

INDUSTRIAL RELATIONS - WORKER' ORGANISATIONS -

FOSATU

6 JAN 1982

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31 MAY 1982

GENERAL NEWS

Sigma makes huge cuts in labour force

Labour Reporter
 The Sigma Motor Company near Pretoria this week either fired or laid off about 850 workers
 Sigma fired 507 workers and has laid off another 348 until the end of the month
 The redundancies were effective from Monday when the factory reopened after the December holidays
 They have been on the cards since late last year when Sigma held talks with the National Automobile and Allied Workers' Union (Naawu)

REASONS

A Sigma spokesman said there were two major reasons for the redundancies

- Accelerated training and development programmes and the introduction of new engineering techniques had meant that Sigma had started 1982 with too large a labour force
- Certain processes had been subcontracted to another manufacturer and so former workers in these areas were no longer required

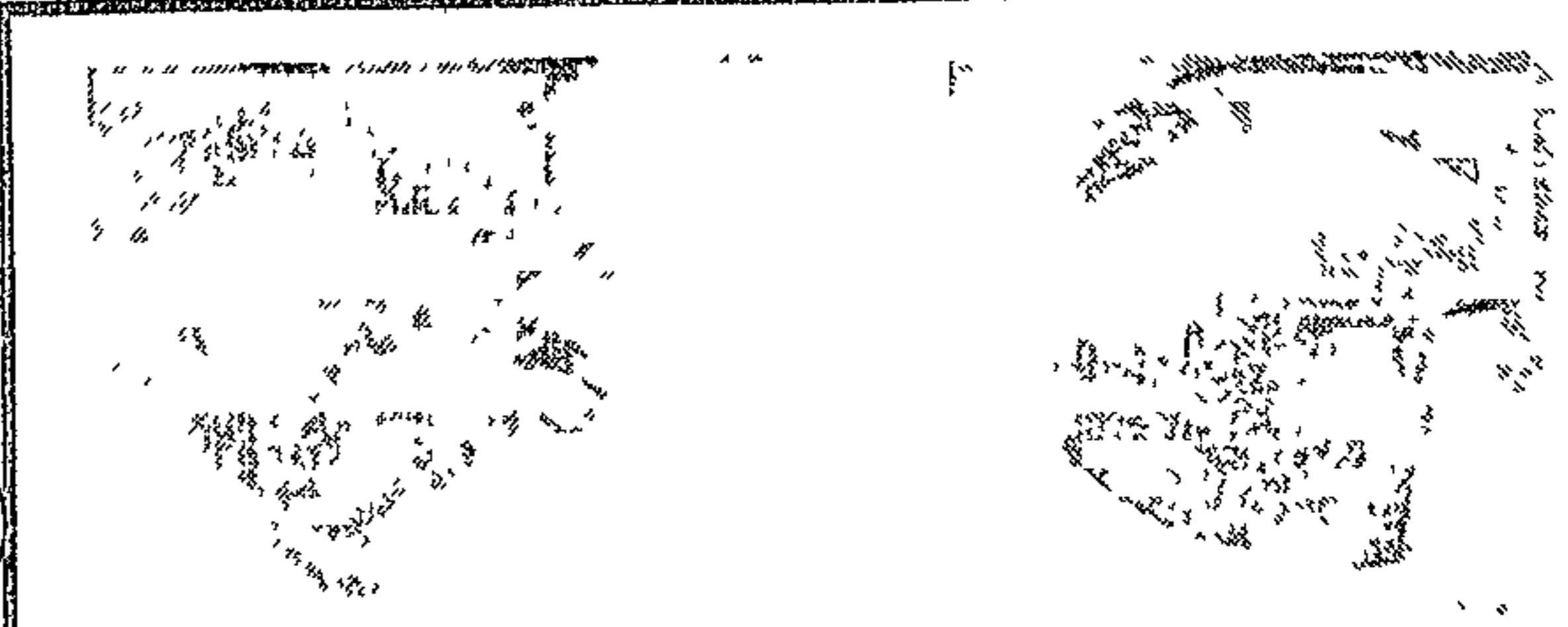
The general secretary of Naawu, Mr Fred Sauls, said the union had been consulted by

Sigma about the pending redundancies
 "We tried all means with the company to find an alternative to laying off and dismissing workers but we couldn't," Mr Sauls said

BENEFITS
 He said Naawu and Sigma had agreed that redundant workers would be paid supplementary unemployment payments of 70 percent of their normal wages for periods depending on their length of employment

They would also receive retrenchment pay ranging between one and three months of their pay
 They will immediately qualify for Unemployment Insurance Fund benefits
 The union and Sigma would help former workers find other employment
 Naawu said Fosatu affiliates had drawn up a number of conditions regarding retrenchments including one month's notice in advance

- A survey of other motor assembly firms indicated there were no retrenchments planned in the near future. The Sigma spokesman said they had no plans for more retrenchments



Waiting to be won (from left) are a pearl pendant, a diamond

These five magnificent gems can be won at this year's Epol Indoor Horse Show, which starts tomorrow night
 Each is worth R500 and one will be given away each night to one of the lucky spectators at the show

A gem of art

The competition is jointly sponsored by organisers of the show, Andre Jewelers and The Star.
 The gems are

- A pendant made from a freshwater pearl with a diamond.
- A diamond ring with stripes of

Swapo may balk at West's scheme

The Star Bureau
 LONDON — Swapo is expected to reject the revised Western constitutional proposals for SWA/Namibia submitted by the contact group last month
 The British Foreign Office said yesterday it had received no formal response from the nationalist movement. But diplomatic sources and sources close to Swapo confirmed the organisation had serious problems with the new constitutional draft
 They said Swapo

- Opposed the proposed one man-two

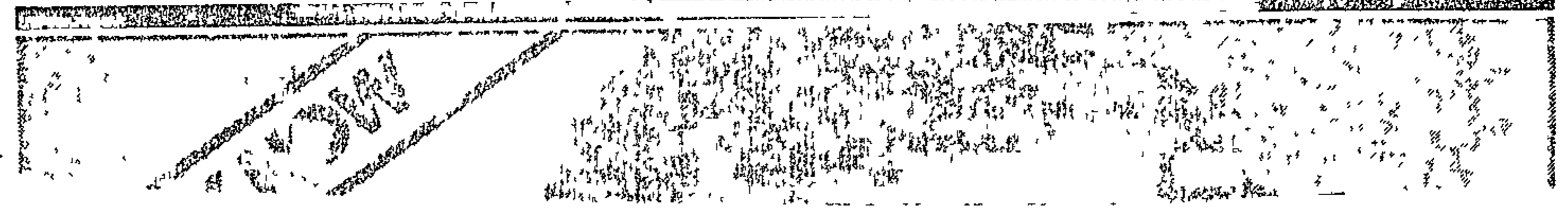
Unwanted millions

The Bonus Bond Office in Pretoria says that over R3 217 000 in prize money has not been claimed by the holder of 5 271 certificates
 The Bonus Bond Office is to hold the money in trust

Cape woman is 120

CAPE TOWN—A Cape woman has celebrated her 120th birthday
 Mrs Annie Nake, whose date of birth was given as January 4 1861, was admitted to Groen Schuur Hospital Christmas Day because she was coughing
 Sapa

IN CONCERT AT THE SUN CITY SUPERBOWL FROM JAN. 15TH.



Star 7/1/82

Retrenchment issue sets unions a poser

By Tony Davis
Labour Reporter

Trade unions are facing a growing problem over the retrenchment of workers

Economic difficulties are forcing companies to consider laying off or dismissing workers to maintain profit and production levels

The problem was highlighted this week at the massive Sigma motor assembly plant near Pretoria where 348 workers were laid off for January and another 507 were dismissed

Reasons for the ret-

renchments included technical advances at the plant and certain operations being sub-contracted to another firm

Sigma informed the

The growing threat of retrenchment is worrying trade unions who are now calling for dismissal procedures to be included in future agreements with employers

union — the National Automobile and Allied Workers Union (NAAWU) — months in advance about the pending retrenchments

But trade unionists fear that other companies may not be so open with unions

The retrenchment issue is potentially explosive for both em-

ployers and unions during a period of unemployment

At Sigma NAAWU and the company were unable to negotiate a

way out of the retrenchments

Naawu's general secretary, Mr Fred Sauls, said that, although no worker was happy about losing his job, the union had to do its best to ensure that retrenched workers obtained suitable benefits

In addition to payments from the Unemployment Insurance Fund retrenched Sigma workers will receive unemployment pay of up to 70 percent of their normal salaries from the union, depending on their length of service

The issue of retrenchment is not usually included in union-company agreements but is an issue which will come up in future talks

Unionists say that retrenchment procedures and principles should be established in agreements with employers

POLICY

NAAWU and other affiliates of the Federation of South African Trade Unions (Fosatu) adhere to the policy of "first in — last out" — meaning that workers with long service records should be the last to be retrenched

A NAAWU spokesman said that it was the responsibility of the State and employers to ensure employment of workers and to make provisions to offset times of recession

Sowetan 8/1/82

Union lashes motor plant over retrenchments

140A
192
355

By NORMAL NGALE

THE National Automobile and Allied Workers Union (Naawu) has lashed the Sigma Motor Company for laying off its 800 employees this week.

Mr Martin Ndaba, spokesman for Naawu said in a statement that retrenchment caused serious problems for unions in that workers could be employed and then retrenched in response to an unpredictable economy.

Sigma, near Pretoria, with effect from Monday retrenched 570 employees and laid off temporarily an additional 348 until the end of this month.

The corporation said in its statement to the press, this was due to phasing out of certain of its manufacturing processes now sub-contracted to local manufacturers.

Mr Ndaba said the union believed it was the responsibility of the employer and the State to ensure stability in employment.

"We further believe that times of high profitability as have recently been experienced in South Africa should be utilised to offset times of recession," Mr Ndaba said.

His union along with other Fosatu affiliates believed, he said, that certain general conditions were necessary for retrenchments to be successfully catered for and compensated, ie.

- ⊙ Planning to ensure that a downturn in the economy does not result in retrenchment;
- ⊙ Consultation with workers prior to retrenchment in a way to prevent such retrenchment, slowing down of production and a ban on overtime work;
- ⊙ In event of retrenchment, one month notice be given to the union to enable it to provide alternatives for its members in time.
- ⊙ Severance pay be given to retrenched workers in accordance with their services and the company's ability to pay,
- ⊙ Negotiation with the union on retrenchment and re-employment procedures.

Workers at Datsun will lose benefits

PRETORIA — Union officials are involved in intense negotiation with management at the Datsun Motor Corporation after the dismissal of 200 workers there. The dismissal follows a similar dismissal of 507 workers at the Sigma Motor Corporation.

However, the Datsun workers, according to a spokesman for the Datsun Motor Corporation, are not to receive the same benefits as their colleagues at Sigma did. This is because, he said, Datsun did not possess the same sort of fund out of which such benefits could be paid.

Instead, the dismissed workers are only to receive money due to them, such as leave pay.

The Datsun spokesman said people employed by the firm were hired according to their value to the company and those retrenched now would not necessarily be rehired if the market went up again.

He noted that the market dictated this sort of action because everything was geared to demand. It has been confirmed that officials from the National Automobile and Allied Workers Union are negotiating with Sigma's management over the dismissals.

A spokesman for the union said the treatment the workers had received at Datsun showed what could be expected when the employees were not unionised.

As far as Naawu was concerned, the treatment was not acceptable and the union called on all managements to implement the type of severance procedure that Naawu had pioneered in negotiations with Sigma.

New jobs have been found by Naawu for 50 of the Sigma workers retrenched in Pretoria last week.

A spokesman for the Union said Naawu had opened an office to help those who had been retrenched — Sapa

~~140A~~

140A

January 1982

150 lose jobs at motor plant

335
192
140A

Labour Reporter

About 150 workers were dismissed last week at the Datsun-Nissan motor assembly plant at Rosslyn near Pretoria because the firm was over-staffed

A company spokesman told The Star the workers were not laid off or retrenched because of recessionary problems, but due to a "seasonal" problem.

Each year Datsun had to replace workers who left the firm at the end of the year after receiving their holiday pay and bonuses, the spokesman said.

In order to meet this shortage the firm took on more workers, but after the recent holiday season more workers returned than usual and 150 workers had to be dismissed he said.

NEW MACHINES

These retrenchments follow hard on Sigma's dismissal of 507 workers and the lay-off of another 348 workers last week

The Pretoria-area firm had dismissed workers because some production work had been sub-contracted to another firm and some new labour saving machines had been installed at the Sigma plant.

Benefits for the dismissed and laid-off workers were organised by Sigma and the National Automobile and Allied Workers Union (Naawu)

The union opened an office near the plant to help former workers obtain new jobs. About 50 men had been placed in other jobs a Naawu spokesman said.

Spikes of unemployment and net welfare loss. Trade statements strengthen the countercyclical policy as they show a negative effect on the economy with the same results being created in perfect competition, however there are no negative effects. Even with this countercyclical policy municipalities seem to become more and more prevalent in today's era

Star 11/1/82

Trade union 140A rights tested ~~109~~ in homeland ~~531~~

By Drew Forrest
Charges brought against three organisers of the National Automobile and Allied Workers' Union by the authorities of Bophuthatswana are developing into a crucial test of trade union rights in the territory.

The three men — Mr Taffy Adler, Mr Martin Ndaba and Mr Nelson Rakau — appeared in the Ga-Rankuwa magistrates' court last week on charges of convening an illegal gathering under Bophuthatswana's Internal Security Act

Defence counsel Mr Martin Brassey asked the court for a further postponement, saying it would be argued that the section of the Internal Security Act at issue conflicted with the Bill of Rights in the Bophuthatswana constitution

Bophuthatswana is the only southern African territory with an American-style constitution against which laws can be tested and found wanting

The hearing will continue on April 5

Retrenched workers

reassured

RETRINCHED workers who are granted severance pay by their employers will not lose their official Unemployment Insurance Fund benefits, a spokesman for the National Automobile and Allied Workers Union said yesterday.

The spokesman said NAAWU had approached the office of the Unemployment Insurance Commissioner after fears that workers who received severance pay could have their UIF benefits delayed as a result.

They had been assured, however, that severance pay would not affect the right to claim UIF pay-outs, he said.

Efforts

The union made the inquiry on behalf of the 600 workers who were retrenched or laid off from Sigma's Pretoria motor plant last week.

NAAWU is recognised by Sigma and, in terms of an agreement negotiated between the union and management, workers received 'supplementary benefits' to tide them over while they looked for new jobs.

The union also revealed yesterday that 50 workers

By STEVEN FRIEDMAN

had been placed in new jobs as a result of joint efforts by NAAWU and Sigma.

Yesterday, the union spokesman between Pretoria and the Unemployment Insurance Fund office to contact the office if they needed union help in finding a job.

NAAWU's spokesman contrasted the position of Sigma workers with those at other factories where layoffs had taken place or were threatened and where no union was active.

"The fact that Sigma workers have received supplementary benefits and that efforts are being made to find them jobs demonstrates clearly that workers who are organised into unions receive a better deal when there are layoffs than those who are not."

made to develop between another country producing the commodities
entre during the boom of comparative advantage. The absolute advantage
good was used merely to illustrate the concept.

Car union fears more retrenchment

Star 13/1/82

140A

By Tony Davis
Labour Reporter

Trade unionists fear more worker retrenchments in the motor industry after a prediction that car sales will drop at least 10 percent this year.

In less than two weeks of 1982 about 1 000 motor assembly workers have been laid off or dismissed

● At the Sigma plant, near Pietermaritzburg, 507 workers were dismissed and another 348 laid off for January

● At Datsun Nissan in Rosslyn, near Pretoria, 150 workers were dismissed

Managements at motor assembly firms in Pretoria, the Port Elizabeth area and Cape Town have said they do not foresee any retrenchments "at this stage" but this has not reassured the motor unions.

In Johannesburg last Friday the president of

the Institute of the Motor Industry for Southern Africa, Mr R P Whitfield, warned that last year's unprecedented car sales boom of about 450 000 vehicles was likely to drop to between 390 000 and 400 000 over the next two years

"During the next two years we expect sales to be lower, a natural result of the correction of an overheated economy," Mr Whitfield said

But Mr Whitfield said he was confident that the motor industry

would continue to grow in the future

The dismissals and lay-offs at Sigma last week prompted the National Automobile and Allied Workers Union (Naawu) to release a statement on retrenchments

The Fosatu-affiliated union called for advance notice of any pending retrenchments and demanded benefit schemes for affected workers. It said the Government and employers should ensure that workers were not hard hit by economic recessions.

Union to test rights in court

By STEVEN FRIEDMAN

THE right of trade unions to operate and hold meetings in Bophuthatswana is to be tested in the courts — and the case is certain to put independent homelands' attitudes to unions under the spotlight again

In a statement yesterday, the National Automobile and Allied Workers' Union announced that it is to fight a case in which three of its organisers who held a union meeting in Ga-Rankuwa township, outside Pretoria, were arrested by Bophuthatswana police

Ga-Rankuwa is officially part of Bophuthatswana and the organisers — Mr Nelson Rakau, Mr Taffy Adler and Mr Martin Ndaba — have been charged under that territory's Internal Security Act for allegedly holding an illegal gathering

Guarantees

The union revealed yesterday that it has instructed its lawyers to argue that the law under which the three were arrested violates Bophuthatswana's Bill of Rights which guarantees freedom of association

If the courts were to uphold this argument they would also uphold the right of unions to hold meetings and operate in the territory

A union spokesman said yesterday that many workers in the Rosslyn industrial township — which was the scene of labour unrest last year — lived in Ga-Rankuwa and that the union therefore regarded the case as vital

He said NAAWU was prepared to take its case to the Bophuthatswana Supreme Court and the South African Appeal Court, which hears appeals from the Bophuthatswana courts

"Freedom"

"NAAWU has instructed attorneys to fight this case in the strongest possible way. At stake is NAAWU's right and ability to hold meetings for its membership, without which no democratic union can function," the statement says

"The union awaits the outcome of the case with interest for Bophuthatswana has a Bill of Rights guaranteeing freedom of association. We shall see whether this freedom extends to unions," it adds. The three organisers have already appeared in court in Ga-Rankuwa and their next appearance is due in April

ANYONE looking for one of 1982's biggest labour issues need look no further than the Datsun and Sigma motor factories near Pretoria

Both last week fired or laid off excess labour — 850 workers at Sigma, an estimated 150 at Datsun

While there may have been special factors at work in both cases, it is certain that many more workers face the threat of losing their jobs before the year is out. Union sources already report lay-offs in the metal industries.

A recession is expected to bite as the year wears on and employers who took on large numbers of workers during the recent boom are likely to trim their workforce.

Of course there were hard times in the Seventies which led to lay-offs and large queues at Government labour offices.

But then workers seemed to accept their fate fairly passively — generally employers were able to retrench as they wished.

But this year there is a growing black union movement and workers are both better organised and more militant.

Already, a major Fosatu union, the National Automobile and Allied Workers Union, has vowed to fight lay-offs.

It has urged employers to use other methods of cutting production, such as short-time (where a company works a shorter week and cuts all workers' wages instead of laying off staff), cutting overtime and slowing down production.

Above all it has called for retrenchments to be negotiated with workers.

The possibility of a clash between managements and unions is increased by the fact that often employers use a fall-off in work to fire more militant workers.

"Many people are likely to see this as a chance to get rid of alleged 'troublemakers'," says an employer source.

Even in the Seventies, firings of union shop stewards or other shop-floor activists often provoked disputes, legal actions by unions and publicity campaigns against the company.

In motor plants, for example, lay-offs could well be fought by the unions.

NAAWU says its first demand will be that employers go on to short time rather than retrench — precisely what most motor plants did in the Seventies.

But an employer source says that some large motor companies will opt for lay-offs rather than short-time if they have to retrench this year.

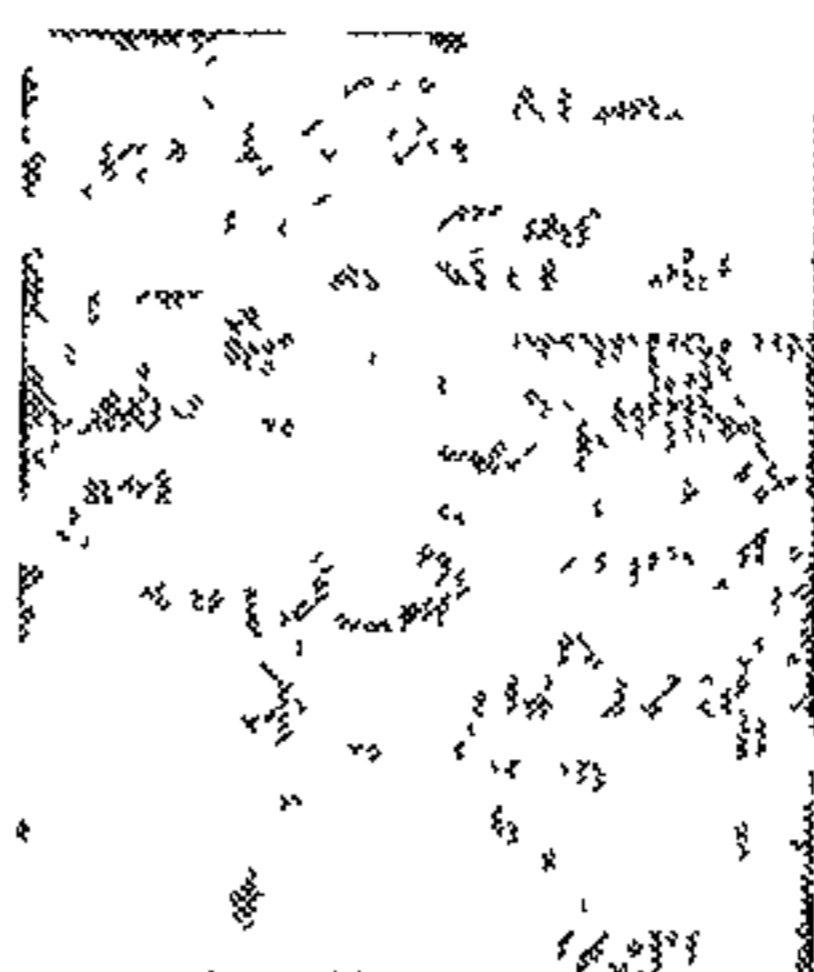
He says going on to short time prompted worker resentment because all workers suffered a drop in pay. This, some employers believe, contributed to the strikes which hit the industry in the late Seventies and early 1980.

They therefore argue that it is "safer" to penalise only a section of the workforce.

For their part, unions tend to prefer a drop in workers' wages to a situation in which large numbers have no job at all.

Of course, many employers will argue that, in hard times, it doesn't really matter what unions think. With unemployment high, there'll be more workers clamouring for jobs. So if the unions really don't like it, their members can strike — and be replaced

RETRENCHMENTS are likely to be one of the biggest labour issues in 1982. Unions are drawing up plans to fight layoffs and cutting back on staff is likely to be a major source of factory tension. **Labour Reporter STEVEN FRIEDMAN reports**



Unions square up to threat of lay-offs

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by non-union members

That is largely what happened in past recessions. In the wake of the 1973/74 Durban strikes, black unions emerged whose membership jumped sharply — only to fall just as quickly.

The hard times of the mid-Seventies were one factor, but there were others which no longer hold.

The unions at that time faced intense Government and employer hostility. Now Government policy is no longer opposed to black unionism — at least in theory — and many employers have moved to recognise black unions.

In some cases unions have had retrenchment procedures written into agreements with employers which seek to protect workers during labour cut-backs — such as the Sigma agreement.

A further difference is that employers are desperately short of skilled workers.

In the 1970's, East Cape motor firms found they could not fire strikers because few of the many jobless workers available had the required skills. The need for skilled black workers will narrow employer options.

Unions in East London, for example, have been living with 30% unemployment

even during a boom — a few extra percent is unlikely to matter.

"If employers try to retrench activists, it could go either way. They could put a temporary lid on unionism or be inviting a great deal of trouble," says one senior management man.

Labour consultant Mr Gavin Brown is more emphatic. "I still haven't seen any proof that recessions knock the present black union movement," he says.

Adds one NAAWU unionist: "Many workers seem fatalistic about losing their jobs. They regard the fact that they have won a reasonably good deal at Sigma as an advance in itself. There has been no loss of enthusiasm for unionism."

Employers who seek to cut back on their workforce without negotiating could face serious conflict.

Mr Brown says he will be advising clients that "the traditional methods managements have used during recessions won't work this time."

He says lay-offs in the past have tended to be arbitrary. Often the decision is passed on to a foreman or supervisor who simply fires the people he doesn't like. "This time retrenchment policies will

have to be defensible.

"It's a decision which is too important to leave to a junior man who may act on a subjective basis."

Where unions are recognised, managements will have to abide by the procedures they have agreed with the unions, he says. If they don't, the union may lose credibility and open the way for a more 'militant' rival.

And where there is no union, he believes arbitrary retrenchments might create fertile ground for union organisers.

He warns that most larger companies have the labour relations skill to handle the issue, but that 'middle-sized South African owned firms' may not. These may be the trouble spots.

What measures are unions likely to demand if the threat of lay-offs looms?

If NAAWU's is a guide, their first reaction will be to fight the threat of retrenchment.

NAAWU calls for employers to plan to avoid retrenchments — by juggling staff complements and production.

If work still has to be cut back it wants consultation with workers on ways of avoiding retrenchment — short-time, overtime bans and the like.

And it wants agreement between unions and employers on retrenchment proce-

dures — these are already written into many recognition agreements.

"It's always been easy to fire workers so many employers retrench without looking for an alternative," says a NAAWU man.

He cites union charges in the Seventies that steel firms were working overtime at the same time they were laying off workers — a sign, unions claimed, that they were "cost-cutting" at the expense of workers' jobs.

What if the union loses the battle and workers must go?

Firstly, NAAWU wants one month's notice to worker leaders on pending layoffs so that negotiations can start on how these will occur.

Unions usually want an objective standard for choosing who will go. The most popular method is "last-in-first-out" — in which a worker's length of service is the only standard. Where procedures are written into agreements, this is the one usually chosen.

As at Sigma, they are also certain to demand that workers get some form of severance pay or unemployment benefit.

NAAWU calls for severance pay based on service and the company's ability to pay. Some employers are already thinking in terms of a private negotiated plan for providing workers with unemployment benefits.

Formulae will vary — that is why a senior employer organisation man stresses the need for firms not to look for blueprints but to negotiate. "As long as firms bargain on lay-offs, they should avoid trouble," he says.

Sigma's layoffs were negotiated with the union and the agreement was adhered to by both sides. There was no unrest.

But then Sigma had a written agreement with the union whereby the two sides bargain directly on all aspects of work conditions.

The kind of tensions layoffs will produce are going to stress the need for direct factory-floor bargaining as never before.

In hard times, unions tend to lay less stress on pay, more on keeping men in jobs. These are not issues which can be settled at official industrial councils, remote from the shop floor. Employers who rely solely on councils may risk strikes, consumer boycotts or foreign union campaigns.

The minimum pay which councils lay down may cause less worker tension when labour is in short supply and employers have to pay well above the minimum to attract workers.

Where employers can attract workers at a rate near the minimum, it is going to be more essential that actual rates are negotiated with workers, rather than simply set by an employer. Far from hammering unions, layoffs could underline the need for effective bargaining between management and labour on the shop floor.

Effective consultation will be needed to prevent a repetition of scenes like this . striking workers at a motor plant

Unions are squaring up to threats of layoffs

Cape Times
15/1/82

124
197
140A
326

Retrenchments are likely to be one of the biggest labour issues in 1982. Unions are drawing up plans to fight layoffs and cutting back on staff is likely to be a major source of factory tension. The Rand Daily Mail labour reporter STEVEN FRIEDMAN reports

ANYONE looking for one of 1982's biggest labour issues need look no further than the Datsun and Sigma motor factories near Pretoria.

Both last week fired or laid off excess labour — 850 workers at Sigma, and an estimated 150 at Datsun.

While there may have been special factors at work in both cases, it is certain that many more workers face the threat of losing their jobs before the year is out. Union sources already report lay-offs in the metal industries.

A recession is expected to bite as the year wears on and employers who took on large numbers of workers during the recent boom are likely to trim their workforce.

Passively

Of course there were hard times in the Seventies which led to lay-offs and long queues at government labour offices. But then workers seemed to accept their fate fairly passively — generally employers were able to retrench as they wished.

But this year there is a growing black union movement and workers are both better organized and more militant.

Already, a major Fosatu union, the National Automobile and Allied Workers' Union, has vowed to fight lay-offs. It has urged employers to use other methods of cutting production, such as short time (where a company works a shorter week and cuts all workers' wages instead of laying off staff), cutting overtime and slowing down production. Above all it has called for retrenchments to be negotiated with workers.

The possibility of a clash between managements and unions is increased by the fact that often employers use a fall-off in work to fire more militant workers.

"Many people are likely to see this as a chance to get rid of alleged 'trouble-makers'," says an employer source.

Even in the Seventies, firings of union shop stewards or other shop-floor activists often provoked disputes, legal actions by unions and publicity campaigns against the company.

In motor plants, for example, lay-offs could well be fought by the unions.

NAAWU says its first demand will be that employers go on to short time rather than retrench — precisely what most motor plants did in the Seventies.

But an employer source says that some large motor companies will opt for layoffs rather than short time if they have to retrench this year.

He says going on to short time prompted worker resentment because all workers suffered a drop in pay. This, some employers believe, contributed to the strikes which hit the industry in the late Seventies and early 1980. They therefore argue that it is "safer" to penalize only a section of the workforce.

For their part unions tend to prefer a drop in workers' wages to a situation in which large numbers have no job at all.

Replacement

Of course, many employers will argue that, in hard times, it doesn't really matter what unions think. With unemployment high, there will be more workers clamouring for jobs. So if the unions really don't like it, their members can strike — and be replaced by non-union members.

That is largely what happened in past recessions. In the wake of the 1973/74 Durban strikes, black unions emerged whose membership jumped sharply — only to fall just as quickly.

The hard times of the mid-Seventies were one factor, but there were others which no longer hold.

The unions at that time faced intense government and employer hostility. Now government policy is no longer opposed to black unionism — at least in theory — and many employers have moved to recognize black unions.

In some cases, unions have had retrenchment procedures written into agreements with employers which seek to protect workers during labour cut-backs — such as the Sigma agreement.

A further difference is that employers are desperately short of skilled workers. The need for skilled black workers will narrow employer options.

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'Fatalistic'

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Employers who seek to cut back on their workforce without negotiating could face serious conflict.

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"This time retrenchment policies will have to be defensible. It's a decision which is too important to leave to a junior man who may act on a subjective basis."

Where unions are recognized, managements will have to abide by the procedures they have agreed with the unions, he says. If they don't, the union may lose credibility and open the way for a more "militant" rival.

And where there is no union, he believes, arbitrary retrenchments might create fertile ground for union organizers.

Trouble spots

He warns that most large companies have the labour relations skill to handle the issue, but that "middle sized South African owned firms" may not. These may be the trouble spots.

What measures are unions likely to demand if the threat of lay-offs looms?

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What if the union loses the battle and workers must go?

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Most popular

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As at Sigma, they are also certain to demand that workers get some form of severance pay or unemployment benefit. NAAWU calls for severance pay based on "service and the company's ability to pay." Some employers are already thinking in terms of a private negotiated plan for providing workers with unemployment benefits.

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national boereorkes competition
 His follow-up is *Haai Laat Wan*, and a spokesman for the recording company, EMI said it was 'selling well'.
 Needs not only plays boeremusiek, but jazz and light country music as well, to which can be attributed his popularity in South Africa

fun competition
 in Weekend Post
 tomorrow.

Labour leaders to fight layoffs in motor industry

By SANDRA SMITH

DESPITE denials by the motor and component companies, labour leaders predict widespread layoffs in the industry this year — and unions have vowed to fight them.

Last week the Datsun and Sgma motor factories near Pretoria fired or laid off excess labour — 500 workers at Sgma and an estimated 150 at Datsun. Layoffs have also been reported in the metal industries.

Further trimmings of workforces are expected as the downturn in the economy occurs, and a major Fesatu union, the National Automobile and Allied Workers' Union (Naawu) has urged employers to use other methods of cutting production.

These include short time, where a company works a

shorter week and cuts all workers' wages instead of laying off staff, cutting overtime and slowing down production.

Naawu has also urged employers to negotiate retrenchment with workers.

A union spokesman said this week many companies felt short time created worker resentment.

Union spokesmen interviewed tended to prefer a drop in workers' wages to a situation where the unemployment situation was worsened by large numbers having no jobs at all.

The Naawu spokesman said in the event of layoffs becoming inevitable, the union wanted one month's notice so negotiations could start on how layoffs would occur.

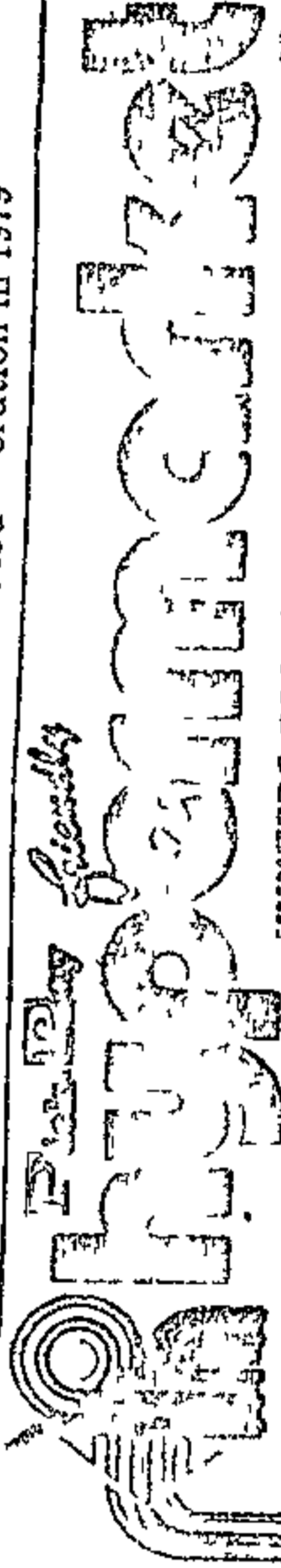
Naawu also wanted an objective standard for choosing who would go. The union preferred the method

whereby a worker's length of service was the only standard.

A spokesman for the Motor and Component Workers' Union of South Africa (Macwusa) said the union also preferred short time to layoffs, and urged management to discuss the issue with them.

A spokesman for the General Workers' Union, mainly operative among educators in the Eastern Cape, said the present situation was one of tremendous economic hardship for workers and a volatile political climate.

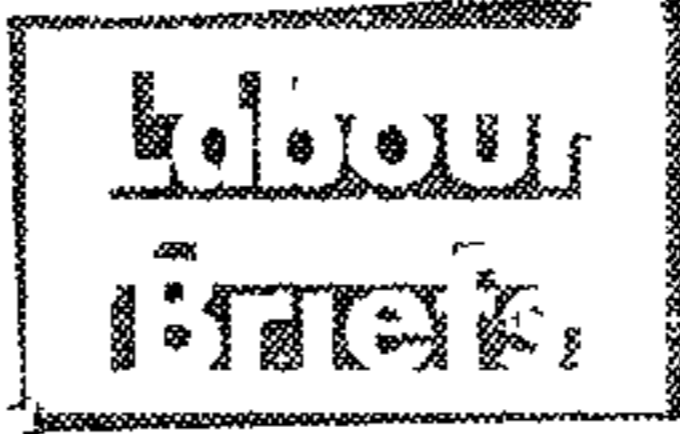
In the event of layoffs at Volkswagen Ford and General Motors workers would receive a Supplementary Unemployment Benefit Fund bonus in terms of an Industrial Council agreement which came into operation in 1979.



WORKERS RETREAT

It's a fair cop. Here

Police officers do



20/1/87
1400

The Fosatu-affiliated National Automobile and Allied Workers' Union has applied to vary the scope of its registration. It is seeking access to the tyre and rubber manufacturing industry in Port Elizabeth and Uitenhage and the battery and carpeting manufacturing industries in Port Elizabeth.

Star 20/1/82

Union claims victory in dismissals dispute

140A

157

129

By Tony Davis
Labour Reporter

In the face of an Industrial Court hearing next week, the Metal and Allied Workers Union has won the reinstatement of 22 workers who were dismissed by an East Rand engineering firm last October.

The union had accused the management of Litemaster Products in Wadeville, Johannesburg, of an "unfair labour practice," after the firm had refused to negotiate with Mawu.

The dispute started in October after workers rejected a 10c an hour wage increase offer and demanded 50c

A total of 22 workers, including union shop stewards, were subsequently dismissed.

Mawu claimed a majority representation among Litemaster's 280 workers and said the firm had refused to negotiate with it and wanted to follow his own code of employment practices.

By taking Litemaster to the Industrial Court, Mawu hoped to force the firm to the negotiating table.

A victory for the union would have set precedents in the areas of a company's commitment to an employment code and make it an unfair labour practice in cases

where company decisions prejudiced existing worker rights.

A joint statement issued by Mawu and Litemaster says the firm agreed to re-engage all the dismissed workers.

A company spokesman confirmed that recognition talks would be held with Mawu soon.

A Mawu organiser today described the dispute as a significant victory for the union because they managed to get all the workers re-hired.

Mawu was scheduled to hold talks with management today at the Femco firm in Brits which had a strike by about 600 workers over retrenchments last week.

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'Crucial' labour dispute settled

CAPE TOWN 20/1/82

(1409) 25/1/82

Own Correspondent

JOHANNESBURG — An East-Rand labour dispute, which was due to lead to a crucial Industrial Court case later this week, has been settled.

The dispute — between the Metal and Allied Workers' Union and the German-owned East Rand firm, Litemaster, threatened to involve West German union action.

However, in a settlement announced yesterday, the company has agreed to re-employ 22 workers it fired last October and to open recognition talks with the union.

'Unfair practice'

The union alleged that the company was trying to "lock out" workers and that it refused to negotiate with Mawu on the firings.

The union took the matter to the Industrial Court arguing that refusal by an employer to negotiate

with a representative union was an "unfair labour practice". The case was due to be heard on Friday.

Had the court upheld this view, all employers who refused to negotiate with majority unions would have fallen foul of the court — a decision which would have had country-wide labour relations ramifications.

German unions

During the dispute, the union said it would inform German unions of its side of the dispute and ask them to intervene.

The company employs about 280 black workers, and Mawu claims majority membership.

A joint statement released yesterday says an agreement on the dismissals has been reached between the two sides "following extensive negotiations".

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He said the new Act was a ...
"cynical exercise" which ...
compelled political parties ...
"fighting for freedom" to ban ...
themselves

"We are glad to say that ...
Swanu will never ban itself ...
voluntarily as the defunct ...
Liberal Party in South Africa ...
once did," Mr Katjuongua ...
said

The new Swanu president, ...
who spent more than five ...
years in exile in the United ...
States, said Swanu aimed to ...
widen the party's base. In the ...
past Swanu has gained a ...
reputation of being a party ...
composed mainly of Hereros.

"As part of our struggle for ...
change and independence ...
Swanu will step up its opposi- ...
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in our country — the inhu- ...
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segregated and inadequate ...
medical facilities and the ...
horrifying education and re- ...
muneration for black peo- ...
ple," Mr Katjuongua said

Overdue prices lead to red faces

Mail Reporter

THERE were red faces at the ...
SABC early yesterday when ...
the stock exchange prices — ...
due to be broadcast for the ...
first time since being taken ...
off the air two weeks ago — ...
failed to arrive in time for ...
the 6 20am slot

An SABC official said a ...
"small human error had led ...
to the prices not arriving be- ...
fore deadline

The early morning stock ...
exchange report — compris- ...
ing the previous day's closing ...
prices — was discontinued ...
two weeks ago because the ...
SABC felt it had a "minority ...
audience"

"A lot of complaints were ...
received from the public, es- ...
pecially country people who ...
didn't get a newspaper regu- ...
larly, or soon enough for the ...
prices to be accurate," said ...
Mr Eric van der Merwe, pub- ...
lic relations officer for the ...
SABC

The organisation then rein- ...
stated the morning stock ex- ...
change report which suppl- ...
ments the midday prices ...
broadcast at 4 30pm on the ...
Afrikaans Service

"I hope they will arrive in ...
time today," he said

Union wins settlement in long dispute

AN EAST Rand labour dispute, which was due to lead to a crucial Industrial Court case later this week, has been settled

The dispute — between the Metal and Allied Workers' Union (Mawu) and the German owned East Rand firm Litemaster — also threatened to involve West German union action

But, in a settlement announced yesterday, the company has agreed to re-employ 22 workers it fired last October and to open recognition talks with the union

The dispute flows from an incident last October when 22 of the company's workers were fired. The union alleged that the company was trying to 'lock out' workers and that it refused to negotiate with Mawu on the firings

The union took the matter to the Industrial Court, arguing that refusal by an employer to negotiate with a representative union was an 'unfair labour practice'

Had the court upheld this view, all employers who refused to negotiate with majority unions would have fal-

By STEVEN FRIEDMAN

len foul of the court — a decision which would have had country wide labour relations ramifications

During the dispute, the union said it would inform German unions of its side of the dispute and ask them to intervene

Yesterday, however, a joint statement by the two sides announced a settlement which will lead to the rehiring of all 22 of the fired workers and negotiations on a formal union recognition agreement at Litemaster

The company employs about 280 black workers and Mawu claims majority membership

Statement

Yesterday's statement says an agreement on the dismissals has been reached between the two sides "following extensive negotiations"

A union spokesman said yesterday that the agreement to rehire the workers was 'unconditional'. This meant, he said, that they will all be returning to the jobs they used to hold"

The two sides have agreed, however, not to release details of the terms under which the 22 will be taken back

Negotiations on a formal recognition agreement will begin within the next few days

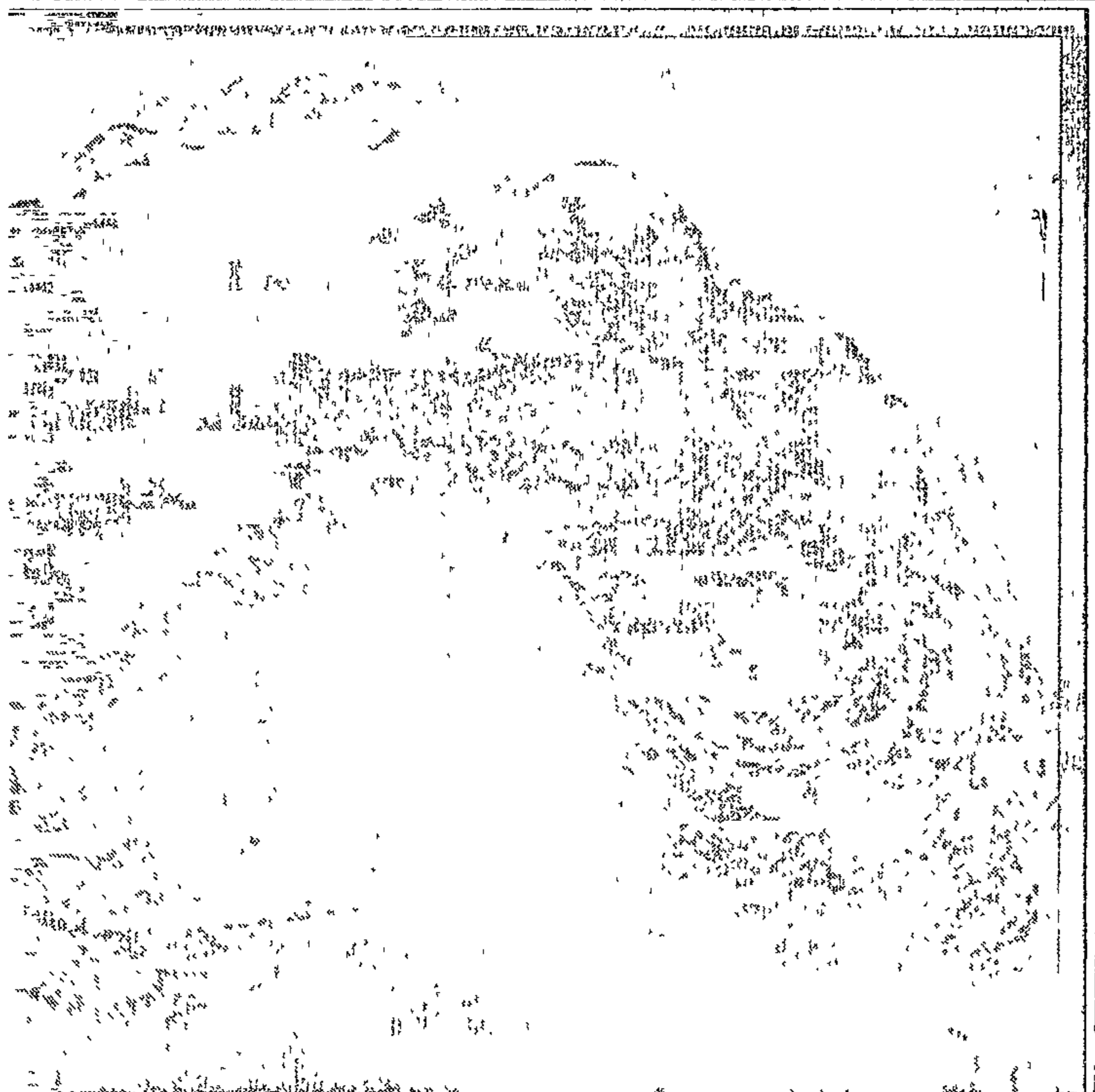
Black pupils forced to sign

By HARRY MASHABELA

BLACK parents are being made to sign statements absolving schools and the Government from blame in the event of their children being injured during school activities or trips

The children are also required to declare that they will abide by the regulations of the Department of Education and Training and the rules of their schools

They must undertake to



140A
191
67 ROM
20/1/82

70 FIRED IN SHIFT ROW

~~157~~ 140A
Sun Jan 20/82

AN EAST RAND company has fired about 70 workers for refusing to work day shift.

According to the fired workers, management at Harvey Tilcs in Boksburg had breached an agreement that night shift would cease on December 9. The workers said management had instead suddenly turned about and ended night shift on December 4.

When the workers arrived for work at the factory on the evening of December 7, they were locked out and told to return the following morning. The following morning they would not work and demanded to be addressed by management first. The workers, then 30, were told that they had been dismissed.

BY CHARLES MOGAI

When the company reopened on January 6, the "dismissed" workers went to the company but were refused entry. Those who had been allowed in, about 40, also refused to work.

Management gave all 70 workers an ultimatum to return to work or be fired, and when they did not take up their tools, they were all discharged.

A spokesman for the company said he was upset the workers had been "unco-operative" throughout the misunderstandings.

"This is one time that we feel we did our very best to compromise. We went to extreme lengths

to try and accommodate our employees, but nothing seemed enough for them. At any rate, they resigned, they dismissed themselves," he said.

But a spokesman for the Metal and Allied Workers Union said discussions between management and the union had reached a deadlock. He accused the company of violating the ethics prescribed by the Industrial Council which compelled companies to notify it when dismissing employees.

The union is considering charging the company for having locked out the employees on the night of December 7.

~~(189)~~ (1409)
Lay-offs
trigger
protest
action ^{CPH} 20/3/32

By STEVEN FRIEDMAN
Labour Reporter

A WADEVILLE metal company, Fletser, has been hit by labour unrest over the retrenchment of three workers

A spokesman for Fosatu's Metal and Allied Workers' Union said yesterday the workers had downed tools briefly on Thursday morning, demanding reinstatement of the men

Yesterday afternoon, workers gathered in the company canteen to discuss the issue and to demand action from management

Fletser, which employs about 200 workers at the plant, according to MAWU, declined comment on the unrest

The MAWU spokesman said workers suspected the three men had been "victimised" and that "this is not a retrenchment for economic reasons"

They had sent the union shop steward committee at the plant to negotiate with management

Management had said the three had not been retrenched "but were just being laid off for a month"

Workers had refused to accept this he added, and had downed tools

Although they returned shortly afterwards, unrest had continued and workers had threatened further action if the men were not reinstated

This had culminated in yesterday's gathering

MAWU was attempting to arrange a meeting with the company to negotiate on the dispute, the spokesman said

192 FM 22/1/82 (1100) BEHIND THE CURTAIN

The sell-off of component manufacturing facilities - rather than economic woes - caused the retrenchment of 507 workers at Sigma this month. Improved labour standards and a streamlining of the workforce are cited as other reasons for the cutback.

A further 318 workers laid off on January 4 will be eligible for re-employment at the end of this month.

Sigma has sold its former in-plant axle and soft trim facilities to specialist manufacturers.

Axles are now made by Borg Warner in Luttenhage and soft trim by Re-siva Autoplastics, which has taken on some of the former Sigma workers.

The move forms part of Sigma's decision to concentrate its R320m expansion programme over the next five years on

assembling motor vehicles. The company believes that, guaranteed higher production volumes, the components manufacturers will be able to make their own investment in capital and expertise. In this way rising unit costs are more likely to be contained.

A Sigma spokesman says the National Automobile and Allied Workers Union (Nawu) was informed beforehand of the proposed action and that Nawu was happy with Sigma's co-operation and with the benefits workers received.

Sigma's Public Labour force has now stabilised. Turnover of black labour in December was down about 20% on 1980 - from 36% to 11% - and turnover of coloured workers was down about 80% from 141% to 26%. Also absenteeism has decreased.

UNION SETTLEMENT *FM 22/1/82*
The dispute between the Metal and Al-
lied Workers Union and the German
owned East Rand firm Litmaster over
the dismissal of 22 employees last Octo-
ber is resolved with the re-employment
of the dismissed employees.

H. De

Star 23/1/82 (140A)

Litemaster agrees to talk to union

Labour Reporter
Talks are expected to start soon between the management of Litemaster Products in Wadeville and the Metal and Allied Workers' Union.

And 21 workers who were dismissed by the engineering company have been re-engaged.

This is a far cry from the firm which last October dismissed 23 workers for "disciplinary and efficiency

reasons" and refused to negotiate with Mawu.

The settlement came after prolonged talks between management and the union, and less than a week before the scheduled start of an industrial court case in Pretoria.

Mawu had asked for the hearing after accusing Litemaster of "unfair labour practice" in that the firm refused to negotiate with the union.

3

~~1/8~~ Union first ^{140A}
Star 26/1/82
 in kwaZulu ~~1/8~~

A breakthrough recognition agreement in a homeland "border area" has been won by the Fosatu-affiliated Paper, Wood and Allied Workers' Union.

In terms of the agreement signed yesterday, the Zululand Furniture Factory in Port Durnford, kwaZulu, has recognised the union's right to take up any factory issue including wages on behalf of the 200-odd workers.

The firm is owned by the Corporation for Economic Development, formerly the Bantu Investment Corporation, and because it is in kwaZulu it is not covered by minimum wage provisions applying in South Africa.

A union spokesman said the agreement was one of its most successful. "It is simple and embodies many rights for workers and has no restrictions," the spokesman said.

Management had initially objected that the union was not registered for the area but had since displayed "a progressive and open attitude to the union and its worker committee," he added.

The Paper, Wood and Allied Workers Union had already forwarded wage demands to management which are to be discussed, the spokesman said.

The union's membership in northern Natal has risen from nothing to about 3 000 since last April and it has signed two other recognition agreements in the area. These are with Anglo Alpha's Cappa Sacks in Isithebe and Sappi Kraft in Mandini.

1409

D. Dispatch 2/2/82

Fosatu condemns school age limit

EAST LONDOON — One of South Africa's largest trade union movements has condemned the government decision to impose a maximum age limit on school-going black children

The East Cape regional congress of the Federal Organisation of South African Trade Unions (Fosatu) called the restrictions "a strategy to further increase frustration and illiteracy among blacks"

In a statement issued after the congress — held in Port Elizabeth at the weekend — Fosatu called on the authorities "for constructive changes to the present education system, with no restrictions of any kind"

The association was reacting to a recent government decision to prevent children from con-

tinuing their studies if they were above a certain age. Regulations now prevent youths over 16 years from attending primary school without the permission of the Director-General of Education and Training.

Youths over 18 are prevented from attending Std 6, 7, or 8 and no one over 20 may attend Std 9 or Std 10

The Fosatu statement read "The financial problems facing black families have ultimately led to children not being able to pursue their education"

"In an effort to overcome their financial problems some children sought employment with the intention of furthering their studies at a later stage, when money was available. It is unfortunate that such a child can no longer be admitted back to school"

7

~~132~~ 140A 193

Recognition strike halts brick plants

Star 2/2/82

By Drew Forrest
 About 500 workers lost their jobs at two Corobrik plants at Bedfordview and Pilmrose following a dispute over a recognition agreement.
 Workers were told they would be selectively re engaged today after talks between management and the Fosatu-affiliated Glass and Allied Workers Union broke down at noon.
 According to union officials, management

had made "totally unacceptable" demands regarding negotiations and union recognition, such as compulsory membership on the industrial council.
 Workers interviewed by The Star said the company was withholding recognition from the union because it was unregistered.
 This claim was hotly denied by management.
 Gawu has applied for registration but has yet to receive its registra-

tion certificate.
 They also claimed management had expressed a preference for the National Union of Brick and Allied Workers, a union recognised at other Corobrik factories and viewed by rivals as an "in-company" body.
 Corobrik's managing director, Mr E C Rutherford, said it was company policy to recognise unions registered for the industry.
 As Gawu last year showed sufficient paid up membership at the two strike hit plants, he said management had agreed to recognise it and had stipulated the points it wished to see embodied in the agreement.
 "We left the door open for further discussions on these points, but have not heard from the union since our last meeting on December 4."
 Mr Rutherford said management had set a deadline for a return to work and had made arrangements for those not wishing to go back to receive money due to them."

RDK 1/2/82

Brick workers strike to gain recognition

140A

ABOUT 500 workers at Corobrik's Bedfordview plant went on strike yesterday, demanding that the company recognise the Fosatu-affiliated Glass and Allied Workers Union (Gawu)

By STEVEN FRIEDMAN

A spokesman for the company said workers were still on strike yesterday evening and that management had asked them to contact union officials to continue negotiations on a union recognition agreement

The company said it had been negotiating an agreement with the union but that Gawu officials had not replied to recognition proposals it made in December

Union officials could not be reached for comment

Support

Corobrik's spokesman said the company acknowledged that the union had support in two of its 20 plants

Company policy was to recognise only unions which were registered for its sphere of activity and the union was not yet registered, he said. However, after receiving an approach from the union last year, Corobrik had entered into recognition negotiations with it

"We gave them a list of

heads of agreement to be incorporated in an agreement. But since December, they have not been back to us"

Yesterday workers downed tools demanding that Corobrik sign a recognition agreement with the union. They gathered outside the factory gates and management had asked them to contact union officials to ask them to report to the factory and resume negotiations, the spokesman said

"We are hopeful that the officials will report tomorrow and that the dispute will be resolved quickly"

Corobrik, a member of the giant Tongaat group, was involved in a controversy last year when rival unions claimed that the National Union of Brick and Allied Workers (Nubaw) — a black union which is active at the company — was formed by Corobrik management

Both Nubaw and Corobrik denied these allegations

Jan 2/2/87 (157) (186)
Sweet success
for Fosatu union
(140A)

Labour Reporter

The Fosatu-affiliated Sweet, Food and Allied Workers' Union has won a significant recognition agreement with a company belonging to one of Natal's sugar giants

The union has signed an agreement with the Noodsberg Sugar Company, part of the C G Smith Sugar Group in Natal

It followed seven months of talks and

includes bargaining rights over wages and working conditions, shop steward elections and access of union officials to the plant

The Sweet, Food and Allied Workers' Union is not a member of the council in line with Fosatu objections to the industrial council system. It has a membership of more than 500 among Noodsberg's 600 workers, according to a union spokesman

Surprise turn in Leyland wage dispute

Star 3/2/82

140A

#31

#192

By Drew Forrest

In a surprise move, Leyland SA has asked the Government to appoint a statutory conciliation board after declaring a dispute with the National Automobile and Allied Workers' Union (NAAWU).

The application, which follows the breakdown of wage

talks, is believed to be the first in recent years by an employer and raises the possibility of a legal lockout by Leyland.

If the Minister does not establish a conciliation board within a certain time, or the board fails to settle the dispute, the company could lawfully lock out the 2 000 workers at its two Cape plants.

NAAWU regional secretary Mr Joe Foster, said Leyland management first threatened to declare a formal dispute late last year when workers rejected its offer of a R1.76 minimum hourly wage.

They wanted R1.80. Management intended the new rate, representing an increase of 30c over the previous minimum, to apply for 12 months from January this year.

At a general meeting

in January, however, the workers accepted the R1.76 figure on condition that the company undertook in the agreement to re-negotiate wages in June.

This was rejected by management, which then declared the dispute.

"Management's action is ridiculous," said Mr Foster. "They have said they intend to review wages in appropriate circumstances, but refused to write this into the wage contract."

A Leyland spokesman, Mr Arne Pitlo, said in response that the company "was not prepared to negotiate with the union through the medium of the Press."

In May last year Leyland was hit by a lengthy strike over wages at both its Blackheath and Elsie's River plants.

Union probes funds 'misuse'

140A
Sowetan
4/2/82

THE Engineering and Allied Workers' Union is investigating allegations of the large scale misappropriation of funds in recent months by the union's branch in the Vaal complex.

The union's general secretary, Mr Calvin Nkabinde, told **The SOWETAN** yesterday

By JOSHUA RABOROKO

that the probe stemmed from reports made at the branch's annual general meeting last month

He disclosed that members were not given a true reflection of the union's financial position, and in fact the bank balance that was read was the total expenditure for last July

Members were not given a report of the actual income and expenditure to enable them to see how their money had been spent.

It has been reliably learnt that although members demanded the

full report, they were not given the opportunity to voice their grievances

Mr Nkabinde said a number of members complained that they were not prepared to see their dues "going down the drain"

The union has decided to investigate the allegations by members and if necessary the police would be invited to step in.

The union believed that it should represent its members fully and any discrepancies would be attended to by the executive council, he said

students

By CHERYL VAN EYSEN

THE shortage of social workers was extremely critical, the president of the Society of Social Workers of South Africa, Mrs Sheila Hefert, said yesterday

Universities enrolling social work students had recorded a 50 percent drop in the registration of first year students, she said

"The recruitment of social workers and how effective they are is handicapped by the totally inadequate salaries. And of prime importance is that racial discrimination in salary scales should be abolished"

Of further importance was the inconvenience to social workers in having to deal with three different Government departments in their day-to-day work

These were the departments of Health and Welfare, Internal Affairs and Co-operation and Development, she said

She suggested that social workers should be required to deal with only one department

Mrs Hefert did not want to comment on the submission by Dr L A P A Munnik of a social workers' memorandum, spelling out all these problems, to the Commission of Administration, without taking direct action himself

This year, a 50 percent drop in the number of first-year students registering in social sciences was experienced in most universities except the University of the Witwatersrand

The memorandum pointed out that 14,2 percent fewer women and 33,3 percent fewer men were entering practice

The imbalance between men and women in social work was blamed on the poor salaries

It was pointed out that the classification of blacks in the professional divisions of the Government was not the same as for whites, and that black social workers were not "free to move" from one administration board area to another

At the Reef meeting of social workers on Tuesday, great indignation was expressed at the fact that Dr Munnik had not replied to their memorandum, but had sent it to the Commission of Administration in Cape Town instead

Crackdown

MOSCOW — Soviet authorities are cracking down on shopkeepers in some cities who hoard food and sell it at above market prices. The campaign follows the third consecutive poor Soviet grain harvest — Sapa-AP

Inquest on former world champion

Mail Reporter

AN INQUEST into the death of Arnold Taylor, South Africa's former world bantamweight boxing champion who died in a Johannesburg road accident in November, is expected to be held today in the Johannesburg Magistrate's court

Taylor, 38, was killed early on November 22 while riding his daughter's motorcycle to his home at Mayfair, after visiting friends. He was taken to hospital, where he was certified dead on arrival

He became world bantamweight champion in November 1973 when he knocked out Mexican Romeo Anaya in a world title fight in Johannesburg. He lost the title on points

six months later when he was beaten in Durban by a Korean, Soo-Hwan Hong

Taylor fought 49 bouts during his boxing career and won 17 on knockouts. He lost only eight fights

His first boxing success came in May 1969 when he won the South African featherweight title by beating former Empire flyweight champion Dennis Adams

More than 200 friends, relatives and former boxers attended his cremation

Taylor is survived by his wife Regina and three daughters

A spokesman for the Department of Justice said at the Johannesburg Magistrate's Court yesterday he expected the inquest to be held today

Strikers are defiant over pensions

THE number of workers who have struck in the past three days rose to more than 3 000 yesterday as new strikes were reported at two large plants — one in Durban and one in Johannesburg

By STEVEN FRIEDMAN

Workers at the Defy Industries plant in Jacobs, Durban, have struck on pension demands for the second time in a few months, and a Johannesburg firm Krost Brothers was hit by a strike yesterday over demands that union shop stewards be recognised

Earlier this week, 500 workers at Corobrik in Bedfordview struck in support of union recognition demands and an Edenvale plant, Nampak Recycling Industries, was hit by a wage strike

A Nampak spokesman said the strike had been settled

A Corobrik statement said 300 of the 500 had returned and the rest were 'provided with company transport to the nearest railway station'

Return

At the Krost Brothers plant in Heriotdale, Johannesburg the firm's 1 300 workers struck yesterday morning but are expected to return to work today

A spokesman for Fosatu's Metal and Allied Workers Union said workers agreed to return after the company said it would recognise union shop stewards and sign a written recognition agreement with Mawu 'as a matter of urgency'

The firm's managing director Mr Cecil Krost, said the strike had come after talks with Mawu on recognition had commenced. The company had agreed to recognise the union because it represented a majority, but we still have a lot to discuss

Late last week the company had received a petition from workers calling for their liaison committee to be disbanded and replaced by union shop stewards. It listed other grievances

Mr Krost said the company agreed to disband the committee, but had asked workers to elect a new one until

the union was recognised, at which stage the committee would be replaced by Mawu shop stewards. 'But we told them we could not recognise the stewards yet'

He added they did not come back to us on this, but struck this (Wednesday) morning demanding that we recognise 10 workers they had chosen as shop stewards

"After calling in union officials we agreed to call the representatives shop stewards and continue talks. I expect workers to return tomorrow (Thursday)'

At Defy, all 1 400 workers struck on Monday over demands that their pension money be refunded

A company spokesman, Mr Brian Gavin, said workers were still on strike and negotiations were continuing

Defy is covered by the metal industries' pension fund which has the same provision for freezing workers' pension contributions as the Government's proposed pensions Bill, which was dropped after worker unrest last year

The company has been urging the Steel and Engineering Industries Federation to amend the fund's rules

NPU rejects Press curbs

Political Reporter

ORGANISED resistance to proposed statutory clamps on the Press mounted yesterday when the executive council of the Newspaper Press Union (NPU) rejected the main recommendations of the Steyn Commission at a special meeting in Johannesburg

In a statement after the meeting the president of the NPU, Mr Peter McLean, said "The NPU unanimously rejected outright the proposed register of journalists, and certain provisions regarding ownership (of newspapers)

He also announced the appointment of a committee of NPU representatives and members of the Conference of Editors to analyse the

Building societies take a hard line

By PENNY CUMMINS

WHEN the next increase in the mortgage rate is announced, probably at the end of the month, home-owners will have to dip deeper into their pockets to keep up bond instalments

Mr Hendrik Sloet, president of the Association of Building Societies, says the societies will not extend the repayment period on loans, and borrowers will have to increase monthly repayments

He predicts the interest increase will be as much as 1 percent

The new rate will also affect house-buyers, as they will have to satisfy higher income requirements to obtain a loan. The building societies calculate bond repayments should not exceed 25 percent of gross income, and a wife's salary is not always taken into account

The last time the mortgage rate went up was in August, also by 1 percent

Thank

Borrowers can thank their lucky stars that the views of Mr Henri de Villiers did not prevail. He is the managing director of the Standard Bank, which incorporates the Standard Building Society

Mr De Villiers believes there should be a steeper differential than now in mortgage rates, and people who can afford the bigger bonds should pay a minimum of 16 percent interest

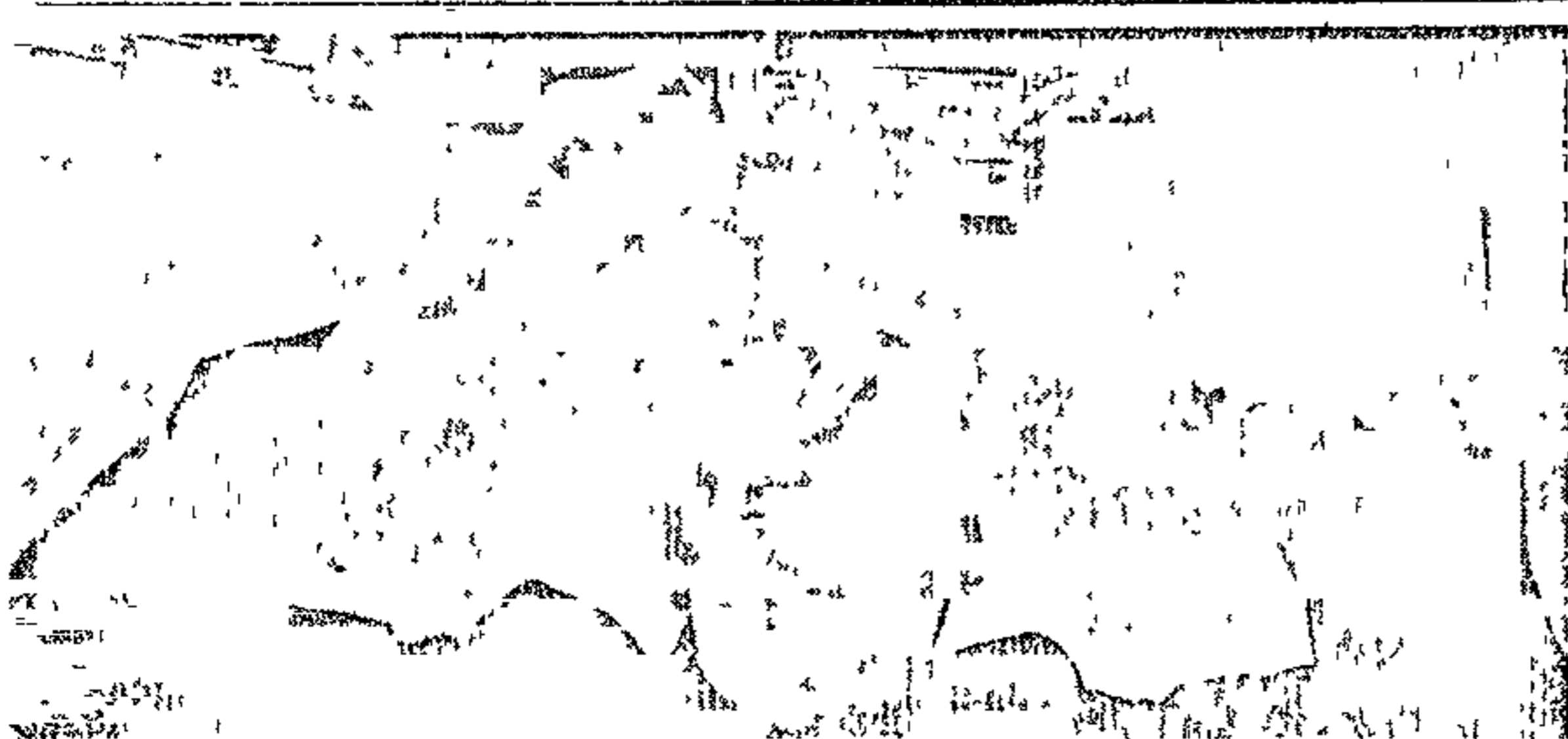
A property economist, Mr Neville Berkowitz, says a 1 percent increase still keeps mortgage rates below the 17% interest payable on a bank overdraft

In the long run, says Mr Piet Badenhorst, joint managing director of the United Building Society, the increase in rates will mean more money becoming available for loans, since higher interest rates will attract investors back to the building societies

'It is often elderly folk whose savings are financing the young home-buyers. Home-buyers are winning hands down as they are using cheap money to buy a house which is appreciating in value,' says Mr Badenhorst

Even with the projected increase the interest rate on mortgage loans will be lower than the general rate of inflation running at about 15 percent

Call by Pressmen OVERSEAS



183
157
140A

CWIU begins talks

THE Chemical Workers' Industrial Union (CWIU) yesterday began major wage negotiations with Colgate-Palmolive in Boksburg, in what is seen as a major breakthrough for workers, as the company had earlier refused to negotiate directly with the union.

The CWIU is affiliated to the Federation of South African Trade Unions (Fosatu), which helped the union win the right to negotiate wages and working conditions directly with the company

The wage proposal was sent to the company early in December and includes requests for

- ① An increase of R1 per hour for all hourly paid employees. Colgate's present minimum is R1,70 per hour, but workers who have recently been employed and are on probation confirmed that on acceptance of the job the company offered them R1,40 per hour
- ② A cost of living allowance to be paid after six months, calculated according to the rate of inflation
- ③ A service allowance of R1,50 a week for every completed year of service
- ④ The changing of working hours

By SELLO
RABOTHATA

so that the Sunday night shift and Saturday morning shift are eliminated

- ⑤ To negotiate the rules of the Colgate Pension Fund before June
 - ⑥ An undertaking by the company that no redundancy is anticipated and that if redundancy does arise retrenchments will be negotiated with the union
 - ⑦ An annual bonus of one month's salary. At present the company does not pay the bonus to any worker whose services have been terminated or who has resigned before the December holidays
- Colgate-Palmolive apparently have a tendency to employ a lot of workers and that towards the end of the year all surplus staff are retrenched and do not get the bonus

By Tony Davis,
Labour Reporter

The strike-hit Corobrik plants at Primrose and Bedfordview yesterday took back half the dismissed workers and started recruiting to fill the other vacancies

About 500 workers were dismissed at the plants this week after striking over the issue of recognition for the Glass and Allied Workers' Union

Corobrik management said the workers had 'discharged themselves' by refusing to return to work

Half the workforce in the two plants had returned to work without any loss of benefits and the remaining half would be paid out, according to Corobrik's managing director Mr E C Rutheford

He said workers would be recruited for the remaining jobs this week and dismissed workers could reapply

The dispute saw talks between management and the union break down and union officials reject what they called 'prerequisites' for recognition

These included union membership in the industrial council registration status and a willingness to hold joint talks with the National Union of Brick and Allied Workers

Glass and Allied has described this body as an 'in company' union. Glass and Allied's president Mr Ronald Mofokeng said the union would organise the new workforce and

Workers' Back on the job after strike

Star 4/2/82

140A

Prove to management that its membership was representative

RECOGNITION

More than 1000 workers were involved in a strike yesterday over a recognition dispute at a Heroldale furniture firm

Workers at the Frost Brothers' plant downed tools and many left work during the day while talks were being held with management

The Fosatu-affiliated Metal and Allied Workers' Union (Mawu) which claims to represent a majority of workers at the plant held talks about the recognition demand

LABOUR BRIEFS

Union shop stewards had apparently called for the dismissal of the existing works committee at the plant and management countered with a call for new elections to be held

A Frost spokesman said the workers were expected back on the job this morning and they had agreed with Mawu to negotiate towards a recognition agreement

Wage negotiations between the management of Colgate-Palmolive and Fosatus (Chemical Workers' Industrial Union) started this week

The company's Ekshburg plant was the scene last year of a major dispute after the union demanded that Colgate negotiate wages at plant level and not at the industrial committee for the industry

DEMANDS

Proposals being advanced by the union in the talks include increases of R1 an hour for hourly paid workers, a cost of living and service allowance, a one-month annual bonus, during away with Saturday morning and Sunday night shifts, advance notice of any re-appointments and negotiations on the pension fund

A Barlow Rand subsidiary, Nampak Recycling Industries in Edenvale, was hit by a one

day dispute over wages on Tuesday

Workers had reported objections to recent wage increases and had demanded an increase of R1 an hour

ADVANCES

A spokesman for the Fosatu-affiliated Paper Wood and Allied Workers' Union, which represents many of the workers, said management had agreed to hold wage talks later this month

The Vaal branch of the Engineering and Allied Workers' Union has called a special meeting of the branches on Sunday to discuss last year's finances

The union's general secretary Mr Calvin Nkabinde, said that at the annual general meeting in January questions had been raised about the Vaal branch's financial situation

The planned meeting would help to resolve this problem, he said

ROM 6/2/82

Union gains recognition at 2 Putco depots

(143)
(140A)
(33)

140A

By STEVEN FRIEDMAN

THE Transport and Allied Workers' Union has won majority support at two Putco bus divisions — including the key Soweto depot — and is to gain official recognition at both, a company statement said yesterday.

TAWU is affiliated to the Council of Unions of South Africa (Cusa).

Recently, Putco signed its first full recognition agreement with TAWU. It has also signed an agreement with Fosatu's Transport and General Workers' Union, but this is not a full agreement.

In terms of the agreement, the union was not automati-

cally entitled to recognition at all of Putco's 12 operating divisions. The two parties agreed that TAWU would be recognised at any division in which it won majority support.

A Putco statement yesterday said that TAWU "now has the support of more than 50% of the workforce at the Soweto division and will hold elections of shop stewards there on March 4 and 5".

The statement also revealed that TAWU has already proved majority support at Putco's Boksburg division and that polling for shop stewards there was under way.

Grievances

Voting will end at lunch-time today, the statement added.

The stewards will be responsible for bargaining with management on worker grievances.

The signing of a full recognition agreement between Putco and TAWU late last year ended protracted negotiations which began shortly after the Putco strike in mid-1980.

Timber mill workers fired

172
199
140A

6/2/82
to Mercury

Mercury Reporter

THE entire workforce from Mondi timber mill at Port Durnford near Empangeni was dismissed yesterday after a dispute with management over pension refunds

A spokesman for the Paper, Wood and Allied Workers' Union, a Fosatu affiliate, said yesterday that the 131 workers had been given to understand that they would be paid out their pension contributions this month

'But management deny this and have said that they had only agreed to arrange for an official of the Anglo pension policy to explain the fund to them,' the spokesman said

Following a meeting on Thursday with an official of the pension fund the workers had sent their

shop stewards to management to demand repayment of their pension money

Down tools

Management told workers they would have to resign in order to get back their pension contributions. Workers refused to resign and decided to down tools

Mr John Dicks, the personnel manager of Mondi, said yesterday that the striking workers 'have opted to have their pension refunds'

Although workers who did not return to work yesterday would now be considered to have 'terminated their services', Mr Dicks said they would be able to apply for re-employment on Monday 'as long as they accept the conditions of employment'

But, Mr Dicks said, the conditions of employment included membership of the

pension fund

Late yesterday the union spokesman denied that workers had agreed to accept their pension refunds under the conditions offered by management

Unresolved

She said workers had refused to accept their wage packets as they did not consider themselves dismissed

'They consider the dispute unresolved and will be returning to the factory on Monday morning,' the spokesman said

At Enduduzweni in Umlazi, about 50 blind workers refused to work yesterday following a dispute with management over wage deductions

Workers, who make cane baskets, cane furniture and weave work, told the Mercury that in spite of low wages management insisted on increasing the weekly deductions for food and board when they returned to work this week

One worker said he was receiving a wage of R17 a week and from this he still had to pay R3 for board and lodging

He said some of the workers had up to R6 deducted from their weekly wages

Necessary

The workers said that, at a meeting with management before they went on leave, they had been told that more money would be deducted from their wages to pay for food

Management said the increase was necessary because of a shortage of funds. This was rejected by the workers

But when we received our pay packet this week we found that management had gone ahead with the increased deductions,' a worker said

The director of the Enduduzweni Mr J Randles, said they had lost more than R50 000 last year. The increased deductions were necessary to offset this loss

He said a welfare organisation already

subsidised the workers about R12 for full accommodation which includes food and clothing

Agitators

'We raised the deductions for accommodation from R1 50 to R2 50 which was implemented on February 1' he said

Mr Randles said he believed that most of the striking workers, who all lived in the hostel were influenced by union agitators

Also about 200 workers downed tools at T & C Organics at Mandini after management dismissed two of their shop stewards

The personnel manager from the head office in Johannesburg Mr D Boyes, said 'not too many workers' were involved in the work stoppage and was unsure as to what were the workers grievances

He said he would be flying to Mandini on Monday to talk to officials of the African Workers' Association, and hoped that the dispute would be resolved shortly

Aggett action call spreads

COM 9/2/82
329
133
140A

Court order on blood transfer

Court Reporter

A TRANSVAAL judge, Mr Justice M go, authorised a Johannesburg Hospital doctor to give blood to a seriously injured Jehovah's Witness at the week-

A transfusion was necessary to save the life of the patient, Mr William Andrew Dyson, who was seriously injured in a car accident.

Mr Dyson, his wife and two daughters objected to a blood transfusion on religious grounds the court heard.

The application, on behalf of the Attorney General of the Transvaal, was made by telephone late on Friday night and was granted the same day.

Dr Mathew Zultzman, in charge of the respiratory intensive care unit of Johannesburg Hospital, said the court Mr Dyson had been admitted with multiple serious injuries. He was in the intensive care unit and undergoing an operation Friday morning.

It was possible Mr Dyson was bleeding internally from the abdomen, he said.

Mr Dyson was unconscious, but his wife and daughters were categorical in their opposition to a transfusion.

But a blood transfusion was clearly needed, Dr Zultzman said. Mr Dyson did not have a 100 percent chance of survival, but his condition would improve greatly if he was given blood.

Dr Hymie Green a speaker

By STEVEN FRIEDMAN

TWO more major union groupings have backed plans for a national half-hour work stoppage on Thursday to mourn the death of Dr Neil Aggett — which means unions representing up to 200 000 workers have now decided to take part.

And yesterday the giant Federated Chamber of Industries recommended a course of action over the proposed stoppage to its member chambers.

No details were available, but it is likely employers have been advised to adopt a flexible attitude.

It was also learned that unions are planning to hold mass protest meetings in the townships to protest at Dr Aggett's death.

And the Transvaal inter-union solidarity committee met last night to plan implementation of the stoppage and other protest measures.

The ball started rolling at the weekend, when the Federation of SA Trade Unions announced it was supporting a call by Dr Aggett's union, the Food and Canning Workers' Union, for the half-hour stoppage.

Protests

Yesterday the general secretary of the 45 000 member Council of Unions of SA, Mr Proshaw Camay, said Cusa had also agreed to take part.

A meeting of Cusa's executive at the weekend had also decided to support mass protest meetings.

Mr Camay said last night's solidarity meeting was deciding whether these meetings would be jointly organised by the unions.

The executive of the Cape-based General Workers' Union was meeting last night to decide whether to join the stoppage action. But it is regarded as certain that the GWU will take part.

Anger

A statement issued by the union yesterday said: "The spontaneous reaction of anger and grief from our factory committees to the death of Neil Aggett will unquestionably ensure that the Food and Canning Workers' Union's call will receive the full endorsement of our executive."

The unions are hoping employers will react sympathetically to the proposed symbolic stoppage.

Yesterday, the FCI issued a statement saying it would not comment publicly on the unions' call, but that it had advised its members what action to take.

Regional chambers of industry have been informed of the FCI's views.

Tensions

It is understood the FCI has advised industrialists to adopt a flexible and pragmatic stance and not to react in a way that would allow tensions to escalate.

This probably means that although industry is eager to remain neutral on the call, employers have almost certainly been advised not to act against workers who stop work for the designated half-hour.

Assocom has declined to speculate on how its members will react, saying it is not up to the association to tell them "how to run their businesses".

The Steel and Engineering Industries Federation could not be reached for comment.

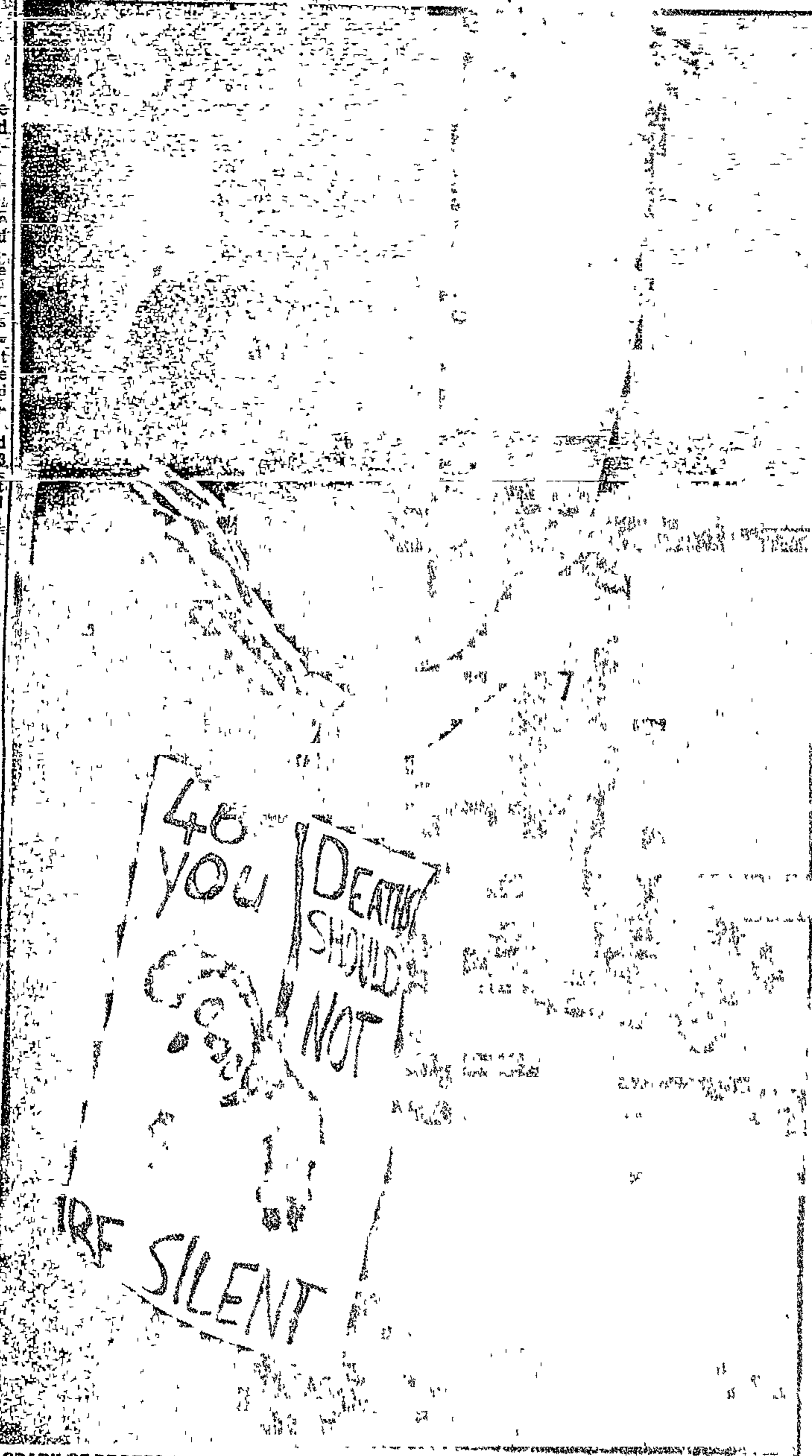
See Page 2

Bank calls for GST increase

INCREASING general sales tax by two or even three percent, to as much as seven percent — but exempting basic foods, transport and fuel from the increase — would give Mr Horwood the extra money he needs this year with the least disturbance to the economy, says Dr Johan Cloete, economic consultant to Barclays Bank.

He says in Barclays Busi-

By HAROLD FRIDJHON



SPARK OF PROTEST... this demonstrator was among the 40 students standing at Intervals along Jan Smuts Avenue outside the Wits campus yesterday in memory of Dr Neil Aggett.

Picture: JIHAN KUUS

200 workers down tools at VW plant

E. Post 9/2/82

(140A)

Post Reporter

(152)

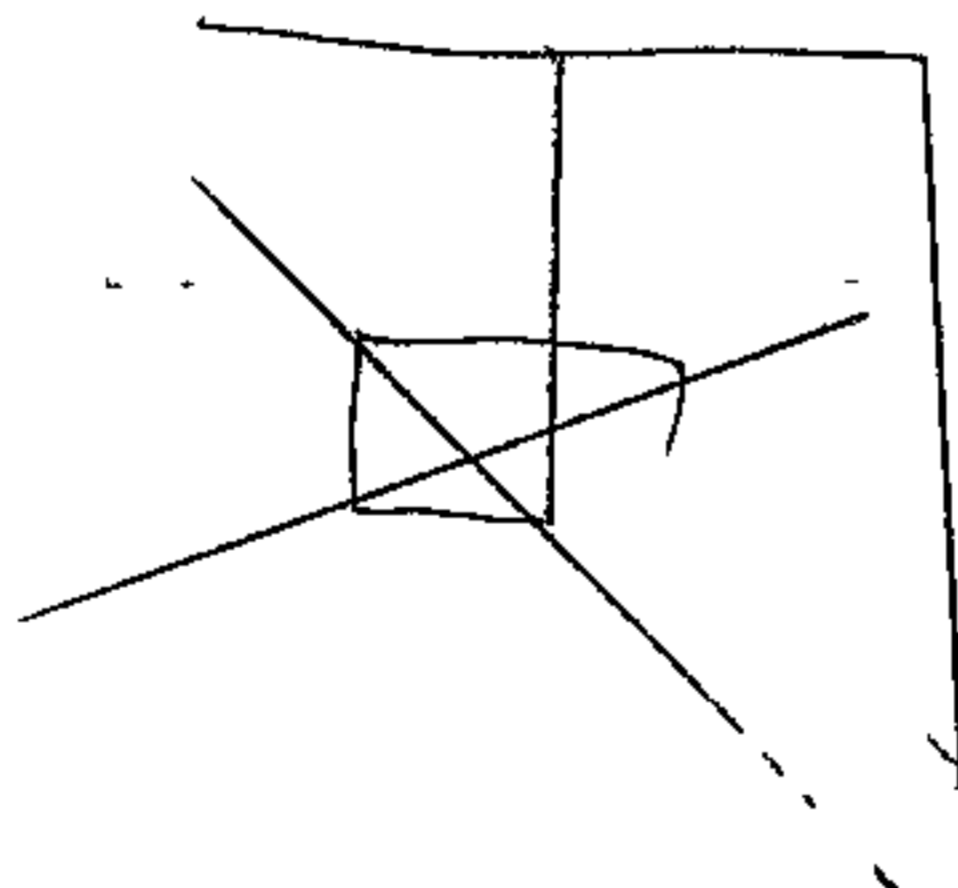
ABOUT 200 employees at Volkswagen's plant in Uitenhage downed tools today in sympathy with two colleagues who were dismissed on Friday

Mr Ruben Els, public affairs manager for Volkswagen of SA (Pty) Ltd said the work stoppage affected two of the five production lines at the plant

Management were today holding talks with officials of the United Automobile, Rubber and Allied Workers Union and full-time and part-time shop stewards at Volkswagen

Union officials last night declined to comment at this stage, saying that "negotiations were delicate"

A statement would be issued later, they said



Union surprised at Mondri

Mercury Reporter

TRADE union men have expressed surprise at Mondri Timber's claim that strikers had been dismissed because none of the workers have yet been paid off.

The management of Mondri Timber at Port Durnoid said on Friday that the entire workforce of 131 had been dismissed after a dispute over the pension fund.

One of the organisers of the Paper Wood and Allied Workers Union, Miss Pat Horn said yesterday management's

attitude to the workers' demands was unreasonable.

'All that the workers are demanding is that the company review its policy of compulsory membership of the pension scheme. Mondri workers are emphatically opposed to belonging to the pension scheme and they are demanding that they be consulted on this before final policy decisions are made,' Miss Horn said.

She said management had made it clear that they were not prepared to negotiate with them although 120 out of the 131 workers at the plant were union members.

Argus 2/2/82
200 car
workers
down tools

Argus Bureau

PORT ELIZABETH —
About 200 employees at
the Volkswagen plant in
Uitenhage downed tools
today over the dismissal
of two colleagues on Fri-
day.

The public affairs
manager for Volkswagen,
Mr Ruben Els, said the
stoppage affected two of
the five production lines
at the plant.

Management was hold-
ing talks today with offi-
cials of the United Auto-
mobile, Rubber and
Allied Workers' Union
and shop stewards.

Union officials declined
to comment at this stage,
saying that negotiations
are delicate. A statement
would be issued later.

'Free detained unionists'

By JOSHUA RABOROKO

THE Government must unconditionally release all labour leaders still in detention and refrain from any further detentions of trade unionists if it hoped for peaceful change in South Africa, Dr Duncan Innes of Wits University, said yesterday.

Addressing the Students' Representative Council, Dr Innes, of the Industrial Sociology Department said that if the Government did not stop these actions trade unions would no longer be willing to co-operate and enter into consultation.

If the Government most of them were failed to co-operate elected to leadership and consult with unions positions in that then we are headed movement and they down a dark road to have arbitrarily been conflict and industrial prevented by the State from carrying out their duties for their members.

He said that the remnants of the Government's labour reforms have died with Neil Aggett the Transvaal secretary of the African Food and Canning Union who died in detention on Friday.

He was only one of at least 16 people involved with trade unions who were detained between November last year and January this year. Eleven of these 16 held official union positions and 13 are members of trade unions.

I do not know what these people are accused of. I do not know when they will be brought to trial. All I know is that they are members of the labour movement.

All I know is that

The State cannot constructively for a light future in South Africa or it either it wants to build South Africa or it

Stop work call goes out

By LEN MASEKO
THE Federation of South African Trade Unions (Fosatu) has called on managements to co-operate in the call for a national, half-hour work stoppage tomorrow to mourn the death in detention of unionist Dr Neil Aggett.

In a statement yesterday, the 90 000-member federation described Dr Aggett's death as "one more scar on the already discredited security legislation which is used to intimidate and detain opponents of Government policy". The stoppage will start at 11.30am.

"We are shocked at the news of Dr Neil Aggett's death and wish to express our sympathy and solidarity with his family and his colleagues in the African Food and Canning Workers' Union," Fosatu's statement said.

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ment would not choose the brutal repression of trade unions" which the Polish Government had adopted towards Solidarity.

If they do, one might even be able to bring conviction against them for conspiring with communism to disrupt society. I mean you get arrested for almost anything in South Africa these days.

But actually if one looks at the Government policy over the past few years then it does seem as if this is not in fact the case.

It looks rather as if, whole not welcoming trade unions for the mass of labour force — that is black workers — the Government has nonetheless shown signs of willingness to tolerate them and will-

ing to try to learn to live with them.

Dr Innes said the present system of industrial relations did not meet the requirements of the freedom of association and the right to organise as spelt out by the International Labour Organisation.

The labour movement had a crucial role to play in shaping the future of SA.

The chairman of the Manpower Commission, Mr Hennie Reynders said South Africa was moving rapidly towards changing its labour laws.

He said that the De Lange report on education would help to facilitate all population groups with the ability to be trained and become skilled in certain jobs.

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Union reports back to VW workers today

Post Reporter

SHOP stewards and officials of the National Automobile and Allied Workers Union will report back to 200 workers on a production line at Volkswagen today on the outcome of talks with the managing director of the company, Mr Peter Searle.

The workers downed tools on Monday, stayed away on Tuesday but agreed to go back to work today pending the outcome of the negotiations.

They want 10 workers who were dismissed at 11pm on Friday re-instated.

The secretary of the union, Mr Freddie Sauls, said the disruption started on Wednesday when a group of workers who had problems were called by a general foreman who asked them to sign reprimands.

In terms of union procedure this had to be witnessed by a union official or

shop steward.

The shop steward was off ill and when he returned to work on Thursday, the workers told him about the incident and asked him to take action.

He was taking down their grievances when the general foreman claimed he had a work stoppage on his hands and ordered them to go back to work within three minutes or go home.

Ten workers were dismissed when the last shift came off the line at 11pm on Friday.

On Monday when the rest of the workers, about 200, heard about the dismissal they downed tools.

The president of the National Automobile and Allied Workers Union, Mr Jurie Harris, and two shop stewards, Mr John Gomomo and Mr Sam Mpushe, are negotiating with Volkswagen management.

~~157~~ ~~192~~

Strikers ^{Staw}
return ^{10/2/82}
to work ^{140A}

Labour Reporter

Workers at the Volkswagen assembly plant in Uitenhage have returned to their jobs after a stoppage yesterday protesting the dismissal of two colleagues last Friday

Volkswagen management today met plant shop stewards and officials of the National Automobile and Allied Workers' Union to thrash out the issue

Several production lines were forced to shut down after the 200 workers downed tools

The two men were apparently dismissed for disciplinary reasons

Chief backs move

to mourn Aggett

140A

194

327

Mercury 11/2/82

Mercury Correspondent
JOHANNESBURG—Tens of thousands of workers throughout the country have responded to a call to stop work at 11 30 this morning to mourn the death of Dr Neil Aggett, unionists said yesterday.

The proposed stoppage received new support yesterday when Chief Gatsha Buthelezi's Inkatha movement backed the action.

Last night the giant Anglo American Corporation indicated it would treat sympathetically requests by workers to mourn

But Fosatu's Paper, Wood and Allied Workers' Union said yesterday that the giant paper company Sappi had threatened to fire workers who took part at its Reef plant. A Sappi spokesman said only that the company had told worker representatives it did not believe Dr Aggett's death had anything to do with the relationship between Sappi and our employees.

Assured

Mass public meetings are planned today in Cape Town, Durban and Pietermaritzburg.

In Natal yesterday, some of the province's largest employers told Sapa they had assured workers they would not block the planned half-hour stoppage

Mr Barry de Wet, group industrial relations manager of Huletts, said 'We see it really as unofficial protest action by concerned people and we would never oppose such action'

Anglo American said in a letter it had noted its opposition to detention without trial and added that Dr Aggett's death had 'already had a serious impact on the industrial relations climate'

'We do, however, understand and sympathise with the depth of reaction which has led to the proposed stoppage and requests for employers to observe the period of mourning will be treated accordingly'

COLLEAGUES
(TV) LTD.
OF last year,
"sting" and
delays have
very and in-
very, we have
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PETER MARK
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Yours faithfully
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The inverted pyramid is harder to construct for a long report than for a memo or letter. There is a format with eight sections which you can use as a guide when writing a report.

We have introduced the following sections in the order they fit the structure. The sections do with the letters are similar to a row of sections has passages are comment on

Hundreds of workers protest

DR NEIL AGGETT'S MURDER

Attempts by the PFP to introduce an unopposed motion of sympathy with Dr Aggett's family were thwarted in the Transvaal Provincial Council today when the ruling National Party opposed the motion, which then fell away

At a meeting in East London, attended by 1500 people, speakers paying tribute to Dr Aggett said he was a man who had given up his position of privilege to seek a better life for blacks

Thousands attended memorial services for Dr Aggett in various parts of the country yesterday

The managing director of Firestone, Mr Peter Morum, confirmed stoppages at the plant - "some for 10 minutes and some for half-an-hour. It was all very orderly and quiet, in fact, extremely so"

At the University of the Witwatersrand today students and professors gathered in the Great Hall as a mark of protest. The campus was officially closed for half an hour

Other firms in the PWV area which reported some form of protest included Colgate-Palmolive in Boksburg, Premier Paper at Kliprivier, Chloride Batteries in Benoni and Kelloggs SA in Springs

At the large Siemens plant in Isando more than half the work force observed the protest

On the Rand there was varying degrees of support, ranging from 100% stoppages at Reef Chemicals in Boksburg and 60% at Stonestreet and Hansen at Elandsfontein

At a meeting in Grahamstown Rhodes

Services were held at offices of the Federation of South African Trade Union Offices countrywide

At Plascon white supervisors joined in a brief service

At Volkswagen in Uitenhage the entire work force of a few thousand observed a five minute silence, this having been agreed to by management

Security guards at the gate of the Ford engine plant in Struandale refused permission for photographs of about 100 workers gathered on a lawn. The police kept a low profile throughout

Ford's Director of Public Affairs, Mr Dunbar Bucknall, said the stoppages had been "very orderly" and had lasted half-an-hour. Most workers observed it

At Busaffa a major parts manufacturer, and at the Elmosa factory, all was quiet with no stoppages reported

Workers there also sang *Nkosi Sikelel'i Afrika*

A spokesman for General

In Port Elizabeth, several cars sporting stickers which read "Dr Neil Aggett He lived for his country Died in detention" were parked outside the Ford Struandale plant

At the Berkshire Knitting and SATV plants in East London the occasion went unmarked. At a large toiletries factory workers asked for, and got, an extended lunch hour

At the Car Distributors Assemblies plant in East London negotiations between unions and management led to five minutes being added to a tea break this morning, but only some workers took part

Much the same happened at the Cortina plant

At Ford's Neave plant members of the National Automobile and Allied Workers' Union and the Motor Assembly and Component Workers' Union of South Africa observed a short silence followed by prayers and the singing of the anthem, *Nkosi Sikelel'i Afrika*

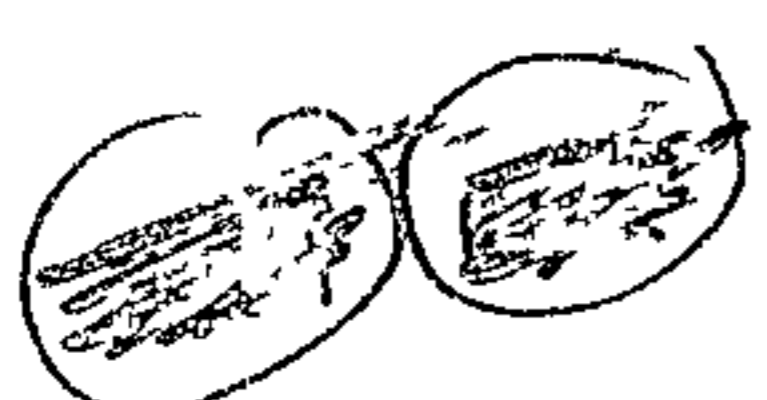
There were widespread work stoppages in the Eastern Cape today as thousands of workers of all races downed tools

Early indications were that the response to the call for the half-hour work stoppage between 11.30am and noon had been good

THOUSANDS of workers countrywide today downed tools in protest against the death in detention last week of leading trade unionist Dr Neil Aggett.

E. Post 11/2/82 (140A)

* * *



Nation

readies

for Aggett

140A
day

by STEVEN FRIEDMAN

By

CHIEF Gatsha Buthelezi's Inkatha movement last night backed the call for a national half-hour work stoppage in mourning for Dr Neil Aggett at 11.30am today — as unionists reported tens of thousands of workers had affirmed support.

Unionists said only one major company was reported to have threatened to fire workers who participated, and the giant Anglo American Corporation indicated it would give sympathetic treatment to worker requests to observe the action

Inkatha's general secretary, Dr Oscar Dhlomo, said the movement was "deeply shocked" by Dr Aggett's death and urged all workers to observe the stoppage

The vice-chancellor of the University of the Witwatersrand, Dr D J du Plessis, told staff in a

letter that the university would close for half an hour from 11.30am — when church bells on the Witwatersrand will toll

Mass public meetings are planned in Cape Town, Durban and Pietermaritzburg

Police said they were "prepared for any disturbances that might occur during the work stoppage"

The Transvaal Solidarity Committee co-ordinating stoppage action in the province said last night that police had confiscated stickers dealing with the stoppage

The committee said a Vereeniging unionist, Mr Philip Mosia, had been held by police after distributing leaflets

A spokesman for the Police Directorate of Public Relations in Pretoria said police would not comment on what they considered 'routine work' He was unable to confirm that Mr Mosia had been held

Endorsed

In a statement, the Transvaal Solidarity Committee said it had received "tremendous support" from union shop stewards on the Reef and in Pretoria and Vereeniging, and that worker meetings had endorsed the call

Unionists elsewhere also reported a 'good response' from unionised workers, although some said they had had insufficient time to contact members In some factories, religious services have been arranged by workers

Unionists said they expected few attempts by employers to "obstruct" the stoppage, although some said they would not pay workers who took part for that half-hour, and others asked workers to observe a shorter period of mourning

Some companies have suggested bringing lunch-hour forward to accommodate the stoppage, but workers have opposed this

It is understood that Port Elizabeth firms may be asked by employer representatives to observe a brief period of mourning

Unionists in all centres said workers were being asked to observe the period of mourning in a "dignified and disciplined" way

This means workers have been asked not to leave factory buildings and to disrupt production as little as possible

'Threat'

The Paper, Wood and Allied Workers' Union, an affiliate of the Federation of SA Trade Unions, charged yesterday that the giant paper company Sappi had threatened to fire workers at its Reef plant who took part

Approached, a Sappi spokesman said the firm expected its workers not to take part in the stoppage.

He said the company had told worker representatives it did not believe Dr Aggett's death had anything to do with the relationship between Sappi and our employees"

In Natal yesterday some of the province's major employers told Sapa they had assured workers they would not block the stoppage

In Port Elizabeth, Fosatu unionist Mr Fred Sauls said he expected a show of mourning in all unionised factories in the city and in Uitenhage

In Cape Town, a representative of the Food and Canning Workers' Union said there was strong worker support for the stoppage, even in some rural areas

See Page 2

Aggett. Thousands stop

By Tony Davis, Drew

Forrest and John Allen
Tens of thousands of
workers countrywide to-
day downed tools in
protest against the
death in detention last
week of leading trade
unionist Dr Neil Aggett

Early indications
were that the response
to the call for the half-
hour stoppage — be-
tween 11.30 and noon —
has been good.

Heavy support for
the stoppage came
from thousands of
workers in the coun-
try's motor industry in
Port Elizabeth, Uiten-
hage area and Preforia.
At the time of going
to press it was difficult
to ascertain the full ex-
tent of the stoppages
but numerous reports
of some form of protest
action were received
from across the coun-
try.

It was a move that
cut across the colour
bar and brought "sym-
pathetic and under-
standing" responses
from many companies
towards protesting
workers.

A senior Fosatu offi-
cial said about 20 000
workers in the Eastern
Cape 5 000 in the Pre-
toria area and about

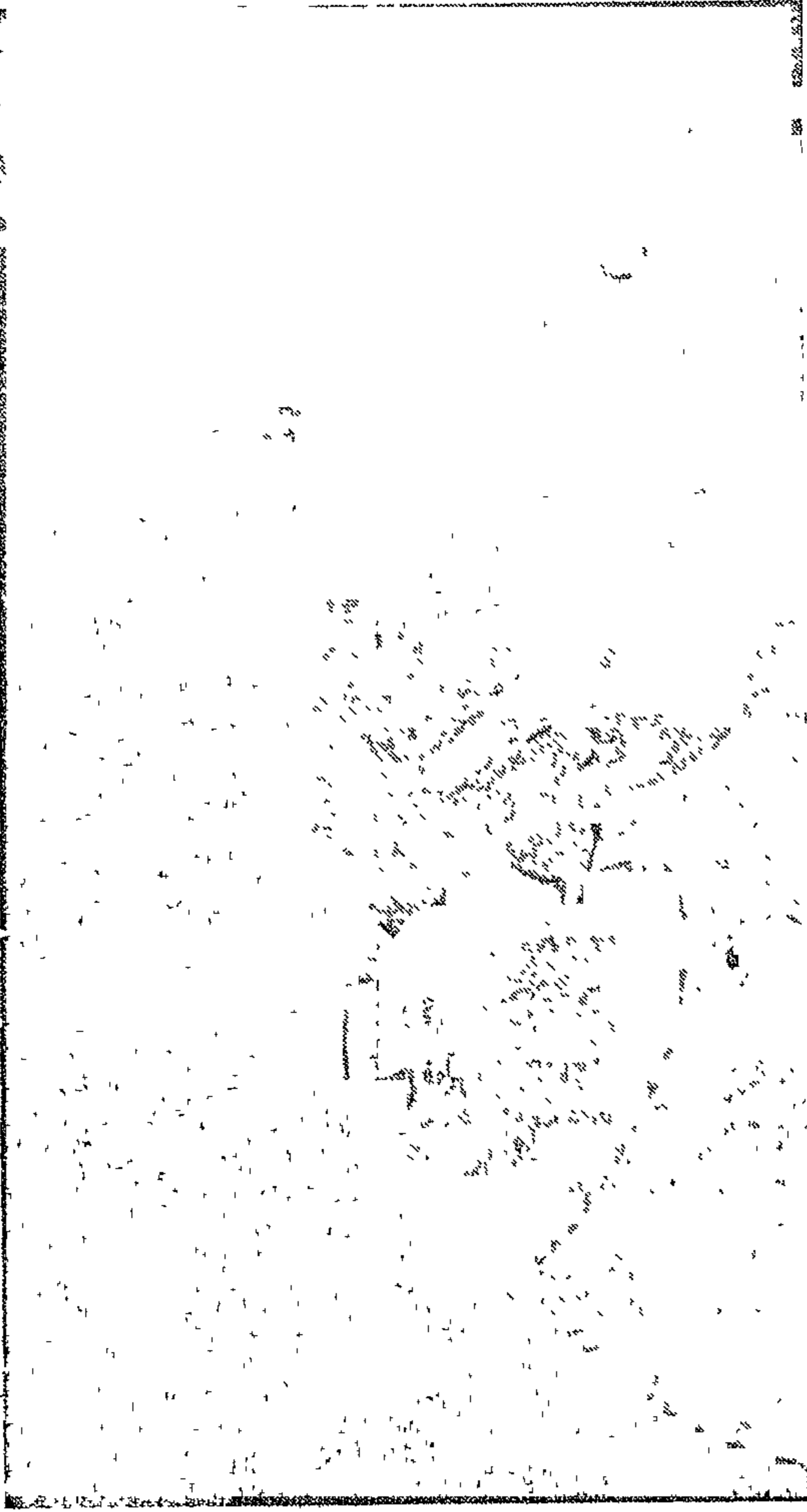
Page 23 Solitary
Stress Can Cause
Suicide.

2 000 in Maritzburg at
Fosatu-organised plants
had observed the stop-
page.

On the East Rand
there was varying sup-
port — 100 percent
turnout or stoppage at
Reef Chemical in Boks-
burg, 60 percent at
Stonestreet and Ilansen
in Elandsfontein 2 000
workers at the large
Hendler and Hendler
metal plant in Boks-
burg also downed tools.
At the large Siemens
plant in Isando more
than half the work-
force observed the pro-
test.

Worker protests have
been peaceful and the
stoppages have varied
between five and 30
minutes.
Some stoppages will
be held tonight for
nights shift workers.

Star 11/2/82



The face of grief — Mrs Penelope Mayson, wife of detainee and former Methodist minister Mr Cedric Mayson, was overwhelmed with emotion at the mass meeting at Wits University today.

Other firms in the
PWV area which re-
ported some form of
protest included Col-
gate-Palmolive in Boks-
burg, Premier Paper in
Kuprivier, Chloride
Batteries in Benoni and
Kellogg SA in Springs.
At Port Elizabeth
companies organised by
Fosatu affiliated work-
ers in their hundreds
met and observed a mi-
nute's prayer and then
sang "Nkosi Sikelel'
iAfrika.

The Star's East Lon-
don correspondent re-
ports that 3 000 workers
at six companies joined
in the protest.
These included the
grant CDA motor assem-
bly plant and the Ameti-
can multinational John-
son and Johnson.
Transvaal unions con-
demned yesterday's po-
lice action in which
20 000 support stoppage
the printers in Johan-
nesburg.

An official of Fosatu's
National Union of Tex-
tile Workers claimed
about 17 000 workers at
mills across the country
observed the stoppage.
The Paper, Wood and
Allied Workers' Union

ments were greeted by
standing ovations dur-
ing the emotional
gathering.

At noon Dr Jennifer
Thomson, chairman of
the Academic Staff As-
sociation and co-chair
man of the meeting,
called for two minute
silence.

At the end of this
many in the audience
sang "Nkosi Sikelel'
iAfrika" raised clench-
ed fists and shouted
"Amandla Aweluthu".

The president of the
Wits SRC, Mr Jeremy
Clark, said today was
the first time the un-
iversity had come out in
support of trade unions
of this country.

Professor du Plessis
said the meeting was
paying tribute to "one
who lost his life in the
pursuit of an ideal."
The fact that this
ideal had not been
shared by those in power
had been no reason for
him to die.

Whatever the cause of
his death it was the
result of a method of
detention which did not
belong in a civilised
country.

Whatever the expla-
nations and excuses of-
fered, it was a disgrace
to our country and its
people and a hindrance
to good human rela-
tions.

Dealing with "our
role in this dreadful
phase of South African
history", Professor du
Plessis said protest was
essential but should not
turn into the destruc-
tive behaviour of those
who disappeared.

The university had to
demonstrate that it had
a greater maturity than
those responsible for
the conditions under
which Dr Aggett had
been detained.

It had a positive role
— the creation of a
community which
served as an example to
others and was guided
by tolerance and sensi-
tivity.

Dr Thomson, speak-
ing for the Academic
Staff Association, said
Dr Aggett had been
guilty of no crime
other than working
courageously for a just
and democratic society.

"We shall never give

Top horse trainer

Quits TVM

By Andrew Davidson
Champion racehorse
trainer, M
Barnard, is to leave the
old former English riding
to move to Cape Town at
the racing season.

Mrs Barnard told The
Star exclusively today
that the main reason for
her planned move was
the health of her hus-
band Phillip a former
Royal Air Force pilot
who has had heart
trouble for several
years.

"I think the climate
in the Cape will suit him
better," said Mrs Bar-
nard.

The Vaal trainer has
not always got on with
other Rand trainers but
this, she said, did not
influence her decision
to move. But she did
admit there had been
some unpleasant in-
cidents with other
trainers.

The Jean Barnard
stable currently the
most successful in the
Transvaal with 49
winners to date has a
string of about 80
horses.

Mrs Barnard said she

Council aiding says P

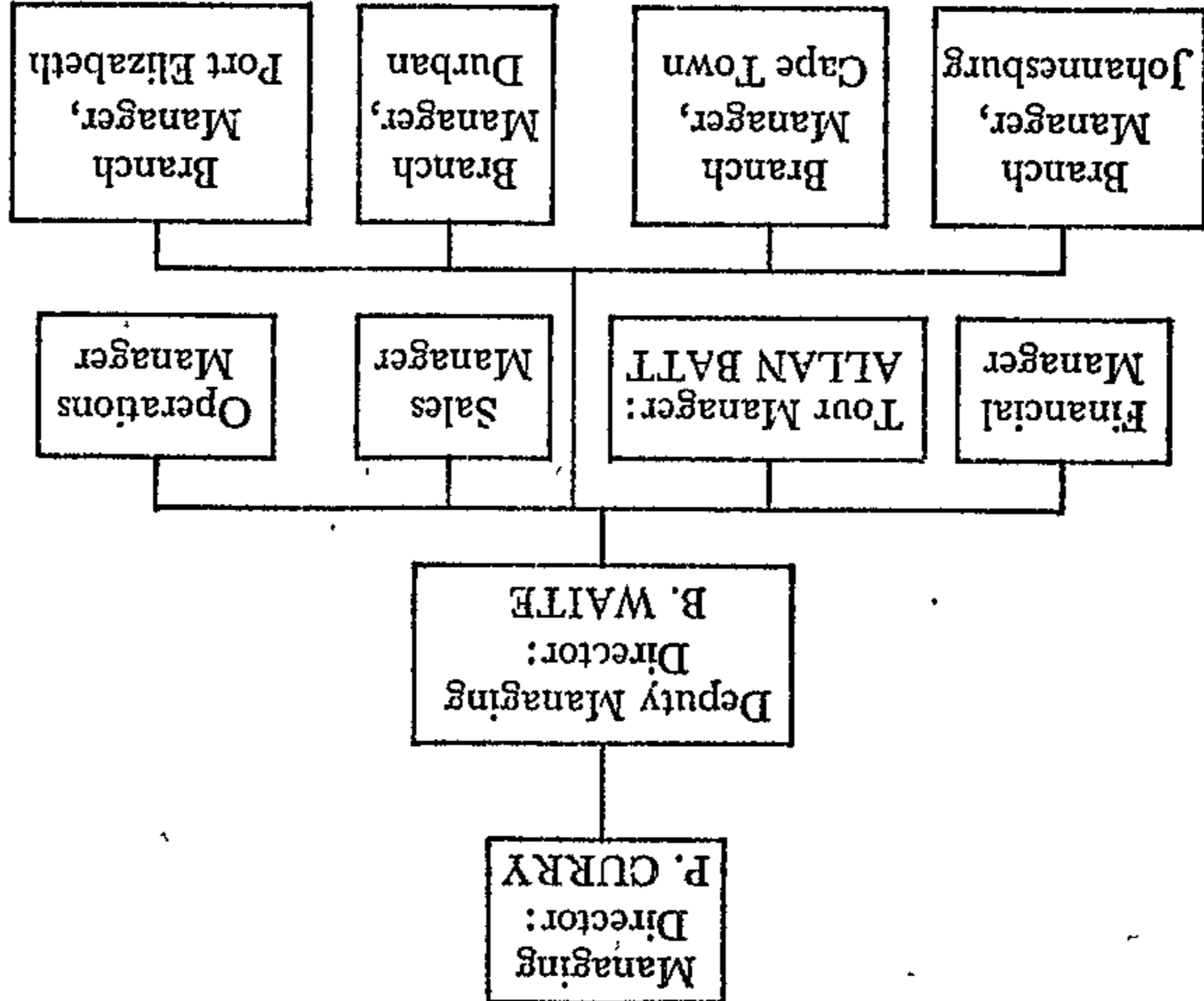
committee,
that while
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to send the
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Mr Sam
leader of t
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nagement t
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in sending
edition of t
pal publica
City" to rat
voters on
the election
of R166 000

The book
a foreword
holzer as
photograph
dressing the

PROTEA TOURING
EXHIBIT I
PROTEA TOURING

Organization Chart



showing any improvement. Their main attribute was that both had been in the travel industry all their lives and had developed useful contacts.

In July the Johannesburg Branch Manager told Curry about a potential employee who had experience in car rental in Europe. The man was 27 years old, a graduate in electrical engineering, and had had some management experience.

Manager for Avon. Frank Johnson, who obviously knew at times, slightly impression. Managing Director A second interview.

He said the case of two workers who were involved in a disagreement with a foreman — the cause of the stoppage — was still under review.

About 200 workers downed tools on Monday in sympathy after 10 workers were dismissed on Friday night.

Two of the workers were re-instated immediately and eight will be re-instated on March 4, the public affairs manager for Volkswagen, Mr Ruben Els, said today.

MANAGEMENT at Volkswagen yesterday agreed to re-instate 10 workers who were dismissed on Friday night.

VW workers re-instated
Post Reporter
140A

Factory stands still as thousands mourn

Mercury 12/2/82

140A
~~145~~
~~152~~
~~158~~
~~381~~

Mercury Reporters

FACTORIES throughout South Africa were brought to a standstill yesterday when tens of thousands of workers stopped work to mourn the death in detention of Dr Neil Aggett

Unions countrywide reported peaceful work stoppages but last night figures of the number of workers involved were not available

A spokesman for the Federation of South African Trade Unions said that 52 000 union members at 75 factories throughout the country observed the brief work stoppage

In Natal, the Fosattu spokesman said, more than 17 000 workers at 31 factories stopped work at the scheduled times

Meanwhile the general secretary of the Food and Canning Workers' Union, Mr Jan Theron, said that although he had not had all the reports back from the shop stewards he had no doubt that all 20 000 of their members observed the stoppage

WORKERS at S A Fabrics observed a 10-minute stoppage — while discussing the dismissal of a shop steward by management.



Discussing the dismissal of a shop steward by

bers at 75 factories throughout the country observed the brief work stoppage

In Natal, the Fosatu spokesman said, more than 17 000 workers at 31 factories stopped work at the scheduled times

Meanwhile, the general secretary of the Food and Canning Workers' Union Mr Jan Theron, said that although he had not had all the reports back from the shop stewards he had no doubt that all 20 000 of their members observed the stoppage

Dr Aggett was the Transvaal secretary for the Food and Canning Workers' Union and they had initially issued the call for the half-hour stoppage

The general secretary for the General Workers' Union, Mr David Lewis, said that from his union about 4 000 observed the stoppage

He said stevedores at East London, Port Elizabeth and at Cape Town brought the harbours to a standstill for half an hour when they downed tools

According to figures released by Fosatu, the textile industry was the most effected by the work stoppage and the entire workforce of a number of large Hammarsdale factories all downed tools

Observed

At Mooi River Textiles apparently 1 000 workers observed the stoppage but a spokesman for the company said there had been a 'five or 10 minute' stoppage which involved 'some' of the workers

He said that those who took time off would lose wages accordingly.

Mr Barry de Wet, group industrial relations manager for Hulett's said 190 workers at the Felixton mill had observed the work stoppage between 11 30 a m and noon

The entire workforce, of nearly 2 000 workers, at the David Whitehead mill at Tongaat stopped work for 20 minutes yesterday afternoon. The night shift staff held a similar stoppage at 1 30 a m yesterday

At Defy Industries in Durban, the subject of a work stoppage over pensions recently, about 1 200 workers also downed tools yesterday.

More than 400 medical students yesterday gathered at the University of Natal Medical School in Congella to mourn and protest the death of Dr Aggett

The SRC of the University of Natal, Durban, also observed the half-hour work stoppage by closing its switchboard and holding a meeting on campus yesterday

85 000

RON 12/2/72

stop

work

for

Aggett

Mail Reporters

YESTERDAY'S work stoppage to mourn the death of unionist, Dr Neil Aggett — the first of its kind for at least two decades — was yesterday supported by tens of thousands of workers in various parts of the country.

Unionists estimate that at least 85 000 workers took part — including some from country areas in the Western Cape such as Paarl and Grabouw.

They added that some had not taken part after their employers had threatened action, but had worn black armbands or sung "freedom songs" instead.

And at one Uitenhage factory, white supervisors joined a brief service by workers to mourn the death.

The only incidents reported were that of a union shop steward who was allegedly fired by SA Fabrics, a British-owned company in Natal, and a handful of companies who threatened to fire workers who took part.

In Boksburg, workers from a chemical plant marched round the Administration Board office singing — and were joined in their song by some workers inside the building.

At Wits and Rhodes Universities, meetings were held to mourn Dr Aggett's death and Black Sash members staged a protest vigil in Port Elizabeth.

Dr Aggett, a leading unionist, died in police detention a week ago. Trade unions called a brief stoppage to mourn his death.

However, most employer sources contacted said the stoppage had been "isolated" and "minimal".

In a statement issued last night, Fosatu said that 52 000 workers in 83 plants had joined the stoppage.

It described this as "an unprecedented act of solidarity" and called on the authorities to "take note" and avoid "further action in future".

• The Australian Council of Trade Unions yesterday announced a week-long ban on South African shipping and air travel to protest against the death.

140A (B) 1982 Graduate School of Business News Feb. 1982

THE VOLKSWAGEN CASE

A CHUNK OF REALITY

Some Monday mornings can be worse than others. Take Monday June 16, 1980 at the Volkswagen factory in Uitenhage. At 8 in the morning 4 000 workers downed tools and streamed from their places of work to congregate on the lawn outside the Managing Director's office.

Preceding events included

- a history of political activism, particularly by the ANC and Black Consciousness movements, in the Eastern Cape,
- major investment by Ford, General Motors and Volkswagen creating a high degree of prosperity and dependence in the Port Elizabeth/Uitenhage area,
- increasing organisation of white, coloured and African trade unions in the Eastern Cape motor industry,
- a protracted and messy strike at Ford in 1979 dragging on into 1980,
- the creation of highly active and politicised black community organisations in Port Elizabeth and Uitenhage (PEBCO and UBCO) in 1979, protesting a range of issues including squalid housing conditions,
- a focus of international attention on the automobile manufacturers as a result of pressures on their parent companies and their commitments to the Sullivan and EEC codes of employment practice,
- wage rates for less skilled workers in the PE/Uitenhage automobile industry being higher than those in the competitor companies in the PWV area, but pressures being maintained for still higher wages in the Eastern Cape,
- booming economic conditions demanding increased output,
- Industrial Council negotiations in progress for a new management union agreement for effect from 1 August 1980, but as yet little sign of agreement,
- widespread unrest in South Africa evidenced by schools boycotts leading to the closure of many schools and Fort Hare University, stone-throwing and arson in the Western Cape, sporadic strikes,
- calls for strikes and stay-aways on Soweto Day, 16 June

These events and those of the ensuing weeks compose a picture rich in opportunities for learning. Volkswagen, the unions involved, as well as numerous other companies, officials and individuals agreed to be interviewed and make their records available. The Shell company, recognising the need for such a case, supported



Mr Norman Faull

the research and GSB lecturer, Norman Faull, devoted the best part of four months to the task.

The result is a substantial five-part case running to nearly 400 pages of text and exhibits and creating opportunities for

- * environmental scanning and its use,
- * strength and weakness analysis for management and union teams,

- * experiencing negotiations in the simulated environments of an industrial council and elsewhere
- * evaluating media influences
- * examining strike handling,
- * developing perception and empathy for management and union dilemmas
- * handling international intervention

But most important of all the case sketches the 'big picture' of industrial management in South Africa. Many other companies in Uitenhage experienced strikes at the time. Some had international links while others were locally owned and controlled. Union officials and company managements had to work in a sometimes bewildering array of corporate, community, regional, national and international pressures.

It is in dealing with these pressures that the learning experience for participants will be most effective and the corporate policy dimensions, as opposed to a narrower industrial relations facet, will come into sharp focus.

Late last year the case was given a trial run by a GSB team over two days with a group of participants from industry and commerce. It will be developed further this year on the MBA and selected executive courses, the intention being ultimately to make the case available for wider use outside the GSB.

New friends and some valuable lessons — PROF SIMPSON'S VISIT TO U.S.A.

It was of great interest to see the tremendous pressure on the American economy, Professor Simpson said on his return from a recent trip to the United States.

He said it would not surprise him to see one of the large motor corporations fail and even an airline. 'The big ones are turning in losses that they simply cannot continue handling indefinitely.'

'Profit in air travel comes traditionally from the disposal of discretionary income,' he said, 'and combined with the high cost of fuel, the decline in the propensity to spend is the root cause of the problems experienced by such corporations in the US economy.'

'Also,' he added 'a growing number of Americans are beginning to question whether 'Reagonomics' is working.'

The main purpose of Professor Simpson's visit was to develop links with other Graduate Schools of Business and to establish new ties with prominent individuals at those schools.

In that respect 'I believe the visit was a great success,' he commented. 'We now have very strong ties with a number of universities, including Harvard, Wharton, Columbia and Chicago. The result is we find we have access to potential staff for UCT's GSB to a greater degree than ever before—even to the extent of having a choice of candidates.'

A highlight of Professor Simpson's American visit was his attendance at the annual Consumer Research Association's convention at St. Louis where he met people who stand collectively at the forefront of consumer marketing in the world.

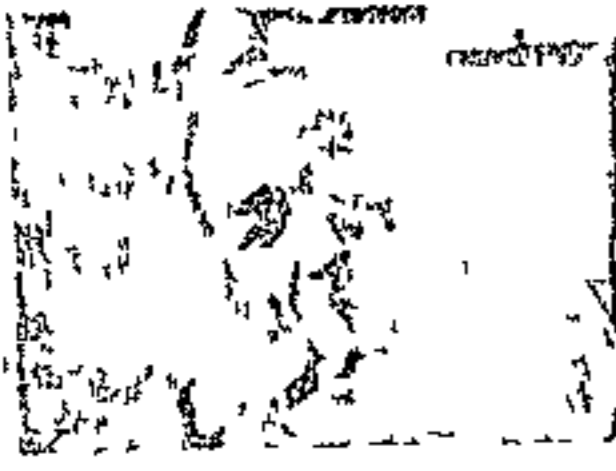
He said he detected grave concern at the lack of an all-embracing theory in consumer marketing. 'Increasingly academics look at facets of the subject and not the totality.'

What was of value was that at last the experts were beginning to talk about the broader issues.

CHRIS DLAMINI

14 Dec FM 12/2/82

Managements getting tough



The FM spoke to Chris Dlamini, Transvaal chairman of the Federation of SA Trade Unions (Fosatu)

FM To what do you attribute Fosatu unions' remarkable growth, especially on the East Rand during the past year?

Dlamini I don't want to point a finger at any other unions or federations but to my mind the structure that Fosatu has adopted has made people aware that they truly belong to the organisation and that it exists for them and nobody else. Worker control has made people feel they are part of the organisation.

Fosatu unions have grown fast during the past year — and a problem we faced was a shortage of offices and locals to cope with this. However, I am satisfied with the growth and am expecting more this year.

What kinds of problems do you expect to face this year?

Managements are getting tougher. Workers who strike are being dismissed and the fact that they have been dismissed makes it difficult for them to get a job elsewhere. Even some multinational companies are not employing people who have been dismissed be-

cause of a strike.

Fosatu stated last year that workers should participate in the administration of their pension funds. Has it done anything further about this issue?

We have started negotiations with some employers.

Do you believe it will be possible to create a strong sense of unity between all the so-called emerging unions?

Yes, I believe that a very strong front can be built but only if this is initiated from the shop floor. Worker participation in this process is very important and that is why meetings are being held between groups of workers to promote unity.

What is the most important thing you have learned in the past two years — a period in which all the parties in labour have felt the effects of government's reforms?

I have learned that managements are difficult to deal with. Although government has said we can organise and belong to trade unions, we have come up against managements who have opposed unions organising in their companies. This is why there have been strikes and lockouts.

Managements felt that by being tough they would discourage people from joining a union. In fact, the exact opposite

has occurred. Workers have been attracted to unions which have been strongly opposed by managements.

At present, Fosatu unions place great emphasis on plant-level bargaining over wages and working conditions. Do you foresee the possibility of these unions agreeing to some form of industry level bargaining?

We may consider this sometime in the future. But we will only consider this if we have plant-level bargaining as well. **What is your reaction to complaints that some trade unions are becoming involved in matters which have more to do with politics than with the immediate needs of workers?**

I don't know what the people who make these complaints really mean. Being a worker, one often has the problem of having to deal with issues like rents, which do affect workers. But I do believe it is better for community organisations to deal with community issues rather than for trade unions to become too involved.

What kind of labour reforms does government still need to make?

It needs to limit the powers of industrial councils and instead concentrate on providing a framework for employers and employees to establish a proper working relationship at plant level.

Appear on charges

by Security Police from a... from the University of the... with three colleagues... Court on charges under

Gosthuizen yesterday were Mr... of Argyle Court, Smit Street, ... of Mohamed, 20, of Wanderers... Anthony O'Donovan, 21, of... and Mr Leslie Lax, 23, of... Hunter Street, Yeoville

The State alleges they made and distributed posters to commemorate the 60th anniversary of the banned South African Communist Party (SACP), and to advocate or encourage the purpose or aims of the SACP.

Detective-Sergeant Anita Hester Meyer told the court she and a colleague went to the home of Miss Mohamed and removed two posters. She said Miss Mohamed was not intimidated or threatened in her presence during her interrogation. She said she did not see Miss Mohamed crying when she was interrogated at John Vorster Square.

Detective-Sergeant Meyer said the door was opened by Miss Mahomed's father, Dr Mahomed, when they arrived at his home at night.

Captain Adriaan Pieter van Niekerk denied under cross-examination by Mr D. de la Hunt, for the defence, that he destroyed a statement made by Miss Mohamed and that Miss Mohamed was told by policemen she would be detained indefinitely if she did not cooperate.

He admitted that Miss Mohamed was taken to a doctor, but denied knowing that she was suffering from flu.

The students were remanded and the trial continues today.

Police 'took banners'

Labour Reporter

Food and Canning Workers Union plans to take... against police who, it... confiscated union banners Saturday's funeral... Neil Aggett

We definitely plan to... a complaint about the... concerned and are also... laying charges,"... union general secretary, Jan Theron, said... Saturday.

He said the incident occurred as mourners were... West Park cemetery... Police have denied confiscating the banners

Afrikaner nationalism the... tap root of South African politics," he said.

Mr Sparks described the Afrikaner as having a "paranoic anxiety about survival" and being "mortally afraid" of a split in the National Party.

"The Prime Minister therefore decided he cannot go through with it (reform) and is shrinking back."

Mr Sparks said "To put it in a nutshell, if you can see before that you must have reform to avoid a revolution and if you decide now that you cannot go through with reform, then you must batten down the hatches and try to contain the forces of the 'ghastly alternative'."

One of the forces the Government was trying to contain was the Press, Mr Sparks said.

However, this did not necessarily mean the Steyn Commission's proposed Press law would go through Parliament as it stood.

Mr Sparks added "It would not be surprising to see the present proposed legislation shelved amid sighs of relief and the Press Council emerge in a little while with a 'voluntary' register of its own."

...ive criminal and police violence portrayed

However, the board said, the distributors, Romay Film Productions, could submit the film to them again after having excised the scenes thought most offensive.

Prof Pieter van Rooyen, the board chairman, said that in its uncut form the film, which deals with a single policeman's violent crusade against the underworld in Rome, was undesirable.

A committee for publications banned the film last year and yesterday Mr Gieg Landman, appearing for Romay films, told the appeal board that the offending scenes — in particular a gang-rape — could be cut.

The committee which banned the film last year, said that although the law triumphed in the end of the film, it was "hollow victory" which was achieved through unacceptable methods.

The committee also said that the crude language and scenes of heroin taking could have adverse effects on "drop-outs and would-be criminals".

Afterwards Mr Landman, sales manager of Romay films, said that he would cut the film to "soften it up".

Lean in the lifeboat
Three ships and two helicopters from other rigs in the area were trying to rescue survivors, he said. Three more ships were sent to assist in the rescue.

Heavy seas

Mr McLaughlin said the helicopters had sighted survivors and were trying to rescue them from heavy seas. A man with regular clothes and a lifejacket would last 30 to 90 minutes in the icy water before dying of exposure, he said.

There were three other oil rigs in the same part of the Hibernia oil field but none reported any problems, he said.

Mr Cooney said the rig had been drilling in the area for about a year. It was looking for oil but production had not yet begun.

He said the platform was leased from Odoco Inc, an American company. Mobil has leased three drilling rigs for exploration off the Newfoundland coast.

Several oil companies are looking for oil and natural gas in the area, which is considered to have vast reserves. None of the sites have started production. — UPI

Support

"We strongly feel that especially in Owambo we will not get the support in such a decisive election if we fight this election as an ethnically divided party."

"We devoted considerable effort in the DTA to try and move the member parties towards a stronger unity in the interests of the whole of Namibia."

"We shall now commit ourselves to unite the people of Namibia in a determined effort to stop Russian expansionism at our northern border. We are not prepared to fall back one inch."

Couple ill-treat boy, 4 — sentence

DURBAN — A young man and his pregnant wife were each sentenced in the Durban Regional Court yesterday to 18 months' imprisonment for contravening the Children's Act by ill-treating and neglecting a four-year-old boy.

At a previous hearing, Wynand Johannes Francois Coertzen, 22, and his wife, Catherine Estelle Coertzen, 21, were acquitted on the main charge of assaulting her son by a previous marriage with intent to do him grievous bodily harm.

The sentence was suspended for five years.

A condition of suspension is that they are not convicted of contravening the Children's Act or any similar offence during this period.

They must also submit to the supervision of a probation officer.

The boy and his five-year-old sister were Mrs Coertzen's children by a previous marriage. They had been in the care of foster parents.

Mrs Coertzen wanted the children back and a trial visit was arranged in July last year. The visit ended on August 9 when the boy was admitted unconscious to Durban's Addington Hospital.

The magistrate found that because of the lack of direct evidence, he could not find that the injuries the boy received were the result of assaults.

He said it was clear that both the Coertzens were emotionally unstable and immature.

Both were first offenders and there was no indication that they had criminal tendencies. — Sapa

Brazil waives visas for congress

Mall Reporter

VISA restrictions barring South Africans from the world congress of the International Advertising Association in Sao Paulo, Brazil, have been lifted, the president of the South African chapter, Mr Tommy Young, disclosed yesterday.

According to a Press statement by the South African chapter of the IAA, the decision follows intense, behind-the-scenes lobbying by the Brazilian chapter of the IAA.

Mr Young said "Until now Brazil has prevented South Africans from entering their country for the purpose of attending seminars and conferences. We all hope the IAA success signals a change in attitude."

Mr Alan Tiley, public relations Officer for the South African chapter of the IAA, yesterday said he believed the decision was made after the Brazilian Government came under pressure from "very powerful" heads of advertising companies.

The congress runs from May 24 to May 28.

Unions hit at Tucsa's view on Aggett death

SPOKESMEN for emerging black and nonracial unions yesterday hit out at the Trade Union Council of SA (Tucsa) for slamming the protests which followed the death in detention of unionist Dr Neil Aggett.

By STEVEN FRIEDMAN

The general secretary of Tucsa, Mr Arthur Grobbelaar, issued a statement at the weekend attacking the work stoppage following Dr Aggett's death and slamming employers and "certain political interests" who expressed concern at it.

Representatives of the growing independent union movement yesterday described the statement as "shameful" and "amazing".

Mr Grobbelaar avoided mentioning Dr Aggett by name and said Tucsa had "no knowledge whatsoever" of "any matter concerning this late detainee".

'Shameful'

He said statements by employers and "certain political interests" in the wake of the death were "hasty and ill-considered".

Mr Jan Theron, general secretary of the Food and Canning Workers Union, said yesterday the statement was

"shameful — particularly as it was issued on Saturday, the day of Neil Aggett's funeral"

He added "It is extraordinary that an organisation which claims to represent workers on a nonracial basis should openly side with the authorities against workers. This will not enhance Tucsa's already-tattered credibility among workers."

A spokesman for Fosatu said "It is amazing that Tucsa's views are substantially to the right of those of many employers."

He added "As a body which has no interest in democratic shop-floor unionism, Tucsa obviously does not understand that the removal of democratic leadership by police action has direct implications for industrial relations."

Mr Piroshaw Camay, general secretary of the Council of Unions of SA, said the statement was "not worth a comment".

140A

16/2/82

Saw mill workers back after week-long stoppage

Mercury Reporter

THE entire workforce at the Mondi Saw Mill, Fort Duinford, returned to work yesterday after a stoppage which has lasted for more than a week, according to a spokesman for the Fosatu-affiliated Paper, Wood and Allied Workers' Union

The 131 workers downed tools on February 4 in an effort to have their pension fund contributions refunded. According to Mondi's Anglo American pension scheme, however, it is a condition of employment that all workers belong to the fund.

The spokesman said that all workers returned yesterday morning.

'Management said they were investigating the pension scheme, and would report back to workers as developments took place,' he said.

According to the union, production at the factory had stopped from February 4

4

82 80 78 76 74 72 70 68 66 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

~~1011~~ ~~151~~ ~~296~~
140A

Fired blind workers *Mercury 13/2/82* threatened with arrest

Mercury Reporter

THE 59 blind workers dismissed from the Natal African Blind Society's factory at Enduduzweni on Wednesday following a dispute over an increase in deductions for food and lodging have been given until 10 a.m. this morning to vacate the factory's hostel or else 'they will be arrested', according to the institute's director, Mr J Randles.

Mr Randles also confirmed workers' claims that they had not been fed since Wednesday, saying that when the workers were dismissed their food supplies were withdrawn because they were no longer employed by the factory.

He refuted claims, however, that workers could not get home. The institute was prepared to transport any dismissed worker to the railway station and pay for his train fare home, he said.

The blind workers, who make cane products and weave work, downed tools last week when their deductions for food and lodging were increased by approximately R1 50 a week to R2,50 a week.

Loss

The Natal African Blind Society — a non-profit welfare organisation — justified the increase by saying that the hostel was running at a 'tremendous loss'.

Workers were unhappy with the new deductions, not because of the increase but because they were each being charged different rates for food and lodging and because their request to cook their own food, which would keep costs down, had been refused by management, according to Mr Herbert Barnabas, national organiser for the Blind

Allied Workers' Union

Mr Barnabas said 'Workers all want to be charged the same rate for food and lodging. They are refusing to leave the hostel because they feel they have been unfairly treated and unfairly dismissed'.

Mr Randles said that because the blind workers were paid different wages, food and lodging fees were deducted accordingly. 'It works out that each worker contributes about an eighth of his weekly wage,' he said.

Timber

Meanwhile, the work stoppage at Mondi Timbers, Port Durnford, continued yesterday although the Fosatu affiliated Paper Wood and Allied Workers' Union indicated that workers would probably return on Monday if management agreed to hold negotiations with shop stewards and union officials on the Anglo American pension scheme.

A total of 125 workers downed tools early this month in a bid to have their pension fund contributions refunded.

According to a statement issued by the Mondi spokesman Mr Rob Hudson it is a condition of employment in the Mondi Group that all employees belong to the pension fund.

9.1. Written Analysis of Cases

9.1.1 An approach to case studies (from Organisational Behaviour, M. Feldberg)

Each reader will develop his own approach to case analysis, but it may be helpful to approach a case in the following way:

1. Who are the people involved?
2. What are they like?
3. Why are they the way they are?
4. How do they relate to each other?
5. What are the critical incidents in this case?
6. How did they occur?
7. What are the consequences?
8. What are the reasons for the consequences?

1404
189
Wadeville
strikers *Star*
go back *18/2/82*
 Labour Reporter

The three day strike over wages at a German metal parts firm ended today after the management agreed to a recognition agreement with the Posat-affiliated Metal and Allied Workers Union (Mawu)

About 300 workers at the American multinational firm of Dresser SA in Wadeville struck on Monday after demanding a R1-an-hour across-the-board increase

The dispute also centred on demands for wage negotiations at shop-floor level and not at industrial council level.

Workers agreed to return to their jobs on condition the management had talks with Mawu on a recognition and procedural agreement

The management's other terms included talks with an "interim" workers committee, which would replace the existing work committee, and no victimisation of strikers

1. Who are the people involved?
 2. What are they like?
 3. Why are they the way they are?
 4. How do they relate to each other?
 5. What are the critical incidents in this case?
 6. How did they occur?
 7. What are the consequences?
 8. What are the reasons for the consequences?

Each reader will develop his own approach to case analysis, but it may be helpful to approach a case in the following way:

- a) Write up a maximum rather than see notes
- b) Prepare a class discussion to present play.

Sowetan
19/12/82

Black unions gain power

By **JOSHUA RABOROKO**
MORE than 300 workers - all members of the powerful Fosatu affiliated Metal and Allied Workers' Union who went on strike at two factories demanding pay increases, yesterday went back to work

The workers all decided to go back in view of the temporary recognition agreement signed by the Mawu executive and management and also that nobody should be victimised when they resumed duties according to union sources yesterday

The two strikes were the latest in a series of strikes by black metal workers centring on demands for wage bargaining at plant rather than Industrial Council level

At Dresser South Africa about 300 workers who had demanded a R1 increase per hour decided to work after management agreed to meet their demands

Mawu's Transvaal secretary Mr Rodney Nwambda said that the stoppage of work started on Monday and the union was forced to go into the matter following complaints from its members

He said the management agreed to temporarily recognise the union by asking them to select a five-man committee from the workers committee that would represent the interests of workers in the future

Mawu's Natal branch organiser Mr John Makhathini said that at McKinnon Cham in Mautzberg about 90

Mawu's Transvaal secretary Mr Rodney Nwambda said that the stoppage of work started on Monday and the union was forced to go into the matter following complaints from its members

He said the management agreed to temporarily recognise the union by asking them to select a five-man committee from the workers committee that would represent the interests of workers in the future

Mawu's Natal branch organiser Mr John Makhathini said that at McKinnon Cham in Mautzberg about 90 union members were cleared from the factory on Monday

They had demanded a wage increase and the management had insisted that wage bargaining took place only at Industrial Council level. After a deadlock was reached between management and the union the union decided to contact the firm's American headquarters

But, he said the management yesterday decided to meet the demands of the workers and to pay them their full salaries regardless of the days they had been out on strike

A spokesman for Fosatu said that union members earlier involved in strikes this week had all gone back to work

It was vital to note that in all these strikes union recognition was in the pipeline

140A

Reef union is expelled from Fosatu

By STEVEN FRIEDMAN

THE Reef-based Engineering and Allied Workers' Union has been expelled from the Federation of SA Trade Unions, the country's biggest federation of emerging unions

This is the first time a union has been expelled from Fosatu and the decision follows lengthy conflict between the union and Fosatu

The EAWU is based in the Springs and Vereeniging areas

A Fosatu statement yesterday said the EAWU has been expelled because "it refused to accept Fosatu's non-racial policy" and because "Fosatu does not see the union operating as a democratic union"

The statement said the decision to expel the EAWU was taken after 10 months of discussions "at all levels with workers within the unions and regions" within Fosatu

In terms of Fosatu's constitution, the union has 30 days to appeal against the decision

The statement says the EAWU has been expelled be-

cause "the union has consistently failed to share its resources with other unions", it has "consistently absented itself from Fosatu meetings and refused to participate in Fosatu's campaigns", and "it has consistently refused to accept Fosatu policy of building national industrial unions"

EAWU refused to accept Fosatu's non-racial policy by supporting "racist remarks" allegedly made by its general secretary, the statement said

EAWU's expulsion follows a lengthy conflict prompted by remarks made by its general secretary, Mr Kelvin Nkabinde, in which he criticised the presence of white officials within Fosatu.

It is not clear what effect the expulsion will have. EAWU's largest branch — in the Vereeniging area — has recently been in conflict with the union's Springs leadership and some sources believe that the Vereeniging branch leadership may attempt to re-establish links with Fosatu.

(1) Premiums Treated as Business Expense

01, Jan 1: Insurance Expense 300
 Bank being payment of premium 300

Dec 31: Income Statement 300
 Insurance Expense being closing entry 300

Years 02 and 03 - same as 01

04, Jan 1: Insurance Expense 300

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Repeated efforts to contact the management of the company were unsuccessful

He claimed that some workers were paid R14 a week - a third of the minimum

Mr Zuma said union officials had introduced themselves to the company but the management had refused to deal with them.

Workers were now demanding the reinstatement of the woman and recognition of the union, he said

He said this had followed a union meeting where the fired worker had complained of ill-treatment by a supervisor

Zuma said the workers had downed tools after one of the women workers had been dismissed

The general secretary of Fosatu affiliated union, the National Union of Textile Workers, Mr Obed

terday after management dismissed one of the workers, according to union sources

ABOUT 700 workers downed tools at the KwaZulu Shoe Company in

Loskop near Estcourt yesterday

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700 (152) (140A)

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Continued/.....

Mercury 23/2/82

(2) Premiums Treated as an Asset - Cont'd:

Year 02 - same as year 01

03, Jan 1: Life Policy	300	Bank	300
Dec 31: Income Statement	60	Life Policy	60
		Policy written down to surrender value (see Note 1 below)	
04, Jan 1: Life Policy	300	Bank	300
Jan 2: Debtor (Insurance Company)	24 000	Life Policy	540
		Income from Life Policy	23 460
		being accrual of proceeds receivable	

Jan 2: Income from L	23 460	Income Stat	23 460
Jan 31: Bank	24 000	being closing	24 000
		Debtor	
		being receipt	

Note 1.

At the end of year 03, the 1 balance sheet as a non-current

Note 2:

The death of a partner autom accounting entries. For th to be drawn up for the period ascertain the correct balance policy would be shown as inc to the partners' capital acc

Agreement at last

An agreement in the sugar industry has at last been reached between a company in the Barlow Rand group and a predominantly black trade union

The agreement provides for direct bargaining on wages and working conditions between the Noodsberg Sugar Company in Dalton, Natal, and the Fosatu-affiliated Sweet, Food and Allied Workers' Union. It makes no attempt to force the union into the sugar industry's industrial council

A union spokesman said the agreement, covering Noodsberg's 600 workers, was signed late last month after a nine-month deadlock

Initially the company had tried to press the union into the industrial council, the spokesman said. It later made a compromise offer of interim recognition the union joined the council at the end of the year

25

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Spou 23/2/82

partnership as legal and come statement would have of the partner so as to The proceeds from the life nt and NOT credited direct

ted on the partnership value of R240.

Mercury 24/2/82

'Not in South Africa'

Industrial council

unable to help

KwaZulu's

striking workers

Mercury Reporter
A HOME LAND industry, the KwaZulu Shoe Company, yesterday experienced its second day of a work stoppage after 700 workers downed tools in support of demands for recognition of their union and reinstatement of a fired worker.

The workers from the Loskop factory downed tools following the dismissal of a woman worker. At a meeting of the registered National

Union of Textile Workers, she had complained of maltreatment by the supervisor, according to the general secretary of the union, Mr Obed Zuma.

The problem of homeland industries was underlined yesterday when the National Industrial Council of the Leather Industry of South Africa told the Mercury that the KwaZulu Shoe Company fell outside their jurisdiction because 'it was not in South Africa'.

The company therefore was not subject to the minimum wage levels

and work conditions laid down by the industrial council.

A spokesman for the council said the R14 a week that KwaZulu Shoe Company workers claimed they were being paid was well below the minimum laid down.

He said even a flogging worker responsible for cutting out the uppers, was paid a minimum of R76.41 a week according to the agreement.

The senior liaison officer of the Government-funded Corporation for Economic Development — which

holds a third of the shares of the company — Mr Philip Kotzenberg, said they did not interfere in any of the homeland industries set up by the Corporation for Economic Development.

He said the other shares were held by the Bata Shoe Company.

'Although we are most perturbed about the situation, the Corporation for Economic Development is not going to interfere as it is a matter that has to be sorted out between management and the workers,' he added.

Concerning the industries' relationship to unions Mr Kotzenberg said the corporation's advice to them was that they must talk to all people especially if they represented the majority of the workers.

He said the primary objective of the corporation was to provide work in the rural areas. It could not do this if it had to adhere to the minimum wages laid down for metropolitan areas by the various industrial councils.

'We try to make sure the workers get an adequate wage,' Mr Kotzenberg said.

Mr Zuma, the general secretary of the Fosatu affiliated union which represents 13 260 textile workers nationwide, said they had written a memorandum to the chief of the area — a copy of which would be forwarded to the KwaZulu Legislative Assembly.

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(1) Premiums Treated as Business Expense

01, Jan 1: Insurance Expense 300
 Bank being payment of premium

Dec 31: Income Statement 300
 Insurance Expense being closing entry

Years 02 and 03 - same as 01

04, Jan 1: Insurance Expense 300

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Jan 2: Debtor (Insur) 24 000

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Company spokesmen were not available yesterday
 Mr Zuma claimed the national industrial council had told the union wages should be determined by the KwaZulu National Assembly and not by the industrial council, which lays down minimum wages "at least three times higher" than those paid at the company

Jan 2: Income from 24 000

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He said 10 other workers had been threatened with dismissal if they attended union meetings

Jan 2: Income Stat 300

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being close

The general secretary of Fosatu's National Union of Textile Workers, Mr Obed Zuma, said the dismissal of a union member had sparked the strike

Jan 31: Bank 24 000

Debtor (Bank

being rece

The strike hit the KwaZulu Shoe Company at Loskop, near Estcourt, earlier this week

Jan 31: Premiums Treated as a (2)

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01, Jan 1: Life Poln Bank

700 on strike at KwaZulu factory

Dec 31: Income Sta

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700 on strike at KwaZulu factory

Labour Reporter

ABOUT 700 workers have gone on strike at a North Natal shoe factory — and their union says their grievances highlight the plight of workers in "homeland" factories

The strike hit the KwaZulu Shoe Company at Loskop, near Estcourt, earlier this week

The general secretary of Fosatu's National Union of Textile Workers, Mr Obed Zuma, said the dismissal of a union member had sparked the strike

He said 10 other workers had been threatened with dismissal if they attended union meetings

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140A

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Back

(152)

to

Mercury
25/2/82

(140A)

(107)

work

(187)

Mercury Reporter

KWAZULU Shoe Company workers yesterday decided to return to work after a meeting with union officials

At an earlier meeting, community councillors from the Loskop area had told the workers to return to work but they had refused

Mr Obed Zuma, general secretary of the Fosatu-affiliated National Union of Textile Workers said workers had reconsidered their decision late yesterday after a meeting at the union offices in Estcourt

About 700 workers downed tools on Monday after management had fired one of the woman workers. Workers also had demanded recognition of the union

At the meeting held near the Loskop factory, workers told community councillors that the dismissed woman had been ill-treated by a supervisor

at the factory

Union officials have claimed that the woman was fired because she had complained of ill-treatment by the supervisor at a union meeting

Workers also complained of irregular lunch breaks, wages as low as R14 a week and that they were not paid during sick leave or for overtime

A company official who would not give his name told the Mercury after the meeting that the dismissed woman worker had been warned a number of times that she was not doing her work properly. After the fifth warning she was fired

He said the worker had not complained to management about ill-treatment. The first time he had been aware of it was when the workers had gone on strike

Community workers told the Mercury that they had been approached by management and asked to tell the workers to return to work

(1) Premiums Treated as Business Expense

01, Jan 1: Insurance Expense 300
 Bank being payment of premium 300

Dec 31: Income Statement 300
 Insurance Expense being closing entry 300

Years 02 and 03 - same as 01

04, Jan 1: Insurance 300
 Bank 300

Jan 2: Debtor (Income) 24 000
 being accrued 24 000

Jan 2: Income from 24 000
 Income Statement being closed 24 000

Jan 2: Income Stat 300
 Insurance being closed 300

Jan 31: Bank 24 000
 Debtor (Income) being received 24 000

01, Jan 1: Life Policy 300
 Bank 300

Dec 31: Income Statement 300
 Life Policy (Surrender value) therefore no 300

R60 000
claim case on today
 100A
 25/2/82
 By JOHAN BUYS

THE civil case in which 40 Boksburg factory workers are claiming R60 000 damages from the Minister of Police for alleged police assaults after a strike, continues in the Boksburg Civil Court today

Yesterday's hearing was postponed to this morning after Mr M H Kirchner, for the Minister, asked for an adjournment so that he could consult the record

Mr Kirchner, from the State Attorney's Office, told the magistrate, Mr A Badenhorst, that he took over from a Mr Botha, who had since resigned from the Department of Justice, and had not had a proper chance to consult the record

According to evidence, Mr Mandlenkosi Makoba, 44, a shop steward at Rely Precision Tools, Commissioner Street, Boksburg, and 39 fellow workers, claim they were assaulted by police in the courtyard of the Boksburg Police Station after being arrested for striking on May 26, 1980

The men, members of the Metal and Allied Workers' Union, alleged that they were struck with batons

Each worker is claiming R1 500 or a total of R60 000 damages from the Minister

Mr H Cheadle is appearing for the workers

Continued/.....

(2) Premiums Tr
 Year 02 - s
03, Jan 1:
Dec 31:
04, Jan 1:
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 Sowetan 26/2/82

Court told of police assault

By MZIKAYISE EDOM

A FACTORY worker, giving evidence in a civil case, in which 40 Boksburg factory workers are claiming R60 000 damages, from the Minister of Police, Mr Louis le Grange, for an alleged police assault, told a Boksburg magistrate yesterday how he was assaulted by police, after he was arrested.

Under cross-examination, Mr Zachariah Ngwenya said on May 26, 1980, after a strike at Raleigh Precision Tools in Commissioner Street, Boksburg, he was arrested with 39 fellow workers and taken to the Boksburg police station, where they were assaulted with batons on their arrival.

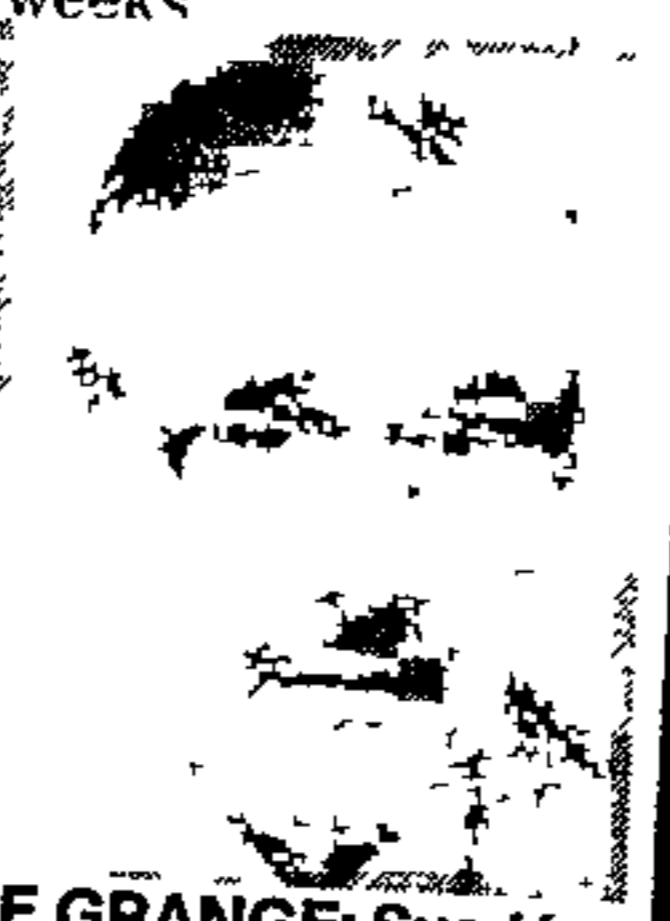
He said he was assaulted several times all over the body by police in uniform and another wearing a brown overall, minutes after he had entered the charge office.

He said that as a result of the injuries he sustained on the head, back and knees, he suffered from pains which lasted for about two weeks.

LE GRANGE: Sued for R60 000.

He also said that his fellow workers were also assaulted in the same way and that he was examined by a doctor while in the cells.

The men, members of the Metal and Allied Workers Union, are each claiming R1500 or a total of R60 000.



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Note 1:

At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 2:

The death of a partner automatically dissolves the partnership as legal and accounting entities. For this reason a partnership income statement would have to be drawn up for the period up to the date of death of the partner so as to ascertain the correct balance on his capital account. The proceeds from the life policy would be shown as income in this income statement and NOT credited direct to the partners' capital accounts.

Handwritten annotations at the top of the page include circled numbers and symbols: 145, 140A, 147, 23, 147, 149.

Independent unions invited to pay talks

By STEVEN FRIEDMAN
Labour Reporter

IN AN unprecedented move, unregistered unions are to be invited to take part in this year's annual industrial council wage negotiations in the giant metal industries

And registered unions in the industry have come up with a surprise demand -- that legal minimum wages be raised to R2 an hour within a year -- almost double the present minimum

The metal council is the biggest in the country, determining minimum pay and conditions for nearly half-a-million workers

Both moves come in the wake of attacks on the industrial council system by emerging black and non-racial unions

The Steel and Engineering Industries Federation (Seifsa), which strongly supports the metal council, has initiated talks with emerging unions on the council system and other issues

Although most of these unions are unlikely to take up the wage talks offer, the unregistered Black Allied Workers' Union has already taken part in a union caucus to draw up wage demands for the negotiations

Unregistered unions may not take part officially in council bargaining, but the metal council -- which comprises regis-

tered unions and Seifsa -- has invited them to take part informally

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said yesterday that unions on the council had invited all unions in the industry to take part in their caucus meeting to formulate wage demands

Unions such as the General Workers' Union and Fosatu's Metal and Allied Workers' Union had not taken up the offer, but BAWU had

Mr Ike van der Watt of the Boilermakers Society added that the industrial council had then agreed to invite all unions to take part in the negotiations, scheduled for March 9

This was confirmed by Seifsa's director, Mr Sam van Colter

Mr Nicholson disclosed the unions were demanding a minimum wage of R1,75, rising every three months until it reached R2 within the year. Unions were also asking for a 20% rise in the minimum for the highest-paid workers. The present minimum is R1,13

The demand for a R2 minimum was voiced in several strikes last year and adopted as a target by Fosatu

But both unionists denied this was the reason for the demand. "It was simply the decision of unions at the caucus," Mr Van der Watt said

Both said they expected employers to strongly resist the demand, citing the downturn in the economy

(1) Premiums Treated as Business Expense

300	01, Jan 1: Insurance Expense	300	Bank	being payment of premium
300	Dec 31: Income Statement	300	Insurance Expense	being closing entry
Years 02 and 03 -- same as 01				
300	04, Jan 1: Insurance Expense	300	Bank	
24 000	Jan 2: Debtor (Insurance Company)	24 000	Income from Life Policy	being accrual of proceeds receivable

SOLUTION TO: GL5

allowed access to the factory to 'organise the workers'

He was incensed by her attitude, particularly as there had been a recent complaint to the industrial council which had held a full inspection of the factory premises and found no breach of the agreement or any transgression of law

Mr de Kok also denied that he intended dismissing any employee for being a union member. He said that when the urgent application was taken to court late on February 11, all his employees were already paid and not a single one had been dismissed.

In reply to Mr de Kok's affidavit, Miss Cullinan said from the tenor of his response to her telephone call she got the impression that he was not aware of the recent labour legislation reforms following the Wiehahn Commission report and that he thought that the union was not a lawful organisation.

She admitted that he was incensed but submitted that his attitude was due more to his hostility to the trade union than to anything she had said to him

NEW YORK—Karen Rogers guides Hilaris to victory in the first race at Aqueduct even though the horse had broken a bone in his right foreleg and had begun stumbling. Hilaris suffered his injury about 20 m from the finish, but won by a nose. He had to be destroyed after the race.

Agreement between union and sugar firm
Mercury Reporter
 A RECOGNITION agreement has been reached between the C G Smith Noodsberg sugar mill and the Sweet, Food and Allied Workers' Union which excludes industrial council bargaining. Union officials of this Fosatu-affiliated union said this was the first time in the Natal sugar industry that factory level negotiations would set workers' wages and working conditions. The Industrial Council for the Sugar Industry had in the past been the only bargaining system accepted by the industry for setting conditions and wages. The industrial council system has been highlighted by labour experts as an area of future conflict between the independent unions and management. Fosatu (Federation of South African Trade Unions) and the majority of other independent trade unions have rejected the industrial council system as having 'secured privileged conditions for the minority of workers at the expense of the majority of black workers'. But, Mr R A Norton, the managing director of C G Smith, said this was not a rejection of the industrial council system by the company. He said they still favoured a two-tier system where 'hot water' issues were dealt with at factory level and main collective bargaining would be carried out at the industrial council level. The Noodsberg mill was a special case, he said.

ORDERS of Divorc
 ORDERS of Divorce granted in the Supreme Court were:
 Lynette Ann Ash (b Trilim) v Joseph Ash, Summerville) v Andries Hugo Botha, Joseph Joimarie Anne Franken (b Thyse), Hugh Stanley Barbara Ann McMennamin
 Thelma Arine Cuthbertson (f Nelson b Anderson) v Mary Josephine Anne Davies (f Trew Victor Davies, Ferdinand du Pisanie v Paul Carroll b Cox), Ester Rosetta Haywood (b Smale) v Anna Magdalena van der Spuy (b Klemhans) v Spuy, Jennifer Ruth van den Berg (b Neveling) v van den Berg, Peter Gordon Weir v Charlotte Yder), Lesley Mary Raw (b Cozens) v Denzil Jordaan (b Van Niekerk) v Louis Daniel Hobel-Nielsen v Rory Bruce Paddon
 Flora Helen Strydom (f Murdoch b Alleh) v Frank Maurice v Peggy Estella Maurice (b Joan Vilhoen (b Daniels) v Michael John Vilhoen, van der Merwe (b Richter) v Charles Edward van Millichip Lallvaux (f Schiemann f Turner b Lallvaux
 Susan Ann Harmon (b Spriggs) v Frank Charles John Powell v Anna Petronella Powell (f Gennandlall Kussal v Romila Kussal, Catharina Eliza (f Potgieter b Botes) v Douglas Hardy, Jacoba Iiams b Kok), v Gerhardus Johannes de Jager, Rheeder) v Kevin John Moran
 Kenneth Hugh Wohlters v Jennifer Wohlters (b ander MacLachlan Harriss v Marian Audrey Harris), Gail Lorna Nell (b Parsons) v Coenraad Elsa Susanna Pretorius (b Nel) v Michiel Anne Nankivell (f Ulvate b Price) v Ivan Nankive
 Jan Johannes Diedericks v Hendrica Claasens b Vogel) Leslie Arthur Winterboer Winterboer (f Gellvear b Marnewick), Susan Anne Daniel Peter Saunders Hilda Johanna Combrink Jacob Combrink, Aletta Friederica Geldenhuys (f hannes Jacobus Geldenhuys, Shunmugan Noonsamy

Marley and Cliff's music falls foul of the censors

Mercury Reporter
 THE censors yesterday placed a broadcast and distribution ban on two of South Africa's best-selling reggae music long-players — *Survival* by Bob Marley and the Wailers, and Jimmy Cliff's *Give the People What They Want*.

Both titles are included in the latest list issued by the Directorate of Publications in Cape Town

Survival, described by record retailers yesterday as 'an evergreen', has been on sale for more than two years, while *Give*

the People What They Want was first released in this country about three months ago

When asked why action had not been taken against these records at the time of their release, a spokesman said that 'the Directorate does not conduct pre-censorship, but acts on complaints it receives. In the case of these two records it was recent police complaints that initiated our investigations'

He added that it was not necessary for people who

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'It would be in order for them to play the records to a couple of people in their homes,' he said

A poster, *Dr Neil Aggett — Unite Mobilise, Avenge His Death*, by the Medu Art Ensemble, also was declared undesirable by the Directorate of Publications yesterday

City Council chided over electricity

Municipal Reporter
 IN THE light of Government restrictions on local authority spending, Durban City Councillor Clarence Cheek wants the council to leave the renovation of the old station to private enterprise and concentrate on providing an adequate electricity supply to the city

Says Mr Cheek 'Year after year we fail to vote a big enough amount for the Electricity Department, yet there is an annual 3 percent population growth in

the city and if we don't continue to make adequate provision for a rapidly growing undertaking, it could have serious repercussions in the future

'This is an undertaking that any responsible local authority would make adequate capital financial provision for, bearing in mind that this is one that grows with the city' And if the stage were reached where we could not meet our commitments the Electricity Commission would come down on us in terms of the Electricity Supply Act'

IMPORTS
 POINT SHEDS B/C Croesus D Watergeus, E World Navigator L M Pontalva, M Ext James Lykes, O P Rosa S Q Union River, R H
 MAYDON WHARF 2 San John Bay, 3/4 Devon Korean Zircon, 7A Sezela, 8 Marcalan, 9 Leo Trader 14 Bright Melbourne
 PIER No 1 101 S A Huguenot, 102 Capitan Lenos, 1 kyo Venture 104B Lontue, 105 Parnassus, 106
 CONTAINER TERMINAL 108 Berg, 203 Ascona, 20 Africa
 BLUFF Lord Byron, Altair, Euro Sky ISLAND Aegean Pride E B H Thorheide OUTSIDE Oriental Envoy
 ARRIVALS Bentheim from USA, Nedlloyd Dalmar and Gina from Continent
 DEPARTURES Nil

Some days you just can't

Brandon he would like to work with the choirs again and he will have the opportunity to conduct the Honeggar work after completing a season with the SABC Symphony Orchestra in Johannesburg

Mrs Brandon says of the composer 'Honeggar is a name not immediately recognised here, but mention Pacific 2000 or The Steel Works and most people can recall the tremendous orchestral descriptions in sound of the famous American transcontinental express train and the foundry'

Big response

She describes the music for King David as 'a mixture of contemporary, impressionist and romantic with even a few bars of a Bach-type chorale woven into the structure'

There has been a big response from singers who are well into rehearsal for the presentation and according to Mrs Brandon are thoroughly enjoying the challenge of a new work.

The performance will be on Sunday July 4 at 3 p.m.

Mercury
Order on Durban company extended

191
140A
189

Court Reporter

A SUPREME Court rule, calling on a Durban factory to show cause why the company should not be interdicted and restrained from dismissing workers because they had joined a recognised trade union, was extended until March 5 when the matter came before a Judge yesterday.

The application by the Metal and Allied Workers' Union, as first applicant, and 90 employees of Hendock (Pty) Ltd, all of whom were members of the trade union, followed a dispute between the union's local organiser, Miss Mary Ann Cullinan, and the company's managing director, Mr H S J de Kok.

Policy

In papers before Mr Justice Kumbleben Miss Cullinan said Hendocks manufactured screws and metal chairs at 279 Paisley Road, Durban. The company employed about 120 workers of whom more than 80 percent had become members of the trade union by December 1981.

In accordance with the union's policy, she wrote to Mr de Kok requesting a meeting to ascertain the company's attitude to recognising the union as representative of its workers.

On Wednesday, February 10 she spoke on the telephone to Mr de Kok. She told him that certain provisions of the Industrial Conciliation Agreement governing employment conditions in his factory were not being adhered to and that such transgression of the law was of direct interest to the union.

He had replied that he did not care if he were breaking the law and he would not have the union involved in employment relations in his factory.

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He was incensed by her attitude, particularly as there had been a recent complaint to the industrial council which had held a full inspection of the factory premises and found no breach of the agreement or any transgression of law.

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★ BEEF CURRY & RICE
★ HAMBURGERS
★ SANDWICHES TOASTED/PLAIN
★ VARIOUS OTHER DISHES
ROAST ON SUNDAY 'TIL 6 p.m.

DURBAN MORNING
R3.00 For Car Phone
6.50 Peter Falk, Warren Oates in "THE BRIDE'S JOB"
No Age Restriction
9.20 Jack Nicholson, Jessica Lange in "THE POSTMAN ALWAYS RINGS TWICE"
No Persons 2-18

CALIFORNIA DOLLS
Peter Falk
9.10
PATERNITY
(No 2-14)
Burt Reynolds

TONIGHT AT 7 p.m.
ENTER THE NINJA (No 2-14)
Franco Nero, Susan George, Karate
2nd SHOW
THE MAN WITH BOGART'S FACE
Robert Sacchi, Olivia Hussey

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PRINCE OF THE CITY (No 2 18)
Mon Thurs 2.15 p.m. 8.15 p.m.
Fri 2.15 p.m. 5.30 p.m. 8.30 p.m.
Sat 10 a.m. 2.15 p.m. 6 p.m. 9 p.m.
Detective Thriller
Treat Williams

Metro West Street, Oscar Alwal Street
30 a.m. - 12 noon, 1.30 p.m. - 4.30 p.m.
Sat 9.30 a.m. - 12 noon
Bookings 31-9561 32-2611 or 32-2644

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R Love Drama
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All Ages
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Book Concessions
(Films end Sat)
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st-tube baby rts 'hoo-ha'

Zulu
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Court
he was
treated

like a dog
Mercury 26/2/80
Correspondent

JOHANNESBURG—A Zulu factory worker on strike was ordered by a policeman at the Boksburg Police Station to dance and, after executing a few tribal dancing steps, was struck over the head with a baton. The Boksburg Magistrate's Court was told yesterday

'I felt bad because I was treated like a dog. Mr Sampson Mahlangu told the Magistrate Mr A Badenhorst

He was giving evidence in a civil action in which 40 black factory workers are claiming R60 000 damages from the Minister of Police for alleged police assault after a strike on May 26, 1980

Mr Mandlenkosi Makoba 44, a shop steward at Relv Precision Tools Commissioner Street, Boksburg, and 39 fellow workers claimed they had been assaulted in the courtyard of the Boksburg Police Station after being arrested for striking

Contesting

The men members of the Metal and Allied Workers' Union allege they were struck with batons after being arrested for striking over the dismissal of a colleague

The minister is contesting the action and is being represented by Mr M H Kirchner of the State Attorney's Office

Mr Sampson Mahlangu of the Salkplaas hostel Boksburg, told the Court a senior police officer spoke to their union chairman on the day of the strike

'The officer went into the offices of our employer, then a white man came out of the building and said 'take them away'

At the police station the men we taken out of the truck one by one and their particulars taken, he said

Wrongly
jailed
to
claim
damages

African Affairs Reporter MR Sibusiso Gumede of Umlazi who was wrongly convicted and sentenced by an Umlazi Magistrate last year, is to sue the KwaZulu's Minister for Justice for damages

Speaking from Sasolburg where he is employed, he told the Mercury that he was to instruct his attorney in Durban to institute a civil claim against the minister

In a joint review judgment, Mr Justice Didcott and Mr Justice Kumleben said Mr Gumede was 'quite wrongly convicted' of robbing an unnamed woman and was wrongly sentenced on September 17 to a term of imprisonment which was not specified in papers before the Court

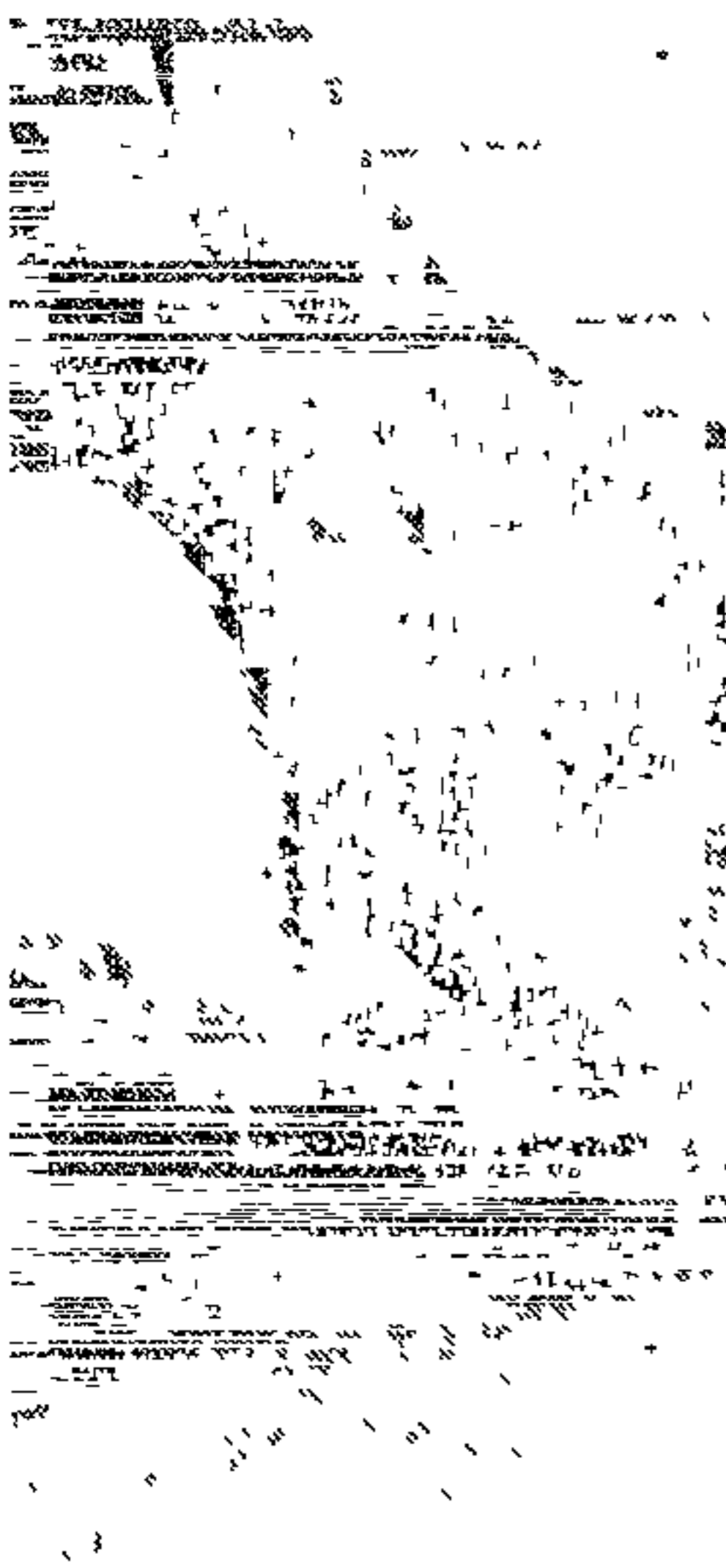
Review

The sentence, which should have been sent for automatic review shortly after the hearing, was sent for review only on January 15 and came before the judges on January 22 by which time Mr Gumede had already served the sentence 'which should never have been imposed', Mr Justice Didcott said

The evidence before the Umlazi Court 'only established' that somebody else had robbed the woman

'All that was proved was that the accused had been in the robber's company before and after the crime was committed,' Mr Justice Didcott said The case was referred to the Secretary of Justice for KwaZulu by the two Supreme Court Judges

Mr W F N Wiggil, KwaZulu's Secretary for Justice has since referred the case to the magistrate who imposed the convic-



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Mr W F N Wiggil, KwaZulu's Secretary for Justice has since referred the case to the magistrate who imposed the conviction and sentence. He is still awaiting a report from the magistrate.

The men, members of the Metal and Allied Workers' Union, allege they were struck with batons after being arrested for striking over the dismissal of a colleague

The minister is contesting the action and is being represented by Mr M H Kirchner of the State Attorney's Office

Mr Sampson Mahlanga of the Salkplaas hostel, Boksburg, told the Court a senior police officer spoke to their union chairman on the day of the strike

'The officer went into the offices of our employer, then a white man came out of the building and said "take them away"

At the police station the men we taken out of the truck one by one and their particulars taken, he said

In pain

'I was prodded in the back with a stick by a policeman and asked to dance I did a little dancing there, then they opened the door and I was struck over the head with a klerie by a policeman

'I was in pain for four days I felt bad because I was treated like a dog I gave the police no reason for the assault,' he said

In the cells he had seen other factory employees. One of them had a head wound and another a swollen arm

Cross-examined by Mr Kirchner Mr Mahlanga said he did not lay a charge with the police because fellow workers had told him the same policeman accused of assaulting them took particulars of complaints. He added 'I did not deem it necessary to lay a charge'

Never

Mr Kirchner 'The defendant will say that no one was assaulted that day'

Mr Mahlanga 'They will deny it, they will never admit it'

Mr Jack Nkadinge, who is not a plaintiff, told the Court he saw a fellow worker, Mr Paul Makena, being assaulted by a policeman in uniform who hit him with a baton

Cross-examined by Mr Kirchner, he said he could not explain why the police would assault 40 other strikers and not him

The hearing continues

Helpers needed

Whew, when it's this hot, it's time to rest

DURBAN'S macadam surfaces get very warm in these hot summer months — so hot they even blister the hardened feet of a ricksha puller. A Mercury photographer found this one yesterday taking time off to have a look at his 'wounds'.

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very respect part of the but its roots go deep into tion — giving Boland Bank ge of our people and their good old-fashioned spitality for which South oland Bank is the country's amily finance.

the bank for you

UNION NEWS

The unprecedented invitation to unregistered trade unions to attend the annual wage talks in the metal industries has been rejected.

Unregistered unions, and registered unions outside the industrial council, have been offered observer status at the industrial council talks on March 9. Established unions party to the council have also agreed to bring them into the union caucus during the talks.

But two key unregistered unions in the metal industries — the SA Allied Workers' Union and the General Workers' Union — said they would not attend.

A GWU spokesman said it "had reservations about the industrial coun-

2 key unions reject talks

cil's structure" and would not join the same caucus as Trade Union Council of SA affiliates.

"Tucsa has been consistently hostile to the independent unions," she said. "We are particularly concerned about its stance on Neil Aggett's death."

Two major Fosatu affiliates — the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union — have also refused.

In a letter to the

industrial council, the unions say they will not attend as "observers." Since talks on the industrial council's future structure are planned with the metal industries' employer body, Seifsa, their attendance would serve no purpose.

They also "cannot allow" the union caucus to speak for them, as "serious allegations" against certain caucus members are pending at the International Metalworkers' Federation.

The only union to accept the invitation is the unregistered Black Allied Workers' Union — but its spokesman said it wants more than observer status.

"If we can't take part as full members, we could decide to go home," he said.

140A
145A
346
100
114

Star 1/3/82

152

Metalmen on strike as pay talks loom

443 186 189

140A

61

By STEVEN FRIEDMAN

WORKERS at two Wadeville metal plants have struck, demanding R1-an-hour increases — only a week before the metal industries' annual pay negotiations, in which registered unions are to ask for sharp increases for lower-paid workers

And, in Krugersdorp yesterday, workers at SA Abattoir Corporation downed tools in protest at the dismissal of union shop stewards, according to the Food, Beverage and Allied Workers' Union

Mr Shakes Sikhakhane, general secretary of the union — affiliated to the Council of Unions of SA — said the FBWU had approached the corporation for recognition

"They said we were not registered for their area and that they were therefore not prepared to recognise us. On Friday, they fired a shop steward and today they sacked another one. Workers then took spontaneous action"

Mr Sikhakhane said the union had about 200 members at the plant. Company spokesman were not available for comment

In Wadeville, workers went on strike yesterday at McKechnie Brothers, and at Hawker Siddeley a strike that began on Friday was settled yesterday

A spokesman for Fosatu's Metal and Allied Workers Union said the McKechnie workers were demanding a R1-an-hour rise. The company employs about 1,700 black workers

Present minimum wages in the metal industries are R1.13 an hour. At next week's pay talks at the metal industrial council, registered unions are to ask that the level be raised to R2 an hour within a year

A McKechnie spokesman said yesterday that workers had not yet raised demands

He said management had asked workers to return today and elect spokesmen to negotiate

At Hawker Siddeley a strike by about 150 workers was settled after MAWU intervened, a union spokesman said

He said workers had struck on Friday in protest at the dismissal of a colleague and in support of a demand for a R1-an-hour increase

After discussions between MAWU and management, the company had agreed to discuss worker grievances with the union and the workers agreed to return pending discussions, the union spokesman said

A Hawker Siddeley spokesman confirmed the strike had been settled

(104) As a mining engineer pointed out: 'As a mining proposition, the Rand is known all over the world as a low grade proposition, and you would not be able to work it unless you did have very cheap labour.' (105) And as an economist concluded: 'What made the Rand possible was the fact that the Kaffir worker would be employed for not over £50 per year. . . It is indisputable that the mines were saved by the services of a non-competing group of black workers.' (106) The profitability of the mining companies depended on the minimisation of the wages of the ultra-exploitable 90 per cent of their labour force to an average of 2s. per shift (in comparison with the average of the 20s. per shift of the politically free 10 per cent of the labour force). Higher wages for 90 per cent of the labour force would have been quite incompatible with profitability.

A shilling a day to the boys [as a wage increase] would wipe out practically half the dividends paid by the Rand? - Yes, and it would be a great deal more than that, it would wipe out the bulk of the Rand except a very few mines. (107)

And this was just a question of a 1s. increase. The cost of politically free labour would have been far more than 1s. a shift. Without the exploitation colour bars and the ultra-exploitation of non-white labour, few if any of the mining companies would have been able to operate profitably. (108)

In the preceding sections, we looked at all of the ways in which the mining companies came to maximise the supply and minimise the cost of non-white labour. As was evident, some of these, such as the recruiting monopoly, the system of debt inducement, and the importation of labour, did not constitute measures of racial discrimination. It was not the case that every instrument of profit maximisation operated by the companies was a measure of racial discrimination. What was the case was that the profitability of the companies was critically dependent on the system of racial discrimination constituted by the exploitation colour bars, which secured and maintained the ultra-exploitation (subjection to a system of forced labour) and ultra-exploitation (appropriation of profit from the labour of ultra-exploitable workers) of non-white workers.

Our concern here has been to elucidate the specific nature of the involvement of the mining companies in racial discrimination. This involvement was seen and explained as a means of securing the driving class interest of the companies: the accumulation of profit. This involvement in

racial discrimination for the purpose of profit accumulation took the specific form of measures of racial discrimination serving to secure and maintain the ultra-exploitation and ultra-exploitation of non-white workers - referred to as exploitation colour bars. The exploitation colour bars were the profit-maximising part of what were referred to as the class colour bars - racially discriminatory class instruments serving to secure class interests - of the property-owning class (the other part being the property colour bars, serving to secure and maintain the

25000 ON STRIKE

By SELLO RABOTHATA

MORE than 2 500 workers are on strike at four companies in Wadeville, Germiston, one of the biggest industrial areas in the East Rand

More than 1 000 employees at Mckechnie Brothers downed tools on Monday demanding a R1 per hour raise. Yesterday morning according to a worker representative the demand was increased to R2 per hour.

The spokesman said the workers have decided not to go back to work until their demands are met. But management yesterday told the workers to return to work by 3pm today or they would be fired. The company would start recruiting new labour tomorrow if the workers ignored the ultimatum he said.

An employee at Mckechnie Brothers said the workers had no union. The company is a leading manufacturer of copper, brass and bronze goods.

Comment from company officials was unobtainable as they were in a meeting with worker representatives.

When The SOWETAN team arrived at the company's premises yesterday a large number of workers were standing near the entrance trying to stop delivery vans from entering.

About 500 workers at Chubb Fire Security are on strike in the same area - about a kilo-

metre away from Mckechnie Brothers - also in demand for higher wages. Workers yesterday said they could not comment at present as they are to hold a meeting today to discuss their grievances and to list their demands.

An undisclosed number of workers are also on strike at Power Steel three blocks away from the other two. Workers had already dispersed by the time reporters arrived and worker representatives were said to be holding talks with management.

Meanwhile workers at Hawker Siddeley Africa have gone back to work while management and the union MAWU hold negotiations. Workers downed tools on Friday morning demanding the reinstatement of two of their five colleagues and a R1 per hour raise.

simply be found in the observed fact that one of the groups operating the system of racial discrimination which this study is concerned to explain was a group of white workers, which merits particular attention for that reason. But there is a more important and more fundamental answer to these questions, which concerns the South African social formation and the respective political positions of white and non-white workers, and which needs

Workers march off job after wage dispute

1897
140A
3/3/82

By Tony Davis, Labour Reporter

About 1 000 workers marched from the scene of a factory dispute in Wadeville yesterday to the offices of their union several kilometres away

Workers at McKechnie Brothers Metal, which was hit by a wage dispute on Monday, marched to the offices of the Fosaut-affiliated Metal and Allied Workers' Union (MAWU) near Kathlehong township

The union represents about half of the firm's 1 100 workforce and held talks with management yesterday afternoon about worker demands for a minimum wage of R2 an hour.

The dispute occurred only a week before the annual wage negotiations for the metal industry next Tuesday. MAWU was invited to the talks in an "observer" capacity but has refused to attend.

The managing director at McKechnie, Mr Peter Murrough said workers would be seen to have "voluntarily resigned" if they did not return to work today.

A MAWU spokesman said that during yesterday's talks an extension was granted until mid-morning today for the union to hold a report-back meeting with the workforce.

Talks are still going on between metal workers and the management at the Hawker Siddley plant in Wadeville where workers went on strike last Friday over wage demands.

About 240 workers at the Chubb Lock and Safe Company in Wadeville were sent home yesterday after another wage dispute for the R2 hourly minimum wage. Industrial Council officials visited the plant and production was at a standstill.

Management has called on workers to go back to their jobs today or face the possibility of a return-to-work deadline. MAWU has a majority representation at Chubb, according to a union spokesman.

Many of the metal strikes on the East Rand have reflected worker demands to negotiate wages outside the Industrial Council system.

● In Durban about 300 workers went on strike this week at the Corobrik factory in Redhill over the dismissal of several of their colleagues.

Workers march off job after wage dispute

By Tony Davis, Labour Reporter

About 1 000 workers marched from the scene of a factory dispute in Wadeville yesterday to the offices of their union several kilometres away

Workers at McKechnie Brothers Metal, which was hit by a wage dispute on Monday, marched to the offices of the Fosaut-affiliated Metal and Allied Workers' Union (MAWU) near Kathlehong township.

The union represents about half of the firm's 1 100 workforce and held talks with management yesterday afternoon about worker demands for a minimum wage of R2 an hour.

The dispute occurred only a week before the annual wage negotiations for the metal industry next Tuesday. MAWU was invited to the talks in an "observer" capacity but has refused to attend.

The managing director at McKechnie, Mr Peter Murrough, said workers would be seen to have "voluntarily resigned" if they did not return to work today.

A MAWU spokesman said that during yesterday's talks an extension was granted until mid-morning today for the union to hold a report-back meeting with the workforce.

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● In Durban about 300 workers went on strike this week at the Corobrik factory. Redmill, one of several of their colleagues

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Mercury 4/3/89

Work stopped ... and restarted

Mercury Reporter

THE entire workforce of Tongaat Milling in Estcourt downed tools yesterday morning in support of their demand for the dismissal of a supervisor

A spokesman for Tongaat Group head office said about 150 workers had stopped work but had returned to work by lunchtime

He said the workers' return had followed talks between representatives of the Fosatu-affiliated Sweet, Food and Allied Workers' Union and management

The spokesman said management would not discuss the workers' demands under pressure and urged that they return to work.

Agreed

Management said once the workers' had returned it would investigate their complaints

A union spokesman said management 'had agreed tentatively to try to transfer the supervisor and to investigate workers' grievances'

At Corobrik in Durban, 52 workers who downed tools earlier this week have returned to work

A spokesman for the company said the workers had stopped work on Monday after six had refused to work on Friday because 'the task was too heavy in the heat'

Management had said the six workers could leave but they would have been considered to have dismissed themselves

The rest of their team then downed tools on Monday in support of their colleagues

The spokesman said that by yesterday everything was back to normal and all the workers had been re-employed

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4/3/82
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By Ian Bissell

ALTHOUGH recent years have seen the introduction of major labour reforms by the South African Government in an attempt to incorporate the independent and non-racial trade unions there has also been a marked increase in union harassment and detentions of union leaders by the security police

Alongside these developments, the independent black workers' trade unions have been transformed from fairly weak collectives of workers outside of the established parallel unions affiliated to the Trade Union Council of South Africa, to a powerful force representing more than 100 000 black workers countrywide

Lacking political representation workers have used their opinions not only on industry related matters but also on wider political issues

The Labour Relations Act — until the 1981 amendments called the Industrial Conciliation Act — prompted by the recommendations of the Wehahn Commission has extended full trade union rights to all workers living in South Africa with the exclusion of farm labourers domestic servants and employees of the State. It has also granted full autonomy to trade unions in respect of their membership

The provisions of this act have also provided for the formation of a National Manpower Commission and an Industrial Court with full judicial powers

The functions of the Court in terms of the act are to decide in issues on conflicts of interest or rights and to determine whether a labour practice in a specific instance is unfair or not

The new labour legislation has provided a bargaining apparatus for trade unions in an attempt to maintain peace at a time of escalating industrial unrest

But the response of the independent trade unions to the new legislation has been mixed and has thus threatened to undermine the whole purpose of the labour reforms — the incorporation of all trade unions into a uniform labour system

Initially all the independent trade unions rejected registration because migrant workers were excluded from trade union rights but the Government modified its position and finally included all workers with a few exceptions. Since then, Fosatu (the Federation of South African Trade Unions), the largest federation among the independent trade unions with a membership of more than 90 000 workers countrywide, has opted for registration

Move rejected

But the majority of the other independent non-racial trade unions has continued with its rejection of registration, seeing it as a means for the Government to interfere in the internal affairs of the trade union. They have strongly criticised Fosatu for its move

These trade unionists have argued that registration would take the running of the trade union out of the hands of the workers since the union would have to rely more and more on labour law experts. It would impose a top-down hierarchical system on unions which would nullify their existing democratic structure.

In September last year that any attempt to abandon the National Industrial Council system of collective bargaining and replace it with fragmented deals at shop floor level would result in chaos throughout industry and commerce

Though the industrial council system needed to be modified to ensure that trade unions catering for black employees can participate with confidence, it was still the best means of negotiating wage and conditions of service agreements, he said

Guidelines laid down in January, 1981 by the Federated Chamber of Industries have stressed that 'the ultimate objective is to work towards a unified industrial relations system in which collective bargaining over remuneration and other conditions of work take place predominantly at industry level and within the industrial council system, where it tends to become more professionalised and to acquire a more professional and rational character'

Chamber's position

The Association of Chambers of Commerce guidelines towards the new labour legislation released late in 1980 have been seen by labour experts as a moderate repetition of Sefisa's position

They have said it might be necessary to negotiate conditionally with an unregistered trade union that represents the majority of workers but negotiations should at no time be allowed to prejudice or undermine the long term positions of the industrial council system

But, alongside recent labour reforms introduced by the Government in an attempt to maintain peace in the industrial sectors in South Africa there has been the unsettling security police detentions and harassment of union leaders culminating in the death of unionist Dr Neil Aggett earlier this month

According to the Institute of Race Relations survey for 1980, 11 trade unionists were detained at some stage during that year and all of these were members of the independent trade union movement. Five were from the General Workers' Union, two from the African Food and Canning Workers' Union (Dr Aggett's union), three officials from the Black Municipal Workers' Union in Johannesburg and an organiser for the Industrial Aid Centre in Vereeniging

In terms of the Ciskei Emergency Regulations on November 7 1980, ten officials and members of the General Workers Union and three officials of the Food and Canning Workers' Union were detained in East London

The detention of unionists was considerably stepped up last year with 61 trade unionists being detained under South African security laws

This does not include the mass detention in September last year of 205 officials and members of the General Workers' Union (GWU), South African Allied Workers' Union (SAAWU), and the African Food and Canning Workers' Union (AFCWU) in the Ciskei

In last November's security police swoop conducted in Johannesburg and Durban, 15 people, mainly trade unionists, were detained. Since then more have been added to the growing list of unionists.

Union power



The new force in the land

The Natal Mercury, Thursday, March 4, 1982

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Local Fosatu officials justified their application for registration by arguing that the labour reforms were a concession made by the Government and should be taken advantage of by workers' organisations. They say that although on paper the new legislations can be seen as an attempt by the Government to control independent trade unions, in practice this would be impossible.

The rejection by a substantial number of the independent trade unions of the registration package has appeared to prompt a shift in the Government's policy. The Director-General of Manpower, Dr Piet van der Merwe, said in East London last month that 'the question of trade union registration was not as crucial as it had been made out to be.'

The new legislation expressly placed the unregistered and the registered union on the same footing with both having to conform to minimum requirements.

'As registration is voluntary all unions have certain minimum obligations which are essential for the maintenance of law and order and the protection of members, then it is not a matter of major concern whether a union is registered or not,' he said.

Dr van der Merwe added that the obvious advantage of registering is being allowed access into the industrial council, but there are disadvantages to the industrial council system as well. If a union chooses not to register and make use of the industrial council system then we must respect its wish, he said.

Labour experts stressed the significance of Dr van der Merwe's statement in contrast to the Government's earlier attempt to bring all trade unions into the industrial council system.

An industrial council is defined in terms of the Act as a forum within which registered trade unions and employers meet and bargain in order to formulate an agreement over conditions of employment.

Unacceptable

At the Langa meeting last year of representatives of 29 unions representing almost the entire independent union movement, the meeting rejected the present industrial council system as an unacceptable means of bargaining.

Not only the anti-registration unions have come out against the industrial council system, in Fosatu's annual report last year the federation has refused to be coerced into joining industrial councils.

It argues that the strength of Fosatu unions lies on the factory floor and in plant-based negotiations. Industrial councils are designed to prevent this type of negotiation.

'Industrial councils have in the past secured privileged conditions for a minority of workers at the expense of the majority of black workers and with their present structure would easily continue to do the same, even if black workers' trade unions joined,' the report states.

It adds that industrial councils enforced protracted industry level mediation of disputes, which to a large extent ruled out the legal right to strike.

In spite of this wholesale rejection of the industrial council system by independent trade unions, organised commerce and industry have pinned their hopes on black workers' unions accepting the existing bargaining structures.

The out-going president of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr L Boyd, said

'Unions effected by last year's detentions were SAAWU — five top officials of the union were detained: Mr Thozamile Gqweta, president, Mr Sam Kikine, general-secretary, Mr Isaac Ngcobo, treasurer, Mr Sisa Njikelana and Mr Eric Mntonga. The General and Allied Workers' Union (GAWU) — Mr Samson Ndou, president, and Mrs Rita Ndanga, organising secretary, were detained. The general secretary of the Commercial, Catering and Allied Workers' Union, Mrs Emma Mashinini, was detained and from AFCWU, Dr Neil Aggett.

Political protest

Dr Liz Floyd, Dr Aggett's common-law wife who worked for the Industrial Aid Society, and the editor of the Labour Bulletin Miss Merle Favis, were detained at the same time. Few of these have yet been released.

Soon after Dr Aggett's death both Dr Floyd and Mr Gqweta were transferred from detention to a Johannesburg psychiatric hospital where they are receiving treatment.

The recent national stoppage in commemoration of the death in detention of Dr Aggett which involved tens of thousands of workers is indicative of workers using labour action for political protest.

The general secretary of Fosatu, Mr Joe Foster, said: 'I cannot see that any South African trade union could be non-political as it is difficult to separate economics from politics. Our members live in locations and are all directly effected by discriminatory legislation such as the Group Areas Act and legislation effecting migrant labourers.'

The national organiser of SAAWU, Mr Herbert Barnabas, said the union would continue to get involved in political issues as long as they effected their members.

SAAWU's opposition to the Ciskeian independence has brought them into conflict with Mr Lennox Sebe's Government and last week after the conviction in East London of a number of union officials for incitement to do public violence, Major-General Charles Sebe said that the trial proved that SAAWU was a subversive organisation and suggested it should be banned.

Cost increases

Mr David Lewis, the general secretary of GWU, said some people might think that involvement in political issues is stretching the limits of trade union activities 'but a worker's life doesn't end when he leaves the work place.'

'Our members are effected by issues such as rent increases and transport cost increases and in South Africa these become political issues,' he argued.

The political involvement of independent trade unions is likely to be a focus for future conflict between these unions and the Government.

Employers have complained during both the widespread pensions strikes, sparked off by the draft Pensions Preservations Bill, and the nationwide stoppage over Dr Aggett's death, that they were like 'meat in a sandwich', caught in the middle of union's conflicts with the Government.

But trade unionists have said that workers' political demands will continue to be channeled through the unions because there are no other legal and legitimate political organisations in operation. Employers necessarily will suffer by way of stoppages because they have the ear of the Government.

Strike wave over metal pay demands

By STEVEN FRIEDMAN
Labour Reporter

A WAVE of labour unrest has hit the Wadeville industrial area near Germiston, with at least four plants strike-hit and employers reporting tension in at least three others

All the factories affected are in the metal industry and workers at all but one are demanding a R2-an-hour minimum wage. The strike at Transvaal Malleable Foundries was sparked by the dismissal of two workers

Annual metal industrial council wage negotiations are due next week. Registered unions — none of whose members have taken part in the strikes — are to demand that legal minimum pay be raised to R2 an hour within a year

The present minimum is R1,13

Besides the four strikes — a fifth was settled earlier this week — employers reported many of their competitors feared unrest after workers

had approached them with pay demands

"I have had calls from three other firms reporting that they have had approaches from workers. They all fear trouble," a management source said

Employers charged yesterday the unrest was a 'co-ordinated campaign' by Fosatu's Metal and Allied Workers' Union, which has been organising workers in the area

"They are either trying to influence the negotiations or are flexing muscles," one said. Another claimed workers "seem to be concentrating on multinational companies"

But a MAWU spokesman denied this. "We had nothing to do with it — it's the workers who have decided to take action. One day we might decide to call our members out, but we haven't done it this time," he said

Factories hit by strikes are McKechnie Brothers, which employs more than 1000 workers, TMF, Chubb Lock and Safe, and a plant identified by workers as Sharp

At McKechnie, hit by a three-day strike, workers are expected to return today, after talks between management and worker representatives at which the company agreed to negotiate on demands if workers returned

"We are hopeful they will be back today," a company spokesman said

At Chubb, a spokesman said the strike was still in progress. TMF refused to comment "at all"

A Mail Reporter writes that about 1000 strikers gathered yesterday in a field near Nataspruit for a union meeting, where they voiced demands later put to management by MAWU officials

The clothing industry has also been hit by a strike wave shortly before annual industrial council negotiations. Another two stoppages were reported yesterday, bringing the total over the past few weeks to nine

A strike at Dunlop in Benoni was settled this week

Management at another Wadeville plant, Power Steel, yesterday denied Press reports of a strike

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Trials of strength FM 19/3/82

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Wits sociologist Eddie Webster has found significant differences between the work stoppages which occurred in the East Rand metal industry last year (*Current Affairs* December 11 1981) and the 20 stoppages that have taken place so far this year

'A rough distinction can be drawn between stoppages that function as a genuine trial of strength and those which are little more than a token demonstration,' says Webster. He says demonstration stoppages were an important feature of labour conflict in the East Rand metal industry last year. This year's stoppages, however, are now beginning to take on the characteristics of a trial of strength.

Some employers in the industry the FM spoke to agree with this analysis. They say the recent actions of the Metal and Allied Workers Union (Mawu) amount to a well-orchestrated campaign for recognition. A key affiliate of the Federation of SA Trade Unions (Fosatu) Mawu has been growing rapidly in the past year and now claims a membership of more than 24 000.

Webster points out that this year's stoppages are longer - 25 days on average - compared with 1.75 days last year. In last year's stoppages about 50% of the demands were for the reinstatement of dismissed workers. In most cases these demands were met in full. In this year's stoppages, only 20% have been met fully or in part. In most cases managements refused to negotiate, gave workers a deadline to return to work and selectively rehired those who did.

Major issue

This year the central demand in 18 of the 20 stoppages has been for an increase in minimum wages. Workers have been demanding increases of up to R2 hour more than the present industrial council (IC) hourly minimum of R1.13. They argue that because of inflation, they have had to work increasingly longer hours to maintain their wage levels.

Webster says the demand for wage increases developed into a major issue when employers refused to negotiate wages at plant level, insisting that the proper venue for wage talks was the IC.

Webster says Mawu had majority support of workers in only a third of the factories hit by stoppages this year. But in the course of the conflicts, its membership increased significantly. The union insists on plant-level wage bargaining and has turned down an invitation to attend this year's IC wage negotiations.

Established unions involved in these ne-

gotiations have demanded that workers should be paid a R2 hour minimum by the end of the year. Employers have rejected this demand and talks have been postponed until next month.

demands put forward in the current stoppages. 'The lesson of the past decade in the engineering industry is clear. Attempts to create and reproduce institutions that do not have the support of the majority of workers in the factory will surely fail.'

Some affected employers agree. However, in interviews with the FM, they emphasised their fear that it will be a difficult, time-consuming task to create a collective bargaining system acceptable to all parties. They believe an increasing number of employers are realising that they have to negotiate with unions such as Mawu and may be willing to make compromises.

However, they ask: will both Mawu and the established white unions in the industry be willing to compromise as well?



Wits' Webster underlying causes

'But even if management were to concede these demands, this would miss the point,' says Webster. The underlying cause of the unprecedented number of stoppages in the metal industry is the limited scope for work-place bargaining. Where bargaining is highly centralised, as it is in the engineering industry, plant level grievances over the size of the national pay settlements can have an explosive effect on industrial relations. This was essentially the cause of unofficial strikes in engineering in Britain in the Sixties.

He believes a trial of strength can best be avoided if mechanisms are provided for a speedy resolution of conflict on the shop floor. Through choosing toughness, employers may now have the feeling of having regained control over a refractory workforce. But says Webster, it will be a short-term victory.

Webster says some form of industry-wide bargaining may be inevitable. But he warns that employers would be wise to think more carefully about their response to the

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CAPE Times 4/3/82
Pay sparks strikes by metal men

Own Correspondent
JOHANNESBURG A wave of labour unrest has hit Wadeville near Germiston, with at least four plants on strike and employers reporting tension at at least three others. All the factories affected are in the metal industry and at all but one workers are demanding a R2 an-hour minimum wage. At the other Transvaal Malleable Foundries, the strike was sparked by the dismissal of two workers.

man denied this. We had nothing to do with it — it's the workers who have decided to take action. One day we might decide to call our members out but we haven't done it this time, he said.

Factories hit by strikes are McKechnie Brothers, which employs more than 1 000 workers, TMF Chubb Lock and Safe and a plant identified by workers as Sharp.

At McKechnie which has been hit by a three day strike, workers are expected to return today after talks between management and worker representatives at which the company agreed to negotiate on workers' demands if they returned.

We are hopeful they will be back today, a company spokesman said.

At Chubb, a spokesman said the strike was still in progress and TMF refused to comment at all.

About 1 000 strikers gathered yesterday at a field near Natalpruit for a union meeting where they voiced demands which were later put to management by MAWU officials.

Feelings high
Feelings ran high and one workers said. We are bargaining from a position of strength.

The clothing industry has also been hit by a wave of strikes shortly before annual Industrial Council negotiations. An other two were reported yesterday bringing the total over the past few weeks to nine.

Negotiations
Annual Industrial Council wage negotiations in the metal industries are due next week. Registered unions — none of whose members have taken part in the strikes — are to demand that legal binding minimum pay be raised to R2 an hour within a year. The present minimum is R1,13.

Besides the four strikes — a fifth was settled this week — employers reported that many of their competitors feared unrest after their workers had approached them with pay demands.

I have had calls from three other firms reporting that they have had approaches from workers. They all fear trouble, a management source said.

Employers yesterday charged that the unrest was a 'coordinated campaign' by Fosatus Metal and Allied Workers Union which has been organizing workers in the area.

But a MAWU spokes-

Smith's caucus meets

Own Correspondent
SALISBURY — The parliamentary caucus of Ian Smith's Republican Front (RF) Party meets in Salisbury today amidst

signs of a possible split in the once all powerful party.

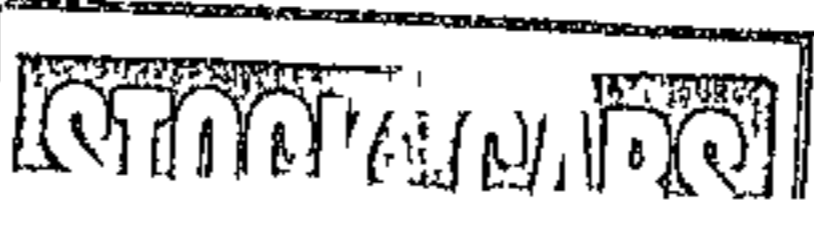
The former Rhodesian prime minister is being threatened with the possible breakaway by a number of RF MPs who believe the RF no longer represents white interests in the newly independent



CHOPSUEY INN

Chinese Restaurant and Take-away have now RE-OPENED

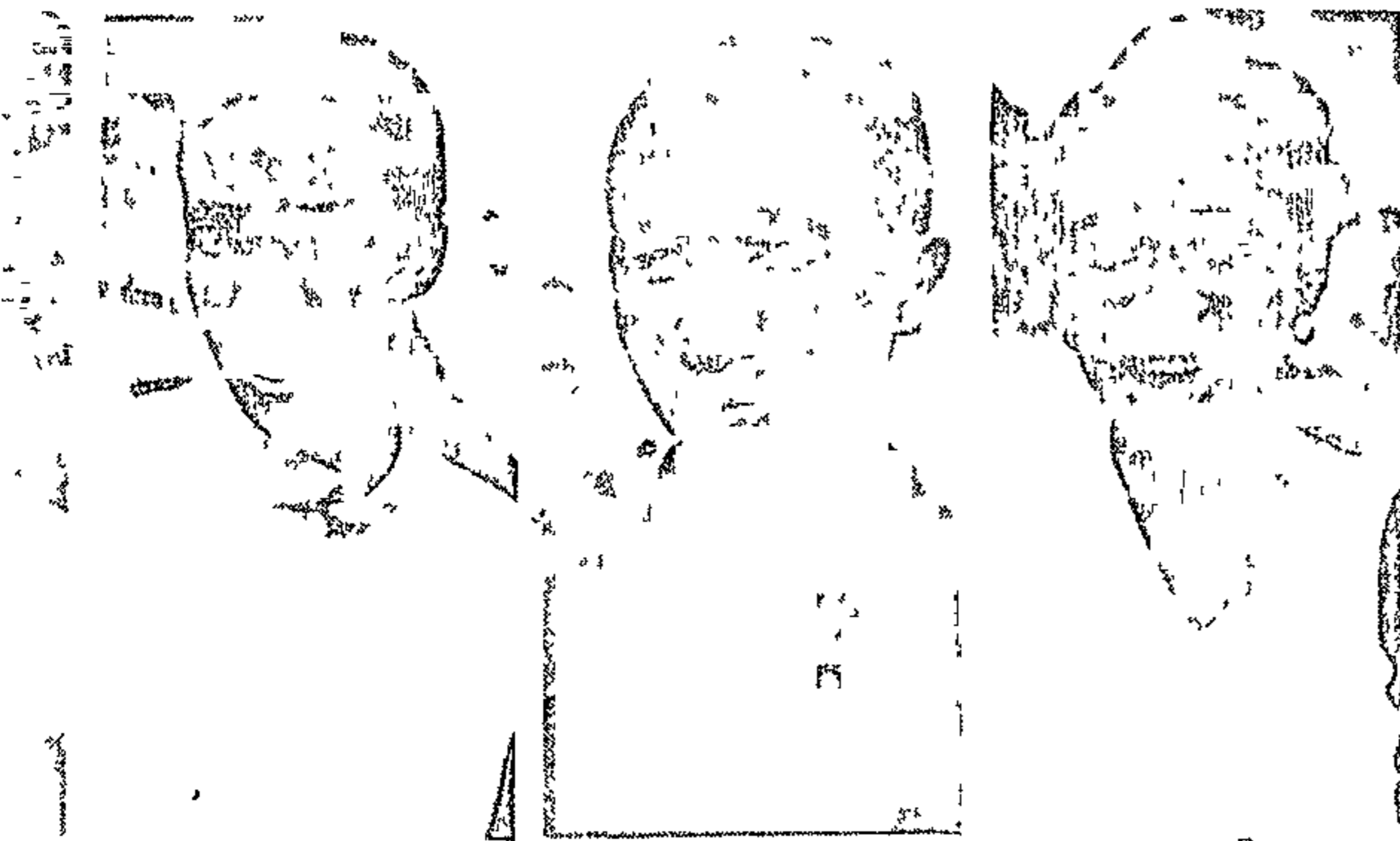
at **REIDHOF CENTRE**
(Behind Wimpy Bar)



9

Sowetan 4/3/82
152 (1404) (187)

Increased fares



TOO MUCH
Ms Mabe

DIFFICULT
Mr Mkhize

SENSELESS
Ms Sehloho

again. Some of us have been out of work for quite a while and such senseless increases are a blow to our budget — which is already crippled enough," said Miss Sehloho.

Mr Billy Khumalo of Alexandra said the unemployed would be hardest hit.

"Most people have problems raising the fare to come into town to look for work. As things are now, they may end up unable to come at all, and may resort to crime just to survive," he said.

Miss Ntombi Dlamini of Jabulani said "Where do these people

think we get the money from? We are not whites, we don't have money like them."

Said Mr Samuel Mkhize from Meadowlands "Life is going to be very difficult especially for us blacks. Everything even food, seems to be going up every day."

Strikes hit five firms

By MZIKAYISE EDOM

ANOTHER company in Wadeville, Germiston, has been hit by a strike, bringing to five the number of firms to be hit by strikes, in the area since the beginning of the week.

An undisclosed number of workers at the Transvaal Malleable Foundries downed tools yesterday afternoon demanding higher wages. A spokesman for the union representing the workers said he got a report yesterday afternoon that workers at the firm were on strike demanding more money. He also said that his union will hold talks with management to try and end the dispute at the firm.

On Monday more than 1 000 employees at McKechnie Brothers downed tools demanding a R1 00 per hour raise. According to the workers' representative the demand was increased to R2 00 per hour on Tuesday morning.

At another company Chubb Fire Security about 5 000 workers also went on strike demanding higher wages. The company is about a kilometre from McKechnie Brothers.

Workers at Power Steel which is about three blocks from the other two and workers at Hawker Siddeley Africa also went on strike demanding higher wages.

Meanwhile workers at Hawker Siddeley Africa have gone back to work while management and the union Mawu, hold negotiations.

Workers at this company downed tools last Friday morning demanding the reinstatement of two of their five colleagues and a R1 00 per hour raise.

ELLS COURT LIC THREATS

Mr Searing said the 1976 still is an act of an ignorant and end, was the been tend try met said necessary of the later ny

She was detained during that year and spent 18 to 19 months in detention when she was called in as a State witness in a sedition case, which later became known as the SSRC Eleven case.

Ms Loate said she was interested in politics and that from time to time she had been asked to deliver messages. This was given as evidence in the Kempton Park SSRC Eleven case. She said after that case, the public attitude towards her was negative, she received threatening letters and she was also injured in the leg. Her mother advised her to tell her interrogator about the inci-

dent, but nothing was done.

She said after the SSRC Eleven case she used to meet some of the people she had known before and they used to walk and talk with her, but they never discussed politics with her because of the evidence she had given in the sedition case.

In February 1981, she had gone to Botswana, to apply for admission at the university. While in Botswana, she met Khotso and she spent some time with Khotso who told her he was only in Botswana for a holiday and that he was attending school in Nigeria, studying arts

and science.

Khotso also asked her about the SSRC Eleven case and wanted to know why she had given evidence. She told him she had been confused at the time and that her mother had advised her to give evidence.

After she returned to South Africa and went back to Botswana about five more times. She said she met Khotso again on the fifth occasion at a wedding but that Khotso didn't talk politics with her.

She said on June 16, 1981 she attended a meeting at Regina Mundi in Soweto with a friend. Police disrupted the meeting with teargas and she fled into the nearest

Sowetan 4/3/82

360 workers fired by East Rand factory

152
189
140A

By Drew Forrest

Labour unrest in Wadeville on the East Rand intensified yesterday as workers at two more metal factories Hubco Metal Industries and Transvaal Malleable Foundries — went on strike

At TMF about 360 workers — mainly members of Fosatu's Metal and Allied Workers Union (Mawu) — were fired after striking in protest against the dismissal of two colleagues

They were fired after failing to meet a 9 am return to work deadline

According to Mawu officials who met management yesterday they will be "selectively re employed"

At Hubco — an Abercom subsidiary — about 180 workers returned to work this morning after yesterday's strike in support of a demand for a R1 hourly wage increase

An elected workers' committee is negotiating with management

The three-day strike by 1100 workers at another Wadeville metal

factory, McKechnie Brothers, seemed on the point of ending today

Workers agreed yesterday to go back on condition that management held negotiations on their R2 an hour minimum wage demand

The company's managing director, Mr Peter Murrrough, said that in the event of a return to work discussions would begin immediately with a workers' committee and Mawu officials

He emphasised the company had offered to hear workers' grievances and had not committed itself to wage bargaining

The Chubb Lock and Safe Company, also in Wadeville, was at a standstill for the second day yesterday as its 240 black workers continued their strike over pay

Few of the workers — who are apparently demanding a R2 minimum wage — are Mawu members

The union is not involved in negotiating with management

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down

tools

4/3/82
Sowetan

By SILEO
RABOHHATA

MORE than 200 workers downed tools at Hawker Siddeley Africa in Wadeville on Friday morning demanding the reinstatement of two of their fired colleagues, a Metal and Allied Workers' Union spokesman said yesterday.

According to the spokesman most of the workers are Mawu members. He said that after the dismissal of the two workers the others had contacted management and asked for the reinstatement of their colleagues and also demanded an increase of R1 per hour.

Worker representatives then met with management to discuss the demands but a stalemate was reached with management refusing to meet the demands. The workers have decided not to go back to work until their demands are met.

COMMENT

Mawu officials were then called in to help settle the matter between workers and management and by late yesterday they had gone back to work while negotiations went on.

The receptionist at Hawker Siddeley Africa said the company had no comment on the matter.

Meanwhile Mzika-vise Fdom reports that about 300 workers at Dunlop Industrial Products in Benoni struck yesterday morning demanding higher wages.

A Mr Mackay manager of the firm said yesterday when interviewed by The SOWETAN "I have no comment to make bye bye" He then replaced the receiver.

Sowetan
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Strike Wave on East Rand

THE strike wave in Wadeville on the East Rand intensified as workers at two more metal factories — Hubco Metal Industries and Transvaal Malleable Foundries — went on strike

At TMF, about 360 workers — mainly members of Fosatu's Metal and Allied Workers Union (Mawu) — were dismissed after striking in protest against the dismissal of two colleagues.

They were dismissed after failing to meet a 9 am return-to-work deadline. According to Mawu officials, who met management yesterday, they will be selectively re-employed

At Hubco, about 180 workers returned to work yesterday morning after Wednesday's strike in support of a demand for a R1 hourly wage increase. An elected workers' committee is negotiating with management.

The three-day strike by 1 100 workers at another Wadeville metal factory, McKechnie Brothers, seemed on the point of ending yesterday. Workers agreed on Wednesday to go back on condition that management negotiated on their R2 an hour minimum wage demand

The company's managing director, Mr Peter Murrrough, said that in the event of a return to work discussions would begin immediately with a workers' committee and Mawu officials.

He stressed that the company had offered to "hear workers' grievances," but had not committed itself to bargaining

The Chubb Lock and Safe Company, also in Wadeville, was at a standstill for the second day yesterday as its 240 black workers continued their strike over pay

Few of the workers — who are apparently demanding a R2 minimum wage — are Mawu members, and the union is not involved in negotiations with management

140A Star 5/2/82

Signs of Order in E Rand Strikes

Labour Reporter

The strike-hit metal industry on the East Rand today saw more than 1000 workers returning to work at two factories, while 400 lost their jobs at two other firms.

The industrial suburb of Wadeville has been the centre of the labour unrest. Some employers have pointed a critical finger at the Fosatu affiliated Metal and

Allied Workers' Union for its involvement in the strikes

Mawu has been accused of fomenting unrest to influence next Tuesday's national metal industry wage talks. The union has strongly denied this, pointing to shop floor dissatisfaction with wages

At the McKechnie Brothers plant, about 1100 workers returned to their jobs yesterday after

Hundreds return to factories

a three-day strike over a minimum R2 hourly wage demand.

The company's managing director, Mr Peter Murrrough, said that as far as he was concerned

all workers had been taken on again and talks were taking place with Mawu

About 180 workers at the Hubco Metal Industries plant did not meet management's return-to-work deadline this morning and a company spokesman said they would rehire workers today.

At the Chubb Lock and Safe Company, 240 workers

lost their jobs after refusing to return to work. The dispute also centred on demands for a R2 hourly minimum wage

Chubb's managing director, Mr Peter Jephson, said today the company was expecting a "substantial number" of the company was expecting a "substantial number" of the workforce at the plant to return to work on Monday

JUST

56 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

1401

Strikes continue

Labour Reporter

TWO Wadeville metal factories were still strike-bound yesterday after a week of labour unrest in the area

At both plants, Chubb Lock and Safe Company and Hubco Metal, management said the workers had "dismissed themselves" but it was hoping they would return on Monday

At a third plant, Transvaal Malleable Foundries, workers have returned after initially being fired. They did so after management agreed to take back two workers who were dismissed earlier this week, according to a Metal and Allied Workers Union spokesman

Management has refused to comment on the strike

Metal unions, Seifsa to thrash out wages

18/11/82
14/3
140A
Star 9/3/82

By Drew Forrest
Registered metal unions meet the giant Steel and Engineering Industries Federation of SA (Seifsa) in Johannesburg today to negotiate new minimum wages and conditions for the metal industries' 400 000 workers

The annual industrial council talks take place against the backdrop of mounting unrest over wages in the East Rand metal industries. They also follow a systematic offensive by some black unions on the industrial council system

BOTTOM RATE

The established unions are demanding a bottom rate of R1,75 and hour, rising to R2 during the year — the current minimum is R1,13 — and 20 percent in the minimum rate for artisans

But the only independent black union on the council, the Steel, Engineering and Allied Workers' Union, has put in a separate demand for a bottom rate of R1,80 rising to R2,10, and only 3 percent for artisans.

The division is seen to reflect the different constituencies of the unions — skilled workers on the one hand, and unskilled and semi-skilled black workers on the other

Long-standing tensions between established and emergent metal unions surfaced during the run-up to the negotiations. Explaining its refusal to attend, the unregistered General Workers' Union said it would not join the same caucus as affiliates of the Trade Union Council of SA — which had been "consistently hostile to the independent unions"

And two key Fosatti affiliates who refused observer status said they could not allow certain caucus members to speak for them, as "serious allegations" against these unions were pending at the International Metalworkers Federation

Clothing workers

Want rise

Mr F.M Galland-Bierckx, managing director of

J H Henochsberg, a Doornfontein, Johannesburg, clothing factory, said about 140 workers stopped briefly yesterday over a misunderstanding.

Staff sources said close to 500 struck over pay. Officials of the National Union of Clothing Workers said the root cause was the adherence of many employers to an industrial council agreement expiring in June.

Strikes hit two more metal firms

Labour unrest over wages hit two more East Rand metal factories yesterday, on the eve of annual wage talks in the metal industries' industrial council

The unrest appears to be spreading to Germiston from nearby Wadaville, where workers at four metal factories struck over wages last week

About 300 workers at the Afrox gas equipment factory, engineering contracts department

A spokesman said the strike followed a verbal demand last week for planned July increases to be put into effect immediately. He added that the management would not grant the increase, as it "would make the manufacture of gas welding and cutting equipment at the complex uneconomical"

No union is involved, and the workers have appointed four negotiators at the request of the management. And at Fensecure, also in Germiston, a management spokesman said about 30 workers were still on strike for an increase of R2 an hour

ACCEPTED

The Black Allied Workers Union and the Engineering and Allied Workers Union are known to have accepted



Strike over pensions

Sowetan

(IUDA)

152
178

11/3/82

ABOUT 200 workers have downed tools at the Prospecton plant of Henkel Chemical Manufacturers near Durban in protest over their pension conditions.

A spokesman for their union said the majority of a work force of about 250, who were unhappy about their compulsory membership of the pension fund, will renegotiate their demands after "12 frustrating months of talks and two days of work stoppages last year" in a further bid to resolve the dispute.

The workers are demanding a refund of their pension contributions — an issue they were deadlocked over last year. They have also requested representation on the board of trustees administering the fund, as well as a new provident fund to be introduced, while membership should be on a voluntary basis, the spokesman said.

He said other grievances raised by the workers were the management's alleged refusal to negotiate over wages. At one stage shop stewards were involved in discussions over wages, but management "unilaterally adjusted the wages", he added.

"They reneged against an undertaking when they adjusted the wages

Workers were also unhappy about the introduction of a 45-hour shift, which was later abandoned under threat of a supreme court action. Their anger arises out of the small take home pay resulting from this new arrangement."

The Fosatu-affiliated Chemical Workers Industrial Union, of which the majority of the workers are members, were not involved in negotiations, but hoped to open talks with management.

The personnel officer of Henkel, Mr M Roussouw, said certain grievances were raised which they were prepared to discuss again with workers representatives "as soon as they returned to work."

The morning and day shift workers were allowed until 11 am yesterday to return to work. They chose not to do so and had therefore terminated their employment contract.

This also applies to the other shift workers who did not turn up for work, Mr Roussouw said — Own Correspondent

Dismissed workers fail to reopen negotiations

Mercury 11/3/82
183 Mercury Reporter 408 192

ABOUT 200 workers who downed tools at the Prospecton plant of Henkel chemical manufacturers on Tuesday this week in protest over their pension conditions, yesterday failed to reopen negotiations with management, a spokesman for the company said last night.

The personnel officer of Henkel Mr M Roussouw, said the workers had 'terminated their services' and it was decided yesterday the workers would be refunded their pension fees.

A spokesman for the Fosatu-affiliated Chemical Workers' Industrial Union said the workers had gone on strike in protest against their wages and the compulsory membership of their pension fund.

The workers also demanded a refund of their pensions.

The workers were fired after they went on strike but the union spokesman said union refused to acknowledge the dismissals until management agreed to negotiate.

THE most important thing in this country is rugby. And the Soul And Brain Crusher is not about to let us forget it.



So, if like me, you got home from the office tired, hungry and looking forward to a bit of cricket on the sports programme after dinner you too, were doomed to disappointment.

we would see the cricket on Sportsweek at 10 o'clock or later in the evening.

The continuity announcer gaily announced that there were no less than two international sports in the offing — cricket and rugby.

Well so far as I'm concerned we should have got the cricket at the earliest available opportunity. There were many schoolkids who are cricket fans who no doubt missed the late showing.

She actually said this on two occasions. And then Kim Shippey appeared in all his synthetic golden-haired glory to tell us the same thing.

It's mind-boggling the way the SABC considers its priorities. If it's up to date let it mature. Don't for heavens sake show today's events tonight. Show them next month or so. Better late than never their motto.

And to announce in his usual sepulchral tones that we were privileged to see no less than the French vs England rugby match in the Five Nations rugby championships.

In *Midweek* we took a look at gold, a health hydro and Chick Corea. I'm puzzled by the Crusher's policy concerning free plugs. In the health documentary there were several mentions and captions of the name of the health farm and yet I got the impression that it was a vague investigation into the pros and cons of these places that cater for the fat, rich and lazy — at a price.

In true Crusher tradition this was several matches earlier in the series because 'we haven't got the tapes yet'. But on Friday you'll see so and so and on Saturday such and such.

Meanwhile I was dazedly considering the mentality that ignores the cricket on our doorstep.

The second in the two part *Ladies Man* offering fell rather flat apart from one or two good one-liners.
GARY EICHORN

Then the organ like tones of our delightful sports host announced that



GENERAL NEWS

Chief told
quit UK
for 5 years

The Star Bureau
DON — A British
West Indian teen-
found guilty of
has been ordered
judge to leave the
try and stay away
five years.

Justice Clay
de the order in
don Crown Court
er hearing that Carl
ams (18) and his
er planned a four-
k holiday in Jama-
before returning to
there permanently
the end of the
ne National Council
Civil Liberties yes-
day described the
as "repatriation
the back door"

**Strike wave
spreads on
East Rand**

Labour Staff
Industrial unrest
on the East Rand
worsened this week
with more than 1000
workers striking in at
least seven factories,
mainly for higher
wages

All the disputes in-
volve Germiston metal
workers, and coincide
with yesterday's dead-
lock in the metal in-
dustries' annual indus-
trial council negotia-
tions — which have
been postponed to
April 14

At the Rand Scrap
Iron and Metal Com-
pany — one of the
country's largest scrap
metal processors —
about 500 workers
struck yesterday for
higher wages

The firm's managing
director, Mr Harry
Katz, said all but 150
were fired after refus-
ing to return to work.
Police were called in to
stop "intimidators"
who were throwing
stones and preventing
vehicles entering or
leaving the plant

DISMISSED

More than 100 black
and coloured workers
are on strike at the
Hawker Siddeley
Machines plant. Man-
agement would not
comment, but accord-
ing to workers the
strike began yesterday
for a R1 an hour wage
increase

At Woltube, also in
Germiston, about 260
workers struck on Mon-

day over a demand
that a white security
guard be dismissed. A
Metal and Allied Work-
ers' Union spokesman
said today the guard
had been dismissed and
the strike was over

At a small Germiston
manufacturer of
switch gear contacts,
EMES 40 workers left
the factory yesterday
after management had
refused a R1 hourly
increase

Police with dogs yes-
terday dispersed strik-
ing workers outside
Fensecure, according to
local sources. About 30
struck on Monday. It
was reported that they
wanted a R2 hourly
wage increase

Wage disputes have
also been reported at
the Hollosee metal firm
in Germiston and at
Alumco Metal Enter-
prises in Wadeville.

The strike, by about
300 workers at Afrox
in Germiston ended
yesterday after ma-
nagement agreed to
start negotiations on
wages.

The workers, em-
ployed mainly at the
Afrox gas equipment
manufacturing plant,
downed tools on Mon-
day after demanding a
R2 50 an hour increase.
The total workforce at
the complex is about
650

The Orange Vaal
General Workers'
Union claims majority
worker representation
at Clifford Harris.

Rain — after 5 years

SPRINGBOK — It
rained in Springbok
yesterday — the first
rain for five years in
the little farming cen-
tre in the remote Na-
maqualand area of the
north western Cape.
The rain began at 6
am

later it was still falling.
Many other areas
around Springbok also
received their first rain
in five years.

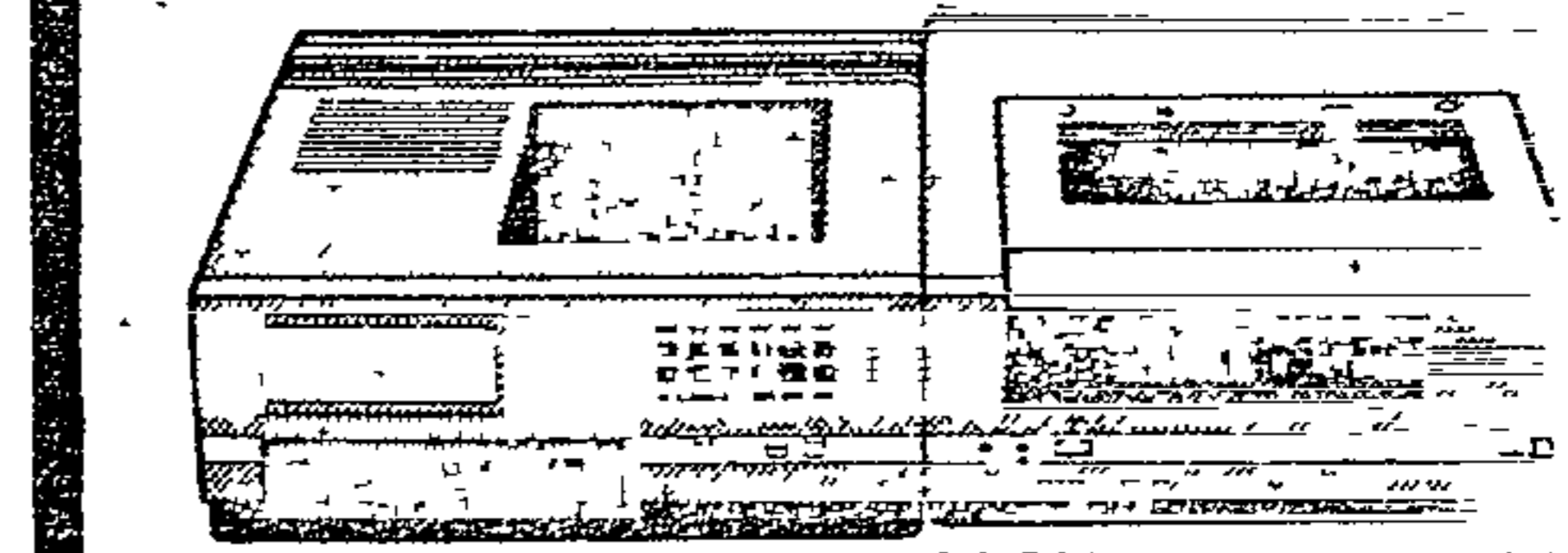
A farmer at Gamoep
confirmed he had had
several hours of soft,

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WEDNESDAY

(147) (189) (140A) 204 11/3/82

Vehicles stoned as 500 go on pay strike

Labour Reporter

LABOUR unrest prompted by wage demands continued to grip Germiston and Wadeville yesterday as workers went on strike at a Germiston company and there were unconfirmed reports of a new strike in Wadeville.

At Rand Scrap Iron in Germiston, a company spokesman said strikers had stoned vehicles attempting to enter the plant.

Labour unrest in Wadeville appears to be spreading to Germiston, with three strikes being reported in the town this week.

Although work at Wadeville companies hit by strikes has largely returned to normal, employer sources say several new firms have been hit by brief stoppages.

A strike at Henkel in Durban continued. At the company's Isando plant near Kempton Park workers staged a half-hour stoppage, according to union sources.

And the rash of wage strikes in the Transvaal clothing industry is also continuing this week, with reports of two new strikes.

At Rand Scrap Iron, a company spokesman said the plant's 500 workers had refused to work yesterday morning. He claimed workers had been "intimidated" and that a group had begun stoning vehicles to prevent them entering the plant.

About 150 workers had returned by yesterday afternoon, and the rest had been fired, he said. "We will take most back if they want to return but those who threw

stones or disrupted our business have lost their jobs," he said.

Workers had not voiced specific demands but said they wanted more money he added.

At Henkel a spokesman for Furalus Chemical Industrial Workers Union said the strike at the company's Durban plant yesterday continued after management refused to negotiate with the union.

Workers at the company's Isando plant had downed tools for half an hour in support of Durban workers demands and management had been negotiating with worker representatives to stave off another stoppage, he added.

Attempts to obtain comment from Henkel were unsuccessful.

327 11A

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sted, the
Police
.47 rifle
d with

Neville Chadwick, and
sentenced to nine
years imprisonment
and nine strokes each

Neither Mr Lengene, who is still in South Africa nor the fourth man, who was named as Paul Mokgethe appeared in the trial

ABDUCTED*

The Botswana Government earlier said Mr Lengene had been abducted from Botswana by South Afri-

can agents on February 6, and demanded his return. When he was interviewed in the presence of a South African police officer in Pretoria by the Botswana police commissioner Mr Simon Hirschfeld Mr Lengene allegedly said he did not want to return to Botswana because he had been involved in criminal activity there

The Botswana Minister of Public Ser-

vice and Information Mr Daniel Kwelagobe told the National Assembly in Gaborone that Mr Lengene's story was that he had gone to South Africa of his own free will and did not want to return to Botswana for fear of being harmed by his colleagues in the refugee community or being arrested by the police for crimes he has committed together with his colleagues in this country

Sowetan Strikes

12/3/82
sweep

East Rand

By JOSHUA RABOROKO

A WAVE of labour unrest swept through the East Rand this week with about 1 800 workers in the Germiston complex taking part in strike actions solely over pay increases

All these strike actions came about amid deadlock discussions between unions and employers in the metal industries annual Industrial Council negotiations which were postponed to April 14

About 500 workers employed by the Rand Scrap Iron and Metal Company yesterday joined the list of about nine companies which have been hit by strikes in the complex since the beginning of February

At Fuchsware near Alberton, some 800 workers yesterday also stopped work demanding higher salaries

Rand Scrap's managing director Mr Harry Katz, said that 150 of the 500 workers were dismissed after they had refused to go back to work

Police were called to the scene to keep the situation at the firm under surveillance where people were repeatedly throwing stones and preventing vehicles from entering or leaving the plant

About 800 workers at Fuchsware are on strike and the management said that negotiations were taking place. The management refused to comment further on this issue but it is understood that workers are demanding higher wages

More than 100 black workers employed at Hawker Siddeley Machines are on strike

Madness, songs trial ends

saddest
sentence
at the
Mark Ter-
rial yes-
s Lydia
other of
was sen-
effective
prison-

When sentence was passed Khotso who was clad in grey trousers, navy blue jacket and a black crewneck, showed no emotion. Shortly afterwards he turned his face to the gallery with a smile

In a brief interview, a heartbroken Mrs Seatsholo told **THE SOWETAN** that she felt very hurt after learning that her son had been rearrested pending investigations into further charges

"You know I have lived in anguish all these years and particularly after his arrest and now this happens again when I thought at least everything was over"

"My son has taken his sentence bravely and for that I think I will get strength. He believes in his conscience and I do not think he will be satisfied until the liberation of his people is achieved" she said

The co-accused Masabata Loate, who was given a five-year jail term had also remained calm before and after the sentence was passed. She was wearing a brown dress with a matching jersey and a black woollen hat

As the handful of people arose at the end of the trial, a woman in the gallery shouted 'Hamba kahle qhawe elihle' (Farewell brave hero)

Mrs Helen Ngakane mother of Masabata was not in court when sentence was passed. She said after she arrived later, she was relieved that a harsher punishment had not been meted out — she had expected worse

Outside the court-

During the trial and afterwards tight security was visible all around the court buildings. Whites entering the building were scrutinised but there were no incidents

Another slaying

ONE murder and two cases of rape — one involving a 62-year-old victim — were among the incidents reported in Soweto yesterday

A knife was used in the murder and police have made one arrest in connection with the incident

In one incident of attempted murder a man was stabbed several times in a Moroka shebeen after an argument. The owner of the shebeen produced a firearm and fired shots at the knife-wielding man hitting him in the right and left arms. The man is still in Baragwanath Hospital

Other incidents reported included

• Two robberies, including one incident in

SEUM (Lessons: Ster-Kinekor)
SELL BROS present
DAY and TOMORROW
6.15 and 9 15 pm
DAY 14th at 2 and 5 pm
WEDNESDAY, WEDNESDAY and
THURSDAY at 8.30 pm
19th and SATURDAY 20th

331

Sowetan 12/3/82

but the management would not comment. The workers demand a R1 increase in their hourly ratings

At Woltube, near Germiston, some 260 workers have gone on strike over a demand that a white security guard be dismissed. A spokesman said the management was considering their plight

At a small Germiston manufacturer of switchgear contacts LMES, 40 workers left their factory yesterday after management had refused a R1 hourly increase. Management refused to comment

This week police dispersed workers outside the Fenscure firm near Germiston. The workers had gone on strike after they had demanded a R2 hourly wage increase

GENERAL NEWS

Metal industry strikes spread on East Rand

Star 12/3/82
~~172~~
~~189~~
140A

By Drew Forrest

Labour unrest in East Rand metal industries spread to Alrode at Alberton yesterday when 890 workers at a Barlow Rand subsidiary, Fuchs Electrical Industries, went on strike.

The dispute based on wage demands was still unresolved this morning, and the management was reported to be talking to the work-

ers en masse.

The management of the Hawker Siddeley plant in Wadeville, Germiston, today denied reports by the Metal and Allied Workers' Union (Mawu) of another strike there over wages.

At the company's other East Rand plant, Hawker Siddeley Machines in Germiston, 115 strikers who were fired on Wednesday re-

fused to be paid off yesterday. They struck on Tuesday for a R1-an-hour increase. Some are Mawu members.

A management spokesman said the company was restaffing, and would judge each application for re-employment "on its merits".

At Woltube, Germiston, where 260 strikers returned to work yes-

terday, the management has contradicted Mawu claims that a white security guard had been dismissed after workers demanded this.

"Workers' grievances are still being investigated," a spokesman said, "and Mawu has at no stage been involved in the dispute".

Another 40 workers at Alumco Metal Industries in Wadeville were fired this week after

striking on Monday for a R1-an-hour increase.

About 80 workers at Hollosec and 40 workers at EMES — both metal factories in Germiston — went back to work yesterday after striking on Wednesday over wages. Their demands were not met, though the Hollosec management said negotiations were going on with a works council.

tain buy dent tem

The Cabinet of
Minister Mrs Mar-
yesterday ap-
to buy the
strategic nuclear
from the

of the new sub-
shipped ballistic
were to be an-
parliament by the
Secretary Mr John

costing at
million, will
independent
current system
century

60 missiles will
replace the sub-
Polaris mis-
mid-1990s

was virtually a
the decision
been authorised
Cabinet sub-
chaired by the

defended
purchase by
needed the
case the Nato
Finance collapsed
at 40 years and
alone

the United
and France
members of the
Eastern Alliance to
independent nucle-

submarines that
missiles will be
Mr Nott was
announce that
parts of the mis-
will be rebuilt in
well, offsetting
cost and creating
jobs

the cost could
nationally, since
2 missile - with
than its prede-
more possibility
ing Soviet de-
still under devel-

the United States
tion Labour and
ocratic parties
may will scrap the
ued into office in
eral election in
urites say the
headed missiles
arms race

net's decision
immediate reac-
the disarmament

movement will
l Trident in any
cancelled" the

Bosses discuss wave of strikes

By STEVEN FRIEDMAN
Labour Reporter

METAL industry employ-
ers met yesterday to dis-
cuss the labour unrest in
the Wadeville/Germiston
area as news of four more
work stoppages was re-
ceived - bringing the to-
tal of reported strikes to
12 in the past 10 days

A spokesman for Fosatu's
Metal and Allied Workers
Union said yesterday the
strikes showed that workers
had no confidence in official
industrial council negotiations

But the director of the
Steel and Engineering Indus-
tries Federation Mr Sam van
Coller, said there were several
factors at work

The strikes are almost all
over wage demands

They coincide with annual
wage negotiations at the
metal industry's industrial
council The wage talks have
been postponed for a month

The clothing industry has
also been hit by wage strikes

Yesterday reports were re-
ceived of strikes at Hawker
Siddeley Machines, Alumco,
Buhler-Maig and Woltube

Two have been resolved
while employers at the other
two say they have dismissed
workers and are recruiting
new employees

Mr Van Coller confirmed
that Seifsa had called a meet-
ing of employers to discuss
the unrest yesterday

But he said there was noth-
ing unusual about this

"We hold numerous regional
meetings and there was
clearly a need for one on this
issue"

Mr Van Coller acknowl-
edged that the strikes were at
least partly linked to what
workers thought of the indus-
trial council bargaining

But he added "A key fac-
tor is obviously inflation
which is hitting workers and
employers alike

"Clearly in times of infla-
tion it is more difficult to
make industry-wide agree-
ments stick, but we still be-
lieve industrial councils are
the most suitable forum for
both sides"

Indications yesterday
were that much of the latest
strike action was centred
around Germiston South

At Woltube, a Metal and
Allied Workers' Union
spokesman said a three-day
strike had ended yesterday
This strike had been over
wages, and calls for the dis-
missal of a security officer

Some worker demands had
been met, but management
had not granted a pay in-
crease, he said

At Hawker Siddeley Ma-
chines, a company spokes-
man said 113 workers who
went on strike over wages
had been fired The company
was recruiting more people

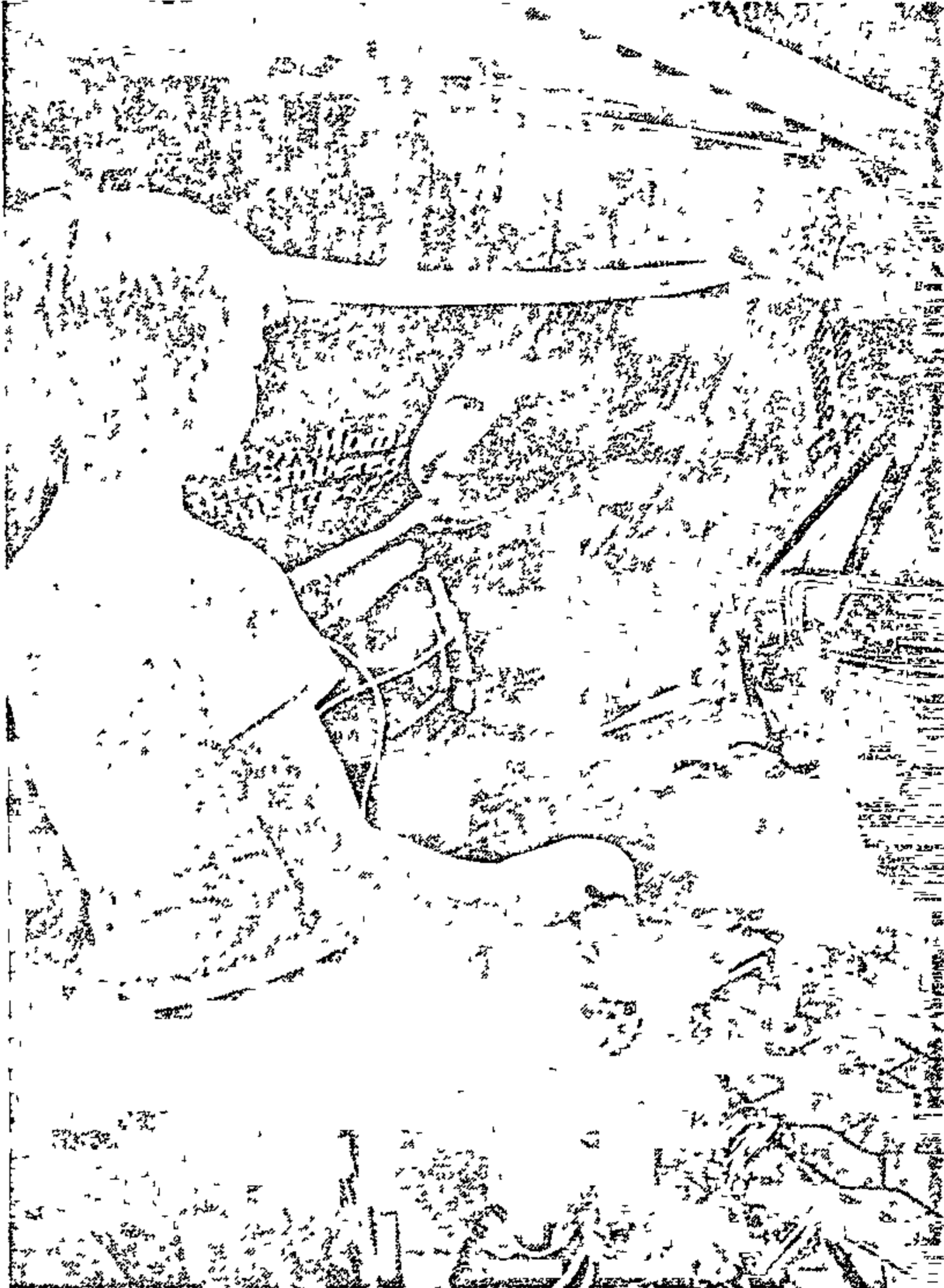
"The workers did not begin
work on Tuesday and were
given a Wednesday deadline
to return," he said

At Alumco, in Wadeville, a
management spokesman
said all 45 black workers had
gone on strike on Tuesday,
but had been replaced

At Buhler-Maig, a union
spokesman said all 200 work-
ers had been fired after a
strike last week, and later all
but 20 were taken back A
company spokesman confir-
med this

The union spokesman said
the strikes showed that work-
ers had no faith in the nego-
tiations between Seifsa and the
unions on the council

He added that most em-
ployers had agreed to meet
the union to discuss the un-
rest at their plants



AFTERMATH. . . This car was stolen by four men yesterday morning.
suspicious police One man was shot and arrested, but the other three

Rain at long last

Africa Bureau

WINDHOEK - The villagers
of Rosh Pinah, near the dia-
mond digging area of South
West Africa's deep south,
have had rain for the first
time in seven years

SWA, which has had rea-
sonable rains in some parts,
had been facing its worst
drought this century

When rain fell in Rosh
Pinah on Wednesday there
were celebrations not seen
since the days when big dia-
mond finds were made A
whole 56mm fell

In some areas children had
never seen rain

Steel men on how not

Labour Reporter

THE giant Steel and Engineering Indus-
tries Federation has issued confidential
strike-handling guidelines to its mem-
bers, which advises employers not to
negotiate with strikers until they agree
to return to work, according to employer
sources

The guidelines, described as a "contingency
plan" to handle unrest, have been followed by
several employers in handling the wave of
strikes which is at present gripping the Wade-
ville/Germiston area, sources said

An employer source, who described the
document as the "Seifsa plan", said it also
advised employers to set a deadline for strikers
by which they would have to return to
work.

If they did not return, the company was
advised to dismiss the men and to "assume
that they have resigned", he said

Seifsa's director, Mr Sam van Coller, con-
firmed yesterday that Seifsa had issued a
document offering guidelines to members on
handling industrial unrest

Egypt's oldest skeleton?

CAIRO - An American expedition has un-
earthed a human skeleton believed to be the
oldest found in Egypt, national antiquities
director Mr Ahmed Kadry said yesterday

Dr Fred Wendorf, leader of the expedition
from the Southern Methodist University of
Dallas, Texas, confirmed the discovery

homo sapiens (modern man)"

He said the skeleton was "encased in a
concrete-like sediment which has to be re-
moved very slowly Until then we cannot
reach a decision"

Mr Wendorf said the skeleton was found
in the desert near the city of Luxor

No wage demand dow

Managements hoping that union pay demands will be modest this year because of fears of lay-offs, due to economic contraction, might be in for a rude awakening

The message coming from the shopfloor in several industries is that workers are going to insist on substantial pay increases even if some union leaders doubt the wisdom of pressing managements too hard at this stage. Workers have already started putting on pressure. For example, work stoppages have occurred in the garment and metal industries on the very eve of wage negotiations.

Dr Anna Scheepers, president of the Trade Union Council of SA (Tucsa), warns that wage negotiations will be 'very, very tough this year'. In industries such as the garment industry, where there have not been layoffs, workers believe they are entitled to substantial increases, she says. These employees are not concerned about the possibility of a recession and believe it is the duty of employers to compensate them for inflation.

Garment industry employers this year face demands that would be daunting in even a boom year. Unions want a 50% across-the-board wage increase, an annual holiday bonus equal to two weeks' wages, equal pay for men and women, and some other benefits.

Scheepers emphasises her commitment to avoiding confrontation with managements or unions breaking agreements with them. But she warns that there could be an increasing number of applications for legal strikes or arbitration.

Talks deadlocked

Pay negotiations in the metal industries, which cover more than 400 000 workers, are deadlocked. Unions are demanding that legal minimum wages be raised to R2 an hour this year — almost double the present minimum. At talks this week they rejected the employers' pay offer. Negotiations will continue next month.

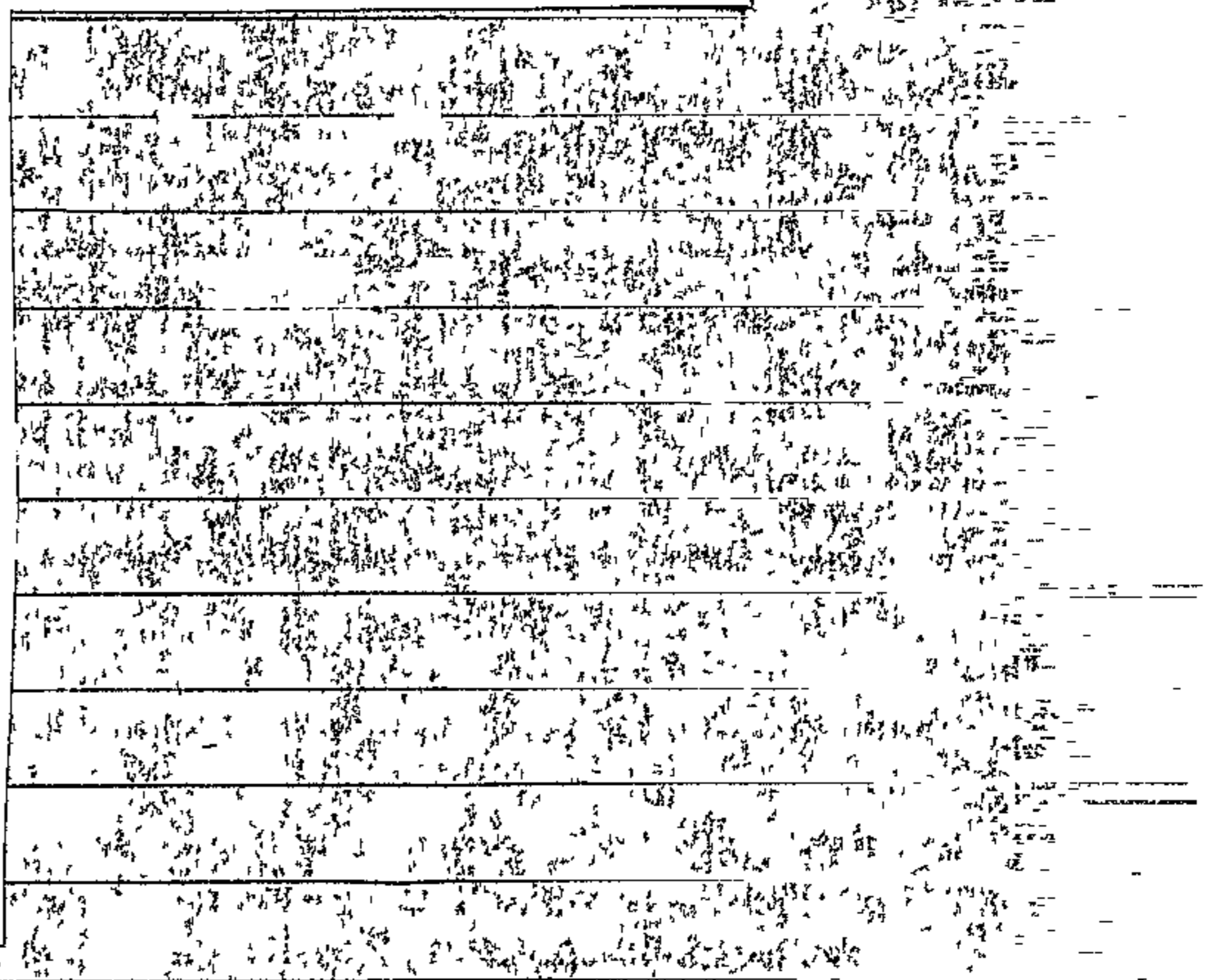
An important feature of this year's talks is that three unions, which do not belong to the metal industries industrial council, have accepted an invitation to take part. They are the Black Allied Workers' Union, the Engineering and Allied Workers' Union, and the Eastern Province General Workers' Union.

The Metal and Allied Workers' Union (Mawu) has, however, refused to participate in the negotiations because it is opposed to the industrial council system. An affiliate of the Federation of SA Trade Unions (Fosatu), Mawu grew rapidly last year and now has branches in most major



Tucsa's Scheepers . . "a tough year"

centres. By the end of the year it had about 23 000 members — almost double its membership at the end of 1980. It is therefore an open question whether a wage agreement reached without Mawu's participation will result in labour peace. Some observers doubt that it will, but say it is significant that the R2 an hour the metal industry unions are demanding is a much-publicised Fosatu target.



1404 RDM 13/3/82

Wage disputes spread to more factories

By STEVEN FRIEDMAN
Labour Reporter

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THE wage strikes which have gripped Wadeville and Germiston have spread to a plant in Alberton and one in Isando — and union sources said yesterday a large Wadeville factory had become the first to grant strikers an increase outside the official industrial council system

At least 15 companies have been hit by strikes on the East Rand in the past fortnight

A spokesman for Fosatu's Metal and Allied Workers

Union said yesterday McKechnie Brothers, the first Wadeville firm hit by a strike, had agreed to a 12c an hour increase and a 2c an hour attendance bonus rise

The company's managing director, Mr Peter Murrrough, was not available for comment

"It is only a small increase but it does show employers can move on wage demands without waiting for the industrial council," the MAWU spokesman said

At Fuchs Electrical Industries — a Barlow Rand subsidiary — in Alrode, Alber-

ton, about 900 workers have been on strike since Thursday

Barlow Rand's industrial relations chief, Mr Reinald Hofmeyr, said yesterday the strike was continuing. No formal demands had been made but "at meetings with the workers there have been references to wage demands and dissatisfaction with the performance bonus"

Workers at Automatic Plating, Isando, staged a day-long sit-in demanding a R1 an hour increase, a company spokesman said. They agreed to return without their de-

mands being met after talks between company and MAWU officials, a union spokesman said later

Meanwhile, a spokesman for Woltube — where a three-day strike ended yesterday — has denied union claims that workers agreed to return after some of their demands had been met

"The union was at no stage involved in the dispute and we did not accede to any demands. They returned after we said we would look into grievances and take action if they were justified. This we are doing," he said

13/3/82
Leyland
dispute
settled

Labour Reporter

A UNIQUE labour dispute between Leyland (SA) and Fosatu's National Automobile and Allied Workers Union has been settled, a NAAWU spokesman announced yesterday

The dispute, at two Leyland Cape Town plants, is the only known one in which employers have declared a dispute against a union — the precursor to a legal lock-out. Usually, unions declare before a legal strike

Leyland acted after unions accepted a R1,76 an hour minimum wage then demanded a mid-year wage review. Leyland refused and declared a dispute

The NAAWU spokesman said yesterday Leyland had now agreed to consider the mid-year pay demands

Court resolves union dispute

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Mercury 13/3/82

Court Reporter

A DISPUTE, which resulted in Supreme Court action, between the trade union for metal and allied workers and a Durban factory over the company's attitude to workers who had become union members, has been resolved.

An interim Court rule which interdicted Mr H S J de Kok, managing director of Hendock (Pty) Ltd, from dismissing any or all of the 89 factory workers who had joined the Metal and Allied Workers' Union, was discharged when it came before Mr

Justice van Heerden in the Supreme Court, Durban.

The rule, which was issued on February 26, followed an application by the metal workers' union after a dispute between the local organiser, Miss Mary Ann Cullinan, and Mr de Kok.

In her application for a Court order, Miss Cullinan said during a telephone conversation with Mr de Kok she gained the impression that he was not aware of labour legislation reforms following the Wiehahn Commission

report and that he thought the union was not a lawful organisation.

She said about 80 percent of the factory's workers had joined the union and she believed that Mr de Kok intended dismissing workers who were union members.

In a replying affidavit Mr de Kok denied the suggestion and claimed that throughout the telephone conversation with Miss Cullinan she had adopted an aggressive attitude and virtually demanded access to his factory.

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890 still on strike at Fuchs factory

By Drew Forrest

The labour upheaval in the East Rand metal industries continued yesterday with nearly 900 workers at an Alberton factory staying on strike, and reports of a stoppage in Isando.

Two other disputes in the clothing industry were also reported.

At the Barlow Rand subsidiary, Fuchs Electrical Industries at Alrode, Alberton, the strike over wages by 890 workers was unresolved late yesterday. The management said it had appealed for spokesmen to come forward, and hoped for a return to work after the weekend.

At Isando 150 workers at Automatic Plating — a company in the Dorbyl group —

returned to work yesterday after downing tools on Thursday over a wage demand.

There were talks with officials of the Metal and Allied Workers Union (Mawu), but the demand was not met.

Brief stoppages yesterday were reported from two Johannesburg clothing factories — the RMB Dress Company and Suki Crawford. The Crawford management is understood to have granted its 35 workers a R3 a week increase.

According to the acting general secretary of the National Union of Clothing Workers, Mrs Sarah Chitja, workers who struck this week at SA Weatherwear

Manufacturers in Mavfair returned to work on Wednesday after the management offered a R5-a-week production bonus.

The president of the Transvaal Clothing Manufacturers' Association, Mr Terence Kinneer, reacted strongly yesterday to union charges that clothing employers were "lingering" to the terms of the current industrial agreement.

How can the unions knock the agreement when they are signatories to it?"

A major West Rand milk supplier, Kumer, was hit by a strike by 85 delivermen yesterday — affecting home deliveries in Krugersdorp and Roodenport.

stan
13/3/82

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EEC IDEA FAILS

Under fire: the EEC's toothless code on SA labour practice

THE Code of Conduct for companies with interests in South Africa, drawn up by The European Economic Community (EEC), has been impotent for four years

And it never had much chance of virility, according to a German church report

Published in 1977, the code provides guidelines for improvement of black wages and working conditions. It covers labour relations, migrant labour, minimum wage levels, wage structure and black advancement, fringe benefits and desegregation at places of work.

Companies are also asked to submit annual reports to parent companies in Germany on progress made in applying the code.

Although the code relates to conditions of work, the report on German companies in South Africa published in May last year by the Kirchliche Dienst in der Arbeitswelt (Church Service in the Labour World), claims the true implications are wider and intended to provide "an alternative to the strategy of economic sanctions" to bring about peaceful change in South Africa.

Since the code's inception, "none of the 12 German firms investigated fulfilled recommendations" except in a few instances regarding desegregation of facilities. In its wider implications it has also failed miserably.

The report concludes the code is a "mistaken attempt to reform the wrong object by unsuitable means".

The Federation of South African Trades Unions (FO-SATU) commented. "If the unions work, the code is not necessary... the workers know what they want."

It needed just one factory to be totally and therefore powerfully unionised to achieve a major breakthrough and for the effects to spread like wildfire.

This view is shared by Dr Erberhard von Koerber, chairman of BMW South Africa.

In November he told the

By CATHY KENTRIDGE

South African German Chamber of Trade and Industry in Cape Town each company is a "microcosm" whose attitudes and actions "must have a bearing on the macrocosm".

"German companies, by staying here and making the unprecedented policy of today the accepted norm tomorrow, are working in the interests of all."

He felt "the Government has practically delegated to commerce and industry much of the responsibility for creating a new labour relations dispensation".

Dr R D Rauschenbach, managing director of BASF South Africa and chairman of the German committee of the South Africa Foundation considers the code unnecessary, containing nothing new.

Multinationals already subscribe to the Organisation for Economic Co-oper-

ation and Development (OECD) Code.

Dr Rauschenbach said the report and its predecessors can only be regarded as an "occasional tempest in a teapot".

German companies regard it as causing only paperwork — rather than concern — in the form of annual reports to parent companies.

Until recently they did not even think the report was worthy of comment.

Now they take the view that, when possible, allegations of non-compliance should be refuted by facts.

He feels strongly the report is biased.

"All information supplied by workers is treated as gospel, whereas any information from management has doubts cast on its validity."

"We, as businessmen, have a mandate to change things only within our own companies."

"In the political field we can express opinions but cannot be active," he said.

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EXPERSSCOOP 3 REVIEWS THE EFFECTS OF NO-TRIAL-POLICE

Three fingers - on - war against SA's 'trial without trial' policy

TWO Government departments are on a collision course over labour.

The Department of Manpower Utilisation is reportedly concerned that harsh action by the Department of Police is negating their hands off stance on trade unionism.

This week Professor Blackie Swart, chairman of the industrial relations committee of the Government's National Manpower Commission, said the death in detention of Dr Neil Aggett "need never have happened" and had cast a "further shadow over the credibility of Government labour reforms."

Employers and academics have said the department, under Minister Mr Fanie Botha, was slowly gaining international approval for South Africa and a more sympathetic approach from labour organisations, including the International Labour Organisation, for what were seen as genuine efforts on the part of South Africa to reform its labour policy.

A prominent employer said recent action against trade unions, culminating in the death in detention of Dr Aggett and the admission to hospital of two prominent trade unionists, Mr Thozama Gqweta and Mr Sam Kikine of Saawu (who had

The death in detention of Dr Neil Aggett has provoked what promises to be serious confrontations between the State and independent unions and between two government departments. Employer say they are the target in an ideological sandwich of which black nationalists and the Government are the bread. CHARLENE BOKITANO reports and traces the history of independent unions and what they will mean to South African labour and the country's foreign image.

both been in detention for some months) had brought years of hard work by the department "back to zero."

Prof Swart said that although action by other Government departments, such as police involvement in strikes and the detention without trial of trade unionists, "could be sound in principle", they complicated "the delicate balance that existed between labour and management."

Dr Jan van Zyl, executive director of the Federated Chamber of Industries, in common with a high proportion of the employers interviewed, criticised the "difficulties arising with the Department of Police, which is not concerned with labour, but which interferes in labour by detaining unionists and not bringing them to trial."

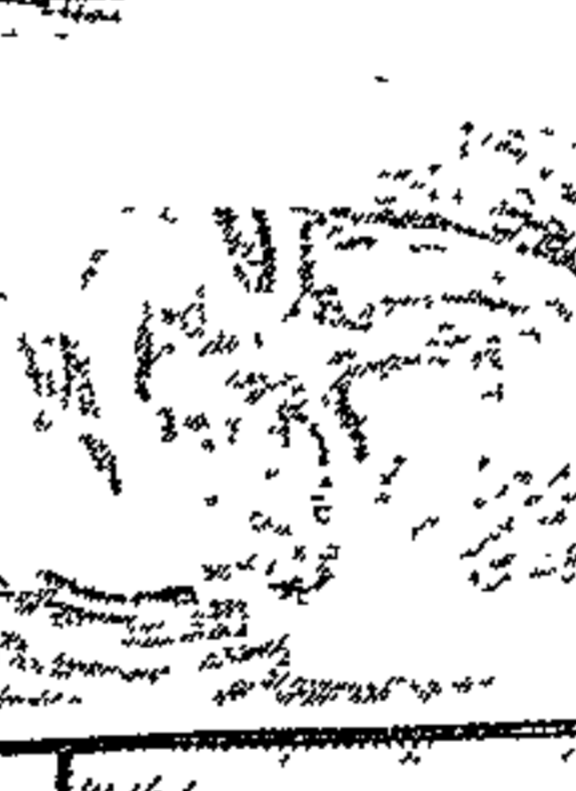
"The policy of the Department of Manpower Utilisation is very clearly non-intervention in the labour field, even keeping well clear of labour disputes

"We have called on the Government on a number of occasions to bring labour leaders to trial."

"The Government says these people are threatening the security of the state. The only way that can be resolved is in court. If they are not brought to court it creates the impression that they are being harassed for being unionists, while that may not be the case."

Trade unionists of the largely non-racial independent unions are increasingly cynical of State labour reforms and the motives of the Department of Manpower Utilisation.

Mr Jan Theron, general secretary of the African Food and Canning Workers' Union (of which Dr Neil Aggett was Transvaal regional secretary), has accused the department of actively assisting the police in repressive action against independent trade unions and their members.

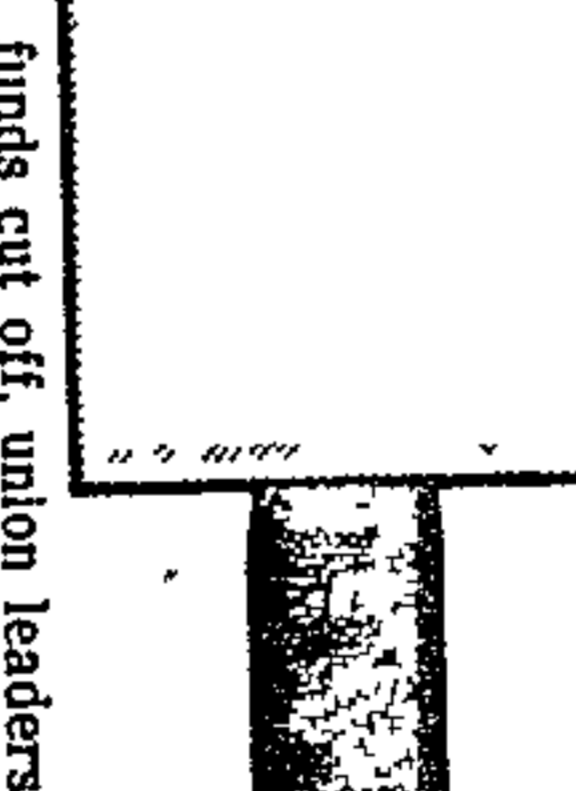


action of South African Trade Unions (Fosatu) said "While the State has attempted to convince the public and the International Labour Organisation that there are genuine reforms on the labour front, underneath there is a current of repression against trade unions by the State."

Last year the Government barred Fosatu from funding after the Natal Supreme Court had overruled an earlier ban. The Fund Raising Act was amended to take away the court's right to intervene and a new ban was then imposed.

One of the most notorious interventions was the distribution among employers, particularly in the eastern Cape, of a document designed to weaken Saawu and the independent unions.

Mr Louis le Grange, the Minister of Police, admitted in Parliament last year that the document had been compiled by a senior Security Police officer based in Port Elizabeth.

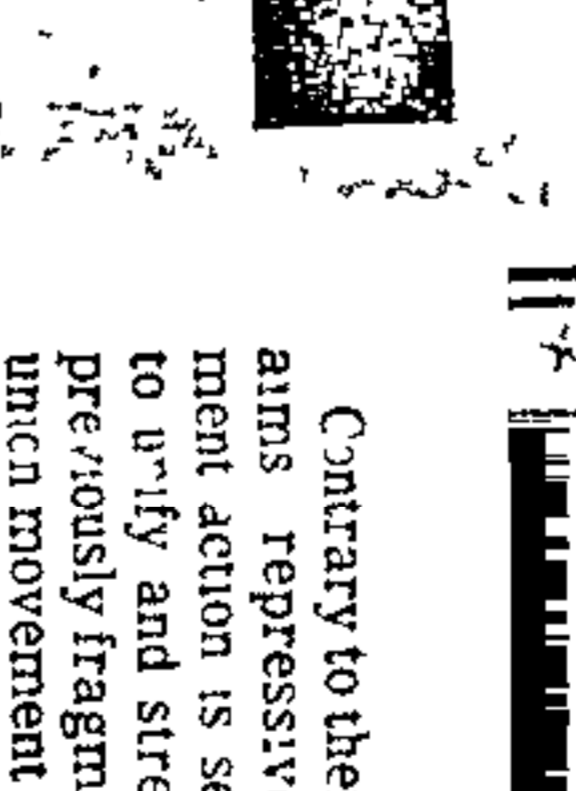


Management at some of the few dozen 'progressive' businesses which have officially recognised independent trade unions have also complained that their mail has been tampered with, that their telephones have been tapped and that there have been requests for interviews from the Security Police and the National Intelligence Service.

Mr Peter Wrighton, managing director of the grant Premier Group, echoed the unease of many employers that trials had not followed actions by police against trade unionists.

"The trade unions will be radicalised if their leaders are put away," he said, dismissing any claim that unions were presently radical.

"Frustrations about lack of political representation will increasingly be taken out in the work place. Harsh government action will only radicalise the situation."



A leading labour lawyer said "Trade unions have been thrown out of town of faces in terms of the Group Areas Act, Fosatu has had its funds cut off, union leaders are being detained for lengthy periods and meetings are prohibited in homelands. In 'independent' Bophuthatswana a trade union meeting of more than 20 people cannot legally be held without a magistrate's permission."

"There will be more use of the so-called security laws against trade unionists. But they will never succeed in checking this growth."

"The chances of the Government eradicating the labour movement again as they did with the South African Congress of Trade Unions (Sactu) in the early Sixties are less, as the unions have adapted to deal with that threat."

"This is an adaptation some employers have already praised. An employer group that recently reaffirmed its recognition agreement with Saawu, which has five of its six executive members in detention, praised the excellent negotiating skills of the unionists who have taken up the reins of the 80 000 member union while their leaders are locked up



Contrary to their apparent aims repressive Government action is serving only to unify and strengthen the previously fragmented trade union movement.

One of the rallying cries of the burgeoning non-racial trade union movement was put to the test the week after Dr Aggett died.

More than 85 000 workers in hundreds of factories throughout South Africa stood in silence next to idle machines or left the shop floor during a half-hour tribute to Dr Aggett.

The stoppage, which industrial sociologists have termed a political strike was the first incident in which workers took industrial action of a political nature on the shop floor and not in the form of a 'stay-away'.

but had been provoked into action against repression". "They are now likely to widen their involvement in those issues."

Managements and the State should seriously consider the implications of detentions he said.

The independent trade union movement began emerging as a strong force after the 1973 strikes.

Their presence was bolstered by the Wiehahn reports, which paved the way for legitimate black trade unions, although some did not register and most adopted a non-racial stance.

Dr Eddie Webster of implications of detentions

Mr Jan Theron department assists police

Mr Thozama Gqweta released from detention

And a Natal organiser of the 100 000-member Feder-

Elizabeth

Areas Act, Fosatu has had its

up the reins of the 80 000

member union while their

leaders are locked up

out

1408
Disturbed
year at
Jan 19/3/81
Siemens

Labour Reporter

Last year was a period of increasing labour unrest and wildcat strikes, according to the 1980-81 report of the German multinational concern Siemens.

There were isolated confrontations between management and labour and competition for members between newly emergent and long-established unions at Siemens factories, the report stated.

Union membership had increased over 1980-81 from 24 to 29 percent of the wage-earning workforce.

The firm had a works council system and these councils met management at monthly and quarterly intervals.

There was a decline in white unionisation and there was competition for black members between the Fosatu-affiliated Metal and Allied Workers' Union and the registered, unaffiliated Electrical Workers' Union of South Africa

Siemens continued to "maintain dialogue" with these unions, the report stated.

The report also states that from the middle of 1981 the presence of MAWU had affected the Electrical Workers' Union's membership.

However, electrical union secretary Ben Nicholson said that while MAWU had won over some members of the union at the Siemens plant in Isando, the situation was changing again

Because the Wiehahn Report had set industry on the "irreversible course" of racial integration, industry had to cope with these new dimensions

Employers and employees would succeed in reaching this course if they continued to cooperate in a "spirit of understanding and social partnership."

Some are 'forced to talk to unions'

Labour Reporter

It is said to be as a result of confrontation that some managements have agreed to deal with and recognise trade unions

This view was offered by a trade unionist at a seminar on "Communication and confrontation in the workplace," organised by the Union of Jewish Women in Johannesburg this week

An organiser for the Fosatu-affiliated Paper, Wood and Allied Workers Union, Ms Aninka Claasens, told the seminar that union-management relations were a power relationship and that companies sometimes only were willing to deal with unions as a result of confrontation

The group personnel manager for Chloride SA, Mr Theo Heffer, said confrontation implied "a win-lose situation" and in industry the negotiating process, collective bargaining, was the best way to solve disputes

"The essence of communication lies in listening and not in talking," Mr Heffer said

"The time has come for us to stop knowing what the black man thinks. We need to hear what he has to say"

The president of the Union and Tucsas, Mrs Anna Scheepers, told the seminar the first place for communication was the factory floor.

She said she had experience with foreign supervisors treating workers as inferiors, and this created problems in the workplace

Confrontation should be the very last resort in the event of a dispute and negotiations should continue as long as possible, Mrs Scheepers said

"The trade union movement is the most important link between employers and workers and employers have to accept that trade unions are very much a part of the economic future of the country," she added

Isando workers in wage dispute

Labour Reporter

An Isando firm was the scene of yet another wage dispute yesterday

About 150 workers at Fenner SA refused to start work yesterday morning after management declined to meet worker demands for a minimum hourly increase of R1 across the board

A spokesman for the Fosatu-affiliated Metal and Allied Workers Union (MAWU) said the union was called in by workers yesterday to negotiate the dispute with management

He said the company was unwilling to negotiate any increase until after the National Industrial Council's wage talks were reconvened next month

Workers had agreed to return to work this morning and await the wage talks on April 14

In another development on the East Rand a settlement was reached at the end of last week at McKechnie Brothers in Wadeville

And about 900 workers at Barlows Fuchs Electrical Industries in Alberton continued yesterday with their work stoppage. Management has called on workers to choose representatives to hold talks with the company.

Unionists released

Three trade unionists detained in Johannesburg a fortnight ago under section 22 of the General Laws Amendment Act have been released

The general secretary of the General and Allied Workers' Union, Mrs Mary Ntseke, was released from John Vorster Square last Wednesday. Two of her GAWU colleagues, Mr Elliot Shabangu and Mr Solly Pholotho, were freed on March 5

Two other officials of the union, Mr Samson Ndou and Mrs Rita Ndzanga, are still being held under the Terrorism Act and are in their fourth month of detention without trial

WORK STOPPAGES AFFECTED 15 COMPANIES

Mercury Reporter

WORK stoppages were experienced by five companies in Natal yesterday as more than 1 200 workers downed tools in support of their demands.

The stoppages follow a wave of strikes on the East Rand which have affected 15 companies over the past two weeks.

At Tongaat Milling in Estcourt more than 150 workers continued to refuse to return to work until their demands had been met.

An official of the Fosatu-affiliated Sweet Food and Allied Workers Union said the workers downed tools on March 3 following claims of victimisation by a super-

visor. They returned to work when management agreed to investigate their complaints.

According to the official, the workers were given till midday on Thursday to return to work failing this they were dismissed.

Due to meet

The managing director of the company, Mr W O R Gibson, could not be contacted late yesterday.

The labour officer of the KwaZulu Department of the Interior, Mr Z A Khanyile yesterday was due to meet both KwaZulu Shde Company management and the 700 women workers who downed tools last week in support

of their demand for reinstatement of a fired shop steward and recognition of their union.

The results of the meeting were not known late yesterday. The company manager, Mr Peter Bodovines, was unavailable for comment.

Workers from the Henkel chemical plant at Prospecton near Durban gave Chemical Workers' Industrial Union officials permission to negotiate with management at a meeting early yesterday.

The workers, about half the workforce of the plant, demanded firstly that they all be reinstated and then that management agree on their return to work to discuss wage shift and pension grievances.

An official of this Fosatu-affiliated union said late yesterday they had managed to get management to agree for the time being not to re-employ new workers while negotiations continued.

Mr M Rousouw Henkel's personnel officer said they did not want to put any undue pressure on the present situation while talks continued with the union.

Although a number of workers from Turnall Ltd in Jacobs had returned to work by yesterday, a large group of workers met yesterday at the South African Allied Workers Union offices and claimed they had been 'locked out'.

About 480 workers had downed tools on Wednesday last week after a 'misunderstanding' between the management and workers who had demanded the recognition of their union.

Mr G H Hampshire, works director, said the employees had been invited to return to work on Friday and most of them had accepted the offer. None of them had been dismissed, he said.

Hammarisdale mill workers end stoppage

Mercury Reporter

ABOUT 600 workers from the Progress Knitting Mill at Hammarisdale returned to work yesterday after management agreed to re-employ 80 fellow workers who downed tools at the weekend

The 600 workers downed tools on Tuesday after management had said they would only selectively re-employ the 80 workers

The 80 workers stopped work on Saturday after they had worked five days of 12 hour shifts because of the introduction of a new shift system and had received R7 extra pay for the overtime

Yesterday morning when the workers arrived at the gates of the factory, a contingent of riot policemen was waiting on the road so they decided to enter the factory gates, according to union sources

Management representatives closed the gates when half the workers had entered the factory grounds and entreated them to return to work

Fired

They told the workers that the other 80 workers had been fired. The men still refused to return to work

Management then told workers they would discuss the issue with elected representatives of the workers

A committee of 12 workers met management and a settlement was reached when they agreed to re-employ the 80 workers

Mr P D Jacobson, Progress Knitting Mills' chief executive said 'the dispute arose out of a misunderstanding concerning a new shift system which was introduced, after discussions with a union representative, which now has been accepted by the workers

'The discharged workers were given the opportunity of re-applying for their jobs on the same conditions as applied previously,' he said

Refused

Meanwhile, at Tongaat Milling in Estcourt the 140 workers who last week downed tools following management's refusal to dismiss a supervisor who, they claim, victimised workers, still refused to return to work yesterday

According to an official of the Fosatu-affiliated Sweet Food and Allied Workers' Union, they had refused to return because management had agreed only to selective re-employment

The managing director of the company, Mr W O R Gibson, was not available for comment

KwaZulu Shoe Company entered its fourth day of work stoppage after about 700 workers downed tools following the dismissal of a shop steward. Workers have demanded recognition of the National Union of Textile Workers (NUTW)

Meeting

The secretary for the KwaZulu Department of the Interior, Mr A M J van Rensburg, said yesterday a meeting between the labour officer of the department, management and workers was still being arranged

At a meeting with union officials this weekend Dr

Frank Mdlalose, the KwaZulu Minister of the Interior, agreed to mediate between workers and management

According to union officials management had agreed to meet the KwaZulu labour officer today but without workers. This had not been accepted by the department and they still were negotiating with management for workers to be present at the meeting

Mr Obed Zuma, the general secretary of NUTW said union officials had gone yesterday to Johannesburg to discuss the issue with the Canadian ambassador. The major shareholders in KwaZulu Shoe Company, Bata, has its head office in Canada

Legal

He also said he would be calling a national executive committee meeting of the NUTW which represents 13 500 workers countrywide, to discuss the possibility of declaring a legal strike at KwaZulu Shoe Company

At the Henkel chemical plant at Prospecton, the company had re-employed only 20 of the 160 dismissed workers, according to union sources

Last Tuesday 200 workers downed tools after a dispute over the company's pension fund. A number of workers had been re-employed at the end of the week

Talks between the Chemical Workers Industrial Union (CWIU) and management in an attempt to get management to rehire all the dismissed workers broke down on Tuesday

Meanwhile, at Colgate-Palmolive in Boksburg, the subject of a four-month strike and a consumer boycott last year, a wage settlement has been reached between management and the Fosatu-affiliated CWIU

According to the settlement, workers will receive a minimum of R1.95 an hour and this will be increased to R2.04 in November

Cape Times
16/3/82 ★ The Cap

Leyland dispute settled

Staff Reporter

SETTLEMENT has been reached on a wage clause in a new agreement between Leyland management and the National Automobile and Allied Workers' Union, (Naawu)

The agreement has been approved by the Minister of Manpower, Mr S P Botha

Leyland management declared a dispute when agreement could not be reached over the inclusion of a clause that would give workers the right to re-negotiate wages during June

Mr Joe Forster, branch secretary of Naawu, said the workers had accepted the 30-cents-an-hour wage increase at the beginning of this year

"The minimum wage of R1,76 an hour is now going to be paid. The workers were prepared to hold out if the clause giving them the right to negotiate wages during June was not included in the agreement," he said

It was felt that if this clause were not added, Leyland could refuse to review wages in the middle of the year

Proposals were submitted by Naawu at the end of last year, and when no agreement was reached by the beginning of this year, Leyland declared a dispute, and applied for a conciliation board

Workers will be back-paid

CALL TIMES 17/3/82
Leyland: We did not
agree to renegotiate

Staff Reporter

A SETTLEMENT between Leyland management and the National Automobile and Allied Workers' Union (Naawu) did not include a clause allowing renegotiation of wages during June, according to the managing director Mr D Beck

He said "In January after wage rates had been agreed the union asked for a clause to be inserted in the agreement giving them the right to negotiate wage increases in June"

Mr Beck said Leyland had refused to accept the

addition of such a clause declared a dispute and applied for a conciliation board, which was approved by the Minister of Manpower, Mr S P Botha

"At the beginning of last week, the union withdrew the clause and agreement was reached without the addition of it" Mr Beck said

Once the agreement had been signed with the union, Leyland had cancelled the application for a conciliation board, and wage increases would be implemented "as Leyland had been willing to do so several months ago"

Strike is halted as negotiations start

Labour Reporter
ABOUT 900 striking workers at Fuchs Electrical Industries at Alrode, near Alberton, returned to work yesterday after electing representatives to hold talks with management, a company spokesman said.

Another strike, at Fenner (SA) in Isando, in which workers demanded a rand-an-hour increase, has also ended.

Workers returned after management said it would not discuss a new increase until after Industrial Council negotiations.

And at Henkel's strike-hit Durban plant, a spokesman for Fosatu's Chemical Workers' Industrial Union said negotiations aimed at securing the re-employment of work-

ers, fired after last week's strike, broke down yesterday.

"A few workers have gone back, but management is using temporary labour only. About 160 workers want their jobs back, but Henkel said it would take back only 30," the CWIU spokesman said. He said the union had rejected this offer and that it would now seek to "put pressure on the company in other ways."

Henkel has not commented on the strike so far as its managing director is overseas.

At Fuchs, a spokesman for Barlow Rand — which owns the plant — said management attempts to persuade workers to elect representatives to talk for them had succeeded yesterday morning.

Claim that company trying to 'break' union

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Mercury
17/3/82

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Mercury Reporter

THE Fosatu-affiliated Chemical Workers' Industrial Union, involved in a dispute with Henkel Chemical Manufacturers, has claimed that the company is trying to break their strength by refusing to re-employ all the 216 workers dismissed last week

The workers were dismissed from the company's Prospecton plant after downing tools over three issues — dissatisfaction with wages, the company's pension scheme and the introduction of a new shift

A spokesman for the union said yesterday that 163 of the dismissed workers had re-applied for employment

'Management indicated that there were 38 vacancies, but so far only about 23 workers have been re-employed,' the spokesman said

He said the main grievance voiced by workers was the de-

crease in the differentiation of wages between day workers and shift workers

'Last year the difference in wages between day and shift workers of the same grade was 19 percent. Since the introduction of the new nine-hour, 45-hour-a-week shift and the annual increase the differentiation is 10 percent,' he said

Mr P Rousseau, the personnel manager for Henkel's head office in Johannesburg, said yesterday that the 'whole package had changed, and the 10 percent differentiation was in line with industrial norms'

Because new staff had been employed the Prospecton plant's labour force was nearly up to its full quota, he said

Mr Rousseau confirmed the union's claim that all new staff were required to sign a contract agreeing to the new nine-hour shift

Colgate ^{Star 193/82} wage ~~143~~ ~~140~~ dispute is settled ~~140~~

Labour Reporter

A wage settlement has been reached between management of Colgate-Palmolive in Boksburg and the Fosatu affiliated Chemical Workers' Industrial Union.

The wage negotiations went on for most of February, a consequence of the bitter four month strike at the firm last year.

The February talks were the first negotia-

tions since the recognition agreement was signed last year.

Workers at Colgate Palmolive will receive a minimum of R1.95 an hour in May and this will be increased to a minimum of R2.04 in November.

Other grades of workers will also receive the two stage increases this year.

The union negotiated a five-day week.

Final stage of report

140A
~~Week-old~~
Mercury
stoppage at
shoe factory
20/3/82
'to continue'

Mercury Reporter

ABOUT 200 KwaZulu Shoe Company workers have returned to work but the majority have decided to continue with the week old stoppage according to trade union sources

About 700 workers from this homeland industry at Loskop near Estcourt downed tools last week when one of the shop stewards was dismissed

They demanded his reinstatement and the recognition of the National Union of Textile Workers (NUTW)

This was the second stoppage that the company has experienced this year. Workers downed tools at the end of last month when a worker was dismissed and they also had demanded recognition of the union

An NUTW spokesman said workers who had returned to work had said that a notice was put up in the factory stating that no worker was allowed to become a member of the union

Mr Peter Bodovines the managing director was not available for comment

The spokesman said he had spoken to a Canadian Consulate official in Johannesburg who had said that they had been aware of Bata's Pinetown factory which they had been told conformed to the conditions and minimum wage requirements laid down by the Industrial Council of the Leather Industry

He said the consulate official had been unaware of the Loskop factory in which Bata — whose head office is in Canada — had the majority shareholding

The union has claimed that wages at the factory were only a third of the minimum laid down by the industrial council

But because the factory falls within KwaZulu it does not fall within the ambit of the council

The official could not be contacted late yesterday because she had left for Swaziland

Meanwhile at Tongaat Milling Company in Estcourt most of the workers who had downed tools more than a week ago returned to work yesterday

An official of the Fosatu affiliated Sweet Food and Allied Workers Union said almost all the 150 workers had been re employed — only 17 had been refused employment

The workers downed tools last week for the second time this month when the subject of their first strike a supervisor had not been dismissed. Workers had claimed victimisation by the supervisor

The union official said negotiations with management about the 17 workers and the supervisor would continue

1 The regional director of
Tongaat Food South Mr W
Florence said the 17 had
not been re employed be
cause during the stoppage
the firm had found it
needed less labour

2 The Fosatu affiliated
Chemical Workers Indus
trial Union (CWIU) which
called for a consumer boy
cott during a four-month
strike at Colgate Palmo
live in Bokshurg last year
is considering a similar
action against Henkel

About 250 workers
downed tools on March 9
at Henkel chemical plant
in Prospecton after dissat
isfaction with wages the
company's pension
scheme and the introduc
tion of a new shift

Although all the dis
missed workers applied
for re employment only
75 of them have been re
ported to have been re
employed

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2/13/87 S. Johnson

WORLD BOYCOTT THREAT TO STRIKE FIRM

AN international consumer boycott of all products made by Henkel Chemical Manufacturers will be considered if talks between the company and the Chemical Workers' Industrial Union break down in Dur-

ban on Wednesday. The Secretary General of the International Chemical and Energy Federation, Mr Charles Levinson, said from Geneva yesterday that about 230 workers were fired ten days ago, after they stopped work in protest over

mer boycott of Henkel products worldwide, if the Durban management refused to bargain with the union and re-instate the workers who were "irresponsibly released".

wage and other conditions of service at the company's Durban plant. According to the CWIU's national president, Mr Abie Ceale, about 75 of the striking workers have been re-employed. He is among those

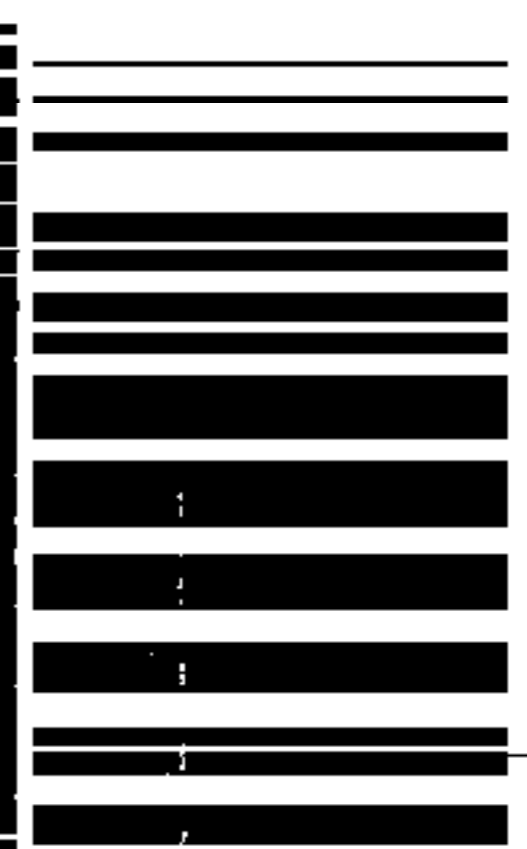
who have been told there are no jobs for them. Three issues are involved in the Henkel's dispute: dissatisfaction with wages; the company's pension scheme and the introduction of a new shift. The workers were

particularly angry about the introduction of a 45-hour-week night shift, which had the effect of decreasing the differentiation of wages between day workers and shift workers.

was 19 percent Since the introduction of the new nine-hour, 45-hour-a-week shift, this has been decreased to 10 percent. A spokesman for the CWIU said the union would consider strategy for a consumer boycott of Henkel products if Wednesday's talks broke

down. Mr Peter Rousseau, personnel manager for Henkel's head office in Johannesburg is reported as saying that the "whole package" at Henkel's had changed and the 10 percent differentiation was "in line with industrial norms".

152
142A



23/3/82 Star ~~1/2~~ ~~1/2~~ ~~1/2~~
Mawu warns bosses

140A

By Drew Forrest

The Metal and Allied Workers Union has warned employers in the strike-hit metal industries that they are "trying to put a lid on a volcano" by refusing to talk with their employees

The union accuses the Steel and Engineering Industries Federation and the Anglo American Corporation of hard-line opposition to plant-level wage bargaining and says companies are suffering work-stoppages to maintain their "ideological line"

Its statement follows

a wave of unrest mainly over wages in the Reef metal industries. Most affected firms have refused to discuss wages pending the Industrial Council talks.

Mawu claims that at a meeting on March 11 to discuss the strikes Seifsa members opposed wage talks outside the council and urged the dismissal and re-employment of workers as a strike breaking tactic.

It claims the meeting was marked by a major dispute between Anglo, adopting a hard line and Barlow Rand, which "took a more pragmatic approach"

Taking issue with employers who blame "instigators" Mawu says the strikes occurred because workers need money — "no union has to tell them that" It added that the drought had increased the burden of metal workers many of whom were migrants with families in the rural areas.

In response, an Anglo spokesman said the corporation backed Seifsa in its discussions with the metal unions which aimed to see "if the present bargaining structures need revision in any respect"

"No fair-minded per-

son could describe this as a refusal to talk to employees" he said adding that Anglo fully supported the Seifsa strike-handling guidelines which "at no time recommended the dismissal and re-employment of strikers"

The spokesman said the corporation was convinced that "separate bargaining with the different races would heighten racial tensions"

"For this reason we are committed to a collective bargaining structure which will involve all represented employees" he said

Joined in their fast by
an Anglican Sister.

150 lose

for
their jobs

23/3/82
Labour Reporter

About 150 workers at
the Hawker Siddeley
transformer plant in
Wadeville lost their
jobs yesterday over a
dispute with ma-
nagement about dismis-
sals.

Workers had protes-
ted the dismissal of
two of their colleagues
and were also told to
leave the plant, a
spokesman for the
Metals and Allied
Workers' Union
(Mawu) said.

REGISTERED INDUSTRIAL COUNCILS IN SOUTH AFRICA

AT AT 31 MAY 1981

INDUSTRIAL COUNCIL		TRADE UNION PARTIES		EMPLOYER PARTIES				
Name	Area of Jurisdiction	Main Management	Period	Variations in	Name	Variations in Scope	Name	Variations in Scope
<p>RAND DAILY MAIL, Tuesday, March 23, 1982</p> <h1>Henkel faces trade threat over firings</h1> <p><i>(Handwritten: 140A)</i></p> <p>By STEVEN FRIEDMAN and CHERYL VAN EYSSEN</p> <p>A SOUTH African chemical company, Henkel (SA), faces an international boycott of its products if talks between management and Fosatu's Chemical Workers Industrial Union break down tomorrow, according to the union.</p> <p>A company spokesman yesterday refused to comment on the warning until after a meeting to discuss union demands for the reinstatement of 140 workers fired after a strike at Henkel's Durban plant this month.</p> <p>The company initially fired 230 black workers but later re-employed 75, said the union. Of the rest, 140 wanted to be re-instated.</p> <p>Previous talks on the reinstatement demand ended in deadlock.</p> <p>Henkel (SA) is owned by the Rembrandt group and a German parent company.</p> <p>A CWIU spokesman said at the weekend the union would call an international consumer boycott of Henkel products if the company refused to give in to union demands.</p> <p>He said the 6-million member International Chemical and Energy Federation had undertaken to urge its members in the West to support the boycott.</p> <p>He said CWIU would demand the workers' reinstatement and that Henkel agreed to negotiate workers' wages and not increase the working week by five hours.</p> <p>CWIU has accused Henkel of unilaterally breaking off wage negotiations and planning to increase shift workers' hours.</p> <p>A Henkel spokesman yesterday confirmed that company officials would meet union representatives tomorrow but would not comment on the company's position. "We would rather wait and see what happens at the meeting," he said.</p> <p>He confirmed that some fired strikers had been re-employed and the rest replaced by temporary workers.</p> <p>He said "All new workers are employed on a temporary probation period. There is nothing unusual about our replacing dismissed workers with temporary staff."</p>								

170A

12011 23/3/82

Bosses fear upsurge in worker unrest

By STEVEN FRIEDMAN
Labour Reporter

A GROUNDSWELL of worker demands for wage increases is building up in the factories and townships — and drought in the rural areas is a major cause of the demands, says Fosatu's Metal and Allied Workers Union. Union and employer sources agree industry faces the threat of sustained worker unrest this year as wage demands mushroom and the economic downswing makes employers unwilling to grant increases.

MAWU's warning comes in a statement by its general secretary, Mr David Sibabe, in which he rejects employers' claims that the recent strike wave in Wadeville and Germiston was the work of "instigators".

Mr Sibabe says there have been more than 25 work stoppages in East and West Rand metal factories in the last two months, together with stoppages in Natal and "ex-

tensive" unrest in the garment industry.

But he denies the strikes are the work of "instigators". "Do employers really believe workers do not have grievances and never feel they want more money?" he asks.

The demands for increases are the result of grassroots pressure prompted by inflation, which he says has reached "record levels".

This pressure is eroding workers' spending power, at a time when companies made "record profits" in 1981.

He says the problem has been aggravated by drought in rural areas.

Many MAWU members are migrant workers, says Mr Sibabe. "Every member who spent his leave in the rural areas in December returned saying no planting was done because of lack of rain."

This meant that the rural areas, which depend for basic necessities on money sent back by migrant workers in

the cities, "are now completely dependent on this money".

This "is yet another burden on workers", he says.

Mr Sibabe says most metal employers have refused to grant increases, preferring to wait for the outcome of the industry's industrial council negotiations.

He warns them they are "sitting on the lid of a volcano" unless they agree to negotiate on pay directly with workers.

Meanwhile, a senior employer source said yesterday that industry could face a "gruelling year" in dealing with wage strikes.

"Workers' expectations have been raised by the growth of unionism and the calls for a R2 an hour wage.

At the same time, we are clearly entering lean economic times and many employers will not be willing or able to pay," he said.

"It has all the seeds of confrontation and we will have to keep cool heads."

Big 2 clash on labour, say unions

140A
~~140A~~
~~140A~~
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V

ROD.

23/3/82

By STEVEN FRIEDMAN
Labour Reporter

A "MAJOR" dispute on labour issues between the country's two biggest industrial groups, Anglo American and Barlow Rand, erupted at a recent meeting of metal industry employers which decided to take a "hard line" against strikers, Fosatu's Metal and Allied Workers Union has claimed.

The union said Anglo proposed a "very hard line", while Barlow adopted "a more pragmatic approach"

It said the meeting — a regional Steel and Engineering Industries Federation (Seifsa) meeting held on the East Rand earlier this month — decided on a tough line against strikers and claimed companies were "taking production losses and stoppages to maintain the Seifsa/Anglo American ideological line"

Barlow declined to com-

ment yesterday but Anglo angrily rejected claims that it was unwilling to negotiate with workers. And Seifsa's director, Mr Sam van Coller, questioned the union's account of the meeting.

In a statement yesterday, MAWU referred to a regional Seifsa meeting held on March 11 to discuss the Wadeville/Germiston strikes.

It said it had learned that the meeting recommended that no talks should be held with workers on general pay increases outside the industry's industrial council negotiations — now in progress.

It also charged that the meeting recommended a tactic to "break strikes and intimidate workers" by dismissing and then re-employing them

The union said Seifsa members were inviting unrest by "refusing to talk to their employees".

It added that the industrial council system was being "imposed" on black workers who had no belief at all in the system

Mr van Coller said yesterday the meeting had not "taken any resolutions" and was

"just an exchange of views"

But there had been a "consensus" that employers would continue with their "present view" that pay would be negotiated only on the council.

He said no firm decision had been taken on firing strikers

In a statement yesterday, Anglo said it "deplores wild-cat strikes", but added that Seifsa's strike guidelines "have at no time recommended a tactic to break strikes and intimidate workers by dismissing employees and then re-employing them" Anglo supported this fully, it said

Seifsa, it added, was fully committed to bargaining with unions representing metal workers. It had thus invited unions not on the industrial council to attend the current wage negotiations, but MAWU had declined.

It had also begun talks with all metal unions to see whether the bargaining system should be changed. Discussions with Fosatu, to which MAWU belonged, were due shortly

S. W

Sappi Workers go back today

Mercury Reporter

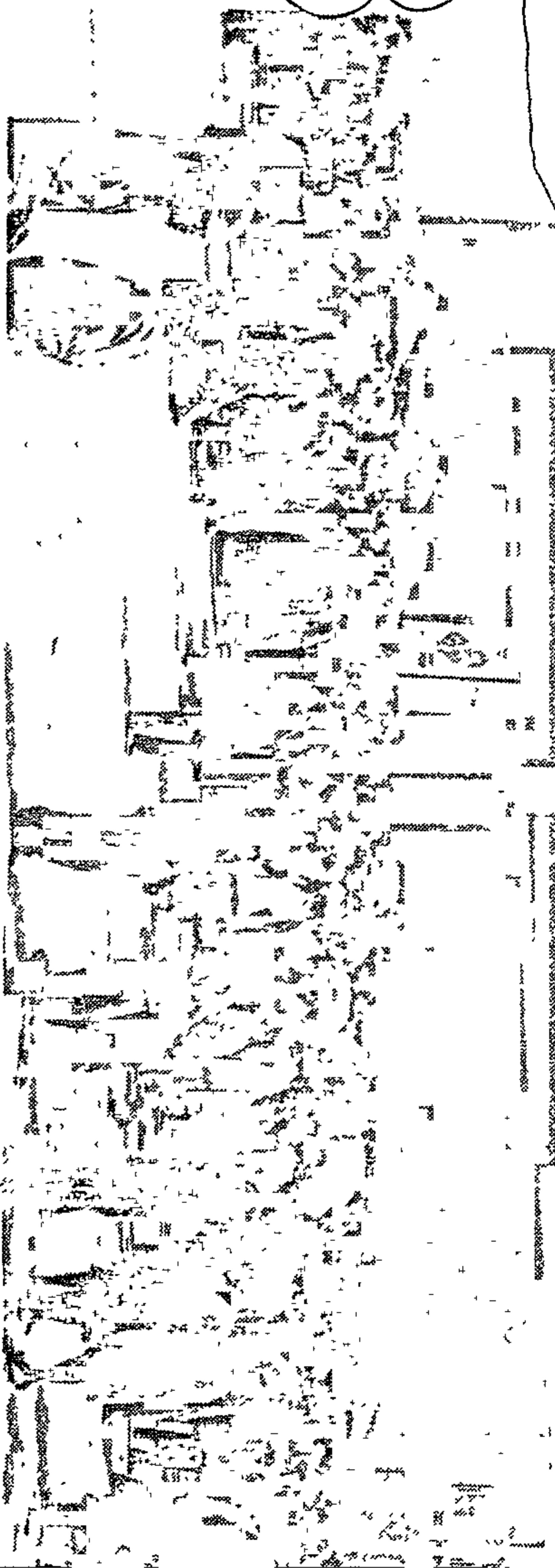
MORE than a thousand workers from Sappi's Tugela mill at Mandeni last night decided to return to work today after a report back meeting with shop stewards, according to a union official, and striking Isithebe workers probably will follow suit.

This decision follows a two-day work stoppage which involved thousands of workers both from the Sappi mill and from a number of Isithebe factories.

Miss Pat Horn, an organiser for the Fosatu affiliated Paper Wood and Allied Workers' Union, said at a meeting with shop stewards yesterday afternoon that Sappi management had said they were willing to re-employ all the workers, but if they had not returned to work by midnight they would be dismissed.

The shop stewards said they would discuss the matter with workers before any decision was made to return to work.

The stoppage was sparked off by about 1 600 Sappi workers downing tools early on Monday and demanding that management procure the release of two of their colleagues who had been detained by the police in an



STRIKING workers and residents gather at the township square

action with an alleged assault.

The assault allegedly took place when a worker had broken a two week worker boycott of the canteen at the Mandeni Sappi mill.

A third worker was detained by the police late on Monday in connection with the assault.

Meanwhile, Mr Thembinkosi Mgwaba, 30, Mr Bhefika Mubaso 45 and Mr Mbongeni Zulu appeared briefly before Mr P M van Zyl in the Inyoni Magistrate's Court on a charge of assault.

The hearing was adjourned to April 15 and the three men were released on warning.

They were then taken back to the township by the police where people gathered in the square and rejoiced at their release. The three men were carried round on the shoulders of some of the striking workers.

A large number of workers and township residents gathered in the square in Sundumbhli early yesterday morning. A number of vans containing Riot Police continued to patrol the township.

The Eshowe District Commandant, Col J Gysbers, said that the township was fairly peaceful yesterday be-

cause there was none of the intimidation that had been witnessed on Monday.

He said on Monday there had been an average 30 percent attendance at Isithebe factories and workers had complained to employers of intimidation.

But, Col Gysbers said, the attendance at Isithebe factories had improved quite a bit yesterday.

He told the Mercury that police had used tear-smoke to disperse about 5 000 workers and township residents gathered on a field between the Mandeni supermarket and the township on Monday.

Col Gysbers said that unlike a gas, tear-smoke was just an irritant and had no real effect on people.

He said that, contrary to claims by the workers, the police do not take sides in any dispute as we have a law-enforcing function.

Forty-two workers had been arrested on Monday and most had been fined R50 (or 80 days) for attending an illegal gathering, Col Gysbers said.

He said a number of those arrested had been charged with possession of dangerous weapons and malicious damage to property.

The general manager of the mill, Mr Bernard Chamberlin said production at Sappi had continued yesterday with a skeleton staff.

'Once the strike is over we are ready to continue our talks with the Paper, Wood and Allied Workers' Union about their suggestion that the black canteen be closed and workers be paid a daily food allowance,' he said.

Miss Horn said management had agreed to pay 70c food allowance but workers had argued for 30c.

They claimed that the canteen had been serving third-rate maize meal and meat that was off, and that a number of workers had been sick because of the food.

Miss Horn said management had refused to agree to a 30c food allowance because this would amount to a wage increase — interfering with wage talks.

Before the meeting with Sappi management Miss Horn said representatives of Isithebe factories had called for a minimum wage of R2 50 an hour and domestic workers for a minimum of R60 a month.

She said the Mayor of Sundumbhli had agreed to take the Isithebe workers' demands to a meeting of Isithebe employers which was held last night.

Sowetan 24/3/82

Mawu scorns retrenchment

By Joshua Raboroko
BLACK workers will not allow themselves to be intimidated by management's increasing threats to retrench them when they have seen record profits and dividends reaped in 1981.

In a statement to The SOWETAN the Metal and Allied Workers' Union (Mawu), said that workers were entitled to a share in South Africa's prosperity

Mawu said that more than 25 work stoppages have occurred in engineering industries on the East and West Rand in the past two months

Other strikes have occurred in Natal and there have also been extensive stoppages in the garment industry. The common demand in these stoppages and strikes was an increase in wages

"The employers are blaming the strikes on instigators. It appears we are going back to the bad old days of industrial relations when workers went on strike only because of instigators and agita-

tors"

Mawu also said that the work stoppages have occurred country-wide because workers needed more money and they did not have to be told this by unions

Inflation had reached a record level. Administered prices are increasing daily while companies have achieved record profits in 1981

"Although some employers have granted increases to their workers, the majority in the metal industry have refused until after the industrial council negotiations"

Mawu believed that a wide bargaining system could be achieved, but only when workers themselves see the need for it

"This credibility can only be established by a process developing from plant level bargaining. The old, discredited system cannot just be imposed from above and be expected to gain respect and credibility

stan 25/3/82

ALBERTON BEEF TOWN STOPPED

South African Breweries' production plant in Alrode, Alberton was hit by a work stoppage yesterday

About 450 workers were involved in the dispute—the second to hit the industrial suburb in recent weeks

An SAB spokesman said they were trying to ascertain the reason for the stoppage and planned to meet the plant's liaison committee

The Food, Beverage and Allied Workers' Union has some membership at the plant

Chemical union threatens boycott

The trade union involved in last year's bitter Colgate-Palmolive dispute — the Fosatu affiliated Chemical Workers' Industrial Union — is on the verge of launching a consumer boycott of another major chemical firm

In a statement the CWIU said it would give Henkel SA in Durban 'a final opportunity to reconsider its position otherwise it would call for a boycott of the company's products from next Saturday

It added that the 6 million-strong Interna-

tional Chemical and Energy Workers Federation (ICEF) had already pledged its support for an international boycott of Henkel products

The boycott threat stems from the recent strike by about 250 workers at the company which manufactures soap-powder, detergent and glue

According to the union the company would not reinstate workers dismissed after the strike — which had been "forced" by management's consistent refusal to negotiate on

wages and other issues. Management comment could not be obtained

The CWIU launched last year's much-publicised consumer boycott against one of Henkel's competitors, Colgate-Palmolive in Boksburg

Referring to that dispute, the CWIU statement said Colgate had agreed to negotiate wages with the union only after the boycott was called

It is understood that the CWIU has also asked the German trade unions to contact Henkel's parent company in Germany.

140A

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COM 25/3/82 (140A)

Dispute over cause of strike

Labour Reporter

WADEVILLE metal company Flekser, which fired its black workforce after a strike late last week, said yesterday it was ready to re-employ the workers selectively and to hold discussions with a works committee.

The Metal and Allied Workers Union said workers were refusing to re-apply for their jobs because they rejected selective re-employment and wanted Mawu to negotiate on their behalf.

Mawu said the strikes were sparked off by the retrenchment of three workers. After worker approaches, management had said it was only laying them off for a

month, but workers did not accept this, the union said.

However, Flekser said yesterday, workers initially stopped work after three workers were fired 'after disciplinary action following refusal to work'.

Representatives then asked for the three to be re-employed. They agreed they would remain suspended, that the works committee would discuss their positions and that workers would return to work, it said.

But the next day workers again stopped work, insisting the three be re-employed.

The workers were fired because "further talks would have been of no avail".

Hundred fired on the Reef

By SELLO RABOTATHA

MORE than 400 workers were dismissed at two companies in Wadeville, Germiston, this week after they had gone on strike over the dismissal and retrenchment of their colleagues more than a week ago.

A spokesman for the Metal and Allied Workers' Union (MAWU), a Fosatu affiliate, said 160 workers were on strike at Hawker Siddeley Ltd over the dismissal of two of their colleagues on Friday last week.

Workers in their department downed tools in solidarity with the dismissed Workers in the other departments were then told by management to follow their colleagues.

The spokesman said "The company

recently laid eight operators off and replaced them with coloureds. The company's management told us they had lost faith in black workers and that they would not employ them any longer. Now the company has decided to lay the whole lot of them off.

Meanwhile 40 of the 240 workers at Flekser are also to lose their jobs according to the Mawu spokesman. Workers at Flekser had downed tools because of the retrenchment of three of their colleagues. The Mawu spokesman said management had told them they no longer trusted the workers.

He said "Management at Flekser had earlier told the workers that they were being laid off for a month and also refused to negotiate with Mawu".

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26/3/82 Sowetan
**Solidarity summit
 for trade unions**

IN AN attempt to restore unity within trade union movements, black and non-racial trade unions are to hold a two-day summit in Johannesburg from April 24 to 25.

The summit will be the second following the one held in Cape Town last August, which was attended by leaders representing about 200 000 workers

Among the participants at the last summit were the General Workers' Union, Fosatu the food and canning Workers unions, the Council of Unions of SA and the SA Allied Workers' Unions

CRUCIAL TIME

The Johannesburg summit takes place during a 'crucial time' in the history of trade unionism, when police action has been rigorous against many labour leaders

It follows the large-scale detention of labour members and the death in detention of a leading trade unionist Dr Neil Aggett

Aggett's death has been cited by many leaders as an incentive among trade union members to seek a stronger bondage in the labour movement

STOPPAGES

It also takes place following a wave of work stoppages in the East and West Rand in demand of higher pay

Most work stoppages last year were in reaction to plans for the compulsory preservation of pension benefits but since then most strikes have been for higher salaries and in protest over sacked colleagues according to labour experts

According to union sources the summit will pledge solidarity to resist contrary moves by the Government and will express opposition to the official bargaining system

Some unions are competing among themselves to gain support from workers and pertinent issues involving matters of policy. In this regard it is important to note that some of the unions are registered while others are refusing to apply for registration

COMMON AGREEMENT

Union sources say the summit will discuss the possibility of unions — both the black and non-racial ones — accepting each other and coming to a common agreement to stop competing against each other

Union sources maintain that it is vital that greater co-operation and harmony be created among the unions

This type of co-operation became conspicuous recently when union leaders jointly condemned the death in detention of Dr Aggett and the continued harassment by the Security Police of union members and those related to trade union movements

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Union hits back at Fosatu

140A
26/3/92

Labour Reporter

THE Engineering and Allied Workers' Union, which was recently expelled from the Federation of SA Trade Unions, has hit back at Fosatu with charges that it is "racist" and "undemocratic".

In a letter to the Rand Daily Mail, the union's general secretary, Mr Calvin Nkabinde, claims that there is "lack of democracy" in Fosatu and criticises the role of white unionists in the organisation.

Eawu was expelled from Fosatu several weeks ago. Fosatu said the union was "racist and undemocratic", and claimed that Eawu had refused to take part in Fosatu projects.

In his letter, Mr Nkabinde says Eawu had already decided to leave Fosatu before it was expelled. He said the charge that the union was undemocratic was "ironic" because "we have always criticised the lack of democracy which we believed was strong in Fosatu, particularly in the Transvaal region".

Mr Nkabinde attacked Fosatu's policy of sharing resources between unions, claiming that this "requires affiliates to surrender all their assets to Fosatu". Thus, he says, "kills the autonomy of affiliates".

He also criticises the role of "white academics" in Fosatu.

**Loskop
shoe
factory
dispute
to be
discussed**

Mercury Reporter

THE KwaZulu Government has called the management of the KwaZulu Shoe Company to Ulundi to discuss the work stoppage at their Loskop factory, according to the Minister for the Interior, Dr Frank Mdlalose

The two-week stoppage started when about 700 workers from this KwaZulu homeland industry downed tools on March 12 following the dismissal of a shop steward. The majority of workers had returned to work earlier this week.

On the strength of the minister's statement which was broadcast on Radio Zulu on Thursday night at least half the workforce downed tools again, according to Mr Obed Zuma, the general secretary of the National Union of Textile Workers (NUTW)

He said about 200 workers attended a meeting at the Fosatu offices in Estcourt where it was reported that only 270 workers were at work yesterday.

All parties

This was the second stoppage experienced by the factory this year — last month the workers downed tools for a week over union recognition.

During the first week of the stoppage, after KwaZulu Shoe Factory management had refused to negotiate with the union, Dr Mdlalose agreed to mediate in the dispute.

Dr Mdlalose, in a statement released yesterday, said the Department of the Interior's chief labour officer, Mr Z A Khanyile, had attempted to organise a meeting between Chief Mazubuko, chief of the Loskop area, the workers and management, but had failed.

Dr Mdlalose yesterday left with the Chief Minister, Mr Gatsha Buthelezi, for Germany so it was not known when the meeting at Ulundi would take place.

Meanwhile, five workers from the Loskop factory appeared in the Estcourt Magistrate's Court yesterday. Two were charged with assault and all five have been charged with malicious damage to property.

They were not asked to plead and will reappear in court on April 15.

lice

Union
plans
boycott

CME 71m 26/3/82

140A

DURBAN — The Chemical Workers' Industrial Union plans to boycott all Henkel SA products from tomorrow

This follows the failure of a bid to settle a dispute between management and the union on Wednesday

The employees struck on March 9 over their compulsory pension scheme and the refusal of management to negotiate with the CWIU over wages and work hours for shift work.

"The union is giving Henkel a final opportunity to reconsider its position and will call a consumer boycott with effect from Saturday"

In a press statement yesterday, a Henkel spokesman said a meeting had been held on Wednesday to find common ground for solving some of the labour problems

'Demand'

"In 1981 the company's agreement to negotiate wages with the CWIU was met by a demand from the union to increase wage costs by up to 150 per cent"

The company's request to the union for a more reasonable revised proposal was refused by the union and therefore the company implemented its own increases

The union's request to change the pension fund to a savings fund could not be met outright, as such a move would not result in any additional benefits for employees

Sapa

14019

Henkel worker boycott looms

By SELLO
RABOTHATA

THE Chemical Workers Industrial Union (CWIU) has threatened to call for a boycott of Henkel products with effect from tomorrow if the company fails to reinstate fired workers

The Fosatu Workers News of which the CWIU is an affiliate reported that Henkel workers in Durban stopped work on March 9 after Henkel management had unilaterally broken off negotiations with the CWIU. Workers at Henkel's Isando plant were considering taking similar action

A statement released by CWIU yesterday said Henkel soap powder, detergent and glue manufacturers have refused to reinstate workers who were dismissed during the recent strike in Durban. The strike was forced by management's refusal to negotiate with the CWIU on a number of issues including wages and management's attempts to increase the working hours of shift workers

"Henkel's consistent refusal to negotiate reached its logical conclusion when Wednesday's meeting between the CWIU and Henkel ended in deadlock. Henkel is known to be expanding its plant and making inroads into the detergent and soap powder markets at the expense of its competitors. The union believes this to be a direct result of its low wages and ruthless labour practices."

230 workers at Henkel had initially gone on strike and 75 of them were reinstated while 140 wanted to be reinstated. Henkel is one of the Rembrandt group of companies

Some fan 27/3/82

ROOM 27/3/82

Rembrandt refuses request by union

140A

By STEVEN FRIEDMAN
Labour Reporter

DR ANTON Rupert's Rembrandt Group this week rejected a request by a union that the group intervene in a dispute at Henkel, which faces a world-wide consumer boycott from today

In a telex message to Fosatu's Chemical Workers' Industrial Union, Dr Rupert's personal assistant, Mr J H Groeneveld, said Rembrandt was not involved in the management of Henkel.

The CWIU had called on senior Rembrandt officials to attend talks between it and Henkel on Wednesday because the group had a stake in Henkel.

The talks, over the reinstatement of workers fired after a strike at Henkel's Durban plant, ended in deadlock and

the union is to call a boycott of the company's products

The 6 000 000-member International Chemical and Energy Workers' Federation has pledged support for the boycott

Mr Groeneveld yesterday released an extract from a telex message to the CWIU responding to its request for senior Rembrandt men to intervene.

"I wish to advise that Henkel is not a subsidiary of Rembrandt, which has only an investment interest in Henkel. Rembrandt has no representative on the board of Henkel and does not participate in management of Henkel"

Earlier this week the union said it would implement its boycott unless worker demands were met by today

Sugar workers lose battle over ejection

27/3/82
Pietermaritzburg
Bureau

MORE than 200 former Dalton sugar workers yesterday lost their year-long battle for the right to return to company accommodation from which they were ejected after a strike last year.

Mr Justice Booysen, in a reserved judgment of 96 pages handed down in the Supreme Court, Pietermaritzburg, yesterday, concluded that the men's employers, the Union Co-operative Bark and Sugar Company, had acted legally when they ejected the workforce from the area after warning them they would be charged with trespassing if they did not leave the single and married quarters of the firm.

Warned

The Judge said it was common cause that the work stoppage began on March 31 last year after the men had alleged they should be paid in lieu of free rations that the company were withdrawing.

They had been warned that if they did not return to work by 2 pm on April 2 they would be regarded as trespassers and prosecuted.

The Judge rejected claims that the men had been escorted into the company premises by armed police so they could collect their belongings, and criticised several witnesses including the former secretary general of the Federation of South African Trade Unions, Mr Alec Erwin.

Intelligent

Mr Justice Booysen found that witnesses called by the company were honest and reliable, but found that four witnesses who gave the workers' account were untruthful.

The men 'considered how to answer questions to best suit their own and the union's interests.'

'Erwin is obviously an intelligent man who is dedicated to his work.'

'In his case I had the uncomfortable feeling that he was so convinced of the just cause that he was espousing that he would be prepared to colour his evidence.'

Choice

'He seemed to be arguing a case rather than be concerned with giving a true and correct version of the facts.'

'He appeared when giving his evidence not to be telling the whole truth,' the Judge concluded.

The workers, given the choice of working without their demands being met or being dismissed and arrested for trespass had elected to do the latter, Mr Justice Booysen said.

He rejected Mr Erwin's evidence on a request to the management for the workers to be allowed to stay overnight.

The applicants should bear the costs of the hearing, he ordered.

GEN

Protest strike at Sappi

Tensions were high today after about 1200 workers went on strike at South African Pulp and Paper Industry's Tugela plant over the arrest of two fellow workers at the weekend.

Several shifts did not report for work last night and this morning. Management said that operations were continuing with a skeleton staff.

The two men who were arrested were apparently members of a vigilante group operating in the nearby township of Sundumbile. The strikers have demanded their release.

A union official said that the arrested men had been involved in a dispute about canteen facilities.

Workers in the neighbouring Isithebe area also stayed away, possibly in sympathy with the strikers and their demands.

Police are reported to be present throughout the area in a bid to disperse roving groups of workers.

MON. 29/3/67

140A

Union calls for boycott of Henkel

Mail Correspondent

DURBAN — The Chemical Workers' Industrial Union has called for a total boycott from today of all products manufactured by Henkel South Africa

Thousands of pamphlets were distributed in Durban's townships at the weekend calling on the community to support the boycott

The pamphlet said Henkel SA had refused to negotiate working conditions with representatives from CWIU, a Fosatu affiliate

As a result, workers were provoked into downing tools, the pamphlet said

The company had undertaken to negotiate wage increases with the CWIU, but later awarded increases unilaterally, breaking its earlier promise, it was claimed

The company had also refused to pay its workers their pension contribution for 1981

The managing director of Henkel, Mr C Abrams, said yesterday he was not aware of the boycott

He declined to comment

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the States
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Suits
Suits **R59,99**

ies' Dresses **R14,99**

ies' Georgette
uses **R8,99**

ies' Georaette **R14,99**



Tension at Natal pulp mill strike

Argus Correspondent

DURBAN. — Tension was high early today after some 1 200 workers went on strike at Sappi's large Tugela pulp and paper plant in Natal over the arrest of two of their colleagues by police at the weekend for alleged assault

Province win game fishing

WESTERN PROVINCE were declared winners of the Cape Town international game fishing competition when bad weather on Friday stopped boats from going out and forced the final placings to be taken on the overnight positions

World champions Austria finished ninth of the 11 teams which took part in the event which started on Tuesday and saw more than 2 500 long fin and yellow fin tunny boated

Most fish were caught 10 to 15 miles off Hout Bay, but late on Thursday boats found shoals of tunny massed two or three miles off the Sentinel

The outstanding catch was made by Dan Clark of Griquas who caught a 14 kg long fin on six kg breaking-strain line — bettering the world record for its class by nearly two kg

Clark was fishing from Jannie Niewoudt's skiboat Nimrod and made his catch about 12 miles west of Hout Bay.

Competitors were restricted to using a maximum of 20 kg breaking strain line

Final placings: Western Province (30 334 pt), Border (25 550), Natal (23 362), Eastern Transvaal (21 900), Southern Cape (17 625), Western Transvaal (16 555), Eastern Province (15 815), Southern Transvaal (15 512), Austria (12 912), Griquas (12 762) and Transvaal (11 987)

The organiser for the Fosatu-affiliated Paper, Wood and Allied Workers Union, Mrs Pat Horn said workers' dissatisfaction at the Sappi plant over the food, and disputes over alternate pay arrangements, instead of continuing with the canteen facilities, came to a head last Friday when one of the workers was allegedly assaulted for breaking the boycott by accepting food.

BOYCOTT

'For two weeks the workers have been boycotting the food because they complained of the poor quality. They demanded they be paid an extra 30c an hour instead of continuing with the canteen facilities.

'One of the workers apparently reneged against this protest and was allegedly assaulted,' Mrs Horn said

'Two of the workers are believed to have been arrested in connection with the incident' and when their colleagues offered to bail them out, this request was allegedly not granted

ANGER

'The refusal is believed to have angered the workers, who decided to demonstrate by not going to work'

Mrs Horn, whose union is recognised by Sappi, said a spokesman for the plant confirmed the stay-away of 'whole shifts'

The mill manager, Mr B A Chamberlain, was not available for comment, but his secretary said a statement would be issued later

The chairman of the African Workers' Association, Mr Tizie Khumalo, whose members are recognised at the T and C chemical factory at Isithebe, said some of the workers at this plant had also joined the stayaway.

BA jumbo arrives

Dozens arrested in paper mill unrest

stew

30/3/82

~~140A~~

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140A

Labour Reporter

Police were reported to have arrested dozens of people and used tear-gas in the Mandeni area in Natal yesterday as the effects of the strike at the large Sappi pulp and paper plant continued to spread throughout the region.

About 1 200 workers went on strike at the Sappi plant yesterday morning, demanding that police release two of their colleagues arrested at the weekend for their alleged involvement in a vigilante group

Other plants in the area also reported absenteeism and police went to nearby Sundumbi township to settle unrest

Planned talks between Sappi and shop stewards of the Fosatu-affiliated Paper, Wood and Allied Workers Union never started as the union called its members away from the plant

In a statement, Sappi management said they were willing to hold talks with the union, which is recognised at Sappi but were unable to influence the police about the release of

the two workers

The basis of the dispute appears to lie in worker demands to shut down canteen facilities and instead receive extra wages in its place

According to union sources, a worker who broke the canteen boycott was assaulted by the other two men who were subsequently arrested

There are 1 600 black workers at the Sappi plant out of a work force of 2 250. The plant's general manager, Mr Bernard Chamberlain, said operations were continuing with a skeleton staff

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demands and expectations of individuals as well as society at large. Although South Africa was Western orientated,

ing pressurized by outside forces, but with a view to the improvement of existing conditions in accordance with our own

of the many positive facets to the South African scene today"

Mr Schlebusch added "An example of the determination to bring about peaceful and democratic change as far as it may be necessary, can clearly be seen in the establishment of the President's Council in 1980"

Public interest

He pointed out that the PC's function was not only to advise the State President at his request, on matters referred to the PC but also to advise on any matter which in its (the PC's) opinion was of public interest

"The establishment of the PC is a unique and sincere attempt to promote co-operation, consultation and negotiations among the various population groups in the Republic

"Although the President's Council is obviously not part of the decision-making machinery of the South African Parliament, it is clear that the council will, for some time to come, play an important role in determining the history of the country by way of its recommendations," Mr Schlebusch said

CAPE TOWN 30/3/82
Riot police use teargas on strikers

Own Correspondent

DURBAN — More than 500 striking workers were dispersed by riot police using teargas at Mandini near here yesterday

Workers from the South African Paper and Pulp Industries' largest mill had congregated outside a supermarket close to their township

Riot police fired teargas when workers failed to disperse, workers said later

A union shop steward said workers then tried to gather in the square of the Sundumbili township but were again dispersed by police

Workers from the Sappi Tugela Mill downed tools at midnight demanding the release of two colleagues detained by

police in connection with alleged assaults

A large number of workers from the nearby Isethebe industrial area stopped work in sympathy with the Sappi workers

A shop steward said the strike stemmed from a dispute with management over the quality of food in the canteen

He said workers had been boycotting the canteen for two weeks and the alleged assault had taken place after a worker had broken this boycott


The workers claim the assaulted man was persuaded by a Sappi security officer to lay charges

Two men are to appear in the Inyoli Magistrate's Court today

A spokesman for the mill said they were prepared to sit down with worker representatives at any time to bring about a return to work

A statement issued by the union said "By allowing the police to take control, Sappi management have allowed things to escalate to the scale which has been reached

"We feel Sappi management could have done much to keep the police out of the situation and thus keep the issue as one between themselves and their employees"



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 Phone Niki Smit at 615124

From page 1

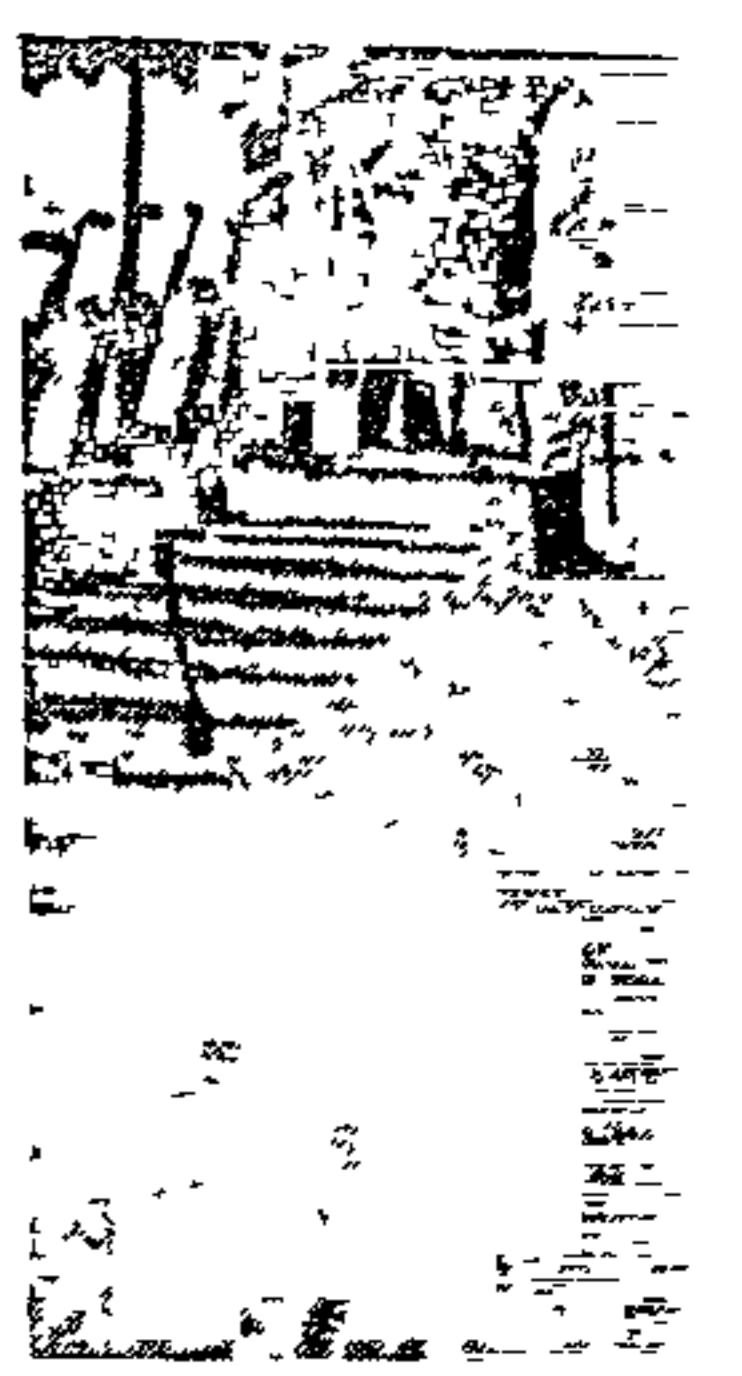
that province from throwing in their lot with the newly-formed Conservative Party

A press statement issued last night by the Prime Minister's Office was couched in euphemisms in an obvious bid to play down the significance of the event "It is part of the tradition of the NP to call a federal congress from time to time to provide the provincial congresses with information as well as recommendations on matters of national interest

"In the same way congresses were held in 1938, 1941, 1945, 1960 and 1964," the statement said At the 1938 congress the race question came under the national spotlight for the first time and in 1960 Dr Hendrik Verwoerd called a federal congress to seek party unity on the declaration of a republic

Big clout

According to sources the four provincial head committees have not conferred the powers of binding decisions on the Bloemfontein congress However, any recommendations passed by the congress will carry enormous clout and would give Mr Botha a mighty stick to hold over a potentially obstructionist Transvaal congress



Admiral Edwards, the final few seconds

Swapo testify US cc

From JOHN MATISO
 WASHINGTON — Lutheran pastor in northern SWA/Namibia had recruited people for Swapo a captured former Sw insurgent told the US State Senate's Dent sub-committee on security and terrorism

Mr Emanuel Hashiko 27, said Pastor Jesajhongo of the Elok Lutheran Church in Edmore had told him Swapo was a good organization

Mr Hashiko said he joined SWA/Namibia to further his education, which he suffered because of overcrowding at schools under the influence of his father and Freedom Radio broadcast from Lusaka had made him decide to join Swapo and further his education Once in Angola, Swapo officials had said the organization "had no time for a democratic education — military training"

Contact

On a mission to SWA/Namibia in February 1980 there was a "contact" with the South African security forces, which Mr Hashiko wounded in both the hand and captured

Mr Hashiko and Dickson Namolo, 25, testified at the first day hearings on SWA/Namibia held by Senator Jimmah Denton

Mr Namolo said he joined SWA/Namibia to receive an education, but agreed to military training at a Swapo base at Okavango in Angola near the Namibian border

His group infiltrated

New mo



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Union will not appeal over its expulsion

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30/3/82

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Labour Reporter

A former affiliate member-union of the Federation of South African Trade Unions has decided not to appeal against its expulsion last month

The Engineering and Allied Workers' Union was expelled from Fosatu at a special central committee meeting held in Johannesburg

Fosatu later announced the union was expelled because it had failed to share its resources with other union affiliates, had not taken part in Fosatu campaigns and had not attended meetings. It had also been in dispute with the metal workers' union.

The Eawu was given 30 days to make a decision whether to appeal. It has described an appeal as "out of the question". A decision was made to resign from Fosatu at their annual conference last month.

Reacting to Fosatu's stated reasons for its expulsion, the general secretary of Eawu, Mr Calvin Nkabinde, said his union had always been critical of Fosatu's policies of resource sharing, salary structures and education.

Mr Nkabinde rejected the statement that Eawu was undemocratic and levelled the same charge at Fosatu.

NOTI

- 1. See Letters Page.
- 2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- 3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
- 4. Do not write in the left hand margin.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
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5.	1	
Exami- ners' Initials		

ING

- 1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- 2. Candidates are not to communicate with other candidates or with any person except the invigilator.
- 3. No part of an answer book is to be torn out.
- 4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Minister pays out R9 595 in claims

Mail Reporters
THE MINISTER of Police yesterday agreed in an out-of-court settlement to pay a total of R9 595 in damages to 33 Boksburg black workers who alleged they were assaulted by police after a strike in the town in 1980.

The workers' union, the Metal and Allied Workers' Union, yesterday hailed the settlement and said it hoped "that it will discourage

police interference in industrial relations"

The outcome, it said, had confirmed the union's view that "the State should have no role to play" in labour relations

The settlement came after 40 workers had sued the Minister for a total of R60 000, a claim which had led to a lengthy hearing in the Boksburg Magistrate's Court

They alleged they were assaulted after 50 workers were arrested for striking at Rely Precision Castings, a

Boksburg metal firm, in May 1980. All were later convicted of striking

At a previous hearing a worker, Mr Sampson Mahlanga, told the court a policeman ordered him to dance in the charge office

Workers alleged they were hit with batons by police after being arrested and taken to Boksburg police station

Yesterday, the magistrate, Mr A Badenhorst, awarded damages with costs to 33 of

the workers. Their attorney, Mr Halton Cheadle, told the court seven of the men did not turn up yesterday morning and their claims were withdrawn

The highest claim awarded was R750 to Mr Mbongeni Mobeia while R500 each was awarded to three workers, R400 to six and R215 each to 23 of them

The Minister, who contested the action, was represented by Mr M H Kirchner of the State Attorney's office

R0001 30/3/82 (140A) 257 152

Faint, illegible text or markings on the right edge of the page.

strator, Mr Stoffel Botha, Chatsworth residents new province would not sanction his controversial choice for second access road viewpoints were heard, Mr member of the Southern Affairs Committee, said last

Province will hear Indian views on access road

road using the Umhlatuzana River and Chatsworth Main Road plan instead of the very much shorter and cheaper route through the Stainbank Nature Reserve

Mr Thaver said the delegation was heartened by an announcement by the Administrator that he intended paying a special visit to Chatsworth to see for himself

'He told us he was not aware of complaints by residents of Umhlatuzana Township of monkeys from the Stainbank reserve causing constant nuisance to neighbouring families and damaging Indian-owned property.'

'Mr Botha and the Exco members showed keen interest in a suggestion we put to them that the second access road should be sited on the border of the Stainbank reserve so that it will serve as an acceptable border and buffer strip between the reserve and Umhlatuzana'

Riot police disperse strikers

Sappi management blamed for 'situation'

140A
Mercury 1984
30/3/82

Mercury Reporter
MORE than 500 striking workers were dispersed by riot police using tear-gas at Mandini yesterday

Workers from the South African Paper and Pulp Industries' largest mill had congregated outside a supermarket close to their township

Riot police ordered workers to disperse and when they failed to do so fired canisters of tear gas, some of the workers told Mercury Reporter Ian Bissel afterwards.

The reporter watched as

police vans patrolled the troubled township for most of yesterday morning after the workers were dispersed

A police spokesman said last night that tear-gas had been used on a few occasions to disperse stone-throwing crowds

Miss Pat Horn, an organiser for the Fosatu-affiliated Paper, Wood and Allied Workers Union, said she had entered the township in order to contact the union shop stewards.

'A large contingent of

police with dogs had gathered in the centre of the square and were periodically chasing workers who responded by throwing

The workers, from the Sappi Tugela Mill, downed tools at midnight demanding that management procure the release of two of their colleagues who had been detained by the police in connection with alleged assaults.

A shop steward said the strike stemmed from a dispute with management over the quality of food being served in the canteen.

He said workers had been boycotting the canteen for the past two weeks and an alleged assault had occurred after a man had broken the boycott

Police had arrested two men on Saturday and yesterday had asked shop stewards to find another man Mr Skipper Mbaso, whom they also wanted to question in connection with the assault

The two detained men, Mr Zulu and Mr Mgwabe are members of a vigilante group set up in October to keep peace in the township

The workers claim that the worker who was assaulted had refused to lay charges until persuaded to do so by a Sappi security officer.

Mr Bernard Chamberlin, general manager of the mill, said yesterday: 'The assaults came in the wake of police investigations into allegations that assaults have been carried out by a vigilante squad in the nearby township'

Court

The number of alleged assaults could not be determined yesterday. The district commandant, Col Gijbers, was unavailable as he was out commanding the riot police, but it is understood that the two men are due to appear in the Inyoli Magistrate's Court today.

Mr Chamberlin said: 'There is no way Sappi can intervene in a police investigation.' But they would be willing to sit down with representatives of the workers at any time with the objective of bringing about a return to work

A statement issued by the union said, 'Sappi management should take responsibility for this situation. By allowing the police to take control they have allowed things to escalate to the scale which has been reached

Council approves R100 000 water gift

Municipal Reporter
DURBAN City Council has agreed to give R100 000 to the KwaZulu Water Development Fund and will urge other local authorities to contribute as well.

The Mayor has agreed to help promote the Sugar Association's campaign for funds and the council will ask the Natal Municipal Association to adopt the project and appeal to

other local authorities to 'invest in the health of their ratepayers'.

Councillors Gys Muller and Stan Lange were the only two who voted against the donation at yesterday's council meeting

Mr Muller said Press reports had indicated that the people of KwaZulu were not looking after pumps that had been donated last year

'If you do something for them they should appreciate it KwaZulu was given R890 million by the Government this year and they should come out on their budget,' he said

Health

If KwaZulu had no water and no money he would support the donation but he did not see why Durban's ratepayers should have to provide for communities elsewhere in the country.

Mr Lange felt the responsibility to provide water in KwaZulu was a Government one and not the city's.

Mr Donald Smith said in

spite of legal definitions the people of KwaZulu were very much part of the city 'They work here and we depend on their labour,' he said It was very much in the ratepayers' interest to promote the health of these people

He said a Sugar Association spokesman had explained that the first pumps had proved inadequate but these had been replaced An education programme had also been introduced to teach people how to use and maintain the pumps

Mr Peter Mansfield said R100 000 was a small donation in terms of the goodwill it would generate. KwaZulu needed 2 000 boreholes

Mr Crispin Hemson — who had asked the council to repeat last year's R100 000 donation — said as a former KwaZulu employee he knew that the major portion of the R890 million budget was being spent on paying teachers' salaries There was very little left over for developing the infrastructure

interesting six-continent cycle journey by three Americans — all in all quite a lot to pack into half-an-hour.

At this point I was ready to write off most of the balance of the English viewing, but this proved to be far from the case.

The last programme in the *Strike a Match* series was made interesting by the large prize won easily by the professional of the programme, Angus Macintosh.

He has really done very well out of his encounters with Alan Field — nearly R2 000 in cash, a QE 2 trip

and now an array of electronic marvels.

And still the evening went on providing good viewing with the well-photographed *Coast of Kingdoms*.

Then along came the best-yet episode of *A Settler's Tale*, well acted and with a clear story line.

What a change! Later *Sulkerkaskenades* added a good laugh to the evening as top athletes got away from their own disciplines, but exerted great efforts nonetheless.

And Natal emerged the winner.

BILL FAILL

F STATION SPECIAL OFFER 5 lit. Mobil 23

Expelled union slams Fosatu

By JOSHUA RABOROKO

THE 10 000-strong Engineering and Allied Workers' Union has aggressively criticised the Federation of South African Trade Unions (Fosatu) for the role of white trade unionists in the movement

In a letter to The SOWETAN, the union's general secretary, Mr Calvin Nkabinde, said Fosatu was "racist and undemocratic" and did not share resources with other unions

The criticism is a response to the expulsion of EAWU from Fosatu following misunderstandings and a series of meetings between the unions in the past several weeks

In the statement, Mr Nkabinde said his union was expelled from Fosatu in absentia. The expulsion had taken place after EAWU's annual conference had resolved that the union should resign its membership from Fosatu

The expulsion is ironical because we have always criticised the lack of democracy which we believed was strong in Fosatu, especially in the Transvaal region

"We have always been serious critics of the Fosatu policy of sharing of resources, salary structures and education

"The policy of sharing resources requires, inter alia, affiliates to surrender all their assets to Fosatu. Even financial assistance from outside had to be directed to Fosatu's account

"The union may only get that money from Fosatu if its executive committee gives approval. This creates problems, especially regions

where there is a serious lack of democracy

"This policy kills autonomy of affiliates. Some affiliates become so dependent on Fosatu that they dare not criticise any wrong they see for fear of being kicked out

"They find themselves in a position identical to that of parallel unions. We refused to comply with this policy as such but have always assisted other unions whenever requested"

Mr Nkabinde said that some white academic in Fosatu advocated a salary of R250 per month for Fosatu employees. EAWU rejected this because we knew that they had other sources of income, which the blacks did not have

EAWU believed those low salaries were deliberately designed to discourage the capable and well educated blacks from taking an interest in the organisation

"Some blacks in Fosatu were sold on this cheap labour idea and were convinced that by merely being committed to the worker struggle one would be able to meet all the ever increasing food transport and rental costs"

He believed that one day more blacks would realise the need for co-operation

Mr Nkabinde said that EAWU also believed that problems in Fosatu emanated from the fact that when the federation was formed it was composed of strong and weak unions

Instead of assisting the weak union, the strong unions wanted to dictate terms to them and undermine their autonomy

(152) (157)

Minister assault

THIRTY three of the 40 Boksburg factory R60 000 damages from the Minister of P after a strike, were yesterday granted a settlement.

The settlement took about five minutes in the Boksburg magistrate's court chambers before Mr A Badenhorst. The workers were represented by Mr H Cheadle and the Minister was represented by Mr M H Kirchner from the State Attorney's offices

The men, all members of the Metal and Allied Workers' Union, were each claiming R1 500 or a total of R60 000 damages from the Minister. They had claimed that after they were arrested on May

BY MVA

26 1980 after a strike. Relv Precision Tool Commission Si Boksburg, where were employed were assaulted with tons on their arrival Boksburg police station

According to the settlement 23 of the 33 received R215 each, another three will receive R500 each, six will receive R750 each and one will receive R750. Minister also agreed

140A

Sowetan 30/3/82

Water meter row brews

343

Sowetan 30/3/82

By LEN MASEKO

THE SOWETO Council is to install water meters in all homes — including those rented — within the next few years

Already scores of residents who had their houses installed with the meters last year are complaining of high bills. Some have received bills ranging from R58 to R89 for last month's water consumption

Some residents living in rented houses said council officials had told them that the meters were being installed for "experimental reasons" and that they would be removed in the "near future"

But Mr J G Jacobs, the council's deputy chief executive officer, told The SOWETAN yesterday that his council was working towards installing water meters in all homes in the townships "regardless of whether they are rented or bought under the 99-year-leasehold scheme

"We are trying to make every resident pay for the water he is consuming. It's unfair on the part of the residents who are using water sparingly if they have to be charged the same amount as those who are consuming a lot. Mr Jacobs said

Domestics must fight

DOMESTICS should be entitled to one week's sick leave a year and seek legal advice if they

30/3/82

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Unrest hits Natal areas

ROM 30/3/82 (14)A

By STEVEN FRIEDMAN
Labour Reporter

LABOUR unrest hit the northern Natal and KwaZulu areas of Mandini and Isethebe yesterday as 1 600 workers downed tools at the Sappi plant in Mandini and there was a widespread stay-away at plants in Isethebe

Police dispersed a meeting of strikers at a Mandini supermarket and then dispersed another gathering in the nearby Sundumbili township. Police baton charged workers at the township gathering and workers responded by throwing stones at police, the Rand Daily Mail Durban correspondent reports.

It could not be established how widespread the stay-away had been in Isethebe, but Sapa reports that stoppages were widespread and sources in the area say most factories appear to have

been affected

The Mail Durban correspondent reports that a security police spokesman said a KwaZulu Government official was in the area attempting to intervene. He declined to comment on reports of clashes between strikers and police.

A representative of Fosatu's Paper Wood and Allied Workers Union — which is recognised at Sappi — said the strike followed a boycott of canteen food by Sappi workers.

They had complained about the food and were negotiating with management for a pay rise in exchange for the food.

Matters came to a head when a worker defied the boycott and ate in the canteen. He was assaulted by two members of a vigilante committee in the township.

The two men had been arrested and workers were demanding that Sappi secure their release. They were refusing to return until the men were released.

"The whole thing has developed into a community issue. The vigilante committee is popular in the township and this is why the workers in Isethebe are staying away until they are released," the union spokesman said.

"Management are negotiating with our shop stewards but there is no prospect of a settlement until they are released."

But Sappi has denied that the incident stems from the canteen boycott.

A statement issued by the company yesterday said management was attempting to get talks under way with PWAU shop stewards.

"We're willing to sit down with the stewards at any time in order to sort out a solution," the general manager of the company's Tugela plant, Mr Bernard Chamberlin said.

Mr Chamberlin said none of the alleged assaults took place on Sappi property.

30/3/82

Employers hit back at union

140A

By Hugh Poulter

ANGLO American Corporation and the Steel and Engineering Industries Federation (SEIFSA) have hit back at the Metal Allied Workers Union (MAWU) who claimed last week that Anglo and Seifsa were taking too hard a line with striking metal workers

Sam van Coller, Seifsa's director, tells Industrial Week "As employers we have set in motion discussions with non-party trade unions about attitudes to the Industrial Council

"We have set out guidelines to the members of Seifsa and hopefully they will use them, but in individual management makes it's own decisions "

"We have not pushed or recommended that management should fire or re-instate their employees in an effort to break strikes the ideal objective is to try to de-escalate a conflict " he says

A spokesman for Anglo American says Seifsa is fully committed to negotiating wages with unions representing workers in the metal industry

"For this reason it urged the Industrial Council to invite the unions that had not yet joined the council to attend the wage negotiations that are currently taking place, but unfortunately MAWU declined to attend "

Speaking at a meeting earlier in March to discuss the wave of unrest that has affected the Reef metal industries MAWU general secretary, David Sibabe said "Employers are sitting on the lid of a volcano unless they agree to negotiate on pay directly with workers "

LETTERS TO THE EDITOR

Fosatu is undemocratic

SIR — When the Fosatu Central Committee met and decided to expel us in our absence our annual conference had also met and decided that the union should resign from Fosatu

We were, however, surprised to see that an extra charge, which was not amongst the original charges, was added on the day of our expulsion — that of being an undemocratic union. Ironically, we have always criticised the lack of democracy which we believed was strong in Fosatu, especially in the Transvaal region where union officials and members were seriously manipulated, according to our observations

We have always been critics of the Fosatu policy of sharing of resources, salary structures and education. The policy of sharing of resources, inter-alia requires affiliates to surrender all their assets to Fosatu

Even financial assistance from outside meant for a particular affiliate, has to be directed to the Fosatu account. The union may only get that money from Fosatu if its regional executive committee gives approval

This goes with a lot of problems, of course, especially in a region where manipulation is the order of the day. The policy itself kills the autonomy of affiliates. Some affiliates become so dependent on Fosatu that they dare not criticise any wrong they see, for fear of being victimised

They find themselves in a position identical to that of parallel unions. We refused to comply with this policy as such, but have always assisted other unions whenever requested

Our staff refused to take part in some Fosatu organising campaigns because they believe the campaigns were directed at getting rid of some outspoken people and not sincerely to build up membership

Some white academics in Fosatu advocated a salary of R250 per month for Fosatu employees. We rejected this because we knew that they, because of their affluent background, at least, had other sources of income which the blacks did not have

We strongly believed that these low salaries were deliberately designed to discourage the capable and well-educated blacks from taking an interest in the organisation

Some blacks in Fosatu, were, however, sold on this cheap labour idea and were convinced that by merely being committed to the worker struggle one would be able to meet all the ever-increasing food, transport and rental costs, be able to educate one's children and still afford bank savings

Judging from the lectures we were receiving from a Fosatu education officer, we were led to believe further that well educated blacks were not wanted in the organisation. Although we had requested lectures on certain specific topics, he insisted on giving lectures that gave a very dark picture of certain black organisations led by very well-educated black people. We gradually removed him from our education programmes

At one meeting of the Transvaal region, it was reported that, due to a shortage of funds, certain black organisers in Durban had to be retrenched by Fosatu

The general secretary of this union reacted by saying instead of retrenching black organisers, who would thereafter face problems of finding new jobs it would be wise for white academics in Fosatu to resign, as they would easily find new jobs, especially because of their high qualifications. They could help the organisation on a part-time basis

This statement was misconstrued by the meeting and labelled racist. It must be understood, of course, that some union officials in Fosatu depend entirely on the skills of the white academics to do their job. They dare not face management unless accompanied by one of these academics. This is the dependence we reject

At another meeting of the Transvaal region the outspoken former president of the glass union announced that their office-bearers for the region were about to be elected for the first time. A glass union official was threatened by the now former secretary of the Transvaal Region (a

white academic) that she would not get her salary unless she voted the way he (the secretary) wanted

This was said in the presence of the Fosatu national executive committee, but no action was taken against the alleged culprit in spite of the fact that he did not deny the offence but merely apologised

The general secretary of this union seconded the former president of the glass union who tabled a motion that the man be dismissed. The motion was, of course, defeated by votes. However we felt that the policy of democracy had been seriously violated

The Fosatu constitution provides for a majority of worker representatives, as opposed to full-time official representatives, at all its meetings except at the executive committee meetings. As a result, the committee is dominated by full time officials mainly from the metal section of Fosatu

At a recent national executive committee meeting which should

have been attended by seven people in terms of the constitution, there were eight people present

Five were from one union in the metal section two were from another two unions, also in the metal section, and only one came from a union outside the metal industry

We therefore fail to see how the other 10 unions in Fosatu are democratically represented and believe that, one day more black workers will realise certain things. It is our belief that the problems within Fosatu stem from the fact that when the federation was formed it was made up of unions which were, on the one hand, too strong, and others which were too weak

Instead of assisting the weak unions, the strong wanted to dictate terms to them and undermined their authority

CALVIN C CNKABINDE
General Secretary
Engineering and Allied
Workers Union of South
Africa.

KWA THEMA

ICEF backing for boycott

9 Jan 31/3/82 (140A) (15)

By Drew Forrest

The 6 million-strong Geneva-based International Chemical and Energy Workers' Federation (ICEF) has thrown its weight behind the consumer boycott of the local chemical company, Henkel SA.

A spokesman for Fosatu's Chemical Workers' Industrial Union — which launched the boycott — said the ICEF secretary-general, Mr Charles Levinson, had agreed to activate affiliates worldwide in support of the campaign.

The boycott, which seeks union negotiating rights and the reinstatement of workers who lost

their jobs after the recent strike at Henkel's Durban plant is already off the ground in Natal.

Fosatu shop steward councils met across the country at the weekend to plan action in accordance with the boycott call.

In a statement Henkel management accused the union of making "maximum demands" and of unwillingness to compromise at a meeting which ended in deadlock last week.

It said the boycott action endangered further talks as well as "lessening the security of current employees."

S. I.

Workers

ARGUS 31/3/82
return (140A)
at Sappi

Argus Correspondent

DURBAN — There was a full return to work today at Sappi's Mandini plant after two days of labour disruption.

A spokesman for the firm said both the midnight and the 6 am shifts reported for duty. Indications were that today's remaining shifts would also return to normal.

Yesterday's ballot by the 1 600 workers to end the two-day stoppage followed the release on warning of three colleagues, earlier charged with assault when they appeared in the Inyoni Magistrate's court.

The three men, Mr Thembinkosi Mgwaba, Mr Bhefika Mabaso and Mr Mbongeni Zulu, alleged to be members of the Sundumboli township's vigilante squad, were remanded to reappear on April 15.

The workers' vote to return to work coincided with an ultimatum by the management that if they did not report for the next shift duty they would have been deemed to have resigned.

(140A) (24) Star 31/3/82

Two-day Sappi mill strike ends

Labour Reporter

About 1200 workers at the Sappi pulp and paper mill in Mandini Natal returned to work today ending a two-day strike

The return followed a meeting last night of Sappi workers and officials of the Paper Wood and Allied

Workers Union which is recognised at the plant

The strike was the result of the arrest by police of two Sappi workers for their alleged membership in a township vigilante group

A third worker was also arrested in connec-

tion with the vigilante group and all three appeared in court yesterday and were released pending a further court appearance on April 15

It is understood their release eased worker tensions and resulted in the return to work. The strikers had demanded their release

STRIKING workers from Isithebe factories and the Sappi mill at Tugela returned to work yesterday — bringing to an end a two-day stoppage which affected the whole of Sundumbili township.

On Monday about 1 600 workers from the Sappi mill at Mandini downed tools, demanding that management procure the release of two of their colleagues who had been detained by the police in connection with an alleged assault

The alleged assault stemmed from a two-week worker boycott of the canteen which workers said was serving 'disgusting food' The man allegedly assaulted apparently broke the boycott

The three men — another was arrested late on Monday — were members of an unofficial vigilante group started in the township in order to keep peace, according to workers

The Sappi workers were joined in their stoppage by thousands of workers from Isithebe factories living in the Sundumbili township, who supported the call for the release of members of the vigilante group Police have said intimidation kept many workers away from the Isithebe factories

About 5 000 workers and township residents gathered outside the Mandini supermarket were dispersed by Riot Police using tear-smoke For the rest of the work stoppage, the township was patrolled by Riot Police in vans 'in order to prevent intimidation'

During the unrest in the township, which lies between Mandini and Isithe-

Isithebe, Sappi men end two-day stoppage

be, 42 people were arrested and charged with attending an illegal gathering The majority of these were released after paying admission-of-guilt fines.

The release of the three men who appeared in the Inyoni Magistrate's Court on Tuesday was celebrated by both striking workers and township people who carried the men on their shoulders

Meeting

But yesterday it was all quiet in the township, according to Col J Gijbers, Eshowe's District Commandant, who said 'some of the Riot Police' had been withdrawn.

After a meeting in the township on Tuesday night, Sappi workers decided to return to work and from reports it would seem that most Isithebe workers followed suit.

Sappi workers said they would continue to negotiate with management over their demand for the closure of the canteen and the substitution of a 30 c food allowance.

It's back to work

17/11/82

Mercury Reporter

17/11/82

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4/4/82

Now Sappi admits to calling in the police

By BARNEY MTHOMBOTI

SAPPI has admitted it called in the police who arrested two workers at its Mandini plant — an action which led to two days of labour and social disruption in the Mandini-Isithebe industrial complex

At one stage, the Sunday Tribune was told, riot police were involved in a "running battle with more than 10 000 striking workers"

The two men Mr Thembinkosi Mgwaba and Mr Mbongeni Zulu, were arrested after another workers was assaulted for breaking a two-week-old canteen

The workers are demanding an extra 30c an hour instead of the free meals which they claim are "rotten"

The company denied repeatedly in meetings with trade unions and community leaders that it called in police

But this week Sappi personnel manager Nick Bantich told the Sunday Tribune "We had an obligation to inform the police about an inci-

dent which happened on our property"

The arrest of the two men — member of the vigilante group in the nearby Sundumbili township which has succeeded in weeding out crime in the area — led to a walk-out by all Sappi's 1 600 workers. Workers in more than 40 factories at the Isithebe complex came out in sympathy

About 42 strikers were later arrested and charged after confrontation with the riot police

Chairman of the Sundumbili Town Council, Mr A M Gcaleka, told the Sunday Tribune the township looked like a fortress as riot police engaged in a running battle with more than 10 000 striking workers

"The whole township was a mess," he said "Sundumbili has never seen anything like this before. This is a very quiet and peaceful place"

Mr Gcaleka said he was woken up by the police at 3am on Monday to go to speak to the Sappi workers who were refusing to work

"I refused," he said "I couldn't just go and tell people to go back to work when I didn't know the background to the conflict"

He said the strike affected virtually all the 20 000 homes in Sundumbili and about 45 factories at the near-by Isithebe complex and added "Even domestic workers didn't go to work"

On Monday morning all the striking workers congregated at a shopping centre near the plant and asked to speak to management representatives. They were dispersed by riot police using tear-gas.

Mr Gcaleka said this action had incensed the strikers "From what I heard the police gave them two minutes to disperse before they threw tear-gas canisters

"The people had been very peaceful" He added: "When the riot police followed them into the township they retaliated by throwing stones

"The people could not understand this" They had been told to leave the hypermarket because it was a white area — and then the police followed them with dogs, batons and tear-gas. They were bitter about it."

Pat Horn, organiser of the Paper, Wood and Allied Workers' Union, said the main feature of the strike was the police presence "The thing in labour unrest is to keep the police right out of it"

1408
Staw 5/4/48

Men of steel show their mettle...

"It's become interesting to manage again," said the labour relations executive of a major multinational electrical appliances firm.

This was, in part, a reference to the problems posed by inflation, high interest rates and international competition. But he was also alluding to the mounting challenge to management by workers in the mammoth metal industries.

According to the Metal and Allied Workers Union (Mawu) — South Africa's fastest growing metal union for black workers — more than 25 Reef metal firms have been hit by strikes over the past two months, mostly over wages.

Erupting at the same time as the annual pay talks in the metal industries' industrial council, the unrest has

seemed to many employers too pointed to be mere coincidence. "You can't have the same wage demand for a R1 hourly wage increase — cropping up in so many metal factories without a co-ordinated campaign," insisted one executive.

Mawu is one of the important black metal unions which rejects the industrial council, the official central bargaining forum at which minimum conditions and wages are set industry-wide.

Its cardinal objection is that metal bosses, principally those in the employers' giant umbrella body, the Steel and Engineering Federation (Seifsa), are refusing to concede other levels of bargaining at industrial sector and company level.

One employer scenario has the union encouraging workers to strike for plant-

Official bargaining structures covering half a million workers in the metal industries are once again in the spotlight, after the recent surge of unrest in metal concerns on the East Rand.

DREW FORREST reports on employer attitudes to the unrest, and to black metal union demands for a new dispensation.

based talks as a means of upstaging and discrediting the council — an allegation it strongly denies.

An alternative account is that workers have been organising in their communities, with an eye to influencing the size of the employer offer.

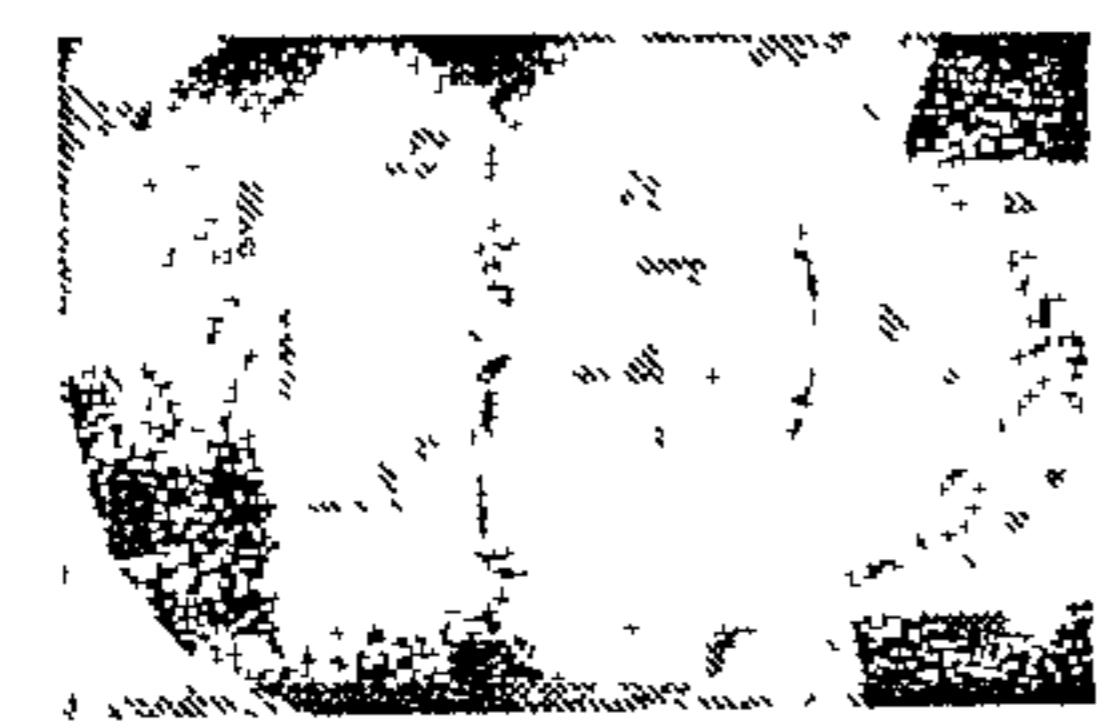
Certainly, the established unions on the council believe that system has to prove itself to black workers — hence their startling demand for an increase in the bottom rate from R1.13 an hour to R1.75, rising to R2.

The first round of talks was deadlocked after employers offered R1.33 and has been postponed until April 14.

Strike-hit managements have almost unanimously refused to negotiate increases at the plant, with the result that most strikes were lost.

During last year's East Rand unrest, which involved quite largely around the issue of dismissals, Mawu claimed victory in more than half the disputes. This year, only one affected company is known to have given (small) increases, and another has agreed to bargain.

Asked why employers appeared to be crossing the Seifsa strike-handling guidelines, which characterise the



Mr W G Boustred

for the conduct of labour relations, and especially negotiations.

"If the unions succeed in disintegrating the council, wages could be pushed up to uneconomic levels. Then you can kiss goodbye to the economic growth South Africa could enjoy with improved productivity and job creation."

Mawu claims that at a recent Seifsa meeting to discuss the East Rand unrest, there was a "major dispute" between Anglo and

Barlows — although employers who attended insist this is an exaggeration.

Sources indicate there is some support within the Seifsa board for a decentralised bargaining system — with "framework" negotiations at industry level on matters such as pensions, hours of work and sick-pay, minimum wage negotiations by the industrial sector, and plant bargaining on issues which are "plant specific."

But the present consensus seems to be that plant bargaining should not encompass wages.

These employers who favour sectoral minimum wage negotiations say this makes sense where pay levels differ in the various sectors of the metal industries.

Sources in the electrical engineering industry say there is "meaningful support" within this division for a separate bargaining forum.

(140A) (100) somefan 5/4/12

Contract workers count up

THE journey to and from home has become so much for contract workers that they have decided to ask for longer Christmas holidays and the Federation of South African Trade Unions' (Fosatu) shop stewards are busy discussing ways of solving the problem.

Workers say that many employers on the Rand give them only two weeks' annual leave together with the public holidays over Christmas. This adds up to 14 working days altogether. Contract workers who live as far as the Ciskei and Transkei complain that many of their holidays are wasted because of the time they spend travelling.

A worker from one rubber factory, who did not wish to be mentioned

said: "I live 30 kilometres from Idutywa in the Transkei. I got 15 days' leave last Christmas but spent seven days travelling. I only see my family once a year and there are too many jobs to do when I get home. Because I rush to sort out all problems, I have little time with my family and no time to rest."

Committees in several factories are discussing the question. Many feel that at least three weeks plus public holidays should be given, as happens, for example, in the engineering industry.

Contract workers in the engineering factories say that the three weeks given to them is still too little, a month would be more appreciated.

Workers told to use unions to fight retrenchment procedures

THE YEAR 1982 is going to be a tough year for workers with the economy of the country slowing down, the Federation of South African Trade Unions (Fosatu) foresees.

BY SELLO RABOTHATA

VARIOUS Fosatu unions have reported that many workers were told at shutdown in December last year not to return to work in January. Already 657 workers — 507 at Sigma Motor Corporation and 150 at Datsun — have been retrenched.

Fosatu feels that despite the economic slowdown, retrenchments are not inevitable. Many workers believe that once their employers have told them they have to be retrenched this is inevitable — but this is not true. Ways and means have been found to avoid retrenchments.

At Kellogg, workers had a stoppage last year when six of their colleagues were given retrenchment notices. Negotiations between their union and management followed and the union was given the right to investigate the manning levels in the plant. The unions' shop stewards found six

empty spaces in the plant and all workers were taken back at the same rate of pay and with no change in conditions of service. This example highlights the need for negotiation between management and workers over retrenchment. Stoppages can be avoided if management would consult unions beforehand.

At Sigma, where the National Automobile and Allied Workers' Union (Naawu) is recognised, discussions on retrenchment started two months before they happened. Discussions were over an acceptable retrenchment procedure and the possibility of avoiding any 'inevitable's'.

Naawu proposals were as follows:

- The union must be given at least one month's notice of any retrenchment,
- Proper planning of production should take place to ensure that ac-

count is taken of downturns in the economy.

Retrenchments should be on the principle of 'last in, first out' (Lifo). This means that the oldest workers who have worked the longest service in the plant should be the last to be retrenched.

Severance pay should be paid to workers on the basis of a month's wages for each year worked.

As a result of these negotiations Sigma workers were retrenched only after two months of deliberations and some jobs were saved as a result of union pressure. In addition, it was agreed that the workers be retrenched on the 'Lifo' principle.

The severance pay agreed to by Naawu and

Sigma was one month's pay for workers who had worked for one year, two months' pay for two and five years' service, and three months' pay for workers with over five years' service. Also, retrenched workers will be given first preference when Sigma recruits again.

Naawu described the negotiations as a "mixed victory". It said on the one hand they lost the retrenchment battle as

507 workers were retrenched. However they were at least able to get them increased retrenchment benefits.

Naawu went on to point out the necessity of a union to negotiate a retrenchment procedure. At Datsun, 150 workers were retrenched. They received no severance pay and they were not protected by the 'Lifo' principle. Management could simply dismiss the old workers whom they saw as unproductive.

Management at Datsun gave as a reason for retrenchment the fact that too many workers returned to work after the holidays. A union spokesman said the union rejected this explanation. "Datsun should have planned properly," they said.

Naawu said "This shows that in the absence of a strong union at Datsun, management could do what they like with workers and give unacceptable reasons for doing it. We call on all workers to join a union to prevent management decisions like this."

Downing Street for an emergency Cabinet meeting
There then followed a day

the invasion had... Both ended off repeated ferrying supplies to... politics

(140A) ROM 5/4/82

Union unity and councils to dominate Fosatu congress

By STEVEN FRIEDMAN
Labour Reporter

THE 94 000-member Federation of South African Trade Unions meets for its second national congress next weekend. The meeting is expected to take decisions with vital consequences both for trade union unity and for bargaining in several key industries.

Informed sources say the issues of the official industrial council system and unity moves among emerging trade

unions, are likely to dominate the congress.

Fast-growing Fosatu unions have been urged by employers in several key industries to join industrial councils but have refused.

A Fosatu statement yesterday said the Hammanskraal congress would meet "amidst the growing realisation of the need for unity" among unions.

The outcome of the debate, it said, "will be crucial in the forging of a workers' movement in South Africa".

The statement said the congress would also discuss union organisation, relationships with worker and non-worker groups, "and the political role of the unions in the context of a workers' movement in South Africa".

Fosatu said the congress would be attended by over 200 delegates from 10 affiliated unions.

The statement lists several developments which, it said, indicated Fosatu and its unions had made "tremendous

strides" in its first three years. These included:

- Fosatu unions had signed over 70 agreements with employers embodying union recognition and clauses guaranteeing worker benefits.

- Fosatu had been "in the forefront" of creating a new industrial relations format outside the official system.

- The State had been forced to change labour legislation and "Fosatu unions played a large role in this".

Union can now bargain

DOM Labour Reporter 6/4/82

THE Metal and Allied Workers' Union has won its first union recognition agreement in the Pinetown/New Germany area outside Durban.

MAWU, an affiliate of the Federation of South African Trade Unions (Fosatu), has been recognised by Henred Freuehauf Trailers, a multinational company which also recognises the union at its Transvaal plants.

This agreement is thus one of the few to confer bargaining rights on the same union in two provinces.

A union spokesman said the new agreement was an extension of the Transvaal agreements and that it provided for recognition of the union and its elected shop stewards committee at the plant.

The agreement, which was signed on April 1, also sets up procedures for negotiating conditions of employment and handling grievances.

A spokesman for Henred confirmed the signing and said the company was not covered by the industrial agreement for the metal industries and the agreement did not, therefore, represent a further breakthrough for unions in their attempt to win bargaining rights outside the official industrial council system.

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Crucial Fosatu meeting at Easter

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South Africa's largest independent trade union grouping, the Federation of SA Trade Unions (Fosatu), is to meet at the Easter weekend for its first national congress

More than 200 delegates from 10 Fosatu affiliates will gather at Hammanskraal to at-

tend the crucial two day meeting

The congress will deal with the problems of union organisation and leadership, relationships with worker and non-worker organisations and "the political role of the unions in the context of a working - class

movement in South Africa," according to a statement

Unions and politics has been a major bone of contention between Fosatu and other independent worker organisations

The statement said the congress will meet "amid a growing reali-

sation of the need for unity in the union movement and a debate around how such unity is best achieved"

Since 1979 membership of affiliates had grown from 30 000 to 94 000 and from a handful of union-management agreements Fosatu unions

had now concluded more than 70 such accords

A new Fosatu region in northern Natal had been founded From nine local offices in 1979 Fosatu now operated from 18, the statement said

Fosatu meets on 'vital issues'

8/4/82

140A Sowetan

THE 94 000-strong Federation of South African Trade Unions (Fosatu) is to hold its second national congress over the Easter weekend.

The union said in a statement to **The SOWETAN** yesterday that the congress was expected to take wide-ranging decisions which will have vital results for both trade union unity and for bargaining in several key industries

Issues pertaining to the industrial council system and unity moves among emerging unions will also feature prominently in the congress, at St Peters Seminary, Hammanskraal.

The congress takes place amid the growing realisation of the need for unity among unions. The outcome of the de-

By JOSHUA RABOROKO

bate in the unions will be crucial in the forging of a worker's movement in South Africa

The congress will also discuss relationships with worker and non-worker groups and "the political role of the

unions in the context of a workers' movement in South Africa," the statement said

"The congress will be attended by over 200 delegates from 10 affiliated unions. Fosatu has made tremendous strides in the first three years. Membership has moved from around 30 000 to 94 000

Fosatu says that in the past three years it has seen a massive upsurge in the militancy and activity of the work-force

(2/13) (1/12) (1/10) A
CAPE TIMES

Monday, April 8, 1982 9

Drastic wage demand by car workers

Own Correspondent

PORT ELIZABETH — Drastic minimum-wage increases have been proposed for the Industrial Council of the motor-manufacturing industry in the Eastern Cape

The National Automobile and Allied Workers' Union (Naawu) has proposed that minimum wages be increased by up to 75 percent as a starting point for negotiations between the union and the employers represented on the council — Ford, Volkswagen and General Motors

The union has also proposed that the current eight job grades be decreased to only three Unskilled, skilled and semi-skilled

The union is expected to ask that the increases be staggered over a period of a year

Other proposals are that

- Working hours be reduced from 45 to 40 hours a week,

Longer leave

- Annual leave be increased from three weeks to four weeks

- Training minimums be abolished (ie that trainees immediately get full wages),

- Shift premiums for working uncomfortable hours be increased,

- All overtime should be voluntary after consultation with the unions and that overtime for the first ten hours from Monday to Saturday be paid at 1½ times, and thereafter at double, the hourly rate,

- Family Day and Goodwill Day be added to the six public holidays now granted to workers.

- Workers be paid for four hours after a breakdown, instead of two, with the proviso that workers do not earn more than a full day's wages.

Higher bonus

- End-of-year bonuses be increased,

- Attendance allowances be increased, and that workers who arrive late but work full hours do not forfeit their attendance allowances,

- Severance pay be paid on the basis of one month's pay for each completed year of service, and that

- Pension, life insurance and supplementary unemployment benefit schemes be improved

Spokesmen for Ford, Volkswagen and General Motors yesterday declined to comment on the proposals at this stage

Fosatu and Henkel to hold talks today

By STEVEN FRIEDMAN
Labour Reporter

THE Natal regional committee of Fosatu is to meet management at the Henkel chemical company in Durban today

The meeting is an attempt to resolve the dispute between Henkel and Fosatu's Chemical Workers Industrial Union over the firing of workers who struck at the plant last month

The CWIU has called a boycott of Henkel products to support its demand for the re-instatement of the workers. The boycott call has been supported by the International Chemical and Energy Workers Federation.

The workers were fired after striking in support of

pay demands, and the union is demanding their re-instatement. It has accused the company of "union-bashing"

Henkel says it can only re-employ workers as vacancies arise

A CWIU spokesman said Fosatu's national executive had recommended to the Natal region that it intervene. The region had arranged to meet Henkel today

Recently, Henkel issued a statement in which it criticised the union's decision to call a boycott

The company repeated an earlier claim that the union had insisted during negotiations that "their maximum position be met" and had refused to try to find a compromise.

8/4/82

CPH

(scribble)

(scribble)

140A

Vienna today. The largest single group 29
Arzyseztol Pomorski's family brought their dog Mr Pomorski
pórtés for his wife and seven-year old daughter
star 8/4/82

Henkel workers walk out

By Drew Forrest
In an unprecedented move a top Government labour adviser has been drawn into the dispute between Fosatu's Chemical Workers Industrial Union and the chemical firm of Henkel SA.
Professor "Blackie" Swart, chairman of the

National Manpower Commission's industrial relations committee, confirmed last night that he is to hold discussions with CWIU officials in Durban today.
A delegation from Fosatu's Natal region is meeting Henkel management today in a bid to settle the dispute which has prompted

an international boycott of the company. Professor Swart said he would probably attend.
The CWIU is seeking negotiating rights at the company as well as the reinstatement of workers fired after the recent strike at Henkel's Durban plant.

Shoe company dispute: talks arranged

D. Diphotch
9/4/82

DURBAN — The KwaZulu Minister of the Interior, Dr Frank Mdlalose, has directly intervened in the four-week dispute between workers and management at the KwaZulu Shoe Company at Loskop near Escourt in an attempt to "get the two parties talking"

Following a meeting at Ulundi between Dr Mdlalose and management of this Bata-owned factory, the department's labour officer, Mr Z A Khanyile, has been instructed to arrange a meeting between the striking workers and management

A department official in Ulundi said yesterday Mr Khanyile had left for Loskop to discuss the proposed meeting

The four-week stoppage, which was the second the company experienced this year, was sparked off on March 12 when approximately 700 workers downed tools following management's dismissal of a shop steward

Workers have demanded his re-instatement and the recognition of the Fosatu affiliated National Union of Textile Workers (Nutow)

Workers had begun to drift back to work at the end of last month but when the KwaZulu Minister for the Interior, Dr Frank Mdlalose, summoned the company's management to Ulundi, workers decided to continue the stoppage

The meeting had been postponed until recently as Dr Mdlalose had

accompanied Chief Gatscha Buthelezi on his visit to Germany

Dr Mdlalose said the meeting had established quite clearly that "we as a government have jurisdiction over companies operating in KwaZulu"

He said the KwaZulu government expected companies to listen to workers grievances and allow them to establish their own trade unions

The general secretary of the Nutow, Mr Obed Zuma, said at a meeting this week about 200 workers decided to continue the stoppage

Workers said that more than 400 workers were still involved in the stoppage, Mr Zuma said

The managing director of KwaZulu Shoe Company, Mr Peter Bodovines was not available for comment

● Following a month-long dispute between Chemical Workers' Industrial Union and Henkel, Fosatu office bearers met with management late yesterday in an attempt to resolve the dispute

The dispute between the Fosatu affiliated union started last month when after about 250 workers at Henkel's Prospecton plant downed tools on March 9 over wages, pensions and the introduction of a new shift

Although all the workers applied for re-employment, only 75 of them have reported to have been re-employed

The results of the meeting were not known last night — DDC

Move to resolve Loskop dispute

140A
Mercury 9/4/82

Mercury Reporter
THE KwaZulu Minister of the Interior, Dr Frank Mdlalose, has directly intervened in the four-week dispute between workers and management at the KwaZulu Shoe Company at Loskop near Escourt in an attempt to 'get the two parties talking'

Following a meeting at Ulundi between Dr Mdlalose and management of this Bata-owned factory, the department's labour officer, Mr Z-A Khanyile, has been instructed to arrange a meeting between the

Officials meet over deadlock

Mercury Reporter
FOLLOWING a month-long dispute between Chemical Workers Industrial Union and Henkel, the Federation of South African Trade Unions officials met with the management late yesterday in an attempt to resolve the dispute.

The dispute started after about 250 workers at Henkel's Prospecton plant downed tools on March 9 over wages, pensions and the introduction of a new shift.

Although they all applied for re-employment, only 75 of them appear to have been accepted.

The union has distributed thousands of pamphlets calling for a boycott of Henkel products.

The results of the meeting were not known last night.

striking workers and management

A department official in Ulundi said yesterday Mr Khanyile had left for Loskop to discuss the proposed meeting

The four-week stoppage, which is the second the company experienced this year, was sparked off on March 12 when approximately 700 workers downed tools following management's dismissal of a shop steward

Workers have been demanding his reinstatement and the recognition of the Fosatu-affiliated National Union of Textile Workers (NUTW)

Workers had begun to drift back to work at the end of last month but when Dr Mdlalose summoned the company's management to Ulundi, workers decided to continue the stoppage

Dr Mdlalose said the meeting had established quite clearly that 'we as a Government have jurisdiction over companies operating in KwaZulu'

He said the KwaZulu Government expected companies to listen to workers' grievances and allow them to establish their own trade unions

The general secretary of the NUTW, Mr Obed Zuma, said at a meeting this week about 200 workers decided to continue the stoppage

Union may enter council

CAPL Times 9/4/82

140A
840B

Own Correspondent

JOHANNESBURG — A major Fosatu union is "seriously considering" a proposal that it enter an official industrial council, which most Fosatu unions have refused to join, in exchange for far-reaching changes to the council system

This development is expected to spark a crucial debate on industrial councils at this weekend's Fosatu congress

Other issues likely to dominate the congress, to be held at Hammanskraal tomorrow and on Sunday, are inter-union unity and Fosatu's attitude to involvement in social and political issues

Industrial councils are a cornerstone of the official bargaining system and most emerging unions, including those in Fosatu, have refused to join them. But employer associations in key industries, including the giant metal sector, are opposed to bargaining on pay with these unions outside the system

There is black worker opposition to councils and unions have argued that they are "bureaucratic", set minimum pay only and are designed to prevent unions from bargaining directly with companies on the shop floor

Although two Fosatu unions bargain on councils, there is likely to be

strong opposition at the congress to joining them on any terms at all.

However, it is understood that Natal employers have proposed to Fosatu's National Union of Textile Workers that it be granted the right to bargain wages at individual company level as long as it agreed to form a council as well

Although union officials emphasize that NUTW has not endorsed this plan, influential union men are in favour of agreeing to form a council provided certain conditions were met

Among these are that the union be entitled to bargain at plant level and that non-unionized workers covered by the agreement would be entitled to the same plant-level rights as soon as they were organized into a union

They argue that this would revolutionize the council system.

Instead of setting wages which workers were bound to accept, whether they were involved in bargaining or not, the council would simply ratify a wage negotiated with individual companies and extend it to non-unionized workers

Although the MUTW men say they are not wedded to this change, they want it debated at the congress

140A
DD April '82
VW workers down tools
in retrenchment protest

D. D. spatch
Apr. 1982

UITENHAGE — The Volkswagen company stopped production at its plant here yesterday after almost the entire workforce of about 5 600 workers downed tools in protest against the retrenchment of 316 workers —

Workers insisted that retrenched workers be allowed to work every second week, but management said last night that it was not practical as production in the plant would become unbalanced

The company said in a

statement yesterday that talks had been held between management and shop-stewards and, that it hoped workers would resume their duties today

Representatives of the National Automobile and Allied Workers' Union (Naawu) said the trouble started on Wednesday afternoon when workers expressed opposition to the retrenchments, and asked for a full list of retrenched workers

When management

failed to supply a list, workers refused to resume work.

Yesterday workers resumed work until about noon, when they again expressed opposition to the retrenchments. They also felt that the company had not adhered to the principle agreed to with the union that only workers with bad job records would be laid off

Another grievance was the fact that only 13 whites, all with "very bad" job records, had been laid off — DDC.

Shoe firm workers break off strike

April 1982

C. Herald
140A
BS

JOHANNESBURG. — Striking workers at the Bata shoe company in Kwazulu last week decided to end their month-old strike and to return to work.

More than 500 workers at the Canadian subsidiary went on strike over demands for higher wages

Because the firm is in Kwazulu it is not bound by minimum wage levels agreed upon in South Africa

According to a spokesman for the Fosatu-affiliated National Union of Textile Workers, which represents many of the workers the strike was ended because workers felt they had been 'betrayed' by a homeland labour official

Mediate

The official had been appointed to mediate in the dispute, but workers claimed he had only held talks with management and 'strike-breakers' — those who had returned to work

The union would continue to make representations overseas to the International Labour Organisation and the Canadian government over the subject of wages at Bata, the spokesman added

Interests

Representation would also be made to the Kwazulu government to ascertain whether it felt its official was acting in the best interests of the homeland workers

Fosatu's new line on politics

THE general secretary of the 94 000-member Federation of South African Trade Unions, Mr Joe Foster, suggested new policy direction on the thorny issue of trade unions and politics at the weekend.

Addressing the organisation's second national congress in Hammanskraal Mr Foster said that Fosatu's whole existence was political and we welcome that.

The address — to be circulated for discussion among all members — is the first systematic attempt by the union to get to grips with the issue.

Fosatu has in the past been accused by rival unions of economism — indifference to politics.

In his address Mr Foster noted that there had never been a working-class political movement in South Africa. The key question for unions was the relationship between worker organisation and "the wider political struggle".

The dominant political tradition had been that of "popular struggle against a racist minority regime," a movement embracing various interests which had re-asserted itself since 1976.

By JOSHUA RABOROKO

However he said independent working-class organisation was essential to protect worker interests and to ensure that the popular movement was not hijacked by other elements.

The dramatic expansion of South African industry since the 50s and its concentration in fewer hands had created the pre-conditions for large-scale worker organisation, he said.

The movement's aim was therefore to give "leadership and direction" and to provide an organisational base for the building of a worker political movement.

In this, he said it would not oppose the wide political struggle or its liberation movement.

He emphasised that trade union unity was crucial to the creation of a workers' political movement. The present union leadership had

no clear conception of the needs of worker struggle or worker-dominated society.

Most of the present co-operation was centred on specific issues and was seen as another area where anti-State unity could be achieved — formal rather than working unity.

What was needed was a "disciplined unity" with common political purpose binding policy on affiliates.

Mr Chris Dlamini, chairman of the Sweet Food and Allied Workers Union, was elected Fosatu's new president at the congress. He has been Transvaal regional chairman.

Mr Nathaniel Gantana, chairman of the Western Cape branch of the Metal and Allied Workers Union, was elected Fosatu's treasurer and Mr Foster was unanimously confirmed general secretary.

Cape Times 14/4/82 (140A)

Fosatu elects officers

JOHANNESBURG — Two prominent Transvaal trade unionists have been elected president and vice-president of South Africa's largest emerging union group, the 95 000-member Federation of SA Trade Unions

At Fosatu's congress in Hammanskraal at the weekend, Transvaal chairman Mr Chris Dlamini was elected president and the president of the Metal and Allied Workers Union, Mr An-

drew Zulu, vice-president

Fosatu's acting general secretary, Mr Joe Foster, was elected to the post and Mr Nathaniel Gantana became treasurer

Mr Dlamini is a long-serving worker representative who helped negotiate the first agreement between an unregistered union and a company in the Transvaal — between Kellogg and the Sweet, Food and Allied Workers' Union

...the seven made a re-
mained appearance and
were sent back to jail for
14 days — (Sapa-Reuter)

~~10~~ **Henkel** ~~140A~~
~~13~~ **dispute** ~~13~~

Mercury Reporter

TWO top officials from the
7 000 000 strong Deut-
schergewerkschaftsbund
(DGB), a federation of
German Trade Unions,
flew into Durban yester-
day and held meetings
with officials of the
Chemical Workers Indus-
trial Union (CWIU) and
Henkel management.

Their 'fact finding' visit
follows a long-standing
dispute between Henkel,
a multinational company
whose head office is in
Germany, and the Fosatu-
affiliated CWIU

The dispute started
after about 250 workers at
Henkel's Prospecton
plant downed tools on
March 9 over wages, pen-
sions and the introduction
of a new shift.

19/4/82

Mercury

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Boycott threat to Rembrandt

140A
Star 14/4/82

The giant Rembrandt group is threatened by a local and international consumer boycott as a result of the dispute at the chemical firm, Henkel SA.

Fosatu's Chemical Workers' Industrial Union has already called a boycott against Henkel in which Rembrandt has a 50 percent shareholding.

At its second national congress at the weekend, Fosatu warned that "its entire national organisation" has been given over to the Henkel boycott.

It resolved that unless the dispute was "speedily resolved," the boycott action would be extended to Rembrandt.

The union is seeking negotiating rights at Henkel as well as the reinstatement of workers fired after the recent strike at the company's Durban plant.

It is understood that last Friday's meeting between Fosatu and Henkel management, attended by government labour adviser Mr "Blackie" Swart, was inconclusive.

New men in Fosatu

140A
Star 14/4/82

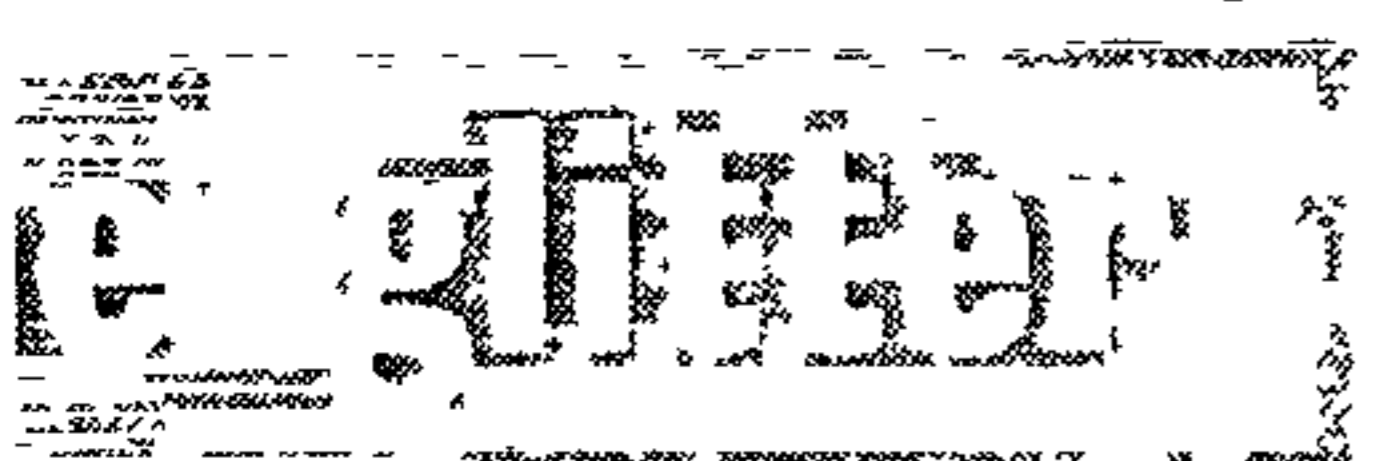
The new national president of the Federation of SA Trade Unions is a worker from Kellogg in Springs, Mr Chris Dlamini.

He was elected at Fosatu's second national congress at the weekend, and replaces Mr Johnny Mke Mr Dlamini is chairman of the Sweet, Food and Allied Workers' Union and chairman of Fosatu's Transvaal region.

The 135 delegates at the congress also unanimously confirmed Mr Joe Foster as general secretary of Fosatu.

Mr Nathaniel Gantana, chairman of the Western Cape branch of the Metal and Allied Workers' Union, was elected treasurer, and Mr Andrew Zulu, national president of MAWU, was elected national vice-president.

Fosatu said the federation "could look forward to its next three years with leaders who between them had 25 years of union experience."



...tualism and the teachings of Plato Socrates Aristotle

But all had lacked reality and dynamism had left many questions of life unanswered "I wasn't prepared to follow in blind faith... had to make sense and the faith I now have has given me the answers I need," he

He had not come to Islam through its powers

"Initially I saw Islam as Indian, Arab or African until I read the Koran in an English translation which my brother had brought from Jerusalem

"With surprise I learnt that Islam was neither a nationality nor a culture but a universal philosophy and a pattern of life for all kinds

SUITED HIM

"The Koran embodies a code of teachings which contains a universal message which does not conflict with the ethics of Jesus, Moses and other prophets accepted by Christians and Jews. This suited me fine

But he said Muslims did not always reflect the teachings of the Koran and therefore presented a bad image of Islam

"Islam means peace and the Prophet Muhammad taught peace

"So Muslims need to be gentle tolerant sincere, honest and good to their fellow Muslims and to God's creatures

"Islamic history tells us this was the image the Prophet presented

"This was his sunnah (way of life)" Yusuf Karim told his audience everywhere

Fosatu takes clear line on political involvement

140A
Staw
14/4/82

By Drew Forrest

New policy directions on the thorny issue of trade unions and politics have been suggested in a major policy speech by Mr Joe Foster, general secretary of the 94 000-member Federation of South African Trade Unions

Mr Foster's keynote address was adopted as a policy guideline at the second Fosatu national congress held in Hammanskraal at the weekend. It will be circulated for discussion among all Fosatu affiliates

Fosatu has been criticised by rival unions for being indifferent to politics and the speech is a first systematic attempt to get to grips with the issue

criticised by rival unions for being indifferent to politics and the speech is a first systematic attempt to get to grips with the issue

STRUGGLE

Mr Foster said "Fosatu's whole existence is political and we welcome that"

Noting that there had never been a working-class political movement in South Africa, he said the key question for unions was the relationship between worker organisations and "the wider political struggle"

The dominant political tradition had been that of "popular struggle against a racist minority regime," a movement embracing various interests which had re-asserted itself since 1976

EXPANSION

But to protect worker interests and ensure that the popular movement was not hijacked by other elements, an independent working-class organisation was essential

The dramatic expansion of South African industry since the 1950s and its concentration in fewer hands had "created the pre-conditions for a large-scale worker organisation," Mr Foster said

UNITY

Fosatu's aim was therefore to give "leadership and direction" and provide an organisational base for the building of a worker political movement. In this, it would not oppose "the wider political struggle or its major liberation movement"

Stressing that trade union unity was crucial to the creation of a worker political movement, Mr Foster said much of the present union leadership "had no clear conception of the needs of a worker struggle or a worker-dominated society"

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Boycott threat to Rembrandt

The giant Rembrandt group is threatened by a local and international consumer boycott as a result of the dispute at the chemical firm, Henkel SA
Fosatu's Chemical

140A
Staw
14/4/82
183
192
198

Fosatu vote for 'independence'

CRS & TRKS 14/4/82
140A

Own Correspondent

JOHANNESBURG -- In a major policy speech to the Fosatu congress held at the weekend the federation general secretary Mr Joe Foster has committed Fosatu to building a worker movement independent of all black political groups and criticized many of the attitudes of community based emergence union.

In the speech which was adopted as Fosatu policy by the 135 delegates with only one vote against, Mr Foster also questioned present attempts to create union unity and committed Fosatu to industry-wide bargaining.

The question of whether this bargaining could take place within industrial councils was left open both by Mr Foster and the congress.

Mr Foster emphasized Fosatu was committed to wide ranging political change and to a society in which workers control their own destiny.

But he added that black and non racial unions in the 1950s and previously had become part of the "popular (political) struggle against oppression without retaining their own identity.

While this had been

necessary at the time it had ignored the fact that business was the main beneficiary of apartheid.

The unions of today were operating in a different environment in which the possibility of creating an independent working class movement existed.

'Hijacked'

Bandung up unions in the factories was itself a fundamental political task and Fosatu welcomed this Unionism was "part of the wider popular struggle" and would not compete with efforts to bring about political change.

But a worker movement should retain its independence from all other groups to ensure that it was "not hijacked by elements who will in the end have no option but to turn against their worker supporters.

In obvious reference to newer "community unions, Mr Foster argued that many emerging unions were ignoring changed circumstances and were once again seeking a "role in the wider struggle" while ignoring the need to build an effective worker organization.

● Fosatu elects officers, page 11

Workers up against hostile forces, says unionist

140A

Mercury
14/4/82

Mercury Reporter

WORKERS had to build a powerful and effective movement if they were to succeed in advancing their interests against some 'very hostile forces', Mr Joe Foster, general secretary of the Federation of South African Trade Unions (Fosatu) said at the weekend.

Addressing about 200 union officials and worker representatives at the Fosatu congress at Hamanskraal, he warned that 'workers must also ensure that this movement is able to take a clear political direction'

Because the growth of capitalism in South Africa had occurred over about 70 years, the industrial workforce had been 'ripped from its land' and now constituted the major

political force opposed to both capital and the State, he said

'The existence of this industrial workforce and the rapid transformation of capital are very powerful reasons why the working class movement could rapidly develop in South Africa'

Mr Foster said although participation in the 'wider popular struggle' was important, 'it is essential that workers must strive to build their own powerful and effective organisation'

'This organisation is necessary to protect and further worker interests and to ensure that the popular movement is not hijacked by elements who will in the end have no option but to turn against their worker supporters'

2 Vaal men to lead unions

Labour Reporter

TWO Transvaal trade unionists have been elected president and vice-president of the 95 000 member Federation of SA Trade Unions (Fosatu) - the country's biggest union group

At Fosatu's congress in Hammanskraal at the weekend, the Transvaal chairman, Mr Chris Dlamini, was elected president and Mr Andrew Zulu, the Transvaal-based president of the Metal and Allied Workers Union (Mawu), was elected vice-president

Fosatu's acting general secretary, Mr Joe Foster, a West-Cape based official of the National Union of Automobile and Allied Workers, was elected general secretary and another West Cape NAAWU man, Mr Nathaniel Gantana, was elected treasurer

Mr Dlamini is a long-serving worker representative who was involved in negotiating the first agreement between an unregistered union and a company in the Transvaal - between Kellogg and the Sweet, Food and Allied Workers Union. He is chairman of the Kellogg shop stewards committee in Springs - one of the most active union committees in the area

Mr Zulu is a Mawu shop steward at the East Rand factory of Stonestreet and Hanson, where he has led negotiations for three years

He has been Mawu's Transvaal branch chairman for three years and is now its national president

Mr Foster and Mr Gantana are both long-serving West Cape motor unionists who were involved in the dispute between Naawu and Leyland last year

According to a Fosatu Press release, Mr Gantana, a Leyland worker, was "lifted shoulder high by workers and given a hero's welcome" after the dispute

Handwritten scribbles and lines, possibly initials or a signature.

Vertical handwritten notes on the left side of the page, including phrases like "the in paper", "to benefit", "probably", "become", "a tough job", "to raise some", "trying to", "to", "he tells", "the American", "the 2 equilibrium price in the respective", "be seen on the difference between", "in USA a tariff is introduced and can", "to restore the equilibrium price of pe".

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140A

Fosatu adopts an independent line

By STEVEN FRIEDMAN
Labour Reporter

THE general secretary of the Federation of SA Trade Unions has committed the federation to building a worker movement independent of all black political groups.

In a major policy speech to a Fosatu congress over the weekend Mr Joe Foster also criticised many of the attitudes of "community-based" emerging unions.

His address — adopted as Fosatu policy by the 135 delegates with only one vote against — also questioned present attempts to create union unity and committed Fosatu to industry-wide bargaining.

The question of whether this bargaining could take place within industrial councils was left open by both Mr Foster and the congress.

Mr Foster stressed Fosatu was committed to wide-ranging political change

and to a society in which workers "control their own destiny". He also praised black groups — including the banned African National Congress — who were working towards political change.

But, he added, black and nonracial unions in the 1950s and previously had become part of the "popular (political) struggle against oppression" without retaining their own identity.

While this had been necessary at the time, it had ignored the fact that business was "the main beneficiary of apartheid".

The unions of today were operating "in a different environment" in which the possibility of creating an "independent working-class movement" existed.

Building up unions in the factories was itself a "fundamental political task" and Fosatu "welcomed" this Unionism was "part of the wider popular struggle" and would not compete with efforts to bring about political change.

But a worker movement should retain its independence from all other groups

to ensure that it is "not hijacked by elements who will in the end have no option but to turn against their worker supporters".

In an obvious reference to newer "community" unions, Mr Foster said many emerging unions were ignoring changed circumstances and were once again seeking a "role in the wider struggle" while ignoring the need to build "an effective worker organisation". This was "a great strategic error".

Mr Foster said Fosatu took the question of union unity "seriously".

Fosatu was not interested in "ad hoc" unity or "united front" unity. It wanted "disciplined unity".

Mr Foster said it was vital that Fosatu unions were able to mobilise workers "across factories and in local areas across industries".

● The congress adopted a series of constitutional amendments which seek to increase the grass-roots worker say in Fosatu decision-making and give more power to local Fosatu units.

2 Vaal men to lead unions

Labour Reporter

TWO Transvaal trade unionists have been elected president and vice-president of the 95 000 member Federation of SA Trade Unions (Fosatu) — the country's biggest union group.

At Fosatu's congress in Hammanskraal at the weekend, the Transvaal chairman, Mr Chris Dlamini, was elected president and Mr Andrew Zulu, the Transvaal-based president of the Metal and Allied Workers Union (Mawu), was elected vice-president.

Fosatu's acting general secretary, Mr Joe Foster, a West-Cape based official of the National Union of Automobile and Allied Workers, was elected general secretary and another West Cape NAAWU man, Mr Nathaniel Gantana, was elected treasurer.

Mr Dlamini is a long-serving worker representative who was involved in negotiating the first agreement between an unregistered union and a company in the Transvaal — between Kellogg and the Sweet, Food and Allied Workers Union. He is chairman of the Kellogg shop stewards committee in Springs — one of the most active union committees in the area.

Mr Zulu is a Mawu shop steward at the East Rand factory of Stonestreet and Hanson, where he has led negotiations for three years.

He has been Mawu's Transvaal branch chairman for three years and is now its national president.

Mr Foster and Mr Gantana are both long-serving West Cape motor unionists who were involved in the dispute between Naawu and Leyland last year.

According to a Fosatu Press release, Mr Gantana, a Leyland worker, was "lifted shoulder high by workers and given a hero's welcome" after the dispute.

D. Dispatch 14/1/82

Fosatu questions union unity move

JOHANNESBURG — In a major policy speech to the Fosatu congress held at the weekend, the federation's general secretary, Mr Joe Foster, committed Fosatu to building a worker movement independent of all black political groups and criticised many of the attitudes of "community-based" unions

In the speech, which was adopted as Fosatu policy by the 135 delegates with only one vote against, Mr Foster also questioned present attempts to create union unity and committed Fosatu to industry-wide bargaining

The question of whether this bargaining could take place within industrial councils was left open both by Mr Foster and the congress

Mr Foster stressed Fosatu was committed to wide-ranging political change and to a society in which workers controlled their own des-

tiny He also praised black groups, including the banned ANC, who were working towards political change

But he added that black and non-racial unions in the 1950s and previously had become part of the "popular (political) struggle against oppression" without retaining their own identity

While this had been necessary at the time, it had ignored the fact that business was "the main beneficiary of apartheid"

The unions of today were operating in a different environment in which the possibility of creating an "independent working class movement" existed

Building up unions in the factories was itself a "fundamental political task" and Fosatu welcomed this Unionism was "part of the wider popular struggle" and would not compete with efforts to bring about

political change

But a worker movement should retain its independence from all other groups to ensure that it was "not hijacked by elements who will in the end have no option but to turn against their worker supporters"

In obvious reference to newer "community" unions, Mr Foster argued that many unions were ignoring changed circumstances and were once again seeking a "role in the wider struggle" while ignoring the need to build an effective worker organisation This was a great strategic error

Two prominent Transvaal trade unionists were elected president and vice-president of Fosatu at the congress

Transvaal chairman Chris Dlamini was elected president and Mr Andrew Zulu, Transvaal-based president of the Metal and Allied Workers' Union, vice-president — DDC

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Rembrandt faces threat of boycott

ROM 14/4/82

Labour Reporter

THE Federation of SA Trade Unions says it will call an international boycott of Dr Anton Rupert's Rembrandt Group if the dispute between its Chemical Workers Industrial Union and chemical company Henkel is not "resolved speedily"

This decision was taken at Fosatu's weekend congress at Hammanskraal

The CWIU has already launched a consumer boycott against Henkel after it fired more than 200 workers who struck over pay and other demands at its Durban plant. Some of the workers have since been re-employed, but

the rest have rejected a company offer to give them job priority only when vacancies arise

In another development yesterday, officials of the German union federation, the DGB, saw Henkel management in Durban. The DGB officials are in South Africa on a fact-finding mission and have threatened action against Henkel's German parent company

In a statement released yesterday, Fosatu said it was considering extending the boycott to Rembrandt "both locally and internationally" because it owned 50% of Henkel. An international boycott of Rembrandt had also been

discussed among overseas unions

However, Rembrandt has said that, although it has an "investment interest" in Henkel it is not involved in the company's management and has no seat on its board. It therefore insists that it is not involved in the dispute

Fosatu said that the entire national organisation had given support to the boycott

It accuses Henkel of "provoking a strike to smash the union in the plant". Henkel has accused the union of refusing to compromise on its demands and of not "genuinely" seeking a solution to the dispute

2 Vaal men to lead unions

14/4/82-2001

Labour Reporter

TWO Transvaal trade unionists have been elected president and vice-president of the 95 000 member Federation of SA Trade Unions (Fosatu) — the country's biggest union group

At Fosatu's congress in Hammanskraal at the weekend, the Transvaal chairman, Mr Chris Dlamini, was elected president and Mr Andrew Zulu, the Transvaal-based president of the Metal and Allied Workers Union (Mawu), was elected vice-president

Fosatu's acting general secretary, Mr Joe Foster, a West-Cape based official of the National Union of Automobile and Allied Workers, was elected general secretary and another West Cape NAAWU man, Mr Nathaniel Gantana, was elected treasurer

Mr Dlamini is a long-serving worker representative who was involved in negotiating the first agreement between an unregistered union and a company in the Transvaal — between Kellogg and the Sweet, Food and Allied Workers Union

He is chairman of the Kellogg shop stewards committee in Springs — one of the most active union committees in the area

Mr Zulu is a Mawu shop steward at the East Rand factory of Stonestreet and Hanson, where he has led negotiations for three years

He has been Mawu's Transvaal branch chairman for three years and is now its national president

Mr Foster and Mr Gantana are both long-serving West Cape motor unionists who were involved in the dispute between Naawu and Leyland last year

According to a Fosatu Press release, Mr Gantana, a Leyland worker, was "lifted shoulder high by workers and given a hero's welcome" after the dispute

Soldier ordered to work

14/4/82

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A pregnant Mrs Aggett

Two-year ban on inquest witness

Mall Reporter

A RURAL development worker and former teacher, Mr Morris Smith, was banned yesterday for two years in terms of the Internal Security Act

Security Police serving a banning order on Mr Smith yesterday morning he was in the Johannesburg Regional Court in the inquest into the death in detention of Dr Aggett

Mr Smithers was at the inquest because Mr Bizos, counsel for the Aggett family, said he had vital information about Aggett's detention

If Mr Smithers is called to give evidence, court

Easter road death toll drops — but still 119 die

By JOUBERT MALHERBE
 Pretoria Bureau

THE Easter weekend road death toll is 119

This is 28 less than last Easter and 66 less than predicted by the National Road Safety Council, Mr Chris van der Walt, the council's acting assistant director, said yesterday

He ascribed the drop in road deaths to the successful implementation of Project Perseus — a concerted drive by the NRSC in collaboration with Perseus Computer Services aimed at reducing road deaths over Easter

Last year 147 people died on SA roads over Easter and 454 were seriously injured

Late yesterday afternoon officials from Perseus were still gathering information from their computer and initial indications were that the project had paid off

The project involved using aircraft to monitor the behaviour of motorists on all major routes to and from holiday centres in the country

The planes relayed information concerning traffic patterns to radio stations which, in turn, broadcast instructions to motorists, most of whom seem to have responded positively

The project specifically monitored four routes: the Cape Town/Hermanus route; the Port Edward/Durban route; roads in the Pretoria/Witwatersrand/Vereeniging area, and the Pietersburg/Pretoria route

Mr Van Der Walt said special attention was given to the Pietersburg/Pretoria route

Indications were that fewer people were

killed on this route this year than last Easter

Mr Van Der Walt hoped it would be possible to use aircraft again in future, but sponsors would have to be found

Many accidents occurred because motorists simply did not realise they were making errors, he said

Following cars at incorrect distances was a major cause of fatal accidents, he said

"People are often not aware that they are following the vehicle in front so closely"

Other statistics are

- Fatalities in the different provinces Transvaal 44, Free State 31, Cape 25, Natal 19
- Among those who died were 20 drivers, 38 passengers, 5 motorcyclists, one motorbike passenger, 10 cyclists, and 45 pedestrians
- A total of 282 people seriously injured
- Altogether 266 vehicles were involved in 187 accidents
- Zimbabwe's Easter road death toll so far is 19 — two more than last year's total
- A total of 2 639 motorists were prosecuted in Natal

The Rand Daily Mail Correspondent in Port Elizabeth reports that three Transvaal holidaymakers were rescued by the Plettenberg Bay branch of the National Sea Rescue Institute at the weekend

They ran into difficulties in a 40-knot wind which sprang up on Saturday afternoon

Mr John Flemming and Mr Geoffrey Read, both of Sandton, experienced problems with the main sail of their yacht and were blown 2½km out to sea

Mr Darry Belford, of Johannesburg, who was surfing, was also carried out to sea

Anti-Jew plan 'like Nazism'

Mall Reporter

THE South African Jewish Board of Deputies believes anti-Semitic sentiments of the Afrikaanse Weerstandsbeweging (AWB) are

Doctors told to report all malaria

Mall Reporter

THE director-general of the Department of Health and Welfare has issued an urgent warning to all doctors to advise his department of any malaria cases immediately

Outbreaks of malaria occur annually, usually during March, April and May, according to Dr H P Botha, who emphasises the importance of the required notification in the latest issue of the SA Medical Journal

"A great deal of effort is spent on ongoing malaria surveillance, with teams in the field all year round, spraying huts and finding cases. This control activity would be considerably enhanced if doctors adhered strictly to the department's requirements," he writes

He also says that substantial numbers of malaria cases occur outside the usual malaria areas

"There were 59 malaria cases in the southern Transvaal in 1981, yet intervention at the place where the infection was contracted is impossible if the health authorities

Baby dies as bus is Motorists

Fosatu won't join party politics

140A

ROOM

15/4/82

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By STEVEN FRIEDMAN
Labour Reporter

THE Federation of SA Trade Unions has reiterated its support for a "democracy based on one-man-one-vote" but has laid down conditions for taking part in campaigns on social and political issues.

These views are contained in a resolution adopted at last weekend's congress in Hammanskraal.

The resolution — on Fosatu's attitude to political issues — is a reaction to attempts to persuade unions to adopt a political role and is the fullest statement thus far from the 95 000-member Federation.

The resolution could attract a sharp response from newer "community-based" unions.

In the resolution, Fosatu says it believes all people in South Africa "should participate in (its) decision making affairs".

It also deplores "the Act whereby SA citizens are stripped of their birthright and

declared foreigners in the country of their birth", rejects the homelands policy and reiterates its support for one-man-one-vote.

But it adds that Fosatu "will not affiliate to any political organisation, but will engage in struggles to secure a better standard of living, social justice, social security and the political emancipation of workers in the community where members of its affiliates live".

Fosatu notes there has been "considerable pressure" on emerging unions to take a political stand.

But it says that "unshakable unity based on effective organisation" in the factories is "an essential prerequisite" to change.

It was in the interests of any worker organisation that the "production and distribution of wealth be done in a politically democratic and economically equal way" and most workers lived in conditions which were "neither politically democratic nor economically equal".

Fosatu would therefore continue efforts to organise all workers into one union movement "so that an effective vehicle for change can be created".

Fosatu 140A spells out point of view

*Staw
15/4/82*

By Drew Forrest

In a move towards a more open political stance, the 94 000-strong Federation of SA Trade Unions (Fosatu) has rejected the Government's homelands policy and called for a democracy based on one-man one-vote and majority rule in South Africa.

In one of a number of resolutions on political policy adopted at its second national congress at the weekend, the non-racial Fosatu also deplored "the Act whereby South Africans are stripped of their birth-right and declared foreigners in the country of their birth."

Fosatu has been accused of indifference to wider political issues, and, together with the keynote address by general secretary Joe Foster, the resolutions are a first attempt to define its political stance.

In the resolutions the congress noted that the growth of the black labour movement in recent years had brought significant pressure on unions to take a political stand.

Although Fosatu would not affiliate to any political party, it would engage in community struggles to secure a better standard of living, social justice and the political emancipation of workers.

It stressed that effective organisation at the point of production was essential for the development of a worker political movement, adding that the politically democratic and economically equal distribution and production was in the interest of any worker organisation.

The congress resolved

To continue efforts to organise all workers into one movement, so an effective organ for change could be created.

To join campaigns aimed at a more just society in such a way that the working class movement was strengthened.

Such participation would come after thorough discussion with grass-roots membership, and would be undertaken only where unity of purpose had been achieved by all participants.

Where we stand in politics - Fosatu

ARGUS
15/4/82
140A

Argus Correspondent
JOHANNESBURG

New policy directions for trade unions have been suggested by Mr Joe Foster, general secretary of the 94 000-member Federation of SA Trade Unions (Fosatu).

He was speaking at a Fosatu national congress at Hammanskraal at the weekend.

Fosatu has been accused of indifference to politics by rival unions, but Mr Foster said 'Fosatu's whole existence was political, and we welcome that'.

He said there had never been a working-class political movement in South Africa and the relationship between worker organisations and 'the wider political struggle' was a key matter.

The dominant political tradition had been that of 'popular struggle against a racist minority regime,' a movement embracing various interests which had re-asserted itself since 1976.

HIJACK FEAR

However, to protect worker interests, and ensure that the popular movement was not hijacked by other elements, independent working-class organisation was essential.

The dramatic expansion of South African industry since the 50s, and its concentration in fewer hands had 'created the pre-conditions for large-scale worker organisation'.

Mr Foster said Fosatu's aim was to give 'leadership and direction,' and provide an organisational base for the building of a worker political movement.

In this, it would not oppose 'the wider political struggle or its major liberation movement.'

The new national president of the federation is a worker from Springs, Mr Chris Dlamini, who was elected at the congress.

Mr Nathaniel Gantana, chairman of the Western Cape branch of the Metal and Allied Workers' Union, was elected Fosatu treasurer.

~~140A~~ ~~140A~~ 140A ~~140A~~ Staw

Metal industries pay talks ¹⁹⁴⁸ fail—unions declare dispute

By Drew Forrest

Industrial council pay talks covering almost 500,000 workers in the metal industries broke down for the second time yesterday — and the trade unions on the council have declared dispute.

The union move sets in motion the dispute procedure of the metal industries industrial council, and a council meeting scheduled for today marks its first stage.

If the council fails to settle the dispute the parties could initiate

procedures for a legal strike or lockout — but they would have to wait for the expiry of the present agreement on June 30 before taking industrial action.

At yesterday's talks the 14-strong union caucus rejected the pay offer of the employer organisations on the council, which are all members of the Steel and Engineering Industries Federation (Seifsa).

A Seifsa statement said employers offered increases in scheduled wage rates ranging from 14.6 percent for

artisans (from R3.62 to R4.15 an hour) to 22.1 percent for the lowest grade of worker (from R1.13 to R1.38).

The unions are understood to have held out for a bottom rate of R1.63 an hour. Their original demand was for R1.75 rising to R2.00.

There was also sharp disagreement over guaranteed increases, with the unions apparently demanding between 50c an hour for artisans and 30c for the lower grades and employers offering 25c for all categories.

Rembrandt Boycott Changes In Balance

15/11/82

Sowetan

1404

1404

THE 94 000-strong Federation of South African Trade Unions (Fosatu) has decided it will call for a boycott of Dr Anton Rupert's Rembrandt Groups if the dispute between its affiliate, the Chemical Workers Industrial Union and a company, Henkel, is not "resolved speedily".

In a statement released to The SOWETAN after the union's weekend congress in Hammanskraal, Fosatu says Henkel was intending to provoke a strike in order to smash the union in the plant.

The C W I U has already started a consumer boycott against the company after it had

BY JOSHUA RABOROKO

sacked about 200 workers and refused to meet their demands at its Durban plant

Informed sources say that some of the workers have been re-employed but that the rest have rejected the company's offer to consider them

whenever vacancies are created

In the statement Fosatu says that it condemns in the "strongest possible terms the provocative behaviour of Henkel which it seems was intent on provoking a strike in order to smash the union in the plant"

"Fosatu notes that the dispute is no longer merely the concern of CWIU and Henkel, but our entire national organisation has now given support to the boycott of Henkel products called

over the dispute

"Our national resources and the experience gained in the Colgate dispute will be used to bring about a just resolution to the unfair behaviour of the company"

"Congress has also decided that should the issue not be resolved speedily, the boycott will be extended to cover the products of Rembrandt — both locally and internationally — for Rembrandt has a 50 percent holding in Henkel"

Fosatu makes policy clear

1404

Sowetan

15/11/82

THE Federation of South African Trade Unions (Fosatu) adopted three resolutions as its political policies at its second national congress held in Hammanskraal at the weekend.

In a statement released by the union Fosatu said it believed that all the people of South Africa should participate in the decision-making affairs of the country. It also deplored the act whereby citizens of South Africa are stripped of their birthright and declared foreigners in the country of their birth.

Fosatu also rejected the homeland policy of

BY SELLO RABOTATHA

the Government and reiterated its support for a democracy based on one-man one-vote and majority rule in South Africa

Fosatu will not affiliate to any party political organisation but will engage in struggles to secure a better standard of living, social justice and social security and the

political emancipation of workers in the community where members of its affiliates lie

In the past five years, corresponding with the firm establishment and growing power of majority unions in the factory in South Africa, significant pressures on these unions to take a political stand have been exerted.

It is in the interest of any worker organisation that the production and distribution of wealth be done in a po-



LECTURER: Ezeziel Mphahlele.

In the meantime, informed sources say although Rembrandt has an "investment interest" in Henkel it is not involved in its management and that it has no seat on its board

litical democratic and economically equal way

That the majority of workers in this country are forced to work and live in conditions that are neither politically democratic nor economically equal, resulting in poverty, hardship and social deprivation for most workers

Fosatu therefore resolved to:
 • Continue its efforts to organise all workers into one movement in accordance with its policies and principles so

THE first in a series of lectures on Africa — to last throughout the year — will be held at the University of the Witwatersrand in Johannesburg at the weekend.

The meetings have been organised by the Council for Black Education and Research and the South African Committee for Higher Education (SACHED). The theme is "Know your continent: Africa."

The series will draw several experts in African history, among them Professor Es'kia Mphahlele, African languages lecturer at Wits University. All the meetings, which will be held at the university's Room 117, Central Block, will start at 10 am and end at midday.

The fee for registration is R3.00, payable at the offices of the organisers at 1st Floor, Abbey House, Commissioner Street or at 6th Floor, Colstaven Building, 54 Summonds Street, Johannesburg.

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D. Dispatch 15/4/82

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JOHANNESBURG — A subsidiary of the Anglo Vaal group, Feralloys, has recognised the Fosa-tu-affiliated Metal and Allied Workers' Union (MAWU) at its Natal plant — giving the union its third recognition agreement in southern Natal

gaining with unions outside the official industrial council system

It said it had been signed on April 8 and followed three months of negotiation

Only a handful of employers have recognised unions outside the council system

About 550 workers are employed at the plant

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The agreement comes at a time when the Steel and Engineering Industries Federation has taken a tough stance against employers bar-

A union statement says the agreement gives MAWU "sole negotiating rights" at the plant as well as recognising union shop stewards introducing a negotiated grievance and disciplinary proce-

An Anglo Vaal spokesman confirmed that Feralloys had recognised MAWU

The union welcomed the agreement as a further advance for metal workers in the area — DDC

740A
15/4/82
Macau

'Third party' bid to resolve dispute deadlock

Mercury Reporter

PROFESSOR Blackie Swart, head of Industrial Relations at Stellenbosch University's School of Business, has been called in as a 'third party' in an attempt to settle the dispute between Henkel management and the Fosatu-affiliated Chemical Workers Industrial Union (CWIU)

The dispute arose after the dismissal of workers who went on strike at the company's Prospecton plant last month over wages, pensions and a new shift system

The union is demanding their re-instatement and have called for a world-wide boycott of Henkel products. Henkel has criticised the call for a boycott and said it could re-employ workers only as vacancies occur

Prof Swart said yesterday he had approached the CWIU when he was in Durban on Tuesday and they had agreed to allow him to draw up a settlement document as a third party

He said he had had no previous dealings with either of the parties involved in the dispute and had drawn up the document as an outsider

It had been completed and would be forwarded to both Henkel and CWIU, but Prof Swart said he was reluctant to reveal the contents of the settlement document until both parties had had a chance to discuss it

The CWIU regarded the calling in of Prof Swart as an 'ad hoc' measure in view of the breakdown of negotiations between the union and management, a union official said

140A
Another signing for union
15/4/62

By STEVEN FRIEDMAN
Labour Reporter

A SUBSIDIARY of the Anglovaal group, Feralloys, has recognised the Fosatu-affiliated Metal and Allied Workers Union (Mawu) at its Cato Ridge, Natal, plant — the union's third recognition agreement in Southern Natal.

Because of the Steel and Engineering Industries Federation's tough stance against bargaining with unions outside the official industrial council system, only a handful of employers have recognised these unions.

A union statement said the agreement, signed after three months' negotiation, gave Mawu sole negotiating rights at the plant, recognition of shop stewards and a negotiated grievance and disciplinary procedure.

An Anglovaal spokesman confirmed that Feralloys, which employs 550 workers, had recognised Mawu.

The union welcomed the agreement as an advance for metal workers in the area

197 225 140A E. Post
**500 U'hage workers
may lose their jobs**

Post Reporter 15/4/82

ABOUT 500 workers at Uitenhage's Volkswagen plant will know next week whether they will be retrenched

According to officials of the National Automobile and Allied Workers Union (Naawu) they have been told that workers will be laid off soon to counter an expected downturn in production.

Representatives of the union met management today, and a further meeting will take place on Monday

Naawu has urged VW to consider options such as short time and using redundant workers in other departments

Naawu's acting general secretary, Mr Les Ketteledas, said today that discussions would continue on Monday. He said the number of people to be retrenched had still to be determined

A VW spokesman said that because of the economic downturn and the effect it would have on the vehicle market, the company would be "adjusting production volumes"

Overheads were being cut Among the measures being considered were the reduction of shifts and of overtime and "an adjustment in manpower".

Shoe factory workers return

Mercury Reporter
STRIKING KwaZulu Shoe
Company workers are
steadily returning to work
following a month-long
stoppage at the Loskop
factory near Estcourt, Dr
Frank Mdlalose,
KwaZulu's Minister of the
Interior said yesterday

This 'border' industry
has been struck by work
stoppages twice this year
as workers downed tools
demanding the recogni-
tion of the Fosatu-affili-
ated National Union of
Textile Workers (NUTW)

Mr Obed Zuma, the gen-
eral secretary of NUTW
said 'At a meeting of
striking workers and
union officials on
Wednesday, workers de-
cided to return to work.'

Deadlock

Following a deadlock
during this recent work
stoppage which began on
March 12, Dr Mdlalose,
sent the department's
chief labour officer, Mr Z
A Khanyile to mediate in
the dispute

Dr Mdlalose said at a
meeting between worker
representatives, Mr
Khanyile and manage-
ment, the company had
agreed to re-hire workers
on a staggered basis

He said 'Management
had said because of the
stoppages they had to can-
cel a number of orders
and would not be able to
take on the full compli-
ment of workers
immediately'

'But they would take on
a certain number of work-
ers each week and expect-
ed to be back to full
production in June'

Chopper crash

9
20

Smel

Germiston workers go out on strike

By MZIKAYISE EDOM

ABOUT 160 workers at Moser Hardchrome Plating Factory in Wadeville near Germiston went on strike yesterday after three of their colleagues were allegedly fired from work.

The workers reported to work yesterday, but refused to start working until their three colleagues were reinstated. The workers left the factory premise at about 12 noon after their demand was not met by the management.

Workers interviewed by The SOWETAN outside the premises of the factory said trouble started after one worker who failed to report at work on Tuesday was fired. The workers said another two workers were fired on Wednesday morning.

One worker said "We have made it clear to the management that we will only go back to work after the three have been reinstated. Management has failed to explain to us why the three workers were fired." Most of the workers at the firm are members of the Metal and Allied Workers Union (Mawu). He said that they will report to work today but will not work until their colleagues are reinstated.

Mawu officials were yesterday not available for comment. The workers said only 'coloured' workers were working at the factory and that most of the 'black' staff was on strike.

A spokesman for the factory yesterday denied that there was a strike at the factory.

Bottle stores accused of rationing

Another 'dry'

THE REEF is faced with yet another "dry" weekend — just one week after a bad Easter

By CHARLES MOGALE

This was said yesterday by the chairman of the Soweto Tavern Association Mr Luck Michaels who accused the South African Breweries (SAB) of "taking advantage".

According to Mr Michaels, the SAB is taking advantage of a strike at SAB and the

Easter drought to promote brands of beer which have not been selling well.

"We have information that the bottle stores are rationing the amount of beer of a popular brand they are selling. This is seen to be

done to promote those brands which have not been selling well all along. Mr Michaels said

Throughout the Easter weekend, a certain popular brand was hard to come by in the town-

Wait for big walks



BUY AT HOME. Mr Veli Kraai, chairman of the Soweto Chamber of Commerce and Industry, holding a T-shirt of the buy at home campaign.

Pic by THEMBA NKOSI

TWO big walks which had been planned by the Soweto Chamber of Commerce and Industry (SCCI) for this Sunday and the next one to support traders in their "Buy at Home Campaign" have been suspended.

The walks — the first only for men and the other one for women — have been suspended to dates still to be announced in May due to poor response from the public, according to Mr Veli Kraai, chairman of the chamber.

Bauers

106 ELOFF STREET, COR. BREE STREET, JOHANNESBURG. PHONE 23-5985/6

NEWLY APPOINTED STOCKISTS OF TORRAS

R175,00



Orlando time-tables

THE principal of the Orlando Adult Education Centre, Mr London Masi-

Putco fares up

PUTCO has released the list for increased fares around the Reef and the Vaal, effective from April 26.

- From Jeppe Station to South Rand Hospital and South Hills 20c, five days R1 80c, to Abattoir 25c, five days R1 80c, to Steel and Barnet and Steeldale 25c, five days R1 80c

- From Baragwanath to Alrode 80c, five days R5 20c to Roodepan R1 00 five days R6 00

Fosatu spells out plans for trade union unity

16/4/82 RDM

140A

By STEVEN FRIEDMAN
Labour Reporter

THE Federation of SA Trade Unions yesterday released details of a "unity programme" aimed at welding the growing, mainly black, emerging union movement into a tight working alliance — and said it was willing to disband in the interests of greater union unity

But it has also laid down conditions for union unity which are likely to cause a major row at a summit of emerging unions later this month and which could, some sources believe, split the summit meeting. They say other emerging unions are likely to reject the conditions

The terms are contained in a resolution adopted at Fosatu's recent congress at Ham-

anskraal. It stresses Fosatu's support for union unity but says it will support "disciplined unity" only

This was described by Fosatu general secretary, Mr Joe Foster, as unity in which unions had a "common political purpose" and had close "working links"

The "unity programme" entails seeking out other unions who "broadly share a common purpose with our programmes and policies"

Fosatu would then draft joint structures with these unions and plan for a merger of existing unions and a "rationalisation" of organisation

If it appeared to its unions that this would "further the cause of greater unity in line with the aims of a disciplined union movement", Fosatu would disband

Shoe factory workers return

Mercury Reporter
STRIKING KwaZulu Shoe
Company workers are
steadily returning to work
following a month-long
stoppage at the Loskop
factory near Estcourt, Dr
Frank Mdlalose,
KwaZulu's Minister of the
Interior said yesterday

This 'border' industry
has been struck by work
stoppages twice this year
as workers downed tools
demanding the recogni-
tion of the Fosatu-affili-
ated National Union of
Textile Workers (NUTW)

Mr Obed Zuma, the gen-
eral secretary of NUTW
said 'At a meeting of
striking workers and
union officials on
Wednesday, workers de-
cided to return to work.'

Deadlock

Following a deadlock
during this recent work
stoppage which began on
March 12, Dr Mdlalose,
sent the department's
chief labour officer, Mr Z
A Khanyile to mediate in
the dispute

Dr Mdlalose said at a
meeting between worker
representatives, Mr
Khanyile and manage-
ment, the company had
agreed to re-hire workers
on a staggered basis

He said 'Management
had said because of the
stoppages they had to can-
cel a number of orders
and would not be able to
take on the full compli-
ment of workers
immediately'

'But they would take on
a certain number of work-
ers each week and expect-
ed to be back to full
production in June'

Chopper crash

9
20

Options for unity 14Da

Guidelines which will have an important impact on efforts to forge trade union unity in SA, have been laid down by Joe Foster, general secretary of the 94 000-strong Federation of SA Trade Unions (Fosatu)

Speaking at the Fosatu national congress at the weekend, Foster called for the creation of a worker movement which would be independent of all political groups. In his address, which was adopted as Fosatu policy by the congress, he drew a clear distinction between the roles of trade unions and those organisations involved in "the wider popular struggle"

He emphasised that Fosatu wants fundamental political change in SA. But, while paying tribute to various organisations which are involved in the "wider struggle," he said they are unable to deal with the particular problems faced by workers.

"It is, therefore, essential that workers must strive to build their own powerful and effective organisation even while they are part of the wider popular struggle," he said. "This organisation is necessary to protect and further worker interests and to ensure that the popular movement is not hijacked by elements who will in the end have no option but to turn against their worker supporters."

In an apparent reference to new community-based unions, Foster said they want to play a role in the political struggle. However, they generally do not pay attention to the building up of worker organisation and expend much energy trying to establish unity on a wide front. This is a great strategic error that will weaken, if not destroy, worker organisation, he said.

"Fosatu's task will be to build the effective organisational base for workers to play a major political role as workers. Our task will be to create an identity, confidence and political presence for worker organisation."

Foster emphasised that if a working class movement is to be created, trade union unity will have to be taken very seriously. However, he questioned present efforts to create this unity.

Limited goals

He said three options are open to unions. There is the "ad hoc unity" which is being created at present, where unions stand together on a particular issue. However, this form of unity can achieve only limited goals. More concrete action will be needed to prevent this form of unity from becoming merely "a source of endless press statements"

A second option is "united front unity," in which organisations remain autonomous,

but set up a permanent platform of contact. Foster stressed that to be successful, such a unity will require co-ordinated action. But, he asked, "how can this be done if participants are entirely autonomous?"

He made it clear that he prefers "disciplined unity" "This requires common political purpose, binding policy on affiliates and close working links based on specific organisational structures. If such a federation is based on industrial unions, then Fosatu is the closest to being an example of such 'disciplined unity,'" he declared.

Foster came out in support of industry-level bargaining — something which is anathema to many community-based unions. "We must see industry bargaining or regional bargaining not as something to be feared, but as the logical extension of our present structures and practices"

He was unanimously re-elected general secretary. Chris Dlamini, chairman of the Sweet, Food and Allied Workers' Union, was elected Fosatu's national president.

Fosatu stands committed to socialist struggle

By TONY WEAVER

FOR the first time since the 1950s a major legal political force in South Africa has spelt out a commitment to overtly socialist ideology.

South Africa's largest black trade union grouping this week explicitly spelt out its commitment to class struggle as the means of achieving fundamental change in this country.

Delegates from the 85 000-member Federation of South African Trade Unions (Fosatu) voted 135 to one in favour of adopting a speech by the federation's general secretary, Mr Joe Foster, as Fosatu policy, and adopted "The Workers' Struggle" as the official Fosatu theme for the years to come.

In a complex speech, Mr Foster spelt out the importance of building a mass-based workers' movement with strong, democratic structures and leadership sensitive to the links between labour and broader political issues.

The building of such a movement was a precondition for Fosatu's contribution to "the liberation of the oppressed people of South Africa", he said.

The black trade union movement has achieved sporadic success as it builds up working class organisations.

One of the major themes of Mr Foster's speech was the need for discipline in trade unionism and the consolidation of existing organisations into an alliance based on "disciplined unity".

This alliance should have a strictly enforced common policy, he said.

New Era

Mr Foster's ideas — if implemented — could usher in a significant new era.

The ideology of a class, as opposed to a racial, struggle is one that has been steadily gaining ground in black politics — especially trade unions — for some decades.

But it has only been in the '70s and '80s that a number of black political movements have committed themselves to this path of action.

The growth of the Black Consciousness Movement (BCM) from 1968 until the late '70s was a significant factor in countering the growth of class struggle ideology.

But the new line emerging from the BCM has increasingly been one that accepts the existence of a class-based, as opposed to a racially-based, society — albeit on the premise that the working-class is firstly black and only secondarily workers.

This growth has owed some of its impetus to the increased influence and support which the banned African National Congress (ANC) now enjoys within the country.

The ANC has, since its banning, increasingly advocated a non-racial policy based on the principle that South African society is divided along class, not racial, lines — although it recognises the importance of racial ideology.

Outlining these developments, Mr Foster praised the ANC but said certain "strategic limitations" — its position in exile and the need to maintain the support of Western capitalist countries — militated against it becoming a driving force behind working class struggles.

The building of a strong, united internal movement aimed at worker control of society was essential, he said.

Rigorous

He also warned against unions getting more involved in "community issues" than in worker issues and, as a result, neglecting their support base — their working class membership

(Unions which are extensively involved in community issues say this involvement is an obligation they have to their members as most community issues are inseparable from worker issues)

Fosatu has now adopted a more rigorous approach to the struggle, one which could perhaps

become the dominant line at this weekend's national trade union "Unity Conference" in Johannesburg.

They say that community issues are obviously important — "our whole existence is political and we welcome that".

What Mr Foster warned against was the danger of trade unions rushing headlong into black political issues without first consolidating their industrial base, building strong leadership on the factory floor and strengthening their bargaining power with employers and the State.

But his proposal of establishing a united working class movement is fraught with difficulties. It flies in the face of the combined forces of the Government and big business.

But should Fosatu achieve its aims of building a "disciplined, mass-based working class organisation" in alliance with other trade unions, overt socialism will have entered the bloodstream of South African politics.

140A S. Times 18/4/82

140A

Building a united working class

THE Federation of South African Trade Unions (Fosatu) has, since its inception three years ago, dedicated itself to bring about unity among the country's trade unions, its second national congress was told in Hamanskraal at the weekend.

The second congress noted that. • Fosatu was established to bring about unity among all workers in the country; • the Federation has over the past three years tested and developed co-ordination and co-operation between the different unions and regions; • such unity has been built in a

disciplined and structured way from the shop floor upwards, • many other democratic non racial unions, some of whom were and others of whom were not in existence at the time of Fosatu's formation are now expressing interest in solidarity and unity with the non racial movement as a whole

In noting this the Federation resolved to continue with the aim of building a united working class movement and to explore and discuss unity with other unions on the following unity programmes

A Fosatu statement read. " • We seek

out worker organisations who broadly share a common purpose with our programmes and policies, • having identified such potential allies we should forge a closer identity of purpose through discussion of the positions taken by ourselves; • we begin discussing the organisational requirements of 'disciplined' unity, • we draft constitutional structures jointly with such other organisations, • we plan for the merger of existing unions and the rationalisation of organisation, • we continue to work towards a disciplined non-racial democratic movement which has the structures to en-

sure mass participation in a genuine manner, • We dissolve Fosatu if it is apparent to the constituent unions that such an act would further the cause of greater unity in line with the aims and objects of a disciplined democratic union movement

Fosatu wishes to note that it takes the issue of trade union unity so seriously that, if necessary, it is willing to disband its organisation in the furtherance of such unity. The Congress resolution was guided in its interpretation of disciplined unity by the keynote address of its general secretary, Mr Joe Foster

Seychelles plane delay holds up hijack trial

Own Correspondent

MARITZBURG — Ten of the 43 accused in the Maritzburg hijack trial were told today by Mr Justice James

FR

500 000 are waiting for outcome of pay talks

By Tony Davis

Labour Reporter

More than 500 000 workers are waiting for the results of annual wage negotiations in four of South Africa's major industries

In two of the negotiations — those in the mining and metal industries — trade unions have declared disputes and have refused to accept terms offered by employers

The disputes will lead to the formation of Government-appointed conciliation boards

If this remedy fails miners and metalworkers are legally entitled to strike.

DISPUTE

The mining negotiations, affecting about 25 000 white miners, broke down after two days of talks last week when the Council of Mining Unions declared a dispute.

Unions in the metal industries, representing about 500 000 workers nationwide, declared a dispute with employers last Wednesday

Negotiations for some 15 000 automotive industry workers in the Eastern Cape get underway next month

One major union is demanding a 75 percent increase.

In the garment industry talks affecting 25 000 workers are expected to end later this week

The annual wage and working conditions talks come at a time when, according to financial experts, the

economy is experiencing a downswing

Mr Jan de Jager, head of the intelligence and research unit of the influential Federated Chamber of Industries, said this week the country was experiencing a downturn in the economic cycle

This meant lower growth and an increase in unemployment

These conditions would also be affected by increases in the cost of living concerning petrol, railway tariffs and higher interest rates, Mr de Jager said

The disputes in the mining and metal industries are the results of wide gaps in employer offers and union expectations

BOTTOM RATE

Mining unions have asked the Chamber of Mines for a cost of living increase of 15 to 16 percent

The employers replied with counter-offers of three to five percent

The 14 union member caucus in the metal industries has demanded a bottom rate of R1.63 an hour, from its initial demand of R1.75 hourly rising, over a period, to R2

Industry employers offered artisans a 14.6 percent increase — from R3.62 to R4.15 an hour — and 22.1 percent to lowest grade workers, from R1.13 to R1.38 an hour

In the garment industry talks, which started late last month, unions are hoping for

an average 30 percent increase with increases from 21 percent to more than 60 percent for various grades of workers

Unions were also hoping for an increase in attendance bonuses

The annual negotiations for motor firms in the Port Elizabeth area are scheduled to start on May 4

COUNTER-OFFER

One of the two unions involved in the talks, the Fosatu-affiliated National Automobile and Allied Workers Union (Naawu) has demanded a 75 percent increase, with a starting wage of R3.50 an hour

The three area employers — Ford, General Motors, and Volkswagen — are all represented on an industrial council and have yet to make their counter-offers public.

NATIONAL

The Naawu is asking for the minimum wage of unskilled workers to go up from R2 to R3.50 an hour, semi-skilled workers to go up to R4 and skilled workers to R4.50 an hour

Naawu says its demands are national

It claims to represent about 40 percent of the motor industry workforce countrywide

The union is also currently holding talks on behalf of its 4 000 workers at Sigma near Pretoria.

5/20/82

Why Henkel is being boycotted

20/4/82
Sowetan IYCA

THE row that has erupted between the Fosatu-affiliated Chemical Workers' Industrial Union and the German company Henkel over working conditions at its plant in Durban is likely to have far-reaching consequences.

The union claims the company is trying to break its strength by refusing to re-employ all the 216 workers dismissed earlier

The workers were dismissed from the company's Prospecton plant after downing tools over three issues — dissatisfaction with wages, the company's pension scheme and the introduction of a new shift

Union sources see the management's attitude to be in total conflict with the European Economic Community code of conduct which has been formulated to monitor all European companies in South Africa

Pamphlets, stickers and a booklet have been distributed by the union members in protest against the dismissal

The firm mainly produces soap products, detergents, glues and adhesives.

The union says management's refusal to negotiate in February made it clear to workers that, after four years of frustrating struggle, Henkel was not going to acknowledge their rights as workers to collective bargaining

"At the same time their conditions of employment were being eroded. The company was forcing a decision upon them. Should they abandon their claim to collective bargaining rights?"

The union says that on March 9 Henkel's African workers refused to start work and requested management to explain its action to them.

"Up until 11am the company never made any effort to contact the union nor to negotiate with workers, despite requests from workers

JOSHUA RABOROKO looks at the background to the labour dispute at Henkel which has led to a boycott of its products.

"For the remainder of the week the company refused to even discuss the issue with the union. Subsequently there have been meetings between the company and the union's delegations. At these meetings the company has not wavered in its steady refusal to seriously negotiate

were willing to return to work

They have selectively re-employed 75 of the original 230 who were dismissed, but 140 workers have not been taken back. Until they are returning to work the union will advocate a boycott of Henkel's products

"Henkel has taken full advantage of apartheid laws which allow employers to selectively re-employ dismissed workers, and leave a large number unemployed. In many countries where Henkel operates this would be illegal," the union says

"They have provoked a strike in order to dismiss the workforce and employed scab non-union labour at worse conditions. This too would be illegal in many countries where Henkel operates

"While black workers in South Africa were fighting management's attempts to compel shift workers to accept longer working hours, workers in West Germany were waging a campaign for shorter working hours and highlighting the hazards of shift work"

Henkel's personnel manager, Mr Peter Rousseau, is reported to have said that because new staff had been employed at the plant the labour force there was nearly up to its quota

Henkel's products

THESE are products made by HENKEL: Perfix interior crackfiller, Wallpaper Adhesive; Pattex contact adhesive, Ponal, Dixi Sparkle, Country Pride washing powder, X-tra washing powder, White Giant washing powder, Dato, Swift Scourer, Blitz, Launel, Killer-fix glue and Pritt glue.

"This supports our belief that management provoked the strike and never intended to negotiate a settlement"

The union also says non-union scab labour was rapidly employed. They were required to sign contracts accepting the lengthened working week of 45 hours, lower overtime pay and reduced shift pay

Later workers decided to end the strike and negotiate their return to work. The company agreed to stop employing scabs, and to reinstate all those who

THERE are several reasons a congress of the non-racial Federation of SA Trade Unions tends to be a pointer to labour trends.

Fosatu, with 95 000 members, is the biggest grouping of emerging unions.

It has concentrated on the country's bigger industries and is a growing power in three key sectors — metal, textile and motor assembly.

In several industries, its unions have led a battle against employer attempts to woo emerging unions into official industrial councils.

Fosatu union members have also been in the thick of many major incidences of worker action in the recent past. And its members made up the bulk of those taking part in the recent stoppage to mark Dr Neil Aggett's death.

It is also the country's most controversial emerging union grouping.

Many employers see Fosatu as a militant threat to factory peace and to the council system.

But rival unions, and critics here and abroad accuse it of ignoring politics in favour of "narrow" factory concerns.

And Fosatu unions' agreement to register, plus the fact that its motor union, NAAWU, sits on a council, has angered critics, who privately accuse Fosatu of being "lukewarm" on efforts to unify emerging unions.

Fosatu's attitude to politics, unity and industrial councils thus attract special interest — and these issues dominated the meeting.

Although some issues were unresolved — and will continue to be — subject of heated debate — the congress provided the most detailed account in the country of Fosatu's likely attitude on the political and unity issues.

It was dominated by a keynote address by general secretary Mr Joe Foster, spelled out in detail a possible direction.

Fosatu Mr Foster saw Fosatu's aim as building an independent worker movement which would ensure workers "control their destiny".

No such movement had yet arisen here, he said. Previous waves of unions were weak and bore "the brunt of State harassment". Their political role had thus simply been to give a "worker voice" to political movements.

OTHER people call a new

Where is Fosatu going?

140A
20/4/82

Labour Reporter STEVEN FRIEDMAN assesses Fosatu, the country's biggest emerging union body after its recent congress at Hammanskraal.

This meant the unions had simply been part of a "popular struggle" against apartheid and did not have an independent worker identity.

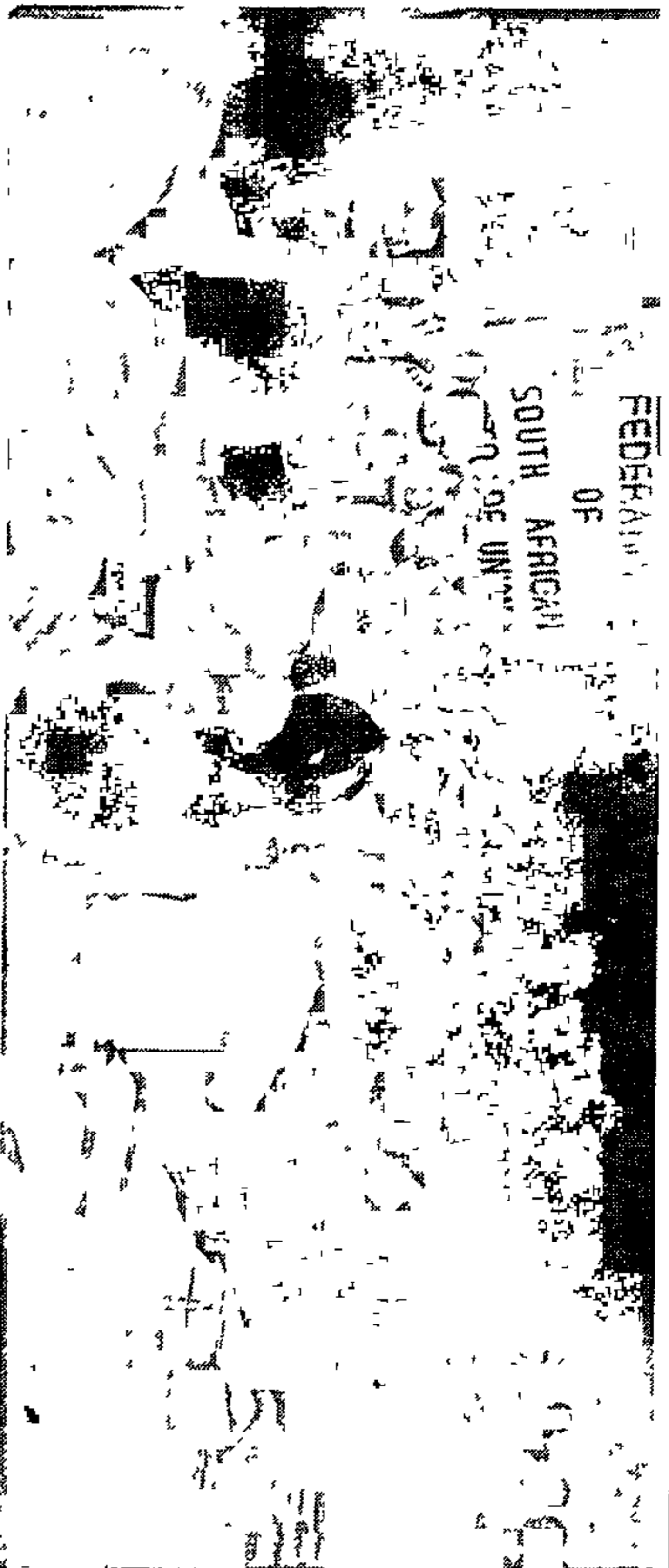
This had surrendered worker leadership and enabled business to "hide behind a curtain" although "it is the major beneficiary of apartheid".

Mr Foster lauded groups such as the ANC, as well as previous generations of unions. But the environment for unions had changed, he said.

Changes in the economy, in black workers' skills and education levels made a powerful independent worker movement possible for the first time, he said.

At the same time official policies were aimed at "dividing off certain privileged members of black society" and this would leave workers "at the bottom of the privilege pie". This would both increase the likelihood of a worker movement and make it more necessary.

As unions became more influential, political movements would seek to win worker loyalty. But these movements had "definite limitations".



They aimed to remove unpopular governments, but could not in themselves deal with the particular problems of workers.

It was therefore essential that workers build up their own organisations.

This would ensure that "the popular movement is not hijacked by elements who will in the end turn on their worker supporters".

Mr Foster then went on to criticise by implication some "community" unions who, he said, were repeating the patterns of the past by involving themselves in "popular fronts" against apartheid.

They were, he suggested, weak on the factory floor and saw their main role as linking up with broad opposition to apartheid. This was "a great strategic error" that would "weaken, if not destroy, worker organisations".

Fosatu was not apolitical, but building up non-racial unions was a political task. Fosatu saw its role as giving leadership to the building of a worker movement and this would not place it in opposition to "the wider political struggle". It would take many years to organise all

workers and Fosatu would concentrate instead on major industries and seek to become "a substantial presence" there.

Mr Foster saw a growing union movement as a contribution to political change — "our aim is to use the strength of factory organisation to allow workers to play an effective role in the community," he said.

Thus Fosatu would seek to "dominate" major industrial areas so that worker organisation could play "a significant role in the communities that surround these areas".

Fosatu sought worker leadership in community politics. If workers did not have a strong organisation, poverty and lack of education and time would force them to "surrender leadership" to other groups.

Unions had "a long way to go" but could give workers the experience and strength to take a leading role.

In other words, Mr Foster says Fosatu recognises the need for sweeping political change. But it seeks an independent worker movement, not an adjunct to other groups, by building strength in the factories. It will become involved in community

issues as a worker group. But only if it believes workers can fight these issues through their organised strength.

Fosatu sources say this merely formalises a role the organisation has adopted over the last year. In Uitenhage, they say, where Fosatu unions are strong in the industrial area, Fosatu is involved in action on rents.

There the unions are co-operating with a community group, most of whose leaders are workers from Fosatu unions. There is a possibility, the sources say, of action on rents in other areas.

Fosatu regional representative Mr Tariffy Adler, says Fosatu will be guided in its choice of issues by whether it felt it had the strength to take up an issue — and whether involvement had been fully endorsed by union members.

Mr Foster's speech is not binding. Fosatu policy. It was adopted as a "guideline" and was referred to further debate within unions.

There was a vigorous debate on it and some delegates had reservations about the emphasis on non-racialism, and on other

issues. It is certainly not an announcement that Fosatu is to throw itself into the political fray with abandon and the debate over where Fosatu is going has just begun with Mr Foster's speech.

But on union unity, Fosatu took decisions which will have an immediate impact.

The congress met shortly before the emerging unions are due to gather for a second summit, which follows the historic first one in Cape Town last year.

There has been much greater surface unity among the emerging unions of late and some unionists hope that the summit will give greater impetus to this.

But Fosatu has spelled out ground rules for unity which will place severe tensions on present unity moves.

In his speech, Mr Foster referred to three types of unity: "Ad hoc" unity was what "has occurred at present" — unity on specific issues.

This, he said, required "a more permanent organisational link".

In "united front unity", independent groups set up a permanent platform for contact. But would this give unions equal votes, no matter how big or small they were, and what guarantees would there be that unions would not take decisions without a mandate from their members? he asked.

For solidarity action to be successful, it needed to be sanctioned by union members. But this sort of unity meant a greater danger that decisions would be taken by "a few officials with easy access to meetings".

Mr Foster therefore backed the idea of "disciplined unity" in which unions would weld together into a "tight federation" in which there would be binding policy on affiliates, joint organisational machinery and so on.

This was given added impetus when the congress adopted a resolution setting out a "unity programme" and offering to dissolve Fosatu in favour of a bigger organisation if that was necessary.

The programme says Fosatu will seek out unions who "broadly share a common purpose with our programmes and policies" and discuss the possibility of pooling resources into a "disciplined" federation.

Fosatu men insist they want unity but

believe present moves are "going nowhere".

They seem irritated by what they see as a tendency for unions with little worker support to have influence at summit meetings.

Some Fosatu men point to the stoppage over Dr Aggett's death. Most of those who took part were from the better-organised unions (not all in Fosatu). They should thus have the biggest say in how action will be conducted.

But the proposals are likely to split the summit — which is planned for this weekend but could be postponed.

Rival unionists charge the conditions aim to extend Fosatu influence and to deny smaller unions their identity.

While there may be a need for more structured unity, the federation Fosatu has in mind is far too centralised, they argue. Newer unions must be entitled to their own autonomy and to grow in their own way.

The third key subject for debate was the industrial council system.

This debate was expected to be especially important because Fosatu's National Union of Textile Workers has been considering entering a council on condition it can bargain at factory-level with individual employers as well.

Thus, it argues, would revolutionise the system, which has tended to keep unions out of factory bargaining.

At the same time, several Fosatu unions are bitterly opposed to councils and have argued that present policy — which enables unions like NAAWU to take part in them — should be changed.

This issue sparked off the liveliest debate at the congress in which both factions moderated their stance. As time ran out, it was decided to retain present policy and refer the issue to further debate within Fosatu.

It seems unlikely Fosatu will bar its unions from councils — or that those not yet on them will join unless plant-level bargaining is allowed.

Those present say the congress saw vigorous debate, but little acrimony. Fosatu, they say, remains united as the biggest emerging union federation.

But it will also continue to be the most controversial.

Henkel settle: boycott ended

By STEVEN FRIEDMAN
Labour Reporter

THE dispute between chemical company Henkel and Fosatu's Chemical Industrial Workers Union — which led to the calling of a local and international consumer boycott against the company — has been settled

The two parties signed an agreement last night, in which

● Workers fired after a strike at the company's Durban plant will be reinstated within two weeks,

● A timetable has been set for recognition of CWIU by the company,

● A retrenchment procedure has been negotiated, and,

● A worker ballot, jointly supervised by Henkel and CWIU, will be held on the issue of working hours — one of the issues which sparked the strike.

In return, the union has agreed to call off the boycott. The dispute arose after about 230 workers at Henkel's Durban plant struck over wage issues, and in protest at a decision to extend shift workers' hours. The workers were sacked. Some have since returned.

CWIU called the boycott, supported by international unions, to try and get the workers rehired. At its recent congress, Fosatu said it

would also boycott the Rembrandt Group, which owns part of Fosatu, if the dispute was not settled. Henkel had accused the union of refusing negotiate demands, and of calling a boycott before all attempts to resolve the dispute had been exhausted.

A CWIU spokesman said last night the union was "satisfied". Management could not be contacted.

CWIU said the settlement provides for all fired strikers who have not gone back to the company to be reinstated — without loss of long-service benefits — within two weeks.

The two sides will jointly verify which workers should be reinstated, although CWIU estimates that "between 80 and 120" are affected.

The agreement also provides for a retrenchment procedure in which dismissed workers will receive 3 months' notice, retrenchment pay and other safeguards.

CWIU says this was prompted by Henkel's decision to transfer some of its operations to the Transvaal later this year, which will mean that some Durban workers will lose their jobs.

A timetable for the negotiation of a recognition agreement is included in the settlement. So is a stipulation that the union retain its stop order facilities at Henkel.

Passive businessmen criticised

By CHRIS FREIMOND
Political Reporter

A top South African businessman last night strongly criticised his colleagues in commerce and industry for a passive attitude towards the detention of trade unionists.

Speaking at the annual dinner of the SA Institute of Chartered Accountants in Durban, the chairman of the Premier group, Mr Tony Bloom, said "I have to say that I am absolutely appalled at the lack of courage displayed by the business community in not speaking out on this important issue".

Apart from the human considerations, if the Government was going to detain union leaders without trial and release them after a few months, the business community was in for "a very rough ride indeed," he said.

Business leaders called more frequently for social change these days, but the calls were not nearly frequent enough.

No spares for cars in USSR

MOSCOW — Spare parts for private cars have become almost impossible to find ever since the Soviet auto manufacturing industry streamlined its parts distribution network, Pravda has reported.

Mirrors, distributors, windshield wipers, spare plugs and other odds and ends have been in chronic short supply in the Soviet Union for years.

Car parts formerly were sold in a network of shops around the capital, but during the past five years all supplies were centralized in large service centers.

The aim was the prevent "surplus purchases" by sharp-eyed experts as entrepreneurs who would snap up all the mirrors or spark plugs as soon as they appeared on sale, then re-sell them for blackmarket prices — UPI

Union warns of unrest as retrenchments begin

By STEVEN FRIEDMAN

MAJOR construction company Genrec has begun retrenching workers at two East Rand plants — retrenchments at a third are possible — and yesterday the Metal and Allied Workers Union said the issue could cause unrest.

And three strikes were reported yesterday — two on the East Rand, and one in Industria.

Unionists also claimed another East Rand metal company, L Scott-King in Alrode, had been hit by a stoppage over retrenchments — since resolved — although a company source demed this.

At Genrec, MAWU organizer Mr Moses Mayekiso said the company had retrenched at subsidiaries Genpipe and Wadeville Engineering. More retrenchments are also possible

at Genrec's Power Steel company.

MAWU feared unrest because workers were "very angry" about the lay-offs and had been threatening to take action. MAWU believed all retrenchments should be negotiated, and the company had agreed to meet the union.

Genrec's managing director, Mr Hennie Joubert, confirmed the retrenchments, said lay-offs were "possible" at Power Steel, and said Genrec would meet MAWU — although the company was "not unduly worried", because workers would "only be endangering their own jobs".

Mr Joubert said Genrec had given retrenched workers longer notice than usual, and had delayed dismissals at one company "for far longer than necessary".

Meanwhile, Industria West company Nampak Corrugated Containers — known as Transvaal Box — was hit by a strike yesterday. The company said talks were in progress "to establish possible grievances".

MAWU also reported a strike at metal company Screenex in Alrode, near Alberton — about 200 workers are demanding an extra 50c/hour. Company spokesman were unavailable.

At a small Wadeville plant, Moser Industries, about 60 workers have struck over the dismissal of nine colleagues. MAWU says the company refused to negotiate, and sacked the strikers. A company spokesman said a "walk-out" had occurred. Some workers had been dismissed, but others had returned, he said.

Decentralisation a 'raw deal'

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facilities. There would be no subsidies for roads, transport or housing. A recently-tabled White Paper on the decentralisation plan had confirmed this as a long-term intention.

Mr Schwarz said the PFP rejected the idea that, in addition to paying normal taxes, industries would be forced to pay infra-structural development costs without the aid of subsidies.

While the PFP supported decentralisation on economic grounds — as well as incentives to attract new industries to decentralised areas — it did not support measures which acted as disincentives to industry in metropolitan areas.

● The chairman of the Decentralisation Board, Mr Duggie de Beer, said in Pretoria yesterday the decentralisation programme had got off to a great start. Some of the country's largest industries were among

RAILWAY MUTUAL FUNERAL SOCIETY

(Wherein incorporated The Railway Mutual Funeral Benefit Society)

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POSTAL ADDRESS P O Box 251, GERMISTON 1400
TELEPHONE 51-8917

ANNUAL GENERAL MEETING

The fifty second annual general meeting of the Railway Mutual Funeral Society will be held at the head office of the Society in Germiston on Thursday, 1982 May 13 at 19h00. Members are cordially invited to attend the meeting.

A.M. HORAK CHAIRMAN
G.P. SCHUTTE GENERAL MANAGER

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B

Car firm to lay off 316 unskilled men

ARGUS 21/4/82

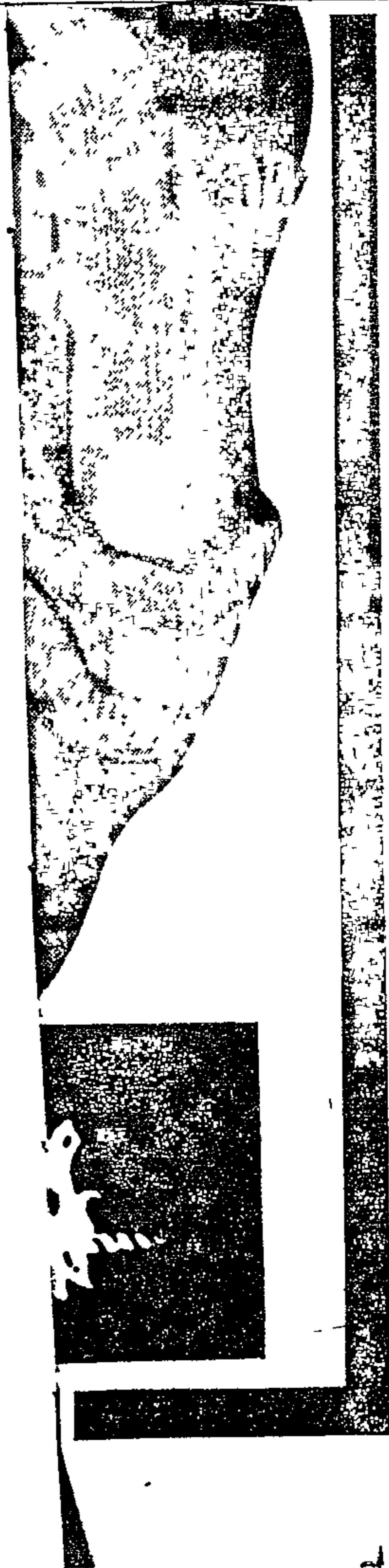
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an of the Christmas Mr S P handed clinic to the g Divisional which cost be used for n of tubercu Cedarberg th African Tuberculosis and Graaf- cipality had R1 000 from r Bezuiden-

Argus Bureau
PORT ELIZABETH — Volkswagen of South Africa has decided to re-trench 316 unskilled workers immediately. As a result of the less buoyant economic conditions affecting demand, Volkswagen 'has been forced' to retrench 316 people from the total workforce of 8 700. Employees with five or more years service will not be considered for re-

trenchment. Mr A O Rademeyer, Volkswagen's industrial relations director, said that in the light of the already serious unemployment situation in the area, every effort had been made to minimise the number of workers affected. 'For the first time in two years our dealers are now reasonably stocked and with interest rates at their present levels to-

gether with less buoyant economic conditions likely in the months ahead, there is a need to adjust production. 'There is, however, a shortage of skilled workers in the industry and recruitment in this category will continue,' he said. The Volkswagen re-trenchment follows a similar action by other major manufacturers earlier in the year.



In one of the most significant days in the CPMA's 75-year history yesterday it recommen- ded almost unanimously an end to almost all apartheid at municipal level, including a common voters' roll for white, coloured and Asians. The CPMA has recom- mended that the Group Areas Act be abolished in certain areas to allow the more affluent members of the Asian and coloured communities to have homes together with whites. The CPMA also called for the more indul- gent use of the permit system in the Group Areas Act. Included in the pro- posed constitutional changes accepted by the congress, which represen- ted more than 140 mun- icipalities, is the abolition of the coloured manage- ment committee system and the inclusion of all property owners and

MEDICAL research would have to find effective solutions to problems such as child welfare, enrichment of diet and nutrition education, the State President, Mr Frans Viljoen, said to- day.

Research
'key to
health,
welfare'

Municipal Reporter
EAST LONDON. — The relaxation of aspects of the Group Areas Act, including its abolition in certain areas, has been accepted by the Cape Province Municipal Association at its 75th annual congress here

Abolition
of town
apartheid
called for

ARGUS 21/4/82
292
293
18
80

The packs will be available from certain hardware stores and garages and are designed largely for the occasional user, for whom MacPhails find it difficult to cater

will cost the consumer about 66,8% more than if it was delivered in 70kg bags while coal will cost about 91% more than if delivered in a 70kg bag. The MacPhails spokesman said householders had been

ing coal to Sowe pack form. The company it will not run out. The Competition currently invests and its distribut Reef

Big freeze is real thing

By ADA STUJL T

WINTER, it seems, is here to stay. The cold nights experienced all over the country are expected to continue, the weather bureau said yesterday. The Witwatersrand's present daytime temperatures range between 15 and 17°C and today's weather will again be clear and cold in the early morning. Temperatures are expected to go up to about 17°C towards the early afternoon and to drop off sharply to about 4°C during the night. In Pretoria, today's temperature is expected to go up to about 20°C and drop to about 4°C tonight. The Automobile Association warned drivers in the Witwatersrand and Pretoria areas to be cautious of frosty, slippery roads in the early morning hours. Monday night's lowest temperature -4°C - was registered in Sutherland in the Cape Province. A weekend of wintry weather in the Eastern Cape has been killing off swallows in the Gamtoos Valley. A local farmer said yesterday he had never seen swallows dying in such numbers. Many were lying on the ground, weak with cold. A Grahamstown expert on wild birds, Mr C J Skead, said most of the European swallows - which were particularly susceptible to the cold - would die in extreme cold if they did not leave on their northern migratory routes soon. Sapa reports that wintry weather, with severe winds and intermittent rain, battered most of the East Cape coast yesterday. Hurricane force winds gusting up to 163 km/h forced closure of the East London harbour and a yacht sank at its moorings.

Municipalities urged to trim their budgets

By JOUBERT MALHERBE
Pretoria Bureau

LOCAL authorities had to curb spending and trim budgets to the bone, the Administrator of the Transvaal, Mr Willem Cruywagen, said in Pretoria yesterday.

He warned the annual meeting and conference of the Institute of Municipal Treasurers and Accountants that local authority spending would in future be subject to control by the State.

Painting a gloomy economic picture, Mr Cruywagen urged local authorities not to shift greater financial burdens on to taxpayers.

"The days of compiling ambitious budgets and then increasing rates and tariffs to make the budget balance are over," he said.

Referring to the proposed additional sources of income for local authorities, Mr Cruywagen said the money still had to come from taxpayers eventually - "and a large portion of the public is

already suffering financial pressure".

In his presidential address, Mr P Mathee said authorities could not expect that their expenditure should automatically increase to keep up inflation rate.

He also criticised a recommendation from the Commission into the Finance Authorities that the sector be given the "right to provide services conditionally" belong to local authorities.

There was no reason for the private sector to provide such services more efficiently, he said.

But Prof J S H G of the University of Pretoria said municipalities render services as well as private business cause municipal institutions. The ends tomorrow.

Prisoner flees in pyjamas

Mail Reporter

A LONG-TERM prisoner wearing pink striped hospital pyjamas and a grey dressing gown escaped from the Hillbrow Hospital in Johannesburg yesterday.

Johnny Majola was serving a sentence of 18 years for robbery with aggravating

circumstances. He is a 36-year-old Zulu, 1,6m tall and weighs 70kg.

A Prisons Department spokesman said Majola's record should not attempt to find him but show his whereabouts to the nearest police station.

Pink Eye outbreak

Mail Reporter

SIXTY cases of conjunctivitis - "pink eye" - have been confirmed in the Hammanskraal district, the superintendent of the Jubilee Hospital, Dr G Malan, said yesterday.

He said the hospital had treated only 10 cases at the weekend but this had increased to 60 over Monday and Tuesday. New cases of "pink eye" were being treated at the hospital every day.

All patients had been examined and discharged.

Dr Malan said he did not know what caused the outbreak but he said it was not a flu or virus.

"People must take care of their personal hygiene. They must not share their towels or facecloth. Anyone who suspects he has the disease must come in for treatment," Dr Malan said.

LABOUR

Negotiation row: union plans action

Labour Reporter

FOSATU'S Sweet, Food and Allied Workers Union yesterday threatened the Industria company Buffalo Salt with a consumer boycott if it continued to "refuse to negotiate" with the union.

SWFAWU accused Buffalo of firing workers who identified with the union - and replacing them with temporary workers. Buffalo also allegedly told union general secretary Mrs Maggie Magubane to talk to the Department of Manpower when she tried to discuss the sackings with management.

Buffalo's managing director, Mr N Abrahams, yesterday rejected these charges. It was "utterly untrue" workers had been sacked for identifying with the union, or that he was unwilling to discuss the dispute.

He said a boycott would only hurt the workers when business was worsening - although the union said it was "concerned about" these workers.

SWFAWU said yesterday that Fosatu's Transvaal regional congress had recently "unanimously condemned" Buffalo for allegedly "taking full advantage" of Government policy.

It claimed Buffalo was leaving workers without any livelihood by firing them when they supported the union.

SWFAWU said Buffalo was deliberately using "ploys" to delay negotiations.

"Should the company refuse to negotiate, the union will be forced to use its ultimate weapon" - to request "that the company's products not be bought to fill its coffers while a growing number of unemployed go hungry," the union said.

Mr Abrahams confirmed the retrenchment of some workers - "because business was slack, and not because of union sympathies".

"It is a lie to say we have replaced them".

He also blamed the union for refusing to talk.

THE Henk Work local union again threatened to replace them with temporary workers Buffalo also allegedly told union general secretary Mrs Maggie Magubane to talk to the Department of Manpower when she tried to discuss the sackings with management. Buffalo's managing director, Mr N Abrahams, yesterday rejected these charges. It was "utterly untrue" workers had been sacked for identifying with the union, or that he was unwilling to discuss the dispute. He said a boycott would only hurt the workers when business was worsening - although the union said it was "concerned about" these workers. SWFAWU said yesterday that Fosatu's Transvaal regional congress had recently "unanimously condemned" Buffalo for allegedly "taking full advantage" of Government policy. It claimed Buffalo was leaving workers without any livelihood by firing them when they supported the union. SWFAWU said Buffalo was deliberately using "ploys" to delay negotiations. "Should the company refuse to negotiate, the union will be forced to use its ultimate weapon" - to request "that the company's products not be bought to fill its coffers while a growing number of unemployed go hungry," the union said. Mr Abrahams confirmed the retrenchment of some workers - "because business was slack, and not because of union sympathies". "It is a lie to say we have replaced them". He also blamed the union for refusing to talk.

Nc ca

MOS privatisation since factored into net revenue. Mr Minc plugs ends short Union Ca around ing i supp large. The "sur shar pren all th as se sale, black

Decentralisation

By GERALD REILLY
Pretoria Bureau

THE Government must "drastically the raw deal" given to metropolitan areas, the decentralisation plan mooted at the Hope conference last year by the Minister, Mr P W Botha.

THE Progressive Federal Party's spokesman, Mr Harry Schwarz, yesterday the PFP rejected the Government's intention of discouraging metropolitan development by what amounted to the privatisation of established industries.

Mr Botha had said at the conference that the costs of infrastructure development and public services in the area

Priest charged under Group Areas Act

Mail Reporter

A JOHANNESBURG priest and an Indian woman are to stand trial in the Rand Supreme Court on charges under the Group Areas Act.

charges under the Group Areas Act.

He was charged with unlawfully accommodating Mr Raghubathi Naidu and his wife, Mrs Dhana Naidu, in

They were both alternative charges remaining on the after being evicted.

The charges against Naidu were wi

21/4/82 RDM (40A)

Union warns of unrest as retrenchments begin

By STEVEN FRIEDMAN
 MAJOR construction company Genrec has begun retrenching workers at two East Rand plants — retrenchments at a third are possible — and yesterday the Metal and Allied Workers Union said the issue could cause unrest

And three strikes were reported yesterday — two on the East Rand, and one in Industria

Unionists also claimed another East Rand metal company, L Scott-King in Alrode, had been hit by a stoppage over retrenchments — since resolved — although a company source denied this

At Genrec, MAWU organiser Mr Moses Mayekiso said the company had retrenched at subsidiaries Genpipe and Wadeville Engineering. More retrenchments are also possible at Genrec's Power Steel company

MAWU feared unrest because workers were "very angry" about the lay-offs and had been threatening to take action. MAWU believed all retrenchments should be negotiated, and the company had agreed to meet the union

Genrec's managing director, Mr Hennie Joubert, confirmed the retrenchments, said lay-offs were "possible" at Power Steel, and said Genrec would meet MAWU — although the company was "not unduly worried", because workers would "only be endangering their own jobs"

Mr Joubert said Genrec had given retrenched workers longer notice than usual, and had delayed dismissals at one company "for far longer than necessary"

Meanwhile, Industria West company Nampak Corrugated Containers — known as Transvaal Box — was hit by a strike yesterday. The company said talks were in progress "to establish possible grievances"

MAWU also reported a strike at metal company Screenex in Alrode, near Alberton — about 200 workers are demanding an extra 50c/hour. Company spokesmen were unavailable

At a small Wadeville plant, Moser Industries, about 60 workers have struck over the dismissal of nine colleagues. MAWU says the company refused to negotiate, and sacked the strikers. A company spokesman said a "walk-out" had occurred. Some workers had been dismissed, but others had returned, he said

aw deal'

would be no subsidies for housing. A recently-tabled decentralisation plan had a long-term intention

and the PFP rejected the idea to paying normal taxes, instead forced to pay infrastructure costs without the aid of

supported decentralisation funds — as well as incentives for industries to decentralise. It also support measures which give incentives to industry in metro-

of the Decentralisation programme de Beer, said in Pretoria. The decentralisation programme has a great start. Some of the industries were among those shown "strong interest"

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ANNUAL GENERAL MEETING

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A M HORAK CHAIRMAN
G P. SCHUTTE GENERAL MANAGER

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Union scores win in Henkel settlement

By Drew Forrest

The industrial dispute at Henkel SA in Durban was settled yesterday after five weeks with the Chemical Workers' Industrial Union winning the reinstatement of about 100 dismissed workers

The settlement means that the international consumer boycott of Henkel goods recently launched will be called off.

A spokesman for the Fosatu-affiliated CWIU said the Henkel management had agreed to

● The reinstatement over two weeks of about 100 workers dis-

missed and not rehired after the recent strike at Henkel in Durban. Workers not placed in their original jobs will receive comparable posts at a comparable wage

● A ballot jointly supervised by the union and management, in which workers will choose between a working week of 40 or 45 hours. The issue of hours was one of the causes of the strike

é A timetable for negotiating a full union recognition agreement

The dispute sparked a flurry of international activity involving

Henkel's Dusseldorf-based parent company, the DGB (Germany's giant union coordinating body) and the six-million-strong International Chemical and Energy Workers' Federation which backed the boycott

At its national congress at the weekend, Fosatu threatened to extend the boycott to the Rembrandt group, a major shareholder.

Management could not be reached for comment last night, but the union spokesman said the agreement was "most satisfactory"

22/4/82 (140) (140) (140A) Sowetan

Henkel workers end strike

THE five-week industrial dispute between the Chemical Workers' Industrial Union and Henkel management in Durban was settled after 100 dismissed workers were reinstated to their positions yesterday.

The settlement means that the national and in-

ternational boycott of all Henkel products called earlier by the union will come to an end

A spokesman for the Fosatu-affiliate CWIU told **The SOWETAN** that the Henkel management had agreed to meet their demands

Meanwhile the work

stoppage by about 350 workers employed by Nampak Corrugated Containers — Transvaal Box — also ended yesterday after workers agreed with management to work while negotiations were carried out

The company's public relations manager, Mr C Meyer, confirmed to **The SOWETAN** that the workers agreed to go back to their posts while the workers' committee discussed the demands with management

Salt boycott threatened

BY JOSHUA RABOROKO

A NATION-WIDE consumer boycott of all Buffalo Salt Works products will be considered if the management there continue refusing to have talks with the Fosatu-affiliated Sweet, Food and Allied Workers' Union.

The Transvaal regional organiser of Fosatu said in a statement that should a company refuse to negotiate with the union, the regional

Congress has resolved that "the union will resort to the ultimate power it has"

The statement follows the dismissal of over 50 workers by Buffalo management because it was claimed the workers belonged to the union. The workers claimed that management did not want them to get in-

involved in trade unionism

When the secretary of the Sweet and Allied Workers Union tried to intervene on behalf of the workers, the management resolved to what the union termed "ploy to defend itself" by ignoring to talk with them

Instead of negotiating

with the union the management replaced the dismissed workers with temporary workers who were exploited and did not belong to the union

In the statement Fosatu says that it condemns the attitude of Buffalo management in trying to avoid the trade union movement

It says further that the company, in obstructing union viability fires workers who identify with a trade union and "this is calculated to leave many workers to roam around in the streets without income to sustain lives"

Fosatu says that it deplores the systematic and subtle way in which "employers and the state jointly go out of their way to obstruct trade union development in the country"

"It should be noted that the people robbed of the chance to earn a living form a lot of discontentment in the South African society"

This kind of attitude might bring about a situation which the Government might not be able to contain

The statement says further that the union will consider advocating a boycott of Buffalo products because "it does not pay to swell their coffers while a growing number of people go hungry."

GENERAL NEWS

Labour Reporter.
The second summit of
emergent non-racial
trade unions takes
place in Roodepoort at
the weekend.

The two-day summit
at Wilgespruit is a
follow-up to last year's
meeting in Cape Town.

At a meeting of the
Transvaal Solidarity
Committee in Johan-

African Food and Can-
ning Workers' Union
the Food and Canning
Workers' Union and
the Black Municipality
Workers' Union.

Unions not able to
attend this week's
meeting but which

Workers' Union and
General Workers' Union
and Allied Workers' Union

agreed in advance to
abide by whatever deci-
sion was taken were
the Transvaal branch
of the Motor Assembly
and Component
Workers' Union, the
General and Allied
Workers' Union and

A spokesman for the
Federation of South
African Trade Unions
(Fosatu) said Fosatu
would send delegates
to the summit.

It is believed in
unions in the Council
of Unions of South
Africa will not be at-
tending.

the Hotel, Liquor and
Catering Trade Em-
ployees' Union. A
spokesman for the
Solidarity Committee
denied reports that the
summit would be post-
poned.

A spokesman for the
Federation of South
African Trade Unions
(Fosatu) said Fosatu
would send delegates
to the summit.

It is believed in
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of Unions of South
Africa will not be at-
tending.

Roodepoort Summit for Unions

22/9/82

wages



WORKERS' UNIONS OF EAST AFRICA

Labour Reporter
There have been a number of metal industry disputes on the East Rand this week

The disputes are about wages and dismissals and most involve members of the Fosatu-affiliated Metal and Allied Workers' Union (MAWU)

There was a brief strike at Fry's Metals in Wadeville, Germiston, where about 130 workers struck for higher wages. They

Wage disputes disrupt plants

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were dissatisfied that there had been no increases as a result of the postponement of the annual industry negotiations.

But the dispute was

resolved yesterday when the management agreed to pay workers and added 15c an hour bonus pending resolution of the industry negotiations.

At Moser Industries also in Wadeville Mawu accused the management of being unwilling to negotiate on the dismissal of 60 workers who struck in

support of several colleagues dismissed earlier.

The union was also trying to arrange talks with the management of Screenex at Alrode, Alberton after about 200 workers struck for a pay increase of 50c an hour.

● A wage dispute was also reported on Tuesday at Nampack's box plant at Industria, Johannesburg.

Dispute time

...

Pretty cock-eyed in parts, but probably deserves the part

Union *(Handwritten initials)*
threatens
salt *(140A) (Handwritten initials)*
boycott *Staw 22/1/82*

Labour Reporter

The Sweet, Food and Allied Workers' Union has threatened a boycott of the products of an Isando Johannesburg firm if management does not negotiate with them

The Fosatu-affiliated union has accused the management of Buffalo Salt of dismissing union members and refusing to talk to the union

The decision to prepare a boycott was reached at a recent meeting of the Transvaal Regional Congress where union members said Buffalo Salt obstructed the union's operations at the firm

However Buffalo Salt's managing director Mr N J Abrahams said that some personnel had been dismissed recently because of a downturn in business

"These are retrenchments and have nothing to do with the union," he said

The Sweet Food's general secretary Mrs Maggie Magubane said they had approached the Department of Manpower and asked for their assistance, but had received little cooperation

Mrs Magubane said if the company did not negotiate with the union and dismissed its members, they would launch a boycott of its products Buffalo Salt had already replaced a number of the dismissed workers, she said

CAPL TIMES
22/4/82
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VW lay off 316: Union worried

Own Correspondent

PORT ELIZABETH — Volkswagen in Uitenhage yesterday laid off 316 workers

In a statement the company said that as a result of less buoyant economic conditions, it had been forced to lay off 316 workers out of its total workforce of 8 700

The acting general secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Leslie Kettledas expressed concern at the layoffs at a time of high unemployment.

He said the union was still debating with management the principle of layoffs

Well stocked

The industrial relations director of Volkswagen, Mr A O Rademeyer, said yesterday that in the light of serious unemployment, efforts had been made to minimize the number of workers affected

For the first time in two years Volkswagen dealers were now reasonably stocked, and with interest rates at their present levels, combined with the economic situation, there was a need to adapt production

There was, however, still a shortage of skilled workers in the industry, and recruitment in this category would continue, Mr Rademeyer said

Long service

The company said in its statement that employees with five or more years' service were not considered for retrenchment

A company spokesman said the company had paid out severance pay of three shifts, while the agreement with the union stated that severance pay should be for one shift only

But Mr Kettledas said the union had asked that severance pay of one month for every year worked should be strongly considered

The union was also adamant that laid-off workers should be the first to be re-employed

Cape Times 22/4/82 (140A)

Union congress was pointer to labour trends

STEVEN FRIEDMAN, Rand Daily Mail Labour Reporter, assesses the Federation of South African Trade Unions (Fosatu), the country's biggest emerging union body, after its recent congress at Hammanskraal.

THERE are several reasons why a congress of the non-racial Federation of South African Trade Unions tends to be a pointer to labour trends.

Fosatu, with 95 000 members, is the biggest grouping of emerging unions

It has concentrated on the country's bigger industries and is a growing power in three key sectors — metal, textile and motor assembly.

In several industries, its unions have led a battle against employer attempts to woo emerging unions into official industrial councils

Fosatu union members have also been in the thick of many major incidences of worker action in the recent past. And its members made up the bulk of those taking part in the recent stoppage to mark Dr Neil Aggett's death

Most controversial

It is also the country's most controversial emerging union grouping. Many employers see Fosatu as a militant threat to factory peace and to the council system.

But rival unions, and critics here and abroad, accuse it of ignoring politics in favour of "narrow" factory concerns

And Fosatu unions' agreement to register, plus the fact that its motor union, NAAWU, sits on a council, has angered critics, who privately accuse Fosatu of being "lukewarm" on efforts to unify emerging unions.

Fosatu's attitude to politics, unity and industrial councils thus attracts special interest — and these issues dominated the meeting

Although some issues were unresolved — and will continue to be the subject of heated debate — the congress provided the most detailed account thus far of Fosatu's likely attitude on the political and unity issues

Keynote address

It was dominated by a keynote address by the general secretary, Mr Joe Foster, which spelled out

adopted over the last year. In Uitenhage, they say, where Fosatu unions are strong in the industrial area, Fosatu is involved in action on rents

There the unions are co-operating with a community group, most of whose leaders are workers from Fosatu unions. There is a possibility, the sources say, of action on rents in other areas.

Mr Foster's speech is not binding on Fosatu policy. It was adopted as a "guideline" and was referred to further debate within unions

On union unity, Fosatu took decisions which will have an immediate impact. The congress met shortly before the emerging unions were due to gather for a second summit, which follows the historic first one in Cape Town last year

There has been much greater surface unity among the emerging unions of late and some unionists hope that the summit will give greater impetus to this. But Fosatu has spelled out ground rules for unity, which will place severe tensions on present unity moves

Three types

In his speech, Mr Foster referred to three types of unity. "Ad hoc" unity was what "has occurred at present" — unity on specific issues. This, he said, required "a more permanent organizational link"

In "united front unity", independent groups set up a permanent platform for contact. But he asked if this would give unions equal votes, no matter how big or small they were, and what guarantees there would be that unions would not take decisions without a mandate from their members.

For solidarity action to be successful, it needed to be sanctioned by union members. But this sort of unity meant a greater danger that decisions would be taken by "a few officials with easy access to meetings"

Mr Foster therefore backed the idea of "disciplined unity" in

CAPE TIMES

22/4/82

140A

in detail a possible direction for Fosatu. Mr Foster saw Fosatu's aim as building an independent worker movement which would ensure workers "control their destiny".

The environment for unions had changed, he said. Changes in the economy, in black workers' skills and education levels made a powerful, independent worker movement possible for the first time.

Mr Foster criticized by implication some "community" unions which, he said, were repeating the patterns of the past by involving themselves in "popular fronts" against apartheid.

They were, he suggested, weak on the factory floor and saw their main role as linking up with broad opposition to apartheid. This was "a great strategic error" that would "weaken, if not destroy, worker organization".

Fosatu was not apolitical, but building up non-racial unions was a political task. Fosatu saw its role as giving leadership to the building of a worker movement and this would not place it in opposition to "the wider political struggle".

It would take many years to organize all workers and Fosatu would concentrate instead on major industries and seek to become "a substantial presence" there.

Mr Foster saw a growing union movement as a contribution to political change — "Our aim is to use the strength of factory organization to allow workers to play an effective role in the community," he said.

Thus Fosatu would seek to "dominate" major industrial areas so that worker organization could play "a significant role in the communities that surround these areas".

In other words, Mr Foster says Fosatu recognizes the need for sweeping political change. But it seeks an independent worker movement, not an adjunct to other groups, by building strength in the factories.

It will become involved in community issues as a worker group, but only if it believes workers can fight these issues through their organized strength.

Fosatu sources say this merely formalizes a role the organization has

unions would weld together into a "tight federation" in which there would be binding policy on affiliates, joint organizational machinery, and so on.

Fosatu men insist they want unity but believe present moves are "going nowhere". They seem irritated by what they see as a tendency for unions with little worker support to have influence at summit meetings.

Some Fosatu men point to the stoppage over Dr Aggett's death. Most of those who took part were from the better-organized unions (not all in Fosatu). They should thus have the biggest say in how action will be conducted.

But the proposals are likely to split the summit.

Rival unionists charge that the conditions aim to extend Fosatu influence and to deny smaller unions their identity.

While there may be a need for more structured unity, the federation Fosatu has in mind is far too centralized, they argue. Newer unions must be entitled to their own autonomy and to grow in their own way.

The third key subject for debate was the industrial council system.

This debate was expected to be specially important because Fosatu's National Union of Textile Workers has been considering entering a council on condition it can bargain at factory-level with individual employers as well.

This, it argues, would revolutionize the system, which has tended to keep unions out of factory bargaining.

At the same time, several Fosatu unions are bitterly opposed to councils and have argued that present policy — which enables unions like NAAWU to take part in them — should be changed.

This issue sparked off the liveliest debate at the congress in which both factions moderated their stance. As time ran out, it was decided to retain present policy and refer the issue to further debate within Fosatu.

Those present say the congress saw vigorous debate, but little acrimony. Fosatu, they say, remains united as the biggest emerging union federation.

But it will also continue to be the most controversial

and an expected drop in demand for the months ahead.

put across our view and to cushion the effect of retrenchments," he said

Fosatu welcomes peace at Henkel, issues warning

Labour Reporter

AS THE Federation of SA Trade Unions welcomed the settlement between one of its affiliate unions and the Henkel chemical company, one new strike was reported from Wadeville yesterday

Two other East Rand stoppages also continued, union sources said

But Fosatu tempered its greeting of the Tuesday settlement between Henkel and the Chemical Workers' Industrial Union by warning that it might consider further consumer boycotts against companies

The agreement was reached after a dispute over the firing of strikers in which the union called a consumer boycott against the company — and was supported by international union groups

"This is the second time companies have settled with Fosatu unions in the face of a

planned consumer boycott," Fosatu said in a reference to a boycott CWIU called against Colgate-Palmolive last year. The dispute between the two parties was settled

Fosatu said it had made "extensive preparations" for the Henkel boycott. It "did not relish" calling consumer boycotts

On the new strike yesterday, the Metal and Allied Workers Union organiser Mr Moses Mayekiso said about 130 workers at the Wadeville company Fry's Metals had downed tools demanding a R1,50 an hour pay increase

Management had offered workers a 15c an hour increase in bonuses despite incomplete industrial council negotiations. The strikers had agreed to return to work after they had been awarded an extra bonus

Mr Mayekiso also said two other strikes — at Screenex of Alrode, near Alberton, and Moser Industries in Wadeville — were still unresolved

Workers at Screenex struck in support of demands for a 50c an hour raise, and those at Moser in protest at the firing of nine workers

"Both companies are insisting they cannot talk to the union because they belong to the Steel and Engineering Industries Federation," he said

POLITICAL comment in this issue by R A Gibson, Benjamin Pogrud, Lin Menge newsbills by Mike Stent, headlines and sub-editing by Paul Holroyd, cartoons by David Anderson, Dave Geskill, all of 171 Main Street Johannesburg

Missing girl: mother asks public's help

Mail Reporter

AN ELDORADO Park mother has appealed to the public to help find her daughter who has been missing for three weeks

The girl is 14-year-old Anne Marillier, last seen in the vicinity of her home on April 1. Anne has a light brown complexion, is about 1,53m tall, has brown eyes and black hair, and is slimly built.

Her mother, Mrs Rosemund Marillier, can be contacted at work at telephone number 8387685 or at home at 9451607

Be patient

Mail Reporters

PEOPLE who called at the office of Impact Homes in Johannesburg yesterday were asked by Mr Mark Guthrie to be patient — he was still negotiating for sites in Diepkloof.

People who went to Impact Homes two weeks ago to get back the R250 advance management fee they had paid the firm were then told by Mr Guthrie they could take their money, or wait two weeks because he intended taking the Government to court in a bid to get sites

Numerous people have called at the offices of Impact Homes since the Mail published an investigation

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 28-1500 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary



MANNIE AUCTIONEERING CO.

AUCTION SALE OF GOLD AND DIAMOND JEWELLERY

Favoured with instructions from attorneys re various matters and several vendors who, due to the high interest rates, are forced to sacrifice in order to raise cash urgently, we will sell by Public Auction, at

OUR MART, 53 TROYE STREET (BETWEEN PRESIDENT AND PRITCHARD STREETS), JOHANNESBURG, ON SATURDAY,

24TH APRIL, 1982, AT 9.30 AM.

PURE AND FLAWLESS 18 CT GOLD DIAMOND, SOLITAIRES, WEIGHT 3.90 CT, 2.26 CT, 1.70 CT, 1.36 CT; 18 CT GOLD DIAMOND BRACELET, WEIGHT 1.00 CT; 18 CT GOLD DIAMOND EARRINGS, WEIGHT 0.51 CT, 18 CT WHITE GOLD DIAMOND AND SAPPHIRE BRACELET, DIAMOND WEIGHT 3.25 CT AND SAPPHIRE WEIGHT 3.30 CT; 18 CT GOLD GENT'S RING; CERTIFIED DIAMOND WEIGHT 1.08 CT, COLOUR "K", PURE CERTIFIED DIAMOND WEIGHT 0.73 CT, COLOUR "I", PURE, 18 CT GOLD DIAMOND PENDANT, WEIGHT 1.70 CT, PURE AND FLAWLESS, 18 CT GOLD DIAMOND BRACELET, WEIGHT 3.10 CT CENTRE DIAMOND 0.71 CT, PURE AND FLAWLESS; 18 CT GOLD HEAVY GENTS CHAIN WEIGHT 90.2 GRAMS, 18 CT GOLD DIAMOND CLUSTER DRESS RING, WEIGHT 1.63 CT.



HOW TO WIN
Gilbey's Punter's Friend computer has been programmed to assess relative abilities of 20 race horses from among the best currently training and the best from the decade or so. This will be in the format of the popular Gilbey's Punter's Friend printout which appears to a week in the Rand Daily Mail and be scheduled to "run" at Turfco Race Course over 2 000m on Saturday, May 1, 1982.
Readers are invited to enter

316 lose jobs as VW plant trims its staff

22/4/82 (140K) ROM

By STEVEN FRIEDMAN
Labour Reporter

THE giant Volkswagen motor company yesterday retrenched 316 workers at its Uitenhage plant — and unionists said they feared more motor firms might retrench Volkswagen employs 8 700 workers.

A spokesman for the National Automobile and Allied Workers Union, which is recognised by Volkswagen, said the union opposed retrenchments and believed employers could take other measures to respond to the downswing in the economy.

But he said negotiations between Volkswagen and NAAWU had reduced the number to be retrenched from around 500 and that talks were under way between the company and union shop stewards to reduce the number to a minimum.

Volkswagen's announcement follows retrenchments by two other motor firms earlier this year.

A company statement yesterday said Volkswagen had been forced to retrench "as a result of less buoyant economic conditions" and an expected drop in demand for the months ahead.

Workers with five or more years' service were not among those to be retrenched.

The company's industrial relations director, Mr Ollie Rademeyer, said that in the light of the already severe unemployment situation in the Eastern Cape, "every effort" was made to minimise the number of workers affected.

He added that, for the first time in two years, Volkswagen dealers were "reasonably stocked" and, with interest rates at their present levels, together with economic conditions, Volkswagen needed to "adjust production".

A NAAWU official, Mr Les Kettleidas, said yesterday the union had retrenched workers despite NAAWU objections.

"We are opposed to retrenchments in principle. We believe there are other measures employers could take, such as working shorter weeks and banning overtime, to meet the new economic conditions," he said.

About 30 000 workers were already jobless in the area and those retrenched would have little chance of finding new jobs within the next year.

"However, we were able to reduce the number of workers retrenched and we will continue holding talks with the company to put across our view and to cushion the effect of retrenchments," he said.

Fosatu welcomes peace at Henkel, issues warning

22/4/82 (140A) ROM

Labour Reporter

AS THE Federation of SA Trade Unions welcomed the settlement between one of its affiliate unions and the Henkel chemical company, one new strike was reported from Wadeville yesterday.

Two other East Rand stoppages also continued, union sources said.

But Fosatu tempered its greeting of the Tuesday settlement between Henkel and the Chemical Workers' Industrial Union by warning that it might consider further consumer boycotts against companies.

The agreement was reached after a dispute over the firing of strikers in which the union called a consumer boycott against the company — and was supported by international union groups.

"This is the second time companies have settled with Fosatu unions in the face of a

planned consumer boycott," Fosatu said in a reference to a boycott CWIU called against Colgate-Palmolive last year. The dispute between the two parties was settled.

Fosatu said it had made "extensive preparations" for the Henkel boycott. It "did not relish" calling consumer boycotts.

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22/4/82

316 lose jobs as VW plant trims its staff

By STEVEN FRIEDMAN
Labour Reporter

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"However, we were able to reduce the number of workers retrenched and we will continue holding talks with the company to put across our view and to cushion the effect of retrenchments," he said.

Workers are back on job in Uitenhage

Post Reporter

PRODUCTION continued as normal at the Volkswagen motor company today after more than 5 000 workers downed tools in protest against the retrenchment of 316 fellow workers this week

A Volkswagen spokesman said today the workers met at 8am today and decided to return to work

The spokesman said management representatives met with shop stewards yesterday after workers had downed tools

Management agreed to re-examine particular cases of people retrenched which the workers felt were unfair

Management representatives and shop stewards met again this morning

Workers asked yesterday that the retrenched workers be allowed to work every second week. Management said this would not be practical as production would become unbalanced

Representatives of the National Automobile and Allied Workers Union (Naawu) said workers downed tools on Wednesday when management failed to produce a list of the workers Volkswagen intended retrenching

Production continued on Thursday morning but workers left their posts at noon in protest against the retrenchments

They felt management had not adhered to the principle agreed upon that only workers with bad job records would be laid off

Another grievance was that only 13 white workers were laid off — after a management assurance that all races and categories would be affected equally

The Volkswagen spokesman said the same percentage of black and white workers had been affected and that workers were laid off only after an evaluation of their job records

S Express 23/4/82

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VW workers down tools

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Own Correspondent

PORT ELIZABETH — The Volkswagen company stopped production at its Uitenhage plant early yesterday afternoon after almost the entire black workforce of about 5 600 workers had downed tools at noon in protest against the retrenchment of 316 workers on Wednesday

Workers insisted that retrenched workers be allowed to work every second week, but management said last night that it was not practical as production in the plant would become unbalanced

The company said in a statement yesterday that it hoped workers would resume their duties today

Representatives of the National Automobile and Allied Workers' Union (Naawu) said on Wednesday afternoon that workers had expressed their opposition to the retrenchments, and asked management for a full list

of the names of retrenched workers

When management failed to supply a list, workers refused to resume work

Yesterday workers resumed work until about noon, when they again expressed their opposition to the retrenchment. Many workers with good records had been laid off, the spokesmen said

Another grievance was the fact that only 13 whites, all with bad job records had been laid off

The plant was closed about 1 30pm yesterday, the spokesmen said

A Volkswagen spokesmen said workers were laid off only after a thorough merit evaluation of workers' job records had been made

He said only unskilled workers had been retrenched — not on the basis of race, but on performance alone

Between six and seven percent of the white and black unskilled workers had been laid off

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Volkswagen plant returns to work after two strikes

Thousands of workers at the Volkswagen motor assembly plant in Uitenhage returned to their jobs this morning after two work stoppages in protest against the retrenchment of 316 workers this week.

The return to work today followed a meeting between morning shift workers and officials of the National Automobile and Allied Workers Union (Naawu) at the plant.

Workers had protested this week against the dismissal of 316 workers. Volkswagen management had met Naawu officials to explain reasons for the retrenchments, which were largely due to a

downturn in future car sales.

The first protest stoppage was on Wednesday afternoon, followed by a similar one during lunch-hour yesterday.

As a result of the second stoppage production was shut down in the afternoon, affecting some 7,000 hourly-paid workers.

Union shop stewards this morning started talks with management in a bid to resolve the dispute.

Workers have demanded that Volkswagen take the retrenched workers on again in some form of part-time capacity.

● See Page 19

23/4/82

(40A)

Stan

Workers tense over East Rand sackings

By STEVEN FRIEDMAN
Labour Reporter

FACTORY tension over retrenchments is growing on the East Rand

Metal and Allied Workers Union shop stewards from 72 factories in the area met on Wednesday night, a union spokesman said yesterday

They vowed to fight further retrenchments

A union organiser, Mr Moses Mayekiso said shop stewards from Wadeville, Germiston and Alrode took resolutions which accused employers of working overtime while retrenching workers because of alleged lack of work

They also called for negotiation between workers and employers on retrenchments, but said some firms refused to negotiate retrenchment procedures with unions

The firms felt this was the province of the Metal Industrial Council and the Steel and Engineering Federation, said Mr Mayekiso

"More East Rand firms are retrenching workers and shop stewards are determined to fight it. Workers are very angry — they say they are the only ones who suffer when the economy runs into trouble", he said

Workers believed employers could cut production in other ways

Seifsa's director, Mr Sam van Coller, said yesterday there were no provisions in the metal industrial agreement requiring employers to make redundancy payments

"An employer can therefore not be compelled to do this. Individual companies have in the past made their own decisions in this regard", he said

On claims that some firms worked overtime while retrenching, leading to union charges that employers were firing workers in order to cut costs, Mr Van Coller said employers had told unions on the council they were prepared to take part in a joint enquiry into concern about excessive overtime

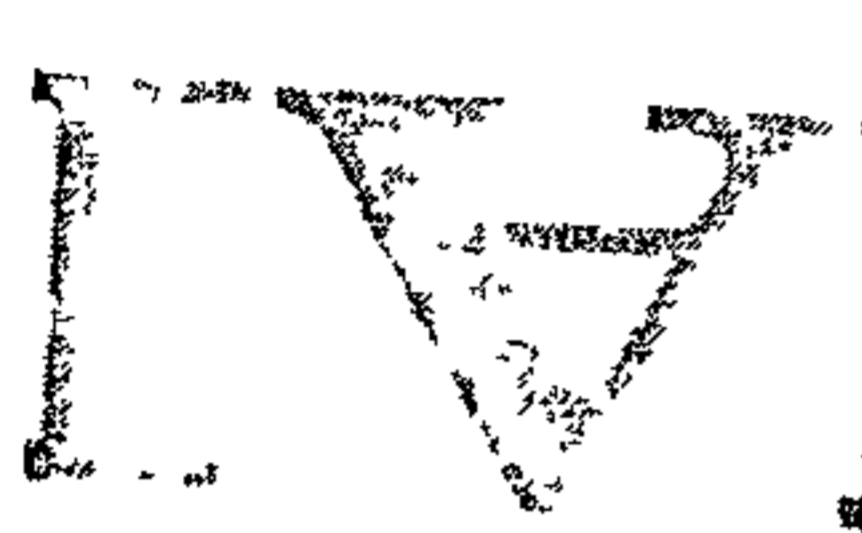
At the same time, the agreement did not allow an employer to work more than ten hours a week overtime without council permission.

"We are quite prepared to discuss this issue with unions, but we cannot lay down over-rigid general rules," said Mr Van Coller

Mr Mayekiso said shop stewards wanted employers to lay off workers for two or three months, instead of retrenching them.

Other significant increases during March were 0.2% in house rentals, 0.2% in educational costs, including higher university fees, 0.3% in public transport fare increases and 0.2% for clothing.

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SPONSORS: South African Airways, Holiday Inns, Channel

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36 years lat

Mail Reporter

AST week, the Rand Daily Mail published an appeal by Walter William Pearce, a former British soldier living in Melbourne, Australia, for help in tracing his lighters.

Mr Pearce was separated from his pregnant wife, Ada, and their daughter, Evelyn Rose (18 months), in 1946

His wife emigrated to South West Africa with their child while he was serving in

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He said the investigation was receiving his "fullest" attention as well as the attention of his deputy, Colonel Illem van der Merwe.

The police investigation dates to

the explosion at a fish-noking factory in Kalk Bay earlier this month which killed a valuable witness in the fish scandal inquiry.

A fire, allegedly started by arsonists, only hours after

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frican on a two-week visit. Reacting to the news of the bishop's death, the President of SACBC, Archbishop Denis Hurley, said it was hard to accept that the life of so bright and vigorous a man had ended so suddenly.

"His death is a severe loss to the diocese of Oudtshoorn and to all his confreres of the SACBC," he said.

G C w u a S C v I W

SPONSORS: South African Airways, Holiday Inns, Channel

Strike hits VW factory

RDM 23/4/82

(40A)

(19)

(335)

Mail Correspondents

PORT ELIZABETH — The Volkswagen company stopped production at its Uitenhage plant early yesterday afternoon after almost the entire black workforce of about 5 600 workers downed tools at noon in protest against the retrenchment of 316 workers on Wednesday

Workers insisted that retrenched workers be allowed to work every second week but management said last night this was not practical

The company said in a statement yesterday that talks had been held between management and shop stewards and that it hoped workers would resume their duties today

Spokesmen of the National Automobile and Allied Workers' Union (Naawu) said the trouble started on Wednesday afternoon when workers expressed their opposition to the retrenchments

When management failed to supply a list of retrenchments, workers refused to work. Management closed the plant at 6pm on Wednesday,

telling workers to come back for the 8am shift the next day, the spokesmen said

Yesterday workers resumed work until about noon, when they again expressed their opposition to the retrenchments. They also felt that the company did not adhere to the principle agreed to with the union that only workers with bad job records would be laid off. Many workers with good records had been laid off, the spokesmen said

Another grievance was the fact that only 13 whites, all with very bad job records were laid off

The list of names of retrenched workers could not be made available on Wednesday night as it had not yet been finalised, a VW spokesman said

He said workers were laid off only after a thorough merit evaluation

Retrenchments were made on the basis of performance, not race, he added

A report-back meeting between shop-stewards and workers will be held at 8am this morning

Argus 23/4/82
Strike ends

Argus Bureau

PORT ELIZABETH. — Production at the giant Volkswagen plant in Uitenhage swung into motion again early today after being forced to a standstill yesterday by the downing of tools by the entire black labour force of about 5 600 to protest the retrenchment of 316 workers this week.

The president of NAAWU, Mr Jury Harris, a shop steward at Volkswagen, said the workers still stood by their demand of a reinstatement of all retrenched workers.

They would accept arrangements for workers to go on 'short-time' when there were production cutbacks, instead of having retrenchments.

They had agreed to take up tools again on condition that negotiations with management continue on the issue.

uted in the usual manner.
 The Baxter commissioned Peter Krummeck to design the posters for the first play in the company's 1982 season, Chekhov's Uncle Vanya
 "It is simply the best poster we have had," he said

Baxter's 200 members, individuals and companies who sponsor the theatre, will also be entitled to free copies.
 A small quantity — individually signed by the artist — will be available for R2 each from the box office or the book stall in the main foyer

CARL TINKS 24/4/82 (1400) (1500) (192)

Volkswagen workers return

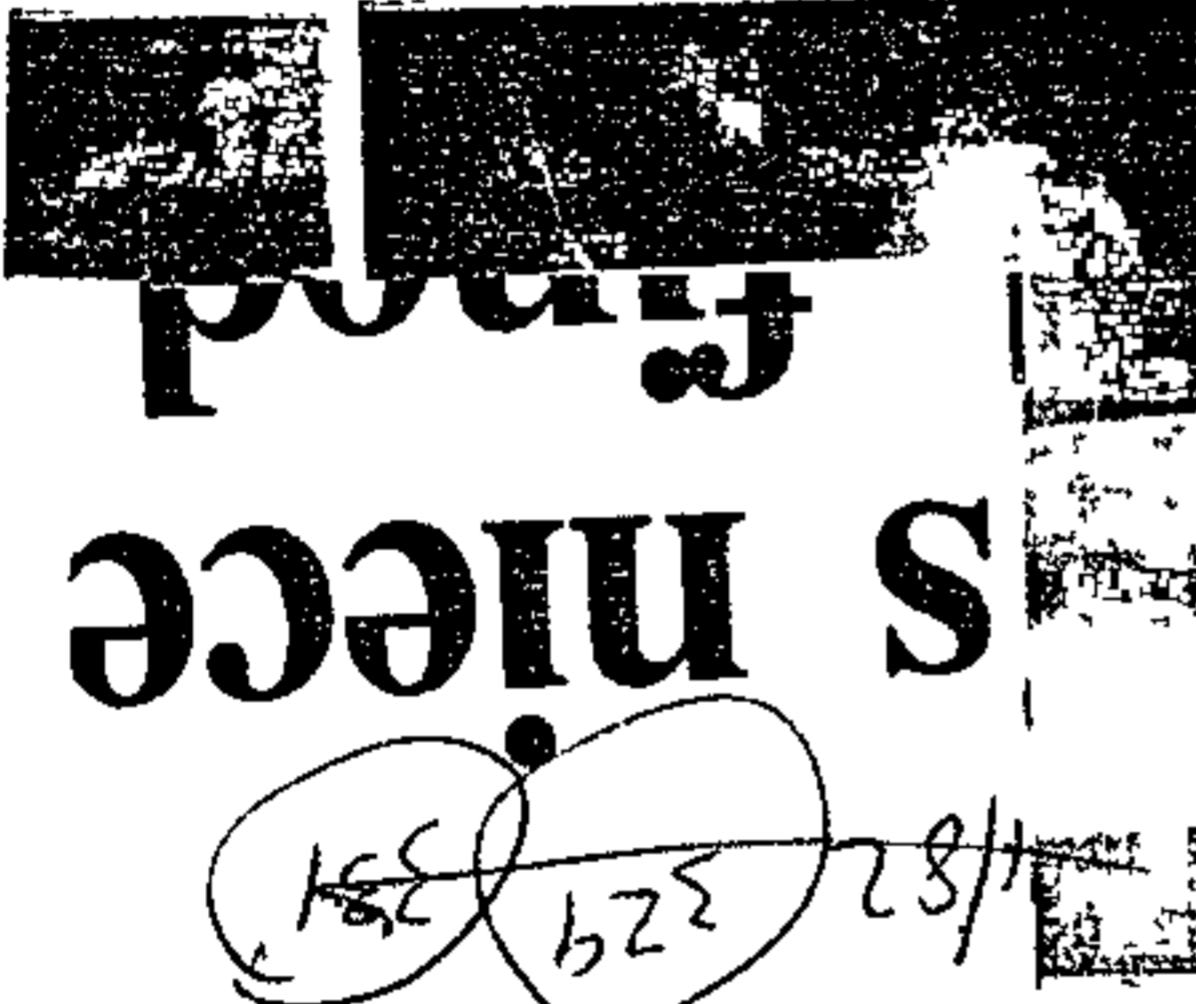
PORT ELIZABETH — The 5000 black workers who downed tools at Volkswagen on Thursday returned to work yesterday, but negotiations will continue on Monday
 A spokesman for the workers said they were still adamant that management should reinstate 316 workers retrenched this week or allow them to work every second

week
 But the director of industrial relations of Volkswagen, Mr Ollie Rademeyer, said last night that management had "flatly turned down" these demands
 Workers resumed work at 9am yesterday after an appeal by shop stewards to return to work as management had insisted that it would not negotiate

with shop stewards unless workers went back to work, a shop steward said
 A workers' claim that workers with good job records were laid off had been discussed at a meeting between shop stewards and management, and management had declared itself willing to reconsider individual jobs, he said

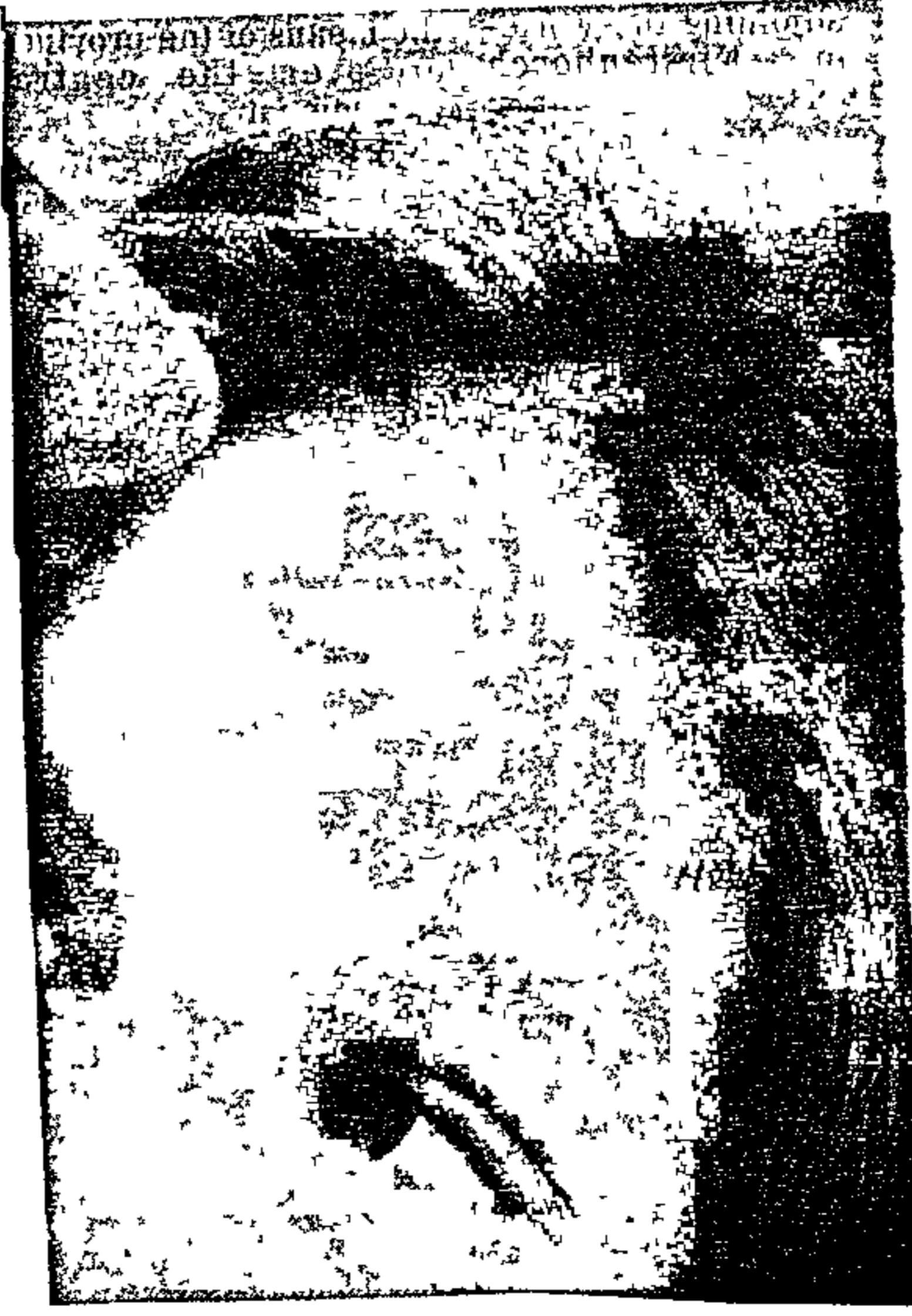
PRISONER OF

Staff Reporter 329
 AMNESTY International has selected Mitchell's Plain community leader Johnny Issel as one of its prisoners of the month for April
 Mr Issel, 35, who was banned for three years in 1980, has been detained without trial since November 2 last year. He is being held under Section 10 of the Internal Security Act at Modderbee prison near Benoni in the Transvaal
 The former student leader is one of three prisoners whose cases are documented in Amnesty International's April newsletter. The other two are Berthony Pierre-Paul, a Haitian student detained since November 1980, and Ewa Kuba-siewicz, a member of Poland's Solidarity trade union who is serving a 10-year prison sentence for martial law violations
 Amnesty said each of its prisoners of the month had been arrested be-



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Injected superglue kills man

Own Correspondent

LONDON — A man died two days after being injected with a medical version of superglue marked clearly "not for use on hu-

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Union demands R2-an-hour minimum wage

By CHRIS FREIMOND

THE National Automobile and Allied Workers Union (Naawu) declared a dispute with the Sigma Motor Corporation yesterday over a new minimum wage for workers at its Pretoria plant

The union demanded R2 an hour, but Sigma would go no higher than R1,91

Not all the 3 200 workers at the plant are Naawu members, management said

The declaration of a dispute has set in motion a procedure which could result in Sigma workers calling a legal strike — or being legally locked-out.

A Government conciliation board may now be set up in an attempt to avert a strike or both parties could agree to arbitration

A Naawu statement yes-

terday said Sigma's rejection of a R2 an hour minimum wage meant the company had to "accept responsibility for paying less than a living wage to its workers"

A general meeting of Naawu members will be held next week to discuss the cause of the dispute

A company spokesman said wages presently ranged from R1,60 an hour for unskilled workers to R2,65 for skilled workers Sigma's offer was for a range of between R1,91 and R2 93

Sigma's personnel director, Mr S S Lemmer, said yesterday the company did not agree with Naawu's interpretation of a living wage

"In our view we are paying in excess of this and this was thoroughly debated during our negotiations," he said

■ ■ ■ ■

Star 24/4/82

Pay talks collapse at Sigma

(UWA) (1982) (1981)

By Drew Forrest

Confrontation is looming at the giant Sigma Motor Corporation in Pretoria after the collapse of pay talks yesterday.

After negotiations lasting eight weeks, Fosatu's National Automobile and Allied Workers' Union (Naawu) rejected Sigma management's final offer of a R1,91 hourly bottom rate.

The company has unilaterally advised the 3 200 workers affected that the new rates offered will take effect after May 8.

Declaring that Sigma "must accept responsibility for paying less than a living wage to its workers," the union announced that a general meeting of members would be held next

week in Mamelodi to discuss the dispute.

Sigma's personnel director, Mr "Mof" Lemmer, disputed Naawu's interpretation of the living wage concept "In our view, we are paying in excess of this," he said.

This is the second time pay talks have broken down since Naawu was recognised at the height of last year's strike at Sigma. The 1981 increases were also unilaterally awarded after deadlock over the union's R2 minimum wage demand.

Naawu's original proposal in this year's negotiations was a R3,50 minimum, which it will also press for in forthcoming talks with the eastern Cape motor giants.

● In Rosslyn, about 900 workers are out on strike at Asea Cables over the dismissal of a shop steward.

The strike began at 2.15 pm yesterday because the head steward of the SA Allied Electrical Workers' Union was dismissed.

The reason given for his dismissal was incompetence but union officials said he had been dismissed because he was so heavily involved in union affairs.

● Industria, west of Johannesburg, has been hit by its second wage strike in a week — and employers fear labour unrest may be spreading to the West Rand.

About 60 workers at an Abercom subsidiary, Almaks Engineering, have been on strike since Wednesday over a demand for a R1 an hour increase, according to an Abercom spokesman.

He said there would be no increases before the talks in the metal industries' industrial council and that if workers were not back by Monday the company "would begin hiring elsewhere."

VW

140A

workers

RDM

return

24/4/82
Mail Correspondent

PORT ELIZABETH — The black workforce at Volkswagen, estimated at 5 600, returned to work yesterday

But negotiations will continue on Monday, with management and worker representatives both reporting deadlock on workers' demands yesterday

A spokesman for the workers said they were still adamant that management reinstate 316 workers, or alternatively allow them to work every second week

But the director of industrial relations of Volkswagen, Mr Ollie Rademeyer, said last night that management had "flatly turned down" these demands

A claim that workers with good job records were laid off had been discussed at a meeting between shop-stewards and management, and management had declared itself willing to reconsider individual job records, a shop-steward said

CAPE TIMES
y, April 24, 1982 3

Sigma. Dispute declared

Own Correspondent

JOHANNESBURG — The National Automobile and Allied Workers' Union (Naawu) declared a dispute with the Sigma Motor Corporation yesterday when agreement could not be reached on a new minimum wage for workers at the company's Pretoria plant.

The union demanded a minimum R2 an hour, but Sigma would go no higher than R1,91.

The declaration of a dispute has set in motion a procedure which could result in Sigma workers calling a legal strike — or being legally locked out by management.

A Naawu statement yesterday said Sigma's rejection of a R2 an hour minimum wage meant the company had to "accept responsibility for paying less than a living wage".

A statement by Sigma said that in view of the "difficult economic circumstances" it could not afford to pay more than R1,91.

140A
 1972
 26/4/82
 'Death threats' at strike plant

By Drew Forrest

Strike action hit Haggie Rand's large Jupiter plant outside Johannesburg today — and management said the 1700 workers affected had been threatened with death if they went to work

Although it was not clear what was at issue, a notice "illegally distributed throughout the works on Thursday and Friday last week" alleged the dispute was over pay

The cyclostyled notice, which management said had also been distributed at bus-stops and on trains carrying the workers, had threatened those entering the factory with assault or death

The workers, who gathered peacefully on the company's soccer field this morning were told to return to work and to elect representatives to discuss the dispute

about to fold.

1972/73 Terminated members

Membership				Year
African	Asian and Coloured	White	Total	
				1970
			100	1971
			95	1972
			100	1973
				1974
				1975
				1976
				1977
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Retrenchments will cause unrest, Mawu warns

THE Fosatu-affiliated Metal and Allied Workers Union has warned a major construction company, Genrec, of unrest if it does not stop retrenchments at two plants in the East Rand as well as retrenchments which are expected at a third company in the near future.

Mr Mayekiso said that, at Genrec, the management had retrenched workers at its subsidiary companies, Genpipes and Wadeville Engineering. More retrenchments were also expected at Genrec's Power Steel company.

It is feared that this type of attitude by the management will cause unrest as workers are not happy about the layoffs and have threatened to take action.

The union believes that the company should negotiate with it and that in most cases, management had not met the workers' demands.

At a meeting of shop stewards yesterday, a decision was taken by the union to campaign against the retrenchments.

A spokesman for Genrec has confirmed the retrenchments and said that more were expected at Power Steel.

The management was prepared to meet Mawu to discuss the matter further.

Meanwhile Mawu has reported strikes at Screenex, the metal company in Alrode.

About 60 workers at Moseer were dismissed yesterday that every-

thing was "back to normal."

Commenting on this week's labour disputes, Mr Mayekiso said that the disputes occurred because workers were not happy with what they earned or the manner in which management handled their work situation.

He said further that Mawu would strive to see that its members' grievances were met with by management.

At an Industria West company, Nampak, about 350 workers, who earlier walked out when management refused to meet their demands, have gone back to work.

Management reported yesterday that every-

10 blacks
100 coloured
100 whites

decision to open membership to all races.
and from TUCSA in 1977 but had rejoined by 1980.

National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry
Industrial Council for the Pulp and Paper Manufacturing Industry
Industrial Council for the Sugar Manufacturing and Refining Industry

Secretary: A.J. van der Watt

Telephone: (011) 838 3341

AND STEEL WORKERS, SHIPBUILDERS AND WELDERS SOCIETY

Membership		
Asian and Coloured	White	Total
..	..	13 654
..	..	13 654
..	..	13 654
5 399	10 141	15 548
..	..	13 654
4 801	10 097	14 898
..	..	16 577
..	..	16 577
..	..	16 577
6 509	11 055	17 564
6 900	11 500	18 400

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\$
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Spouse Fan
940A
2/14/82

stay
 Striking
 27/4/82
 workers
 are fired
 140A

S.A.

Year	African
1970	
1971	
1972	
1973	
1974	
1975	
1976	
1977	
1978	
1979	
1980	7 000

By Drew Forrest
 Labour unrest again
 shook Transvaal metal
 industries yesterday as
 about 1700 workers
 downed tools at Haggie
 Rands Jupiter plant in
 Primrose

At a Wadeville
 engineering company
 about 380 strikers were
 rehired

By last night the
 Haggie Rand strike —
 which apparently cen-
 tres on wage demands
 — had still not been
 resolved.

Management said the
 unrest was the work of
 "outside agitators" who
 had threatened strike-
 breakers with assault
 or death

At National Spring
 Manufacturers in
 Wadeville about 380
 workers, mostly mem-
 bers of the Metal and
 Allied Workers Union
 were dismissed yester-
 day after striking last
 week and again yester-
 day over the dismissal
 of a colleague

A spokesman for
 Abercom, the parent
 company, said workers
 would be selectively
 rehired

About 900 workers
 who struck last Friday
 over the firing of a
 union shop steward at
 Asea Electric in Ross-
 lyn, Pretoria, were
 back at work yesterday
 morning

P		
White	Total	
..	19 075	Ø
..	19 194	Ø
..	20 666	Ø
12 435	21 055	×
12 690	21 969	×
12 682	22 046	×
11 969	21 228	×
11 091	19 749	×
11 091	19 744	\$
10 787	19 499	\$
10 713	26 818	Star 27/1 01

Address: P.O. Box 19
 Pretoria po
 0001 TV

Officials: Secretary

Area of Operation:

Founded: 1896

Registration: Yes

Industrial Council: National Industrial Council of the Printing and Newspaper Industry of South Africa.

Telephone: (012) 36097/8

1980 - The Union receives permission from the Minister of Manpower Utilization to open its membership to all races.

1 500 more on strike

By SELLO RABOTHATA

TWO more strikes — involving more than 1 500 workers — have hit the East Rand, the focal point of labour unrest in the country today.

More than 300 workers downed tools at National Spring in Wadeville on Friday, in protest against the dismissal of a colleague. And they have refused to go back to work until he is reinstated, said a Metal and Allied Worker's Union (MAMU) spokesman.

The company's management has agreed to hold talks with Mawu officials.

At Haggie Rand Group, in Cleveland, about 1 200 workers

went on strike yesterday morning in demand of wage increments, a worker representative told **The SOWETAN**. Only a few were said to be members of the Metal and Allied Workers' Union (MAWU).

The worker said "Earlier in the year we asked for an increase in our wages. The demand was R2 per hour for every worker. Management ignored this, but this month the company has seen fit to grant the white artisans an increase. Workers have regarded this as unfair."

Last Wednesday pamphlets were distributed by workers around the company's premises calling for this action.

Year				Total	
1970				746	Ø
1971				701	Ø
1972				699	Ø
1973			110	750	+
1974			••	521	Ø
1975			117	529	×
1976			••	383	×
1977			81	371	×
1978			88	378	\$
1979		222	76	298	\$
1980	1 100	220	76	1 396	\$

Address: 35 Eastern Province Building Society Building
29 Terminus Street
East London
5201

Telephone: (0431 28643

Officials: Secretary: Mrs. H. Wierzbowski

Area of Operation: National

Founded:

Registration: Yes

Industrial Council:

- 1) Industrial Council for the Sweet Manufacturing Industry (East London)
- 2) Industrial Council for the Sweet Manufacturing Industry (Johannesburg)

Two major metal firms hit by strikes

By STEVEN FRIEDMAN
Labour Correspondent

THREE major companies were hit by strikes yesterday — two on the Reef and one in Durban.

On the Witwatersrand, metal companies Haggie Rand and National Spring were hit by stoppages — National Spring for the second time in five days. And in Durban, workers at Niman and Lester's Pinetown clothing plant downed tools.

At Haggie Rand's Jupiter plant on the outskirts of Johannesburg, well over 1 000 workers struck. One source put the figure at 1 700, but this could not be confirmed.

A spokesman for Fosatu's Metal and Allied Workers' Union said Mawu was not aware a strike had occurred, but that workers told union officials late last week they planned to approach management for a pay rise.

Informed sources confirmed the strike, however,

and said management was claiming workers had been intimidated. Repeated attempts to contact management for comment were unsuccessful.

At National Spring, about 380 workers struck in protest at the dismissal of a colleague and were fired yesterday.

A spokesman for Abercom, which owns the company, said workers had struck on the issue last Thursday after the man had been fired.

Management had told them that if they did not return by yesterday morning they would be "regarded as having resigned", and they had returned to meet the deadline. But later yesterday they had struck again.

"We therefore had no option but to begin plans to recruit a new workforce. We have told Mawu that workers who report tomorrow will be considered for re-employment, but we will not take all of them back.

"We are remaining firm on

the dismissal because it was carried out in perfect compliance with our dismissal procedure," he added.

At Niman and Lester, Sapa reports, workers who belong to Fosatu's National Union of Textile Workers struck in support of wage demands.

An NUTW spokesman said workers were dissatisfied with the postponement of wage talks, delays in union recognition negotiations and the alleged sacking of three workers last Friday.

Last November the factory experienced a similar work stoppage, but the dispute was settled when workers agreed to return and management undertook to finalise the outstanding issues over union recognition.

"Workers are now impatient that finalisation of the agreement has been dragging on for so long", the spokesman said.

He said the agreement contained dismissal procedures which would have prevented a strike.

Register

A/

Year	Membership		
	African	Asian and Coloured	White
1970			200
1971			..
1972			..
1973		980	..
1974			..
1975			986
1976		986	..
1977		986	..
1978			..
1979			..
1980			..
Total			200

27/4/82 (1972)
Workers strike
Mercury (140A)
at textile factory

Mercury Reporter
ABOUT 500 workers from Ninian and Lesters textile factory in Pinetown downed tools yesterday demanding the immediate recognition of the National Union of Textile Workers union sources said

A spokesman for the Fosatu-affiliated NUTW said workers had lost patience with management who, they claimed had continued to stall the signing of a recognition agreement with the union

He said the workers had downed tools in November last year over a similar dispute and then the management had agreed to sign a recognition agreement with the NUTW by the end of the year Wage negotiations would follow immediately

The managing director of Ninian and Lester, Mr D Drysdale, confirmed last night that 500 workers were involved in the stoppage and said there were three issues being disputed

The first was the dismissal of a worker last Friday who was 'summarily dismissed for bad behavior' He said delays arising over the procedural agreement had also prompted the stoppage, but added that both the union and the company had anticipated the agreement to be finalised by yesterday, although 'the strike will now delay matters'

Finally, he said that the company maintained that wage negotiations would be discussed only once the procedural agreement had been finalised

500 Natal textile workers down tools

Own Correspondent
DURBAN — About 500 workers from Ninian and Lester's Textile factory in Pinetown downed tools yesterday demanding the immediate recognition of the National Union of Textile Workers (NUTW) — union sources said.
 A spokesman for the Fosatu-affiliated NUTW said workers had lost patience with management who they claimed had continued to stall the signing of a recognition agreement with the union.
 He said the workers had downed tools in November last year over a

similar dispute and management had then agreed to sign a recognition agreement with the NUTW by the end of the year. Wage talks would immediately follow.
 The managing director of Ninian and Lester, Mr D Drysdale, confirmed last night that 500 workers were involved in the stoppage, and said there were three issues being disputed.
 The first was the dismissal of a worker last Friday for "bad behavior". The delay over the agreement and the pay talks were the other factors, he said.

Industrial Council:
 Registration: Yes
 Founded:
 Area of Operation:

Officials: Secretary: Mrs. A.M. Scheltema

Address: P.O. Box 541
 Bloemfontein
 9300

Telephone: (051) 78628

27/1/81
 Star

Year	Membership			
	African	Asian	Coloured	White
1980				500
1979				450
1978				383
1977				500
1976				500
1975				500
1974				..
1973				428
1972				..
1971				..
1970				..
				Total

Fosatu
to send
delegates
to Canada

140A

130

Mercury
28/4/82
Mercury Reporter

THE Federation of South African Trade Unions (Fosatu) have been invited to send two delegates to next month's Canadian Labour Congress to be held in Winnipeg

The recognition dispute with the Canadian based multi-national Bata — trading as the KwaZulu Shoe Company at Loskop — will be raised at the convention, a Fosatu spokesman said.

He said the federation had chosen Mr Alec Erwin, former general secretary of the federation and now organiser for the National Union of Textile Workers (NUTW), to go to the convention in order to pursue the dispute

The other delegate to the convention will be Fosatu's vice-president, Mr Andrew Zulu.

The KwaZulu Shoe Company has been the subject of two work stoppages this year when workers downed tools in support of their demand for the recognition of the NUTW. The latest stoppage which ended last week continued for a month.

A NUTW spokesman said yesterday Mr Erwin would lodge a formal complaint at the convention and also with the Canadian Government before going to Europe in order to lodge a formal complaint with the ILO

Textile workers' strike ends

28/4/82
Mercury
140A

Mercury Reporter

WORKERS at Ninian and Lester's textile factory in Pinetown have agreed to return to work following the completion of a procedural agreement late yesterday after talks between management and the National Union of Textile Workers (NUTW)

About 500 workers at the Pinetown factory downed tools on Monday following a dispute with management over the dismissal of a worker, delay on the finalisation of the procedural agreement and wages

A joint statement released after yesterday's talks said 'the company and the union have completed their discussions on the procedural agreement which were due to be concluded yesterday but had been delayed due to the work stoppages.'

'The dismissal of the worker was confirmed after representations were made on his behalf by the union.

'The company and the union will enter into discussions on wages once the procedural agreement has been signed,' the statement added.

A spokesman for the Fosatu-affiliated NUTW said recognition of the union by the company should follow shortly.

Deadline

Three metal industries on the Witwatersrand have also been hit by strikes — this follows last month's wave of 15 strikes in the metal industries in the Wadeville/Germiston area.

The Reef metal company, National Springs, this week has been hit by a strike for the second time in five days when about 380 workers downed tools in protest following the dismissal of a colleague.

The general secretary of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), Mr David Sibabe, said yesterday workers had decided not to return to work until management had agreed to re-instate all the workers. This follows the dis-

missal of the striking workers when they failed to return to work by the Monday deadline set by management

After a meeting with management yesterday morning, Mr Sibabe said 'Management told us they could not reverse their decision to fire the worker and also that they would only re-employ workers selectively'

ther amend-
meet Swapo's
Sapa

Catch me if you can
Mattheus beat Sharon last Sunday.

urgents areas

ATF described
tion in the
tavi-Kombat
hanged"
forces deployed
comprising po-
ter-insurgency
military, surface
ces, were follow-
tracks of small
insurgents
the tracks were
als, which in-
Swapo units had
ications are that
ists are tired and
s have been ex-
the SWATF said
a strong possibil-
they will have to

obtain food supplies else-
where"
SWATF said some of the
insurgents had civilian
clothing and amounts of
cash, and the possibility
could not be excluded that
they would switch to civil-
ian gear to look for jobs
inside SWA/Namibia
Post-mortems per-
formed on two insurgents
showed they had been liv-
ing exclusively off berries,
grass and leaves
Security forces following
the trail left by the raiders
reported the tracks, espe-
cially those between the
Mangetti block and
Tsumeb, were leading
northwards - Sapa

UPE to hold three seminars in June

Post Reporter
ONE of three seminars to
be held by the University of
Port Elizabeth in June will
have as its subject
"Communication problems
between whites and
blacks"
According to a public
relations official at UPE,
Mrs Cecily Cole, the semi-
nars will be held on June 7

The seminar on commu-
nication problems has been
arranged by the head of the
Department of Nguni and
Sotho languages, Professor
W J Kruger

The head of the Depart-
ment of Biochemistry,
Professor W Oelofsen, will
be leading a discussion on
the theme "Human beings
are controlled by hor-
mones"

The third topic will be
"The South African law
relating to divorce" and
will be presented by the
head of the Department of
Private Law, Professor
Frik van Zyl

Mrs Cole said the idea
behind the seminars was to
offer the public the op-
portunity to gain valuable
knowledge on subjects they
knew little about

Those who wish to find
out more about the semi-
nars can contact Mrs Cole
at 5311164

Boycott call stickers still distributed

28/4/82
E. Post
140A
Post Reporter
STICKERS urging a boy-
cott of Henkel SA chemical
company products were
distributed in factories in
Port Elizabeth this week -
despite the fact that the dis-
pute which prompted the
boycott was resolved last
week

The general secretary of
the National Automobile
and Allied Workers Union,
Mr Freddy Sauls, said
stickers calling for the boy-
cott were distributed in
Port Elizabeth last week
before the dispute between
the Chemical Workers In-
dustrial Union and Henkel
SA was resolved

Both unions are affiliated
to the Federation of SA
Trade Unions

Mr Sauls said it was
impossible to withdraw the
stickers the moment the
dispute was resolved, but
that shop stewards were
notified that the boycott
would not take place

Henkels SA's personnel
manager, Mr Peter
Rossouw, said the agree-
ment reached with the
union included a provision
that it would be nullified if

any action was taken on the
boycott of the company's
products

"However, one under-
stands that the word might
not have got out to every
one," he said

About 300 workers at the
Henkel SA plant in Durban
went out on strike in March
over wages, a pension
scheme and the introduc-
tion of a new shift They
were dismissed and 75 of
the workers re-employed

Negotiations between the
union and management
reached a deadlock, and a
third party, Professor B
Swart, of the Department
of Industrial Relations at
Stellenbosch University,
was called in to mediate

On April 20, Henkel SA
signed an agreement with
the Chemical Workers
Industrial Union that the
dismissed workers would
be reinstated over a two-
week period

The six million-strong
International Chemical and
Engineering Federation
had backed the Chemical
Workers Industrial Union
in its call for a boycott of
all Henkel SA products.

1 has not y — parents

28/4/82
E. Post
329
home at about 9am on April 14, for Living-
stone Hospital Later Mr Madaka returned
alone and asked for Siphwo's tracksuit top
His mother, Mrs Joyce Mthumkulu, was
sick with worry

"At first we had thought he had gone to
Fort Beaufort but my wife had just been
there and Siphwo is not there.

"I find it hard to believe he has left the
country In fact he was never in favour of
leaving the country He had the chance
while he was still a healthy young man I
cannot believe he would decide on that
when he is now a very sick man," Mr
Mthumkulu said

Mr Madaka's bedridden mother last saw
her son on April 14 after he bought grocer-
ies She lives alone

Mr Mthumkulu said "I have checked
with Siphwo's friends, including members
of the Congress of South African Students,
and they don't know his whereabouts They
too are baffled"

on to wards Day

son, are lecturers
ty-five students will
the National Cer-
e and 18 the National
Certificate The Na-
Diploma, which in-
es three years' study,
be awarded to 167
95 others will receive
ificates and diplomas
a number of institutes
organisations
nese include 16 who will
arded the Diploma of
South African Phar-

Shocked son finds mother strangled

Post Correspondent
JOHANNESBURG — A
shocked son found his
mother strangled to
death in a Florida flat
yesterday with her sec-
ond husband, from whom
she was separated, lying
semi-conscious on a
couch close by



Jersey appeal for needy

Post Reporter
"SHARE warmth this winter" by donating jerseys to the
needy

The Leo Club of St Croix, which aims to collect more
than the 7 000 collected in last year's campaign, has ap-
pealed for generous support

"Jersey Week" will be held from May 10 to 15 and
collection points will be at schools, public libraries and
major stores

A MAN



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23s

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GENERAL NEWS

1700 lose jobs as labour unrest grows

Star 28/4/82 140A

By Drew Forrest

Labour turmoil in the East Rand metal industries reached new heights yesterday as about 2000 black workers at Anglo American's Scaw Metals plant in Germiston, downed tools...

At Scaw one of the most influential companies in the Steel and Engineering Industries Federation (Seifsa), workers are understood to be demanding a 10c an hour increase

TENSION

Employers say that with the protracted failure to reach agreement in the metal industrial council wage talks factory tension is mounting on the East Rand

A spokesman for the Metal and Allied Workers' Union (Mawu), which is organised at Scaw, said workers struck after making repeated demands for wage increases through their shop stewards

A Mawu organiser met management yesterday but the strike was said to have continued this morning

In a statement Scaw management said workers had been

asked to return to work today but no increase could be granted while the industrial council talks were in progress

Haggie Rand's chief executive Mr Richard Savage said it was policy to grant workers on strike a three-day grace period before resorting to dismissal, and that this expired today

Although Mawu concedes it has few members at Haggie a union man today met management and addressed the strikers

About 500 workers who struck on Monday at Ninian and Lester's Pinetown plant went back to work this morning after the National Union of Textile Workers had settled with management

NUTW general secretary Mr Obed Zuma said a procedural agreement had been reached and wage talks would begin very soon

Simba pilferage row erupts

151 186 Star 28/4/82

The giant Simba Quix firm on the East Rand yesterday denied "forcing" seven workers to resign for pilferage

Seven men complained to The Star, the manager for the western Transvaal depot of Simba Quix frequently deducted money from their pay for missing packets of chips. Workers said "cartons were short-packed

somewhere between the packaging department and stores"

Spokesmen for the seven salesmen-drivers, Mr Y Soppo Dawood and Mr Mily Makda Ebrahim, said they had repeatedly complained about "short-packing"

Simba's group personnel manager, Mr U R Combrink, denied the claims and said shortages were deduc-

ted only when salesmen could not give satisfactory explanations.

Mr Dawood said he was coerced into resigning last week when he was held responsible for loss of goods worth R2 030.

Six others resigned in sympathy. They said pilferage among some supervisors and packers was blamed on salesmen

WORLD NEWS

Reagan may face trial

By John D'Oliveira The Star Bureau

WASHINGTON — President Reagan may be one of more than 100 witnesses the prosecution will call during the trial of Mr John W. Hinckley — being tried for the attempted assassination of the President 13 months ago

Mr Hinckley who appeared in a federal court here yesterday at the start of what observers believe will be a dramatic trial, became the first person in 80

years to be tried on charges of shooting an American President

Lee Harvey Oswald who shot President John Kennedy was himself killed two days later while in police custody

After more than a year of legal manoeuvres by representatives of prosecution and defence Mr Hinckley (26) sat in court as District Judge Barrington Parker began the arduous process of selecting a jury

This problem is that the case is so sensational that almost everyone in the capital — which revolves around the White House — has detailed knowledge of it and hence could possibly be prejudiced

On the opening day of the trial the judge dismissed several of the original pool of 90 potential jurors. Jury selection will continue today

The session was marked by extraordinary security

The trial is expected to last about a month

There is little dispute over the facts Mr Hinckley has already conceded in court that he fired the shot which wounded the President. His Press Secretary a secret service agent and a Washington policeman. So the trial will centre on Mr Hinckley's sanity

Observers believe the trial will be largely a battle between opposing psychiatrists and associated witnesses



Eloff and Webb 802-1050 Newla 16-6755 802-4901, Dav 2415 Geoff 40-7



ε. Post
distributed 140A

28/4/82

Post Reporter

STICKERS urging a boycott of Henkel SA chemical company products were distributed in factories in Port Elizabeth this week — despite the fact that the dispute which prompted the boycott was resolved last week

The general secretary of the National Automobile and Allied Workers Union, Mr Freddy Sauls, said stickers calling for the boycott were distributed in Port Elizabeth last week before the dispute between the Chemical Workers Industrial Union and Henkel SA was resolved

Both unions are affiliated to the Federation of SA Trade Unions

Mr Sauls said it was impossible to withdraw the stickers the moment the dispute was resolved, but that shop stewards were notified that the boycott would not take place.

Henkels SA's personnel manager, Mr Peter Rossouw, said the agreement reached with the union included a provision that it would be nullified if

any action was taken on the boycott of the company's products.

"However, one understands that the word might not have got out to everyone," he said

About 300 workers at the Henkel SA plant in Durban went out on strike in March over wages, a pension scheme and the introduction of a new shift. They were dismissed and 75 of the workers re-employed

Negotiations between the union and management reached a deadlock, and a third party, Professor B Swart, of the Department of Industrial Relations at Stellenbosch University, was called in to mediate

On April 20, Henkel SA signed an agreement with the Chemical Workers Industrial Union that the dismissed workers would be reinstated over a two-week period

The six million-strong International Chemical and Engineering Federation had backed the Chemical Workers Industrial Union in its call for a boycott of all Henkel SA products.

The Federation was formed in 1980 when the Durban and Empangeni branches of Black Allied Workers Union broke away.

Telephone

Address:

Officials: Mr. M. Oliphant

Area of Operation: Natal

Founded: 1980

Registration: No

Recognition:

Sasko - Eshowe Bakery

NATIONAL FEDERATION OF WORKERS

500 to return to work

CAPL TIMES
28/4/82
140A

Own Correspondent

DURBAN — Workers at Ninian and Lester's textile factory in Pinetown have agreed to return to work following the completion of a procedural agreement late yesterday after intensive talks between management and the National Union of Textile Workers (NUTW)

About 500 workers at the Pinetown factory downed tools on Monday following a dispute over the dismissal of a worker, delay on the finalization of the procedural agreement and wages

A joint statement released soon after yesterday's negotiations said "The company and the union have completed their discussions on the procedural agreement which were due to be concluded yesterday but had been delayed due to the work stoppages

Recognition

"The dismissal of the worker was confirmed after representations were made on his behalf by the union

"The company and the union will enter into discussions on wages once the procedural agreement has been signed"

A spokesman for the Fosatu-affiliated NUTW said recognition of the union by the company should follow soon

● Three metal industries on the Witwatersrand have also been hit by work stoppages

National Springs this week was hit for the second time in five days when about 380 workers downed tools in protest at management's dismissal of a colleague

Not to return

The general secretary of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), Mr David Sibabe, said workers had decided not to return to work until management had agreed to reinstate all the striking workers who were dismissed when they failed to return by Monday

About 1 000 workers at Haggie Rand's Jupiter plant continued their stoppage yesterday. It was not known what sparked it off, but a Mawu spokesman said workers had told them last week that they planned to approach the management for a pay rise

About 3 500 workers at Scaw Metals, Germiston, downed tools yesterday after a dispute with management over wages. Workers had not returned by late yesterday

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of Union
when

The Federation
of Branches of Bl

Sasko - Eshowe

Recognition:

Registration:

Founded: 198

Area of Opera

Officials: M

Telephone

Address:

NATIONAL FEDERATION OF WORKERS

U'hage workers alter demands

28/4/82
E. Post Post Reporter

WORKERS at Volkswagen in Uitenhage yesterday decided to moderate a demand for the reinstatement of 316 retrenched workers and asked instead for those with good job records to be reinstated

In meetings at the Jubilee Hall in Uitenhage yesterday workers decided to put three demands to management today

The first was that the company reinstate all retrenched workers who had good job records, and the second that all dismissed workers with bad records be discussed with the National Automobile and Allied Workers' Union

The third demand was that Volkswagen pay a month's wages for every year worked by retrenched workers in severance pay

Shop stewards met management representatives today to discuss the demands and will report back to workers tomorrow

A spokesman for Volkswagen said a statement would be issued by the company after the meeting

for Transport

Industrial C

Registration

Founded:

Area of Oper

Officials:

Telephone: (011) 838 5861

206 Trades Hall West

Address:

Year	Membership		
	African	Asian and Coloured	White
1980		222	222
1979		222	222
1978		320	320
1977		320	320
1976		369	369
1975		405	405
1974		324	423
1973		451	451
1972			300
1971			300
1970			..
			Total

TRANSPORT WORKERS UNION (COLOURED AND ASIAN)

1 700 strikers may go back today

By STEVEN FRIEDMAN
Labour Correspondent

THE strike by 1 700 workers at Haggie Rand's Jupiter factory looks as though it may be settled today with workers returning to their jobs — but the 2 000 strikers at Anglo American's Scaw Metals remained off work for the second day yesterday.

A strike by about 500 workers at Ninian and Lester's Pinetown plant was settled yesterday after management agreed to a procedural

agreement with Fosatu's National Union of Textile Workers. Wage talks are due to start soon.

At Scaw, workers arrived at the plant yesterday morning but did not resume work which management had appealed to them to do. They want a 10c an hour rise.

Talks between management and the Metal and Allied Workers' Union took place yesterday but no settlement has been reached. Management has appealed

to workers to return to work this morning.

At Haggie, where the strike centres around a wage demand, the company had warned workers that those who did not resume work on Tuesday would be dismissed and had planned to pay off all 1 700 workers yesterday afternoon.

All would then have been offered re-employment without loss of benefits.

But Mawu — which represents only a few Haggie

workers — intervened after being asked to do so by workers and held talks with management yesterday.

Late yesterday, Haggie's chief executive, Mr Richard Savage said he was "encouraged" by continuing negotiations with Mawu and added that he was "hopeful" that everybody will return tomorrow morning.

The decision to dismiss workers had been "postponed" pending the outcome of talks, he said.

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Partly cloudy and mild with scattered thundershowers over the west and south-west. It will be cold over the south and south-west.

FREE STATE and CAPE north of the Orange River — Fine to partly cloudy and cold, but very cold in the morning and evening. Showers are possible over the south and east Free State.

CAPE south of the Orange — Cloudy and cold over the south and south-east with rain and snow over the mountains. Over the remainder of the area it will be partly cloudy and cold, but very cold over the interior in the morning and evening.

NATAL — Partly cloudy and mild in the north with scattered thundershowers otherwise cloudy and cold with intermittent rain. It will, however, be very cold over the south. Snow is expected over the southern interior.

SOUTH WEST AFRICA — Fine and cold, but partly cloudy and mild to warm with isolated thundershowers over the Caprivi.

BOTSWANA — Fine and cold but partly cloudy and mild to warm — Sapa.

Temperatures are Celsius maximums expected for each city.

Rand Daily Mail Weather Station

YESTERDAY
April 28, 1982

Temperatures:
09h00 14h00 21h00
15°C 20°C 14°C

Humidity:
71% 54% 78%

Max temp: 20°C

Min temp: 8°C

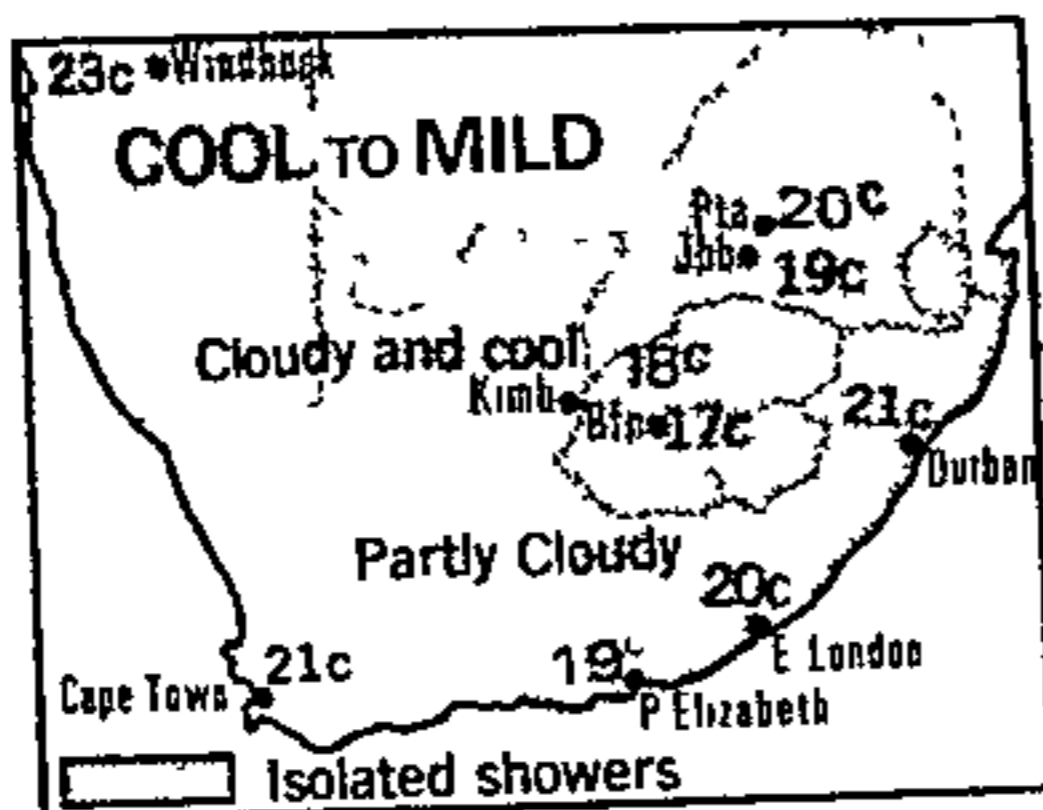
Rain 24 hours to 20h00:

Nil

Sunset today: 17h42

Sunrise tomorrow:

06h29



SOUTH AFRICA YESTERDAY

Temperatures at 14h00

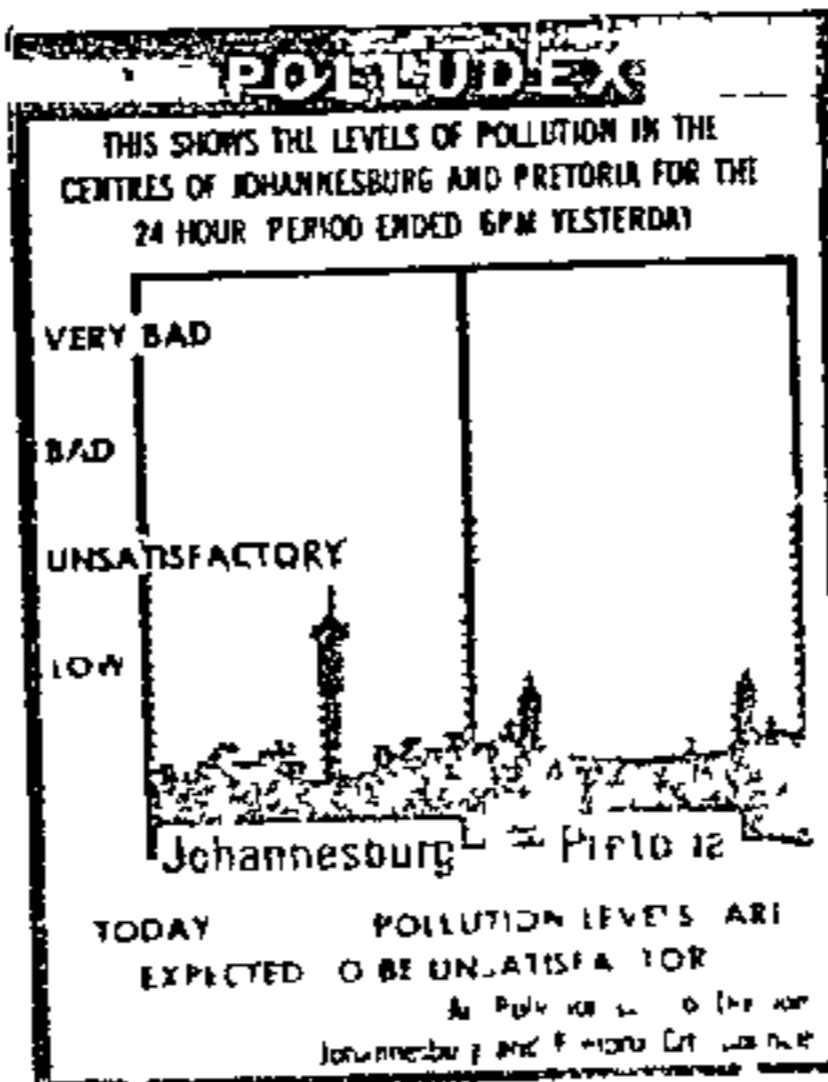
	°C		°C		°C
Bloemfontein	17	Jan Smuts	20	Potchefstroom	21
Cape Town	18	Nelspruit	27	Pretoria	22
Durban	23	Pietersburg	27	Skukuza	31
East London	16	Port Elizabeth	17	Standerton	22

SOUTH AFRICA. Hottest at 14h00: Messina 34°C. Coldest at 08h00: Sutherland and Standerton — 3°C.

TRANSVAAL. Hottest at 14h00: Messina 34°C. Coldest at 08h00: Standerton — 3°C.

THE WORLD YESTERDAY

	Min	Max	Weather
	°C	°C	
Amsterdam	4	11	Cloudy
Athens	10	18	Cloudy
Berlin	2	11	Cloudy
Brussels	4	12	Clear
Buenos Aires	16	21	Cloudy
Chicago	0	19	Clear
Hong Kong	22	23	Rain
Jerusalem	12	21	Clear
Liaon	11	21	Clear
London	9	16	Clear
Los Angeles	14	19	Clear
Madrid	7	16	Clear
Miami	22	28	Clear
Montreal	0	14	Rain
Moscow	6	11	Cloudy
New York	6	23	Clear
Paris	6	14	Clear
Rio de Janeiro	16	28	Cloudy
Rome	7	20	Clear
San Francisco	10	16	Clear
Tokyo	11	14	Rain
Toronto	0	9	Cloudy



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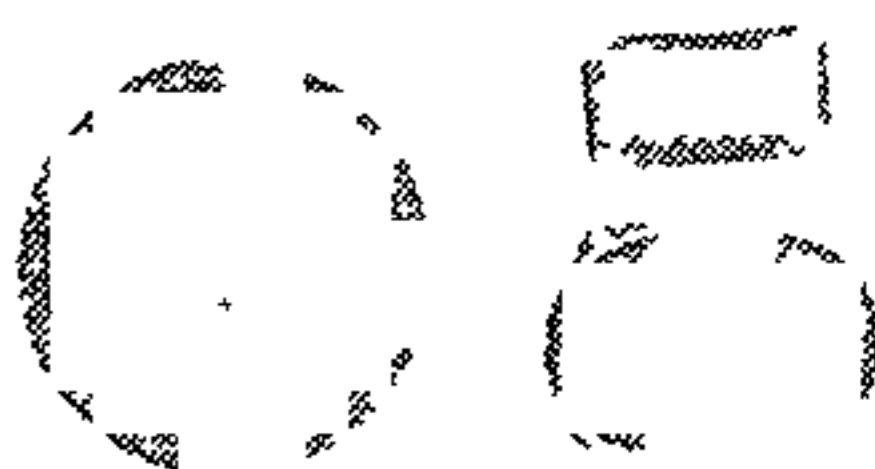
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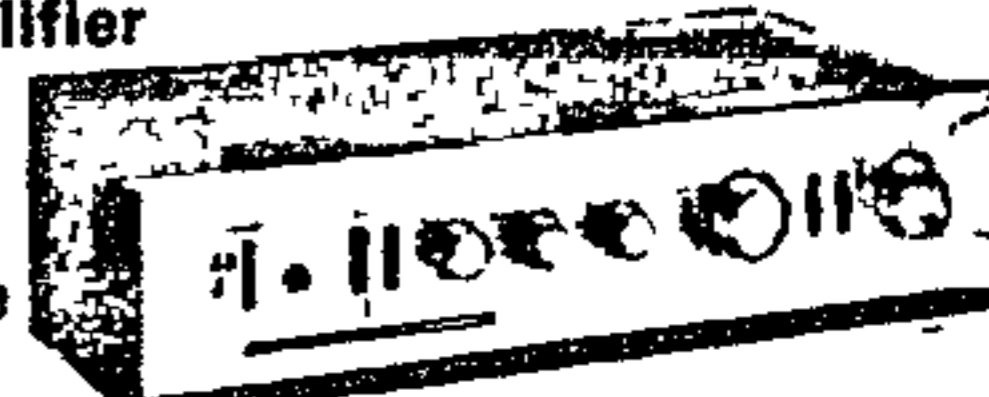
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★ 2 x 40W

SPKR systems

★ Scott Belt-Drive Turntable

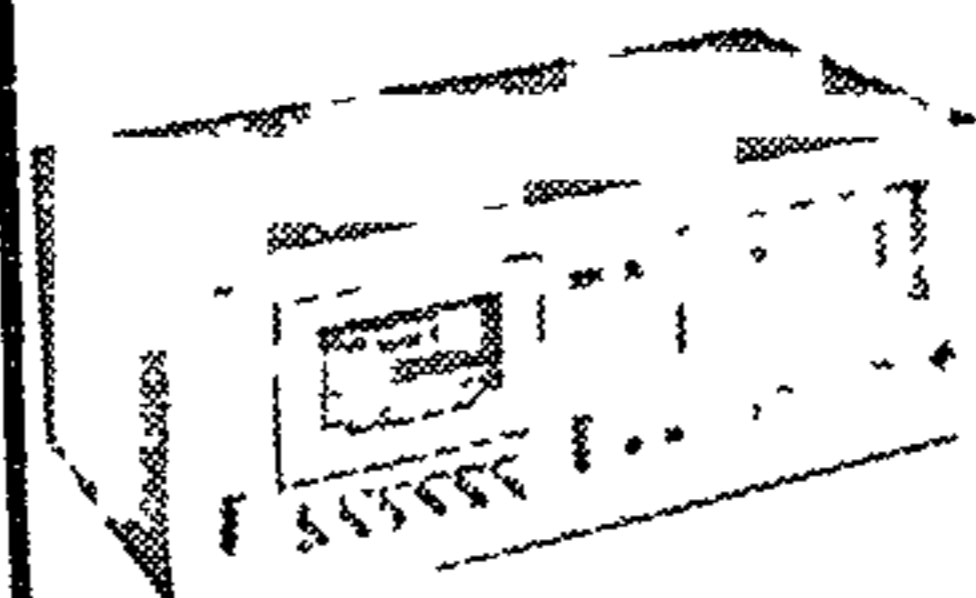
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Membership		Year			
		African	Asian and Coloured	White	Total
					986
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					980
					1 001
					1 001
					986
					986
					1 019
					988
					835
					687
					603
					642

Telephone: (021) 472 674

Industry of R.S.A.

Management had agreed to recognise Mawu shop stewards when they were elected. At Scaw Metals talks between Mawu officials and management ended in deadlock yesterday. The 2000 Scaw workers are understood to have staved off work this morning. Management has said it would not meet workers' demands for a wage increase while wage talks in the metal industries' industrial council were in progress.

Management had delayed paying off strikers in the hope the strike would end today. An Mawu spokesman said the union's membership at Haggie had soared during the strike.

He said the earlier "technical" dismissal of the workers for failing to meet a return to work deadline had been rescinded.

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Haggie strikers return to work

By Drew Forrest

The 1700 workers who went on strike on Monday at Haggie Rand's Jupiter plant were back at work today.

The strike at Anglo American's Scaw Metal in Germiston however today entered its third day.

Haggie's chief executive Mr Richard Savage confirmed that after yesterday's discussions between management and the Metal and Allied Workers' Union (Mawu) that striking workers had returned to work.

He said the earlier "technical" dismissal of the workers for failing to meet a return to work deadline had been rescinded.

Management had delayed paying off strikers in the hope the strike would end today.

An Mawu spokesman said the union's membership at Haggie had soared during the strike.

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At Scaw Metals talks between Mawu officials and management ended in deadlock yesterday.

The 2000 Scaw workers are understood to have staved off work this morning.

Management has said it would not meet workers' demands for a wage increase while wage talks in the metal industries' industrial council were in progress.

Address: P.O. Box 4141 Cape Town 8000

Officials: Secretary: N. D.

Area of Operation: National

Founded:

Registration: Yes

Industrial Council: BISCO

1980 - Receives permission to all open membership to

of Manpower Utilisation to

140A
Stow
Mawu

Argus Correspondent

JOHANNESBURG. — The wage strike by about 1700 workers at the Haggie Rand's giant Jupiter plant is over.

Haggie's chief executive, Mr Richard Savage, confirmed that following yesterday's discussions between management and the Metal and Allied Workers' Union all the striking workers were back at work today.

He added that the "technical" dismissal of the workers yesterday for

Rand pay strike settled

Argus 29/4/82

(140A) ~~42~~

failing to meet a return-to-work deadline had been rescinded. Management had delayed paying off strikers in the hope that they would man their posts today.

the Motor Transport

Industrial Council:

Registration: Yes

Founded:

Area of Operation: Johannesburg area

Officials: Secretary: A. Hammon

2001

JOHANNESBURG

88 Anderson Street

206 Trades Hall West

Address:

Telephone: (011) 838 5861

Year	Membership		
	African	Asian and Coloured	White
1980		222	222
1979		222	222
1978		320	320
1977		320	320
1976		369	369
1975		405	405
1974		324	423
1973		451	451
1972			300
1971			300
1970			..
			Total

TRANSPORT WORKERS UNION (COLOURED AND ASIAN)

ARGUS 29/4/82
140A
2000 strike for
third successive day

Argus Correspondent
JOHANNESBURG — The strike at Anglo American's
Scaw Metals in Germiston went into its third day
today

Talks between Metal and Allied Workers' Union
officials and management ended in deadlock yester-
day

Management has said it will not meet the 2 000
workers' demands for a wage increase while wage
talks in the Metal Industries' Industrial Council are
in progress

Registration: Yes

Founded:

Area of Operation: Transvaal

Officials: Secretary: W.J. de Bruyn

Telephone:

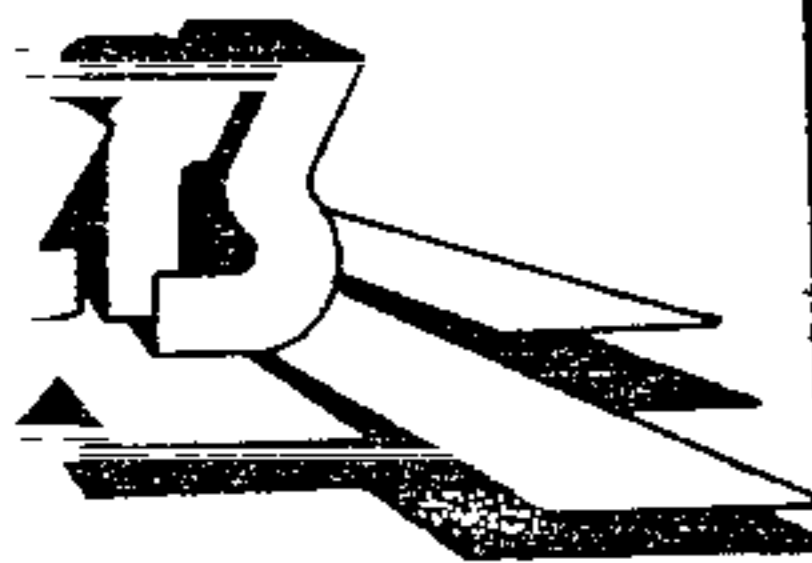
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Soweto 30/4/82

Leaders slam summit meeting

By **JOSHUA RABOROKO**
 THE much-awaited summit between South African Premier Mr P W Botha and Zambia's President Kenneth Kaunda at a "secret venue" today has been described as "an exercise likely to cause discord among Frontline States."
 This view has been expressed in Soweto and other townships by political leaders and church leaders
 The publicity secretary of Azapo, Mr Ish-

mael Mkhabela, said "It is a hypocritical exercise on the part of Mr Botha, for while he is eager to conduct dialogue with leaders of African states, he leaves behind him a host of popular black leaders locked up in prison, silenced and some forced to exile"
 An executive member of the Soweto Committee of Ten Mr L M. sala, said the talks would be "an exercise in futility" because the Government should first abolish its apartheid and

discriminatory laws in the country
 The former editor of the World and Weekend World newspapers, Mr Percy Qoboza, said that recently when ANC leaders Nelson Mandela and Walter Sisulu and others were transferred from Robben island to Cape Town "hopes were raised that they would be released and talks held with them"
 "So while talks today with Kaunda are a desirable exercise I believe the Prime Minister

should take initiative in talking to the ANC and all other representatives of our society," Mr Qoboza said
 A representative of the Women's Federation also said that the talks were useless if the Premier was not prepared to talk to leaders in South Africa
 Other leaders expressed concern about the Prime Minister's readiness to talk to the Zambian leader while there were more problems in the country

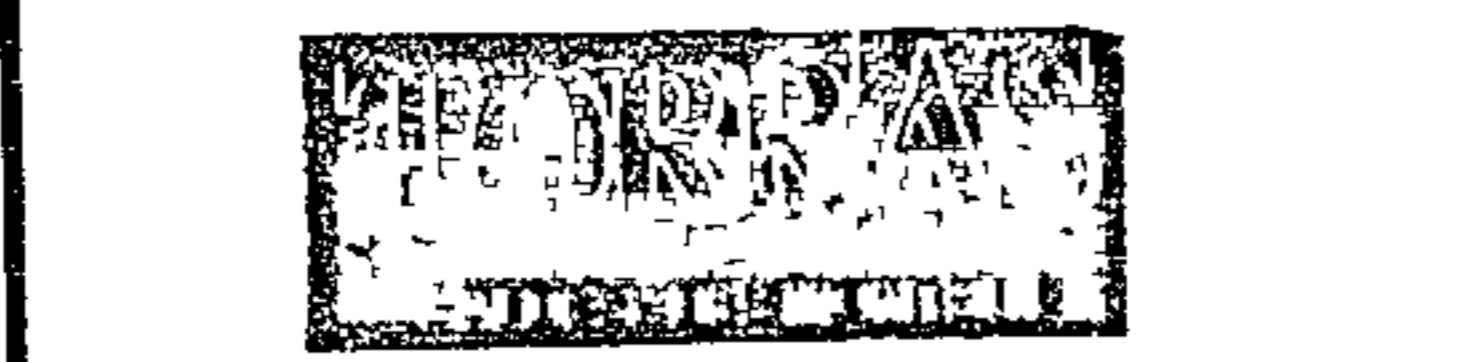


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Defy strike ends

ABOUT 460 workers at the Defy factory in Benoni downed tools yesterday morning demanding an immediate increase in their wages.
 The workers arrived for the morning shift but refused to start work until their demands had been met. Most of the workers were milling outside the factory premises while talks between the Metal & Allied Workers Union (Mawu) representatives and management were underway.
 The workers, who did not specify what increase they were demanding, later agreed to stop the strike and start working again this

morning while their union and management will meet again to continue with the wage talks
 A spokesman for Mawu said yesterday that management had promised to review the workers' demands
 A spokesman for Defy confirmed yesterday that there was a stoppage at the Benoni branch of the factory after workers demanded an immediate increase in their wages
 He said "Management held talks with worker representatives and after the meeting the workers agreed to stop the strike pending further talks regarding the wage issue"

Soweto 30/4/82

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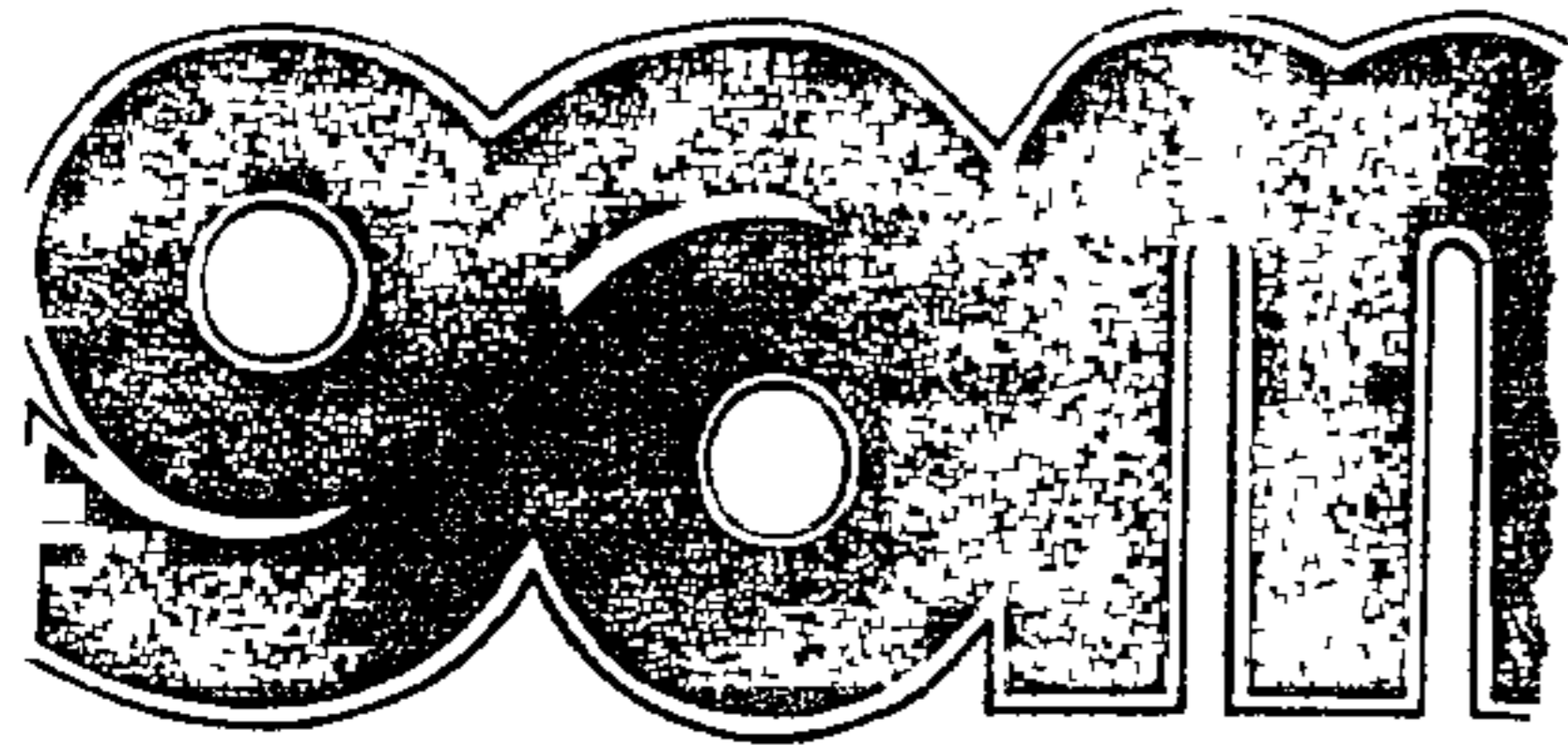
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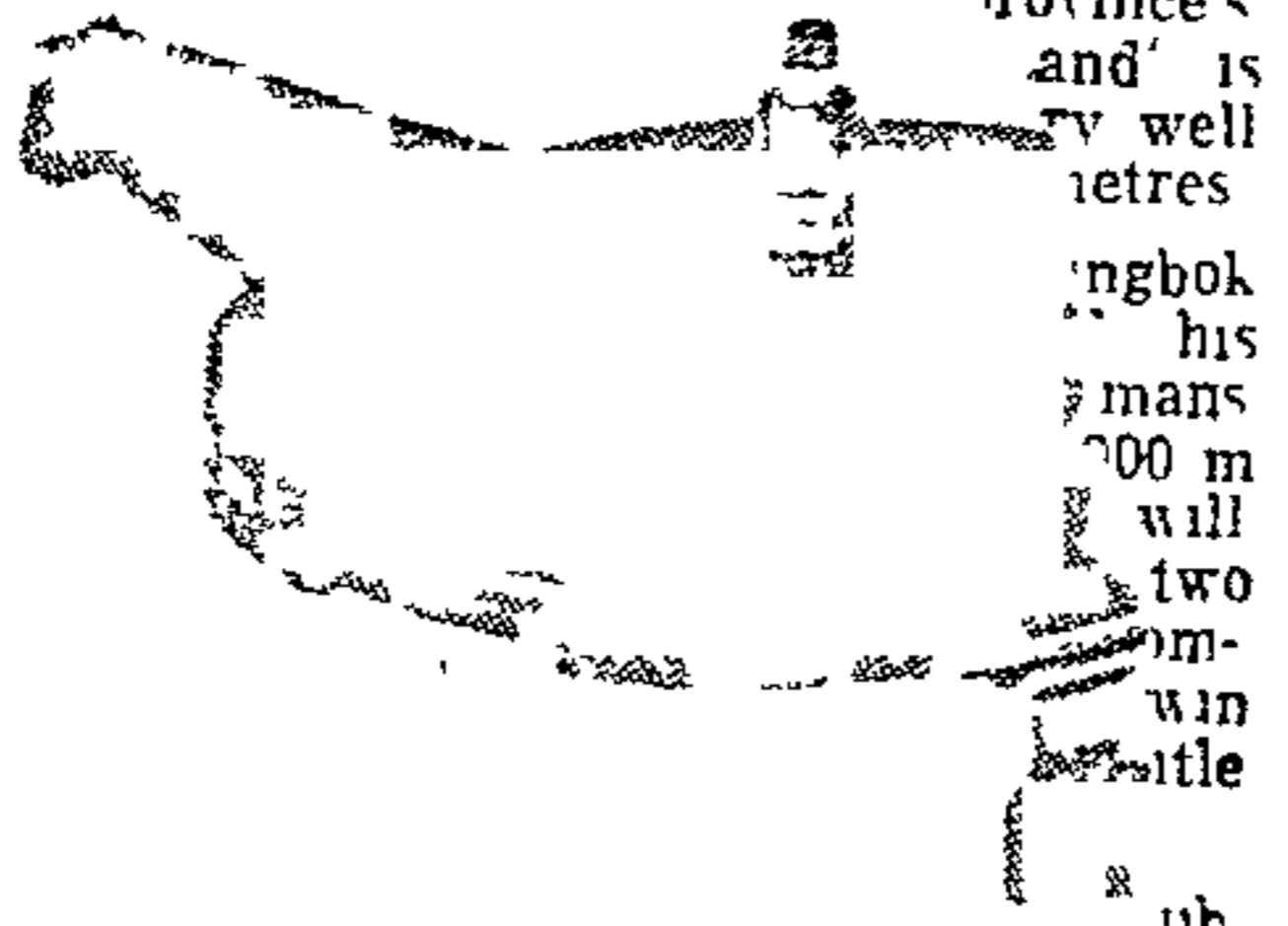


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VW men **FL**
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ARGUS GUTEAU
PORI ELIZABETH —
 Production at Volkswagen was halted again when workers refused to go back to work today following a deadlock in talks regarding the retrenchment of 316 fellow-employees last week.

However, negotiations between worker representatives and management are continuing and the 5 600 black workers who walked out were told by representatives of the National Automobile and Allied Workers' Union to be on the premises at 8 am on Monday morning.

At the plant this morn-

ing the workers gathered inside the premises waiting for shop stewards to report back on a 15 minute meeting with management after yesterday's walkout — the second in a week.

The workers demanded to be addressed by Mr Peter Searle, managing director of Volkswagen, or the company's industrial relations director, Mr A O Rademeyer.

But Mr Jan Louw, VW's labour relations manager, appeared at a window of one of the buildings and speaking through a loudhailer, told workers they should go through normal channels if they had any grievances.

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Milk price

(Continued from Page 1)
 home and paid for by a coupon and 48c if paid for with cash, and a maximum of 56c a litre when sold in plastic bottles.

At the beginning of 1981 home delivery prices and cafe prices were respectively 35c and 41c a litre.

In May 1981 a 14.5 percent increase in the price of milk was granted. The price of milk delivered at home then went up by 5c a litre and milk bought from cafes by 7c a litre.

GERMISTON

At Germiston, the management of Anglo American's Scaw Metals plant dismissed about 2 800 black and coloured workers who struck on Tuesday for an increase of 10c an hour.

The workers were dismissed after ignoring a 3 pm deadline to return to work. In a statement, Scaw said it would re-employ those who applied for work today.

Two more wage strikes have been reported in the East Rand metal industries, bringing to more than 5 000 the number of workers who have struck in the area this week.

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Squatter deadline
— extension if...

THE May 1 deadline for the 750 Nvanga squatters to be interviewed would be extended if more could be traced for screening. Mr G N Lawrence, labour officer of the Administration Board, said today.

To date more than 500 had been screened — if more could not be traced then there was no point to extending the deadline.

Delaying the decision, he said would only set back a decision on whether those squatters interviewed already would be

April 21 was given as the initial deadline for those to be interviewed. This was extended when about 300 of those named could not be traced.

Since then few have been traced. The squatters have asked that the names of other people be substituted for those who can't be traced—a request which was turned down by the Chief Commissioner of the Western Cape. Mr Tim Brouwer

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ARGUS 30/4/82
 1400

ARGUS 30/4/82
 307

...rica in particular, their involvement in the lives of many

use of the threat in Africa was currently experiencing far economic problems in South Africa. ...g to South Africa. ...osition, Mr Botha of the Republic sought the highest degree of security and prosperity for all its people. He added "You have peace with security must be guaranteed and you can only get this if you are economically strong," Mr said

aid South Africa civilized standards for its people, "which is of Christianity" don't want to see anything of private enterprise or the destruction of the preservation of independence and self-determination of our



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Introduction
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Introduction
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PECIAL

... colour lightweight's

braai in the Table Mountain Nature Reserve on March 7

He further admitted that the fire had spread and destroyed 379 hectares of vegetation and a State Forestry plantation worth R55 000, caused damage of R65 000 to the home of Mr L Hartzenburg, which was destroyed by fire and had caused damage of R2 180 in a flat at Disa Park

He further admitted that the cost of extinguishing the fire for the Cape Town City Council and the Department of Forestry was R20 510

Warning

Mr D K De Beer, a Forestry Department official said he had driven past the braai spot. He had warned the two men that they were not allowed to braai in the area and told them of the high fire risk.

"Mr Strydom told me he had water in the car to extinguish the fire and that he had a lid to cover the braai. When I left them I was satisfied that there was no danger," Mr De Beer said

The hearing was adjourned to May 3. Mr Strydom was warned to appear

Mr T H de Koker was the Regional magistrate. Mr N Treurnicht, assisted by Mr G P C Kotze prosecuted

B From page 1

to public opinion or the informed academic opinion of the music departments of both the universities of Cape Town and Stellenbosch," he said

It was a pity that public indignation had apparently had no effect.

"The public may wonder what qualifications the exco have in terms of music to make this decision"

He felt that he could not work with the orchestra as an outsider

"There is still a lot that has to be improved which was short-circuited and at a standstill over the last few years. One matter is recruitment for the orchestra which I was not allowed to do over the past few years. This is something that one can do only if one is part of the organization

"There is a lot of work to be done to put things back to where they were before all the damage was done"

Mr Tidboald said he had three possible options for the future, all of which would take him away from Cape Town

• The news of Mr Veldhuis's resignation was described as an "incredible bombshell" by a source close to Capab who added "Just give Capab a

5 600 workers walk out at VW factory

Own Correspondent

PORT ELIZABETH — The entire black workforce of about 5 600 workers yesterday walked out for the second time in a week at Volkswagen in Uitenhage in an ongoing dispute about the retrenchment of 316 workers last week

The workers assembled at 2pm on the Volkswagen premises, and after a meeting of about 30 minutes walked out of the factory

At the meeting the workers withdrew their moderated demands formulated on Tuesday and adopted their initial stance that all 316 workers be reinstated, and all workers be allowed to work "short-time"

This was said yesterday by the president of the National Automobile and Allied Workers' Union Mr J C Harris

Mr Harris said the union was told by management yesterday morning that the company stood by its rejection of the three demands formulated on Tuesday

On Tuesday the workers had asked that all retrenched workers with good job records be reinstated, that the company discuss all retrenched workers with bad records with the union and that severance pay of one month's wages for each year worked be paid out

Management then said it had re-examined the job records of the re-

trenched workers and was satisfied that there had been no cases of unfair dismissal and that it had already paid out three times more in severance pay than the existing industrial council agreement required

Yesterday the workers reiterated their demand that all retrenched workers be reinstated, and walked off the premises shouting that they wanted the 316 workers back in the plant

A report-back meeting would be held with workers today, Mr Harris said

He said the union objected to the fact that management had a meeting with representatives of Naawu's rival union, the Motor Assemblers' and Component Workers' Union (Macwusa), before its meeting with Naawu after the walk-out

Mr Harris said yesterday that management's talks with Macwusa was a sign that the company used the union to divide the workers and to weaken Naawu. This was denied by the company yesterday

Minimum wages

Mr Harris also said the union construed the retrenchment of 316 workers as an effort to keep minimum wages, to be negotiated in the industrial council, as low as possible

The public relations manager of Volkswagen, Mr Ruben Els, confirmed yesterday that the company's entire black workforce had walked out, and said the company reconfirmed its decision not to reopen discussions on the retrenchment at the meeting with shop-stewards

music review

Concert laurels shared by all

SYMPHONY CONCERT, City Hall, Thurs 29th, CTSO conducted by Brian Priestman, soloists Nina Beilina (violin) and Hanneli Rupert (soprano), Poulenc Two Marches and Inntermezzo, Mozart Violin Concerto No 5 in A major, K219,

Mahler Symphony No 4 in G major

Miss Beilina had performed to share the honours at last night's symphony concert

In spite of a stylistically irreproachable and finely-drawn account of the Mozart Concerto, her contribution to the evening reached its peak in a quite superb encore — the gigue from the Bach G minor sonata for solo violin

In spite of this truly world-class performance, however, the sheer vastness of the Mahler Symphony impressed itself on the consciousness and left Priestman and the CTSO co-laureates of the evening

DEON IRISH

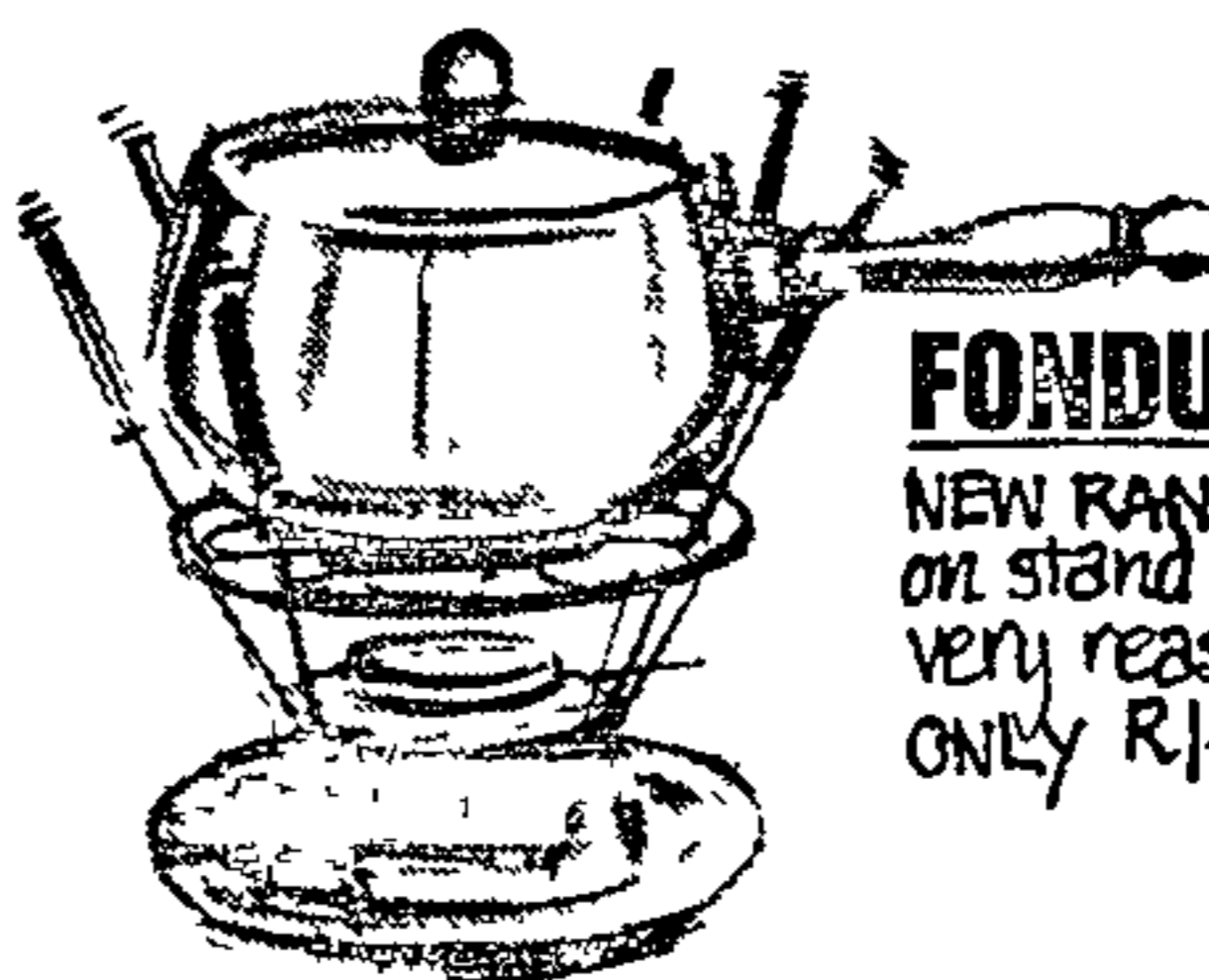
Too late for classification

LOST

GOLD bracelet student's matric present lost in vicinity of Cavendish Square Thursday afternoon. Reward R50 Ph 75 4079

BRITHMILAH

MARKOVITZ — the Brithmilah of Nicholas the infant son of Leon and Anthula will take place at our home 115 Kloof Road Bantry Bay on Monday, May 3. Relatives and friends are invited to join us in celebrating the event from 5:30pm



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1980
40A
12/2
Star
30/4/82

By Drey Forrest
The management of Anglo American's Scaw Metals plant in Germiston has fired about 2800 black and coloured workers who struck on Tuesday for a 10c-an-hour wage increase.

The workers were dismissed after ignoring a 3 pm return-to-work deadline yesterday. Scaw stated it would re-employ those who applied this morning.

Two more wage strikes have been reported in the East Rand metal industries, bringing the number of workers who have struck in the area this week to over 5000.

About 460 workers at the Deyf Industries, Benoni plant had agreed to return to work today after striking for an immediate wage increase yesterday, management said. The general secretary of the Fosatu-affiliated Metal and Allied

Workers Union (Mawu), Mr David Sebabi, said the workers had agreed to go back pending wage negotiations between Mawu and management.

The managing director of Metal and Chemical Industries in Hemotdale, Mr John Hess, said more than 200 employees had "effectively dismissed themselves" after striking for an increase yesterday.

He added workers who applied by noon today would be considered for re-employment on existing terms.

The dismissals at Scaw Metals followed intensive discussions with Mawu.

Scaw management said it was unable to grant a wage increase to the strikers as annual wage talks in the metal industries industrial council had not been concluded.

See Page 17.

1980 - The Union received to open its membership

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Printing and Newspaper

(012) 36097/8

Industrial Council:
Registration: Yes
Founded: 1896
Area of Operation:
Officials: Secretar
Address: P.O. Box 0001 Pretoria

Star 27/1/81

Year	Membership		
	African	Asian and Coloured	White
1980	7	9 364	26 818
1979		9 279	19 499
1978		8 620	19 744
1977		..	19 749
1976		..	21 228
1975		..	22 046
1974		..	21 969
1973		..	21 055
1972		..	20 666
1971		..	19 194
1970		..	19 075
Total			

By Drew Forrest

The labour woes of the giant metal industries have been harshly highlighted by this week's strike at Scaw Metals in Germiston.

The company — a subsidiary of the Anglo American Corporation and one of the most influential in the Steel and Engineering Industries Federation (Seifsa) — yesterday fired about 2 800 workers who struck earlier this week for a 10c an hour wage increase.

Justifying its action, the company said it could not grant increases while annual wage talks in the metal industries' industrial council were in progress. It added, "Management has taken every opportunity to explain to workers this negotiation process can-

not be pre-empted. "In the interests of long-term stability, sound labour relations and effective bargaining structures it is vital that workers realise that work stoppages during negotiations will not bring concessions."

The industrial council is the official bargaining arena in which employer associations and registered unions meet annually to hammer out legally binding minimum wage agree-

ments covering the metal industries' 500 000 workers.

Several key black unions reject the council outright as "bureaucratic," "unrepresentative" and designed to serve the interests of skilled workers only.

Much recent labour upheaval on the East Rand has reflected the demand of workers and unions for the right to negotiate wages directly with factory management — a demand

which has generally been refused.

The 1982 industrial council talks have been protracted. The parties are now in dispute after twice reaching deadlock — and this has aggravated matters, employees say.

The say the stalemate has made it difficult to grant interim increases which could be offset against the final award. The current industrial agreement lapses on June 30.

The Fosatu-affiliated Metal and Allied Workers Union (Mawu) sees Scaw management as the central pillar of the industrial council and the driving force behind metal employers' rejection of plant-level bargaining.

Said Mawu general secretary Mr David Sebabi: "Scaw management told us they had a responsibility to other employers who back the industrial council. We told them

Scaw strike — an outer symptom of the metal industries' malaise

140A Star 30/4/82

"Workers got an increase last April without asking for it. Now when they ask for an increase, they don't get one."

No detailed statement could be obtained from either Scaw or Anglo yesterday.

But in defence of the council system, Anglo executive director and chairman of Scaw Metals, Mr Graham Boustred, has said that plant-level bargaining would "spell the end of the industry concept" and could prejudice economic growth.

Anglo has declared its backing for Seifsa's current discussions with metal unions, which aim to establish if present bargaining structures "need revision in any respect".

Scaw WAS the council. "As far as labour policy is concerned, Scaw is Anglo American and Anglo American controls Seifsa."

Mr Sebabi added: "Workers tried to understand Scaw's position. That's why they asked for only 10c more an hour to tide them over until a council agreement is reached. In most East Rand strikes the demand has been for R2 an hour."

Year	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980
Affiliation											1 100

Address: 35 Eastern 29 Tembus East London 5201

Telephone: (0431 28
Officials: Secreta

Area of Operation:
Founded:
Registration: Yes
Industrial Council:

Scaw fires 2 800 workers on strike

30/4/82
140A
RPH

By STEVEN FRIEDMAN
Labour Correspondent

AN ESTIMATED 2 800 striking black and coloured workers at Anglo American's Scaw Metals plant in Germiston were fired yesterday — but were told they could have their jobs back if they re-applied this morning

And at the Defy plant in Benoni, 460 hourly-paid workers downed tools demanding an immediate wage increase

Defy's Benoni factory manager, Mr Derrick Williams, said that the workers had "downed tools at the start of the shift demanding wage increases prior to the finalisation of wage negotiations in the Steel and Engineering Industry"

He said workers had agreed to return to work at the start of the shift today "pending further discussions between management and worker representatives"

Meanwhile, the 1 700 striking workers at Haggie Rand's Jupiter plant returned to work this morning following negotiations between management and Fosatu's Metal and Allied Workers Union

Haggie's executive director, Mr Richard Savage, said yesterday that he had been "delighted" to deal with the trade union

He said he had not been prepared to negotiate on the grounds of a "wildcat strike"

At Scaw, workers have been on strike for three days over a demand for a 10c an hour rise

According to Mawu, which claims majority membership at the plant, Scaw workers usually receive an April increase But this was

delayed this year because of the deadlock in negotiation at the metal industrial council "Workers could not wait" and this had sparked the strike, Mawu said

The union has been negotiating with Scaw management, which said it would not grant an increase until the council negotiations end, according to Mawu sources

Yesterday Scaw said it had fired workers who had not responded to "repeated requests" to return to work

It added it would re-employ "all who wish to apply for re-employment"

Scaw said it had no wish to see any of its workers lose their jobs "However, in the interests of long-term stability, sound labour relations and an effective bargaining structure it is vital that workers realise that stoppages during negotiations will not win concessions," it added

"During the three days the stoppage lasted, management has taken every opportunity to explain to workers that the negotiation process cannot be pre-empted

"Management has informed workers that the latest offer by employers in these negotiations involved an increase of 25c an hour on the present minimum wage

"Management undertook to promote an early resolution of the negotiations and to keep workers informed of the progress in these negotiations," the statement added

Mawu, to which many Scaw workers belong, refuses to join the industrial council because it believes it is not yet representative of the industry as a whole It has demanded direct negotiations with employers at plants where it has a majority

Registration: No
 Founded:
 Area of Operation: Transvaal
 Officials: Phillip Masia
 Esau Ralitshele
 Telephone: (016) 224743
 1930
 Vereniging
 Voortrekker Street
 Address: 308 Trevor Building

ORANGE-VAAL GENERAL WORKERS UNION

Third walkout by 5 000 workers at motor plant

By SANDRA SMITH

MORE than 5 000 Volkswagen workers today again walked out of the motor plant in Uitenhage in support of demands that management discuss with union officials issues arising from the retrenchment of 316 workers.

Today's walkout was the third in a fortnight and came after a mass meeting held on the factory premises this morning.

There was a production shut-down yesterday afternoon when almost the entire black work force left the plant after a meeting.

The workers had been told by shop stewards that management would not accept three union demands formulated after VW retrenched 316 employees to bring the work force into line with its production needs.

Management was asked to retrench only those with poor job records and to discuss the retrenchments with the National Automobile and Allied Workers Union.

The third union demand was that VW pay severance pay equal to one month's wages for every year worked.

Today's walkout came after shop stewards addressed workers at a two-hour meeting at the plant. At the end of the meeting, workers streamed out of gates.

They said they had decided to meet again on Monday morning after shop stewards had again approached management with the three demands.

One worker said they wanted R3.50 an hour instead of R2 an hour, as they had to do more work to make up for those retrenched.

E. Post 30/4/82

140A

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The Union Amalgamated

ing in the the Amalgamated p. (See p.128).

ufacturing

l, Engineering

ment for Cape

Industry Register

Founded: 1881

Area of Operation: National

Officials: Secretary: K. Beech.

2000

Johannesburg P.O. Box 1095

Address:

Telephone: (011) 834 7086

Year	Membership			Total
	African	Asian and Coloured	White	
1980	..	..	..	\$ 600
1979	..	..	..	..
1978	1 274	3 200	4 474	\$ 4 474
1977	1 274	3 200	4 474	* 4 474
1976	..	..	..	* 3 875
1975	..	..	..	* 3 875
1974	..	..	..	..
1973	932	2 943	3 875	+ 3 875
1972	..	..	..	..
1971	..	..	..	..
1970	..	..	..	..

Metal firm hit by East Rand strike fever

By STEVEN FRIEDMAN
Labour Correspondent

THREE new plants in Wadeville, all owned by the metal firm Genrec, have been hit by strikes over retrenchments as labour unrest continued to grip East Rand metal firms

Police vehicles patrolled parts of Wadeville, near Germiston, yesterday as more than 4 000 workers at five plants were on strike and two other East Rand work stoppages ended

At Scaw Metals' plant outside Wadeville, 2 800 sacked workers were paid off yesterday, but none reapplied for their jobs. Management had said they would be re-employed if they did so.

Riot police stood by outside the plant.

At National Spring, about 380 workers who were fired

earlier this week gathered outside the plant as union shop stewards held talks with management.

But strikes at Defy in Benoni and Metal and Chemical Industries in Heriotdale over pay were settled yesterday and workers returned to work.

At Defy 480 workers who struck over wages returned after management agreed to hold talks with the Metal and Allied Workers' Union.

At Metal and Chemical Industries, workers ended a two-day pay strike after talks between management and Mawu. The company's managing director, Mr John Hess, described the union as "helpful".

Workers gathered outside two Genrec plants — Power Steel and Genpipe — yesterday where they shouted "Amandla" (Power) as a police van stood nearby.

Mawu said later workers

at a third Genrec plant, Wadeville Engineering, had left at lunch-time saying they were going to a meeting on retrenchments.

A Mawu spokesman said workers at the three plants — about 1 100 — were striking in protest against the retrenchments of 150 colleagues at the plants.

At Scaw, riot police stood by and a police van patrolled outside the gates as workers were being paid off.

Workers had demanded a 10c an hour rise, which Scaw will not consider because negotiations are in progress at the metal industries' industrial council.

At National Spring, workers have been told by management that they will be selectively rehired on Monday. Union shop stewards reported back to workers that management said 130 workers would lose their jobs.

140A

KDM
May 1982

(SDF) (UDA) (SAB) (SAB)

No protection against lay-offs — metal union

Labour Correspondent

THE powerful Metal and Allied Workers' Union has issued a strong attack on the metal industries' industrial council's safeguards for retrenched workers

The safeguards are described as totally cumbersome and ineffective

The council's delay in handling workers' appeals against lay-offs had contributed to a strike in Brits, the union claimed yesterday

The union's Transvaal secretary, Mr Rodney Nwamba, said measures in the council agreement aimed at ensuring workers were not retrenched unfairly "are unable to offer workers job security"

Council sources yesterday agreed that retrenchment procedures take too long, and said these were being investigated. But they disputed the claim that the agreement does not provide protection against unfair sackings

Mr Nwamba was reacting to a strike by 600 workers at Femco in Brits, a sequel to retrenchments there in January

He said that, after these retrenchments, the Metal and Allied Workers Union complained to the council that the company had not complied with Section 35 of the agreement, which says employers must notify the council of retrenchments 14

days before they occur

The Transvaal regional council replied in March that it had reprimanded the company for not complying with the requirements but had found the retrenchments were justified

In March, the union had asked the council to investigate and order the workers' reinstatement

"Now we discover they are only going to discuss this tomorrow. In the meanwhile, the issue has flared again and workers have gone on strike

"We don't know how they decided the firings were fair, but they certainly didn't talk to the workers. We believe the company was simply firing 'troublemakers'. The council is unrepresentative and cumbersome," he added

Senior industrial council sources said yesterday the agreement recognised the right of employers to retrench, but also sought to ensure they did not fire workers unjustly under the guise of retrenchment

Firings were probed by talking to the company and checking its records to ensure retrenchments were caused by a lack of work

If the council believed firings were unfair, unions and employers on the council could order a prosecution of the company, they said

Strikes hit more East Rand plants

ONE TIMES 1/5/82

140A
Own Correspondent

JOHANNESBURG
Three new Wadeville plants, all owned by the metal firm Genrec, have been hit by strikes over retrenchments as labour unrest continued to grip East Rand metal firms and police vehicles patrolled parts of Wadeville yesterday.

More than 4 000 workers at five plants were on strike and two other East Rand stoppages ended yesterday.

At the Scaw Metals plant outside Wadeville, riot police stood by as 2 800 workers were paid off yesterday.

At National Spring, about 380 workers sacked earlier this week gathered outside the plant as union shop stewards held brief talks with management.

Workers alleged a white worker had fired a shot at a striker this week, but the company denied this. Workers also denied reports that there had been violent clashes between strikers and workers who attempted to return

But strikes at Defy in Benoni and Metal and Chemical Industries in Heriotdale over pay were settled yesterday and workers resumed their jobs.

Workers gathered outside two Genrec plants yesterday — Power Steel and Genpipe — where they sang songs and shouted "Amandla" (power) as a union official approached to address them.

MAWU said later that workers at a third Genrec plant, Wadeville Engineering, had left at lunchtime, saying they were going to a meeting on retrenchments.

There are about 1 100 workers at the three plants, according to a MAWU man. He said workers were striking in protest at retrenchments.

At National Spring, union shop stewards reported back to workers that management had said 130 workers would lose their jobs because the company said it had lost orders because of the strike.

and Steel Workers, Shipbuilders and Welders Society

- Mine Workers Union
- S.A. Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society
- S.A. Electrical Workers Ass
- S.A. Engine Drivers, Firem
- S.A. Technical Officials As
- Underground Officials Assoc
- MANUFACTURING
- Food & Beverages
- African Food and Canning
- Amalgamated Engineering U
- Bakery Employees Industr
- Black Allied Workers Unio
- Boland Inmakkerwerkere
- Brewery Employees Union (
- Cadbury In-company Union
- East London Meat Trade Un
- Food and Canning Workers
- Food, Beverage & Allied Wc
- General Workers Union
- General Workers Union of S
- Natal Baking Industry Emp
- Natal Sugar Industry Emplc
- National Milling Workers]
- National Union of Dairy Ex
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- National Union of Operati
- National Union of Sugar M
- National Union of Wine, S
- Operative Bakers, Confect
- Pretorise Bakerywehneidsv

MINING AND QUARRYING

- Black Allied Workers Union
- Farmworkers Union
- Food and Canning Workers Union
- National Certified Fishing Officers Association
- Orange-Vaal General Workers Union
- Trawler and Line Fishermen's Union

AGRICULTURE, FORESTRY AND FISHING

- National Federation of Workers
- Orange-Vaal General Workers Union
- General and Allied Workers Union

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

More strike on East Rand

By Drew Forrest

Unrest over retrenchments has hit two Wadeville companies in the Genrec group — bringing to more than 6 000 the number of East Rand workers who have downed tools this week

About 600 workers struck yesterday at Genrec's Power Steel Construction, and more than 100 workers at Genpipe have been on strike since Wednesday over the "unplanned" retrenchment of some 60 colleagues, according to a Metal and Allied Workers' Union (Mawu) spokesman

At Anglo American's Scaw Metals in Germiston, where 2 800 strikers were sacked on Thursday, workers collected their pay and went home yesterday — ignoring a management offer of re-employment.

A Scaw spokesman

said it was hoped that workers would be back on Monday

According to Mawu organiser Mr Moses Mavekiso Fosatu's Wadeville shop stewards council has launched a campaign in support of about 380 strikers fired at National Spring Manufacturers this week. The workers are still refusing to be selectively rehired

As well as organising in the townships to prevent stabbing, he said the council would ask members of Fosatu's motor affiliate to "black" National Spring products

Mr Mayekiso said the management at the Genrec companies had retrenched workers in an "unplanned" way after promising to consider a retrenchment procedure proposed by the union. The management denies this

1/5/77
Stow

140A

Address: P.O. Port 6000
Officials: Sec
Area of Operat
Founded:
Registration:

(041) 28751

Year	African	Asian	Coloured	White	Total
1980				48	48
1979				42	42
1978				42	42
1977				47	47
1976				47	47
1975				43	43
1974				42	42
1973				30	30
1972			
1971			
1970			

STAFF ASSOCIATION
PORT ELIZABETH TRAMWAY OFFICIALS AND SALARIED

5 000 VW

walkout
workers

to meet
today

2/5/82

140A
S Times

MINE COLA

DE S.A.

Address: P.O. Box 684
Johannesburg
2000

Telephone:

Officials:

Area of Operation: Kler.

Founded: 1979

Registration: No (1)

By PETER MÄLHERBE

EMPLOYEES at the Volkswagen plant in Uitenhage, in a mass walkout on Friday, are to hold a meeting tomorrow

More than 5 000 workers left the factory the third walkout in two weeks

Meanwhile, Ford has announced that its three Port Elizabeth plants would close on Mondays and Tuesdays and its Neave plant would go on "short time" from Wednesday

VW workers demanded that three conditions be met by the management after the recent retrenchment of 316 employees. The conditions that

- Management retrench only those with poor job records
- The retrenchments be discussed with the National Automobile and Allied Workers' Union
- VW gives severance pay equal to one month's wages for every year of service

Pay demand

One worker said they were also demanding R3,50 an hour instead of R2 an hour because of the increased workload due to the retrenchments

VW management could not confirm this new pay demand

Mr Peter Searle, managing director of Volkswagen in South Africa, said the problem would be settled and that production would be back to normal early next week

"Prolonged and continued worker action, such as experienced in the past week, will seriously jeopardise future investment plans and future employment possibilities"

(1) Applied for registration but objections raised by other registered unions.

The membership of Fosatu's largest affiliate, the Metal and Allied Workers' Union (Mawu), has rocketed to about 30 000 — but there are warning signs that the union is overreaching itself.

This emerges from union branch reports presented at the Mawu annual general meeting in Wattville, Benoni, at the weekend. The

Stu 3/5/82 (140A)

Union ranks swell but training suffers

meeting took place against the backdrop of acute labour unrest in the East Rand metal industries, much of it involving Mawu members.

The most rapid growth was recorded in

the union's Transvaal branch, where membership has more than doubled — from 11 000 to 26 000 in 80 factories — in the past year.

Reporting on Mawu's progress in the Transvaal since April 1981,

the union's branch secretary, Mr Rodney Nwamba, said that because of this expansion, organisers were often too busy to train shop stewards — who "had been left to face management without planning or experience"

Stewards and workers had sometimes become discouraged as a result

^{stew}
No strike, but dispute goes on (L40A) (15-18)

^{3/5/82}
Workers at the giant Sigma Motor Corporation in Pretoria have rejected strike action as a weapon in their pay dispute with management.

But at a report-back meeting in Mamelodi last week, members of Fosatu's National Auto-

mobile and Allied Workers' Union voted to boycott the Sigma canteen as a mark of their discontent.

Pay talks at Sigma broke down with management making a final offer of a bottom rate of R1,91 an hour and the union holding out

for a minimum R2 an hour "living wage"

This was the second time Sigma wage negotiations ended in deadlock since the union was recognised at the height of last year's strike at the corporation.

Black Allied Workers Union

Cape Explosives Industrial Workers Union

Chemical and Allied Workers Union

Chemical Workers Industrial Union

Chemical Workers Union

Durban Rubber Industrial Union

Engineering and Allied Workers Union

Engineering Industrial Workers Union of S.A.

Federated Mining, Explosives and Chemical Employees Union

Industrial Salaried Staff Association

General Workers Union

Metal and Allied Workers Union

National Union of Engineering, Industrial & Allied Workers

National Union of Motor Assembly & Rubber Workers of South Africa

S.A. Chemical Workers Union

South African Allied Workers Union (SAAWU)

Steel, Engineering and Allied Workers Union

Umbogintwini Industrial Workers Union

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Steel,

Transvaal, Radio,

United African Motor and Allied Workers Union

Sigma workers boycott canteen

3/5/82

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lders

THE two-month-long wage dispute at Pretoria's Sigma Motor Corporation took a dramatic turn over the weekend when about 500 employees threatened to boycott food at the canteen for a week in protest against management's stand that negotiations on the wage issue were closed.

By NORMAN NGALE

which is not strategic We hope to resume the talks with management this week "

Mr Leon Shirley Sigma's senior public relations manager, said on Friday that their minimum hourly payment of R1.91 for unskilled labourers was final and as far as the company was concerned the issue was no longer negotiable with the National Automobile and Allied Workers' Union (NAAWU) which represents more than 3 000 employees at the plant

The minimum monthly wage for unskilled labourers, according to Mr Shirley, was R372 and a 19 per cent increase effective from May 8 would be payable on May 21

In a statement released on Friday, NAAWU said "We reached a deadlock with management on April 23 after weeks of negotiating We rejected their proposed 19 per cent increase which they say is a living wage Sigma wants to push us into a striking situation

Meanwhile Sapa reports from Port Elizabeth that the managing director of Volkswagen, where about 5 600 black workers have been on strike since April 29, says he is hopeful that the problem will be settled and the plant will return to normal production this week

In a statement re-

leased at Uitenhage Mr Peter Searle issued a warning that prolonged and continued worker action such as experienced in the past week would seriously jeopardise future investment plans and employment possibilities

He said that management was prepared to talk to representatives of the employees at any time provided the workers first returned to work

Referring to the demand of the striking black labour force that all 316 workers re-trenched on April 21 be reinstated, Mr Searle said he was satisfied, after re-examining the records of all workers concerned, that there were no cases of unfair retrenchment He said that from a pure business point of view the number of people re-trenched should have been considerably higher.

CS

Motorcar plant workers meet the shop stewards

Post Reporter

WORKERS who walked out of the Volkswagen plant in Uitenhage for the third time in a fortnight on Friday in support of demands that management discuss with union officials issues arising from the retrenchment of 316 workers, met at the factory this morning for a report back meeting from shop stewards

Shop stewards did not meet with Volkswagen management on Friday or at the weekend, according to a company spokesman

The workers have demanded that management retrench only those workers with poor job records and discuss retrenchments with the National Automobile and Allied Workers Union (Naawu)

A third demand is that those retrenched receive severance pay equal to one month's wages for every year worked

Volkswagen has said it cannot accede to any of these demands, but has agreed to continue discussions with shop stewards when workers returned to work

The results of the meeting today are not yet known

Station

SERVICES

Commercial, Cat East London Ltd

Catering and Ac

Transvaal Ret

Perotase Vaki

National Union

National Union

Kimberley Shop

Domestic Worker

Concession Stor

Commercial, Cat

Black Allied Wo

Wholesale & Ret

WHOLESALE & RET

S.A. Electrical

Steel, Engineeri

S.A. Woodworkers

S.A. Operative M

Port Elizabeth Operative, Plumbers Employees Association

National Union of Engineering, Industrial and Allied Workers

Metal and Allied Workers Union

General Workers Union

Engineering Industrial Workers Union of South Africa

Engineering and Allied Workers Union

Electrical and Allied Workers Union of South Africa

Electrical and Allied Trades Union of South Africa

Building Workers Union

Building, Construction and Allied Workers Union

Blanketoverwerkersbond

Black Allied Workers Union

Amalgamated Union of Building Trade Workers

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers

CONSTRUCTION

Johannesburg Municipal Water Work Mechanics Union

General Workers Union

Escom Workers Association

Escom Salaried Staff Association

Escom (Cape Western Undertaking) Salaried Staff Association

Cape Town Gas Workers Union

ELECTRICITY, GAS AND WATER

S.A. Diamond Workers Union

S.A. Association of Dental Mechanicians

Optical Workers Union

Jewelers and Goldsmiths Union

Diamond Cutters Union of South Africa

Other

No move by Province on Dias feud

By SHELAGH BLACKMAN

PROVINCIAL authorities had received no further approaches to investigate the administration of the Dias Divisional Council, Mr H Kriel, MEC in charge of local government, said in an interview today

The chairman of the Dias Divisional Council Dr H Botha, earlier requested the Administrator, Mr E Louw, to investigate the situation. But at a meeting two weeks ago, the council decided to ask Mr Louw not to do anything until further notice

Last week the council decided to set up an internal inquiry into "allegations" against the secretary, Mr N W Anderson. Details of when this inquiry will start and who will conduct it will be decided at a meeting of the Policy Committee scheduled for May 11

At a meeting last night, the Wards Two and Four Civic Association decided to ask Mr Louw to investigate the "mess" in the administration of the Dias Divisional Council. However, according to informed sources, it is unlikely that Province will intervene unless asked to do so by the council itself

Asked to comment on the request by the civic association, Mr Anderson said either an internal inquiry or an investigation by the Administrator would suit him very well. "It's the only way the truth will come out," he said

He was unhappy that in the eyes of the public and of those who did not know the situation, he was thought to be the cause of all the problems in the Dias Council

"The inquiry will prove otherwise. If I have to sacrifice myself in the short term I don't mind, as long as Dias can solve this problem," he said

Dr Botha could not be contacted for comment today. He will be on holiday at Sun City until the end of the week

~~7/33~~ ~~140A~~ ~~140B~~
Deadlock continues
 E. Post
 at motor plant
 4/5/82

Post Reporter

THE deadlock continued at the Volkswagen plant in Uitenhage today when striking workers repeated a demand that 316 retrenched employees be reinstated and that the company go on "short time"

After a two-hour meeting at the plant today, workers left after being told by shop stewards of management's decision not to reinstate those retrenched

Today is the fifth day on which production has been disrupted since the workers were paid off on April 21

A company spokesman said today "While we will not re-employ those retrenched, certain possibilities have been suggested and we will consider negotiating on these when the workers return to work"

Workers have said they are prepared to work between 7½ and eight hours a day provided the retrenched employees are reinstated

Shop stewards will address the more than 5 000 striking workers at the plant tomorrow after discussions with management today

Post Reporter

SHOULD parents teach a pre-primary schoolchild to read?

This was one of the subjects discussed at a pre-school education symposium held at the Holy Rosary Convent hall last night

Though many parents felt it was good to teach children to read at an early age, experts disagreed sharply

They stressed that a child should be taught the fundamentals of successful living, of which reading was merely a part, during his pre-school years

A pre-school teacher, Mrs Naomi Swiegers, said parents should concern themselves with more important issues. Teaching a child self-esteem and self-motivation were the greatest gifts a parent could give a child

"Believe in your child's potential and trust him to reach his potential for himself," she said

Mrs Caroline Miskin, another pre-primary school teacher, said "Between the ages of nine months and four years, a child's ability to absorb material and his desire to learn is unparalleled — a period most crucial to its development"

"During this time the child will reach his potential, a potential that he will establish for life."

Clinical psychologist Mr Chris Hoelson said "Don't teach your child but stimulate his curiosity and then let him show you what he wants to learn"

"Many parents try to

When a child should begin to read

teach their children what they think they should know. This can lead to frustration in the child and consequently a loss of self-esteem and pathological disorders"

All the speakers emphasised the need for a stimulating environment as crucial for a child's development, stressing caution when teaching a child to read

"If a child wants to read, then don't stop him," Mrs Miskin said. "Reading does increase the child's brain power and can increase his IQ. But in no way should he be forced. Pre-school training is designed to give children a foundation upon which to build their future, both in the classroom and out of it"

"But if you are going to teach them to read, then do it according to a recognised way," she said, "otherwise complications can arise at school when they are taught to read all over again"

an artisan



'Jogging can affect fertility'

Post Reporter

JOGGING could cause infertility in women, according to an article in the South African Medical Journal, which also reasserts previous claims of how such activities can interfere with a woman's menstrual cycle

A new study by an American doctor, Dr C O'Herlihy, claims jogging may affect a woman's fertility by suppressing her ovulation

He studied two women

Jackpot prize climbs to R1 650

Promotions Editor

THE Evening Post-Checkers-Checkers Hypermarket Jackpot has climbed to R1 650 this week after nobody correctly forecast last week's winners at Arlington

The R50 consolation prize for the first nearest-to-correct entry scrutinised goes to C S R Vermaak, of 40 Marchant Way, Taybank, Port Elizabeth

Racing is at Arlington again this week, and if you want to win the fabulous R1 650 prize you must predict all the winners of races 3 to 8. The prize will go to the sender of the first correct entry scrutinised

The following rules apply.

- Only entry forms carrying the date of the current race will be scrutinised
- Entries must be pasted on the back of an envelope or card
- Entry is free and you may send in as many entries as you wish, but only the official entry form or a reasonable hand-drawn facsimile is acceptable
- Entries must carry the names of the horses and not the numbers

More strike on the East Rand

slow
1400
4/5/82

Labour unrest in the East Rand metal industries worsened yesterday when 800 workers at Anglo Vaal's National Bolts plant in Boksburg struck for more pay

At Scaw Metals in Germiston, where 2,800 strikers were fired last week, the firm said more than half the day-shift had been re-employed by lunchtime yesterday

A Scaw spokesman said threats of violence against those wishing to return to work had been the most disturbing feature of the dispute

The dispute had not been over workers' demands for a 10c an hour increase, he said. Employers had offered 25c an hour in industrial council talks and the strikers' demands

for an immediate rise "would have meant pre-empting these negotiations

The chairman of National Bolts, Mr David Royston, said management had asked the 800 strikers to elect a committee to make clear their demands, and had contacted the Metal and Allied Workers' Union (Mawu) — which has members at the plant

At two Wadeville plants of Genrec Steel Structures, Power Steel Construction and Genpipe, about 600 workers who struck last week over the retrenchment of colleagues were still out yesterday

A Mawu spokesman said that after negotiations with the union, Genrec management had extended a return-to-work deadline until this morning

VW won't reinstate. 316: strike resumes

Star 4/5/82
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197

7/75 with

Labour Reporter

A strike at the Volkswagen motor assembly plant in Uitenhage has reached deadlock. More than 5 000 workers are refusing to return to work until 316 retrenched colleagues are re-employed and the company has refused to take the men back.

The workers walked out again yesterday

morning after shop stewards told them Volkswagen would not re-employ the 316 workers.

The men were retrenched late last month and workers staged a stoppage soon afterwards. They returned to their jobs after a promise of negotiations between management and the National Automobile

and Allied Workers Union (Naawu)

Volkswagen's industrial relations officer, Mr Olhe Rademeyer, said yesterday the company had reaffirmed its decision not to reinstate the 316.

A Naawu organiser said workers would meet today but they rejected any offer other than reinstatement of colleagues.

Founded: 1970

Area of Operation: Western Cape

Officials: Secretary: A. Frazer

8001

Cape Town

Corporation Street

Address: 201/4 City Centre

Telephone: (021) 33658

1980/81

Fosatu Annual Report

Year	Membership			Total
	African	Asian and Coloured	White	
1980				560
1979				475
1978				-
1977		30	347	377
1976		21	201	222
1975		26	305	331
1974		28	294	322
1973		98	320	418
1972				
1971				
1970				

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JEWELLERS AND GOLDSMITHS UNION

Black Allied Workers Union

Cape Explosives Industrial Workers Union

Chemical and Allied Workers Union

Chemical Workers Industrial Union

Chemical Workers Union

Durban Rubber Industrial Union

Engineering and Allied Workers Union

Engineering Industrial Workers Union of S.A.

Federated Mining, Explosives and Chemical Employees Union

Industrial Salaried Staff Association

General Workers

Metal and Allied

National Union of

S.A. Chemical Workers

South African All

Steel, Engineering

Unbogintwini Indu

Weskapse Plofsto

Non-Metallic Mine

Building, Constru

Glass & Allied Wo

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National Cement F

National Union of

Transport & Gener

Base Metal Indust

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Electrical and All

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S.A. Iron, Steel a

S.A. Tin Workers U

South African All

Steel, Engineering

Transvaal, Radio,

United African Motor and Allied Workers Union

Deadlock as strikers reject VW offer

and Welders
A.
rkers

ARGUS 4/5/82
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Argus Bureau

PORT ELIZABETH. — A compromise offer by Volkswagen management failed this morning to win the support of its striking black labour force, who walked out of the premises after a mass meeting leaving the dispute deadlocked.

The president of the National Automobile and Allied Workers' Union, Mr Jury Harris, said that early today before shop stewards addressed a mass meeting of workers on strike inside the premises, management had made a new offer.

However, the workers insisted on their latest demand of wanting all 316 retrenched workers reinstated and everybody working shorter hours to accommodate them.

PARALYSED

After a two-hour meeting, they walked out leaving the plant still paralysed since Thursday. This was the fifth walk-out after a mass meeting.

Mr Harris would not give details of the compromise offer as another meeting between shop stewards and management was due later today.

It has been reported, however, that the company has offered to reinstate about 20 of the retrenched workers, providing the rest return to work.

The first of four walk-outs at the plant came a fortnight ago when 316 workers were retrenched. The plant has been idle since a walkout on Thursday.

The workers first demanded that all retrenched workers with job records be reinstated, that the company should hold discussions on all retrenched workers with bad records and that severance pay be improved.

When this was rejected the workers withdrew these demands and adopted their initial stance that all retrenched workers be reinstated and all workers be allowed to work "short time."

At yesterday's meeting they reiterated this stand.

The director of industrial relations at Volkswagen, Mr A C Rademeyr, yesterday said the company had already reduced manhours by 30 000 a week.

● In Boksburg labour unrest escalated yesterday when 800 workers at Anglo Vaal's National Bolts plant struck over demands for a wage increase.

At Scaw Metals in Germiston, where 2 800 strikers were fired last week, the management said more than half the day-shift had been re-employed.

al Products

South Africa
rkers

'Dispute was triggered by dismissal of low production'

1 500 Natal workers on strike

140A

Mercury
5/5/82



Mercury Reporter

ABOUT 1 500 workers from Progress Knitting Mills at Hammarsdale refused to start work yesterday morning — while the strikes at Volkswagen and General Galvanising in the Cape continued

Progress Knitting Mills' strike follows a short stoppage last week by 28 workers after the dismissal of two of their colleagues for 'low production'

Workers said yesterday they had demanded the

reinstatement of the two workers but when they returned to work on Wednesday they found this had been done but six other workers had been fired

A delegation had been sent to the management on Friday to discuss the workers' dismissal but they had been told that 'the management reserved the right to hire and fire whomever it pleased', workers said

After the delegation had reported back to the workers the police had arrived to arrest two of the delegation, they said

One of the arrested workers was released on Friday but the other, Mr James Ntshingla, was kept in custody and appeared before Mr P S M Nel in the Camperdown Magistrate's Court yesterday

Mr Ntshingla has been charged with inciting other workers to strike. He was granted bail of R100 but was not asked to plead. The trial has been adjourned until May 18

HAMMARSDALE workers stream into the loca

Too busy

The workers said they had gathered inside the factory gates yesterday but when they had refused to begin work until the six workers were reinstated, management had told them to leave the factory premises

An official of the Fosatu-affiliated National Union of Textile Workers (NUTW), who claim to represent 1 100 of the workers, arranged for the workers to meet at a church hall in the nearby Mpumalanga township

The Mercury was told that Progress's executive director, Mr P D Jacobson, was 'too busy' to comment

The 5 600 striking Volkswagen workers at Uitenhage yesterday reiterated their demands for the reinstatement of 316 retrenched workers and that the company be placed on shorter time

Volkswagen's management said yesterday they would consider 'renegotiating some of the grievances', but only when workers returned to work.

At General Galvanising in Parow the situation remained unchanged yesterday after 82 workers downed tools following Thursday's breakdown of negotiations on a workers' committee's constitution

More metal men strike

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182

WORKERS UNION

Year	Afri
1970	
1971	
1972	
1973	
1974	3 9
1975	3 9
1976	6 7
1977	7 0
1978	
1979	
1980	

Labour Correspondent
THREE new metal industry strikes — in Boksburg, Brits and Edenvale — were reported yesterday, but unrest in the Wadeville area appeared to be subsiding.

In Edenvale, a union organiser was arrested at a strike-hit plant for trespass and released after paying a fine.

At National Bolts, an Anglo Vaal subsidiary in Boksburg, about 800 workers downed tools in support of wage demands.

An Anglo Vaal spokesman said management and Fosatu's Metal and Allied Workers Union were attempting to settle the dispute.

The union's general secretary, Mr David Sibabi, said last night management had told the union it would negotiate on workers' demands — but only once strikers returned to work. Talks would begin at 5.30 this morning.

In Brits, Femco plant workers downed tools in protest against retrenchments, according to the union.

In Edenvale, union organiser Mr Babakhe Makama was arrested at a strike at Edenvale Electro-Plating. He was released after paying a R30 fine.

Mr Makama said yesterday about 200 workers at the plant had struck, demanding that the Metal and Allied Workers Union be recognised.

In Wadeville, strikes at Power Steel and National Spring ended yesterday, although Genpipe workers were still on strike, according to the union.

At Scaw Metals, only half the black workers have returned to work, the company said.

At National Spring a spokesman said workers had agreed to return yesterday and that the company would return to full production "as soon as possible".

"Workers acceded to our conditions that only 225 could be taken back and that about 100 would lose their jobs. Mawu also agreed to this," he said.

Mr Sibabi confirmed workers had returned, but said Mawu "would never agree to selective re-hiring". Workers went back "because management was hiring scabs and they decided to carry on fighting inside the plant," he said.

Membership	
White	Total
	3 900
	3 900
	6 700
	7 000
	..
	..
	8 400

Fosatu Annual Report Nov. 1980/81

Address: 1 Central
125 Gale
Durban
4001

Officials: Secretary

Area of Operation:

Founded: 1973

Registration: See

Recognition:

Membership: 1981 =

Telephone: (031) 69215

Eastern Cape

Registration, p. 11

- 9) McKennon Chairs
- 10) Alusaf
- 11) Vosa
- 12) Craft Engineering
- 13) Selchain
- 14) Stone Street & Hansen
- 15) Barlows

CALL TIMES 5/5/82

Strikes hit metal industry

Own Correspondent

JOHANNESBURG — New metal industry strikes — in Boksburg, Brits and Edenvale — were reported yesterday, but unrest in the Wadeville area appeared to be subsiding

In Edenvale, a union organizer was arrested at a strike-hit plant for trespass and released after paying an admission of guilt fine.

At National Bolts, an Anglo Vaal subsidiary in Boksburg, about 800 workers downed tools in support of wage demands

In Edenvale, Mawu organizer Mr Babakhe Makama was arrested at a strike at Edenvale Electro-Plating. He was held for about an hour and released after paying R30 as an admission of guilt.

In Wadeville, stoppages at Power Steel and National Spring ended yesterday, although Genpipe workers were still on strike, according to Mawu, and only half Scaw Metals' black workers had returned to work, according to the company.

A Scaw spokesman said yesterday that about half the 2 000 black workers who struck in support of demands for an immediate 10c pay increase had returned and that "almost all" the 800 coloured workers had returned

Meanwhile, the strike at the Edgars stores distribution centre in Johannesburg spread yesterday as black workers at Sales House, Jet and Edgars' stores downed tools in support of demands for union recognition and a 50 percent wage increase

In Port Elizabeth, a spokesman for Volkswagen said yesterday that the company was prepared to again examine the cases of some of the 316 workers retrenched on April 21, on condition that other plant workers returned to work

Other

Diamond Cutters Union of South Africa

Jewellers and Goldsmiths Union

Optical Workers Union

S.A. Association of Dental Mechanicians

S.A. Diamond Workers Union

ELECTRICITY, GAS AND WATER

Cape Town Gas Workers Union

Escom (Cape Western Undertaking) Salaried Staff Association

Escom Salaried Staff Association

Escom Workers Association

General Workers Union

Johannesburg Municipal Water Work Mechanics Union

CONSTRUCTION

Amalgamated Society of Woodworkers

Amalgamated Engineering Union of South Africa

Amalgamated Union of Building Trade Workers

Black Allied Workers Union

Blankenbouverkervakbond

Building, Construction and Allied Workers Union

Building Workers Union

Electrical and Allied Trades Union of South Africa

Electrical and Allied Workers Union of South Africa

Engineering and Allied Workers Union

Engineering Industrial Workers Union of South Africa

General Workers Union

Metal and Allied Workers Union

National Union of Engineering, Industrial and Allied Workers

Port Elizabeth Operative, Plumbers Employees Association

S.A. Operative Masons' Society

S.A. Woodworkers

Steel, Engineering and Allied Workers Union

S.A. Electrical Workers Association

WHOLESALE & RETAIL TRADE AND ACCOMMODATION SERVICES

Wholesale & Retail Trade

Black Allied Workers Union

Commercial, Catering and Allied Workers Union

Concession Stores

Domestic Workers

Kimberley Shop As

National Union of

National Union of

Pretorius Vakkor

Transvaal Reta:

Catering and Acco

Commercial, Cate

East London Liqu

5 000 VW workers down tools again

Labour Reporter
About 5 000 workers at the Volkswagen assembly plant in Uitenhage left the buildings again this morning in protest against the dismissal of 316 of their colleagues last month

This was the fifth successive day of lost production

The firm has said it is willing to re-examine

some of the retrenchments, but only if the workers return to their jobs

The workers have rejected this and called for reinstatement of all 316

Today's walk-out followed a meeting between workers, and officials of the National Automobile and Allied Workers' Union

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Other

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Jewellers and Golds
Optical Workers Uni
S.A. Association of
S.A. Diamond Worker

ELECTRICITY, GAS AND

Cape Town Gas Work
Escom (Cape West)
Escom Salaried St
Escom Workers Ass
General Workers Un
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CONSTRUCTION

Amalgamated Society of Woodworkers
Amalgamated Engineering Union of South Africa
Amalgamated Union of Building Trade Workers
Black Allied Workers Union
Blankebouwerkersvakbond
Building, Construction and Allied Workers Union
Building Workers Union
Electrical and Allied Trades Union of South Africa
Electrical and Allied Workers Union of South Africa
Engineering and Allied Workers Union
Engineering Industrial Workers Union of South Africa
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial and Allied Workers
Port Elizabeth Operative, Plumbers Employees Association
S.A. Operative Masons' Society
S.A. Woodworkers
Steel, Engineering and Allied Workers Union
S.A. Electrical Workers Association

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES

Wholesale & Retail Trade

Black Allied Workers Union
Commercial, Catering and Allied Workers Union
Concession Stores and Allied Trades Assistants Union
Domestic Workers and Salesladies Association
Kimberley Shop Assistants, Warehousemen and Clerks Association
National Union of Commercial, Catering and Allied Workers
National Union of Distributive Workers
Pretoriase Vakbond vir die Kleinhandel Vleisbedryf
Transvaal Retail Meat Trade Employees Union

Catering and Accommodation

Commercial, Catering and Allied Workers Union
East London Liquor & Catering Trades Employees Union

VW strike to end tomorrow

Argus Correspondent
PORT ELIZABETH —
The more than 5 000
workers who have been
on strike at Volkswagen
in Uitenhage since last
Thursday, have decided to
return to work tomorrow

This was learnt from
authoritative sources to-
day after the workers had
a meeting for more than
two hours on the company
premises this morning

It has also been learnt
that the workers today
decided to accept manage-
ment's latest offer to re-
open negotiations on the
retrenchment of 316
workers two weeks ago
In terms of this, manage-

ment undertook to re-
assess the position of a
number of the dismissed
workers, provided the
work force took up tools
again

UNAVAILABLE

Shop stewards of the
National Automobile and
Allied Workers' Union
were still in consultation
with management this
afternoon and no spokes-
man for either party was
available for comment

Until this morning's
meeting, the workers had
been demanding the re-
instatement of all re-
trenched workers, and
reduced hours for all to
allow for this

Workers to

stay

away

Mercury Reporter

WHILE 5 600 striking Volkswagen workers yesterday informed the management that they would return to work today, workers from Progress Knitting Mills at Hammarsdale resolved to continue their stoppage

After a meeting with shop stewards on Volkswagen factory premises at Uitenhage yesterday morning, workers said they would return to work on condition that grievances surrounding recent retrenchments would be negotiated

Negotiations would centre on discussions on workers the union claimed had been 'unfairly dismissed' and the severance pay received by the retrenched workers, a spokesman for Volkswagen said

The entire black workforce of Volkswagen downed tools on Monday for the fourth time in two

weeks demanding that the factory go on shorter time in order to facilitate the re-instatement of 316 retrenched workers

At Progress, according to a notice affixed to the factory's main gate all workers in nine departments in the factory had been discharged because of their involvement in an 'illegal strike'

But about 1 500 workers at a midday meeting in a church hall in the nearby Mpuimalanga township rejected the dismissal notice and resolved to continue the stoppage until the management had

re-instated six dismissed workers

The general secretary of the Fosatu-affiliated National Union of Textile Workers, Mr Obed Zuma, accused the management of trying to split the striking workers in an attempt to get them to return to work.

He said the 'discharged' workers, who made up about half the workforce, were from departments 'closely involved in the stoppage'

A spokesman for the Department of Manpower in Durban said that only a magistrate could determine whether the notice could be considered as a legal dismissal but said as the workers had not returned to work they could be considered as having 'dismissed themselves'

The workers at the Hammarsdale textile factory downed tools on Tuesday following last week's dismissal of six workers and the arrest of a colleague for allegedly inciting workers to strike

6/5/87 Mercury

140A

"And I learned there were troubles of more than one kind,
Some come from ahead and some come from behind,"
— children's author Dr Seuss

WADEVILLE employers hardly enjoyed last Friday. But Mr Moses Mayekiso enjoyed it a good deal less.

Mr Mayekiso is one of two Wadeville organisers of Fosatu's Metal and Allied Workers Union, whose members have been involved in most of the strikes which have swept the area recently.

And last Friday was particularly hectic. Five plants, owned by three major companies — Anglo American, Abercom and Genrec — were on strike. And it was Mr Mayekiso's job to represent the strikers single-handedly.

As strikes continue to grip Wadeville, many employers blame the unrest on Mawu. So Mr Mayekiso should have spent the day rubbing his hands in glee in between whipping workers up to greater militancy.

When the Mail accompanied him on his rounds last Friday, he did nothing of the kind.

Union organisers occupy central positions in industrial relations. Workers look to them for support and bargaining skills. Employers who are willing to bargain look to them to settle disputes and thus end strikes.

They inevitably run the risk of being sandwiched between their members' aspirations and employers' resistance to worker demands.

In an industry in which worker militancy is growing and employer determination not to bargain outside the industrial council system is almost universal, that would be a difficult task.

But when there are not enough of you to go around, it is even tougher.

Last Friday, there was only one organiser to go around — Mr Mayekiso. His fellow-organiser was away on union business. Another official was at a Benoni strike. And the general secretary, Mr David Sibabi, was organising Mawu's annual general meeting.

So Mr Mayekiso began his day at Scaw Metals, where about 2 800 workers had been fired and told to re-apply for their jobs. Some decided to re-apply, others loudly urged them not to. There were reports of scuffles inside the gates and confusion reigned as workers milled about.

If Mawu was an all-powerful union where workers dropped what they were doing to take orders from an organiser, he would, no doubt, have intervened.

But it isn't — it insists that decisions must come from the bottom up. So he spent the time outside the gates — the action was inside — relying on reports from union members.

By mid-morning, the situation calmed. It was time to

Labour Correspondent **STEVEN FRIEDMAN** reports on the life of a union organiser during a strike wave — and what this means for labour relations.

Man in the middle

140A
ROOM 6/5/82

travel to National Spring, where about 350 workers had been on strike for four days. Mr Mayekiso does not drive, so he relied for a lift on two strikers.

Workers were gathered outside the plant, their shop stewards inside negotiating. After a brief wait, the stewards were ushered out and began a report-back.

Mr Mayekiso addressed the meeting and left. It was time to go to Genrec's Power Steel, where 600 workers had struck the day before.

How would workers react to management's offer? "They'll probably reject it," he said. But there was no time to wait to find out.

At Power Steel, workers greet Mawu's man with clenched fists and shouts of "Amandla" (Power). They gather for a meeting.

Management is prepared to talk to them, they say, but they will not agree unless Mr Mayekiso is there. He promises to arrange a meeting and asks for a lift to the nearest post office to phone.

But before he phones, Mr Mayekiso must travel to Genpipe, another Genrec plant where workers have struck over retrenchments.

More shouts of "Amandla", another hurried meeting. Workers have been told they are fired and must apply individually for their jobs, they say.

He promises to take this up when he raises the Power Steel dispute. As he departs, workers sing a union song.

We drop Mr Mayekiso at the post office, where he is to contact management.

From there he is to go to a meeting with management, and then to the union offices for a meeting with Genrec workers — including those from a third plant, who walked out at noon to discuss

retrenchments.

By late afternoon, he has not had time to learn the outcome of the National Spring meeting. And Sigma is on ice for the moment.

"I wouldn't like your job," I tell him, unnecessarily. "It's tough," he replies. "It's all right when managements are prepared to negotiate on actual grievances. At the moment, they're getting tougher all the time. Almost every dispute ends in deadlock."

But the day before produced a success story for Mr Mayekiso. At Haggie Rand, where 1 700 workers downed tools, Mawu, which only had about 150 members, intervened. Haggie would not agree to a pay rise, saying it would not bargain under threat.

Mr Mayekiso conveyed this to workers, who said they would not go back unless management gave something. A compromise was suggested — if management agreed to talks on union recognition, workers would return. Management agreed and, within a day, Mawu membership jumped to 900.

Haggie Rand chief executive Mr Richard Savage praised Mawu's role in settling the strike and the union had won another factory.

How did Mr Mayekiso feel about this? "Very pleased," he said, "but mainly relieved. It means one less strike to worry about."

Friday may have been a particularly busy day. But Mr Mayekiso's experience is not that different from that of many emerging union organisers. Particularly in a union like Mawu, in which membership has jumped quickly to nearly 30 000.

Although at least one strike-hit employer last week was critical of Mawu's role, the Haggie strike does show

that, given the opportunity, union officials can defuse conflict while winning gains for their members.

But the fact that there are not enough organisers creates problems, not only for unions, but for those employers who do want to negotiate.

Indeed, exasperated employers often complain that they have contacted union officials about a strike and have had to wait several hours for them to arrive. Usually, this means officials are at another dispute and there is no-one else to take their place.

Some believe Dr L A P A Munnik's fund-raising ban — which bars Fosatu from receiving donations — explains the lack of organisers.

Not so, says a Fosatu source. A union like Mawu is now almost financially self-sufficient, he says. But he does acknowledge that it is difficult to find worker leaders in the factories to become organisers — and it is, of course, from the factories that most organisers come. Organisers' salaries are low and, in the motor industry, they were recently earning less than half the wages of some workers (though that has since been changed).

The job is, to put it mildly, demanding. One firm said this week that, if Mr Sibabi wanted to negotiate, he must do so at 5 30am before work was to begin. "We'll go," he said. "Otherwise, they'll say we aren't prepared to negotiate."

And organisers are also supposed to be servants of elected worker leaders. When unions were small, this was often a theory only.

No longer, in many plants. Some labour observers joke about the "tyranny" of elected leaders who are supposed to — and do — give organisers streams of orders which must be carried out.

This indicates that union democracy is working in many plants — but doesn't make it easier to find organisers.

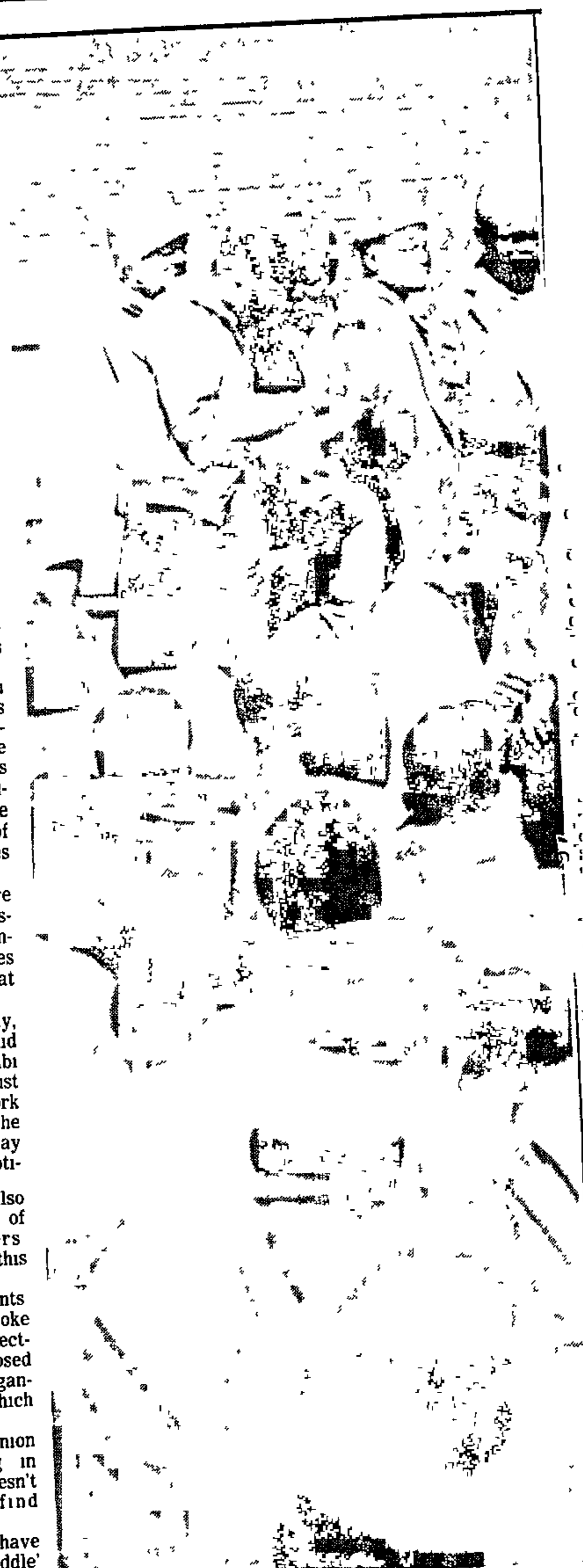
And organisers also have to act as "man in the middle" between worker expectations and management toughness, which unionists claim, is increasing.

Far from being "agitators", union officials are often settlers of disputes. And they have troubles both ahead and behind.

Most emerging unions insist that officials' role should be as limited as possible. Elected shop stewards should do most of the bargaining, they say.

But this means stewards must be carefully trained in bargaining skills. This is becoming difficult as a union like Mawu, with its scanty resources, sees membership grow dramatically.

Thus its Transvaal branch secretary, Mr Rodney Nwamba, told Mawu's AGM that organisers were often



Moses Mayekiso talks to National Spring workers at a shop stewards' report back meeting — one of the many striker meetings held in Wadeville last Friday.

too busy to train stewards who had thus "been left to face management without planning or experience."

It is here that Dr Munnik's ban — imposed after changing the law to override an earlier ban aside — has its effect.

"It has had a very serious effect on our education and training programme. Money has to go on necessities and we have very little left over for training," says a Fosatu man.

So the ban has made it more difficult for officials to leave disputes to trained stewards. This is a problem for

unions — and for those employers who are prepared to negotiate. As the Haggie strike shows, it can deprive them of the chance of negotiating a settlement.

It is not only in unions' interest that there should be trained worker leadership in areas like Wadeville. Indeed, they — together with an employer willing to bargain — are the only lifelines to peace in the area.

Not only the unions are paying the price for Dr Munnik's ban — and other official action which has taken union leadership out of the bargaining arena.

Other

Diamond Cutters Union of South Africa

Jewellers and Goldsmiths Union

Optical Workers Union

S.A. Association of Dental Mechanicians

S.A. Diamond Workers Union

ELECTRICITY, GAS AND WATER

Cape Town Gas Workers Union

Escom (Cape Western Undertaking) Salaried Staff Association

Escom Workers Association

General Workers Union

Johannesburg Municipal W

CONSTRUCTION

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Black Allied Workers Unio

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Building, Construction an

Building Workers Union

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Engineering and Allied Wc

Engineering Industrial Wc

General Workers Union

Metal and Allied Workers

National Union of Enginee

Port Elizabeth Operative,

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S.A. Woodworkers

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WHOLESALE & RETAIL TRADE

Wholesale & Retail Trade

Black Allied Workers Unio

Commercial, Catering and

Concession Stores and All.

Domestic Workers and Sales

Kumberley Shop Assistants,

National Union of Commerci

National Union of Distrib

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Transvaal Retail Meat Tr

Catering and Accommodatio

Commercial, Catering and

Fast London Liquor & Cater

Sacked workers take case to council

Workers dismissed last month after a strike at the Flekser firm in Wadeville have taken the first step towards Industrial Court action against the company

Thirteen former Flekser employees all members of the Metal and Allied Workers' Union (Mawu), have referred their case to the industrial council for the metal industries

If the council cannot settle the dispute, the workers' allegations of unfair labour practices at the company will be automatically passed on to the Industrial Court

The dispute involves workers' claims that the initial dismissal of three workers and subsequent dismissal and selective re-employment of the entire 240-strong workforce after a strike, were unfair

It is understood that the workers also alleged the firms refusal to negotiate with a representative union constituted an unfair labour practice

Flekser management said the three were fired after disciplinary action following refusal to work

Thousands of East Rand metal workers have been dismissed in the recent wave of strikes in the area and sources say the case has special importance against this background

Workers Association

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Starts 28/5/79

VW men
 Staw
 go back
 6/5/82
 to their
 benches

Own Correspondent

PORT ELIZABETH — Work is back to normal at Volkswagen in Uitenhage. More than 5 000 workers who have been on strike for five days returned to work today — but the dispute with the management is not over.

The workers decided to take up tools again because the management has agreed to re-open discussions on 316 retrenched workers — “which we hope will lead to an agreement” said the president of the National Automobile and Allied Workers’ Union, Mr Jurv Harris.

The workers had set three conditions and it was hoped they would be met in the course of further talks.

Mr Harris would not give details about the conditions but it is believed they concern improved severance pay for retrenched workers, reinstatement of certain workers, and the shorter hours to allow for more reinstatements.

At the Auto Press engineering components firm about 50 workers lost their jobs this week after protesting against the dismissal of a colleague. The management said he had refused to operate certain machinery.

In the troubled East Rand metal industries, labour unrest appears to be simmering down, though the Metal and Allied Workers Union says there was renewed trouble at National Bolts in Boksburg yesterday.

Edgars management had talks in Johannesburg yesterday with officials of the Commercial, Catering and Allied Workers Union over a strike by 700 workers at its stores.

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 accountant, to provide advice or
 the client.
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 her Registered Accountant and Audi-
 his own account or in partnership
 client to appoint whom he wishes to
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), to allow himself to be nominated as
 mmissible for a Registered Accountant
 mation if, in his opinion, there is any
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 until he has thereafter communicated
 e intention to make the change or to
 ing registered accountant and auditor,
 that person has informed the existing
 he is unable to accept appointment or
 y another Registered Accountant and
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 d conflict with his responsibilities to an
 out an audit or other professional work
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 ctors’ Act, No. 51 of 1951 as amended,
 ing to be dealt with in terms of the Act

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 (ii) The term “consultant” means a
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 (i) The term “existing accountant”
 - (9) -
 (6) In the following sub-rules (7) to (9) -
 sub-rule (1).
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 or of the said Disciplinary Rules.
 or alternatively of Rule 2 (1) of the Bo-
 duct within the ambit of Section 27 of
 Breaches of, or a failure to observe, an

Volkswagen men return to work

Post Reporter

STRIKING Volkswagen workers returned to work today while shop stewards met management representatives on the issue of 316 retrenched workers.

After work stoppages on six days since the retrenchments on April 21, the 5 600 workers at the plant in Uitenhage decided yesterday to return to work on the understanding that management would discuss the retrenchments with worker representatives

The workers also want the terms of severance rules under which the 316 were retrenched to be re-examined

A company spokesman said Volkswagen agreed to discuss the issues raised.

Knitting mill workers stay on strike

(14/6)
(15/6)
Mercury
(UOA)
7/5/82

Mercury Reporter

A STRIKE at Progress Knitting Mills, Hammarsdale, involving the entire workforce entered its third day yesterday with no resolution in sight.

And the wave of metal industries' strikes on the Reef continued with stoppages at the Boksburg National Bolts and Femco at Brits, while only half of the workforce of Anglo American's subsidiary Scaw Metals have returned to work after last week's stoppage.

About 1500 workers downed tools at Progress on Tuesday demanding the reinstatement of six workers who had been fired last week.

Mr Obed Zuma, the general secretary of the Fosatu-affiliated National Union of Textile Workers who claim to represent the majority of the striking workers, said he had approached Progress again yesterday in an attempt to discuss the workers' grievances but had been told the management was 'prepared to negotiate only with the workers, not with the union'.

A special meeting was held yesterday of all the union's Hammarsdale shop stewards and a delegation from the striking workers, where the management's refusal to deal with the union was to be discussed.

Progress' executive director, Mr P D Jacobson, was again 'not available' yesterday.

Demands

In Johannesburg the general secretary of the Fosatu-affiliated Metal and Allied Workers' Union, Mr David Sibabi, said striking workers from the Anglo Vaal subsidiary National Bolts had been locked out yesterday.

About 1000 National Bolts' workers downed tools on Tuesday in support of wage demands.

'The company offered workers an immediate 5c an hour increase plus another 5c to be awarded on June 1 but workers rejected this yesterday and talks have deadlocked.

Anglo Vaal's chairman, Mr David Royston, said they had reinstated their wage offers for an hour yesterday morning but these were rejected by workers again after which they 'advised workers that their jobs had been terminated forthwith'.

At the Brits company Femco, a Mawu spokesman said the company has refused to negotiate with the union after 600 workers downed tools on Tuesday in protest at the management's refusal to reinstate 18 retrenched workers.

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the Western powers — and probably South Africa as well — by surprise

In Nairobi the Kenyan Foreign Minister Mr Robert Ouko said today the phased approach was taking too long

Analysts see little chance that Swapo's alternative proposal of another round-table conference will be accepted by the West, the Star's Africa News Service adds

It is even less likely to be accepted by South Africa which would probably reiterate that it will not negotiate directly with Swapo and that direct negotiations must be conducted with the internal parties in Namibia

Western observers believe the decision at Dar es Salaam will delay a settlement longer than phasing would

● See Page 19

No let-up in Transvaal strikes

Star 7/5/82 QUOB (88) (18)

Labour Reporter

Unrest continued in the Transvaal metal industry today with 1 000 workers sacked at a Boksburg firm and 600 claiming to have been locked out of a Brits plant

About 1 000 National Bolts workers in Boksburg lost their jobs yesterday afternoon after rejecting management's final interim wage increase offer

The chairman Mr David Rovston said today that to resume production a new work force was being taken on this morning

Former employees were welcome to re-

turn He would not comment on the wage offer because it was made during confidential discussions with the Metal and Allied Workers Union (Mawu)

At the Femco metal plant in Brits this morning Mawu claimed

that management had locked out about 600 workers and refused to talk to the union

Workers staged another stoppage yesterday to protest at retrenchment policies

A Mawu spokesman said that when workers returned yesterday ma-

agement had cut off power to the machines but they stayed until the end of their shift

Feco management was not available for comment

The Edgars management was hopeful that the week-long strike by more than 600 black staff would peter out

Workers at Edgars and the groups Sales House and Jet stores struck for recognition of the Commercial, Catering and Allied Workers' Union

A management notice told workers it was prepared to negotiate the recognition issue once they had returned to work

Freed — by mistake

Crime Reporter

A housebreaking and theft suspect is on the run after being discharged by mistake yesterday from the cells at the Johannesburg Magistrate's Court

Mr Themba Mngomezulu was arrested for suspected crimes in Boovsens and appeared in court for remand

He was not granted bail, but was allowed to leave by mistake and fled on foot. Police are searching for him

Just a spawn in the name game

Own Correspondent

DURBAN — A frog has caused a row in Natal because of its name

The name is "Buthelezi"

Dr O D Dhlomo, secretary-general of Inkatha, said this was an insult to black people

NO HARM

But Mrs Molly Fourie of Warner Beach, whose husband breeds frogs for long-jumping competitions, said no harm was meant

She denied that her family was responsible for naming the frog

She said "Our casual worker, Mr Ephraim Dlamini, named the frog. It was all very innocent"

"That's dodging the issue," said Dr Dhlomo

"It's extremely unlikely that a black would name a frog after a human, especially royalty"

NOT CUSTOM

Dr Dhlomo said that naming animals after people was certainly not a black custom

"Blacks have too much respect for people to do such a thing," he added

TV set row leads to Cabinet swops

CANBERRA — Australian Prime Minister Mr Malcolm Fraser reshuffled his Cabinet extensively today after the resignations of two Ministers because of a political scandal over a television set

Business and Consumer Affairs Minister Mr John Moore and

Health Minister Mr Michael Mackellar stepped down last month after it was revealed that Mr Mackellar had brought a colour television set into Australia from Hong Kong without declaring it or paying duty

Mr Moore had responsibility for the Customs

Department, which did not follow up the matter properly

In the reshuffle, Communications Minister Mr Ian Sinclair has been moved to the Ministry of Defence to replace Mr Jim Kilen, who becomes Government Leader in the House of Representatives

The Ministry of Employment has been amalgamated with the Ministry for Industrial Relations, and the Construction Ministry with Transport

The two new Ministers are Mr Jim Carlton and Mr John Hodges, who took the Health and Immigration portfolios

Nine present Ministers changed their responsibilities — Reuter

52-km run to help aged

Twenty-four energetic 13-year-olds will be up at the crack of dawn and running tomorrow from Pretoria to Johannesburg to raise money for the aged

The youngsters will complete the 52 km relay in pairs, each doing 4 km in 1 km stages

"We decided to do

something for the Year of the Aged and hope to raise more than R1 000 from sponsors and donations

"This will be given to the Council for the Aged," said Miss Carole Lane (17), a form prefect at Waverley Girls' High School

Suzmans on visit to Russia

Own Correspondent
CAPE TOWN — Mrs Helen Suzman is off to Russia next month

She will accompany her husband, who will attend a cardiac congress in Moscow

The Progressive Federal Party MP for Houghton, Human Rights defender and Nobel Prize nominee will first go to America to pick up her seventh honorary doctorate

Mrs Suzman is looking forward to her trip

to Russia as a tourist "It should be most interesting," she said today, "especially as my father emigrated from that part of the world"

The party will spend about a week in Moscow during which Mrs Suzman hopes to see the ballet, and will go to Samarkand, Tashkent and Leningrad

There is also a trip arranged to the Caucasus

A number of South African doctors will be going to the cardiac congress in Moscow

Before going off to Russia, the world-famous MP will go to Denison University, in Ohio, where she will deliver the communique made a doctor of human letters

Mrs Suzman has doctorates from Oxford, Harvard, Wits, Columbia, Smith and Brandeis universities

Argentina says it downed 2 Harriers

from page 2

troops from the Falklands, according to Britain's Defence Secretary, Mr John Nott

As Britain mourns the loss of 20 officers and men from HMS Sheffield latest opinion polls show a 5 percent drop in support for the Conservative Government and a majority (51 percent) in favour of an immediate ceasefire

The Star's Washington Bureau reports that President Reagan yesterday voiced renewed US support for the British negotiating position in the crisis

SESSION

He told reporters at an informal question-and-answer session at the White House that any ceasefire should be accompanied by Argentina's withdrawal from the islands

The President also dismissed fears that the conflict could escalate into a confrontation between the superpowers

Reflecting the view that the Soviets were too far away from the fighting to become

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Argus Correspondent

DURBAN — About 1 500 workers at Progress Knitting Mills in Hammarsdale stayed away from work again today

Yesterday an estimated 1 200 workers voted for continued protest action until their demands for union recognition and reinstatement of dismissed colleagues were met, according to the general secretary of the National Union of Textile Workers, Mr Obed Zuma

The Union which claims a membership of 1 100 of the total work

force, says it has so far tried unsuccessfully to negotiate with management over the dispute.

Management was not available for comment

Unrest also continued in the troubled Transvaal metal industry today with 1 000 workers losing their jobs at a Boksburg firm and another 600 claiming to have been locked out of a plant in Brits

About 1 000 workers at the National Bolts plant in Boksburg lost their jobs yesterday after rejecting management's final offer of an interim wage increase

The company's chairman, Mr David Royston, said the workers lost their jobs because they rejected the offer

National Bolts was taking on a new work force today

At the Femco metal plant in Brits, the Metal and Allied Workers' Union claimed manage-

ment had locked out about 600 workers and refused to talk to the union

Workers conducted another stoppage in the plant yesterday in protest against management's policies on retrenchments

Femco management was not available for comment

At Edgars, management was hopeful the week-long strike by more than 600 black personnel would peter out

Workers at Edgars and the group's Sales House and Jet Stores are seeking recognition of the Commercial Catering and Allied Workers' Union.

Strikes, industrial unrest continue

ARGUS 7/5/82 140A 189 199 152

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers
Orange-Vaal General Workers Union
General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union

Farmworkers Union

Food and Canning Workers Union

National Certified Fishing Officers Association

Orange-Vaal General Workers Union

Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers

Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union

Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa

Mine Surface Officials Association of South Africa

Mine Workers Union

S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society

S.A. Electrical Workers Association

S.A. Engine Drivers, Firemen and Operators Association

S.A. Technical Officials Association

Underground Officials Association of S.A.

MANUFACTURING

Food & Beverages

African Food and Canning Workers Union

Amalgamated Engineering Union of South Africa

Bakery Employees Industrial Union

Black Allied Workers Union

Boland Immaakwerkersvereniging (Paarl)

Brewery Employees Union (Cape Peninsula)

Cadbury In-Company Union

East London Meat Trade Union

Food and Canning Workers Union

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

1 000 strikers sacked at National Bolts

By STEVEN FRIEDMAN
Labour Correspondent

THE Boksburg metal plant, National Bolts, dismissed about 1 000 striking workers yesterday

The company's chairman, Mr David Royston, said the workers had been fired after rejecting a management wage offer for the second time

And at the Brits metal plant, Femco, about 600 workers downed tools for the third time in three days, charging that the company had breached an undertaking on retrenchments given in January, the Metal and Allied Workers Union said

At Edgars' Jet and Sales House stores in Johannesburg, between 600 and 800 workers who want a 50% wage rise and recognition of

the Commercial, Catering and Allied Workers Union (Ccaawusa), continued their strike yesterday

The company said it was hopeful of a "gradual return to work" early next week, but a union spokesman said this was highly unlikely

At National Bolts, where workers have struck twice since Monday in support of pay demands, Mr Royston said management agreed, at the union's request, to renew for one hour a wage offer which had been rejected by workers on Wednesday

The union says the company offered an immediate 5c an hour rise, followed by another 5c an hour at the end of the month

But Mr Royston said workers had again rejected the offer and had been discharged yesterday morning

The company was planning to recruit a new work-

force today

"We want to stress that workers who went on strike are welcome to apply and they will not be victimised," Mr Royston said

At Femco, union spokesman Mr Rodney Nwamba said workers downed tools again yesterday after striking for two hours on Tuesday and an hour on Wednesday

"I am trying to talk to management, but they have been avoiding me," he said

At Edgars, public affairs director Mr Gavin Barnett said Edgars had had two meetings with worker representatives on Wednesday and had now informed union representatives it was prepared to negotiate on pay and union recognition within one day of a return to work

A union spokesman said workers were determined to continue the stoppage until their demands were met

Own Correspondent

JOHANNESBURG — Labour strife intensified on the Reef yesterday as a Boksburg metal plant, National Bolts, dismissed about 1 000 striking workers after they had rejected a management wage offer for the second time, the company's chairman, Mr David Royston, said yesterday.

And at a Brits metal plant, Femco, about 600 workers downed tools for the third time in three days, charging that the company had breached an undertaking on re-trenchments given in January, the Metal and Allied Workers' Union (Mawu) said.

House stores in Johannesburg, between 600 and 800 workers demanding a 50 percent wage rise and recognition of the Commercial, Catering and Allied Workers' Union (Ccawusa), continued their strike yesterday.

A spokesman said the company hoped for a "gradual return to work" early next week, but a Ccawusa spokesman said this was "highly unlikely".

At National Bolts, where workers have struck twice since Monday in support of pay demands, Mr Royston said management had agreed, at Mawu's request, to re-consider for one hour a wage offer which had been re-

1 000 strikers sacked

CAPL Times 2/5/82
1204

jected by workers on Wednesday.

The union says the company offered an immediate 5c-an-hour rise, followed by another 5c-an-hour at the end of the month.

But Mr Royston said workers had rejected this second offer and had been discharged yesterday morning.

The company was planning to recruit replacements today.

WVW talks
ARGUS 7/5/82
**on sacked
workers
continue**

Argus Bureau

PORT ELIZABETH — Volkswagen management and workers' representatives were still trying today to resolve difficulties remaining in the dispute concerning 316 workers retrenched there last month.

The 5 600 workers returned to work yesterday after management agreed to reopen negotiations on the retrenchments.

The workers also insisted on further discussions on retrenched workers' severance pay.

The president of the National Automobile and Allied Workers Union, Mr. Jerry Harris, said the company had promised to give to the union later today a list of 20 people to be reinstated next week, following vacancies arising at the plant.

A public relations officer for the company, Mr. Bob Kernohan, confirmed that negotiations were continuing but said that to his knowledge no arrangements for any reinstatements had been finalised.



STRIKING workers bused en masse to collect wages

Pay-off bid thwarted

Mercury 8/5/82

140A

Mercury Reporter
PROGRESS Knitting Mills management's attempts to pay off about 600 of the striking workers yesterday were thwarted when the dismissed workers refused to sign off or collect their wage packets

And about 1 000 workers at the Frame Cotton Corporation subsidiary Consolidated Textile Mills, at Jacobs held a sit-in yesterday following dissatisfaction over the introduction of a new shift system, according to one of the workers

The worker who asked not to be named, said workers from the spinning department downed tools on Thursday night

Yesterday they were addressed by management he said, but refused to return to work

Consolidated Textile Mills' management would not confirm the stoppage

The 1 500 Hammarsdale workers who downed tools on Tuesday demanding the reinstatement of six dismissed workers

travelled en masse from the nearby Mpumalanga township to the factory after deciding to collect their weekly wages

The Fosatu affiliated National Union of Textile Workers, who claim to represent 1 100 of the workers arranged for buses to transport the workers to the factory and informed the police that workers would be congregating at the factory. The police agreed not to interfere

Management attempted to separate workers from the knitwear division of the factory who were to be paid off from the rest of

Progress workers who would receive their weekly wages

But the majority of workers from the knitwear division who had been the subject of a notice fixed to the factory gate on Wednesday saying they had been 'discharged' decided not to sign off or collect their wage packets

The rest of the striking workers who apparently make up about 900 collected their pay and returned to the township. About 20 to 30 of the 'discharged' workers also collected their wages

Progress management broke four days of silence yesterday when they released a statement confirming the dismissal of the knitwear division but added they 'will consider applications for re-employment to fill vacancies that exist'

The statement also said that as yet no official approach has been made by the workers concerned themselves to state their grievances'

Intimidation

At a meeting yesterday workers decided not to elect a worker delegation and instead delegated the union to act as their representative

Management also claimed 'that a large percentage of workers wish to return to work but are being prevented from doing so through intimidation'

Strike at Edgars is called off

The strike by about 700 employees of Edgars Stores in Johannesburg was called off yesterday after an agreement between management and union shop stewards.

A brief company statement said detailed negotiations would begin next week. At issue in the four-day strike were demands for the recognition of the Commercial, Catering and Allied Workers Union and a 50 percent wage rise.

The Metal and Allied Workers Union (Mawu) has claimed a breakthrough by winning a 6c an hour wage increase after negotiations at Defy Industries, Benoni, which was recently hit by a wage strike.

At Femco, Brits, on Thursday about 600 workers struck over the company's retrenchment policies for the third time in a week. According to Mawu, about 250 workers were still idle yesterday.

Govt rejects race appeal by unions

By Drew Forrest

In a controversial move, the Government has rejected appeals by six affiliates of the non-racial Federation of South African Trade Unions against the racial registration certificates they received last year.

The ruling by the Minister of Manpower, Mr Fanie Botha, comes more than a year after the appeals were lodged and was yesterday attacked by Fosatu as "disastrous" and "a political move designed to appease right-wing labour".

A storm erupted last year when the affiliates of Fosatu — which makes an uncompromising stand on non-racial unionism — received registration certificates preventing them from bargaining officially for all race groups.

International labour organisations and at least one local employer criticised the industrial registrar's decision, which was influenced by objections from established unions with white and coloured membership.

Stating that the result of the appeal "made a mockery of the Government's claims to have deracialised the official labour system," Fosatu's general secretary, Mr Joe Foster, said the Minister's decision would be tested in the Supreme Court.

Mr Fanie Botha could not be contacted yesterday, while officials of the Department of Manpower declined to comment.

CAME Times 8/5/82

Fosatu 140A bodies fail in appeal

Own Correspondent

JOHANNESBURG — The Minister of Manpower, Mr Fanie Botha, has turned down an appeal by Fosatu-affiliated unions against an official's decision to grant them government registration on a racial basis.

His move is certain to embroil government labour reforms in new controversy. They come six months after an Act which removed all race references from labour law was enacted.

A senior Department of Manpower official said yesterday that the minister was unable to take the new Act into account — but added that in spite of the removal of race, it was still possible to register unions racially under the new Act.

Supreme Court

And Fosatu's general-secretary, Mr Joe Foster, said yesterday that his organization would appeal to the Supreme Court against the minister's decision.

Early last year the Industrial Registrar granted several Fosatu unions registration, which entitles a union to official bargaining rights.

But he also stipulated that they be granted these rights for specific race groups only — blacks in the case of most of the unions.

Fosatu, which has a non-racial constitution, is committed to accepting non-racial registration only and it appealed to the minister against the decision.

At the time, Fosatu said the decision undermined

the credibility of government labour reforms. The move was also attacked by international unions.

A senior Manpower Department official confirmed yesterday that the minister had turned down the appeals.

He had done so because the Registrar had taken his decision when the old law was in force and this law forced the registrar to take race into account, he said. The minister therefore had "no option" but to uphold the decision.

Fosatu unions could, he said, now apply to extend their registration to other races and this would be "easier" to obtain under the new law.

"But even under the new law, if an already-registered union objects to their registration, we would have to take race into account," he said.

Pressure

Pressure for the department to take this stance has come from established unions who want to protect their official bargaining rights.

Mr Foster said Fosatu's lawyers rejected the department's argument that the Registrar was forced to take race into account.

"There is nothing in the law that forces him to do that. As they themselves say, if he is forced to do that under the old law, he must still do it under the new law, despite the fact that it says nothing about race."

"They are saying that the whole registration system is still racial, despite the reforms, and we are obliged to test that in court," he said.

Mawu breakthrough as Defy negotiate

By STEVEN FRIEDMAN
Labour Correspondent

DEFY Industries yesterday became the first East Rand metal firm hit by the strike wave of the past few weeks to negotiate a wage increase outside the official industrial council system with the Metal and Allied Workers Union

Defy was yesterday hit by a brief strike over wage demands at its Benoni plant by about 450 workers. This followed a stoppage last week, after which the company agreed to negotiate with Mawu on pay.

A company spokesman said yesterday that had workers agreed to return after talks between management and Mawu Defy had "made a small adjustment to basic wage rates", he said.

But it was still waiting for the outcome of bargaining at the Metal Industrial Council, he added.

Mawu General Secretary Mr David Sibabi said workers had been awarded a 6c increase on basic rates.

One other employer, Anglo Vaal's National

Bolts, offered workers an increase, but this was rejected. The 1 000 workers were then dismissed on Thursday.

National Bolts chairman Mr David Royston said yesterday the company had begun recruiting a new workforce but that no figures were yet available on how many new workers were hired or on whether strikers had re-applied for jobs.

Mr Sibabi said that all 1 000 strikers were refusing to re-apply for their jobs or to collect their pay and were thus refusing to accept their firing.

Mawu said the 600 strikers at a Brits company, Femco, had been fired. Workers claimed management had not implemented an undertaking to give workers retrenched in January job preference.

The Mail's Durban correspondent reports that the three day-long strike by about 1 500 workers at Progress Knitting Mills in Hammarsdale is continuing.

Workers went to the plant yesterday in buses provided by the National Union of Textile Workers to collect their pay. But all but a handful of the 700 workers in the knitting section refused to collect their money when they discovered they were being paid off.

Amalgamated Society of Woodworkers
Amalgamated Engineering Union of South Africa
Amalgamated Union of Building Trade Workers
Black Allied Workers Union
Blankenbrouwerwerkersbond
Building, Construction and Allied Workers Union
Building Workers Union

CONSTRUCTION

Cape Town Gas Workers Union
Escom (Cape Western Undertaking) Salaried Staff Association
Escom Salaried Staff Association
Escom Workers Association
General Workers Union
Johannesburg Municipal Water Work Mechanics Union

ELECTRICITY, GAS AND WATER

Diamond Cutters Union of South Africa
Jewellers and Goldsmiths Union
Optical Workers Union
S.A. Association of Dental Mechanicians
S.A. Diamond Workers Union

Other

140A 25M 8/5/82

Strike at National Bolts stops, then starts again

Labour Correspondent

THE strike by about 1 000 workers at Boksburg Anglo Vaal subsidiary National Bolts ended yesterday morning — then resumed as workers rejected a management wage offer.

Mr David Royston, National Bolts' chairman, said workers had returned after discussions between the company and Fosat's Metal and Allied Workers Union in which the company had agreed to negotiate.

Discussions were continuing, and "proposals and counter-proposals" were being made, Mr Royston said. Although the 800 day shift workers had returned, it was not yet clear whether the 200-strong night shift would.

Later, however, MAWU general secretary Mr David Sibabe said workers had resumed their strike after rejecting a wage offer.

The company had offered workers an immediate 5c an hour increase plus another 5c to be awarded on June 1, he said.

In Natal, about 1 500 workers at Progress Knitting Mills, Hammarsdale, have downed tools in support of demands for the reinstatement of six workers.

Meanwhile, there seemed little change in the situation at Scaw Metals, where about half the 2 000 black strikers had returned to work by Tuesday.

At Genrec's Genpipe plant in Wadeville, where 150 strikers were fired but refused to accept a management ruling that they be re-

employed selectively, Genrec managing director Mr Hennie Joubert said production was "just about back to normal".

He said some workers had returned and "excess labour" from two other Genrec plants had been transferred to Genpipe, which needed fewer workers than in the past because of a fall-off in work.

Union sources said all but 45 workers had returned to Edenvale Electro-Plating, where they struck in support of union recognition demands.

At Brits company, Femco, where more than 600 workers downed tools on Tuesday in protest at retrenchments, union spokesmen were unavailable. Management officials refused to comment.

Sapa reported yesterday that workers in nine departments at strike-hit Progress Knitting Mills had been sent dismissal notices by management. Workers downed tools on Tuesday in protest.

Mr Obed Zuma, general secretary of Fosat's National Union of Textile Workers, which claims a membership of 1 100 out of 1 500 workers, said management refused to reply to a letter from him requesting negotiations.

The Natal Chamber of Industries has been asked to mediate.

One worker yesterday appeared in court on charges of allegedly inciting workers to strike. The trial was remanded to May 18.

5 600
go back
to work
at VW

Mail Correspondent

DURBAN — While 5 600 striking Volkswagen workers yesterday told management they would resume work today, workers from Progress Knitting Mills at Hammarsdale decided to continue striking until management met their demands.

After a meeting with shop stewards on Volkswagen factory premises at Uitenhage yesterday morning, workers agreed to return on condition grievances surrounding recent retrenchments — "unfair dismissals" and severance pay for retrenched workers — would be negotiated. The entire black VW work force downed tools on Monday for the fourth time in two weeks — demanding the factory go on shorter time to make the reinstatement of 316 retrenched workers easier.

Meanwhile, at Progress, a notice on the factory's main gate said all workers in nine factory departments had been dismissed for taking part in an "illegal strike".

But about 1 500 workers rejected the notice at a mid-day church hall meeting in the nearby Mpumalanga township, and resolved to continue to strike until management reinstated six dismissed workers.

The general-secretary of the Fosatu-affiliated National Union of Textile Workers, Mr Obed Zuma, said management was trying to split the strikers.

A spokesman for the Department of Manpower said only a magistrate could determine whether the notice could be considered a legal dismissal. But, he said, as the workers had not resumed work they could be considered to have dismissed themselves.

Progress' executive director, Mr P D Jacobson, was unavailable for comment.

Talks on sacked motor workers

E. Post
10/5/82
140A

Post Reporter

MANAGEMENT and the unions at the Volkswagen motor plant in Uitenhage today continued talks on 316 retrenched workers whose sacking disrupted production on six days in the past fortnight

More than 5 000 striking workers returned to work last week on the understanding that management would consider rehiring some of those retrenched

A company spokesman said Volkswagen had agreed to "employ some of the retrenched workers to fill vacancies which have arisen as part of the normal labour turnover"

He said a list was being compiled of those the company would consider rehiring and would be presented to the unions when completed

A spokesman for the National Automobile and Allied Workers Union said talks with management were continuing

Builders & Welders

S.A.

Union

Industrial Union

Sweet Workers Industrial Union (Natal)

Sweet Workers Union

Sugar Industry Employees Union

South African Allied Workers Union (SAAWU)

S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders

S.A. Electrical Workers Association

Western Province Sweet Workers Union

Witwatersrand Baking & Confectionery Industrial Union

Witwatersrand Brewing Employees Union

Tobacco

African Tobacco Workers Union

National Union of Cigarette & Tobacco Workers

Rustenburg Tabakwerkersvereniging

Textiles, Clothing, Leather and Footwear

African Garment Workers Union (Natal)

African Leather Workers Union (Transvaal)

African Trunk & Box Workers Union

Black Allied Workers Union

Garment Workers Industrial

Garment Workers Union

Garment Workers Union

General Workers Union

National Union of Clot

National Union of Leather

National Union of Text

South African Allied

S.A. Canvas & Ropework

S.A. Canvas & Ropework

Tailoring Workers, Dress

Tanning, Footwear and

Textile Workers Industrial

Textile Workers Union

Transvaal Leather and

Trunk & Box Workers In

Wood & Wood Products,

National Union of Furn

Paper, Wood and Allied

South African Allied W

Paper & Paper Products

Amalgamated Engineering

Media Workers Associat

Paper, Wood & Allied W

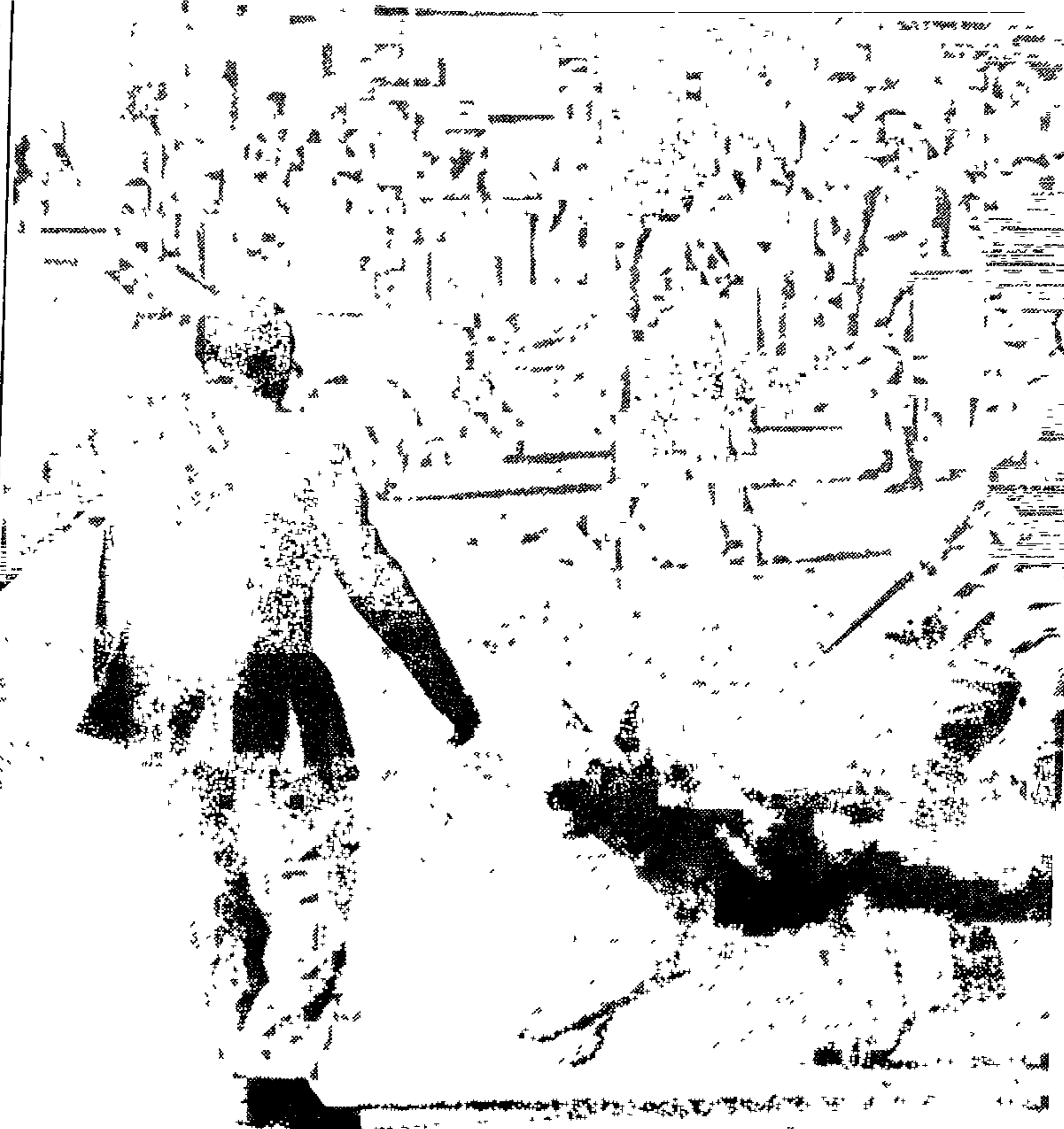
S.A. Boilermakers, Iron

S.A. Electrical Workers

S.A. Society of Journal

S.A. Typographical Unio

South African Allied W



A POLICEMAN and dog confront a man as more than 1 000 strikers are told to disperse. Picture by Ian Bissell

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Dogs used to disperse strikers

Mercury 11/5/82

140A

Mercury Reporter

MORE than 1 000 striking workers, gathered outside Consolidated Textile Mills at Jacobs, were dispersed by police from the Dog Squad yesterday.

They had refused to work, in support of about 150 from the mill's spinning department, who have been on strike since last Friday complaining about a cutback in overtime and the introduction of a new shift system which, they claim, involved a drop in wages.

Strikers outside the main gate apparently wanted to speak to management and, according to one worker, the company's personnel manager was pelted with stones when he arrived at work.

Police, with three dogs, arrived at 10 a m after workers had been standing around for four hours.

Police said last night the strikers had been told to move off the road as they were obstructing traffic, intimidating passers-by and other workers, and were then told to disperse.

When they did not move, police with dogs chased them and cleared the area around the mill.

Two men, grabbed by dogs and pulled to the ground, were taken to hospital by police, treated and discharged, and later charged, — the only arrests made during the incident.

One worker complained that he used to get R67 a week but had received

only R51,77 in last week's pay packet.

The wage drop for women workers, the strikers said, was even bigger. One of them said she used to get R53 but last week got only R21.

They wanted to know why only three shifts had been marked on their clock cards when four shifts had been worked.

The joint managing director of Consolidated Textile Mills, Ltd, the Frame group's main operating company, Mr Selwyn Lurie, said those involved in the stoppage on Friday had not reported on shift on Sunday night.

He claimed that between 20 and 30 of them had stayed outside the factory all night and had prevented 1 250 day shift workers from entering the factory.

At Hammarsdale, a strike at Progress Knitting Mills, involving about 1 500 workers, continued yesterday.

The Fosatu-affiliated National Union of Textile Workers, representing 1 100 of the workers, met Mpumalanga town councillors yesterday to discuss the stoppage which began last Tuesday when workers demanded reinstatement of six dismissed colleagues.

11/5/82
140A
132
127

Police disperse Natal strikers

Own Correspondent

DURBAN — More than 1 000 striking workers gathered outside the Frame group's Consolidated Textile Mills at Jacobs, near Durban, were dispersed by police from the Dog Squad yesterday

The strikers had refused to work in support of about 150 workers from the mill's spinning department who had been on strike since Friday, complaining about a cut-back in overtime and the introduction of a new shift system which, they said, involved a drop in wages

Strikers outside the main gate wanted to speak to the management and according to one worker, the company's personnel manager was pelted with stones when he arrived at work

Police, with three dogs, arrived at 10am after workers had been standing around for four hours

Two arrests

Police said last night that the strikers had been told to move off the road and disperse because they were obstructing traffic, intimidating passers-by and other workers

They did not do so and police with dogs chased them and cleared the area around the mill

Two men, grabbed by dogs and pulled to the ground, were taken to hospital by police, treated and discharged, and later charged — the only arrests made during the incident

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Shifts

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He claimed that between 20 and 30 of them had stayed outside the factory all night and had prevented 1 250 day shift workers from entering the factory.

At Hammarsdale, a strike at Progress Knitting Mills, involving about 1 500 workers, continued yesterday

VW prepared to re-hire 20 of 316 laid off workers

Post Reporter

SHOP stewards at the Volkswagen motor company in Uitenhage have been presented with a list of 20 names of workers whom the firm is prepared to re-hire, according to a union representative

The names are among those of 316 workers retrenched on April 21, an event followed by work stoppages at the plant

The president of the National Automobile and Allied Workers' Union (Naawu) Mr J Harris, said today the union viewed the list as 'a starting point of negotiations'

Talks were "at a delicate stage" and Mr Harris said he was reluctant to comment further until shop stewards had met management today

He said Naawu would report back to workers on the progress of the negotiations in three meetings tomorrow if a suitable venue could be found

Volkswagen spokesmen could not be contacted for comment today

& Welders

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Tailoring Workers, Dressmaking & Furriers Industrial Union
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S.A. Canvas & Ropeworkers Union
South African Allied Workers Union (SAAWU)
National Union of Textile Workers
National Union of Leather Workers
National Union of Clothing Workers
General Workers Union of South Africa
General Workers Union
Garment Workers Union (Western Province)
Garment Workers Union of South Africa
Garment Workers Industrial Union (Natal)
Black Allied Workers Union
African Trunk & Box Workers Union
African Leather Workers Union (Transvaal)
African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

Rustenburg Tabakwerkersvereniging
National Union of Cigarette & Tobacco Workers
African Tobacco Workers Union

Tobacco

Sweet Workers Industrial Union (Natal)
Sweet Workers Union
Sugar Industry Employees Union
South African Allied Workers Union (SAAWU)
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the Mvemvaki died after
falling into a bath of acid

Several of those who
were injured say their ac-
cidents were never re-
corded and as a result,
they have not been paid
workmen's compensation
Two workers claim to
have suffered broken
toes partly as a result of
not being supplied with
safety boots

Most of the injuries in-
volve broken limbs, burns
or damage to the eyes
from grit The workers

the Department
Health

He conceded that con-
ditions at the old fac-
tory across the road where
half the workers still
worked were not up to
the same standards — for
instance, having no fume
extractor above the acid
baths

Unfortunate

The spokesman said
"Apart from the very un-
fortunate incident in
which a worker was
killed and which was fully
investigated by the fac-
tory inspector there have
been no reported broken
limbs in the last three
years As for the lung
complaints there are only
four cases of TB with no
evidence linking this to
their employment and
one worker having joined
the factory with the
disease"

He said it was "absolute
rubbish" that managers
wore masks while visiting
the factory or that ac-
cidents were not recorded
in the injury book He
said all workers were is-
sued with protective
clothing

"What is most confusing
is why they want their
jobs back if they are
forced to work in this
environment."

A spokesman for the
National Occupational
Safety Association (Nosa)
said he was aware of con-
ditions at Parow Galvan-
ising but in terms of the
Workmen's Compensation
Act said he was not al-
lowed to divulge details

No settlement expected in metals dispute

Own Correspondent

JOHANNESBURG —
Employer and registered
union delegates in the gi-
ant metal industries meet
today in a fresh attempt
to resolve the deadlock in
talks on wages covering
nearly half-a-million
workers — but industry
men do not expect a
settlement

The unions have de-
clared a dispute with em-
ployers, which means
they can hold a legal
strike ballot if the dead-
lock is not broken by the
end of June

The deadlock — which
has delayed a wage agree-
ment in the industries —
has also led to strikes by
black metal workers on
the East Rand

Some sources believe
employers, represented
by the Steel and Engi-
neering Industries Feder-
ation, may increase their
last offer at today's
meeting

But industry sources
said yesterday it was like-
ly the parties would be
deadlocked again Regis-
tered unions met yester-
day and decided they
were not prepared to ac-
cept the present offer

At the last negotiating
meeting, employers
offered a 14-22 percent in-
crease on minimum
wages together with a 25c-
an-hour guaranteed in-
crease for all workers

Unions rejected this,
arguing that the rise in
minimum pay would not
raise the pay of skilled
workers who earn far
above minimum rates
They added that the guar-
anteed increase would
raise skilled pay by only

between 3 and 6 percent

They also said the in-
crease, which would raise
minimum pay for un-
skilled black workers to
R138 an hour, would not
quell growing wage un-
rest among blacks

The unions have de-
manded a 20 percent in-
crease for artisans and a
minimum rate for un-
skilled workers of R1,75
an hour

Employer sources on
the East Rand have sug-
gested over the past week
that Seifsa may be willing
to increase its offer in
order to achieve a
settlement

There is support for
this among some East
Rand firms whose work-
ers have struck, saying
they cannot wait for the
council negotiations to
end

But sources yesterday
said it was likely Seifsa
would refuse to increase
its offer

"I am getting conflicting
reports Heavy-engineer-
ing firms seem prepared
to give more but light-
engineering employers
seem determined to stand
fast," a unionist said

"But my latest informa-
tion is that there may be
no change in the Seifsa
offer at the meeting"

An employer source
said categorically that
Seifsa had decided to re-
main firm on its previous
offer He added that em-
ployers believed it would
be easier to reach agree-
ment on black unskilled
wages than on artisan
pay "It is the white
unions who seem to be
the stumbling-block," he
claimed

Lights

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ful string shades One size only Ideal for
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active glass shade lamps or in tasteful fabrics
s, golds, pinks All soft shades greens blues etc

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good light for scholars, students or business

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for all purposes in plains or lovely florals
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Funeral for Villeneuve

BERTHIERVILLE, Can-
ada — Funeral services
for the 32-year-old racing
driver Gilles Villeneuve
will be held here
tomorrow

Villeneuve died on
Saturday after his Ferrari
crashed during a qualify-
ing run for the Belgian
Grand Prix — Sapa-AP

Silverware Special

Hotel gun incident: City man, 41, fined

Staff Reporter

A BLOUBERGSTRAND
man who hit a security
guard in the mouth with
the butt of a gun after be-
ing asked to leave the
premises of the Heeren-
gracht Hotel on April 17,
and who pointed a loaded
revolver at a policeman,
was convicted in the Mag-
istrate's Court yesterday

Jean Louis Pelissier, 41,
of Blouberg Heights, was
fined R50 (or 25 days) on a
charge of common as-
sault, and R400 (or 6
months of which R200 for

drawn a gun from his bag
and hit him in the mouth
with the butt after being
requested to leave the
premises of the hotel

Constable P M du Toit
testified that he had ar-
rived at a mobile police
caravan on the Grand
Parade and had asked Pe-
lissier to hand him the
bag with the gun

Pelissier then drew the
gun and pointed it at Con-
stable Du Toit's head
Constable Du Toit said he
managed to remove the
revolver from Pelissier

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Mercury Reporter
WORKERS from Progress Knitting Mills at Hammarsdale yesterday decided to go to the factory early today in a bid to talk to management following its continued refusal to negotiate with the National Union of Textile Workers (NUTW) — according to union sources

The general secretary of the Fosatu-affiliated NUTW, Mr Obed Zuma said they had made another attempt yesterday to contact the management to resolve the dispute but had been turned down

The management last week said they would negotiate only with 'the workers themselves', but the workers have thus far supported the union as their representative

Fosatu has sent Progress a telegram saying they regard the stoppage as a major recognition dispute

Progress management remained unavailable yesterday

Mercury Reporter

STRIKING workers from the Frame group's main operating company, Consolidated Textile Mills, at Jacobs, refused to return to work yesterday after they had been urged to do so by the joint managing director of the company, Mr Selwyn Lurie.

More than 1 000 workers downed tools on Monday in support of 150 spinning department workers who have been on strike since Friday last week after a dispute over a cut-back in overtime.

Gathered

Workers complained the cutback meant a substantial drop in their wages.

They again had gathered outside the mills' main gate early yesterday morning and had been informed they would be addressed later by the management.

At 10 am Mr Lurie explained to striking workers that the reduction of overtime which had affected only the spinning department, had been due to the economic downturn which had forced the mill to cut back production.

Because the mill spins yarn not only for this company but for other factories as well and which no longer require this yarn we have had to cut back.

He said the cutback involved a drop in overtime from 56 hours to 48 hours, 'something we did not like doing but the company was forced to'.

Strikers turn down 140A Mercury 12/5/82 return-to-work appeal

The workers concerned will naturally get less pay because they are working fewer hours.

'We should have cut down production to ordinary or straight time but because we have a high regard for our workers we have continued to give some overtime,' Mr Lurie told workers.

Pay

He said the management fully appreciated that the majority of the workers wanted to return to work because they had been unaffected.

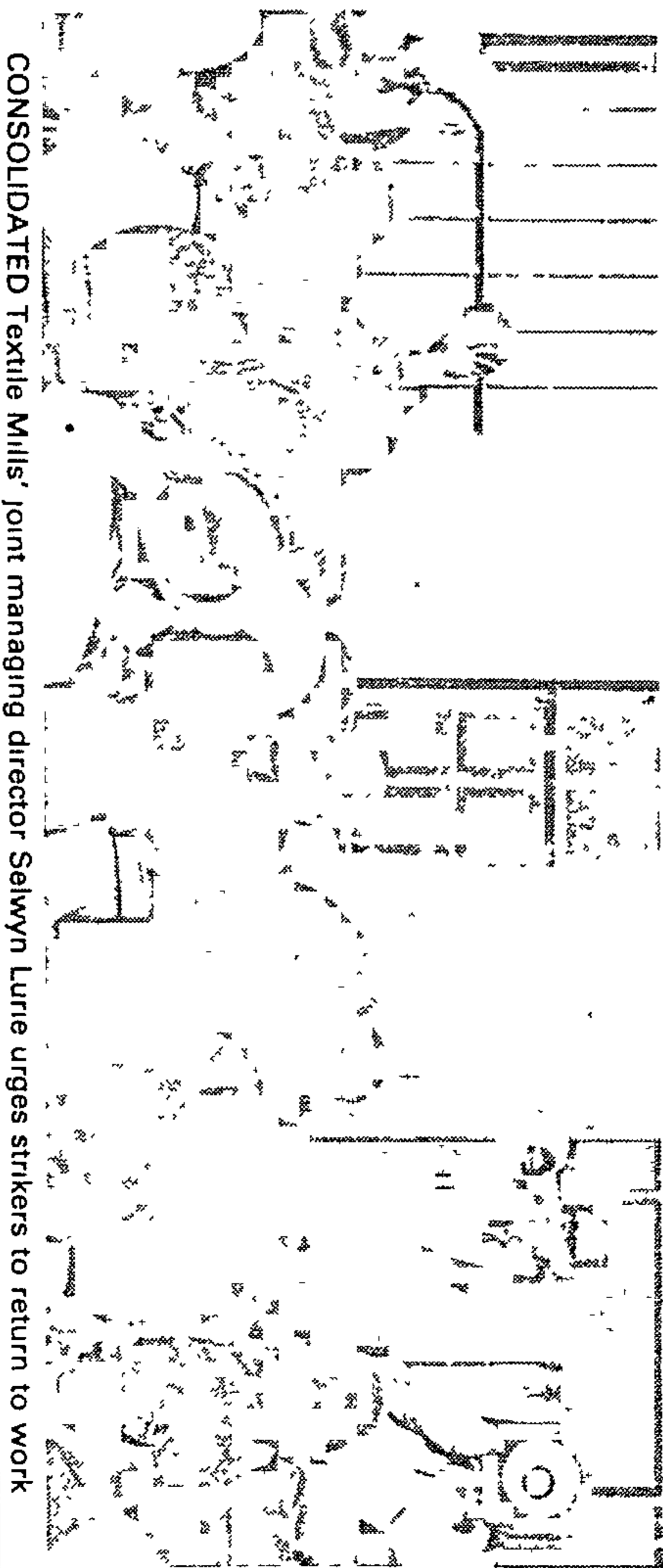
He told the striking workers that if everyone returned to work immediately they would not lose pay for both Monday and yesterday.

After Mr Lurie's speech the workers continued to mill around the gates.

Police kept a low profile yesterday except for the presence of plainclothes policemen from the detective branch.

Police said yesterday plainclothes policemen had arrested a worker whom they claimed had been pointed out to them as an intimidator.

Workers had crowded around the police van and in the confusion, he had managed to escape. Two other workers were arrested after workers had dispersed.



Strikers go back to work

Mercury Reporter
IN A dramatic turn-about in the week-old strike at Progress Knitting Mills at Hammarsdale yesterday, about 1 500 workers decided to return to work today.

This followed meetings between Department of Manpower officials and the National Union of Textile Workers (NUTW), union sources said late yesterday.

The workers downed tools on Tuesday last week and had demanded the reinstatement of six workers who had been dismissed after a brief stoppage by one department in the factory the week before.

Mr Obad Zuma, the general secretary of the

Fosatu-affiliated NUTW, said a meeting between the union and Progress management had been set up by the Department of Manpower at which there was a 'distinct possibility' of settling the dispute.

The department proposed that all the workers return to work today barring the six dismissed workers, an issue which would be discussed at a meeting to be held on Monday in Pietermaritzburg, he said.

Prevented

Earlier in the day workers had gathered outside the mill's main gate at Hammarsdale in a bid to speak to the management.

A number of workers attempting to enter the mill were prevented from doing so by striking workers.

Also when a departmental manager, Mr F de Bianche, went to the aid of one of the workers, a tussle ensued and stones were thrown.

Progress management said in a statement released earlier in the day 'When one of management went out to speak to the workers, stones were thrown causing minor damage to the company's property'.

Police said yesterday they were investigating 'one or two' incidents of intimidation, assault and stone-throwing.

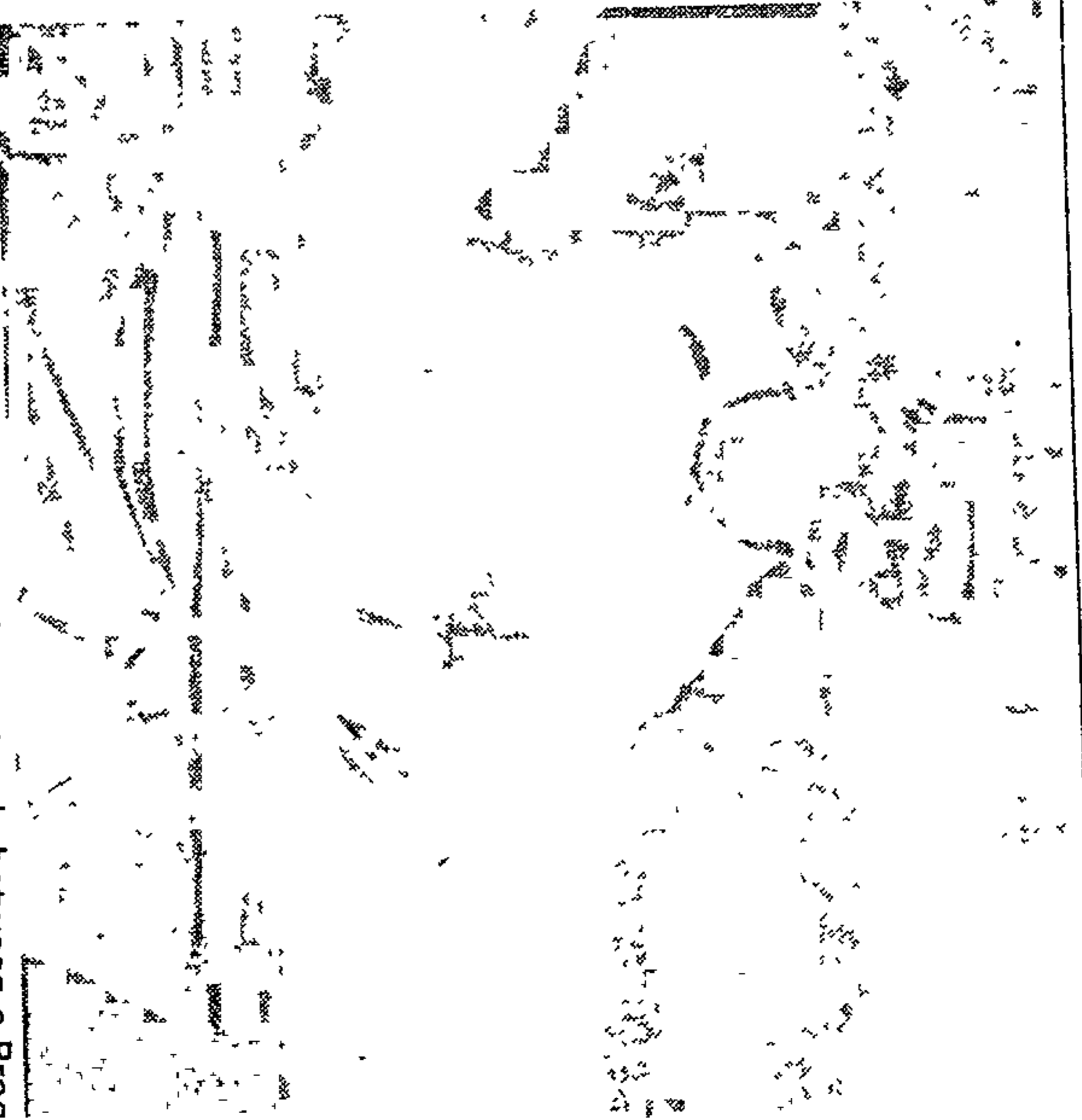
Pamphlets had been fixed to Progress's main gate and had been distributed in the nearby township saying 'the company has not had any meetings or talks with the NUTW and they will not meet or talk with the NUTW about this strike'.

Warned

It said the workers had 'never been dismissed' and were free to return to work and the discharged knitwear workers could re-apply for their jobs.

Neither the Department of Manpower nor Progress management could be contacted late yesterday.

IN SHE goes . . . no, she doesn't — a tussle between a Prog with a woman



Sweet Workers Industrial Union (Natal)
 Sweet Workers Union
 Sugar Industry Employees Union
 South African Allied Workers Union (SAAWU)
 S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
 S.A. Electrical Workers Association
 Western Province Sweet Workers Union
 Witwatersrand Baking & Confectionery Industrial Union
 Witwatersrand Brewing Employees Union

Tobacco

African Tobacco Workers Union
 National Union of Cigarette & Tobacco Workers
 Rustenbury Tabakwerkersvereniging

Textiles, Clothing, Leather and Footwear

African Garment Workers Union (Natal)

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South African Allied Workers

Decision

on VW

workers

hailed

Post Reporter

WORKERS at the Volkswagen motor plant in Uitenhage have welcomed a decision by management to re-hire 20 of 316 employees retrenched last month

The president of the National Automobile and Allied Workers Union (Naawu), Mr J Harris, said workers welcomed the decision to re-open negotiations and hoped discussions would favour those retrenched

He said shop stewards and management representatives would meet today to negotiate the conditions of the return of the 20 workers

A Volkswagen spokesman said a number of the retrenched workers would be re-employed as vacancies arose

The retrenchments on April 21 were followed by work stoppages at the plant, with workers demanding the reinstatement of those laid off

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Race ~~140A~~ ruling C. Post appeal 13/5/82 by top unions

DURBAN — The Federation of South African Trade Unions (Fosatu) has instructed its attorneys to appeal to the Supreme Court against the decision of the Minister of Manpower Utilisation, Mr Fanie Botha, to uphold racial registration for the federation's affiliated unions

Six Fosatu affiliated unions applied for registration soon after the labour legislation had been amended to allow black trade unions to register

The Registrar granted the unions registration but restricted it in terms of race Fosatu then appealed to the Minister

A regional spokesman for Fosatu said the Minister had informed the federation that in terms of the labour legislation before the recent amendment he had been compelled to turn down the appeal

Fosatu's general secretary, Mr Joe Foster, said the federation's attorneys believed the Minister could have set aside the Registrar's ruling and granted non-racial registration, so they have decided to appeal against it

He said in terms of the Registrar's ruling the unions were restricted to representing only workers of a particular race group in a particular region

The Registrar, Mr M W Le Roux, said that although he had been required by law to reveal his reasons for restricting the registration to the parties concerned, he was not prepared to reveal them to the Press at this stage — Sapa

Striking textile workers report for duty

Mercury Reporter

IT WAS work as usual yesterday for about 1500 Progress Knitting Mills' workers at Hammarsdale and more than 1000 Consolidated Textile Mills' workers at Jacobs following strikes at both factories this week

The Progress strike began just over a week ago when workers downed tools following the dismissal of six colleagues and the arrest of one worker for allegedly inciting workers to strike

Workers decided to return to work after Department of Manpower officials had held meetings with both parties, and had arranged a further meeting for next Monday between Progress management and the union to discuss the issue of the six dismissed workers and their future relationship

Progress Management also agreed to reinstate all the workers except the six, pending Monday's meeting, according to union sources

Warning

NUTW's general secretary, Mr Obed Zuma said yesterday the union viewed the settlement as 'a great achievement' and hoped the meeting would 'pave the way for a good and sound future relationship'

At Consolidated Textile Mills the scene at the main gates early yesterday was very different from the daily gatherings this week of more than 1000 striking workers, as the mills' day shift went back to work

Their return follows the joint managing director of Consolidated Textile Mills, Mr Selwyn Lurie's warning to workers that if they had not returned to work by their normal shift's starting time today 'they will be considered to have automatically terminated their services'

The strike by the entire black workforce at Consolidated Textile Mills started on Monday when workers downed tools in support of 150 spinning workers who had been on strike since Friday last week after a cut back in overtime

140A RDP 14/5/82

Pay rises due to pressure from staff: Mawu.

Labour Correspondent

EMPLOYERS in the giant metal industries, where official pay talks are deadlocked, have "substantially" increased their pay offer in reaction to the "pressure of organised workers", the Metal and Allied Workers Union claims (Mawu)

And Mawu, which has refused to join the metal industrial council where pay talks are taking place, says that even if the dispute is settled next week, worker pressure for a "living wage" and against the present industrial council system will continue

Unions on the council and employers, represented by the Steel and Engineering Industries Federation of South Africa, are deadlocked in talks on minimum pay and work conditions for nearly 500 000 workers of all races

This week Seifsa and the unions agreed to resume negotiations and union sources said Seifsa would increase its wage offer when talks resumed

The negotiations come

when East Rand metal employers were hit by a wave of strikes in which black workers demanded pay rises outside the official council negotiations

Mawu said it had heard that employers "have substantially revised their offer" to unions on the council

"Mawu wishes to state clearly that any flexibility which may have arisen in Seifsa's position is not due to any sudden wish to be kind

"The pressure on Seifsa has come from organised workers" it said

"The strikes have shown the desire of united workers to negotiate with employers and their frustration that employers are continuing to hide behind the industrial council which is completely unrepresentative of the majority of workers in the industries," Mawu said

It said Seifsa was under "pressure" to satisfy the demands of these workers "and to bolster the very meagre credibility still left to the industrial council"

German trade unions interested in local practices

14/5/82 E. Post

(150)
(140A)
(138)

Welders

Post Reporter

TRADE UNIONS in West Germany are interested in labour practices and strikes at German firms in South Africa but it was difficult to say whether they would offer direct support for their actions.

This was said yesterday by the Press and Information Secretary of the Embassy of the Federal Republic of Germany, Mr H P Schiff.

Mr Schiff flew into Port Elizabeth this week for a one-day visit, during which he met representatives of management at Volkswagen, as well as leaders of National Automobile and Allied Workers Union (Naawu) and the Motor and

Component Workers' Union of South Africa (Macwusa)

He said German trade unions closely followed the implementation of the European Code of Conduct for subsidiaries abroad.

Although a code report was filed voluntarily by companies, it could act as a guideline for their labour practices. The principles of the code covered wage levels and race relations. It specified that wages should be a certain percentage over the subsistence level and advocated equal opportunities for all workers, irrespective of race.

Mr Schiff arrived in South Africa with his family in July after holding a diplomatic post in Cairo.

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National Union of Leather Workers

National Union of Clothing Workers

General Workers Union of South Africa

General Workers Union

Garment Workers Union (Western Province)

Garment Workers Union of South Africa

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Black Allied Workers Union

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Tobacco

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Western Province Sweet Workers Union

S.A. Electrical Workers Association

S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders

South African Allied Workers Union (SAAWU)

Sugar Industry Employees Union

Sweet Workers Union

Sweet Workers Industrial Union (Natal)

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Major metal unions face international expulsion

COH Labour Correspondent 14/5/82

SEVERAL major registered metal unions may face expulsion from the powerful international Metalworkers' Federation when they attend an IMF meeting in Rome next month, local union sources say.

The meeting is to discuss allegations against the established unions by two Fosatu-affiliated unions — the Metal and Allied Workers' Union and National Automobile and Allied Workers' Union — which unionists believe could lead to the expulsions.

The IMF represents metal unions throughout the West.

The unions affected are the SA Electrical Workers' Association, Engineering Industrial Workers' Union, Amalgamated Engineering Union and the Radio, Television, Electronics and Allied Workers' Union.

Another established union which belongs to the IMF, the SA Boilermakers' Society, is not faced with an expulsion threat.

Delegates from all IMF-affiliated local unions will be attending the Rome meeting, scheduled for June 10-11.

The charges against the four unions are a

sequel to long-simmering tension between them and the two Fosatu unions, which has already led to the collapse of the IMF's South African committee, on which all the unions were represented.

After the collapse of the IMF committee, the Boilermakers' General Secretary, Mr Ike van der Watt, attempted unsuccessfully to play a mediating role.

Mawu's General Secretary, Mr David Sibabi, yesterday confirmed the Rome meeting would discuss Mawu and Naawu allegations against the four unions, but refused to give further details.

The President of the all-white Amalgamated Engineering Union, Mr Tubby Faure, declined comment, saying the issue was "sub judice". But he confirmed charges would be levelled against his union at the meeting.

A local union source said there was "a great likelihood" the IMF would attempt to expel the unions. "My impression is that a lot of IMF people have decided to back expulsion already, but we will have to wait and see."

Apart from the AEU, none of the unions affected could be contacted yesterday.

POLICE presence at strikes was sure to inflame the situation Prof Roux van der Merwe, who holds the Volkswagen chair of industrial relations at the University of Port Elizabeth, said yesterday

'Management should involve the police in a labour dispute only when there is a clear danger to person or property,' he added

His warning comes in the wake of this week's action at a strike at the Frame Group's main operating company, Consolidated Textile Mills, where policemen with three dogs dispersed more than 1 000 workers

The joint managing director of Consolidated Textile Mills, Mr Selwyn Lurie, said yesterday he had not called in the police

The District Commandant of Durban South, Col L Avenant would neither confirm nor deny that they had been called

Voluntary

Prof van der Merwe, who advises a number of large companies in the Port Elizabeth and Uitenhage area, said 'To call in the police is bad industrial relations

'Industrial relations is a voluntary activity which takes place within the framework of the law and has nothing to do with the police

'Employers should be very cautious about involving the police and if they feel it necessary to call them in, employers must be absolutely sure that there is a definite danger to person or property,' he said

The head of the University of Stellenbosch's industrial relations department, Prof Blackie Swart, supporting Prof van der Merwe, said 'If there is no direct or immediate danger to lives, the police should maintain a low profile'

He added that the same should be applied to the Department of Manpower, which should leave the settling of a dispute to the two parties concerned

The head of media liaison for the police, Col Chris Coetzee, said that for the police to get involved in a labour dispute it had to be brought to their notice that a law had been broken

Col Coetzee confirmed that in most cases it was management who called in the police, so 'if they tried to solve the dispute themselves then the police would not get involved'

Professor says keep police out of strikes

Mercury Reporter 15/5/82

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Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers
 Orange-Vaal General Workers Union
 General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union

Farmworkers Union

Food and Canning Workers Union

National Certified Fishing Officers Association

Orange-Vaal General Workers Union

Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers

Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union

Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa

Mine Surface Officials Association of South Africa

Mine Workers Union

S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society

S.A. Electrical Workers Association

S.A. Engine Drivers, Fitters and Operators Association

S.A. Technical Officials Association

Underground Officials Association of S.A.

MANUFACTURING

Food & Beverages

African Food and Canning

Amalgamated Engineering

Bakery Employees Indust.

Black Allied Workers Un.

Boland Inmakwerkersver.

Brewery Employees Union

Cadbury In-Company Union

East London Meat Trade

Food and Canning Worker

Food, Beverage & Allied

General Workers Union

General Workers Union of

Natal Baking Industry Em

Natal Sugar Industry Emp

National Milling Workers

National Union of Dairy

National Union of Operat

National Union of Sugar

National Union of Wine,

Operative Bakers, Confe

Pretorise Bakmywerheids

Unions plan legal action

THE Minister of Manpower's rejection of an appeal by six unions against their registration along racial lines will be challenged soon in the Supreme Court.

This was announced in Cape Town by Mr Joe Foster, the recently elected general secretary of the Federation of South African Trade Unions (Fosatu), to which the unions are affiliated.

A little more than a year ago the six unions were registered on a racial basis. As Fosatu has strong non-racial policies it objected to this and appealed to the Minister of Manpower, Mr Fanie Botha, to reverse the decision.

But last week Mr Botha gave the thumbs down.

Mr Foster said Fosatu's lawyers had been instructed to take the matter further. It would end up in the Supreme Court either in Durban or Johannesburg.

The test case would receive much attention because the Government's claim to have deracialised the official labour system would be strongly challenged, he said.

C. Herald 15/5/81
 140A

1.4. The Establishment of New Universities (Continued):

(b) The expansion of university education in Britain and Europe has in recent years taken place through the creation of new universities. The creation of a new campus by an existing university would bring with it the possibility of the loss of vigorous renewal since the new institution in the form of a satellite campus will tend to be a reproduction of the parent university.

(c) In view of the possibilities for renewal that present themselves, it may from time to time be in the national interest to start a new university completely from scratch. While the advantages of the college-idea and separate campuses are realised, the above aspect should not be lost sight of.

1.5. Restrictions on Numbers:

(a) The Commission's figure of 10 000 students as the ideal population size for a university is not motivated. Nevertheless it would seem that a good number of universities have set this figure as the maximum number of students for their existing campuses.

(b) Some universities have geographical restrictions and insufficient

infra-structure which place a natural limit on the number of students which place a natural limit on the number of students

(c) It seems that groups often disappear. Mr Les Kettleas, regional secretary for the National Automobile and Allied Workers' Union, said workers had walked out when they heard about the dismissal of the shop steward, identified as Mr D Kondile

(d) The appointment of a full day yesterday added that sections of the plant still worked a full day yesterday

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expansion beyond the figure of 10 000 students largely on specific

experience problems when its becomes difficult between staff in smaller groups often disappear. Mr Les Kettleas, regional secretary for the National Automobile and Allied Workers' Union, said workers had walked out when they heard about the dismissal of the shop steward, identified as Mr D Kondile

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3 500 in VW plant walk-out

Own Correspondent PORT ELIZABETH - The dismissal of a shop steward at Volkswagen yesterday led to 3 500 workers walking out in protest and resulted in the company sending a further 3 000 workers home - virtually bringing the whole plant to a standstill

A spokesman for Volkswagen said last night that the 3 500 workers would be back at work today and added that sections of the plant still worked a full day yesterday

Mr Les Kettleas, regional secretary for the National Automobile and Allied Workers' Union, said workers had walked out when they heard about the dismissal of the shop steward, identified as Mr D Kondile

● Volkswagen production suffered from several work stoppages and walk-outs last month following the retrenchment of 316 workers

workers

Some universities have geographical restrictions and insufficient infra-structure which place a natural limit on the number of students which place a natural limit on the number of students

(a) The Commission's figure of 10 000 students as the ideal population size for a university is not motivated. Nevertheless it would seem that a good number of universities have set this figure as the maximum number of students for their existing campuses.

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U'hage motor plant has to close again

By SANDRA SMITH

THE Volkswagen motor plant in Uitenhage today closed down most of its operations for the third time this week when about 500 workers in the paint shop stopped work in protest against the dismissal of a shop steward.

VW's manager of public affairs, Mr Ruben Els, said shop stewards met with the workers today. Afterwards management was informed the 500 would return to work on Monday.

As a result of the stoppage VW was forced to close sectors dependent on the paint shop. About 3 500 workers were sent home.

Management had not been asked to reinstate the shop steward, Mr D Kondile, Mr Els said.

The plant was scheduled to have closed tomorrow, Ascension Day, and Friday and to have reopened on Monday.

On Monday and yesterday assembly line workers joined their colleagues in the paint shop in refusing to work.

Assembly line workers returned to work today but were sent home.

There were several work stoppages at VW last month after the retrenchment of 316 workers. Management agreed last week immediately to immediately re-employ 20 of those retrenched.

After negotiation on the conditions of their return it was decided that 45 would be reinstated, 20 immediately and 25 when vacancies became available.

500 down tools

Cape Times 20/5/82

again at VW

(40A) (63) Own Correspondent (172)

PORT ELIZABETH — Five hundred paint shop workers at the Volkswagen plant in Uitenhage downed tools for the second consecutive day yesterday in protest over the dismissal of a shop steward, Mr D Kondile

And for the second day a further 3 500 workers in other sections of the plant had to be sent home because they were unable to continue work while the paint shop was out of action.

The striking workers agreed yesterday to return to work on Monday while management agreed to open negotiations with them on their return

Mr Ruben Els, Volkswagen's manager of public affairs, said Mr Kondile had been dismissed for "a breach of the disciplinary code"

The regional director of the National Automobile and Allied Workers Union, Mr Les Kettledas, said last night the striking workers viewed Mr Kondile's firing as an attack on the union

An agreement described by Mr Els as "satisfactory to both sides" had been reached in the dispute over Volkswagen's retrenchment of 316 workers which resulted in several work stoppages last month

Stewards recognised

Mercury Reporter

PROGRESS Knitting Mills the subject of a week long strike by its entire workforce which ended last week has agreed to recognise National Union of Textile Workers shop stewards according to union sources

About 1500 workers at the Hammarsdale factory downed tools on May 3 following management's dismissal of six workers and the arrest of one worker for allegedly inciting workers to strike

NUTW's general secretary Mr Obed Zuma said yesterday that after meetings on Monday and Wednesday this week management had agreed to recognise the union's shop stewards who will be elected by workers on June 4

The union's Hammarsdale organiser visited the factory yesterday to assess the number of shop stewards needed and on Thursday next week workers will be putting forward nominations Mr Zuma said

He said that management had reinstated also the arrested worker Mr James Ntshingla after the charges against him had been dropped

Mr Zuma added that once the shop stewards had been elected management had agreed to discuss with them the issue of the six dismissed workers

Progress executive director Mr P D Jacobson said he had no comment to make on the agreement because it was 'a private matter'

ROM 22/5/82

New test for security laws

By STEVEN FRIEDMAN
Labour Correspondent

A SECOND attempt to challenge in court the application of security laws in Bophuthatswana hangs in the balance

This follows the historic Appeal Court ruling this week that the Terrorism Act conflicts with the territory's Declaration of Fundamental Rights

At issue is a section of Bophuthatswana's Internal Security Act, which bans all gatherings held without the permission of a magistrate

Last year three officials of Fosatu's National Automobile and Allied Workers Union (Naawu) were arrested while holding a worker meeting in GaRankuwa township, part of Bophuthatswana. They were charged under this section

Naawu decided to contest the charges

Lawyers for the Bophuthatswana authorities suggested the test case on the gatherings ban should be delayed until after the Marwane ap-

peal was heard

It was this appeal which culminated this week in the Appeal Court ruling that the Terrorism Act was in conflict with Bophuthatswana's Declaration of Rights

The union's lawyers agreed and charges against the three men, Mr Taffy Adler, Mr Nelson Rakau and Mr Martin Ndaba, were then provisionally withdrawn pending the outcome of the case

Now the Bophuthatswana authorities must decide whether to reinstitute charges against the three.

But legal sources suggested yesterday that, in the light of the Marwane judgment, the Bophuthatswana authorities may decide not to reinstitute charges

"The problem about this would be that the legal situation would remain unclear. Unions and others seeking to hold gatherings in Bophuthatswana would still be unclear as to what they were legally entitled to do," a lawyer said yesterday

MONDAY, MAY 24, 1982

VW workers call off plant strike

PRODUCTION returned to normal at the Volkswagen motor plant in Uitenhage today after it was forced to halt most of its operations from Monday to Wednesday last week when about 500 workers went on strike.

The workers, from the paintshop, first downed tools on Thursday, May 13, demanding the re-instatement of a shop steward, Mr D Kondile, who was dismissed for "a breach of the disciplinary code".

On Monday, Volkswagen sent home about 3 500 workers as sectors dependent on the paintshop had to be closed.

After a meeting with shop stewards on Wednesday, workers decided to return to work today. They decided that officials of the National Automobile and Allied Workers Union (Naawu) would negotiate with management on Mr Kondile's re-instatement.

A union spokesman said today workers had taken up their positions and full-time Naawu officials would arrange to meet with VW management representatives to discuss the issue.

VW's manager of public affairs, Mr Ruben Els, said no approach for a meeting to discuss Mr Kondile's dismissal had yet been made by the union.

VW experienced several work stoppages last month after 316 workers were retrenched.

(Handwritten notes: 140A Post Reporter, E. Post 24/5/82)

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Fosatu Annual Report Nov. 1980/81

Year	Membership			Total
	African	Asian and Coloured	White	
1980				8 400
1979				..
1978				..
1977	7 000			7 000
1976	6 700			6 700
1975	3 900			3 900
1974	3 900			3 900
1973				
1972				
1971				
1970				

METAL AND ALLIED WORKERS UNION

Anonymous calls harass family of trade unionist

26/5/82 E-Post

140A

Post Reporter

THE family of a Natal trade unionist, Miss Patricia Horn, has received threatening and misleading phone calls and believes they are an indirect bid to intimidate Miss Horn

Her sister, Mrs Sandy Stuart, of Port Elizabeth, said she had received two calls since Friday. The first was from an anonymous man who said there was "big trouble" in Natal

He said Miss Horn, an organiser for the Paper, Wood and Allied Workers' Union and acting regional secretary for the Northern Natal branch of the Federation of SA Trade Unions (Fosatu), had told him to phone

She was to go to her sister in Natal immediately.

But when she phoned

Miss Horn's husband, Mr Mike Morris, an organiser for the General Workers' Union in Durban, he knew nothing about "trouble"

Yesterday she got a second call to say Miss Horn was in police detention. The allegation was false. Mrs Stuart has reported the incidents to the Baakens Street police

Her mother, Mrs Betty Horn, of Cradock, was phoned early this month by a man who said Miss Horn, who is pregnant, would have the child in police custody if she continued her present activities

"These calls are obviously an attempt by someone who is opposed to Patricia's trade union activities to intimidate her by harassing her family," Mrs Stuart said

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26/5/82
140A RDM

Bid to boot five SA unions out of IMF

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By STEVEN FRIEDMAN
Labour Correspondent

MOVES to expel five established South African trade unions from the powerful International Metalworkers Federation in Rome next month could have crucial implications for labour relations in the metal industries

The expulsion moves follow charges brought against the five unions by the Metal and Allied Workers' Union and the National Automobile and Allied Workers, most of whose members are black.

Employer sources in the metal industries believe that if tensions between the two groups worsen in the wake of the Rome meeting, attempts to negotiate a new bargaining system including all major metal unions would be hampered

And yesterday, Mr Ben Nicholson, general secretary of one of the unions threatened by expulsion, said all hopes of co-operation between established and emerging (mainly black) metal unions would end if the unions were expelled.

The expected showdown — the Rome meeting begins on June 10 — follows years of tension between unions affiliated to the Federation of SA Trade Unions and most established IMF members.

At the meeting, all the established IMF unions except the SA Boilermakers' Society — which has tried to mediate between the two sides — will face accusations of "racism" levelled by the Fosatu unions.

It is understood they include allegations that the five unions have not co-operated with the Fosatu unions on the factory floor and that some have tried to hamper

their operation by organising rival "parallel" unions

A key charge is that the established unions objected on racial grounds to applications by Fosatu unions for official registration.

The charges come as the Steel and Engineering Industries Federation is holding talks with both established unions on the metal industrial council and emerging unions who have so far refused to join the council.

The talks are aimed at devising a bargaining system for the industries which would include unions such as Mawu who have refused to join the council.

Metal employer sources say a new bargaining arrangement can only be worked out if this is supported by both union groups.

If employers agreed to changes demanded by emerging unions such as Mawu, Seifsa would then have to win established unions support for them.

"If things worsen after the Rome meeting it may be impossible to win agreement from all unions on a bargaining system and thus to devise one which all unions will support," an employer source said.

Mr Nicholson yesterday warned of a hardening of attitudes if the unions are expelled

He rejected the Fosatu unions' charges. His and other "accused" unions had been prepared to help emerging unions during disputes with employers, but believed they had a right to intervene in their own way, he said.

"Unions like ours have had a big hand in the labour changes of the past few years"

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Workers
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WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES

Wholesale & Retail Trade

Black Allied Workers Union
Commercial, Catering and Allied Workers Union
Concession Stores and Allied Trades Assistants Union
Domestic Workers and Salesladies Association
Kimberley Shop Assistants, Warehousemen and Clerks Association
National Union of Commercial, Catering and Allied Workers
National Union of Distributive Workers
Pretoriase Vakbond vir die Kleinhandel Vleisbedryf
Transvaal Retail Meat Trade Employees Union

Catering and Accommodation

Commercial, Catering and Allied Workers Union
East London Liquor & Catering Trades Employees Union

NEWS
Board meets on mining dispute

By Drew Forrest

A Government-appointed conciliation board meets today in a bid to break the six-week deadlock over pay in the mining industry.

The board is a crucial step on the road to lawful strike action. If it cannot settle the dispute, mining unions may stage a strike ballot after 30 days.

The Council of Mining Unions (CMU) representing 25,000 white miners including members of the Mine Workers' Union, will seek to drive up the Chamber of Mines' earlier offer of a 5 percent pay increase. The CMU has demanded a 15 percent rise.

DISPUTE

And in the metal industries, the industrial council meets today on the dispute between 13 members of the Metal and Allied Workers' Union (Mawu) and their former employer, the Flekser metal company in Wadeville.

If the council cannot resolve the dispute, it will automatically be referred to the Industrial Court as an unfair labour practice.

The applicants claim as unfair the initial dismissal of three workers and the subsequent dismissal and re-employment of the entire 240-strong workforce after a strike.

According to Flekser management, the three were fired after disciplinary action following a refusal to work.

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Metal and Allied Workers Union
National Union of Engineering, Industrial and Allied Workers
Port Elizabeth Operative, Plumbers Employees Association
S.A. Operative Masons' Society
S.A. Woodworkers
Steel, Engineering and Allied Workers Union
S.A. Electrical Workers Association

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES

Wholesale & Retail Trade

Black Allied Workers Union
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Pretoriase Vakhond vir die Kleinhandel Vleisbedryf
Transvaal Retail Meat Trade Employees Union

Catering and Accommodation

Commercial, Catering and Allied Workers Union
East London Liquor & Catering Trades Employees Union

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Deadlock

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union

S. Post 28/5/82

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[Signature]

Post Reporter

A deadlock has been reached in negotiations between the National Automobile and Allied Workers' Union (Naawu) and Volkswagen motor company management on the reinstatement of a shop steward who was sacked this month, the union's regional secretary, Mr Les Kettleidas, said today

VW's Uitenhage plant was forced to halt most of its operations and send about 3 500 workers home on three days this month after 500 paint shop workers struck, demanding the reinstatement of Mr D Kondile

Workers returned to work after deciding union officials would negotiate with management

Mr Kettleidas said the union would resume the discussions with VW's managing director, Mr Peter Searle, on Tuesday

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