lotter, who said trains on the Khayelitsha line were running at about 30 percent capacity. Other lines were normal and trains were on time.

The stayaway had not been felt at Rex Triform, Cape Town's biggest clothing factory, a spokesman said early today.

City Tramways spokesman Mr Bob Krause said it would take time to survey passenger figures for the company's 900 routes. He was unable to give any figures.

Mr Jan Kotze, the general manager of one of Cape Town's biggest dairies, said they had arranged previously for their staff to work yesterday and take off today.

The production manager of the Good Hope Bakery reported an 80 percent stayaway.

Police liaison officer Captain Attie Laubscher said no reports of intimidation had been received this morning. He warned that police would act firmly against intimidators.

"We'll keep a low profile and not act if everything is peaceful, but we won't stand for any chaos."



YAHOO! England's Gary Lineker celebrates his match-winning penalty kick in extra time which gave England a 3-2 victory over Cameroon in the World Cup quarter-finals last night.  
● Full report, page 14

## Divers search for tourist

Argus Africa News Service  
MBABANE — The body of a tourist who slipped over a waterfall at a Swaziland beauty spot almost a week ago has still not been recovered.

Scuba divers and rescue workers have been searching since Tuesday for 18-year-old Ryan King, from Abilene, Texas, but believe his body is wedged in a crevice among huge boulders below the Mantenga Falls, an American embassy spokeswoman said today.

Mr King was posing for a photograph on the lip of the falls when he slipped. He was on a Christian youth fellowship tour of southern Africa.

City shivers as the 77 capture

deserted township railway stations as thousands of workers appeared to heed the African National Congress call for a stayaway protest against the continuing violence in Natal.

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"We'll keep a low profile and not act if everything is peaceful, but we won't stand for any chaos or intimidation," he said

In Durban, it was reported that trains from black areas were only half-full

Most Putco bus drivers in Soweto arrived for work today

Yesterday, Inkatha supporters staged an anti-stayaway rally in Soweto

Inkatha's West Rand leader, Mr Themba Khosa, claimed that more than 5 000 Inkatha supporters armed with shields and sticks had arrived at a Soweto rally. A Soweto police spokesman said only 150 had taken part

The South African Chamber of Business and the employers' organisation, Saccola, said employers had indicated that they would adopt a "no work, no pay" policy

### **"Mass Action" week**

Yesterday, the ANC and Inkatha agreed at community level to resolve the conflict between the two organisations

Community representatives of the two organisations met in Wattville near Benoni in an attempt to iron out differences that have led to tension between the ANC and Inkatha on the eve of the "Week of National Mass Action" organised by ANC affiliates to protest against the violence in Natal

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# STAYAWAYS STOP IT

1404  
2/7/90  
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## But ANC vows there will be no intimidation

Staff Reporters

**THE ANC yesterday told workers in the Western Cape they would not be "intimidated or threatened" in any way if they did not take part in today's mass stayaway.**

The undertaking, made by South African Youth Congress (Sayco) president Mr Peter Makaba at an ANC rally at Athlone Stadium yesterday, came as police warned they would be on full alert against any violence.

The ANC said at the weekend that the mass actions to protest against the continued killings in strife-torn Natal townships would be peaceful, and that those opposed to it had nothing to fear.

It called on its members to observe the code of conduct drawn up by the South African Council of Churches (SACC).

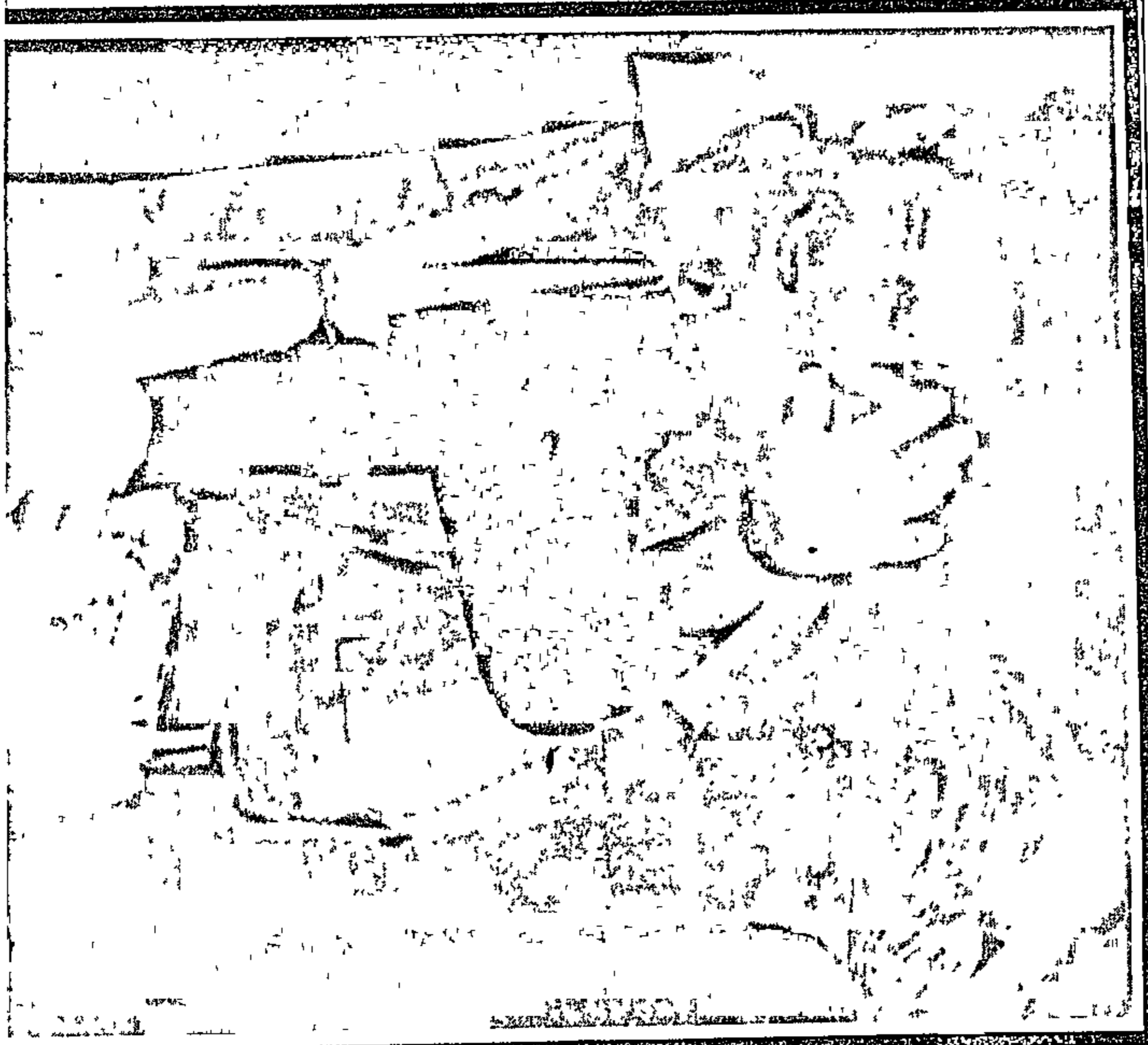
However, the proposed stayaway threatens to expose new violence among a black opposition arguing bitterly over its merits.

The stayaway, intended as the first day of a "week of action" aimed at emphasising the violence in Natal, has split black movements who disagree on its potential to end conflict — and on one side has temporarily united sworn enemies.

The ANC, the UDF and the Congress of South African Trade Unions (Cosatu) endorse the stayaway call, saying that only such decisive action will force Pretoria to take real steps toward stemming a virtual Zulu civil war in strife-torn Natal.

But opposing the call are the PAC, Azapo, the National Council of Trade Unions (Nactu) and Inkatha — usually scorned as a government-stooge group by the PAC and Azapo. The groups have cited precedents of murderous intimidation caused by past politically motivated actions.

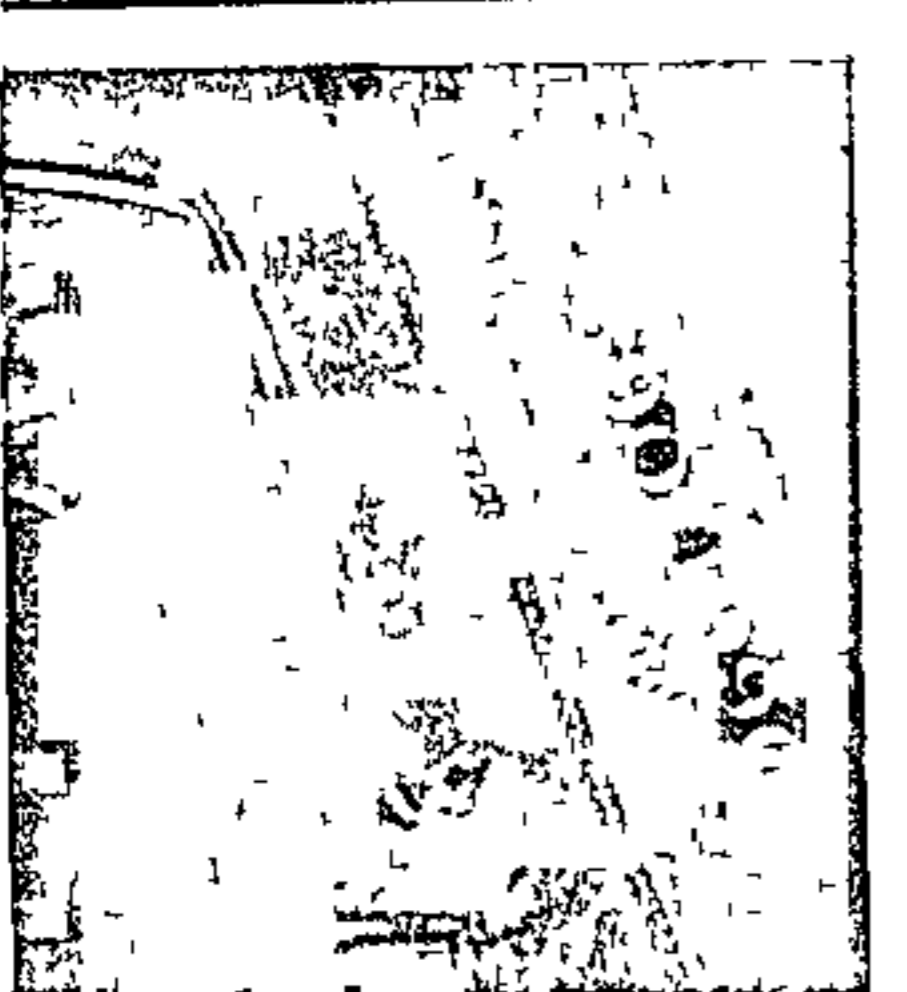
The ANC has also warned that negotiations could



STOP INKATHA AND POLICE



**RALLY** About 2 000 people attended a meeting in Athlone yesterday to rally support for today's stayaway. Mr Chris Hanu, chief of staff of Umkhonto we Sizwe, was to have spoken at the rally but was unable to attend because a meeting he was to have addressed in Port Elizabeth was postponed. Mr Hanu is expected to arrive here today. Picture BERNY GOOL



P.T.O.

# 6 000 hotel workers set to strike

By Shareen Singh  
A major strike is looming in the hotel industry as more than 6 000 workers are set to down tools at Southern Suns Hotels nationally.

Members of the South African Commercial Catering and Allied Workers' Union (Saccawu) balloted last week in favour of a strike after wage talks deadlocked and a conciliation board failed to resolve the dispute.

Saccawu spokesman Alan Horwitz said workers wanted an

across-the-board increase of R160 a month and a minimum monthly wage of R800. The current minimum wage at Southern Suns was R590, he said.

## Union's demand

On deadlock, management had offered an increase of R100 a month or 15 percent, whichever was greater.

A major issue in dispute is the union's demand for an end to fixed-term contract labour.

Mr Horwitz said contract em-

ployées who got much lower wages than full-time staff were demanding the company employ them directly and on a full-time basis.

Over the last four months Southern Suns had dismissed 117 workers at four holiday resorts, many of whom were contract workers, he said.

Southern Suns spokesman Karl Ludick said the company had made a final offer at a conciliation board hearing "after much deliberation" and was not considering any shift in offer at this stage.

Sta 3/7/90  
(140A)

# NUM wants State watch on mining at ERPM

By Jabulani Sikhakhane

The National Union of Mineworkers (NUM) has proposed that if the Government decides to give further assistance to troubled ERPM, it should insist on certain safeguards, including representation on the board until the mine returns to profitability.

Making his final submission to the Melamet Commission of Inquiry yesterday, NUM counsel Mike Martinson said that while the union agreed that certain socio-economic factors may warrant State intervention, the decision must be based on sound economic grounds.

The union would recommend that experts in rock mechanics from the Government Engineers' Office keep the seismic activity at the mine under review.

Seismic activity in the past, which led to loss of life and disruption of production, should be included in the assessment of business risks.

Counsel for Rand Mines and ERPM, Wim Trengove, told the commission that R41 million capital expenditure had been authorised but not ratified by the board. However, it had been properly accounted for in the company books.

Mr Trengove was asked why Rand Mines should be treated as a preferential creditor for the R35 million that it has disclosed it will advance to ERPM. And if all of the ERPM debts to date were closed off, why could the mine not go to the banks for funding instead of the State?

The commission ended its hearings yesterday. Its recommendations are expected in about two months.

● See Page 16.

**3 bombs  
on Reef  
- cops**

# WHIOLIS

140A

*South Africa*

# stay away

AT least three million workers did not turn up for work nationwide, Cosatu reported yesterday.

There were sporadic incidents of violence and three bombs exploded on the Reef, police said.

In Johannesburg major retail

By SY MAKARINGE,  
JOSHUA RABOROKO and  
Sapa

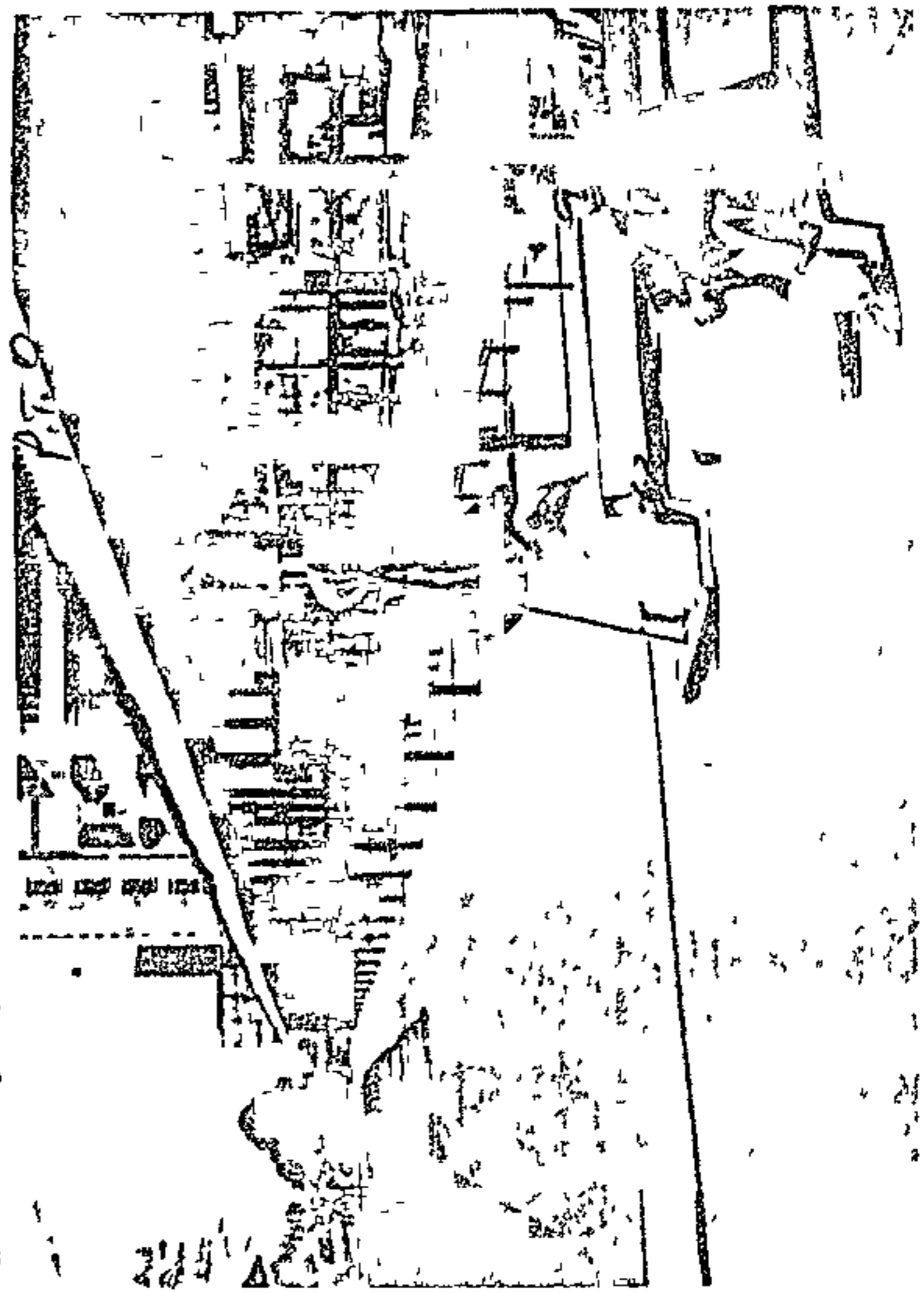
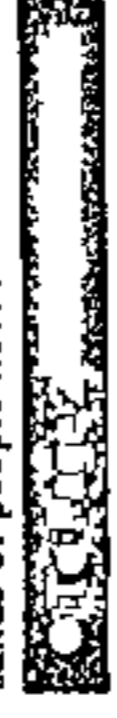
outlets and chainstores yesterday reported stayaway figures as high as 100 percent in certain areas while the poorest support for the call was in the Western Cape (50 percent). Cosatu's Mr Neil Coleman said last night

On the streets and in the factories workers suggested that much

of the success of the stayaway could be attributed to the lack of transport.

The Ministry of Law and Order, in its report on the stayaway, claimed the nation-wide action was accompanied by large-scale intimidation in spite of calls for non-violence.

In the Vaal several mini-buses and taxis were set alight when thousands of people heeded the call



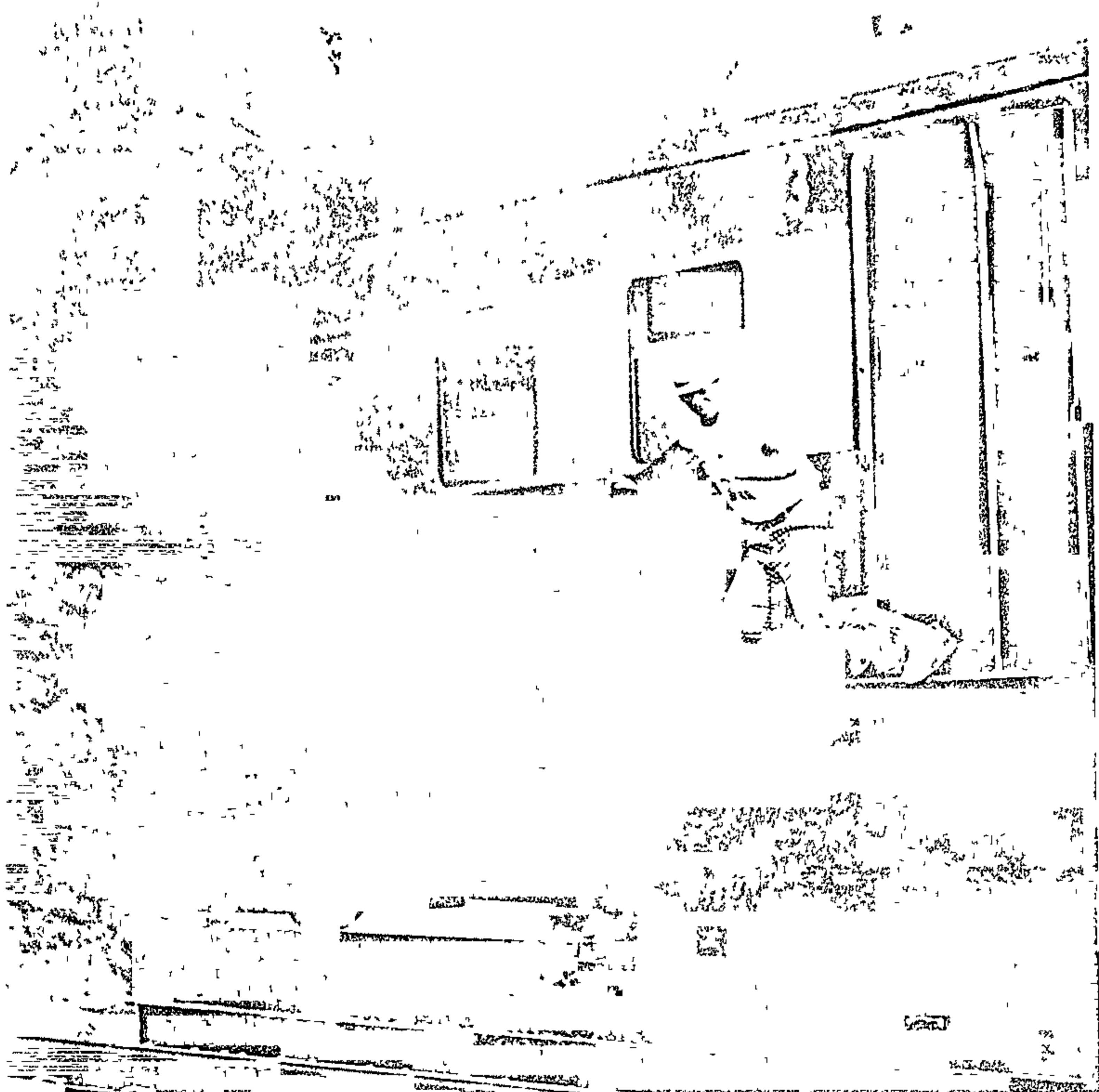
The Noord Street bus terminus in Johannesburg was unusually quiet yesterday as about three million people took part in a national stayaway

## RTIF PARKERS

FROM 27th-7th JULY  
Low Price  
**Specials**  
WE PROMISE TO BEAT ANY ADVERTISED PRICE  
FROM 3rd JULY-7th JULY

<p>EASY WAVE Triple Pack <b>759</b></p>	<p>TC B Twin Pack 200 ml + 200 ml <b>649</b></p>
<p>BLACK LIKE ME Twin Pack <b>629</b></p>	<p>QUICK CURL Twin Pack <b>599</b></p>
<p>DYNAMIC CURL</p>	<p>SWANKIE LOOK</p>

# R750 m COST



**ESCAPING THE DANGER** . A panic-stricken passenger, fearing for his safety, jumps from a moving train as it approaches Nonkqubela railway station, Khayelitsha, shortly after it sliced through a pile of burning tyres placed on the railway line. Witnesses said the screams of terrified passengers could be heard some distance from the train as it entered the pall of black smoke.  
Picture: OBED ZILWA

<sup>CPL T-13 3/7/90</sup>  
**Cosatu:**  
**A massive**  
**show of**  
**support**

**MORE THAN R750m in lost productivity could result from yesterday's ANC/UDF/Cosatu stayaway, heeded by hundreds of thousands of workers across the country, the SA Chamber of Business (Sacob) said yesterday**

A Sacob spokesman said all participants in the economy would suffer the consequences of the stayaway which varied sharply from region to region.

Three bombings, infighting and threats, intimidation and a work stayaway of up to 100% marked yesterday's one-day national strike.

The stayaway — called by the ANC and Cosatu to spur the government to sharper measures to end the six-year-long conflict in Natal — drew strong support in Natal, Vaal Triangle, Eastern Transvaal and Eastern Cape where businesses were paralysed.

The call was less effective in the Western Cape where absenteeism of 15% to 30% was recorded.

The stayaway was opposed by the IAC (Azapo, Inkatha) and the National Council of Trade Unions rivals to the ANC.

Last night the ANC and Cosatu claimed a massive show of support, with more than half of businesses in the Durban metropolitan region closed.

More than three million people heeded our call, Mr Popo Molefe, UDF publicity secretary said.

This is a message to the government that the people want the warlord in KwaZulu stopped.

Cosatu yesterday questioned the mass support of rival organisations, while political observers claimed that the success of the stayaway showed massive extra-parliamentary support for the ANC.

In a surprise dissension, UDF president Mr Archie Gumede is reported to have withdrawn his support for the action. He could not be reached for comment yesterday.

The ANC call was also slammed yesterday by KwaZulu Chief Minister Chief Mangosuthu Buthe, left who said the stayaway has clearly exacerbated tensions in the region.

Two explosive devices ripped through residence of the National Party councillor in Durfontein Mr Jan Burgers, and the home of the late Lt Col A C Sibonyani in Kagiso. No one was injured.

Police explosives experts were called to a Braam-

TO: P198-2-5

P.T.O

4/7/90

140A

NEWS

# Santa threatened by industrial stayaways

By Carina le Grange

The operation of the mobile X-ray units of the Johannesburg branch of Santa (South African National Tuberculosis Association) is seriously threatened by the stayaways and industrial unrest of the past months, says an official.

Santa Johannesburg director James Leadbetter, in control of mobile X-ray units which operate in industry and commerce, yesterday told The Star 1 100 X-rays were cancelled on Monday due to the Cosatu stayaway

Annually, 50 000 new cases of TB are registered in South Africa, and daily, between 10 and 20 people die of the curable disease. Santa recently said the country was faced with a TB epidemic.

Mr Leadbetter had taken the unusual step of writing to the Minister of Health, Dr Rina

Venter, the deputy president of the African National Congress, Nelson Mandela, and the presidents of the Council of SA Trade Unions and the National Council of Trade Unions

Mr Leadbetter explained that at R4,25 an X-ray, Santa needed to take 16 000 X-rays a month to break even and continue operations to detect TB

## Urgent plea

Due to stayaways and industrial unrest, only 8 926 were taken in April, 12 200 in May and 13 554 in June, he said. Initial bookings for June had been 19 450

He said he made an urgent plea to Dr Venter for assistance and action in a situation that was getting rapidly out of hand due to industrial unrest

To Mr Mandela and the presidents of the union federations, he explained: "The whole system is

dangerously threatened by the same people it is designed to protect — the breadwinners of the families of all races

"Santa is a non-governmental, non-profit organisation. It is not subsidised by either the Government or the private sector."

"It is not the loss of money which concerns us, but the people. With the lack of response many people go undetected," he said

"The reality is that if the people don't pitch up, we are out of business and if we are out of business there is nothing to replace us. The only practical alternative to X-rays appears to be to educate the public. However this takes time — which we don't have"

The minimal charge of R4,25 an X-ray was possible because of Santa's non-profit-making status, and into that charge was built the price of the care and rehabilitation of TB patients



# NUM depllores hospital retrenchments

By Brendan Templeton

The decision by the Chamber of Mines to retrench about 65 workers from its specialist Rand Mutual Hospital raised questions about the organisation's attitude to miners' safety, the National Union of Mineworkers (NUM) said on Monday

Union spokesman Jerry Majatladi said the reasons given by the chamber for the retrenchments were "a gross distortion of facts"

The chamber should be

building more hospitals like the Rand Mutual rather than cutting down on staff in such a strategic facility, Mr Majatladi said.

## Regretted

The hospital is a specialist referral hospital that caters for black employees in the mining industry.

The hospital's general manager, K C Mourant, said the retrenchments were regretted, but were necessitated by the shrinking patient popula-

tion from the mines from a daily average of 540 in 1986 to 300

Mr Majatladi, however, accused the chamber of deliberately keeping seriously injured miners at the regional mine hospitals to save costs.

He described the regional hospitals as "terrible" and denied that they rendered high quality service

"If there is any industry which needs efficient medical facilities, it's the mining industry," he said

140A

Star 4/7/90

○ CAPT 7-45  
4/7/90

# Call on white miners, safety

14077

**JOHANNESBURG** — The death of a white official at the hands of a crowd of mineworkers at the Merriespruit gold mine near Virginia on Monday has been condemned by right-wing groupings who have called for better protection for whites in the Free State goldfields.

The National Union of Mineworkers has expressed regret at the death of personnel manager Mr Steve Buitendag, who was beaten and stabbed after being set upon by about 800 miners. The union had been holding negotiations with management in an attempt to remove conflict caused by racial tensions.

### Hollow ring

It expressed the hope that all parties would continue to work towards the elimination of racial conflict in spite of Monday's death.

CP spokesman on law and order Mr Moolman Mentz said Mr Buitendag's death had given a hollow ring to the assurances by Minister of Law and Order Mr Adriaan Vlok that the lives and property of whites on the Free State goldfields would be protected. Private security organisations were needed to assist the already overworked police force. The AWB went further and warned that unless adequate steps were taken to protect whites who were only a handful in the face of a "radical ANC force", it would be forced to take "drastic steps". — Sapa

# Workers occupy wine farm office after row

By ANDREA WEISS  
Staff Reporter

while the hearing was under way.

FARM workers besieged an office complex at Anglo American's Boschendal wine farm in a row over the alleged slapping of a Food and Allied Workers' Union member.

Union spokesman Mr William Makhunga said members of the National Union of Wine Spirits and Allied Workers' Union, the South African Commercial Catering and Allied Workers' Union and the South African Wood Workers' Union were also involved in the stoppage.

## 1 000 STOPPED WORK

The alleged assault caused a two-day work stoppage in the cannery of Anglo American Farms in Groot Drakenstein.

Mr Allan said the staff member had been suspended on full pay immediately after the alleged assault, pending the outcome of a disciplinary inquiry.

A personnel officer was dismissed yesterday after a disciplinary hearing, according to the group manpower resources manager for Amfarms, Mr Mark Allan

● The go-slow by workers at liquor giants Stellenbosch Farmers Winery, Distillers Corporation and Gilbeys, which started yesterday morning, looks likely to continue with the possibility of a full-blown strike later, Sapa reports

About 1 000 workers stopped work on the farm, in the cannery, winery, restaurant and dairy on Monday and yesterday

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# 12 miners arrested in murder probe

## Staff Reporters

Twelve miners have been arrested in connection with a Virginia mine personnel manager's murder which has sparked a confrontation between the Afrikaner Weerstandsbeweging (AWB) and police

The miners, who work at the Harmony Mine where Mr Steve Buitendag (42) was murdered on Monday, were detained for questioning yesterday, said police spokesman Major Johan Fouche.

The AWB threatened yesterday that it would take "drastic actions" to protect white miners on the Free State goldfields after Mr Buitendag's murder

The National Union of Mineworkers (NUM) said the murder of Mr Buitendag was very unfortunate and regrettable and appealed to all parties to remain calm and avoid provocation.

## Radical

The AWB accused the Chamber of Mines of throwing a "handful of whites" at the mercy of "the radical ANC" because they did not have the means to protect themselves underground

The SAP was accused of not being able to protect white miners and of virtually leading illegal African National Congress marchers on five occasions in Welkom.

Describing its view of the situation as "serious", the AWB demanded security meetings with the SAP, mine security and management and Law and Order Minister Adriaan Vlok

In reaction, Law and Order



Well-liked ... murder victim Mr Steve Buitendag.

Ministry spokesman Brigadier Leon Mellet said those who took the law into their own hands would have to suffer the consequences

Referring to an alleged SAP "witch-hunt on Christian Boer and right-wing folk", the AWB said the continued detention of mine captain Hendrik Steyn, held in connection with the blast at the NUM headquarters in Welkom, "destroyed all forms of goodwill and co-operation"

Earlier, the AWB denied Mr Steyn was a member

"Serious racial conflict can be created by this. The AWB wants to remain within the law, but the illegal ANC activities allowed within white areas — permitted by the SAP — create a breeding ground for even bigger 'racial-conflict-boycotts' and industrial conflict," said the AWB

Brigadier Mellet rejected the claims of bias against the AWB, saying police were at the moment also holding two ANC members in terms of security legislation in Welkom

"It is totally untrue to say that we are engaged in a witch-

hunt against the AWB. This is pure, malicious, propaganda," Brigadier Mellet said

He added that northern Free State police chief Colonel Henrie Heymans was handling the tense situation in Welkom with the "greatest of circumspection and not in a small-minded fashion"

"He listens to all sides involved in order to avoid conflict," Brigadier Mellet said

The AWB also demanded that Mr Adriaan Vlok and the Chamber of Mines pay urgent attention to the safety of white miners after Mr Buitendag was stabbed and battered to death by miners on Monday

He and two other employees were investigating black miner dissatisfaction with wages. Described as "easy-going", Mr Buitendag was well-liked by black mine-indunas, relatives said yesterday

## Dangers

"The leader of the AWB, during talks with Mr Vlok, discussed the situation on the mines fully with him and highlighted the dangers and areas of contention," said AWB chief secretary C Smit "Mr Vlok is aware that, as a result of an old mine regulation, no weapons for the self-defence of mineworkers may be carried underground"

"A handful of whites are therefore blatantly placed at the mercy of the radical ANC. The means by which the police can offer underground protection quickly do not exist"

"The AWB warns that the movement will take drastic measures itself if its people do not get the necessary protection," said Mr Smit

July 4 1990 Star 4/7/90

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# ANC upset by Gumede 'opposition'

## Political Staff

The African National Congress (ANC) has expressed its disapproval of United Democratic Front (UDF) co-president Archie Gumede's public opposition to the national stayaway on Monday, Mr Gumede has confirmed.

Mr Gumede said the stayaway, called jointly by the Congress of South African Trade Unions and the UDF, and endorsed by the ANC, was not necessary because not all efforts had been made to resolve the situation in Natal through discussions.

## Isolate

The stayaway was meant to isolate KwaZulu Chief Minister Mangosuthu Buthelezi and to call on the Government to control the violence.

Mr Gumede said he held to his view that the best way to handle the demands made on the Government to intervene in the Natal violence was "first to have discussion then, if they are not successful, to hold a stayaway".

Said Mr Gumede "It is the duty of the State to protect its people and this responsibility must be brought to their notice. If they don't respond to talk, then further action should be

taken

"I would not have opted for the stayaway before discussing the matter with them first"

Mr Gumede revealed that UDF publicity secretary and ANC southern Natal convenor Patrick "Terror" Lekota phoned him on Monday to express his approval of Mr Gumede's public opposition to the stayaway.

He said Mr Lekota told him he would get in touch with him again, "and I took it he was going to consult with others"

Anger, he said, was behind the organising of the stayaway, and he did not think acting out of anger was good. He, who lived in the Durban area, was well-positioned to study the situation.

"There was a good response to the call for a stayaway, but it remains to be seen whether it will create a situation where no lives will be lost (in future) If the purpose of the stayaway was not to stop the violence and the loss of human lives, then what was it for?" the UDF leader asked.

However, he said, despite the difference in opinion with the ANC, the matter was "minor" and was not to be construed as any major split between the two organisations' affiliation.

Mr Lekota, who was reported to be in Johannesburg for a meeting, could not be reached for comment.

the Council... Court to challenge the

Day 4/7/90

# Democracy in the workplace vital, says NUM official

140A

Reports by  
GERALD REILLY

PRETORIA — The development of a political democracy would mean little if it was unaccompanied by economic and industrial democracy in the workplace, NUM general secretary Marcel Golding said yesterday.

Speaking at a seminar on mediation structures in a future SA, Golding said that given the present inequalities, it seemed the mediating role of labour would be limited.

Referring to the Labour Relations Act, Golding said in many areas of industrial life, rights including the right to form a trade union and participate in union activities were at best formal.

Where rights of workers were formal and where employers used proprietary rights to restrict access, regulate meetings and interfere directly and indirectly in the lives of workers, effective and equitable industrial relations were impossible.

Referring to the mining

industry, Golding said the mining community was structured tightly. There were few freedoms, making access difficult because of private roads, checkpoints and privately armed security guards.

In general, black workers in the mining industry were denied civil liberties such as free speech, the right of assembly and the right to strike.

"We cannot have effective collective bargaining if employers curtail, or deny, workers and their unions fundamental rights."

Employer support for government policies against the wishes of the majority of SA would continue to confirm the belief that they were not committed to addressing the needs of the majority.

Instead, profit and more profit as well as the increasing concentration of wealth would remain the preoccupation, Golding added.



On strike for more money . . . a Southern Sun worker displays a placard outside Jan Smuts Airport Hotel yesterday

Picture by Sean Woods

# Management warns hotel 'sit-in' strikers

By Shareen Singh

Southern Sun management yesterday warned striking workers to leave company premises or face an eviction order, company spokesman Mr Karl Ludwick said

The South African Commercial, Catering and Allied Workers' Union (Saccawu) and Southern Sun failed to reach agreement on Tuesday over strike rules and access to canteens

Yesterday, the company warned workers that their sit-in was in breach of strike rules

Saccawu spokesman Allan Horwitz said Southern Sun had locked out workers at 43 hotels. The union yesterday threa-

tened "serious confrontation" if the lock-out continued

Mr Ludwick said not allowing workers on hotel premises did not constitute a lock-out.

Workers at 18 hotels staged canteen sit-ins, Mr Horwitz said

## Teargas

Johannesburg Sun workers held an overnight sit-in at the hotel canteen because management threatened to lock them out, the union said

Police fired teargas at workers outside the Sabie River Bungalows in the Eastern Transvaal, resulting in four workers being sent to hospital

At the Harrismuth Holiday Inn police allegedly evicted striking workers from a canteen

Sixty workers were detained at the Ermelo Holiday Inn and four picketing outside the Cape Sun were arrested yesterday

Both management and the union estimated about 5 500 workers were on strike

Workers were demanding an across-the-board increase of R160 a month, an end to contract labour and the reinstatement of 107 dismissed workers

Management offered an increase of R100 a month or 15 percent, whichever was the greater

Star  
5/7/80  
1404

NEWS

# Durban braces for July onslaught

By Norman Chandley  
Pretoria Bureau

The violence in Natal is not expected to have a major effect on the July holiday season and it is hoped that strikes at some of Durban's top hotels will be resolved by the time Transvaal holidaymakers reach resort areas this weekend. Durban publicity chiefs say they believe the season will be "reasonably good".

Long-term weather prospects on the Natal coast augured well "compared to the weather other parts of the country", they claim.

Bookings at hotels and resorts are heavy although some accommodation is still available.

Bids to overcome the strike action, which began at Southern Sun hotels and at Holiday Inns throughout the country earlier this week, were being made.

The companies involved have a number of hotels, resorts and time-share establishments throughout the province.

## Strike

The strike, calling for higher wages, has been called by the SA Commercial, Catering and Allied Workers' Union.

Hotel accommodation in Durban this weekend, when the Durban July Handicap will be run, is almost unobtainable. Natal north and south coast resorts are about 80 percent full for the period July 9 to 22.

Satour says Drakensberg resorts have rooms available but advance booking was essential.

Satour has established a Natal Holiday Hotline, from which details of accommodation can be obtained. The telephone number is Durban (031) 304-7144.



# Worker action spreads over pay negotiations

star 5/7/90

140A

By Brendan Templeton  
and Shareen Singh

Major industrial sectors are bracing themselves for a growing wave of industrial action as annual wage negotiations deadlock.

At least 25 000 workers have already gone on strike and about 472 000 are in dispute or deadlock.

● The catering sector has at least 13 000 workers on strike at OK Bazaars and Southern Suns.

● About 5 400 liquor workers of the National Union of Wine, Spirits and Allied Workers' Union have voted for strike action.

● A strike is looming at Checkers after workers started a strike vote last week. The SA Commercial Catering and Allied Workers' Union (Saccawu) said ballot results received so far showed overwhelming

support for strike action.

● Saccawu is also involved in disputes at Edgars, Metro Cash and Carry, Frasers and Fairways.

● The National Union of Mineworkers (NUM) and National Union of Metalworkers (Numsa), have expressed dissatisfaction with final wage offers.

● 3 000 Cobra Watertec workers in Springs and Krugersdorp downed tools yesterday over wage demands.

Numsa has already declared a dispute with the the Steel and Engineering Industries Federation of South Africa (Seifsa). The negotiations with Seifsa involve more than 200 000 Numsa members.

Wage talks between the 250 000-strong NUM and the Chamber of Mines have reached deadlock.

● See Page 5.

# UCT accord on wages

*South 517-1117190*  
SETTLEMENT has been reached on wage increases for about 900 workers at the University of Cape Town (UCT). belong to the Transport and General Workers' Union (TGWU) will get a minimum wage of R700 for a five-hour working day

The agreement, hammered out during mediation last week, follows a wildcat strike by hundreds of UCT workers who surrounded the administration block at the campus last Thursday. Workers will also get maternity leave, four months paid and two months unpaid, and a day off each month for antenatal check-ups.

In terms of the agreement, workers will receive between 15 and 25 percent increases. In a unique move, UCT agreed to pay a housing subsidy for workers whose homes are in the homelands.

This brings the minimum wage in the bargaining unit from R800 to R1 004. UCT also agreed to increase its subsidy on medical aid by five percent and committed itself to working towards parity with academic staff who get a 100 percent subsidy.

About 70 cleaners who

# No return, no 'backdoor retrenchment'



**INJURED WORKER:**  
Desmond Solomons

<sup>South 517-117190</sup>  
THE National Union of Metalworkers of South Africa (Numsa) is locked in discussions with management at a strife-torn factory in Atlantis where about 21 workers were injured by police

The talks come after thousands of workers downed tools in Atlantis Industria to protest against the violence which followed a wildcat strike by about 400 workers at the Grapnel exhaust and towbar sections

At a meeting between the two sides last week, the company agreed to request

the SA Police to withdraw from the area in return for an undertaking from workers that they would not "re-occupy" the factory

The company also agreed to change its negotiator but the two parties are still in conflict over wages

The workers have lowered their demand from a R2-an-hour across-the-board increase to R1,80

The company is holding out for an increase of 16,5 percent for workers earning less than R1 000 and 14,15 percent for workers who earn more than R1 000

A Numsa spokesperson

said the workers, who have been on strike for more than two weeks, are refusing to return to their jobs until the company raises its offer

A further meeting is scheduled to take place this week

Meanwhile, talks are continuing between the Chemical Workers' Industrial Union (CWIU) and management at an Epping plastics factory which last week dismissed 145 union members after a wildcat strike

A spokesperson for the CWIU said the union had rejected an offer by management at the Kohler Xactics factory to take back

fewer than half of those dismissed

He said the union viewed this as an attempt at "retrenchment through the back door" (140A)

The two parties are scheduled to meet later this week

# Workers strike nationwide for more pay

JOHANNESBURG. — Workers at 177 Checkers stores throughout the country are likely to follow OK Bazaars workers in a nationwide strike following a union ballot showing 80% support for action.

OK Bazaars management yesterday acknowledged the likelihood of retrenchments if the 31-day-old strike involving 7 500 workers did not end soon.

Southern Sun yesterday obtained a court order to remove 1 900 sit-in strikers from 19 hotels in the Transvaal and is considering similar action in the Western Cape at the Cape Sun, Inn On The Square, Newlands Sun and other hotels.

The Catering and Allied Workers' Union is demanding a minimum salary of R950 a month. The company is offering a maximum of R815

By yesterday morning the strike had spread to 35 of the company's hotels and 4 900 workers.

The liquor industry is also facing a major strike following a ballot. Members of the Union of Wine, Spirits and Allied Workers were locked out yesterday after wage talks ended in deadlock.

Meanwhile, municipal strikes in Bellville and Port Elizabeth and a strike at Port Elizabeth hospitals continued yesterday.

Negotiations have begun to resolve the work stoppage by Belleville municipality's cleansing, roads and refuse staff

A Municipal Workers' Union official said a statement would be made after a delegation had visited the Civic Centre.

● The National Union of Mineworkers said yesterday that it had accepted a pay offer for gold miners but not for coal miners — Sapa and Staff Reporter

## Workers sleep-in at Checkers

By Brendan Templeton

A sleep-in was staged at Checkers head office by members of the South African Commercial, Catering and Allied Workers Union (Saccawu) last night, after management refused to meet them in a last-ditch attempt to avoid a legal strike.

In a nationwide ballot yesterday, 80 percent of Saccawu's membership of about 9 500 called for a strike.

Saccawu warned in a statement it would embark on the strike if the proposed meeting with management did not bear fruit.

Saccawu spokesman Jeremy Daphne said the wave of unrest being experienced by the retail industry was the worst it had suffered since the early '80s when unions were fighting for recognition rights

# Municipal strikes hit PE and Cape

By Shareen Singh

The public sector has been hit by major strikes in Port Elizabeth and Cape Town involving municipal and hospital workers

More than 3 000 workers at Port Elizabeth Municipality downed tools demanding higher wages

A union official from the South African Municipal Workers Union (Samwu) said workers demanded a wage rise of R300 across-the-board and a minimum monthly wage of R750. The minimum wage at the municipality ranged between R362 and R550.

The union said 46 strikers had been arrested.

Garbage was piling up in the suburbs of Port Elizabeth and municipal authorities urged residents to assist in refuse removal.

Essential services at the city's two black hospitals have been cut after a strike by nurses and other employees.

Livingstone Hospital staff downed tools demanding the reinstatement of 36 nurses dismissed after attending a meeting at Uitenhage hospital, which authorities said was illegal.

About 413 nursing staff and other employees at Port Elizabeth Provincial Hospital and about

390 workers at Dora Ngiza Hospital downed tools in solidarity with Livingstone workers.

Several wards had to be closed at Livingstone Hospital and services in casualty had to be curtailed.

At Dora Ngiza where workers are staging a sit-in, only a skeleton staff is working.

Outside the public sector, 3 000 motor industry workers are also on strike at Delta Motor Company in Port Elizabeth over a demand for the company to participate in the industry's bargaining forum.

## Flexing

In Cape Town, workers at Bellville Municipality went on strike yesterday, while wage negotiations between Samwu and management were in progress.

Railway workers in the region are also flexing their muscles. Transnet employees marched to management offices this week to deliver their wage demands.

The South African Railway and Harbour Workers Union (Sarwhu) said this was meant to pressure management while the union was involved in national wage negotiations with Transnet.

## Southern Sun obtains court interdict over striker sit-ins

Star 6/7/90

By Shareen Singh

Southern Sun Hotel Corporation obtained an interim interdict yesterday against the South African Commercial, Catering and Allied Workers' Union for the removal of 4 500 strikers from 19 hotels in the Transvaal and may consider similar action in Cape Town and the Free State

Saccawu members have been holding sit-ins at hotel canteens during the day.

At the Johannesburg Sun more than 250 workers have been sleeping in the hotel canteen since the strike started on Tuesday

Saccawu said its members had occupied hotel canteens demanding management allow strikers at all hotels access to its premises to hold meetings

Incidents of clashes between police and strikers were reported at Sabie River Bungalows, Harrismith Holiday Inn and Ermelo Holiday Inn

# OK strikers may be fired - union

Sowetan 6/7/90

140A

THERE is a strong possibility of retrenchments at OK Bazaars as the workers' strike enters its 31st day, the company confirmed yesterday

SA Commercial, Catering and Allied Worker Union spokesman Mr Jeremy Daphne revealed on Wednesday the OK had threatened workers with retrenchment if the strike did not end soon

"The union's characterisation of the possible retrenchment of staff in the PWV area as a threat is an unfortunate interpretation of a reality facing the company" OK spokesman Mr Keith Hortshorne said in a statement yesterday

## Reaction

"The retrenchments are no more than a natural consequence of the situation facing the company in the PWV area where the strike is at its most serious"

He said the retrenchments must be seen as a reaction by the company to the effects of the strikers own activities

The union had been advised of the possibility of retrenchments before the strike began

The company suggested that in order to make the process flexible and to ensure job security as far as possible lay-offs were an 'appropriate alternative'

Daphne also said

there was an overwhelming vote in favour of a strike so far in the Checkers strike ballot

Although the voting was due to be completed by 1pm yesterday, Daphne said it was "fairly academic".

He said if Saccawu chose to take legal action at this stage, they could do so

\* Food and Allied

Workers Union members at Mama's Pies were locked out yesterday, the union claimed.

A spokesman at Mama's Pies confirmed the incident but said the issue had been "amicably" resolved.

The union said seven drivers had been dismissed last Thursday for refusing to deliver pies to OK Bazaars - Sapa

## Govt still waiting for ANC report - Viljoen

THE Government was still waiting for an ANC's official response to the report of their joint working group, the Minister of Constitutional Development, Dr Gerrit Viljoen, said this week

Viljoen was reacting to a report from London in which a senior spokesman for the ANC, Miss Frene Finwala, alleged that the ANC had proposed several amendments to the report, but had received no comment from the Government. Sowetan 6/7/90

He said Mr Nelson Mandela had told the State President before leaving for overseas that the ANC would not react to the report before the 10th of this month. He said in the meantime there had been exchanges between representatives of the Government and the ANC serving in the joint working group - Sapa

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*1964 Nov 15 11:00*  
**Bomb found at  
NUM offices**

**JOHANNESBURG** —  
Unidentified attackers  
planted a bomb at the  
National Union of  
Mineworkers' (NUM) of-  
fices at Oberholzer in  
Carletonville yesterday,  
but it was discovered be-  
fore it could go off.

Mr Hlabi Biyana, an  
NUM organiser, said the  
bomb was placed on the  
verandah next to one of  
the two entrance doors.

—Sapa

## No progress seen in Seifsa stalemate

MATTHEW CURTIN

NATIONAL Union of Metalworkers (Numsa) national organiser Bernie Fanaroff yesterday said he saw difficulties ahead as the stalemate in wage negotiations with Seifsa continued.

Seifsa heard latest proposals from Numsa and the 14 other unions representing the industry at a dispute meeting in Johannesburg yesterday.

The industry's employers will meet on Monday to discuss issues raised, and negotiations with union representatives will continue at their monthly executive

committees' meeting on Tuesday.

Fanaroff would not elaborate on Numsa's new proposals. (140A)

Numsa's bargaining conference at the end of June rejected Seifsa's revised and final pay offer of a 15% increase for artisans and 18% for labourers.

Fanaroff said he did not expect Seifsa to move far above this offer "if at all".

No further dispute meetings have been scheduled.

8/10/77

# Sharp-eyed union men foil another bomb attack

W/Mail 6/7-8/7/90

(1401)

By CHARLES LEONARD

A MAJOR disaster was avoided yesterday morning when a dispatcher discovered a bomb in a cardboard box placed in the Carletonville offices of the National Union of Mineworkers

Had the device exploded, according to NUM representative Jerry Majatladi, it could have killed everyone in the building and destroyed the offices

It could also have killed scores of people at the adjacent taxi rank and in a block of flats across the road

The bomb — made of commercial explosives — was found at about 8am yesterday when Wellington Gwili, who oversees traffic at the taxi rank, finished a regular patrol at the NUM offices. The union has stepped up security since its Welkom office was damaged extensively in a blast last month

Exiting on to the veranda, he found a box with explosives wrapped in newspaper, a petrol drum and a battery. He alerted union official Ben Falando and



Police explosives experts examine the home-made bomb

the two men — both former mineworkers — defused the bomb, according to a union representative, who said police took an hour and a half to arrive at the scene

South African Police representative for the Western Transvaal, Lieutenant Rita Akkerman, said the device was found at 10 45am and defused by "a local explosives expert"

The discovery of yesterday's bomb has swung the spotlight once again on to white miners' easy access to explosives. Commercial explosives have been used in at least three explosions this week, at the homes of Johannesburg city councillors and the offices of *Vrye Weekblad*

Senior Chamber of Mines executive Johann Liebenberg said it would be "silly" to say that despite fairly stringent controls, the commercial explosives used in recent blasts were not stolen from the mines.

"With thousands of people having blasting certificates whereby they have access to explosives," Liebenberg said, "if they have external motives to use the explosives they would certainly be able to get hold of them"

Majatladi confirmed this view, saying white mineworkers can easily take explosives home, whereas their black colleagues are thoroughly searched.

See picture, PAGE 3

# New measures target maintenance dodgers

CAPE TOWN — Tough new measures against maintenance defaulters have been proposed in the recently tabled Maintenance Amendment Bill.

The draft legislation recommends that maintenance courts be empowered to make orders on lying-in expenses, arrear maintenance and medical expenses.

It also recommends that fines be increased in line with inflation, that a court convicting a person who has failed to pay maintenance be empowered to order the payment of interest on arrear maintenance and that it attach assets where arrear maintenance is not recovered.

The Bill proposes amendments to ensure that beneficiaries are not financially disadvantaged by the delays or suspensions of maintenance which are often caused by existing legal procedures.

One such amendment allows for the transfer of maintenance orders if a beneficiary moves to another magisterial district. Under existing legislation, the contents of a maintenance file cannot be transferred and this causes delays and administrative problems.

Another such amendment prevents

LESLEY LAMBERT

orders from being suspended during the period that appeals are disposed of by the Supreme Court.

To help trace maintenance defaulters, the Bill proposes that the courts be allowed to order photographs of people against whom maintenance claims are made.

A maintenance order can be made in the absence of the person against whom it is made, provided that the court has the defendant's written consent. The Bill proposes that, under these circumstances, it should also not be necessary for the complainant to give oral evidence. It proposes that written statements should be admitted as evidence.

To prevent witnesses from traveling long distances merely to testify that a person against whom a maintenance order has been made no longer works or lives at a particular address, it is proposed that an affidavit should serve as prima facie proof of the evidence.

The Bill also recommends that blood tests be used more often to determine paternity.

## Official defuses bomb at NUM office

MATTHEW CURTIN

THE NUM condemned the escalation of violence aimed at union property after a bomb was defused yesterday by a union official outside the organisation's Carletonville office.

The incident brings to four the number of attacks on NUM property in recent weeks, starting with the June 10 blast at the union's Welkom office which caused R250 000 damage.

NUM media officer Jerry Majatladi said yesterday NUM offices had been vandalised in Witbank and Rustenburg in the last two weeks.

The union appealed to those who had differences with the NUM not to resort to violence.

Majatladi said the NUM endorsed Tuesday's comments by Chamber of Mines president Johann Liebenberg that the chamber, the NUM and the white mineworkers' federation the Council of Mining Unions (CMU) had taken positive steps to reduce racial tension on the mines.

Police said yesterday they had arrested a further eight men in connection with the murder of a Virginia mine official fleeing from a crowd of up to 1 000 people.

This brings to 20 the number of men held.

# Bomb at NUM offices

344  
140A

A BOMB was yesterday found at the offices of the National Union of Mineworkers at Oberholzer in the Western Transvaal *Sowetan 6/7/90*

Police said the device, made of commercial explosives, did not detonate and was rendered safe by bomb experts.

A police spokesman said the device was found at 10.45am in front of the offices. A man picked it up and hurled it on grass in front of the offices.

"Had it gone off, there would have been severe damage," the spokesman said.

Police are investigating the origin of the explosives. No arrests have been made.

Rightwing extremists are suspected of having planted the device. This is the second bomb incident at an NUM office in recent weeks.

In Welkom recently, a powerful bomb, made of commercial explosives, detonated at the town's NUM headquarters, causing damage estimated at R250 000. - *Sowetan Correspondent*

# Colliery strike ballot on cards

THE wage dispute between the NUM and the Chamber of Mines in respect of gold mines has been resolved. However, the union is holding out for more from collieries and is gearing up for a strike ballot among its 35 000 affected members.

NUM assistant general secretary Marcel Golding said last night the union had just conveyed its stance to the chamber.

In terms of the gold mine deal, workers stand to receive increases ranging from 14.5% to 17% *blom 61 7790*

However, in response to an equivalent offer for colliery workers, the union's 20% demand remained on the table

"Coal mines are much more profitable than the gold mines now. But they pay substantially less than gold mines for the same class of work, and this is a good opportunity for these disparities to be narrowed," Golding said *(140A)*

The NUM accepted all other facets of the chamber's last offer.

ALAN FINE

This included a five percentage point increase in holiday leave allowance, the establishment of a working committee to investigate unresolved proposals on skills development and education of black miners, and Gold Fields coming into line with other mining houses on terms for mine accident leave agreed between the NUM and the remainder of the industry in 1986.

On hours of work the NUM would "comply with the existing agreement" on a 96-hour fortnight, Golding said. However, it seemed this could lead to a work-to-rule given union allegations of widespread contraventions of the agreement

Golding said the union remained open to further talks on colliery wages.

A chamber spokesman said employers were still studying the NUM response and were not ready to comment

Staff Reporter

PERMISSION has been granted for a planned Cosatu march in the city against "police violence in Natal and Ashton", the chief magistrate of Cape Town confirmed yesterday.

Mr WP Theron said permission had been given for the march to proceed along the following route: From Kaisersgracht to Darling Street, Adderley Street, Buro Street, Spin Road, Mostert Street, Corporation Street, Barrack Street and Buitenkant Street.

The marchers will then proceed back across Darling Street, and a

# City protesters to march against 'police violence'

*Cape Times 7/7/90 (1401)*

meeting will be held on the Grand Parade.

A spokesman for Cosatu said the march had been scheduled to take place in Caledon Square and the Security Police headquarters in Loop Street, but permission for this had been refused.

The spokesman said all the trade unions affiliated to Cosatu, commun-

ity organisations, the ANC and UDF would be participating in the march.

Magisterial permission has also been granted for Cosatu marches in Pretoria and Durban today.

Thousands are expected at the Durban march, which is in support of demands related mainly to the violence in Natal.

And ANC supporters will turn out today in more than 20 marches across the country in protest at Natal violence and to end the ANC's week of protest action.

ANC internal chief Mr Walter Sisulu and spokesman Mr Ahmed Kathrada will lead the march to John Vorster Square in Johannesburg, according to Cosatu regional secretary Zwelinzima Vavi.

Applications for ANC marches in Witbank, Ermelo, Middleburg, Vryburg, Orkney and a Cosatu march in Ver-eeniging were turned down. — Sapa

# 1 000 march in Cape Town over violence

By TYRONE SEALE  
Weekend Argus Reporter  
ABOUT 1 000 Cosatu and United Democratic Front supporters marched through the city centre this morning to deliver a memorandum calling on President de Klerk to resolve the violence in Natal

The march also drew attention to police action during recent protests in the Boland, and to the detention of activist Ms Shirley Gunn

The procession started at the corner of Darling Street and Sir Lowry Road and moved down Adderley Street on the way to police headquarters in Parade Street

With the crowd chanting "We want Shirley! We want Shirley!" outside the SAP offices, ANC official Mr Trevor Manuel and Cosatu regional secretary Ms Lucienne Nyembe insisted on handing the memorandum to Colonel Flip Delpont, Cape Town district commissioner.

## Working committee

Colonel Delpont took the memorandum calling for the lifting of the state of emergency in Natal, the arrest of "warlords" in the province; a judicial commission of inquiry; effective and impartial peace-keeping by the security forces; and guarantees of freedom of association and political activity

The memorandum, drawn up by a Cosatu/UDF joint working

committee and endorsed by the ANC, says it is conservatively estimated that about 3 300 people have been killed in the conflict in Natal since 1987.

"We have throughout the three-year period made numerous attempts to arrive at a peaceful resolution of the conflict. These attempts at peace have, however, come to nothing and in spite of the number of murders, only a handful of criminal investigations have reached the trial stage.

"It is not surprising that serious allegations are being made against the commitment of the leadership of Inkatha to peace and the police's role in the conflict and their inability to limit the violence

"The terrible carnage taking place in Natal must stop. The situation calls for a national response, and the rest of South Africa cannot be onlookers. We believe the South African government must act and create a climate of peace in Natal."

After the Parade Street stop, the march moved to Caledon Square where the same memorandum was delivered to the station commander, Major W Strydom, who said he would pass it on to the highest ranking police officers, in line with the protesters' demand.

● In Johannesburg about 1 200 ANC supporters, singing freedom songs and waving banners and placards, started gathering at the city centre in preparation for a march.





# Union to discuss strike at Edgars

Str  
7/7/90

ABBEY MAKOE



A legal strike is looming at Edgars after two unions, Fedcrow and Saccawu, clashed head-on with the group over wages this week.

The unions demanded a R180 across-the-board increase, and a minimum salary of R900. Edgars group offered a R155 increase across-the-board, and a minimum salary of "not less R700" for new staff members and R800 for current employees.

Unions also demanded recognition of June 16 and March 21 as paid holidays, but Edgars offered to add an extra day to annual leave, which employees could choose to use as they liked.

However, Edgars agreed to pay its employees by the 30th of every month. Workers had before been paid on the "sixth of every new month".

Among the the unions' grievances is the existence of two medical aid schemes. One is said to cater for whites, coloureds and Indians and the other for blacks

Fedcrow's general secretary, Nat Ketele, said his union members would be meeting over the weekend to determine whether to develop the "without prejudice" talks or to "embark on a legal strike".

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

# SA sitting on a time-bomb as strikes threaten industry

By CONNIE MOLISI

SOUTH Africa is sitting on an economic time-bomb, with thousands of black workers on strike in the mining, health, metal, and transport industries.

And a large section of organised labour is this week bracing itself for massive strike action in coming months.

"This large-scale mobilisation will not abate in the months ahead, in the light of the government's decision regarding amendments to the Labour Relations Act and the possible results of the annual wage talks," said labour consultants Levy, Piron and Associates.

They warned of "an unprecedented wave of industrial action which employers would find difficult to counter."

Employer, union and government spokesmen said the strike surge is due to a combination of heightened worker expectations resulting from recent political changes, and South Africa's economic problems.

Already 50 540 workers are on strike countrywide. The number swelled by a further 25 000 this week when mineworkers downed tools in the Free State goldfields to protest against the arrest of colleagues.

The retail industry has been hard hit, with leading chain-stores OK Bazaars and Checkers crippled by

wage strikes countrywide.

The South African Commercial and Catering Allied Workers' Union (Saccawu) is leading the field in terms of man-days lost as the result of the prolonged OK Bazaars strike involving 7 000 workers.

OK has threatened to retrench 500 workers if the strike does not end soon.

In the catering industry, 5 500 workers employed by the giant Southern Sun hotel group are out on a wage strike, while 10 000 workers at Checkers are on strike.

Saccawu also has wage disputes with Edgars, Metro

■ To Page 2

## Strike time-bomb threatens economy

■ From Page 1

Cash and Carry and Frasers Mine Stores involving 6 000 workers

This week more than 300 workers were locked out of the Mama's Pies factory after seven drivers were dismissed for refusing to deliver pies to OK Bazaars.

The National Union of Mineworkers (NUM) has disputes pending with the Chamber of Mines' coal division and the De Beers group.

Although the NUM has settled its wage dispute with the Chamber's gold division, another nine disputes are in progress involving some 63 000 mineworkers.

In the metal industry, the National Union of Metalworkers of South Africa (Numsa) has declared a dispute with the Steel and Engineering Industries Federation of South Africa (Seifsa) in which better wages head the list of demands.

Seifsa executive director Brian Angus said the unions involved had not indicated whether they accept the employer's final offer, tabled at the sixth round of bargaining on June 14.

The bargaining with Seifsa affects 150 000 workers in the metal and engineering industries.

Already 1,2 million man-days have been lost this year through industrial action, almost treble the number for the same period in 1989.

Wages accounted for the largest percentage of strikes in terms of man-days lost (63,5 percent), followed by grievance and disciplinary actions (26 percent), and dismissals (1,7 percent).

The six most active unions in terms of man-days lost are Numsa (19,1 percent), Chemical Workers Industrial Union (11,8 percent), NUM (11 percent), Printing, Paper, Wood and Allied Workers Union (6,6 percent), Saccawu (6,6 percent), and Food and Allied Workers Union (4,4 percent).

140A  
STE  
9/7/80

## Workers threaten to strike

About 300 Transnet conductors and ticket collectors, all members of the SA Railway and Harbour Workers Union, yesterday threatened to down tools if demands for wage parity and an end to racial discrimination were not met.

Among other demands were that money apparently deducted on behalf of the Labour Council be refunded and ticket collectors, conductors and gate collectors be recognised as full grades. — Sapa

## Talks fail to resolve OK strike

Staff Reporter

The OK Bazaars strike continued today after talks between management and the South African Commercial, Catering and Allied Workers' Union (Saccawu) failed to resolve the wage dispute.

The parties met on Friday and Saturday, but no progress was made, the union said. The talks were adjourned until Wednesday.

Between 7 000 and 7 500 OK workers from 135 stores

came out on strike on June 4 after a conciliation board failed to break a wage deadlock.

Saccawu demanded an across-the-board wage increase of R160 and a monthly minimum of R800.

Management offered between R115 and R145, depending on length of service

The union estimated that 35 000 of its members were locked in disputes and 23 500 were on strike nationwide.

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# Sisulu <sup>CAP</sup> leads <sup>7/7/90</sup> 20 000 <sup>(140M)</sup> in march

ANC internal leader Mr Walter Sisulu led over 20 000 people to police headquarters at John Vorster Square in Johannesburg on Saturday and handed over a memorandum protesting against violence in Natal

The memorandum, copies of which were handed in at police stations across the country, detailed accusations about the handling of the Natal conflict by South African and Kwa-Zulu Police

"The government has to do something positive to bring peace in that region," Mr Sisulu told journalists after handing over the memorandum

In Cape Town an estimated 1 000 UDF and Cosatu supporters marched through the city on Saturday.

The march, led by ANC official Mr Trevor Manuel and Cosatu regional secretary Ms Lucienne Nyembe, ended at police headquarters in Parade Street, where a memorandum was handed over to district commissioner Colonel Flip Delpert.

The memorandum called for the lifting of the emergency in Natal; the arrest of all "warlords", impartial peace-keeping by security forces, a judicial commission of inquiry, and freedom of political association

The march also protested against the detention of Ms Shirley Gunn and police action in the Boland.

Authorities refused applications for marches in five towns affected by racial conflict and white right-wing activity in recent months

— Sapa

# Bellville strike suspended, pay talks resumed

ARLUS 9/7/90 (KDY)  
By CLIVE SAWYER  
Tygerberg Bureau

THE strike by 729 Bellville City Council workers has been 'suspended and wage negotiations have resumed.

The decision to return to work was taken this weekend, a SA Municipal Workers' Union (Samwu) spokesman said.

Council plans to apply today for an industrial court interdict against the strikers have been dropped

## R750 A MONTH

"We are hoping negotiations will be as normal as possible," the Samwu spokesman said.

The strike started on Thursday when cleansing, roads, and parks and gardens workers downed tools because of dissatisfaction over annual wage talks.

At that stage the council was offering a monthly wage of R465 while the workers had demanded R750.

A council spokesman confirmed that all workers had reported today and that normal negotiations would continue.

## Shifts in

# No end in sight - Saccawu

Sowetan 9/7/90 (140A)

THE South African Commercial, Catering and Allied Workers Union, a key player in the wave of industrial action presently sweeping the country, has offered little hope that its thousands of striking members would be returning to work soon. -  
If anything, more Saccawu members are ex-

pected to join their colleagues on strike if present trends are anything to go by, union spokesman Jeremy Daphne said in a telephone interview.

The union's longest running dispute is with OK Bazaars, where between 7 000 and 7 500 workers have been involved in a legal strike for

higher wages at 130 stores countrywide since June 4, after conciliation board attempts to resolve the dispute collapsed on May 21

Intense negotiations between Saccawu and OK management, which opened on Friday and which were still going strong on Saturday morning, were unlikely to resolve the dispute and so allow the strikers to return to work, Daphne said.

## Details

Although he was prevented by prior agreement from revealing details of the negotiations, he said the situation did not look positive. "The differences (between management's wage increase offer and the union's

demand) are enormous. The negotiations could go on all weekend without producing a result."

Despite this, the fact that Saccawu and OK were for the first time negotiating since the start of the strike over a month ago, was cause for some optimism. Labour lawyer Graham Damant is mediating in the negotiations.

Daphne said there had been an incorrect report broadcast by the SA Broadcasting Corporation, saying that the dispute was over. This, he said, had caused immense confusion because some strikers had tried to return to work while the strike was in fact a long way from being resolved. - Sapa



# Striking workers battle to survive

The Argus Correspondent *MLW 10/7/90*  
JOHANNESBURG.— Survival has become more important for the striking OK Bazaars workers as the company management and the South African Commercial and Catering Workers Union (Saccawu) fail to reach a settlement on the wage dispute.

For some of the striking workers picketing outside the OK shops around Johannesburg, begging, vegetable vending, "piece" or casual jobs and gifts have kept them going, while others hope for an early settlement as their bank balances shrink each day.

"It is difficult for the workers as a lot of them have to rely on contributions from sympathisers," said Mr Arthur Mackenzie, a striking worker. He said his relatives were helping him out.

"But I am afraid it will soon be difficult for them to provide for their families as well as mine," he said.

Mrs Octavia Tshabalala said her family understood the situation. "My children, for instance, have accepted that they now have to eat cabbage and pap instead of steak and rice," she said.

A picketing shop steward said he was not worried about the short-term suffering as a result of the strike. "To me realising our long-term goals as signified by our demands is more important," he said.

APR TIMES 10/7/90 (140A/140A)

## Delta strikers return

**PORT ELIZABETH.** — About 1 000 workers at Delta Motor Corporation returned to the plant yesterday after being warned by management that the strike from Wednesday last week could result in disciplinary action, including dismissal.

Although it was not known whether the 1 00 were willing to return to work, certain sections of the Delta factory had resumed full production.

The company issued an ultimatum in newspaper advertisements over the weekend, warning strikers to return to work yesterday morning.

Workers downed tools on Wednesday to protest against the company's refusal to take part in the national bargaining forum for wage and working conditions in the motor industry which have been endorsed by the other major manufacturers. — Sapa

# City strikers to picket hotels

Carl Timp 10/7/90 (140R)

Staff Reporter

ABOUT 400 striking Southern Sun/Holiday Inn hotel workers meeting in the city yesterday decided to continue the strike and to picket hotels

As the SA Commercial, Catering and Allied Workers' Union (Saccawu) members left the St George's Cathedral hall late yesterday and walked back to the union's Loop Street offices there was no obvious police presence and the strikers did not carry banners

Saccawu regional organiser Mr Power Malgas said the strikers had decided to continue to picket hotels involved in the strike and had elected a committee to monitor the strike

He said they would defy any attempt to prevent protest

The union has demanded a R160 a month across-the-board increase on the present R590 minimum wage, against a R100 a month offer.

Mr Malgas said the union had received notice of the intention of Southern Sun's management to prevent union members from continuing a sit-in in the staff canteen of the Beacon Isle Sun, the only Southern Cape hotel that has not already been vacated by workers after court orders

The industrial relations manager of the Southern Sun group, Mr Carl Ludick, said the strike was affecting 40 of its hotels and involved some 5 000 workers

About 400 workers in the Free State and East London were still occupying company canteens and the company

intended taking legal steps against strike action in Natal, which it considered to be illegal, Mr Ludick added

Saccawu claimed that the strike involved 6 000 workers and had spread to 45 hotels by yesterday

These figures apparently included the 3 000 workers at eight Southern Sun hotels in the city who had joined the strike, according to a union spokesman, reports Sapa

Saccawu says it intends filing an urgent application to the Industrial Court to contest the issue of worker access to company premises

Mr Ludick said the Natal Liquor and Catering Trades Employees Union had informed the group that it would seek an interdict restraining Saccawu members from intimidating its members at the Malibu Hotel in Durban, where the NLCTEU held majority

Saccawu said its members at the Malibu had been threatened with dismissal and that "armed scabs" had been brought in to work at several hotels

The union condemned the use of white hotel school students and school pupils to fill vacancies created by the strike, as well as the continued detention by police of 49 members arrested at the Secunda Holiday Inn last week.

There was also a heavy police presence, "which increases when pickets are held", at Gold Reef City in Johannesburg, Saccawu said

**Labour briefs**

**Work stoppage ends**

*Capt Tork 10/7/90*

*1408*

A TWO-DAY wage strike by about 800 Bellville municipal workers ended yesterday, according to the council's director of management services, Mr Peet van den Heever

Workers downed tools on Thursday in what Mr Van den Heever described as an "unlawful" stoppage which was in conflict with their conditions of services.

The action followed the expiry of the 1989/90 wage agreement on June 30 and occurred during current wage negotiations.

All departments were affected, but it had not been necessary to employ temporary labour, Mr Van den Heever added.

The South African Municipal Workers' Union, which represents the Bellville strikers, was not immediately available for comment. — Sapa

# Unions expect a rise in strikes

Sowetan 10/7/90

Sowetan Correspondent

THE recent spate of strikes in the commercial, catering and public sectors is expected to escalate, unions say.

Estimates by the SA Commercial, Catering and Allied Workers' Union indicate that 23 500 workers were on strike at hotels and chainstores nationwide and a further 35 000 were locked in dispute

The OK strike entered its 36th day today and talks between management and the union held over the weekend failed to resolve the dispute.

A meeting between the parties is scheduled for tomorrow

Checkers management and Saccawu were holding talks in an attempt to break the deadlock and avert the company's first legal nationwide strike which involves about 9 500 workers

The union's members at Southern Suns and Holiday Inns, on strike since last Tuesday, were interdicted on Friday to vacate company premises in Johannesburg

Saccawu filed an application in the Industrial Court yesterday to challenge the evictions

But management was in the process of applying for the same eviction order in other regions affected by the strike

The Eastern Cape is the region most affected by the current wave of industrial action.

Port Elizabeth's municipal workers have been on strike since last week and garbage is piling up in the city and surrounding suburbs

CMT 7/9/85 11/7/90 (S) (140M) (S) (S)

# Industries rocked by labour disputes

THE country's retail and hotel industries have been rocked by a wave of labour disputes involving up to 24 000 striking workers, with another 5 000 workers poised to enter the fray over wages and conditions of service

Wage demands articulated by the Cosatu-affiliated SA Commercial, Catering and Allied Workers Union (Saccawu), arrayed against Sanlam and SA Breweries-owned companies, lie at the heart of the strikes

Employers most affected by the large-scale work stoppages include the Southern Sun/Holiday Inns hotel group, where some 6 000 workers at 41 hotels countrywide have been on strike since July 5

Hopes that the labour dispute will end soon were boosted by agreement by both the union and the company to enter mediation on Thursday or Friday this week

Up to 7 000 workers at 130 OK Bazaars stores have refused to work for the past month and more than 300 have been arrested for

picketing, according to Saccawu spokesman Mr Jeremy Daphne

And at Checkers, some 9 500 workers at 161 stores have been on strike since July 6

The disputes in the hotel group, OK Bazaars and Checkers have been referred to mediation

But as the contending parties move closer to possible resolution of their differences, Saccawu members in another two major retail groups have edged closer to full-scale strike action

According to Saccawu, 90% of its 2 400 members at 30 Trador Cash and Carry voted for strike action during a ballot held over the past two days, and were expected to lay down tools

The dispute hinges on wages and linking retrenchments to wage negotiations

And at Edgars, where Saccawu represents some 3 000 workers, the union and management are scheduled to hold final talks on wages next week

Another six companies with Saccawu-linked workforces have also been drawn into disputes over wages and conditions of service

These are Frasers, Smart Centre, Fairways, Metro Cash 'n Carry, Sacca and Clicks, where a dispute was declared yesterday

Mediation is being held at Frasers, the Smart dispute has been referred to a conciliation board, the Fairways dispute will be referred to mediation today, the Metro dispute is to be referred to a CB on July 17 and the Sacca dispute is also to be referred to a conciliation board, Mr Daphne said in a statement

The union will convene a meeting of all unions organised in SAB to discuss the situation in the group and its industrial relations practices

"The central issue revolves around the eradication of poverty and redistribution of wealth. Attitudinal problems, particularly in SAB, are also an important factor," Mr Daphne said

● Striking Saccawu members set up pickets outside five Cape hotels yesterday. A spokesman for the union, Mr Beville Lucas, said the pickets were to protest against the Southern Sun/Holiday Inn group's eviction of strikers from hotels — Sapa

Bellyville  
Cape Times 11/7/90  
municipal  
wage talks  
continue

BELLEVILLE Municipality was offering members of the SA Municipal Workers' Union (Samwu) a R58 increase on the current monthly minimum wage of R406,77, but the union had dropped its demand by only R50, a council spokesman said yesterday.

Director of management services Mr Peet van den Heever said the council had offered R465 at its last meeting with the union on Monday.

"We are realistic and are moving while we can, but they (Samwu) are unrealistic," he said.

But accusing the council of distorting the bargaining situation, Samwu Western Cape regional secretary Ms Merle Brown said the municipality had only increased its offer by R10 from its original position of R455, while the union had dropped from R800 to R750.

The parties were still in the process of talks, and Samwu negotiators would be reporting back to the Bellville membership on Friday, she said.

— Sapa

Natal hospital  
Cape Times 11/7/8  
'disaster area'  
— professors

Own Correspondent

DURBAN — The Minister of Health and Population Development, Dr Rina Venter, should publicly declare King Edward VIII Hospital here a "disaster area or institution of the magnitude matched by the floods in Laingsburg and Natal".

That was the view of the heads of the four main clinical departments at the adjoining Medical School of the University of Natal, writing in the latest issue of the SA Medical Journal.

The department heads — Prof H M Coovadia, head of the Department of Paediatrics, Prof R W Green-Thompson, head of the Department of Obstetrics and Gynaecology, Prof J V Robbs, head of the Department of General Surgery, and Prof D A Rocke, head of the Department of Anaesthetics — said that putting the gravity of the situation on the level of a "disaster area" would secure additional funding from the state.

They said the time available to save King Edward VIII Hospital as a teaching centre was fast running out.

"This may be the last opportunity we have before the steady decline becomes irreversible and results in the closure of the hospital," the professors wrote.

The department heads said the physical size of the hospital meant that it could not contain more than 1 914 beds, its official capacity. "However, we would expect this to be implemented in a meaningful way in Durban now. At Addington Hospital there are five empty wards with space for 150 patients."

Last week militant interns, protesting at the "intolerable" conditions at the hospital, decided they would no longer administer dangerous drugs to cancer patients.

Dr Tom Sutchiffe, chief director of hospital services for Natal, said last night that the crisis at the hospital had been exacerbated by the unrest situation.

# Strike bites at busy Durban hotels

By Helen Granger

The Southern Sun hotels strike has left at least three busy Durban hotels without the bulk of their black staff.

As the holiday season reaches its peak, Natal Southern Sun hotels are nearly all fully booked and using casual labourers to meet demands.

A spokesman for the Elangeni Hotel said room service had been affected and some items on the menu were unavailable. Operations were "slower" than usual.

Although many workers had not turned up at the other

Southern Sun hotels in Durban, all reported they were coping with casual labourers.

In Cape Town, where striking workers set up pickets outside five hotels, hotel spokesmen said business was carrying on.

● The Southern Sun/SA Commercial Catering and Allied Workers Union (Saccawu) dispute will go to mediation tomorrow but court actions against the union continue, Shareen Singh reports.

By yesterday afternoon, management had secured three more eviction orders to remove strikers from company premises in East London, Cape Town

and the Free State.

Southern Sun management has now interdicted workers at Sun hotels countrywide.

Saccawu's application challenging the eviction orders will be heard in the Industrial Court today. Saccawu said the strike was growing daily and yesterday estimated 6 000 workers were out on strike at 41 hotels.

● OK Bazaars management and Saccawu were to meet at mediation today. Weekend talks had made no progress.

● Mediation in the Checkers/Saccawu strike continued yesterday.



24 000 are  
Sowetan 11/7/90  
on strike

Sowetan Reporter

ABOUT 24 000 members of the SA Commercial, Catering and Allied Workers Union - about a third of the union's total membership - are presently on strike in the retail industry.

Hard-hit by the strikes are Checkers (9 000 employees) and South African Breweries' subsidiaries OK Bazaars and Southern Suns Hotels, where about 12 000 workers have embarked on industrial action.

The disputes at the retail companies revolve around Saccawu's demands for across-the-board increases between R100 and R200.

# Hotel, union fail to agree on strike rules

By Shareen Singh

Southern Suns management and the South African Commercial, Catering and Allied Workers' Union (SACCAWU) failed to reach agreement on strike rules at yesterday's meeting

Management said the sit-in by workers at several hotels was a breach of the company's strike rules which were given to workers on Tuesday when the strike for more pay started

The company locked out workers at 43 hotels, SACCAWU said

The union did not view this action as legitimate and threatened "serious confrontation" and possibly a Supreme Court interdict against the company if the lock-out continued today

SACCAWU spokesman Allan Horwitz said workers at the Sandton Sun, Bloemfontein Sun, two hotels in Port Elizabeth and the Airport Sun at Jan Smuts managed to stage canteen sit-ins yesterday, despite security police at the hotels

The union yesterday criticised police involvement in the strike

Strikers locked-out at Sabie River Bungalows were dispersed by police who allegedly fired tear gas, resulting in four workers being taken to hospital, Mr Horwitz said

EX

# Liquor supplies dwindling

By Brendan Templeton

Liquor stocks are dwindling in stores on the Reef where major distilleries are encountering delivery problems because of strike action

The bottling plant of Stellenbosch Farmers Winery (SFW) in Wadeville, Germiston, was shut down and producers were employing scab labour to run their factories and deliveries, liquor store owners said

SFW was unavailable for comment

Companies affected by the strike are SFW, Distillers Corporation Ltd, Gilbeys, Union Wine, Douglas Green of Paarl and Henry Taylor and Ries

Members of the National Union of Wine, Spirits and Allied Workers (Nuwsaw) went on strike yesterday after a lockout since last week

Hardest hit are the smaller dealers who do not have the cash to stockpile or were caught unawares by the strike

A Blackheath Rebel store spokesman said all his supplies were affected and his stocks looked "terrible" He was unable to fetch new stock

## Two weeks

Boksburg Rebel store reported 90 percent of their stock was not getting through There had been no deliveries over the past two weeks, spokesman Kobus Erasmus said

A Nigel store owner said he had received no deliveries from SFW or Gilbeys for two weeks Distillers Corporation was still trying to get stocks through

"I don't understand Trucks are going out, but I'm not receiving anything Do they only look after the big guys?" he said

But Randburg's Rebel store, the third biggest in the chain, denied that larger stores received preferential treatment

"Our deliveries are not as regular as I would like We are calling in orders ourselves," store spokesman Quinton Humphries said

A Krugersdorp store said no new stocks had been delivered over the past two weeks

Big Game Liquor in Springs was happy because they had just received a consignment dropped off by white student workers



What a wonderful world . . . this is the type of photo the judges hope to see entered in the CPL/M-Net "Our Wonderful World" competition. Professional and amateur photographers should submit entries by September 14. Prizes include four-wheel-drive vehicles and safari holidays. For further information, telephone (011) 435-9801. © Picture by Duncan Butchard.

# Plastics workers still out

WORKERS in the plastic moulding section of the United SA Brush Manufacturing Company in Bellville South continued a wage strike yesterday, but work had resumed in other departments, the company said in a statement. The company met representatives of the Chemical Workers' Industrial Union yesterday following a sympathy strike by most of the workers, company personnel director Mr Garth Snyman said.

The company's final offer for all areas other than plastic moulding was accepted by employees and an agreement had been signed, said Mr Snyman.

Although both parties made minor changes to their position, there had not been a settlement with the plastic moulding section workers. — Sapa



**PICKETER...** A hotel worker pickets outside a Cape Town hotel yesterday. Workers say they intend striking and picketing until their demands are met.

Picture OBED ZILWA

# Hotel strike builds up: Mediation starts today

Cape Times 12/7/90

1/40ft

1/40ft

1/40ft

MEDIATION between the Southern Sun/Holiday Inn hotels and striking workers would begin today, SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Mr Power Malgas said yesterday

He said hotel strikers were prepared to "strike indefinitely" to eradicate company racial policies, but they were "more flexible" when it came to wage negotiations

About 6 000 workers throughout the country are demanding a R160 across-the-board increase and the hotel group's final offer is R100

Mr Malgas said the strikers' ranks were swelling daily, with more workers joining picket lines at eight Cape Town hotels — the Cape Sun, De Waal Sun, St George's, Newlands, President, Inn on the Square, Bellville Holiday Inn and Cape Town Holiday Inn

Yesterday about 70 strikers toyi-toyi-ed through the city centre streets with placards and banners decrying their employers and calling for higher wages

Strikers are applying for city council and magisterial permission to picket Southern Sun and Holidays Inn hotels lawfully, a Cosatu spokesman said

Saccawu has criticised the two hotel groups for using "scab" labour, mostly white schoolchildren, and for paying them R1 500 — nearly three times the minimum amount paid to regular workers — Staff Reporter and Sapa

# 10 000 walk off job

*Cart 1128 12/7/90*  
JOHANNESBURG — More than 10 000 Kramo Group workers walked off their jobs yesterday to back demands for higher pay, the South African Clothing and Textile Workers' Union announced.

This is the biggest single stoppage to rock an industry since a spate of strikes began early last month

The strike has affected East London and the Natal districts of Germany, Jacobs, Moberi and Ladysmith, the union said

Comment from the company was not available yesterday. — Sapa

● Hotel strike builds up — Page 4

140A

41

Assaults:  
unions sue  
chain store

JOHANNESBURG — THE SA Commercial, Catering and Allied Workers Union is preparing to sue OK Bazaars over the alleged assault of a striking worker in Johannesburg on Friday last week.

Saccawu claimed in a statement on Wednesday Mr Albert Moani was picketing the Jeppe Street OK Bazaars when company security staff dragged him into the building and beat him unconscious

The worker was then detained on Friday night while still in an unconscious state by police at John Vorster Square, Saccawu claimed

Both OK Bazaars and Johannesburg police were approached for comment on the matter by Sapa but the company's spokesmen were "Unavailable" and police did not respond despite being provided with the details — Sapa

Cape Times 12/7/80 (140A) (SAPA)

## Interdicts against intimidation

THE Chemical Workers Industrial Union and 148 of its members have been temporarily interdicted from intimidating employees at an Epping Industria plastics factory, Kohler Xactics Plastics

Issued by Mr Justice M R de Kock in the Cape Town Supreme Court on Tuesday, the interim order also prohibits the union and other respondents from interfering with any of the company's employees or its business

The return date was set at August 1. Union members dismissed for illegally striking over the proposed retrenchment of 35 colleagues in late June have since been picketing the factory and the Bonteheuwel station. CWIU spokesman Mr Mike Coetzee denied union members had intimidated or victimised what he described as "scabs"

Company spokesman Mr Jeff Fish confirmed the interdict — Sapa



Cape Times (7/12/90) 14 00

Cape Times, Thursday, July 12 1990

# Union blast suspect freed

WELKOM — The suspect detained in connection with an explosion at the offices of the National Union of Mineworkers has been released

This was announced yesterday by the police liaison officer for the Northern Free State, Major Johan Fouche

The suspect, Mr Hendrik Steyn of Riebeeckstad in Welkom, had been detained in terms of the Internal Security Act

The dossier has been sent to the attorney-general — Sapa

# Chain linked to workers' charter plan

By CHIARA CARTER

THOUSANDS of clothing workers plan to link hands to form a human chain along main roads in major centres around the country next Wednesday. (140A) (153)

The demonstration is in support of Cosatu's Workers' Charter Campaign

A spokesperson for the South African Clothing and Textile Workers' Union (Sactwu) said the human chain would be a "massive demonstration of worker support for the charter".

He said the union hoped the chain would encourage further involvement in the campaign by rank and file members

## Independence

Earlier this year the national executive committee of Sactwu adopted a resolution around the workers' charter which called for the independence of unions and a range of worker rights including the participation in decision-making at factories

About 600 of the union's shopstewards this year took part in an educational programme about the charter which was also extensively discussed at the union's regional congresses

Earlier this year, thousands of Sactwu members responded to a union call for workers to demonstrate their support for the campaign by wearing red headbands at work

Sactwu is presently demanding union notice boards in all factories

Cosatu has adopted both the redband and notice board campaigns

The federation is presently considering whether to call a month of action around the charter next month.

The draft versions of the charter, which are being discussed within the federation, seek to outline worker and trade union rights in a post-apartheid South Africa

# Rumblings from post office, council workers

South 1217 - 187190  
AS rubbish piled up in Port Elizabeth where striking council workers defied an ultimatum to return to their jobs, municipal workers downed tools in a small Cape town, while rumblings were audible from thousands of post office workers around the country.

In Bredasdorp about 100 council workers this week downed tools to demand an increase of 40 percent on the minimum wage and an across-the-board increase of 13 percent.

## Right

Most of the workers presently earn R75 a fortnight.

The workers also demanded a medical aid, pension fund and paid sick leave.

They want the right to join a trade union of their choice.

They are being supported by the Bredasdorp Peoples' Organisation.

The strikers agreed to return to work this Thursday after the council threatened to fire them.

Meanwhile, a week-long strike by about 2 500 municipal workers is continuing in Port Elizabeth in defiance of an ultimatum to return to work by the beginning of this week or face disciplinary action.

Mr PK Botha, the Port Elizabeth town clerk, confirmed that workers were still on strike.

He said workers had refused the council's 12 percent wage offer. A "firm" offer would be

made only when all workers returned to work.

About 800 Samwu members at the Bellville municipality returned to work this week after a two-day strike in support of wage demands.

## Groundswell

A Samwu spokesperson said the union, which is demanding a minimum wage of R750, is negotiating with the Bellville council. She claimed the council had offered R455, but a council spokesperson said it had offered R465.

The municipal strikes are the latest in a groundswell of public sector militancy which included a landmark ten-day strike by thousands of Samwu members employed by the Cape Town City Council and the historic strike by about 4 500 members of the Health Workers' Union, which recently concluded the first-ever interim recognition agreement with the Cape Provincial Administration.

## Survey

There are signs of industrial unease in the post office with rumblings of discontent about pay talks.

The Post and Telecommunications Workers' Association (Potwa) is presently conducting a survey among its members countrywide to gauge worker feeling about the latest developments in pay talks between Potwa and the Post Office.

A Potwa spokesperson said that, at the last round of talks last month, management had

offered a minimum monthly wage of R735 — less than half of Potwa's demand for R1 500.

Management had also agreed that those workers who received nine percent instead of the 10 percent increase paid to all public servants in April would receive an extra one percent back-dated to April.

The spokesperson said if members were not happy with the offer, industrial action could be on the cards.

A further meeting between Potwa and management is scheduled to take place later this month.

## Termination

A crippling week-long strike by 1 500 health workers at three Port Elizabeth hospitals ended on Monday after senior ANC and South African Congress of Trade Unions (Sactu) official Mr Thozamile Botha intervened.

The chief cause of the strike was the termination of the service of 39 staff nurses at Livingstone Hospital, the largest in the region.

Cosatu regional secretary Mr Dennis Neer said management had indicated that recognition of the National Education, Health and Allied Workers' Union (Nehawu) was imminent.

Meanwhile, the CPA maintains there are no empty posts at the hospitals.

Visser said workers had returned to work unconditionally. They would not be paid for the days they were on strike.

# Hotel strike: sides opt for mediation

By Shareen Singh

After six eviction orders and allegations by both management and union in the Southern Suns national strike, the parties have opted for mediation to try to solve the dispute.

The Industrial Court hearing in the South African Commercial Catering and Allied Workers Union's (Saccawu) application against the company's eviction orders was postponed to next Wednesday.

Southern Suns' application to declare the strike at Malibu Hotel illegal was heard in the Supreme Court, Durban yesterday. The court ruled that the union must

prove majority membership and conduct a strike ballot. Workers must resume work while this process was taking place.

~~(400)~~ ~~(400)~~ (400)  
Vast sums  
R12,7190  
Union spokesman, Allan Horwitz, said the strike was costing Southern Suns vast sums of money. Scab workers were being paid R8,50 an hour amounting to R1 500 a month and the company had also employed many security guards, he said.

This, coupled with the phenomenal costs involved in obtaining the six interdicts has confirmed for the union that the company was playing

"a power game" rather than considering economics," the union said.

Southern Suns spokesman, Karl Ludick, said higher rates were paid to casual workers because the company had to obtain casual staff at short notice.

Mr Horwitz stressed that the strike was not only about wages. A central issue in the dispute was the unions demand for the re-instatement of 107 workers dismissed at four holiday resorts.

Management must move on both issues and offer a package deal if it wanted settlement, the union said.

The parties will start mediation tomorrow.

# Metal employers reject arbitration proposal.

By Shareen Singh

Employers in the metal industry rejected a proposal by unions yesterday that a wage dispute be referred to arbitration.

The Steel and Engineering Industries Federation of South Africa (Seifsa) said the mediation option was given serious consideration but employers felt that the parties involved were capable of resolving the dispute on their own.

The National Union of Metalworkers (Numsa) declared a dispute with the employer body two

weeks ago over wages and working conditions.

Mediation was proposed at an industrial council executive meeting held on Tuesday. The parties at the meeting made no progress in resolving the dispute, Numsa said.

## No Shift

Employers had not shifted from their final wage offer of R1,24 at the top grade and 64c at the bottom grade against Numsa's de-

mand for a R2 hourly increase

But Seifsa made concessions on demands relating to pay smears, exclusion of small business from the agreement and withdrawal provisions on conversion of the industry's pension fund.

Numsa was considering these concessions.

None of the 15 unions negotiating with Seifsa accepted the employers offer yet, but only Numsa had declared a dispute.

The negotiations affect more than 380 000 workers

## BARBS ACROSS THE NEGOTIATING TABLE

FM 13/7/90

140A  
SI

Perceived effete management and lack of identity are perhaps most intensely reflected by OK's embattled labour relations. Many find this particularly odd in a firm whose main customer base equates with its work force — they're both black

What competitors — let alone the union — have to say about OK's management practices has to be taken with a pinch of salt. Yet it's revealing

Jeremy Daphne (see *People*), bargaining co-ordinator of the SA Commercial, Catering & Allied Workers' Union (Saccawu), which has struck at OK, says there's a long history of conflict between management and the union. "While there are always tensions between management and staff, the relationship at OK is exceptionally hostile. We see this as a reflection of OK's specific way of relating to us. It uses antiquated methods."

The strike (now in its second month, though there was a chance of resolution as the *FM* went to press) is fundamentally linked to the firm's "attitudinal problems." This allegedly prevents it from "prioritising" the wage issue

The company's "baasskap attitude," the union claims, goes back at least to the earlier damaging three-month strike in 1986-1987. Worker discontent, says Daphne, was always there, but "The present dispute reflects what's going on deep down at shop-floor level, which management seems incapable of understanding"

He adds "With the shift in political climate and consolidation of the union movement, workers are more confident and determined to fight for their rights"

Though the company claims it's really tried to improve its image, says Daphne, "all we've seen is someone who wears blue jeans and speaks softer than his predecessor, who was incapable of expressing himself diplomatically. But it's been as hard-line and unimaginative as in the past"

OK replies that it takes both sides to create a conciliatory environment and doesn't believe the union has played its part — while the company this year facilitated time-off, transport and didn't limit the size of the union negotiating team

Continuing the union's catalogue of complaints, Daphne says OK only announced store closures three months into the negotiations, generating intense shop-floor hostility. It also switched from an across-the-board offer to a service-related increase at an advanced stage in the negotiations — at conciliation board level.

"If OK knew anything about industrial relations it would have approached the union months before negotiation started." (OK says it told the union last year it intended to correct wage-curve problems caused by across-the-board increases in the past eight years)

The manpower spokesman for one retailing chain has this to say (without pretending his own company's industrial relations are hunky-dory) "OK has always adopted the confrontational 'we'll show you' approach. Its attitude in wage negotiation seems to be 'if you want

something, drag it out of me' It's a power play all the time"

It has been suggested that OK's approach may be influenced by SA Breweries' tough line in last December's beer strike, which the company was perceived to have won, after the MDM interceded and effectively told the union to settle

If so, could it be that Saccawu decided to take on the group of which OK is part?

OK personnel director Keith Hartshorne says the company doesn't believe in confrontation for the sake of it and always tries to find compromises. However, it has to take a realistic, businesslike approach. This is determined by harsh economic realities in the retail trade

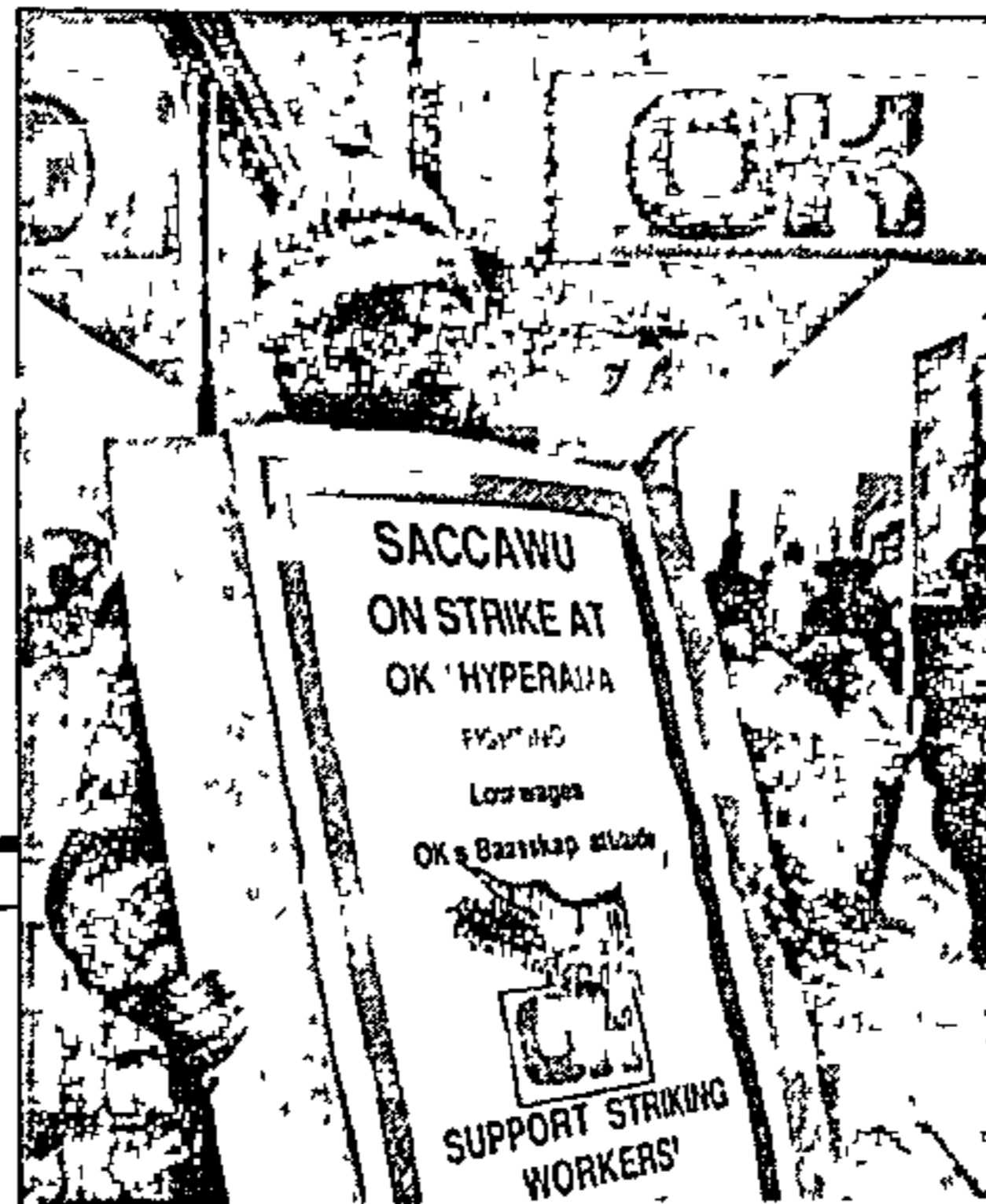
Shareholders have taken a drop in dividends this year, he points out. The company has to protect its own and shareholders' interests which shouldn't be confused with simply giving the unions what they want, he observes

The company is indeed sensitive to its customer base, adds Hartshorne. But that doesn't remove the necessity to stay in business. On the contrary, "We therefore have to run a business which is viable." In a low-margin sector like food, moreover, to remain in business requires having to adjust costs accordingly

"We would gladly engage in relationship building solutions and have made a few suggestions along these lines during this year's discussions," he says. "The union's approach to this and the economic realities of wage-related causes of the strike has been dismissive and not conducive to a negotiated settlement. Nor are numerous incidents of intimidation and assault by union members on the majority of workers who have ignored the call to strike"

OK remains open to any specific suggestion the union may have to create a constructive solution, Hartshorne states.

### OK strike ... a shortage of goodwill



**Losing time** (140A)

More than 1m man-days have been lost in strikes this year, reports Mike Beaumont of consultants FSA-Contact, in its latest review of strike statistics for January-June

Demands relating to wages and working conditions triggered 57% of strikes and caused 43% in the second quarter. Disciplinary issues accounted for a greater percentage of industrial action in the second quarter than in the first and caused 10% of strikes.

Strikes caused by a combination of factors, such as joint wage and recognition submissions, or by issues related to bargaining, accounted for 32% of strikes for the quarter and 25% for the six-month period.

Beaumont says the sectors having most strikes were metal and motor followed by the public sector and transport which had inten-

FINANCIAL MAIL JULY 13 1990

sified action during May and June. Wages continue to remain the most important strike trigger, stoppages related to wages were relatively high from January to June despite being largely unrelated to annual wage negotiations.

Statistics compiled by labour consultants Levy, Piron & Associates show wages account for the largest percentage of strikes in terms of man-days lost (63,5%), followed by grievances/discipline (26%) and dismissals (1,7%).

"These figures are a reflection of the heightened expectations of the work force set against the backdrop of recent political developments and a stagnant economy," the

consultants say.

The six unions most given to strikes are listed as Numsa (19,1%), Chemical Workers' Industrial Union (11,8%), NUM (11%), Printing, Paper, Wood & Allied Workers' Union (6,6%), and Food & Allied Workers' Union (4,4%).

In terms of man-days lost, Saccawu led the field (12,3%), largely as a result of the OK Bazaars strike. Next came the Printing, Paper, Wood & Allied Workers' Union (10,6%), Numsa (9,1%), SA Chemical Workers' Union (5,6%), Chemical Workers' Industrial Union (4,7%) and Transport & General Workers' Union (4,1%).

FSA-Contact says the OK Bazaars

national strike is the main dispute arising from annual wage negotiations though various disputes related to wage negotiations in the retail, metal and mining sectors are looming.

A significant feature is the action by public sector employees in response to low wages, conditions of service and privatisation. Marked industrial action in this sector included strikes in municipalities, hospitals, post offices and schools. This indicates "a concerted effort to align conditions in the public sector with those in industry as a whole," according to FSA-Contact.

Levy & Piron reports that the level of strike action in the public sector has jumped



**Beaumont ... more than  
1m man-days lost**

from 0,4% during the first half of 1989 to 46,2% during the first half of 1990.

"Much of the industrial action taking place in schools, hospitals and local municipalities has succeeded in bringing to the public's attention the plight of public-sector workers as far as their wages and working conditions are concerned," it adds.

In education, in particular, prolonged action has resulted in the discussion of several

contentious issues, including the right of association and negotiation on matters pertaining to the profession, salary scales and structures and job security, says FSA-Contact.

Demands relating to national bargaining structures continue to be tabled and "can be aligned with union emphasis that their demands be taken seriously, especially in a context of high worker expectations."

As far as strike outcomes are concerned, there is evidence of a marked decrease in the resolution of disputes by negotiated settlement in the second quarter of the year (36%). Negotiated settlements formed 52% of outcomes for the January-June period. ■

CMK Times 01/31/70  
146A  
102  
109

# Cosatu threatens blanket SAB strike

By BRONWYN DAVIDS

GIANT trade union Cosatu last night accused Southern Sun Hotels of paying white "scab" labour three times the amount regular employees are paid, and threatened a nationwide consumer boycott of all SA Breweries (SAB) companies

More than 20 000 workers at several SAB subsidiaries, including Southern Sun, are striking for higher wages

Cosatu said either a blanket consumer boycott or blanket industrial action would take place to combat the corporation's "racist attitude" and its refusal to pay a living wage

Last night, SAB group public relations manager Mr Dunbar Bucknall criticised Cosatu's "confrontational" stance

Severely criticising SAB, Cosatu cited the minimum wages being paid by SAB's companies as being an indictment on the "rich corporation"



**NUM blast: (2/10)**  
**Detainee**  
**released (140A)**

Sowetan  
Reporter

Sowetan 13/1/90

A WELKOM mine captain and AWB member held in connection with a massive blast at the town's National Union of Mineworkers headquarters has been released, police confirmed

Hendrik Steyn was released on Tuesday, said a Free State police spokesman.

Steyn was held in terms of Section 29 of the Internal Security Act

His release follows militant statements by the AWB that he should be charged or released

## Secret talks may have influenced FW, says Cosatu

W/Ment 15/7 1990  
 By DREW FORREST

"CLANDESTINE" talks with union and business representatives may have influenced State President FW de Klerk during last month's Labour Relations Act crisis, claims the Congress of SA Trade Unions (140A)

Cosatu's Geoff Schreiner said the federation had hard information that public service unions and businessmen on the Economic Advisory Council had urged De Klerk in secret meetings last month to delay LRA amendments based on the "Saccola accord". (200A)

At the first meeting this week of the "joint working party" on the LRA, proposed at the recent union-employer encounter with De Klerk, Cosatu demanded an end to secret talks between the state, business and unions. (140A)

Comment from the president's office could not be obtained yesterday. But a Public Service Association source confirmed that the LRA was raised at a meeting between recognised public service unions and De Klerk on June 12.

"The meeting was mainly about wages, and was public knowledge," he said. "But we did ask the President for more time to consult members on the proposed Bill." De Klerk announced three days later that Parliament would not pass the Bill during the current session.

Cosatu has reacted by intensifying its LRA demands. At the "working party" talks this week, it demanded the enactment of two Bills by no later than early next year: the original Bill, based on the Saccola accord, and further legislation extending the LRA to all workers and creating a "proper" Labour Appeal Court system.

Other demands were that the state immediately grant basic worker rights in the public sector and secure the backing of Cosatu, Saccola and Nactu for any further changes to the LRA.

At the talks, Cosatu demanded the other parties accept that the working group complete its work in 30 days and formulate a settlement for consideration by their constituencies. It added that its programme of mass protest on the LRA could be assessed in the light of an acceptable solution.

It also called on Saccola to agree on measures giving force to the Saccola accord in advance of legislation.

Yesterday Nactu, which did not attend the working party talks, said it would decide whether to participate at a national council meeting later this month.

# Hotel workers march through Jo'burg streets

W/ma 1314-1617/90  
BY GLENDA DANIELS and DREW FORREST

140A  
ABOUT 3 500 Southern Sun strikers yesterday marched through central Johannesburg to three of the group's hotels, as mediation aimed at resolving the 10-day strike began.

And, in another development, Cosatu yesterday threatened consumer boycotts against four dispute-hit subsidiaries of SA Breweries, including Southern Sun, accusing them of "poverty wages, racist attitudes and union-bashing tactics". About 20 000 workers at SAB companies were on strike or in dispute, it said.

The federation said it would embark on a programme of action, including demonstrations and marches, to highlight the practices of the hotel group, OK Bazaars, Edgars and Afcol.

Describing the statement as "inappropriate and irresponsible", SAB spokesman Dunbar Bucknall said the group believed the disputes should be resolved by negotiation "within our decentralised operating mode".

Yesterday's march — to the Downtown Holiday Inn, Rand International and Johannesburg Sun — was staged without official permission and marchers dispersed on the instructions of police.

It coincided with a further police crackdown on strikers. The South African Commercial, Catering and Allied Workers Union (Saccawu) said 168 workers had been arrested during a protest by Checkers, Southern Sun and Wimpy employees in Newcastle, and would appear in court on charges of attending an illegal gathering.

And 15 hotel workers had been held in Johannesburg, Pietersburg and Harris-mith. Saccawu added that 79 strikers detained at the Ga-Rankuwa OK had been released and re-detained. It also blamed rightwingers for the firebombing of the Springs homes of two OK workers.

Yesterday OK's personnel director Kieth Hartshorne challenged Saccawu to state its position on an alleged "act of thuggery" against non-strikers at OK's Elsberg store. Workers had been abducted and assaulted at union offices, he said.

Mediation aimed at resolving the five-week-old OK strike is continuing.

... in the face of a group of angry women who stripped and

have moved in on two squatter camps over the past two days.

looks like political manipulation to me". — The Argus Correspondent and Sapa

# Cosatu will reconsider mass action plan if talks go well

ARGUS 13/7/90

14017  
[Handwritten marks]

By MICHAEL MORRIS  
Political Correspondent

THE Congress of South African Trade Unions has undertaken to reconsider its programme of mass action in protest at the government's handling of the Labour Relations Act dispute

This will happen if the working party set up after talks with President De Klerk comes up with "satisfactory proposals"

The undertaking was made yesterday after the first meeting of the working party

But Cosatu also indicated that it would only take part in the working party if there was certainty that it would conclude its work within 30 days, that none of its proceedings were cloaked in secrecy and that the aim was to "formulate a settlement for consideration

by all constituencies".

The working party was set up after President De Klerk stepped into the growing row over the government's refusal to bring labour legislation in line with the agreement between Cosatu, the National Council of Trade Unions and the employers' federation, Saccola, during the past session of parliament.

The government argued that key elements of the agreement needed to be discussed by organisations which were not party to it

It suggested the law be amended during next year's session of parliament

Saccola and department of manpower representatives at yesterday's meeting agreed to consider the conditions Cosatu set for taking part in the talks,

as well as a number of other proposals

If the conditions are accepted, the working party will meet again on July 26

The other proposals Cosatu made were that the government should agree that

● All public sector workers be granted basic worker rights immediately,

● There should be no "secret meetings" with employers on labour relations, and that

● A second interim Bill be drafted immediately to extend the Labour Relations Act to all workers and on a proper Labour Appeal Court system

Cosatu also wants Saccola to agree to measures between now and the enactment of the original Amendment Bill to give effect to the agreement between them

# Fawu: A union racked with <sup>(140A)</sup> dissension. Or slowly shifting towards unity?

The bitter feud within the branch of the Food and Allied Workers Union — a key Cosatu affiliate with a history of internal conflict — has given rise to a 'campaign for democracy'.  
By DREW FORREST

"WE have a problem of people who do not toe the line in Fawu. These people are opportunists and white intellectuals. They must be identified, isolated and dealt with."

For critics, this warning — allegedly issued by Food and Allied Workers president Chris Dlamini at union caucus before last year's Cosatu congress — epitomises a "Stalinist" leadership style which has sparked repeated splits and conflict within Fawu ranks.

Purges of "unreliable" elements within the union have been alleged, as well as a high staff turnover at national and local level and the defection of factories to rival unions.

This year the Cape Town branch has been racked with dissension, and Fawu recently lost much of its Eastern Cape region to a splinter union formed by a dismissed regional secretary Elliot Nduzulwana. Conflict during the Speakam strike of 1987/8 rapidly assumed a political character and threatened to split the union.

But in the labour field, one soon discovers, there is no absolute reality — only versions of it. Dlamini denies making the statement. And national organiser Alan Roberts believes the union is now stronger and more united than at any stage in its history.

Criticism of Fawu's political style — its allegedly gung-ho support for the ANC, its exiled labour arm Sactu and the South African Communist Party, alleged adherence to the "two-stage" theory of revolution and purported determination to force a centrally formulated line down the throats of its members — is quite widely voiced within the federation.

But public attacks are now emanating from sources closer to the union: sacked officials of its Cape Town branch and worker supporters who have launched a "campaign for democracy" within Fawu.

The campaign, which seeks a code of conduct for worker democracy within Fawu, including "respect for all comrades", the right of minorities to hold and put forward political views, respect for the constitution and an end to "threats, violence and slanders", is rooted in a tangled skein of events beginning last year in Cape Town.

What is not in dispute is that the branch was suspended by the region, relaunched at an AGM on February 4 this year which fired branch secretary Miles Hartford, and that officials sympathetic to Hartford were later suspended and then fired. But the significance of the upheavals is hotly contested.

For Hartford, who is widely seen as standing to the left of the official Fawu "line", the trigger

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# Fawu: Dissent — or moving to unity?

W/E Mail 13/7-17/7/90

140A

●From PAGE 1

was a statement by branch office bearers in which the workers in the National Council of Trade Unions (Nactu) were named as allies

This, he says, sparked accusations of political parasitism and deviation from union policy. "We were told that if we don't like the style of soccer in Fawu, we must join another team"

What then followed, Hartford says, was a systematic campaign of sabotage of the branch, coupled with "slander, labelling, unsubstantiated allegations, smear campaigns, threats and intimidation of workers", culminating in an "unconstitutional" AGM where he was dismissed and new office-bearers elected

Briefly, the claim is that insufficient notice was given of the meeting and that only 70 workers took part in the elections. After a lengthy quest for redress through union structures, Hartford says, Supreme Court action was launched aimed at overturning the dismissals

Hartford is convinced events were orchestrated from the centre. He stresses that the Fawu national executive committee upheld the controversial AGM and later dismissed the

organisers who took court action.

"Fawu is marked by a crude style of vanguard unionism, in which the line formulated nationally — often in secret caucus — handed down to the structures for rubber-stamping and enforced through the politics of slander and witch-hunt," he said

He also claims there are deliberate moves to strengthen "the national bureaucracy" at the expense of branch autonomy. He points to recent national conference decisions to stage conferences once every two years, to double subscriptions and to weaken the power of minorities to challenge the conduct of the national executive committee.

"We're saying that in the workers' movement we're all equals, and that there's no room for the idea of 'senior comrades' "

More than in other Cosatu affiliates, Fawu does appear to have an official line, often characterised as "populist". Delegates at last year's Cosatu conference allegedly sparked widespread dismay by suggesting that under an ANC government workers

should not strike, as "we would be striking against our own people"

Eyebrows were also raised earlier this year when, after a Cosatu decision to call for Sactu to disband and merge with it, Fawu circulated a document urging wider consultation on the issue

But Fawu leaders adamantly deny attempts to enforce ideological uniformity within the union, stressing that politics had no bearing on the Cape Town dismissals. "We have people with different views in our union," said Dlamini. "There is no way we could trim the organisation to one line." Adds Roberts "Fawu is open to all elements willing to submit to the union constitution and worker control"

For Roberts the Cape Town imbroglio boils down to a refusal to accept worker decisions following the virtual collapse of the branch. "At the AGM, Miles admitted to failings in the branch — the lack of routine executive committee meetings, inadequate servicing of members and failure to report to workers on finances. Fighting in the branch forced the region to step in"

# SAB threatened with boycott, blanket action

By Brendan Templeton and Sapa

Blanket industrial action and a boycott may be brought against all South African Breweries (SAB) subsidiaries, Cosatu announced yesterday

The trade union umbrella body is attempting to influence the company to settle the nationwide strikes in its subsidiaries OK Bazaars and Southern Sun hotels

Cosatu cited what it called "racist union bashing" and what it said was the refusal by the country's biggest beer producer to pay a living wage in its subsidiaries

OK Bazaars and Southern Sun are paying their workers R620 and R590 respectively a month as a minimum wage

SAB publicity affairs manager, Dunbar Bucknall, described Cosatu's statement as inappropriate and irresponsible

The tone of Cosatu's statement was confrontational and SAB took exception to being labelled a racist union basher, he said.

The matter should be settled by the proven process of negotiation, he added.

"Having said that, we have little doubt that, in the final

analysis, common sense and reason will prevail," Mr Bucknall said

Cosatu described the minimum wages being paid by OK Bazaars and Southern Suns as an indictment on the "rich corporation".

"If SAB can't afford to pay a living wage, who can?" the umbrella body said.

Its subsidiaries were locking people out while, in other strikes, companies were allowing strikers access to the premises

## Attacks

Numerous court actions and attacks by right-wing elements were being used in an attempt to break the strikes, the union federation said

Scab labour was also being used to attack workers, Cosatu claimed.

"White scab labour is being paid up to three times what our members are paid," Cosatu said, citing the R8,50 an hour being paid to replacement labour at Southern Sun hotels as opposed to regular workers' pay of about R3 an hour.

Details of the programme would be announced next week, Cosatu said.

By Staff Reporter

Settlement has been reached in the Trador Cash and Carry strike — the first sign of a breakthrough in the strike-torn retail industry

Management agreed to a R160 across-the-board increase back-dated to April 1

This was a "highly significant" breakthrough which was a big step forward in the fight against poverty and job security, the South African Commercial Catering and Allied Workers

## Breakthrough comes in retail strike

ers Union (Saccawu) said

Trador also undertook not to retrain or close stores for the next 18 months.

But conflict in other companies seems set to continue as employers and workers battle over wage demands

Mediation broke down on Wednesday between Checkers and Saccawu, but continued yesterday afternoon between OK

Bazaars and the union.

OK Bazaars yesterday claimed a group of non-striking workers was removed from the Elsburg store and taken to Saccawu offices. They were then allegedly assaulted and threatened with death if they continued working

OK Bazaars challenged the union to "publicly declare its position on this act of thuggery".

In the liquor industry where about 3 000 workers are on strike, talks between the employers' body and the striking union are due to start next Wednesday.

The Southern Sun strike involving about 6 000 workers is escalating into a bitter dispute, with allegations of intimidation of picketers coming from the union

Saccawu met Southern Suns yesterday in an attempt to end the hotel strike which has been on since July 2

A joint protest outside Newcastle Checkers ended in the arrest of 168 workers from Holiday Inns, Southern Sun, and Wimpy. There have been 98 arrests since the beginning of the strike, Saccawu said

Saccawu said it contacted Holiday Inns head offices in Britain and a number of airlines which use the hotels for support



Star 13/7/90

## Whites are joining black union in droves — Sahrwu

By Thabo Leshilo

The privatisation of the railways and harbours service had disillusioned white workers, whom the service was initially intended to uplift, SA Railways and Harbours Workers Union (Sahrwu) general secretary, Martin Sebakwane, said yesterday.

Mr Sebakwane was speaking at a function in Johannesburg organised by the Afrikaanse Demokrate (AD) to hand over the Afrikaans translation of the union's constitution.

### Lucrative

He said because of privatisation, Transnet's white workers no longer

received the privileged lucrative benefits they had enjoyed because they were white.

This had resulted in whites joining the 40 000 strong, predominantly black, union in droves.

Johan Beaurain, the first white Afrikaans-speaking railway worker to join Sahrwu, said the translation would help the union reach out to white workers and help them to understand the aims of the union.

The translation was done by AD member Linde Dietrich, who said it was the AD's contribution to the process of helping white workers adjust to a new SA.

It took three months to complete.

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# Numsa strikers in sit-in

*14/7/90*  
*1407*

WORKERS at Gabriel SA, manufacturers of shock absorbers, are occupying the company's Retreat canteen as a strike over wage demands continues

The canteen occupation by more than 200 National Union of Metalworkers of South Africa (Numsa) members began on Tuesday after a strike was called in rejection of a wage offer

On Thursday the company served a Supreme Court interdict on the workers to vacate the canteen by 8am yesterday and return to work. The strikers were, however, permitted to remain in the canteen

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# Unions set their sights on SA Breweries

By DICK USHER  
Business Staff

SOUTH African Breweries is about to become the second corporate giant targeted for a union campaign

The campaign, which is likely to be similar to that of the Congress of South African Trade Unions (Cosatu) against Barlow Rand, was set in motion at a meeting of unions involved in SAB or its subsidiaries this week

It arises out of the current strike wave involving the South African Commercial, Catering and Allied Workers' Union (Saccawu) which has so far af-

fects SAB subsidiaries OK Bazaars and Southern Sun hotels and appears likely to spread to Edgars

Saccawu spokesman Mr Jeremy Daphne said that in addition to Cosatu affiliates Saccawu, the Food and Allied Workers' Union and the Paper, Printing, Wood and Allied Workers Union, the campaign could potentially involve affiliates of the other major federation, the National Council of Trade Unions (Nactu), and the Federation of Commercial, Retail and Allied Workers (Federation) and possibly the independent National Union of Distributive Workers (Nudaw)

He said Cosatu had been brought into the campaign and was sitting on its structures as a federation and the ANC had indicated its support early in the OK Bazaars strike

Nactu had indicated general support for the disputes involving Saccawu, as had associated political groupings such as the Pan-Africanist Congress

Mr Daphne said some initial planning had been done at this week's meeting which would be continued next week when it was hoped to reach finality

"It is likely that there will be a high degree of interaction with the community and a lot of

involvement is placed on community involvement," he said. He also said that an SAB shop stewards council would be revived

This had been set up after training courses for SAB shop stewards were conducted by the International Union of Food and Allied Workers Association about two years ago

Industrial relations analysts, asked about Saccawu allegations of poor management style by SAB and its associates, said the group had a reputation for power-based bargaining rather than bargaining based on information and trust

# Unions reject Southern Sun latest offer

THIS week's publicised wage offer made to striking hotel employees by the Southern Sun/Holiday Inns group has been scorned by the SA Commercial, Catering and Allied Workers Union (Saccawu)

The union was responding to a full page newspaper advertisement placed by the Southern Sun/Holiday Inns Group which stipulates an offer of a minimum wage of R690 a month and a total wage of R835 a month — including the annual bonus and value of free meals.

Meanwhile, the union and hotel group management were locked in mediation for the second day in an attempt to resolve the 10-day strike which has been marked by

Star 14/7/90  
PAT DEVEREAUX

"enormous police interference", according to union officials. Marches and demonstrations outside hotels have led to the arrest of almost 180 union members

Sacawu official Mr Alan Horwitz said "Southern Sun's assets total R856 million. It is the largest hotel group in the southern hemisphere.

"Occupancy levels improved to 64 per cent this year from 62 per cent. The R28 million set aside by the company for wage increases this year could if equally divided mean R200 across the board for

each of the 10 000 workers employed

"But the 8 000 workers earning below R800 a month have been offered R100 — an annual wage increase of R12,5 million

"The balance is clearly going to the minority of employees who already earn a living wage," argued Mr Horwitz

His union's demand for an R160 across the board increase and a minimum wage of R800 "is definitely realisable" he added.

Mr Horwitz pointed out the costs of the strike to the hotel group which is paying white casuals R8,50 an hour at its city hotels — R1 500 a month "And it is hiring a small army of additional security guards," he said

# Watering holes run dry as liquor strike starts to bite

Star 14/7/90

**BRENDAN  
TEMPLETON**

PLANNING a weekend party? Then you had better nip down to your local bottle store now — the well is starting to run dry at some watering holes in the Transvaal as the strike in the liquor industry continues.

Many liquor stores are collecting stocks themselves, although smaller ones without the appropriate vehicles or staff are finding it difficult to keep some favourite brands on their shelves.

## Capacities

If you live near a large bottle store, chances are you will be able to find the liquor you are looking for because many of them have storerooms with large capacities

The Star interviewed a number of liquor outlets during the week which were experiencing diffi-

culties with their deliveries — some had not received new supplies for about two weeks and their stocks were looking "terrible".

Others said they were coping although they could run into difficulties if the strike continued for much longer than a week.

One store owner said he expected his regular weekend trade to be down by 20 percent.

Rebel Discount Stores has informed its outlets not to talk to the press after some stores revealed the difficulties they were experiencing with the strike

Yesterday, only one store said they were having problems with beer deliveries. Cosatu announced on Thursday a

possible boycott against South African Breweries subsidiaries.

This was part of a campaign to pressurise the group to accept union demands in the OK Bazaars and Southern Sun strikes.

## Go-slow

The liquor strike started last Monday with a go-slow and overtime ban by about 5 400 members of the National Union of Wine, Spirits and Allied Workers (Nuwsaw), who demanded a R40 a week across-the-board increase. They went into a full strike on Wednesday when talks with employers failed to take place last weekend.

Yesterday Distillers Corporation withdrew permission for striking workers to be at certain points on their Germiston premises.

1407



NATIONAL

# City hotel workers join huge strike

ASUS 16/7/90 (140M)

NEARLY 3 000 Southern Sun/Holiday Inn workers at eight Cape Town hotels have joined the countrywide hotel strike.

Strikers, who are demanding a R160 across-the-board monthly increase — management has offered R100 — and a minimum wage of R590, met yesterday in St George's Cathedral hall for four hours to discuss their strike programme.

Afterwards, more than 300 strikers danced and sang through rain-washed city-centre streets on their way back to the Loop Street offices of the South African Commercial, Catering and Allied Workers Union (Saccawu).

Mid-afternoon traffic was disrupted as they crossed major intersections, but marshals regulated traffic and strikers and there were no incidents.

Last week nearly 5 000 workers, all Saccawu members, staged countrywide sit-ins at 35 Southern Sun/Holiday Inn hotels.

The hotel group's management was granted a Supreme Court interdict last week to remove strikers from 19 of its Transvaal hotels.

Management has threatened to extend the interdict to evict workers from company premises at the Beacon Isle Hotel in Plettenberg Bay, the only hotel where strikers are still occupying the staff canteen.

Last week Cape Sun strikers were holed up in the five-star hotel's staff canteen without food or facilities for three days. They were allowed to send a delegation to buy food after the hotel management and union official, Mr Power Malgas, reached an agreement.

Security guards carrying truncheons and a shot-guns were posted outside the Cape Sun yesterday. Guests entering and leaving the building were unhindered. — Staff Reporter and Sapa.

# Natal talks: Inkatha call for new try

Own Correspondent

DURBAN — The general conference of Inkatha has called on the UDF and the Congress of South African Trade Unions (Cosatu) to recommence peace talks in Natal

In a resolution passed at the end of its historic 15th annual gathering at Ulundi yesterday, the movement applauded the offer of its president, Chief Mangosuthu Buthelezi, to support the recent decision of Inkatha's central committee to resume five-a-side peace talks between Inkatha and the UDF/Cosatu.

The talks were called off by Inkatha last year after Chief Buthelezi claimed the UDF/Cosatu grouping had not honoured the agreement

Informal discussions have been held between the two sides since then.

The conference also called on the ANC/UDF/Cosatu alliance to "desist from heightening tensions as they did in the action they sponsored in the first week of July".

Delegates also called on the alliance to "desist from being provocative and from making political propaganda out of violence"

The conference also issued a statement to the ANC asking it to stop "denigrating" the KwaZulu Police, and called on the KwaZulu government to respond to the cry for the disbanding of the KwaZulu Police by establishing KwaZulu Police control in every area under its jurisdiction

Chief Buthelezi also said at the conference that he did not believe there would be a "deluge" of whites, coloured people and Indians applying to join the movement because South Africa had been "compartmentalised" for so many years

He referred to "walls of fear" in the country, adding that "we are not going to wish them away"

"It is inconsequential how many have joined," Chief Buthelezi said "I am offering my hand to whoever wants to take it or leave it"

Inkatha officials said that 56 whites had applied to join the organisation on Saturday and several more applied yesterday

# Communist Party to drop elitist image and go for mass membership

A SENIOR NUM spokesman has declared the SACP and not Cosatu to be the political representative of the SA working class as the Communist Party gears itself to end its elitist profile in favour of a national "mass" structure.

NUM Press officer Jerry Majatadi says that the SACP — which will be launched as an official political party in 13 days' time — has a historical duty to represent the working class.

And in a recent central committee report, the SACP says it should not fear to use the term, "mass party" as long as attention is paid to the questions of calibre

and quality. In an interview in the latest edition of Barometer, Majatadi says he expects all parties, organisations and individuals which are accountable to "significant" constituencies to be represented at constitutional negotiations with the ANC and government.

The role and position of workers in a free SA, Majatadi says, will be determined by the role they play in the present liberation struggle.

However, a trade union on its own could never transform itself into a political force to contend for state power.

Majatadi says the SACP has an historical track record of being the champion of the interests of the SA working class and its unbanning makes the idea of a workers' party an historical anachronism.

The SACP report to "fraternal organisations" says that in building a party of a new type it will be necessary to focus not only on the style of operation imposed on it by being driven underground, but also "on the lessons of the disasters which afflicted so many communist parties in the recent period."

"As we enter the new period we must be on our toes to eradicate all remaining vestiges of Stalinism in our work. In short, we must find ways of coping with the heritage created in the old conditions and infected by old thinking."

SACP general secretary Joe Slovo earlier said the party would be satisfied if it enrolled between 20 000 and 30 000 members in the first year after its re-launch.

The SACP's role as vanguard of the working class, the report says, should be one of democratic mobilisation and not be imposed.

The report fully endorses moves towards a "more structured" relationship between the partners of the ANC-Cosatu-SACP alliance.

Meanwhile Sapa reported at the weekend that the ban on all future editions of the African Communist had been lifted and that it was no longer an offence to import publications by its publisher, Inkululeko Publications.

About 100 000 copies of the SACP's official mouthpiece Umsebenzi are being distributed ahead of the party's launch rally on July 29.



# Consumer boycott in 4 towns to begin today

By Melody McDougall,  
Vereeniging Bureau

A consumer boycott in protest against "repressive measures" by the Vereeniging and Vanderbijlpark town councils is set to begin in four Vaal triangle towns today.

The boycott is being called by the Cosatu's western Transvaal region, the UDF and Sayco affiliates, and will affect Vereeniging, Vanderbijlpark, Meyerton and Sasolburg

Star 16/7/90 Protest

A statement issued by the Vaal Boycott Committee last week listed several incidents of harassment of leaders, and the bannings of meetings and protest marches amongst the reasons for the boycott

In the most recent incident,

Cosatu's application to stage a protest march through Vereeniging last Saturday was turned down by the Vereeniging Town Council

Although there will apparently be no intimidation of black residents in the area who oppose the boycott, it is expected to continue "until the Vereeniging and Vanderbijlpark town councils recognise the right of every citizen to protest"

Other demands being made include

- One non-racial town council with a single tax base
- That the Vanderbijlpark Town Council stop demolishing squatters' shacks
- A constituent assembly to elect leaders to negotiate a new South Africa
- An end to harassment by police

# No compromise by Saccawu

About 600 South African Commercial, Catering and Allied Workers Union members (Saccawu) held their first national congress at the Witwatersrand show-grounds in Johannesburg on Sunday ~~16/7/90~~ 16/7/90

The main objective of the meeting was the changing of the existing logo "Saccawu on strike at the Southern Sun, away with the racist bosses" to "Unity, democracy and socialism". (UOD) (S)

Mr Jay Naidoo, general secretary of Cosatu, said that the "violent" way the strike was being tackled by management was not "pleasing" and the union mediation and management were not reaching any agreement over the grievances. There were no compromises from all the branches on strike — Sapa

unwilling, for various reasons, to report the culprits

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# At last Mandela meets his Merc

*Capt Times 17/7/90*

*(140A)*

JOHANNESBURG — Four days after Mr Nelson Mandela celebrates his 72nd birthday, workers plan to honour him in the most extraordinary fashion

On Sunday, in Mdantsane's Sisa Dukashe Stadium, workers will present him with keys for the fire engine-red 500 SE Mercedes Benz specially built for him in March.

"It will be a very important occasion for the workers but also for the long-struggling, peace-loving oppressed and exploited masses at large," a National Union of Metalworkers statement said

And in Maputo Mr Mandela got an unlikely souvenir from the past yesterday — a framed copy of a 1962 arrest warrant issued for the then underground leader by the Portuguese colonial rulers

Mozambican President Joaquim Chissano presented the memento at a rally yesterday. The warrant described Mr Mandela as a "black agitator" in South Africa last seen "wearing a long beard and a chauffeur's uniform, with a peaked cap" — Sapa-AP

● Vow to stop Mozambique war — Page 2

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## The 'hero' will get his car this Sunday

Four days after Nelson Mandela celebrates his 72nd birthday, workers plan to honour him for spearheading the struggle for equality.

At 10 am on Sunday, in Mdantsane's Sisa Dukashe Stadium, workers will present him with keys for a fire-engine red 500 SE Mercedes Benz built for him in March

"This will show their confidence in and love for their tested and tried leader, Comrade Maroli," said a statement issued by the National Union of Metalworkers. — Sapa.

## Saccawu plans work stoppages at firms

THE South African Commercial, Catering and Allied Workers Union will embark on a one-hour national work stoppage at all organised workplaces in the commercial and catering trades in South Africa on July 27.

The stoppage will take place from 2pm to 3pm and union members will picket their workplaces during this hour. *Sowetan 177190*

The decision to stop work for an hour was taken at Saccawu's first national congress on Sunday.

"The 'Hour of Action' will highlight Saccawu's living wage campaign and our central demand is for the right to picket without police or municipal interference," Saccawu general secretary, Mr Viviane Mtwa, said at a Press conference in Johannesburg yesterday.

In addition the union is demanding the right to strike and access to normal company facilities while on strike.

- Sapa

# Picket: 16 to appear in court

Police have rejected a SA Commercial, Catering and Allied Workers' Union claim that 82 of its striking members were arrested while picketing Checkers in Ermelo yesterday.

A police spokesman said only 16 people were arrested for illegally displaying placards in a municipal area in

contravention of a municipal bylaw. Saccawu said in an earlier statement that 82 strikers were arrested.

The police spokesman said the 16 arrested would appear in court today.

Saccawu said it intended approaching the Minister of Law and Order concerning the incident. — Sapa

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# 11 shot in mine attack

*CMLT Times 18/7/90*

JOHANNESBURG — Mine security officers shot and wounded 11 black miners, four seriously, and one security man was hurt when miners attacked the officers at a shaft at St Helena gold mine near Welkom, Genmin said yesterday.

The officers fired on a group of about 100 miners armed with pangas and iron bars who attacked them after leaving a union meeting late on Monday.

After a peaceful meeting, held by members of the National Union of Mineworkers, most of the crowd returned to the hostels, but the armed group broke away and "security staff members who were monitoring the situation were attacked", the Genmin statement said.

It did not explain the reason for the attack.

The staff "were forced to defend themselves - several shots were fired and 12 people subsequently received treatment", the statement said.

A security man was among the casualties and four miners were "in a serious condition" yesterday.

"The names of the injured will be released as soon as their families have been informed," Genmin said.

The NUM had no comment on the incident yesterday "We are looking at the details," a spokesman said — UPI

Mr Muzik's wife  
best known factors at the

# 11 shot in mine attack

CML Times 18/7/70

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The NUM had no comment on the incident yesterday. "We are looking at the details," a spokesman said — UPI

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## Saccawu resolutions 'unlawful'

Stg 18/7/92 By Cathy Stagg

An urgent application was brought before the Rand Supreme Court yesterday, following allegations by the SA Commercial Catering and Allied Workers Union (Saccawu) that a firm of lawyers was using "union-bashing tactics"

The union also referred to the firm as "an ultra-right-wing firm of company lawyers" and threatened to picket their offices today

Mr Justice M J Strydom granted an interim interdict against Saccawu in the Rand Supreme Court yesterday

Saccawu planned to stage pickets outside Denys Reitz's Sandton offices, institute a programme of action to put

pressure on and embarrass the firm and institute a campaign against it

The resolutions were declared unlawful. The union, its officials, office bearers and members were interdicted from continuing these resolutions. The return date of the rule nisi is July 24

In papers before court, Peter Simkins, a senior partner in the firm, said the union was engaged in strike action against OK Bazaars and the Southern Sun/Holiday Inn groups.

The corporations had instructed Denys Reitz as attorneys and the firm had obtained court orders in connection with unlawful conduct associated with the strikes, he said.

Workers picket  
private hospitals

Three private hospitals around Johannesburg came under fire yesterday as hundreds of workers picketed against low wages, poor working conditions and racial discrimination.

Clinic Holdings Corporation, has refused to negotiate wages at a central level with the National Education, Health and Allied Workers Union (Nehawu), a spokesman claimed. Management insisted on concluding a recognition agreement with the union before negotiating wages.

However, a company spokesman denied union claims

Management has agreed to meet the union next week —  
Staff Reporter.

# Workers' picket plan blocked

By Shareen Singh

A plan by commercial catering sector employees to picket outside law firm Deneys Reitz today was banned after the company obtained an interim interdict restraining them.

The interdict prevents the South African Commercial Catering and Allied Workers Union (Saccawu) from conducting a campaign or instituting a programme of action that would "embarrass" the company. The union will oppose the interdict on July 24.

Saccawu's decision to picket

outside the law firm's head office in Sandton was taken at the union's annual congress at the weekend.

Congress said the company was "responsible for union bashing tactics and the disruption of collective bargaining processes".

Union spokesman Allan Horwitz said Deneys Reitz was one of the companies that rejected the Saccola/Cosatu/Nactu accord on the Labour Relations Act. The company was also representing Southern Suns and OK Bazaars in their application for

interdicts against the union.

Mr Horwitz said the union was demanding that Deneys Reitz withdraw its opposition to the LRA accord.

The Cosatu Central Executive Committee will discuss the issue at its meeting this weekend.

Saccawu also decided at its congress to embark on a national one-hour work stoppage to highlight its living wage campaign and demands for the right to strike and picket without police interference. The union claimed 400 OK Bazaars and Southern Suns strikers were ar-

rested.

Most of the union's 90 000 members will stop work between 2 pm and 3 pm on July 27 and picket outside their workplaces.

Saccawu said strikes at OK Bazaars, Southern Suns and Checkers were still in full swing and the union was using mediation to try and resolve the disputes.

Workers at Metro Cash and Carry will start balloting tomorrow after yesterday's conciliation board meeting broke down.

# Hotel industry blames unions for slow growth

By CLIVE SAWYER  
Tygerberg Bureau

THE hotel industry has regressed five years because Co-satu-affiliated unions enter disputes, no matter what the cost, the Federated Hotel Liquor and Catering Association (Fedhasa) Western Cape chairman, Mr Angus Dodds, has said

Speaking at Fedhasa's annual meeting in Brackenfell yesterday, Mr Dodds said union activity had caused a traumatic time for hotels in the past six months

## "PAINFUL TRANSITION"

The health of the hospitality industry had increased only slightly, with overseas visitors "coming to see the new South Africa"

Room rates had increased because of wage demands in excess of inflation, he said

In his report as chairman of the labour relations sub-committee, Mr Dodds urged mem-

bers to implement disciplinary and grievance procedures to make "the painful transition into unionisation much easier"

Unions often won matters taken before the industrial council because employers had not followed statutory procedures

He warned that Fedhasa would abandon the industrial council if unions were unreasonable

He called on those who planted bombs in hotels to stop, and on hoteliers to do everything they could to protect their guests

"We are prime targets because we are foreign currency earners," he said

Muggings were also a problem for the industry, and more policemen were needed on the beat

The idea of a municipal police force should be revived

Fedhasa regional director

Mr James Vivier said the Western Cape area membership had increased by 28 per cent

He criticised the SA Commercial Catering and Allied Workers' Union for "poor attendance" at industrial council meetings

Referring to the coming national congress in Johannesburg, Mr Viviers said liquor licensing laws would be a key issue

"We are not concerned with the length of trading hours, but with uniformity in granting applications," he said.

Mr Dodds was re-elected chairman and will share the labour relations portfolio with Mr Wim de Haas.

The rest of the committee is Mr Ian Rubin (vice-chairman), Mr Burch Wykerd (liquor), Mr Aldo Girolo (Guild of Restaurants), Mr Keith Lamb (tourism) and Mr Nic Podmore (training)

# 26 000 in 'human chain' protest

Labour Reporter

IN one of Cape Town's biggest trade union demonstrations, more than 26 000 clothing and textile industry workers formed a "human chain" in support of a workers' charter.

Wet weather failed to dampen exuberance as hordes of workers, mostly women, spilled out of about 500 factories from Worcester to Cape Town to form separate chains in 15 industrial areas yesterday.

The lunch-hour pavement protest was organised by the SA Clothing and Textile Workers' Union and organiser Mr Ebrahim Patel hailed it as "a huge success".

## DISCIPLINE

He said the demonstration was free of violent incidents.

Police kept a low profile as workers, decked out in the union's colours of red and yellow, waved placards, sang and toy-toyed.

In Salt River about 8 000 people lined Victoria Road for several kilometres and traffic was disrupted when toy-toying workers surged into the road.

Some motorists hooted and shouted messages of support.

At Epping an estimated 5 000 took part, Parow Industria 2 500, Elsies River 2 100 and Atlantis 2 200.

About 1 100 linked arms in Paarl, 200 in Wellington and 600 in Worcester.

Mr Patel said the demonstration was proof of the "depth of worker interest in the changes taking place in South Africa and the determination of workers to have their rights incorporated in a post-apartheid constitution".

The right to strike and picket, bargain with employers, belong to a trade union and trade union independence are included in the Cosatu workers' charter.

But the Cape Clothing Manufacturers' Association complained that the campaign was being "taken to the streets" instead of before the Industrial Council.

Several employers extended lunch hours by 30 minutes to allow employees to protest.

Strike <sup>Argus</sup>  
stalemate <sup>19/7/90</sup>  
broken <sup>(2)</sup>  
in PE <sup>(40)</sup>

The Argus Bureau

PORT ELIZABETH. — Householders are happily starting to dump refuse on the pavements in anticipation of striking municipal workers returning to work today.

The 15-day strike by more than 3 000 municipal workers ended late yesterday.

A joint statement by the unions and the municipality said the impasse had been broken and the workers had decided to return today.

Workers have been gathering daily at the municipal cleansing depot, but have refused to work

The statement, signed by Mr P K Botha, Town Clerk, and Mr Fezile Mavuso of the SA Municipal Workers Union and Mr A Piedt of the Amalgamated Municipal Employees said wage negotiations would start at the soonest mutually convenient date.

The parties said that because of the sensitivity of the matter no further information could be given at this stage

The unions have been asking for a R300 across-the-board increase plus 20 percent

Before the strike the municipality offered a 12 percent increase.

# Why it's ok to strike

By MONO BADELA and  
CHIARA CARTER

GOING on strike has become a way of life for tens of thousands of workers at hotels and retail stores around the country. *South 1917-2517110*

The workers, members of the South African Commercial, Catering and Allied Workers' Union of South Africa (Saccawu), include between 7 000 and 8 000 OK Bazaars employees engaged in a six-week strike that has begun to resemble an endurance battle.

It is not the first time the union has clashed with the company.

In early 1987, thousands of OK Bazaars workers downed tools for three months to demand higher wages.

What keeps the workers on the picket line?

Saccawu general secretary Mr Vivian Mtwa says it is their conviction that "right is on their side".

"When our members go on a strike, they know very well it means sacrifice. They understand they are involved in a struggle. They are sustained by their belief in that struggle," Mtwa said.

"There is no special strike fund from which they can get support. What funds

there are are used to bail out members who are arrested."

Besides OK Bazaars, Saccawu members are involved in several other massive strikes at major national companies, including Checkers and Southern Sun Hotels.

Mtwa said the union was sustaining the strike action because there were strong support committees and a well-organised strike coordinating committee which met regularly to receive reports and strategise on the basis of workers' mandates.

Shopstewards were playing a key role alongside what he described as "energetic" officials at all levels of the union.

Mtwa said the direction of the strike ultimately depended on the negotiating team and shopstewards.

The union has explored several approaches to put pressure on both companies and the state.

It has spearheaded a move to make holding companies responsible for the labour practices of their subsidiaries.

In the case of OK Bazaars and Southern Sun, the giant South African Breweries (SAB) company has been targeted for action by Cosatu affiliates.

Next week, Saccawu intends to call on its 90 000 members to take action in

support of the right to picket during strikes.

Mtwa said the union intended to launch a campaign against the legal firm Deneys Reitz which, Saccawu claims, practices "union-bashing".

As a first step, picketing outside the firm's Sandton head office would start on Wednesday.

These strategies were adopted at Saccawu's first national congress in Johannesburg last month.

The congress was attended by 390 delegates representing 55 locals of eight branches around the country.

The congress was addressed by Saccawu general secretary Mr John Nkadameng, Cosatu vice-president Mr Chris Dlamini and former Ccaawusa general secretary Ms Emma Mashunini.

The congress endorsed the recommendations of Saccawu's landmark bargaining conference earlier this year.

These included far-reaching proposals on social security to stretch "from the cradle to the grave".

The congress decided on a guiding slogan for the union: "Unity, Democracy, Socialism".

Mtwa himself has been with the union since the mid-70s.

## Protest at Grapnel

FURTHER industrial unrest hit the strife-torn Grapnel factory in Atlantis this week when workers downed tools to protest against a company move to take disciplinary measures against four strikers.

Last Friday, a two-hour work stoppage took place at the company and on Monday workers marched to the administration block to protest against management's decision to hold a disciplinary hearing into the conduct of four workers during a strike at the factory last month. *South 1917-2517110*

The four appeared before a disciplinary inquiry chaired by an outside labour consultant on Monday on charges of taking illegal strike action, not obeying orders and refusing to comply with the terms and conditions of employment. A company spokesperson said the findings of the inquiry would be made known later this month.

A spokesperson for the National Union of Metalworkers of South Africa (Numsa) said the union wanted to "build bridges" with the company but such actions made this difficult.

Star 19/7/90 (1409)

# Mine strike, arrests increase tension

By Brendan Templeton

Tension increased at two Welkom gold mines yesterday when workers at one went on strike and four workers involved in a shooting incident on Monday were arrested at another

Mining houses and the National Union of Mineworkers (NUM) are also set to clash over the ban on open political expression for workers on mine property.

Harmony mine, recently the scene of racial tension when a white official was killed by black workers, saw about 3 000 workers start a wage strike yesterday.

NUM members at the mine, numbering 18 000 of the total workforce of 25 000, are demanding management implement an immediate wage increase in line with the increase negotiated by their union with the Chamber of Mines last month

At nearby St Helena mine, the arrest of the four injured workers yesterday would do little to settle the problems on the mine, said NUM spokesman Jerry Majatladi.

The shooting occurred when toyi-toying workers wearing T-shirts with political slogans

clashed with mine security while returning from a union meeting over proposed retrenchments

Over 1 800 workers on the mine face retrenchment and the resultant job insecurity caused tensions to increase, Mr Majatladi said.

He said open political activities like wearing T-shirts and holding political marches were banned on mines

A General Mining spokesman said the restriction was necessary to prevent open conflict between different political supporters breaking out



dict and to negotiate wages with Numsa

## **Double blow for Nehawu**

(140A)

Soult 1917-2817190  
GRAHAMSTOWN. — The National Education, Health and Allied Workers' Union (Nehawu) here received two disastrous blows when one of their officials burnt to death and the offices were burgled on the same day.

Organiser Mr Ntando Dyantyi was sleeping in a backyard shack in Fort Beaufort when he was burnt to death.

The fire is believed to have been accidental. — ANA

## More struggles

Lengthy mediation sessions over the past two weeks have failed to resolve the OK Bazaars strike. However, the union has agreed to take an improved wage offer to members for consideration, mediation was scheduled to resume on Tuesday (1401) (2/90)

The SA Catering, Commercial & Allied Workers' Union went on strike for an across-the-board increase of R160 and monthly minimum wage of R800. The OK had offered service-related increases and a minimum of R710 after one year's service.

But as the gap between demand and offer is narrowed, another complication has arisen. The company last week issued 570 retrenchment notices to workers in the PWV area, effective from the end of the month. Union spokesman Jeremy Daphne says his organisation demands withdrawal of the notices as part of any settlement.

The OK's Keith Hartshorne says prospects for an early settlement have dimmed after the alleged abduction of non-strikers from OK's Elsburg store. He adds those not in favour of the strike were assaulted and threatened and the company challenged the union "to publicly declare its position on this act of thuggery".

In another development, the union took up with Law & Order Minister Adriaan Vlok the issue of arrested picketers. More than 400 Southern Sun and OK Bazaars workers have been arrested, the majority for picketing, the union says. It argues that such arrests "are not only without justification in law, but also constitute a gross interference with workers' right to picket." Unless arrests are discontinued, the union will reserve its right to seek relief in the Supreme Court.

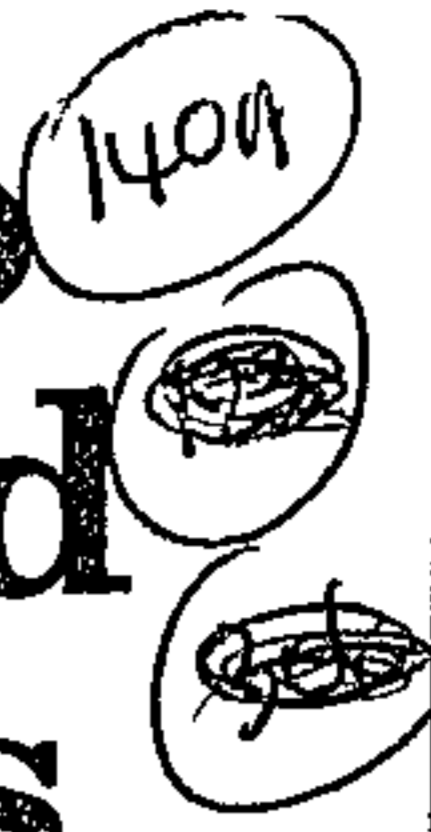
□ At its first national congress last weekend, the union decided to call a one-hour national stoppage on July 27, at all organised workplaces in the commercial and catering trades. The "hour of action" aims to highlight the union's living wage campaign and to establish a right to picket without police or municipal interference.

The union is also demanding the right to strike, access to normal company facilities while on strike, and an end to rightwing assaults on members. ■

W/Mant 20/7-22/1990

# Cosatu move to give vacant land to the homeless

1400



By JO-ANNE COLLINGE

THE Congress of South African Trade Unions has thrown its weight behind the campaign by affiliates and regional structures of the United Democratic Front to tackle the problem of the homeless.

The union body is to organise for people without anywhere to live to move into vacant property.

The action by Cosatu comes as the UDF national executive is considering how to respond to an invitation by Minister of Planning and Provincial Affairs Henus Kriel to meet and discuss the issue.

"We support this programme of defiance since it seems to be the only way to force the government to face up to some harsh realities," said a statement released by Cosatu yesterday.

"At the same time the responsibility remains squarely with the government to provide land, basic facilities and services — to allow the people to build the housing which they are entitled to as citizens of this country."

UDF national secretary Popo Molefe confirmed yesterday that his organisation had received an invitation from Kriel. He added that the NEC would have to decide how to respond to it.

Molefe added that the front had strong views on black South Africans being denied land, although the campaigns to occupy vacant property had not been formally adopted as a policy of the UDF on a national level.

The UDF demanded an immediate halt to evictions and that the acquisition of land and provision of services for the homeless be addressed more speedily, Molefe said.

"One cannot justify the demolishing of shacks — which leads to women and children being homeless in winter — just because those shacks are in an inconvenient location," said Molefe.

For as long as there was a shortage of land it was entirely understandable that people, "at a local and regional level

## Developers under fire in District Six

GAYE DAVIS Cape Town

THE United Democratic Front plans protest action against the developers of Cape Town's District Six, as part of its campaign to re-occupy vacant land and expose the country's housing crisis.

Pickets and sit-ins are being considered to stop developers Iico Homes from erecting 176 luxury homes on a 3,5 hectare site in the area.

Iico Homes chief executive AC Demmers was not prepared to make any comment, his secretary said yesterday.

Other developers — including quasi-state institutions such as the Cape Technikon, a largely whites-only facility — will also be targeted in the campaign, which aims at a total freeze on all development in the disputed area until proper consultation takes place.

"Our organisations and members are prepared to do anything necessary to stop the development," said UDF vice president in the Western Cape, Dullah Omar, at a press conference yesterday.

More than 50 000 people were uprooted from District Six in the Sixties after a Group Areas Act declaration.

would, through anger, have begun to occupy land that is vacant".

The UDF was fundamentally opposed to the 1913 and 1936 Land Acts, said Molefe, and demanded their abolition.

Cosatu strongly condemned the "hysterical reaction" in many quarters to the notion of orchestrated land occupation. This demonstrated "a complete insensitivity to the plight of people who are homeless," said Cosatu.

"It is depressing that there hasn't been a similar outcry at the brutal evictions of people in the middle of winter. The impression has been created that there is far greater concern for property in this country than for people," Cosatu said.

145A  
1990

# Co-opting workers or tackling the challenges facing business?

VIE Mail  
2017-26/7/90

Four years ago South Africa's largest wood distribution company reassessed its business strategy and came up with a unique management style  
**By GAVIN EVANS**

A YEAR before the African National Congress was unbanned all black and white employees at South Africa's biggest wood production and distribution company sat in groups discussing the history of the movement

The directors and senior managers at PG Bison Limited were sent to Harare where they met Zimbabwe government ministers and ANC officials

On the shop floor today, In-A-Groups, consisting of white managers and black workers, have a say on the hiring of new employees in their work-teams and appear to have significantly altered the style of management in the company

The company which works through the union shop stewards recently hosted a National Shop Stewards Conference in what its directors describe as an attempt to facilitate union organisation

These changes are part of PG Bison's "Total Productivity and Quality" (TPQ) programme which it views as a unique approach to business change

The Cosatu-affiliated trade unions organising in the company's factories and distribution outlets acknowledge the programme has made a major impact in reducing the racism of white employees and in improving workers' employment conditions. But some of the officials are wary that it could have the added effect of reducing worker militancy, and co-opting shop stewards

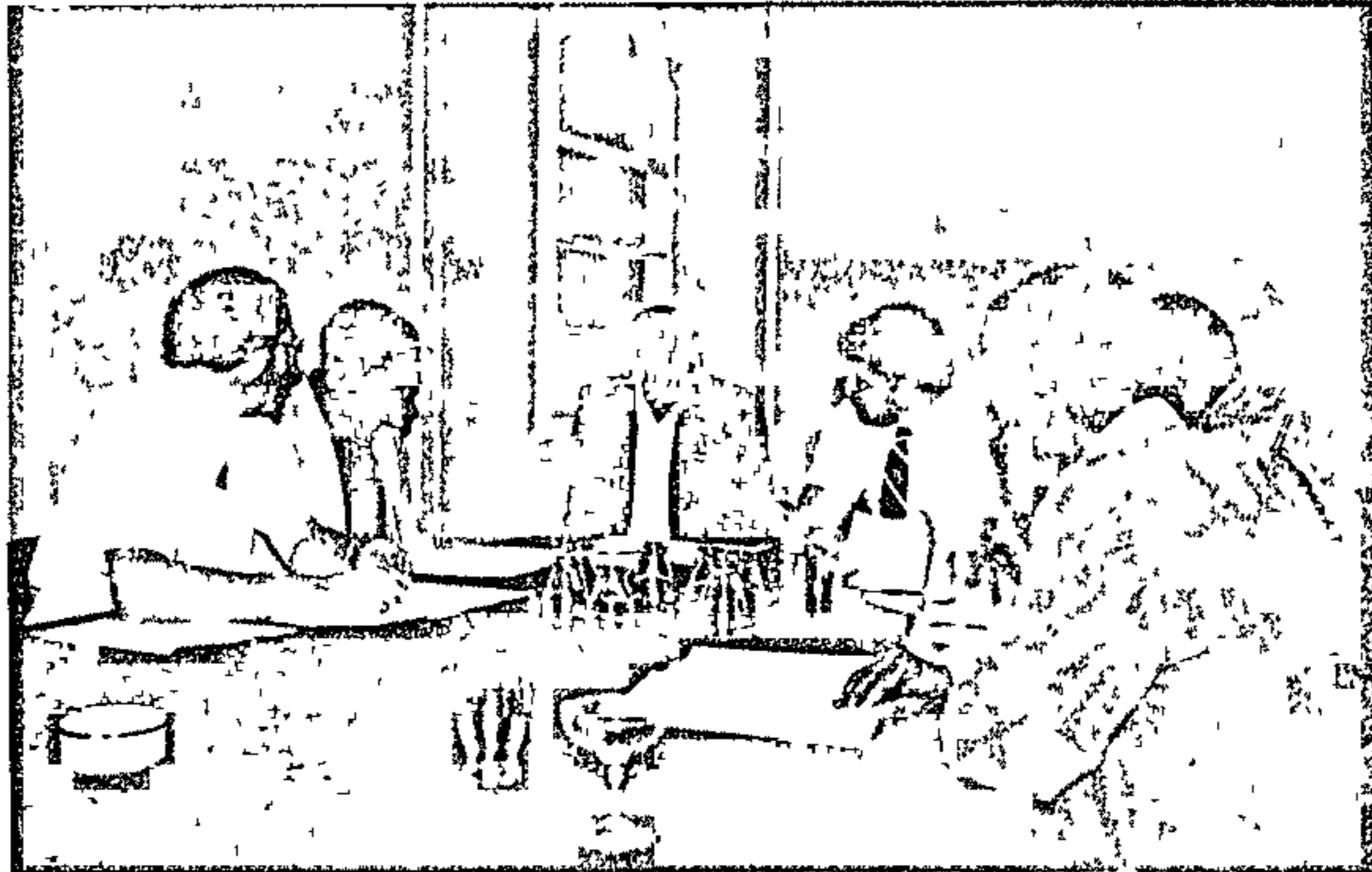
"Our perspective is that this has been done to increase productivity," says Kenny Fihla, branch secretary of the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), the union with the strongest presence in the company

"Management can't do this without the participation of workers. It helps them reduce things like late-coming, absenteeism and wastage, and strike action is discouraged"

Fihla and company chief executive Leon Cohen agree that it has succeeded in these respects

Management is happy to acknowledge that "bottom line" principles of improving productivity and the quality of the product is part of the aim. However, says PG Bison chief executive Leon Cohen, "it is extremely difficult to ascertain exactly how, where and why performance is improving"

PG Bison group manager Elhopheho Modise says that since TPQ was first implemented in 1987 the compa-



The new programme has altered relations between management and shop floor workers

ny has not experienced a strike — in an industry where this is rare

There has been strong worker participation in stayaways and a liberal company attitude in response. What has changed, says Modise, is the way these have been handled

"Nowadays when there is going to be a stayaway, the shop stewards communicate with management and discuss with them how to plan for it and I think this discourages honesty on both sides"

The implementation of TPQ arose from a reassessment of business strategy four years ago at a time when the company was experiencing a range of managerial and 'human resources' problems. The peculiarities of the company's shareholding structure allow for a higher than usual level of executive authority which contributed to the ability of directors to make innovative changes

"The question is often asked why a business should embark upon such a holistic strategy," says PG Bison director Christo Nel who has played a key role in the implementation of the programme. "The answer is simple. The only role of business is to stay in business. If it cannot fulfil this role then all other potential roles become irrelevant and theoretical"

Cohen argues the process is more than simply a short term rands and cents venture

"Around four years ago we began to accept the extent of the changes taking place in the country. We came to realise that if business was going to survive into the 21st century, it would

have to re-examine the culture of business and transform itself away from a culture where the black community do not relate to performance but only as a way of surviving as individuals"

Last year and early this year virtually all of PG Bison's 5 000 employees went through a two day "Value Sharing" programme which involved discussion of the reason for the ANC adopting the armed struggle, and the

*The question is often asked why a business should embark upon such a holistic strategy. The answer is simple. The only role of business is to stay in business.*

sharing of perceptions between black and white employees

"Attitudes of the more conservative whites to the ANC for example, were different before February 2," says Modise

"Then whites tended to come in with closed minds and to regard the ANC as a violent, banned organisation to which they were antagonistic. But as

the black workers discussed the reasons behind the ANC taking up the armed struggle, many started to listen because it was the first time that they were hearing the perspectives of their colleagues

"Since February 2 the whites have been more eager to talk and to find out what the ANC stands for which makes the whole process easier than before

Not everyone in the company has adapted that easily. At the Bisonbord factory in Pretoria there is strong antagonism from white management who until recently, were still attempting to retain whites-only toilets

When a literacy programme for the black workers was suggested, some responded by saying that a two-day "funagalo" programme would be better

According to Cohen the problems there "arise essentially from the external environment

"The whites are being placed into Defence Force commandos and are definitely influenced by the strong right-wing influences which make the process there far more difficult"

At Laminate Industries in Alberton the company subsidiary which produces wood-related products, the programme is probably most advanced and National Union of Metal Workers organiser Sam Ntuli says it has been welcomed by union members there

"My attitude as a union organiser there is that it definitely has its positive elements. It helps promote skills in the sense that positions will go to people capable of doing the job, and things are not as strict as they once

were in the sense of managers communicating in a racist way and always trying to show whose boss"

Laminate Production manager and former police sergeant Petrus Esterhuizen notes that the process has caused some discomfort among the whites, but that it has made the task of management a far easier one

"I believe that everybody wants responsibility. And by giving that person responsibility I actually get more time to be responsible for something else

The kind of trust that appears to have been developed contributed to a process other than usual wage negotiations this year

Laminate Human Resources manager Andre Michoux said that normally negotiations involved a three to four week process with management opening with an offer of around 12 percent, and eventually settling for more

"The negotiations were over in less than a week because both sides were open about what their mind sets were. We opened at 17 percent and settled for 19.5 percent

Cohen says the programme is now entering Phase Two in which it will become more self-driving and less reliant on specialists

What we are also doing is developing TPQ into new areas. For example we are now looking at the Learning for Empowerment Programme where we are working with the unions in developing literacy around the needs of the people in the business"

Cohen and Nel also played a major role in initiating the Consultative Business Movement the headquarters of which are housed in the PG Johannesburg head office

"Our involvement in CBM is supported by the company as a whole," says Cohen. Part of the value is that it enables us to share our experiences with others

"It could also be said that the principles of CBM apply to our business, and we subscribe to those standards in our business

Progress in this regard has prompted Ppwawu, which was once antagonistic to the programme to shift their approach

Initially our union adopted an attitude of outright rejection," says Fihla "but over the past few months we have been re-evaluating this and have come to the conclusion that we will not solve problems through rejecting it

"This is because TPQ is very attractive to the workers and we don't want a situation where only the union officials are not involved when on the factory floor it is being supported"

Fihla says he remains suspicious that it is a sophisticated attempt to co-opt the workers, but agrees that it has had positive effects in improving race relations

"In the past some of the management particularly those lower down, were hostile. But since its inception, there has been a change in their attitudes. So you could say it has been ambiguous for the union"

## Employers lash out at wildcatters

CAPE TOWN: A volatile situation is brewing in the Western Cape engineering sector as wildcat stoppages lead to firings, lockouts and even police intervention — compounded by retaliatory protests.

And, overshadowing the local shop-floor turmoil over deteriorating standards of living, is the national pay dispute in the metal, steel and engineering industry. *w/mail 2017-22/7/90*

Pitted against each other are the 200 000-strong National Union of Metalworkers (Numsa) and the Steel and Industries Employers Federation of South Africa (Seifsa), representing some 10 000 employers

By yesterday there were 400 dismissals following snap strikes in the engineering industry, while another 110 workers were still on strike at the Steeldale FBE plant in Epping Industria.

The industry has been plagued by wildcat strikes since the beginning of the year, ranging from differences over

wages and working conditions to protests against retrenchment

A local Numsa official admitted that many workers were flouting existing bargaining procedures and walking off the job during scheduled wage talks

Illegal stoppages have taken place at four companies (140A)

In Atlantis, police fired at workers occupying the Grapnel Exhaust Systems plant, wounding three and sparking union and community outrage which ended in a massive protest, emptying factories in late June.

The Numsa official said the union refused to intervene in defusing illegal actions until employers had waived their rights to sue the union in terms of the controversial Section 79 of the amended Labour Relations Act

A Cape Town representative of Seifsa, Colin Boyes, said it was most distressing seeing wildcat strikes undermining a sophisticated collective bargaining system in the industry. — Sapa

# Soft drinks may be in short supply

Sta- 20/11/90  
By Brendan Templeton (140A)

Soft drinks in the Johannesburg area may be in short supply at cafes and small stores due to a work stoppage at the Coca Cola main bottling plant in Benrose.

Personnel manager Rudi Bosch said supplies were disrupted after drivers complained they were being intimidated not to deliver to strike-hit supermarkets.

The stoppage began last Tuesday when drivers refused to work.

Deliveries are being continued by part-time crews.

Food and Allied Workers' Union spokesman Ernest Buthelezi said workers were being intimidated by management and "unknown workers".

The resultant stoppage was a result of the intimidation and solidarity with a request by Cosatu that workers at all SA Breweries subsidiaries take sympathy action to pressurise the umbrella company to accept striking workers' demands at Southern Sun and OK Bazaars, he said.

St  
20/7/90

# 300 hospital workers reject racist remarks'

About 300 workers at the J G Strijdom Hospital in Johannesburg downed tools yesterday over what they claim were racist remarks by a supervisor.

And at private hospitals on Wednesday, hundreds of workers demonstrated against wages and working conditions.

A spokesman for the National Education, Health and Allied Workers' Union said the kitchen supervisor at J G Strijdom had said she was going to fire black workers and replace them with coloureds. She said black workers were always ready to strike.

Workers demanded management take disciplinary action against her. She had made the remark before, and management had calmed workers by saying her attitude was not hospital policy. — Staff Reporter

# 'No one exempt from boycott'

By Brendan Templeton

Indian businesses would not be exempt from the consumer boycott being conducted in Vereeniging and Vanderbijlpark, Cosatu's Vaal consumer boycott committee (VCBC) said yesterday

And it would take firm action against looters who "intimidated and persecuted" delivery truck drivers taking commodities to the surrounding townships, the committee said.

The boycott is being held to pressure for the establishment of a non-racial town council with a single tax base, and to protest against shack demolition in Vanderbijlpark and the

clamped down on protest marches

A number of businessmen had approached the committee to say they could be forced to close down because of the drop in business, but the boycott would be maintained until its objectives were reached, the committee said.

Indian businessmen would also have to bear the weight of the boycott because it was not a racist one and was intended to pressure all businessmen to force the councils to greater democratisation, the VCBC said

The boycott call was heeded by all sections of the black community, it said

● An irate Vereeniging busi-

nessman, Ken Rogers, telephoned The Star and said he could be forced to close down due to the boycott

He criticised the local council for failing to make attempts to solve the issue or to make a statement "While bureaucracy goes on according to its own pace, the man in the street is totally forgotten"

The boycott was 99 percent effective and people buying at his business had their goods confiscated by youths outside the store

"There's intimidation going on here the whole time. If this continues, in two weeks I don't think I'll still be here," he said



20/7/90

# Black union protests over VAT on medicine, food

(140A) Finance Staff

The National Black Consumer Union (NBCU) has called on the Government to exempt food and medicine from the Value Added Tax (VAT) to be introduced

NBCU managing director Johnny Dladla said yesterday that unemployed black consumers will be hardest hit by VAT. The housing shortage will increase and the result would be more shacks and squatting.

"Black consumers have no guarantee that VAT will be

below the 13 percent GST rate. The Government's vague promises that the poor will be compensated through undefined subsidies are not reassuring.

"Experience has taught us that subsidies never reach their targets. They distort markets and are poorly administered."

Mr Dladla said South Africa did not have a welfare system built into the tax system, and there was no net to catch those people who would starve as a result of VAT.

## End of Checkers strike is in sight

str 20/7190 (151) (140) (140)  
By Brendan Templeton

The end of the 13-day strike involving 9 500 Checkers workers appeared to be in sight yesterday, with management and the union hammering out a draft agreement, mediator Brian Currin said

He warned that the strike was not over, but said he hoped a final agreement would be completed by last night

His announcement follows mediation talks since Wednesday between Checkers and the South African Commercial, Catering and Allied Workers' Union (Saccawu)

Before going into the talks, Checkers issued a "final" wage increase offer of R140 across the board. The union had until yesterday to accept the offer. Negotiations started with the union demanding R150.

● OK Bazaars and Saccawu held mediation talks yesterday after the company issued an undisclosed improved pay offer. The company has also issued 570 workers with retrenchment orders and Saccawu spokesman Jeremy Daphne said settlement could be hampered if the company refused to withdraw the orders

# Strikers to go back to work

THOUSANDS of striking workers will be returning to work after yesterday's settlement of strikes at two supermarket chains, the Harmony Gold Mine and the J G Strijdom Hospital.

The month-long workers' crisis at the Verwoerdburg Town Council also reached a possible end yesterday, with the announcement that some dismissed municipal workers could be re-employed on Monday

● Two of South Africa's largest supermarket chains, OK Bazaars and Checkers, settled lengthy national labour disputes with the SA Commercial, Catering and Allied Workers Union (Sacawu) yesterday, bringing about a return to work for thousands of workers who have been on a countrywide strike

STAFF REPORTER and SAPA

for weeks. *star 21/7/90*

In terms of the agreements struck, more than 9 000 Checkers employees will return to work on Monday after striking for two weeks, while about 7 000 OK employees will resume their duties on Wednesday, ending their marathon seven-week strike

Checkers agreed to a R140 a month across-the-board increase for its workers. The OK settlement is based on length of service — workers with less than five years service will get a R125 increase, those with more than five but less than 10 years service will get

● TO PAGE 2.

# Gold Reef City

*one man 21/7/90 (1901) 3*

### 3 Numsa workers killed in union fight

JOHANNESBURG — The bodies of two men were found near Wadeville railway station, Germiston, at 7am on Thursday, police said yesterday

It was established later that a third man had been certified dead on arrival at Natalspruit Hospital on Wednesday at 5 30pm One of the three dead has been identified as Mr Orbet Maphisa, 42

It appeared that all three men died

as a result of being stabbed with "sharp objects", police said

They said the deaths apparently occurred after a fight between members of a union and other workers from National Springs, an automotive suspension company in Wadeville

A statement issued by the National Union of Metalworkers of SA yesterday said the union's lawyers would lay murder charges

1401

# Strikes to end <sup>Star</sup> 21/7/90



R135, and workers with 10 years or more R145

The end of both strikes will bring relief not only to the supermarket chains and their non-striking employees, but also to thousands of black workers who have gone without pay for the duration of the strikes

The bitter aftertaste left by the many unpleasanties of the OK strike in particular will not, however, easily be forgotten

Saccawu said the OK strike had been characterised by widescale picketing and "a large large degree of police intervention"

An important outcome of the strike had been to make OK acknowledge that "management attitudinal problems do exist, are severe and must be addressed"

Yesterday's agreement included a clause stating that all parties concerned commit themselves to a process of discussion and negotiation aimed at identifying and providing solutions to difficulties

Saccawu yesterday also announced new labour-related protest action, planned for just two days after OK workers are due to return to work

The new offensive, Saccawu's "National Hour Of Action" on July 27, will focus on alleged right-wing harassment and the arrest of picketing workers during strikes. The protest will be used to demand the right to picket without interference and the right of access to company facilities by striking workers

Saccawu said the picket issue had been raised with the Commissioner of

Police, the Minister of Justice and the Minister of Law and Order

● A work stoppage by about 4 000 mine workers at Welkom's Harmony gold mine ended yesterday after the National Union of Mineworkers (NUM) and the mine owners, Rand Mines, agreed to begin negotiations on Monday on higher wages, according to the union. Workers had been on strike since Tuesday afternoon at Harmony's Merriespruit shaft

"Normal work resumed with the return of workers at yesterday afternoon's shift," said NUM's head office spokesman Mr Thomas Kepsife

Mr Kepsife said the wage negotiations would involve workers only at the Harmony Gold Mine

● The strike by about 80 members of the J G Strijdom Hospital's kitchen staff also ended yesterday after a "fruitful" meeting between two Transvaal Provincial Administration (TPA) officials, union leaders and a committee representing workers

The workers went on strike after dissatisfaction about certain administrative procedures

● The Verwoerdburg Town Council and the South African Municipal Workers Union (Samwu) yesterday announced a possible end to a month-long strike after chairman of the council's management committee, Mr Pieter Smith, said 500 of the 750 workers fired after refusing to return to work would be re-employed on Monday. The cutbacks were a result of losses incurred in the strike action

In the agreement the union retained its right in respect of any employees who would be affected in this way. About 90 employees who did not take part in the strike action were not affected by the dismissals

# 'Vigilantes' kill 3 workers

Star 21/7/90  
140A  
AT least three workers were murdered and seven critically injured by "vigilantes" at Wadeville railway station, Germiston, on Wednesday evening, the National Union of Metalworkers (Numsa) said yesterday.

The union believes three other workers were killed, but was still trying to confirm this yesterday.

White managers and supervisors from National Spring — which dismissed the workers last month — and two neighbouring companies, Henred Fruehauf and Propan, joined the vigilantes on the platform, Numsa said in a statement.

The attack left a train carriage "full of blood" and another eight injured, Numsa said. The union said the attackers assaulted its members with assegais, kierries, and knives as their train pulled into Wadeville station.

A police spokesman confirmed the deaths of three workers and identified one as Orbec Mathisa (42).

Two bodies were found the next morning lying in the veld surrounding the station and further investigations led to Natalspruit Hospital where an-

~~140A~~  
**BRENDAN TEMPLETON**

other man, pronounced dead on arrival at the hospital the previous night, was found.

"Police are investigating the murders and any witnesses can telephone Detective Constable Bailie at 824-1263 (work) or 862-2474," the spokesman said.

Union lawyers were drawing up statements and intended laying murder charges. The possibility of further charges against the police and Spoor-net was also being investigated, Numsa said. Numsa said 300 employees at the factory were laid off on June 22 because they went on strike after a worker was dismissed.

The National Spring spokesman confirmed a court interdict was obtained preventing strikers from being within 500 m of the factory.

The union took the matter "very seriously" and had referred it to the union's members in the motor and car assembly industries and to the International Metalworkers Federation.

## 3 000 miners to march - NUM

Star  
2/7/90

(140A)



ABOUT 3 000 miners were to march through Johannesburg today to demand the recognition of their union at three Anglo American companies, the National Union of Mineworkers (NUM) said yesterday.

The Johannesburg magistrate had given the march a thumbs up, NUM said.

A meeting at the union's offices in Wanderers Street would precede the march, scheduled to start at 10 am, the union said.

The workers — employed at Anglo's

head office, laboratories and at Ampros — would make its way to Anglo's head office at 44 Main Street where a petition would be handed over, it said.

The workers were demanding.

- The recognition of NUM.
- A minimum wage of R1 600
- Service increments every 12 months
- The abolition of racist practices and the resignation of two racist managers
- Recognition of Sharpville Day, May Day and June 16 as paid public holidays.

## Peace talks postponed

THE Natal-based joint working committee of the ANC, Cosatu and Sayco was yesterday still awaiting word from Inkatha on the possibility of resuming peace talks.

Dr Diliza Mji of the ANC's Southern Natal interim committee said the organisations regretted the postponement of a meeting between them and Inkatha on Monday because Inkatha leaders felt conditions were not conducive to peace talks.

C/PCV 24/1/90



# Each ton of gold 'costs a life'

By **CONNIE MOLUSI**

ONE worker dies and 18 are seriously injured for every ton of gold mined in South Africa.

The National Union of Mineworkers (NUM) made this charge in a research report released this week to show that mining is an extremely hazardous occupation.

In 1989 alone, 753 workers died in mine accidents and over 10 000 were injured.

"Health and safety problems in the mining industry are deeply rooted in the general inequalities that characterise our society," says the report.

It also says 68 000 mineworkers died in accidents since 1900 and more than one million were permanently disabled.

Reacting to the report, the Chamber of Mines said it rejected and took the strongest exception to allegations that the industry had a callous disregard for the safety of its employees.

The NUM research failed to mention that 58 000 miners died in British coal mines and over 100 000 in US mines during the same period, while fatalities in Chinese coal mines were currently running at between 8 000 and 10 000 a year.

"As far as we are concerned the only acceptable accident statistics are no deaths," said the Chamber. "We achieved this last year on 13 of our 31 coal mines and 14 out of 33 base metals mines."

The Chamber argued that statistics needed to be related to fac-

tors such as the size of the workforce, mining conditions and the degree of mechanisation.

South Africa's gold mines were the deepest and had the hardest rock in the world.

NUM argues, however, that "there is a lack of concern for the lives of black workers and despite the annual carnage no commission into mine safety has been held since 1963".

The NUM accuses mine management of having lost sight of the fact that miners are human beings.

It says evidence of this is the way in which the injured are treated, the carelessness with which compensation claims are handled, and the treatment of the bodies of workers who have died in accidents.

12/7/90

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1408

# Relief for shoppers as workers win better wages

By CONNIE MOLUSI

CALM returns to the retail industry this week with the resolution of the long and bitter wage strikes at OK Bazaars and Checkers.

In a settlement hailed as a victory for the labour movement, thousands of retail workers will return to work at Checkers tomorrow and OK on Wednesday.

The seven-week OK strike was characterised by picketing, arrests, police intervention and supreme court orders.

The South African Commercial, Catering and Allied Workers' Union (Saccawu) will hold a one-hour work stoppage on July 27 to focus on worker

harassment, arrests of strikers and the right to picket.

OK workers have won R135, R145 and R155 a month increases, depending on the number of years of service.

Other gains are March 21 as a holiday and a company undertaking to withdraw the 587 retrenchment notices served during the strike.

Saccawu spokesman Jeremy Daphne said the OK strike focused on two issues -- bad management and low wages.

"The union emphasised that these are historical problems which have resulted in the build-up of shopfloor dissatisfaction and hostility towards management.

"An important outcome of the strike

has been to make OK acknowledge the existence of attitudinal problems which have to be addressed through a process of discussion and negotiations."

After a two-week strike, Checkers workers won a R140 across-the-board increase and a R770 minimum wage.

The company has also undertaken to pay full salaries to striking workers still in detention, without charges being laid, on their return to work.

A Saccawu spokesman said union membership had increased dramatically during the strike, as head office workers joined the industrial action which led to the closure of two Checkers stores at Madadeni and Umlazi.

The settlements bring relief not only to retail workers but also to black shoppers who had to bear the brunt of supporting the strike by not shopping at the two stores.

OK Bazaars personnel director Keith Hartshorne said in a statement the company and Saccawu had committed themselves to negotiations aimed at resolving issues which led to conflict between the parties.

"OK hopes the settlement will mark the beginning of a period of reconciliation and dialogue aimed at establishing a relationship based on mutual respect, understanding and shared economic interest."

# News in brief

## Workers' protest march

BETWEEN 500 and 700 people, primarily employees of Anglo American Property Services (Ampros), took part in an orderly protest march on Saturday which ended at the head office of Anglo American Corporation. *Sowetan 23/7/90*

A list of demands was presented to Mr Alec Gullan, a director of Ampros, with a request that it be given serious consideration - Sapa

## Pay talks for mediation

MEDIATION in the current wage dispute between the Black Trade Union and Transnet will begin on Monday July 30. Blatu acting president Mr D Phiri said on Friday. *Sowetan 23/7/90*

Blatu is demanding a minimum salary of R1 100 a month and an across-the-board salary increase of R500. Management is offering a minimum wage of R680 plus a 9,1 per cent increase - Sapa

## Quit, Aids row doc told

A DOCTOR from Highveld Blood Transfusion Services (HBTS) was asked by the Black Health and Allied Workers Union of SA to resign following the issue of a directive which called on all staff to stop using blood received from coloured and black people. *Sowetan 23/7/90*

Mr Siphon Ngwenya, General Secretary of Bhawusa, told Sapa the doctor - Dr SP Field - had issued the directive which said blood from black and coloured people was "high risk" and may be infected by the HIV virus which causes Aids - Sapa

## Education 'tops the list'

BLACK South Africans should consider education as their first priority in preparation for leadership positions in the post-apartheid society. *Sowetan 23/7/90*

This was said by the United States Ambassador to South Africa, Mr William L Swing, in his farewell speech to a group of South African students who left on a study tour to the United States yesterday.

## Letter of demand for FW

ABOUT 15 000 people in Nkowankowa township in Gazankulu near Tzaneen marched from the local stadium to Ritavi Police Station on Saturday where the Rev B M Maakana handed a letter of demand to chief of Gazankulu Police Major B Chabalala. *Sowetan 23/7/90*

The letter, directed to State President F W De Klerk, contained demands including the release of all political prisoners and detainees, the removal of the army and the security police in the townships and villages of Gazankulu and the holding of free political activities without hindrance. - Sapa

## Next move in Zambia

LUSAKA - Advocates of a multi-party system in Zambia elected a national committee yesterday to lead the campaign for an end to one-party rule, culminating in a referendum scheduled for October 17. *Sowetan 23/7/90*

The National Interim Committee for Multi-party Democracy Referendum (NICMLR), formed after a two-day meeting in Lusaka, is headed by former Cabinet Minister Arthur Wina. The government has promised Zambians a free campaign and vote in a referendum to decide if the country will revert to multi-party politics after 17 years of single-party rule - Sapa-Reuter

## Num seeks recognition

SOME 600 guards and cleaning staff, members of the National Union of Mineworkers, on Saturday marched through central Johannesburg and presented a memorandum to the headquarters of the Anglo American Corporation, pressing demands for the recognition of NUM as their union. *Sowetan 23/7/90*

NUM's Witwatersrand chairman, Mr George Nkadimeng, said "Anglo American Corporation refuses to recognise NUM as a union for the workers. Anglo says the workers are members of the Transport and General Workers' Union" - Sapa

# OK strike settled

SOWETAN REPORTER and SAPA

MORE than 6 000 OK Bazaars employees return to work today after their union, the SA Commercial Catering and Allied Workers Union, and management reached agreement on Friday.

OK Bazaars has become the second major supermarket chain to settle a nationwide strike with Saccawu

The settlement follows seven weeks of bitter strike action, numerous retrenchment orders, court interdicts and accusations of intimidation by OK and of police and right-wing harassment by Saccawu.

Conflict levels were raised by management's ban on workers' access to company facilities, Saccawu said.

Workers would receive from April 7 increases of between R125 and R145 a month depending on the number of years service, with an additional R10 to be implemented from January 7, according to the settlement agreement.

Management originally offered between R115 and R145 depending on the number of years of service, and Saccawu demanded R160

The company undertook to withdraw 587 retrenchment orders issued during the course of the strike and agreed to recognise March 21 as a day of commemoration, according to the agreement.

The sides agreed that an important aspect of the settlement was their commitment to a process of negotiation and consultation

OK Bazaars committed itself to



In relaxed mood at the end of the OK Bazaars strike talks are, from left, Saccawu officials Mr Dexter Twala, Mr Jeremy Daphne and Mr Kaizer Thibedi.

negotiate with the union on the basis of an across-the-board increase for 1991/1992 unless otherwise agreed.

Saccawu said it expected the company to implement the commitment "in a concrete fashion."

OK hoped the settlement marked the beginning of "a period of reconciliation and dialogue aimed at establishing a relationship based on mutual respect, understanding and a shared economic interest"

"Apart from the material improvements coming out of the strike action, it has served the important purpose of bringing to the surface the

principle underlying issues to the wage dispute," the union said

The union would go ahead with its national Hour of Action on July 27 to highlight the right to picket and the right of access to company premises by strikers, Saccawu said.

Saccawu has congratulated the company for allowing workers access to its premises during the strike. This did a lot to prevent the high levels of conflict evident in the OK Bazaars and Southern Sun strikes, it said.

Meanwhile mediation talks between Southern Sun and Saccawu on resolving the 17-day-old strike at the hotel chain

ended in deadlock on Friday night, according to a management statement

The statement, issued in Johannesburg, said the deadlock came after Saccawu "rejected the company's offer on re-employment of retrenched workers at (company hotels at) Sabie River and Pine Lake"

According to Carl Ludick, Southern Sun's spokesman on industrial relations, "the union insisted on immediate re-employment (of workers) whereas the company offered re-employment as soon as possible"

He maintained "basic agreement had been reached on all wage-related issues which included an offer by the

company to increase the minimum wage to R710 on 1 October 1990 in addition to the current wage offer of R100 or 15 per cent, whichever is the greater"

Agreement had also been reached, according to the Southern Sun statement, "whereby dismissal of 51 workers at Pietersburg and 27 at Cape Sun would be referred to arbitration"

Mr Ludick said the parties will meet on Monday "to negotiate suitable venues for the union to report back to its members"

"No further wage talks have been scheduled," the Southern Sun spokesman said.

## A party for the silent masses

By MONK NKOMO

A NEW multi-racial political party which aims to unite all races was officially launched in Pretoria on Saturday night

The All Races Alliance Party (ARAP) was formed to bring the "silent masses" together and advocate the fact that blacks and whites in this country needed each other and must therefore be all represented in Parliament," co-leader of

the party Mr Frikk van Schalkwyk, a former magistrate and commissioner, said

About 50 people attended the launching of the party, whose interim executive members also include former community councillor Mr Joe Mahoi, Mr T J Rafadi, Mr George Masiuoaana and Mr John Makhaya, all of

Atteridgeville.

Van Schalkwyk said the party's first priority was to uplift the standards of the under-privileged masses by offering them housing.

Explaining the party's educational policy, Van Schalkwyk said their aim was to ensure that all children develop their talents fully. Teachers and educationalists who were not satisfied with their salaries and other benefits

would be enticed back into the teaching field.

Makhaya said their party rejected the principle of nationalisation. He said that they believed in the system of free enterprise

"Our aim is also to protect the minority. We cannot chase our Boer colleagues into the sea. We are going to stay here with them and determine our future together"

Political scientist Professor Willem

(140A) 37

Sowetan 23/7/90

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**KEY TO DOOR . . .** A delighted Mr Nelson Mandela receives the key of his new Merc from a Numsa official, Mr Phillip Groom.

**MDANTSANE, Ciskei.** — More than 50 000 people packed Mdantsane's Sisa Dukashe Stadium yesterday afternoon to watch National Union of Metalworkers of SA (Numsa) representatives hand over a top-of-the-range Mercedes Benz to Mr Nelson Mandela.

The car was presented to the ANC deputy president by Numsa workers at Mercedes Benz of SA's (MBSA) East London branch as a token of their appreciation of his leadership in the fight against apartheid.

An emotional Mr Mandela told the jubi-

lant crowd that the red Mercedes Benz 500 SE, which retails for R217 880, would "forever remind us of the blood the workers and people of our country have shed in the liberation struggle".

"Our people continue to die in Natal and the red colour of this car will constitute a daily challenge to us to stop the violence there and the violence of apartheid."

A Numsa representative and MBSA worker, Mr Phillip Groom, told the crowd that the decision to build the car was taken a day after Mr Mandela's release on Febru-

ary 12. He said Numsa workers offered to work without pay to contribute to the expense of the car.

He added that the red colour was chosen as it stood for a symbol of the ANC-SACP alliance.

Mercedes management and the workers agreed the vehicle would be built during non-paid overtime, but the company provided various parts and advice at no cost.

The vehicle comes with sun-roof, air-conditioning, leather interior trim and safety features such as anti-locking brakes.

# Bloodied' Merc for Nelson

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# Hotel strike will continue, workers pledge

JOHANNESBURG — The three-week hotel strike by 5 500 workers at 41 hotels will continue, the SA Commercial Catering and Allied Workers' Union said yesterday

The union said in a statement that it would today challenge Southern Sun's interim interdict preventing Malibu Hotel workers in Durban from joining the national strike

Southern Sun have an order from the Natal Supreme Court forcing employees to continue work

Mediation talks between Southern Sun and Saccawu on resolving the strike ended in deadlock on Friday night

A management statement said the deadlock came after Saccawu rejected the company's offer of re-employment of retrenched workers at the company's Sabie River and Pine Lake Inn hotels. The union insisted on immediate re-employment of retrenched workers, whereas the company offered re-employment "as soon as possible"

Southern Sun industrial relations spokesman Mr Carl Ludick said basic agreement had been reached on all wage-related issues, including an offer by the company to increase the minimum wage to R710 on October 1, in addition to the current wage offer of R100 or 15%, "whichever is the greater"

● About 300 Saccawu members staged a 15-minute protest on Saturday at three hotels here. They dispersed peacefully. — Sapa

# More strikes loom after failed negotiations

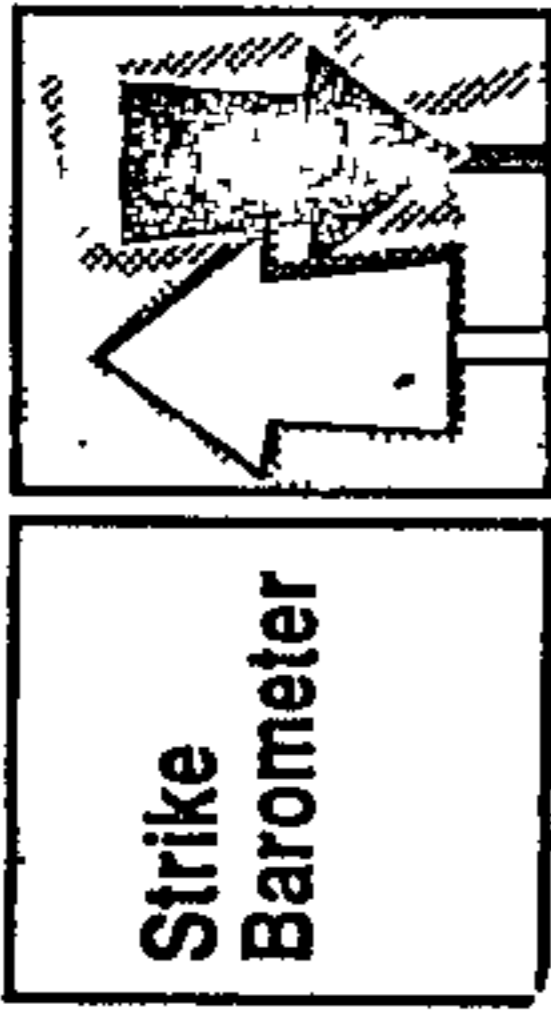
By Brendan Templeton

About 23 700 striking workers ended their disputes last week while more than 24 600 remained on strike.

About 165 000 are poised to take part in strike ballots after negotiations with employers failed.

Mining groups announced 7 100 more retrenchments over the last seven days  
**Star 23/7/90**  
 Strike settlements included:

- OK Bazaars and 7 000 South African Commercial, Catering and Allied Workers Union (Saccawu) members Workers to return to work on Wednesday after seven-week strike
- Checkers and 9 500 Saccawu members, who return today after a two-week strike
- Port Elizabeth municipality and Amalgamated Municipal Employees Association. About 3 000 workers returned last week, pending wage negotiations
- Transvaal Provincial Administration and 80 J G Strijdom workers, on Friday after "fruitful" talks.
- Rand Mines and 3 500 members of National Union of Mineworkers at Harmony mine's Merriespruit shaft, who returned on Friday. Negotiations continued over stayaway of 3 600 at another shaft.
- Possible end to Verwoerdburg municipal workers' strike after agreement to reinstate 500 of 750 striking South African Municipal Workers Union members
- WJM Pipelines, Lupaardsvlei, and National Union of Metalworkers (Numsa) Total of 102 fired strikers reinstated Retrenchment of eight to go ahead



- Companies with workers on strike included:
- Southern Sun/Holiday Inns and Saccawu, at 41 hotels involving 6 000 workers Strike 20 days old Union demanding R160 increase, reinstatement of 105 workers and right of part-time workers to join union Hotels offering R100 or 15 percent increase
  - Coca-Cola in Benrose and Food and Allied Workers Union. About 400 workers striking after drivers refused to deliver to strike-hit supermarkets
  - Liquor producers and the National Union of Wine, Spirits and Allied Workers Union About 3 800 on nationwide strike over demand for R40-a-week increase. Employers offering R33 Consumer boycott threatened, union to apply for conciliation board.
  - Consolidated Cotton Textiles and 10 000 SA Clothing and Textile Workers Union members over wage demand for R35 increase a week from July and R35 from next January.
  - Ciba-Geigy and 172 Chemical Workers Industrial Union (CWIU) members in 78-day strike over company's non-participation in union's provident fund

Referred to mediation on Tuesday.

- Reckitt-Colman and 400 dismissed CWIU members over company's non-participation in provident fund Boycott of firm's products possible
- Labethica, Free State, and SA Chemical Workers Union Total of 104 people arrested during six-week strike, union says About 160 strikers demanding wage increase
- West Rand Engineering Works, Krugersdorp, and Numsa. Total of 110 workers fired after strike over dismissed worker
- Strike ballots pending:
- Numsa with 115 000 workers employed by Steel Engineering Industry Federation of SA — from July 30 to August 10
- Saccawu with about 5 000 members at 126 Metro Cash 'n Carry stores — starts today
- National Union of Mineworkers in coal mines affecting 45 000 miners — soon
- Saccawu's 90 000 members will hold a one-hour work stoppage on Friday to highlight their "living wage" campaign, the right to picket and the right of strikers to company premises during strikes
- About 7 100 mine retrenchments last week Genmin's Gengold division announced 2 700 retrenchments JCI to close shaft at Western Areas mine. About 4 400 to lose jobs Anglo considering cost-saving measures at Freegold, Welkom

# Unionists in bitter clash over wage offer

Members of the independent Federal Council of Retail and Allied Workers Union (Fedcrow) and the Cosatu-affiliated SA Commercial, Catering and Allied Workers Union clashed heatedly yesterday when a joint meeting was held in Johannesburg to discuss a wage offer made by Edgars management

The company has offered employees R165 a month and a 100 percent bonus after eight years. Saccawu has apparently accept-

ed the offer

However, Fedcrow members are sticking to their original demand of R180 a month and a 100 percent bonus after five years

A Fedcrow shop steward, Paul Sheku, told the gathering his union was adamant they would strike if their demands were not met

"The R165 and eight years bonus of 100 percent the company has announced in the media was an off-the-record

offer. They have not put this offer down on paper," he said

The meeting degenerated into chaos at one point with Fedcrow members accusing their Saccawu counterparts of compromising, while Saccawu members warned that if there was strike action, they would go to work "with pangas and guns"

Members left the hall after the four-hour long meeting still at loggerheads over the wage offer — Sapa



# Unions clash over Edgars pay offer

MEMBERS of the Federal Council of Retail and Allied Workers Union and the Cosatu-affiliated South African Commercial, Catering and Allied Workers Union clashed heatedly yesterday at a joint meeting in Johannesburg to discuss a wage offer by Edgars. *So western 23/7/90*  
The company has

offered employees R165 a month and a 100 percent bonus after eight years. Saccawu has apparently accepted the offer and are due to sign the agreement today. *140A*  
However, Fedcrow members are sticking to their original demand of R180 a month and a 100 percent bonus after five years

A Fedcrow shop steward, Mr Paul Sheku, told the meeting his union was adamant they would strike if their demands were not met. *23*  
"The R165 and eight years bonus of 100 percent the company has announced in the media was an off-the-record offer. *SSS* *ESP*  
"There were no

formalities attached to this offer. They have not put this offer down on paper," said Sheku  
The meeting became chaotic at one point with Fedcrow members accusing their Saccawu counterparts of compromising, while Saccawu threatened to go to work "with pangas and guns" if there was a strike

# Parow municipal workers in wildcat stoppage

PAROW Municipality was hit by a wildcat stoppage yesterday when 500 employees walked out in support of higher wages and improved conditions of service, a union spokesman said.

Workers downed tools as organisers representing the SA Municipal Workers' Union joined the council in recogni-

tion talks, he said

Three weeks ago council workers staged a two-day stoppage in Bellville. In June a three-day municipal strike paralysed Cape Town garbage removals.

No demands were put to the Parow municipality, but workers wanted a R560 fortnightly wage, opposed to the current

*CAT 7mfs 24/7/90*

R185 they earn  
Other demands included a 40-hour working week, a medical aid and pension fund

● Stalemate persisted in the 12-day-old strike in the wine industry yesterday, with some 3 800 workers at six companies refusing to work over a R7 wage difference.

● Tygerberg Hospital man-

agement has agreed to meet members of the Health Workers' Union tomorrow after a protest stoppage by auxiliary staff last Friday.

● A wildcat strike by 120 workers protesting against the retrenchment of 28 colleagues from Steeledale FBE in Epping Industria, entered its second week yesterday. — Sapa

VOID, ATTENTION PLEASE.

# Behind the scenes in OK strike

"I am only surviving the strike because I am Christian I am always praying God is understanding I pray and people help me"

These are the words of Johanna (38) a single parent and a mother of two schoolchildren. She lives in Orlando East in Soweto.

Johanna (not her real name), is a cashier at OK Bazaars Union members and the supermarket chain on Friday agreed on a wage and working conditions package, ending a seven-week labour dispute.

"I don't think we were wrong to go on strike," she said in an interview. "It was the only language the company could understand."

## Money

Another OK worker, Mrs Nora Tseko (34), concurred. "We have not got increases at our company without fighting for it."

During the strike Johanna said she had already borrowed money from people and between R600 and R1 000 was outstanding in unpaid accounts at stores.

Her landlord had granted her a temporary reprieve from eviction, she said.

## Showdown

"There are people who won't lend you money. Others are not throwing me out because I am on strike," she said.

Johanna is one of the thousands of workers who had walked off their jobs in recent weeks in a showdown with supermarket chains OK Bazaars and Checkers, hotel giant Southern Sun, the Frame Group and six liquor companies, to mention some.

Thousands more in other industries are also

By RAPHAEL BANDA

threatening to down tools. The strikers are demanding increased wages and have accused some of the strike hit companies of racism. What they and their comrades call the baasskap attitude.

Most of the strikers are women and men of colour, historically the most disadvantaged racial group in South Africa.

They have joined trade unions in droves, looking



JEREMY DAPHNE

to realise their hopes for better wages.

Since black trade unions were legalised in 1979, on the recommendations of the Wiehahn Commission there has been an explosion in membership according to industrial relations consultant Pat Stone.

In a bid to avert hardship during strikes strikers set up support committees, assigned to obtain financial aid from the community.

Mr Raymond Stungu, an employee at OK Bazaars and a member of a support committee in Johannesburg, said no money had come in from the community.

He said organisers of the strike were now considering setting up a na-

tionally co-ordinated support committee to take over the task.

In contrast to trade unions in Europe most unions in South Africa do not have funds to cushion strikers during stoppages.

The monthly R5 membership fees paid to the SA Commercial Catering and Allied Workers Union were mostly 'swallowed' by legal actions during the stoppage, said negotiator Mr Jeremy Daphne.

Industrial relations consultant Stuart Pennington said workers here could not afford to run a strike fund as contributions would have to be higher.

To talk about a strike fund in South Africa is not an easy situation, he said.

Stone said the flood of strikes experienced in the first six months of this year had increased three fold the number of man days lost within the same period in 1989.

The two labour analysts saw a direct link between the reforms introduced by President FW de Klerk and the increase in strikes.

The political change brought about as a result of De Klerk's move to urban political parties permit free political activity and free-judged black leaders had been translated into short-term direct economic expectations, Pennington said.

## Reforms

Unionists are saying that with the Government trying to push the pace of political reform the time to strike on economic issues has never been better.

The Government will be reluctant to use the old style force to suppress industrial action.

But he said 'the economic situation is one which is not being taken account of by the labour movement.'

We have really a combination of heightened positive political activity and negative economic activity.

## Approach

He added sectors currently hit by strike action had been historically intransigent in their dealings with workers.

They are 'historically sectors which have adopted an adversarial approach to industrial relations.'

In this new political climate they are feeling the brunt of that. Strikes in these sectors have become almost an annual event.

## Conflict

It was inevitable there would be high level of conflict (in labour) this year, Stone added.

Union strength has come under threat since the passage of the controversial Labour Relations Amendment Act of 1988.

It led to a three-day nationwide stayaway protest action.

The amendments clearly were in atten-

by the Government to constrain some of the powers of the labour movement, Stone said.

Workers mounted an offensive until the trade union federations Cosatu and Nactu drew up an accord with the employer body Saccola on the

removal of clauses which drastically curtailed worker power.

## Threats

However the passage of that agreement into law has been delayed, provoking threats of labour unrest.

De Klerk stepped in to defuse the time bomb although relations between workers and employers remain uneasy.

Evaluating the current strikes, Pennington said it is not victory or defeat (that matters). In a strike everybody loses. Sapa

# Attack avoidable <sup>1407</sup> Cosatu

<sup>Star 24/7/90</sup>  
Sebokeng's bloody Sunday could have been avoided if the Minister of Law and Order and police had acted correctly when told last week of Inkatha's intention to attack, Cosatu said yesterday.

At a press conference in Johannesburg, the union federation said they had informed the Minister last Wednesday of allegations of Inkatha's planned attack on Cosatu and ANC members and supporters. A copy of the fax to the Minister was handed to the press.

The faxed statement said Cosatu had been informed that an Inkatha meeting on July 10, which was attended by two Inkatha head-office members, de-

cidied an attack on Cosatu and ANC members was to be launched in Sebokeng on July 21.

It was also decided at an Inkatha meeting on the July 11 that "all Zulus" should attack ANC and Cosatu members.

The statement asked the Minister to bring the matter to his urgent attention.

Cosatu's lawyers informed the Divisional Commissioner of Police and the Commissioner of Police of the allegations.

Lawyers contacted Inkatha on Wednesday about the attacks.

Peter Harris, for Cosatu, said the police had stated they had investigated the allegation and found it to have no substance.

# Row over blame for clash

24/7/90

● From Page 1.

that their meeting would be illegal if it went ahead. These meetings were attended by Witwatersrand police chief Major-General Gert Erasmus

On Friday, Sebokeng police chief Colonel Othniel Mazibuko had held talks with the VCA on the matter.

At a press conference in Johannesburg last night Cosatu said it had informed the Minister of Law and Order last Wednesday of allegations of Inkatha's planned attack on Cosatu and ANC members and supporters. A copy of the fax to the Minister was handed to the press.

Peter Harris, representing Cosatu, said the police said they had investigated the allegation

and found it to have no substance (140A)

He said there was reason enough to believe an Inkatha attack was being planned and Cosatu, the Vaal Civic Association and the local ANC branch was doing everything possible to avoid the situation

Before Sunday's Inkatha rally, several groups up to 600 strong wearing ANC/UDF T-shirts gathered outside the stadium and hurled stones at policemen and their vehicles, police said.

The police dispersed the mobs with teargas and rubber bullets

When the meeting ended at 3 30 pm, Inkatha members travelling in seven buses were escorted from the stadium by police through a gauntlet of petrol bombs and stones, said police.

## Row over blame for bloodbath

# Youths force



Sta 24/7/90

# stayaway in

140A

# Sebokeng

Youths today enforced a worker stayaway by residents of the battle-scarred Sebokeng township amid fears of renewed clashes between Inkatha and African National Congress factions.

Fighting left at least 19 dead on Sunday and bitter disputes over who was to blame Police are accused of siding with Inkatha against ANC supporters, Inkatha is accused of planning attacks on ANC/Cosatu supporters for days before the violence, and the ANC faction is accused of carrying out planned attacks on Inkatha

All sides have proclaimed their innocence and claim to be victims of premeditated attack

As yet it is not clear where the truth lies

At least 19 people, including a policeman, died in running battles from Evaton stadium — which both sides wanted to use for rallies — to Inkatha hostels in Sebokeng

Today Hlangano Shabalala, treasurer of the Sebokeng Civic Association, said tensions were running high in the township. There were fears of revenge attacks

Youths were at all major taxi ranks and bus stops to prevent people from going to work, Mr Shabalala said. Although police later intervened, only a few people managed to go to work. A bakery van was stoned.

Youths from the neighbouring Sharpeville township threatened to

Staff Reporters

## 'Spear pierced his heart' — witness



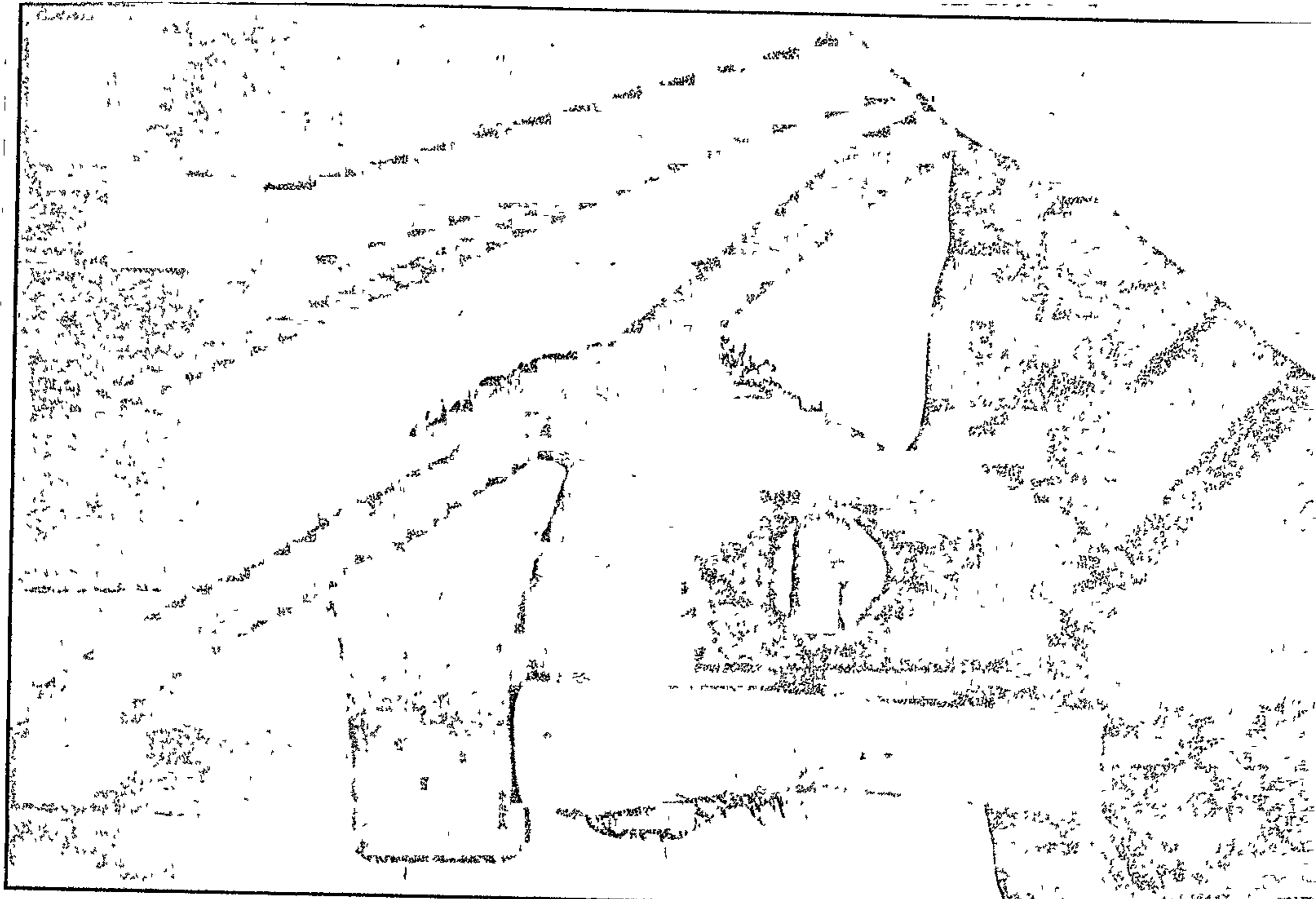
By Craig Kotze

A riot policeman, who attempted to keep warring Inkatha and ANC groups apart in Sebokeng township, died after pulling an assegai out of his chest at the weekend

Officer

Warrant

"



the event of an attack by Inkatha members, Mr Shabalala said Police confirmed gangs had stopped workers travelling to work. A spokesman said today the situation was under control and police were patrolling the area intensively to prevent further outbreaks of mass violence.

"There have been sporadic incidents of stone-throwing reported, but the situation is under control."

### Patrols stay

"Our patrols will remain in place until we are satisfied the situation has returned to normal," said the spokesman, Captain Eugene Opperman of the Witwatersrand police.

Cosatu general secretary Jay Naidoo said yesterday the weekend violence was "yet another violent attack by Inkatha with police assistance".

Inkatha leader Chief Mangosuthu Buthelezi said that in view of the actions and utterances of certain ANC leaders and supporters to isolate Inkatha and send hit squads to murder its leaders, he could understand Inkatha supporters feeling the need to defend themselves and carry arms. Police said the anti-Inkatha elements had deliberately provoked a fight with Inkatha.

"We believe that anti-Inkatha elements were the aggressors and deliberately carried out the attacks on Inkatha supporters. If they had not adopted a confrontational stance, the killings would not have taken place. They were there for one reason alone — confrontation," Colonel Frans Malherbe said.

He said a special team of detectives would investigate the killings. Colonel Malherbe said Inkatha and the ANC-backed Vaal Civic Association had applied to have meetings in the same stadium on the same day.

Inkatha, which also applied to Vanderbijlpark's magistrate, was given permission. The VCA, which did not apply to the magistrate, was turned down.

Police said they had held several meetings before Sunday with Cosatu legal advisers and informed them

Unit died on Sunday after the spear was hurled at police at the Sebokeng single quarters where up to 21 people died in clashes.

The spear hit his heart but the policeman managed to pluck it from his chest and throw it away before being taken to hospital. He died an hour later, police said.

Warrant Officer Jooste was with a detachment of police escorting Inkatha members through a gauntlet of petrol bombs and stones hurled by suspected ANC supporters.

He and his men arrived at the hostels, only to be confronted by other ANC/UDF supporters waiting, according to police, to ambush the Inkatha members. Witwatersrand police spokesman Colonel Frans Malherbe said the mob approached the Inkatha members, but were warned by Warrant Officer Jooste that confrontation would not be tolerated.

They refused to disperse and rubber bullets and

Warrant Officer Petrus "Seppi" Jooste.

War fever... a Sebokeng anti-Inkatha hostel resident, armed with an axe and iron pipes, prepares for war after rumours circulated that Inkatha planned to attack ANC sympathisers at the hostel.

Picture by Alf Kumalo

teargas were fired at them. During this incident, a spear was thrown and hit the policeman in the chest. "He just pulled it out and threw it away," said a policeman who was at the scene.

The assegai has since gone missing and police have been unable to find it.

Colonel Malherbe said it was not known who had thrown it or whether it was a Zulu spear.

"Even if it were a Zulu spear, it could not be ruled out that someone from the other side threw it. They also use spears and these are widely available," said Colonel Malherbe.

Warrant Officer Jooste was married, he and his wife had no children. A shocked Mrs Jooste was yesterday unable to speak to The Star.

## Meeting with ANC is still on, confirms De Klerk

Political Correspondent

President de Klerk confirmed last night that the Government would go ahead with planned talks with the African National Congress on August 6 — despite the police discovery of an alleged ANC/SA Communist Party plot to seize power if negotiations failed.

He issued a statement confirming the scheduled talks following a call by Conservative Party leader Andries Treurnicht and the Afrikaner Weerstandsbeweging for the talks to be cancelled in view of the infiltration of Umkhonto we Sizwe cadres and the "blatant declaration of war" by MK chief of staff, Chris Hani.

Mr de Klerk said that although the Government regarded the alleged ANC action in "an extremely serious light", it remained committed to a peaceful negotiation process — as agreed at the Groote Schuur talks in May.

However, the basic rules of the negotiation process "do not provide for any political organisation to stockpile arms to force its will at the negotiation table".

"The Government insists that the laws of the country have to be respected.

"As I have often said publicly, it is imperative that good government be maintained at all times.

"Change in whatever area must be orderly and should follow peaceful negotiation and discussion.

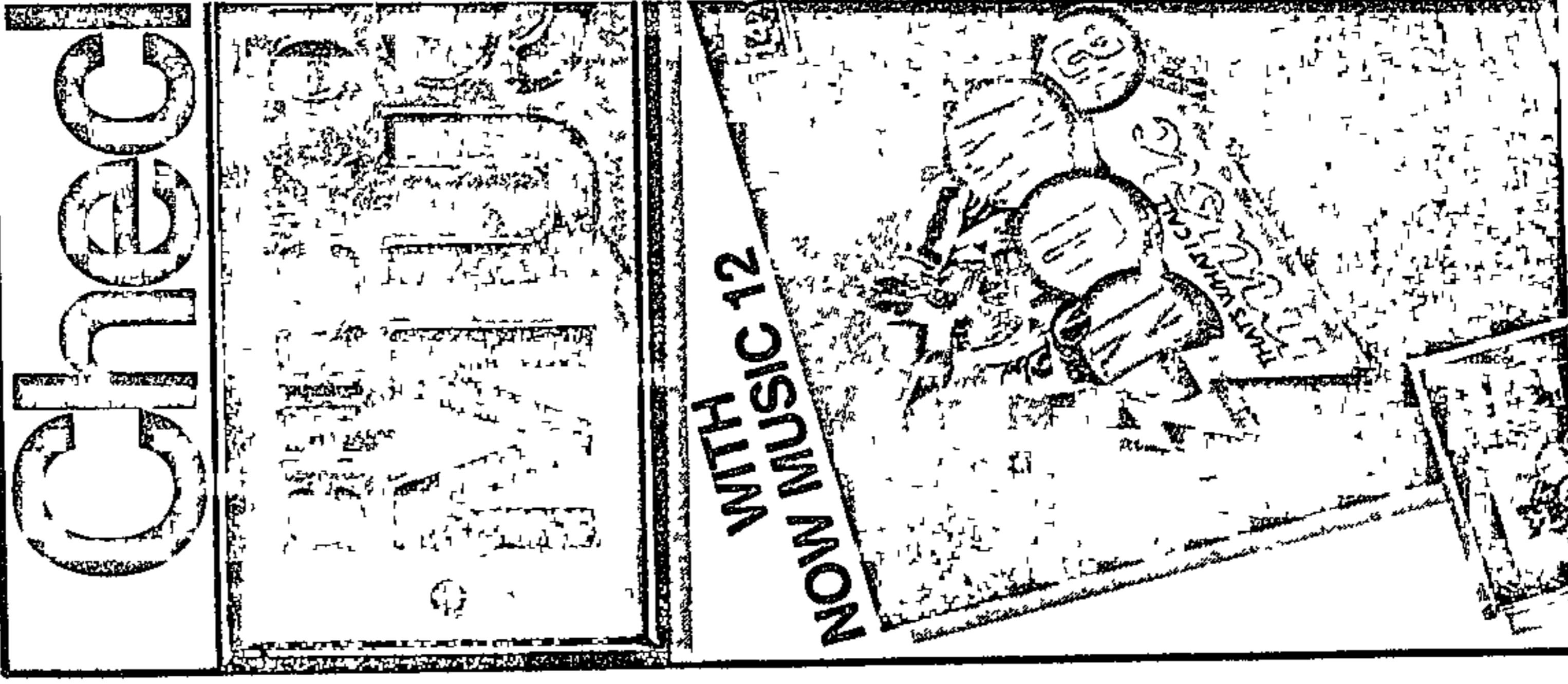
"The nature of Government action since February 2 this year (when the ANC was unbanned) was to achieve exactly that and was directed at normalising the political process."

Mr de Klerk also seemed to hint that top ANC leaders could be involved in the alleged plot.

### Immunity

He pointed out that in the joint Groote Schuur Minute agreed to by the ANC and the Government after talks early in May, temporary immunity was granted to people who would otherwise have faced prosecution.

"In the light of the latest developments, it is necessary to emphasise that such immunity applies only in re-



NEWS

1400



Pedestrian jam thousands of toyi-toying railworkers through the streets of central Johannesburg yesterday as they march to Transnet's head offices to show management they are serious about wage demands

Picture by Ken Oosterbroek.

# 7 000 take part in march to Transnet

By Shareen Singh

More than 7 000 toyi-toying railway workers brought Johannesburg's city centre to a standstill yesterday when they marched on Transnet's head offices to submit demands

The march was organised by the South African Railway and Harbour Workers' Union (SARHU) to show workers' rejection of Transnet's R700 a month minimum wage offer

The union said it had dropped its demand from R1 500 to R1 000, but management had not shifted from its initial offer, which amounted to an increase of R100 a month

SARHU official Nelson Ndima handed over a memorandum to Transnet's labour relations manager for the southern Transvaal, Anneke Burke

Although union leadership was non-committal on whether a strike was looming, rank and file workers said they would fight for a living wage and use their only weapon to achieve this

The union has not declared an official deadlock and dispute pending the outcome of the next round of negotiations in August



# Transnet workers in protest march

Sowetan 25/7/90

MORE than 7 000 toyi-toying railway workers brought Johannesburg's city centre to a standstill yesterday morning when they marched on Transnet head offices to submit a memorandum of demands

The march was organised by the South African Railways and Harbours Workers Union to show workers' rejection of Transnet's R700 minimum wage offer.

The union said it dropped its demand from R1 500 to R1 000 but management did not shift from its initial offer.

## Mall jammed

140A

Workers jammed the mall between Kerk and Pritchard streets outside the Central Methodist Church from where the march started

Sarhwu ensured strong discipline throughout the march and marshalls formed a chain around the crowd

The march attracted the attention of office workers and residents as it proceeded from Pritchard, down Risik, into Smit and then into Wolmarans Street to the Transnet head office building

Sarhwu official Mr Nelson Ndimisa handed over a memorandum to Transnet's labour relations manager for the southern Transvaal Mrs Anneke Burke

# 17 Brits teachers are sacked by the DET

Sowetan  
25/7/90

By ALINAH DUBE

THE Department of Education and Training has dismissed 17 teachers from Lethlabile and Oukasie schools in Brits

The dismissals were announced in letters dated July 9 and signed by Mr Job Schoeman, regional chief director of the DET in the northern Transvaal.

The letters read. "This is to certify that your absence from duty without the permission of the director general as from May 22 1990 as well as the fact that you did not apply for re-appointment or reinstatement when requested to do so, has resulted in your being deemed to have been discharged on account of misconduct in terms of Section 21 (2) of the Education and Training Act, 1979."

## Memorandum

The latest dismissals bring to 23 the number of teachers who lost their jobs in Lethlabile.

In a move to strengthen their case, the affected teachers have submitted a memorandum detailing their grievances to the office of Minister of Education and Training Dr Stoffel van der Merwe

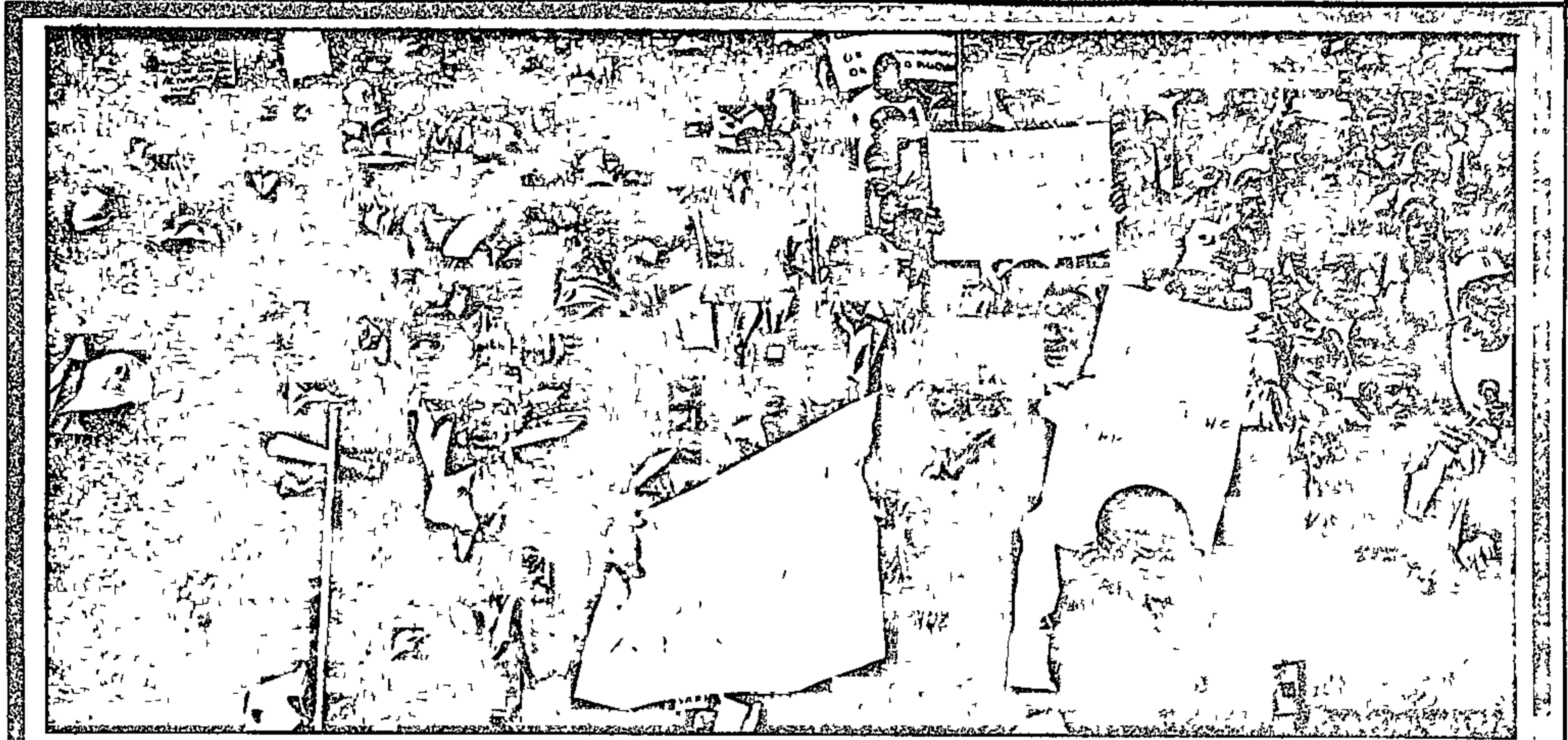
A mass meeting will be held this morning at Odi Primary School in Oukasie to discuss the crisis.

# SOWETAIN

WEDNESDAY JULY 25 1990

MORNING FINAL

All areas 50c (44c + 6c GST)



Thousands of South African Railway and Harbour Workers Union members marched in Johannesburg yesterday to protest against a wage offer. See page 3. (140A) Pic MBUZENI ZULU

*Sowetan 25/7/90*

Consumer boycotts around the country have resulted largely because of disputes between black township residents and town councils

The most politically charged consumer boycott in force is in the Eastern Transvaal town of Bronkhorstspuit, where demands from black civic associations have not been met

Demands include the opening of all public amenities, including hotels, sports facilities and swimming pools, to all races, the abolition of separate consultation rooms at surgeries in town; the withdrawal of charges against the arrested members of the Zithobeni residents' organisation; the immediate resignation of the Zithobeni town council; the scrapping of the Black Local Authorities Act and the declaration of the town of Bronkhorstspuit as a free settlement area

In the Vaal Triangle towns of Vereeniging, Vanderbijlpark and Sasolburg, boycott action followed the refusal by the Vereeniging Town Council to allow protest marches

In Alberton on the East Rand, a consumer boycott was launched because township residents alleged the Alberton Town Council was not prepared to discuss the issue of the council's control of electricity to Tokoza

Other grievances which they say have gone unaddressed include the town council's refusal to recognise the Tokoza Civic Association and the council's unwillingness to address housing problems in Tokoza

In the Orange Free State towns of Bothaville and Viljoenskroon, the causes of the consumer boycotts are local

In Bothaville, the boycott was sparked by a strike for higher wages at a local factory while in Viljoenskroon residents said the council was not addressing poor living conditions in Rummulot-

si  
In the small farming community of Burgersdorp in the northern Cape, reasons given for the consumer boycott were that fruitless attempts were made to call for one council for all races and that demands that the black town council be dissolved went unheeded

By Helen Grange

# Disputes at centre of boycotts

Ver 25/1190

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NEWS

NEWS

# Striking hotel staff toyi-toyi in Sandton City

By Brendan Templeton

About 1 000 striking Southern Sun workers yesterday descended on Sandton City shopping centre, demanding to see Southern Sun/Holiday Inns group managing director Bruno Corte.

The centre reverberated to the thunder of shuffling tackies as workers toyi-toyied, shouting for Mr Corte to take steps aimed at ending the strike deadlock at 41 of the group's hotels

Startled shoppers stood aside as the strikers, who had marched from the nearby Holiday Inn, swept up to the main entrance of the complex

About 20 riot policemen armed with shotguns stood around, but the spirit between the workers and the authorities was cordial. A traffic officer even offered the use of his car's loudhailer when the workers' megaphone failed

Mr Corte was ushered down and soon he and worker representatives had organised a meeting

at the Downtown Holiday Inn at 9 am today

The traffic department blocked off the road to the entrance to allow the informal conference to take place. Workers sat on the tarmac while their representatives and Mr Corte negotiated the meeting.

Worker leaders accused him of trying to ensure that the strike stalemate continued, and of not being concerned about ending it

Mr Corte denied this "Oh, come on. We were able to work out an agreement on the Mike Gatting (cricket tour) issue. I'm sure we'll be able to solve this"

They then demanded he address the workers directly

"Sure I will, I'm not scared of them," Mr Corte said

He told the workers about today's scheduled meeting and they cheered his announcement

Shortly afterwards they sang Nkosi Sikelel' iAfrika before dispersing to waiting buses

# Union challenge to SFW

NEARLY 4 000 striking workers in the wine industry plan to challenge Stellenbosch Farmers' Winery in the Industrial Court over "compulsory overtime"

Mr William Makhunga, a Stellenbosch-based official of the National Union of Wine, Spirits and Allied Workers, said yesterday that the dispute over working hours follows a union-imposed overtime ban in March. The company expected workers to work overtime when asked, while the union believed overtime to be voluntary, he said

In September last year the Appeal Court ruled that workers had the common-law right to

refuse to do overtime

Mr Makhunga said there was no sign of settlement in the 13-day nationwide strike by his union over wages and conditions of service

In Parow, meanwhile, the strike by municipal workers is spreading, says town clerk Mr H Carstens

He said yesterday that the strike now involved more than 100 workers and had spread to the parks and town engineer's departments.

And in Paarl about 180 striking workers at an engineering plant, Satchwell Controls, were locked out of the factory prem-

ises yesterday during a day-old legal strike over wages and conditions of service.

More than 7 000 toyi-toyi-ing railway workers brought Johannesburg's city centre to a standstill yesterday morning when they marched on Transnet head offices to submit a memorandum of demands

The march was organised by the South African Railway and Harbour Workers' Union (Sarhwu) to show workers' rejection of Transnet's R700 minimum wage offer

The union said it dropped its demand from R1 500 to R1 000, but management did not shift from its initial offer. — Sapa

# Refuse mounts as strikers stay out

Tygerberg Bureau *Cape Times PAR 26/7/90*  
REFUSE piled up in Voortrekker Road during the second day of a wildcat strike by Parow Municipality workers, but the council assured residents services were being continued

On Monday about 500 workers walked out in support of higher wages and improved working conditions

Ms Mearle Brown, regional secretary of the South African Municipal Worker's Union, said a Samwu delegation met municipal officials, and the municipality agreed to "look into" the grievances

According to a statement, wages were being negotiated at Industrial Council level

Ste 26/7/90

140A

NEWS

# Strikers want workers freed

By Brendan Templeton

The municipal strike in boycott-hit Vereeniging would not be resolved until 400 arrested workers were released, spokesman for the Municipal, State, Farm and Allied Workers Union (MSFAWU) Phillip Masia said yesterday.

The workers were arrested on Tuesday for "constituting a danger to traffic", and were each granted R50 bail, which would "take some time" for the union to raise, Mr Masia said.

Until then, the strike which started on Tuesday when about 1 000 workers downed tools demanding a R600 minimum wage, would not be resolved.

## Boycott link

The strike was directly linked to the boycott in Vereeniging and Vanderbijlpark which was aimed at pressurising the municipalities to broaden democratic rights, he said.

Although the 400 workers were simply walking together and not marching, their right to free movement was restricted by the arrests, he said.

Municipal authorities had to overcome their "paranoia which leads them to ban marches instinctively" — they were "shooting at everything that moves", he added.

Star  
26/7/90

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## Officials criticised over health issue

By Carina le Grange

The Conservative Party yesterday accused the "South African authorities" for being so sensitive towards criticism from the Black Health and Allied Workers' Union that it even threw healthy scientific principles overboard.

The CP's spokesman on health, Dr Willie Snyman, was responding to statements issued by the SA Blood Transfusion Service and the SA Institute of Medical Research that no racial discrimination was practised with regard to either the donor population or the allocation of blood to patients.

With the increases of heterosexual transmission of Aids one blood transfusion service recently ordered staff not to use blood from black and coloured donors. The union objected.



# Plea to FW over fighting in Sebokeng

1409  
~~277~~

Sowetan 26/7/90

By MATSHUBE  
MFOLOE

COSATU has called on President FW de Klerk to help stop the fighting in Sebokeng.

The call followed shortly after Cosatu attacked Inkatha and questioned police actions over the violence, which left 21 people dead on Sunday.

A Cosatu spokesman said "We feel De Klerk must intervene immediately to stop this carnage from continuing."

A spokesman for the police has denied claims that police were supporting Inkatha.

At a Press conference in Johannesburg spokesmen for Cosatu and its



DE KLERK

legal representatives said the union had taken steps to avoid acts of violence before Sunday's clashes.

Cosatu's legal spokesman Mr Peter Harris said his union had informed the Minister of Law and Order and senior police officials about a planned attack by Inkatha.

He said Inkatha was also approached through its lawyers after the "planned attack" leaked

at a meeting at Denver Hostel on July 10.

In reply, Inkatha, through its lawyers, assured Cosatu by letter the organisation "had no intention, and never had any, of carrying out any unlawful activities."

Cosatu said police gave an assurance that Inkatha supporters at the Evaton Stadium meeting would not be allowed to carry weapons.

An assurance was also obtained that Inkatha supporters from Johannesburg would be disarmed.

Cosatu has also called for the immediate suspension of all police members on duty in Sebokeng on Sunday until an independent judicial inquiry was completed.

# SACP's leadership to emerge at Soweto rally

South 26/7-1/8/90  
(14 OA)

JOHANNESBURG — Special interest in the launch of the South African Communist Party (SACP) here on Sunday is focused on who emerges as its leadership

Its full leadership and membership have been kept a closely-guarded secret up to now

The party has announced that its Internal Leadership Group (ILG) will be announced at the Soccer City rally near Soweto on Sunday

It will initially be made up of between 20 to 25 people - most of them already members of the party's central committee

As more central committee members return to the country under the awaited amnesty, they will join the ILG

### Exiles

Former exiles already identified as part of the SACP leadership include chairman Dan Tloome, general secretary Joe Slovo, Umkhonto we Sizwe chief of staff Chris Hanu, ANC's military intelligence chief, Ronnie Kasrils and Mac Maharaj

There are also former Rivonia trialists Govan Mbeki, Raymond Mhlaba, Ahmed Kathrada and Elias Motsoaledi

Other former Robben Islanders likely to line up at Soccer City could include Walter Sisulu, and Harry Gwala

Another former exile likely to join the ILG is poet and ex political prisoner, Jeremy Cronin

But many will watch who the "locals" are to emerge among the 10 expected to form part of

By MONO BADELA

### the ILG

No names have yet been mentioned by the SACP, but with the vast majority of the party's internal membership coming from within the ranks of the black working class, strong representation can be expected from Cosatu

President Elijah Barayi is an unlikely candidate, largely because of the symbolic status of his presidency

His emergence as a leader of the SACP would link Cosatu too directly with it

A similar restriction may also exclude general secretary Jay Naidoo

### Cosatu

But other senior Cosatu officials are real possibilities

● Chris Dlamini, Cosatu's first vice president and president of the powerful Food and Allied Workers Union (Fawu),

● Sydney Mufamadi, Cosatu's assistant general secretary,

● John Gomomo, Cosatu's second vice president and one of the top officials of the National Union of Metal Workers of South Africa (Numsa)

From the ranks of Cosatu affiliates other possibilities are the general secretary of NUMSA and Alexander Action Committee (AAC) Moses Mayekiso

Outside of the trade unions UDF figures present themselves as possibilities and these may include people like Mohammed Valli Moosa and educationist Raymond Suttner



Gwala



Mbeki



Slovo



Naidoo



Mayekiso



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26/7/90

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Picture: JOHAN SCHRONEN, The Argus.

**HOTEL MARCH:** Members and supporters of the SA Commercial Caterers' and Allied Workers' Union took part in a peaceful march in Cape Town yesterday. A petition calling for improved pay and working conditions was delivered at the Cape Sun Hotel.

# Boycott planners turn down talks

By Melody McDougall,  
Vereeniging Bureau

Organisers of the Vaal consumer boycott have rejected a call by the Vereeniging Town Council for discussions today to try to end their deadlock

The Cosatu/African National Congress-inspired boycott, which began in four Vaal Triangle towns last week, has had a crippling effect on local traders, with drops of more than 90 percent in turnover reported

Cosatu spokesman Zwelinzima Vavi confirmed he had received the council's invitation to meet today, but said the boycott organisers were not interested

The organisers' demands include the right to stage peaceful protest marches

through Vereeniging and Vanderbijlpark and the establishment of a non-racial town council with a single tax base.

A delegation of the Roshnee Action Committee (RAC) yesterday presented a memorandum to the Vereeniging Town Council's deputy town secretary, Charles Pechet, urging the council to allow peaceful protest marches in the town. About 90 percent of businessmen in the Vaal area signed the document

A copy of the memorandum was also handed to Vanderbijlpark Town Council officials.

Mr Pechet emphasised to the RAC the council was not opposed to marches in principle

METAL INDUSTRY F/M 27/7/90

## To the floor (140A) (181)

The National Union of Metalworkers of SA has — after meeting Seifsa — announced a strike ballot will be held early next month. It will involve about 115 000 union members, including those in the car assembly and tyre

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(140A)

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(181)

industries — nationwide.

The union also says it will refer the employers' revised wage offer to members for consideration.

Seifsa offered to convert a 0,5% increase in provident and pension fund contributions into a wage increase, amounting to 67c an hour for labourers (19%) and R1,29 an hour for artisans (15,5%). Seifsa says this means that the lowest-paid worker in the industry would receive at least R820 a month. Numsa is demanding an increase of R2 an hour

across the board, a 56% increase on the lowest grades.

Employers complain that though certain unions seemed willing to reach settlement, and undertook to refer the revised offer to members, Numsa has not moderated its 56% demand since negotiations began in March.

"All trade unions except Numsa undertook to advise the Industrial Council by Wednesday of their membership reaction," says Seifsa.

According to the union, settlement de-

F/M 27/7/90

pend on agreement on wages, hours of work, March 21 (Sharpeville Day) as a holiday and maternity and child care benefits.

Employers are offering six months' maternity leave on full pay with jobs guaranteed for workers with two years' service. They also agree in principle to free Pap smear tests and are prepared to give 21 days' notice of lay-offs and redundancies and to consult on severance benefits and lay-off criteria.

Little progress had been made on the union demand for a 40-hour week but Seifsa has agreed to consider a phased reduction to 40 hours and a timetable for further reductions. Employers have refused to grant March 21 as a holiday, paid or unpaid. ■

(140A)

(181)

## 12 000 coalminers vote on strike action

The Argus Correspondent

JOHANNESBURG. — About 12 000 National Union of Mineworkers (NUM) members were taking part in a strike ballot at coal mines across the country, said union spokesman Mr Jerry Majatladi

The ballot was called after wage negotiations between the Chamber of Mines and the NUM fell through earlier this month. The union accepted the chamber's wage offer of 14,5 to 17 percent increase on gold mines, but rejected the offer on coal mines

Mr Majatladi said that although only NUM members were being balloted it was likely others on the affected coal mines would join the union if the vote was for a strike.

The task of having to move from one shaft to another meant the ballot result was coming in slowly and would probably be known only in a few days, he said

# Caterers down tools as strike action spreads

By SHARON SOROUR

Labour Reporter and Sapa

MORE than 100 000 workers in the commercial and catering trade — members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) — were to down tools for one hour throughout the country today, continuing the spate of nationwide strike and work stoppages.

Union general secretary Mr Vivian Mtwa said the "hour of action" aimed to highlight Saccawu's living wage campaign and other demands, including:

- The right for union members to picket without police or municipal interference.
- The right to strike.
- Access to company premises and facilities while on strike.
- The end to right-wing harassment and assaults on union members.

Meanwhile, about 5 000 Metro Cash and Carry workers, also members of Saccawu, embarked on a nationwide strike at about 150 stores yesterday.

Workers participating in a strike ballot this week voted in favour of taking strike action after wage negotiations broke down.

The union is demanding a

Apr 27/7/90  
R150 monthly across-the-board increase while management is offering R135.

The three-week strike involving nearly 6 000 Saccawu members at 41 Southern Sun/Holiday Inn hotels is continuing after attempts at mediation ended in deadlock last week.

## WILDCAT STRIKE

In Parow, a wildcat strike by about 400 council workers over conditions of service enters its fifth day after informal talks between the South African Municipal Workers' Union (Samwu) failed yesterday.

About 30 000 leather industry employees will get a 19 percent wage increase following a final national wage agreement between unions and the Footwear Manufacturers' Federation of South Africa.

According to federation director Mr Dennis Linde, the increase is backdated to July 1 and also applies to non-parties to the National Industrial Council for the Leather Industry.

Negotiations between about 200 employers and two trade unions in the industry lasted about three months and were marked by sporadic work stoppages.

# Strike by 22 000 coalminers looms as NUM rejects offer

By DREW FORREST

INDUSTRY-WIDE strike ballots involving 22 000 coalminers have yielded an overwhelming majority vote in favour of strike action, a National Union of Mineworkers source said yesterday.

Ballots were conducted this week at 22 collieries owned by Amcoal, TransNatal and other companies following the NUM's rejection of the Chamber of Mines wage offer, of between 15,5 percent and 17 percent, in respect of the coal mines. *W/Men 277-29/7/90*

Arguing that the collieries have shown good profits and the colliery wages lag behind those on the gold mines, the NUM has demanded

an average 20 percent increase. Sources consider industrial action is likely next week.

Yesterday the NUM announced it had won an important victory at Rand Mines' Harmony gold mine, near Welkom.

NUM economist Martin Nicol said that in talks with the NUM, the mine had agreed to raise wages for its 20 000 workers to levels negotiated with the Chamber of Mines.

Harmony had earlier offered 13 percent, on the grounds the union was not recognised. This sparked worker protests culminating in the killing of a mine official and a strike by 7 000 workers.

Describing the agreement as a "major ad-

vance", Nicol said the NUM had been locked in a "years-long" battle for recognition and bargaining rights at the mine.

While the union was strongly represented at Anglo mines in the Free State, this was the first bridgehead at Harmony, one of the largest gold mines in the region.

GLEND A DANIELS reports that a strike at the biggest wholesalers in the country, Metro Cash and Carry started today involving 5 000 members of the South African Commercial Catering and Allied Workers' Union members in 150 stores.

The union has agreed to management's proposal to go to mediation on Monday.



# Reports on unions inadequate at best

Cape Times 27/7/80

From **EBRAHIM PATEL**,  
National Education Secretary,  
SA Clothing and Textile Workers' Union (Salt River):

The Cape Times carried a one-paragraph report on July 17, announcing the granting of municipal and magisterial permission for the human chain demonstration and a four-paragraph report on July 18, setting out employer concerns about the human chain.

Your newspaper has failed to carry any articles setting out the reasons for this demonstration, as conveyed in the Press releases issued by our office.

More seriously, the Cape Times has failed to seek the trade union view on employer concerns about the human chain and has accordingly reflected only one view on the matter.

We write to you, though, not merely because of limited coverage of our activities but because we have noticed a pattern of distorted or limited coverage of trade union activities.

Wide coverage is given to strikes, and particularly violence and arrests during strikes — the media then reflects as news only such activities, and in consequence the public view of trade unions is one of strikes, disruption and violence.

Trade unions however, engage in a wide range of activities

ignored by the newspapers. One such activity is the campaign to draft a charter of workers' rights. The campaign, coordinated by Cosatu, seeks to determine from workers the rights which they wish to include in the laws and constitution of a post-apartheid South Africa.

Such rights will include organisational rights (to belong to trade unions, strike, picket, bargain with employers), industrial democratic rights (partake in the management of enterprise, joint appointment of judges to industrial courts) and the right to trade union independence (from the state, political parties and employers).

That one million organised workers (Cosatu's membership) are involved in such a major and important activity is newsworthy.

That Cape Town's biggest union, representing 68 000 workers locally, at 500 Cape factories, plans to hold a human chain to show worker support for the charter of worker rights, is newsworthy.

Surely the Cape Times ought to have given more coverage to the planned protest?

**WHEN writing to the Editor please be brief, double-space, use only one side of the sheet, sign your name and give your full address. Letters are liable to be shortened and edited.**

Ikapa <sup>CMT-Tink</sup> 27/7/90

# workers meet to call for back pay

Staff Reporter

ABOUT 1 200 Ikapa Town Council workers met this week to discuss implementation of negotiated salary hikes and payment of six months' back-pay approved by the town council

Samwu regional secretary Ms Mearle Brown said that at a meeting at the Guguletu Civic Hall on Wednesday, the workers decided to meet on August 10 to see if the council would implement an agreement made with the SA Municipal Workers' Union (Samwu) to pay back-pay by August 9

Samwu organiser Mr Russell McGregor said workers had demanded a minimum salary of R857, about R346 more than the current minimum salary of R510 — to be effective from July 1, 1990 to June 31, 1991

The union also demanded back-pay from June 1989 to June this year. Yesterday, Samwu received a written agreement from Mr Kobus Olivier, the acting chief executive officer of the Ikapa Town Council. It said:

- The January 1, 1990 salary structure, as approved by the council, would only be effective from January to June this year.
- Six months of back-pay would be paid on August 9
- The salary structure negotiated for July 1, 1990 had been accepted by Ikapa Council, but had to be approved by the chief director of local government

## 'Fed-up' clerk complains

Staff Reporter

IKAPA Town Council in Guguletu has agreed to discuss a complaint from an administrative clerk who says he is "fed up with doing the white accountant's work without getting credit for it"

Mr Zakhele Abe Tshunungwa has worked at the Guguletu council offices for 28 years. He did clerical work until 1984, when he became a computer operator, then a computer controller

His duties include auditing the daily cash book, analysing daily computer entries and balancing account books in preparation for the monthly statement.

Mr Tshunungwa said he earned R994,25 a month. "People who are doing the job I do at the other offices are either accountants or assistant accountants on a much higher salary scale," he said

9RBUS 27/7/90 (140A) (1)

# Clothing union to spotlight 'new South Africa' at national congress

By SHARON SOROUR  
Labour Reporter

LABOUR law, trade union independence and political policy in the "new South Africa" will come under the spotlight at the second national congress of the South African Clothing and Textile Workers' Union at the weekend.

Union national media officer Mr Ronald Bernickow said about 700 delegates from union branches throughout the coun-

try, as well as South African and international guests, would attend the congress in Durban.

"Our theme — Restructuring the Future — reflects the tremendous growth of the organisation since its formation in September last year as well as the need to restructure the national union to accommodate this growth".

Membership had grown from 185 000 when the union was formed to more than 200 000.

Most recruits came from the homelands

Speakers from the African National Congress, Cosatu and the American Amalgamated Clothing and Textile Workers' Union would address the two-day congress during an open session.

"Resolutions on the agenda include a workers' charter, political policy, the ANC's constitutional guidelines and labour law in the new South Africa".

# Countrywide strike at Metro Cash 'n Carry

By Brendan Templeton <sup>Str</sup> 27/7/90

More than 5 000 Metro Cash 'n Carry workers have downed tools at more than 150 stores in the first nationwide legal strike in the company's history, a union spokesman said yesterday.

Group chief executive Tony McDiarmid confirmed the strike by SA Commercial Catering and Allied Workers Union (Saccawu) members but said exact figures were not yet available.

The strike's opening day was marred by police action in Pietersburg where picketers' posters were torn up, he said.

Mr McDiarmid said mediation was due to start on Monday.

At issue is the workers' demand for a R150 across-the-board increase. All other points, including March 21 as a recognised holiday, had been cleared up in previous talks.

● About 90 000 Saccawu members are due to hold a one-hour

work stoppage today between 2 pm and 3 pm in support of the union's "living wage campaign".

It will also highlight harassment of picketers by police and rightwingers as well as strikers' rights to picket and to have access to company facilities.

This follows the bitter scenes of the OK Bazaars and Southern Sun strikes during which strikers were evicted from canteens and frequent accusations of intimidation were heard.

# Harmony mine recognises NUM

27/1/90 By Guy Jepson

140A

The National Union of Mineworkers (NUM) has won recognition for the first time at the Harmony Gold Mine in Virginia

In terms of a negotiation agreement finalised yesterday between NUM officials, the Rand Mines group and the mine's management, NUM members at the mine will also receive salary increases of between 14½ and 17 percent

The union had rejected a 13½ percent increase, "implemented unilaterally" by management at the end of June, NUM official Martin Nicol said

"The union has striven for many years for recognition against management's unwillingness to recognise its role," Mr Nicol said

The increases negotiated yesterday were in line with salary rises in the rest of the gold mining industry and were "fair" in the light of the difficulties the industry was facing, he said

The managing director of the Harmony Gold Mine, Michael Watson, confirmed that a settlement had been reached "along the lines of the settlement reached between the Chamber of Mines and the NUM".

# Union

W/c Akéus 24/7/70  
By DICK USHER  
Business Staff

IN all the hurly-burly of industrial action that has characterised the retail sector in recent months, one national chain has quietly and without fuss concluded its annual wage negotiations with Saccawu.

Over five days of bargaining, Woolworths and the union reached agreement on a national minimum wage of R800 a month and an across-the-board increase of R175 a month.

According to Saccawu organiser Mr Papi Kganare the agreement also provided for a 100 percent bonus in the fifth year of service, rising in steps from 20 percent after the first year, long-service awards of R350 after 10 years' service and R2750 after 20 years and the recognition in principle of members to consult traditional healers.

Mr Kganare said an important area which Woolworths took seriously was education and the parties had agreed in principle that assistance for

staff and family would be provided with the nature of assistance to be decided in future negotiations.

He said the main difference between the Woolworths negotiations and others which have ended in strike action was that the union was accepted as an equal bargaining partner by enlightened management.

"Their approach to negotiations was simply more mature and realistic, not the adversarial approach that other companies took," said Mr Kganare. "They were quite realistic about the situation. They made it clear they were in business but recognised that part of that business was being aware of employee needs and finding ways of meeting them."

"Woolworths recognises the essential conflict between workers and management but has institutionalised that conflict so that it can be dealt with fairly and rationally through collective bargaining."

"They are not class warriors."

He said that the union was

quite prepared to recognise company problems if it had not made profits during the year, but if management became arrogant about its position then the issues tended to move away from wages and focus on other matters.

"We had done our research and knew what Woolworths financial position was," said Mr Kganare.

"But we also felt that if we had asked for information they would have been prepared to disclose it to us."

"The negotiations were quite frank and open which is a reflection of the understanding we've developed with each other over the years."

"It's really a question of the company's whole philosophy."

"On a day-to-day level we find that if there are problems with Woolworths these can be sorted out quite quickly because they're generally the result of a misunderstanding or a mistake by individuals rather than the result of the company's general approach."

# Union praised for Woolworths

## De Beers silences critics

From SVEN LUNSCHÉ JOHANNESBURG — Over the past few months the market has been rife with rumours that De Beers was losing its grip on the diamond market, which it has controlled with remarkable success for over 50 years.

But this week De Beers silenced critics by entering into a multi-billion-dollar agreement with the Soviet Union that firmly re-establishes its virtual monopoly of the market.

Analysts say that at the same time De Beers is doing more to help the Soviet Union overcome its shortage of hard currency than any country or financial institution.

In terms of the agreement, De Beers Centenary will lend \$1 billion to the Soviet Union's diamond industry in exchange for the exclusive rights to sell its rough diamond exports, val-

ued at more than \$5 billion, over the next five years.

Swiss-based De Beers Centenary controls De Beers' non-South African interests, including the Central Selling Organisation (CSO), which markets roughly 80 percent of the world's diamonds.

The CSO buys and sells gemstones from its own mines, but mainly those from producers such as Australia, Botswana, Angola, Namibia, Zaire and the Soviet Union.

De Beers has been worried that the Soviet Union and other producing nations were selling increasing amounts of diamonds outside the cartel.

But as De Beers enters into negotiations for new sales contracts with Botswana and Australia, so the Soviet agreement will be a powerful incentive for other members to toe the line. "The fact that the Soviets have become an official mem-

ber of the cartel will go some way in convincing other producers that De Beers is too powerful a force to deal with," says a dealer.

The deal with the Soviet Union's diamond organisation Glavalmazoloto goes a great way to ensuring the stability of the diamond price.

"There was always a nightmare for the CSO that the Soviet Union would flood the market," a London analyst told The Argus Bureau.

Although not formally stated, the CSO believes the \$1 billion loan will go to helping finance the further development of the mines.

The Soviets have been forced into commodity-for-foreign-exchange swaps because delays in payments to German, Japanese, Scandinavian, Australian, New Zealand and other Western suppliers are discouraging bankers from lending to the So-

## Body Shop for Tokyo

8 to July 4 1990

# South LABOUR

South 28/6 - 7/4/90

140A



THE giant National Union of Metalworkers of South Africa (Numsa) moved one step closer to national industrial action by thousands of workers in the metal, auto and tyre industries at its second national bargaining conference (NBC) in Johannesburg last weekend.

## Numsa edges closer to national strike

More than 200 delegates attended the conference and discussed the results of national bargaining for wages and working conditions in all four sectors of Numsa

These are the iron, steel, engineering and metalurgical industries; the motor industry, the auto assembly industry and the tyre industry.

The NBC decided to deadlock on the final offer by employer body Sefsa in the metal industry.

A Numsa spokesperson said that, while good progress had been made in certain areas, the NBC felt

Sefsa's offer was inadequate in terms of wages, job security, parental rights, working hours and the LRA.

The NBC decided industrial action would be taken if employers did not improve their offer.

The NBC said further negotiation would take place in the auto and tyre industries

If no adequate offer is made, the NBC said strike

action should be considered. Numsa's demands to employers are based on central demands compiled at the first NBC earlier this year.

These include an across-the-board increase of at least R2,00 an hour, a 40-hour working week, a limit on overtime, and an agreement not to implement the 1988 amendments to the Labour Relations Act.

The union's demands relating to job security include a ban on temporary labour, tighter conditions on recruitment and redundancy and minimum severance pay of one month's wages for each year of service.

Numsa is demanding that companies implement a job creation programme and end all segregated training.

The union is also campaigning for a "democratisation of industrial councils"

Another major focus of this year's negotiations is parental rights.

Numsa is demanding six months' maternity leave, paternity leave, child care leave and the provision of annual pay smear tests.

The union has also adopted a demand for wages to be paid to all political prisoners.

By ANTHONY JOHNSON  
TENSION rose yesterday between black political and labour organisations over the ANC/UDF/Sayco/Cosatu call for a stayaway next week

The call — which is fast shaping up as a major test of strength against rival organisations — has run into sharp opposition with those outside the so called Charterist camp

Azapo yesterday condemned what it called the "political one-upmanship" of the ANC in calling for the stayaway to demonstrate against the violence in Natal

It accused the ANC of "seeking to fan emotional support for itself at the expense of black life"

Azapo publicity secretary Mr Strim Moodley

# Tension over stayaway call growing

*Opt Times 30/6/90*  
*NCOA, 19, 20*

said the ANC had broken an earlier agreement not to embark on mass action programmes such as boycotts or stayaways without consulting all other organisations

"We do not believe that a stayaway will bring an end to the violence in Natal. Indeed, we are concerned that this will aggravate the violence not only in Natal but elsewhere in the country," he said.

The decision to call for a countrywide stayaway on Monday as part of a week of "mass action", has also been opposed by the Africanist union federation Nactu and the KwaZulu-based United Workers Union of SA (Uwusa)

The Transvaal's Uwusa president, Mr Jabulani Dlamini, said he urged Uwusa members to go to work in groups on June 2 "for fear of intimidation from Cosatu"

Cosatu said in a strongly worded statement last night that "in the past few days a climate of hysteria has been created by certain forces who seek to undermine the effectiveness of the 'National Week of Action' "

The SA Chamber of Business yesterday recommended that employers adopt a "no work, no pay" attitude to employees who participate in Monday's stayaway

Cosatu's call has, however, received the support of the Black Sash national executive, which said in a statement "The black majority in SA has no means other than to withhold its labour to make the government respond to a situation that it regards as requiring urgent attention"



## Unionists and ANC leaders head SACP

140A PETER DELMAR

ANC leaders and top trade unionists dominated the 22-member internal leadership of the SA Communist Party announced yesterday. 6/10/90 301790

The list includes eight members of the ANC's 36-member national executive committee, three members of its internal leadership core and four prominent Cosatu leaders.

The unionists on the SACP internal leadership are two Cosatu vice presidents, Chris Dlamini and John Gomomo, Cosatu assistant general secretary Sydney Mafumadi and Numsa general secretary Moses Mayekiso. Former exiled SA Congress of Trade Unions (Sactu) general secretary, John Nkadimeng was also named.

ANC NEC members on the SACP internal leadership are SACP general secretary Joe Slovo, chairman Dan Tloome, Umkhonto we Sizwe chief of staff Chris Hani, Ronnie Kasrils, Mac Maharaj, Govan Mbeki, Reg September and Sizakele Sigxashe. Members of the ANC internal leadership core on the SACP executive are Raymond Mhlaba, Ahmed Kathrada and Harry Gwala.

In a list which contained no surprises, the other six SACP executive members were named as Cheryl Carolus, a member of the ANC's Groote Schuur negotiating team, a poet and former political prisoner at Pretoria Central Jeremy Cronin, Ray Alexander, Billy Nair, SACP Prague representative Essop Pahad and African Communist editor Brian Bunting.

Bunting only returned from exile last week. Members of the group stood in a row at the front of the stage as their names were read out. The biggest cheer from the crowd which had swelled to 40 000 was reserved for MK chief of staff, Chris Hani.

Informed observers said immediately after the announcement that the list's significance lay in its wide spread of union representation. This, they said, indicated the extent of support the SACP was likely to enjoy amongst workers.

Included in the list were several veteran communists who had been members before the SACP was banned in 1950. They include Slovo, Tloome, Mhlaba and white members Alexander and Bunting.

# Metal union begins 11-day strike ballot

B10cm 31/7/90

OWEN MAUBANE

THE National Union of Metal Workers of SA (Numsa) began an 11-day strike ballot yesterday to canvass members on strike action following last week's deadlock with Steel Engineering and Industries' Federation of SA (Seifsa) over wage demands, Numsa national organiser Alistair Smith said yesterday

He said the union would canvass at least 80 000 of its 115 000 members from July 30 to August 10 on a number of key issues including the union's 56% across-the-board wage increase demand

Wage negotiations with Seifsa broke down last week after Numsa turned down Seifsa's offer of a 19% wage increase, for labourers and a 15,5% increase for arti-

sans

Also at issue are Numsa's demands for a 40-hour week, a holiday on March 21 (Sharpeville Day) and child care leave, Smith said

Seifsa communications head Hendrik van der Heever said Seifsa had sent a letter to the industrial council last Friday requesting that it inform Manpower Minister Eli Louw that negotiations with Numsa had "officially" ended in deadlock

He added that the 14 other trade unions in the metal industry, representing 100 000 out of the 215 000 employees, had accepted the Seifsa offer



# R3m pay claim in Numsa dispute

ALAN FINE

NUMSA has declared a dispute with Delta which involves a backpay claim for Delta employees of at least R3m, union spokesman Gavin Hartford disclosed yesterday.

The main thrust of the dispute — which sparked a brief unprocedural strike earlier this month — is an attempt by the union to compel Delta to join the national bargaining forum Numsa established with the six other motor manufacturers last year.

## Excluded

The union is also demanding that the company "implement the provisions of the 1989 agreement" between the union and the other motor assemblers.

Hartford said Numsa's R3m to R4m estimate excluded the effect on the claim, if met, of overtime pay.

Last year Numsa agreed with the six on a R1 across-the-board increase in the hourly wage from July 1.

Delta implemented 50c hourly increases during August and in February.

Efforts by Numsa to compel Delta to join the bargaining forum last year failed.

For technical reasons, the 1989 agreement was also made an agreement of the long-established Industrial Council for the Automobile Manufacturing Industry / Eastern Cape, to which Delta is party.

The agreement has not yet been gazetted because of various delays, according to Hartford.

The Delta/Numsa wrangle has already been to court, but the effect of previous decisions on Numsa's demands is not clear.

Repeated attempts to reach Delta spokesmen were unsuccessful.

Meanwhile, it appears that wage talks between Numsa and the other manufacturers could be headed for dispute.

Hartford said the parties remained far apart. A negotiating meeting is scheduled for next week.

# Liquor strike drags into fourth week

Labour Reporter ~~AKG~~ ~~AKG~~ ~~AKG~~ (143)  
AS South Africa's longest and largest liquor industry strike drags into its fourth week no plans are in the pipeline to resolve the dispute.

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

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

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

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

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

## "BALL IN THEIR COURT"

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

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

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

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

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

## Deadlock <sup>Allus</sup> in Paarl <sup>2/8/80</sup> strike action <sup>(143)</sup>

By SHARON SOROUR  
Labour Reporter

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

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

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

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

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

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

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

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

# New pay deal for city electronics workers

By TOM HOOD, Business Editor

MORE than 50 percent of the 600 Plessey workers at Plumstead will receive pay rises of between R132 and R313 a month backdated to July as a result of wage settlements with two unions

The working week has also dropped to 43 hours from 44 without loss of pay, the company announced today

Many employees will receive a further service increase of about R10 a month, said the managing director, Dr John Temple

Negotiations affecting other work-

ers are still in progress with the Metal and Electrical Workers Union of South Africa (Mewusa)

The lowest-paid employee with no experience will now start at R1 034 a month and a factory worker will get no less than R1 157

In practice Plessey's service increases would give the typical factory worker with eight years' experience R1 240 a month plus a guaranteed year-end bonus, said Dr Temple

"These wages should be seen against the background of current union demands in other industries

ranging from R800 to R1 000 a month," he said

"Plessey's wages and benefits must be seen as extremely fair and reasonable, especially as the electronics market faces an uncertain future

"They should also be seen against the wages paid in the Far East which is the source of competitive products.

"We are competing against products made in mainland China where highly skilled workers earn only about \$50 (R150) a month"

Business had been hit by the cancellation of Post Office orders

# Transport bodies seek unity

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South 9/8 - 15/8/70

THE Transport and Omnibus Workers' Union (Towu) and the National Council of Trade Unions (Nactu)-affiliate, the Transport and Allied Workers' Union (Tawu) are exploring unity

Towu chairperson Mr JG Sineke and Tawu general secretary Mr M Ramela said the executive committees of the two unions had held "exploratory talks" about unity.

"The talks were very fruitful and the parties have agreed to send each other proposals on how this unity should be reached," they said

1 500 on strike at Zebediela

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

Reports by Sapa



# Right spirit for liquor strike talks

Labour Reporter

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

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

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

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

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

## FREE OF VIOLENCE

He could not say if a settlement was imminent.

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

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

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

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



# Wine workers to decide on wage offer

AGS 13/8/90

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By SHARON SOROUR  
Labour Reporter

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

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

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

## Revised offer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Talks between sacked grooms, trainers resume

Labour Reporter

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

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

talks about wages and re-employment.

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

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

# Union rejects wine industry wage offer

Own Correspondent

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

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

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

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

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

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

*Cape Times 20/8/90* **Mwasa opens doors to all** *143*

PORT ELIZABETH — The Media Workers' Association of South Africa (Mwasa) has opened its membership to all races

In a resolution adopted at its national congress held at the weekend, delegates said the unfolding political situation in the country called for new definitions

"As the powers that be move away from a race-based policy of exploiting workers into a purely economic stra-

tegy, workers have to define themselves in terms of their class

"Whereas laws have always been made to specifically make black workers double victims of the exploitation of apartheid, the changing laws necessitate the review of definitions," the congress added

The change means whites can now also join the union which recruits journalists, graphic workers and those in the packaging industry — Sapa

# LABOUR NEWS

DAILY UPDATE ON LABOUR RELATIONS, UNION POLITICS AND INDUSTRIAL DISPUTES

## Nactu metal union may join Numsa in giant national strike

By DREW FORREST

NACTU'S largest metal affiliate could join forces with Cosatu's National Union of Metalworkers (Numsa) in the looming national strike in the giant metal industries

This emerged from an interview with Tommy Oliphant, the general secretary of the Nactu-affiliated Metal and Electrical Workers Union (Mewusa). The union's 40 000 members could add significant clout to a strike

More than 100 000 Numsa members have balloted on industry-wide strike action, and results are expected at the weekend. Mewusa and Numsa are the only unions in the metal industrial council to have rejected the employer wage offer of between 15,5 percent at the top and 19 percent at the bottom.

Paradoxically, Nactu's other metal affiliate, the Steel, Engineering and Allied Workers Union, has settled with employers. The offer has also been accepted by largely white craft unions in the Confederation of Metal and Building Unions.

Oliphant said a proposal that the pay battle should be settled by arbitration, resolved at a Mewusa shop stewards committee meeting, had been rejected by employers at an industrial council dispute meeting this week.

Mewusa would meet again at the weekend to decide whether to move to a strike ballot and to co-ordinate strike strategies with Numsa, in line with a suggestion by the Cosatu union. A ballot was highly likely, he said.

Although they belong to rival federations, Numsa and Mewusa's non-wage

demands show a significant overlap. Both unions want a 40-hour week, improved maternity leave pay, paternity leave, Sharpeville Day as a paid holiday, payment of wages to political detainees and the inclusion of severance pay as a right in the main agreement.

Regarding pay claims, Mewusa is demanding R1,50 an hour across the board and a R6 minimum, while Numsa has pushed for R2 an hour throughout the negotiations. Wages, severance pay and hours were the key issues for Mewusa members, Oliphant said.

Labour sources see the decision by Nactu's Seawusa to settle with metal employers as an expression of weakness. A long-established black union with apparently dwindling membership, it was invited to join the two-year merger process which led to Mewusa's formation in May last year, but declined to merge because of "internal problems".

It is understood that Nactu called a further meeting earlier this year with an eye to forging one Nactu-affiliated metal union, but that neither Seawusa nor the tiny United African Motor and Allied Workers Union turned up.

Political differences may be a factor in Seawusa's unwillingness to merge. The union's leadership is known to be strongly supportive of the Pan Africanist Congress (PAC), while Mewusa is politically non-aligned.

Some metal employers fear that if there is a national strike, conflict between Numsa strikers and Seawusa non-strikers could spill over into the political arena. Numsa, through Cosatu, is aligned with the ANC.

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## Acid test for bus depot union

TESTING to see whether the Transport and General Workers' Union enjoys majority support at two City Tramways bus depots starts today.

Management and union officials were scheduled to start today to count staff making union applications to determine if the union has a "50 per cent plus one" membership majority at the Arrowgate depot at Montana off Modderdam Road and the Philippi depot

This would allow the union to hold a ballot to test shop-floor support.

Last week union bus drivers and other workers held a one-day work stoppage that inconvenienced thousands of commuters.

Transport and Omnibus Workers' Union Chairman Mr Joe Sineke called on the rival union to substantiate its claim of majority support.

But regional secretary Mr Nic Henwood said "If Mr Sineke believes his union has a majority, he should not be concerned at taking part in the ballot." — Labour Reporter, Sapa.

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# Union to affiliate <sup>(143)</sup> to Nactu

THE 1200-member Transport and Omnibus Workers' Union (Towu) has decided to affiliate to the National Council of Trade Unions (Nactu), Towu chairman Mr. Joe Sineke said yesterday.

The resolution to join the exclusively black trade union federation was taken on Sunday after a general meeting two weeks ago attended by Nactu executive members, he said. The union is recognised by the City Tramways bus company.

The decision to side with Nactu follows speculation in trade union and employer circles that Towu was making overtures to Nactu's Transport and Allied Workers' Union. If a merger goes through, Towu would retain its constitution, said Mr Sineke. — Sapa

# Bus workers vote for union link-up

Labour Reporter

Argus 24/8/70 (477) 143

THE independent Transport and Omnibus Workers' Union (Towu) — the recognised union at City Tramways bus depots now embroiled in a battle for majority support with a rival union — has decided to affiliate to the National Council of Trade Unions (Nactu)

Union chairman Mr Joe Sineke said members of Towu had passed a resolution at a general meeting at the weekend to seek affiliation to the exclusively black trade union federation.

At the same meeting the union decided to reject taking part in a ballot requested by the rival union to test its support at City Tramways — the Transport and General Workers' Union (T&GWU), an affiliate of the Congress of South African Trade Unions (Cosatu)

## EXPLORATORY TALKS

Towu recently had "exploratory talks" with the Transport and Allied Workers' Union (Tawu) on the possibility of a merger between the two transport workers' unions

According to a joint statement by Mr Sineke and Tawu general secretary Mr N Ramela, the two unions had, in their respective capacities, invited the T&GWU to similar talks "but have found the T&GWU leadership very negative"

"Therefore one wonders if they are really honest in their call for worker unity in the transport sector"

T&GWU regional secretary Mr Nic Henwood could not be reached for comment.



## Towa to affiliate to Nactu

THE 1 200-member Transport and Omnibus Workers' Union (Towu) has decided to affiliate to the National Council of Trade Unions, Towu chairman Joe Sineke said yesterday *with mail 24/8-26/8/90*

The decision was taken last Sunday after a general meeting two weeks ago attended by Nactu executive members, he said

The union is recognised by Cape Town-based City Tramways

The move to side with Nactu follows mounting speculation in trade union and employer circles that Towu was making overtures to Nactu's Transport and Allied

Workers' Union **(143)**

The Transport and General Workers' Union, an affiliate of the Congress of SA Trade Unions (Cosatu), has started making inroads into Towu membership at four Tramways depots

Its encroachment on Towu territory sparked a dispute over means of testing workers' allegiance, with Towu vowing to boycott a ballot to measure shopfloor support for itself and the TGWU

Members had rejected integration with the Cosatu union, as this "would wipe us off the face off the earth", Sineke claimed — Sapa

# Unhappy liquor workers end <sup>ARGUS</sup> the longest strike <sup>28/8/90</sup>

By SHARON SOROUR, Labour Reporter

THE longest nationwide strike in wine industry history ends today with more than 3 000 strikers scheduled to return to work after downing tools for nearly two months over a wage dispute

National Union of Wine, Spirits and Allied Workers (Nuwsaw) president Mr November Nkosi announced the end of the strike yesterday in a letter to Mr Riaan Kruger, secretary of the SA Wine and Spirit Industry Employers' Association (Sawislea)

Mr Nkosi said "Despite the fact that our members are not happy with the situation, they have decided to return to work"

The strike, which began on July 11, initially involved about 3 800 workers — who form part of a national bargaining unit of 10 000 — at 83 plants and affecting six companies Stellenbosch Farmers' Winery, Gilbeys, Douglas Green, Distillers Corporation, Union Wine and Henry, Taylor and Ries

## "FRUITLESS" TALKS

The decision by the union to end the strike comes barely a week after "fruitless" talks between the two parties in Johannesburg on August 22 which failed to resolve the dispute in spite of intense negotiation

Sapa reports that union officials will meet association representatives in Cape Town today to discuss means of implementing the strikers' return to work

In the letter the union proposed that back-pay be paid separately to members "not later than Thursday, August 30" and that the union be advised of the formula to calculate the tax on back-pay

In terms of a settlement wage increases would be backdated from April 1 to July 4 at the original management offer of R33 a week

Workers on Grades 1 and 2 would get an increase of R33 a week or R142,89 a month

Grade 3 workers would get an increase of R34 a week or R147,22, Grade 4, R35 a week or R151,55 a month, Grade 5, R37 a week or R160,21 a month and Grade 6, R40 a week or R173,20 a month

ping belt and force — 'one that is acceptable people"

## SA wine strike over

*Circ 7/15 28/8/90 (143)*  
MORE THAN 3 200 striking workers in the wine industry will return to work today after downing tools for more than six weeks, National Union of Wine, Spirits and Allied Workers president Mr November Nkosi said yesterday

The decision to return to work coincides with workers' acceptance of weekly wage increases of between R33 and R40, and marks the end of the longest strike in the sector

Mr Nkosi said the decision had been taken "in spite of the fact that our members are not happy with the situation" The countrywide legal strike involving six companies began on July 11 over a demand for a R40 increase on the weekly wage

In its letter of acceptance, the union demanded that employers terminate the contracts of casual labourers at affected plants — Sapa

# Strikers at liquor firms return today

*Sowetan 28/8/90*

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**MORE** than 3 200 striking workers in the wine industry will return to work today after downing tools for nearly two months.

This was disclosed by National Union of Wine Spirits and Allied Workers president Mr November Nkosi disclosed yesterday.

The decision to return work coincides with workers' acceptance of weekly wage increases varying between R33 and R40 and marks the end of the longest strike in the sector.

## Work

"In spite of the fact that that our members are not happy with the situation, they have decided to return to work," the union said in a letter to the SA Wine and Spirits Industry Employers Association yesterday.

A Sawsica spokesman confirmed receipt of the letter, adding that employers were due to meet yesterday to decide whether certain conditions relating to a return-to-work were acceptable

Six firms locked in a national wage dispute were hit by a countrywide legal strike on July 11, when nearly 3 800 workers stopped work in support of a R40 increase on the weekly wage

Shopfloor industrial action was presaged by a national lockout, imposed on July 5, and by mid-August workers in the Western Cape had opted to accept a revised management offer

In its letter of acceptance, Nuwsaw demanded that employers terminate the contracts of casual, "scab" labour at affected

plants by 5pm yesterday.

This, the union claimed, was "to avoid problems - especially at Distillers Corporation, Wadeville"

The union also demanded that back-pay be paid by Thursday, August 30, and that it be advised of the tax formula by which back-pay will be assessed - Sapa

# Return-to-work ruling (143) for wine industry

CM-1/1/14 29/8/90

WORKERS at two East Rand wine production plants who took part in the longest strike in the industry have been given two days' paid leave and until Thursday to resume their jobs, a senior trade union source claimed yesterday

Ms Fay Mandy, general secretary of the National Union of Wine, Spirits and Allied Workers, said some 1 200 union members at the Distillers' Corporation and Stellenbosch Farmers' Winery plants in Wadeville had been affected by the ruling

Ms Mandy said she believed the two days' grace granted to former strikers would allow companies to phase out casual labour hired during the 47-day strike for higher wages

The union's Johannesburg head office had not received reports from its regions on whether workers were going back to work, she said, adding "I presume it's going well"

The union and the SA Wine and Spirit Industry Employers' Association was set to meet in Stellenbosch today to discuss implementing the final agreement on wages and conditions of service

Sapa

*C.M.E. 4/1/13 29/8/90 (143)*  
**Engineering strike called off**

ABOUT 40 000 members of the Metal and Engineering Workers' Union of South Africa (Mewusa) have withdrawn from a planned national strike after accepting a final employer offer "under protest", Mewusa general secretary Mr Tommy Oliphant said yesterday

He said union members would call off a strike, but still had reservations on proposals regarding reduced working hours and March 21 as a paid holiday

The union and its much larger counterpart, the National Union of Metalworkers of SA (Numsa), were the only unions to opt for a strike ballot when talks in the engineering sector broke down — Saga

services, telecommunications and radio

*Cape Times 30/8/90 143*  
**Union man detained**

JOHANNESBURG. — The Northern Cape Regional organiser of the Black Allied Mining and Construction Workers' Union, Mr Shimi Mokgalagadi, was detained by security police in Potgietersrus yesterday shortly after a local court dropped charges of armed robbery against him. This was claimed in a statement by the union's general secretary, Mr M Mokhine, who said Mr Mokgalagadi was being held under Section 29 of the Internal Security Act.